

1 **Legislation**

2

3 **Committee on Nominations**

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

5

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

7

8 **Council on Youth Ministries ¶649**

9 **Class of 2021**

10 Charlie Kinch (C), Chair

11

12 **Class of 2025**

13 Rosie Eun Young Pang (C)

14

15 **Council on Young Adult Ministries ¶650**

16 **Class of 2025**

17 Sara Smialkowski (L)

18

19 **Board of Church and Society ¶629**

20 **Class of 2025**

21 Teaira Parker (C)

22

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

24 **Class of 2025**

25 Cindy Gryniewicz (L)

26 Don Stevens (C)

27 Ron Wilkinson (C)

28

29 **Commission on Communications ¶646**

30 **Class of 2025**

31 Tiffany Murphy (C)

32

33 **Commission on Status and Role of Women ¶644**

34 **Class of 2025**

35 Marissa van der Valk (C), Chair

36 Krystal Woolston (L)

37

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

39 **Class of 2025**

40 Joshua Colorado (L)

41

42 **Committee on Disability Concerns ¶653**

43 **Class of 2025**

44

45 **Committee on Hispanic/Latino Ministries ¶655**

46 **Class of 2025**

47 McWilliam Colon (C)

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**BOARD, AGENCIES AND COMMISIONS ORGANIZED BY THE BOOK OF DISCIPLINE**

**Board of Ordained Ministry ¶635**

Michelle Ryoo (C), Chair

**Class of 2024**

- Gina Yeske (C)
- Daeil Min (C)
- Janice Sutton Lynn (C)
- Deb De Vos (C)
- Myungsun Han (C)
- Ingres Simpson (L)
- Dr. Lillian Edwards (L)

**Board of Pension ¶639**

**Class of 2029**

Elouise Hill-Challenger (C)

**Board of Trustees ¶640 and 2512**

**Class of 2025**

- Myungsun Han (C)
- Sajan Philip (L)

**OTHER CONFERENCE AND AFFILIATED AGENCIES**

**A Future with Hope Board of Trustees**

**Class of 2024**

- John Schol
- Niurca Louis
- Wilbert Mitchell
- Patricia Morton

**Next Generation Ministries, Inc.**

**Class of 2024**

Charlie Kinch (C)

**United Methodist Stewardship Foundation of New Jersey**

**Class of 2022**

Marlin Townes (L)

**Class of 2024**

James Ryoo (C)

1                   **OTHER BOARDS THAT SUBMIT NOMINATIONS TO THE ANNUAL CONFERENCE**

2  
3   **The Pennington School – Board of Trustees**

4   **Class of 2025**

5   Philip Bancroft

6   David Long

7   William Oldsey

8   Judith Rosenberg

9   Steve Silberman

10 Soopalkij “Chris” Chearavanont

11  
12   **United Methodist Communities – Board of Directors**

13   **Class of 2026**

14   Gavin Stobie (2)

15   Dale Caldwell

16                                   **DISTRICT COMMITTEES**

17  
18                                   **Gateway North District**

19   **Board of Church and Location ¶2519**

20   **Class of 2024**

21   David Yamoah

22  
23   **Committee on District Superintendency ¶669**

24   Samuel Albania, Jr

25   Adebayo Adesanya

26   Krystal Woolston

27   Penni Robinson

28  
29   **District Committee on Ordained Ministry ¶666**

30   Janice Lynn

31  
32                                   **Palisades District**

33  
34   **Committee on District Superintendency ¶669**

35   Hyoik Kim - Chair

36  
37   **District Committee on Ordained Ministry ¶666**

38   Myungsun Han - Chair

39  
40   **District Director of Lay Servant Ministries:**

41   Charlene Gungil

42  
43                                   **Skylands District**

44  
45   **Board of Church and Location ¶2519**

46   Bob Keller

47   Tracey Gleason

48   Michael McKay

1 **Committee on District Superintendency ¶669**

2 Pat Schultz

3

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

5 Lee Haase

6

7 **District Poverty Task Force**

8 Eliezer Franqui

9

**Capital District**

10

11 **Board of Church and Location ¶2519**

12 **Class of 2024**

13 Rupert Hall

14 Jesse Ruch

15

**Northern Shore District**

16

17 **Committee on District Superintendency ¶669**

18 Wade Jackson

19

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

21 Sunny Shim

22 Ashley Wilson

23

24 **District Disaster Response Coordinator:**

25 Rich Hendrickson

26

**Raritan Valley District**

27

28 **Board of Church and Location ¶2519**

29 **Class of 2024**

30 Sang Hoon Choi

31

32 **Committee on District Superintendency ¶669**

33 Jennifer Cho - Chair

34 Chuck Coblentz

35

**Cape Atlantic District**

36

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

38 Erik Hall

39

40

41 **Trustees Enabling Resolutions**

42

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

46

47 **Be it further resolved** that if subsequent to this Annual Session of the Greater New Jersey Annual  
48 Conference of the United Methodist Church and prior to the 2022 Annual Session, any property, real or

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

7  
8 **Be it further resolved** that the proper officers of the Board of Trustees of the Greater New Jersey Annual  
9 Conference of the United Methodist Church be and hereby are authorized in the name and on behalf of  
10 the Conference, to execute and deliver the Conference deed of conveyance or instrument of transfer and  
11 all other instruments and documents to implement and carry out the purpose and intent of the foregoing  
12 resolution and to affix the corporate seal of the Conference thereto; and

13  
14 **Be it further resolved** that the President or Vice-President or Treasurer of the Corporation is hereby fully  
15 authorized and empowered to transfer, convey, endorse, sell, assign, and deliver, any and all stock, bonds,  
16 evidence of interest and/or indebtedness and all other securities, corporate or otherwise, now, or  
17 hereafter standing in the name or owned by this Corporation and to make, execute and deliver, any  
18 property to effectuate the authority hereby conferred; and

19  
20 **Be it further resolved** that whenever there shall be annexed to any instrument of assignment and transfer,  
21 executed pursuant to and in accordance with the foregoing resolution, a certificate of Secretary or of an  
22 Assistant Secretary of this Corporation in the office at the date of such certificate shall set forth these  
23 resolutions and shall state that these resolutions are in full force and effect, then all persons to whom  
24 such instrument with the annexed certificate shall thereafter come, shall be entitled without further  
25 inquiry or investigation and regardless of the date of such certificate, to assume and to act in reliance  
26 upon the assumptions that the shares of stock or other securities named in such instrument were  
27 therefore duly and properly transferred, endorsed, sold, assigned, set over and delivered by this  
28 Corporation, and that with respect to such securities the authority of these resolutions and of such officers  
29 is still in full force and effect; and

30  
31 **Be it further resolved** that after this Annual Session of the Greater New Jersey Annual Conference of the  
32 United Methodist Church and prior to the 2022 Annual Session, the Board of Trustees of the Greater New  
33 Jersey Annual Conference is hereby authorized to acquire or dispose of District parsonages, Program  
34 Director's, and Treasurer's residences, as in its discretion, it may deem necessary and advisable and in  
35 accordance with The Book of Discipline of the United Methodist Church. The Conference Board of  
36 Trustees is hereby authorized and empowered to enter into such contracts of sale and such other  
37 documents as may be necessary to effectuate the sale, transfer, or purchase of such properties. Such  
38 properties, real or personal, may be sold or acquired from any person or persons, firm, partnership, or  
39 corporation upon such terms and conditions as the Board of Trustees of the Greater New Jersey Annual  
40 Conference of the United Methodist Church shall determine; and

41  
42 **Be it further resolved** that the proper officers of the Board of Trustees of the Greater New Jersey Annual  
43 Conference of the United Methodist Church are hereby empowered and authorized to execute all such  
44 deeds, mortgages, notes, bonds, and other documents necessary to implement the purchase or sale of  
45 such conference-owned properties.

46  
47 Submitted by,  
48 Reverend Clifford L. Still, Sr., Chair, Board of Trustees

1 **Conference Advance Specials**

2

3 **Be It Resolved** that the 2021 Session of the Greater New Jersey Conference designates the following  
4 ministries and institutions as Conference Advance Specials for the 2022 conference year (without  
5 restricting in anyway a local church’s ability to support other mission work):  
6

6

7 **Be It Further Resolved** that the Executive Committee of the Connectional Table be authorized to make  
8 any additions and deletions to the Conference Advance Specials list based upon recommendations of  
9 the Conference Board of Global Ministries.

10

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

17

18 **Centenary Fund/Preachers Aid Fund** Supporting retired clergy and spouses.

19

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

24

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

34

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

43

44 **First Friends of New Jersey and New York** With the expansion of detention centers in New Jersey, the  
45 need to provide advocacy, research, and social services to detained and released detainees has  
46 increasingly grown. We provide a link to the outside world by providing toll free lines (English & Spanish)

1 in five different detention facilities where more than 2000 individuals are detained, and through visiting  
2 individuals in detention. Our Pen-pal Program allows volunteers who cannot visit to write to detainees.

3  
4 **Justice for Our Neighbors (JFON)** is a ministry that works with people God calls us to work with: the  
5 immigrant or what the Bible referred to as the stranger in both the Old Testament and Gospels. New  
6 Jersey is a state of immigrants. Unique to this ministry is that three conferences, Peninsula Delaware,  
7 Eastern Pennsylvania, and Greater New Jersey, will pool resources to serve together to support  
8 immigrants in the Southern New Jersey, Philadelphia, and Delaware Region. It will provide volunteer  
9 compassion ministry and professional legal services. Greater New Jersey has long provided such services  
10 to clergy and laity, particularly in Northern New Jersey. This new ministry will provide services in  
11 Southern New Jersey, particularly to those with the lowest incomes.

12  
13 **The Neighborhood Center** has served the Camden community since 1913. Today, they are a community  
14 center that provides a healthy and nutritious lunch six days a week, day care, an after-school program,  
15 and an evening teen program. We focus on a two-generation approach to lift families out of poverty.  
16 Our commitment is to provide a safe space for Academic achievement, Athletic accomplishment, and a  
17 flourishing Arts program. Our hope and vision for the next century of service is to create a "community  
18 living room."

19  
20 **Pennington School** A college preparatory institution affiliated with the Methodist Church, reflecting the  
21 principles espoused by John Wesley and core values of Honor, Virtue, and Humility. Students experience  
22 an environment where talents and values are forged for making a positive difference in the world. We  
23 provide half scholarships for students in grade 6 to 12.

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

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

40  
41 Submitted by,  
42 Isabel R. Quezada, Conference Board of Global Ministries

1 **Equitable Compensation Recommendation for 2022**

2  
3 **Whereas** The Commission on Equitable Compensation in seeking to support quality pastoral leadership  
4 to help United Methodists of Greater New Jersey to grow in all areas or vitality recommends the  
5 following:

6  
7 **Be it resolved that** the Greater New Jersey Annual Conference adopt the following recommendation for  
8 required minimum salary for persons under full-time appointment in the local church effective January  
9 1, 2022.

- 10  
11 a. Elder and Deacon in Full Connection: \$48,550  
12 b. Provisional and Associate Members: \$45,130  
13 c. Full Time Local Pastor: \$42,700

14  
15 Any changes in clergy ministry salaries related to a change in clergy status through ordination,  
16 commissioning, or licensing in 2021 will become effective as of January 1, 2022.

17  
18 These salaries apply to clergy (elder and deacon in full connection, provisional elder and deacon,  
19 associate members, and local pastors) serving in full-time appointments in the local church. The years of  
20 service for each clergy can be found on the Clergy Service Record at Wespeth (General Board of Pension  
21 and Health Benefits). In calculating years of service, time on leave of absence is not counted in  
22 accumulated years of service.

23  
24 For purposes of pension credit and years of service calculations, the minimum equitable salary for  $\frac{3}{4}$   
25 time pastoral appointments shall be  $\frac{3}{4}$  of the required minimum in the pastor’s cash salary. The  
26 minimum equitable salary for  $\frac{1}{2}$  time pastoral appointments shall be  $\frac{1}{2}$  of the required minimum. All  
27 appointments less than  $\frac{1}{2}$  shall be considered  $\frac{1}{4}$  time appointments for pension purposes, and salaries  
28 shall be determined by the District Superintendent in consultation with the pastor and the local church  
29 S/PPRC.

30  
31 Each pastor’s salary is determined by the local church or charge in consultation with the District  
32 Superintendent provided that the required minimum salary is met. In determining a recommendation  
33 for salary, each Staff/Pastor Parish Relations Committee takes into consideration the pastor’s years of  
34 experience, education, leadership ability, health and dental coverage, social security, and family needs.

35  
36 All full-time pastors shall be provided with a parsonage or a housing/rental allowance as part of their  
37 total compensation package.

38  
39 All full-time pastors shall have an accountable reimbursement expense line item in the church budget to  
40 cover mileage for pastoral work, continuing education, and other professional ministerial expenses as  
41 allowed by the IRS. The reimbursable amount shall be at least \$2,500. For churches receiving Equitable  
42 Compensation support, their accountable reimbursement should not exceed \$2,500.

43  
44 **Vacation Policy:**

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



1 4 weeks (including 4 Sundays) of vacation consistent with the average work week; with 5 weeks  
2 (including 5 Sundays) after 10 years of full-time or equivalent part time service consistent with the  
3 Clergy Service Record.

4  
5 Vacation time shall not be cumulative from year to year. Time spent in leadership responsibility in  
6 conference/district activities shall not be considered vacation time. This includes Course of Study, Local  
7 Pastors Licensing School, Camps, Annual Conference related Ministries, and other education and  
8 renewal as required by the Book of Discipline (§1350.2).

9  
10 In setting clergy compensation, local church Staff/Pastor Parish Relations Committees are encouraged to  
11 consider a minimum of \$300 per year of service increment above the basic minimum compensation up  
12 to a maximum 15 years. Years of service are determined by the number of full-time years (or equivalent)  
13 fully completed prior to January 1, 2022.

14  
15 Submitted by,  
16 Steven Bechtold

## 17 18 **Greater New Jersey Conference Arrearage Policy for Clergy Salaries**

19  
20 **Be it resolved that the Greater New Jersey Conference adopt the following arrearage policy for Clergy**  
21 **Salaries:**

- 22  
23 1. In the event that the local church treasurer becomes aware that the church will be unable to  
24 provide to the pastor full payment of a regularly scheduled salary, or housing allowance  
25 installment, or pension payment, or health insurance payment, the church treasurer shall  
26 immediately notify both verbally (within 24 hours) and in writing (within 3 days) the Pastor, the  
27 Lay Leader, and the Chairs of S/PPRC, Finance, Trustees, and the Church Council or equivalent of  
28 the impending arrearage. Upon receipt of such notice, the Chair of S/PPRC and/or the Pastor  
29 shall immediately notify the District Superintendent and congregation of the impending  
30 arrearage. It is the pastor's responsibility to keep copies of all such written notifications, and to  
31 provide additional written confirmation to the District Superintendent when an arrearage has  
32 taken place. Failure to document salary or benefit arrearages may result in a loss of  
33 compensation.
- 34  
35 2. Upon receipt of notice of a pending arrearage, the Chair of S/PPRC shall meet with the Pastor,  
36 Lay Leader, and Chairs of Finance, Trustees, and the Church Council to discuss the financial  
37 situation and seek remedies to prevent an arrearage from occurring. Consistent with The Book  
38 of Discipline ¶624, such remedies cannot include a reduction in the Pastor's compensation until  
39 the beginning of the next Conference year.
- 40  
41 3. If after consultation among these leaders it becomes apparent that the church may be facing a  
42 long-term financial crisis, the Chair of S/PPRC shall notify in writing the Pastor, congregation and  
43 District Superintendent to consider potential solutions including but not limited to developing a  
44 payment plan so that the pastor receives full payment of compensation, full benefit payments  
45 are made by the end of the fiscal and/or appointment year. The District Superintendent may  
46 refer this to another appropriate resource person to work with the church towards resolution of  
47 the situation.

- 1 4. If the local church is already receiving a subsidy grant, the District Superintendent or designee  
2 will determine if all subsidy grant funds allocated to the church were used to pay the pastor's  
3 salary.  
4
- 5 5. It is the responsibility of the pastor to provide evidence of an arrearage by providing  
6 documentation such as: Treasurer's Reports, Charge Conference reports, check stubs, etc.  
7
- 8 6. The statute of limitations for any salary arrearage is one year from the date of the initial  
9 arrearage. However, once an appointment ends the Pastor no longer has claim on the local  
10 church for compensation funds (§342.4).  
11

12 Submitted by,  
13 Steven Bechtold  
14

## 15 **Standards for Parsonages**

16 Revised January 2021  
17

18 **Be it resolved** that the following recommendation be adopted as the standards for parsonages for  
19 GNJUMC effective July 1, 2021.

### 20 **Standards For Parsonages**

#### 21 **Responsible Group in the Church**

22 The Book of Discipline does not mandate a parsonage committee; however, it is strongly recommended  
23 that each local church which has responsibility for a parsonage form a parsonage committee. The  
24 committee will follow-up to assure timely resolution of parsonage problems affecting the health and  
25 safety of the pastor and/or pastor's family (much like a landlord). The chairpersons of the S/PPRC,  
26 Board of Trustees and the pastor shall make an annual review of the church-owned parsonage to assure  
27 proper maintenance and up-keep. (§258.2 g(16) and §2532.4).  
28  
29

#### 30 **Standards for Existing Parsonages**

31 All parsonages shall meet local requirements for a Certificate of Occupancy. It is the responsibility of the  
32 Board of Trustees to be familiar with these requirements.  
33

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

- 36 1. Living room and family room furniture.
- 37 2. Dining room furniture.
- 38 3. Kitchen appliances including stove, refrigerator with separate freezer compartment, exhaust  
39 fan, and dishwasher.
- 40 4. Furnishings for special rooms such as sun porch, den, etc. that may be different from one charge  
41 to another.
- 42 5. Laundry equipment – automatic washer and dryer.
- 43 6. Standard television connection (providing at least 30 channels/basic cable package), high speed  
44 internet service fast enough to support streaming where available, and one telephone line (cell  
45 or land line). As churches/parsonages are located in a variety of geographical areas, we  
46 encourage discussion at the local church level to provide comparable communication services  
47 and cost saving measures such as bundling of services.

- 1 7. Floor coverings (solid surfaces are preferred).
- 2 8. Functioning window shades and blinds, or curtains/drapes.
- 3 9. One fire extinguisher in kitchen and one extinguisher outside of the furnace room. There shall
- 4 be at least one extinguisher per floor level. All fire extinguishers, smoke detectors and Carbon
- 5 Monoxide detectors are to be in compliance with local code requirements for rental properties
- 6 and certificate of occupancy.
- 7 10. Closets or free standing storage units in each bedroom.
- 8 11. Drive and walkways should be hard surfaced.
- 9 12. Minimally acceptable outside light for safety to illuminate walkways and driveways.
- 10 13. Trash cans. In municipalities where garbage pickup is not part of the tax base and is billed to the
- 11 parsonage, that local church is responsible to pay for this service.
- 12 14. Suitable equipment for lawn care and snow removal corresponding to the size and condition of
- 13 lawns/driveways/walkways and/or appropriate lawn/plowing services.
- 14 15. A study for the pastor in either the parsonage or church building. Office furnishings shall include
- 15 a desk, desk chair, minimally acceptable shelving for the pastor's library, additional chairs, and a
- 16 locking filing cabinet.
- 17 16. Parsonage electrical service shall conform to the current National Electrical Code.
- 18 17. Parking space for a minimum of one (1) car shall be provided.
- 19 18. The septic or sewer system shall be fully functional and meet the needs of the parsonage family.
- 20 Maintenance of septic systems is the responsibility of the church.
- 21 19. In parsonages where there is a well, testing of water on a periodic basis should be done
- 22 consistent with local health codes for rental properties.
- 23 20. Radon testing is strongly recommended to be done periodically consistent with EPA standards
- 24 and local requirements.

25

### 26 **Additional Suggestions**

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

30

### 31 **Responsibility**

#### 32 **1. Each pastor is responsible for:**

- 33 a. Furnishings for as many bedrooms as the family needs
- 34 b. Personal items such as television, vacuum cleaner, small appliances, dishes, glassware,
- 35 flatware, cleaning tools, wastebaskets, and decorative accessories
- 36 c. The following regular maintenance
- 37 i. Routine cleaning
- 38 ii. Floor maintenance
- 39 iii. Trash disposal and recycling
- 40 d. It is expected that the pastor shall provide tenant (renters) insurance to cover property
- 41 loss and personal liability.
- 42 e. Restitution for any damage beyond moral wear and tear.
- 43 f. At the time of a move, the current pastor shall remove all personal items and furniture
- 44 from the parsonage and property and shall leave the parsonage in a "broom clean"
- 45 state. Pastors are responsible for cleaning and disinfecting all surfaces such as kitchen
- 46 counters, appliances and cabinets, bathroom fixtures, and church owned furniture that
- 47 has been used by the parsonage family during their time in the parsonage.

48

1       **2. Each charge shall provide:**

- 2           a. Utilities – heat, electric, gas/oil, sewage, cable, internet, and basic telephone, as well as  
3           any property taxes or HOA fees that are assessed to the parsonage.  
4           b. Maintenance for all parsonage equipment  
5           c. Basic furniture for all rooms except the bedrooms (see above)  
6           d. Funds for the repair of the parsonage and its maintenance should be allocated and  
7           allowed to accumulate so that continuing care and major repairs can be made when  
8           needed.  
9           e. At the time of a move, the church is responsible for cleaning and preparing the  
10          parsonage for the new pastor and her/his family. This includes washing or dry-cleaning  
11          curtains and drapes, cleaning window blinds, shampooing carpets and/or washing floor  
12          coverings, washing windows, cleaning disinfecting garbage cans, doorknobs, etc.  
13          f. Congregations and pastors are expected to follow the guidelines of the state and the  
14          CDC with regard to effective and proper cleaning procedures of parsonages at the time  
15          of a pastoral change. The most updated information for cleaning and disinfection is  
16          available on the CDC website at <https://www.cdc.gov/>.

17  
18       **3. Miscellaneous**

- 19           a. The parsonage is the pastor’s home for his/her tenure in that church or charge. S/he  
20           has, therefore, the responsibility to care for the home and its furnishings from damage  
21           by pets or people and, if it is damaged, to return the home to a condition equal to that  
22           when s/he received it to use. If an item of furniture is damaged beyond repair, s/he is  
23           obligated to replace it.  
24           b. The right of the pastor to own furniture and equipment cannot be challenged.  
25           However, if s/he does own furniture and goods that s/he wishes to use in the  
26           parsonage, and parsonage furnishings have to stored, s/he should make every effort to  
27           store it properly so it is in good condition and does not suffer damage from being in  
28           storage. The site or method of storage for any church owned furniture shall be  
29           determined by mutual agreement between the pastor and the Board of Trustees. The  
30           pastor assumes financial responsibility for the storage of any unused furniture.  
31           c. We recommend that in addition to the required written reports filed annually with the  
32           Church Conference paperwork, there be a complete video/photo inventory of all  
33           church-owned furnishings in the parsonage. The inventory and all videos and photos  
34           should be updated annually as needed.  
35           d. It is the responsibility of the Parsonage Committee to be acquainted with the parsonage  
36           and, after a new pastoral appointment is made, meet with the incoming parsonage  
37           family to discuss the minimum acceptability of housing and furnishings, and to meet  
38           annually thereafter with the parsonage family.  
39           e. At the time of a new pastoral appointment, the chairs of the S/PPRC and the Board of  
40           Trustees, the current pastor and the incoming pastor will walk through the parsonage  
41           together for inspection and planning. It is recommended to utilize the Church  
42           Conference parsonage inspection report as a guide.  
43           f. In order to respect the privacy of clergy and families, the church has a responsibility to  
44           make an appointment and secure the approval of the pastor or an adult member of the  
45           household prior to visiting the parsonage at any time.  
46

1       **4. Multiple Church Appointments and Clergy Couples**

- 2           a. In appointments where a clergy person is appointed to more than one church and a  
3           parsonage is provided by one of the churches, the utility expenses (heat, water, and  
4           electric) will be divided equally between the churches. Any capital improvements and  
5           maintenance on the parsonage are the responsibility of the church that owns the  
6           parsonage.  
7           b. In cases of clergy couples when the couple resides in the parsonage of one of the  
8           appointments, the utility expenses will be divided equally between the appointments  
9           provided that housing is considered as a part of the compensation package for each of  
10          the clergy. In situations where both persons in a clergy couple are utilizing their  
11          respective parsonages, each church will provide utilities for their own pastor.

12  
13       **Standards for Parsonages (Purchasing or Building a New Parsonage)**

- 14          1. All parsonages shall meet local requirements for a Certificate of Occupancy.  
15          2. The District Committee on Church Location and Building must be consulted in developing plans  
16          for all purchases or construction of a new parsonage.  
17          3. All newly constructed or newly purchased parsonages shall be in full compliance with the Book  
18          of Discipline. Consideration shall be made for those with handicapping conditions.  
19          *Provide on the ground-floor of a newly constructed parsonage: (1) one room that can be used as*  
20          *a bedroom by a person with a disability; (2) a fully accessible bathroom; and (3) fully accessible*  
21          *laundry facilities (§2544.4d)*  
22          4. Churches considering selling their current parsonage and purchasing a new one need to explore  
23          property tax implications as well as leans on the property that may need to be considered in  
24          potential financing.

25  
26       **Option 1**

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

45  
46       **Option 2**

- 47          1. The standards of Option One would apply with consideration by the church of purchasing,  
48          leasing, renting a townhouse or condominium. This option would be negotiated by the District

1 Superintendent, the local charge and the pastor following consultation with the District  
2 committee on Church Location and Building

- 3 2. The purpose of this option is to provide an alternative to the “traditional” church parsonage for  
4 ministry in special situations. Allowing for the wide variety of townhouse/condo choices, it is  
5 difficult to recommend a single standard for such settings.

6  
7 **Appeals**

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

10  
11 Submitted by,  
12 Steven Bechtold

13  
14 **Pension and Health Benefits**

15  
16 **Be it resolved that** the Past Service Annuity Rate for January 1, 2022, to December 31, 2022, be set at  
17 \$727 per approved service year prior to January 1, 1982.

18  
19 **Be it further resolved**

- 20 1. That effective January 1, 2022, the Greater New Jersey Annual Conference will continue to  
21 sponsor CRSP for full-time, three-quarter time and one-half time clergy and continue to sponsor  
22 UMPIP for those clergy in one-quarter time appointments.
- 23 2. That contributions for January 1, 2022, to December 31, 2022, for the Clergy Retirement  
24 Security Program for full-time and less-than-full-time ( $\frac{3}{4}$ -time &  $\frac{1}{2}$ -time) clergy and for  
25 Conference sponsored UMPIP Plan for  $\frac{1}{4}$ -time clergy, be set at 14% of plan compensation. The  
26 increased percentage includes 5% for administrative costs and 7% uncollectable fees per the  
27 2020 approved budget set by Special Session of Annual Conference on October 26, 2020.
- 28 3. That contributions for January 1, 2022, to December 31, 2022, for the Comprehensive  
29 Protection Plan be set at 3.4% of plan compensation for full-time and  $\frac{3}{4}$ -time ordained clergy,  
30 and for Conference Sponsored UMLife Options for  $\frac{1}{2}$ -time ordained clergy to be set 2.2% of plan  
31 compensation. That local churches may sponsor  $\frac{1}{4}$ -time ordained clergy and  $\frac{3}{4}$ -time part-time  
32 local pastors in UMLife Options. The increased percentages for CPP and UMLifeOptions includes  
33 5% for administrative costs and 7% uncollectable fees per the 2020 approved budget set by  
34 Special Session of Annual Conference on October 26, 2020.
- 35 4. That the starting date for retirement payments for new retirees commences July 1, 2021, unless  
36 otherwise stated.
- 37 5. That the following members of the former Southern Conference be included in terms of  
38 eligibility for conference-paid health benefits. Specifically, the following persons, upon  
39 becoming annuitants with at least 10 years of service, will be eligible for Conference-paid health  
40 benefits: Jae Jeong Shim, Mildred E. Bender, J. Evans Dodds, Nicholas Connolly, Daniel Gueh,  
41 William R. Hess, and Charles D. Mitchell.
- 42 6. That Robert L. Webster and family be eligible for Conference-paid health benefits upon  
43 retirement and receiving an annuity.
- 44 7. That Rev. Patricia Bruger’s actual years of appointment and service at CUMAC/ECHO, INC. from  
45 June 16, 1995, through retirement be fully credited for the purpose of calculation of service year  
46 credits to determine allocation of pro-rated health insurance premium payment responsibility  
47 upon retirement.

- 1 8. That the following clergy be subject to five years “under appointment through the Conference  
2 immediately prior to retirement” to meet eligibility requirements for health benefits in  
3 retirement, rather than the seven years as approved at the 2011 Annual Conference meeting  
4 (Paragraph 3 under Eligibility, p. 365 of the 2011 Conference Journal). Specifically, the following  
5 persons, if, at the time of retirement, meet all other eligibility requirements for health insurance  
6 in retirement, shall be granted under this provision: Rev. Vena Murphy, Rev. William Jacobsen,  
7 Rev. Christina Zito.
- 8 9. That clergy participants in the Conference Health Insurance Plan who have expenses associated  
9 with the adoption of a child will be reimbursed up to \$10,000 per child upon the presentation of  
10 the necessary documentation.
- 11 10. The Greater NJ Annual Conference (the “Conference”) adopts the following resolutions relating  
12 to rental/housing allowances for active, retired, terminated, or disabled clergypersons of the  
13 Conference:

14  
15 **Be it resolved that** an amount equal to 100% of the pension, severance, or disability payments received  
16 from plans authorized under *The Book of Discipline of The United Methodist Church* (the “*Discipline*”),  
17 which includes all such payments from the Wespath Benefits and Investments, during the period July 1,  
18 2021 through June 30, 2022, by each active, retired, terminated, or disabled clergyperson who is or was  
19 a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing  
20 allowance for each such clergyperson; and

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

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

- 44  
45 1. That clergy retiring before July 1, 2022, be reimbursed for one-time moving expenses up to  
46 \$5,000.00 incurred while moving from church-owned housing to personal housing. This  
47 reimbursement is limited to actual moving expenses, not to include moving company packing  
48 costs. The same benefits and restrictions shall also apply to a surviving spouse moving out of the

1 parsonage upon the death of a pastor while in active service in the Annual Conference, and to  
2 those entering disabled relationships.

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

10 3. That the Guidelines for Health Insurance Participation, below, be approved and upon approval  
11 printed in the 2021 Conference Journal and Yearbook.

12  
13 Submitted by,  
14 William B. Wilson Sr., Chair, Board of Pensions

## 16 **2021 Health Insurance Guidelines, Conference Board of Pension and Health** 17 **Benefits**

18  
19 The mission of the Conference Health Insurance Plan (the Plan) is to provide primary health insurance  
20 coverage to full-time full, provisional, and associate ministerial members and full-time local pastors of the  
21 Annual Conference and to eligible full-time lay employees.

22  
23 The Plan provides secondary health insurance coverage for retirees who are receiving Medicare which  
24 requires both Medicare Parts A & B for coverage. For those who have retired early and are not yet eligible  
25 for Medicare, primary health insurance coverage is through the same plan as those in active ministry. The  
26 Plan is a non-vested current benefit for active and retired pastors and lay employees.

### 28 **I. ELIGIBILITY**

#### 30 **1. Clergy Eligibility:**

- 31 1) Active clergy under full-time Episcopal appointment to serve a local church including Elders,  
32 Deacons, Local Pastors, Associate Members, and Provisional Members  
33  
34 2) Those under full-time appointment as district superintendents, clergy staff members of Conference  
35 councils and boards, treasurers, bishop's assistants, or directors of parish development, general  
36 evangelists, and campus ministers for whom the Conference provides pension contribution to the  
37 Clergy Retirement Security Program (CRSP) who are:
- 38 • a full elder or associate member (other than a missionary) (Book of Discipline ¶344.1a(1))
  - 39 • or an ordained clergyperson from another annual conference or another Methodist  
40 denomination (Book of Discipline ¶344.1a(1), ¶346.1)
  - 41 • an ordained clergyperson from another denomination if not covered by the group health  
42 plan of the denomination to which they belong. (Book of Discipline ¶344.1a(1), ¶346.2)
- 43  
44 3) Enrollment in the Active health insurance plan must be completed within 31 days of appointment  
45  
46 4) Waiving coverage in the Plan - Contact the Benefits Assistant for required documents. Documents  
47 must be completed and returned within enrollment deadline periods



- 1                   • within 31 days of initial eligibility; or  
2                   • once per year during the Conference open enrollment period for the following  
3                   January 1; or  
4                   • within 31 days of an open enrollment period for a spouse’s plan; beginning January  
5                   1, 2016.  
6                   • see PREMIUM PAYMENT RESPONSIBILITY – ACTIVE for Waived Coverage Fees.  
7  
8           a) Participant must certify that:  
9                   • The plan is through a former employment or a spouse’s current or former  
10                  employment. Proof of such coverage is required.  
11  
12                  • The plan is not a marketplace plan. Under these guidelines and marketplace rules,  
13                  Full-time clergy are ineligible for any Premium Tax Credit.  
14           b) Re-admittance to the plan is during any open enrollment period, or within 31 days of a Special  
15                  Enrollment event (loss of other coverage, employment status change, divorce, death of a  
16                  spouse, or gain a dependent).  
17  
18   5) Clergy in any category under Episcopal appointment to full-time service in an Extension Ministry  
19   [¶344.1a (3)(4); 344.1b; 344.1d; 331.1a,b; 326.1; 331.8; 346.1; 346.2], may enroll in the Plan within  
20   31 days of initial appointment. Late enrollments are permitted only during the Annual Election  
21   Period or in the case of a Special Enrollment event - loss of other coverage, employment status  
22   change, divorce, death of a spouse, or gain a dependent.  
23  
24   6) Part-time clergy in any category are not eligible for coverage through the Plan.  
25  
26   **2. Ministerial members who are placed on Medical Leave status by the Conference** shall continue  
27   enrollment in the Plan regardless of whether they are eligible for Medicare disability benefits. The  
28   Conference Plan remains primary until the participant becomes eligible for Medicare due to disability,  
29   at which time the Conference Plan becomes secondary to Medicare. Beginning January 1, 2016,  
30   participants obtaining Medicare due to disability, may choose to remain in the Active Health Plan as  
31   their secondary insurance, or to enroll in the United HealthCare Retiree Plan (Medicare Advantage  
32   Plan). The premiums for ministerial members on Conference Medical Leave (and their enrolled family)  
33   will be paid by the Conference with Conference Board of Pension and Health Benefits funds.  
34  
35   **3. Clergy in Retired Status** may be in the Plan if they were under full-time appointment for 20 years and  
36   appointed full-time through the Conference for the last 10 years with annuity credit immediately prior  
37   to retiring; *provided, however, that:*  
38   (a) Clergy in retired status may also be in the plan if they retired on or before July 1, 2021 (provided  
39   that their participation shall be subject to the provisions of Part II and III below);  
40  
41   (b) Clergy in retired status may also be in the plan (subject to the provisions of Part II and III below)  
42   if:  
43        i. they retired after July 1, 2021,  
44        ii. they were at least 62 years old as of July 1, 2021, and  
45        iii. they had at least 15 but less than 20 years of full-time appointment; *provided that*  
46        *Such retirees must pay such additional premiums or charges as may be established annually*  
47        *by the Board of Pensions and Health Benefits.*

1 (c) Clergy in retired status may also be in the plan (subject to the provisions of Part II and III below)  
2 if:

- 3 i. they retired after July 1, 2021,
- 4 ii. they were at least 62 years old as of July 1, 2021,
- 5 iii. they had at least 7 but less than 15 years' service of full-time appointment, provided that  
6 *1. Such retirees must pay 100% of any and all fees, charges, premiums, and other requirements*  
7 *for participation established by the Board of Pensions and Health Benefits; and*  
8 *2. Such retirees under this paragraph (c) also shall not receive any financial credit or*  
9 *contribution toward the cost of the Plan.*

10 Retired participants and spouses age 65 and over are required to carry Medicare Part A and Part  
11 B in order to be eligible for Conference insurance in retirement. Monthly premium for Part A if  
12 any, and for Part B is a personal expense. A Retiree (and eligible dependents) not enrolling  
13 (waiving coverage) in the Plan at the time of retirement, or who left the plan as a retiree, may  
14 enroll during any open enrollment period, or within 31 days of a Special Enrollment event  
15 (including but not limited to voluntary or involuntary loss of coverage) (refer to Clergy Eligibility  
16 #1, subparagraph 1d). For dependent eligibility, see #5 under "Eligibility."  
17

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

22 (a) Lay employees of the Conference or any of its subsidiary agencies working a minimum of 1,560  
23 hours annually (30 hrs. per week)

24  
25 (b) Full-time (minimum of 1,560 hours annually) lay employees of any church in the Conference that  
26 adopts the program, completes a Salary Paying Unit Sub-Adoption Agreement and whose church  
27 enrolls a minimum of 75% of its full-time lay employees

28  
29 (c) Retired lay employees of the Conference, local churches, Conference-affiliated UM institutions,  
30 the Episcopal office, units of the Conference whose lay employees are not on the Conference  
31 payroll and the surviving spouse of such employees, may participate in the Plan provided they  
32 have received or will receive a UMPIP benefit from Wespith Benefits and Investments through  
33 their salary-paying unit and if they were employed full-time for 20 years and employed full-time  
34 through the Conference for the last 10 years with immediately prior to retiring *provided, however,*  
35 *that:*

36 (d) Lay employees in retired status may also be in the plan if they retired on or before July 1, 2021  
37 (provided that their participation shall be subject to the provisions of Part II and III below);

38  
39 (e) Lay employees in retired status may also be in the plan (subject to the provisions of Part II and III  
40 below) if:

- 41 i. they retired after July 1, 2021,
- 42 ii. they were at least 62 years old as of July 1, 2021, and
- 43 iii. they had at least 15 but less than 20 years of full-time appointment; *provided that*  
44 *Such retirees must pay such additional premiums or charges as may be established annually*  
45 *by the Board of Pensions and Health Benefits.*

46 (f) Lay employees in retired status may also be in the plan (subject to the provisions of Part II and III  
47 below) if:

- 48 i. they retired after July 1, 2021,

- 1 ii. they were at least 62 years old as of July 1, 2021,  
2 iii. they had at least 7 but less than 15 years' service of full-time appointment, provided that  
3 1. *Such retirees must pay 100% of any and all fees, charges, premiums, and other*  
4 *requirements for participation established by the Board of Pensions and Health Benefits;*  
5 *and*  
6 2. *Such retirees under this paragraph (c) also shall not receive any financial credit or*  
7 *contribution toward the cost of the Plan.*  
8

- 9 **5. Dependents eligible for coverage** in the Conference Plan are limited to the spouse, children who are  
10 qualified adult dependents, and children who are under age 26. Dependents may be added only  
11 during the Annual Election Period as allowed by the Plan, or in the case of a Special Enrollment event  
12 - loss of other coverage, employment status change, divorce, death of a spouse, or gain a dependent.  
13 If an annuitant marries (remarries), coverage of spouse and/or children may be available and premium  
14 for dependents is at the retiree's expense.  
15

## 16 **II. PREMIUM PAYMENT RESPONSIBILITY – ANNUITANTS**

17

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

20 Unless it has already been stated above under Eligibility, the Conference shall pay the premiums for all  
21 eligible enrolled annuitants of the Conference, lay or ministerial, from appropriate funds.

- 22 A. A Clergy person age 65 or older, becoming an annuitant after July 1, 2021, who has 20 full-  
23 time approved years with annuity credit in (CRSP), the Clergy Retirement Security Program  
24 (includes prior plans), with Wespeth Benefits and Investments, shall receive health insurance  
25 coverage under the Plan. Monthly premium for Part A if any, and for Part B (both required)  
26 is a personal expense.

- 27 1. Annuitants age 65 or older who retired on or before July 1, 2021 shall continue to pay  
28 and be responsible for a percentage designated by the Board for each year short of  
29 20 full-time years of service. The 2022 percentage will remain at 5%. The percentage  
30 will be reviewed annually by the Board.  
31

- 32 B. **A lay person age 65 or older**, who has received or will receive a UMPIP benefit after July 1,  
33 2021, who has 20 full-time approved years of employment with participation in UMPIP, the  
34 United Methodist Personal Investment Plan (includes prior plan), of Wespeth Benefits and  
35 Investments, shall receive health insurance coverage under the plan. Monthly premium for  
36 Part A if any, and for Part B (both required) is a personal expense.

- 37 1. A lay retired participant age 65 or older who retired on or before July 1, 2021 shall  
38 continue to pay and be responsible for a percentage designated by the Board for each  
39 year short of 20 years of full-time service. The 2022 percentage will remain at 5%.  
40 The percentage will be reviewed annually by the Board.  
41

- 42 C. The Active premium for an **annuitant under the age of 65 commencing benefits**

- 43 1. Eligible annuitants under the age of 65 who retired on or before July 1, 2021 shall  
44 continue to pay and be responsible for the annual fixed amount determined in the  
45 year of retirement until the annuitant reach age 65. Premium payment for those  
46 that have less than 20 years of full-time service shall continue to pay 5% for each  
47 year short of 20 years of full-time service. Annuitants paying for the annual

1 percentage for which they are short of 20 years of full-time service are subject to  
2 annual increase set by the Board of Pensions.

- 3
- 4 2. Eligible annuitants under the age of 65 who retired after July 1, 2021 shall pay the  
5 amount equal to the actual plan premium rate set by Wespeth Benefits and  
6 Investments until the annuitant reach age 65. The plan is subject to annual  
7 increases.
- 8
- 9 3. Eligible annuitants who retired after July 1, 2021, *and*, as of July 1, 2021, were at  
10 least 62 years old and had at least 15 but less than 20 years of full-time  
11 appointment, see Part I paragraph 3(b) or 4(e).
- 12
- 13 4. Eligible annuitants who retired after July 1, 2021, and, as of July 1, 2021, were at  
14 least 62 years old with at least 7 of service but less than 15 years net credited  
15 service under full-time appointment, see Part I paragraph 3(c) or 4(f).
- 16

- 17 D. **Extension Clergy serving approved Conference Advance Specials** in the geographic bounds  
18 of the Annual Conference who are not eligible to enroll in the Clergy Retirement Security  
19 Program (CRSP) will be credited, solely for the years appointed to that Advance Special, with  
20 actual years of appointment and service to the Conference, for the purpose of calculation of  
21 service year credits to determine allocation of pro-rated premium payment responsibility  
22 upon retirement.
- 23

24 **III. PREMIUM PAYMENT RESPONSIBILITY – PRE-ANNUITY RETIREES**

25

26 The Conference Board of Pension and Health Benefits shall establish rates of premiums for the  
27 participants, based upon the premiums charged by the carrier.  
28 For those who have retired early and are not collecting an annuity, the retired enrollee is responsible for  
29 the full Active premium payment until they reach annuity age.

30

31 **IV. PREMIUM PAYMENT RESPONSIBILITY – ACTIVE**

32

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

35

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

- 38 A. Each church shall pay the premium(s) or Waived Participation Fee(s) (which is equal to the  
39 blended premium) of each of its full-time appointed clergy (including clergy spouse and  
40 dependent children if enrolled) who are either a full, provisional, or associate member of the  
41 Conference or a local pastor.
- 42 1. The salary paying unit shall also be responsible for remitting premium for its lay  
43 employees who are enrolled in the Plan.
- 44
- 45 2. Plan participants are to pay the amount of their share of the premium in excess of the  
46 premium credit provided by the HealthFlex Exchange default plan selected by the  
47 BOPHB. The local church will deduct the funds from the participant's compensation  
48 and remit the participants' share to the Annual Conference on a monthly basis.

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

5 **V. CONTINUATION OF COVERAGE AFTER CERTAIN EVENTS**

6  
7 **A. Voluntary and Involuntary Termination** - If a person's participation in the Plan ceases due to  
8 voluntary or involuntary termination of Conference membership or employment or discharge or  
9 removal from the Annual Conference, Continuation Coverage for health insurance may be  
10 available through application to HealthFlex.

11  
12 **B. Loss of Dependent Status** - If a dependent's participation in the Plan ceases due to divorce or to  
13 attaining the limiting age, Continuation Coverage may be available through application to  
14 HealthFlex.

15  
16 **C. Medical Leave** - See #2 under Eligibility.

17  
18 **D. Leave of Absence** (§353 and §354) - Clergy placed on voluntary leave of absence (personal,  
19 family, or transitional) or involuntary leave of absence may continue in the Plan for a period of  
20 twelve months, provided they pay the premiums. Continuation Coverage for up to an additional  
21 12 months may be available through application to HealthFlex. Leave of absence is not an  
22 appointment, causes a break in appointment years, and does not accrue annuity credit towards  
23 health benefits in retirement.

24  
25 **E. Sabbatical Leave** (§351) Clergy placed on sabbatical leave may continue in the Plan for a period  
26 of twelve months, provided they pay the premiums. Continuation coverage may be available  
27 through application to HealthFlex. Sabbatical leave is not a break in appointment years for the  
28 purposes of health benefits in retirement.

29  
30 **F. Death** - Surviving spouses of clergy members are subject to the same rules (see Eligibility  
31 Guidelines #1 and 3) as the clergy member. Surviving spouses of lay employees of the  
32 Conference and District offices are subject to the same rules (see Eligibility Guideline #4 c) as the  
33 lay employee.

34  
35 **VI. ADMINISTRATION**

36  
37 All concerns, issues, requests, etc., relating to premiums, benefits, coverage (including voluntary  
38 termination of coverage, additions, or deletions to policies) and benefits at retirement must be "in  
39 writing" from the Plan participant to be considered official. Such correspondence, concerns, or requests  
40 for changes in coverage must be sent to the Plan Administrator or their designated coordinator.  
41 Commitments or resolutions of issues must come in writing directly from the Plan Administrator or his/her  
42 designated coordinator.

43  
44 The Benefits Officer and Administrator for the Conference Plan is the Conference Treasurer/Director of  
45 Administrative Services. The Benefits Officer shall be a member of the Conference Board of Pension and  
46 Health Benefits without a vote. Each person shall be responsible for promptly enrolling all eligible persons,  
47 for collecting all amounts due from churches, agencies or individuals for participation in the Plan, for  
48 arranging for their prompt deposit in a Conference account, for checking all billings from the Insurance

1 Carrier to certify their completeness and accuracy and for making proper remittances on schedule for the  
2 Plan; and such Officer shall delete from the Plan any enrollee whose premium is not paid by the end of  
3 the month for which the premium is due. Termination is effective the first day of the month for which no  
4 payment has been received.

5  
6 Submitted by,  
7 William B. Wilson, Sr., Chair, Board of Pension and Health Benefits

8  
9 **GNJ Designated Fund Policies, Processes and Procedures Legislation (May**  
10 **2021 Annual Conference Session)**

11  
12 **Whereas**, the world needs a strong GNJ to transform lives and communities as we recruit and develop  
13 transformational leaders to make disciples and grow vital congregations to transform the world. Key to  
14 this mission are strategic funds that help fund present vital ministry and ensure a sustainable future  
15 mission and ministry.

16 **Whereas**, funds are invested in accordance with the social principles of the UMC and prudently to  
17 maximize gains so that balances keep pace with present AND future ministry needs. Further the funds  
18 are overseen so that funds are only used for the designated or restricted purpose.

19 **Whereas**, funds are created to sustain the long-term health of the mission and ministry of GNJ. By  
20 investing wisely and making prudent disbursements, they will continue to grow and provide financial  
21 support for the important ministry and mission of GNJ. Healthy fund levels spur innovation and longevity  
22 of core ministry especially during financially challenging times. Appropriate levels enable GNJ to do  
23 more with less support from shared ministry giving.

24 **Therefore, be it resolved that** the Greater New Jersey Annual Conference session adopt the following  
25 Designated Fund Policies, Processes and Procedures:

26  
27 **I. Two types of Funds shall be categorized:**

28  
29 A. Donor **Restricted funds** shall be contributions from an individual, or group of individuals, with  
30 a restricted purpose that can only be changed by the individual(s) or their estate when so  
31 designated or by the state’s attorney general. GNJ must use restricted funds for the purpose  
32 designated by the donor. All restricted funds will be managed and dispersed according to the  
33 donor’s restriction.

34  
35 B. GNJ **Designated** funds are designated by the annual conference session and are overseen by a  
36 designated body. The annual conference session can change the designated purpose if needed.  
37 **These GNJ Designated Funds are the focus of this legislation.**

38  
39 **II. CF&A will establish a GNJ Fund Committee as follows:**

40 A. GNJ shall have an eight-member GNJ **Fund Committee** made up of at least three persons  
41 from the CF&A investment committee, the CFO/Treasurer and one person from each of the  
42 following agencies – the Board of Trustees, the Board of Pensions and Health Benefits, the  
43 Connectional Table and the Cabinet. The GNJ Fund Committee is to report **at least twice a year**  
44 to each of the above agencies the state of each GNJ designated fund including balances and

1 disbursements made toward approved uses (as defined in this policy), progress towards the  
2 fund goal amount, and recommend to the Board of Trustees and CF&A policy updates as  
3 needed.  
4

5 **B. Every March and September**, the five agencies (CF&A, Board of Trustees, Board of Pensions  
6 and Health Benefits, Connectional Table and Cabinet) and any GNJ mission partners who have  
7 funds invested shall meet jointly with the investment institution(s) to hear about each fund's  
8 short, medium and long-term performance, their expectations for the market based on the  
9 trends observed and their economic forecasts and a report on the social impact our funds are  
10 making to create a more just and socially responsible world.  
11

12 **C.** Each GNJ designated fund will have a goal. The goal is a target balance the GNJ fund  
13 committee sets that should be attained over time. When the goal is reached, CF&A and the  
14 Board of Trustees will review the goal and see if it is adequate or if it needs to be adjusted.  
15

16 **D.** The CF&A investment committee shall be responsible to make the investment decision for  
17 each fund. These decisions should be communicated to the CFO in writing or by email who shall  
18 then be responsible for executing the necessary trades at Wespath and reporting back the  
19 executions to the CF&A Investment Committee in a timely manner. The investment committee's  
20 charter, policies and investment guidelines are to be incorporated into CF&A's policies.  
21

### 22 **III. Fund Procedures**

#### 23 **A. Fund Purpose Designation**

24 The Annual Conference shall identify and state the purpose of each fund.  
25 Any proposed changes in purpose shall be submitted as legislation according to the date set by  
26 the conference rules. If an amendment is made to the purpose or designation of a particular  
27 fund, CF&A will have the opportunity to review its impact on the annual conference or a  
28 particular ministry prior to any vote being taken and make its recommendation to the annual  
29 conference session.  
30

#### 31 **B. Fund Oversight**

32 The Annual Conference shall identify who has oversight of the fund. The group or individual shall  
33 ensure the policies governing the fund are followed and the use of the funds is achieving the  
34 desired purpose and impact. Any use outside the fund purpose and policy is to be reported to  
35 the chairperson of CF&A and the bishop. For example, in the case of the Harvest Mission Fund,  
36 the Connectional Table has been currently assigned the oversight of this fund.  
37  
38

#### 39 **C. Fund Administrator**

40 The Annual Conference shall identify who administers the use of the fund for the intended  
41 purpose of the fund. The administrator(s) is to evaluate the impact and report the use and  
42 impact of the fund to the oversight group. All disbursements from the fund are to be itemized in  
43 the budget that uses the fund. For example, in the case of the Harvest Mission Fund, the  
44 cabinet is currently responsible to administer the fund. Further note, the Fund Administrator  
45  
46

1 has no direct access to the investment company to designate investment mix nor to the funds to  
2 initiate withdrawals. Only the CFA investment committee can designate investment mix and  
3 only the CFO, with approvals outlined in the policy in writing via email or letter, can execute the  
4 investment mix and withdrawals.  
5

#### 6 **D. Fund Disbursements**

7  
8 In consultation with the fund's administrator(s), in the last quarter of the year, the investment  
9 committee of CF&A will review market performance of the last year and recommend between a  
10 0-5% disbursement (with a minimum 3% disbursement if the administrator requests it) to the  
11 Board of Trustees and CF&A to be disbursed and used for mission and ministry for the coming  
12 year. The Board of Trustees and CF&A are to vote on the recommendation and the  
13 CFO/Treasurer is to make the disbursement as approved from the fund by December 15th.  
14 No further amounts are to be disbursed during the course of the year unless a need arises and  
15 then, as approved by CF&A, for a fund that didn't take a disbursement on December 15th of the  
16 previous year.  
17

18 If a disbursement is not made in a particular year, they cannot be cumulatively disbursed in  
19 subsequent years - only the 0-5% set by CF&A for that year may be disbursed.

20 In the next five years when subsidies are still being provided to the churches in the annual  
21 conference for billables and benefits, disbursements that will be made from GNJ funds for the  
22 budget will be approved by Annual Conference.  
23

#### 24 **E. Emergency Use of Funds**

25  
26 Emergency use of designated funds may be approved if there is **insufficient** cash available for  
27 critical mission and ministry. An emergency is not defined as poor budgeting or overspending or  
28 under raising of income for the budget. These issues must be addressed in the budgeting  
29 process. Before taking an emergency disbursement, spending reductions and fundraising shall  
30 be applied first.  
31

32 An emergency use requires a 75% approval of those present at each of the board of trustees and  
33 CF&A meetings. The emergency usage is to be reported at the next annual conference session.  
34

35 To the extent resources become available later, paying back the emergency disbursement  
36 should be a priority of the Treasurer, board of trustees and CF&A.  
37

#### 38 **F. Borrowing from Funds**

39  
40 Borrowing from GNJ designated funds is not generally recommended but can be considered for  
41 capital projects if it is in the best interest of the ministry and mission of GNJ.

42 Note: Only up to 20% of the fund may be borrowed and only with the approval of 75% of those  
43 present at each of the Board of Trustees and CF&A meetings. The annual conference must be  
44 notified of any borrowings at the next session. These borrowings are to be paid back within five  
45 years at the market interest rate.  
46

47 For example, borrowing may be requested to purchase a new district parsonage. Before  
48 approval is given to borrow, careful consideration must be given as to whether borrowing the



1 money commercially is more advantageous to the mission and ministry of GNJ. Specifically, the  
2 opportunity cost of not being invested in the market as a result of making the loan should be  
3 considered.  
4

#### 5 **G. Property Sales and Funds**

6  
7 Once a property is sold and debt and fees have been deducted, 100% of the remaining proceeds  
8 shall be distributed as follows:  
9

- 10 • To the extent the current year consolidated budget anticipates the need for property  
11 proceeds to balance the budget, the CFO/Treasurer is authorized to use up to the  
12 budgeted amount towards operating expenses.  
13
- 14 • Proceeds above and beyond the operating budgeted amount (**Investable Property**  
15 **Proceeds**) are to be invested with the investment institution within 5 days unless the  
16 CF&A investment committee recommends waiting because of volatility in the market.  
17 During the waiting period, the property sale proceeds may not be spent for other  
18 purposes.  
19

20 Example: The 2021 Consolidated Budget includes \$3,182,000 of property sales proceeds  
21 to balance. Net proceeds over this amount are to be invested.  
22

23 In order to rebuild the funds, the distribution of the **Investable Property Proceeds** to the various  
24 funds will follow the plan established by CF&A until the funds other than the four funds listed  
25 below have reached their targets ("**Funds allocation steady state**"). After that the allocation of  
26 property proceeds shall be as follows:

- 27 • Harvest Mission Fund – 50%
- 28 • Strategic Disciple Making Fund – 20%
- 29 • Retiree Health Care – 15%
- 30 • Property Redevelopment Fund – 15%
- 31

32 Note: "**Fund allocation steady state**" will be reached after subsidies for billables are no longer  
33 needed and all funds other than the four above are fully funded at their targeted goal levels –  
34 we expect this will happen around 2026.  
35

#### 36 **H. Audit**

37 Each year the investments and fund balances are to be audited during the GNJ regular audit to  
38 ensure compliance with GNJ policies and the accuracy of fund balances.  
39  
40

1 **Be it further resolved** that the Greater New Jersey Annual Conference session adopt the following fund  
2 names and respective purpose:  
3

4 **IV. GNJ Designated Funds<sup>1</sup>**

- 5 1. Operating Reserve Fund – each year, CF&A will establish a surplus needed to manage  
6 cashflow during the year. It shall be set at 10% of the consolidated budget approved by the  
7 annual conference. If more than 10% is needed, CF&A is to examine structural reasons why  
8 the problem exists and address it. The fund shall be invested in short term instruments as  
9 identified by the CF&A Investment Committee.
- 10 2. Harvest Mission Fund – supports leadership and congregational development and mission  
11 engagement. Impact – meet current goals of 51% vital congregations, enable 150  
12 congregations to engage in A Journey of Hope plan and allow GNJ to achieve a 98% giving  
13 rate for shared ministry and billables. May receive a 0-5% disbursement per year as set by  
14 CF&A.
- 15 3. Strategic Disciple Making Fund – funds new faith communities (congregations, second sites,  
16 new worship services) so that we increase the number of new disciples and vital  
17 congregations. Impact – more new disciples and vital congregations. May use up to 80% of  
18 the fund balance.
- 19 4. St. John’s Native American Historic Preservation Fund – fund the preservation of the St.  
20 John’s building as a historical site and the Native American burial ground. Impact – preserve  
21 the only Native American Church in GNJ and serve as a cultural site for the people of New  
22 Jersey.
- 23 5. Next Gen Ministries Fund (formerly known as Tumetheca & Time is Now funds)– fund  
24 ministries of young people between 12 and 30 that may include camping, Ignite, youth  
25 ministries, campus ministries and other ministries to form and shape young people’s  
26 commitment to and faith in Jesus Christ. Impact – increase in the number of young people  
27 participating in young people ministries in GNJ congregations. May receive a 0-5%  
28 disbursement per year as set by CF&A.
- 29 6. Pension and Benefits Operational Fund – fund the administrative work of the Conference  
30 Board of Pensions and Health Benefits and up to \$ 30,000 billing gap shortfall in collections.  
31 May receive a 0-5% disbursement per year as set by CF&A.
- 32 7. Retiree Health Fund – fund payments for retiree health care and secure retire health care.  
33 The fund will be funded with pre-82 pension surplus as available and property sales of 15%  
34 starting once the “fund allocation steady state” has been reached. Impact – we will ensure  
35 retiree health care funding and back the funds appropriately. May receive a 0-5%  
36 disbursement per year as set by CF&A.
- 37 8. Property Operational Fund - funds maintenance and equipment purchases for the GNJ  
38 Mission and Resource Center, closed church property and cemeteries owned by the annual  
39 conference so that property is self-funded rather than funded through shared ministries and  
40 property sales. Impact – more shared ministry funding to mission and ministry and property  
41 sales to funds that will fund present ministry and sustain future mission and ministry. May  
42 receive a 0-5% disbursement per year as set by CF&A.
- 43 9. Property Redevelopment Fund – funds redeveloping GNJ congregational property. Our first  
44 priority is for congregations in low-income communities to be able to increase income for

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<sup>1</sup> Each of the designated funds will experience a 0-5% disbursement each year as explained in the Fund Disbursements section.

1 ministry and mission in low-income communities. Impact – redeveloping church properties  
2 that can no longer be maintained by congregations so that they can continue to have a vital  
3 congregational ministry in GNJ’s low-income communities. May receive a 0-5%  
4 disbursement per year as set by CF&A. Up to \$500,000 per project may be borrowed for  
5 viable redevelopment projects. At no time may more than 50% of the fund’s balance be in  
6 loans. When this fund is reported it must include the cash balance and the amount in loans.  
7 Loans may be approved by a majority vote of each of the following agencies: Board of  
8 Trustees, CF&A and the Cabinet.

9 10. Superintendent Housing Fund – funds the purchase and maintenance of superintendent  
10 parsonages or provides a housing allowance for one or more district superintendents. The  
11 fund shall be adequate to purchase and maintain district parsonages or provide housing  
12 allowances for district superintendents. Impact – reduce the amount needed from shared  
13 ministries so that more funds are available for mission and ministry and/or eliminate the  
14 amount needed from church property sales so that more money may be added to the  
15 ministry funds. May receive a 0-5% disbursement per year as set by CF&A or by a 75%  
16 approval of those present at each of the Board of Trustees and CF&A for the amount  
17 needed to purchase of a district parsonage.

18 11. Episcopal Residence Fund – funds the purchase and maintenance of the bishop’s residence  
19 or housing allowance. Impact – reduce the amount needed from shared ministries so that  
20 more funds are available for mission and ministry and/or eliminate the amount needed from  
21 church property sales so that more money may be added to the ministry funds. May receive  
22 a 0-5% disbursement per year as set by CF&A or by a 75% approval of those present at each  
23 of the Board of Trustees and CF&A for the amount needed to purchase of an episcopal  
24 residence.

25 12. Episcopal Office Fund – funds discretionary fund and scholarships to the bishop’s clergy  
26 convocation. Impact – supports emergency needs of clergy and ministry and assists pastors  
27 who need financial support to attend the bishop’s convocation on ministry.  
28

29 **Rationale:** This legislation clearly defines the roles and responsibilities for the stewardship of the GNJ  
30 Designated Funds by ensuring the stated purpose for each fund is established appropriately by Annual  
31 Conference and that robust policy and procedures are in place with respect to the investment and use of  
32 the funds.  
33  
34  
35  
36  
37  
38  
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40  
41

1 **GNJ Designated Fund Policy Chart**

2

Fund Name	Purpose Designation	Oversight	Administrator	Invested	2020 Rebalanced \$ Amount (1)	Goal \$ Amount
Operating Reserve Fund	AC Session	CFA	CFA	Short-Term	3,000,000	10% of Expenses
<b>Mission and Ministry Funds</b>						
Harvest Mission Fund	AC Session	Connect Table	Cabinet Dean	Wespath	10,000	25,000,000
Strategic Disciple Making Fund	AC Session	Connect Table	Cabinet Dean	Wespath	10,000	20% of Prop
Episcopal Office Fund	AC Session	Episco Com (2)	Bishop	Wespath	150,000	500,000
<b>GNJ Funds to Other Organizations</b>						
St. John's Native American Historic Preservation Fund	AC Session	CONAM	St. Johns Trustees	Wespath	0	1,000,000
Next Gen Ministries Fund	AC Session	Connect Table	Next Gen Board	Wespath	1,500,000	1,500,000
<b>Benefits Funds</b>						
Pension and Benefits Operational Fund	AC Session	CBOPH	CFO/Tres	Wespath	750,000	750,000
Retiree Health Fund	AC Session	CBOPH	CFO/Tres	Wespath	1,810,000	Actuarial (5)
<b>Property Funds</b>						
Property Operational Fund	AC Session	Trustees	CFO/Trustees	Wespath	10,000	6,000,000
Property Redevelopment Fund	AC Session	Trustees	Dev Com (3)	Wespath	10,000	5,000,000
Superintendent Housing Fund	AC Session	Trustees	CFO/Tres	Wespath	1,000,000	1,000,000
Episcopal Residence Fund	AC Session	Trustees	Epsc Res Com (4)	Wespath	750,000	1,000,000
<b>Total</b>					<b>9,000,000</b>	<b>N/A</b>

(1) The rebalance column is a onetime allocation of reserve funds based on the actual cash amount available for reserves, not the reported amount as of January 2021.

(2) Episco Com = Episcopacy Committee – The committee on Episcopacy is a Disciplinary committee responsible for overseeing the work and ministry of the bishop.

(3) Dev Com = Development Committee – A committee of four members of the board of trustees and four members of the A Future with Hope board of trustees to review requests to redevelop property form mission and ministry.

(4) Epsc Res Com = Episcopal Residence Committee – A Disciplinary committee whose responsibility is to oversee the bishop's residence.

(5) At least every other year, GNJ will have a third-party complete an actuarial analysis to determine the retiree health fund goal, based on plan design and participant population. This amount is reported in the annual audited financial statements.

3

4 Submitted by,  
5 Vasanth Victor, President, Council of Finance & Administration

6

7

1 **Appendix A**  
 2 **GNJ Restricted Fund Details**  
 3

<b>Fund Name</b>	<b>2020 Unaudited Balance</b>
<b>Mission and Ministry Funds</b>	
Mosaic Ministries Fund	981,089
Lily Grant Fund	530,000
Tanzania Mission Partnership Fund	36,232
<b>Trustees - Donor Restricted</b>	
Goldsmith Estate Fund - 3rd Party	30,000
Deaconess Endow Fund Balance	10,000
Estate Funds (Drew & Kimble)- 3rd Party	161,155
Conf Scholarship Restricted Fund Balance	118,915
Glading Restricted Fund Balance	10,000
Seese Restricted Fund Balance	34,767
Goorley Restricted Fund Balance	5,000
Urban Scholarship Restricted Fund Balance	30,000
Kappler Restricted Fund Balance	20,000
Fullman Memorial Perm Restricted Fund	4,500
Augustin-Smith Endowment Fund	100,000
Nancy Belsky Perm Restricted Fund	6,365
Bard Trust - 3rd Party	143,839
Horner Trust - 3rd Party	80,688
<b>Trustees - without Donor Restricted</b>	
Goldsmith Estate Fund Balance	5,552
Deaconess Accumulated Income Reserve	53,308
Estate Funds - Drew/Kimble/Friedrich	133,125
Conf Scholarship Fund Balance	243
Glading Trust Fund Balance	16,622
Maddock Trust Fund Balance	158,263
Seese Scholarship Fund Balance	145
Goorley Fund Balance	7,741
Urban Scholarship Fund Balance	24,995
Ethel Snyder/Inez Irons Book Fund Balance	53
Frances Nelson Scholarship Fund Balance	46,680
Phyllis Jane Stetser Scholarship Bal	1,460
Fullman Memorial Temp for Sustentation	2,478
Augustin-Smith Fund	7,100
Nancy Belsky Temp Rest Fund	1,616

4  
5

1 **Appendix B**  
 2 **GNJ Affiliate Fund Details**  
 3

Fund Name	2020 Unaudited Balance
<b>Mission Partners</b>	
Centenary Fund	13,670,156
The United Methodist Foundation (3 funds)	288,446
A Future with Hope	3,786
<b>Other Affiliates</b>	
Ministerial Education (GCFA) Fund	64,591
Youth Service Fund Reserve	2,950
Christian Ed Sunday Fund	18,542
Disability Awareness Sunday Fund	1,074
Comm of Native American Min. Fund	66,822
Trenton Initiative (Maker's Place) Reserve	88,245
New Spaces -Dinner Church	13,731
Miracles Everywhere Campaign (incl. \$37K pledged not rec)	107,951
National Hispanic Plan	77,117
GNJ Korean Partners in Ministry	2,394
Skylands District Union	855
Palisades District Union	8,473
Northern Shore District Union	1,558
Capital District Union	1,100
Raritan Valley District Union	8,523
Cape Atlantic District Union	1,741
Delaware Bay District Union	225
Gateway North District Union	9,345
Cultivate Grant Fund	32,797
Conference Grants	10,000
Friends of Old Estellville Methodist Church	44,536
Educational Society	180,672
Bright Spots	7,394

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 5  
 6  
 7  
 8  
 9  
 10

1 **Journey of Hope Legislation Modification**

2  
3 **Whereas** the October 2020 Annual Conference Session passed the *A Journey of Hope* legislation to end  
4 the sin of racism and align this ministry with the overall strategic plan and ministry of GNJ; and

5  
6 **Whereas** part of that legislation recognized the inequities within the GNJ shared ministry apportionment  
7 and billable system and sought to create a more just and fairer shared ministry and billable  
8 apportionments by apportioning and billing congregations in low-income communities at a lower  
9 percentage; and

10  
11 **Whereas** the legislation included language that required specific requirements for Journey of Hope  
12 congregations while it did not make those same requirements of all GNJ congregations;

13  
14 **Therefore, be it resolved** that the following approved *2020 A Journey of Hope legislation* be amended to  
15 state:

16  
17 Apportion shared ministries and billables to congregations in low-income communities using the same  
18 criteria in 5.a.i-v at the following percentages ~~to pay shared ministry apportionments and billables, as~~  
19 ~~long as the congregation has and is making progress on A Journey of Hope Plan and gives 100% of their~~  
20 ~~apportioned shared ministry and billables.~~

- 21 • Communities with median household income \$50,000 to 55,000 – apportion at 70%.
- 22 • Communities with median household income \$45,000 to 49,999 – apportion at 65%.
- 23 • Communities with median household income \$40,000 to 44,999 – apportion at 60%.
- 24 • Communities with median household income \$35,000 to 39,999 – apportion at 55%.
- 25 • Communities with median household income below \$34,999 – apportion at 50%

26  
27 A district superintendent and/or a congregation may recommend to CFA that their congregation be  
28 included in this program if the congregation is excluded only because the method used to determine the  
29 income of the community served by the congregation does not adequately determine the financial  
30 health of the community.

31  
32 Submitted by,  
33 Council on Finance and Administration  
34 Cabinet of Greater New Jersey

35  
36 **Church Closures**

37  
38 **Be it resolved**, that the Greater New Jersey Annual Conference expresses its thanksgiving for all the  
39 blessings made possible by the clergy and laity who have contributed to the ministry and mission of the  
40 following congregations:

- 41
- 42 **Mt. Fern, United Methodist Church, Randolph, NJ**
- 43 **Bethany Browne Memorial United Methodist Church, Jersey City, NJ**
- 44 **Centre Grove United Methodist Church, Millville, NJ**

1 **Be it further resolved**, in keeping with provisions of Paragraph 2549.2b of the Book of Discipline,  
2 2016 edition, the congregations are discontinued, and the assets of the church are transferred to  
3 the Trustees of the Greater New Jersey Annual Conference.  
4

5 **Be it further resolved**, that in keeping with the provisions of ¶1229 of the Book of Discipline, 2016  
6 Edition, the remaining members of the church may be transferred to a United Methodist Church of  
7 their choice.  
8

9 **Be it further resolved**, that through its budget fund distribution percentages for the sale of property,  
10 Greater New Jersey Annual Conference distribute net proceeds after all outstanding loans and other  
11 obligations owed to the Greater New Jersey Annual Conference or any other creditor shall be repaid  
12 upon the sale of the property, and liquidation of any other assets.  
13

14 **Be it further resolved**, in keeping with provisions of Paragraph 2549.4 of the Book of Discipline, 2016  
15 edition, all deeds, records, legal papers and other official documents shall be maintained in permanent  
16 safekeeping with the Conference Commission on Archives and History.  
17

18 **Be it further resolved** that the remaining funds from the sale of the church after all debt and obligations  
19 have been paid will be disbursed according to the legislation as approved by the January 22, 2021  
20 special annual conference session.  
21

22 Respectfully Submitted,  
23 The Greater New Jersey Cabinet  
24

## 25 **Intersectional Peace with Justice**

26  
27 **Whereas** United Methodist Women, “work for justice through compassionate service and advocacy to  
28 change unfair policies and systems” and “provide educational experiences that lead to personal change  
29 in order to transform the world.” <https://www.unitedmethodistwomen.org/about>  
30

31 **Whereas** the United Methodist Women has 4 resolutions coming before General Conference 2021  
32 focused on advocating for justice for Children’s Sabbath, The Girl Child, The Status of Women, and  
33 Voting Rights Protection in the U.S. <https://www.unitedmethodistwomen.org/gc2020>  
34

35 **Whereas** "Peace with Justice is a faithful expression of shalom in the Bible. It calls the church to  
36 strengthen its capacity to advocate publicly in communities and nations throughout the world. It aims to  
37 make shalom visible and active in people’s lives and communities by setting people free from bondage.  
38 We will celebrate Peace with Justice when all people have access to adequate jobs, housing, education,  
39 food, health care, income support, and clean water. We will further celebrate when there is no more  
40 economic exploitation, war, political oppression, and cultural domination."  
41 [https://www.umcjustice.org/who-we-are/social-principles-and-resolutions/peace-with-justice-sunday-](https://www.umcjustice.org/who-we-are/social-principles-and-resolutions/peace-with-justice-sunday-and-special-offering-6139)  
42 [and-special-offering-6139](https://www.umcjustice.org/who-we-are/social-principles-and-resolutions/peace-with-justice-sunday-and-special-offering-6139) , 2016 Book of Resolutions, #6139  
43

44 **Whereas** "We know the presence of political and social turmoil can be caused by a number of issues  
45 including economic disparity, environmental degradation, gender inequality, racism and xenophobia,  
46 and illness and disease. If we want peace, we must be committed to disrupting these conditions and



1 systems that perpetuate injustice." [https://www.umcjustice.org/what-we-care-about/peace-with-](https://www.umcjustice.org/what-we-care-about/peace-with-justice)  
2 justice

3  
4 **Whereas** the Greater New Jersey Annual Conference passed a resolution to End Harm to Youth in 2018  
5 committing to "offering training in group facilitation skills for sensitivity and respectful dialogue among  
6 divergent opinions so that all peoples of all ages might grow to know they are beloved children of God."

7  
8 **Therefore, be It resolved** that the following resolution is adopted by the 2021 Greater New Jersey  
9 Annual Conference.

10  
11 The Greater New Jersey Annual Conference commits to graceful presence and bold actions by:  
12 We call all clergy and lay members to an ongoing commitment to continuing education and growth  
13 around topics of intersectional justice and the overlapping systemic inequalities and discriminations that  
14 impact all God's children and our Greater New Jersey churches.

15  
16 We implore churches to partner with United Methodist Women in continuing respectful, healing  
17 conversations around difficult topics and among divergent opinions. We strongly encourage  
18 collaboration and conversations between different congregations and diverse communities around  
19 justice issues.

20  
21 The Greater New Jersey Annual Conference of the United Methodist Church makes a bold choice to  
22 work for intersectional peace with justice and to create inclusive communities that respect the dignity  
23 and sacred worth of all God's children, and honor our shared, common humanity.

24  
25 **Rationale:** There is a need for faith and love in action to address social divisions exacerbated by this  
26 pandemic in areas such as healthcare, childcare, food insecurity, education, and economics as well as  
27 systemic justice issues like climate justice, racial discrimination, immigration rights, gender inequities,  
28 and rights for members of LGBTQIA communities. Although there are diverse opinions and backgrounds  
29 on social justice issues, there is also a need for breaking down barriers within our congregations and  
30 communities.

31  
32 Submitted by,  
33 by the GNJUMW Leadership Team, Sue Zahorbenski, President

34  
35 **Making the Educational Society of the GNJAC a subcommittee of the Board of**  
36 **Higher Education and Ministry**

37  
38 **Whereas** the Educational Society of the Greater New Jersey Annual Conference (ESGNJAC) has provided  
39 financial help through scholarships and loans to students pursuing ministry in the former Southern NJ  
40 Annual Conference and the GNJAC since at least 1863, and

41  
42 **Whereas** in those nearly 160 years of ministry the ESGNJAC has distributed hundreds of thousands of  
43 dollars in financial support to pastors and prospective pastors of GNJAC, and

44  
45 **Whereas** the ESGNJAC provides similar resources and support as the Conference Board of Higher  
46 Education and Ministry (CBHEM), therefore

1 **Be it Resolved** that the Educational Society of the Greater New Jersey Annual Conference become a  
2 subcommittee of the Conference Board of Higher Education and Ministry, further

3  
4 **Be it Resolved** any member of the Educational Society of the Greater New Jersey Annual Conference  
5 wishing to remain in ministry with the Educational Society be added to the Conference Board of Higher  
6 Education and Ministry to serve out their term from ESGNJAC.

7  
8 **Rationale:** The ESGNJAC has had a difficult time these last few years meeting its own set policies of  
9 filling out its membership with eight clergy and eight laity members and in getting applications for  
10 scholarships. Making the ESGNJAC a subcommittee of the CBHEM will benefit both bodies by adding  
11 active members to both bodies and making the resources of ESGNJAC more available to seminary and  
12 post-secondary students.

13  
14 Submitted by,  
15 Donald Stevens

### 17 **Itemized Shared Ministry Statements and Remittance Forms**

18  
19 **Whereas** the Greater New Jersey Annual Conference (GNJAC) prior to 2021 sent monthly itemized  
20 shared ministry statements to local churches which gave separate lines for each of the six different  
21 Shared Ministry Items; and

22  
23 **Whereas** the GNJAC Remittance form prior to 2021 gave separate lines for each of the six Fund Names  
24 and Fund Numbers; and

25  
26 **Whereas** churches need to comply with ¶ 258.4(f) in our Book of Discipline which states “Contributions  
27 designed for specific causes and objects shall be promptly forwarded according to the intent of the  
28 donor and shall not be used for any other purpose <sup>11</sup>. 11. See Judicial Council Decision 976 “ ; and

29  
30 **Whereas** beginning in 2021, the GNJAC changed the Shared Ministry statements to eliminate the  
31 itemized lines for each Fund Name and Fund Number and only shows two lines, one for GNJ Shared  
32 Ministry Fund and another for GCFA Apportioned Funds; and

33  
34 **Whereas** beginning in 2021, the GNJAC changed the Shared Ministry Remittance form to eliminate the  
35 itemized lines for each Fund Name and Fund Number and only shows two lines, one for GNJ Shared  
36 Ministry Fund and another for GCFA Apportioned Funds; and

37 **Whereas** to comply with Book of Discipline ¶ 258.4(f), in 2021, churches will need to record and report  
38 giving for each of the 10 categories below according to the intent of the donor and designated giving  
39 shall not be used for any other purpose:

- 40 Laity, Clergy, and Congregational Development
- 41 Conference Mission and Benevolences
- 42 Administration
- 43 General Administration Fund (Fund 401)
- 44 Interdenominational Cooperation Fund (Fund 402)
- 45 World Service Fund (Fund 403)
- 46 Black College Fund (Fund 404)
- 47 Episcopal Fund (Fund 405)

1 Africa University (Fund 406)

2 Ministerial Education Fund (Fund 407)

3

4 **Therefore, be it resolved that** the Greater New Jersey Annual Conference will begin to issue Shared  
5 Ministry statements and Shared Ministry Remittance forms to local churches which show itemized costs  
6 on separate lines for all categories below:

7 Laity, Clergy, and Congregational Development

8 Conference Mission and Benevolences

9 Administration

10 General Administration Fund (Fund 401)

11 Interdenominational Cooperation Fund (Fund 402)

12 World Service Fund (Fund 403)

13 Black College Fund (Fund 404)

14 Episcopal Fund (Fund 405)

15 Africa University (Fund 406)

16 Ministerial Education Fund (Fund 407)

17

18 **Rationale:** Churches need to comply with ¶ 258.4(f) in our Book of Discipline which states,  
19 “Contributions designed for specific causes and objects shall be promptly forwarded according to the  
20 intent of the donor and shall not be used for any other purpose.”

21

22 Submitted by,

23 Tom O’Hearn, Lay Member

24

## 25 **Presenting Recommendations – Rule III 19)**

26

27 **Whereas** All recommendations with financial impact must be sent to CF&A for their reaction, prior to  
28 being placed before the annual conference. Those requirements are clear in our current rules, but the  
29 method guaranteeing that such review will be handled in an orderly fashion needs to be implemented.

30

31 **Be it resolved that rule: III 19 b) shall be amended by adding:**

32 iii. All recommendations submitted to the Conference Secretary in a timely manner shall be submitted  
33 to the CF&A by the conference secretary or his/her designee in time for the CF&A to present its findings  
34 to the annual conference in the Pre-Conference journal. If CF&A determines that adoption of the  
35 recommendation would have a financial impact, CF&A shall report its understanding of such impact.

36

37 **Rationale:**

38 The rules should be amended by eliminating the possibility of a proposed recommendation being ruled  
39 out of order because it did not reach CF&A, as required under the conference rules, in time to have their  
40 reaction reported to the annual conference. This is actually codifying what has been a long-standing  
41 practice for decades. This amendment clarifies "who" is required to act and "how" they are required to  
42 act in handling proposed recommendations.

43

44 Submitted by,

45 Bob Costello

1 **Inclusive Nomination Process To The General and Jurisdictional Conference**

2  
3 **Be it resolved** that the GNJUMC amends the Rules of Order VII. Petitions and Elections to General and  
4 Jurisdictional Conference. 63) Nominations by inserting a sentence after the first sentence as followed:  
5 “In the event of not receiving sufficient nominations to elect a full delegation, no nominations from  
6 every ethnic groups or women are underrepresented, the conference secretary extends the nomination  
7 period until March 31.”

8  
9 63) Nominations – In a year in which elections to the General and Jurisdictional Conferences are to be  
10 held, the Conference Secretary shall open nominations for lay and clergy delegates on December 15 and  
11 nominations will be closed on February 15. In the event of not receiving sufficient nominations to elect a  
12 full delegation, no nominations from every ethnic groups or women are underrepresented, the  
13 conference secretary extends the nomination period until March 31. An individual who desires to be a  
14 delegate shall download and complete a candidacy nominations form from the web page. On the  
15 bottom of nominations for Lay Delegates shall be the names of two Lay Members of the Annual  
16 Conference who endorse the nomination of the candidate. On the bottom of nominations for Clergy  
17 Delegates shall be the names of two Clergy Members who are eligible to vote for such delegates, and  
18 who endorse the nomination of the candidate.

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

23  
24 Submitted by,  
25 Gyuchang Sim, Lay member at large, Tenafly UMC  
26  
27  
28  
29