



possibility

2023 ANNUAL CONFERENCE | MAY 21-23

PRE-CONFERENCE WORKBOOK
UNITED METHODISTS OF GREATER NEW JERSEY



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WELCOME FROM BISHOP SCHOL

With God, all things are possible.
- Jesus, Matthew 19:26

Friends in Christ,

With God, all things are possible. This verse from Matthew 19:26 has been a guiding principle for us as we continue to navigate the challenges of our time and as we prepare for the 24th Greater New Jersey Annual Conference Session on May 21-23, 2023.

As we gather, God's possibilities continue to bless us. We celebrate the relaunch of the IGNITE Conference in person. Our work to end the sin of racism continues through the building of the Journey of Hope into the policies, procedures, and systems of GNJ. We are excited about affiliation with Eastern Pennsylvania which helps us further our mission and be good stewards of our resources. A new Strategic Direction will lead us into God's next possibilities.

During the conference session, we will review progress on these and other important initiatives and chart a path forward with possibility and hope. We will give thanks for those who served among us and now share in eternal glory, commission, ordain and elect the next generation of leaders.

We will also discuss important business, including the 2024 budget and continuing our work on congregational vitality and sustainability.

To prepare for our time together, I invite you to:

1. Start with prayer. Pray that God will bless our time together and guide our work.
2. Share with your congregation. Use the reports in this workbook to share about our ministries and initiatives.
3. Engage with your congregation the legislation that will be before us.

I look forward to joining with you in holy conferencing as we embrace possibility and move forward following Christ Jesus and the path God continues to set for us.

Keep the faith!

A handwritten signature in black ink that reads 'John R. Schol'. The signature is written in a cursive style with a large, stylized 'J'.

John R. Schol, Bishop



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UNITED METHODISTS
OF GREATER NEW JERSEY

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GREETING FROM THE CONFERENCE SECRETARY

Dear Annual Conference Lay and Clergy Members,

Welcome to the 2023 Greater New Jersey Annual Conference! The in-person session will return to the Wildwood Convention Center, May 21-23, 2023. We look forward to gathering for worship, business, and fellowship!

This 2023 Pre-Conference Workbook will serve as a valuable resource for you to use as an active member of the 2023 Annual Conference Session. Please have it available as you attend the Conference. As an alternative, the Pre-Conference Workbook is available online and can be downloaded on the GNJ website.

Included in these pages are reports, legislation and nominations received for consideration at Annual Conference. We have included all legislation submitted by the deadline of January 15, 2023. If this is your first Annual Conference as an active member, the Rules of Order, Name Badge and Voting chart, and "How to Understand Parliamentary Procedures" will assist you following the business of the Annual Conference. We hope the workbook will be helpful as you share with your congregation and join in the worship, business, fellowship, and celebration at the 2023 Greater New Jersey Annual Conference.

The 2023 GNJ Conference begins with registration starting at 1:00pm at the Wildwoods Convention Center, Wildwoods, NJ. Please see the Agenda in this booklet for the complete conference schedule.

I look forward to greeting you as we gather for Holy Conferencing to address the business of the conference and celebrate the ways that we will fulfill our mission to Make Disciples of Jesus Christ for the Transformation of the World.

In Christ,

Rev. Shelley S. Smith
Conference Secretary

The United Methodist Church of Greater New Jersey Reports and Resolutions:

Although reports and resolutions may be amended on the floor of Annual Conference, we urge those wishing to amend a resolution to contact the chairperson/originator of the report/resolution prior to the beginning of Annual Conference to work out a mutually agreeable revision. For the sake of time management, we encourage you to give your attention to this important detail.

Clergy Members Unable to Attend the Annual Conference or Clergy Session:

If any clergy member is not able to attend the Annual Conference, please notify the conference secretary of your absence by email

Elected Lay Members Unable to Attend All Sessions:

If for any reason the elected Lay Member can no longer be seated at the Annual Conference, they are responsible for passing on the Pre-Conference Journal and Handbook and any other program materials to the elected Alternate (Reserve) Lay Member. Before leaving the hotel to return home, they are asked to return the packet of materials and name badge to the Registration Table at the Convention Center. The Alternate (Reserve) Lay Member can proceed to the Registration Table, identify themselves, and obtain the necessary credentials to use while serving as the Lay Member.

CONFERENCE INFORMATION

Attendance and Name Badges:

All members are required to register for Annual Conference beginning at 1:00 p.m. on Sunday, May 21 in the Main Lobby of the Convention Center. Name badges will be given out at the attendance/ registration desk and will serve as your meal ticket for dinner on Sunday and lunch on Monday.

Late Registration for Annual Conference:

Members who are not registered online by the April 21 registration deadline may register at the Wildwoods Convention Center on Sunday, May 21st at the Late Registration desk. Late registrants are responsible for obtaining, and paying for, their own hotel room.

Hotels:

You will receive a confirmation email once you register. Information on hotels will be linked to this email. Conference members and visitors who register after April 21, are responsible for obtaining their own hotel room.

Childcare:

Childcare will be offered at the Convention Center on:

- Sunday, 3:30 p.m. – 10:00 p.m.
- Monday, 8:00a.m. - 6:30 p.m.
- Tuesday, 8:00 a.m. - 1:30 p.m.

Additional information regarding childcare (including options to register) will be included on the Annual Conference Registration Form and afterward. Due to Safe Sanctuary guidelines, no walk-ins will be allowed.

Offering:

There will be one offering taken at the Conference during the Leadership Report. Please come prepared to witness through your giving.

Workshops:

A selection of workshops of interest to both clergy and laity will be offered on Monday, May 22 starting at 4:30 p.m. Sign-up for the workshop of your choice when you register for the Annual Conference – pre-registration is required!

Exhibits:

Information booths for associated organizations and agencies will be located in the Main Lobby of Convention Center.

Mission Project:

Rise Against Hunger mission project will take place in the East Hall on Monday, May 22 beginning at 4:30 p.m. Sign-up when you register for the Annual Conference.

Service of Remembrance:

The Service of Remembrance will be held on Monday, May 22 at 11:00 a.m. It will be followed by a luncheon at 12:00 p.m. with the Bishop in Meeting Room 1 for the families of those honored.

Meals:

- Breakfast is not provided; there are numerous restaurants, coffee shops and diners nearby and on the boardwalk.
- Dinner on Sunday, May 21 – Elected Lay Members will meet at 5:00 p.m. in the East Hall. Clergy will meet at 5:00 p.m. in the Ballrooms.
- Lunch on Monday, May 22 – Elected Lay Members and Clergy will meet at 12:00 p.m. in East Hall and the adjacent deck.
- The Extension Ministry dinner is scheduled for Monday at 6:30 p.m. This dinner is for those clergy appointed to an extension ministry. Pre-registration is required; fees apply. You may register for this dinner when you register for the Annual Conference online.
- Dinner for Visitors on Sunday, May 21 and lunch on Monday, May 22 – Visitors to the Annual Conference may join members for dinner and/or lunch if pre-registered and paid for in advance. Pre-payment and reservation is required.

Focus Group Meals:

Focus group leaders will provide information on location of meals directly to all pre-registered attendees. Leaders must register in advance.

Emergency Phone:

Should an Annual Conference participant need to be contacted in case of emergency, call Jay Kim, 732- 272-4156.

Parking:

Parking is conveniently located on the grounds of the Convention Center. An area for those with handicap license plates and placards is clearly marked. Golf carts will be available to take those with mobility issues to the entrance.

Directions to the Wildwoods Convention Center:

From Philadelphia: Atlantic City Expressway to Exit 7 South onto the Garden State Parkway South to Exit 4B (Wildwood/Wildwood Crest). You will be on Rt. 47 South (Rio Grande Ave.). Continue 2.3 miles to Ocean Ave. and turn left. The Convention Center is on your right directly after the turn.

From New York and Points North Garden State Parkway South to Exit 4B and follow directions above. From Cape May and Points South Cape May-Lewes Ferry to Cape May. Follow signs to the Wildwoods via Garden State Parkway North to Exit 4 and follow directions above.

From Delaware Memorial Bridge Rt. 40 East to Rt. 55 South to Rt. 47 South to the Wildwoods.

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**24th Annual Conference Session
Wildwood, NJ**

AGENDA

Sunday, May 21

1:00 p.m.	Open Registration & Fellowship Exhibits and Cokesbury Bookstore	
4:00 p.m.	Clergy Executive Session	Ballrooms
	Laity Session	West Hall
5:00 p.m.	Clergy Dinner	Ballrooms
	Laity Dinner.	East Hall
7:00 p.m.	Commissioning and Ordination Worship.	West Hall

Monday, May 22

7:00 a.m.	Breakfast on your own; Group prearranged breakfasts	
7:45 a.m.	Communion on the Beach.	Convention Center Deck Ocean Side
8:30 a.m.	Praise and Worship	West Hall
8:45 a.m.	Organizing the Conference	
9:00 a.m.	Episcopal Address	
9:30 a.m.	Business and Legislation Nominations [PAGE 21] , Trustees Enabling [PAGE 28] , Disaffiliation [PAGE 29] , Advance Specials [PAGE 30] , Equitable Compensation [PAGE 32] , Parsonage Standards [PAGE 33] , Arrearage Policy [PAGE 37] , Church Closures [PAGE 38]	
11:00 a.m.	Service of Remembrance	
12:00 p.m.	Lunch Bishop's Luncheon with memorial service families	East Hall and East Deck
1:30 p.m.	Praise and Worship	West Hall
1:45 p.m.	Leadership Address	West Hall
2:15 p.m.	Business and Legislation: Strategic Direction [PAGE 40] , Budget [PAGE 45] , Pension and Health Benefits [PAGE 46] , Safe Sanctuaries [PAGE 48]	
3:20 p.m.	Offering for Hurricane Ida Recovery	
3:30 p.m.	Service of Passage with Anointing	West Hall
4:30 p.m.	Workshops	Ballrooms A, B, C, Prayer Room, East Hall
5:30 p.m.	Adjourn for the Day	
6:30 p.m.	Extension Ministry Dinner	
6:30 p.m.	Dinner for groups and individuals at the convention center (pre-arranged)	

Tuesday, May 23

7:00 a.m.	Breakfast on your own; Group prearranged breakfasts Meet and Greet with Wespath and GNJ Stewardship Foundation
7:45 a.m.	Communion on the Beach. Convention Center Deck Ocean Side
8:30 a.m.	Praise and Worship West Hall
8:45 a.m.	Teaching Moment: Possibility – Bishop Cynthia Moore-Koikoi
9:45 a.m.	Reading of the Appointments. West Hall
10:15 a.m.	Business and Legislation: Sell Pinelands [PAGE 51] , Endorse Christmas Covenant [PAGE 52] , A Safer GNJ [PAGE 53] , Reclaiming the Narrative [PAGE 54]
12:30 p.m.	Closing Worship with Holy Communion West Hall
1:00 p.m.	Adjournment



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THE GNJ DIGEST

UNITED METHODISTS
OF GREATER NEW JERSEY

Stay up-to-date with all the happenings in the GNJ Conference - from inspiring stories of faith to updates on events and programs.

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www.gnjumc.org/thegnjdigest/newsletter-signup

NAME BADGES AND VOTING RIGHTS

Badge Color	Affiliation	Voting Rights
Yellow ¶602.4 ¶602.6	<ul style="list-style-type: none"> Elected Lay Member, At Large Member Youth-Young Adult Elected Member Diaconal Minister, Deaconess Home Missioner under GNJ, appointment, GNJ Lay Leader District Lay Leader, GNJ Director of Lay Servant Ministries, GNJ UWF President, GNJ UMM President 	<p>May vote on all matters except granting or validation of license, ordination, reception into full conference membership, or any question concerning the character and official conduct of ordained ministers.</p> <p>Lay members who are elected members of the Conference Board of Ordained Ministry and Committee on Investigation can vote on all matters of ordination, character and conference relations of clergy.</p>
Red ¶602.1	<ul style="list-style-type: none"> Full connection (Elder and Deacons) 	May vote on all matters except election of lay delegates to General/Jurisdictional/Central conferences.
Blue ¶602.1c	<ul style="list-style-type: none"> Associate Members (<i>Associate Members that are elected members of the Conference Board of Ordained Ministry, have the right to vote at clergy session on matters of ordination, character and conference relations of clergy.</i>) 	May vote on all matters except constitutional amendments and matters of ordination, character, and conference relations of clergy.
¶602.1b	<ul style="list-style-type: none"> Provisional Members (<i>under appointment to a pastoral charge who have completed educational requirements towards ordination</i>) 	May vote on all matters of the annual conference, except constitutional amendments, and matters of ordination, character, and conference relations of clergy.
¶602.1d	<ul style="list-style-type: none"> Full Time/ Part Time Local Pastors (<i>under appointment to a pastoral charge who have completed course of study or an M.Div. degree and have served a minimum of two consecutive years under appointment before the election</i>) 	May vote on all matters except constitutional amendments and matters of ordination, character, and conference relations of clergy. (<i>Licensed Local Pastors that are elected members of the Conference Board of Ordained Ministry, have the right to vote at clergy session on matters of ordination, character, and conference relations of clergy</i>)
Green ¶602.1b ¶602.1c	<ul style="list-style-type: none"> Provisional Members (<i>under appointment to a pastoral charge who have not completed educational requirements toward ordination</i>) and Affiliated Members 	May vote on all matters except constitutional amendments, election of clergy delegates to the General/Jurisdictional/ Central Conferences and matters of ordination, character, and conference relations of clergy.
¶602.1d	<ul style="list-style-type: none"> Full Time/ Part Time Local Pastors (<i>under appointment to a pastoral charge who have not completed course of study or an M.Div. degree</i>) 	May vote on all matters except constitutional amendments, election of delegates to the General/Jurisdictional/ Central Conferences and matters of ordination, character, and conference relations of clergy.
White ¶320.5	<ul style="list-style-type: none"> Retired Local Pastors 	May attend with voice, but not vote.
Teal ¶602.9	<ul style="list-style-type: none"> Visitors Student Pastors (from other conferences), Lay Missionaries, Members of Other Conferences Interim Supply Pastors 	No vote and no voice unless granted on the floor.
Pink	<ul style="list-style-type: none"> GNJ Staff Members 	No vote and no voice unless granted on the floor.
Purple	<ul style="list-style-type: none"> Official Guest and Episcopal Staff 	No vote and no voice unless granted on the floor.
Orange	<ul style="list-style-type: none"> Non-Voting Youth 	No vote and no voice unless granted on the floor.

HOW TO UNDERSTAND PARLIAMENTARY PROCEDURES

To Do This...	You Say This...	Interrupt Speaker?	Second Needed?	Motion Debatable?	Amendable?	Vote Needed?
SECONDARY MOTIONS IN ORDER OF PRECEDENCE						
Adjourn	"I move to adjourn"	No	Yes	No	No	Majority
Recess	"I move we recess until..."	No	Yes	No	No	Majority
Suspend debate w/o calling for a vote	"I move that we table"	No	Yes	No	No	Majority
End Debate	"I move the previous question"	No	Yes	No	No	2/3 Majority
Limit Debate	"I move debate be limited to . . ."	No	Yes	No	Yes	2/3 Majority
Postpone to specific time	"I move to postpone this matter until . . ."	No	Yes	Yes	Yes	Majority
Have matter studied further	"I move we refer this matter to . . ."	No	Yes	Yes	Yes	Majority
Amend a motion or substitute	"I move to amend by ..." or "I move to substitute..."	No	Yes	Yes	Yes	Majority
Postpone Indefinitely	"I move to postpone indefinitely"	No	Yes	Yes	No	Majority
INCIDENTAL MOTIONS GROW OUT OF THE BUSINESS THE CONFERENCE IS CONSIDERING						
Correct error in parliamentary procedure	"Point of Order"	Yes	No	No	No	Chair rules
Obtain advice on parliamentary procedure	"I raise a parliamentary inquiry"	Yes	No	No	No	Chair rules
Request information	"Point of information"	Yes	No	No	No	None
MAIN MOTIONS AS TOOLS TO INTRODUCE NEW BUSINESS						
Introduce business	"I move that . . ."	No	Yes	Yes	Yes	Majority
Take up matter previously tabled	"I move we take from the table . . ."	No	Yes	No	No	Majority
Reconsider matter previously voted	"I move we reconsider . . ."	No	Yes	No	No	Majority

GUEST PREACHER & TEACHER

Bishop Cynthia Moore-Koikoi



Bishop Cynthia Moore-Koikoi was elected to the episcopacy in 2016. She serves as the resident bishop of the Pittsburgh Episcopal Area and one of the assigned bishop of the Harrisburg Episcopal Area.

She earned a Bachelor of Arts degree in psychology from Loyola College in Maryland, and a Masters of Arts and advanced certification in school psychology from the University of Maryland. She worked as a school psychologist for Anne Arundel County Public Schools for 17 years before answering her call to ordained ministry.

Bishop Moore-Koikoi then completed her Master of Divinity degree at Wesley Theological Seminary in Washington, DC, in 2007. She served as pastor of a small church in East Baltimore and as associate pastor at Calvary UMC, a large congregation in Annapolis.

Ordained an elder in 2010, she served on the staff and as district superintendent of the Baltimore-Washington Conference. She was serving as superintendent of the Baltimore Metropolitan District when elected a Bishop.

Bishop Moore-Koikoi serves as the President of the Board of Directors of the General Commission on Religion and Race as well as the team leader for the Mission Engagement Leadership Team on the Council of Bishops.

Bishop Moore-Koikoi is married to Rev. Raphael Koikoi who serves as pastor of Warren UMC in Pittsburgh. They are the proud parents of a *fur baby* named Ranyshia.

BELONG



9/29 // 10/1
IGNITE CONFERENCE 2023

...so in Christ we, though many, form
one body, and each member belongs to
all the others.

Romans 12:5 NIV

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NEXT GENERATION
UNITED METHODISTS
OF GREATER NEW JERSEY

2023 AWARDS

HELENOR ALTER DAVISSON AWARD



REV. JANA PURKIS-BRASH

Rev. Jana Purkis-Brash is an outstanding clergywoman who has made a difference locally, nationally and globally through her ministry and service to Christ. She has worked for over 40 years in GNJ, serving on the Board of Ordained Ministry, the Super Storm Sandy Emergency Task Force, Order of Elders, Regional Strategic Planning Team, Worship Planning Teams for Conference Events, and many other events in GNJAC.

One of Jana's greatest gifts is raising up strong leaders who find their voice, their calling and their passion to serve.

Her ability to help women find their calling and vocation has been a gift throughout her life and ministry. She has done this as an Elder in the UMC in her leadership in every church she's pastored, as a Board of Ordained Ministry member, Chair of the Order of Elders, Circuit Elder, District Superintendent as well as an Adjunct Professor at Palmer Theological Seminary, PA and member of various interfaith coalitions throughout her ministry.

Jana has been a resource both locally and nationally for survivors of abuse within the church providing one-on-one support and presenting at conferences related to sexual misconduct. Jana advocates for full rights for all women to serve as an ordained clergy, local pastor, supply pastor or lay leader. Many women have found their calling and persevered through incredible challenges because of Jana's support, wisdom, guidance and advocacy.

Sexism is a battle that all clergy women face, and Jana has empowered many to overcome such obstacles, grow and indeed thrive in spite of such challenges. Jana has always advocated for those who are oppressed and diminished because of institutional racism, sexism, ageism and homophobia.



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Retirement

Our pension programs support clergy and lay participants. We promote retirement and personal financial planning through a partnership with EY Financial Planning Services.



Health

We offer six HealthFlex medical plans to meet the needs of our participants. We work closely with plan sponsors to provide medical, prescription drug, behavioral health, dental and vision care for approximately 19,000 covered lives.



Well-Being

We favor an integrated view of participants' physical, emotional, financial, social and spiritual well-being and continually provide support tools that target these dimensions.



Investments

We seek competitive returns for our participants and institutional investors, while supporting the mission and values of the Church.

We invest in a sustainable manner that we believe supports positive financial, environmental and social impacts.



Events

We educate clergy about their benefits and finances through educational events tailored by age, location and need, including:

- Clergy Benefits Academy
- revitup! for a Lifetime in Ministry
- Delivered to You—a virtual event



Central Conference Pensions

We support access to retirement plans for the Central Conferences. We continue to educate conference leaders so they will ultimately become self-funded, self-governed and have pension programs that are self-sustaining.

37

HEALTHFLEX PLAN SPONSORS

100,000

PARTICIPANTS

\$28 Billion

IN ASSETS UNDER MANAGEMENT*

250

EMPLOYEES

Largest

REPORTING FAITH-BASED
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*As of 12/31/2020

a general agency of The United Methodist Church

IMPLICIT BIAS REVIEW OF POLICIES AND PROCEDURES

2023 REPORTS AND RECOMMENDATIONS

With the Journey of Hope Plan passed in 2020, GNJ committed to systemic changes with the goal of ending the sin of racism in our work together in the church and in our communities. Reviewing GNJ's Policies and Procedures, as well as the reports and legislation to the Annual Conference each year, is one important piece of our work together to end the sin of racism.

In January, the Implicit Bias Review Team, led by GNJ's Commission on Religion and Race and the Commission on the Status and Role of Women, completed the review of all GNJ Policies and Procedures. Any instance of bias was addressed, and these have been found to be free of bias.

In March, this review team completed review of all reports and legislation for the 2023 GNJ Annual Conference Session. Again, all instances of bias were addressed by authors; the reports and recommendations have been found free of bias.

GNJ chairs of each committee and board are aware of implicit bias and the team can see huge progress since we started the Implicit Bias Review. The team did not find seriously problematic language this year but continues to encourage people to use more inclusive language. The review team notes that its review is for bias and does not verify the accuracy of information; although, a review of GNJ Rules regarding the printing of reports and/or recommendations when bias or inaccuracy is identified would be helpful.

Finally, our in-person gathering in May is the first time we'll do the business of the Annual Conference in person since the passing of the Journey of Hope. In preparation, here are five things we can all do to reduce bias in our holy conferencing:

- Be Aware. Each of us is shaped by our culture, family of origin, experiences and more; implicit bias exists in each of us. Ask: What biases do you bring to the topic?
- Listen deeply. Seek to understand the perspectives and experiences of others compassionately and ask for more information when necessary. Ask: What is this individual's concern, why, and might it be because of a different perspective?
- Agreement. Find places of agreement or similarity, seeking consensus, unity, and the good of the full Annual Conference. Ask: How can I use our agreement or alignment to build a stronger relationship and further our collective goals?
- Disagreement. Disagree about facts, concepts and understanding without making it personal. Attack the problem, not the person. Ask: What emotions am I feeling in response to this disagreement, and how are they influencing my thinking?
- Language. Use inclusive and respectful language, avoiding words or phrases that may be hurtful or offensive to others. Ask: Am I using language that acknowledges the other person's humanity and dignity?

We are sure with this process, we are learning and growing together to make GNJ a healthier community of God.

Sincerely,

Rev. Miso Park, Chair of CORR/Implicit Bias Review Team

Rev. Marissa van der Valk, Chair of COSROW

LEGISLATION

COMMITTEE ON NOMINATIONS REPORT

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

NOMINATIONS TO INDIVIDUAL LEADERSHIP AND BOARD, AGENCIES, AND COMMITTEE MEMBERSHIP

Conference Lay Leader

David Yamoah

Board of Laity

David Yamoah, Chair

Connectional Table

Iraida Ruiz de Porras, Chair (C)

Conference UMVIM Coordinator

Cricket Denton (C)

Council on Youth Ministries ¶649

Class of 2026

Jisu Ahn (C)

Class of 2027

Priscilla Montero (L)

Council on Young Adult Ministries ¶650

Class of 2025

YoonCheol Shin (C)

Class of 2027

JunGyu Park (C)

Committee on Ethnic Local Church Concerns ¶632

Class of 2027

Geralda Aldajuste (C)

Board of Higher Education and Campus Ministry ¶634

Catherine Jordan-Latham, Chair (C)

Commission on Communications ¶646

Class of 2025

Han Kil Kim (C)

Commission on Status and Role of Women ¶644

Class of 2025

Innica Humphrey (C)

Class of 2027

Joyce McKnight Young (L)

Commission on Archives and History ¶ 641

Class of 2025

Ken Helsby (L)

Class of 2027

Kevin Dusenberry (L)

Commission on Christian Unity and Inter-religious Concerns ¶642

Class of 2027

Langirene Aguilh (L)

Commission on Religion and Race ¶643

Ignace Conic (L)

Commission on Small Church Membership ¶645

Class of 2027

Iraida Ruiz de Porras (C)

Rosa Estronza (L)

Committee on Rules of Order

Vicki Brendler, Chair (C)

Class of 2026

Joe Garemore (L)

BOARD, AGENCIES AND COMMISSIONS ORGANIZED BY THE BOOK OF DISCIPLINE

Board of Ordained Ministry ¶635

Chair of the Order of Deacons: Cricket Denton

Council on Finance and Administration ¶611-618

Class of 2027

Andrew Maggs (C)

1
2 **Board of Trustees ¶640 and 2512**
3 **Class of 2026**
4 James Jackson (L)

Committee on Investigation of a Clergy Member
¶12703.2
Steve Bechtold, Chair

6
7
8 **OTHER CONFERENCE AND AFFILIATED AGENCIES**

8 **Next Generation Ministries, Inc.**
9 **Class of 2026**

10 Braedon Dobrynio (L)
11 Catherine Jordan-Latham (C)

12
13 **Centenary Fund and Preachers Aid Society**
14 **Class of 2026**
15 Steve Poloff (L)
16 David Montanye (C)

United Methodist Stewardship Foundation of New
Jersey
Class of 2026
Larry Springer (L)
Bre' Caldwell (L)

17
18 **OTHER BOARDS THAT SUBMIT NOMINATIONS TO THE ANNUAL CONFERENCE**
19

20 **The Pennington School – Board of Trustees**

21 Secretary: Jason Ridings
22 Alumni Association President: Jacob Levy

23
24 **Class of 2023**
25 Matthew Pauls
26 Stephen Tan
27 Peter Tucci
28 Erich Stegich
29 Jack Green
30 Jian “Jim” Wang

Class of 2026

Jordan Gray
Dennis Keating
John Biddiscombe
Lisa Espinoza
Jae Hyeok Heo
Min Soo Kim
Swati Navani

Head of School: Dr. William Hawkey
Resident Bishop: Bishop John Schol
Central District Superintendent: Rev. Ronell Howard
The Rev. Dr. Virginia Cetuk
The Rev. Dr. Donald Medley
The Rev. Dr. David C. Mertz
Alumni Association President: Jacob Levy
Parents Association Co-President: Vandana Bhanote

31
32 **Class of 2024**
33 Lou Denton
34 Michael Jingoli
35 Dan Mahony
36 Brenda Martini O’Loughlin
37 Julie Wulf

The Wesley Foundation Board at Princeton

Chair: Robert Marks

David Lehmkuhl	Robert Marks
Kate Hillis	Herb Mertz
Ronell Howard	Erik Matson
Jennifer Smith Walz	Jessica Winderweedle

Ex-Officio: Jenny Smith Walz
District Superintendent: Rev. Ronell Howard

40 Jason Ridings
41
42 **Class of 2025**
43 David Long
44 William Oldsey
45 Judith Rosenberg
46 Steve Silberman
47 Soopakij “Chris” Chearavanont
48
49
50

DISTRICT COMMITTEES

METRO HIGHLANDS REGION

Meadowlands – Rev. William Williams, III

District Lay Leader: David Yamoah

Board of Church and Location ¶2519

Class of 2023

David Yamoah (L)

Eileen Hirsch (L)

Class 2024

Prescott Butler (C)

Mike Ernst (L)

Judy Karius (L)

Class of 2025

Thomas Korkuch (C)

Kristine Melius (C)

Ebo Nkruma (L)

Committee on District Superintendency ¶669

Clergy

Frank Davis (Chair)

Jeff Markay

Prescott Butler

Juyeon Lee

Corinne Arthur

Laity

David Yamoah

Sue Brogan

Zachary Holder

Rolando Santiago, Jr.

Eunice Lee

Beverly Alexis

District Committee on Ordained Ministry ¶666

Clergy

Kil Jae Park

Gabrielle Corbett

Gary Frieze

Amanda Hemenetz

Veronica Palmer

Janice Sutton Lynn

Jin Kook Kim

Hee Young Lim

Laity

David Yamoah

Sandra Cook-McKnight

Joanna Pearrich

District Poverty Task Force

Clergy

Manuel Cruz

Kay Dubuisson

Victor Peterson

Laity

Daniel Jimenez

David Yamoah

Diana Yamoah

Rosa Williams

District Director of Lay Servant Ministries: Diana Yamoah

District Disaster Response & Poverty Task Force

Coordinators: Adrian Mendoza & Schuyler Berdan

District Youth Coordinator: Rev. Brenda Wheeler Ehlers

1	<u>Skylands – Rev. Eunice Vega-Perez</u>	
2	District Lay Leader: Barbara Miller	
3	<u>Board of Church and Location ¶2519</u>	<u>District Committee on Ordained Ministry ¶666</u>
4	Class 2023	Clergy
5	Ellen Bechtold (C)	Deb DeVos, Chair
6	Jeanette Zayac (L)	Brian Neville
7	Joyce Mcknight-Young (L)	Miso Park
8		Tim Nicinski
9	Class 2024	Luanna Cook-Scott
10	JogIn Lee (C)	Ninabeth Metcalf
11		Jogin Lee
12	Class 2025	
13	Carla Constantino (C)	Laity
14	Paul Zorn, Chair (C)	Ignace Conic
15		Seon Ah Ahn
16	<u>Committee on District Superintendency ¶669</u>	Lee Haase
17	Clergy	Barbara Miller
18	Todd Lattig	Nancy Carver
19	Dennis Chung	
20	Marissa Van der Valk	<u>District Poverty Task Force</u>
21	Ninabeth Medcalf	Clergy
22		Manuel Islas
23	Laity	Tricia Piazza
24	Seon Ah Anh	Megan Mead-Bracknell
25	Kim Burse	
26	Mary Bland	<u>District Director of Lay Servant Ministries:</u> Cara Quick
27	Barbara Miller	
28	Patricia Fermin	<u>District Disaster Response Coordinators:</u> Scott Matt/
29		Jack Inglis
30		
31		<u>District Youth Coordinator:</u>
32		
33	<u>Raritan Shore – Rev. Sang Won Doh</u>	
34	District Lay Leader: Douglas Fontenello	
35	<u>Board of Church and Location ¶2519</u>	<u>Committee on District Superintendency ¶669</u>
36	Class 2023	Clergy
37	Douglas Fontenello (L)	Jennifer Cho
38	Tracy Estes, Chair (L)	Victor Franco
39	Derrick Doherty (C)	Chuck Coblentz
40		Isabel Quezada
41	Class 2024	
42	Sang Hoon Choi (C)	Laity
43	Steven Yeske (L)	Tracy Allen
44	Kirk Huber (L)	Peter Espeut
45		Douglas Fontenello
46	Class of 2025	Jim Silkensen
47	Kevin Davis (C)	Ken Helsby
48	Kevin Helsby (L)	
49		
50		

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

2 **Clergy**

3 Alison Van Buskirk Philip (Chair)

4 Cameron Overbey

5 Benjamin Lee

6 Kevin Davis

7 Jill Hubbard Smith

8 Hyun Hui Kim (Registrar)

9 Gina Yeske

10 Christine Zito

11

12 **Laity**

13 Beth Crawford

14 Linda DeLukey

15

16 **District Poverty Task Force**

17 **Clergy**

18 David Edwards

19 Marco Depestre

20 Vijay Kumar

21 Federico Quezada

22

23

24

25

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

27 **Class 2023**

28 John Taylor III, Chair (L)

29 Jim Conway (L)

30 Rupert Hall (C)

31

32 **Class 2024**

33 Charles Soper (C)

34 Keith Sheppard (L)

35 Jesse Ruch (C)

36

37 **Class 2025**

38 Michael Wright (L)

39 Dennis Poane (L)

40

41 **Committee on District Superintendency ¶669**

42 **Clergy**

43 Jesse Ruch – Chair

44 Erik Matson

45 Jessica Stenstrom

46 Wade Jackson

47

48 **Laity**

49 Judy Di Cecco

50 Patricia Love

Laity

Cynthia Barlett

Helen Hunter

Dorian Gagliadi

Joy Kalfus

Brian Richard

Avery Grant

District Director of Lay Servant Ministries: Donald Schultz

District Disaster Response Coordinator: Kevin Davis

District Youth Coordinator:

COASTAL PLAINS REGION

CENTRAL – Ronell Howard

District Lay Leader: Judy Di Cecco

District Committee on Ordained Ministry ¶666

Clergy

Jenn Smith-Walz, Chair

Karen Murray, Co-Registrar

Samuel Park (BOOM)

Richard Romero

Evan Dodge, Co-Registrar

Sunny Shim

Jonathan Campbell

Jessica Stenstrom

Anna Gillette

Laity

Julie Dixon-Thomas

Jeneene Reduker

Emmet Bivins

Fred Muller

1 **District Poverty Task Force**

2 **Clergy**

3 Waleska Trinidad

4 Ruppert Hall

5

6 **Laity**

7 Judy Di Cecco

8

9

10

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

12 **Class 2023**

13 Neil Neal (L)

14 Paul Graham (L)

15 Walt Mander (C)

16

17 **Class 2024**

18 Walt Kellen (C)

19 Joann Goldsborough (L)

20 Ron Sandmeyer (L)

21

22 **Class 2025**

23 Jay Brown (L)

24 Mike Bill (C)

25 Jim Neiland (L)

26

27 **Committee on District Superintendency ¶669**

28 **Clergy**

29 Steve Herman

30 Tiffany Murphy

31 David Strobe

32 Shelley Smith

33 Steve Elliott

34 Sandra Callahan

35

36 **Laity**

37 Brian Mickle

38 Terri Ganderton

39 Cynthia Mosley

40 Elwood Breon

41 Dawn Flitcraft

42

43

44

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46

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48

49

50

District Director of Lay Servant Ministries: Laura Jaskot

District Disaster Response Coordinator:

District Youth Coordinator:

Delaware Bay - Rev. Glenn Conaway

District Lay Leader: Terri Ganderton

District Committee on Ordained Ministry ¶666

Clergy

Jim Bolton

Carol Davies

Javier Barroso

Doug Goldsborough

Chuck Mitchell

John Inverso

Walt Kellen

Tom Lank

Laity

Belinda Hall

Janet Holdcraft

Sally Durham

Ralph Skeels

District Poverty Task Force

Clergy

Jack Fosbenner

Ricardo Ramos

Laity

Cynthia Mosley

District Director of Lay Servant Ministries:

District Disaster Response Coordinator:

District Youth Coordinator:

1	<u>Cape Atlantic – Jana Purkis-Brash</u>	
2	District Lay Leader: Carolyn Pendleton	
3	<u>Board of Church and Location ¶2519</u>	<u>District Poverty Task Force</u>
4	Class 2023	Laity
5	Jonathan Johnson, Chair (L)	David Dorfman
6	Chris Antolini (L)	Carolyn Taylor
7		Van Taylor
8	Class 2024	Amy Charleston
9	Mark Gibson (L)	Emily Bruley
10	Lyssette Perez (C)	Joe Neidinger
11		
12	Class 2025	<u>District Director of Lay Servant Ministries:</u> Janice
13	Tom Novak (C)	Betts
14	Allen Maddox (L)	
15	Nicole Troast (C)	<u>District Disaster Response Coordinator:</u>
16		
17	<u>Committee on District Superintendency ¶669</u>	<u>District Youth Coordinator:</u>
18	Clergy	
19	Linda Ross	<u>Mission Central Coordinator:</u> Rev. Nicole Troast
20	Ginnie Keiser (RL)	
21	Hey Young Nam Horton	
22	Doug Spencer	
23		
24	Laity	
25	Carolyn Pendleton	
26	Meredith Neeley	
27	James Baker	
28	Debbie Tai	
29	Normary Rodriquez	
30	Carl Henry	
31		
32	<u>District Committee on Ordained Ministry ¶666</u>	
33	Clergy	
34	Dr. David Montanye chair	
35	Dr. Robert Williams	
36	David Ledford III	
37	Glenn Scheyhing D	
38	Dr. Linda Ross	
39	Erik Hall	
40		
41	Laity	
42	Carolyn Pendleton	
43	Michelle Lee	
44	Alma Matos	
45		
46		
47		
48		
49		
50		

1 TRUSTEES ENABLING RESOLUTIONS

2
3 **BE IT RESOLVED** that the Greater New Jersey Annual Conference of The United Methodist Church hereby
4 ratifies, approves, and confirms actions taken by the Conference Board of Trustees since the last Annual Session.

5
6 **BE IT FURTHER RESOLVED** that if subsequent to this Annual Session of the Greater New Jersey Annual
7 Conference of The United Methodist Church and prior to the 2024 Annual Session, any property, real or
8 personal, that is conveyed or transferred to the Annual Conference by any church or other person, firm,
9 partnership, or corporation, the Board of Trustees is hereby authorized and empowered, in its discretion,
10 provided that the same be approved by the Bishop and Cabinet, to refuse to accept, or accept and then sell,
11 transfer, lease or convey any such real or personal property for such price and at such time or times and upon
12 such other terms and conditions as the Board of Trustees of the Greater New Jersey Annual Conference of The
13 United Methodist Church shall determine; and

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

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

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

36
37 **BE IT FURTHER RESOLVED** that after this Annual Session of the Greater New Jersey Annual Conference of
38 The United Methodist Church and prior to the 2024 Annual Session, the Board of Trustees of the Greater
39 New Jersey Annual Conference is hereby authorized to acquire or dispose of all staff housing including but not
40 limited to District parsonages, Director of Connectional Ministries, Camping Staff, Episcopal Residence and
41 Treasurer's residences, as in its discretion, it may deem necessary and advisable and in accordance with The
42 Book of Discipline of the United Methodist Church. The Conference Board of Trustees is hereby authorized and
43 empowered to enter into such contracts of sale and such other documents as may be necessary to effectuate the
44 sale, transfer, or purchase of such properties. Such properties, real or personal, may be sold or acquired from any
45 person or persons, firm, partnership, or corporation upon such terms and conditions as the Board of Trustees of
46 the Greater New Jersey Annual Conference of The United Methodist Church shall determine; and

47
48 **BE IT FURTHER RESOLVED** that the proper officers of the Board of Trustees of the Greater New Jersey Annual
49 Conference of The United Methodist Church are hereby empowered and authorized to execute all such deeds,

1 mortgages, notes, bonds, and other documents necessary to implement the purchase or sale of such conference-
2 owned properties; and
3

4 **BE IT FURTHER RESOLVED** that the Board of Trustees of the Greater New Jersey Annual Conference of The
5 United Methodist Church, be and are hereby authorized to act on behalf of the Annual Conference in any and all
6 lawsuits or legal actions in which the Annual Conference is named.
7

8 **Submitted by,**
9 Reverend Mathew J.ENZLER, Chair, Board of Trustees
10

11 **RECOMMENDATIONS FOR DISAFFILIATION**

13 **Recommendations For Disaffiliation From The Greater New Jersey Conference Under Paragraph 2553 Of The** 14 **Book Of Discipline** 15

16 **WHEREAS**, the General Conference of The United Methodist Church sitting in official session as a body in 2019
17 promulgated legislation recorded as ¶2553 of *the Book of Discipline of The United Methodist Church*, allowing a
18 local church to disaffiliate from The United Methodist Church for reasons of conscience regarding the actions or
19 inactions of The United Methodist Church around human sexuality;
20

21 **WHEREAS** there are congregations across GNJ who have been in a season of prayerfully discerning if they are
22 being called to leave The United Methodist Church to live out their call.
23

24 **WHEREAS**, ¶2553 indicates Annual Conferences can develop a process for churches to discern disaffiliation; and
25 each church has met with the support of a conference guide to study, pray, engage in holy conversation, discern
26 and vote in line with this process.
27

28 **WHEREAS** United Methodist connectionalism is one of our core values, we grieve the loss of these
29 congregations, and all the ways that they have mattered to our fellowship and mission. This has been a long and
30 painful process, both for those who wish to leave as well as those who chose to continue The United Methodist
31 mission. These congregations represent hundreds of years of ministry and countless lives have been changed by
32 God's grace through Jesus Christ in the time that they served as a United Methodist congregation.
33

34 **WHEREAS**, the churches named in the attached **Exhibit "A"** have met the timelines, and explored and discerned
35 disaffiliation through this process outlined in the Greater New Jersey Conference, and have voted by a two-thirds
36 majority to disaffiliate from The United Methodist Church as outlined in ¶2553 of *the Book of Discipline of The*
37 *United Methodist Church*; and
38

39 **WHEREAS**, real and personal property held by the churches named herein have always been explicitly for the
40 mission and activities of The United Methodist Church. Pursuant to the terms of *The Book of Discipline* of The
41 United Methodist Church (the "*Discipline*"), the Property is subject to a trust clause (the "Trust Clause"), which
42 may be found in previous deeds affecting the real and personal property, providing as follows:
43

44 *"This conveyance is made in trust, that said premises shall be used, kept, and maintained as a*
45 *place of divine worship of the United Methodist ministry and members of The United Methodist*
46 *Church, subject to the Discipline, usage and ministerial appointments of said church as from time*
47 *to time authorized and declared by the General Conference and the Annual Conference within*
48 *whose bounds the said premises are situated, this provision being solely for the benefit of the*
49 *Grantee, and the Grantors reserve no right or interest in said premises."*
50

WHEREAS today we recognize this loss. At the same time, we honor their decisions and direction that the members of these churches have made.

NOW THEREFORE BE IT RESOLVED, that churches named herein be considered no longer part of or affiliated with The United Methodist Church effective the earlier of 11:59 p.m. December 31, 2023 or 11:59pm of the date full payment is made in accordance with the Disaffiliation. Churches that do not meet these requirements may not disaffiliate.

- Bethany UMC Wayne
- Cornerstone Church Englewood
- Grace-Bethel UMC Leonia
- KCC of Englewood
- First Korean UMC Cherry Hill
- St John's UMC Turnersville
- Sicklerville UMC
- Elmer UMC

CONFERENCE ADVANCE SPECIALS

Be It Resolved that the 2023 Session of the Greater New Jersey Conference designates the following ministries and institutions as Conference Advance Specials for the 2024 conference year (without restricting in anyway a local church's ability to support other mission work):

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

C.A.M.P. YDP (Community Association with a Ministry to People Youth Development Program) CAMP YDP offers various youth programs along with recreational and enrichment-based curriculum to foster appropriate relationship building, engage the youth through fun and safe team building projects, and provide a space where students feel safe and have a sense of belonging. Provides pre-school, after-school and summer programs for children aged 5 - 14 and their families, mainly on the north side of Paterson. The program runs throughout the year. As an organization, we are committed to work as a "partner" within the community. A stimulating and nurturing environment is provided. Total care is available as well when schools are not in session with transportation available to pick up children from certain schools.

Centenary Fund/Preachers Aid Fund

The Centenary Fund and Preachers Aid Society was established in 1857. The purpose of the fund is to provide maximum assistance in times of need for the support of retired clergy, surviving spouses and dependent children of deceased clergy who have served in GNJ. Supporting retired clergy and spouses.

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

CUMAC/ECHO works to alleviate hunger and its root causes for those in need in Paterson, Passaic County and Northern NJ. CUMAC has a Pantry feeding 3,000+ monthly. Our Depot warehouses over 2 million pounds of food annually for a network of about 40 partner feeding programs. This Community Food Coalition (CFC) distributes food while also screening clients for member pantries. We advocate at the local and state level on behalf of CFC clients. CUMAC also has a Community Closet that offers clothing & household items; Pathways to Work imparts

1 job skills and hands-on experience; Place of Promise is a supportive housing program for chronically homeless
2 individuals; and our seasonal projects for school supplies, holiday gifts and other items for area children in need.
3 All our programs rely heavily on volunteer and financial support from the community.

4
5 **C.U.M.I. Camden Urban Ministry Initiative**, The United Methodist Church officials are working together with the
6 community to focus the churches' efforts into reversing the trends of failure commonly found in Camden youth
7 development. They want to ensure implementation of effective and comprehensive programs that will provide
8 long-lasting changes in Camden. This organization is determined to reach Camden City youth through outreach
9 with structured activities, youth forums, leadership development and positive peer and adult relationships.
10 This program offers a cooperative After-School Program which is a shared ministry amongst Camden churches.
11 This partnering reaches families to ensure positive development of children. We provide a safe environment
12 for youth activities, such as an after-school program, summer day camps, youth Bible study, choir and a career
13 training program. There are arts and cultural activities for all ages. The exchange of stories, wisdom, advice,
14 and experience builds a shared understanding of family and community. This church-based intergenerational
15 community surrounds our youth with caring Christian adults who encourage, support, and pray for our youth
16 while also holding them accountable. We are dedicated to the spiritual, emotional, and social growth of Camden
17 Youth.

18
19 **First Friends of New Jersey and New York**

20 Upholds the inherent dignity and humanity of immigrants who are impacted by the immigration enforcement
21 system. This program provide compassion and hope through connections with volunteers dedicated to helping
22 them survive detention, gain freedom and rebuild their lives. With the expansion of detention centers in New
23 Jersey, the need to provide advocacy, research and social services to detained and released detainees has
24 increasingly grown.

25
26 This program provides a link to the outside world by providing toll free lines (English & Spanish) in five different
27 detention facilities where thousands of individuals are detained, and through visiting individuals in detention.
28 Our Pen-pal Program allows volunteers who cannot visit to write to detainees.

29
30 **Justice for Our Neighbors (JFON) provides immigrants with free legal services, education, and advocacy for a**
31 **variety of immigration issues.** It is a ministry that works with people God calls us to work with: the immigrant
32 or what the Bible referred to as the stranger in both the Old Testament and Gospels. New Jersey is a state of
33 immigrants. Unique to this ministry is that three conferences, Peninsula Delaware, Eastern Pennsylvania, and
34 Greater New Jersey, will pool resources to serve together to support immigrants in the Southern New Jersey,
35 Philadelphia and Delaware Region. It will provide volunteer compassion ministry and professional legal services.
36 Greater New Jersey has long provided such services to clergy and laity, particularly in Northern New Jersey. This
37 ministry will provide services in Southern New Jersey, particularly to persons with the lowest incomes.

38
39 **The Neighborhood Center is breaking the cycle of poverty by offering Academic, Athletic, and Arts programs**
40 **for children and teenagers. This program provides a safe and fun space for children and teens to engage in**
41 **activities that challenge them. This program** has served the Camden community since 1913. This community
42 center provides a healthy and nutritious lunch six days a week, day care, an after-school program, and an evening
43 teen program. We focus on a two-generation approach to lift families out of poverty. Our commitment is to
44 provide a safe space for Academic achievement, Athletic accomplishment, and a flourishing Arts program. Our
45 hope and vision for the next century of service is to create a "community living room."

46
47 **Pennington School** A college preparatory institution affiliated with the Methodist Church, reflecting the
48 principles espoused by John Wesley and core values of Honor, Virtue, and Humility. Students experience an
49 environment where talents and values are forged for making a positive difference in the world. We provide half
50 scholarships for diversity of students in grade 6 to 12.

Ranch Hope/Victory House is a leader in fostering environments that transform lives empowered through Christ-centered love and compassion. Ranch Hope provides ministry to troubled boys ages 9 to 16 ½ and Victory House provides services to troubled girls between the ages of 14–18 years. We are faith-based and provide learning environments for youths and teenagers whose need can best be met through experiences outside their homes. They can obtain or regain their long-term academic, behavioral, and spiritual focus in our residential setting. Counseling, housing and recreation is offered, as well as spiritual guidance, time to attend chapel services and Bible study. We are licensed by the New Jersey State Department of Children and Families.

The Maker's Place is an initiative of The United Methodist Church of Greater New Jersey. The Maker's Place is a diaper bank and resource center in Trenton, New Jersey. This program distributes free disposable diapers for families with children at our "Diaper Depot," and works with families and institutional partners to promote the strengths found in diverse and inclusive community. The goal is to connect neighbors in Trenton with neighbors in central New Jersey and beyond, by opening a neighborhood resource center that empowers underrepresented populations in our capital city. The Maker's Place is a site for local mission and ministry. Starting with initiatives centered around food and families, The Maker's Place will cultivate transformative relationships that help people build bridges out of poverty and create a multiethnic and economically diverse community hub where all people can experience the wide welcome of God.

Submitted by Isabel R. Quezada

EQUITABLE COMPENSATION RECOMMENDATION FOR 2024

WHEREAS The Commission on Equitable Compensation in seeking to support quality pastoral leadership to help United Methodists of Greater New Jersey to grow in all areas of vitality recommends the following:

BE IT RESOLVED THAT the Greater New Jersey Annual Conference adopt the following recommendation for required minimum salary for persons under full-time appointment in the local church effective January 1, 2024.

- a. Elder and Deacon in Full Connection: \$53,400
- b. Provisional and Associate Members: \$49,635
- c. Full Time Local Pastor: \$46,970

Any changes in clergy ministry salaries related to a change in clergy status through ordination, commissioning or licensing in 2023 will become effective as of January 1, 2024.

Though not mandatory for 2024, local church Staff/Pastor Parish Relations Committees are strongly encouraged to consider a minimum of \$300 per year of service increment above the basic minimum compensation up to a maximum 15 years. Years of service are determined by the number of full-time years (or equivalent) fully completed prior to January 1, 2024.

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

For purposes of pension credit and years of service calculations, the minimum equitable salary for ¾ time pastoral appointments shall be ¾ of the required minimum in the pastor's cash salary. The minimum equitable salary for ½ time pastoral appointments shall be ½ of the required minimum. All appointments less than ½

1 shall be considered ¼ time appointments, and salaries shall be determined by the District Superintendent in
2 consultation with the pastor and the local church S/PPRC.
3
4 Each pastor's salary is determined by the local church or charge in consultation with the District Superintendent
5 provided that the required minimum salary is met. In determining a recommendation for salary, each Staff/
6 Pastor Parish Relations Committee shall take into consideration the pastor's years of experience, education,
7 leadership ability, health and dental coverage, social security, family needs, and comparable salaries of other
8 professionals in the community.
9
10 All full-time pastors shall be provided with a parsonage that meets parsonage standards adopted by GNJ or a
11 housing/rental allowance as part of their total compensation package.
12
13 All full-time pastors shall have an accountable reimbursement expense line item in the church budget to cover
14 mileage for pastoral work, continuing education, and other professional ministerial expenses as allowed by the
15 IRS. The reimbursable amount shall be at least \$2,500. For churches receiving Equitable Compensation support,
16 their accountable reimbursement should not exceed \$2,500.
17
18 Vacation Policy:
19 All pastors regardless of full or part time status shall be entitled to receive the following vacation per
20 appointment year:
21
22 4 weeks (including 4 Sundays) of vacation consistent with the average work week; with 5 weeks (including 5
23 Sundays) after 10 years of full-time or equivalent part time service consistent with the Clergy Service Record.
24
25 Vacation time shall not be cumulative from year to year. Time spent in leadership responsibility in conference/
26 district activities shall not be considered vacation time. This includes Course of Study, Local Pastors Licensing
27 School, Camps, Annual Conference related Ministries, and other education and renewal as required by the Book
28 of *Discipline* (§350.2).
29

30 PARSONAGE STANDARDS

31
32 **WHEREAS** the Book of *Discipline* charges the Commission on Equitable Compensation with the responsibility of
33 recommending Parsonage Standards for the Annual Conference.
34

35 **BE IT RESOLVED** that the following recommendation be adopted as the standards for parsonages for GNJUMC
36 effective July 1, 2023.
37

38 **Rationale:**

39 Responsible Group in the Church

40 *The Book of Discipline* does not mandate a parsonage committee; however, it is strongly recommended that each
41 local church which has responsibility for a parsonage form a parsonage committee. The committee will follow-up
42 to assure timely resolution of parsonage problems affecting the health and safety of the pastor and/or pastor's
43 family (much like a landlord). The chairpersons of the S/PPRC, Board of Trustees and the pastor shall make an
44 annual review of the church-owned parsonage to assure proper maintenance and up-keep. (§258.2 g(16) and
45 ¶2532.4).
46

47 Standards for Existing Parsonages

48 All parsonages shall meet local requirements for a Certificate of Occupancy. It is the responsibility of the Board
49 of Trustees of the Local Church to be familiar with these requirements. If a church is unable to meet these
50 requirements, they should be in contact with the District Superintendent as soon as possible.

- 1
2 Health and Safety Standards
- 3 1. Parsonages shall be supplied with effective HVAC systems. With the increased health issues due to climate
4 change and related increased health issues, adequate cooling is an essential consideration. Specific health
5 concerns shall be addressed with local congregations.
 - 6 2. The septic or sewer system shall be fully functional and meet the needs of the parsonage family.
7 Maintenance of septic systems is the responsibility of the church.
 - 8 3. In parsonages where there is a well, the local church is responsible for testing of water on a periodic basis
9 consistent with local health codes for rental properties.
 - 10 4. The local church shall perform radon testing periodically, consistent with E.P.A. standards and local
11 requirements.
 - 12 5. Parsonages shall be tested periodically for lead paint and asbestos. Abatement of these is the responsibility
13 of the local church.
 - 14 6. Drive and walkways shall be hard surfaced.
 - 15 7. Minimally acceptable outside light for safety to illuminate walkways and driveways
 - 16 8. One fire extinguisher in the kitchen and one extinguisher outside of the furnace room. There shall be at least
17 one extinguisher per floor level. All fire extinguishers, smoke detectors and Carbon Monoxide detectors are
18 to be in compliance with local code requirements for rental properties and certificate of occupancy.
 - 19 9. Parsonage electrical service shall conform to the current National Electrical Code.
- 20
- 21 Furnishings, Equipment and Services:
- 22 1. Living room and family room furniture.
 - 23 2. Dining room furniture.
 - 24 3. Kitchen appliances including stove, refrigerator with separate freezer compartment, exhaust fan, and
25 dishwasher.
 - 26 4. Furnishings for special rooms such as sun porch, den, etc. that may be different from one charge to another.
 - 27 5. Laundry equipment – automatic washer and dryer.
 - 28 6. Standard television connection (providing at least 30 channels/basic cable package), high speed internet
29 service fast enough to support streaming where available, and one telephone line (cell or land line). As
30 churches/parsonages are located in a variety of geographical areas, we encourage discussion at the local
31 church level to provide comparable communication services and cost saving measures such as bundling of
32 services.
 - 33 7. Floor coverings (solid surfaces are preferred).
 - 34 8. Functioning window shades and blinds, or curtains/drapes.
 - 35 9. Closets or free-standing storage units in each bedroom.
 - 36 10. Trash cans. In municipalities where garbage pickup is not part of the tax base and is billed to the parsonage,
37 that local church is responsible to pay for this service.
 - 38 11. Suitable equipment for lawn care and snow removal corresponding to the size and condition of lawns/
39 driveways/walkways and/or appropriate lawn/plowing services.
 - 40 12. A study for the pastor in either the parsonage or church building. Office furnishings shall include a desk, desk
41 chair, minimally acceptable shelving for the pastor's library, additional chairs, and a locking filing cabinet.
 - 42 13. Parking space for a minimum of one (1) car shall be provided.
- 43
- 44 Additional Suggestions
- 45 1. Electrical service to be inspected every five (5) years by a licensed electrician
 - 46 2. Roof inspection every five (5) years
 - 47 3. Energy audits every five (5) years
- 48
49
50

1 Responsibility

2 1. Each pastor is responsible for:

- 3 a. Furnishings for as many bedrooms as the family needs
- 4 b. Personal items such as television, vacuum cleaner, small appliances, dishes, glassware, flatware,
5 cleaning tools, wastebaskets, and decorative accessories
- 6 c. The following regular maintenance
 - 7 i. Routine cleaning
 - 8 ii. Floor maintenance
 - 9 iii. Trash disposal and recycling
- 10 d. It is expected that the pastor shall provide tenant (renters) insurance to cover property loss and
11 personal liability.
- 12 e. Restitution for any damage beyond normal wear and tear.
- 13 f. At the time of a move, the current pastor shall remove all personal items and furniture from the
14 parsonage and property and shall leave the parsonage in a “broom clean” state. The cost for removal of
15 furnishings and personal property not previously agreed upon with the church will be met by the pastor.
16 Pastors are responsible for cleaning and disinfecting all surfaces such as kitchen counters, appliances
17 and cabinets, bathroom fixtures, and church owned furniture that has been used by the parsonage
18 family during their time in the parsonage.

20 2. Each charge shall provide:

- 21 a. Utilities – heat, electric, gas/oil, sewage, cable, internet and basic telephone, as well as any property
22 taxes or HOA fees that are assessed to the parsonage.
- 23 b. Maintenance for all parsonage equipment
- 24 c. Basic furniture for all rooms except the bedrooms (see above)
- 25 d. Funds for the repair of the parsonage and its maintenance should be allocated and allowed to
26 accumulate so that continuing care and major repairs can be made when needed.
- 27 e. At the time of a move, the church is responsible for cleaning and preparing the parsonage for the new
28 pastor and family. This includes washing or dry-cleaning curtains and drapes, cleaning window blinds,
29 shampooing carpets and/or washing floor coverings, washing windows, cleaning disinfecting garbage
30 cans, doorknobs, etc.
- 31 f. Congregations and pastors are expected to follow the guidelines of the state and the CDC with regard
32 to effective and proper cleaning procedures of parsonages at the time of a pastoral change. The most
33 updated information for cleaning and disinfection is available on the CDC website at [https://www.cdc.](https://www.cdc.gov/)
34 [gov/](https://www.cdc.gov/).

35 3. Miscellaneous

- 36 a. The parsonage is the pastor’s home for their tenure in that church or charge. The pastor has, therefore,
37 the responsibility to care for the home and its furnishings from damage by pets or people and, if it is
38 damaged, to return the home to a condition equal to that when they received it to use. If an item of
39 furniture is damaged beyond repair, the pastor is obligated to replace it.
- 40 b. The right of the pastor to own furniture and equipment cannot be challenged. However, if pastors own
41 furniture and goods that they wishes to use in the parsonage, and parsonage furnishings have to be
42 stored, every effort should be made to store it properly so it is in good condition and does not suffer
43 damage from being in storage. The site or method of storage for any church owned furniture shall be
44 determined by mutual agreement between the pastor and the Board of Trustees. The pastor assumes
45 financial responsibility for the storage of any unused furniture.
- 46 c. The pastor’s family shall be permitted to purchase an all-electronic vehicle (EV) or a plugin hybrid
47 and charge it at the parsonage. The expense of the charger and any electrical improvements to the
48 parsonage are the sole responsibility of the pastor’s family. All improvements to the parsonage must
49 be approved by the local church board of Trustees and must meet all applicable local codes. Before
50

- 1 purchasing the said vehicle, the pastor's family and the appropriate committees in the church must
2 negotiate how the increased electrical expenses will be handled.
- 3 d. We recommend that in addition to the required written reports filed annually with the Church
4 Conference paperwork, there be a complete video/photo inventory of all church-owned furnishings in
5 the parsonage. The inventory and all videos and photos should be updated annually as needed.
- 6 e. It is the responsibility of the Parsonage Committee to be acquainted with the parsonage and, after a
7 new pastoral appointment is made, meet with the incoming parsonage family to discuss the minimum
8 acceptability of housing and furnishings, and to meet annually thereafter with the parsonage family.
- 9 f. At the time of a new pastoral appointment, the chairs of the S/PPRC and the Board of Trustees, the
10 current pastor and the incoming pastor will walk through the parsonage together for inspection and
11 planning. It is recommended to utilize the Church Conference parsonage inspection report as a guide.
- 12 g. In order to respect the privacy of clergy and families, the church has a responsibility to make an
13 appointment and secure the approval of the pastor or an adult member of the household prior to
14 visiting the parsonage at any time.
- 15 h. Given the great differences in housing costs throughout GNJ, a church and/or pastor who wishes
16 to provide for a housing allowance rather than providing a parsonage must take into consideration
17 comparable housing costs for that community to set an appropriate allowance that provides for the
18 pastor and family needs. Churches and pastors exploring this option should be in conversation with the
19 District Superintendent at the very beginning of these considerations to understand the implications
20 for future appointments, and the Disciplinary requirements for potential sale of an existing parsonage if
21 applicable.

22 4. Multiple Church Appointments and Clergy Couples

- 23 a. In appointments where a clergy person is appointed to more than one church and a parsonage
24 is provided by one of the churches, the utility expenses (heat, water, and electric) will be divided
25 equally between the churches. Any capital improvements and maintenance on the parsonage are the
26 responsibility of the church that owns the parsonage.
- 27 b. In cases of clergy couples when the couple resides in the parsonage of one of the appointments, the
28 utility expenses will be divided equally between the appointments provided that housing is considered
29 as a part of the compensation package for each of the clergy. In situations where both persons in a
30 clergy couple are utilizing their respective parsonages, each church will provide utilities for their own
31 pastor.

33 Standards for Parsonages (Purchasing or Building a New Parsonage)

- 34 1. All parsonages shall meet local requirements for a Certificate of Occupancy.
- 35 2. The District Committee on Church Location and Building must be consulted in developing plans for all
36 purchases or construction of a new parsonage.
- 37 3. All newly constructed or newly purchased parsonages shall be in full compliance with the Book of *Discipline*.
38 Consideration shall be made for those with handicapping conditions: Provide on the ground-floor of a newly
39 constructed parsonage: (1) one room that can be used as a bedroom by a person with a disability; (2) a fully
40 accessible bathroom; and (3) fully accessible laundry facilities (§2544.4d)
- 41 4. Churches considering selling their current parsonage and purchasing a new one need to explore property tax
42 implications as well as liens on the property that may need to be considered in potential financing.
- 43 a. Option 1
- 44 1. The use of maintenance-free materials in building and in finishing and furnishing, thus contributing
45 towards keeping maintenance costs lower.
- 46 2. The following room requirements:
- 47 a. Living Room/Family Room
- 48 b. Dining Room
- 49 c. Kitchen
- 50 d. Study

- e. Baths (2)
- f. Bedrooms (3)
3. A minimal electrical service of 200 amperes
4. A garage of a size to accommodate 2 cars, plus room for storage of lawn mowers, bicycles, tools, garden equipment, ladders, paint supplies, etc.
5. Space to store large articles of furniture/equipment
6. The use of materials meeting the most energy efficient standards for insulation and windows
7. Careful consideration should be given in choosing the location of the parsonage. This consideration might include the distance from the church, accessibility from main streets of the community and the church, the neighborhood and its future, and the community itself and its future growth.
- b. Option 2
 1. The standards of Option One would apply with consideration by the church of purchasing, leasing, renting a townhouse or condominium. This option would be negotiated by the District Superintendent, the local charge and the pastor following consultation with the District Committee on Church Location and Building
 2. The purpose of this option is to provide an alternative to the “traditional” church parsonage for ministry in special situations. Allowing for the wide variety of townhouse/condo choices, it is difficult to recommend a single standard for such settings.

Appeals

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

GNJ ARREARAGE POLICY

WHEREAS the Book of *Discipline* (2016) mandates that the Commission on Equitable Salary submits an Arrearage Policy for the Annual Conference

BE IT RESOLVED that the Greater New Jersey Conference adopt the following arrearage policy for Clergy Salaries:

1. In the event that the local church treasurer becomes aware that the church will be unable to provide to the pastor full payment of a regularly scheduled salary, or housing allowance installment, or pension payment, or health insurance payment, the church treasurer shall immediately notify both verbally (within 24 hours) and in writing (within 3 days) the Pastor, the Lay Leader, and the Chairs of S/PPRC, Finance, Trustees, and the Church Council or equivalent of the impending arrearage. Upon receipt of such notice, the Chair of S/PPRC and/or the Pastor shall immediately notify the District Superintendent and congregation of the impending arrearage. It is the pastor’s responsibility to keep copies of all such written notifications, and to provide additional written confirmation to the District Superintendent when an arrearage has taken place. Failure to document salary or benefit arrearages may result in a loss of compensation.
2. Upon receipt of notice of a pending arrearage, the Chair of S/PPRC shall meet with the Pastor, Lay Leader, and Chairs of Finance, Trustees, and the Church Council to discuss the financial situation and seek remedies to prevent an arrearage from occurring. Consistent with *The Book of Discipline* ¶1624, such remedies cannot include a reduction in the Pastor’s compensation until the beginning of the next Conference year.
3. If after consultation among these leaders it becomes apparent that the church may be facing a long-term financial crisis, the Chair of S/PPRC shall notify in writing the Pastor, congregation and District Superintendent to consider potential solutions including but not limited to developing a payment plan so that the pastor receives full payment of compensation, full benefit payments are made by the end of the fiscal and/or appointment year. The District Superintendent may refer this to another appropriate resource person to work with the church towards resolution of the situation.

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

8
9 **Rationale:**

10 This Disciplinary requirement assures clergy are receiving the compensation approved at the Annual Charge
11 Conference and provides for a process for remediation of the situation as soon as possible.

12
13
14 **CHURCH CLOSURE LEGISLATION**

15
16 **BE IT RESOLVED** that the Greater New Jersey Annual Conference expresses its thanksgiving for all the blessings
17 made possible by the clergy and laity who have contributed to the ministry and mission of the following
18 congregations:

19
20 Bethel United Methodist Church, Camden, NJ
21 First United Methodist Church, Bradley Beach, NJ
22 New Beginnings United Methodist Church, Camden, NJ
23 St. Matthew's United Methodist Church, Newark, NJ
24 Stratford United Methodist Church, Stratford, NJ
25 Trinity United Methodist Church, Stony Point, NY

26
27 **BE IT FURTHER RESOLVED**, in keeping with the provisions of Paragraph 2549.2b of the Book of *Discipline*, 2016
28 edition, the congregations are discontinued, and the assets of the church are transferred to the Trustees of the
29 Greater New Jersey Annual Conference.

30
31 **BE IT FURTHER RESOLVED**, that in keeping with the provisions of Paragraph 229 of the Book of the *Discipline*,
32 2016 edition, the remaining members of the church may be transferred to a United Methodist Church of their
33 choice.

34
35 **BE IT FURTHER RESOLVED**, that through its budget fund distribution percentages for the sale of property,
36 Greater New Jersey Annual Conference distribute net proceeds after all outstanding loans and other obligations
37 owed to Greater New Jersey Annual Conference or any other creditor shall be repaid upon the sale of the
38 property, and liquidation of any other assets.

39
40 **BE IT FURTHER RESOLVED**, in keeping with provisions of Paragraph 2549.4 of the Book of *Discipline*, 2016
41 edition, all deeds, records, legal papers and other official documents shall be maintained in permanent
42 safekeeping with the Conference Commission on Archives and History.

43
44 **BE IT FURTHER RESOLVED** that the remaining funds from the sale of the church after all debt and obligations
45 have been paid will be disbursed according to the legislation as approved by the January 2021 Greater New
46 Jersey special annual conference.

47
48 **Submitted by**

49 The Greater New Jersey Cabinet

FEDERATED CLOSURE LEGISLATION

WHEREAS, in May 1971 the United Methodist Church in Bayonne of the Greater New Jersey Annual Conference covenanted with The Bergen Point Baptist Church and The Fifth Street Reformed Church of Bayonne, to create a federated church named The Bergen Point Community Church, in accordance with Par. 209 of the 2016 Book of *Discipline*; and

WHEREAS, in May 1971 the GNJAC deeded the real property to the federated church in accordance with Par. 2548 of the 2016 Book of *Discipline*; and

WHEREAS, the GNJAC has no claim to any personal property on the premises; and

WHEREAS, the federated church congregation is no longer operating as a United Methodist congregation; and

WHEREAS, Bishop John Schol and the Cabinet agree to dissolve the federated church covenant agreement;

NOW **THEREFORE BE IT RESOLVED** that:

1) GNJAC dissolve the covenant agreement with The Bergen Point Community Church; and

2) GNJAC celebrates the ministry and mission partnership which it had with The Bergen Point Community Church for 52 years.

1 STRATEGIC DIRECTION

2
3 **WHEREAS**, past GNJ strategic direction has born fruit and progress toward our mission; and

4
5 **WHEREAS**, United Methodists of Greater New Jersey (GNJ) are committed to increasing the percentage of vital
6 congregations from 48% to 60%, an ambitious goal that focuses on the five ministries/markers of vitality: worship,
7 small groups, mission, stewardship and making new disciples, and

8
9 **WHEREAS** we are making progress as an Annual Conference on goals and key strategic ministry initiatives as
10 demonstrated by the following:

- 11 • 65 clergy and 45 lay congregational leaders have been identified as leaders who make disciples who
- 12 make disciples
- 13 • 33 Congregations moved from one band size to the next, despite the pandemic
- 14 • 14% to 48% vital congregations in 10 years
- 15 • \$4.1M investment through the Journey of Hope to end the sin of racism
- 16 • 25 Ethnic congregations are being strengthened
- 17 • Over 50% of Board and Agency chairpersons are people of color
- 18 • Over 100 facilitators trained with Fearless Dialogues
- 19 • Completed Implicit Bias Review of all policies and procedures

20
21 And; **WHEREAS**, God wants to continue working through GNJ's passionate disciples, vital congregations and
22 transformational leaders so that miracles of healing and transformation continue to occur across GNJ and around
23 the world; and

24
25 **WHEREAS**, the Extended Cabinet and Connectional Table, along with the Strategic Direction Team, have been
26 leading GNJ in a planning process to develop a new strategic direction for EPA&GNJ; and

27
28 **WHEREAS** the proposed Strategic Direction builds on the progress of GNJ and joint work with our sister
29 conference, Eastern Pennsylvania, creates a stronger unified direction and casts a bold vision and sets strategic
30 priorities.

31
32 **THEREFORE BE IT RESOLVED** that the 2023-2026 Strategic Direction be adopted and carried out and that each
33 year of the Direction's implementation a report be presented to the Annual Conference session on the progress,
34 challenges and necessary modifications.

35
36 **Submitted by,**
37 The GNJ Connectional Table
38 GNJ Extended Cabinet

**The United Methodists
of Eastern Pennsylvania and Greater New Jersey**

God has plans for your future, a future with hope.

-Jeremiah 29:11 (paraphrased)

*Christ gave to the church leaders their responsibility, to equip God's people
for the work and ministry of building up the church, the body of Christ.*

- Ephesians 4:11-12 (paraphrased)

Jesus said when you serve others through mercy and justice ministries, you serve me.

Matthew 25:35 (paraphrased)

EPA&GNJ Strategic Direction

Recruit and Develop Transformational Leaders

Purpose/Mission of EPA/GNJ Elected Leadership and Staff

Recruit and develop transformational leaders to make disciples of Jesus Christ and grow vital mission congregations for the transformation of the world.

(Based on the mission of The United Methodist Church)

The elected leadership and staff of EPA/GNJ serve the congregations by developing transformational leadership.

*Christ gave to the church leaders and their responsibility is to equip God's people
for the work and ministry of building up the church, the body of Christ.*

Ephesians 4:11-12

Purpose/Mission of A United Methodist Congregation

Make new and deepen the faith of all disciples to be loyal to Christ through their prayers, presence and participation in the church, and to engage in ministries of witness, mercy and justice in the world.

(Based on the membership vows of The United Methodist Church)

A congregation builds up the body of Christ to serve in the world.

Goals

1. Create a culture of call to pastoral ministry.

Outcome – 40 new potential full-time appointees¹ by 2026.

2. 1,500 leaders per year participate in the Leadership Academy.

Outcome – 60% of our congregations will meet the vitality markers² by 2026.

3. Train 150 facilitators to assist congregations to end the sin of racism.

Outcome - 250 congregations engaging to end the sin of racism (Journey of Hope³) by 2026.

4. Equip 100 leaders to lead their congregations into the community.

Outcome – 35 Hope Centers⁴ by 2026.

5. Equip 300 leaders to lead their congregations to financial health.

Outcome – financially healthier congregations and connectional shared ministry giving to 91% and billings to 95% by 2026⁵.

Strategies to meet our goals.

1. Comprehensive Leadership Development that deepens faith, increases understanding, equips for the practice of ministry and nurtures healthy leaders.

- a. Pathways - planning that assists a congregation to develop a plan in one or more of the following – vitality, sustainability, ending the sin of racism, community engagement.
 - b. Engage – a staff person assigned to every lead pastor and every congregation for planning, coaching, consultation and cohort groups
 - c. Leadership Academy - develop the core competencies and skills of congregational leaders and clergy for leading congregations and ministries to make disciples and grow vital mission congregations for the transformation of the world.
2. Developing young leaders
- a. Grow the faith and number of youth in our congregations through camping, retreats, IGNITE and youth leader training.
 - b. Provide opportunities for young leaders to develop their gifts.
3. Regional approach that creates superintending teams to relate, support and coach clergy and congregational leaders to health and vitality and reach our goals.
4. Grow congregational giving through stewardship campaigns and communication.
5. Affiliate ministries and administration that will help EPA&GNJ to recruit and develop more transformational leaders.

Values that guide our leadership and ministry

- *Christ-Centered*: the unbreakable and unifying source of our faith and hope.
- *Compassionate and Just Servanthood*: a shared expression of our Wesleyan heritage.
- *Diversity, Equity and Inclusion*: a true reflection of the all-welcoming reign of God.
- *Innovative and Risk-Taking*: a bridge to what is next.
- *Excellence*: a gospel imperative for greater impact in the world.
- *Collaborative*: Wesleyan connectionalism that recognizes we are stronger together.

Cultural Shifts that create a healthier EPA&GNJ

- FROM a church that focuses inward on its members and clergy
TO a relevant mission that connects with the people in the community, particularly younger and more diverse generations of new disciples of Jesus Christ.
- FROM maintaining congregations and their buildings
TO working with congregations to strategically utilize buildings for regenerative mission.
- FROM depending exclusively on Shared Ministries (apportionments) for mission and ministry
TO cultivating new sources of income to grow mission and ministry.

Defining Who and What of The Mission

- *Transformational leader*: Whole, resilient disciple leading from our values to greater outcomes.
- *Disciple*: Committed follower of Jesus living in personal and social holiness
- *Vital Mission Congregation*: Builds up the body of Christ to serve the world.
- *Transformed World*: Just, inclusive communities reflecting the reign of God on earth.

(Endnotes)

1. A potential appointee is an individual who has responded to a call to be a clergy person in the church as a local pastor, provisional member or full member and is in process with a district committee on ministry or the board of ordained ministry.
2. Presently 25% of EPA congregations have met the markers for vitality and 50% of GNJ congregations. Vital congregations cultivate a deeper relationship with God and meet people's deepest need through five vitality ministries.
 - Worship cultivates a deeper relationship with God and births hope for living. Marker – grow by one worshiper over a 3-year period.
 - Small groups cultivate growth and deeper relationships with God and one another. Marker – 60% of worshipers in a small group experience.

- Mission through hands on justice and mercy ministries cultivates purpose. Marker – 50% of the worshipers participate in hands on mission in the community.
 - Witness and faith sharing demonstrate our meaning and significance through Jesus Christ. Marker – 1 new profession/reaffirmation of faith for every 20 worshipers in a given year.
 - Giving generously, extends our purpose, significance and making a difference for God. Marker – 18% of a congregation's budget is giving to mission.
3. Journey of Hope is a plan and process to assist the EPA&GNJ and congregations to ACT (Aspire, Comprehend, Transform) to end the sin of racism. Presently 100 facilitators are trained in EPA&GNJ. Congregations are just beginning to develop plans.
4. A Hope Center is a robust community outreach ministry in partnership with community organizations and the people of the community to develop the community and meet human need. Presently EPA&GNJ have 27 Hope Centers. Hope Center models include the following,
- Camp Y.D.P., a licensed childcare, after-school enrichment program, and summer day camp, serves low-income families.
 - The Crisis Room provides food, clothing, emotional support, and rent and utility assistance to marginalized families.
 - Pathways to Prosperity works to eliminate generational poverty through job training and financial education.
5. Generous giving sustains the mission of congregations, EPA&GNJ and the global mission of The United Methodist Church. Presently EPA is giving at 83% shared ministry apportionments and 92% billings, and GNJ at 90% and 94% respectively.

2024 BUDGET LEGISLATION

WHEREAS the Greater New Jersey Annual Conference's mission is to recruit and *develop transformational leaders to make disciples of Jesus Christ and grow vital congregations for the transformation of the world by:*

- Creating a culture of a call to pastoral ministry with 40 new candidates for full-time appointment by 2026. Enabling 1,500 leaders per year to participate in the Leadership Academy so 60% of our congregations will meet the vitality markers by 2026.
- Training 150 facilitators to assist 250 congregations participate in ending the sin of racism by 2026.
- Equipping 100 leaders to lead their congregations into their communities with the plan to create 35 Hope Centers by 2026.
- Equipping 300 leaders to lead their congregations to financial health so that shared ministry giving will increase to above 91% and billings collection will increase above 95% by 2026.

THEREFORE, BE IT RESOLVED THAT GNJ adopts the 2024 budget in order to achieve our mission; the 2024 budget will:

1. Consolidate all billings to congregations: GNJ ministry and mission, administration and property, and general church apportionment budgets.
2. Apportion congregations on their total spending as inputted by the congregation in its statistical reports excluding capital expenditures, mission giving and paid apportionments.
3. Apportion all congregations except for the Journey of Hope congregations at 15.3%, of which 12.5% is for GNJ Shared Ministry and 2.8% for general church apportionment.
4. Apportion Journey of Hope congregations at the rate set through the Journey of Hope Plan.
5. Support six district superintendents.
6. Allocate \$711,000 from property sales to the budget. The remaining property sales revenue will be invested according to GNJ policy.
7. Draw 5% from designated funds according to policy to support the budget.
8. Provide monthly statements to congregations including the following.
 - a. The total apportionment to the congregation for GNJ Shared Ministry.
 - b. The total apportionment to the congregation on behalf of the general church.
 - c. Direct billings to the congregation from GNJ, which include but are not limited to, blended rate for active healthcare and incremental contributions for self-elected benefits (health, dental, vision, and health reimbursement accounts) for active pastors/lay employees, workers compensation, property insurance, Boys Scouts of America settlement contribution (as approved at the 2022 Annual Conference) and back payments for past billings.

BE IT FURTHER RESOLVED that GNJ as a commitment to its Journey of Hope will give from end of the year budget surplus, if it exists, up to 100% to two General Apportionment funds: Black College and Africa University.

Submitted by:

Vasanth Victor, President, Council of Finance and Administration

1 **2024 Consolidated Spending Budget**

2

3	INCOME	2024 Budget	Approved 2023	2023 Spending
4	GNJ Shared Ministry Apportionment	6,490,011	6,852,258	6,670,159
5	GNJ portion of General Church MEF	59,725	67,918	65,679
6	Local Church Billing Revenue	14,483,992	15,723,542	13,634,501
7	Centenary Fund	596,000	700,000	575,000
8	Designated Funds	452,643	449,394	370,000
9	Property Sale Revenue	711,000	1,185,000	1,185,000
10	Grants and Donations	181,735	148,205	170,735
11	Registrations	372,050	269,750	342,300
12	Shared Services		45,000	
13	MRC Staff Health Contributions	113,401		98,610
14	Total Income	23,460,557	25,441,067	23,111,983

15

16	EXPENSES			
17	Personnel:			
18	GNJ Staff	4,987,876	5,008,124	
19	Clergy Benefit Billings	8,108,428	8,807,394	
20	Retiree Health Insurance	1,530,142	2,037,175	
21	Total All Personnel	14,626,447	15,852,693	14,064,381
22				
23	Leadership Development	329,575	446,568	341,929
24	Congregational Development	684,750	872,000	698,323
25	Mission and Justice Ministries	1,105,578	1,208,000	1,172,000
26	Agency Budgets	50,950	70,100	52,950
27	Administration	429,210	428,750	508,600
28	Communications	509,000	551,000	463,300
29	Property	5,715,639	6,203,140	5,422,762
30	Bridge Fund	0	0	0
31	Total GNJ Expenses	23,451,148	25,632,251	22,724,245
32				
33	GNJ Income Over / (Under) Expenses	9,409	(191,184)	387,738
34	2021 Surplus funds	0	200,000	200,000
35	Net surplus / (deficit)	9,409	8,816	587,738

36

37	<u>General Church Apportionments</u>			
38	Apportionment Base	62,262,477	63,963,783	63,952,970
39	General Church Apportionment \$'s	1,770,571	1,924,950	1,924,950
40	General Church Apportionment %	2.8%	3.0%	3.0%

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PENSION AND HEALTH BENEFITS

BE IT RESOLVED that the Past Service Annuity Rate for January 1, 2024, to December 31, 2024, be set at \$753 per approved service year prior to January 1, 1982.

BE IT FURTHER RESOLVED

1. That effective January 1, 2024, the Greater New Jersey Annual Conference will continue to sponsor CRSP for full-time, three-quarter time and one-half time clergy and continue to sponsor UMPIP for those clergy in one-quarter time appointments.
2. That contributions for January 1, 2024, to December 31, 2024, for the Clergy Retirement Security Program for full-time and less-than-full-time ($\frac{3}{4}$ -time & $\frac{1}{2}$ -time) clergy and for Conference sponsored UMPIP Plan for $\frac{1}{4}$ -time clergy, be set at 14% of plan compensation. The percentage includes 5% for administrative costs and 7% uncollectable fees.
3. That contributions for January 1, 2024, to December 31, 2024, for the Comprehensive Protection Plan be set at 3.4% of plan compensation for full-time and $\frac{3}{4}$ -time ordained clergy, and for Conference Sponsored UMLife Options for $\frac{1}{2}$ -time ordained clergy to be set 2.2% of plan compensation. That local churches may sponsor $\frac{1}{4}$ -time ordained clergy and $\frac{3}{4}$ -time part-time local pastors in UMLife Options. The percentages for CPP and UMLifeOptions includes 5% for administrative costs and 7% uncollectable fees.
4. That the starting date for retirement payments for new retirees commences July 1, 2023, unless otherwise stated.
5. That clergy participants in the Conference Health Insurance Plan who have expenses associated with the adoption of a child will be reimbursed up to \$10,000 per child upon the presentation of the necessary documentation.
6. The Greater NJ Annual Conference (the "Conference") adopts the following resolutions relating to rental/housing allowances for active, retired, terminated, or disabled clergypersons of the Conference:

BE IT RESOLVED that an amount equal to 100% of the pension, severance, or disability payments received from plans authorized under *The Book of Discipline* of The United Methodist Church (the "*Discipline*"), which includes all such payments from the Wespeth Benefits and Investments, during the period July 1, 2023 through June 30, 2024, by each active, retired, terminated, or disabled clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such clergyperson; and

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

NOTE: The rental/housing allowance that may be excluded from a clergyperson's gross income in any year for federal (and, in most cases, state) income tax purposes is limited under Internal Revenue Code section 107(2), and regulations there under, to the least of: (a) the amount of the rental/housing allowance designated by the clergyperson's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (b) the amount actually expended by the clergyperson to rent or provide a home in such year; or (c) the fair rental value of the home, including furnishings and appurtenances (such as a garage),

- 1 plus the cost of utilities in such year. Each clergyperson or former clergyperson is urged to consult with their own
2 tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.
- 3 1. That clergy retiring before July 1, 2023, be reimbursed for one-time moving expenses up to \$5,000.00
4 incurred while moving from church-owned housing to personal housing. This reimbursement is limited to
5 actual moving expenses, not to include moving company packing costs. Clergy are required to make every
6 effort to obtain three bids to the Board of Pension & Health Benefits prior to final approval and provide
7 supporting documentation of proof of payments when submitting the reimbursement request. The same
8 benefits and restrictions shall also apply to a surviving spouse moving out of the parsonage upon the death
9 of a pastor while in active service in the Annual Conference, and to those entering disabled relationships.
 - 10 2. That the Conference Board of Pension and Health Benefits be authorized to make modifications to the
11 current Insurance Plan as the health care market demands. In addition, modifications to the Plan that could
12 reduce premium costs to local churches and Annual Conference are to be studied and enacted as the Board
13 determines appropriate. These changes might include increased participant deductibles, co-payments,
14 greater use of generic medications, and other avenues of cost saving and sharing. Such changes will be
15 subject to prior review of CFA and the Cabinet.
 - 16 3. That the Guidelines for Health Insurance Participation be approved and upon approval printed in the 2023
17 Conference Journal and Yearbook.

18
19 For information only:

- 20 1. That Rev. Robert Wecht and family be granted Conference paid health benefits upon becoming Medicare
21 eligible.
- 22 2. That the following members of the former Southern Conference be included in terms of eligibility for
23 conference-paid health benefits. Specifically, the following persons, upon becoming annuitants with at least
24 10 years of service, will be eligible for Conference-paid health benefits: Mildred E. Bender, J. Evans Dodds,
25 Nicholas Connolly, Daniel Gueh, William R. Hess, and Charles D. Mitchell.
- 26 3. That Robert L. Webster and family be eligible for Conference-paid health benefits upon retirement and
27 receiving an annuity.
- 28 4. That Rev. Patricia Bruger’s actual years of appointment and service at CUMAC/ECHO, INC. from June 16,
29 1995, through retirement be fully credited for the purpose of calculation of service year credits to determine
30 allocation of pro-rated health insurance premium payment responsibility upon retirement.
- 31 5. That the following clergy be subject to five years “under appointment through the Conference immediately
32 prior to retirement” to meet eligibility requirements for health benefits in retirement, rather than the seven
33 years as approved at the 2011 Annual Conference meeting (Paragraph 3 under Eligibility, p. 365 of the 2011
34 Conference Journal). Specifically, the following persons, if, at the time of retirement, meet all other eligibility
35 requirements for health insurance in retirement, shall be granted under this provision: Rev. Vena Murphy,
36 Rev. William Jacobsen, Rev. Christina Zito.

37
38 **Submitted by,**

39 Rev. Jennifer Cho, Chair of Board of Pension & Health Benefits
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SAFE SANCTUARIES POLICY

WHEREAS, God has called us to make our ministries safe and to protect our children, youth, and other vulnerable people from abuse and exploitation. God has also called us to create communities of faith where children, youth, and other vulnerable people can be safe and grow strong. Jesus taught that “Whoever welcomes one such child in my name welcomes me” (Mark 9:37 NRSV) and “If any of you put a stumbling block before one of these little ones...it would be better for you if a great millstone were fastened around your neck and you were drowned in the depth of the sea” (Matthew 18:6 NRSV).

WHEREAS, The Social Principles of The United Methodist Church state, “...children must be protected from economic, physical, and sexual exploitation and abuse” and “we affirm that all persons are individuals of sacred worth, created in the image of God” (§161, “Social Principles”).

WHEREAS, at each child’s baptism, we affirm our responsibility to their safety by our congregational response, pledging: “With God’s help, we will so order our lives after the example of Christ, that this child, surrounded by steadfast love, may be established in the faith, and confirmed and strengthened in the way that leads to life eternal” (From Baptismal Covenant, Congregational Pledge II, The Book of Worship).

THEREFORE, BE IT RESOLVED THAT United Methodists of Greater New Jersey adopt the following Safe Sanctuaries policy:

United Methodists of Greater New Jersey Safe Sanctuaries Policy
Reducing the Risk of Abuse in Ministry with Children, Youth or Vulnerable Adults;

Approved 6.2005; Updated 3.2019. Updated November 2022

The following policies shall apply to all programs dealing with children, youth (under 18), and vulnerable adults:

1. Personnel policies for all programs, both church, and non-church, shall require:
 - a. The GNJAC Safe Sanctuaries approved children/youth/vulnerable adult application form (found as an appendix to the sample policy), an incident report form, and screening procedure for all staff and volunteers both long-term and occasional.
 - b. A background check is required for all ministry workers, lay, and clergy. Laity and local church background checks will be done through Ministry Safe. Every local church will be required to use Ministry Safe for background checks and prevention training.
 - c. Volunteer workers, regular or occasional, shall be regular attendees of a local congregation for at least six months before being allowed to supervise such programs or serve as a leader within a program (i.e., Sunday School, etc.)
 - d. The Board of Ordained Ministry will ensure that all clergy serving under appointment have a background check completed and on file with the Conference Office, and that there is an additional background check completed every five years.
 - e. The Cabinet shall also require clergy to participate in the Professional Ethics Development Program.
 - f. If at any point a ministry worker (clergy or laity) has an incident that would change their background check they are to immediately report it to the pastor of the local church if they are laity, and the pastor would then immediately report to their DS. If a clergy person has an incident, they are to immediately report to their DS. Failure to do so would subject the person to an investigation.
 - g. The cost of all background checks is to be paid by the church, board or agency requesting them.

- 1 2. Screening forms and background checks:
 - 2 a. Screening forms and background checks shall be reviewed by the Chairperson of the Staff/Pastor Parish
 - 3 Relations Committee, the supervisor (Ministry Lead) of the prospective employee(s) or volunteer(s) and
 - 4 the pastor.
 - 5 b. Screening forms and background checks shall be maintained in the confidential personnel files of the
 - 6 church after the termination of any employee or volunteer for a minimum of 20 years.
 - 7 c. These screening and background checks shall be required of all persons unless a more stringent check is
 - 8 required to satisfy the standards of a licensing agency.
 - 9 d. All Local churches are required to have a certified Safe Sanctuaries policy in compliance with the
 - 10 Conference Legislation, Policy Template, and Standards set by the Annual Conference. Safe Sanctuaries
 - 11 policies shall be reviewed/updated every year by the Local Church Administrative Council and certified
 - 12 by the Safe Sanctuaries Coordinator every other year. Additionally, the compliance and adoption of the
 - 13 Safe Sanctuaries Policy by a local church shall be reported through a written question to be answered as
 - 14 a part of the Church Conference Report.
 - 15 e. All programs at the local church shall be clearly differentiated between those which are church operated
 - 16 and those which are non-church-operated. All entities that use the church facilities must comply with
 - 17 the Safe Sanctuaries policies of the church and have the agreement to do so within their Building Use
 - 18 Agreements.
 - 19

20 Basic Standards Assumed: The following are basic assumptions made as they relate to local church programs for
21 children, youth, and vulnerable adults:

- 22 1. All buildings in which such programs are housed shall have any necessary “certificates of occupancy”.
- 23 2. All groups conducting such programs shall have the necessary certificates of insurance for both liability and
- 24 workers’ compensation. They shall be displayed as required by law.
- 25 3. All such programs shall conform to Federal and State wage and tax laws for employees.
- 26 4. All churches, if they have programming for youth, children, or vulnerable adults that require an overnight will
- 27 have a policy in place for safeguarding and caring for folks in those situations.
- 28 5. If churches are to be in a relationship with youth, children, or vulnerable adults who self-identify in the
- 29 LGBTQIA+ community, they will have policies and procedures outlining how to keep youth/children/
- 30 vulnerable adults safe, cared for, and protected.
- 31

32 The United Methodists of Greater New Jersey, through the Conference Children, Youth and Young Adult
33 Coordinator and the Conference Media Center shall resource local churches with materials, persons, training
34 opportunities, and guidelines for establishing effective measures that will reduce the risk of emotional, physical
35 or sexual abuse of children and youth in the local church. Each district within GNJ shall designate persons who
36 will, in partnership with GNJ, develop and implement measures that will reduce the risk of child/youth abuses
37 in the local church. The resource Safer Sanctuaries: Nurturing Trust within Faith Communities (published April
38 2023) shall be the model by which churches shall develop their policy and each policy while unique to each
39 local church setting, shall contain at least the following six measures (additional measures may be necessary
40 depending on ministry context):

- 41 1. Screening, selection, and annual training of all paid and volunteer workers with children, youth, and
- 42 vulnerable adults. Ministry Safe will be the program used by GNJAC Churches to run background checks and
- 43 training.
- 44 2. Supervision procedures, including Sunday School, youth group, overnight programming, etc. including the
- 45 Two-Adult Rule, Five-Years Older Rule, and safeguards for ministry contexts.
- 46 3. Reporting allegations of abuse.
- 47 4. Responding to abuse.
- 48 5. Education of the entire congregation about the policy.
- 49 6. Annual review of the policy by a designated group within the local church.
- 50 7. Volunteer Application, and an Incident Reporting form to be used within ministry settings.

The United Methodists of Greater New Jersey shall set the last Sunday in September as SAFE SANCTUARIES SUNDAY and GNJ shall supply resources for worship for this Sunday.

Definition of Terms:

- Child: In the United States, this term is commonly used to identify anyone age eleven or younger.
- Youth: Anyone not a “child” and under eighteen (age of legal majority).
- Adult: Anyone who has reached the age of legal majority and completed high school.
- Vulnerable person: A person whose ability to protect themselves from violence, abuse, or neglect is significantly impaired through social, physical, or mental disability or illness.
- Paid staff person: Someone paid by the church, overseen by the staff/pastor parish relations committee, and screened according to the church’s Safe Sanctuary policy and any additional required personnel screening.
- Unscreened adult: Someone who has not been screened. The individual may work in a room with a two screened adults or screened-paid staff persons. They should never be alone with children, youth, or other vulnerable people. Unscreened adults may or may not be church members. The use of unscreened adults should be an exception rather than normal practice. Rare exceptions may be made in consultation with the pastor in charge in special situations.
- Screened adult: A volunteer who has gone through the screening process involving a criminal background check, reference check, interview, and risk reduction training. These people may or may not be members, but they must be regular attendees and active in the church for at least six months.
- Youth helpers: People under the age of eighteen who are assisting with child or youth activities. They can assist with activities but should not be considered adult volunteers and should always be supervised. Youth helpers should be at least three years older than the children or youth they are helping. A youth helper will normally be considered “unscreened.” It is recommended that before Youth Helpers participate in an activity as a helper, they are given some training in regards to bathroom usage, not being alone.
- Roamer: A Safe Sanctuaries trained/screened adult leader who meets the minimum age requirements as defined in this policy and moves throughout the facility to provide additional oversight and supervision during activities.
- Ministry supervisor: A screened individual, staff, or volunteer, responsible for a particular ministry with oversight of the leaders in that ministry.
- Physical abuse: Violent, non-accidental contact that results in injury. This includes, but is not limited to, striking, biting, or shaking. Injuries include bruises, fractures, cuts, and burns.
- Sexual abuse: Any form of sexual activity with a child/youth/any other vulnerable person, whether at the church, at home, or in any other setting. The abuser may be an adult or another minor.
- Emotional abuse: A pattern of intentional conduct that crushes a child’s/youth’s/other vulnerable person’s spirit and attacks his/her self-worth through rejection, threats, terrorizing, isolating, or belittling.
- Neglect: When a person with responsibility for a child, youth, or other vulnerable person fails to care for that individual’s physical and/or emotional needs.

CHURCH PROGRAMS/NON-CHURCH PROGRAMS AS RELATED TO INSURANCE: Programs relating to children, youth and vulnerable adults are covered under the GNJ Property and Casualty Insurance Program so long as they are church-operated. That is, the church must have control over starting and stopping the operation, hiring or firing the employees and the management of the day-to-day operations. The decision to operate a program, as described above, should be a matter of record in the meeting minutes of the Administrative Board or Board of Trustees of the local church. This will lay to rest the question of whether it is a church-operated or a non-church program that is using the church premises. The non-church program is not covered by the GNJ insurance and the church should be sure that these non-church programs carry a minimum of \$1,000,000 General Liability

1 Insurance and are covered by Workers' Compensation insurance. Certificates of these insurance coverages
2 should be requested and received by the church annually. GNJ and the local church should be named as
3 additional insureds on these policies. The employees of the church-operated childcare centers are covered under
4 the Workers' Compensation Program and as such should be reported on the annual Workers' Compensation
5 salary audit of the local church.

6
7 **SCREENING FORMS:** Screening forms for use with volunteers are designed to assist the local church in gaining
8 information on persons who are applicants for working in church programs with children, youth and vulnerable
9 adults. Their use is designed to enhance the protection of those who participate in the programs. The use of the
10 screening process should be required in both "church" and "non-church" programs.

11
12 **BACKGROUND CHECKS:** As with the screening forms, background checks are designed to protect those
13 individuals involved in the programs offered by the church to children, youth and vulnerable adults.

14
15 **Respectfully Submitted,**
16 Sam Perez, Chairperson, Next Generation Ministries
17 Sang Won Doh, Dean, Greater NJ Cabinet
18 Marissa van der Valk, Committee on the Status and Role of Women

19

20 **SELL THE PINELANDS CENTER LEGISLATION**

21

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

26

27 **WHEREAS**, The Pinelands Center requires a minimum of \$2 million in deferred maintenance and building costs
28 to be operational and has an annual cost of \$60,000 for insurance, utilities, caretaking and other expenses, and

29

30 **WHEREAS**, in 1947, the Southern New Jersey Annual Conference purchased the Pinelands Center at Mount
31 Misery for the purpose of youth camping and retreat ministry; we recognize and honor the service, call and
32 ministry of countless campers, leaders, and clergy over the course of 75 years.

33

34 **BE IT RESOLVED**, that the Greater New Jersey Annual Conference authorizes sale of property at The Pinelands
35 Center and Mt. Misery currently owned by Next Generation Ministries.

36

37 **BE IT FURTHER RESOLVED**, that income from the transfer or sale of the camp property or properties at The
38 Pinelands Center be used to support the mission of Next Generation Ministries as outlined in the GNJ 10 Year
39 Next Generation Ministries Strategic Plan, and that this is shared in a report to GNJ Annual Conference 2024
40 including how to honor and pass on the legacy of joy, generosity, faith and leadership formation through the
41 years at The Pinelands Center.

42

43 **BE IT FURTHER RESOLVED**, that the Greater New Jersey Annual Conference expresses its thanksgiving for all
44 the blessings made possible by clergy and laity who have contributed to the ministry and mission, and who have
45 been raised into ministry, through The Pinelands Center at Mt. Misery.

46

47 **Respectfully submitted**, Samuel Perez, Chair, Next Generation Ministries Board of Trustees

48

49

50

1 **ENDORSE THE CHRISTMAS COVENANT**

2
3 **WHEREAS** the seven Central Conferences and five U.S. Jurisdictions of The United Methodist Church engage in
4 mission together in 136 countries; and

5
6 **WHEREAS** the connectional ties between the church in the United States and the Central Conferences are of
7 sacred worth and vital to the ministry of the global United Methodist Church; however,

8
9 **WHEREAS** the existing global structure of The United Methodist Church has historically prohibited each region
10 from effectively tailoring its ministry to its specific local context; and

11
12 **WHEREAS** because the existing structure of the United Methodist Church diminishes our ability to be a vital and
13 effective church, that structure should be re-envisioned; and

14
15 **WHEREAS** the creation of a U.S. Regional Conference and the conversion of the Central Conferences to Regional
16 Conferences, as outlined in the Christmas Covenant, would establish structural equity throughout the global
17 church; and

18
19 **WHEREAS** the creation of a U.S. Regional Conference, as outlined in the Christmas Covenant from the
20 Philippines, will establish the governance necessary to allow the Northeastern Jurisdiction to design ministry
21 for its particular context, and thus more effectively make disciples of Jesus Christ for the transformation of the
22 world; and

23
24 **WHEREAS** the Greater New Jersey Annual Conference and the Northeastern Jurisdiction of the United Methodist
25 Church continue to work toward inclusion and justice for all God's people; and

26
27 **WHEREAS** the Greater New Jersey Annual Conference and the Northeastern Jurisdiction contain vital, thriving,
28 multicultural, and diverse ministries that are open to all people and can be a beacon of hope for the worldwide
29 United Methodist Church;

30
31 **THEREFORE, BE IT RESOLVED** that the Greater New Jersey Annual Conference endorses the Christmas Covenant
32 legislation, including the creation of a U.S. Regional Conference, and urges all Greater New Jersey delegates to
33 General and Jurisdictional Conference, including alternates, to support the Christmas Covenant and to make such
34 legislation a priority for the delegation; and

35
36 **BE IT FURTHER RESOLVED** that the Greater New Jersey Annual Conference recognizes and supports the
37 leadership of our Central Conferences in the creation and furtherance of the Christmas Covenant legislation; and

38
39 **BE IT FURTHER RESOLVED** that the Greater New Jersey Annual Conference urges the Commission on the General
40 Conference to take such action as is necessary for the full consideration of legislation related to the Christmas
41 Covenant from the Philippines by a Committee of the Whole, and General Conference 2020; and

42
43 **BE IT FURTHER RESOLVED** that the Greater New Jersey Annual Conference requests the General Conference
44 to urge expedited approval of Christmas Covenant constitutional amendments by the annual conferences
45 during regular or special sessions in the summer, fall or winter of 2024 in the hope that their ratification may be
46 completed by Christmas, 2024.

47 **Rationale:**

48
49 The Christmas Covenant is a set of constitutional amendments and legislative proposals that seeks to decolonize
50 current United Methodist polity by establishing regional equity in the structures of the church for missional

1 effectiveness while maintaining connectional unity. The Christmas Covenant was conceived, crafted, and offered
2 by United Methodists outside the United States and was endorsed by all 5 U.S. Jurisdictional Conferences in
3 November 2022. Read more about it at christmascovenant.com.

4 5 **A SAFER GNJ** 6

7 **WHEREAS** the Greater New Jersey Annual Conference (GNJ) has spent the last year working with the Boy Scouts
8 of America towards a settlement for the survivors of sexual abuse. While the terms of the settlement included
9 efforts to both provide care for survivors and prevention of future abuse by evaluating safe sanctuary policies,
10 there are standards and practices that GNJ should take to address the trauma of all survivors as well as training
11 to prevent future abuse;

12
13 **AND WHEREAS**, trauma-informed care practices for survivors of sexual abuse have become standardized in
14 organizations across all categories, bringing healing and restoring trust;

15
16 **AND WHEREAS**, sexual ethics training and complaint-handling training and resources have become widely
17 available for clergy and laity;

18
19 **AND WHEREAS**, trainings for churches that focus on the threat of grooming of youth by sexual predators
20 have been recognized as a critical requirement for child safety, and specifically MinistrySafe trainings are
21 recommended by the denomination and are already available to GNJ churches;

22
23 **AND WHEREAS**, there is an implementation deficit in GNJ: for developing and implementing trauma-informed
24 care practices for the complaint process and for care of churches and others affected by sexual abuse; for
25 mandating a sexual ethics training for clergy; for mandating the use of standardized safe sanctuary training that
26 includes information about grooming children and youth;

27
28 **THEREFORE, BE IT RESOLVED THAT:** GNJ shall develop and implement trauma-informed practices to support
29 survivors and others affected during and after the complaint process that supplement the requirements of
30 the Book of *Discipline*, utilizing trauma-informed best practices, and resources that have been used by many
31 other conferences including the “Do No More Harm” resource from COSROW and input from survivors; GNJ
32 shall implement, within six months, mandated sexual ethics training for all clergy, church staff and lay leaders
33 in GNJ; GNJ shall implement mandated safe sanctuary training for all clergy, youth workers and church leaders
34 that includes training on the threat of grooming such as the MinistrySafe training; GNJ shall dedicate a page on
35 the GNJ website to sexual ethics to include the policy, training requirements, and any relevant resources to be
36 updated annually; GNJ shall revisit clergy sexual abuse complaints and follow-up with trauma-informed care to
37 survivors including, but not limited to reimbursement for post-traumatic stress treatment as recommended by
38 COSROW.

39
40 **Rationale:** 2023 opened with the January 5 announcement that GNJ, a local church, and its former pastor would
41 pay \$1.83 million to a child who was sexually abused by a church staff member. This news came on the heels
42 of GNJ reporting in 2022 that the conference would pay \$910,420 towards the settlement to boy scouts who
43 were survivors of sexual abuse. These settlements, while costly — and yet inadequate — can’t compare to the
44 physical, social, emotional and spiritual costs to survivors and those who love them. And even while bearing all
45 this, survivors have shared their stories so that we can prevent future abuse and meet the needs of survivors.
46 We have a sacred obligation to right the wrongs, prevent the harms and respond with the best of our knowledge,
47 skill and care and continued learning. This resolution will bring GNJ up to date with the standards for care of
48 survivors and abuse prevention.

49
50 **Respectfully submitted by** Krystal Woolston

1 RECLAIMING THE NARRATIVE

2
3 **WHEREAS** I was groomed as a minor and sexually abused by a clergy person of the Greater New Jersey Annual
4 Conference and filed a formal complaint in the summer of 2013;

5
6 **AND WHEREAS**, Bishop John Schol received and responded to the complaint without a Just Resolution Process;

7
8 **AND WHEREAS**, I was not provided with a support person before I was interviewed and my interview was not
9 held until I provided corroborative proof of my abuse;

10
11 **AND WHEREAS**, the clergy person surrendered their clergy credentials while under this complaint;

12
13 **AND WHEREAS**, Bishop John Schol was aware of my sexual abuse at the J.U.N.E. Project, and also knew that
14 other GNJ youth participated in the camp led by my abuser. Bishop John Schol was asked to notify the entire
15 annual conference body in order to protect our youth. Bishop John Schol said he could not and would not notify
16 the entire clergy of GNJ. As a result, GNJ church youth attended and they were not protected by adequate
17 warning and notification to their families, potentially adding to unknown victims;

18
19 **AND WHEREAS**, Only when a clergy person who had sent youth to J.U.N.E. Project learned of my abuse and
20 confronted Bishop John Schol about his lack of notification and the General Commission on the Status and Role
21 of Women agreed to mediate a conversation, was notification made;

22
23 **AND WHEREAS**, Bishop John Schol held a private meeting with the clergy who continued to bring their youth to
24 J.U.N.E. Project. Only when they refused was there a full mandatory meeting of all GNJ clergy to notify them of
25 the complaint. That meeting took place after **3.5 years** of my consistent requests to Bishop John Schol;

26
27 **AND WHEREAS**, Bishop John Schol did not share the full truth with the annual conference about his handling of
28 the case in that required meeting, and further continued to tell untruthful information in the FAQ he published
29 for the required clergy meeting. He stated “the survivor did not want to file a police report” and “the desires of
30 the survivor and the fact that it passed the statute of limitations constrained legal action.”;

31
32 **AND WHEREAS**, I was told by Bishop John Schol there was no legal option and that the statute of limitations
33 had passed, but I later learned that that was inaccurate information, and I could have filed a police report. I was
34 misled and not able to obtain justice through the criminal justice system;

35
36 **AND WHEREAS**, Bishop John Schol failed to provide response teams to the church that the former pastor had
37 served at during the years of his abuse, which has led to prolonged, continued challenges within that church
38 community or to any of the churches that routinely brought their youth to the J.U.N.E. Project despite Bishop
39 John Schol knowing these communities were significantly impacted;

40
41 **AND WHEREAS**, Bishop John Schol was provided all evidence of both the abusive former clergy person, and the
42 actions and words of the clergy person to whom I trusted with my initial disclosure. That clergy person did not
43 follow policy and help me understand my options, but rather sought to create an alternate process in order to
44 protect my abuser. That clergy person holds a leadership position on the GNJ Committee on Investigation and did
45 not face disciplinary or corrective action for his attempt to cover up the sexual abuse of a clergy colleague;

46
47 **AND WHEREAS**, Bishop John Schol has refused an apology on multiple occasions for the mistakes associated
48 with his handling of this case;

1 **AND WHEREAS**, Bishop John Schol promised in 2016 to develop a robust ethics policy for laity and church
2 leaders and a training program to prevent abuse and support survivors. No such policy or program to prevent
3 abuse and support survivors has been developed or implemented in the Greater New Jersey Annual Conference.
4 Seven years have passed since I received that email without any action, which further illustrates the lack of
5 priority that Bishop John Schol has placed on preventing sexual abuse in GNJ and supporting survivors of abuse.

6
7 **THEREFORE, BE IT RESOLVED THAT:** The Greater New Jersey Annual Conference publicly censure Bishop John
8 Schol for his handling of this clergy sexual abuse complaint.

9
10 **Rationale:** A public censure is a formal statement of disapproval by a legislative body, in this case, the Greater
11 New Jersey Annual Conference. It is a symbolic measure that would provide closure. Public censure is different
12 from a vote of no confidence. I believe Bishop John Schol to be effective at leading GNJ in several capacities,
13 however, I feel Bishop John Schol failed to lead in this particular instance. I have repeatedly asked Bishop John
14 Schol for real tangible actions to safeguard the annual conference from the abuse I endured. After almost
15 10 years, there is yet to be comprehensive sexual ethics or boundary trainings for clergy and lay leadership
16 despite promises year after year that those were forthcoming. I have repeatedly asked Bishop John Schol for an
17 apology for the way he handled my case which led to significantly more trauma. I've consistently been denied all
18 requests. So now I am asking the Greater New Jersey Annual Conference for that apology in the form of a public
19 censure of Bishop John Schol. While I believe the church should have responded better from the beginning and
20 not caused additional harm to me, I also believe this one small action can provide the closure I need to be able to
21 move on from that chapter of my life. Lastly, this legislation seeks to correct the narrative that has been shared
22 about this complaint by Bishop John Schol, and others.

23
24 **Respectfully submitted by** Krystal L. Woolston

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RULES OF ORDER

Paragraph (¶) references are to the 2012 and 2016 Book of Discipline as corrected by Errata notations issued by the General Conference. Portions in “quotation marks” are Disciplinary wording.

GENERAL

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

MEMBERSHIP

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

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

3) Election and Qualifications of Lay Members

a) Lay members and one or more alternate lay members for each church shall be elected quadrennially at the regular meeting of the charge conference following the meeting of the general conference. "Both the lay members and the alternates shall have been professing members in good standing of The United Methodist Church for at least two years and shall have been active participants for at least four years next preceding their election (see § 32), except in a newly organized church, which shall have the privilege of representation at the annual conference session." (§ 251.2) There shall be no restriction as to the number of terms for which a qualified person may be elected a lay member or alternate lay member.

b) District youth and young adult representatives may be elected annually by the Ministries with Young People Team (or its successor, however named).

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

5) Lay Representation of a Local Church – If the church's lay representative to the Annual Conference "shall cease to be a member of the charge or shall for any reason fail to serve, an alternate lay member in the order of election shall serve in place." (§ 251.2) If there is no alternate lay member who can attend, another lay member or alternate lay member may be elected by the Charge Conference.

a) The pastor may request the District Superintendent to authorize a special session of the Charge Conference for the purpose of electing a lay member or alternate lay member. A special session of the Charge Conference requires the written consent of the District Superintendent in his/her absence, and at least ten days advance notice to its members. (§ 250)

b) The pastor shall report to the District Superintendent and the Conference Secretary, in writing, the name and address of the elected lay member or alternate lay member.

c) Under no circumstances shall a person who is not duly elected as stated above be seated at sessions of the Annual Conference.

6) Equalization of Lay Members – "If the lay membership should number less than the clergy members of the annual conference, the annual conference shall, by its own formula, provide for the election of additional lay members to equalize the number of lay and clergy membership of the Annual Conference." (§ 32) Members will be added in the order nominated or recommended for selection until the required number of additional lay members is reached. All terms will be for the quadrennium with the exception of category "i" below which shall be annually.

a) The following persons shall be named as additional Lay Members to Annual Conference:

i. The Conference Secretary, Conference Treasurer, and Conference Statistician, when persons

- 1 elected to these offices are lay persons who meet the disciplinary requirements for Conference
2 membership and are not otherwise elected.
- 3 ii. Elected Lay Delegates to General and Jurisdictional Conferences not otherwise elected as Lay
4 Members of the Annual Conference.
- 5 iii. Lay Chairpersons of the following agencies not otherwise elected as Lay Members of the Annual
6 Conference: Council on Finance and Administration, Commission on Archives and History,
7 Commission on Equitable Compensation, Committee on the Episcopacy, Board of Pensions,
8 Board of Trustees, Board of Church and Society, Board of Discipleship, Board of Global Ministries,
9 Board of Higher Education and Campus Ministry, Commission on Camps and Conferences,
10 Commission on Christian Unity and Interreligious Concerns, Commission on Religion and
11 Race, Commission on the Status and Role of Women, Commission on Communications, and
12 Commission on the Ethnic Local Church.
- 13 iv. The past conference Lay Leaders not otherwise elected as Lay Members of the Annual
14 Conference. This includes the former Northern New Jersey and Southern New Jersey
15 Conferences as well as the Greater New Jersey Annual Conference.
- 16 v. Laity members of the Council on Finance and Administration not otherwise elected as Lay
17 Members of the Annual Conference.
- 18 vi. Laity members of the Sessions Committee not otherwise elected as Lay Members of the Annual
19 Conference.
- 20 vii. The District Presidents of United Methodist Women and District Presidents of United Methodist
21 Men not otherwise elected as Lay Members of the Annual Conference.
- 22 viii. Lay Missionaries not otherwise elected as Lay Members of the Annual Conference.
- 23 ix. The District Directors of Lay Speaking Ministries not otherwise elected as Lay Members of the
24 Annual Conference.
- 25 x. The co-secretaries of the Ministries with Young People Team, the Youth Service Fund
26 Chairperson and one additional Youth and Young Adult from each District not otherwise elected
27 as Lay Members of the Annual Conference.
- 28 b) Nominations for additional Lay members from local churches: In the year preceding the beginning of
29 the quadrennium, the Laity Council shall solicit nominations for additional Lay Members from local
30 churches through Administrative Boards or Councils. The Laity Council will receive the nominations
31 and elect those who will serve as additional Lay Members for the succeeding quadrennium.
32 Vacancies that occur during the quadrennium shall be filled by the action of the Laity Council.
- 33 **7) Lay Membership** – “The lay members of the annual conference shall participate in all deliberations
34 and vote upon all measures except on the granting or validation of license, ordination, reception into
35 full conference membership, or any question concerning the character and official conduct of ordained
36 ministers, except those who are lay members of the Board of Ordained Ministry and the committee on
37 investigation.” (§ 602.6)
- 38 **8) Seated Without Vote** – The following shall be seated without vote in the Annual Conference and shall be
39 given the privilege of the floor without vote: student local pastors, lay missionaries regularly appointed
40 by the Board of Global Ministries in fields outside the United States, and the Conference Chancellor(s)
41 “if not otherwise a voting member of the annual conference” (§ 602.10) The following shall be invited
42 to attend the Annual Conference, without voice or vote, on the same financial basis as members of the
43 Annual Conference: spouses of deceased clergy members, persons not officially eligible for appointment
44 who have been assigned by the District Superintendents between sessions of Annual Conference as
45 pastors in charge with the intention of appointment or reassignment for the ensuing conference year,
46 and persons to be presented for consecration as Diaconal Ministers or ordained as Deacons or Elders.
47 Staff and clerical personnel necessary for the conducting of the Annual Conference Session shall attend
48 at conference expense.
- 49 **9) Attendance of Members** – “It is the duty of every member and all provisional members and local pastors
50 of the annual conference to attend its sessions and furnish such reports in such form as the Discipline

1 may require. Any such person unable to attend shall report by letter to the conference secretary, setting
2 forth the reason for the absence. Should any ordained minister in active service be absent from the
3 session of the annual conference without a satisfactory reason for the absence, the matter shall be
4 referred by the conference secretary to the Board of Ordained Ministry.” (§ 602.8)
5

6 II ORGANIZATION

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

- 11 1) The Presiding Officer shall see that all business pertaining to the Conference shall be brought
12 forward and conducted in a proper manner, according to the provisions of the Discipline and Rules
13 for the Conference.
- 14 2) The Presiding Officer shall decide all questions of order, subject to the right of appeal by any
15 member of the Conference.
- 16 3) The Presiding Officer shall appoint all committees and officers not otherwise designated to the
17 Nominating Committee, unless otherwise directed by the Conference.
- 18 4) The Presiding Officer shall appoint an elder to preside at the Conference during any temporary
19 absence.

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

- 26 1) The Secretary shall keep a correct record of the proceedings of the Conference, authenticating by
27 signature all acts of the Conference.
- 28 2) The Secretary shall handle all notification and communications directed by the Conference.
- 29 3) Unless otherwise directed, the Secretary shall handle all other matters that normally come under the
30 Secretary’s responsibility.
- 31 4) The Secretary shall have the responsibility for editing, publishing, and distributing the Journal,
32 Yearbook and Minutes of the Annual Conference.
- 33 5) The Secretary shall nominate any staff that require election by the Conference.

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

38 **13) Conference Treasurer** – The “annual conference, on nomination of its council on finance and
39 administration, shall at the first session of the conference after the quadrennial session of the general
40 conference or jurisdictional conference, or at such other times as a vacancy exists, elect a conference
41 treasurer/director of administrative services. If a vacancy shall occur during the quadrennium, the
42 council shall fill the vacancy until the next session of the annual conference.” (§ 619)

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

48 **15) Conference Parliamentarian** – There shall be a Parliamentarian at each Plenary Session of the Annual
49 Conference. The bishop shall select the Parliamentarian(s).

50 **16) Rules of Order Committee** –

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

III BUSINESS PROCEDURES

- 17) Roll Call** – The Conference Secretary shall take the roll of all members of this Annual Conference, both clergy and lay, by card registration while the Conference is in session, and the attendance shall be recorded in the Journal. Upon registration, members shall receive a name badge which shall state name, church, or position, and which shall also indicate voting rights.
- 18) The Bar of the Conference** – The bar of the Conference shall be fixed at the beginning of each Annual Conference on motion of the Secretary. All members of the Conference, lay and clergy, must be within the bar of the Conference to have the privilege of the floor and to vote. Other persons shall be seated outside the bar of the Conference as indicated by the ushers.
- 19) Pre-Conference Reports and Recommendations** –
 - a) Reports –
 - i. There shall be a Pre-Conference Workbook which shall contain all reports of Conference, Jurisdictional and General agencies, boards, commissions, committees, councils, or teams received at the Conference offices by the first business day of March (or such other deadline as the Conference Secretary may establish). Such reports are to identify how the agency or other body has helped the Conference make disciples of Jesus Christ for the transformation of the world, how the agency has furthered the goals of the Conference, and the goals of the agency or other body for the coming year. Any such report may be included in the Journal of the Annual Conference, subject to editorial corrections, at the discretion of the Conference Secretary. Any recommendations from such an agency or other body must be submitted separately as legislation for consideration by the Annual Conference, in accordance with applicable procedures and deadlines for legislation.
 - ii. Except as provided in (b) below, no reports or recommendations of any Conference agency excepting the Board of Ordained Ministry and the Committee on Nominations, and then only with the consent of the bishop, shall be acted upon unless (1) they shall have been correctly and timely submitted to be included in the Pre-Conference Workbook as reports or legislation (as indicated above).
 - b) Recommendations –
 - i. The Pre-Conference Workbook shall contain all proposed legislation and all reports of agencies, boards, commissions, committees, councils, or teams that have been received by the Annual Conference offices by January 31. (or such other deadline as the Conference Secretary may establish). Such submissions shall be made through the Conference website or by such other means as the Conference Secretary may establish. The Conference Secretary shall promptly refer all such submissions to CORR and COSROW for review for explicit or implicit bias. The Conference Secretary shall also promptly refer proposals and recommendations that affect the Conference Rules to the Rules Committee, and proposals and recommendations that affect the budget or finances of the Conference to the Committee on Finance and Administration,

- 1 for their review. CORR and COSROW, the Rules Committee, and CF&A shall have two weeks
2 after such referral to conduct a review and submit any recommendations and/or proposed
3 changes. Any such recommendations and/or proposed changes shall be submitted to the
4 Conference Secretary and copied to the person(s) or organization originally submitting the
5 proposals or recommendations. Such persons or organizations shall then have ten days to submit
6 any revisions to be included in the Pre-Conference Workbook. Approved at the 2022 Annual
7 Conference.
- 8 ii. All proposed legislation and reports received after January 31 (or such other deadline as the
9 Conference Secretary may establish) shall be submitted to the agenda committee for review.
10 Upon the agenda committee's recommendation and the bishop's consent, such items may be
11 included in the agenda where urgent and appropriate.
- 12 iii. All recommendations submitted to the Conference Secretary in a timely manner shall be
13 submitted to the CF&A by the Conference Secretary or his/her designee in time for the
14 CF&A to present its findings to the annual conference in the Pre-Conference journal. If CF&A
15 determines that adoption of the recommendation would have a financial impact, CF&A shall
16 report its understanding of such impact.
- 17 iv. Greater NJ Commission on the Status and Role of Women and the Greater NJ Commission
18 on Religion and Race shall review all reports, resolutions and legislations submitted for
19 the consideration to the Annual Conference prior to the printing of the Preconference
20 Journal for explicit or implicit biases and recommend changes to the appropriate bodies or
21 individuals through the Conference Secretary to insure just, inclusive and equitable reports
22 and resolutions that honor all of God's people and do not harm. If the agency decides not
23 to make the change to its report, COSROW and Religion and Race will report to the Annual
24 Conference session their concerns. *Approved at the 2021 Annual Conference.
- 25 **20) Program** – The program as contained in the Pre-Conference Workbook shall be the official program of
26 the session of the Annual Conference, subject to necessary modifications by the Chairperson of the
27 Session Agenda Subcommittee.
- 28 **21) Official Journal** – The Conference Journal, signed by the Presiding Officer and the Secretary, shall be
29 the official Journal of the conference. Among other materials included by the Conference Secretary,
30 the Conference Journal shall contain all legislation and recommendations agreed to by the Annual
31 Conference.
- 32 **22) Copy for the Journal** – All materials for publication in the Conference Journal shall be in the hands of
33 the Editor of the Journal (who shall be the Conference Secretary, or a person selected by the Conference
34 Secretary) by the close of the Conference Session. Exceptions to this rule shall be at the discretion of the
35 Editor.
- 36 a) All substantive actions of the Conference shall be indicated in the Conference Journal. The Editor of
37 the Journal shall have authority to make all appropriate, non-substantive editorial and conforming
38 changes and corrections. Where explicitly so authorized by the Conference, the Editor of the Journal
39 and the author of the action shall also be empowered to edit the contents of a given action together,
40 to reflect the intent of the Conference. Rationales, preambles or supporting statements shall not be
41 printed except in the case of complimentary resolutions.
- 42 b) Memoirs shall be limited to five hundred (500) words.
- 43 c) Addresses delivered to the Conference Session shall not be included in the Conference Journal,
44 except for those of the Bishop, the District Superintendents and Conference Lay Leader(s). A motion
45 to so include shall be out of order unless prior permission to make the motion shall have been
46 received in writing by a committee composed of the Secretary of the Conference, the Editor of
47 the Journal, the Chair of the Council on Finance and Administration, the Chair of the Conference
48 Sessions Committee, and the Dean of the Conference Cabinet.
- 49 **23) Distribution** – The Journal shall be distributed according to the following formula:
- 50 a) One mailed paper copy for each surviving spouse of clergy or laity member in the year the Memorial

is printed in the Journal at no cost.

- b) One paper copy to each conference officers, agency chairpersons, and general and jurisdictional agencies as required by the Discipline.
- c) One mailed paper copy upon request to retired clergy.
- d) A hard copy printed journal will be produced and available to all members upon request. A minimum fee for production and mailing costs will be assessed to each hard copy journal request. The amount to be paid for the journal will be published in advance.
- e) An online version of the journal will be available on www.gnjumc.org and available for download and review.
- f) All Annual Conference reports will be made available on the conference website.
- g) The Conference Journal will not be produced in CD format.

24) Copyright – In order to protect its directories and contents from unauthorized use, the Conference Secretary shall copyright the Journal on behalf of the Annual Conference.

25) Mail Ballot - In an emergency situation as declared by the Council on Finance and Administration, a mail ballot may be taken of the Annual Conference. All members of the Annual Conference immediately preceding the emergency will receive ballots. The vote will be confidential with the outside envelope requiring the signature of the member.

26) Remote Participation Annual Conference - In a situation which a state of emergency has been declared by the Governor of New Jersey or other applicable governmental authority, or in extraordinary circumstances as declared by the Bishop, Cabinet, Conference Trustees and CFA, the regular Annual Conference session, or a Special Annual Conference session, or parts of either, can be held by means of remote participation. Notice of such a session and all such means of remote participation shall meet all requirements of the Discipline, applicable state law, and the Rules of Order, including without limitation:

- a) authorization and prior notice of the meeting and means of participation.
- b) verification of membership and voting credentials.
- c) reasonable opportunity to concurrently see, read or hear, participate and vote; and
- d) record and maintain a record of any votes or other actions.

IV PARLIAMENTARY PROCEDURES

27) Order of Precedence of Motions –

- a) Not debatable
 - Privileged
 - Fix time at which to adjourn (when compared to other privileged) *#
 - Adjourn (when compared to other privileged)
 - Take a recess (when compared to other privileged) *#
 - Raise a question of privilege
 - Call for the orders of the day
 - Subsidiary
 - Lay on the table (2/3)
 - Previous question (2/3)
 - Limit or extend time of debate (2/3)

** Can be amended; the others cannot be amended. (from Robert's Rules of Order)*

Is privileged only when other business is before the Conference. (from RRO)

- b) Debatable
 - Postpone to a certain time
 - Commit or refer
 - Amend
 - Postpone indefinitely
 - Main motions

28) Main Motion – A main motion is a proposal that the Conference take certain action, or that it express

1 itself as holding certain views. Any member may make a motion.

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

- 3 a) To adjourn, when unqualified, except to adjourn the conference.
- 4 b) To suspend the rules. (2/3 vote)
- 5 c) To take from the table.
- 6 d) To call for the previous question. (2/3 vote)
- 7 e) To reconsider a non-debatable motion
- 8 f) To limit or extend the limits of debate. (2/3 vote)
- 9 g) To call for the order of the day.

10 **30) Precedence of Secondary Motions** – If any one or more of the following motions are pending, the order
11 of precedence in relation to one another shall be the same as the order of their listing below:

- 12 a) To fix the time at which the Conference shall adjourn. (This motion is subject to amendment, or it
13 may be laid on the table.)
- 14 b) To adjourn.
- 15 c) To take a recess.
- 16 d) To order the previous question.
- 17 e) To lay on the table.
- 18 f) To limit or extend the limits of debate.
- 19 g) To postpone to a certain time.
- 20 h) To commit or refer.
- 21 i) To amend or substitute.
- 22 j) To postpone indefinitely.

23 **31) When a Second is not required** – The following do not require a second, pursuant to latest edition of
24 Roberts Rules of Order.

- 25 a) To raise a question of privilege.
- 26 b) Question of order.
- 27 c) Objection to the consideration of a question.
- 28 d) Call for the order of the day.
- 29 e) Call for the division of the question.
- 30 f) Call for the division of the Conference (for voting).
- 31 g) Call for the motion to reconsider.
- 32 h) Filling blanks.
- 33 i) Nominations.
- 34 j) Leave to withdraw a motion.
- 35 k) Inquiries of any kind.
- 36 l) Presentation of a report or recommendation by a Conference agency.

37 **32) Division of Question** – Before a vote is taken, any member has the right to call for the division of the
38 question as the member indicates, if it is subject to division. If no member objects, the division shall be
39 made; but if there is objection, the Chair, not waiting for a second, shall put the division to a vote.

40 **33) Tabling Related Motions** – No motion that adheres to another motion or has another motion adhering
41 to it can be laid on the table by itself. If they are laid on the table, such motions carry with them the
42 motions to which they respectively adhere, or which adhere to them.

43 **34) Motions After Speaking on a Pending Question**

- 44 a) A member may make a motion after a speech, although strict parliamentary practice requires motion
45 to be made and seconded before a speech is made so the Conference may determine if it wishes to
46 hear the matter.
- 47 b) No member who has spoken on a pending question shall at the close of the speech have the right
48 to call for the previous question, to move for indefinite postponement, or to lay the motion on the
49 table.

50 **35) Previous Question** – To move the previous question is to move that the vote now be taken on the

1 motion or motions pending.

2 a) When moving a previous question, a member shall indicate to what such action applies if any
3 secondary motion or motions are pending. If the member does not so indicate, the chair may regard
4 it as applying only to the immediate pending question. This vote shall be taken without debate and
5 if, in the judgment of the chair, two thirds (2/3) of those present vote for its adoption, the vote shall
6 be taken on the motion or motion to which it applies.

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

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

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

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

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

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

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

23 **40) Amendments and Substitutions** –

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

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

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

38 **42) Appeal** – An appeal from the decision of the Chair shall be taken without debate, provided that after the
39 Chair shall have stated the reason for the decision, the appellant may give the grounds for the appeal. (¶
40 51)

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

44 **44) Method of Voting** – Voting shall be by voice vote and/or show of hands, or by standing count (provided
45 that in such a count those who cannot stand may vote by raising hands), or by ballot, at the discretion of
46 the Presiding Officer, unless otherwise ordered by the Conference. It shall be in order for any member to
47 call for a vote by count on any question before the Conference, and, if the call be sustained by one-third
48 (1/3) of the members present and voting, a vote shall be taken as called for.

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

revision of Robert's Rules of Order.

V SPEAKING ON THE FLOOR

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

47) Limitations on Debate –

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

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

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

50) Interrupting the Speaker – No one shall interrupt a member who has the floor except for a breach of

order, a misrepresentation, a departure from the question, to direct the attention of the Conference that the time has arrived for a special order of the day, or to raise a very urgent question of high privilege.

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

52) Announcements, Courtesy Presentations and Distribution of Papers –

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

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

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

VI NOMINATIONS

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

- a) The Committee on Nominations will develop and use a system to identify nominees based on their gifts, experience, and skills that will help the Conference achieve its vision, mission, and goals as adopted by the Annual Conference, particularly leadership evidenced in making and maturing disciples, growing vital congregations and transforming lives and communities. Additionally, the Committee shall ensure the nominations reflect the diversity of the Conference.
- b) Agency members shall be elected and placed into four staggered classes and each class will serve for a term of two years. An agency member may serve for four terms for a maximum of eight years. Nominations and elections will follow the rotation schedule unless otherwise mandated by the Book of Discipline.
- c) In order to aid the Committee on Nominations in its work, it is requested that any member of the Conference who has a personal preference to serve on any particular agency communicate such personal preference to the chairperson of the Committee on Nominations on the appropriate form prior to January 1.
- d) Nothing herein shall exclude additional nominations from the floor of the Conference. All nominations from the floor must be submitted on forms supplied in the pre-conference mailing or secured from the Chairperson of Nominations prior to placing the name in

nomination. The signatures of the nominator and nominee must be on the form, or it will be declared invalid.

56) Chairpersons and Officers –

- a) For the sake of empowering diverse leadership, the Committee on Nominations shall nominate, and the Annual Conference elect, all chairpersons and officers for agencies, boards, commissions, committees, councils, and teams except where the Book of Discipline instructs differently. All terms shall be for the quadrennial, or such other period as specified by the action of the Conference.
- b) The Committee on Nominations shall nominate all chairpersons and officers for agencies, boards, commissions, committees, council, and teams [hereinafter Agency/Agencies] that the Book of Discipline requires to select its own chair and officers. These nominations shall not come before Annual Conference but shall be presented directly to the respective Agencies for vote at their first meeting after Annual Conference. In the absence of a duly elected Chair, whose term has not yet expired, the District Superintendent assigned to the agency either permanently, or for the election process, shall chair the meeting until the new chair is elected.¹
- c) In all nominations, special attention shall be given to seeking diversity of inclusion by gender, age, racial and ethnic background, and to inclusion of people with disabilities and from all size churches. (See Discipline paragraph 610.5)

57) To Fill Vacancies –

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

58) Elections –

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

59) Quadrennial Agencies -

- a) An elected member of a conference or district committee, board or agency shall be eligible for not more than two consecutive four year terms unless specified otherwise in the Book of Discipline. Service of two years or more in filling an unexpired or vacated position shall be counted as a full four-year term. For this purpose, annual conference to annual conference shall be considered one

¹ See Judicial Council decision 1328

year, regardless of the actual dates of the conferences.

- b) Persons elected by the Annual Conference to serve in an affiliated organization* may serve in accord with the by-laws of the organization in which they are elected to serve, except that no term of office may exceed five years. All persons elected or reelected to serve in an affiliated organization shall be elected in accord with the Annual Conference rules on nomination and election.

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

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

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

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

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

VII PETITIONS AND ELECTIONS TO GENERAL AND JURISDICTIONAL CONFERENCE

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

Nominations –

64) In a year in which elections to the General and Jurisdictional Conferences are to be held, the Conference Secretary shall open nominations for lay and clergy delegates on December 15 of the year preceding the Conference Session. By Feb. 28th the Conference Secretary will published those nominations which are received by Feb. 15th. The conference secretary will publish these nominations on the conference website and by any additional methods of her/his choosing, there shall be a continued opportunity to place names in nomination up until March 31st, particularly in order to assist the conference members in fulfilling our desire to nominate a diverse and inclusive pool of candidates. An individual who desires to be a delegate shall download and complete a candidacy nominations form from the web page. On the bottom of nominations for Lay Delegates shall be the names of two Lay Members of the Annual Conference who endorse the nomination of the candidate. On the bottom of nominations for Clergy Delegates shall be the names of two Clergy Members who are eligible to vote for such delegates, and who endorse the nomination of the candidate. Approved at the 2022 Annual Conference.

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

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

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

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

- a) Before each ballot, the President shall announce the number of delegates each ballot shall elect. To be effective, a ballot must list the exact number of names of lay or clergy delegates to be elected.

- b) The intent of the voter shall be allowed regardless of mistakes in spelling.
- c) Where there is more than one member with the same family name, the Christian name or identifying initials shall precede the family name.
- d) A majority of valid votes cast shall be necessary for election, except on the ballot to elect reserve delegates pursuant to Rule 68.
- e) Only those nominated are eligible for election. If a ballot lists someone who has not been nominated, the ballot will be disqualified.

67) Counting and Reporting –

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

68) Qualifications –

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

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

VIII CONCERNING FINANCIAL OPERATIONS

- 70) Budget –** The Annual Conference shall adopt at each Annual Session a budget for each of the following: Clergy Support, Administrative Costs of the Annual Conference, World Service, Conference Benevolences, and other Apportioned Funds. These budgets become effective for the fiscal year beginning on January 1st following the session. Apportionments of these budgets shall be sent to the several churches as soon after the session as is feasible.
- 71) Apportionments –** The Conference Shared Ministry Budget shall be apportioned annually among the churches of the Conference according to a formula recommended by the Conference Council on Finance and Administration and adopted by the Annual Conference. Following adoption, the formula will remain in effect until such time as changes are recommended by the CF&A and adopted by the Annual Conference. The formula shall be outlined on a Shared Ministry data sheet, which shall be distributed to the churches as soon as practical after the end of each year’s annual conference, but in no event later

1 than the end of the fiscal year.

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

7 a) No agency or member of the Conference shall commit the Conference financially for the
8 support of programs within or beyond the Greater New Jersey Annual Conference without
9 first obtaining the approval of the Annual Conference after study and recommendation of
10 the Council on Finance and Administration, and not until funds are available or have been
11 allocated to meet such commitments.

12 b) Any person or agency requesting an emergency offering should contact one of the Team
13 Coordinators, who will present the matter to the Cabinet and the Council on Finance
14 and Administration. Any funds received as a result of such an offering will be held by the
15 treasurer and administered by a task force established by the Cabinet for that particular
16 appeal.

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

18 a) Requests for inclusion of an item in the Clergy Support Budget and/or the Administrative Costs of
19 the Annual Conference Budget to be acted on by an Annual Conference shall be submitted to the
20 Treasurer's office by the third Monday of January preceding the date of the Annual Conference,
21 except in cases of unavoidable emergency.

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

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

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

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

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

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

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

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

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

IX CONSENT CALENDAR

82) Consent Calendar –

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

X NOMINATION OF EPISCOPAL CANDIDATES

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

- a) In a year in which one or more Episcopal Candidates are to be nominated by the Annual Conference, the Conference Secretary shall provide for the receiving of nominations until the deadline for submission of proposed legislation for that year's annual conference. Each proposed nomination shall be submitted on one side of an 8 ½ x 11-inch sheet of paper or by electronic means designated by the Conference Secretary. Only eligible persons may be nominated. The bishop shall, before the ballot is taken, remind the Annual Conference of the eligibility requirements for election to the office of the episcopacy.
- b) The Jurisdictional Conference delegates (acting as a group) shall have the privilege to speak to the Annual Conference on behalf of the person(s) they have endorsed for nomination to the episcopacy (provided they have submitted such nomination in the manner described in Rule 82(a) above). If no other nominations have been submitted as indicated in Rule 82(a) above, the bishop shall call for a vote of the body. A majority vote will be sufficient for this person (these persons) to be recognized as the episcopal nominee(s) of the Annual

- 1 Conference.
- 2 c) If there are additional nominations submitted in accordance with Rule 82(a) above, the
- 3 Bishop shall call for a written or electronic ballot following this procedure.
- 4 i. Nominees may each give a three-minute speech. There shall be no seconding speeches.
- 5 ii. If any ballot contains the name of an ineligible person, that name shall not be tallied, but
- 6 other names on the ballot shall be tallied.
- 7 iii. Conference members may vote for one such nominated individual. An individual must
- 8 receive 60% of those voting to be nominated by the Annual Conference. If an individual
- 9 does not receive 60% of the vote by the fifth ballot there will be no nominee. If someone
- 10 is nominated, the conference will take up to three ballots to see if a second person is
- 11 nominated. If no one receives 60% of the vote by the third ballot there will not be a
- 12 second nominee. Those who do not wish to see anyone nominated may so indicate that
- 13 desire on their ballots (in the manner prescribed by the Conference Secretary) and the
- 14 ballot shall be counted as cast.
- 15 d) Only the persons selected in the foregoing manner shall be deemed Nominees of the
- 16 Greater New Jersey Annual Conference.
- 17 e) This procedure shall not foreclose efforts by individuals or groups in the Annual Conference
- 18 to promote the candidacy for the episcopacy of other persons.
- 19

20 **XI RULES OF ORDER RESOLUTIONS**

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

- 22 a) Any resolution or proposed change, by addition or deletion to the Rules of Order, with the
- 23 exception of **Concerning Financial Operations**, shall first be referred to the Committee on
- 24 Rules of Order for its recommendation. The Committee shall submit its recommendation to
- 25 the body prior to any action by the body. The initiator of any proposed change to be included
- 26 in the Pre-conference mailing shall at the same time submit a copy of said proposed change
- 27 to the chairperson of the Committee on Rules of Order. The Rules Committee may request a
- 28 meeting with the initiator prior to the convening of the Annual Conference.
- 29 b) If the change is proposed at the site of the Annual Conference, it shall be referred to the
- 30 Committee on Rules of Order and a report to the body will be made no later than the next
- 31 plenary session.
- 32

33 **XII HOLY CONFERENCING PROCEDURE FOR CERTAIN GENERAL CONFERENCE PETITIONS**

34 **85) A procedure to facilitate holy conferencing shall be used, at the Bishop's discretion, to discuss petitions**

35 **to General Conference regarding issues related to human sexuality or such other issues that would**

36 **benefit from the same procedure.**

37 A special order of the day will be established to provide for holy conferencing. The special order

38 of the day shall proceed as follows:

- 39 i. Representatives of the two primary positions selected by the bishop will each make a
- 40 twenty-minute presentation.
- 41 ii. Upon conclusion of the opening presentations, the bishop shall bring the Conference
- 42 into silent prayer for two minutes.
- 43 iii. Then ten minutes will be provided for delegates to share what they heard with their
- 44 fellow Christians seated to their immediate left and right. This is not a time for debate,
- 45 but rather to listen to what their neighbors heard.
- 46 iv. The bishop will then call the Conference to order. Delegates will then have the
- 47 opportunity to share their thoughts with the Conference. The bishop shall establish a
- 48 total amount of time for discussion, not to exceed sixty minutes. No member may speak
- 49 longer than two minutes. All speakers will be notified when ten seconds remain of their
- 50 time. The speaker will be allowed to finish a sentence at the expiration of allotted time.

1 Then, that microphone will be cut off and the next speaker will be recognized. This will
2 continue until the total allotted minutes have elapsed or everyone who wished to be
3 recognized had an opportunity to speak, whichever comes first. No subsidiary privileged
4 or incidental motions will be in order during this time of discussion.

5 v. The regular business of the Conference will then resume.
6

7 At a previously noted time during plenary session on the following session day, the petitions will
8 be voted upon by secret written ballot. Thirty minutes will be allotted for this vote. No debate or
9 motions will be in order at this time.
10

11 **XIII XIII HOLY CONFERENCING PROCEDURE FOR PROPOSED CONSTITUTIONAL AMENDMENTS**

12 **86)** A procedure to facilitate holy conferencing shall be used at the bishop's discretion to discuss proposed
13 Constitutional amendments coming from the General Conference.

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

- 16 i. The co-chairs of the delegation to General Conference will present the proposed
17 amendments to the Conference in a fifteen-minute presentation.
18 ii. Upon conclusion of the opening presentation, the bishop shall bring the Conference into
19 silent prayer for two minutes.
20 iii. Then up to ten minutes will be provided for members to share what they heard with
21 their fellow Christians seated to their immediate left and right. This is not a time for
22 debate, but rather to listen to what their neighbors heard.
23 iv. The bishop will then call the Conference to order. Members will then have the
24 opportunity to share their thoughts with the Conference. Sixty minutes will be allotted
25 for this. No member may speak longer than two minutes. Each speaker will be notified
26 when ten seconds remains of their time. The speaker will be allowed to finish a
27 sentence at the expiration of their time. Then, that microphone will be cut off and the
28 next speaker will be recognized. This will continue until sixty minutes have elapsed or
29 everyone who wishes to speak has been recognized whichever comes first. No changes
30 are permitted to be made to Constitutional amendments.
31 v. The regular business of the Conference will then resume.
32

33 At a previously noted time during a subsequent plenary session, the amendments will be voted upon
34 by secret ballot. Members will be able to vote in favor of or against each individual amendment. If a
35 member wishes to abstain, the member will leave the ballot blank for that particular amendment.
36

37 Should any of the foregoing Rules of the Greater New Jersey Annual Conference be in conflict with
38 the provisions of the current Book of Discipline, then the provisions of the Discipline shall take
39 precedence.
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41 * Revised May 2022.
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REPORTS

ANNUAL REPORT, GNJ

The United Methodists of Greater New Jersey

*Recruit and develop transformational leaders to make disciples of Jesus Christ
and grow vital mission congregations for the transformation of the world.*

Strategic Direction Vital Statistics Report to the Annual Conference

Submitted by The Extended Cabinet

Key Indicator	Goal by Dec 2023	2021	2022	% of Change	2026 Goal
TRANSFORMATIONAL LEADERSHIP					
# of all clergy	NA	913	858	-6%	
# of active clergy		556	545	-2%	
# of clergy under appointment to a congregation	NA	465	451	-3%	
% of Full Member Elders	NA	44%	43%	-2%	
% of Full Member Deacons	NA	2%	2%	0%	
% of Provisional Member Elders		6%	6%	0%	
% of Provisional Member Deacons	NA	<1%	<1%	0%	
% of Local Pastors	NA	36%	36%	0%	
% of Supply Pastors	NA	4%	5%	1%	
% of On Loan Pastors	NA	7%	8%	1%	
% of African American/Black Pastors	NA	12%	12%	0%	
% of Anglo Pastors	NA	56%	52%	-4%	
% of Asian Pastors	NA	19%	22%	3%	
% of Hispanic/Latinx Pastors	NA	7%	8%	1%	
% of Middle Eastern Pastors	NA	<1%	<1%	0%	
% of Mixed Race Pastors		<1%	<1%	0%	
% of Female Clergy	NA	37%	37%	0%	
% of Male Clergy	NA	62%	63%	1%	
% of Clergy 35 years old and younger		9%	9%	0%	
% of Clergy between 36 and 59 years old		50%	50%	0%	
% of Clergy 60 years old and older		40%	39%	-1%	
# of Cross Racial, Cross-Cultural Appointments			126		
# of Candidates for Ministry		37	32	-14%	40
# of Candidates of Color for Ministry		18	15	-17%	20
# of Mosaic clergy		7	4	-43%	20
# of Certified Lay Ministers		14	14	0%	
# of Lay Servants		820	660	-20%	
# of Leaders enrolled in the Leadership Academy		720	1,092	52%	1,500
# of Trained Journey of Hope Facilitators		0	44	4400%	50
% of Agency Chairs who are people of color	52%		52%		+50%

1	CONGREGATIONAL VITALITY	Goal by Dec 2023	2021	2022	% of Change	2026 Goal
2						
3						
4	# of GNJ congregations		502	495	-1%	
5	% of Vital Congregations	51%	44%	41%	-3%	61%
6	% of Sustainable congregations		95%	95%	0%	
7	# of congregations in Pathways		0	21	2100%	
8	# of ethnic congregations in Pathways		0	5	500%	
9	# of new faith communities		2	7	250%	
10	# of new African American/Black congregations		0	0	0%	
11						
12	# of new Anglo congregations		1	2	100%	
13	# of new Asian congregations		0	0	0%	
14	# of new Hispanic/Latinx congregations		0	0	0%	
15	# of new Middle Eastern congregations		0	0	0%	
16	# of total new congregations		4	3	-25%	
17	Average Worship Attendance (AWA)		36,941	36,822	0%	
18	% of congregations that grew in worship attendance		30%	37%	7%	
19						
20	# of congregations, Less Than 50 AWA		268	263	-2%	
21	# of congregations, 50-84 AWA		120	113	-6%	
22	# of congregations, 85-124 AWA		52	60	15%	
23	# of congregations, 125-249 AWA		42	36	-14%	
24	# of congregations, 250-349 AWA		6	9	50%	
25	# of congregations, 350-499 AWA		6	5	-17%	
26	# of congregations, 500-799 AWA		6	7	17%	
27	# of congregations, 800+		2	2	0%	
28	% of congregations that moved up a worship band		2%	9%	7%	
29						
30	# of professions of faith		746	688	-7%	
31	# of baptisms		785	865	10%	
32	% Congregations that had 1 or more professions of faith		32%	17%	-15%	
33						
34	# Congregations Implementing Journey of Hope Plan		0	17	1700%	150
35						
36	# of congregations receiving equitable Shared Ministries & Billings adjustments (Journey of Hope)		66	67	2%	
37						
38						
39	# of Hope Centers		25	26	4%	35
40	% of African American/Black congregations		10%	9%	-1%	
41	% of Anglo congregations		76%	76%	0%	
42	% of Asian congregations		4%	4%	0%	
43	% Hispanic/Latinx congregations		2%	2%	0%	
44	% of Middle Eastern congregations		0%	0%	0%	
45	% of Rural congregations		27%	28%	1%	
46	% of Suburban congregations		50%	51%	1%	
47	% of Town congregations		2%	2%	0%	
48	% of Urban congregations		16%	16%	0%	
49						
50						

1	ADMINISTRATION	Goal by Dec 2023	2021	2022	% of Change	2026 Goal
2						
3	% of Churches with A Safe Sanctuary Policy			74%		100%
4	Shared Ministry Giving %		93%	90%	-3%	91%
5	Billing Giving %		98%	95%	-3%	95%
6	Shared Ministry Base		\$58,586,092	\$62,262,477	6%	
7						
8	DEVELOPMENT GRANTS					
9	\$ Amount of Grants to Churches		\$1,483,718	\$1,070,790	-28%	
10	\$ Amount of Grants to Ethnic Churches for		\$476,279	\$228,488	-52%	
11	programs and leadership					
12	\$ Amount of Grants to Churches for		\$433,826	\$460,079	6%	
13	Journey of Hope					
14						
15	Designated Funds	Goal	Actual			
16	Steady State by 2026	On Track	On Track			
17	Operating Reserve	10% of	3,000,000			
18		Budgeted				
19		Expenses				
20	Mission and Ministry Funds					
21	Harvest Mission	25,000,000	61,524			
22	Strategic Disciple Making	20% of Prop	61,524			
23	Episcopal Office	500,000	117,672			
24	GNJ Funds to Other Organizations					
25	St. John's Native American Historic	1,300,000	1,073,313			
26	Preservation					
27	Next Gen	1,500,000	1,174,728			
28	Benefits Funds					
29	Pension and Benefits Operations	750,000	587,696			
30	Retiree Health	Actuarial	3,889,822			
31		based				
32	Property Funds					
33	Property Operations	6,000,000	61,524			
34	Property Redevelopment	5,000,000	61,524			
35	Superintendent Housing	1,000,000	772,598			
36	Episcopal Residence	1,000,000	598,692			
37						
38	Other Funds					
39	Mosaic Fund	N/A	912,317			
40	Tanzania Fund	N/A	478,552			
41						

A FUTURE WITH HOPE

Hurricane Ida Road to Recovery

On September 1, 2021, Hurricane Ida brought devastating floods, wind, and tornadoes to communities in the Greater New Jersey area. The scope of the damage was far reaching with the loss of life of thirty people, disaster declarations in twelve counties and over 85,000 FEMA registrations from impacted residents.

In 2022 as a partner with NJ Volunteer Organizations Active in Disaster (NJ VOAD), AFWH met regularly with the state of NJ leaders, FEMA representatives, and other non-profits and determined how we could best serve those impacted.

We set our disaster recovery goals:

- Recover 200 households
- Repair 50 damaged homes
- Engage 500 volunteers in our recovery efforts

In March we submitted a grant application to UMCOR to meet those goals over the next two years. Our grant was approved in June to work 2022-2024 on Ida Recovery efforts with households that are economically disadvantaged, veterans, persons over the age of 65, persons with access and functional needs, and in communities that have been historically marginalized.

We are starting to work in three counties- Union, Middlesex, and Somerset- and we have been busy hiring disaster recovery staff, doing outreach and participating in community events, training disaster case managers, and screening homeowners.

We are grateful to everyone who has graciously donated to GNJ for Ida Recovery and UMCOR who generously supports disaster recovery.

Hope Centers

A Future With Hope counts twenty-six Hope Centers across GNJ and is in the process of onboarding four additional ones. This year twelve Hope Centers received GNJ Community Outreach grants with four Hope Centers applying for and receiving their first CO grant. Hope Centers requested funding to start new initiatives, expand on existing missions, and support ongoing work.

Hope Centers engage communities in many ways:

- Legal and emotional support for immigrants
- Food insecurity
- Home repair for those without resources
- Programming to end generational poverty
- Support for the unhoused
- Early childhood education, childcare, and support for new parents
- Youth mentoring programs

The Journey of Hope work to dismantle racism has been shared with Hope Centers, and they will begin to develop plans in context with their communities next year.

We are excited about Hope Centers work toward sustainable change and anticipate new Hope Centers starting next year.

COMMISSION ON ARCHIVES AND HISTORY

MISSION: The Greater New Jersey Commission on Archives and History (GNJCAH) engages in the ministry of memory. We advance our Wesleyan heritage by providing resources for the Greater New Jersey Conference (GNJC) with minimal impact on the shared ministry budget. As the keepers of our missional memory, we fulfill our Disciplinary mandate to identify, preserve and make available the historical record of ministry within GNJC and support vital congregations by resourcing clergy, lay leaders and church historians with the tools to strengthen our Wesleyan identity. We are the legal repository for all GNJC entities and closed church records. Our extensive physical archival and digital collections serve as resources within which local churches can research their "Methodist DNA," and function as repositories where churches can securely maintain their historical records and artifacts. Additionally, we post guidelines for Church Historians, suggestions for writing church histories, records retention schedules, and provide other valuable resources online through the GNJCAH webpage on the GNJC website.

LEGAL REPOSITORY FOR GNJC AND CLOSED CHURCH RECORDS: GNJCAH is the legal repository for all conference entities including offices, officers, boards, agencies, commissions and committees, as well as for all closed church records. We encourage and request that all GNJ officers and entities ensure the timely transfer of records to GNJCAH for preservation. As a note of clarification, in the case of churches that merge, records remain with the successor congregation. Therefore, we encourage all churches to consider preserving the older original documents from their historical records by depositing them in our GNJCAH archival collection.

ARCHIVAL COLLECTION: GNJCAH provides for the retention of the corporate records of GNJC entities and for the preservation of the historical records of closed churches within the bounds of GNJC and its antecedents. We manage a 1,100+ cubic foot archival collection located in the fire-safe, climate controlled, archival depository in the vault in the Archives and History Center at Drew University in Madison, NJ. Our archival space is secured through a unique and cost-effective rental agreement with the General Commission on Archives and History (GCAH).

ANCESTRY.COM: Our GNJCAH page on Ancestry.com received a total of 367,091 page views, 196,826 image views, and 170,265 text views during the 12 months from December 2021 to November 2022. As a result, our closed church vital statistics (births, baptisms, deaths, and marriage records) are easily accessible, highly utilized, and extend our CAH impact far beyond GNJC. On Ancestry.com, our GNJC records are identified as: New Jersey, United Methodist Church Records, 1800-1970.

INTERNET ARCHIVE: We support a digital library of historical journals and resources on Internet Archive (IA) and maintain a link to this resource from the GNJC website. IA is a free portal that allows us to post material without impacting GNJC shared ministry resources. Digital copies of The Historical Trail and The Circuit Writer, the respective historical journals of the former SNJ & NNJ Annual Conferences, are available on Internet Archive. Since 2016, the GNJC materials on IA have generated 7,193 page-views, 2,098 of which were in 2022. GNJCAH collections on Internet Archive may be reached directly at <https://archive.org/details/gnjcahpublications> and <https://archive.org/details/hunt-clark> (Rev. Clark Hunt sermon manuscripts).

WORK OF THE ARCHIVIST: Archival reference questions are now being temporarily handled by Frances Lyons, Reference Archivist for GCAH; her email is flyons@gcah.org.

CHURCH HISTORY AWARDS: We support the celebration of our Wesleyan heritage and the preservation of local church history by hosting three annual church history awards:

- The Robert B. Steelman Church History Award recognizes the best, overall, church history submitted each year. It is named after Rev. Robert (Bob) Steelman, the long-time SNJ/GNJ Historian and the original GNJ Archivist.

- The Morris L. Smith Ethnic Church History Award encourages the collection and preservation of the unique stories of our diverse ethnic congregations within GNJ. The award is named after Mr. Morris L. Smith, the deeply revered former historian of Mt. Zion UMC in Lawnside, NJ. Mr. Smith was gifted at mentoring others, dedicated to improving the lives of underprivileged children, and deeply committed to bridging racial divides by creating strong, collaborative relationships.
- The John C. Goodwin Multi-Media History Award recognizes the preservation of our church histories and faith stories using multi-media platforms. It is named after John Goodwin, a former staff member of the General Board of Global Ministries and conference photographer for NNJ and GNJ.

These awards are advertised on the CAH webpage on the conference website (gnjc.org/ministry/resources/agencies-and-committees/commission-on-archives-and-history/archives-and-history/resources/local-history-awards), as well as through the GNJC awards promotions in the GNJ Digest. Each award is dependent upon qualified submissions being received. In 2022, we did not receive submissions nor make any awards.

CONFERENCE HISTORIC SITES: Recognizing churches as conference historic sites inspires congregations to celebrate their place in the mission of GNJC. We are available to consult with congregations on the historic site nomination process (see NOMINATE YOUR CHURCH below).

ROSTER OF GNJ CONFERENCE HISTORIC SITES:

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

- 1) 44 Cape May Monument, Cape May, NJ
- 2) 174 Mt Zion UM Church, Lawnside, NJ
- 3) 175 First UM Church, Trenton, NJ
- 4) 176 Head of the River UM Church, Estell Manor, NJ
- 5) 177 First UM Church, Salem, NJ
- 6) 178 Ocean Grove Camp Meeting, Ocean Grove, NJ
- 7) 207 Broad Street UM Church, Burlington, NJ
- 8) 214 Old First UM Church, West Long Branch, NJ
- 9) 223 Batsto-Pleasant Mills Meeting House, Pleasant Mills, NJ
- 10) 224 Gloucester Point, Gloucester, NJ
- 11) 272 First UM Church, Sea Bright, NJ
- 12) 273 John Wesley UM Church, Swainton, NJ
- 13) 274 Trinity UM Church, Merchantville, NJ
- 14) 284 Pemberton UM Church, Pemberton, NJ
- 15) 291 Old Stone Church, Woolwich Township, NJ
- 16) 320 Mt. Hope UM Church, Salem, NJ
- 17) 426 "Old Main", Pennington School, Pennington, NJ
- 18) 483 Mount Tabor Camp Meeting, Mount Tabor, NJ
- 19) 500 South Seaville Camp Meeting Association, South Seaville, NJ
- 20) 509 Flanders UM Church, Flanders, NJ
- 21) 510 The Neighborhood Center in Camden, NJ
- 22) 511 Port Elizabeth UM Church, Port Elizabeth, NJ
- 23) 513 McCullough House, Asbury, NJ
- 24) 514 Asbury UM Church, Asbury, NJ
- 25) 519 Franklin-St. John's UMC, Newark, NJ
- 26) 520 Morristown UM Church, Morristown, NJ
- 27) 522 The Theological School, Drew University, Madison, NJ
- 28) 537 Frankford Plains UMC, Frankford Plains, Sussex County, NJ

- 1 29) 538 Old Stone Church, Upper Nyack, NY
- 2 30) 539 St. John UM Church, Fairfield Twp., NJ (Fordville)
- 3 31) 551: Evangelical UM Church, Clarksboro, NJ
- 4 32) 552: Kingwood UM Church, Stockton, NJ
- 5 33) 553: Emanuel UM Church, Union City, NJ
- 6 34) 556: Centenary College (now Centenary University), Hackettstown, NJ

7

8 NOMINATE YOUR CHURCH: We encourage congregations to request nomination as a Conference Historic Site.

9 To be considered, a church must demonstrate that the site played a significant role in the historic development
10 of our conference or denomination. We believe that there are other candidates for this honor in GNJ, especially
11 within our growing diversity of ethnic churches, and invite pastors or congregations to reach out to the
12 commission chairperson to explore this opportunity.

13

14 NEJCAH: We actively support the Northeast Jurisdiction Commission on Archives and History (NEJCAH) by
15 participating in NEJCAH's regional initiatives to promote, preserve and share the history of the United Methodist
16 Church and its antecedents. GNJCAH Consultant Donald DeGroat, serves as a member of the NEJCAH Executive
17 Board.

18

19 CONSULTATION AND SPEAKING: We also stand ready to provide consultation on historical issues and assistance in
20 planning and celebrating significant anniversaries and events, including providing speakers to lift-up the historical
21 significance of the church or explore other topics related to our Wesleyan tradition, American Methodism
22 and GNJ history. For questions regarding consultation or speaking engagements please contact the GNJCAH
23 chairperson.

24

25 RESOURCES: The commission maintains a robust list of links to historical resources, which include: The
26 Challenges of Being a Church Historian, Greater New Jersey Archival Holdings, Celebrating Our Methodist
27 Heritage, Church Record Retention Schedule, Conservation Tips, Greater New Jersey Historic Sites, How to Write
28 a Local Church History, United Methodist Church Timeline, Heritage Sunday information, Greater New Jersey
29 CAH Historical Library and the United Methodist African American Timeline. Downloads are also available on
30 topics such as GNJ Historic Sites, Local Church Vital Records Online, How Do We Date Our Church's Beginning
31 and African American Central Jurisdiction Churches. These resources may be found on the CAH webpage ([gnjc.org/ministry/resources/agencies and committees/commission on archives and history/archives and history](http://gnjc.org/ministry/resources/agencies_and_committees/commission_on_archives_and_history/archives_and_history_resources)
32 [resources](http://gnjc.org/ministry/resources/agencies_and_committees/commission_on_archives_and_history/archives_and_history_resources)).
33

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35 IN MEMORIUM—Remembering Walter Howard (Walt) Jones 1937-2022:

36

37 The Commission gives thanks to God and celebrates the life of faith and service of Walter Howard (Walt) Jones,
38 GNJCAH's longtime volunteer Archivist and emeritus member of the Commission, who died Saturday December
39 17, 2022 surrounded by his family. Funeral services were held on Wednesday, December 21, 2022 at the
40 Morganville United Methodist Church, Morganville, NJ. Burial followed at Green Grove Cemetery in Keyport, NJ.
41 In lieu of flowers, the family requests donations to the Morganville United Methodist Church, 215 Conover Rd,
42 Morganville, NJ 07751-4425.

43

44 Walt was born on November 5, 1937 in South Amboy, NJ. A lifelong resident of Matawan, he was a loving
45 husband to his wife of 60 years, Rev. Mary Jones, a caring father to his children, Douglas and Kendra, and a loving
46 grandfather to his grandchildren, TJ, Taylor, Caitlin, Zachary, Logan, and Brooke. He lived a life of service and was
47 tremendously selfless, dedicating his time to his family, the Matawan Historical Society, the United Methodist
48 Church, and the Commission on Archives and History. He was a proud active-duty Veteran of the United States
49 Navy and served a career in the United States Postal Service.

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1 Walt was passionate about the ministry of memory, always eager to help people find information, and dedicated
2 to advancing the work of the Commission. He helped merge the archival collections of the Southern New Jersey
3 (SNJ) and Northern New Jersey Conferences after the formation of the Greater New Jersey Conference, led
4 the organization of records to be digitized by Ancestry.com, and served for nearly two decades as a dedicated
5 volunteer and archivist for the commission. Walt especially loved helping people find baptismal records or
6 genealogical information, where he thrived on the thrill of the hunt, the satisfaction of a successful find, and
7 the joy of a happy client. He was a leader in the ministry of memory in GNJ and SNJ for the past three decades.
8 His consistent presence and caring generosity will be greatly missed. Our hearts go out to his wife Mary and his
9 extended family and friends even as we celebrate "Well done good and faithful servant!"

10

11 PERSONAL PRIVILEGE:

12 I wish to thank all of the current and former members of the commission for their dedicated and faithful efforts
13 to advance our ministry of memory within GNJC. I feel privileged to serve as chairperson of such a great team!

14

15 **Respectfully submitted by** The Rev. John D. Callanan, Chairperson

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18 **BLACK METHODISTS FOR CHURCH RENEWAL REPORT**

19

20 1 Corinthians 12:12. For just as the body is one and has many members, and all the members of the body,
21 though many, are one body, so it is with Christ.

22

23 BMCR activities included:

24

- 25 1. Supporting a clergy member with advice and direction regarding the Board of Ordained Ministry Process.
- 26 2. Submitted a proposal to the Journey of Hope Initiative regarding provisions for youth to do internships
27 within our church community.
- 28 3. Engaged with the accomplishing of Souls to the Polls to vote, prior to and during Election Day.
- 29 4. Attended and supported the Gloucester County NAACP Black & White Gala, and Community Game Changer
30 Award Dinner- BMCR Secretary, The Rev. Dr. John E. Randall received the NAACP Gloucester County 2022
31 FAITH BASED AWARD for clearly demonstrating a commitment to community, and proud to recognize his gift
32 of time and talent that he so generously gives to others.
- 33 5. Supported individual churches in their efforts to meet community needs
 - 34 a. Mt. Zion Wesley-
 - 35 i. Coats for Toddlers at the Woodbury Day Care Center
 - 36 ii. Toys for Tots Giveaway to:
 - 37 a. Day Care Centers
 - 38 b. Community
 - 39 iii. Held Kwanzaa Services and dinner
 - 40 b. Trenton-Celebration of Church Services
 - 41 i. Church members served as Poll workers in response to the "Souls to the Polls" Initiative.
 - 42 ii. AA church celebrated 250 years of Methodism in Trenton.
 - 43 c. Celebrated and participated in the Community Rev. Dr. Martin Luther King Day. The Keynote Speaker
44 was Commissioner Jim Jefferson.
 - 45 i. Met with The Rev. Hector Burgos to provide support for his bishop endorsement.
 - 46 ii. Officers Engaged in Lenten Ecumenical Services for the Lenten Season

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HIGHER EDUCATION AND MINISTRIES, BOARD OF

The Board of Higher Education and Ministries (BHEM) has mandates and responsibilities listed under ¶634 in *The Book of Discipline* of The United Methodist Church and is the leadership development agency of The United Methodist Church. “Its mission is preparing global leaders for a global church and the world. Every elder, deacon and licensed local pastor benefits from our training and candidacy programs. Many young adults find help in clarifying their vocation and God’s call on their lives through our leadership and discernment programs.” (gbhem.org)

“UM Collegiate Ministries are the missional presence of The United Methodist Church on college and university campuses around the world. Through a network of chaplaincies, Wesley Foundations, ecumenical ministries and church-based ministries, The United Methodist Church reaches more than 1,300 campuses around the world!

“We are called to share with our campuses the transformational nature of Christ in a way that raises up a new generation of thoughtful, articulate Christians who care about making the world a better place. While this calling looks and feels very different across our campuses, it is central to our identity, and it compels us to provide intentional, student-led ministries that reach this emerging generation of leaders.” (gbhem.org)

The Board of Higher Ed will continue to promote and award scholarships to GNJ students aspiring to attend Methodist colleges and universities to fulfill their call to mission and ministry in youth ministry, outreach, mission, service, and a call to pastoral leadership.

At the 2021 Annual Conference, the Educational Society (ES) and GNJ Board of Higher Education (GNJBHEM) merged, with ES being a sub-board of GNJBHEM. Both boards have given out scholarships for Higher Education students at the college and graduate levels in Greater New Jersey. The new combined agency continues to discern how this relationship looks moving forward. Both groups have found that the number of applicants has decreased.

This year, Catherine Jordan-Latham led the scholarship award process as I was completing a doctoral program in ministry when the review process began. I am grateful for her leadership and dedication to GNJ students and campus ministries. The scholarship application is an online process. The GNJ Connectional Ministries’ administrator submits the completed applications electronically to our agency. Board members meet via Zoom to complete the process and award the scholarships. This past year, BHEM received eight electronic scholarship applications; only four were completed applications submitted by the deadline. Five areas considered by the agency team are financial need (FASFA), grade point average (official school transcript), letters of reference, an essay from the student, and a mission and ministry statement describing the student’s service in ministry and outreach for a possible total of 25 points.

For 2022, the Educational Society awarded two scholarships to support seminary students, totaling \$6500. GNJBHEM awarded four scholarships to support new and continuing college students, totaling \$8500. The number of Higher Education scholarship funds available for students has dwindled in the past three years, with two of the endowment-based scholarships depleted of their funds, impacting the amount awarded to students. Our agency goal continues to support all active students, full members of the United Methodist Church in Greater New Jersey, to serve as the next generation of leaders for the church and the world.

Greater New Jersey BHEM encourages clergy and laity to nominate a person for the Francis Asbury Award yearly. The Francis Asbury Award is a non-monetary award recognizing those who encourage and support higher education and campus ministries within the United Methodist Church. All active clergy, layperson, employed or volunteer active in supporting, strengthening, and promoting higher education ministries may be nominated.

1 Greater New Jersey BHEM's commitment is to continue encouraging new relationships with congregations and
2 college campuses, especially with students who are active members of communities pursuing careers inspired by
3 mission and ministries and those who have a personal call to ministry.

4

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

7

8 **Respectfully submitted,**

9 Rev. Iraida Ruiz de Porras, Chair Rev. Catherine Jordan-Latham, Secretary

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BOSTON UNIVERSITY

I am profoundly grateful for your partnership, prayers, and support in these challenging times. A year like 2022 makes even more relevant BUSTH's historic and ongoing commitments to peace and justice in equipping transformational leaders. We remain hopeful and vigilant in our continued partnership with you.

BREAKING NEWS:

- **Students:** Our academic year 2022-23 entering class was among our most diverse, with 88 new students enrolling, 34% of whom are international students.
- **Faculty:** In September we welcomed three new [faculty members](#): James McCarty, Assistant Clinical Professor of Religion and Conflict Transformation; Eunil David Cho, Assistant Professor of Spiritual Care; and Peng Yin, Assistant Professor of Ethics.
- **New Online Degree First Cohort:** BUSTH's first fully online master's degree—the Master of Religion and Public Leadership (MARPL)—welcomed its first students in fall 2022. MARPL seeks students who wish to be prepared for leadership roles that creatively engage the challenges of public life. Learn more at bu.edu/sth/marpl
- **Faculty Research:** Prof. Filipe Maia was awarded a Louisville Institute book grant in April, and Prof. Luis Menéndez-Antuña was awarded a grant from the Catholic Biblical Association in August. Other large grants continue to move forward, including the Trauma Responsive Congregations Project led by Prof. Shelly Rambo and supported by the Lilly Endowment, and the Positive Psychology and Formation-Based Flourishing grant led by Prof. Steven Sandage and supported by the Peale Foundation.
- **Scholarships:** This year, we announced free tuition for all residential master's candidates. We continue to offer free tuition to UMC-registered candidates for ordained ministry and leadership fellowships that support students in ethnic, gender, and sexuality studies. New funds include the Research & Teaching Fund and Affirmation & Empowerment Fund as well as the following endowed funds: DEI, Theology & the Arts, and Doctor of Ministry.
- **Accreditation Visit:** BUSTH just welcomed the United Methodist University Senate Review team on February 1-3 for our re-accreditation visit.
- **Online Lifelong Learning:** BUSTH offers online courses for professional and spiritual enrichment of religious leaders. Recent offerings include "Ethics and Video Games," and "Spiritual Mending for Helping Professionals." To learn more, visit bu.edu/sth/oll.
- **Development:** Recent accomplishments include endowing the Faith and Ecological Justice Fund, and new funding for student scholarships and academic programs.

COMMITMENT TO JUSTICE and COMPASSION:

- BUSTH's Office of Diversity, Equity, and Inclusion offers webinars on timely inclusion efforts, such as "[Increasing Participation of Students of Underrepresented Backgrounds](#)."
- This year's [Lowell Lecture](#) topics explore the spiritual dimension of artistic expression. This fall, Dr. Emmett G. Price III highlighted the brilliant resilience and demonstrative hope of Black folk through the lens of two exceptional spiritual beings: Nina Simone and John Coltrane. A diverse panel response fostered rich conversation.
- Work continues to improve accessibility, sustainability, and responsible investing. BUSTH is the first certified Green School at BU and is active in the Green Seminary Initiative.

With faith and gratitude,
G. Sujin Pak, Dean

2023 BUDGET SCHEDULES

Income Details

	2024 <u>Budget</u>	2023 <u>Budget</u>	2023 <u>Spending</u>
GNJ SHARED MINISTRY			
Apportionment Base	62,262,477	63,963,783	63,952,970
GNJ Shared Ministry Percent	6.3% to 12.5% (wt. avg. 12.0%)	6.2% to 12.3% (wt. avg. 11.8%)	6.2% to 12.3% (wt. avg. 11.8%)
Total Apportioned Shared Ministry	7,459,783	7,529,954	7,579,726
Anticipated Giving rate	87%	91.0%	88.0%
Net GNJ Shared Ministry	<u>6,490,011</u>	<u>6,852,258</u>	<u>6,670,159</u>

Apportionment Base – the total spending of all congregations minus a congregation’s mission spending, shared ministry giving, and capital expenditures. For the 2024 budget, the 2022 statistics were used to calculate the Shared Ministry Apportionment base

GNJ Shared Ministry Percent - on October 5, 2020, GNJ courageously passed a historic legislation, A Journey of Hope (JOH), based on its commitment to end the sin of racism and create a more racially just, inclusive, and equitable church. As part of the JOH, GNJ set a new *Shared Ministry Percentage* for local churches based on the income level of the community where the church is located. In 2024, the Shared Ministry percentage for local churches will be between 6.2% and 12.3%, depending on the average income level of the community.

Anticipated Giving rate – on average the percentage of Shared Ministry given by congregations. In 2013 the average giving was 78% and in 2022 it was 90%. Over the years GNJ congregations have made great progress in their stewardship and giving to Shared Ministry. For 2024 budget, 87% is used because of the volatility created by the pandemic, economic challenges and the impact of disaffiliating churches.

GNJ PORTION OF GENERAL CHURCH MINISTERIAL EDUCATION FUND (MEF)

Total Ministerial Education apportionment	274,596	298,539	298,539
GNJ Portion %	25%	25%	25%
GNJ Portion	68,649	74,635	74,635
Anticipated Giving rate	87%	91%	88%
Net GNJ MEF Portion	<u>59,725</u>	<u>67,918</u>	<u>65,678</u>

LOCAL CHURCH BILLING REVENUE

Assumed collection rate	94%	96%	94%
Healthcare blended rate	23,400	20,500	20,500
Health & Dental	5,663,674	5,884,734	5,172,925
Pension	3,335,465	3,619,921	3,238,564
Property / Workers Comp	5,484,854	6,218,887	5,223,011
	<u>14,483,992</u>	<u>15,723,542</u>	<u>13,634,501</u>

CENTENARY FUND CONTRIBUTION

	<u>596,000</u>	<u>700,000</u>	<u>575,000</u>
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DESIGNATED FUNDS

Forecasted 2023 year-end balance	14,811,136	14,077,554	10,363,794
Exclude Operating Reserve	(3,000,000)	(3,000,000)	(1,266,124)
Exclude 2023 deposits	(2,758,275)	(2,089,665)	(1,723,303)
Net eligible for disbursement	9,052,861	8,987,889	7,374,367
Disbursement %	5%	5%	5%
Designated funds disbursement	<u>452,643</u>	<u>449,394</u>	<u>370,000</u>

* 2023 spending budget based on actual draw approved by CFA using November 2022 balances

Income Details

	2024 <u>Budget</u>	2023 <u>Budget</u>	2023 <u>Spending</u>
PROPERTY SALES REVENUE			
Forecasted 2023 total sales income	3,850,000	3,850,000	3,850,000
Allocated to budget %	18%	31%	31%
Allocated to budget	<u>711,000</u>	<u>1,185,000</u>	<u>1,185,000</u>
Additional property sale proceeds beyond the above amount to support the budget ("investable proceeds") will be deposited into the approved designated funds as follows:			
Harvest Mission Fund	2%		
Strategic Disciple Making	2%		
Next Gen	10%		
Retiree Health	20%		
Property Operational	49%		
Property Redevelopment	2%		
Superintendent Parsonage	5%		
Episcopal Residence	10%		
GRANTS AND DONATIONS			
Misc. grants	25,000	25,000	25,000
UM Communities Rent	30,000		20,000
Episcopal Office	<u>126,735</u>	<u>123,205</u>	<u>125,735</u>
	<u>181,735</u>	<u>148,205</u>	<u>170,735</u>
REGISTRATIONS			
Annual Conference	277,500	177,500	248,750
Local Pastor School	5,000	4,000	4,000
Certified Lay Minister Course	2,100	800	2,100
Lay Servant Ministries Courses	6,200	6,200	6,200
Bishop's Convocation	<u>81,250</u>	<u>81,250</u>	<u>81,250</u>
	<u>372,050</u>	<u>269,750</u>	<u>342,300</u>
SHARED SERVICES (UM FOUNDATION)			
	<u>-</u>	<u>45,000</u>	<u>-</u>
MRC Staff Health Contributions			
	113,401		98,610
TOTAL INCOME	<u><u>23,460,557</u></u>	<u><u>25,441,067</u></u>	<u><u>23,111,983</u></u>

Personnel

	2024 <u>Budget</u>	2023 <u>Budget</u>	2023 <u>Spending</u>
GNJ STAFF			
Salary	3,515,758	3,722,265	3,355,731
Benefits	1,275,385	1,099,523	1,157,895
Travel, Meals & Continuing Ed	146,734	151,337	144,534
GNJ elected leadership & staff development	<u>50,000</u>	<u>35,000</u>	<u>50,000</u>
	<u>4,987,876</u>	<u>5,008,124</u>	<u>4,708,160</u>
CLERGY BENEFITS BILLINGS			
Congregations' Clergy and Lay Health & Dental	5,484,708	5,845,235	5,081,654
Congregations' Clergy and Lay Pension	<u>2,623,720</u>	<u>2,962,158</u>	<u>2,798,575</u>
	<u>8,108,428</u>	<u>8,807,394</u>	<u>7,880,229</u>
RETIREE HEALTH INSURANCE			
Retirees under 65 (Healthflex plan)	545,100	400,680	474,000
Retirees over 65 (United plan)	1,114,992	1,744,472	1,114,992
Retirees income (only from those who do not qualify for maximum benefit because of years of service)		(107,977)	(113,000)
	<u>(129,950)</u>		
	<u>1,530,142</u>	<u>2,037,175</u>	<u>1,475,992</u>
TOTAL PERSONNEL	<u><u>14,626,447</u></u>	<u><u>15,852,693</u></u>	<u><u>14,064,381</u></u>

Leadership Development

	2024	2023	2023
	<u>Budget</u>	<u>Budget</u>	<u>Spending</u>
BOARD OF LAITY			
Board Ministry Expenses	3,600	2,000	1,600
LEADERSHIP ACADEMY			
Certified Lay Ministry Training	2,100	800	2,100
Lay Servant Expenses	4,900	6,200	4,900
RIM Expenses	10,000	13,000	13,000
Local Pastor Licensing School	7,000	7,000	9,000
Leadership Academy Development and Workshops	40,000	60,000	45,000
Mission School	4,250	5,000	4,250
Bishops Convocation	115,000	131,250	115,000
A Journey of Hope; training, internships, ministry	25,000	75,000	25,000
	<u>208,250</u>	<u>298,250</u>	<u>218,250</u>
BOARD OF ORDAINED MINISTRY (Discernment of Clergy)			
Adm/General Exp.	500	1,000	1,000
Conference Relations	-	-	-
Board Meeting Expenses	500	1,000	1,000
Background Checks	5,000	4,000	4,000
BOOM Retreats/Interviews	20,000	26,500	6,000
Psych. Evals.	18,000	33,000	20,000
Special Training (includes Intro to Ministry)	8,500	6,000	11,000
DCOM Expenses	2,000	2,400	2,400
Fellowship/Orders	1,000	1,000	6,000
Cont. Ed: individual and group (includes RIM Retreat)	2,000	3,000	3,000
Career/Family Counseling	500	500	2,000
	<u>58,000</u>	<u>78,400</u>	<u>56,400</u>
MINISTERIAL EDUCATION			
Course of Study/Scholarships	35,000	40,000	40,000
Continuing Education: Individual and group	24,725	27,918	25,679
	<u>59,725</u>	<u>67,918</u>	<u>65,679</u>
TOTAL LEADERSHIP DEVELOPMENT	<u><u>329,575</u></u>	<u><u>446,568</u></u>	<u><u>341,929</u></u>

Congregational Development

	2024 Budget	2023 Budget	2023 Spending
CLERGY, LAITY, CONGREGATIONAL DEVELOPMENT			
Regional Resourcing	45,000	60,000	65,000
Breakthrough	4,250	5,000	4,250
Bishop's Retreat with those to be ordained and commissioned	4,500	5,000	4,500
CABINET			
Leadership/Congregational Dev Grants	150,000	200,000	127,000
Strategic Disciple Making Fund Grants	78,000	100,000	82,000
Mosaic Grants	12,000	20,000	17,000
Circuit Elders	160,000	180,000	160,000
Recruitment	0	2,000	0
Equitable Clergy Compensation Grants	158,000	200,000	165,000
Strategic Clergy Salary Support Grants	73,000	100,000	73,573
TOTAL CONGREGATIONAL DEVELOPMENT	684,750	872,000	698,323

Mission & Justice Ministries

	2024 Budget	2023 Budget	2023 Spending
Community Outreach Grants	200,000	230,000	230,000
Disaster Response	2,000	1,000	2,000
Justice for Our Neighbors	-	5,000	-
Rise Against Hunger	-	-	-
Tanzania Pastors School GNJ Travel	12,000	12,000	12,000
Journey of Hope Consultant	-	50,000	50,000
Journey of Hope Equity Grants	566,728	570,000	497,000
Next Gen	184,850	200,000	241,000
NEJ Conference	30,000	30,000	30,000
Drew School of Theology	100,000	100,000	100,000
NJ Interfaith Coalition	10,000	10,000	10,000
	1,105,578	1,208,000	1,172,000

Agency Budgets

	<u>2024</u> <u>Budget</u>	<u>2023</u> <u>Budget</u>	<u>2023</u> <u>Spending</u>
Board of Global Ministries	100	100	100
Board of Church and Society	100	100	100
Board of Higher Education and Campus Ministry	25,000	40,000	30,000
Board of Discipleship	100	100	100
Commission on Archives and History	6,000	6,000	6,000
Commission on Christian Unity	500	2,000	500
Commission on Religion and Race	500	1,000	500
Commission on Small Membership Church	100	100	100
Commission on Status and Role of Women	100	100	100
Committee on Disability Concerns	100	100	100
Committee on Ethnic Local Church Concerns	500	1,000	500
Korean American Plan	15,000	14,000	12,000
Strengthening the Black Church	1,000	2,000	1,000
Hispanic Plan	1,000	2,000	1,000
Committee on Native American Ministry	100	100	100
Council on Young Adult Ministry	-	100	-
Council on Youth Ministry	-	100	-
United Methodist Men	250	100	250
United Methodist Women	-	100	-
Connectional Table	500	1,000	500
	<u>50,950</u>	<u>70,100</u>	<u>52,950</u>

Administration

	<u>2024</u> <u>Budget</u>	<u>2023</u> <u>Budget</u>	<u>2023</u> <u>Spending</u>
Superintending Admin Expenses	54,800	38,000	54,800
Episcopal Office Admin Expenses	13,500	16,500	13,500
Audit	20,000	20,000	20,000
Chancellor and legal work	100,000	150,000	150,000
Postage/Supplies	13,000	13,000	13,000
Conference Secretary	10,750	10,750	10,750
Active Clergy moving expenses	15,000	15,000	15,000
Conference Journal	30,910	33,000	30,100
Information Technologies	103,300	47,000	133,500
Copier lease/usage	36,700	40,000	36,700
Processing fees (payroll, banking, credit cards)	18,750	35,000	18,750
CFA/BOP Board Expenses	2,500	-	2,500
Other Administration	10,000	10,500	10,000
	<u>429,210</u>	<u>428,750</u>	<u>508,600</u>

Communications

	<u>2024 Budget</u>	<u>2023 Budget</u>	<u>2023 Spending</u>
Annual Conference Session	443,500	425,000	418,500
Relay	31,500	60,000	30,000
Photography	6,000	4,000	4,000
Tanzania translation services	5,000	-	5,000
Hosting/Licensing Fees	-	35,000	-
Website Maintenance/Updates	3,000	7,000	3,000
Website Redesign	-	10,000	-
Studio/Equipment Maintenance	20,000	10,000	2,800
	<u>509,000</u>	<u>551,000</u>	<u>463,300</u>

Property

	<u>2024 Budget</u>	<u>2023 Budget</u>	<u>2023 Spending</u>
CONGREGATIONS' PROPERTY INSURANCE & WORKERS COMP	5,277,911	5,783,935	4,999,355
GNJ MRC PROPERTY			
Maintenance	70,000	80,000	70,000
Utilities	62,800	63,000	61,000
Cleaning Service	51,000	4,000	41,200
Phone	16,600	19,000	16,100
Property Insurance	10,568	18,000	9,607
Misc. Expenses	8,000	8,000	8,000
	<u>218,968</u>	<u>192,000</u>	<u>205,907</u>
SUPERINTENDENT PARSONAGES			
Maintenance	17,700	23,700	17,700
Utilities	33,200	25,400	32,200
Property Insurance	2,860	3,105	2,600
	<u>53,760</u>	<u>52,205</u>	<u>52,500</u>
CLOSED CHURCH PROPERTY MAINTENANCE & REPAIRS	<u>165,000</u>	<u>175,000</u>	<u>165,000</u>
TOTAL PROPERTY	<u>5,715,639</u>	<u>6,203,140</u>	<u>5,422,762</u>

General Church Apportionments

	<u>2024 Budget</u>	<u>2023 Budget</u>	<u>2023 Spending</u>
World Service	876,737	953,182	953,182
Ministerial Education	274,596	298,539	298,539
Black College	126,899	137,964	137,964
Africa University	28,529	31,017	31,017
Episcopal	352,043	382,738	382,738
General Administration	107,970	117,384	117,384
Interdenominational Cooperation	3,796	4,127	4,127
	<u>1,770,571</u>	<u>1,924,950</u>	<u>1,924,950</u>

Next Generation

	<u>2024</u> <u>Budget</u>	<u>2023</u> <u>Budget</u>	<u>2023</u> <u>Spending</u>
<u>Next Gen Income:</u>			
Reserve Interest (Aldersgate Proceeds)	25,000	25,000	-
Camping	-	297,500	-
Youth Activities	83,500	152,500	77,000
Total Income	<u>108,500</u>	<u>475,000</u>	<u>77,000</u>
<u>Next Gen Expenses:</u>			
Personnel	110,850	198,612	113,000
Operations	-	8,288	-
Camping	26,000	267,000	58,000
Youth Activities	156,500	201,100	147,000
Total Expenses	<u>293,350</u>	<u>675,000</u>	<u>318,000</u>
Next Gen Surplus/(Deficit) *	<u>(184,850)</u>	<u>(200,000)</u>	<u>(241,000)</u>

* See "Mission & Justice Ministries" budget

2023 CABINET REPORT

“For mortals it is impossible, but for God all things are possible.”

~ Matthew 19:26

We serve an omnipotent God who desires nothing more but for humanity to know and accept the salvific love of Jesus Christ. The work in our local churches and throughout our United Methodist connectional system is geared towards this reality. Even when our work seems daunting, and we wonder if our efforts are making a difference; let us be reminded that in the work of salvation, all things are possible.

The Greater New Jersey cabinet believes this fact.

All churches in Greater New Jersey can attest to the difficulties experienced within our communities in the past three years. Our newest superintendent, the Rev. Ronell Howard of the Central District summed up these difficulties in her installation sermon,

There is even chaos and dimness within the church--declining membership, disaffiliation, and clergy burnout levels at an all-time high. Questions still hang in the air. God, what will become of the denomination? How can we do ministry with minuscule budgets and small memberships? God, what do we do about deep denominational and cultural divisions?

As those made in the image and likeness of, and with the light of God, the grace of God gives us the power to depend fully on a God whose work of salvation will not fail despite the challenges.

United Methodists in Greater New Jersey are not immune from the challenges of changing times. We are not immune from the influences of a culture that divides rather than unites, that tears down rather than builds up. Yet, in spite of the uncertainty, the Cabinet of GNJ celebrates that God gives us the hope, the vision and the strength to continue to be the body of Christ in the world, firm in our commitment to continue to equip and empower clergy and laity, staying rooted in the salvific work of proclaiming the good news of Jesus Christ.

Because of our rootedness, GNJ has made strong progress toward growing vital congregations and exceeding goals or meeting goals ahead of schedule. This past year, we fully lived into new districts, moved resources, objectives and tactics, and decision making closer to our leaders and congregations through regional work, and have gained clarity, competency and better communicated direction of the mission, goals, and what it means to be a vital congregation. We are grateful to conference staff and district committees that worked hard to ensure a successful redistricting process.

Additionally, we are making progress in our goals because GNJ continues to commit to recruiting and developing transformational leaders who lead congregations to be vital sustainable mission congregations. The challenges in our churches and communities require our work to move us closer to the mission field to continue to grow vitality, and to turn around worship attendance and finances and to help clergy and congregations proclaim the love of Jesus Christ.

For this reason, a regional staffing and resourcing model will help us succeed amid the challenges. Regional resourcing has and will continue to focus on *Pathways* that help lead clergy and churches towards transformational leadership and vitality, through conflict resolution, in bold ways that end the sin of racism, or in community engagement. Regional teams that include superintendents, regional directors, and circuit leaders will continue to focus on coaching, consultation, and leading cohort groups to better help clergy lead in their context. There is not one size or method that fits all. The leadership academy had a strong impact in 2022; in 2023 we see this impact growing stronger through the offering of more learning opportunities that help both clergy and laity

1 grow deeper in their faith. With God's help, our regional resourcing efforts will continue to give strategic focus to
2 sharing the love of Christ in ways that impacts our communities because of transformational leadership, vital and
3 financially strong churches, and clergy and laity who work together to end the sin of racism.
4

5 We continue to work with GNJ boards and agencies, congregations and clergy, and our mission partners to
6 implement GNJ's Journey of Hope plan that seeks to end the sin of racism. These actions include, creating
7 equitable connectional ministry apportionments and billables, developing stronger cross-cultural and cross-racial
8 appointment resources, and working with Fearless Dialogue Inc. to train GNJ leaders in the work of ending the
9 sin of racism. GNJ continues to lead in the Northeastern Jurisdiction in our collective work in ending the sin of
10 racism throughout the United Methodist connection.
11

12 District Superintendents have witnessed congregations and pastors continue in Spirit-filled, creative, and life-
13 giving work in and out of their community. In addition, many congregations, small and large, participate in
14 feeding ministries and other missional opportunities far beyond the expectation, especially when considering the
15 number of volunteers and resources. Live streaming worship, hybrid worship, and zoom meetings are continuing
16 in our churches. We hear that in-person worship is down because, in part, worshippers enjoy these alternative
17 forms of the worshipping community. Our churches work to discern ways to minister to the needs of the digital
18 and in-person worshipping communities.
19

20 Last December, United Methodist leaders reached a settlement in the matter of the Boy Scouts of America's
21 (BSA) pending bankruptcy proceedings. This past year, the bankruptcy Judge approved this settlement as
22 proposed. Upon final court approval, the settlement would resolve any claims of sexual abuse that may have
23 occurred in congregation-sponsored Scouting programs. In addition, under the terms of the settlement, United
24 Methodists would raise and give \$30 million over three years into a fund utilized to compensate survivors for
25 their healing. We are grateful for Bishop John Schol's leadership in leading this denominational challenge. Let us
26 continue to pray for all sexual abuse survivors, and work in ethical and meaningful ways to stop, prevent, and
27 end abuse.
28

29 In this year's pre-conference journal, you'll read legislation regarding disaffiliation. This process has been long
30 and painful. We continue to ask that you pray for our communities and churches, knowing that any vote during
31 this annual conference season is only a step towards a broader healing that is needed.
32

33 We have a deep concern for all our clergy and congregations, and recognize the immense challenges, difficulties,
34 and burnout many are experiencing. It seems as if once we exit one challenging season, another one is right
35 behind it. Like a ship that sails through a terrible storm, we are a little battered.
36

37 Friends, this is why our shared work of preaching and teaching salvation through Christ also leads us to love
38 one another; to serve one another; to unite with one another; to build up one another. This work, the cabinet
39 has done this past year, and we continue to commit to do with greater humility, but in urgency because these
40 challenges are great. With God's help and with yours, we will continue to move forward together.
41

42 We bid our friends and colleagues, Rev. Brian Roberts and Bishop Héctor Burgos-Núñez Godspeed and grace
43 upon grace as Rev. Roberts transition to serving as the Executive Director of the United Methodist Stewardship
44 Foundation of GNJ and Bishop Burgos- Núñez begins to serve the church as resident Bishop of the Upper New
45 York conference. Their collegiality, wisdom, laughter, and humble spirit were a blessing and will be missed. Their
46 love and work shaped a better GNJ.
47

48 We say welcome to Revs. Jana Purkis-Brash and Ronell Howard, District Superintendents of the Cape Atlantic &
49 Central Districts, respectively. They both bring wisdom from rich ministerial experience, strategic vision, pastoral
50 care, and a myriad of other great gifts. We are excited to serve alongside them in their ministry.

We have been tested through a series of challenges, but we have renewed, reimagined, and refined ourselves. With God’s mercy, we will come out as gold- because we keep our faith in a God whose plan of salvation will not fail. GNJ, we love you and are grateful to serve alongside you. Thank you for your prayers and for the support you give through conversations, feedback, and encouragement. Let us all continue to depend on a God who calls us to remain faithful in this salvific work that leads all of us to better know and accept the love of God in and through Christ Jesus.

Submitted by GNJ Cabinet

CENTENARY FUND AND PREACHERS’ AID SOCIETY

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

A primary way the Fund meets that purpose today is by contributing towards the cost of providing retiree healthcare. In 2022 the amount contributed was \$592,000 and since 2004 the Fund has contributed approximately \$8.5 million for this purpose. The \$592,000 represents 5% of the market value of the fund as of November 30, 2022.

The Fund also provides grants to pastors and their families with special needs who have requested aid, including help with extraordinary medical expenses, transportation needs and loans to assist retired pastors obtain housing in Methodist (and other) Homes, among other ways. Several such grants were made totaling just over \$35,000 since 2016.

The Fund has allocated a total of \$60,000 for clergy emergency grants for 2023. Grant information and application forms can be found on the Conference’s website. The Fund has only been able to do this through the generous support of clergy, laity, and churches, by means of annual contributions and periodic donations as well as bequests. Since inception the Fund has received more than \$6.3 million in donations.

We have also partnered with the Stewardship Foundation and the Communications Committee to raise our profile and increase our support. We hope you will help us build up the Centenary Fund with your tax-free donations so that The Centenary Fund and Preachers Aid Society will be there to continue the substantial contributions needed in the future to fund retiree healthcare and to provide aid to retired clergy and their dependents. Thank you so much for your past support and consideration for the future.

Submitted by,

Jack Scharf, CLM

Chair, Centenary Fund and Preachers’ Aid Society

DREW UNIVERSITY THEOLOGICAL SCHOOL

Edwin David Aponte, Dean

Drew educates and mentors pastors, preachers, deacons, activists, teachers, thought leaders, and change agents.

In Fall 2022 Drew welcomed 77 new students, and as of February 2023 Drew has a total enrollment of 408 students. Many Drew students are just beginning their ministry, while others come to graduate theological education with substantial ministry experience. The latter reflects a growing trend among all theological schools in the United States and Canada. During 2022, Drew classes met on campus in Madison, New Jersey, but also some classes met exclusively online, while others met in hybrid fashion, i.e., partially online, partially in-person. This was also the case with chapel worship. This reflects both our ongoing emergence from the Covid-19 pandemic lockdown, but also Drew leaning into what it means to be a global school with a global student population. With 35% of students coming from 28 different countries Drew Theological School is truly global and diverse in theology, vocations, age, as well as racial, ethnic, national, and international identities.

Drew's interdisciplinary degree programs foster out-of-the-box thinking, provide real-world apprenticeships, promote adaptive leadership skills, and encourage innovation through team-taught core courses reflecting integration of the theological disciplines and practices characteristic of the life of faith. The faculty articulated shared values are infused across the teaching and learning at Drew: a commitment to anti-racism; gender and sexual-identity equality; eco-sustainability and environmental justice; and interfaith understanding and cooperation.

The Theological School has seen an increase in United Methodist students. Moreover, Drew has many United Methodist Global Fellows who chose to pursue education for ministry at Drew. UMC graduates are serving in conferences across the United States as well as in our regional conferences in Greater New Jersey, Eastern Pennsylvania, and New York.

DUKE DIVINITY SCHOOL

Duke Divinity School has been blessed to be part of the fresh work of the Holy Spirit this year and to participate in "little Pentecosts"—signs and foretastes of the hope we profess and the calling we follow. In his Opening Convocations sermon, Dean Edgardo Colón-Emeric said: "If Duke Divinity School is to keep on its Pentecost journey, it needs to devote itself to being guided by the marker of mercy. Our motto of Eruditio et Religio only makes sense when we add mercy. ... How we care for the needy is the measure for the apostolicity of our studies, the holiness of our communion, and the power of our prayers."

The school has continued in its commitment to form ministers of the gospel who will seek God's justice and mercy. Our faculty have been leaders in the Duke Climate Initiative, with three faculty—Norbert Wilson, professor of food, economics, and community and director of the World Food Policy Center at Sanford School for Public Policy at Duke; Wylin Wilson, assistant professor of theological ethics; and Jerusha Neal, assistant professor of homiletics—participating with colleagues from the Nicholas School for the Environment at Duke in the event "Pastoral Care for Climate Change: Weaving Together Science and Theology for Justice," at the Duke University Marine Lab in Beaufort, N.C., which was organized by alumnus Avery Davis Lamb. Norman Wirzba, Gilbert T. Rowe Distinguished Professor of Christian Theology and senior fellow at the Kenan Institute for Ethics, co-taught a university course on "Let's Talk about Climate Change."

The Office of Black Church Studies, which has launched its 50th anniversary year, hosted "Justice Ministry Reimagined: Reentry Simulation" for pastors, students, and lay leaders to learn more about how to support

1 people reentering the community after incarceration. Douglas Campbell, professor of New Testament, and Sarah
2 Jobe, Th.D. student and prison chaplain, have launched the Prison Engagement Initiative with the Kenan Institute
3 for Ethics. Warren Kinghorn, Esther Colliflower Associate Research Professor of Pastoral and Moral Theology and
4 associate professor of psychiatry at Duke School of Medicine, and Jan Holton, associate professor of the practice
5 of pastoral theology and care, taught the “Trauma Engaged Duke” seminar and led the project team Developing
6 Best Practices for Trauma-Informed Teaching and Learning. These programs and events complement the ongoing
7 work of field education and ministerial formation that puts Duke Divinity students in contexts ranging from rural
8 churches to hospital chaplaincy to farm ministry, and many more.

10 This fall, we welcomed 226 entering students from 35 different states and eight other countries, including
11 Canada, Colombia, Indonesia, Japan, Mexico, Nicaragua, Nigeria, and South Korea. The Master of Divinity
12 program gained 130 new students, with 88 residential students and 42 in the hybrid program. The Master of
13 Arts in Christian Practice enrolled 13 new students; the Doctor of Ministry, 28; Master of Theology, six; Master of
14 Theological Studies, 22; the Doctor of Theology welcomed six new students to campus, and one special student
15 has enrolled. The Certificate in Theology and Health Care welcomed four residential students to campus and
16 16 in the hybrid program. Across all degree programs at the Divinity School, 30 percent of the incoming class
17 identified as a race or ethnicity other than white. Black students made up 18 percent of all students; Latinx
18 students, six percent; Asian students, five percent; and American Indian students, one percent. Fifty-seven
19 percent of students in the incoming class are female.

21 There were 33 denominations represented in the M.Div. entering class, with 30 percent affiliated with the
22 United Methodist Church. Baptists made up 17 percent of the incoming students; Anglican-Episcopal students,
23 12 percent; and nondenominational students, 12 percent. Dean Colón-Emeric said: “It is with the guidance of
24 the acts of the apostles, their communal praxis, that the Divinity School continues to build that most delicate
25 and often discredited of structures: an ecumenical community, a community that boldly professes the Apostles’
26 creed, a community where Christians from estranged churches study together, a community of generous, joyful
27 Pentecost orthodoxy.”

29 The school continued to build on its rich tradition of ecumenical engagement, with Dean Colón-Emeric joined by
30 Jung Choi, a consulting professor and senior director of Wesleyan Formation Initiatives, in the Methodist-Roman
31 Catholic International Commission Dialogue to meet with Pope Francis at the Vatican. Peter Casarella, professor
32 of theology, gave the closing address at Continental Ecumenical Congress 2022, held in Bogotá, Colombia, which
33 Duke Divinity School co-sponsored. Student Eliza Love, M.Div.’23, was awarded the \$10,000 Bossey Institute
34 scholarship from the United Methodist Church Council of Bishops to attend the World Council of Church
35 Ecumenical Institute. The Houses of Study at Duke Divinity School—Methodist House, Anglican Episcopal House,
36 Presbyterian/Reformed House, Baptist House, Office of Black Church Studies, Asian House, and Hispanic House—
37 all enrich the Duke Divinity community through theological formation, student support, dynamic lectures, and
38 robust programming.

40 The school has also welcomed new leaders who bring their gifts to the work of advancing the mission to serve
41 Christ and the church. Three new associate deans have accepted appointments: Daniel Castelo, William Kellon
42 Quick Professor of Theology and Methodist Studies, as associate dean for Academic Formation; Jung Choi, a
43 consulting professor and director of the Asian House of Studies, as associate dean for Global and Intercultural
44 Formation; and Sangwoo Kim, a consulting professor and senior director of the Methodist House of Studies and
45 the Wesleyan Formation Initiatives, as associate dean for Vocational Formation. Linda Coley, who earned an
46 M.Div. from Duke Divinity along with M.S., M.B.A., and Ph.D. degrees, has also joined as the executive director
47 for the Ormond Center.

49 Several new programs demonstrate Duke’s sustained commitment to connecting with churches and ministers.
50 The Ormond Center launched the Community Craft Collaborative to create resources for equipping lay and

1 congregational leaders. The Certificate in Conflict Transformation and Reconciliation (CCTR), facilitated by
2 leading scholars and practitioners in the fields of conflict transformation and reconciliation from Duke University
3 and other institutions, provides a timely learning opportunity for pastors and other church leaders seeking
4 theological and practical skills to foster reconciliation in their congregations and surrounding communities. The
5 Clergy Health Initiative supports healthy practices for vibrant ministry. The research and programming from
6 other Duke Divinity initiatives, including Theology, Medicine, and Culture; Duke Initiatives in Theology and the
7 Arts; Leadership Education at Duke Divinity; and Thriving Rural Communities, continue to provide numerous
8 opportunities to bear witness to God's creativity, compassion, and care for communities and congregations.
9
10 Duke Divinity School continues to be grateful for our ongoing participation in The United Methodist Church and
11 partnership with this annual conference. We celebrate the expansion of our connection to UMC colleges through
12 a partnership with Wesleyan College in Macon, Ga., to enable qualified undergraduates to take master's level
13 course through the Duke Accelerated Pastoral Formation Program. We look forward to our ongoing work with
14 you as we join the leading of God's Spirit in the task of preparing men and women for Christian ministry. To learn
15 more about Duke Divinity School, please visit our website at www.divinity.duke.edu.

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17 **Respectfully submitted by** Edgardo Colón-Emeric
18 Dean of Duke Divinity School
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21 **EQUITABLE COMPENSATION COMMISSION**

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23 The Commission on Equitable Compensation as outlined in ¶625.2 of the 2016 Book of *Discipline* are four-fold:
24 1) To recommend conference standards for pastoral support; 2) To administer funds used in base compensation
25 supplementation; 3) To provide counsel and advisory material on pastoral support to district superintendents
26 and committees on pastor-parish relations; and 4) submit an arrearage policy to be adopted by the annual
27 conference.
28

29 Through this past year, the Commission has wrestled with keeping the balance between a pastor's financial
30 needs and the ability of the congregation to meet those needs especially with the increased cost of health
31 insurance that is required for all full-time local church appointments. While we are trying to make at least some
32 headway in raising the basic minimum salary that is a mandate given the commission by the *Discipline*, we are
33 also concerned that the Conference Average Compensation for 2023 only increased 0.1% over 2022, while
34 across the denomination the average compensation increased by .9%, with GNJ falling 3.8% behind the DAC
35 (Denominational Average Compensation) in one of the most expensive areas for living in the US. While it has
36 been strongly recommended that congregations use a \$300 per service year on top of the basic minimum, it
37 seems that fewer congregations are applying that voluntarily and the commission is looking at returning to a
38 mandatory scale in the future.
39

40 With that, we are acutely aware that increased financial requirements at the local church puts additional stress
41 on the pastor who is often in the place of having to guide a congregation facing financial uncertainties. Coupled
42 with post-pandemic realities, we are concerned about the health and full support of our clergy. While this is
43 not specifically the responsibility of the Commission to resolve, we lift this up as a concern that needs ongoing
44 conversation within local church Staff Parish Relations Committees and church leadership.
45

46 The Commission, through its chair, works with the Connectional Table and the cabinet in approving Equitable
47 Compensation Grants. In seeking equity, we advocate for the use of grants particularly among our ethnic and
48 language specific churches where the economic circumstances of the community cannot support full time
49 ministry. We are working to ensure equity for these churches who can only afford part time salaries yet are
50 significantly larger than other congregations who are in more affluent communities. The Commission has been

1 requesting more up to date data on this so that we can present a more complete assessment of the entire
2 conference rather than just in specific situations where grants are applied for so that we can advocate for a more
3 proactive approach.

4
5 The Commission is aware that the recommendations adopted by the Annual Conference often do not find their
6 way to the proper committees within the church. Though the information is fully available on the website, we
7 see the need for a better strategy for communicating with pastors, SPRCs, Trustees and Finance Committees so
8 that they are aware of the guidelines and policies surrounding adopted by the Annual Conference. Lay members
9 of the Annual Conference can greatly assist in this process, and the commission continues to look for better
10 strategies of communication.

11
12 The Parsonage Standards have been updated to lift up the importance of health and safety concerns. The
13 standards specifically address the need for local churches to test and abate issues for lead paint and asbestos.
14 As the parsonage is the property of the local church, and not the pastor, trustees and/or parsonage committees
15 need to be proactive in keeping the home safe for pastors and their families. In addition to this, environmental
16 changes and the increase of health issues requires churches to seriously look at both heating and cooling
17 systems in their parsonages.

18
19 My thanks to the members of the Commission on Equitable Salary for their time and energy in our work together
20 on behalf of United Methodists of Greater New Jersey. The realities of COVID-19 for both pastors and local
21 churches along with a significant increase in the cost of living for 2023 has made our discernment challenging
22 year and I am grateful for the commitment that each Commission member has made to do our work thoughtfully
23 and with excellence.

24

25 **Submitted by**

26 Steven G. Bechtold, Chair

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28

29 **FINANCE AND ADMINISTRATION, COUNCIL ON**

30

31 As we come out of the pandemic, The Council of Finance and Administration recognizes that our congregations
32 continued to face challenges in 2022 as they returned to in-person worship while retaining some form of hybrid
33 worship suitable for their specific situation. Often there are financial stresses associated with this; our prayers
34 are with you as you face these stresses.

35

36 We also keep in our prayers those who are choosing to leave our denomination.

37

38 Here are the financial highlights for 2022:

39

40 **Financial Report:**

41 We are thankful for the leadership of pastors and laity and also the generosity of our congregations. Below are
42 the giving statistics for 2022 as compared to the same group of churches in 2021. You will note that some of them
43 reflect the challenges described above.

- 44 • A total of \$8.7M was given through Shared Ministry by our congregations. We had projected that we
45 would receive \$8.9M; so we received 2% (-\$0.2M) less than what we projected.
- 46 • A total of \$12.0M was received for billings from our congregations. We had projected that we would
47 receive \$12.5M; so we received 4% (-\$0.5M) less than what we projected.
- 48 • 378 of our congregations gave 100% of Shared Ministry in 2022 as compared to 406 in 2021.
- 49 • 408 of our congregations gave 100% of their billings in 2022 as compared to 447 in 2021.

50

- 50 of our congregations contributed a higher percentage of their Shared Ministry and 31 congregations gave a higher percentage of their billings in 2022 than they did in 2021.

We also continue to celebrate our Journey of Hope Plan actions to address inequities in Shared Ministry and billings for churches in lower income communities. While the overall collection rate for these churches declined, 2 of the 67 were able to contribute a higher percentage of Shared Ministry and 6 contributed a higher percentage of billings.

With respect to General Church Apportionment payments, the Annual Conference voted that GNJ would passthrough whatever the churches paid toward GCFA apportionments. In 2022, GNJ paid 81% of the amounts apportioned for the seven GCFA funds. As previously decided, each of the funds received the same percentage of what was apportioned for the fund.

Property sales in 2022 were also below budget, with gross proceeds of \$3.8M and net proceeds totaling \$3.1M (vs. \$3.7M budgeted), noting that one property valued at over \$1M was held up in a legal action related to a “reverter clause” issue which is expected to be settled with the heirs in 2023. This property will likely be sold in 2023.

Property sale details:

- \$3.80M in property sales in 2022.
- \$0.34M toward closing costs (legal fees, property transfer fees, etc.)
- \$0.33M toward maintenance costs prior to selling, past billables and initial investment in the case of conference owned property
- \$1.73M of net proceeds from property sales was allocated toward the 2022 budget as approved by Annual Conference
- \$1.4M of net proceeds from property sales was allocated toward designated funds as directed by Annual Conference which was \$0.6M million less than projected.

In respect to the annuitant (also referred to as retiree) health care liability, the model and policies and procedures set in 2021 remain in practice. While market losses, reduced Centenary Fund contributions in 2022 (\$592.2K vs. \$700K budgeted) and less than expected property proceeds in 2022 had a one-year negative impact, we believe our long-term strategy will keep us on target to achieve funding.

Lastly, as we look forward, CFA and the leadership of GNJ are partnering with all boards and agencies to work through the headwinds we face, including disaffiliation, declining church financials and market losses. Our expenditures will continue to be prioritized on those items that drive the GNJ mission and strategy to develop and recruit transformational leaders, which with God’s blessing will lead towards improved church vitality.

Respectfully submitted by:

Vasanth Victor
CF&A President

JUSTICE FOR OUR NEIGHBORS OF THE DELAWARE VALLEY

“The strangers who reside with you shall be to you as your own citizens; you shall love the stranger as yourself, for you were strangers in the land of Egypt.” (Lev. 19:33-34)

Justice For Our Neighbors of the Delaware Valley (JFON-DV) is a proud GNJ Hope Center and United Methodist immigration ministry supported by three annual conferences – GNJ, Eastern PA, and Peninsula-Delaware.

With a team of paid and volunteer lawyers, paralegals, and interpreters, JFON-DV holds free immigration legal consultations at United Methodist churches and community partners around the tri-state area each week. In Greater New Jersey, we were able to hold clinics at five different sites in Bridgeton (First and Trinity UMCs), Pleasantville (Oasis UMC), Hammonton (Con-Vivir Wellness Hub), and Millville (Trinity First Hope Center).

According to the American Immigration Council, “Nearly one in four New Jersey residents is an immigrant.” That equates to more than 2,000,000 people who have had to deal with the labyrinthine and capricious legal system regulating immigrants in this country. Shockingly, more than 90% of immigrants who end up in immigration court come without legal representation, since they have no right to a public defender. The outcomes are predictably poor.

With the help of the GNJAC and the Community Outreach Grant program, we have been able to consult with more than 600 immigrants and their families since opening our doors in 2021. We have been able to offer pro-bono legal representation to more than 170 of them. Thanks to your support and generosity through the connectional system, we can make high-quality immigration legal services available free of charge to some of the most vulnerable people in our communities. Before they come to us, many have paid thousands of dollars to unscrupulous persons who claim to be able to get them a green card and then abscond with the money.

With the continued help of GNJ and its churches, pastors, and parishioners, we expect to serve another 400 in the coming year. JFON-DV handles asylum claims, green card applications, petitions to reunify families, visas for immigrant victims of crime, status for unaccompanied minors and many other kinds of immigration relief. We firmly believe that when issues of legal status are solved, families become more stable, educational outcomes improve, and communities are strengthened.

GNJ pastors can always refer cases to us, and many have done so already, using our main office phone number 814-343-3260 or by helping constituents fill in the online intake form on our website – jfondv.org.

JFON-DV is always seeking to partner with new churches to host clinics and is always recruiting volunteer lawyers, interpreters, hospitality volunteers, grant writers, event planners, web developers, and office support. There are also opportunities to volunteer on our New Jersey Regional Council, which acts as a steering committee for the ministry. If any of these opportunities interest you, please contact Executive Director Rev. Tom Lank at director@jfondv.org.

KOREAN MINISTRY, COMMISSION ON

The Korean Caucus of the Greater New Jersey Annual Conference is an active commission of both pastors with Korean-heritage and the churches they serve. These churches are not limited to Korean United Methodist Churches, as many Korean pastors are appointed to cross-racial/cross-cultural congregations. To equip and support pastors in effective and relevant areas of needs and places, the Commission on Korean Ministry conducts large group meetings and events all year round and operates also in smaller committees: Korean Women Clergy, Korean Pastors Serving Cross-Culturally. We also work hand-in-hand with the Korean Churches Association, Drew Theological School's Korean Students Association and the jurisdictional and national Korean Clergy Association of the UMC.

We have a membership of over 150 active members serving churches and the conference to this day. And our main foundation as a commission is for the following:

1. Organize and host workshops and trainings for pastors and lay leaders serving Korean congregations
2. Raise cultural competency
3. Establish resource development and annual training of laity in Korean UM churches and the conference

On a large-group scale and in smaller committees, our clergy members worked with laity and churches to pave the way through the pandemic years to persist and organize trainings for pastors preparing for effective ministry, empowering congregations, and educating clergy, laity and churches through online workshops and meetings. One of the most important conversations pastors host with fellow pastors is cultural competency as this sets a groundwork of mutuality, accountability and effectiveness in all involved in services and ministry. Cultural competency is a necessary awareness to nurture healthy churches and both the clergy and congregation must work together to make it happen. Therefore, we organize and host opportunities to raise this bar as much as possible.

Although the pandemic certainly challenged us to host physical meetings and interactions and some annual events were diverted to virtual meetings, our members did not slow down in developing resources for churches or on the personal level. Churches with Korean Caucus members and our subcommittees delivered messages of hope, versatility, and mission to raise multi-generational disciples of Jesus Christ.

List of Korean Caucus of GNJAC Officers:

President-Hosuk Chung	hosukc@gmail.com
Vice President-Hyoik Kim	kimhyoik@hotmail.com
General Secretary-Minho Cho	minho1293@gmail.com
Treasurer-Hankil Kim	ephesians0420@gmail.com
Recording Secretary-Eun Young Rosie Pang	mamapang13@gmail.com

In addition, the GNJ Korean Caucus is committed to support vision and goals of GNJ UMC. We offer several events throughout the year to meet the needs of clergy, seminarians, and their congregations in the following ways:

- To empower effective leadership
- To equip dedicated lay leaders
- To cultivate vital congregations
- To create innovative intergenerational ministries
- To develop cultural competence and diversity
- To work with the Conference in close communication to nurture discipleship

- 1 To carry out above objectives, the Korean Caucus of GNJ hosts meetings and events with two subgroups, Korean
2 Women Clergy and Cross Cultural Ministry Clergy, to work alongside (with give and take) active and retired
3 members throughout these year-round events:
4
- 5 A. Laity Leadership Training Workshop for Korean Ministry: Korean Caucus used to hold Laity Leadership Trainings
6 every year. This year, however, we could not get together due to the global pandemic. To continue to equip lay
7 leadership in local churches and to make vital congregations, we published Korean Lay Training Manuals and
8 distributed to each local church
9
- 10 B. Thanksgiving Korean Clergy Worship and Fellowship - We plan Thanksgiving Service with the whole Korean
11 clergy members and their families. Also, we invite Drew Seminarians to give thanks to God together and to
12 recruit young leaders to expand/strengthen our diversity. We have worship Service, prayer, and fellowship time.
13
- 14 C. Korean Thanksgiving Day (Chuseok) - We plan Korean Thanksgiving gatherings with all Korean clergy to have
15 worship and fellowship time. We also share ministry experiences and evangelism ideas.
16
- 17 D. Christmas Covenant and the Future of the United Methodist Church Day with the DS Sangwon Doh and Rev.
18 Dr. Jeffrey Kuan.
19
- 20 E. Gifts for those who read through and transcribe the whole Bible - To encourage all Korean congregations to
21 read and transcribe the Bible.
22
- 23 F. Cross Cultural Ministry Clergy Family Day - For a time of reflection of Cross-Racial/Cross-Cultural Ministry
24 Clergy role as church leaders and how they are able to reshape their leadership role for their local church
25 ministry.
26
- 27 G. Cross Racial Cross Cultural (CRCC) Appointment Korean Clergy Seminar - This Seminar is for Korean Clergy who
28 have been appointed to CRCC ministry to give them advice and support their ministry
29
- 30 H. Korean Women Clergy Day - Leadership Training to equip Korean Women clergies with effective/
31 spiritual leadership.
32
- 33 K. Recruitment of Young Leaders and Seminarians - Korean Caucus has close connections with Korean
34 seminarians in Drew Theological School so that we could lead young leaders to become meaningful parts of
35 GNJUMC Conference. We visited them to support their Opening Worship Service and strengthened Korean
36 young leadership to continue to join in UMC
- 37 • Supporting Korean Caucus of Drew Theological School Opening
 - 38 • Worship Service (Fall 2022) with Korean bags of Rice.
- 39

40 **Submitted by** Hosuk Chung
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NEW JERSEY COALITION OF RELIGIOUS LEADERS

The New Jersey Coalition of Religious Leaders seeks to build informed relationships and collaborate around sacred values uniting us in action for the common good. The Coalition membership reflects the religious diversity of our State including religious leaders from the Christian Orthodox, Hindu, Jewish, Muslim, Protestant, Roman Catholic and Sikh Faith traditions. United Methodist membership includes Bishop John Schol, Rev. Dr. Tanya Bennett, Chair of GNJC Board of Church and Society, Mr Eric Drew, Director of GNJC Connectional Ministries and Rev. Jack Johnson who serves as Coordinator of the Coalition.

The work and programs of the Coalition over the past year-and-a-half addressed issues of our community life together and advocated for issues of social justice that impact the common good. Coalition meetings with elected state political leadership included meeting with Governor Phil Murphy, New Jersey State Senate President Nicholas Scutari, Republican Leader, Senator Jon Bramick, Assembly Speaker Craig Coughlin, and Assembly Woman Nancy Munoz. Issues that we have addressed in these meetings include advocating for a reparations study task force, criminal justice reform including the issue of expungement of certain criminal records, as well as addressing the Issues of affordable housing, school desegregation, and environmental justice.

The Coalition has established a Faith Based Advocacy Roundtable that collaborates together on issues of public policy. Coalition member groups include: Religious Action Center of Reformed Judaism of N. J.; Salvation and Social Justice; N.J. Fair Share Housing; N.J. Coalition of Latino Pastors and Ministers; UUA Faith Action of N.J.; Sikh American Legal Defense and Educational Fund; N.J. Catholic Conference; and Faith in N.J.

Our fall 2022 program addressed the issue of “Food Insecurity”. A panel moderated by Dr. Tanya Bennett included Tara Colton, Administrator of the NJEDA Food Desert Relief Act; Mark Dinglasan, Director of the N.J. Office of Food Security; Lisa Pitz, Director for Food Action/Hunger Free N.J.; Carlos Rodriguez, President and CEO of the Community Food Bank of N.J.

One program that highlighted the building of collegial relationships between faith leaders included a virtual gathering addressing “Pandemic Fatigue Blessings and What Our Time Post-Covid Might Look Like.” Our guest facilitator Was Dr. Betsy Stone, clinical psychologist, teacher, writer and adjunct faculty member of Hebrew Union college.

Our most highlighted program of the year was the gathering to “ All Our Prayers to Ukraine.” Our honored guest was Archbishop Daniel of the Ukrainian Orthodox Church USA. The prayer service included Coalition leadership from the Christian, Jewish, Muslim, Hindu and Sikh faith communities surrounding Archbishop Daniel and sharing prayers from their faith traditions. The Archbishop addressed the crisis of war in Ukraine and extended an invitation for our fall gathering to meet at the Ukrainian Cultural Center in Somerset N.J.

Perhaps the most important action of the Coalition this year was the launching in the fall a strategic planning initiative, “Planning Our Future Together 2022-2026.” Primary funding for this initiative came from the Russell Berrie Foundation as well as member organizations of the Coalition including GNJC.

We have engaged Common Cause Consultants to work with our Strategic Planing Team that recommended the way forward for our Coalition at our Fall 2022 Gathering. We look forward to expanding our membership and strengthening our moral witness grounded in our faith traditions for the common good.

NEXT GENERATION MINISTRIES

The past year has been a time of prayer, relaunching and new possibilities for Next Generation Ministries. In 2022, the Next Gen nonprofit was dormant. Although all activities and finances are running within GNJ, the board of trustees continues to meet quarterly to provide oversight, strategic direction and make key decisions. Working in this way has alleviated organizational costs and activities so that staff, programs, and funds focus on supporting youth programming and local churches.

We were excited to be back in Wildwood, NJ for IGNITE 2022. More than 700 people from over 60 congregations were back for IGNITE. In addition, groups from Eastern PA, New York Annual Conference and the Upper New York Annual Conference attended. 2022 was an excellent beginning and the team has been working hard for 2023 to be the best IGNITE yet.

In addition to work on IGNITE, Next Gen is supporting GNJ's Safe Sanctuaries work. In the past year we brought on an hourly staff person to review local church policies and work on updates in GNJ policy and available resources. These can be found in the Safe Sanctuaries legislation and related reports. GNJ and Next Gen are committed to keeping children, young people, and all adults safe in our activities and local churches. Last year we reported that The Pinelands Center was closed due to decreased program engagement, staff reductions, multiple critical maintenance projects, and the loss of significant revenue from rentals to area schools. Further investigation found over \$2M in deferred maintenance costs and as much as an additional \$2-4M investment necessary for the property to become a sustainable camp and retreat center. Due to these realities, we have decided to sell the camp.

One reason we were able to make the decision about The Pinelands Center is the opportunity to partner in camping ministry with Eastern PA. EPA has 4 strong camp and retreat centers. Early opportunities for affiliation included IGNITE 2022; Eastern PA sent congregations and key conference leaders to attend. In 2023, GNJ will send students to camps in Eastern PA. With GNJ's strong IGNITE program and EPA's strong camps, we are confident that affiliation, collaboration and turn-around in young people's ministries is just beginning. As we do look forward to the future of Next Generation Ministries, we recommit ourselves to the work outlined and goals set in GNJ's 10 Year Next Generation Ministries Plan passed in 2017. Since then, we have made pivots and implemented learnings, but we continue to believe that the next generation of disciples are the leaders that the church needs today. Since the passing of the 10-year plan, we have regularly reported 3-year goals and progress. A report on our progress and goals for 2022-2025 are:

Goals and accomplishments from 2020 to 2022:

Youth Ministry

- 2,500 participants attend IGNITE 2022
 - We had 700 IGNITE 2022 participants.
- 200 youth and youth leaders in leadership and faith development opportunities
 - Approximately 120 leaders receive a weekly resourcing newsletter
- 100 youth and youth leaders are serving in leadership through IGNITE Communities, internships and more.
 - IGNITE Communities have not been meeting since the pandemic.
- Move the IGNITE Conference to financial sustainability by aligning revenue and expenses so that Next Gen has the financial capacity to grow its mission beyond IGNITE.
 - IGNITE has partnered with the New York AC and is working with Eastern PA. Registration numbers have not moved us toward sustainability.

- 1 Camping and Retreat Ministry
- 2 • Minister to 400 campers through Next Gen Summer Camps with excellent programming, passionate
- 3 summer staff, and opportunities for campers to connect, grow, and lead so that campers go home with a
- 4 heart on fire for Jesus and growing in faith and leadership.
- 5 o We were not able to run sustainable camping programs
- 6 • Minister to 200 campers through Next Gen Retreats during the school year with excellent programming
- 7 that challenges campers to go deeper in their faith so that campers grow a mature faith and are prepared
- 8 for leadership in ministry
- 9 o We were not able to run sustainable retreat programs
- 10 • 60 Students serving on Camping & Retreat Leadership Teams by 2023
- 11 o We were not able to run sustainable camp and retreat programs
- 12 • Move the camping ministry to financial sustainability so that Next Generation Ministries retains the
- 13 capacity to make disciples and ministry leaders through camps and retreats for years to come
- 14 o We were not able to run sustainable camp and retreat programs
- 15
- 16 Campus Ministry
- 17 • Network of 10 Campus ministries receiving resources and participating in retreats and coaching so that
- 18 they are regularly gathering 50 students on campus.
- 19 o Current Campus Ministries: 4
- 20 • 50 college students practice their faith through mission work, community service, or volunteering for
- 21 Next Gen outside of their regular campus ministry.
- 22 o There are 5 IGNITE Squad members who are in college
- 23 • 40 participants graduate from Mosaic Ministries
- 24 o Since 2016: 40 participants
- 25
- 26 Goals for 2023 to 2025:
- 27 - 1,400 attendees at IGNITE 2025
- 28 - Increase number of youth reported in GNJ from 3,600 to 4,500
- 29 - Send 300 students to summer camps in Eastern PA
- 30 - Review and approve all GNJ local church Safe Sanctuaries policies to align with the new GNJ policy and
- 31 resources
- 32 - Work with 6 Campus Ministries
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- 34 **Respectfully submitted,**
- 35 Sam Perez, Next Gen Chairperson
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PENSION AND HEALTH BENEFITS, BOARD OF

2023 Health Insurance Guidelines, Conference Board of Pension and Health Benefits

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

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

I. ELIGIBILITY

1. Clergy Eligibility:

- 1) Active clergy under full-time episcopal appointment to serve a local church including Elders, Deacons, Local Pastors, Associate Members, and Provisional Members
- 2) Those under full-time appointment as district superintendents, clergy staff members of Conference councils and boards, treasurers, bishop's assistants, or directors of parish development, general evangelists and campus ministers for whom the Conference provides pension contribution to the Clergy Retirement Security Program (CRSP) who are:
 - a full elder or associate member (other than a missionary) (Book of Discipline ¶344.1a(1))
 - or an ordained clergyperson from another annual conference or another Methodist denomination (Book of Discipline ¶344.1a(1), ¶346.1)
 - an ordained clergyperson from another denomination if not covered by the group health plan of the denomination to which he/she belongs. (Book of Discipline ¶344.1a(1), ¶346.2)
- 3) Enrollment in the Active health insurance plan must be completed within 31 days of appointment
- 4) Waiving coverage in the Plan - Contact the Benefits Assistant for required documents. Documents must be completed and returned within enrollment deadline periods
 - within 31 days of initial eligibility; or
 - once per year during the Conference open enrollment period for the following January 1; or
 - within 31 days of an open enrollment period for a spouse's plan; beginning January 1, 2016.
 - see PREMIUM PAYMENT RESPONSIBILITY – ACTIVE for Waived Coverage Fees.
- a) Participant must certify that:
 - The plan is through a former employment or a spouse's current or former employment. Proof of such coverage is required.
 - The plan is not a marketplace plan. Under these guidelines and marketplace rules, Full-time clergy are ineligible for any Premium Tax Credit.
- b) Re-admittance to the plan is during any open enrollment period, or within 31 days of a Special Enrollment event (loss of other coverage, employment status change, divorce, death of a spouse, or gain a dependent).
- 5) Clergy in any category under episcopal appointment to full-time service in an Extension Ministry [¶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 31 days of initial appointment. Late enrollments are permitted only during the Annual Election Period or in the case of a Special Enrollment event = loss of other coverage, employment status change, divorce, death of a spouse, or gain a dependent.
- 6) Part-time clergy in any category are not eligible for coverage through the Plan.

2. Ministerial members who are placed on Medical Leave status by the Conference shall continue enrollment in

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

3. Clergy in Retired Status may be in the Plan if they were under full-time appointment for 20 years and appointed full-time through the Conference for the last 10 years with annuity credit immediately prior to retiring; *provided, however, that:*

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

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

i. they retired after July 1, 2021,

ii. they were at least 62 years old as of July 1, 2021, and

iii. they had at least 15 but less than 20 years of full-time appointment, *provided that*

Such retirees must pay such additional premiums or charges as may be established annually by the Board of Pensions and Health Benefits.

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

i. they retired after July 1, 2021,

ii. they were at least 62 years old as of July 1, 2021,

iii. they had at least 7 but less than 15 years service of full-time appointment; provided that

1. Such retirees must pay 100% of any and all fees, charges, premiums and other requirements for participation established by the Board of Pensions and Health Benefits; and

2. Such retirees under this paragraph (c) also shall not receive any financial credit or contribution toward the cost of the Plan.

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

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

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

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

c. Retired lay employees of the Conference, local churches, Conference-affiliated UM institutions, the episcopal office, units of the Conference whose lay employees are not on the Conference payroll and the surviving spouse of such employees, may participate in the Plan provided they have received or will receive a UMPIP benefit from Wespeth Benefits and Investments through their salary-paying unit and if

- 1 they were employed full-time for 20 years and employed full-time through the Conference for the last
2 10 years with immediately prior to retiring provided, however, that:
- 3 d. Lay employees in retired status may also be in the plan if they retired on or before July 1, 2021
4 (provided that their participation shall be subject to the provisions of Part II and III below);
- 5 e. Lay employees in retired status may also be in the plan (subject to the provisions of Part II and III below)
6 if:
- 7 i. they retired after July 1, 2021,
8 ii. they were at least 62 years old as of July 1, 2021, and
9 iii. they had at least 15 but less than 20 years of full-time appointment; *provided that*
10 *iv. Such retirees must pay such additional premiums or charges as may be established annually by the*
11 *Board of Pensions and Health Benefits.*
- 12 f. Lay employees in retired status may also be in the plan (subject to the provisions of Part II and III below)
13 if:
- 14 i. they retired after July 1, 2021,
15 ii. they were at least 62 years old as of July 1, 2021,
16 iii. they had at least 7 but less than 15 years service of full-time appointment, provided that
- 17 a. Such retirees must pay 100% of any and all fees, charges, premiums and other requirements
18 for participation established by the Board of Pensions and Health Benefits; and
19 b. Such retirees under this paragraph (c) also shall not receive any financial credit or
20 contribution toward the cost of the Plan.

- 21
- 22 **5. Dependents eligible for coverage** in the Conference Plan are limited to the spouse, children who are qualified
23 adult dependents, and children who are under age 26. Dependents may be added only during the Annual
24 Election Period as allowed by the Plan, or in the case of a Special Enrollment event - loss of other coverage,
25 employment status change, divorce, death of a spouse, or gain a dependent. If an annuitant marries (remarries),
26 coverage of spouse and/or children may be available and premium for dependents is at the retiree's expense.

27

28 **II. PREMIUM PAYMENT RESPONSIBILITY – ANNUITANTS**

29 The Conference Board of Pension and Health Benefits shall establish rates of premiums for the participants, based
30 upon the premiums charged by the insurance carrier(s).
31

32 Unless it has already been stated above under Eligibility, the Conference shall pay the premiums for all eligible
33 enrolled annuitants of the Conference, lay or ministerial, from appropriate funds.
34

- 35 A. A Clergy person age 65 or older, becoming an annuitant after July 1, 2021, who has 20 full-time
36 approved years with annuity credit in (CRSP), the Clergy Retirement Security Program (includes prior
37 plans), with Wespeth Benefits and Investments, shall receive health insurance coverage under the
38 Plan. Monthly premium for Part A if any, and for Part B (both required) is a personal expense.
39

- 40 1. Annuitants age 65 or older who retired on or before July 1, 2021 shall continue to pay and be
41 responsible for a percentage designated by the Board for each year short of 20 full-time years
42 of service. The 2023 percentage will remain at 5%. The percentage will be reviewed annually
43 by the Board.

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

- 49 1. A lay retired participant age 65 or older who retired on or before July 1, 2021 shall continue
50 to pay and be responsible for a percentage designated by the Board for each year short of

20 years of full-time service. The 2023 percentage will remain at 5%. The percentage will be reviewed annually by the Board.

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

1. Eligible annuitants under the age of 65 who retired on or before July 1, 2021 shall continue to pay and be responsible for the annual fixed amount determined in the year of retirement until the annuitant reach age 65. Premium payment for those that have less than 20 years of full-time service shall continue to pay 5% for each year short of 20 years of full-time service. Annuitants paying for the annual percentage for which they are short of 20 years of full-time service are subject to annual increase set by the Board of Pensions.
2. Eligible annuitants under the age of 65 who retired after July 1, 2021 shall pay the amount equal to the actual plan premium rate set by Wespeth Benefits and Investments until the annuitant reach age 65. The plan is subject to annual increases.
3. Eligible annuitants who retired after July 1, 2021, *and*, as of July 1, 2021, were at least 62 years old and had at least 15 but less than 20 years of full-time appointment, see Part I paragraph 3(b) or 4(e).
4. Eligible annuitants who retired after July 1, 2021, *and*, as of July 1, 2021, were at least 62 years old with at least 7 of service but less than 15 years net credited service under full-time appointment, see Part I paragraph 3(c) or 4(f).

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

III. PREMIUM PAYMENT RESPONSIBILITY – PRE-ANNUITY RETIREES

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

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

IV. PREMIUM PAYMENT RESPONSIBILITY – ACTIVE

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

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

- A. Each church shall pay the premium(s) or Waived Participation Fee(s) (which is equal to the blended premium) of each of its full-time appointed clergy (including clergy spouse and dependent children if enrolled) who are either a full, provisional, or associate member of the Conference or a local pastor.
 1. The salary paying unit shall also be responsible for remitting premium for its lay employees who are enrolled in the Plan.
 2. Plan participants are to pay the amount of their share of the premium in excess of the premium credit provided by the HealthFlex Exchange default plan selected by the BOPHB. The local church will deduct the funds from the participant's compensation and remit the participants' share to the Annual Conference on a monthly basis.
- B. Each eligible enrollee, whose fees are not paid as provided above, shall pay his or her own premiums either directly or with employer participation. In every case, the individual enrollee is responsible for seeing that payment of his or her own premium is made if the party with PRIME responsibility fails to

1 make the payment.

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

- 5 **A. Voluntary and Involuntary Termination** - If a person's participation in the Plan ceases due to voluntary
6 or involuntary termination of Conference membership or employment or discharge or removal from the
7 Annual Conference, Continuation Coverage for health insurance may be available through application to
8 HealthFlex.
- 9 **B. Loss of Dependent Status** - If a dependent's participation in the Plan ceases due to divorce or to
10 attaining the limiting age, Continuation Coverage may be available through application to HealthFlex.
- 11 **C. Medical Leave** - See #2 under Eligibility.
- 12 **D. Leave of Absence (§353 and §354)** - Clergy placed on voluntary leave of absence (personal, family, or
13 transitional) or involuntary leave of absence may continue in the Plan for a period of twelve months,
14 provided they pay the premiums. Continuation Coverage for up to an additional 12 months may be
15 available through application to HealthFlex. Leave of absence is not an appointment, causes a break in
16 appointment years, and does not accrue annuity credit towards health benefits in retirement.
- 17 **E. Sabbatical Leave (§351)** Clergy placed on sabbatical leave may continue in the Plan for a period of
18 twelve months, provided they pay the premiums. Continuation coverage may be available through
19 application to HealthFlex. Sabbatical leave is not a break in appointment years for the purposes of health
20 benefits in retirement.
- 21 **F. Death** - Surviving spouses of clergy members are subject to the same rules (see Eligibility Guidelines #1
22 and 3) as the clergy member. Surviving spouses of lay employees of the Conference and District offices
23 are subject to the same rules (see Eligibility Guideline #4 c) as the lay employee.

24
25 **VI. ADMINISTRATION**

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

31
32 The Benefits Officer and Administrator for the Conference Plan is the Chief Financial Officer/Conference
33 Treasurer. The Benefits Officer shall be a member of the Conference Board of Pension and Health Benefits
34 without a vote. He/she shall be responsible for promptly enrolling all eligible persons, for collecting all amounts
35 due from churches, agencies or individuals for participation in the Plan, for arranging for their prompt deposit
36 in a Conference account, for checking all billings from the Insurance Carrier to certify their completeness and
37 accuracy and for making proper remittances on schedule for the Plan; and such Officer shall delete from the Plan
38 any enrollee whose premium is not paid by the end of the month for which the premium is due. Termination is
39 effective the first day of the month for which no payment has been received.

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41 **Submitted by,** Rev. Jennifer Cho, Chair, Board of Pension and Health Benefits
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SAINT PAUL SCHOOL OF THEOLOGY

Educating tomorrow's leaders by offering on-campus, online, and hybrid learning courses at a FLEXible schedule, Saint Paul School of Theology is a seminary serving a diverse community committed to the formation of people for innovative, creative ministry through rigorous academic life. Grounded in the academic study of faith and ministry, theology is practiced in a traditional classroom and in remote spaces. Our contextual curriculum features Ministry Collaboration Groups, Practicums, Spiritual Formation Retreats, and Seminars. Students learn from dedicated faculty, experienced pastors, and community leaders about best ministry practices leaving our graduates with the tools and first-hand experience necessary to meet the needs of a changing world.

We continue to implement the changes the last few years have integrated into our daily lives. Our weekly chapel service utilizes a hybrid format, where participants may join in-person or online, allowing staff and students to come together as one institution where all are invited to create a sacred atmosphere from wherever they are. In addition, Saint Paul offers weekly Spiritual Formation allowing students to engage in spiritual practices led by Rev. Jen Logsdon-Kellogg. Some practices will take us outdoors or to other sacred spaces, and others will have us connect with community leaders.

Saint Paul welcomed over 30 new students for the 2022-2023 academic year. Enrollment remained solid for the Master of Divinity (MDiv) degree program with promising growth on our Oklahoma campus. With COVID-19 restrictions lifted yet monitored, prospective students returned to in-person visits on both campuses, experiencing community meals, worship, and the newly implemented "Hammock ministry" on the Oklahoma campus. The Admissions team continues to expand travel to meet new students, including the Carolinas, Washington, D.C., and various parts of Texas.

This year we have focused on strengthening the Master of Arts in Christian Ministry by creating two specializations: Women, Society, and Church; and Social Justice and Advocacy. In each case, the student takes 22 hours of MACM required courses, and then the remaining 12 hours of the degree are comprised of courses focusing upon the specialization. The two existing specializations, Prophetic Witness and Service; and Deacon Ministries, will continue to be offered as well. The Women, Society, and Church Studies specialization is also available in the MDiv program, as is a specialization in Wesleyan Studies.

Saint Paul staff and faculty continue contributing to the academy, church, and society. This year, we welcomed Rev. Dr. Sharon Betsworth as our new Vice President for Academic Affairs and Dean and Professor of New Testament. The faculty of Saint Paul School of Theology maintains high standards of scholarship, research, publication, and engagement. Over the past year, their many activities and publications have been so numerous that space permits only sharing selected highlights.

Rev. Dr. Sharon Betsworth co-authored a journal article with Julie Faith Parker, "'Where Have All the Young Girls Gone?' Discovering the Girls of the Bible through Childist Analysis of Exodus 2 and Mark 5-7," in *Journal of Feminist Studies in Religion* 38, no. 2 (Fall 2022).

Dr. Casey Sigmon, Assistant Professor of Preaching and Worship and Director of Contextual Education, was the keynote speaker for the United Methodist Church Missouri Preaching Academy "Offering the Word to a Digital World." She published "Failure to Discern the Online/Hybrid Body: A Captivity of the Eucharist" for the special issue of *Currents in Theology and Mission: Eucharist and Online Worship: Toward Extended Theological Reflection*, vol. 50, no. 1 (2023) and published the chapter "Liturgical Authority and the Table in the Christian Church (Disciples of Christ)" in *Liturgical Authority in Free Church Traditions*, edited by Sarah Johnson and Andrew Wymer, Calvin Worship and Witness Series.

1 Dr. Joshua Bartholomew, Assistant Professor of Ethics, Church, and Society, led a “Race, Liberation, and Political
2 Economics” series at Second Presbyterian. He also spoke at The Open Table KC on “Race, Liberation, and
3 Economics.”
4

5 Dr. Amy Oden, Adjunct Professor of Early Church History and Spirituality, was a guest speaker at numerous
6 events around the country this year, including at a Five Day Academy for Spiritual Formation in Oklahoma, the
7 Beyond Conference in St. Louis, and the Academy for Spiritual Formation in Alabama.
8

9 In October, Saint Paul hosted a forum on “Innovative, Creative Ministry” featuring alumni Matt Austin ‘18, Fabian
10 Gonzalez ‘20, Bo Ireland ‘18, Matt Patrick ‘18, & Abby Peper ‘22, with each sharing their personal stories of
11 innovation in ministry. In November, Saint Paul Evangelical Society, led by Dr. Israel Kamudzandu, hosted a forum
12 given by Rev. Mike Slaughter, former lead pastor at Ginghamburg Church, on “Spiritual Awakening: the here and
13 the not yet.” Later in the year, the Evangelical Society hosted a lecture featuring Dr. Cheryl Bridges Johns, Visiting
14 Professor of Pentecostal Studies and Director of the Global Pentecostal House of Study at United Theological
15 Seminary. And on May 12, Saint Paul again held a hybrid commencement celebration via Zoom, allowing
16 graduates to come together from both campuses with attendees viewing from around the country. During the
17 ceremony, we honored the 2023 Distinguished Graduate Award Winner and Commencement Speaker Bishop
18 Delores J. “Dee” Williamston.
19

20 Saint Paul Board of Trustees changed leadership this year as long-time faculty and board member Rev. Dr.
21 Tex Sample concluded his term as chair of the Board. Dr. Amy Hogan, Professor of Education and Dean of the
22 School of Education at Ottawa University, has succeeded him as chair. Dr. Hogan possesses a deep reservoir of
23 experience in teaching, research, and accreditation. In response to President Neil Blair’s announcement that he
24 will retire on December 31, 2023, Dr. Hogan appointed a search committee composed of faculty, staff, students,
25 and trustees charged with identifying Saint Paul’s next president. The search committee is currently conferring
26 with Saint Paul’s constituent groups to prepare the position prospectus that will describe Saint Paul’s needs and
27 aspirations to candidates.
28

29 In September 2022, Saint Paul School of Theology hosted a review team from the Higher Learning Commission
30 (HLC), one of Saint Paul’s primary accreditation agencies, as part of the Seminary’s regular reaffirmation cycle.
31 On November 18, 2022, the Higher Learning Commission notified Saint Paul that the Commission “continued the
32 accreditation of Saint Paul School of Theology with the next Reaffirmation of Accreditation in 2028-2029.” The
33 Seminary’s Board of Trustees also devoted considerable time to improving its governance capacity. For example,
34 in April 2022, trustees invested a significant portion of their meeting in a facilitated Emotional Intelligence
35 and Trust-Building workshop. The workshop was led by Gail Parker, a noted management consultant who has
36 worked with clients such as KPMG, Goldman Sachs, and Disney, among many others. In October 2022, former
37 executive director of the Association of Theological Schools, Dan Aleshire, offered an overview of demographic
38 and enrollment trends in the nation’s seminaries, focusing on how those trends affect institutions’ diversity,
39 equity, and inclusion initiatives. As these activities suggest, the Board remains deeply committed to enhancing its
40 capabilities to guide Saint Paul effectively and knowledgeably.
41

42 We are happy to report that Saint Paul School of Theology is financially sound. We operate with a balanced
43 budget, no debt, and an endowment 9-10 times the size of our annual expenses. As always, we continue to
44 be grateful for donations from the community that provide technology, scholarships, and evolving academic
45 programs to students. As of the close of 2022, over one hundred alumni and friends of Saint Paul contributed
46 more than \$60,000 to create the Tex and Peggy Sample Endowed Scholarship Fund honoring the life and work of
47 Tex and Peggy Sample. Sustainability has been our focus over the past five years, and we have achieved our goal.
48 Investments in our future bring exciting new opportunities for our students, staff, and faculty. Our significant
49 technological investments have allowed us to maintain a hybrid educational delivery model providing a flexible
50 working arrangement for our students.

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2 We are continuing to enhance our partnership with Zoom and Neat. Late last Spring, in conjunction with our
3 Neat Board electronic whiteboards and Neat Bars, we implemented Neat's newest product, their Neat Bar
4 Pros, in our large classrooms. These new bars are designed to offer a superior video and audio experience in
5 large spaces and the ability to output to multiple large screens to enhance the overall classroom experience
6 significantly. We have rolled out additional Zoom Room Neat Boards in numerous common areas to encourage
7 ad-hoc use of the technology for breakout groups and other miscellaneous meetings between our two campuses
8 and remote students. One of the best features of this technology is its ability to receive automatic real-time over-
9 the-air features upgrades. Several significant enhancements have rolled out this past year, including improved
10 voice cancellation, Zoom Room Breakout Groups, real-time Closed Captions with transcripts, and updated use
11 of AI to split each in-classroom student into their individual zoomed-in Zoom window. In addition, our Neat
12 equipment continuously monitors several environmental factors within our classrooms; air quality, temperature,
13 humidity, VOC, and CO2, as well as being able to tell if the classrooms are occupied and how many individuals are
14 in the room. We can also monitor the audio/video quality and network connectivity in each of our classrooms,
15 as well as the connection quality for all remote students attending the class. We are excited about the additional
16 enhancements that will come to our classrooms from Neat and Zoom over this next year and look forward to our
17 continued partnership with Neat and Zoom on this groundbreaking technology.

18
19 Saint Paul School of Theology is blessed to be your partner in ministry and help those seeking to discover more
20 and answer the call. We are grateful for your support of our students and our seminary. May we continue to live
21 into the call of Jesus Christ to be faithful witnesses for generations to come.

22
23 President Neil Blair, Saint Paul trustees, faculty, staff, alumni, and students thank you for your prayers and
24 support.

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TRUSTEES, BOARD OF

The Board of Trustees follows all disciplinary requirements when disposing property and may use any or all of the following.

1. A licensed realtor.
2. Multiple Listing Service (MLS).
3. Contacting interested parties or churches in the area.
4. Contacting developers in the area.
5. Contacts made with the property staff
6. A price set in consultation with the realtor and approved by the Board of Trustees.
7. When a sale price is offered lower than the asking price, final sale price is approved by the Board of Trustees.

When a property is sold to another United Methodist Church, or an individual or organization affiliated with GNJ, an appraisal is developed using comparable properties in the area to set a price that will maximize income for the mission and ministry of the conference except in some cases when the property is sold or donated to another United Methodist Church. When a sale is made or the property donated, all disciplinary mandates are followed and the trustees review the sale to ensure that the sale or donation is in the best interest of the GNJ mission.

The following schedules are included in the pages following this report:

- 2022 GNJ Schedule of Properties Sold listing the details of the property sold during 2022, including how the net proceeds were invested in accordance with the budget and GNJ Designated Fund policy and procedure.
- Report of Current Holdings as of 1/10/23 listing properties currently available for sale, problematic properties (challenging to sell), rentals and other.

In other business, the Trustees:

- In consultation with our insurance brokers Sovereign Insurance Group, the Board of Trustees voted to continue to use Church Mutual Insurance for the group insurance program which includes property, management liability (Directors & Officers), workers compensation and umbrella policies.
- In partnership with the Nominees Committee, assisted in the formation of the Stewards of the St. John's Fund, tasked with overseeing the transfer of property to the Lenni Lenape Tribal Nation and administering the St. John UMC Fund in accordance with the "St. John UMC Fund Legislation" passed at the May 2022 Annual Conference.

Submitted by,

Mathew Enzler, Chair, Board of Trustees

2022 GNJ Schedule of Properties Sold								
Property Name	Gross Sales Price	Net Proceeds (HUD)	Due to GNJ (1)	Net Cash	CMA Average (2)	Listing Price	Buyer's Name	Buyer's Relationship with GNJ
701 D Street (Bishop Residence) Belmar NJ	\$803,000	\$645,648	(\$59,831)	\$585,817	\$700,000		John & Beverly Schol	Bishop
Emleys Hill UMC: 69 Emleys Hill Road, Cream Ridge, NJ 08514	\$325,000	\$306,810	(\$168,940)	\$137,870	\$700,000	\$500,000	Emleys Hill Property LLC	N/A
Glendale UMC: 615 Berlin Road, Voorhees, NJ 08043	\$245,000	\$229,544	(\$17,719)	\$211,825	(3)	\$264,000	Seventh Day Holy Ghost Church Inc	N/A
Verga UMC: 1391 Crown Point Rd, Westville, NJ 08093	\$185,000	\$172,750	(\$1,545)	\$171,205	\$187,500	\$185,000	The Genesis Vision	N/A
Dunellen UMC: 150 Dunellen Ave, Dunellen NJ 08812	\$1,355,000	\$1,273,350	(\$54,925)	\$1,218,425	\$2,225,000	\$2,000,000	Titan Management Group	N/A
Eldred UMC: 8-12 Eldred -Yulan rd Highland NY	\$50,000	\$44,795	(\$21,359)	\$23,436	\$45,000	\$49,000	BFRG,LLC	N/A
Elm UMC: 622 S White Horse Pike, Hammonnton NJ	\$0	\$0	\$0	\$0	\$45,000	\$50,000	Heir to the property discovered at title search; reverter clause/quit claim deed to heir	
Wesley UMC:670 Centre St, Trenton NJ 08611	\$465,000	\$437,013	(\$5,789)	\$431,224	\$475,000	\$495,000	Iglesia Evangelical Santidad Jehova NJ	N/A
Embury Umc:140 Haddon ave, Collinswood NJ08108	\$370,100	\$343,858	(\$3,357)	\$340,500	\$425,000	\$420,000	Ro Ro Ro, LLC	N/A

Total \$3,798,100 **\$3,453,767 (\$333,463)** **\$3,120,303**
2022 Operating Budget Cash Usage \$1,732,000

Net Cash Invested	Budgeted Investment	
Investment allocation per 2022 budget:	\$2,036,880	Shortfall to budget; one property held up in legal issue related to a reverter clause
Retiree Health Fund	\$1,873,930	
Harvest Mission Fund	\$40,738	92%
Strategic Discipline Making Fund	\$40,738	2%
Property Operational Reserve	\$40,738	2%
Property Redevelopment Fund	\$40,738	2%
	\$40,738	2%

(1) Due to GNJ = past due billings, maintenance/repair work completed and/or initial investment (in conference purchased parsonages/buildings)
(2) CMA = Competitive Market Analysis completed by a licensed realtor
(3) No formal CMA; professional broker's opinion of \$244,900 provided given lack of comparable properties in the area.

Board of Trustees
Report of Current Holding as of 1/10/2023

AVAILABLE PROPERTIES

Church Name	Address	County	Realtor	Listing Price	Notes
Ellisdale UMC	926 Province Line Rd Allentown NJ	Monmouth	Valerie Vargas KW 917-217-0599	\$325,000	* See note below
Mt Fern UMC	443 Quaker Church Rd Randolph NJ	Morris			Temporarily removed listing pending reverter clause investigation. Still working with finding the heirs via Genealogy search

- Ellisdale UMC- This property has a hall built separate from the church that is actually being held by a steel cable; a cemetery in the back accessible only thru the property. Former Ellisdale UMC trustees formed a cemetery association and want to continue to care for the cemetery. Water well is too close to the septic tank.

UNDER CONTRACT

Church Name	Address	County	Realtor	Listing Price	Notes
Viola UMC	159 Viola Rd, Suffern NY	Rockland	John Brito KW 908-242-7063	\$1,125,000.00	U/C \$1,175,000.00 Waiting on NY Att General

Properties with issues

Church Name	Address	County	Realtor	Listing Price	Notes
House in Mansfield	267 Main St. Port Murray	Warren			City continues to send notices of foreclosure due to nonpayment of taxes even after many attempts to inform them the property does not belong to GNJUMC
Land in Roxbury	6 Oneida Roxbury	Morris			Property has no value
1st Salem UMC	152 Yorke Street Salem NJ	Salem			Property has no value Our attorney is waiting on information from the Tax accessor to see if it can be gifted to the city

Board of Trustees
Report of Current Holding as of 1/10/2023

Rentals

Church Name	Address	County	Realtor	Listing Price	Notes
Woodruff UMC	4 E Finley Rd Bridgeton NJ	Cumberland	Rented to Victory Assembly of God		\$1,500/ month plus utilities We need to replace the heater (major expense)
Ewan UMC	325 Ewan Road Ewan	Gloucester			Started at \$1,200 and now \$800 because of Covid.

Other Conference Properties:

- District Parsonages:
 - Cape Atlantic - rented to Oasis UMC
 - Central - board approved Bishop Hector Burgos, with clergy spouse still under GNJ appointment, to remain in parsonage through June 2023 as his family transitions to Upper NY Conference.
 - Raritan Valley
 - Gateway North
 - Northern Shore - temporarily being used by DS Ronell Howard during Bishop Hector Burgos' transition to NY; will move to Central in July
 - Mission Resource Center (MRC) - working on resolving water leaks around perimeter
- Cemeteries:
 - Mt Zion Methodist Cemetery, Lower Twp- Cape May
 - Estelleville Methodist Cemetery, Estelle Manor City
 - Pointville Cemetery, New Hanover Twp. (owned by Pointville Cemetery Association and cared for by Joint Base McGuire) according to research done in 2016
 - Whitesville Methodist Cemetery, Jackson Twp
 - Wrightstown Cemetery, Wrightstown
- Other:
 - Bethel UMC- Camden closed; awaiting proposal from DS Conaway
- JOH Properties – offered to tribe; awaiting response
 - Center Grove UMC- Millville
 - Woodruff UMC- Bridgeton

1 UNITED METHODIST MEN

2
3 Through Christ, with Christ, in Christ, in the unity of God, the Holy Spirit, all glory and honor are yours, almighty
4 God forever and ever. In the name of God the Father, God the Son and God the Holy Spirit, Amen.
5

6 The purpose of U M Men is to make disciples for Lord Jesus Christ. The main office is in Nashville TN. It is the
7 General Commission on United Methodist Men (GCUMM).
8

9 The Book of Discipline of UMC states that each Church, District, Annual, and Jurisdictional Conference must
10 have a UM Men's organization. In our GNJAC, few churches have UM Men group active and chartered with
11 GCUMM. Few local churches have active UM Men's units that have not been chartered with GCUMM. A lot of
12 churches do not have an active UM Men in their local churches. At present, we have four districts and an annual
13 conference with no UM Men agency. No constitution and By-laws.
14

15 Each United Methodist man should a member of UM Men. The good news is in our GNJAC we have a lot of
16 men, the sad news is they are not active and connected with this agency. Firstly, forming a UMM in our GNJAC
17 is not an easy task. Besides the UM Men president, there needs to be an executive committee, including all the
18 officers. In the same way, we have four districts and executive committees. It is not the time to call for a general
19 election and fill up all the positions. It takes time. Inld Testament Moses' father-in-law gave him advice and he
20 obeyed. Exodus 18: 19, 20a, 21 and 25.
21

22 Next year, March 23, 2024, Saturday before Palm Sunday I am planning to have a UM Men big gathering and
23 a general election. All men will gather in one place and we will work with the Communications team, District
24 Superintendents, and even invite Bishop Schol. We hope that the following month there will be a UMM training
25 retreat for elected officers and others.
26

27 To communicate with each man, in our GNJAC I started a ZOOM meeting, on the **last Tuesday** of each month
28 at **7 PM**. There was a poor response, but it will continue for 2023.
29

30 **ZOOM ID is 898 6246 3197 and the passcode is 3Q2HzB.**
31

32 Goal: To start, dollar day annual campaign for 145 days. At the end of the 145th day, each person will
33 save \$ 145.00. From that, he pays \$ 45.00 for his EMS annual dues to GCUMM. (EMS) **Every Man Shares**
34 through **Evangelism, Mission, and Spiritual Life**). AND \$100.00 will go to the conference office for use in
35 Conference and district activities and to offer scholarships to our youth.
36

37 This is not an easy task to restart UM Men in our GNJAC. We need a lot of manpower and help from other
38 agencies of our connexional team.
39

40 Please support and pray,
41

42 Glory be only to You Lord, All Praise, Honor, Glory, and Majesty belong to You Glorious Almighty Heavenly Father
43 God, through our Lord and Savior Jesus Christ.
44

45 May Lord, our God Jesus Christ, bless and prosper the ministry of UMM abundantly at home and all around
46 the world so more men will come and follow God. Amen.
47

48 **Respectfully submitted by:** Sugandh Salvi
49
50

UNITED THEOLOGICAL SEMINARY

Dayton, OH

United Theological Seminary celebrated rising enrollment in the 2022-2023 academic year. In the previous year, 464 students were enrolled at United; in 2022-2023, the seminary is serving 541 students, a 17% increase. A diverse community of many denominations, races, and nationalities, United welcomed students from 36 states, 21 countries, and 43 denominations, with 42% of students identifying as United Methodist.* The Seminary prepared 103 Course of Study students** and served 10 students through the Hispanic Christian Academy, a 3-year online course of ministry program for Hispanic/Latino lay pastors and leaders serving United Methodist congregations.

Houses of Study

In large part, this enrollment growth is a result of the seminary's House of Study initiative, which is supported by a \$1 million grant from Lilly Endowment Inc.'s Pathways for Tomorrow Initiative. As of 2022-2023, the Seminary has established five Houses of Study that are equipping master's students for the unique ministry needs of the communities, movements, and denominations in which they serve:

- Fresh Expressions, directed by Dr. Michael Beck;
- Full Gospel Baptist Fellowship, directed by Bishop Lisa Weah;
- Global Methodist, directed by Rev. Gregory Stover;
- Global Pentecostal, directed by Dr. Cheryl Bridges Johns;
- and Hispanic, directed by Dr. Jorge Ochoa.

The largest of these communities is the Hispanic House of Study (Casa de Estudios Hispana), which is meeting a need for Hispanic/Latino pastors and church leaders ready to pursue a Master of Divinity in their native language. Nearly 50 students from across the United States and Latin America, including students from Mexico, Cuba, Columbia, and Peru, started in the online program in the 2022-2023 academic year.

As United continues to expand its offerings to support church leaders, it is preparing to launch three new Houses of Study in the 2023-2024 academic year: a Korean House of Study, taught 100% in Korean for Korean-speaking students, led by Dr. Seok Jae Jeon; an African Methodist Episcopal Zion House of Study led by Bishop Eric Leake; and a Global Lutheran House of Study led by Dr. Richard Blue, Dr. Tom Thorstad and Dr. Dan Landin.

Doctor of Ministry

The Seminary is also seeing growth in its Doctor of Ministry program. In 2022-2023, the Doctor of Ministry program has grown to 250 students, an increase of 32% over the past five years.* Doctoral students at United are actively engaged in ministry and seeking to become more effective leaders for the Church through a Doctor of Ministry degree. Students identify a need within their congregations or communities and, with the support of a peer group, mentor, and United faculty, they develop a model of ministry to address the challenge.

Bishop Bruce Ough Innovation Center

Launched in Fall 2021, the Bishop Bruce Ough Innovation Center, directed by Rev. Sue Nilson Kibbey, is connecting with pastors, ministry leaders, and congregational members hungry to bring God's renewal to their faith communities. In the past year alone, the Innovation Center has engaged more than 1,000 participants through more than 40 live webinars, training events, and courses. The Innovation Center has also partnered with The Center for Spiritual Formation, a connectional ministry of the Susquehanna Conference of The United Methodist Church, to offer a two-year online training course for those called to the ministry of spiritual direction. In addition, the Center is partnering with two United Methodist conferences to provide its Breakthrough Prayer Initiative training for all clergy in these conferences. Through these and other new opportunities, the Innovation Center seeks to set the stage for the increased vitality of leaders and congregations everywhere.

1
2 Dr. Kent Millard
3 President
4
5 ** Student data represent 2022-2023 headcount enrollment, as of March 1, 2023. Denominational figures*
6 *represent those who responded.*
7 *** Course of Study figures represent the most recent four terms.*
8
9

10 UNITED WOMEN IN FAITH

11
12 **President, Sue Zahorbenski**
13

14 On March 3, 2022, our organization launched a new brand, a new name and a new mission statement: “United
15 Women in Faith seeks to connect and nurture women through Christian spiritual formation, leadership
16 development, creative fellowship, and education so they can inspire, influence and impact local and global
17 communities.” This newly-invigorated sisterhood continues to work to improve the lives of women, children and
18 youth. We are enjoying the diversity and new opportunities to work together that redistricting has created in our
19 United Women in Faith districts.
20

21 In the spirit of inclusiveness, our Greater New Jersey United Women in Faith has adopted a Welcome Statement
22 that declares that “God’s grace is extended to all God’s children without exception.” We continue our focus on
23 climate justice and the criminalization of communities of color. These emphases may be seen in our spring and
24 fall meeting topics, Mission u classes, and our Charter for Racial Justice conversations. We held two leadership
25 development events, one in January, entitled “Lead Like MLK,” and “Recipes for Success” in June.
26

27 The spring meeting in April 9 was held virtually. After our opening worship and keynote speaker, we went into
28 breakout rooms by district, a format that was successful the previous year. The theme was “With Hearts and
29 Healing Let Us Sit Together,” a panel with Shirley Hager, gkisedtanamoogk, and Shirley Bowen, based on the
30 book, *The Gatherings: Reimagining Indigenous-Settler Relations* by Shirley Hager and the Mawopiyane. The
31 offering was divided between the UWF Pledge to Mission and Wabanaki Public Health and Wellness.
32

33 Mission u in July was our first time as a hybrid event with live and virtual attendees. “Who Can We Be Together?”,
34 a study of Luke 13, was offered in both the 3-day (hybrid, 25 attendees) and 1-day (virtual, 34 attendees) schools.
35 Thank you to our team of teachers: Don Kirschner, Wilhelmina Jackson, Jay Brown, Kathy Schulz, and Rev. Dr.
36 Sueng Lin Baik, who led 84 people at the one-day Korean school.
37

38 The fall annual meeting on October 15 was entitled “Intersectionality: Where Love and Justice Meet.” Our
39 speaker, Dr. Mark Miller, addressed the “overlapping and interdependent systems of discrimination,” called
40 intersectionality. The offering was divided between The Trevor Project and the Peyton Heart Project, which also
41 received the ingathering of yarn.
42

43 The Charter for Racial Justice series continued in the fall with three sessions. On September 30, Cynthia Mosley,
44 Chair of GNJ’s CoNAM and Ragghi Rain, Chair of Native American International Caucus, were speakers for
45 “Justice for Indigenous Children.” This coincided with the Week of Prayer and Action and the National Day of
46 Remembrance for U.S. Indian Boarding Schools. In November, we had a panel of Rev. Junehee Yoon, Obed Perez
47 & Rev. Jessica Campbell, followed two weeks later by Meg Isbitski, Diversity Specialist, Somerset Co Dept of
48 Human Services. The sharing of their stories helped to “Know Your Neighbor in the LGBTQIA Community.”
49
50

1 Our Spiritual Enrichment Advisor Barbara Miller, led four virtual micro-retreats. There was guided meditation
2 with coloring, yoga, and Taize, in a series of “Let’s Play, Let’s Pray, Let’s Be Still.” United Women in Faith is
3 very intentional about offering these spiritual opportunities and accepted our conference proposal for a pilot
4 program of the “Soul Care Retreat.” A diverse “Design Team” from throughout the Conference is working
5 together to ensure that this first NEJ Soul Care Retreat provides all who attend with an atmosphere of relaxation,
6 rejuvenation and spiritual nourishment.

7
8 We are pleased to report that we met our Pledge to Mission, despite the pandemic, virtual meetings and
9 redistricting. Please go to our gnjumw.org website for more information and events. The new national website is
10 uwfaith.org and includes videos, podcasts and an online membership option.

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UNITED METHODISTS
OF GREATER NEW JERSEY

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