

## J. BOARD OF ORDAINED MINISTRY

The Board of Ordained Ministry consists of clergy and laity from the annual conference, nominated by the bishop. These 50 persons have the primary responsibility for the recruitment of men and women to serve as elders and deacons in the church; for the examination of their calls to ministry, their skills in teaching and preaching, and their adherence to the doctrines of our tradition; and for the evaluation of their effectiveness and character. These responsibilities require a balance of support and accountability, grace and judgment. We also continue to work our way through the implications of the changes in the meaning of the two orders of ministry, deacon and elder, over the past ten years.

A number of initiatives comprise the work of the board; some are formational, while others are in response to current trends and issues. The Residency in Ordained Ministry process brings together commissioned ministers for support and sharing. A formational retreat for first-year clergy included training in sexual ethics, to supplement the three major events held in 2003. Background checks are now conducted on entering clergy, so that patterns of behavior that might be obstacles to effective ministry might be identified. Candidates also receive psychological evaluations, and we encourage sponsoring congregations to help men and women called to ministry with this expense. Three retreats for probationary clergy will be held in 2004, on the themes of call and disciplined life, preaching and worship, and theology and doctrine. In addition, three training events were held this year—in Asheville, Charlotte, and Winston-Salem—for district committees on ordained ministry. All 14 districts were represented.

There is a great need for compassionate, committed, and competent leadership in the church. We are grateful to local congregations across the conference that help in the identification of those who might be called to full-time Christian service. The board encourages clergy in their lifelong education and provides grants to those who serve in churches with fewer financial resources allocated for this purpose. We also meet with clergy around issues of vocational ineffectiveness and moral impropriety, and seek to provide guidance and support.

Finally, we give thanks for the work of Charles D. (Denny) White, Jr., our registrar, for his knowledge of the annual conference and *The Book of Discipline*, and for his faithful service to the work of the board.

Kenneth H. Carter, Jr., *President*  
J. Thomas Stinson-Wesley, *Vice-President*  
Kimberly T. Ingram, *Secretary*  
H. Donnell JitzJefferies, *Treasurer*

### Diaconal Ministry and Church-Related Careers

The Board of Ordained Ministry recommends the following persons for continuation as diaconal ministers at the 2004 annual conference:

Edward W. Allred, Zeb E. Barnhardt, Mary E. Bethea, Rebecca G. Bingham, John L. Borchert, D. Jean Bowman, M. Susan Carmichael, Mark H. Christy, Marion C. Clark, W. Howard Coble, Doris H. Cornelius, Barbara A. Cox, Sarah Reynolds Dixon, Kimberlee J. Dodson, Michael P. Dougherty, Carolyn Eargle, Catherine Ritch Guess, Peggy L. Hina, David M. Hines, Janet M. Hitch, Mary Margaret Houk, Bonnie S. Jones, William H. Jordan, Rebecca K. Lile, Sandra M. McGarrah, Jean M. Morgan, Susan F. Osterberg, Kathryn E. Quick, Mavis C. Thompson, and Ann Tyler.

The following have fulfilled requirements for certification or re-certification in the categories specified (\* indicates retired):

#### (a) Christian Education

Edward W. Allred, 208 Spring Creek Rd., Summerfield 27358  
Betty S. Armstrong (\*), 2600 Woodington Dr., Winston-Salem 27103  
Anna L. Barden, 909 Chipola St., Kannapolis 28083  
Barbara J. Barden, P.O. Box 6161, Charlotte 28207  
William G. Benfield (\*), 122 N. Elm St., Statesville 28677  
Rebecca G. Bingham, 5511 Bannock Glen Dr., Charlotte 28212  
D. Jean Bowman (\*), P.O. Box 146, Brown Summit 27214  
Paul M. Bradley, Jr. (\*), 4304 Dogwood Dr., Greensboro 27410  
Charlotte G. Brendel, 52 16<sup>th</sup> Ave., N.W., Hickory 28601  
Peggy DeLoatch Bridgers, 2434 Commonwealth Ave., Charlotte 28205  
Cecilia Ann Brown, 1900 Emerywood Dr., Charlotte 28210  
Dana M. Bunn, P.O. Box 345, Lenoir 28645  
Amy W. Burton, 605 East Boulevard, Charlotte 28203  
M. Susan Carmichael (\*), 266 Merrimon Ave., Asheville 28801

Ramona M. Clapp (\*), 211 Day Break Dr., Kernersville 27284  
 Marion C. Clarke (\*), 414 Lee St., Wadesboro 28170  
 Doris H. Cornelius (\*), 104 S. Westover Dr., Monroe 28112  
 Barbara A. Cox (\*), 3516 Clardy Ct., Charlotte 28205  
 Ben W. Curry, 176 Robert St., Marion 28752  
 Pamela Deck, 2026 N.C. Highway 108, Rutherfordton 28139  
 Brandon K. Dirks, 6800 Sardis Rd., Charlotte 28270  
 Sarah R. Dixon (\*), 3510-A Beacon Hill Dr., Winston-Salem 27106  
 Kimberlee J. Dodson, 101 Ridgewood Place, Brevard 28712  
 Anne C. Dooley, 410 N. Holden Rd., Greensboro 27410  
 Mary L. Doub, 4262 Grace Chapel Rd., Granite Falls 28630  
 Bernard G. Dougherty, P.O. Box 870, Greensboro 27402  
 Donna Gottschalk Ford, 5614 Underwood Dr., Greensboro 27409  
 Deborah E. Foust, 306 S. Main St., Kernersville 27284  
 Debra L. Gaddy, 204 6<sup>th</sup> Ave., W., Hendersonville 28739  
 Ron L. Hall (\*), 305 Kings Marsh Way, Saint Simons Island, GA 31522  
 Elinor D. Heermans, 6401 Hickory Grove Rd., Charlotte 28215  
 Virginia Cox Herron, 913 Hanover Dr., Concord 28027  
 Peggy L. Hina (\*), Route 1, Box 14-A, Brevard 28712  
 R. Harold Hipps (\*), 1203 Shiloh Dr., Nashville, TN 37205  
 Mary Margaret Houk (\*), 267 Rocky Mt. Way, Arden 28704  
 Kimberly T. Ingram, P.O. Box 1959, Highlands 28741  
 Sandra H. Jahn, 311 3<sup>rd</sup> Ave., N.E., Hickory 28601  
 Ellen Sapp Johnson, P.O. Box 718, Davidson 28036  
 Sarah B. Kalish, 301 N. Main Ave., Maiden 28650  
 R. Mark King, 6800 Sardis Rd., Charlotte 28270  
 Thomas S. Lee, Jr. (\*), 610 Carrington Place, Lewisville 27023  
 Elizabeth H. Lowder, 3543 Robinhood Rd., Winston-Salem 27106  
 Sandra M. McGarra, 2916 Tarrymore Place, Charlotte 28270  
 Sarah Hanko McKinney, 990 Sandford Dr., Morganton 28655  
 Sallyanne Irwin McVay, 954 Tunnel Rd., Asheville 28805  
 Beverly Parker-Reece, 582 Glencoe Church Loop, Summerfield 27358  
 Sybil R. Parks, 204 6<sup>th</sup> Ave., W., Hendersonville 28739  
 Mary Lynne Peterson, 471 New Market Blvd., Boone 28607  
 Reuellyn Suzanne Pletcher, 108 Reeds Lane, Elkin 28621  
 Lewis L. Poag, 495 Highway 194, S., West Jefferson 28694  
 Gayle J. Quay, 200 Buncombe St., Greenville, SC 29601  
 Jennifer S. Reilly, P.O. Box 25246, Charlotte 28229  
 F. Louise Robinson (\*), 3800 Shamrock Dr., Charlotte 28215  
 Gail W. Rose (\*), 276 Crepe Myrtle Circle, Winston-Salem 27106  
 Gloria D. Simmons (\*), 236 Union St., S., Concord 28025  
 Deborah K. Sluder, 4411 Sharon Rd., Charlotte 28211  
 Alberta Y. Spencer, P.O. Box 718, Davidson 28036  
 Elizabeth G. Taylor, 5095 LaVista Rd., Tucker, GA 30084  
 Ann Tyler (\*), 3800 Shamrock Dr., Charlotte 28215  
 Susan E. Norman Vickers, 410 North Holden Rd., Greensboro 27410  
 Yvonne L. Vredenburg, 2900 N. O'Henry Blvd., Greensboro 27405  
 Katie Sigmon Warren, 146 Westwood Rd., Asheville 28804  
 Douglas L. Watts, 794 Sedge Garden Rd., Kernersville 27284  
 Jane S. Webb, 507 E. Center St., Lexington 27292  
 James R. Westmoreland, P.O. Box 218, Gastonia 28053

**(b) Youth Ministry**

Amy W. Burton, 605 East Boulevard, Charlotte 20203  
 Brandon K. Dirks, 6800 Sardis Rd., Charlotte 28270  
 Bernard G. Dougherty, P.O. Box 870, Greensboro 27402  
 Jonathan V. Hunter, 3 Old Farm Rd., Salisbury 28147  
 Kimberly T. Ingram, P.O. Box 1959, Highlands 28741  
 Kathleen H. Kilbourne, 4701 Park Rd., Charlotte 28209  
 P. Glenn Kinken III, P.O. Box 18005, Charlotte 28218  
 Sarah Hanko McKinney, 990 Sandford Dr., Morganton 28655  
 Reuellyn Suzanne Pletcher, 108 Reeds Lane, Elkin 28621  
 Susan E. Norman Vickers, 410 North Holden Rd., Greensboro 27410

**(c) Music**

Barbara C. Basham, 305 N. Main St., Mocksville 27028  
 W. Ashby Brown, Jr., 3701 Rolling Rd., High Point 27265  
 W. Howard Coble (\*), 515 W. Parkway Ave., High Point 27262  
 David M. Hines, 4411 Sharon Rd., Charlotte 28211

Edna Bradley Johnson, 210 North Dudley St., Greensboro 27401  
 Bonnie S. Jones (\*), 9153 Yarrow St., Apt. 1216, Westminster, CO 80021  
 William H. Jordan (\*), 303 North Main St., Greer, SC 29650  
 Saxon C. Scarborough, P.O. Box 218, Gastonia 28053

**(d) Camping and Retreat Ministries**

Kent L. Shrader, 1045 Mount Shepherd Rd. Ext., Asheboro 27205

Although the Board of Ordained Ministry does not certify persons in other areas of ministry, the responsible agencies report to our board for acknowledgment in the conference journal concerning the following categories:

**(e) Christian Communicators**

John L. Borchert (\*), 7227 Colleton Place, Charlotte 28270  
 Kenneth A. Horn (\*), 140 Summerlea Dr., Charlotte 28214

**(f) Church Business Administrators**

Zeb E. Barnhardt (\*), 1713 Virginia Rd., Winston-Salem 27104  
 Robert H. Barnhill (\*), 817 S. Jackson St., Gastonia 28052  
 Dana M. Bunn, P.O. Box 146, Hiddenite 28636  
 R. Mark King, 6800 Sardis Rd., Charlotte 28270  
 Suzanne B. Northcraft (\*), 3513 Waterway Dr., Pfafftown 27040

**(g) Commissioned Deaconesses**

Mary E. Bethea (\*), 266 Merrimon Ave., Asheville 28801  
 Arthelia H. Brooks (\*), 266 Merrimon Ave., Asheville 28801  
 M. Susan Carmichael (\*), 266 Merrimon Ave., Asheville 28801  
 Debra Sue Chenault, 252 Riverview Dr., Apt. 1, Asheville 28806  
 Brenda Connelly, 1863 Twin Ponds Dr., Hickory 28602  
 Sybil M. Dodson, P.O. Box 367, Balsam 28707  
 Esther Jones (\*), 266 Merrimon Ave., Asheville 28801  
 Mary Ann Kernodle, 868 Big Cove Rd., No. C, Cherokee 28719  
 Jean M. Morgan (\*), 266 Merrimon Ave., Asheville 28801  
 Debra L. Price, 204 Oak Park Dr., Brevard 28712  
 F. Louise Robinson (\*), 3800 Shamrock Dr., Charlotte 28215  
 Mary Lou Roller (\*), 4701 Chuckwood Dr., Charlotte 28227  
 Diane K. Stanton-Rich, 1-6-11 Koyo-cho Naka, Higashinada-ku, Kobe 658 0032 Japan  
 Marian B. Wooten (\*), 3761 Spaulding Dr., Winston-Salem 27105

Ellen Sapp Johnson

Cecilia A. Brown

Kathleen H. Kilbourne

*Associate Registrars for Certification*

**K. BOARD OF PENSIONS, INC.**

**Pension Program: Post-1981 Service Years**

The Western North Carolina Conference Board of Pensions budget for 2005 is summarized below.

**Costs of the Board:**

Pension costs based upon the compensation of the minister up to Denominational Average Compensation of \$50,931: Ministerial Pension Plan (MPP) – 12% and Comprehensive Protection Plan (CPP) – 4.4%	<u>\$ 7,100,000</u>
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**Income of the Board:**

Contributions expected from churches equal to the greater of the 2005 apportioned amount or the actual pension costs, less supplemental grants	\$ 6,881,000
Contributions from Appointments to Extension Ministries	<u>219,000</u>
Total expected contributions	<u>\$ 7,100,000</u>

**Other Activities of the Board Not Related to 2005 MPP and CPP:**

Interest income	\$ 12,000
Earnings from various invested funds	350,000
Gifts to the board	<u>45,000</u>
Total other income	<u>407,000</u>
Expenses of board operations	22,000
Grants to dependent children	<u>28,000</u>
Total other expenditures	<u>50,000</u>
Estimated excess funds to be invested	<u>\$ 357,000</u>

In 2005 and 2006, the board will be administering the Ministerial Pension Plan and the Comprehensive Protection Plan in accordance with the Western North Carolina Annual Conference Paradigm for pension costs of clergy benefits. The budget plan above reflects that new plan. If the paradigm is not approved by the annual conference, the board will request \$6,881,000 in apportioned funds.

**Pension Program: Pre-1982 Service Years**

Annuity rate, effective January 1, 2005:	
Conference Average Compensation	\$58,801
Rate	\$529.21

The conference Board of Pensions has had for several years a policy to maintain the Annuity Rate for service years prior to 1982 at least at .9% of the Conference Average Compensation. The 2004 Annuity Rate of \$510.88 has been increased to \$529.21 for service years prior to 1982, effective January 1, 2005. The past-service liability for defined benefits for retirees for service years prior to 1982 is fully funded.

Juanita T. Henderson, *President*

**Proposals: Pension Programs and Policies**

**(Proposals 1-5 and two Addenda A referred as Petition 19 to Forum Group 23)  
(Adopted by conference on June 11, 2004)**

The conference Board of Pensions proposes:

1. That the annuity rate for service prior to 1982 be set at \$529.21 per service year, effective January 1, 2005.
2. That participants in the Ministerial Pension Plan be requested to make personal contributions equal to 3% of the Denominational Average Compensation or 3% of the minister's actual compensation, whichever is less.
3. That \$6,881,000 be expected from churches in 2005 as pension responsibility, to support current funding.
4. That all churches/charges and other employing agencies be aware that current-service funding for each full-time minister is equal to 16.4% of the Denominational Average Compensation or the minister's actual compensation, whichever is less.
5. That the following resolution be adopted:

*Resolution Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons of the Western North Carolina Conference*

The Western North Carolina Conference (the "Conference") adopts the following resolution relating to rental/housing allowances for retired or disabled clergypersons of the conference:

Whereas, The religious denomination known as The United Methodist Church (the "Church"), of which this Conference is a part, has in the past functioned and continues to function through ministers of the gospel (within the meaning of Internal Revenue Code section 107) who were or are duly ordained, commissioned, or licensed ministers of the Church ("Clergypersons"); and

Whereas, The practice of the Church and of this Conference was and is to provide active Clergypersons with a parsonage or a rental/housing allowance as part of their gross compensation; and

Whereas, Pensions or other amounts paid to retired and disabled Clergypersons are considered to be deferred compensation and are paid to retired and disabled Clergypersons in consideration of previous active service; and

Whereas, The Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a rental/housing allowance for retired and disabled Clergypersons who are or were members of this Conference; now, therefore, be it

*Resolved*, That an amount equal to 100% of the pension 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 General Board of Pension and Health Benefits ("GBOPHB"), the Western North Carolina Conference Superannuate Endowment Fund, and The Duke Endowment during the year 2005 by each retired 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.

*Resolved*, That the pension or disability payments to which this rental/housing allowance applies will be any pension or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the *Discipline*, that result from any service a Clergyperson rendered to this Conference or that a

retired or disabled Clergy person 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 Clergy person 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 retired or disabled Clergy person's pension or disability as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a Clergy person's gross income in any year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and regulations thereunder to the least of: (1) the amount of the rental/housing allowance designated by the Clergy person's employer or other appropriate body of the Church (such as this Conference in the foregoing resolution) for such year; (2) the amount actually expended by the Clergy person to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

6. That the Board of Pensions study the need for an endowment to assist the marginalized widows (*sic*) and annuitants and report of the 2005 annual conference.

#### MINISTERIAL PENSION PLAN ADDENDUM A

This Addendum A is hereby adopted by the Western North Carolina Conference (hereinafter referred to as the "Conference" or "Plan Sponsor") and agreed to by the General Board of Pension and Health Benefits (hereinafter referred to as the "Board") for the Plan Year commencing January 1, 2005. It shall be effective until amended by the Conference and agreed to by the Board in accordance with the provisions of the Ministerial Pension Plan. Previous Addenda A shall remain in effect for the Plan Years to which they apply.

1. **Contribution Base** (MPP §2.17). The Conference Contribution Base for the Plan Year shall be a Participant's Compensation not to exceed the Denominational Average Compensation.
2. **Church Contribution Rate** (MPP §4.01a). The Church Contribution Rate for the Plan Year shall be 12% of the Contribution Base.
3. **Remittance** (MPP §4.01d,k). The Church Contribution shall be remitted monthly by the Conference. [Such Church Contributions shall be transferred monthly (effective on the last day of the month) by the Board from the Deposit Account of the Conference to each Participant's Church Account. The Conference shall maintain an amount in its Deposit Account sufficient to provide for the monthly transfer of the Church Contributions on behalf of its Participants. In the event the Deposit Account is overdrawn, an interest charge shall be made by the Board. Such charge shall be made at the current monthly rate of interest credited to the Diversified Fund or the current monthly rate of interest credited to the STIRA investment program, whichever is greater.]
4. **Elective Arrangements**. The Conference Board of Pensions is hereby authorized, at its discretion, to arrange with the Board for active participation in MPP by eligible persons who are not otherwise required to participate.
5. **Supplement One Pension Rate**. The 2005 Supplement One Pension Rate for clergy members shall be \$529.21 per year of service (MPP Supplement One, §B.03). If the 12% contribution rate is selected in Section 2 above, the Conference Board of Pensions is hereby authorized to adjust this rate so that this rate is equal to or greater than 0.9% of the Conference Average Compensation.

The 2005 Supplement One Pension Rate for local pastors shall be \$529.21 per year of service, which cannot be less than 75% of the Pension Rate for clergy members (MPP Supplement One, §B.03). If the 12% contribution rate is selected in Section 2 above, the Conference Board of Pensions is hereby authorized to adjust this rate so that this rate is equal to or greater than 0.9% of the Conference Average Compensation.

6. **Supplement One Annuity Type for Married Participants**. (MPP Supplement One, §E.01b). The Supplement One annuity type for married participants shall be a life annuity with 70% to the surviving spouse contingent annuitant.
7. **Supplement One Liability**. (MPP Supplement One, Article D). The unfunded liability as of January 1, 2005, has been actuarially projected to be overfunded based on the 2005 annuity rate of \$529.21, and no past-service funding deposit will be made in 2005.

The actuarially projected amount is based upon certain assumptions, including, but not necessarily limited to, mortality, interest, number of covered participants and beneficiaries, the Pension Rate selected in Section 5 above, and the surviving spouse percentage selected in Section 6 above. In addition, it is assumed that all deposits, both special and regular, indicated on previous Addenda A have been, or will be, made in a timely manner. If any of the assumptions used prove to be incorrect, the Board reserves the right to correct the statement made above, and the Conference agrees to abide by such correction.

8. **Alternative Dispute Resolution**. If a dispute arises out of or related to the relationship between the Plan Sponsor and the Board, the parties agree first to try in good faith to settle the dispute by mediation through the American Arbitration Association, or another mediation/arbitration service mutually agreed upon by the parties, before resorting to arbitration. Thereafter, any remaining unre-

solved controversy or claim arising out of or relating to the relationship between the Plan Sponsor and the Board shall be settled by binding arbitration through the American Arbitration Association, or the other mediation/arbitration service which had been mutually agreed upon by the parties.

The site of the mediation and/or arbitration shall be in a city mutually agreed to by the parties which is not located within the boundaries of the Plan Sponsor.

As provided in the Plan Document, the laws of the State of Illinois shall apply in situations where federal law is not applicable. The applicable rules of the selected service shall apply. If the service allows the parties to choose the number of arbitrators, unless another number is mutually agreed to, any arbitration hereunder shall be before at least three arbitrators, and the award of the arbitrators, or a majority of them, shall be final, and judgment upon the award rendered may be entered in any court, state or federal, having jurisdiction.

The fees and costs for mediation shall be borne equally by the parties. The fees and costs of arbitration shall be allocated to the parties by the arbitrators.

**COMPREHENSIVE PROTECTION PLAN  
ADDENDUM A**

This Addendum A is hereby adopted by the Western North Carolina Conference (hereinafter referred to as the "Conference" or "Plan Sponsor") and agreed to by the General Board of Pension and Health Benefits (hereinafter referred to as the "Board") for the Plan Year commencing January 1, 2005. It shall be effective until amended by the Conference and agreed to by the Board in accordance with the provisions of the Comprehensive Protection Plan. Previous Addenda A shall remain in effect for the Plan Years to which they apply.

1. **Remittance** (CPP §4.02h). The Church Contribution shall be remitted monthly by the Conference. [Such Church Contributions shall be transferred monthly (effective on the last day of the month) from the Deposit Account of the Conference by the Board. The Conference shall maintain an amount in its Deposit Account sufficient to provide for the monthly transfer of the Church Contributions. In the event the Deposit Account is overdrawn, an interest charge shall be made by the Board. Such charge shall be made at the current monthly rate of interest credited to the Diversified Fund or the current monthly rate of interest credited to the STIRA investment program, whichever is greater.]
2. **1% Remittance by Participant** (CPP §4.02). Each Active Participant shall not be required to contribute 1% of his/her CPP Contribution Base.
3. **Elective Arrangements**. The Conference Board of Pensions is hereby authorized, at its discretion, to arrange with the Board for active participation in CPP by eligible persons who are not otherwise required to participate.
4. **Required Continued Participation**. Not Applicable.
5. **Plan Compensation Below 60% of the DAC or the CAC**. Not Applicable.
6. **Alternative Dispute Resolution**. If a dispute arises out of or related to the relationship between the Plan Sponsor and the Board, the parties agree first to try in good faith to settle the dispute by mediation through the American Arbitration Association, or another mediation/arbitration service mutually agreed upon by the parties, before resorting to arbitration. Thereafter, any remaining unresolved controversy or claim arising out of or relating to the relationship between the Plan Sponsor and the Board shall be settled by binding arbitration through the American Arbitration Association, or the other mediation/arbitration service which had been mutually agreed upon by the parties.

The site of the mediation and/or arbitration shall be in a city mutually agreed to by the parties which is not located within the boundaries of the Plan Sponsor. As provided in the Plan Document, the laws of the State of Illinois shall apply in situations where federal law is not applicable. The applicable rules of the selected service shall apply. If the service allows the parties to choose the number of arbitrators, unless another number is mutually agreed to, any arbitration hereunder shall be before at least three arbitrators, and the award of the arbitrators, or a majority of them, shall be final, and judgment upon the award rendered may be entered in any court, state or federal, having jurisdiction.

The fees and costs for mediation shall be borne equally by the parties. The fees and costs of arbitration shall be allocated to the parties by the arbitrators.

**Report of Payments**

**PAYMENTS TO CONFERENCE BENEFICIARIES  
JANUARY 1 – DECEMBER 31, 2003**

<b>MINISTERIAL MEMBERS INSIDE</b>	Armstrong, Sr., James M. .... 11,990.40	Barnhardt, Derry R. .... 7,443.60
Adams, Charles L. .... 6,704.64	Ashe, Donald W. .... 6,448.08	Barr, Jr., Carl B. .... 14,012.04
Adams, T. Dixon ..... 13,268.04	Auman, George E. .... 12,078.48	Barringer, Grady R. .... 12,970.56
Aldridge, Jr., Julian M. .... 6,612.30	Bailey, Sr., D. Edwin ..... 14,376.84	Baxter, David L. .... 12,401.16
Allred, Sr., James G. .... 19,322.41	Bailey, Dewey A. .... 7,669.20	Beard, Jr., Douglas R. .... 11,481.48
Allred, G. Howard ..... 15,996.00	Barbee, William L. .... 3,294.36	Beatty, Wayne A. .... 17,930.82
Alvord, Alexander M. .... 4,100.04	Barden, Lawrence E. .... 14,012.04	Beaty, F. Donald ..... 13,020.00
Amason, James D. .... 18,119.16	Barnes, John H. .... 13,516.08	Beck, Bobby R. .... 8,371.92

Beck, Herman C. ....	12,593.76	Davis, Donald C. ....	10,416.48	Hedgpeth, Edwin H. ....	3,578.04
Beck, Jr., Roy N. ....	10,676.64	Davis, Joe Bill ....	10,869.60	Hendrix, Ted E. ....	1,421.40
Beeker, Sr., Melvin M. ....	6,696.00	Davis, Joe C. ....	3,375.87	Herman, James F. ....	12,668.04
Bell, Sr., Roy E. ....	19,096.08	Davis, Jr., John E. ....	13,329.12	Herold, John W. ....	8,201.28
Bell, Paul J. ....	451.80	Dennis, Bobby Joe ....	12,494.04	Hiatt, Jr., Emmett E. ....	13,857.84
Benfield, Collins M. ....	12,276.00	Dennis, Carl W. ....	16,368.00	Hickman, Murrell C. ....	2,018.04
Benfield, W. Grady ....	4,216.08	Deyton, John H. ....	7,875.12	Hill, Fred A. ....	14,012.04
Berrier, Paul R. ....	7,484.64	Dickson, Jr., C. Harley .	15,004.08	Hilton, R. Dale ....	9,301.80
Bigham, William O. ....	7,510.92	Dingus, William H. ....	12,737.28	Hipps, R. Harold ....	7,440.00
Billings, J. Wayne ....	8,239.56	Dodd, Robert V. ....	34,632.84	Hobson, Bruce G. ....	6,841.32
Black, Eddie L. ....	55,134.00	Doser, William R. ....	10,787.00	Hoffmann, Theodore S. ....	11,339.52
Blanton, Jr., William N. ....	14,508.00	Dowdle, Jr., Joseph O. ....	13,107.36	Holcombe, T. Dale ....	11,284.08
Blanton, William W. ....	16,988.04	Dulin, Max W. ....	6,593.52	Holland, Cornelius ....	5,490.72
Bogan, Robert C. ....	4,588.08	Duncan, Gary M. ....	17,936.10	Holland, Jimmie W. ....	6,425.64
Boggan, Jr., Robert E. ....	13,839.36	Duncan, Henry C. ....	1,984.08	Horn, Kenneth A. ....	14,508.00
Bogle, Joseph R. ....	6,448.08	Dunker, Carl F. ....	3,720.00	Houck, Harold D. ....	1,119.72
Bottoms, Floyd G. ....	12,722.08	Duvall, John A. ....	2,048.16	Houk, J. Edwin ....	13,268.04
Bowman, Sr., Giles O. ....	11,182.44	Dyar, William H. ....	11,160.00	Houser, Ervin H. ....	12,473.64
Boyd, Jasper ....	17,932.86	Eanes, Jr., Ralph H. ....	12,667.32	Howard, Thomas J. ....	9,630.72
Boyd, Johnnie G., Jr. ....	6,840.72	Early, Jack J. ....	131.28	Howell, G. Keith ....	3,340.56
Bradley, Erman F. ....	13,020.00	Edmonds, Oren R. ....	8,680.08	Howle, Richard A. ....	15,114.36
Bradley, Paul M. ....	5,958.72	Edwards, Frank H. ....	16,616.04	Hoyle III, J. William ....	5,828.04
Branton, T. Ray ....	3,224.04	Edwards, John F. ....	10,788.00	Huffman, Robert E. ....	4,290.12
Brittain, H. Wendell ....	10,168.08	Eller, Kenneth R. ....	7,247.76	Huffstetter, Boyce ....	14,384.04
Brooks, Glenn A. ....	13,043.40	Ellington, Jr., Budd ....	11,656.08	Hunsucker, Lloyd G. ....	11,160.00
Brown, Gary H. ....	9,604.20	Ellis, Edgar L. ....	12,571.68	Hunter, Billy V. ....	12,082.08
Brown, Hubert A. ....	10,664.04	Ellis, L. Donald ....	12,028.08	Huntley, T. Maurice ....	17,726.85
Brown, Rodney C. ....	1,488.00	Epps, John F. ....	10,070.40	Hurley, J. Bernard ....	16,789.44
Brown, William T. ....	1,700.04	Ervin, Joe L. ....	15,996.00	Isenhour, Olin B. ....	12,694.68
Bullard, John M. ....	2,356.08	Faggart, James R. ....	10,684.68	Jarrett, Richard B. ....	11,160.00
Bumgarner, George W. ....	10,354.02	Faggart, William H. ....	3,780.60	Jarrett, Wilbur A. ....	6,472.83
Bumgarner, Larry G. ....	8,843.52	Faulkner, Sr., Clyde W. ....	15,748.08	Jessup, Belvin J. ....	9,498.60
Bunch, Robert P. ....	15,004.08	Ferre, Sr., James W. ....	11,284.08	Johnson, Jr., Jesse L. ....	17,980.08
Burnett, Robert L. ....	2,130.96	Finney, Richard H. ....	3,472.08	Johnson, Kenneth M. ....	14,508.00
Burson, Jr., Russell N. ....	12,308.64	Fisher, Donald L. ....	12,888.72	Johnson, Timothy I. ....	1,838.88
Burton, Sr., John M. ....	13,020.00	Fitzgerald, Bernard R. ....	15,996.00	Johnston, Jr., Eugene C. ....	7,910.28
Bush, Newell C. ....	14,508.00	Forbis, William T. ....	14,508.00	Jones, Kelley R. ....	13,554.00
Butler, Douglas H. ....	10,020.96	Ford, A. Gayle ....	12,563.64	Jones, Shirley T. ....	8,184.00
Butler, William W. ....	1,388.24	Forward, Jr., Robert B. ....	2,460.18	Jones, Trevor C. ....	5,704.08
Byers, Morris J. ....	1,031.67	Foster, Robert A. ....	6,699.48	Judy, Carl W. ....	1,488.00
Byrum, R. Delbert ....	6,820.00	Freeman, Everett R. ....	14,029.90	Justice, Henry A. ....	11,160.00
Cagle, John F. ....	10,157.16	Freshour, Arelin R. ....	9,121.56	Kale, John W. ....	13,647.36
Calloway, James R. ....	9,084.60	Fritts, Jr., Robert E. ....	2,518.32	Kayler, Ralph E. ....	14,508.00
Cantor, Jr., Edward D. ....	14,301.72	Fulk, Sr., Joseph M. ....	10,540.08	Kennedy, Milford L. ....	11,718.60
Carnes, Mary M. ....	24,439.94	Funderburk, Donald K. ....	15,004.08	Key, Joel T. ....	11,987.40
Carter, Jr., Robert L. ....	9,790.92	Furr, Jimmie C. ....	8,739.84	King, George D. ....	1,364.04
Carter, H. Samuel ....	10,416.00	Gantt, Jr., Ben T. ....	5,704.08	Kirk, Theodore A. ....	2,571.24
Carter, J. Edwin ....	15,996.00	Gerhardt, William F. ....	5,949.18	Kitley, R. Marsden ....	7,124.64
Cartner, James D. ....	13,783.92	Gibbs, Jr., James S. ....	14,923.92	Knight, William A. ....	6,592.74
Cassady, Tommie L. ....	13,590.00	Gibbs, Lewis C. ....	13,249.80	Koonts, Ronald A. ....	18,203.16
Caudill, C. Jack ....	11,780.04	Gibbs, Phillip H. ....	13,977.24	Lain, Carl A. ....	7,936.08
Cecil, J. Harley ....	5,332.08	Gilbert, Douglass W. ....	12,087.60	Lair, Jr., Robert E. ....	12,547.32
Chappell, Wallace D. ....	248.04	Gilland, Jim C. ....	13,020.00	Lambeth, Larry L. ....	1,240.08
Charlton, Jr., David W. ....	8,993.28	Godfrey, Guy H. ....	2,912.72	Lasley, Joseph W. ....	15,028.56
Christy, Jr., John H. ....	14,508.00	Goldston, Robert J. ....	6,177.48	Law, Joe A. ....	12,186.96
Clanton, Jr., Robert A. ....	6,813.24	Gottula, Karen W. ....	22,796.73	Lawing, Jr., Luther H. ....	7,330.80
Clayton, Sr., Robert L. ....	3,611.04	Grant, Roy L. ....	12,276.00	Laye, L. Baine ....	8,804.04
Clifton, Larry B. ....	3,212.48	Green, Bobby E. ....	1,900.32	Lee, Jr., Thomas S. ....	11,036.04
Clinard, Hubert C. ....	13,020.00	Groh, Dayle G. ....	11,160.00	Lee, David W. ....	3,336.72
Clinard, Robert M. ....	15,192.36	Grose, Jr., James C. ....	14,384.04	Lee, Edward D. ....	8,269.44
Clodfelter, Jr., James P. ....	6,535.92	Grubb, Eugene E. ....	17,930.82	Lee, William F. ....	5,456.04
Clodfelter, William D. ....	8,174.52	Guy, David A. ....	16,907.84	Leonard, W. Calvin ....	14,431.80
Cockman, Elijah A. ....	839.16	Gwyn, Sr., James W. ....	10,664.04	Lindsey, Julian A. ....	20,956.08
Cody, Ray S. ....	10,540.08	Hahn, Raymond J. ....	14,508.00	Little, Gene H. ....	11,990.40
Cole, John W. ....	9,688.32	Haire, Bill A. ....	8,698.68	Little, Robert W. ....	12,438.48
Cole, William H. ....	2,869.68	Haire, Earle R. ....	14,012.04	Livengood, Arthur R. ....	9,075.48
Combs, Robert W. ....	9,176.04	Hall, Ron L. ....	11,036.04	Long, Jr., Harry G. ....	10,292.04
Conrad, Don E. ....	6,696.00	Hamilton, James R. ....	4,216.08	Long, Jr., James B. ....	7,166.46
Cook, Jr., Earl A. ....	12,117.24	Hamilton, John R. ....	20,212.08	Lowder, Paul D. ....	14,012.04
Cook, Frank B. ....	15,996.00	Hammill, Terry L. ....	10,551.48	Lowman, Everett H. ....	19,220.04
Cook, Jr., Reece E. ....	45,068.68	Harbin, Melton E. ....	18,848.04	Luther, Jack D. ....	11,641.56
Cooke, Jack H. ....	8,556.00	Hardin, Jr., Elliott W. ....	6,691.98	Lutz, D. H. ....	8,004.12
Cooke, Reginald J. ....	13,020.00	Harris, Jack D. ....	14,636.64	Lyles, Glenn L. ....	8,292.24
Cowart, David M. ....	7,070.40	Harris, Luther C. ....	7,440.00	Lyndon, Jr., George E. ....	2,555.40
Craddock, Teddy B. ....	42,809.40	Harris, R. Montgomery ....	10,656.00	Lynn, Edmund R. ....	9,760.32
Crady, Jr., Luther ....	5,113.80	Hart, Paul M. ....	9,537.60	Macon, Fred K. ....	10,102.44
Crawley, James W. ....	18,186.96	Hartsell, Claude J. ....	9,964.56	Madison, James H. ....	17,183.04
Creech III, Harlan L. ....	13,516.08	Haselden, William T. ....	6,696.00	Madison, J. Clay ....	23,684.04
Creech, Jr., Harlan L. ....	21,080.04	Hauser, Joseph J. ....	13,901.04	Manning, C. Clay ....	9,176.04
Crouse, Kenneth D. ....	18,352.08	Hawk, Joseph H. ....	5,719.80	Marcellus, Jr., Cecil H. ....	8,184.00
Crow, Jr., Earl P. ....	3,348.00	Hawkins, W. Thornton ....	14,508.00	Martin, Dee Bee M. ....	7,767.60
Crowder, Richard J. ....	14,012.04	Hawks, Warren G. H. ....	11,656.08	Martin, Sammie L. ....	11,119.92
Crummett, William C. ....	15,996.00	Haynes, Donald W. ....	12,276.00	Mashburn, Dwight W. ....	7,254.00
Culp, William B. A. ....	19,109.04	Head, Sidney A. ....	4,326.00	Mashburn, Mark D. ....	20,039.28
Daniels, Joseph C. ....	10,229.88	Heafner, J. Patrick ....	7,551.00	McArr, Carl E. ....	259.14
Davenport, J. Paul ....	6,595.38	Heath, Edward M. ....	12,458.76	McDowell, Robert H. ....	9,300.00
Davis, Benjamin F. ....	872.88	Heckard, Floyd L. ....	731.64	McGlamery, Neal V. ....	1,531.80

McIntosh, Melvin D. ....	12,152.04	Shoaf, Fred C. ....	6,690.48	Baker, Jr., Walter S. ....	2,889.12
McKinney, James L. ....	12,787.08	Sides, Curtis L. ....	12,893.04	Ballard, Marion O. ....	118.80
McLean, Thomas C. ....	11,363.88	Sides, Malcome D. ....	7,945.80	Beal, Lander L. ....	950.04
McMurry, Joseph C. ....	6,704.88	Sills, John R. ....	14,012.04	Borgen, Ole E. ....	1,425.00
McNeill, W. Kirk ....	6,779.16	Singleton, James C. ....	8,229.96	Brittain, Robert M. ....	1,068.84
McSwain, Horace R. ....	16,864.08	Sisk, Charles W. ....	10,072.80	Burks, Peter T. ....	435.00
McWhorter, John L. ....	13,516.08	Smith, Sr., C. Bryce ....	7,176.72	Burley, Terry J. ....	1,781.28
Medlin, Jr., W. T. ....	19,220.04	Smith, H. Alexander ....	5,063.35	Burnett, James P. ....	738.24
Melton, Joe T. ....	19,592.04	Smith, James E. ....	6,942.12	Byrd, Charles W. ....	2,867.28
Miles, Louis ....	6,901.68	Smith, Jr. Robert M. ....	9,573.60	Calhoun, Eugene C. ....	475.08
Miller, John James ....	15,004.08	Smotherman, Jr., D. P. ....	12,152.04	Campbell, James F. ....	1,801.56
Miller, John K. ....	13,622.16	Spillman, Jr., John P. ....	13,020.00	Carter, Robert C. ....	3,325.08
Money, D. Lee ....	40,643.36	Stamey, Billy W. ....	9,258.84	Combs, William P. ....	6,531.36
Moore, Kenneth R. ....	15,500.04	Stamey, Robert H. ....	20,088.00	Corry, John G. ....	4,275.00
Moore, Robert L. ....	10,601.40	Starnes, Jr., T. Paul ....	13,406.04	Crew, Jr., John R. ....	3,325.00
Morrison, Hayward L. ....	13,237.68	Steed, Jr., Roy G. ....	12,364.68	Crosson, Calvin P. ....	118.80
Morton, Charles E. ....	4,216.08	Steele, Ben T. ....	13,020.00	Davis, Alonzo R. ....	5,225.04
Moss, Aaron W. ....	12,731.28	Stephens, Ernest U. ....	15,252.00	DeBerry, David J. ....	198.24
Moss, O. Ray ....	8,964.48	Stephens, Ivan A. ....	16,520.64	Dees, Lloyd E. ....	607.92
Mullinix, George R. ....	6,059.88	Stevens, Willard L. ....	5,580.60	Dodson, Lewis H. ....	902.52
Murray, Jerry D. ....	16,492.08	Stokes, Edward B. ....	12,763.92	Dubose, Robert N. ....	3,681.36
Murrow, Mitchell C. ....	13,109.28	Stokes II, J. Lemacks ....	9,548.04	Faggart, Tommy M. ....	396.84
Myers, Jr., Horwood P. ....	18,724.08	Stowe, Dan P. ....	14,012.04	Few, John F. ....	1,781.28
Myrick, Cecil K. ....	12,955.04	Strader, Sr., R. Harold ....	13,425.84	Flowers, Henry F. ....	9,737.52
Napper, Willie L. ....	12,648.00	Strickland, Elton L. ....	12,273.12	Gammon, Garland S. ....	1,153.12
Nease, Jr., Edgar H. ....	16,988.04	Summey, Raymond C. ....	10,912.08	Gibson, John R. ....	593.76
Needham, Edwin G. ....	13,516.08	Summey, Jr., Thomas A. ....	17,504.74	Gilliam, David R. ....	950.04
Needham, George H. ....	18,724.08	Surratt, Raymond L. ....	18,113.88	Gitlin, Emmanuel M. ....	118.80
Nesbitt, Jr., M. Wilson ....	6,582.38	Sweet, Sr., Worth A. ....	17,732.04	Grayson, Julian O. ....	118.80
Nicholson, R. Herman ....	17,732.04	Swink, Ray F. ....	17,484.00	Green, Sr., Philip L. ....	3,206.28
Noblitt, H. Donald ....	8,680.08	Taylor, Jr., Joseph M. ....	18,972.00	Hall, James T. ....	4,156.32
Northington, James A. ....	12,091.08	Thum, Milford V. ....	19,096.08	Herron, Charles L. ....	512.76
Norton, Lucy S. ....	6,944.04	Thurman, James M. ....	3,720.00	Holland, Simmie P. ....	1,029.20
Norton, Zane G. ....	14,632.08	Turner, Frank B. ....	9,948.12	Jarvis, II, David F. ....	1,900.08
O'Ferrell, Lewis R. ....	5,615.52	Turner, James D. ....	1,984.08	Joyner, Jr., Henry ....	1,679.22
Oakley, John S. ....	14,465.88	Turnipseed, Robert L. ....	2,108.04	Kight, Frederick H. ....	1,781.28
Ogburn, Richard L. ....	17,936.10	Tutterow, Richard K. ....	5,088.96	Kincaid, John J. P. ....	5,626.56
Outlaw, J. J. Kent ....	9,871.44	Tyson, Charles E. ....	1,240.08	Kishpaugh, Charles R. ....	565.14
Overcash, Ronald A. ....	9,126.00	Tyson, Joseph B. ....	3,348.00	Maness, Jr., Charles M. ....	3,206.28
Page, Charles E. ....	12,154.56	Varner, J. Hal ....	6,114.24	Montfort, Russell T. ....	13,300.08
Parker, M. Joe ....	7,380.12	Vaughn, Sr., Philip R. ....	10,288.20	Montgomery, Norwood P. ....	902.46
Parris, Derrell L. ....	8,631.12	Vuncannon, L. Lewis ....	11,656.08	Moore, Douglas E. ....	2,018.76
Payne, Ardis D. ....	6,696.00	Wagoner, R. Gilmer ....	8,866.02	Mote, John A. ....	475.08
Perkins, Merrill G. ....	12,152.04	Warner, Joseph M. G. ....	15,004.08	Murr, James M. ....	2,137.56
Petree, Joseph R. ....	6,572.04	Weaver, Allen B. ....	11,084.64	Nay, Robert F. ....	1,781.28
Pharr, Philip A. ....	2,640.12	Weekley, George C. ....	9,548.04	Neil, Scott Richard ....	17,242.08
Pheagin, Jr., William H. ....	12,524.04	Weekley, James F. ....	11,979.36	Nesmith, Samuel E. ....	2,731.32
Ploch, Carol S. ....	26,162.04	Weeks, Thomas W. ....	11,656.08	O'Hanlon, Carol M. ....	950.04
Pollock, George L. ....	6,376.74	Wegwart, Wayne G. ....	1,131.36	Pearce, Harvey W. ....	831.36
Pollock, Henry M. ....	5,084.04	White, James S. ....	11,656.08	Pease, David G. ....	2,286.96
Poole, Bill E. ....	8,061.72	White, W. Rayvon ....	11,054.72	Richardson, Robert W. ....	3,324.12
Powell, John James ....	19,592.04	Whiteside, Billy M. ....	1,694.52	Rippy, Jr., M. Leo ....	2,375.04
Powell, Theodore A. ....	11,160.00	Whitlock, Jr., Dwight E. ....	10,157.40	Sain, Daniel D. ....	2,612.52
Prichard, James O. ....	11,656.08	Wilkinson, Howard C. ....	7,564.08	Shelton, Wayne G. ....	1,781.28
Prichard, Thomas F. ....	13,268.04	Wilkinson, Larry D. ....	13,432.92	Shepard, John J. ....	5,462.52
Pryor, Woodrow W. ....	9,920.04	Williams, Jr., Edwin W. ....	3,756.36	Smith, Kyle N. ....	4,935.12
Queen, Harry ....	7,086.12	Williams, Harley M. ....	18,724.08	Stevens, Sr., Glenn F. ....	2,215.56
Ragsdale, William R. ....	17,779.75	Willis, Doris L. ....	1,022.28	Stockton, Thomas B. ....	13,418.76
Ralls, Robert J. ....	13,516.08	Wilson, Alvin A. ....	15,028.56	Stokes, Jr., James C. ....	2,744.00
Ramsey, Vernon J. ....	1,674.91	Wimmer, Mark F. ....	12,152.04	Strother, Jr., William C. ....	118.80
Reed, Ralph L. ....	18,972.00	Witherspoon, Loy H. ....	2,852.04	Swisher, Lowell H. ....	1,364.28
Reeves, Joseph M. ....	9,359.40	Witty, Jr., Robert L. ....	8,304.84	Tate, George A. ....	712.56
Rhinehart, Charles A. ....	13,472.40	Wolfe, Robert G. ....	13,997.76	Waldrop, Jr., John H. ....	202.08
Richey, McMurry S. ....	3,968.04	Wombough, William B. ....	16,624.32	Whaley, Ennis M. ....	950.04
Riffe, David ....	3,100.08	Wood, Floyd J. ....	9,011.28	Williams, Willard A. ....	356.28
Ritchie, Baxter M. ....	3,968.04	Woodard, Louis H. ....	13,119.36	Winn, Boyd C. ....	1,583.36
Robinson, George P. ....	12,524.04	Woodward, Wayne W. ....	3,615.00	Yount, David A. ....	885.48
Roche, R. Francis Lee ....	1,638.24	Wooten, Frank F. ....	8,271.96	Younts, Robert W. ....	3,206.28
Rodriguez, C. Alberto ....	9,672.00	Workman, M. Marion ....	14,721.24	ELSEWHERE TOTAL ....	\$177,127.82
Rogers, Wade G. ....	8,556.00	Wortman, Manuel D. ....	6,730.80	MINISTERIAL MEMBER	
Rollins, Donald E. ....	13,483.20	Wright, Furman A. ....	16,244.04	TOTAL ....	\$4,686,992.89
Ross, Courtney B. ....	16,646.41	Wright, Wade E. ....	7,688.04		
Rowland, Charles L. ....	1,358.16	Wright, Zeno C. ....	8,117.40		
Roy, C. Edward ....	18,476.04	Yarbrough, Jack B. ....	11,656.08	<b>SURVIVING SPOUSES INSIDE</b>	
Rudisill, George W. ....	14,697.00	Young, Jr., H. Claude ....	15,004.08	Abernathy, Kathryn F. ....	\$3,918.60
Ruffy, John M. ....	11,656.08	Young, C. Garland ....	13,491.24	Adams, Dorothy R. ....	571.44
Rushing, Jesse J. ....	7,401.72	Young, C. Milton ....	13,020.00	Allen, Minnie S. ....	11,687.16
Russell, Jr., Robert G. ....	11,481.48	Young, Robert T. ....	3,412.20	Alspaugh, Nell O. ....	11,197.20
Russell, Bernard C. ....	3,720.00	Yount, Jr., Paul W. ....	1,860.00	Amick, Jean W. ....	5,468.40
Rutledge, Jr., Thomas E. ....	9,672.00	INSIDE TOTAL ....	\$4,835,434.76	Anderson, Julia ....	4,665.36
Sartin, Charles W. ....	12,524.04			Anderson, Myra ....	10,469.04
Scott, Jimmy A. ....	4,126.16			Andrews, Joan W. ....	7,645.92
Sellers, Jr., Harry R. ....	13,986.72	<b>MINISTERIAL MEMBERS</b>		Argo, Sarah F. ....	8,506.44
Sellers, Jr., Liston ....	12,560.16	<b>ELSEWHERE</b>		Armstrong, Frances M. ....	7,638.48
Sherrill, C. George ....	8,158.08	Allen, Ray M. ....	\$1,543.80	Arnold, Doris D. Moody ....	8,826.48
Sherrill, Harry M. ....	5,421.48	Bailey, James H. ....	356.28	Austin, Meredith H. ....	11,197.20
Shives, Harold D. ....	5,478.00	Bailey, William R. ....	1,068.84	Baker, Macie L. ....	5,728.80

Bangle, Christine B. ....	14,148.48	Heckard, Addie Y. ....	8,983.32	Randolph, Hazel O. ....	10,725.36
Barber, Geneva F. ....	14,061.60	Heckard, Merle C. ....	12,325.68	Ratchford, Florence R. ....	8,593.20
Barker, Phyllis C. ....	8,506.44	Heffner, Mae H. ....	13,801.20	Rayle, Pearl M. ....	3,956.16
Bass, Marjorie .....	8,766.84	Henderson, Elizabeth B. ....	8,749.92	Reagan, Nancy H. ....	607.68
Beadle, Ruth M. ....	2,083.20	Herbert, Elizabeth R. ....	15,710.88	Reeves, Margaret B. ....	7,032.48
Bearden, Frances D. ....	6,423.24	Hill, Thelma Trolinger.....	3,472.08	Reynolds, Myrtle M. ....	3,124.80
Bellamy, Lucille M. ....	8,494.56	Hilliard, Billie B. ....	11,319.24	Rice, Helen P. Hughes ....	6,423.24
Benfield, Nellie H. ....	13,020.00	Holmes, Elizabeth M. ....	8,506.44	Ridenhour, Ruth J. ....	11,804.88
Berrier, Ann .....	9,332.76	Houts, Florence C. ....	13,280.40	Rock, Lenora M. ....	13,280.40
Biggers, Eleanor .....	13,801.20	Hoyle, Ada W. ....	6,871.20	Rogers, Faira B. ....	4,166.40
Billings, Callie B. ....	1,432.20	Hudgins, Linda P. ....	3,732.48	Royster, Cora M. ....	9,548.04
Black, Grace M. ....	9,721.68	Hudspeth, Miriam Wilkins .....	7,021.56	Rush, Wilma B. ....	5,034.48
Black, Pattie B. ....	10,589.64	Huneycutt, Oleta B. ....	14,582.40	Rutledge, Alma D. ....	10,503.12
Bolick, Gladys D. Benson .....	8,550.24	Hunter, Barbara M. ....	7,464.84	Scott, Pauline F. ....	13,714.44
Bolyard, Marjorie S. Boles .....	13,894.56	Hurley, Dorothy E. ....	7,812.00	Shannon, Mary W. ....	13,627.68
Brandon, Flossie D. ....	9,895.20	Hutchinson, Louise C. ....	11,197.20	Sherrill, Sue L. ....	3,472.08
Brendall, Carolyn N. ....	13,801.20	Hyatt, Verta R. ....	7,812.00	Sides, Dorothy L. ....	6,944.04
Brendall, Meda M. ....	11,197.20	Ingram, Kathleen L. ....	10,184.57	Sills, Margaret B. Bobbitt .....	9,580.08
Brendle, Betty Jean R. ....	9,199.56	Jacobsen, Betty E. Pope .....	4,860.84	Simpson, Juanita W. ....	12,672.84
Brendle, Mozelle E. ....	11,718.00	Jamieson, Della Lee .....	7,464.84	Sims, Evelyn C. ....	1,562.40
Bridger, Gladys C. ....	9,353.52	Johnson, Mary Louis W. ....	12,933.24	Smathers, Elizabeth M. ....	9,569.70
Brown, Diane H. ....	7,884.36	Johnson, Roylene M. ....	5,834.42	Smith, Alma O. ....	13,454.04
Brown, Glenda E. ....	6,415.08	Johnson, Virginia C. ....	12,933.24	Smith, Annie Mae .....	4,962.16
Bruce, Mary M. ....	4,192.38	Jones, Agnes B. ....	10,155.60	Smith, Edna L. ....	9,461.28
Bruton, Charlotte G. ....	10,676.40	Jordan, Elizabeth C. ....	8,766.84	Smith, Helen T. ....	7,812.00
Bullard, Mabel B. ....	5,920.40	Jordan, Mildred H. ....	13,367.28	Smith, Jeanne K. Duncan .....	3,038.04
Bumgarner, Miriam .....	7,248.06	Kale, Ruth P. ....	8,680.08	Smith, Kathleen C. Weisner .....	1,289.51
Bustle, Vista B. ....	12,759.60	Kennedy, Eula A. ....	12,586.08	Smith, Lillian S. ....	10,155.60
Butler, Shirley M. ....	1,943.92	Kesler, Ruth G. ....	2,777.64	Smith, Myrtle B. ....	9,330.42
Byrum, Evelyn R. ....	6,683.81	Kiker, Ruth R. ....	12,889.80	Smith, Ruth H. ....	9,266.04
Caldwell, June B. ....	7,108.32	Kirk, Ruth E. Durrant .....	173.64	Smith, Ruth R. ....	14,756.04
Chamblee, Sara A. ....	10,850.04	Kriewald, Diedra D. ....	3,472.08	Starr, Ruby H. ....	10,850.04
Church, Nellie G. ....	5,902.44	Lance, Faye K. Hackney .....	2,343.60	Stephens, Hazel D. ....	9,461.28
Clark, Dorothy J. ....	8,227.68	Lane, Margaret. ....	3,998.40	Stewart, Marsha .....	4,579.38
Clinard, Mintie D. ....	5,381.64	Langford, Ann M. ....	1,996.44	Stokes, Marilyn T. ....	2,430.48
Clontz, Lila A. Baucom .....	3,906.00	Lanier, Elise S. ....	10,763.28	Streater, Laura .....	9,049.32
Cochran, Jo C. ....	12,672.84	Laughlin, Ruth W. ....	6,596.88	Streetman, Joyce B. ....	1,736.04
Cockman, Callie B. ....	5,902.44	Lemasters, Ruth M. ....	2,318.64	Strickland, Maxine R. ....	12,586.08
Coleman, JoAnne C. ....	9,114.00	Leonard, Catherine H. ....	10,850.04	Stroupe, Audrey B. ....	7,325.16
Collins, Ava N. ....	13,193.64	Lockridge, Ida B. ....	8,766.84	Swofford, Elizabeth L. ....	7,835.76
Cook, Joyce E. ....	6,076.08	Loflin, Mabel A. ....	10,329.24	Temple, Barbara M. ....	2,170.08
Cooper, Florinda H. ....	8,191.92	Lowder, Ella Mae K. ....	13,280.40	Thomas, Bernice W. ....	7,812.00
Corriher, Barbara J. ....	13,454.04	Macdow, Geraldine S. ....	688.92	Thompson, Jo W. ....	806.42
Cox, Hazelen C. ....	13,020.00	Magnuson, Phyllis C. ....	3,651.28	Thompson, Ruth.....	11,908.20
Crawford, Rebecca R. ....	10,936.80	Marbury, Annette R. ....	694.44	Tolbert, Rita J. ....	466.08
Crowell, Sue K. ....	8,339.28	Martin, Patricia K. ....	2,403.72	Tuttle, Lillian B. ....	15,450.48
Crutchfield, Anderine S. ....	2,321.60	Maxwell, Helen G. ....	8,648.40	Tuttle, Lula Mae.....	15,710.88
Culbreth, Vivian M. ....	4,455.76	McCallum, Julia G. ....	8,419.68	VonCannon, Grace B. ....	5,381.64
Dalton, Mary H. ....	11,891.64	McCulley, Mary F. ....	11,718.00	VonCannon, Lamer S. ....	5,274.12
Davis, Mary Alice G. ....	4,726.26	McDonald, Sarah E. ....	12,846.48	Wagoner, Nita .....	6,206.46
Day, Tamar P. ....	6,553.64	McFarland, Ellen E. ....	3,472.44	Wallace, Elizabeth .....	8,072.40
DeLo, Estelle S. Leonard .....	2,083.20	McGlavery, Edith B. ....	2,144.80	Wallin, Joretta C. Pearce .....	5,294.88
Duckwall, Catherine H. ....	13,280.40	McKinney, Eula T. ....	8,940.48	Washam, Beatrice R. ....	15,450.48
Duncan, Rubye S. ....	15,537.24	McKinney, Mary Jane R. ....	6,671.16	Webster, Beatrice B. Farmer .....	3,472.08
Dunlap, Nellie G. ....	5,642.04	McLarty, Margaret G. ....	3,515.40	Weldon, Margaret .....	12,933.24
Dutton, Flora B. ....	2,314.72	McMillian, Joann C. ....	398.88	Weller, Ida M. ....	5,642.04
Eagle, Frances L. Peace.....	5,468.40	McNeely, Doris M. ....	8,125.68	Wellons, Margaret .....	14,408.88
Easter, Ollie B. ....	15,190.08	McPherson, Martha P. ....	7,464.84	Whaley, Grace Aline P. ....	868.08
Elder, Mae G. ....	7,812.00	Mercuri, Sarah K. Smith .....	12,759.60	White, Roxanne L. ....	8,593.20
Eubanks, Sara B. ....	8,766.84	Miller, Dorothy.....	13,106.88	White, Virginia V. ....	3,645.60
Evans, Martha B. ....	9,287.64	Miller, Margaret H. ....	4,426.80	Whitfield, Gay B. Evans .....	3,598.08
Faulkner, Eunice L. ....	13,974.84	Milner, Nannie M. ....	5,034.48	Whitted, Julia Mae .....	10,291.01
Ferree, Lorene K. ....	5,294.88	Mitchell, Marcell H. ....	10,155.60	Wilkinson, Lenora .....	7,898.88
Fitzgerald, Laurie .....	10,850.04	Mitchum, Mary E. ....	8,940.48	Williams, Joyce D. ....	8,400.12
Frazier, Helen E. ....	11,544.48	Moore, Carole H. ....	6,448.56	Williams, Katherine N. ....	13,106.88
Frazier, Sara F. ....	2,430.48	Murphy, Ethel B. ....	6,770.40	Williams, Pansy H. Whicker .....	975.12
Freeman, Hazel C. ....	10,502.88	Myers, Mildred V. ....	9,808.44	Winecoff, Wanda S. ....	10,155.60
Garmon, Lucille T. ....	11,804.88	Neal, Janice T. Hatcher .....	3,667.50	Yokeley, Etha A. ....	14,061.60
George, Barbara .....	5,854.42	Nelson, Murphy S. ....	8,940.48	Young, Mary K. ....	8,419.68
Gibbs, Esther H. ....	12,759.60	Norwood, Myrna L. ....	7,291.20	INSIDE TOTAL .....	\$2,096,043.39
Gibson, Kathleen M. ....	10,155.60	Oakley, Dorthine M. ....	9,808.44		
Godfrey, Carol L. ....	4,077.84	Ochs, Evelyn L. ....	9,561.11		
Golden, Jane L. ....	11,197.20	Oliver, Pearle S. ....	9,287.64		
Goode, Lora R. ....	4,166.40	Page, Doris S. ....	11,744.28		
Gordon, Helen H. ....	3,472.08	Payne, Elizabeth J. ....	10,502.88		
Graves, Vesona B. ....	3,472.08	Peacock, Dorothy B. ....	5,728.80		
Green, Lillian T. ....	11,197.20	Pearce, Eunice S. ....	7,551.60		
Greene, Agnes B. ....	8,650.08	Pennigar, Ellen S. ....	10,018.68		
Gregory, Hilda C. ....	9,016.44	Penry, Ernestine L. ....	9,105.20		
Groce, Mildred.....	14,408.88	Peterson, Gwendolyn M. ....	1,909.68		
Haag, Mary Ryals .....	8,660.56	Petty, Yvonne S. ....	8,506.44		
Hagy, Mary S. McCracken .....	7,931.64	Phillips, Bobbie L. ....	3,992.88		
Halliburton, Martha S. ....	5,548.16	Phillips, Evelyn J. ....	6,944.04		
Hamilton, Pauline L. ....	10,329.24	Pittard, Margaret S. ....	15,450.48		
Hancock, Helen G. ....	8,766.84	Pusey, Grace P. ....	8,593.20		
Hansell, Dorothy C. ....	9,982.08	Putnam, Efflada .....	9,982.08		
Hardee, Frances S. ....	13,714.44	P Wyatt, Hilda A. ....	10,850.04		

## SURVIVING SPOUSES

## ELSEWHERE

Beird, Barbara A. ....	2,096.52
Blitch, Doris R. ....	2,864.40
Byrd, Mary Nell .....	351.12
Cannon, Mary R. ....	86.88
Clifford, Helen M. ....	868.08
Crampton, Frances W. ....	86.88
Crew, Blanche .....	4,166.40
Cromwell, Nellie D. ....	86.88
Davis, Phyllis .....	2,604.00
Evans, Virginia L. ....	1,041.60
Ferguson, Argene S. ....	1,599.48
Fitzgerald, Frances P. ....	12,238.80
Flynn, Shirley E. ....	347.28

Foy, Venera R. ....	86.88
Gaunt, Velma E. Shankle .....	1,996.44
Gerald, Malinda P. ....	86.88
Gibson, Jeffrie M. ....	86.88
Graham, Clementine .....	1,388.88
Hardin, Margaret O. ....	694.44
Hewett, Barbara B. ....	1,961.52
Howard, Ellavester .....	28.96
Jordan, Doreatha C. ....	86.88
McNeil, Mary .....	405.60
Mewborn, Valma C. ....	1,954.82
Miller, Christine .....	93.08
Miller, Elizabeth .....	1,041.60
Miller, Mamie B. ....	260.40
Peters, Anne G. ....	4,687.20
Phelps, Susan C. ....	694.44
Reynolds, Doris D. ....	347.28
Schram, Edna .....	2,777.64
Scott, Mary E. ....	173.64
Shackford, Virginia J. ....	5,989.20
Shockley, Doris T. ....	86.88
Shockley, Edith M. ....	86.88
Smith, Estelle A. ....	57.88
Whaley, Ruth E. ....	636.90
Williams, Lyda D. ....	86.88
ELSEWHERE TOTAL .....	\$54,236.40
SURVIVING SPOUSES	
TOTAL .....	\$2,150,279.79

**CHILDREN INSIDE**

Abernathy, Chadwick .....	4,091.31
Brower, Ethel C. ....	4,185.00
Carrigan, Martha Howard .....	4,686.40
Cochran, Ellen Jo .....	2,400.00
Coleman, Randall .....	6,893.10
Day, Brock A. ....	2,540.03
Hughes, William P. ....	5,027.04
Kingston, III, Richard .....	4,346.70
Magnuson, John M. ....	3,923.56
Tolbert Brian M. ....	1,431.00
Tolbert, Emily D. ....	4,357.44
Williamson, Alice C. ....	3,968.04
INSIDE TOTAL .....	\$48,849.62
CHILDREN TOTAL .....	\$48,849.62

**LOCAL PASTORS INSIDE**

Finney, James W. ....	2,831.64
Jones, Alvin G. ....	8,184.00
Proffitt, Baxter W. ....	7,020.00
INSIDE TOTAL .....	\$18,035.64

**LOCAL PASTORS OUTSIDE**

Cloer, James E. ....	3,369.12
Moore, Edward L. ....	4,397.76
OUTSIDE TOTAL .....	7,766.88
LOCAL PASTORS	
TOTAL .....	\$25,802.52

**SURVIVING LOCAL PASTORS**

<b>SPOUSES INSIDE</b>	
Brooks, Beulah H. ....	3,992.88
Morton, Louise C. ....	5,381.64
Orr, Bina B. ....	3,124.80
Tuttle, Ina H. ....	3,472.08
Warren, Lucille C. ....	7,461.40
INSIDE TOTAL .....	\$23,432.80
SURVIVING LOCAL PASTORS	
SPOUSES TOTAL .....	\$23,432.80

**CONFERENCE**

TOTAL .....	\$7,268,812.32
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### L. CONFERENCE BOARD OF TRUSTEES, INC.

The Board of Trustees of the Western North Carolina Conference of The United Methodist Church, Inc., is a chartered corporation under North Carolina law, in accordance with *The Book of Discipline* of The United Methodist Church, subject to the instructions of the annual conference and its officers.

#### Investments:

- a. Four funds under trustee management are invested through The United Methodist Foundation of our conference.
- b. The yearly distribution of earnings from these funds is based on the following scale: The General Fund, 35.8%; the Higgins Fund, 31.3%; the Centenary-Rutherford Fund, 12.9%; and the Jesse Spencer Bell Fund, 20.2%. Earnings during 2003 were distributed to the following designated beneficiaries:

Western North Carolina Conference Board of Pensions .....	\$ 4,474.59
Western North Carolina Conference United Methodist Women .....	2,524.77
Brevard College .....	5,499.49
Total Distribution .....	\$12,498.85

#### The Conference Memorial Center:

The trustees continue to monitor the operational expenses of the Conference Memorial Center in Charlotte, keeping in close touch with the conference treasurer-director of administrative services, who manages the building on our behalf. We receive monthly reports from the Treasury Services Office, and we seek to work with that office for efficient operation of the center. The financial items concerning the Memorial Center reported by the Council on Finance and Administration reflect the recommendations of the trustees.

#### The Episcopal Residence:

The conference-owned episcopal residence is cared for through the Episcopal Residence Committee, constituted according to the provisions of the *Discipline*. Barbara B. Falls, of our board, serves as our representative on this committee.

#### Other Concerns of the Board:

- a. The board and its legal counsel as necessary review property matters involving local churches, districts, and institutions of the conference. These matters are then reviewed by the full board at its meetings in March, June, and November.
- b. We call to your attention ¶ 2532.2 of *The Book of Discipline* (2000), which describes specifically the responsibilities of the local church board of trustees for the risk management of church property and personnel. The Board of Trustees encourages the Council on Finance and Administration to adopt an administrative program that provides to local trustees, treasurers, finance chairs, and pastors the risk-management memos from the General Council on Finance and Administration. These plans will be very beneficial to the local churches and assist in risk management and loss control.
- c. The Board of Trustees calls to your attention the *Guidelines for Incorporation of the Local Church*, with advisory letter, promulgated during 1994 by the conference Council on Finance and Administration. The guidelines express no position to encourage or discourage incorporation, but provide a set of recommended forms for the incorporation of a local church, compatible with the *Discipline* and with the requirements of North Carolina law. The primary reason for incorporation of the local church is to insulate church members from personal liability in the event the local church is sued and has insufficient resources, including insurance coverage, to satisfy any judgment obtained in the suit. Each local church may wish to consider the desirability of incorporation, including factors such as the size and individual situation of the church, the extent of activities giving rise to a risk of liability, the church's insurance coverage, and the impact of incorporation upon the church's administrative structure and internal flexibility.
- d. The conference Board of Trustees is often asked to take action on abandoned buildings and cemeteries. Much of our work involves determining conference responsibility for maintaining these properties and/or the legal authority to transfer or sell them, consistent with actions of the annual conference. The board will continue to work with the Cabinet in taking necessary action on abandoned properties, consistent with *The Book of Discipline* and North Carolina state laws. The board has authorized support for a property facilitator to assist district offices with property management details. The property facilitator and management expenses are funded from property sales proceeds and the balance remaining split between the district and conference congregational development, 75% and 25%, respectively.
- e. The Cabinet and the conference Board of Trustees have worked together on a policy providing for trustee review and approval of disposition of all church properties that are discontinued or abandoned before action is taken by the annual conference.
- f. Please note ¶ 2548.4 of *The Book of Discipline*, which specifies that all deeds, records, and other official and legal papers of a church that is declared to be abandoned or otherwise discontinued shall be deposited for permanent safekeeping with the Commission on Archives and History of the

annual conference. The Board of Trustees has entered into a cooperative arrangement with the Commission on Archives and History which will make the conference archives office in Charlotte a much more effective central repository for such information. We encourage all district boards of trustees, Cabinet members, and others to keep the conference archives office informed about such properties and to call the archives office when information is needed. The property project to index all discontinued, abandoned, and active property in our conference has been completed, and we anticipate that these files will be of great benefit to our conference.

- g. The board has prepared a *Property Matters* binder and distributed to district offices a step sheet, based on *The Book of Discipline* and the 2001 *Legal Manual* of the General Council on Finance and Administration, to be used by all parties in the event of the discontinuation or abandonment of local church property.

Joseph P. McGuire, *President*  
Doris P. Loomis, *Vice-President*  
Charles D. White, Jr., *Secretary*

### M. COMMITTEE ON THE ANNUAL CONFERENCE MEETING

"What Does the Lord Require of Us?" will be the theme for the 2004 conference as we come to the end of the 2000-04 quadrennium. This will be a most appropriate recapitulation of all the experiences we have had as we have looked at the three familiar responses to Micah's penetrating question (Micah 6:8).

The plan of organization of the conference has given to the Committee on the Annual Conference Meeting responsibility to "plan and administer all responsibilities relating to the annual meeting of the conference, including date, place, program, worship services, financial support, organization and rules, publicity, entertainment, and journal" (Plan of Organization, Part I.D.9.a).

The committee does its work with deep gratitude for the many persons who make our conference sessions possible. Among these are our 2004 host district, the Asheville District, and its superintendent, Karen F. Miller. Our three chief ushers will come from that district, and the 13 other districts will also be providing three ushers each. We also thank Susan L. Yarski, administrative assistant in the Waynesville District office, for serving as director of our ushers. Fernando Little, of Charlotte, and Charlotte Maness, of Albemarle, will be serving as our director of music and song leader, respectively, and we welcome them back to these roles for a second year with deep appreciation for their gifts and service.

During this past year, Gladys T. Holder, a member of our committee, retired from her roles as administrative assistant in the Albemarle District office and office manager for the conference secretary during annual conference week. She had been a member of the secretary's staff since the 1980 conference session, and we express to her our deep gratitude for her superb service during 23 conference sessions. The functions she has performed as the secretary's office manager will be assumed by Debra S. Younts, administrative assistant in the Statesville District office.

In 1998, the conference first provided opportunity for conference members to donate their per-diem checks to the special offerings being taken during the session. We encourage you to make this contribution if it is possible without undue hardship.

Continuing a practice instituted in 1999, program-related displays will be presented in a large tent near Stuart Auditorium. Please visit that area as you have opportunity, and confer with Dawn M. Hand, conference director of communication, if your group has needs for display space.

The committee works with and oversees the conference secretary and statistician in the publication of the conference journal and the *Program and Reports* and *Celebration of Life Service* booklets. It receives bids for the publication of these materials and awards the annual publication contract. The contract for 2004 materials has been awarded to M.A. Publishing, Mobile, Alabama, for the 19<sup>th</sup> consecutive year. We are deeply grateful to Nick and Meg Madaloni, the owners of M.A. Publishing, for their continuing excellence in the publication of our journal, as well as the journals of numerous other conferences.

As we look toward the 2004 publication of the journal, and in consideration of the technology now available, we are proposing changes in the way in which the journal is provided. For many years, it has been given at no charge to all conference members and conference claimants. We are now able to post the journal on the conference administrative website ([www.wnccadmin.org](http://www.wnccadmin.org)). In fact, Volume II of the 2003 journal has already been made available in that way. Our proposal is that this on-line posting become the way in which the journal is made available "free." We are also able to provide it on compact disc, as well as in the traditional printed form. For the printed and compact-disc formats, we are proposing that there be a \$12 charge per two-volume set. After conference, all conference members, conference claimants, and other interested persons will be given opportunity to designate whether they wish to receive either a compact disc or printed book or both, and payment will be expected at the time the order is placed. Especially for those of us who have been so accustomed to having a printed book at no charge every year, this will represent a significant change. We solicit your support of this plan as one way in which we can be better stewards of the conference's apportioned funds.

We are mindful that 2005 will, if we follow our regular quadrennial procedure, be time for another conference pictorial directory of the clergy members, diaconal ministers, and deaconesses to be published. You will find a proposal related to that in our proposals below.

At the 2002 conference session, at the request of numerous conference members, we instituted a system of providing child care during conference. That system of pre-registration is being continued this year. Conference members needing this service should take care to follow the instructions mailed them in early April. Children not pre-registered by the deadline given in that mailing may be accommodated at a somewhat greater cost.

By action of the 2003 conference, we are continuing the system, in use since 1988, of assigning housing priority in facilities owned by Lake Junaluska Assembly according to a rotating list of the districts:

<i>Preference in 2004</i>	<i>Preference in 2006</i>
Asheville District	Lexington District
Marion District	High Point District
Waynesville District	Greensboro District
Statesville District	<i>Preference in 2007</i>
<i>Preference in 2005</i>	Salisbury District
Gastonia District	Winston-Salem District
Albemarle District	Northeast District
Charlotte District	North Wilkesboro District

The committee reminds the conference that the number of applications requesting lodging at the Terrace Hotel because of conditions that limit mobility greatly exceed the number of rooms available. Junaluska staff do their best to care for the most urgent needs, but it is not possible to honor every request for special consideration. Thank you for your understanding and patience.

When you as a conference member come to the registration area, please remember that acceptance of the per-diem allowance means that you will attend all conference sessions for the full time for which the allowance is accepted. We urge you to regard this matter with seriousness and a commitment to fulfill the obligations which acceptance of the per-diem allowance entails.

### **Proposals: The Annual Conference Meeting**

**(Referred as Petition 20 to Forum Group 24)  
(Adopted by conference on June 11, 2004)**

The Committee on the Annual Conference Meeting proposes:

1. That the conference accept the invitation of Lake Junaluska Assembly to hold the 2005 session of the annual conference at Lake Junaluska and that the annual conference urgently request that the Assembly provide additional transportation on the grounds.
2. That the system of rotating priority for housing reservations in Assembly-owned facilities at Lake Junaluska during annual conference week, in use since 1988, be continued in 2005.
3. That the Gastonia District serve as the host district for the 2005 session of the annual conference.
4. That each district provide three persons to serve as ushers for the 2005 conference session, with the ushers from the host district being designated as chief ushers.
5. That the Committee on the Annual Conference Meeting examine the names and areas of concern of the forum groups in the light of the organization and emphases of the conference for the 2005-2008 quadrennium and propose for the 2005 session an alignment of forum groups as it may determine, subject to final approval by the 2005 conference session.
6. That the 2004 conference journal be produced in both printed form and on compact disc and posted on the administrative website of the conference, and that the price of the 2004 journal be \$12 per printed two-volume set and \$12 per two-volume set on compact disc.
7. That reputable companies be invited to make inquiries and/or submit bids to the secretary of the conference by December 1, 2004, for the printing of the 2005 conference journal and related materials.
8. That a conference pictorial directory, similar in form and content to that produced in 2001, be produced in 2005, with photographs to be taken at the 2005 conference session, provided that the directory can be produced with no expenditure of conference budget funds.

Charlene P. Kammerer, *Chairperson*  
Charles D. White, Jr., *Secretary*

### **N. COMMITTEE ON APPEALS**

No matter requiring the attention of the Committee on Appeals has been referred to it during the 2003-2004 conference year.

Jimmy L. Myers, *Chairperson*

## O. COMMISSION ON ARCHIVES AND HISTORY

The Commission on Archives and History seeks to preserve and record the story of what God has done and is doing among United Methodists in western North Carolina. Our conference archives staff — Nancy Keever Andersen, archivist; Nancy Spaine, assistant archivist; and Michael Perdue, conference historian — are available to assist individuals and churches with historical research. The archives are located in the Conference Memorial Center in Charlotte and are open on Tuesdays and Wednesdays. A call prior to your arrival will expedite research by giving the staff time to research the data being sought. You may reach the staff by calling 1-800-562-7929 or 704-535-2260 in Charlotte or by writing WNC Conference Archives, P.O. Box 18005, Charlotte, NC 28218.

The activities of the commission for the past year can be summarized briefly as follows:

- Met twice this year with the staff members to receive reports and provide ongoing consultation regarding the space and resources needed in assisting their work.
- Provided general oversight of the growing collection of historical materials related to our churches and clergy.
- Provided the district leadership conferences with persons to lead the workshops for church historians when requested.
- Provided clergy grave markers to family members of deceased clergy.
- Sought to recognize all churches that are observing significant anniversaries (100<sup>th</sup>, 150<sup>th</sup>, and 200<sup>th</sup>) in 2004 at the annual conference session.

The 2004 meeting of the Southeastern Jurisdiction Historical Society will meet July 21-24 at Epworth by the Sea, Saint Simons Island, Georgia. The theme will be, "The Wesleys in Georgia."

Andrew W. Brown, Jr., *Chairperson*

## CONFERENCE HISTORICAL SOCIETY

The Western North Carolina Conference Historical Society continues in its efforts to preserve and promote the heritage of Methodism in western North Carolina. The Historical Society last met on August 23, 2003, at Balls Creek Camp Meeting, celebrating the 150<sup>th</sup> anniversary of this camp ground and discussing its importance in the history of the region. During the coming conference year, we shall seek to continue communication among Historical Society members through the newsletter *Historical Tidings*, as well as additional e-mail bulletins.

Membership in the Conference Historical Society remains open to local-church historians and all others interested in the history of Methodism in western North Carolina.

Janet B. Pyatt, *President*

## P. CHRISTIAN EDUCATORS' FELLOWSHIP

Christian education plays a vital role in the life of any congregation. Recognizing the importance of Christian education in faith formation, nurturing, and discipleship, the Christian Educators' Fellowship (CEF) exists to promote and strengthen Christian education in the local church, area districts, and the Western North Carolina Conference. CEF also desires to be a support to Christian educators, both personally and professionally, providing opportunities to network through our connectional United Methodist system.

Our annual CEF Spring Retreat was held March 8-9, 2004, at the YMCA Blue Ridge Assembly in Black Mountain, with Susan Willhauck as our facilitator. Dr. Willhauck is assistant professor of Christian formation and teaching at Wesley Theological Seminary. This year's theme, "Take Off Your Shoes . . . You Are Standing on Holy Ground," provided a time of renewal, reflection, relaxation, and fellowship.

Several CEF educational opportunities were offered throughout the year in collaboration with Pfeiffer University. "Pfeiffer Responds" seminars and workshops included "Understanding Personal Strengths in Relating to Others" and "Where's the Fire? The Evolution of Worship in the Contemporary Church." The annual CEF spiritual formation "Day Apart" was held in October, with Dr. Dori Baker as facilitator. A special meeting was held to discuss the conference health benefits for lay employees. Guest speakers were Dale C. Bryant and C. M. Worthy, Jr. CEF recommends that district superintendents consider requesting local churches to provide health benefits for lay employees. Members of CEF were invited to participate in a two-day seminar, "Writing Successful Faith-Based Proposals to Help Public School Students," facilitated by members of the Public School Forum of North Carolina.

Members of CEF are planning to attend the National CEF Conference in New Orleans in October. The theme is "The Many Facets of Christian Education: Reflecting the Face of God."

Christian education seminars are held throughout the year and in various districts for the sake of equipping people who are not certified under the requirements of the Board of Ordained Ministry. These seminars are, "United Methodist Curriculum," "United Methodist Connection," "Administration of the

Christian Education Program," "Age-Level Ministries," "Theology of Christian Education," and "Basic Bible Study Approaches."

The following people are designated by CEF as

#### **Approved Education Assistants**

Browne, Frances, L. (Davidson County Family Services), 300 Oakview Road, High Point 27265  
 Core, Cynthia H. (Jamestown: Jamestown), P.O. Box 339 Jamestown, NC 27282  
 Elzy, Connie Jolly (Gastonia: Myers Memorial), 2060 Snow Bird Lane, Gastonia 28056  
 Ford, Donna G. (Greensboro: Guilford College), 1205 Fleming Rd, Greensboro 27410  
 Foust, Debbie (Kernersville: Main Street), 306 South Main St., Kernersville, NC 27284  
 Gillis, Lori P., 109 Hicks St., Cherryville, NC 28021  
 Greene, Rebecca Blanton (Gastonia: First), P.O. Box 218, Gastonia, 28053  
 Greeson, Jane, 1816 Bedford Rd., Rocky Mount, NC 27801  
 Hahn, Sandra, (Winston-Salem District Christian Educator), 1031 Reynolda Rd., Winston-Salem, NC 27104  
 Hooper, Jean (Greensboro: Centenary), 2300 West Friendly Rd., Greensboro, NC 27140  
 Hoover, Jane, 4201 Mashie Dr., Pfafftown, NC 27040  
 Idol, Peggy S. (Oak Forest, Lexington District), 11461 Old U.S. 52, Winston-Salem, NC 27107  
 Kiess, Marjory (Alexander Chapel, Asheville District), 11 Meadowview Terrace, Weaverville, NC 28787  
 Kennedy, Joanne (Kannapolis: Bethpage), 108 Fellowship Dr., Kannapolis, NC 28081  
 Kerley, Joyce S., 4108 Pinecrest Dr., Hickory, NC 28601  
 Lasley, Lynn (Asheville: St. Paul's), 223 Hillside St., Asheville, NC 28801  
 Long, Vaughan (Greensboro: Mt. Pisgah), 2600 Pisgah Church Rd., Greensboro, NC 27455  
 Messera, Brenda C. M. (Charlotte: St. Paul), 2830 Dorchester Place, Charlotte, NC 28209  
 McGuire, Larry, 172 N. 2<sup>nd</sup> St., Albemarle, NC 28001  
 McSwain. Alyce, Shelby, NC  
 Mundy, Louise, 6709 Rolling Wood Dr., Clemmons, NC 27012  
 Pyles, Jerriane (Gastonia: Maylo), 1220 Silversmith Circle, Gastonia 28056  
 Robinson, Mary S. (Conference Resource Center), P.O. Box 18005, Charlotte, NC 28218  
 Row, Kim (Greensboro: Irving Park), 1510 Cone Blvd. Greensboro, NC 27408  
 Talbert, Rosa Linda (Bible Instructor, Shelby Schools), 3003 River Rd., Shelby, NC 28152  
 Warren, Katie (Asheville District Program Consultant), 27 Balm Grove Ave., Asheville 28806  
 Wooten, Marilyn B. (Mineral Springs), P.O. Box 67, Mineral Springs, NC 28108

Charlotte G. Brendel, *President*

## **Q. COMMISSION ON COMMUNICATIONS**

The conference Commission on Communications has worked hard again this year to share the Gospel of Jesus Christ throughout the conference and beyond. We continue to bring onto the commission communications professionals and clergy who have past experience or a keen interest in the many important forms of communication.

There are several specific areas in which the commission has been active:

The commission continues to promote Igniting Ministry and to help educate local churches on the benefits of this lifestyle of welcoming. Members of the commission have led district leadership conference workshops throughout the conference and participated in other training events, including one on Igniting Ministry's new "Beyond 30 Seconds" Bible study course, which will be beneficial to each and every local church in the conference.

The Communications Office has produced a new and improved conference website, which is much more accessible and easier to use.

The Communications Office, working with the Treasury Services Office, produced the *Connections for Ministry* brochure to help educate and inform local churches as to how their apportionments are used to advance the ministry of Jesus Christ, both locally and around the world.

We have also worked with our outstanding United Methodist newspaper, the *North Carolina Christian Advocate*, to increase coverage of events and issues in the Western North Carolina Conference and to help promote increased subscriptions among our local church members and clergy in the conference.

Neill M. Caldwell, Jr., *Chairperson*

## **R. COMMITTEE ON CONFERENCE STAFF RELATIONS**

On behalf of the committee, I wish to extend a special thank you to John S. Boggs, who has served faithfully and efficiently as secretary of the committee this quadrennium. Special appreciation is also expressed to Thomas R. Sigmon, who guides the program staff and its support staff daily. Alec M. Alvord

completed his interim service as director of volunteer response ministries through annual conference 2004. I am please to report that the department is in good order and that all ministries are continuing strongly, with new financial and oversight controls in place.

The committee engaged in a search for a permanent director of volunteer response ministries. We are very pleased to announce that Michael W. Collins was selected out of a field of some outstanding candidates. His position is effective July 1, 2004. We are also pleased to announce that a church and community worker has been secured, in partnership with the General Board of Global Ministries, to staff the Mission Response Center in Mooresville. This warehouse and staging area remains a wonderful help for the deploying of materials as needed for many ongoing mission projects throughout the conference.

I wish to commend all the members of the program staff this past year for diligent supervision of funds. Some programs were delayed, some cancelled, due to budget restrictions in the last two months of the calendar year. Our staff has functioned admirably and faithfully with these restraints. Ongoing evaluation and planning will be required in the next quadrennium to advance the mission work of the conference and the stewardship needs to do so to sustain a quality conference staff and ministries.

Charlene P. Kammerer, *Chairperson*

### S. COMMITTEE ON EPISCOPACY

The 2004 annual conference remarkably signals the end of Bishop Charlene P. Kammerer's second quadrennium of ministry in, and leadership of, the Western North Carolina Conference. Because of her generosity, strong leadership, and friendship, eight years have passed much too quickly for our liking!

All of the 17 individuals who comprise the Committee on Episcopacy wish to express their utmost respect for Bishop Kammerer and her service to us as United Methodists in western North Carolina. Due to the process of selection and assignment of bishops for the annual conferences within the South-eastern Jurisdiction, we will meet for annual conference this year without knowledge as to Bishop Kammerer's next assignment, whether to the Charlotte Area or elsewhere. The committee therefore encourages members of the annual conference to take the opportunity to show expressions of grace and gratitude to the bishop, during this year's event, for her servant ministry among us.

The committee also wishes to commend and lift up to the conference the many accomplishments of the bishop. Under Bishop Kammerer's strong and wise leadership, the conference has grown steadily for eight years. During this time, she has demonstrated the type of inclusive leadership that is a model for Methodism and society. Throughout the past year, in addition to leading our conference, she has continued her leadership of general-church efforts, has led a spiritual pilgrimage to Italy, has been the featured preacher in a host of venues, and has shown exceptional leadership regarding the Quadrennial Budget Planning Committee.

Finally, the committee extends its heartfelt gratitude to Bill H. Osborne, Joy M. Clark, Jane F. Suther, and the entire conference staff for their continual nurturing and support of the bishop and her work. Through their tireless efforts, Bishop Kammerer has been enabled and emboldened to carry out the work of the episcopal office.

Bishop Kammerer, wherever God and the Southeastern Jurisdiction send you for the next quadrennium, we as a committee thank you and God for your time with us. Godspeed!

Michael L. Robinson, *Chair*

### T. EPISCOPAL RESIDENCE COMMITTEE

At the 2003 annual conference, the chairperson of the Episcopal Residence Committee reported that the committee, in consultation with the conference Board of Trustees and the Committee on Episcopacy, had concluded that the current episcopal residence had structural problems which made it advisable to sell it and purchase a new residence within the coming conference year.

Several factors continue to cause the committee to believe that the time has come to make this change:

- We have experienced a long history of structural problems with the current residence, which have caused undue expenses for maintenance and upkeep. On several occasions across the past 11 years, major repairs have been made to the home. Continuing to maintain this 33-year-old structure will only be a further drain upon the finances of the conference, without adding appreciably to the value of the property.
- The current residence, with five bedrooms, three and a half baths, and a double garage in 4,295 square feet under roof, is larger than is required by the family of a typical bishop in today's church. The sale of the current residence and the purchase of a new one will provide an opportunity for the "down-sizing" or, if you will, "right-sizing" of the episcopal residence.

- The community in which the current residence is located has become one in which homes are being purchased solely to get possession of the land, with the houses being torn down and new homes erected in their place. The committee has thus been advised by qualified appraisers that more than half of the value of the episcopal residence, which has increased significantly in the past decade, is in the land and not in the building. Since it is now apparent that the current residence can be sold for more than an appropriate new residence will cost, the conference will have an opportunity to use the excess proceeds from the sale to endow the future upkeep of a new residence.

As the committee has considered the issues of maintenance, size, and price, and has also considered the matter of location and ease of access to the Conference Memorial Center and Charlotte/Douglas Airport, it has concluded that the purchase of a townhome in south Charlotte will provide the best way of addressing each of these concerns. The new home we have chosen is in a townhome development known as Park Phillips, on Sharonview Lane in Charlotte. Located at 3206 Stratford Park Court, Unit 27D, this home has three bedrooms, two and a half baths, and a two-car garage, with 2,900 total square feet of living area.

The committee solicits your support of the proposal which follows as representing the best option available for providing a home for our resident bishop and her or his family in the years to come.

### **Proposal: Sale and Purchase of Episcopal Residence**

**(Referred as Petition 21 to Forum Group 24)  
(Adopted by conference on June 11, 2004)**

The Episcopal Residence Committee proposes the adoption of the following resolution:

Whereas, The Episcopal Residence Committee finds the current episcopal residence to have structural problems, with attendant high maintenance costs, and oversized for the family of a typical bishop; and

Whereas, The current episcopal residence has appreciated in value to the point that it can be sold for more than an appropriate new residence will cost, with the excess proceeds from the sale being made available to fund a maintenance endowment account; and

Whereas, There are townhomes available in Charlotte which are of the appropriate size, with low maintenance costs, and conveniently located to the Conference Memorial Center and Charlotte/Douglas Airport; therefore, be it

*Resolved*, That the Western North Carolina Annual Conference, in session June 10-13, 2004, at Lake Junaluska, North Carolina, hereby authorize the president and secretary of the conference Board of Trustees to execute all documents related to the sale of the current episcopal residence located at 3912 Beresford Road, Charlotte, North Carolina, and the purchase of the property known as 3206 Stratford Park Court, Unit 27D, of the Park Phillips Townhomes, Charlotte, North Carolina.

*Resolved*, That all excess proceeds from this transaction be placed in an endowment account with the United Methodist Foundation of Western North Carolina, with earnings to be used toward future maintenance of the residence.

Julia M. Hite, *Chairperson*

## **U. COMMISSION ON EQUITABLE COMPENSATION (CEC)**

**(Entire report referred as Petition 22 to Forum Group 23)  
(Adopted by conference on June 11, 2004)**

### **Policies and Guidelines for Administering the Equitable Compensation Fund (Calendar Year 2005)**

#### **1. Policies Pertaining to the Commission on Equitable Compensation:**

In the language of both ¶ 333 and ¶ 618 of *The Book of Discipline*, "Assumption of the obligations of the itineracy, required to be made at the time of admission into the traveling connection, puts upon the Church the counter obligation of providing support for the itinerant ministry of the Church." Our commission is directed to determine a *minimum level* of pastoral compensation, which the Equitable Compensation Fund is used to maintain for all clergy serving as local-church pastors under episcopal appointment. Our purpose is to provide funding of last resort for the pastors-in-charge of our conference in order to maintain a living, equitable compensation for all of these itinerant ministers, ensuring a measure of "fair value for fair services rendered." *The Book of Discipline* does not give any guidance in establishing this minimum level, which is left to the wisdom of the individual annual conferences.

There are four categories of support available from this fund: **emergency sustentation grants; regular grants; ethnic-minority missional grants; and Cabinet missional grants.**

The first category, **emergency sustentation grants**, comes under *Discipline* ¶¶ 622 and 624, the first of which states that “[e]ach church or charge has an obligation to pay the full compensation, as approved by the charge conference, to its pastor(s). If it becomes apparent that a church or charge will be unable to so provide the compensation approved by the charge conference, the church or charge shall immediately notify the district superintendent and may request consideration for a short-term emergency subsidy grant from the Equitable Compensation Fund.”

While the established goal for each pastoral charge is to become fully self-supporting in pastoral compensation, the **regular grant** category is available for those churches or charges which at their annual charge conferences, because of transitions in level of pastoral support or local demographics, determine that they will not be able to provide compensation at the minimum level set by our annual conference. Working with the bishop and Cabinet, the CEC will assist such charges, providing no more than 30% of the appropriate minimum pastoral compensation for a period of three years or less, during which period the charge must adopt and follow a plan, approved by the district superintendent and this commission, incorporating improved stewardship practices, evangelism, and other church growth methods or charge realignment, in order to eliminate the need for this assistance.

The third category of grants, under the authority of ¶623.6, is to support, above minimum compensation levels, clergy in **ethnic-minority missional** situations, especially Native American ministries.

A fourth use of Equitable Compensation Fund monies, **Cabinet missional grants**, approved in the past by our annual conference, also under *Discipline* ¶ 623.6, is assigned to the bishop and Cabinet, who are authorized to supplement base salaries of pastors in other missional situations as they deem proper to the mission of our annual conference.

Other than these areas, there is no other role for our commission in paying or setting salaries or compensation levels of our church.

## 2. Definitions and Classifications of Pastors:

- a. **Full-Time Pastors:** Subject to these policies and guidelines, pastors appointed to full-time service under ¶ 329.1 or ¶ 343.1 shall have a claim upon the Equitable Compensation Fund and shall not receive less than the minimum compensation specified in the current schedule (¶ 333).
- b. **Pastors Serving Less Than Full-Time:** Subject to these policies and guidelines, elders and probationary members serving as pastors appointed to less than full-time service under the provisions of ¶ 329.2 shall have a claim upon the Equitable Compensation Fund in one-quarter-time increments of either 3/4, 1/2, or 1/4 time as negotiated by the district superintendent at the time of the appointment, receiving not less than this percentage of the minimum compensation specified in the current schedule.
- c. **Pastors Attending School:** Subject to these policies and guidelines, a pastor appointed to a church or charge who is also enrolled in good standing in a college or seminary for a minimum of nine (9) hours per semester or equivalent in fulfillment of the requirements for conference affiliation and who is not otherwise gainfully employed shall have a claim upon the Equitable Compensation Fund in an amount based upon the one-quarter-time increments as negotiated by the district superintendent at the time of the appointment, which shall not exceed 3/4 time. In determining the compensation for a pastor attending school, grants received for educational expenses shall not be considered as part of compensation. Pastors who discontinue or complete their studies and intend to be considered as serving full time shall be compensated at that level only after certification by the CEC.
- d. **Part-Time Local Pastors and Retired Supply Pastors:** Since the ECF is designed to support those in full-time service as pastors of our local churches, those charges utilizing part-time local pastors or retired supply pastors shall have no claim upon the ECF.
- e. **Pastors Engaged in Continuing Education:** Inasmuch as continuing education is required of all ordained clergy, no pastor engaged in a program of continuing education under ¶ 349 shall by reason of such study leaves be denied the minimum compensation support as specified in the current schedule, except that in cases of educational leaves in excess of one month, the supplement shall be adjusted as negotiated by the district superintendent and the CEC.
- f. **Deacons in Full Connection:** As provided in *Discipline* ¶ 322.14b, deacons in full connection serving within the local church “shall receive a salary from the local church, charge, or cooperative parish not less than the minimum established by the equitable compensation policy of the annual conference for full-time and part-time pastors” [emphasis added], although these entities should be reminded that they are fully responsible for the compensation of these individuals. If the bishop and Cabinet appoint a deacon in full connection to a position as pastor-in-charge of a local church or charge, that individual will have a claim upon the ECF and shall not receive less than the minimum compensation specified in the current schedule for elders in full connection.
- g. **Definition of Compensation:** As used by CEC the term “compensation” includes the annual amount designated as cash salary for services rendered, parsonage utilities paid by the local charge, additional insurance premiums over and above the conference-approved program of individual medical insurance for clergy, and other fringe benefits. Compensation does *not* include housing allowances to the extent of actual housing expenses, fair market value of supplied parsonages, reimbursement for parish-related travel expenses paid by the local charge to the extent of actual travel expenses or the use of an automobile used for parish travel purposes, funds provided for continuing education to the extent they are used for that purpose, bona fide gifts or honoraria

for special services, allowances for moving expenses paid by the annual conference or local church, or individual medical insurance premiums in the amount of the conference-approved program of insurance for clergy.

- h. **Request Procedures:** In the case of regular and ethnic-minority missional grants, support from the CEC must be requested by a formal action of the charge conference, supported by a written request on the CEC form available through the conference Web page, signed by the district superintendent, the pastor, and the secretary of the charge conference. These requests must be completed in full and be accompanied by all required documentation to be processed by the CEC. Requests must be made at least thirty (30) days prior to the month when the assistance is to commence. In these cases, the local church or charge must pay at least 70% of the minimum applicable to its pastor. For sustentation grants, the district superintendent is responsible for submitting documentation to the Cabinet and the CEC executive committee for immediate processing, approval, and payment authorization.
- i. **Executive Committee:** Since the purpose of this commission is to be representational of the laity and clergy of our annual conference, we believe that our executive committee should be similarly organized. At the first meeting of the full commission following this meeting of annual conference, we will adopt an ongoing practice that our executive committee consist of a chairperson; a vice-chairperson; a secretary; the administrative assistant to the bishop (currently Bill H. Osborne, Jr.); our Cabinet representative (currently R. A. (Alan) Rice, Jr.); and additional members from the full commission as needed for the executive committee to consist of *an equal number of clergy and lay persons*. The executive committee will thus have from six to ten members, depending upon the status of the three elected officers.

**3. Calculation of Minimum Salary:**

The Commission on Equitable Compensation desires that *minimum pastoral salaries be equitable for both churches and pastors*. Our understanding is that the word “equitable” refers to an individual’s receiving fair value for services rendered, which must be applied individually for both clergy and congregations. Our concern, therefore, is to use a guideline that is fully independent of our own actions and is also a *true measure* of the underlying economy in which our congregations exist. Beginning in 2004, we adopted the North Carolina Per Capita Income, as maintained by the United States Bureau of Economic Analysis, as our guideline. If we look at the minimum salary for elders historically as a multiplier of North Carolina Per Capita Income, it has ranged from a high of 1.43 (1981) to a low of 1.16 (1998) and is currently on the low end of this range. We also recognize that salary is only one component of clergy compensation. Other major elements include church-provided parsonages or housing allowances, pensions, and health insurance. To be equitable, therefore, we as an annual conference must be aware of the financial impact of *all of our decisions* on the local church in order not to make pastoral support an excessive burden, while providing our clergy with fair, living, and equitable compensation.

For the purpose of setting a minimum salary for our pastors, the CEC is, therefore, now using as a basic guideline the NC PCI on a two-year-lag basis (the earliest time for which data are obtainable), with additional consideration being given to the two-year-lag Conference Average Compensation (CAC) and other measures of the health of our churches and the economy as felt necessary, segmenting the minimum salary levels as:

- Elders in Full Connection,
- Probationary/Associate Members,
- Local Pastors who have completed the Course of Study, and
- Local Pastors before completion of the Course of Study, with the local pastors before completion of the Course of Study receiving a “living wage” as indicated by the NC PCI.

The commission proposes adopting these guidelines, using the following multipliers, adjusting as needed for any rapid increase or decrease in the Consumer Price Index.

	2-year-lag NC PCI Factors	2 year-lag CAC Factors
Elders in Full Connection	1.25	0.70
Probationary/Associate Members	1.10	0.63
Local Pastors who have completed the Course of Study	1.06	0.59
Local Pastors before completion of Course of Study	1.00	0.53

**4. Proposed Schedules:**

**Minimum Compensation Schedule for Pastors  
Serving Full-time Appointments in 2005**

Elders in Full Connection	\$ 36,100
Probationary/Associate Members	\$ 32,350
Local Pastors who have completed the Course of Study	\$ 30,330
Local Pastors before completion of the Course of Study (Student pastor: \$22,750)	\$ 28,885

**Allocation of Requested Equitable Compensation Fund Budget**

Sustentation Reserve (administered by Cabinet and CEC)	\$ 10,000
Regular Grants (administered by CEC)	221,300
Missional Grants (administered by CEC)	25,000
Cabinet Supplement (administered by Cabinet)	60,000
Expenses of the Commission	5,000
Total (an increase of \$15,300, or 5%, from 2004)	<u>\$321,300</u>

Crowson H. Hunt, *Chairperson*  
William F. Berry II, *Secretary*

**V. COMMITTEE ON NOMINATIONS****Nominations****CONFERENCE MINISTRIES ADVISORY COUNCIL (CMAC)**

*Chairperson of Council:* Robert E. Shepherd, Deborah T. Daniels, Judy L. Durham, Johnny Harvell, Sandra L. Hieronymus, Walt Plexico, Phillip Tate.

**COMMISSION ON NURTURE MINISTRIES**

*District Representatives:* (AL) Lori T. Blood, Elaine Deese, (AS) Katherine B. Bryant, Katie S. Warren, (CH) Richard D. Auten, Rebecca G. Bingham, (GA) LaNell Johnson, Connie Elzey, (GR) Lara W. Greene, Ann Ralls Brackett, (HP) Jeffrey H. Sypole, Debbie Brown, (LE) Arthur R. Holland III, Renee Easter, (MA) Freida H. Hobson, Anita Fox, (NE) Sue Anne Morris, Eunice H. Hannah, (NW) Nathan E. Kirkpatrick, Pratt Davis, (SA) Ruth B. Atkinson, Mary Hatley, (ST) Ronnie E. Roseboro, Charles Young, (WA) Peter J. Taylor, Gladys Campbell, (WS) Evelyn M. Lemons, Douglas L. Watts.

*At Large:* Phil Hunsucker, Janet Maddox, Sarah E. H. McKinney.

**COMMISSION ON OUTREACH MINISTRIES**

*District Representatives:* (AL) James K. White, Sarah Lee, (AS) Edgar L. Hillman III, Madeline N. Moseley, (CH) Robert E. Boggan, Jr., Louretta Howze, (GA) Harrison L. Hinson, Glenn Rowland, (GR) Cecil E. Donahue, Phyllis Dudley, (HP) Robert E. Dowling, Les O. Fowler, (LE) Dianne W. Marsden, Lynn Staley, (MA) Douglas E. Hochmuth, Burtchus Lathan, (NE) David L. Miner, Harold Jennings, (NW) Robert C. Peurifoy, Linda Baity, (SA) Charles B. Halipilias, Darlene Angel, (ST) William R. Taylor, Michael Houser, (WA) Douglas L. Love, Bobby Ray Worley, (WS) Joseph W. Collins, Glenda Beauchamp.

*At Large:* Diane Hamrick, Susan A. Heafner-Heun, Mahalia McGee.

**COMMISSION ON WITNESS MINISTRIES**

*District Representatives:* (AL) Stephen W. Pillsbury, Grace B. Morris, (AS) Gerald D. Collins, Richard Rhodes, (CH) Robert A. Mick, John Perry, (GA) J. Billy Towery, Jr., Pat Stevens, (GR) Suzanne G. Michael, Chris Locklear, (HP) W. Michael Holder, Beth Norris, (LE) Charles L. Hutchens, Louise Jones, (MA) A. Franklin Gordon, Jr., Rad Mayfield, (NE) Robert L. Kerr, Alexis Coleman, (NW) Bruce L. Gwyn, Roger Eich, (SA) W. Randall Foster, Mike Williams, (ST) Diron C. Chloe, Larry Toohey, (WA) Alfred L. Beck, Jr., Amy Forga, (WS) Harold E. Schwantes, Shirley Dunlap.

*At Large:* Melvin K. Burton, Mary R. Miller, Ronald D. Perry.

**COMMISSION ON RELIGION AND RACE**

*District Representatives:* (AL) Richard L. Buff, (AS) Robert M. Blackburn, Jr., (CH) Bid Vang, (GA) Harold Swanson, (GR) Vera Bullock, (HP) Jennie Boyd, (LE) Etta M. White, (MA) Betty Young, (NE) Alfonza Everett, (NW) Miller C. Carter, Jr., (SA) Carl E. Settle, (ST) Scotty Moore, (WA) Marcus Robinson, (WS) Raphael O. Black.

*At Large:* Karla V. Farabow, Kathy FitzJefferies, H. Jae Lee.

**COMMISSION ON THE STATUS AND ROLE OF WOMEN**

*District Representatives:* (AL) Lisa H. Roberts, (AS) Steven K. Rainey, (CH) Iva S. Allen, (GA) Elizabeth M. Holbrooks, (GR) Jill D. Alventosa-Brown, (HP) Martha B. Welch, (LE) Faye L. Herbin, (MA) Martha Hemphill, (NE) Harry F. Andrews, (NW) Susan H. Sides, (SA) Mary S. Lautensleger, (ST) Carolyn Connor, (WA) R. Naomi King, (WS) Mary Catherine Willis.

*At Large:* Lisa Clement Bryant, Michelle D. Chappell, Edith Costner, David S. Greene, Debra N. Short, W. Amelia Stinson-Wesley.

**COMMITTEE ON SOCIAL CONCERNS**

*District Representatives:* (AL) Cornelius F. Brantley, Jr., (AS) Jonathan D. Coppedge-Henley, (CH) Stephanie L. Wilson, (GA) Frances Marshall, (GR) Pamela Shoffner, (HP) Toni Ruth Phillips, (LE) Robert R. Wiseman, (MA) David M. Hamlyn, (NE) A. Boyd Joyce, (NW) Dana M. Bunn, (SA) Lynn W. Cash, (ST) Terry J. Younts, (WA) Michael A. Shuford, (WS) Kelly P. Carpenter.

*At Large:* Stephen L. Autrey, Albert L. Joyner, Jr., Polly Pearson.

**COMMITTEE ON AFRICAN AMERICAN MINISTRIES**

Alexis W. Anthony, Alvin Brown, Juanita Brown, Lee E. Bynum, Homer C. Dawkins, Anne Gaines-Swygert, Willie P. Hall, Lydia Hallam, Donald E. McCoy, Albert Mills, Clyde A. Moore, Jr., Terry Patterson, Albert O. Perkins, Sr., Kent D. Tilley, C. H. (Tim) Timberlake, Jr., Norris N. Wilson.

**COMMITTEE ON HISPANIC MINISTRIES**

Aurora Almy, William F. Berry II, Augusto Caldera, Thomas Davis, Leonard O. Fair, Edward T. (Ned) Martin, Ana C. Morrison, David R. Ortigoza, Sybil R. Parks, Keys S. Pendleton, J. Jorge Rubio, Martin Serrano, Mark R. Sills, Sarah L. Smith, Sue N. Trollinger, Jose Vazquez, Diana Wingeier-Rayo, Oscar F. Zuniga.

**COMMITTEE ON NATIVE AMERICAN MINISTRIES**

Jack Alley, Chris J. Bennett, Margaret Foust, Dinah Grant, Connie Locklear, Joel G. Locklear, Jr., Louisa Locklear, Cathy McMillian, William T. Medlin III, Hilary Osborne, Steven E. Phillippi, Garry Revels, Donna Strickland Smith, Jerry Wolfe.

**COUNCIL ON FINANCE AND ADMINISTRATION**

*Clergy:* James M. Armstrong, Jr., Julianne (Jan) Brittain, Claudia G. Harrelson, Lillie M. Jones, Thomas A. (Andy) Langford III, C. M. Worthy, Jr.

*Laity:* M. Lynne Gilbert, Scott Humann, Al Jones, Jeffrey S. McVay, Mary Nance, Maurice Smith, Eric K. Tang, Thomas W. Wilson, Jr., Linda Young.

*Member, General Council on Finance and Administration (with vote):* James C. Windham, Jr.

**COUNCIL ON CONGREGATIONAL DEVELOPMENT**

*District Representatives:* (AL) J. Matthew Burton, Jr., (AS) Steve Arnaud, (CH) Percival T. Reeves, (GA) Roberta Burton, (GR) Tom Jordan, (HP) William R. Jarrett, (LE) David E. Smith, Jr. (MA) H. Steven Kiser, (NE) Terry L. Matthews, (NW) Edmund Adams, (SA) David H. Christy, (ST) Charles C. Kyker, (WA) Maurice West, (WS) Ellis L. Rouse, Jr.

*At Large:* William (Blue) Angel, Michael G. Carle, Jeff Isenhour, Stephen D. James, Donald Jenkins, Karla Knotts, Paula B. Northrup.

**COUNCIL ON LAITY**

*At-Large Lay Members:* Raul R. Andriano, Larry Butler, John Chang, Janet H. Collins, Janet Cummings-Locklear, Henry Goldston, Teila Hand, David Heath, Sybil J. Perrell, Bobby Sharp, Elaine Surgeon, Patricia W. Wiseman.

**CONFERENCE BOARD OF TRUSTEES, INC.**

*To Serve thru 2005:* Fredrick B. Bowman, John E. Davis, Jr., Barbara B. Falls, Coley Hooker, Jr.

*To Serve thru 2006:* Linda M. Kelly, Doris P. Loomis, Joseph P. McGuire, J. Hurley Thomas III.

*To Serve thru 2007:* Julia M. Hite, Paul N. Milton, Richard N. Randleman, Carol Williams-Gilbert.

**CONFERENCE BOARD OF PENSIONS, INC.**

*To Serve thru 2008:* Ben Hawfield, Robert T. McLawhorn, Patricia Shoffner, Ed Welch, Lisa L. Wishon, W. Vann York.

*To Serve thru 2012:* Roberta E. Blackwell, Mark B. Edwards, Barbara Ewings, Don Lineberger, William H. Osborne, Jr., Larry D. Wilkinson.

**BOARD OF ORDAINED MINISTRY (Bishop's Nominations)**

*Elders:* C. Wayne Allen, Shirley L. Canty, Phillip B. Cole, Cathy A. Cook, Sara C. Elliott, H. Donnell FitzJefferies, Joseph M. Fulk, Jr., Doris W. Gibbs, Sanford L. Giles, Michael H. Goode, Elizabeth L. Graves, Bonnie P. Harris, David C. Hockett, Laura E. Hubbard, Lory Beth T. Huffman, Susan P. Jones, Abraham Kim, Jonathan D. Marlowe, Terry L. Moore, Barry P. Osborne, Scott A. Osterberg, Jeffrey S. Patterson, Keys S. Pendleton, Susan E. Pillsbury, Angela A. Pleasants, S. Wesley Sharpe, J. Thomas Stinson-Wesley, Jeffery A. Sweeney, Kyles Y. Wallace, Shelly F. Webb, Sylvia D. Wilhelm, Craven E. Williams.

*Deacons:* Patience S. Brumley, Joe A. Hamby, Kathleen H. Kilbourne, Sallyanne I. McVay, Elizabeth C. Minus, Saxon C. Scarborough.

*Laity:* Lynn Brunner, Dennis G. Carroll, Mildred S. Carter, Ella P. Hand, Betty Jo Hardy, Janet M. Hitch, J. Edgar McFarland, Etta W. Marcellus, Sara M. Williams.

*Associate Members/Local Pastors:* Carmen B. Godfrey, Donald R. Freshour.

**COMMISSION ON ARCHIVES AND HISTORY**

Linda P. Addo, Lloyd R. Bailey, Virginia Bjorlin, Kimberly Boyd, Andrew W. Brown, Jr., Frederick N. Jones, Michael Perdue, James L. Pyatt, E. E. (Gene) Richardson, Jr., Betty K. Simpson, Randy H. Tarlton, W. Ronald Wachs.

**COMMISSION ON COMMUNICATIONS**

*Elected Members:* Harold K. Bales, Jane Braswell, Neill M. Caldwell, Jr., Mary John Dye, Benny B. Hahn, Stephen M. Martin, Edward D. McKinney, Deyanira T. Ramos, Paul Revere, Sharon Smith, Jack G. Stratas, Kathryn R. Tackett.

**COMMISSION ON EQUITABLE COMPENSATION**

*Clergy:* Cynthia L. Arnold, Charles H. Byers, Jr., Patrick S. Hamrick, Vance E. Hunt, Angela R. Marlowe, Tony H. Matthews, James T. Webb, Jr.

*Laity:* Martha Jane Bonkemeyer, Kent Bunting, Marcella E. Cook, Doris W. Morrison, David Stewart, Charlie L. Taylor, Robert D. Upchurch.

**ADMINISTRATIVE REVIEW COMMITTEE** (Bishop's Nominations)

*Clergy:* Beverly E. Gaska, M. Kenneth Lyon, Ashley Crowder Stanley.

*Alternate:* David F. Cunha.

**COMMITTEE ON THE ANNUAL CONFERENCE MEETING**

*Elected Lay Members:* Ron Clauser, Amy L. Johnson, Mary Ann Way, Susan L. Yarski, Debra S. Younts, (space held for two youth members).

**COMMITTEE ON APPEALS**

*Clergy:* Randolph H. Harry, Jimmy L. Myers. *Reserve:* Glenn L. Myers, Jr.

*Lait:* Humphrey Cummings, Dale Ann Wilkinson Plyler, Carroll Saunders. *Reserve:* Clark Smith.

**COMMITTEE ON CONFERENCE STAFF RELATIONS**

*Elected At-Large Members:*

*Elders:* Stephen D. Haines, Katherine Clontz Sherrill.

*Deacon or Diaconal Minister:* Ramona Morton Clapp.

*Lait:* Jennifer P. Davis, Kenneth M. Partin.

**COMMITTEE ON EPISCOPACY**

*Elected Members:*

*Clergy:* Kenneth H. Carter, Jr., Kimberly T. Ingram, Samuel H. Moore, Jr., Earl Wilson, Jr.

*Lay Women:* Jennifer P. Davis, Betty Jo C. Hardy, Mary K. Kizer, Daphine L. Strickland.

*Lay Men:* Ray G. Boger, Edward Broadwell, Mitchell Matthews, James Sibert,

*Appointed by Bishop:* N. Fred Jordan, Jr., Maggie Tilley, Robert Winchester.

**COMMITTEE ON INVESTIGATION OF CLERGY** (Bishop's Nominations)

*Elders/Deacons:* Barbara J. Barden, Michael B. Brown, Larry E. Fitzgerald, Franklin W. Grice, Glenn L. Lyles, Brenda M. Newman, Dolores B. Queen. *Alternates:* Roland T. Barnhardt, Edward L. Biggers, Lynda T. Briggs, John F. Epps, Carl S. Johnson.

*Lay Observers:* James N. Freeman, Jr., Nathan Poovey. *Alternate:* Coley Hooker, Jr.

**COMMITTEE ON INVESTIGATION OF DIACONAL MINISTERS** (Bishop's Nominations)

*Diaconal Ministers:* Mark H. Christy, Michael P. Daugherty, Susan F. Osterberg. *Alternates:* Sandra M. McGarrah, Ann Tyler.

**COMMITTEE ON NOMINATIONS**

*Elected Lay Women:* Jennifer P. Davis, Elsie Kindley, Daphine L. Strickland, Beverly Watkins.

*Elected Lay Men:* Wesley Bailey, Tom Harris, James Morehead, Charlie L. Taylor.

**NORTH CAROLINA STATE COMMISSION ON CAMPUS MINISTRY**

*Representing Linkages to Campus Ministries:* Jonathan D. Coppedge-Henley, Michael Fleicher, Constance Johnson, Elaine Olenick, Ivan H. M. Peden, Lauren P. Richardson, Susan E. Norman Vickers.

*At Large:* James Armstrong, Shirley L. Canty, Franklin W. Grice, David Riffe.

*Campus Minister:* Stephen R. Cheyney.

**METHODIST BOARD OF PUBLICATION, INC.**

*To Serve thru 2005:* Kenneth A. Horn (2005), Doris D. Vincent (2009).

*To Serve thru 2006:* W. Michael Holder (2010), Maggie Tilley (2010).

*To Serve thru 2007:* Neill M. Caldwell, Jr. (2007), Michael J. Gehring (2007).

*To Serve thru 2008:* Ken Fortenberry (2012), Frederick N. Jones (2012), Sadie G. Martin (2012).

**REPRESENTATIVES TO NORTH CAROLINA COUNCIL OF CHURCHES**

*To Serve thru 2005:* Donna M. Claycomb, James W. Ferree, Janet D. Lawrence, Lisa Martinez, Sydnor Thompson, Angela White.

*To Serve thru 2006:* Shirley L. Canty, Irma Ellwanger, Beverly E. Gaska, Walter Hand, Bart W. Mille-son, Suzanne B. Northcraft.

*To Serve thru 2007:* Dianne W. English, Glenn S. Griffiths, Faye L. Herbin, J. Daniel Hester, A. Owen Peeler, Dale M. Swofford.

*Alternates:* Jonathan D. Coppedge-Henley, Mark R. Smith.

**ADDITIONAL NOMINATIONS**

*Conference Secretary of Global Ministries:* Mark L. Barden.

*Conference Statistician for 2004-2008:* Charles D. White, Jr.

*Conference Chancellor for 2004-2005 (nominated by bishop):* Susan Keahey Irvin.

*Coordinator of Calendar for 2004 Session (nominated by bishop as chair*

*of Committee on the Annual Conference Meeting):* Ashley Crowder Stanley.

*Forum Group Chairpersons for 2004 Session:* See Sec. II.C.2.

Charlene P. Kammerer, *Chairperson*  
Charles D. White, Jr., *Secretary*

## W. PETITION REFERRALS

(Adopted by conference on June 10, 2004)

In accordance with the rules of the annual conference, the conference secretary has examined all petitions and proposals to the 2004 session and proposes that they be referred to the forum groups as indicated below.

Petition No.	Forum Group Petition Subject and Source
<b>2. YOUTH MINISTRIES</b>	
3	Camp Tekoa Trustees (Committee on Camp and Retreat Ministries)
18	Safe Sanctuary Policy (Conference Council on Youth Ministries, <i>et al.</i> )
<b>11. HEALTH AND HUMAN SERVICES</b>	
13	Aldersgate Boards (Board of Advisors, Aldersgate United Methodist Retirement Community, Inc.)
14	Arbor Acres Directors (Board of Directors, Arbor Acres United Methodist Retirement Community, Inc.)
15	Children's Home Trustees and Officers (Board of Trustees, The Children's Home, Inc.)
16	Givens Estates Directors (Board of Directors, Givens Estates United Methodist Retirement Community)
17	UMAR Trustees (Board of Trustees, UMAR, Inc.)
<b>12. SOCIAL CONCERNS</b>	
31	Close School of the Americas (Committee on Social Concerns)
32	Changes in Committee Name and Membership (Committee on Social Concerns)
<b>13. PEACE AND INTERNATIONAL RELATIONS</b>	
24	Communication to President and Vice-President (Earl P. Crow, Jr., Clergy Member, Retired, Winston-Salem)
<b>14. MISSIONS/OUTREACH</b>	
4	Advance Specials for 2004-2005 (Commission on Outreach Ministries)
5	Golden Cross (Commission on Outreach Ministries)
6	Directors of Rural Affordable Housing (Board of Directors, Rural Affordable Housing, Inc.)
25	Rural Life Sunday (WNC Chapter, United Methodist Rural Fellowship)
<b>16. ECUMENICAL AND INTERRELIGIOUS CONCERNS</b>	
26	Re-establish Commission on Christian Unity (Sydnor Thompson, Charlotte, <i>et al.</i> )
<b>20. STATUS AND ROLE OF WOMEN</b>	
7	Study of Appointments of Clergywomen (Commission on the Status and Role of Women)
<b>21. HIGHER EDUCATION AND CAMPUS MINISTRY</b>	
8	Bennett College Trustees (Commission on Church Colleges and Universities)
9	Brevard College Trustees (Commission on Church Colleges and Universities)
10	High Point University Trustees (Commission on Church Colleges and Universities)
11	Pfeiffer University Trustees (Commission on Church Colleges and Universities)
12	Campus Ministry Boards (North Carolina State Commission on Campus Ministry)
<b>22. ORDAINED AND DIACONAL MINISTRY</b>	
27	Paragraphs 161 G and 304.3 as Declarative Statements (Patrick W. Purdy, Pastor, and Administrative Council, First Church, Troutman) (withdrawn by petitioners)
28	Chargeable Offense (Patrick W. Purdy, Pastor, and Administrative Council, First Church, Troutman) (withdrawn by petitioners)
29	Limitations on Clergy Transfers (Patrick W. Purdy, Pastor, and Administrative Council, First Church, Troutman) (withdrawn by petitioners)
<b>23. FINANCE</b>	
1	2005 Apportioned Funds and Financial Policies (Council on Finance and Administration) (pages 34-38 and 47-58)
2	Conference Insurance Program (Insurance Committee of Council on Finance and Administration) (pages 60-61)
19	Pension Programs and Policies (Board of Pensions, Inc.) (pages 93-95)
22	Equitable Compensation Policies (Commission on Equitable Compensation) (pages 102-104)

- 23 Cole Foundation Trustees (Trustees of the Eugene M. Cole Foundation) (page 106)  
 30 Annuity Rate for Pre-1982 Clergy Service (D. P. Smotherman, Jr., Greensboro, *et al.*)

#### 24. ORGANIZATION AND HISTORY

- 20 The Annual Conference Meeting (Committee on the Annual Conference Meeting) (page 98)  
 21 Sale and Purchase of Episcopal Residence (Episcopal Residence Committee) (page 102)

Charles D. White, Jr., *Conference Secretary*

### X. CHURCH EXTENSION, INC.

The mission of Church Extension, Inc., is to assist churches in the Western North Carolina Conference in building projects. During the conference year 2003-04, projects were completed for the following churches: Jackson and Peace, in the Greensboro District; Harper's Chapel, in the North Wilkesboro District; Mill Grove, in the Albemarle District; and Simpson-Gillespie, in the Charlotte District. The total cost of these completed projects amounted to approximately \$1,534,000.

Work continues on Level Cross Church, in the High Point District. Plans are being studied for a possible project at First Hmong Church, in the Charlotte District. A contract has been signed for a fellowship hall at Eden Church, in the Northeast District.

W. Harvey Pardue, *President*

### Y. DISCIPLE BIBLE OUTREACH MINISTRIES OF NORTH CAROLINA, INC.

To develop and strengthen Bible study ministries in local churches and in outreach settings — especially prisons — which will transform lives, make disciples, and empower Christians for outreach ministry.

Chartered in June of 1999 as a collaborative ministry of the Western North Carolina and North Carolina conferences, Disciple Bible Outreach Ministries of North Carolina, Inc. (DBOM) continues to fulfill her mission. In only four short years, DBOM volunteers have taught DISCIPLE in 70 correctional institutions. Inmate participation now numbers in the thousands, and volunteer ranks have topped 300. In only four years, DBOM has helped numerous small-membership, rural, and ethnic churches begin vibrant DISCIPLE programs in local churches and has provided more than \$33,000 in training scholarships in order to accomplish this. DBOM has developed and implemented an aftercare program for ex-offenders called Faithful Friends, and DBOM has most recently joined forces with the North Carolina Department of Juvenile Justice and Delinquency Prevention to create an original Bible Study program for juvenile offenders called "Rings Of Fellowship." Currently, 114 juvenile offenders are participating in the "Rings Of Fellowship" program. In addition, DBOM has provided a model of ministry that is gathering momentum in the general church. To date, DBOM has helped ten other annual conferences reach out to their prison population with DISCIPLE Bible Study.

In the midst of these successes, however, are a number of challenges. A difficult economy and budget constraints have reduced DBOM's funding base at the moment of our greatest growth and expansion. Now more than ever, financial support from individuals and local churches is needed. In addition, North Carolina continues to reduce the number of state prison chaplains. Since chaplains are responsible for the religious volunteers, the reduction in chaplaincy creates more difficulty and more "red tape" for our volunteers entering the prisons for ministry. The lack of prison chaplains, however, also creates an even greater need in the prisons for the ministry of DBOM. As an inmate recently said, "My DISCIPLE class is the only place I have to learn the Bible."

While challenges face us, God is greater than any challenge. DBOM, therefore, resolves to move ahead, providing the word of God and the ministry of Christ to a world in need. God calls us and then sends us into the world. May DBOM continue to offer the bread of life and a cup of cool water in God's name. Yes, four years have passed, but the work is just starting. DBOM covets your prayers as she seeks to make disciples through Bible study to bring God's grace to a hurting world.

Members of our council from the Western North Carolina Conference are Charles McNairy, R. Bradley Thie, Shirley L. Canty, Cheryl Nehnevajsa, Michael Brown, Lynne B. Caldwell, and Thomas R. Sigmon.

Mark C. Hicks, *Executive Director*