

We continue to encourage training events within our fourteen districts for our churches, so they may complete their work on their "Safe Sanctuary" children- and youth-protection policies by the December 31, 2005, deadline. We also encourage each district to hold at least one district-wide youth rally, mission project, or event per year.

Finally, the CCYM feels called to reach out in ministry to a group that we believe is neglected in our church: **young adults**. Opportunities for worship and spiritual growth are lacking for college students, as well as for singles and young married couples. In order to help meet this need in our church, we are in the process of forming a young adult council, the focus of which will be to minister to individuals between the ages of 18 and 30. One of the first steps of this council is making additions or adaptations to some of our existing events, to bring focus on the needs of this age group.

For more information on our events, Safe Sanctuaries, or the Adult Youth Worker Training Academy, check out the conference web site: www.wnccumc.org/ministries/ministries_with_young_people.

Follow Jesus. Make Disciples. Transform the World. With this newly defined focus of the conference, the Council on Youth Ministries continues to grow in ministry for the year 2005-2006.

Lea T. Scott, *President, Council on Youth Ministries*
Katie S. Fralic, *Director of Ministries with Young People*

J. BOARD OF ORDAINED MINISTRY

The Board of Ordained Ministry consists of clergy and laity from the annual conference, nominated by the bishop. These 52 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 (RIOM) process brings together commissioned clergy for support and sharing. A formational retreat for first-year clergy included training in sexual ethics, to supplement the three major events held in 2004. 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 2005 on the themes of call and disciplined life, preaching and worship, and theology and doctrine. In addition, a Committee on Conference Relations has been formed to deal with all clergy who request changes in conference relationship. The board also has received and approved a report on leaves of absence, exiting funds, and ineffectiveness (see below).

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 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 the clergy around issues of vocational ineffectiveness and moral impropriety, and seek to provide guidance and support.

The board is working with the conference staff to ensure that all clergy and lay employees of the conference, districts, and local churches fill out immigration status (I-9) forms, so that the conference will be in compliance with federal immigration laws.

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.

J. Thomas Stinson-Wesley, *President*
Shirley L. Canty, *Vice-President*
Jeffrey S. Patterson, *Secretary*
H. Donnell FitzJefferies, *Treasurer*

Joint Cabinet/Board Policy Statement on Ineffectiveness

The following statement of policy was adopted during the spring of 2005 by the Western North Carolina Conference Cabinet and the conference Board of Ordained Ministry:

Pastoral Ineffectiveness

I. Definition of Ineffective Pastor

An ineffective pastor is one whose frequent moves are characterized by one or more of the following characteristics:

- A. Unwillingness to focus on the work of the parish.
- B. Poor relational skills.
- C. Indolence – sloth – "laziness."
- D. Failure to meet the pastoral care, worship, or leadership needs of the parish.

- II. Potential Reasons for Alleging Ineffectiveness:
 - A. Service record – frequent moves (for example, three consecutive appointments lasting only one or two years).
 - B. Evaluation covenant from the local church Committee on Pastor(Staff)-Relations.
 - C. Reports and reviews of district superintendents.
 - D. History of effective appointments in churches before and after the “ineffective” pastor.
 - E. Pattern of ineffectiveness as defined in Section I above.
- III. Recommendations for Responding to the Ineffective Pastor:
 - A. Identify areas that need to be strengthened. The district superintendent will also share a copy of the policy on pastoral ineffectiveness with the pastor and have him or her initial the copy after reading.
 - B. Identify resources that offer the pastor opportunities to strengthen the areas, and develop a plan to strengthen ministerial skills.
 - C. Warn the pastor that failure to make progress in strengthening these areas could lead to administrative action.
 - D. Document the reviews in detail and place in pastor’s file.
 - E. Continue to review at appropriate intervals and suggest appropriate consultations.
 - F. Consider leave options as provided for in *The Book of Discipline*.
- IV. If substantial progress is not made, the Cabinet will initiate appropriate action in keeping with the *Discipline*.

The board and Cabinet have agreed to publish this policy and other policies that set certain standards of behavior or performance criteria for clergy. They also suggest that these policies be published at least once a quadrennium in the conference journal.

Policies Related to Ordained Ministry

(Adopted by executive session of clergy members on June 8, 2005)

The policies of the Board of Ordained Ministry and the Board of Diaconal Ministry which were in effect prior to the 1997 annual conference shall remain in effect insofar as they apply to persons having dealings with the Board of Ordained Ministry under the 1992 *Book of Discipline*.

The policies proposed below shall apply as the Board of Ordained Ministry deals with persons under the ministry legislation contained in the 2004 *Book of Discipline*; provided, however, that the board may apply any of these policies to candidates under the 1992 *Discipline* when, in the judgment of the board, that is equitable and not in conflict with the 1992 *Discipline*.

1. **Psychological Testing:** The district Committee on Ordained Ministry shall require psychological testing as a part of the application process for candidacy and reinstatement of candidacy.
2. **Local Pastors’ Licensing School:** All persons licensed and appointed as local pastors who have not completed the M.Div. degree (or equivalent) shall satisfactorily complete the Local Pastors’ Licensing School prior to appointment. Ordained clergy of other annual conferences or Christian denominations who are to be appointed to serve in the conference are neither expected nor required to participate in this school.
3. **Full-Time and Part-Time Local Pastors:** Approval for service as a full-time or a part-time local pastor for the first time, regardless of prior service as a student local pastor, requires an interview and a physical examination report. If more than four years have elapsed since the date of any previous psychological evaluation, the provisions of item 6 below shall apply to a local pastor being appointed for the first time to full-time or part-time service.
4. **Local Pastor Interview Procedure:** The District Committee on Ordained Ministry shall determine the fitness of candidates for their annual approval as eligible for appointment as local pastors, subject to final approval by the Board of Ordained Ministry and the executive clergy session (§ 634.2g(1)).
5. **GPA for Associate Membership:** An applicant for election as an associate member shall have a grade-point average for the required sixty (60) semester hours of undergraduate credit no lower than the grade-point average required by that institution for graduation.
6. **Psychological Update:** If more than four (4) years have passed between the date of the most recent psychological assessment report concerning a candidate and the time of the candidate’s interviews for probationary or associate membership or any other situation in which the board requires an assessment report, the candidate shall be required to engage in a follow-up interview of approximately one hour with the psychological assessment specialist of the Board of Ordained Ministry at the expense of the board. In advance of this follow-up interview, the registrar of the board shall provide a copy of the most recent assessment report to the specialist, and the candidate shall provide to the specialist letters of reference from (a) a teacher/ professor, (b) the pastor of the local church where the candidate is an active participant, (c) a person who has acted in a supervisory capacity in relationship to the candidate, and (d) a classmate or fellow pastor. The letters of reference shall be similar in form to those required for the basic assessment program and shall relate specifically to the period of time in the candidate’s life and ministry since the previous assessment report. The specialist (a) shall provide to the board a brief report of the follow-up interview, (b) may require that the entire assessment process be repeated if that is determined to be in the best interests of the candidate and/or the conference, and (c) may make other recommendations to the board regarding the candidate.
7. **Continuance on Probation:** For continuation of probationary membership under ¶ 327, the Board of Ordained Ministry may require any or all of the following: a report from the probationer’s district super-

intendent and/or mentor, a written statement of the probationer's plans for the ensuing year, counseling, and an interview with the Board of Ordained Ministry.

8. **Academic Requirements for Probationary Membership:** A candidate may be admitted to probationary membership upon completing at least one half of the required graduate degree (§ 324.4 and .5) and all of the basic graduate theological studies specified in § 324.4a. In addition, the following requirements shall have been met:

Each candidate shall, prior to being interviewed by the Board of Ordained Ministry for probationary membership, have completed a seminary-level course in systematic theology. The theology course specified by the *Discipline* (§324.4a) shall satisfy this requirement only when it is a thorough survey course in systematic theology.

Each candidate shall, prior to being interviewed by the Board of Ordained Ministry for probationary membership, have completed the course in United Methodist doctrine required by the *Discipline* (§ 324.4a).

Each candidate who intends to pursue ordination as an elder shall, prior to being interviewed for probationary membership, have successfully completed at least one basic seminary course in the theory and practice of preaching, including sermon preparation and critique. Courses not requiring personal involvement in the act of preaching are unacceptable.

Each candidate shall, prior to admission to probationary membership, have successfully completed at least one basic seminary-level course in worship, this course to include an introduction to the history, theology, and practice of Christian worship, including Sunday gatherings, the sacraments, weddings, funerals, etc. This requirement may be satisfied through a non-credit course with instructor, content, and procedures approved by the Board of Ordained Ministry. All transfers from other denominations must satisfy this requirement through a United Methodist seminary or a course specifically approved by the board. The course in worship/liturgy specified by the *Discipline* (§ 324.4a) shall satisfy this requirement only when its content is as described herein.

9. **Residency in Ordained Ministry:** All candidates for full connection under the 2004 *Discipline*, including probationary members transferring in from other conferences or denominations, shall satisfactorily complete a three (3)-year Residency in Ordained Ministry. The residency shall begin in the first year of service following admission to probationary membership. Candidates transferring in from other United Methodist conferences shall be evaluated on a case-by-case basis to determine whether their experiences of mentoring, supervision, and/or residency meet all or part of this requirement. A candidate appointed in another United Methodist conference shall participate in that conference's program of mentoring, supervision, and/or residency and shall submit to the WNCC Board of Ordained Ministry evaluations of that participation from the Committee on Pastor-Parish Relations and the district superintendent where the service was rendered. A statement summarizing each candidate's participation in residency shall be filed by the residency director with the registrar of the board.

Service as a probationary member shall be full time in order to meet the years-of-service requirements of the *Discipline* for full connection and ordination as elder; however, upon appeal by the candidate, the Board of Ordained Ministry may equate part-time service with full-time service, granting either one half (1/2) or three-quarters (3/4), but not one quarter (1/4), of a year credit per year of service based on the service percentages approved by the clergy session. Less-than-full-time or non-salaried service as a probationary member preparing for ordination as a deacon shall be evaluated as prescribed in § 330.1.

10. **Maternity/Paternity Leave During Probation:** Maternity/paternity leave taken under § 356 shall not prevent a period of probationary membership from being considered as service in fulfillment of the requirements for admission to full connection.

11. **Readmission after Discontinuance of Probationary Membership:** A person applying to be readmitted to probationary membership at an annual conference session within three (3) years following discontinuance shall appear before the executive committee of the Board of Ordained Ministry, which shall review the qualifications of the candidate and the circumstances of the discontinuance and make a recommendation to the board. Persons who have been discontinued for longer than three years prior to the session at which they seek to be readmitted shall reapply and complete the process for admission into probationary membership.

12. **Reinstatement from Honorable and Administrative Location Under § 364:**

a. No Charge Conference report and recommendation concerning an applicant for readmission following honorable or administrative location (§ 364.2) may be made until the applicant has been a member of that local church/charge for at least one year.

b. The executive committee of the Board of Ordained Ministry shall review the qualifications and circumstances relating to the location of persons seeking reinstatement from honorable or administrative location and shall make a recommendation to the board. The executive committee shall require the applicant to appear before the committee.

13. **Readmission Under § 365 After Leaving the Ministerial Office:** The following procedure shall be observed when a person applies for readmission under § 365, provided that the application shall not be made for at least two (2) years following the leaving of the ordained ministerial office:

a. The applicant shall appear before the district Committee on Ordained Ministry seeking its recommendation for approval as a full-time local pastor, or other appropriate appointment in the case of a former deacon in full connection.

b. The applicant shall undergo a psychological evaluation, with prescribed therapy as indicated.

c. Prior to approval of the applicant by the Board of Ordained Ministry for service as a full-time local pastor, or for other appropriate appointment in the case of a former deacon in full connection, a committee composed of the executive committee of the Board of Ordained Ministry and

the chairpersons of the interviewing committees of the board shall interview the applicant and make a recommendation to the board. The interview shall address the qualifications and competence of the applicant, the circumstances related to the surrender of the ministerial office and whether those circumstances have been alleviated, issues raised in the psychological assessment report, and other matters the interviewers deem appropriate.

- d. A mentor shall be assigned to the applicant by the district superintendent for the purpose of supervision during the period of service.
 - e. The applicant shall serve at least two years as a full-time local pastor or in another appropriate appointment in the case of a former deacon in full connection. During this period, a close liaison shall be maintained in a supervisory capacity between the Board of Ordained Ministry, the mentor, and the district superintendent.
 - f. Following the two years of service, the applicant may be considered by the Board of Ordained Ministry for reinstatement to membership in full connection, in which process the applicant shall complete all written work and interviews normally required for full connection. In its action, the board shall have these options:
 - (1) Reinstatement.
 - (2) Continuance as a full-time local pastor, if the applicant is a former elder.
 - (3) Discontinuance from any relationship to the conference.
 - g. It is to be understood by the applicant that appointment as a full-time local pastor, or other appropriate appointment in the case of a former deacon in full connection, is subject to the availability of an appointment and the willingness of the bishop and Cabinet to make the appointment.
14. **District Recommendations for Readmissions and Reinstatements:** The recommendation of the district Committee on Ordained Ministry required for all readmissions and reinstatements must come from the district in which the applicant was last appointed.
 15. **Physical Examination:** A physical examination may be required for readmission under ¶¶ 363-367, reinstatement of local pastor status under ¶ 320.4, or any other matter in which a recommendation of the Board of Ordained Ministry is required.
 16. **Return from Involuntary Retirement (¶ 367):** A clergy member desiring to return to the effective relationship following involuntary retirement (¶ 359.3) shall fulfill all requirements of ¶¶ 359.7, 365, and 367.
 17. **Leave of Absence and Family Leave (Annual Consultation):** An annual consultation with the Committee on Conference Relations of the Board of Ordained Ministry shall be required for each person on leave of absence or family leave.
 18. **Probationary-Membership Application of Local Pastors and Associate Members:** A local pastor or associate member desiring to apply for probationary membership under ¶ 324.6 of the 2004 *Discipline* or an associate member desiring to apply for probationary membership under ¶ 416.2 of the 1992 *Discipline* shall complete all written work and interviews normally expected of candidates for probationary membership. In addition, the executive committee of the Board of Ordained Ministry shall receive written reports from the candidate's Committee on Pastor-Parish Relations and district superintendent explaining how the candidate's ministry demonstrates future promise of outstanding achievement and success. In all such cases, no candidate shall begin the application process until a recommendation has been filed by the district superintendent with the registrar of the board.
 19. **Appointments to Other Valid Ministries Under ¶ 344.1d:** Elders and probationary members preparing to be elders may be approved by the Board of Ordained Ministry for appointment to other valid ministries under ¶ 344.1d when, in addition to the requirements of the *Discipline*, the following criteria have been met:
 - a. The appointment is a true extension of the Christian ministry of the Church.
 - b. Ordination to Word, Service, Sacrament, and Order is useful and necessary.
 - c. The employing institution files with the board a statement indicating its willingness for the clergy person to fulfill his/her ordination vows and its intention to be cooperative in that regard.
 - d. There is present in the appointment setting an accountability structure which shall supply annually to the board a written evaluative statement concerning the appointee.
 - e. The appointee evidences accountability to the annual conference through an annual report to the bishop, the board, and others as required of all clergy appointed to settings which extend the ministry of the church.
 20. **Clergy from Other Conferences and Denominations Under Appointment (¶ 346):** A clergy person from another annual conference or another Methodist or non-Methodist denomination requesting an appointment under ¶ 346 shall apply to the bishop on an application form to be provided by the bishop. With consent of the bishop, the administrative assistant to the bishop shall schedule an interview for the candidate with the Joint Committee on Transfers (see below), which shall forward its recommendation to the bishop. Prior to the interview, the candidate shall supply a service record; references (*i.e.*, from local church leaders, denominational officials, etc.); a background check, utilizing the process approved by the Board of Ordained Ministry; the notarized statement of written accusations and convictions required of all candidates; and transcripts. A current physical exam report and a psychological evaluation report not more than four (4) years old shall be submitted prior to the making of the appointment.

Appointments of clergy from other annual conferences or Methodist denominations (¶ 346.1) are at the discretion of the bishop. Clergy from other non-Methodist denominations (¶ 346.2) may be appointed at the discretion of the bishop upon approval by the Board of Ordained Ministry and the clergy session.

The Joint Committee on Transfers shall be chaired by the administrative assistant to the bishop and shall consist of two district superintendents appointed by the bishop; the administrative assistant to the bishop; the president, secretary, and registrar of the Board of Ordained Ministry; and the chairpersons of the interviewing committees on theology and doctrine of the Board of Ordained Ministry.

21. **Clergy Transfers from Other Conferences and Denominations (§ 347):** When a clergy person from another annual conference or another Methodist or non-Methodist denomination wishes to transfer into the Western North Carolina Conference under § 347, the following procedure shall be followed:
 - a. The candidate shall write to the resident bishop and the president and the registrar of the Board of Ordained Ministry, requesting to be considered for transfer and stating his/her academic background and ecclesiastical experience.
 - b. With consent of the bishop, the administrative assistant to the bishop shall schedule an interview for the candidate with the Joint Committee on Transfers (see Policy 20 above), which shall forward its recommendation to the bishop; provided, however, that, if the candidate has been interviewed previously by the committee, the committee may choose to waive this additional interview and either confirm or amend its recommendation to the bishop. Prior to the interview, and if not previously submitted, the candidate shall supply the documents cited in Policy 20. If the candidate is from another Methodist or non-Methodist denomination, the committee shall determine his/her "agreement with and willingness to support and maintain United Methodist doctrine, discipline, and polity" (§ 347.3). The committee may examine any candidate with respect to any qualification which the committee deems necessary.
 - c. The bishop and Cabinet shall determine whether an appointment exists or will exist for the clergy person requesting transfer, and Policy 20 shall apply.
 - d. The transfer of a clergy member of another annual conference may be effected by the bishop, in consultation with the president or executive committee of the Board of Ordained Ministry (§ 347.1), at any time.
 - e. The transfer of an ordained person from another Methodist denomination may be effected in accordance with § 347.2. The Board of Ordained Ministry shall examine the educational experience of the individual before recommending the reception of the individual as a local pastor, probationary member, or full member.
 - f. A candidate from another non-Methodist denomination may be received into conference membership as a local pastor or probationary member after having served an appointment under § 346.2 for at least one year (see Policy 20). During the period of the appointment, the Board of Ordained Ministry shall determine the classification (local pastor or probationary member) which the candidate is eligible to pursue. If the credentials and educational experience of the candidate are at least equivalent to those of a local pastor, the board may recommend the transfer of the candidate as a local pastor. If the board determines that the candidate should be permitted to pursue probationary membership, the candidate shall fulfill all requirements specified in § 324.3 and .4 (or, in some cases, .5 or .6) for persons seeking probationary membership in the annual conference, which shall include, but not necessarily be limited to, recommendation by a three-fourths majority vote of the district committee on ordained ministry and examinations, both written and oral, by all interviewing committees of the Board of Ordained Ministry. Particular attention is called to the specific requirements of § 324 and Policy 8, all of which must be completed prior to transfer into probationary membership. Upon completion of all requirements, the candidate may be received into probationary clergy membership and, if deemed appropriate by the bishop, the Board of Ordained Ministry, and the executive clergy session, have his/her orders recognized.
22. **Full-Time Appointment:** A probationary member enrolled in nine (9) or more semester hours (or equivalent) per semester (or quarter) shall not be considered to be under full-time appointment for the purpose of meeting the service requirements of the *Discipline* (§§ 326 and 335) for admission to full connection as an elder. Participation in continuing-education experiences or further academic pursuits beyond the M.Div. which do not exceed this time limit shall not prevent a period of service from being considered full time.
23. **Three Years of Full-Time Service by Elder Candidates:** All persons admitted to full connection as elders shall have served for their entire probationary period (two years, 1992 *Discipline*; three years, 2004 *Discipline*) in ministries of Service, Word, Sacrament, and Order. In affirmation of the covenant that exists between the local congregations and those in extension ministries, the two (1992 *Discipline*) or three (2004 *Discipline*) years of service shall ordinarily be in appointments to parish charges. Elders are called from, nurtured by, supported through, and responsible to the local church, and the local church is indispensable and inextricably bound to ordained ministry. Every elder, regardless of the arenas in which his/her ordination is ultimately to be lived out, will benefit from the experience of serving as a pastor in the local church, and the church will be strengthened from the witness and work of all its ordained elders. All or part of the service of a probationary member, however, may, in exceptional situations as determined by the Board of Ordained Ministry, be rendered in an appointment or appointments to valid and approved extension ministries under the following conditions: (a) The probationary member shall relate to the district superintendent in whose area his/her ministry is being rendered, who shall give supervision to the probationary member and report annually to the board of ordained ministry. (b) The probationary member, in consultation with the district superintendent, shall annually submit to the board of ordained ministry evidence that (1) the ministry in which he/she is engaged is a ministry of Service, Word, Sacrament, and Order and that (2) he/she is actively involved in a leadership role in a local United Methodist church, in consultation with the pastor, who shall report

- annually to the board of ordained ministry. Insofar as possible, the provisions of ¶¶ 343-345 (2004 *Discipline*) shall apply to probationary members in extension ministries.
24. **Three Years of Service by Deacon Candidates:** As provided by *The Book of Discipline*, the required three years of service under appointment by candidates for ordination as deacons shall be rendered in settings approved by the bishop and Cabinet as "in the best interest of the church" (¶ 331.6c).
 25. **Leave of Absence:** All persons being placed on voluntary or involuntary leave of absence shall be interviewed by the executive committee of the Board of Ordained Ministry to ascertain the reasons and circumstances for the leave. The executive committee shall make a recommendation to the board. The conference relations committee of the board shall maintain a file regarding the reasons and circumstances for the leave of absence. When application is made to end the leave, the executive committee shall interview the applicant to determine whether the reasons and circumstances of the leave have been alleviated (¶ 354.4). Persons on voluntary leave of absence requesting that the leave be extended beyond five years shall present compelling reasons for the extension to the executive committee of the board.
 26. **Contingencies:** Approval of the Board of Ordained Ministry for conference membership, commissioning, or ordination shall be given only when any and all contingencies which may have been required of a candidate by the board have been fulfilled.
 27. **Seminary Education in Extension Settings:** The Board of Ordained Ministry may accept seminary credits earned toward the M.Div. degree at extension seminary settings when the following guidelines have been met:
 - a. Both the seminary and the extension setting must be approved by the University Senate.
 - b. At least 50% of the academic work toward the M.Div. degree must be done at the main campus of the seminary.
 - c. At least 75% of the faculty in the extension program of the seminary must be from the regular seminary faculty.
 - d. At least 75% of those enrolled in the extension program must be regular M.Div. candidates.
 - e. There must be adequate library and other appropriate resources present at the extension site.
 - f. There is present a real community of learning and a "Methodist ethos" in the extension setting.
 28. **Reports of Clergy in Extension Ministries:** Annual reports to the bishop, district superintendent, and Board of Ordained Ministry are required by the *Discipline* and expected of all clergy in appointments beyond the local church (¶ 331.3) or which extend the ministry of the local church (¶¶ 343-344). Failure to submit the required annual report for two consecutive years may result in implementation of the complaint process (¶¶ 362ff).
 29. **Background Checks:** All persons applying to be certified as candidates for ordained ministry or for first appointment in this annual conference shall undergo a background check conducted by the Board of Ordained Ministry and paid for by the board.
 30. **Recommendations From Charges and Superintendents:** Prior to its action to recommend or not recommend a candidate for full connection or associate membership, the Board of Ordained Ministry shall receive written and verbal evaluations and recommendations from the Committee on Pastor (Staff)-Parish Relations (or comparable body) and the district superintendent of the applicant's place of service, using such procedures as it may develop. When the applicant's Committee on Pastor (Staff)-Parish Relations (or comparable body) and/or district superintendent have had less than one year to observe the applicant's ministry, the board shall also receive evaluations and recommendations from the comparable parties in the applicant's previous place of service. Prior to its action to recommend or not recommend for probationary membership a candidate who is serving an appointment, the Board of Ordained Ministry shall receive a written evaluation and recommendation from the district superintendent of the applicant's place of service, using such procedures as it may develop.

Diaconal Ministry and Church-Related Careers

The Board of Ordained Ministry recommends the following persons for continuation as diaconal ministers at the 2005 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 (*), P.O. Box 658, Winston-Salem 27102
 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, 4012 Central Ave., Charlotte 28205

D. Jean Bowman (*), P.O. Box 146, Brown Summit 27214
 Paul M. Bradley, Jr. (*), 4304 Dogwood Dr., Greensboro 27410
 Charlotte G. Brendel, 52 16th Ave., N.W., Hickory 28601
 Peggy DeLoatch Bridgers, 2434 Commonwealth Ave., Charlotte 28205
 Cecilia Ann Brown, 1900 Emerywood Dr., Charlotte 28210
 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
 Cynthia Howard Core, P.O. Box 332, Jamestown 27282
 Doris H. Cornelius (*), 104 S. Westover Dr., Monroe 28112
 Barbara A. Cox (*), 3516 Clardy Ct., Charlotte 28205
 Crain, Katherine K., 290 Azalea Dr., Maggie Valley 28751
 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, 3037 Hebron Rd., 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 3rd 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, 3835 West W.T. Harris Blvd., Charlotte 28269
 Thomas S. Lee, Jr. (*), 610 Carrington Place, Lewisville 27023
 Sandra M. McGarrh, 2916 Tarrymore Place, Charlotte 28270
 Sarah Hanko McKinney, 401 6th St., North Wilkesboro 28659
 Sallyanne Irwin McVay, 954 Tunnel Rd., Asheville 28805
 Elizabeth H. Orrell, 130 Creekstone Court, Winston-Salem 27104
 Beverly Parker-Reece, 582 Glencoe Church Loop, Summerfield 27358
 Sybil R. Parks, 204 6th Ave., W., Hendersonville 28739
 Mary Lynne Peterson, 668 Church Hollow Rd., Boone 28607
 Lewis L. Poag, 495 Highway 194, S., West Jefferson 28694
 Gayle J. Quay, 200 Buncombe St., Greenville, SC 29601
 Jennifer S. Reilly, 378 N. Pilot Knob Rd., Denver 28037
 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, 20 Oneida Heights, Huntingdon, PA 16652
 Alberta Y. Spencer, P.O. Box 718, Davidson 28036
 Elizabeth G. Taylor, 5095 LaVista Rd., Tucker, GA 30084
 Reuellyn Pletcher Thomas, 128 Westwood Lane, Elkin 28621
 Ann Tyler (*), 3800 Shamrock Dr., Charlotte 28215
 Susan E. Norman Vickers, 410 North Holden Rd., Greensboro 27410
 Yvonne L. Vredenburg, 801 W. Franklin Blvd., Gastonia 28052
 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

(b) Youth Ministry

Amy W. Burton, 605 East Boulevard, Charlotte 28203
 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
 Sarah Hanko McKinney, 401 6th St., North Wilkesboro 28659
 Reuellyn Pletcher Thomas, 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., 403 E. Main St., Jamestown 27282
 W. Howard Coble (*), 515 W. Parkway Ave., High Point 27262
 Edna Bradley Johnson, 3815 Cranwell Court, Greensboro 27407
 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:

(d) Christian Communicators

John L. Borchert (*), 2605 Quail Rush Rd., Charlotte 28226
 Kenneth A. Horn (*), 140 Summerlea Dr., Charlotte 28214
 Ruth W. Laughlin (*), 114 Ward Rd., Greensboro 27405

(e) Church Business Administrators

Zeb E. Barnhardt (*), 1713 Virginia Rd., Winston-Salem 27104
 Robert H. Barnhill (*), 817 S. Jackson St., Gastonia 28052
 R. Mark King, 3835 West W.T. Harris Blvd., Charlotte 28269
 Suzanne B. Northcraft (*), 3513 Waterway Dr., Pfafftown 27040

(f) Commissioned Deaconesses

Lynn S. Barnes, P.O. Box 69, Elkin 28621
 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
 Sybil M. Dodson, P.O. Box 367, Balsam 28707
 Esther Jones (*), 266 Merrimon Ave., Asheville 28801
 Robin R. Minick, 290 Chambers Rd., Waynesville 28786
 Jean M. Morgan (*), 266 Merrimon Ave., Asheville 28801
 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 PENSION AND HEALTH BENEFITS**Defined-Contribution Pension Program: Post-1981 Service Years**

The Western North Carolina Conference Board of Pension and Health Benefits budget for 2006 is summarized below.

Costs of the Board:

Pension costs based upon the compensation of the minister up to Denominational Average Compensation of \$52,394:	
Ministerial Pension Plan (MPP) – 12% and	
Comprehensive Protection Plan (CPP) – 4.4%	<u>\$ 7,500,000</u>

Income of the Board:

Contributions expected from churches equal to the greater of the 2006 apportioned amount or the actual pension costs, less supplemental grants	\$ 7,275,000
Contributions from Appointments to Extension Ministries	<u>225,000</u>
Total expected contributions	<u>\$ 7,500,000</u>
MPP and CPP shortfall in funds:	<u>\$ 0</u>

Other Activities of the Board Not Related to 2006 MPP and CPP:

Interest income	\$ 27,000
Earnings from various invested funds	382,000
Gifts to the board	<u>23,000</u>
Total other income	<u>432,000</u>
Expenses of board operations	24,000
Grants to dependent children	29,000
Administrative costs	<u>53,000</u>
Total other expenditures	<u>106,000</u>
Estimated excess funds to be invested	<u>\$ 326,000</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 amounts shown above reflect that plan.

Defined-Benefits Pension Program: Pre-1982 Service Years

Past-service Annuity Rate, effective January 1, 2006:	
Conference Average Compensation Rate	\$59,821
	\$ 598

The conference board has had for several years a policy to maintain the Past-service Annuity Rate for service years prior to 1982 at least at .9% of the Conference Average Compensation. The 2005 Annuity Rate of \$529.21 has been increased to \$598 (representing 1% of Conference Average Compensation) for service years prior to 1982, effective January 1, 2006. The past-service liability for defined benefits for retirees for service years prior to 1982 is fully funded.

Mark B. Edwards, *President*

Proposals: Pension Programs and Policies**(Proposals 1-6 and two Addenda A referred as Petition 19 to Forum Group 23)
(Adopted by conference on June 10, 2005)**

The conference Board of Pension and Health Benefits proposes:

1. That the annuity rate for service prior to 1982 be set at \$598.00 per service year, effective January 1, 2006.
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 \$7,275,000 be expected from churches in 2006 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 all special grants currently in effect from the pre-1982 pension plans be made according to the formula(s) approved by the General Board of Pension and Health Benefits at the time of the clergy person's death or December 31, 1981, whichever is earlier.
6. 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 2006 by each retired or disabled Clergyperson who is or was a member of the Confer-

ence, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergy person.

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 Clergy person 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.

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, 2006. 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 2006 Supplement One Pension Rate for clergy members shall be \$598.00 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 2006 Supplement One Pension Rate for local pastors shall be \$598.00 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.02b). 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, 2006, has been actuarially projected to be overfunded based on the 2006 annuity rate of \$598.00, and no past-service funding deposit will be made in 2006.

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 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.

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, 2006. 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 §4.01). 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 §4.03a). 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 ANNUITANTS AND BENEFICIARIES
JANUARY 1 – DECEMBER 31, 2004

(* designates disability-benefit beneficiary)

MINISTERIAL MEMBERS INSIDE	Clifton, Larry B.	9,637.44	Gibbs, Lewis C.	13,249.80	
Adams, Charles L.	13,409.28	Clinard, Hubert C.	13,410.60	Gibbs, Phillip H.	14,412.48
Adams, T. Dixon	13,666.08	Clinard, Robert M.	15,648.12	Gilbert, Douglass W.	12,087.60
Aldridge, Jr., Julian M.	13,224.60	Clodfelter, Jr., James P.	6,751.68	Gilland, Jim C.	13,410.60
Allred, Sr., James G.	9,962.16	Clodfelter, William D.	8,174.52	Goldston, Robert J.	6,382.08
Allred, G. Howard	16,475.88	Cockman, Elijah A.	865.20	Gottula, Karen W.*	9,280.08
Alvord, Alexander M.	4,100.04	Cody, Ray S.	904.69	Grant, Roy L.	12,644.28
Amason, James D.*	36,781.92	Cole, John W.	9,933.36	Groh, Dayle G.	11,494.80
Armstrong, Sr., James M.	12,395.88	Cole, William H.	2,869.68	Grose, Jr., James C.	14,815.56
Ashe, Donald W.	6,641.52	Combs, Robert W.	9,451.32	Grubb, Eugene E.*	18,854.44
Auman, George E.	12,483.96	Conrad, Don E.	6,896.88	Guy, David A.*	30,242.76
Bailey, Sr., D. Edwin	14,823.24	Cook, Jr., Earl A.	12,117.24	Gwyn, Sr., James W.	10,983.96
Bailey, Dewey A.	7,773.72	Cook, Frank B.	16,475.88	Hahn, Raymond J.	14,943.24
Barbee, William L.	3,294.36	Cook, Jr., Reece E.*	56,951.50	Haire, Bill A.	8,698.68
Bales, Harold K.*	34,527.54	Cooke, Jack H.	8,812.68	Haire, Earle R.	14,432.40
Barbee, William L.	3,405.96	Cooke, Reginald J.	13,410.60	Hall, Ron L.	11,367.12
Barden, Lawrence E.	14,432.40	Cowart, David M.	1,178.40	Hamilton, James R.	4,342.56
Barnes, John H.	13,921.56	Cox, III, Abram Jones*	12,967.04	Hamilton, John R.	15,613.83
Barnhardt, Derry R.	7,443.60	Craddock, Teddy B.	15,019.76	Hammill, Terry L.	10,901.16
Barr, Jr., Carl B.	14,432.40	Crady, Jr., Luther	5,113.80	Harbin, Melton E.	19,413.48
Barringer, Grady R.	13,390.92	Crawley, James W.	18,752.40	Hardin, Jr., Elliott W.	13,383.96
Baxter, David L.	12,401.16	Creech III, Harlan L.	13,921.56	Harris, Jack D.	15,086.76
Beard, Jr., Douglas R.	11,857.20	Creech, Jr., Harlan L.	21,712.44	Harris, Luther C.	7,663.20
Beatty, Wayne A.*	18,454.44	Crouse, Kenneth D.	18,902.64	Harris, R. Montgomery	10,656.00
Beay, F. Donald	13,410.60	Crow, Jr., Earl P.	3,448.44	Hart, Paul M.	9,827.76
Beck, Bobby R.	8,632.32	Crowder, Richard J.	14,432.40	Hartsell, Claude J.	10,299.36
Beck, Herman C.	12,999.24	Crummett, William C.	16,475.88	Haselden, William T.	6,896.88
Beck, Jr., Roy N.	10,676.64	Culp, William B. A.	19,693.08	Hauser, Joseph J.	14,336.28
Beeker, Sr., Melvin M.	6,896.88	Daniels, Joseph C.	10,549.80	Hawk, Joseph H.	5,719.80
Bell, Sr., Roy E.	19,668.96	Davenport, J. Paul	13,190.76	Hawkins, W. Thornton	14,943.24
Bell, Paul J.	451.80	Davis, Benjamin F.	902.64	Hawks, Warren G. H.	12,005.76
Benfield, Collins M.	12,644.28	Davis, Donald C.	10,766.16	Haynes, Donald W.	12,644.28
Benfield, Harold G.*	47,396.70	Davis, Joe Bill	11,230.44	Head, Sidney A.	4,474.80
Benfield, W. Grady	4,342.56	Davis, Jr., John E.	13,329.12	Heafner, J. Patrick	7,806.96
Berrier, Paul R.	7,709.28	Dennis, Bobby Joe	12,884.64	Heath, Edward M.	12,864.24
Bigham, William O.	7,745.28	Dennis, Carl W.	8,429.52	Heckard, Floyd L.	753.96
Billings, J. Wayne	8,529.72	Deyton, John H.	8,120.64	Hedgpath, Edwin H.	3,578.04
Black, Eddie L.*	56,788.04	Dickson, Jr., C. Harley	15,454.20	Hendrix, Ted E.	5,716.56
Blanton, Jr., William N.	14,493.24	Dingus, William H.	12,737.28	Herman, James F.	12,668.04
Blanton, William W.	17,497.68	Dodd, Robert V.*	57,524.34	Herold, John W.	8,201.28
Bogan, Robert C.	4,725.72	Doser, William R.	11,111.64	Hiatt, Jr., Emmett E.	14,289.36
Boggan, Jr., Robert E.	13,839.36	Dowdle, Jr., Joseph O.	13,107.36	Hickman, Murrell C.	2,171.28
Bogle, Joseph R.	6,641.52	Dulin, Max W.	6,809.28	Hill, Fred A.	14,432.40
Bottoms, Floyd G.	13,155.24	Duncan, Gary M.*	18,463.38	Hilton, R. Dale	9,301.80
Bowman, Sr., Giles O.	11,558.16	Duncan, Henry C.	851.50	Hipps, R. Harold	7,663.20
Boyd, Jasper*	11,133.12	Dunker, Carl F.	3,831.60	Hobson, Bruce G.	7,071.96
Boyd, Johnnie G., Jr.	6,840.72	Duvall, John A.	2,122.20	Hoffmann, Theodore S.	11,707.80
Bradley, Erman F.	13,410.60	Dyar, William H.	11,494.80	Holcombe, T. Dale	11,622.60
Bradley, Paul M.	6,159.60	Eanes, Jr., Ralph H.	12,667.32	Holland, Cornelius	5,490.72
Branton, T. Ray	3,320.76	Early, Jack J.	131.28	Holland, Jimmie W.	6,626.52
Brittain, H. Wendell	10,473.12	Edmonds, Oren R.	8,940.48	Horn, Kenneth A.	14,943.24
Brooks, Glenn A.	13,437.72	Edwards, Frank H.	17,114.52	Houck, Harold D.	1,119.72
Brown, Jr., Andrew W.	4,352.76	Edwards, John F.	11,111.64	Houk, J. Edwin	13,666.08
Brown, Gary H.	9,939.00	Eller, Kenneth R.	14,495.52	Houser, Ervin H.	12,473.64
Brown, Hubert A.	10,983.96	Ellington, Jr., Budd	2,000.96	Howard, Thomas J.	9,935.76
Brown, Rodney C.	1,532.64	Ellis, Edgar L.	12,571.68	Howell, G. Keith	3,459.60
Brown, William T.	566.68	Ellis, L. Donald	12,388.92	Howle, Richard A.	15,567.72
Bullard, John M.	2,426.76	Ellison, William B.	7,428.96	Hoyle III, J. William	6,002.88
Bumgarner, Larry G.	9,148.56	Epps, John F.	10,070.40	Huffman, Robert E.	4,290.12
Bunch, Robert P.	15,454.20	Ervin, Joe L.	16,475.88	Huffstetler, Boyce	14,815.56
Burnett, Robert L.	710.32	Faggart, James R.	10,948.92	Hunsucker, Lloyd G.	11,494.80
Burson, Jr., Russell N.	12,714.12	Faggart, William H.	3,899.64	Hunter, Billy V.	12,457.80
Burton, Sr., John M.	13,410.60	Faulkner, Sr., Clyde W.	16,220.52	Huntley, T. Maurice*	18,184.71
Bush, Newell C.	8,716.89	Ferree, Sr., James W.	11,622.60	Hurley, J. Bernard	17,328.84
Butler, Douglas H.	10,020.96	Finney, Richard H.	3,576.24	Isehour, Olin B.	12,694.68
Cagle, John F.	10,465.92	Fisher, Donald L.	13,279.32	Jarrett, Richard B.	11,494.80
Calloway, James R.	9,404.52	Fitzgerald, Bernard R.	16,475.88	Jessup, Belvin J.	9,498.60
Cantor, Jr., Edward D.	14,736.96	Forbis, William T.	14,943.24	Johnson, Jr., Jesse L.	18,519.48
Carnes, Mary M.*	30,974.16	Ford, A. Gayle	12,563.64	Johnson, Kenneth M.	14,943.24
Carter, Jr., Robert L.	9,790.92	Forward, Jr., Robert B.	5,067.96	Johnson, Timothy L.	1,838.88
Carter, H. Samuel	10,728.48	Foster, Robert A.	6,907.80	Johnston, Jr., Eugene C.	8,170.68
Carter, J. Edwin	16,475.88	Fralic, Kerry M.*	24,719.82	Jones, Kelley R.	13,554.00
Carter, James D.	13,783.92	Freeman, Everett R.	14,465.16	Jones, Shirley T.	8,429.52
Cassady, Tommie L.	13,590.00	Freshour, Arelin R.	9,396.84	Jones, Trevor C.	5,875.20
Caudill, C. Jack	12,133.44	Fritts, Jr., Robert E.	2,518.32	Judy, Carl W.	1,532.64
Cecil, J. Harley	5,492.04	Fulk, Sr., Joseph M.	10,856.28	Justice, Henry A.	11,494.80
Chappell, Wallace D.	191.61	Funderburk, Donald K.	15,454.20	Kale, John W.	13,647.36
Charlton, Jr., David W.	9,272.28	Furr, Jimmie C.	8,739.84	Kayler, Ralph E.	14,943.24
Christy, Jr., John H.	14,943.24	Gantt, Jr., Ben T.	5,875.20	Kennedy, Milford L.	11,718.60
Clanton, Jr., Robert A.	13,626.48	Gerhardt, William F.	11,898.36	Key, Joel T.	12,363.12
Clayton, Sr., Robert L.	3,730.08	Gibbs, Jr., James S.	15,374.04	King, George D.	1,404.96

Kirk, Theodore A.	2,653.08	Powell, John James	20,179.80	Williams, Harley M.	19,285.80
Kitley, R. Marsden	7,370.16	Powell, Theodore A.	11,494.80	Williams, Phillip E.	2,505.12
Koonts, Ronald A.*	18,266.16	Prichard, James O.	12,005.76	Willis, Doris L.	255.57
Lain, Carl A.	8,174.16	Prichard, Thomas F.	13,666.08	Wilson, Alvin A.	15,508.44
Lair, Jr., Robert E.	12,547.32	Pryor, Woodrow W.	10,217.64	Wimmer, Mark F.	12,516.60
Lambeth, Larry L.	1,277.28	Queen, Harry	14,172.24	Witherspoon, Loy H.	2,937.60
Lasley, Joseph W.	15,508.44	Ragsdale, William R.*	18,317.79	Witty, Jr., Robert L.	8,580.12
Law, Joe A.	12,186.96	Ralls, Robert J.	13,921.56	Wolfe, Robert G.	13,997.76
Lawing, Jr., Luther H.	7,572.60	Ramsey, Vernon J.	1,532.64	Wombough, William B.*	12,720.32
Laye, L. Baine	9,068.16	Reed, Ralph L.	19,542.16	Wood, Floyd J.	9,011.28
Lee, Jr., Thomas S.	11,367.12	Reeves, Joseph M.	9,664.44	Woodard, Louis H.	13,119.36
Lee, David W.	3,336.72	Rhinehart, Charles A.	13,877.88	Woodward, Wayne W.	3,730.32
Lee, Edward D.	8,544.72	Richey, McMurry S.	4,087.08	Wooten, Frank F.	8,271.96
Lee, William F.	5,619.72	Riffe, David	3,193.08	Workman, M. Marion	15,171.36
Leonard, W. Calvin	11,167.02	Ritchie, Baxter M.	3,087.08	Wortman, Manuel D.	13,461.60
Lindsey, Julian A.	21,584.76	Robinson, George P.	12,899.76	Wright, Furman A.	16,731.36
Little, Gene H.	12,395.88	Roche, R. Francis Lee	1,638.24	Wright, Wade E.	7,918.68
Little, Robert W.	12,438.48	Rodriguez, C. Alberto	9,962.16	Wright, Zeno C.	8,377.80
Livengood, Arthur R.	9,358.20	Rogers, Wade G.	8,812.68	Yarbrough, Jack B.	12,005.76
Lockman, John W.	814.24	Rollins, Donald E.	13,903.56	Young, Jr., H. Claude	15,454.20
Long, Jr., Harry G.	10,600.80	Rose, Jr., Mark S.	1,325.84	Young, C. Garland	13,491.24
Long, Jr., James B.	14,332.92	Rowland, Charles L.	1,358.16	Young, C. Milton	13,410.60
Lowder, Paul D.	14,432.40	Roy, C. Edward	19,030.32	Young, Robert T.	3,412.20
Lowman, Everett H.	19,796.64	Rudisill, George W.	15,162.00	Yount, Jr., Paul W.	1,915.80
Luther, Jack D.	11,641.56	Ruffy, John M.	12,005.76	INSIDE TOTAL	\$5,028,218.48
Lutz, D. H.	8,245.92	Rushing, Jesse J.	7,401.72		
Lyles, Glenn L.	8,292.24	Russell, Jr., Robert G.	11,857.20	MINISTERIAL MEMBERS	
Lyndon, Jr., George E.	2,555.40	Russell, Bernard C.	3,831.60	ELSEWHERE	
Lynn, Edmund R.	10,110.00	Rutledge, Jr., Thomas E.	9,962.16	Allen, Ray M.	\$1,660.44
Macon, Fred K.	10,437.24	Sartin, Charles W.	12,899.76	Bailey, James H.	383.16
Madison, James H.	17,183.04	Scott, Jimmy A.	6,189.24	Bailey, William R.	1,149.48
Madison, J. Clay	24,394.56	Sellers, Jr., Harry R.	13,986.72	Baker, Jr., Walter S.	3,131.28
Manning, C. Clay	9,451.32	Sellers, Jr., Liston	12,939.60	Ballard, Marion O.	127.80
Marcellus, Jr., Cecil H.	8,429.52	Sherrill, C. George	8,403.60	Beal, Lander L.	1,021.80
Martin, Dee Bee M.	7,767.60	Sherrill, Harry M.	5,607.48	Beane, Wendell C.	715.08
Martin, Sammie L.	11,119.92	Shives, Harold D.	5,478.00	Borgen, Ole E.	1,532.64
Mashburn, Mark D.*	20,039.28	Shoaf, Fred C.	6,906.24	Brittain, Robert M.	1,149.48
McArn, Carl E.	518.28	Sides, Curtis L.	12,893.04	Burks, Peter T.	435.00
McDowell, Robert H.	9,579.00	Sides, Malcome D.	7,945.80	Burley, Terry J.	1,915.80
McIntosh, Melvin D.	12,516.60	Sills, John R.	14,432.40	Burnett, James P.	802.92
McKinney, James L.	12,787.08	Singleton, James C.	8,531.28	Calhoun, Eugene C.	510.96
McLean, Thomas C.	11,713.56	Sisk, Charles W.	10,377.84	Campbell, James F.	1,945.08
McMurry, Joseph C.	6,935.52	Smith, Sr., C. Bryce	7,407.36	Carter, Robert C.	3,576.24
McNeill, W. Kirk	6,779.16	Smith, James E.	7,044.60	Combs, William P.	7,024.68
McSwain, Horace R.	13,027.50	Smith, Jr. Robert M.	9,893.52	Corry, John G.	4,597.92
McWhorter, John L.	13,921.56	Smotherman, Jr., D. P.	12,516.60	Crosson, Calvin P.	127.80
Medlin, Jr., W. T.	19,796.64	Spillman, Jr., John P.	13,410.60	Davis, Alonzo R.	5,619.72
Melton, Joe T.	20,179.80	Stamey, Billy W.	9,258.84	DeBerry, David J.	396.48
Miles, Louis	7,117.44	Stamey, Robert H.	20,690.64	Dees, Lloyd E.	607.92
Miller, John James	15,454.20	Starnes, Jr., T. Paul	13,736.16	Dodson, Lewis H.	974.28
Miller, John K.	14,042.52	Steed, Jr., Roy G.	12,364.68	Dubose, Robert N.	3,959.40
Money, D. Lee*	41,862.73	Steele, Ben T.	13,410.60	Earnhardt, Daniel T.	13,135.44
Moore, Kenneth R.	15,965.04	Stephens, Ernest U.	15,709.56	Faggart, Tommy M.	432.72
Moore, Robert L.	10,951.08	Stephens, Ivan A.	17,030.28	Few, John F.	1,915.80
Morrison, Hayward L.	13,237.68	Stevens, Willard L.	5,751.72	Flowers, Henry F.	10,473.12
Morton, Charles E.	4,342.56	Stokes, Edward B.	12,763.92	Gibson, John R.	638.64
Moss, Aaron W.	12,731.28	Stokes II, J. Lemacks	9,834.48	Gilliam, David R.	1,021.80
Moss, O. Ray	9,262.08	Stowe, Dan P.	14,432.40	Gitlin, Emmanuel M.	127.80
Mullinix, George R.	12,119.76	Strader, Sr., R. Harold	13,846.20	Grayson, Julian O.	127.80
Murray, Jerry D.	16,986.84	Strickland, Elton L.	12,273.12	Green, Sr., Philip L.	3,448.44
Murrow, Mitchell C.	13,109.28	Summey, Raymond C.	11,239.44	Hall, James T.	4,470.24
Myers, Jr., Horwood P.	19,285.80	Surratt, Raymond L.*	9,279.68	Herron, Charles L.	512.76
Myrick, Cecil K.	13,400.52	Sweet, Sr., Worth A.	18,264.00	Holland, Simmie P.	1,660.44
Napper, Willie L.	13,027.44	Swink, Ray F.	18,008.52	Jarvis, II, David F.	2,043.60
Nease, Jr., Edgar H.	14,581.40	Taylor, Jr., Joseph M.	19,541.16	Joyner, Jr., Henry	3,358.44
Needham, Edwin G.	13,921.56	Thumm, Milford V.	19,668.96	Kight, Frederick H.	1,915.80
Needham, George H.	19,285.80	Thurman, James M.	3,831.60	Kincaid, John J. P.	6,057.12
Nicholson, R. Herman	18,264.00	Turner, Frank B.	9,948.12	Kishpaugh, Charles R.	1,130.28
Noblitt, H. Donald	8,940.48	Turner, James D.	510.90	Maness, Jr., Charles M.	3,448.44
Northington, James A.	12,466.80	Turnipseed, Robert L.	2,171.28	Montfort, Russell T.	14,304.72
Norton, Lucy S.	7,152.36	Tutterow, Richard K.	5,241.60	Montgomery, Norwood P.	1,941.12
Norton, Zane G.	15,071.04	Tyson, Charles E.	1,277.28	Moore, Douglas E.	2,171.28
O'Ferrell, Lewis R.	5,615.52	Tyson, Joseph B.	3,348.44	Mote, John A.	510.96
Oakley, John S.	14,908.56	Varner, J. Hal	6,315.12	Murr, James M.	2,298.96
Ogburn, Richard L.*	18,463.38	Vaughn, Sr., Philip R.	9,531.72	Neil, Scott Richard	9,146.10
Outlaw, Jr., J. Kent	10,191.36	Vuncannon, L. Lewis	12,005.76	Nesmith, Samuel E.	2,937.60
Overcash, Ronald A.	9,460.80	Warner, Joseph M. G.	15,454.20	Nickle, William E.	2,434.08
Owens, Ned B.	7,854.66	Weaver, Allen B.	11,084.64	O'Hanlon, Carol M.	1,021.80
Page, Charles E.	12,574.92	Weekley, George C.	9,834.48	Pearce, Harvey W.	894.12
Parker, M. Joe	7,625.64	Weekley, James F.	11,979.36	Pease, David G.	2,286.96
Parris, Derrell L.	8,921.28	Weeks, Thomas W.	12,005.76	Richardson, Robert W.	3,593.16
Payne, Ardis D.	6,896.88	Wegwart, Wayne G.	1,168.56	Rippy, Jr., M. Leo	2,554.44
Perkins, Merrill G.	12,516.60	White, James S.	12,005.76	Robinson, William T.	702.48
Petree, Joseph R.	6,769.20	White, W. Rayvon	12,419.28	Sain, Daniel D.	2,809.92
Pharr, Philip A.	2,729.40	Whitlock, Billy M.	3,490.68	Shelton, Wayne G.	1,915.80
Pheagin, Jr., William H.	12,899.76	Whitlode, Jr., Dwight E.	10,415.16	Shepard, John J.	5,875.20
Ploch, Carol S.*	33,887.04	Wilkinson, Howard C.	7,791.00	Smith, Kyle N.	5,320.80
Pollock, George L.	12,753.48	Wilkinson, Larry D.	13,432.92	Stevens, Sr., Glenn F.	2,403.84
Pollock, Henry M.	5,236.56	Williams, Jr., Edwin W.	3,875.40	Stockton, Thomas B.	14,432.40
Poole, Bill E.	8,061.72	Williams, George E.	2,114.10	Stokes, Jr., James C.	4,704.00

Strother, Jr., William C. 127.80
 Swisher, Lowell H. 1,480.92
 Tate, George A. 766.32
 Waldrop, Jr., John H. 202.08
 Williams, Willard A. 31.93
 Wright, Harold E. 7,362.84
 Yount, David A. 957.24
 Younts, Robert W. 3,448.44
 ELSEWHERE TOTAL \$197,921.35
 MINISTERIAL MEMBER
 TOTAL \$5,226,139.83

SURVIVING SPOUSES INSIDE

Abernathy, Kathryn F. \$4,036.24
 Allen, Minnie S. 12,038.88
 Allred, Evelyn R. 6,973.74
 Alspaugh, Nell O. 11,533.32
 Amick, Jean W. 5,632.56
 Anderson, Julia 4,805.28
 Anderson, Myra 10,784.16
 Andrews, Joan W. 7,880.40
 Argo, Sarah F. 8,761.80
 Armstrong, Frances M. 7,867.68
 Arnold, Doris D. Moody 9,091.32
 Austin, Meredith H. 11,533.32
 Baker, Macie L. 5,900.76
 Bangle, Christine B. 14,573.04
 Barber, Geneva F. 14,483.64
 Barker, Phyllis C. 8,761.80
 Bass, Marjorie 9,030.00
 Beadle, Ruth M. 2,145.72
 Bearden, Frances D. 6,616.08
 Bellamy, Lucille M. 8,768.16
 Benfield, Nellie H. 13,410.84
 Berrier, Ann 9,332.76
 Biggers, Eleanor 14,215.44
 Black, Grace M. 10,013.40
 Black, Pattie B. 10,907.52
 Bolick, Gladys D. Benson 8,806.92
 Bolyard, Marjorie S. Boles 13,894.56
 Boyd, Eleanor Ann 1,426.17
 Brandon, Flossie D. 10,192.20
 Brendall, Carolyn N. 14,215.44
 Brendall, Meda M. 11,533.32
 Brendle, Betty Jean R. 7,896.50
 Brendle, Mozelle E. 12,069.72
 Bridger, Gladys C. 9,634.32
 Brown, Diane H. 8,120.94
 Brown, Glenda E. 6,639.12
 Bruton, Charlotte G. 10,996.92
 Bullard, Mabel B. 6,098.12
 Bumgarner, Miriam 14,930.64
 Burnett, Lauraetta 994.48
 Bush, Mary S. 4,358.60
 Bustle, Vista B. 13,142.64
 Butler, Shirley M. 3,006.72
 Byrum, Evelyn R. 11,801.52
 Caldwell, June B. 7,321.68
 Chamblee, Sara A. 11,175.72
 Chappell, Mary Frances 44.82
 Church, Nellie G. 6,079.56
 Clark, Dorothy J. 4,241.52
 Clinard, Mintie D. 5,543.16
 Clontz, Lila A. Baucom 4,023.24
 Cochran, Jo C. 13,053.12
 Cockman, Callie B. 6,079.56
 Coleman, JoAnne C. 9,387.60
 Collins, Ava N. 13,589.64
 Cook, Joyce E. 6,258.36
 Cooper, Florinda H. 8,465.52
 Corriher, Barbara J. 13,857.84
 Cowart, Joyce Ann E. 4,124.40
 Cox, Hazelene C. 13,410.84
 Cox, Margaret M. 1,891.60
 Crawford, Rebecca R. 11,265.12
 Crowell, Sue K. 8,589.48
 Crutchfield, Anderine S. 2,391.36
 Dalton, Mary H. 12,248.52
 Day, Tamar P. 6,729.72
 DeLo, Estelle S. Leonard 2,145.72
 Dennis, Ruth H. 5,900.88
 Duckwall, Catherine H. 13,679.04
 Duncan, Rubye S. 2,667.26
 Dunlap, Nellie G. 5,811.36
 Eagle, Frances L. Peace 5,632.56
 Easter, Ollie B. 3,911.49
 Elder, Mae G. 8,046.48
 Ellington, Blondell P. 7,003.80
 Eubanks, Sara B. 9,030.00
 Evans, Martha B. 9,566.40

Faulkner, Eunice L. 14,394.24
 Ferree, Lorene K. 5,453.76
 Fitzgerald, Laurie 11,175.72
 Frazier, Helen E. 11,890.92
 Frazier, Sara F. 2,503.44
 Freeman, Hazel C. 10,818.00
 Garmon, Lucille T. 12,159.12
 Gibbs, Esther H. 13,142.64
 Gibson, M. Kathleen 6,973.60
 Godfrey, Carol L. 6,116.76
 Golden, Jane L. 11,533.32
 Goode, Lora R. 4,291.44
 Gordon, Helen H. 3,576.24
 Graves, Vesona B. 3,576.24
 Green, Kathy U. 1,330.32
 Green, Lillian T. 11,533.32
 Greene, Agnes B. 8,913.24
 Gregory, Hilda C. 9,286.92
 Groce, Mildred 14,841.24
 Hagy, Mary S. McCracken 8,169.84
 Halliburton, Martha S. 6,118.41
 Hamilton, Naomi B. 3,643.35
 Hamilton, Pauline L. 10,639.20
 Hancock, Helen G. 9,030.00
 Hansell, Dorothy C. 10,281.60
 Hardee, Frances S. 14,126.04
 Heckard, Addie Y. 9,252.96
 Heckard, Merle C. 11,637.56
 Heffner, Mae H. 14,215.44
 Henderson, Elizabeth B. 9,012.60
 Herbert, Elizabeth R. 16,182.36
 Hill, Thelma W. Grant 3,576.24
 Hilliard, Billie B. 11,668.32
 Holmes, Elizabeth M. 8,031.65
 Houts, Florence C. 13,679.04
 Hoyle, Ada W. 7,095.24
 Hudgins, Linda P. 3,844.44
 Hudspeth, Miriam Wilkins 7,232.34
 Huneycutt, Oleta B. 15,020.04
 Hunter, Barbara M. 7,688.88
 Hurley, Dorothy E. 8,046.48
 Hutchinson, Louise C. 11,533.32
 Hyatt, Verta R. 8,046.48
 Jacobsen, Betty E. Pope 5,006.76
 Jamieson, Della Lee 7,688.88
 Johnson, Mary Louis W. 11,101.20
 Johnson, Roylene M. 6,009.62
 Johnson, Virginia C. 13,321.44
 Jones, Agnes B. 9,588.70
 Jordan, Elizabeth C. 8,277.50
 Jordan, Mildred H. 13,768.44
 Kale, Ruth P. 8,940.60
 Kennedy, Eula A. 12,963.72
 Kesler, Ruth G. 2,861.04
 Kirk, Ruth E. 178.92
 Kriewald, Diedra D. 3,576.24
 Lance, Faye K. Hackney 2,414.04
 Langford, Ann M. 2,056.32
 Lanier, Elise S. 11,086.32
 Laughlin, Ruth W. 6,794.88
 Lemasters, Ruth M. 2,396.88
 Leonard, Catherine A. 2,605.77
 Leonard, Catherine H. 11,175.72
 Lockridge, Ida B. 9,030.00
 Loflin, Mabel A. 10,639.20
 Lowder, Ella Mae K. 13,679.04
 Macdow, Geraldine S. 688.92
 Magnuson, Phyllis C. 4,740.84
 Marbury, Annette R. 715.32
 Martin, Patricia K. 2,481.96
 Maxwell, Helen G. 8,908.08
 McCallum, Julia G. 8,672.28
 McCulley, Mary F. 12,069.72
 McDonald, Sarah E. 13,232.04
 McFarland, Ellen E. 3,584.40
 McGlamery, Edith B. 3,315.84
 McKinney, Eula T. 9,208.80
 McKinney, Mary Jane R. 6,895.20
 McMillian, Joann C. 410.88
 McNeely, Doris M. 8,370.48
 McPherson, Martha P. 7,688.88
 Mercuri, Sarah K. Smith 12,142.64
 Miller, Dorothy 13,500.24
 Miller, Margaret H. 4,559.76
 Milner, Nannie M. 5,185.56
 Mitchell, Marcell H. 10,460.40
 Mitchum, Mary E. 9,208.80
 Moore, Carole H. 6,448.56
 Murphy, Ethel B. 6,973.68
 Myers, Mildred V. 10,102.80

Neal, Janice T. Hatcher 3,777.66
 Nease, Marianna C. 2,041.48
 Nelson, Murphy S. 9,208.80
 Norwood, Myrna L. 7,510.08
 Oakley, Dorthine M. 10,102.80
 Ochs, Evelyn L. 9,848.12
 Oliver, Pearle S. 9,566.40
 Page, Doris S. 12,101.16
 Payne, Elizabeth J. 10,818.00
 Peacock, Dorothy B. 5,900.76
 Peacock, Nancy C. 2,803.86
 Pearce, Eunice S. 7,778.28
 Pennigar, Ellen S. 10,333.80
 Penry, Ernestine L. 9,378.39
 Peterson, Gwendolyn M. 1,966.92
 Petty, Yvonne S. 8,761.80
 Phillips, Bobbie L. 4,112.64
 Phillips, Evelyn J. 7,152.48
 Pittard, Margaret S. 15,914.16
 Pusey, Grace P. 8,851.20
 Putnam, Ellada 10,281.60
 Pyatt, Hilda A. 11,175.72
 Randolph, Hazel O. 11,051.04
 Ratchford, Florence R. 8,851.20
 Rayle, Pearl M. 3,576.24
 Reagan, Nancy H. 625.92
 Reeves, Margaret B. 2,416.24
 Reynolds, Myrtle M. 804.66
 Rice, Helen P. Hughes 6,616.08
 Ridenhour, Ruth J. 12,159.12
 Rogers, Faira B. 4,291.44
 Royster, Cora M. 9,834.60
 Rush, Wilma B. 5,185.56
 Rutledge, Alma D. 10,818.12
 Scott, Pauline F. 14,126.04
 Shannon, Mary W. 14,036.64
 Sherrill, Sue L. 3,576.24
 Sides, Dorothy L. 7,152.48
 Sills, Margaret B. Bobbitt 9,867.48
 Simpson, Juanita W. 13,053.24
 Sims, Evelyn C. 1,609.32
 Smith, Alma O. 13,857.84
 Smith, Annie Mae 8,761.80
 Smith, Edna L. 9,745.20
 Smith, Helen T. 8,046.48
 Smith, Jeanne K. Duncan 3,129.24
 Smith, Kathleen C. Weisner 11,251.72
 Smith, Lillian S. 10,460.40
 Smith, Myrtle B. 10,102.80
 Smith, Ruth H. 9,544.08
 Smith, Ruth R. 15,198.96
 Starr, Ruby H. 4,656.55
 Stephens, Hazel D. 9,745.20
 Stewart, Marsha 6,105.84
 Stokes, Marilyn T. 2,503.44
 Streater, Laura 9,322.92
 Streetman, Joyce B. 1,788.12
 Strickland, Maxine R. 12,963.72
 Stroupe, Audrey B. 7,325.16
 Swofford, Elizabeth L. 8,070.84
 Temple, Barbara M. 2,235.12
 Thomas, Bernice W. 8,046.48
 Thompson, Ruth 12,280.68
 Tolbert, Rita J. 466.08
 Turner, Emma Z. 1,073.25
 Tuttle, Lillian B. 15,914.16
 Tuttle, Lula Mae 16,182.36
 VonCannon, Grace B. 5,543.16
 VonCannon, Lamer S. 5,435.64
 Wagoner, Nita 12,784.92
 Wallin, Joretta C. Pearce 5,453.76
 Washam, Beatrice R. 15,914.16
 Webster, Beatrice B. Farmer 3,576.24
 Weldon, Margaret 13,321.44
 Weller, Ida M. 5,811.36
 Wellons, Margaret K. 14,841.24
 Whaley, Grace Aline P. 894.12
 White, Roxanne L. 8,851.20
 White, Virginia V. 3,755.04
 Whitfield, Gay B. Evans 3,717.84
 Whitted, Julia Mae 6,781.40
 Wilkinson, Lenora 8,135.88
 Williams, Joyce D. 8,652.24
 Williams, Katherine N. 13,500.24
 Williams, Pansy H. Whicker 1,006.44
 Winecoff, Wanda S. 10,460.40
 Yokeley, Etha A. 14,483.64
 Young, Mary K. 8,672.28
 INSIDE TOTAL \$2,087,363.15

SURVIVING SPOUSES

ELSEWHERE	
Beird, Barbara A.	2,164.32
Blitch, Doris R.	2,950.44
Byrd, Mary Nell.	2,176.92
Cannon, Mary R.	89.40
Clifford, Helen M.	894.12
Combs, Martha L.	5,839.64
Crampton, Frances W.	89.40
Crew, Blanche.	4,291.44
Cromwell, Nellie D.	89.40
Davis, Phyllis.	2,682.24
Evans, Virginia L.	1,072.92
Ferguson, Argene S.	1,599.48
Fitzgerald, Frances P.	12,606.12
Flynn, Shirley E.	357.72
Foy, Venera R.	89.40
Gaunt, Velma E. Shankle.	2,056.32
Gerald, Malinda P.	89.40
Gibson, Jeffrie M.	89.40
Graham, Clementine.	1,430.52
Hardin, Margaret O.	715.32
Hewett, Barbara B.	1,961.52
Jordan, Dorothea C.	89.40
McNeil, Mary.	418.68
Mewborn, Valma C.	1,886.28
Miller, Christine.	89.40

Miller, Elizabeth.	1,072.92
Miller, Mamie B.	134.16
Peters, Anne G.	4,827.96
Phelps, Susan C.	715.32
Reynolds, Doris D.	357.72
Schram, Edna.	2,861.04
Shackford, Virginia J.	6,168.96
Shockley, Doris T.	89.40
Shockley, Edith M.	89.40
Whaley, Ruth E.	715.32
Williams, Lyda D.	89.40
ELSEWHERE TOTAL	\$62,940.80
SURVIVING SPOUSES	
TOTAL	\$2,150,303.95

CHILDREN INSIDE

Brown, Diane H.	2,280.24
Brown, Emily M.	4,626.12
Kingston, III, Richard.	4,856.73
Magnuson, John M.	4,041.27
Peacock, Davis M.	2,946.25
Peacock, Dorothy E.	4,571.76
Peacock, Kathryn I.	5,004.13
Tolbert, Emily D.	4,488.24
INSIDE TOTAL	\$32,814.74
CHILDREN TOTAL	\$32,814.74

LOCAL PASTORS INSIDE

Finney, James W.	2,928.36
Jones, Alvin G.	8,429.52
Proffitt, Baxter W.	7,250.64
INSIDE TOTAL	\$18,608.52

LOCAL PASTORS OUTSIDE

Cloer, James E.	3,369.12
Moore, Edward L.	4,397.76
OUTSIDE TOTAL	7,766.88
LOCAL PASTORS	
TOTAL	\$26,375.40

SURVIVING LOCAL PASTORS**SPOUSES INSIDE**

Brooks, Beulah H.	3,084.48
Morton, Louise C.	5,543.16
Orr, Bina B.	3,218.64
Tuttle, Ina H.	3,576.24
Warren, Lucille C.	7,685.32
INSIDE TOTAL	\$23,107.84
SURVIVING LOCAL PASTORS	
SPOUSES TOTAL	\$23,107.84

CONFERENCE

TOTAL	\$7,458,741.76
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HEALTH BENEFITS COMMITTEE

The Health Benefits Committee serves as a sub-committee of the Board of Pension and Health Benefits (BOPHB), with responsibility in three specific areas: health benefits, group term life insurance, and casualty insurance.

The committee is composed of at least 12 members appointed by the board to quadrennial terms, as follows: three from BOPHB, one serving as chair of the committee, one being an officer of BOPHB, and one being the Cabinet representative to BOPHB; one from the conference Board of Ordained Ministry; one from the conference Council on Finance and Administration; two retired clergy persons; and five professional persons involved in the insurance industry. Typically, there are six lay members and six clergy members. The various agencies represented nominate their representatives to BOPHB for appointment.

Retiree Plan Benefit Design Change

The Board of Pension and Health Benefits has determined that 94% of Western North Carolina Conference retirees will have a greater benefit at lesser cost by using the new Medicare Part D drug benefit rather than continuing with the Plan J-type drug supplement and the special benefit for those retiring before January 1, 2003. The committee is therefore recommending that the Retiree Plan as described in proposal 9 below include only medical benefits as of January 1, 2006.

Using Medicare Part D as the drug benefit for our retirees will bring several positive changes to the retiree plan:

1. The 2006 WNC Retiree Plan premium cost will be reduced by more than the 2006 Medicare Part D premium. As of March 2005, it is projected the WNC Retiree Premium will decrease by over \$50 per month in 2006, while the Medicare Part D premium is estimated to be \$35 per month. The premium reduction for the WNC Retiree Plan should be available at 2005 annual conference.
2. Each Medicare-eligible retiree will have the same medical benefit.
3. The Medicare Part D Drug Benefit has a 95% catastrophic drug claim benefit for all participants, rather than the 80% benefit in the current plan (which is available only to retirees prior to 2003).
4. Funding of the future liability of the drug benefit will be the responsibility of Medicare rather than the Retiree Plan of the WNC Conference.

Statement from Aon Consulting

(Aon Consulting, Inc., is a national firm providing actuarial consulting for the conference out of their office in Richmond, Virginia. The entire Aon report to the Board of Pension and Health Benefits is available from Treasury Services.)

The Health Benefits Committee was given the charge of determining the best course of action to take in anticipation of the implementation of the Medicare Part D prescription drug benefit program in 2006. The committee contracted with Aon Consulting to study the implications of the new program on the current retiree prescription drug program. Aon Consulting presented information on three possible courses of action:

1. Continue the current plan and apply for the new 28% employer subsidy.
2. Redesign the current program to coordinate with the new Part D benefit.
3. Eliminate the current prescription drug coverage for Medicare Part D eligible retirees.

The first alternative was determined to be unfeasible due to the inability of the current plan to pass certain required tests of actuarial equivalence.

Additional guidance from the federal government and a clearer picture of the anticipated insurance market after implementation of Medicare Part D is required in order to fully evaluate the second option.

Information presented in the study conclusively illustrated that the current prescription drug benefit, in combination with significant required retiree contributions, was inferior to the new Medicare Part D benefit for the vast majority of retirees. In fact, based on recent anecdotal information and national survey information, it is estimated that 90% or more of current retirees will receive a better benefit under the new Medicare Part D program than under the current program.

Based on the study information, a motion was made and unanimously approved to eliminate the retiree prescription drug plan for Medicare-eligible individuals, effective January 1, 2006.

T. Nicholas Merciez, FSA,
Assistant Vice President
Aon Consulting, Inc.

Group Life Insurance

The General Board of Pension and Health Benefits, through the Comprehensive Protection Plan, provides a death and disability benefit for eligible clergy, along with death benefits for members of clergy families. In addition to this coverage, the conference offers basic life insurance coverage of \$10,000 for active clergy enrolled in the conference group health plan, with premiums for this coverage collected through the insurance apportionment. Clergy members may elect to increase their coverage by enrolling in additional coverage in the amounts of \$25,000, \$50,000, or \$75,000. As an added benefit, a clergy member may elect to enroll his/her spouse and dependent children. This additional coverage is available from a group policy secured by the committee for a quarterly premium to be collected by the insuring company. The continuation of this optional benefit is dependent on normal participation of those eligible. Newly eligible clergy will receive information about this coverage from the Treasury Services Office. To obtain coverage without evidence of insurability, enrollment must be made within 30 days of eligibility.

Enrollment Deadlines for Health and Life Insurance

Responsibility rests with the individual to make application for the group health insurance and the group life insurance. The effective date of coverage for new applicants is July 1 following the session of annual conference. Applications must be made within 30 days of appointment at annual conference. Anyone seeking to apply following the 30-day grace period will have a 12-month waiting period for all pre-existing conditions.

Health Benefits Continuation Policy

The conference benefits plan provides for group members and eligible beneficiaries to continue coverage if they become ineligible for the plan. The policy is available from the plan administrator.

Premium Collection Policy

Payment of the medical/health insurance premiums for pastors is the responsibility of the local church(es). This premium payment is an apportioned item. For churches with more than one pastor on the staff, the church is responsible for the payment of the insurance premium for each eligible pastor. It is the responsibility of the pastor to pay the premium costs for dependents.

The Insurance Committee requires the conference treasurer to notify dependent accounts which are delinquent by sixty (60) days or more that their coverage is immediately subject to termination. If full payment is not made by thirty (30) days after the delinquency, coverage will be terminated.

2004 Financial Summary

The year 2004 ended with an excess in both health benefit plans totaling \$1,499,534 (\$697,428 in the Active Plan and \$802,106 in the Retiree Plan). The Retiree Plan excess was not unexpected because of the Medicare Plan J-type benefit design and conference budget support of \$1,000,000.

The reserve amounts for 2005 are Actives: \$1,818,375 (\$1,492,778 for the Claims Reserve and \$325,597 for the Premium Stabilization Reserve); Retired: \$471,898 (\$402,091 for the Claims Reserve and \$69,807 for the Premium Stabilization Reserve); Retiree Plan Liability: \$1,207,698. The total reserves were \$3,497,971 as of December 31, 2004.

2004 Financial Summary through December 31, 2004

	Active	Retirees	
Asset Accounts			
Investment Accounts:			
Claims Reserve	\$1,764,947	\$ 233,490	
Premium Stabilization	0	0	
Fund Balance	1,764,947	233,490	
Excess/Deficit	697,428	802,106	
Fund Balance	\$2,462,375	\$1,035,596	\$3,497,971
Sources of Funds			
Premiums:			
Church Contributions – Active	\$3,983,251		
Dependent Coverage – Active	2,284,812		
Conference Center – Personnel	243,868		
Retiree Contributions		\$1,396,146	
Cole Foundation		173,000	

Investments:			
Reserves Investment Income	27,603	0	
Other:			
Budget Credits	644,000	1,156,000	
PPO Differential	0	0	
Total Sources	\$7,183,534	\$2,725,146	\$9,908,680
Uses of Funds			
Benefit Payments	\$5,387,528	\$1,608,362	
Administrative Charges	286,114	225,160	
Life Insurance Premium	42,276	0	
Operating Expenses	31,710	52,398	
Stop-Loss Fees (Sun Loss Canada)	282,968	37,120	
Dental Claims	455,510	0	
Total Uses	\$6,486,106	\$1,923,040	8,409,146
Sources less Uses	\$ 697,428	\$ 802,106	\$1,499,534

Words of Appreciation

We express great appreciation to C. M. Worthy, Jr., for his dedicated service as chairperson of the committee from 2001 to 2005.

We also express our gratitude and that of the conference to Dale C. Bryant, who came to the conference as benefits administrator in October 1998.

Questions dealing with either health insurance or group life insurance should be directed to Mr. Bryant at 704-535-2260 or 800-562-7929 or e-mail dbryant@wnccumc.org.

Conclusion

We appreciate the fine spirit in which subscribers and local churches are supporting the work of the Health Benefits Committee. We seek your continuing support as we make every effort to provide an insurance program that meets your particular needs. Members of the committee are: Larry D. Wilkinson (chairperson), Donald Lineberger, Robert E. Roach, Phillip B. Cole, Al Jones, E. Wannamaker Hardin, Jr., Frank H. Edwards, Frank A. Stith III, Patricia K. Suggs, Kim Hockett, Donald G. Matthews, and Eddie Allred. One vacancy in the "professional member" category remains to be filled. William C. Wyman, Jr., and Dale C. Bryant are our conference staff representatives.

Proposals: Conference Insurance Program

(Referred as Petition 20 to Forum Group 23) (Adopted by conference on June 10, 2005)

The Health Benefits Committee proposes:

1. That the Board of Pension and Health Benefits be authorized to secure a hospital/medical insurance contract for 2006 that will be advantageous in terms of coverage, premium rates, and administrative costs.
2. That the hospital/medical insurance program be continued for all eligible persons working 30 hours or more per standard workweek.
3. That each local charge be expected to participate in the conference program of hospital/medical insurance by contributing an amount equal to the pastor's coverage premium for each eligible pastor appointed to that charge and that these premium payments be remitted to the conference Treasury Services Office rather than to the pastor or other insurance carrier.
4. That premium cost information be mailed to local churches and pastors immediately after the 2006 contract has been negotiated.
5. That a pastor may exclude himself/herself from coverage by signing a written waiver, releasing the conference and any local church from legal or moral responsibility for medical or accident claims.
6. That, in the discussion of salaries and benefits for 2006 and all succeeding years, local church committees on staff-parish relations consider designating a portion of compensation for dependents' health care coverage.
7. That medical/hospital coverage be provided for persons terminated from the plan for not more than a 12-month period, with the premium costs to be paid by the person terminated.
8. That continued endorsement be given to the optional life insurance program provided by a top-quality life insurance company as supplemental coverage for active clergy.
9. That the following Retired Clergy Medical Plan, which became effective on January 1, 2003, be continued:
 - a. *Benefit Design:* The basic benefit design for all participants, called Blue Cross-Blue Shield High Option 65+ Plan, has benefits similar to Medigap Plan F, as approved by the Medicare Administration (complete benefit description available from the conference Treasury Services Office).
 - b. *Funding Design:*
 - (1) Participants enrolled prior to January 1, 2003, will contribute 60% of the plan year's estimated cost.
 - (2) Participants enrolled in the retiree plan on or after January 1, 2003, will make contributions based on "years enrolled in the Active Health Benefits Plan." The contribution will be based on a percentage of the plan year's estimated costs, as follows:

- 1-10 Years: 100% of estimated plan cost.
 - Beginning in the 11th year, the contribution will decline 1% per year to a maximum of 50 years, or 60% of estimated plan cost.
- All of the years prior to 2003 that a clergyperson has been appointed to a local church or conference position will be considered "years enrolled in the Active Health Benefits Plan."
- c. Participants must be enrolled in Medicare to be eligible for the plan.
10. That each participant electing dependent coverage be required to remit premium payments in the method established by the Health Benefits Committee and that dependent coverage remain in effect only when premium payments are current.
 11. That sufficient funds for hospital/medical coverage be included in the appropriate 2006 apportioned funds to pay premiums for district superintendents and administrative, program, and support staff members of the conference headquarters.
 12. That supplemental funds for hospital/medical coverage of the health benefit plans be included in the conference budget, Fund 505, Conference Support and Administration Fund. The 2006 budget request for retirees is \$2,000,000; for actives, \$227,000. The Active Plan supplement provides coverage for clergy on incapacity leaves.

Larry D. Wilkinson, *Chairperson*

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 2004 were distributed to the following designated beneficiaries:

Western North Carolina Conference Board of Pensions.....	\$ 4,332.92
Western North Carolina Conference United Methodist Women.....	2,444.84
Brevard College	<u>5,325.39</u>
Total Distribution	\$12,103.15

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* (2004), 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 Local Church Incorporation*, with advisory letter. The board understands that the "Safe Sanctuaries" program encourages local-church incorporation and, further, that incorporated local churches need to have support from the conference to maintain their records in accordance with North Carolina state law. The guidelines are therefore being revised to include a step sheet, information on conveying church real property with the trust clause to the new corporation, conveying the church bank and securities accounts to the corporation, and obtaining new state and federal tax-identification numbers for the new corporation.
- 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

“Follow Jesus – Make Disciples – Transform the World.” Seven simple words, yet still a profound challenge to all of us in the Western North Carolina Conference. The result of the visioning process in which the bishop, district superintendents, and other conference leaders have been engaged for many months, this theme has been wholeheartedly embraced by our bishop and the Committee on the Annual Conference Meeting as our theme for the 2005-08 quadrennium. This vision of our common future will clearly be our focus each year of the quadrennium, and every person who addresses the conference is being asked to relate her or his presentation to some aspect of this theme or one or more of its seven related emphases. We invite you to share our excitement about the possibilities we all have as we seek to bring this vision to reality.

The committee, as described in the plan of organization of the conference, has 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).

We are aware that our planning and supervisory roles could not bear fruit without the dedicated service of so many persons who labor on our behalf. Among these are our 2005 host district, the Gastonia District, and its superintendent, Patricia A. Lewis. Our three chief ushers will come from that district, and the 13 other districts will also be providing three ushers each. Adam Micah Ward, director of music and organist at First Church, Salisbury, will be serving as our director of music, assisted by Jay Oden, music associate and organist at First Church, Gastonia. To all of these, along with our speakers, worship planning team members, secretarial and Treasury Services staff members, communications team, registration volunteers, and so many others, we extend our heartfelt thanks.

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 to the Africa University Initiative 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-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 2005 materials has been awarded to M.A. Publishing, Mobile, Alabama, for the 20th 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 2005 publication of the journal, and in consideration of our ability to post it on the Internet, we are proposing that, after 32 years of publishing the journal in two volumes, we return to a one-volume format. The principal reason for having a separate statistical volume (Volume II)—that it enabled interested parties to have access to the statistical data earlier than the late summer, when Volume I is published—is no longer operative, since we can make the information available in March on the Internet. The costs of publication and shipping will also be reduced somewhat by publishing only one volume each year.

Our plan is for the 2005 journal to contain the "proceedings" as we have become accustomed to having in Volume I. Then the statistics for 2005 will be posted on the Internet in mid-March but will not appear in print in a Volume II but rather in a one-volume 2006 journal. We solicit your support for the amendment to the plan of organization which will be required to effect this change.

We regret that, even with this change, it is necessary to increase the price of the journal substantially, as we are proposing in proposal 6 below. The reason is simple: When we began in 2004 to publish only as many copies as conference members and other interested persons and institutions were willing to pay for, the production run dropped from 4,200 to 1,600 copies. The increase in per-copy cost, as a result, was far beyond what we had expected. In order to provide a less expensive option, we are proposing a reduction in the price of the CD version.

At our 2005 session, by action of the 2004 conference, we are making the photographs which will appear in our quadrennial pictorial directory. PCA International, of Matthews, has again agreed to do this for us at no cost to the conference, and we are deeply indebted to them. We encourage all ordained and commissioned clergy, licensed local pastors, diaconal ministers, and deaconesses of the conference to go by Section C of the Harrell Center Auditorium to have their pictures made. A free directory and a free packet of pictures will be provided to each person photographed. Additional copies may be ordered by any interested person by use of the order form bound in the back of this booklet. Further information about this process, including the hours the photographers will be working, may be found inside the front cover of this booklet.

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 April. Children not pre-registered by the deadline given in that mailing may be accommodated at a somewhat greater cost. We thank Janet M. Hitch, conference director of nurture and Christian education, for coordinating this important aspect of our common life.

By action of the 2004 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:

Preference in 2005

Gastonia District
Albemarle District
Charlotte District

Preference in 2006

Lexington District
High Point District
Greensboro District

Preference in 2007

Salisbury District
Winston-Salem District
Northeast District
North Wilkesboro District

Preference in 2008

Marion District
Waynesville District
Statesville District
Asheville 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.

J. Lawrence McCleskey, *Chairperson*
Charles D. White, Jr., *Secretary*

Proposals: The Annual Conference Meeting

**(Referred as Petition 21 to Forum Group 24)
(Adopted by conference on June 10, 2005)**

The Committee on the Annual Conference Meeting proposes:

1. That the conference accept the invitation of Lake Junaluska Assembly to hold the 2006 session of the annual conference at Lake Junaluska.
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 2006.
3. That the Lexington District serve as the host district for the 2006 session of the annual conference.
4. That each district provide three persons to serve as ushers for the 2006 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 2006 session an alignment of forum groups as it may determine, subject to final approval by the 2006 conference session.
6. That the 2005 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 2005 journal be \$20 in printed form and \$10 on compact disc.
7. That reputable companies be invited to make inquiries and/or submit bids by December 1, 2005, to the secretary of the conference for the production of the 2006 conference journal and related materials.

N. COMMITTEE ON APPEALS

No matter requiring the attention of the Committee on Appeals has been referred to it during the 2004-2005 conference year.

Jimmy L. Myers, *Chairperson*

O. COMMISSION ON ARCHIVES AND HISTORY

The Commission on Archives and History continues to seek to live out its Disciplinary mandate to collect and preserve the historically significant records of the annual conference and its agencies; to encourage and assist the local churches in preserving their records, compiling their histories, and celebrating their heritage; to provide for the permanent safekeeping of the historical records of all abandoned or discontinued churches in the bounds of the annual conference. . . (§ 640, 2004 *Discipline*)

At our initial meeting of the quadrennium, we studied and discussed our function as stated in the *Discipline* and toured the conference archives. We are continuing to look at ways in which we can assist local churches even further as we live out our calling. We provided instructors for two district leadership conferences this past winter, and we would remind everyone of the action of the 2002 session of annual conference strongly urging that training sessions for local church historians be included on a rotating basis as part of each district's leadership conference (2002 *Journal*, p. 282, Petition 22).

As part of our report at annual conference, we will continue our tradition of recognizing those churches celebrating their centennial, sesquicentennial, or bicentennial during 2005, and those congregations which have been organized since last annual conference. A special display celebrating the life and ministry of these churches can be seen during annual conference in the Heritage Center on the lower level of Harrell Center. We invite each member of the conference to come and see this special exhibit, as well as our exhibit "under the big tent."

The 2005 meeting of the Southeastern Jurisdiction Historical Society will be held July 12-15, 2005, at Bethel Church, Charleston, South Carolina. The theme for this year's meeting will be "Methodism in Charleston: From Wesley to Civil Rights," with Franklin Buie, Richard Cote, Karen Fields, and James Pyatt as scheduled speakers. Registration information is available from the conference archives or from the Heritage Center at Lake Junaluska.

Our conference archives and staff are ready and available to assist individuals and churches in doing historical research. The archives are in the Memorial Center in Charlotte and are open on Tuesdays and Wednesdays. A call or e-mail prior to your arrival may expedite research by giving the staff time to search for the data being sought prior to your arrival. You may contact the archives by calling 1-800-562-7929 (704-535-2260 in Charlotte).

We have inherited a rich historical heritage. May God help us to build upon this rich foundation, that we might continue "to spread scriptural holiness throughout the land."

James L. Pyatt, *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 September 18, 2004, at Bethel Church, Midland. This meeting focused on the Sugar Creek Circuit, from its beginnings in the late 1790s, through its formal organization in 1815, to the formation of the Charlotte Circuit in 1833. During 2005, we will continue to focus on the early circuits in what is now the Western North Carolina Conference.

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 churches, 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 system.

In collaboration with Pfeiffer University, the annual CEF spiritual formation "Day Apart" was held in October, with Bishop J. Lawrence McCleskey as facilitator. The bishop shared his seven points of focused ministry for the conference. As part of his presentation, he discussed his concern for ministers serving multi-staff churches who are encountering difficulty with the transition from smaller churches. Our board of

directors has determined that the October 2005 "Day Apart" will be a one-day event, with Ron and Karen Ballard, from Productive Consulting Resources, who will provide a team-building workshop, with special emphasis on serving multi-staff churches.

Nearly 70 of WNCC-CEF attended the National CEF Conference, in New Orleans in October. The theme was "The Many Facets of Christian Education: Reflecting the Face of God." **Big news: Our 2006 National Conference will be held at Lake Junaluska, with the WNCC-CEF chapter serving as host chapter!** The theme will be "Loving the Sojourner Through Teaching and Learning." Conference leaders will include Joyce Rupp, Brett Webb-Mitchell, David Otto, Evelyn Parker, Mark Miller, George Freeman, and Ray Buckley. Other workshop leaders and local artisans will be confirmed soon.

Our annual CEF Spring Retreat was held March 7-8, 2005, at the Blowing Rock Conference Center, with Fred K. Macon as guest facilitator. He is a retired minister, a former district superintendent, and a former president of Christian Educators Fellowship. This year's theme, "Meeting God in Thin Places," focused on Celtic spirituality and provided a time of renewal, reflection, relaxation, and fellowship.

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. (High Point Alcohol and Drug Service), 300 Oakview Road, High Point 27265
 Elzy, Connie Jolly (Gastonia: Myers Memorial), 2060 Snow Bird Lane, Gastonia 28056
 Gillis, Lori P., 109 Hicks St., Cherryville 28021
 Greene, Rebecca Blanton (Gastonia: First), P.O. Box 218, Gastonia, 28053
 Greeson, Jane, 1816 Bedford Rd., Rocky Mount 27801
 Hahn, Sandra, (Winston-Salem District Christian Educator), 1031 Reynolda Rd., Winston-Salem 27104
 Hooper, Jean, Greensboro
 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, 45 Phillbrook Rd., Asheville, NC 28806
 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. 2nd St., Albemarle, NC 28001
 McSwain, Alyce, Shelby, NC
 Mundy, Louise, 6709 Rolling Wood Dr., Clemmons, NC 27012
 Pyles, Jerriane (Mount Holly: First), 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
 Wooten, Marilyn B. (Mineral Springs), P.O. Box 67, Mineral Springs, NC 28108

Charlotte G. Brendel, *President*

Q. COMMISSION ON COMMUNICATIONS

The past year has been one to celebrate for the conference Commission on Communications. First and foremost among our celebrations is that our own director of communications, Dawn M. Hand, was selected as the 2004 Communicator of the Year for the entire United Methodist Church. She received the award from the United Methodist Association of Communicators during the group's annual awards banquet, October 15, 2004, in Las Vegas. Dawn has served this conference well as director for eight years, and prior to that worked as assistant to Kenneth A. Horn from 1991 to 1997. Dawn also serves as youth minister at St. Mark's Church in Charlotte and is a student at Hood Theological Seminary in Salisbury. Her work at the denominational level has included serving twice as a General Conference delegate, eight years as a governing member of the General Commission on Communications, and three years as president of the United Methodist Association of Communicators. Her selection as our denomination's top communicator is well deserved. Please join us in congratulating her.

Our conference communications efforts include much more than the good work of Dawn Hand and her talented staff at the conference office. In fact, I can think of a dozen ways in which communications is a vital ministry of this annual conference:

1. Our Commission on Communications is composed of clergy and lay people who share a real interest in the evangelism that is church-related communications, and many of them have current or past involvement in communications fields.
2. We continue to promote Igniting Ministry, the media and welcoming campaign of The United Methodist Church, and offer training for local churches. This ministry of "Open Hearts, Open Minds, Open Doors" has been a transformative power sweeping through the denomination.

3. Working with the office of the conference treasurer, the communications department once again created the booklet *Connections for Ministry* as a teaching tool for stewardship. Thousands of copies were distributed to local churches to help educate church leaders and lay members as to how their apportionment dollars are being used. It is a prime commitment of the commission during this quadrennium to continue to provide support for conference-wide stewardship education.
4. The commission annually recognizes outstanding local-church communication efforts with an awards program.
5. We continue to support the *North Carolina Christian Advocate*, our state's newspaper for Methodism for the past 150 years.
6. The conference website is an increasingly important way to provide news and information to everyone interested in the conference. The website, which can be found at www.wnccumc.org, is a constantly changing and evolving tool for ministry.
7. We meet the print production needs of all commissions, boards, and agencies within the conference. Nearly 500,000 letters, brochures, flyers, postcards, and other materials for local churches are printed and/or mailed each year.
8. The communications office works with local churches and conference boards and agencies to produce videos that are used for fund-raising, interpretation, and promotion of missions and ministries.
9. We send out news releases and stories to newspapers and to television and radio stations across our annual conference and beyond.
10. The communications staff provides layout and design for flyers, brochures, posters, booklets, and other promotional materials.
11. Communications staff and commission members are available to meet with local churches and conference agencies to provide consultation in how to interpret, inform, market, and promote missions and ministries of the church. Several commission members also offered their expertise by leading workshops at district leadership conferences events this year.
12. The communications department maintains all office equipment for the Conference Center in Charlotte, plus postage and mailing services, ensuring that the work of the conference continues.

Neill M. Caldwell, Jr., *Chairperson*

METHODIST BOARD OF PUBLICATION, INC.

The *North Carolina Christian Advocate* reaches more than 10,000 United Methodists twice a month, with the latest church-related international, national, state, and local news, commentaries, and features. The paper, targeted to United Methodist pastors and laity in the North Carolina and Western North Carolina conferences, is funded by a combination of subscriptions, conference grants, advertising, and an endowment. Recent special-coverage supplements included General Conference 2004, Jurisdictional Conference 2004, and related activity at both annual conferences. Western North Carolina Conference-connected writers/columnists include Bishop J. Lawrence McCleskey, Thomas R. Sigmon, Nancy Burgin Rankin, Janet M. Hitch, Mary John Dye, Craven E. Williams, Frederick N. Jones, and many others.

The paper continues to be the voice of United Methodism in North Carolina, where readers receive a comprehensive overview of the varied mission and ministry that encompasses United Methodism in our state. From consecrations to celebrations, the activity of the church, and ultimately its vision, is reflected on the pages of the *Advocate*.

R. Kevin Rippin, *Editor/Business Manager*

R. COMMITTEE ON EPISCOPACY

The conference Committee on Episcopacy experienced a time of transition this year, as our resident bishop, Charlene P. Kammerer, was assigned to the Richmond Area, and our incoming bishop, J. Lawrence McCleskey, was welcomed as our spiritual leader. A service of sending forth was held for Bishop Kammerer on Sunday, August 8, 2004, at Davidson Church, and an offering was received in her honor to support ministries with children in poverty. This offering has helped to establish a permanent endowment, established through the United Methodist Foundation of Western North Carolina, Inc.

In September, Bishop McCleskey began his tenure as our bishop, and services of welcoming were held at First Church, Waynesville; the Bennett College Chapel, in Greensboro; and Myers Park Church, in Charlotte. The three services allowed several hundred persons to meet Lawrence and Margaret McCleskey, although each occasion also had the feel of a homecoming, as many lifelong friendships were renewed. An organizational meeting of the committee was held later in the fall, and at this meeting Bishop McCleskey reflected on his emerging vision for the mission of the annual conference.

We look forward to serving alongside the McCleskeys in the coming years. We feel that Bishop McCleskey understands the strengths of our annual conference and will exercise his gifts in the service of our mission to make disciples. The Committee on Episcopacy asks that United Methodists across our annual conference hold the McCleskeys in their prayers.

Members of the committee for the 2005-08 quadrennium are:

Elected Clergy: Kenneth H. Carter, Jr.; Kimberly T. Ingram; Samuel H. Moore, Jr.; Samuel H. Moore, Jr.; and Earl Wilson, Jr.

Elected Lay Women: Jennifer P. Davis, Betty Jo Hardy, Mary K. Kizer, Daphne L. Strickland.

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

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

Members of Jurisdictional Committee: Charles D. White, Jr.; Jack Young.

Kenneth H. Carter, Jr., *Chairperson*

S. EPISCOPAL RESIDENCE COMMITTEE

At the 2004 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 it was advisable to sell the residence at 3912 Beresford Road, Charlotte, which had structural problems, with attendant high maintenance costs, and purchase a new residence. The conference approved the sale of the Beresford Road property and authorized the trustees to purchase a new residence at 3206 Stratford Park Court, Charlotte. The sale of the property at 3912 Beresford Road for net proceeds of \$750,085 was completed in late August 2004. The purchase of 3206 Stratford Park Court, however, was never consummated, because the property had extensive water damage discovered during the inspection process prior to closing the purchase.

The committee then located another property of similar style, size, and location and appealed to the bishop and the district superintendents, in conformity with ¶ 2515 of the *Discipline* (2000), for *ad interim* approval of the purchase of 2506 Windsor Crescent Court, Charlotte, for \$655,000. In accordance with ¶ 2515, Bishop J. Lawrence McCleskey and a majority of the district superintendents approved the purchase on November 30, 2004, and it is scheduled to be finalized in mid-June 2005. Bishop and Mrs. McCleskey will be able to occupy the residence by early July. In the interim, the bishop has been residing in rental property in Charlotte.

The committee is pleased to have this matter concluded and a new residence purchased.

Jennifer P. Davis, *Chairperson*

T. COMMISSION ON EQUITABLE COMPENSATION (CEC)

(Entire report referred as *Petition 22 to Forum Group 23*)

(Adopted by conference on June 10, 2005)

Policies and Guidelines for Administering the Equitable Compensation Fund (Calendar Year 2006)

1. Policies Pertaining to the Commission on Equitable Compensation

Paragraphs 333 and 616 of the 2004 *Book of Discipline* direct the Commission on Equitable Compensation (CEC) to recommend a minimum level of pastoral compensation for clergy serving as local-church pastors under episcopal appointment and to administer the Equitable Compensation Fund (ECF) as a source of funding of last resort for pastors-in-charge in order to maintain a living, equitable level of compensation for these itinerant ministers.

Two categories of support are available from the ECF: emergency sustentation grants and regular grants.

Emergency sustentation grants are available under the provisions of ¶ 622, which states that each church or charge has an obligation to pay in 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 grant from the Equitable Compensation Fund (cf. also ¶ 624).

Regular grants are available for those churches or charges which, at their annual charge conferences, determine that they will be unable to provide compensation at the minimum level set by our annual conference. In cooperation with the bishop and cabinet, the CEC offers grants, on a declining schedule, totaling no more than 30% of the appropriate minimum pastoral compensation for a period of three or fewer years. In the first year, a church or charge may receive up to 100% of the maximum available grant; in the second year, up to 70%; in the third year, up to 40%. During this period, the church or charge must adopt and follow a plan, approved by the district superintendent, that eliminates the need for this assistance. After the third year, a church or charge will not be eligible for a regular grant.

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 ECF 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 ECF in one-quarter-time increments of either $\frac{3}{4}$, $\frac{1}{2}$, or $\frac{1}{4}$ 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 enrolled in good standing in a college or seminary for a minimum of nine 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 ECF 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 $\frac{3}{4}$ 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 services as pastors of our local churches, those charges utilizing part-time local pastors or retired supply pastors shall not have a 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 leave be denied the minimum compensation support as specified in the current schedule, except that in cases of educational leave 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 ¶ 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 salary established by the equitable compensation policy of the annual conference for full-time and part-time pastors," 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 shall 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 the CEC the term "compensation" includes the annual amount designated as cash salary for service rendered, additional insurance premiums over and above the conference-approved program of individual medical insurance for clergy, accountable professional expenses, household expenses paid by the local charge, and other fringe benefits. Compensation does not include housing allowance in lieu of parsonage 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 use of an automobile 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:** Regular grants from the CEC must be requested by a formal action of the charge conference, supported by a written grant application, using the CEC form available through the conference Web page, and signed by the district superintendent, the pastor, and the secretary of the charge conference. Requests must be completed in full and be accompanied by all required documentation in order to be processed by the CEC. Requests must be made at least 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 CEC executive committee for immediate processing, approval, and payment authorization.
- i. **Executive Committee:** During each quadrennium, at its organizational meeting, the CEC shall elect an executive committee consisting of a chairperson, a vice-chairperson, a secretary, and additional members from the full commission as needed, so that the executive committee consists of an equal number of clergy and lay persons. The administrative assistant to the bishop and a cabinet representative will serve as *ex-officio* members of the executive committee.

3. Guidelines for Recommending Minimum Compensation

The CEC desires to recommend minimum pastoral compensation that is equitable for both churches and pastors. We acknowledge that economic conditions vary across our annual conference. To be equitable, therefore, we must be aware of the financial impact of our recommendations upon the local churches in order not to make pastoral support an excessive burden, while providing our clergy with fair, living, and equitable compensation.

In making our recommendations, we refer to changes in the North Carolina *per capita* Income (NCPCI), as maintained by the United States Bureau of Economic Analysis, on a two-year-lag basis (the earliest time for which data are obtainable). The NCPCI offers a true measure of the underlying economy in which our congregations exist and is independent of our own conference actions. We give additional consideration to the two-year-lag Conference Average Compensation (CAC) and other measures of the health of our churches and the economy as deemed necessary, segmenting the minimum compensation levels into the following categories:

Elders in Full Connection.

Probationary/Associate Members.

Local Pastors who have completed the Course of Study.

Local Pastors who have not completed of the Course of Study.

(Local pastors who have not completed the Course of Study will receive no less than the "living wage" as indicated by the NCPCI.)

4. Proposals:

The CEC proposes the adoption of these policies, definitions, and classifications for administering the ECF and these guidelines and schedules for recommending minimum compensation for 2006.

Schedule of Minimum Compensation for Pastors**Serving Full-Time Appointments in 2006**

Elders In Full Connection	\$37,147
Probationary/Associate Members	\$33,288
Local Pastors who have completed the Course of Study	\$31,210
Local Pastors before completion of the Course of Study	\$29,723
Student Pastors.....	\$23,410

Allocation of Requested Equitable Compensation**Fund Budget for 2006**

Emergency Sustentation Grants.....	\$ 10,000
Regular Grants	315,584
Expenses of the Commission	5,000
Total (an increase of \$15,000 [5%] from 2005).....	\$330,584

Patrick S. Hamrick, *Chairperson*
Robert D. Upchurch, *Vice-Chairperson*
Angela Rogers Marlowe, *Secretary*

U. COMMITTEE ON NOMINATIONS**Vacancies Filled *ad interim*****Conference Ministries Advisory Council**

Doris D. Vincent, replacing Walt Plexico, effective 09-14-2004.
Daphine L. Strickland, replacing Phillip Tate, effective 05-18-2005.

Council on Laity

Thelma Wright, replacing Janet Locklear, effective 09-14-2004.

Council on Congregational Development

Thomas J. Herin, replacing Steven D. James as an at-large member, effective 09-14-2004.
R. Keith Turman, replacing Steve Arnaud as Asheville District representative, effective 06-28-2005.
Carl E. Settle, replacing David H. Christy as Salisbury District representative, effective 06-12-2005.
W. George Yates, replacing Maurice West as Waynesville District representative, effective 06-12-2005.

Board of Ordained Ministry

Earl Wilson, Jr., replacing Susan P. Jones as an elected member, effective 12-03-2004.
Kimberly T. Ingram, replacing Joe A. Hamby as an elected member, effective 05-18-2005.
E. Wannamaker Hardin, Jr., as an additional elected member, effective 12-03-2004.

Commission on Nurture Ministries

Debra L. Gaddy, replacing Katherine B. Bryant as Asheville District clergy representative, effective 06-12-2005.
Howard D. Sherrill, Jr., replacing Arthur R. Holland III as Lexington District clergy representative, effective 06-12-2005.
Frances Tuttle, replacing Renee K. Easter as Lexington District lay representative, effective 09-14-2004.
Mary B. Gordon, replacing Freida H. Hobson as Marion District clergy representative, effective 06-12-2005.
J. Christian Wilson, replacing Nathan E. Kirkpatrick as North Wilkesboro District clergy representative, effective 06-12-2005.
Kirk L. Hatherly, replacing Peter J. Taylor as Waynesville District clergy representative, effective 06-28-2005.
Diane Assell, replacing Mary T. Hatley as Salisbury District lay representative, effective 06-12-2005.
Betty Coulter, replacing Charles A. Young as Statesville District lay representative, effective 06-12-2005.

Commission on Outreach Ministries

Harrison L. Hinson, replacing James K. White as Albemarle District clergy representative, effective 06-28-2005.
Jeffrey A. Hassel, replacing Harrison L. Hinson as Gastonia District clergy representative, effective 06-28-2005.
Roger D. Weisner, replacing Dianne W. Marsden as Lexington District clergy representative, effective 06-12-2005.
Dale P. Sneed, replacing Douglas E. Hochmuth as Marion District clergy representative, effective 06-12-2005.
Sarah S. Fouts, replacing Robert C. Peurifoy as North Wilkesboro District clergy representative, effective 05-18-2005.
Vance W. Lowe, replacing Charles B. Halipillas as Salisbury District clergy representative, effective 06-12-2005.
Sherry B. Frerichs, replacing Burtchus Lathan as Marion District lay representative, effective 03-18-2005.

Commission on Witness Ministries

Thomas R. Steagald, replacing J. Billy Towery, Jr., as Gastonia District clergy representative, effective 06-28-2005.

Karen E. Kaser Odor, replacing W. Randall Foster as Salisbury District clergy representative, effective 06-12-2005.

Roger L. Hunter, replacing Diron C. Chloe as Statesville District clergy representative, effective 06-12-2005.

Lucille Parsons, replacing Beth Norris as High Point District lay representative, effective 06-12-2005.

Helen Rogers, replacing Rad Mayfield as Marion District lay representative, effective 06-12-2005.

Pat Merricks, replacing Alexis S. Coleman as Northeast District lay representative, effective 06-12-2005.

Commission on Archives and History

Russell Ford, replacing Michael Perdue, effective 09-14-2004.

Peter R. McGuire, replacing E.E. (Gene) Richardson, Jr., effective 05-18-2005.

Commission on Equitable Compensation

Howard Mabe, replacing Martha Jane Bonkemeyer, effective 09-14-2004.

Pamela E. Blackstock, replacing Vance E. Hunt, effective 05-18-2005.

Commission on Religion and Race

Alton Hancock, replacing Robert M. Blackburn, Jr., as Asheville District representative, effective 06-12-2005.

Theresa Campbell, replacing Bid Vang as Charlotte District representative, effective 06-12-2005.

Cynthia L. Mackey, replacing Carl E. Settle as Salisbury District representative, effective 06-12-2005.

Jo Osborne, replacing Marcus Robinson as Waynesville District representative, effective 06-12-2005.

Commission on the Status and Role of Women

Rosaleen C. Feeser, replacing Steven K. Rainey as Asheville District representative, effective 06-12-2005.

Carin Hiott, replacing Faye L. Herbin as Lexington District representative, effective 06-12-2005.

Sharon Smith, replacing Martha Hemphill as Marion District representative, effective 06-12-2005.

Patricia P. Choplin, replacing Harry F. Andrews as Northeast District representative, effective 06-12-2005.

Alice P. Day, replacing R. Naomi King as Waynesville District representative, effective 06-12-2005.

Committee on Social Concerns (see also Nominations, below)

J. Curtis Goforth, replacing Cornelius F. Brantley, Jr., as Albemarle District representative, 06-12-2005.

Stephanie L. Wilson is to be replaced as Charlotte District representative; no name yet submitted.

Mary Hilda Hix, replacing Toni Ruth Smith as High Point District representative, effective 06-12-2005.

Ricky C. Johnson, replacing A. Boyd Joyce as Northeast District representative, effective 06-12-2005.

Committee on African American Ministries

Faye L. Herbin, replacing C. H. (Tim) Timberlake, Jr., effective 06-12-2005.

Sadie G. Martin, as an additional elected member, effective 06-12-2005.

Walter Pegues, as an additional elected member, effective 06-12-2005.

Committee on Hispanic Ministries

Sonia N. Baca-Zuniga, replacing Keys S. Pendleton, effective 09-14-2004.

Committee on Native American Ministries

Darlene Farrar, replacing Margaret Foust, effective 06-12-2005.

Kimberly Oxendine, replacing Louisa Locklear, effective 06-12-2005.

Loretta Bolton, as an additional elected member, effective 06-12-2005.

James Taylor, as an additional elected member, effective 06-12-2005.

Tommy Hunt, as an additional elected member, effective 06-12-2005.

Larry King, as an additional elected member, effective 06-12-2005.

Nominations**Commission on Christian Unity and Interreligious Concerns**

Clergy: James W. Ferree, Glenn S. Griffiths, Freida H. Hobson, Frank H. (Duke) Ison

Laity: Harry Corpening, Margaret M. Cox, Janet Daniels, Sydnor Thompson.

Committee on Church and Society

Clergy Members at Large: Stephen L. Autrey, Cornelius F. Brantley, Jr., Boyd M. Holliday, Albert L. Joyner, Jr., Stephen F. Lee, Toni Ruth Smith, Stephanie L. Wilson.

Lay Members at Large: Brenda Alexander, Lynn Barnes, Lisa Caldwell, Lynn Holaday, Polly Pearson, Brenda Ray, Angela White.

Committee on Asian American Ministries

Kadada Dara, David Kim, Han-Gu Ko, Byong Lee, In-Yong Lee, Min Ho Lee, Patricia Love, Sun Cha McCoy, Bart W. Milleson, Marion G. Moore, Jr., Samuel Om, Kyu Yun Suh, Cher Lue Vang, May L. Vang.

Conference Board of Trustees

Terms to expire in 2008: Eddie Allred, Fredrick B. Bowman, Roslyn Harris, one yet to be nominated.

Methodist Board of Publication, Inc.

Terms to expire in 2009: Tucker Mitchell, Doris D. Vincent.

Representatives to North Carolina Council of Churches

Terms to expire in 2008: Janet Daniels, James W. Ferree, Lisa Martinez, Sydnor Thompson, Shelly F. Webb, Angela White.

Conference Secretary of Global Ministries (annual election)

Mark L. Barden.

Conference Chancellor (annual election upon nomination by bishop)

Susan Keahey Irvin.

Coordinator of Calendar (annual election upon nomination by Committee on the Annual Conference Meeting)

Ashley Crowder Stanley.

Forum Group Chairpersons (annual election)

See Sec. II.C.2.

J. Lawrence McCleskey, *Chairperson*Charles D. White, Jr., *Secretary***V. SPIRITUAL FORMATION TASK FORCE**

Members of the conference Spiritual Formation Task Force are passionate people who seek to keep Jesus Christ at the center of all life. We do this by the personal and communal practice of spiritual disciplines. Furthermore, this task force will inform and teach, promote and encourage the regular practice of spiritual disciplines throughout the conference.

The task force continues to plan and host the annual Day Apart on the Wednesday before annual conference convenes. Dr. Rex Matthews, a Wesley scholar from Candler School of Theology, will be our presenter for 2005 and will lead participants to a better understanding of "God's Economy." The task force will offer its annual Wednesday-night worship service at 6:45 P.M. in Stuart Auditorium. The 2005 theme will be "Healing and Hope."

This past year, a new initiative was completed by the task force and other participants from our conference. In June of 2004, the conference held its first Five-Day Academy, an *Upper Room*-sponsored experience that sets a rhythm of learning, worship, and community spiritual formation for a five-day period. Plans for the second Five-Day Academy are already in place. This event will occur April 30-May 5, 2006, and will be held at Caraway Conference Center. For additional information, please check out the new web link for spiritual formation on the conference web site. Or you may contact any member of the task force.

Patience S. Brumley, *Co-Chairperson*John F. Blalock, Jr., *Co-Chairperson***W. PETITION REFERRALS**

In accordance with the rules of the annual conference, the conference secretary has examined all petitions and proposals to the 2005 session and proposes that they be referred to the forum groups as indicated below.

Petition No.	Forum Group Petition Subject and Source
2. YOUTH MINISTRIES	
2	Board of Trustees of Camp Tekoa (Committee on Camp and Retreat Ministries)
10. CONGREGATIONAL DEVELOPMENT	
7	Vital Partners: A New Funding Source for Congregational Development (Council on Congregational Development)
11. HEALTH AND HUMAN SERVICES	
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.)
12. SOCIAL CONCERNS	
28	Adequate Health Care in North Carolina (Esther Megill, Asheville, on behalf of WNC Conference Chapter of Methodists United for Social Action)
13. PEACE AND INTERNATIONAL RELATIONS	
27	Selective Disinvestment (Esther Megill, Asheville, on behalf of WNC Conference Chapter of Methodists United for Social Action)

14. MISSIONS/OUTREACH

- 3 Advance Specials for 2005-2006 (Commission on Outreach Ministries)
- 4 Golden Cross (Commission on Outreach Ministries)
- 5 Directors of Rural Affordable Housing (Board of Directors, Rural Affordable Housing, Inc.)
- 24 Rural Life Sunday (WNC Chapter, United Methodist Rural Fellowship)
- 26 Mission Congregations as Conference Advance Specials (Mark L. Barden, Conference Director of Missions/Outreach; Nancy Burgin Rankin, Conference Director of Congregational Development)
- 30 Volunteers in Mission Awareness Day (Michael W. Collins, Conference Director of Volunteer Response Ministries, for the Commission on Outreach Ministries)

15. RELIGION AND RACE

- 6 Inclusiveness in Leadership Positions (Commission on Religion and Race)

21. HIGHER EDUCATION AND CAMPUS MINISTRY

- 8 Tending the Flame \$1,000 Scholarship (Commission on Church Colleges and Universities)
- 9 Brevard College Trustees (Commission on Church Colleges and Universities)
- 10 Duke University Trustees (Commission on Church Colleges and Universities)
- 11 High Point University Trustees (Commission on Church Colleges and Universities)
- 12 Campus Ministry Boards (North Carolina State Commission on Campus Ministry)

22. ORDAINED AND DIACONAL MINISTRY

- 25 Parsonage Furniture (Sheri Symanski, Lay Member, Mocks Church, Advance)

23. FINANCE

- 1 2006 Conference Funds and Financial Policies (Council on Finance and Administration)
- 18 Re-examine the Funding Paradigm (Conference Council on Youth Ministries)
- 19 Pension Programs and Policies (Board of Pension and Health Benefits)
- 20 Conference Insurance Program (Health Benefits Committee of Board of Pension and Health Benefits)
- 22 Equitable Compensation Policies and Guidelines (Commission on Equitable Compensation)
- 23 Insurance for Lay Employees (Charge Conference, Trinity Church, King) (see supplement)
- 29 Cole Foundation Trustee (Board of Trustees of the Eugene M. Cole Foundation)

24. ORGANIZATION AND HISTORY

- 21 The Annual Conference Meeting (Committee on the Annual Conference Meeting)

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

X. CHURCH EXTENSION, INC.

Chartered in June of 1995 as an independent affiliate member of the Western North Carolina Conference of The United Methodist Church, Church Extension, Inc., exists to assist churches and related institutions in the conference in building and renovating places of ministry at reduced costs through volunteer labor.

During the conference year 2004-05, Church Extension completed projects at Level Cross Church (High Point District) and Eden Church (Northeast District). The total cost of these two projects amounted to \$952,000.

Church Extension is in early discussions with six churches for a variety of needs, including new sanctuaries, fellowship halls, and a family life center.

Church Extension can be reached through the conference Web site, www.wnccumc.org.

W. Harvey Pardue, *President*

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

Disciple Bible Outreach Ministries (DBOM) develops and strengthens Bible-study ministries in local churches. DBOM manages ministries in outreach settings, especially prisons and juvenile training schools. DBOM transforms lives, makes disciples, and empowers Christians for outreach ministry.

Founded in 1999 as a statewide ministry of DISCIPLE Bible Study, Disciple Bible Outreach Ministries of North Carolina, Inc., fulfills her mission through four dynamic ministries.

- **Local Church DISCIPLE Outreach:** As the conference's DISCIPLE Bible Study ministry, DBOM promotes North Carolina's DISCIPLE training events and provides training scholarships for small-membership, rural, and ethnic churches.
- **DISCIPLE Prison Ministry:** DBOM manages the explosive DISCIPLE Prison Ministry. As one of North Carolina's largest volunteer-based prison ministries, DBOM has trained and equipped 300