



# possibility

2023 ANNUAL CONFERENCE | MAY 18-20

Version 2 (Updated 5/02/23)

**PRE-CONFERENCE WORKBOOK**  
UNITED METHODISTS OF EASTERN PENNSYLVANIA





# BREAKTHROUGH

*Breakthrough Worship Series is the support system for both clergy and laity to develop engaging worship and move their congregations forward on the path to vitality. It is designed to provide easy-to-use best practices and worship tools so congregations can spend less time preparing the details and focus on what really matters: preaching the gospel to make disciples of Christ for the transformation of the world.*

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### **Generous** | Stewardship Series

*God desires for us to have lives of contentment, freedom from worry, and joy in abundance. And Jesus shows us the way there.*

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## WELCOME FROM BISHOP SCHOL

*With God, all things are possible.*

- Jesus, Matthew 19:26

Friends in Christ,

With God, all things are possible. This verse from Matthew 19:26 has been a guiding principle for us as we continue to navigate the challenges of our time and as we prepare for the 237th Session of The Eastern Pennsylvania Conference on May 18-20, 2023.

As we gather, God's possibilities continue to bless us. We celebrate the work of Project Restoration, as we work to restore our communities following Hurricane Ida. We give thanks for the relaunch of our Camp and Retreat Ministries and the IGNITE conference. Our work to end the sin of racism continues through the building of the Journey of Hope into the policies, procedures, and systems of EPA. We are excited about affiliation with Greater New Jersey which helps us further our mission and be good stewards of our resources. A new Strategic Direction will lead us into God's next possibilities.

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

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

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

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

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

Keep the faith!

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

John R. Schol, Bishop

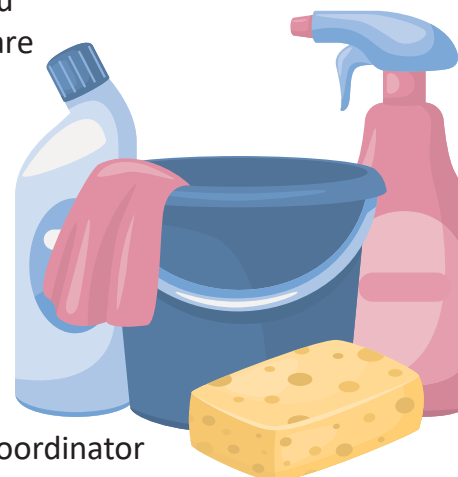
# 2023 ANNUAL CONFERENCE MISSION PROJECT

For this year's Annual Conference mission project, we need your help. Will you sponsor a flood bucket, a cleaning kit or a feminine hygiene kit? These items are needed more than ever throughout the world in places where disasters continue to impact God's people. We will make these kits at the Annual Conference, but we first need to collect the items. You can engage in two ways:

Use any of the links below and share with your congregation to order directly through Amazon. All items will be shipped directly to the conference office and assembled at the Annual Conference.

If you or your church would prefer not to use the Amazon link but would like to support the mission project, please reach out to Denise Shelton, our EPA Coordinator of Project Restoration.

Thank you for making a difference in the lives of God's beloved people throughout the world.



## PURCHASE SUPPLIES FOR:

### CLEANING KITS



[HTTPS://A.CO/7SC0IOQ](https://a.co/7sc0ioq)

### HYGIENE KITS



[HTTPS://A.CO/10KWQT3](https://a.co/10kwqt3)

### FEMININE HYGIENE KITS



[HTTPS://A.CO/FOBINGE](https://a.co/foBinge)

### Project Coordinator:

Denise Shelton, Project Restoration Director

[PROJECTRESTORATION@EPAUMC.ORG](mailto:PROJECTRESTORATION@EPAUMC.ORG) | 484-441-6637







237th Annual Conference Session  
May 18-20, 2023 | Oaks, Pennsylvania

# AGENDA

## THURSDAY, MAY 18

8:00 a.m.	Registration . . . . .	Rooms 1-5
9:30 a.m.	Opening Worship . . . . .	Hall A
11:00 a.m.	Laity Session . . . . .	Hall A
11:00 a.m.	Clergy Session . . . . .	Hall D
12:30 p.m.	Lunch . . . . .	Hall B
2:00 p.m.	Organizing the Conference . . . . .	Hall A
2:30 p.m.	Episcopal Address . . . . .	Hall A
3:00 p.m.	<b>Legislation and business</b> . . . . .	Hall A
	Committee on Leadership: Nominations <a href="#">[PAGE 21]</a> ;	
	Equitable Compensation <a href="#">[PAGE 42]</a> ;	
	Advance Specials <a href="#">[PAGE 44]</a> ;	
	Church Closure Resolution <a href="#">[PAGE 47]</a>	
4:00 p.m.	Adjournment . . . . .	Hall A

## FRIDAY, MAY 19

8:30 a.m.	Praise and Worship . . . . .	Hall A
9:00 a.m.	Teaching Session . . . . .	Hall A
10:00 a.m.	<b>Legislation and business</b> . . . . .	Hall A
	Disaffiliation Resolution <a href="#">[PAGE 50]</a> ;	
	Strategic Direction <a href="#">[PAGE 70]</a>	
10:45 a.m.	Leadership Address . . . . .	Hall A
11:15 a.m.	Memorial Service . . . . .	Hall A
12:15 p.m.	Lunch . . . . .	Hall B
2:00 p.m.	<b>Legislation and business</b> . . . . .	Hall A
	Budget <a href="#">[PAGE 74]</a> ;	
	Disaffiliation Disbursements Allocation <a href="#">[PAGE 86]</a> ;	
	Adoption of Clergy Retirement Security Program <a href="#">[PAGE 87]</a> ;	
	Rental/Housing Allowance for Retired or Disabled Clergy <a href="#">[PAGE 88]</a> ;	
	Safe Sanctuaries <a href="#">[PAGE 89]</a> ;	
	Vulnerable Adults <a href="#">[PAGE 95]</a> ;	
3:15 p.m.	Service of Passage . . . . .	Hall A
4:00 p.m.	Adjournment . . . . .	Hall A

**SATURDAY, MAY 20**

8:30 a.m.	Praise and Worship . . . . .	Hall A
9:00 a.m.	Welcome . . . . .	Hall A
9:10 a.m.	Special Offering for Youth & Young Adults . . . . .	Hall A
9:15 a.m.	Reading of Appointments . . . . .	Hall A
9:45 am.	<b>Legislation and Business</b> . . . . .	Hall A
	Relating to Jury Justice <a href="#">[PAGE 98]</a> ;	
	Relating to Human Trafficking Study <a href="#">[PAGE 99]</a> ;	
	In Support of Creating a US Regional Conference <a href="#">[PAGE 101]</a> ;	
	Relating to a Revised 2023 Process and terms for EPA Congregations Seeking to Disaffiliate <a href="#">[PAGE 103]</a>	
10:30 a.m.	Service of Commissioning and Ordination . . . . .	Hall A
12:00 p.m.	Adjourn . . . . .	Hall A
12:00 p.m.	Celebration Reception . . . . .	Hall B



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& GREATER NEW JERSEY



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## **SPECIAL OFFERINGS**

### **Text-to-Give Instructions:**

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with your donation amount first,  
followed by the offering code.

**Ord** - Ordination Service Offering

**Sch** - EPA Scholarships

**YYA** - Youth & Young Adult Ministries

**Example:**

**50 Ord**

to **610-463-0244**



## GREETING FROM THE CONFERENCE SECRETARY

Dear Annual Conference Lay and Clergy Members,

Welcome to the 2023 Eastern Pennsylvania Annual Conference! The in-person session will return to the Oaks Convention Center, May 18-20 2023. We look forward to gathering for worship, business, and fellowship!

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

Included in these pages are reports, legislation and nominations received for consideration at Annual Conference. We have included all legislation submitted by the deadline of February 1, 2023. If this is your first Annual Conference as an active member, the Rules of Order, Name Badge and Voting chart, and “How to Understand Parliamentary Procedures” will assist you following the business of the Annual Conference. We hope the workbook will be helpful as you share with your congregation and join in the worship, business, fellowship, and celebration at the 2023 Eastern Pennsylvania Conference.

The Pre-Conference sessions will be held on May 9th at 3pm and 7pm via Zoom. Register here: <https://na.eventscloud.com/ereg/index.php?eventid=745537&>

The 2023 EPAUMC Conference begins with registration starting at 8:00 a.m. on Thursday, May 18 at the Oaks Convention Center, 100 Station Ave, Oaks, PA 19456. Please see the Agenda in this booklet for the complete conference schedule.

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

In Christ,

Rev. Jacqueline Hines

Conference Secretary



## THE EPA DIGEST

UNITED METHODISTS  
OF EASTERN PENNSYLVANIA

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

Don't miss out on this valuable resource for all Conference members! Sign up now at the link below and receive The EPA Digest delivered straight to your inbox every week.



<https://tinyurl.com/epa-digest>



# NAME BADGES AND VOTING RIGHTS

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

# BELONG



9/29

//

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## IGNITE CONFERENCE 2023

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

Romans 12:5 NIJ

[WWW.IGNITENJ.ORG](http://WWW.IGNITENJ.ORG)



**NEXT GENERATION**  
UNITED METHODISTS  
OF GREATER NEW JERSEY



# SPEAKERS & PREACHERS

## OPENING WORSHIP: JAMES LEE

James Lee is a passionate and creative communicator who brings a fresh perspective to his role as Director of Communications for the United Methodists of Eastern Pennsylvania and Greater New Jersey. With his extensive experience in pastoral ministry and background in filmmaking, James enjoys connecting with folks and sharing stories that inspire and engage. He holds an M.Div from Drew Theological School and a B.A. from Rutgers University. When he's not behind a camera, computer screen, or pulpit; James enjoys making popcorn and watching movies with his wife Julie and their three young children.



## TEACHING SESSION: ENGER MUTETEKE

Rev. Enger Muteteke is a native Marylander having been raised in Fort Washington, Maryland. It was her home church, Grace United Methodist Church in the same area, that nurtured and formed Enger in the faith. She came to faith at that same church at 15 years old and served in various ministry roles including being a youth representative to Church Council.

Rev. Muteteke discerned a call to ordained ministry as a Deacon in 1999 - the summer of her junior year of college. She pursued her call to Deacon specializing in social justice serving as an Ethnic Local Church intern in the summer of 2000 with the General Board of Church and Society. During that summer, while serving as a case management intern with N Street Village, Enger's passion for justice ministry, theological reflection, and anti-racism work was confirmed and affirmed. It would be years later that she would discern a call to Elder. Rev. Muteteke firmly believes that, were it not for her rooting herself in a Deacon's commitment to Word, Service, Compassion and Justice, she might not have been able to truly discern her call to Elder.



Rev. Muteteke has served in various capacities – in both the local church and nonprofit organizations: Assistant Minister at Severna Park UMC (2006-2008), Director of Nursery and Children's Ministries and Associate Pastor at Glen Burnie UMC (2010-2015), and as National Program Director at Lutheran Volunteer Corps in Washington, DC (2015-2017). Rev. Muteteke has served on loan to the Greater New Jersey Conference for the last 4 years in pastoral ministry. Most recently, she has served as Director of Resourcing and project leader for the Journey of Hope anti-racism work in Greater New Jersey, as well as the cohort co-facilitator for 2 years for the cross racial/cross cultural leadership cohort. Rev. Muteteke has served nearly all her ministry in cross racial/cross cultural appointments. She feels deeply called to this work having seen the Spirit of God work in small and mighty ways in local churches and communities.

Rev. Muteteke holds a Bachelor of Arts in Government from The College of William and Mary, two Masters' degrees in Theology from Wesley Theological Seminary, a Master of Arts in Social Responsibility and Sustainable Communities from Western Kentucky University, and a Graduate Certificate in Nonprofit Management from Walden University.

Over the years, two things have provided a clear picture of God's justice in the world: 1) hearing a retired seminary professor say, "Always love the people God sends you," and 2) the Great Commandment ("You shall love the Lord your God with all your heart, soul, mind, and strength, and your neighbor as yourself.").

## MEMORIAL SERVICE: EUNICE VEGA-PEREZ

Eunice was born and raised in Puerto Rico- a daughter of an Ordained Pastor in the Evangelical tradition.

She earned a Bachelor of Science degree in Nursing from the University of Puerto Rico, and after many years working in nursing, God called her for ministry.

She earned a Master of Divinity degree from the Drew Theological School and a Doctor of Ministry degree in Church Leadership Excellence from the Wesley Theological Seminary.

Pastor Eunice has served in four cross-cultural cross-racial church appointments and has served as Skylands DS for almost four years in the Greater New Jersey Annual Conference.

She is passionate for missions – have participated in mission trips to Mexico, eight times to Kentucky, Haiti, three times to Costa Rica and two times to Puerto Rico after Hurricane Maria.

Eunice is passionate about issues of social justice inside and outside the church, including racism, sexism, equity and equality, among many others.

She is a long-time member of the Methodist Associated Represented the Cause of Hispanic American (MARCHA) national caucus and served in its Executive Committee for six years. She has served as a Board member of the General Commission on the Status and Role of Women for the last six years.

One of her greatest joys is her three daughters; twins Keila and Kiana, and Elisabet. They are strong, caring, independent and self-driven women. She is also very proud of her husband Sam Perez, an Engineering Manager who has had a very successful 34-year career in the Federal Government. Also, she is the proud grandmother of her first grandson, Danilo Donizeti Perez-Santos. Becoming an “abuela” is one of the greatest gifts.



## SERVICE OF PASSAGE CHARGE: ALICE MASSIMILLA COOK

Alice has served as Pastor at Paoli United Methodist Church since 2014. She began pastoral ministry in 1984; serving Wissinoming UMC in Phila., Mariner’s Bethel in Collingdale, Sharon Hill, Newtown UMC in Bucks County, Rolling Hills UMC in Pipersville, Bala Cynwyd UMC and also churches in Nashville, Tn.

One of five daughters, Alice grew up in Delaware where her father served as a Pastor. Hearing the call to ministry in her teens Alice was a lay speaker. One of her sisters had Down’s Syndrome, and the family became quite involved in initiating change for those with special needs.

A graduate of Eastern University, BS (1980) and Vanderbilt Divinity School MDiv (1984); Alice also completed Clinical Pastoral Education at Delaware State Hospital, and was the Youth Director at Ocean Grove Camp Meeting in New Jersey during the summer, and worked at the Upper Room in Nashville, Tn. Alice served on various Conference Committees over the years, and also as a Church Coach in Birmingham, Alabama.

Married to C.B. Cook, they are the parents of 3 daughters; two of whom are married, and 3 grandchildren, with another grandchild due this summer. Alice and CB look forward to being able to spend time with family and friends in retirement.

It has been her greatest joy to welcome persons into the church and help them discover their gifts so they can share the love of Christ to others.



## ORDINATION SERVICE: BISHOP JOHN SCHOL

Bishop John R. Schol became episcopal leader of the Eastern Pennsylvania Conference September 1, 2021. He leads both Eastern PA and the Greater New Jersey Conference, which he has led since 2012.

Bishop Schol has a heart for Eastern PA, having been raised in Philadelphia and having served here first in his ministry career, where his faith and leadership skills were nurtured. Here is where he developed strong values of hard work, a respect for diversity, a drive toward ingenuity and excellence, and a spirit of grace.

Bishop Schol served congregations in Saugus, Massachusetts; Philadelphia, and West Chester, Pennsylvania. In each of his congregations, worship grew, mission in the community expanded with new creativity, and new disciples were made.

For 12 years he served as the Executive Director of the Frankford Group Ministry in Philadelphia. This new, emerging cooperative ministry that aligned four United Methodist congregations grew from one staff person to more than 50 staff positions. The ministry led its community in developing better race relations and providing social services, community economic development and community arts programs for human development. During and after his ministry there, the ministry also led its community in building and rehabilitating more than 200 housing units and served more than 20,000 people a year.

In the 1990s John Schol served the denomination by leading Urban Ministries at the General Board of Global Ministries. There he developed and led at least two major, successful initiatives: Communities of Shalom and Holy Boldness. The Communities of Shalom initiative started more than 1,000 sites globally and trained more than 5,000 people in church and community development. And Holy Boldness developed into a collaborative urban ministry training and congregational development movement that served districts and conferences around the UMC connection.

Since his election in 2004, Bishop Schol, along with his wife Beverly Schol, has served with distinction as the Episcopal Leader of the Baltimore-Washington Conference (Washington Episcopal Area, 2004-2012), the Greater New Jersey Conference (New Jersey Episcopal Area, 2012 to present) and now the Eastern PA Conference (Philadelphia Episcopal Area, 2021 to present).





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# 2023 AWARDS

## ONE MATTERS AWARD

### FALLSINGTON UMC

The Fallsington United Methodist Church has one primary function above all others: to serve the Lord God Almighty, Our Lord Jesus and the Holy Spirit through the gifts of the congregants that attend our church by adhering to the scriptures of the Bible. It is through this primary mission and following the teachings, laws, rules and examples set forth in the Word of God that we have been able to accomplish so much in our small country church.

In the course of 2022 alone, we have been able to attain the following:

- We have had ten (10) new members
- We had four (4) baptisms at Fallsington in 2022, and seven (7) baptisms in 2021 which included a father and son baptism.
- Fallsington UMC has implemented a GriefShare program to the community at large, which is a 13-week program that has run twice in 2021 and twice in 2022, plus two special sessions on “The Loss of a Spouse” and “Surviving the Holidays.”
- Fallsington UMC initiated a Contemporary Karaoke Worship Service in the middle part of the Summer of 2022 which has also become a success; we have offered it in a twice-monthly setting of Thursday nights and it has been garnering a night-time attendance of approximately 30-40 attendees.



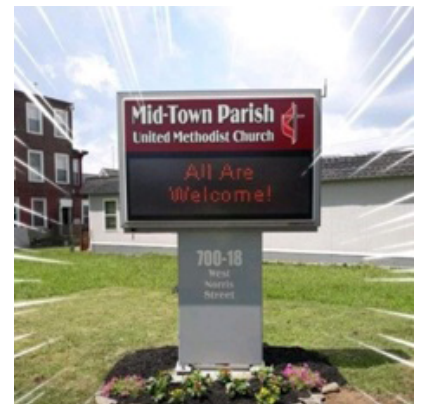
## HERBERT E. PALMER URBAN MINISTRY AWARDS

### EAST DISTRICT

#### PHILADELPHIA: MIDTOWN PARISH UMC, REV. TERRY BRIDGES

Mid-Town Parish has a long history of worshipping and serving its community in North Philadelphia. Under Rev. Terry Bridges, the church has re-energized its ministries to youth and families. The church opened its facilities to youth for a safe space with gaming, food, computer stations, arts and crafts, fellowship, and Christian mentoring. The expanded ministry has taken trips out of the neighborhood and built strong inter-generational relationships.

The church has recently become a Wholeness Center with the goal of strengthening healthy families through workshops, coaching, small groups and trips. The church is focused on being a Community Hub which will offer resources such as job listings, food, computer labs, cafes, civic and social engagements, workshops and more.



### SOUTH DISTRICT

#### PHILADELPHIA: SAYERS MEMORIAL UMC, REV. AUDREY BLACKWELL WASHINGTON

Sayers UMC, under the leadership of Rev. Audrey Blackwell Washington, has grown in membership, finances, and Spirit during this time of churches emerging from the pandemic. They have resumed in person worship and developed online ministries of prayer and encouragement reaching people who are shut in and multiple persons out of state. Church members can also be heard on local radio station programs.

The church has active Evangelism ministries offering Bar B Cue, Vacation Bible School and is generously giving away Backpacks, school supplies, hats and gloves, toiletries, diapers, and cleaning supplies. A Community Unity Day was attended by



over 100 youth which launched a monthly Youth4Change ministry. The church partners with other community and civic leadership, has participated in a walk against gun violence, and hosted the “Memorial to the Lost” T-Shirt display. In September 2022, the church celebrated its 139th Anniversary with a three day Revival.

## NORTH DISTRICT

### CONYNGHAM UMC, REV. WILLIAM GRAHAM TRUSCOTT

Conyngham United Methodist Church has significantly increased its involvement and outreach in the surrounding community. Through its ministry efforts, the church is actively serving and supporting individuals and families who are facing poverty and marginalization. In addition to providing food for the homeless through its church pantry and hosting community meal events, the church has also organized community movie nights and pool nights as opportunities for fellowship and fun. These initiatives demonstrate the church’s commitment to building relationships and serving the needs of its community.



## WEST DISTRICT



### LEBANON: BETHANY UMC, REV. ANDRÉS TORRES

Lebanon United Methodist Church is a growing congregation in the city of Lebanon serving both Anglo and Latino members of its community. Rev. Andrés Torres was appointed as an associate pastor with the charge of starting outreach to the Latino community. The church began a food ministry, and children and sports ministries for its multi-ethnic community. When the senior pastor retired, Rev. Torres continued as pastor serving both congregations and the community. The church has recently begun “English for Everyone” classes with the help of an Urban Commission Initiative grant.

## HARRY DENMAN AWARDS

EPAUMC and the Foundation for Evangelism are proud to recognize the outstanding evangelism efforts of the following Youth, Clergy and Layperson.

### YOUTH



### ALISON LAXTON: EFFORT UMC

#### Nominated by Hun Ju Lee, North District Superintendent

Alison loves Jesus and has a living relationship with him and wants more than anything to have young people come into a relationship with Jesus as their Savior and Lord. Feeling a call from God to restart the Youth Group at Effort UMC after Covid, Alison set out to make sure the Youth of the Church had a strong biblical foundation of Faith in Jesus Christ and the support of the Church as they lived out their Christian Faith in their everyday lives.

Through her consistent efforts, the Youth Group meets every 2nd and 4th Sunday of the month. A number of youths from the Youth Group have become engaged in missions and are taking on projects during the summer. This year’s project takes the youth to Erie, to serve people who need repairs made to their homes.



With a heart for young people and a sincere desire for youth to grow in their Faith, Alison evangelizes with a love that emanates from her own personal faith in Jesus Christ. For Alison, the Bible comes alive in how it speaks to her in her own life. She wants the Youth to realize how God’s Word can speak into their own lives as well.

## CLERGY



### **REV. SAMUEL KOFI ASHLEY, EAST STROUDSBURG UMC**

**Nominated by:**

**Tim Malefyt, SPPRC Chairperson**

**Peter Poliakine, Church Administrator**

**Timothy Chase, Parishioner**

Rev Kofi transforms lives! His limitless energy, his kindness, his ever-present smile, and his openness to all is uniquely responsible for the very positive change at East Stroudsburg UMC. All areas of his ministry are geared toward bringing others into the fold. His bubbly personality serves as a beacon calling those he touches toward the church. He exudes kindness to everyone he meets. His personality to some degree transfers to those with whom he comes in contact

Jesus was kind to all, particularly those disadvantaged souls whom he sought out. Pastor Kofi models that exact quality.

Rev. Kofi’s evangelistic zeal is very effective. In the past two years, he has recruited 19 and 12 new members, respectively. His joy exudes to all around him.



## LAYPERSON

### **DEACONESS DARLENE DIDOMINECK: ARCH STREET UMC**

**Nominated by Rev. Robin M. Hynicka: Lead Pastor**

Deaconess Darlene makes Jesus Christ known to everyone she meets in the fullness of his ministry and mission by alleviating suffering, eradicating causes of injustice, facilitating the development of full human potential and building the global community of faith. As a member of The Order of Deaconess, a historic and a powerful movement of women serving the most vulnerable among us, Darlene’s faith is rooted in Micah 6:8 – “God has already made abundantly clear what “good” is, and what YHWH needs from you: simply do justice, love kindness, and humbly walk with your God.”

Darlene leads a team that witnesses through life-giving services at Arch Street UMC. She evangelizes through the relationships built, providing showers, laundry, clothing, case management, wellness, drop-in space and homemade meals to the church’s unhoused/unsheltered neighbors. She speaks a message of divine hope and grace to the spirit as well as the body of everyone she encounters.

Deaconess Darlene DiDomineck combines faith and action that invites others to see Jesus and be like Jesus.

United Methodist  
Neighborhood Services



# FOOD and CLOTHING Pantry



1209 W. Lehigh Ave. Phila, PA 19133

Monday and Wednesday



Main Office: 47 E. Haines Street, Phila PA 19144  
3rd Floor (Janes UMC - Thelma Nichols Bldg)  
Tel# 215-236-0304 - Open Tues. & Thurs.

Millicent Clark, Executive Director  
cell# 267-230-1999

# LEGISLATION

## NOMINATIONS REPORT

### 2023 CONFERENCE AGENCIES WITH MEMBERSHIP

#### *Report from the Conference Committee on Leadership of the EPA Annual Conference*

Each of these agencies will have a designation as to how members are nominated prior to being elected by the Annual Conference. This slate includes those groups that must be elected by the Annual Conference, which is the responsibility of the Conference Leadership Committee as well as all agencies whose membership must be approved by the Annual Conference whether they are nominated by the Bishop or their own membership. All new nominees or people in transition will be presented in bold print.

Quadrennium of Service: (First), (Second), (Interim)

Next Quadrennium begins July 1, 2024.

Agency Members: (C) Clergy, (LW) Laywoman, (LM) Layman, (NC) Non-Conference

For each agency, its purpose, membership requirements, nomination process, and the times they currently have meetings are included. All nominees have committed to active participation for a four-year period (quadrennium). Participation in most meetings held at the Conference Office can be by conference call or ZOOM video conferencing.

If you have any questions or concerns with any of the agencies listed or their members, please contact the Chairperson of the Conference Committee on Leadership:

The Rev. David Piltz (E) (C) (Interim) Email: [pastorpiltz@gmail.com](mailto:pastorpiltz@gmail.com)

Mrs. Maryann Griffith (S) (LW) (First) Email: [magteaches424@gmail.com](mailto:magteaches424@gmail.com)

#### **CFO/Conference Treasurer**

***Mrs. Jo Fielding (LW) Email: [jfielding@epaumc.church](mailto:jfielding@epaumc.church)***

#### **Conference Statistician**

Mr. Paul Bernhardt (LM) (E) (Interim); Email: [paul.bernhardt@villanova.edu](mailto:paul.bernhardt@villanova.edu)

#### **Administrative Review Committee**

**PURPOSE:** Reviews any decisions made by the Bishop at his direction when needed

**MEMBERSHIP:** 5 people. Three clergy in full connection and two alternates who are not members of the Cabinet or the Board of Ordained Ministry (BOOM) or immediate family members of the above; nominated by the Bishop and elected quadrennially at the clergy session by the clergy in full connection.

**Appointed By: the Bishop**

**MEETINGS:** Only as needed

#### Chairperson

The Rev. Lorelei Toombs (E) (C) (Interim); Email: [revtoombs@gmail.com](mailto:revtoombs@gmail.com)

#### Alternates

The Rev. Robert Wilt, Jr. (S) (C) (Interim)

The Rev. Herbert Coe (S) (C) (First)

#### Members

The Rev. Dr. Christopher Kurien (S) (C) (Interim)

***The Rev. Bumkoo Chung (S) (C) (Interim)***

1 **Archives and History, Commission on**

2 PURPOSE: Documents and celebrates historical records and events.

3 MEMBERSHIP: 12 persons. Ex-Officio: 1 representative from each of the Heritage Landmarks located within the  
4 boundaries of the Annual Conference.

5 RESOURCE: Director of Connectional Ministries

6 ***Nominated By: Conference Committee on Leadership***

7 MEETINGS: Second Wednesday of January, March, May, July, September, November at 12:30 p.m. at the  
8 Conference Office

9 Chairperson

10 The Rev. R. Mark Young (S) (CM) (First) Email: [alvkrinst@aol.com](mailto:alvkrinst@aol.com)

11 Ex-Officio (Voice and Vote)

12 The Rev. Joseph F. DiPaolo (W) (C)

Dr. Ernest Moody (E) (LM)

13 Ms. Dolores Myers (W) (LW)

The Rev. Mark Salvacion (E) (C)

14 Resource/Advisory (Voice Only)

15 Mr. William H. White (S) (LM)

The Rev. Dawn Taylor-Storm (S) (C)

16 Mr. William Thompson (S) (LM)

17 Members

18 Ms. Janet A. Mills (E) (LW) (Second)

The Rev. David William Brown (E) (C) (First)

19 Ms. Betty Ann Henderson (E) (LW) (Second)

The Rev. Coleen Brandt Painter (E) (C) (First)

20 The Rev Gerald Schuler (N) (LM) (Second)

The Rev. Christina Jean Keller (W) (C) (Second)

21 Mrs. Janice Ulmer (W) (LW) (First)

The Rev. Michael S. Remel (W) (C) (Second)

22

23

**Benefits, Board of**

24 PURPOSE; Oversees management of clergy pension and health care benefits

25 MEMBERSHIP: 12 persons. Each member serves a term of 8 years. Four classes of 3 persons. CFO/Conference  
26 Treasurer, Executive Director of Board of Benefits

27 RESOURCE: Legal Counsel, One member of the CCFA.

28 ***Nominated By: Conference Committee on Leadership***

29 MEETINGS: 4th Thursday in February, with a set snow date of the 1st Thursday in March, 4th Thursday in July by  
30 ZOOM, and 4th Thursday in October, all 6:00 p.m. at the Conference Office.

31 President

32 Rev. Mandy Miller (S) (C) (Interim) [pastormandy@holycrossumc.com](mailto:pastormandy@holycrossumc.com)

33 Vice President

34 Al Kingcade (LM) (S) (First)

35 Executive Director

36 Mrs. Jo Fielding (LW) Email: [jfielding@epaumc.church](mailto:jfielding@epaumc.church)

37 Ex-Officio (Voice and Vote)

38 The Rev. Dr. Andrew Foster, III (E) (C) (First)

39 Resource/Advisory (Voice Only)

40 Mr. Matt Morley, Chancellor (S) (LM)

Mrs. Irene Dickinson (E) (LW)

41 Members

42 The Rev. Steven Jeffrey Handzel (S) (C) (First)

The Rev. Navin Satyavrata (N) (C) (First)

43 The Rev. Derrick Gutierrez (W) (C) (First)

The Rev. Shauna Ridge (S) (C) (Interim)

44 Mr. Greg Westerbeck (E) (LM) (First)

Ms. Cressa Morris (E) (LW) (First)

45 Mr. Ernest Giahvue (S) (LM) (First)

Ms. Jennifer Vastardis (S) (LW) (First)

46 The Rev. John Laughlin (W) (C) (First)

47

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1 **Bradley Fund Trustee**

2 PURPOSE: Oversee the management of the Bradley Fund on behalf of the Annual Conference  
3 MEMBERSHIP: 5 people. Bishop; one clergy and one layperson elected by the Annual Conference (one of these  
4 shall be the CFO/Conference Treasurer); 1 clergy person and 1 layperson appointed by the Board of Pension and  
5 Health Benefits.  
6 RESOURCE: Legal Counsel  
7 ***Nominated By: One member by Board of Benefits and one member by Conference Committee on Leadership***  
8 MEETINGS: As determined by the committee.

9 President  
10 Bishop John Schol (C)

11 Ex-Officio (Voice and Vote)

12 Mrs. Jo Fielding (LW)

13 Resource/Advisory (Voice Only)

14 Mr. Matt Morley, Chancellor (LM)

15 Members

16 The Rev. Christina Jean Keller (W) (C) (Second)

***Al Kingcade (S) (LM) (Interim)***

17 ***Rev. Mandy Miller (S) (CW) (Interim)***

18

19

**Camp and Retreat Ministry Board**

20 PURPOSE: Oversees operations; creates and implements a vision for all 4 of our Conference camps  
21 MEMBERSHIP: 16 persons; 1/4 of whom shall be persons of diverse racial/ethnic background. Four classes of  
22 4 persons serving a 4-year term. Ex-Officio: Director of Connectional Ministries, Conference Treasurer, and 1  
23 representative from the Conference Board of Trustees.

24 RESOURCE: Directors of all 4 sites in the Annual Conference

25 ***Nominated By: Conference Committee on Leadership***

26 MEETINGS: 4 to 6 times a year at one of the camp locations

27 Chairperson

28 The Rev. Donald R. Keller (E) (C) (Second) Email: [drkeller56@hotmail.com](mailto:drkeller56@hotmail.com)

29 Ex-Officio (Voice and Vote)

30 ***The Rev. VK Macwana (E) (C)***

***The Rev. Hun Ju Lee (N) (C)***

31 The Rev. Dawn Taylor-Storm (S) (C)

***Mrs. Jo Fielding (LW)***

32 Resource/Advisory (Voice Only)

33 Mr. Michael Hyde (S) (LM)

Mrs. Apryl Miller (W) (LW)

34 Mr. Jonathan Curtis (E) (LM)

***The Rev. Carmen O'Shea (N) (C)***

35 Resource (Other persons included for expertise)

36 ***Ms. Janelle Mungro (E) (LW)***

37 Members

38 Mrs. Jezerel Gutierrez (W) (LW) (First)

Mrs. Jamie Graham (N) (LW) (First)

39 The Rev. Diana A. Esposito (S) (C) (First)

The Rev. Laurie Pfahler(S) (C) (First)

40 Mr. Robert Mease (W) (LM) (First)

Ms. Chantay Love (E) (LW) (Second)

41 The Rev. Michael Callahan (S) (C) (First)

Mr. Walter Hosea Latshaw (W) (LM) (Second)

42 Mr. Pete McIlwee (S) (LM) (First)

Mr. Matt Klein (W) (LM) (First)

43 Rev. Eric Chelton (E) (LM) (Interim)

***Ms. Tina Murphy (W) (LW) (Interim)***

44 ***Ms. Susan Wendell-Vattima (W) (LW) (Interim)***

***Mr. Joe Snyder (E) (LM) (Interim)***

45 ***Ms. Christine Strange (E) (LW) (Interim)***

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1 **Communications Resource Team**

2 PURPOSE: Provides leadership in the implementation of a strategic communications ministry; promotes and  
3 interprets the connectional life of the conference and support of conference-wide ministries  
4 MEMBERSHIP: Director of Communications; **Editorial Manager, regional administrators**, members with  
5 expertise in newsgathering, digital media, photography, public relations, radio/TV, website, and technology use  
6 in ministry.

7 RESOURCE: Director of Connectional Ministries

8 **Nominated By: Conference Committee on Leadership**

9 MEETINGS: Up to 3 times a year

10 Chairperson

11 The Rev. John Bletsch (S) (C) (Second) Email: [pastorjohn@stmatthewsvf.org](mailto:pastorjohn@stmatthewsvf.org)

12 Ex-Officio (Voice and Vote)

13 The Rev. John W Coleman (E) (C)

14 Resource/Advisory (Voice Only)

15 The Rev. Dawn Taylor-Storm (S) (C)

**Krystina Michalopoulos (EPA&GNJ)**

16 Mrs. Sabrina Leanne Daluisio (S) (LW)

17 **The Rev. James Lee (EPA&GNJ)**

18 Members

19 The Rev. Robert Stippich (W) (C) (First)

Ms. Krystl Gaude (S) (LW) (First)

20 The Rev. Julia Lynne Singleton (S) (C) (Second)

The Rev. Jared Stoltzfus (W) (C) (First)

21 Mrs. Sue Keifner (N) (LW) (First)

Mrs. Neena Deibler (S) (LW) (First)

22 The Rev. Barbara Lee (N) (C) (First)

The Rev. David Piltz (E) (C) (First)

23

24

**Conference Sessions, Commission on**

25 PURPOSE: Plans, implements, and evaluates all aspects of the Annual Conference session and adjourned  
26 sessions when needed

27 MEMBERSHIP: 17 persons. One representative from each district; one representative of the Board of Laity. Six  
28 persons for expertise and/or balance. One person shall be physically challenged.

29 RESOURCE: Director of Connectional Ministries, Conference Lay Leader, Chairperson(s) of Board of Ordained  
30 Ministry, Dean of the Cabinet, Conference Secretary, Conference Treasurer, Director of Administrative Services,  
31 the Bishop

32 **Appointed By: the Bishop**

33 MEETINGS: 4 to 6 times a year

34 Chairperson

35 The Rev. James D. Anderman (E) (C) (Second) Email: [jdanderman@gmail.com](mailto:jdanderman@gmail.com)

36 Conference Secretary

37 The Rev. Jacqueline Hines (S) (C) (First)

38 Associate Conference Secretaries

39 Ms. Clarita Krall (E) (LW) (Interim)

40 Ex-Officio (Voice and Vote)

41 Mrs. Jo Fielding (LW)

The Rev. Dawn Taylor-Storm (S) (C)

42 **Mr. William Thompson (S) (LM)**

The Rev. Michael Remel (W) (C) (First)

43 Resource/Advisory (Voice Only)

44 The Rev. John Coleman (E) (C)

Bishop John Schol (C)

45 **The Rev. James Lee (EPA&GNJ)**

46 Members

47 Mrs. Rosalind McKelvey (E) (LW) (Second)

The Rev. David Piltz (E) (C) (First)

48 Ms. Ethel Malone (E) (LW) (Interim)

The Rev. John Bletsch (S) (C) (First)

49 The Rev. Jason Perkowski (W) (C) (First).

Mrs. Judy Ehninger (N) (LW) (First)

50 The Rev. Monica Guepet (N) (C) (First)

The Rev. Alicia Julia-Stanley (N) (C) (First)

1

**Conference Committee on Leadership**

2 PURPOSE: Creates a slate of nominees for Conference boards, councils, commissions, and committees  
3 MEMBERSHIP: 25 persons. One clergy and one layperson from each district; 5 members of diverse racial/ethnic  
4 background and gender inclusiveness; 1 person shall be physically challenged; Conference Lay Leader, UMW  
5 representative, UMM representative, Youth representative.

6 RESOURCE: Representatives from CORR and COSROW. Ex-Officio: Director of Connectional Ministries, Director  
7 Administrative Services, and 1 District Superintendent named by the Bishop

8 ***Nominated By: Conference Committee on Leadership***

9 MEETINGS: 4 to 6 meetings at the Conference Office as needed

10 Chairperson

11 Rev. David Piltz (E) (C) (Interim) Email: [pastorpiltz@gmail.com](mailto:pastorpiltz@gmail.com)

12 Mrs. Maryann Griffith (S) (LW) (First) Email: [magteaches424@gmail.com](mailto:magteaches424@gmail.com)

13 Ex-Officio (Voice and Vote)

14 The Rev. Dawn Taylor-Storm (S) (C)

***Mr. William Thompson (S) (LM)***

15 Mrs. Jo Fielding (LW)

The Rev. John Coleman (E) (C)

16 Members

17 The Rev. Dr. Christopher J. Kurien (S) (C) (First)

The Rev. Navin Satyavrata (N) (C) (Second) ???

18 Ms. Jennifer Lafferty (S) (LW) (First)

The Rev. Eva Johnson (S) (C) (First)

19 Mrs. Ethel L. Malone (E) (LW) (First)

20 The Rev. Joanne Hennesy-Slawter (S) (C) (Second)

21

22

**Congregational Development Team**

23 PURPOSE: Actively resources churches and ministries in the process of development and revitalization

24 MEMBERSHIP: Persons with experience in congregational development

25 RESOURCE: Director of Connectional Ministries

26 ***Nominated By: Conference Committee on Leadership***

27 Meetings: 6 times a year as scheduled by the chairpersons

28 Co-Chairpersons

29 The Rev. Lloyd Speer (East) (C) (First) Email: [lfsppeer3@comcast.net](mailto:lfsppeer3@comcast.net).

30 Ms. Suzette James (East) (LW) (Second) Email: [suezyq@earthlink.net](mailto:suezyq@earthlink.net)

31 Resource/Ad (Voice Only)

32 The Rev. Dawn Taylor-Storm (S) (C)

33 ***The Rev. Jennifer Freymoyer (W) (C)***

34 Members:

35 The Rev. Deanna M. Geiter (West) (C) (Second)

The Rev. Dr. Richard J. Rimert (West) (C) (Second)

36 Mr. Carl Everett (South) (C) (First)

Mr. Brian Dablow (East) (LM) (First)

37 Ms. Nancy Langerfeld (East) (LW) (First)

Rev. Steven Pittman (East) (C) (Interim)

38 The Rev. Kevin Babcock (S) (C) (Interim)

***The Rev. Steve Morton (S) (C) (Interim)***

39

40

**Disability Concerns, Committee on**

41 PURPOSE: Elevates awareness of ministry with and for other-abled persons and persons with special needs

42 MEMBERSHIP: 18 persons. One person from each district plus others based on disability ministry interest or  
43 expertise with particular attention to diversity of disabilities (physical, cognitive, mental, sensory, or emotional  
44 development).

45 RESOURCE: Director of Connectional Ministries

46 ***Nominated By: Conference Committee on Leadership***

47 MEETINGS: 4th Wednesday of the month

48 Co-Chairperson

49 Rev. Monica Guepet (N) (C) (First) Email: [revmonicaguepet@gmail.com](mailto:revmonicaguepet@gmail.com)

50 Ms. Theresa Yorgey (S) (L) (Interim): [theresayorgey@gmail.com](mailto:theresayorgey@gmail.com)

1 Ex-Officio (Voice and Vote)

2 Bishop John Schol (C)

3 Resource/Advisory (Voice Only)

4 The Rev Dawn Taylor-Storm (S) (C)

5 Members

6 The Rev. Paul R. Crikelair (N) (C) (Second)

7 Ms. Elizabeth Christie (N) (LW) (First)

8 The Rev. Brenda Del Rosario (S) (C) (First)

9 Mrs. Elaine Smith (E) (LW) (Second)

10 Ms. Wilhelmina J. Young (E) (LW) (Second)

11 Mrs. Rosalind McKelvey (E) (LW) (First)

12 The Rev. Robert Crane (S) (C) (First)

13

14

**Disaster Response**

15 PURPOSE: Responds to disasters and keeps the conference informed about disasters within the bounds of the  
16 conference, and trains coordinators at least once a quadrennium.

17 MEMBERSHIP: 8 or more persons; EPA Disaster Response Coordinator, EPA Early Response Coordinator, EPA Early  
18 Response Team Coordinator, Volunteers in Missions Coordinator, and persons specializing in site management,  
19 training, mitigation, and disaster spiritual care.

20 RESOURCE: Director of Connectional Ministries

21 ***Nominated By: Conference Committee on Leadership***

22 MEETINGS: As determined by the committee.

23 Chairperson

24 Mr. Robert Simcox (S) (LM) (First) Email:DRC@epaumc.org

25 Resource/Advisory (Voice Only)

26 The Rev. Dawn Taylor-Storm (S) (C)

27 Ms. Denise Shelton (S) (LW)

28

29 Members

30 The Rev. Robin Fisher (N) (C) (First)

31 The Rev. Lorraine Heckman (N) (C) (First)

32 Ms. Candace Snavelly (W) (LW) (First)

33 Ms. Lynn Jaeger (E) (LW) (Second)

34 The Rev. Richard J. Rimert (W) (C) (Second).

35

36

**Domestic Violence Committee**

37 PURPOSE: Provides educational events which focus on the issue of domestic violence in order to teach and  
38 empower victims, advocate and ultimately help eliminate abuse in relationships. -

39 MEMBERSHIP: 12 persons

40 RESOURCE: Director of Connectional Ministries

41 ***Nominated by: The Conference Committee On Leadership***

42 MEETINGS: Monthly meetings

43 Co-Chairpersons

44 Ms. Jody Anderson (S) (LW) (First) Email:jander678@gmail.com

45 ***The Rev. Debra A. Coulbourn (E) (C) (Interim) Email:pastordeb2953@gmail.com***

46 Resource/Advisory (Voice Only)

47 The Rev. Dawn Taylor-Storm (S) (C)

48 Ms. Carol Stevens (LW) (Interim)

49 Members

50 Ms. Barbara E. Drake (S) (LW) (First)

The Rev. Dr. Colleen G. Kristula (E) (C) (Second)

The Rev. David G. Goss (N) (C) (First)

Ms. Barbara Revere (E) (LW) (Second)

Ms. Carol J. Stevens (PD) (LW) (Second)

Mrs. Maryann Griffith (S) (LW) (First)

Mrs. Barbara A. Skarbowski (W) (C) (Second)

The Rev. Russell J Atkinson (S) (C)

The Rev. Allen Keller (S) (C)

The Rev. Mark Beideman (S) (C) (First)

Mr. Dwain Hostetter (W) (LM) (Second)

Mr. Gary L. Jaeger (E) (LM) (Second)

The Rev. Myra J. Maxwell (E) (C) (Second)

Ms. Sandi Stovall (S) (LW) (First)

Bishop John Schol (C)

Mrs. Rachel Manson (S) (LW) (First)



1 The Rev. Dr. Brunilda Martinez (E) (C) (First)  
2 Ms. Theresa Yorgey (S) (LW) (Interim)

Ms. Sandy Lewis (S) (LW) (First)  
**Ms. Phyliss Walsh (S) (LW) (Interim)**

3

4

**Eastern PA Conference Scholarship Committee**

5 PURPOSE: Awards scholarships to persons attending United Methodist related seminaries, graduate schools, and  
6 undergraduate schools using funds from endowments to the Annual Conference and a budgeted line item, and  
7 collection during the first service of Annual Conference

8 MEMBERSHIP: One class consisting of one representative from each district.

9 RESOURCE: Conference Treasurer

10 ***Nominated By: Conference Committee on Leadership***

11 MEETINGS: 2 times a year

12 Chairperson

13 Ms. Lenora Thompson (S) (LW) (Second) Email: [lenorathompson@hotmail.com](mailto:lenorathompson@hotmail.com)

14 Resource/Ad (Voice Only)

15 ***Mrs. Jo Fielding (LW)***

16 Members

17 The Rev. Dr. Christopher J. Kurien (E) (C) (First).

Mr. John Brooks (E) (LM) (First)

18 Mrs. Danette Wright-Lee (S) (LW) (First).

Mrs. Maryann Griffith (S) (LW) (First)

19 Mrs. Karen Todd (LW) (W) (First)

***The Rev. Lorraine Foster (C) (E) (Interim)***

20

21

**Education Society, Conference**

22 PURPOSE: Awards Conference scholarships to applicants from the designated education endowment fund

23 MEMBERSHIP: 12 Persons. Four classes of 3 persons each, elected for a term of 4 years; lay members to be in the  
24 majority. The Conference Treasurer shall be the Treasurer of the Conference Education Society with voice and  
25 vote.

26 ***Nominated By: Conference Committee on Leadership***

27 MEETINGS: January, June, Sept. at 9:30 a.m. at the Conference Office

28 Chairperson

29 Mr. Alfred H. Adey (W) (LM) (Second) Email: [ahadey@verizon.net](mailto:ahadey@verizon.net)

30 Recording Secretary and Treasurer

31 ***Mrs. Jo Fielding (LW)***

32 Ex-Officio (Voice and Vote)

33 Bishop John Schol (C)

Mr. Matt Morley, Chancellor (S) (LM)

34 Members

35 Mrs. Christy Jacob (S) (LW) (Second)

The Rev. Walter Jerome Unterberger (W) (C)

36 Ms. Ruth H. Harmon (S) (LW) (First) (Second)

37 Mrs. Maryann Griffith (S) (LW) (First)

Mrs. Joann Waddell (E) (LW) (First)

38

39

**EPA Rapid Response Team on Immigration**

40 PURPOSE: Responds quickly to all immigration needs within the conference boundaries

41 MEMBERSHIP: 20 members selected for their interest in justice issues related to immigration.

42 RESOURCE: Director of Connectional Ministries

43 ***Nominated By: Conference Committee on Leadership***

44 MEETINGS: At least four times a year

45 Chairperson

46 Rev. Lydia Muñoz (S) (C) Email: [lydiaem0501@gmail.com](mailto:lydiaem0501@gmail.com)

47 Ex-Officio (Voice and Vote)

48 Bishop John Schol (C)

The Rev. Dawn Taylor-Storm (S) (C)

49 Members

50 Mrs. Emily Reyes (E) (LW) (First)

The Rev. Nicolas Camacho (S) (C) (First)

1 The Rev. Dr. Irving Cotto (N) (C) (First)  
2 The Rev. J. William Lentz (E) (C) (First)  
3 Mr. Sergio Rodriguez (E) (LM) (First)  
4 The Rev. Alicia M. Julia-Stanley (W) (C) (First)  
5 The Rev. Jeremias Rojas (E) (C) (First)  
6 Mr. Manfredo Luna Martinez (N) (LM) (First)

Ms. Barbara E. Drake (S) (LW)  
The Rev. Esdras Seda (N) (C) (Second)  
Mrs. Imelda Rodriguez (E) (LW) (First)  
The Rev. Robin M. Hynicka (E) (C) (First)  
Ms. Phyllis Carter (E) (LW) (First)  
The Rev. Bob Coombe (E) (C) (First)

### Episcopacy, Committee on

9 PURPOSE: Provides guidance, support, and evaluation for the presiding Bishop of the Philadelphia Area  
10 MEMBERSHIP: This committee is composed of at least 7 but no more than 17 members. Recommended from  
11 BOD 1/3 laywomen, 1/3 laymen, 1/3 clergy provided that 1 lay person shall be the conference lay leader. Special  
12 attention shall be given to the inclusion of representation of diverse racial/ethnic background, youth and young  
13 adults, and persons with disabilities; lay and clergy members of the Jurisdictional Committee on Episcopacy. One  
14 layperson shall be the Conference Lay Leader. One-fifth of the Committee's membership is to be appointed by  
15 the Bishop.

16 RESOURCE: Conference Lay Leader, Cabinet Representative, Chair of the Delegation  
17 **Nominated and Appointed by: Conference Committee on Leadership and 1/2 by the Bishop**

18 MEETINGS: 4-6 times per year

#### Chairperson

19  
20 **Ms. Carolyn Pendleton (GNJ) (Interim); cdpem@aol.com**

#### Vice-Chairperson:

21 William P. Thompson (S) (LM) (First)

#### Ex-Officio (Voice and Vote)

22 The Rev. Dawn E. Taylor-Storm (S) (C)

23 **The Rev. Drew Dyson (GNJ)**

Mrs. Judith K. Ehninger (N) (LW)

**Mrs. Bethany Amey-Sutton (GNJ)**

#### Members

24 The Rev. Helen L. Adams (W) (C) (Second)

25 **The Rev. Steven Pittman (E) (C) (Interim)**

26 **The Rev. Sarah Borgstrom Lee (GNJ) (Interim)**

27 **The Rev. Cynthia Stouffer (GNJ) (Interim)**

The Rev. Mark Terry (S) (C) (First)

The Rev. Kofi Ashley (N) (C) (First)

**Mr. Dean Livingston (GNJ) (Interim)**

**The Rev. David Le Duc (GNJ) (Interim)**

### Equitable Compensation, Commission on

33 PURPOSE: Reviews applications and recommends an annual compensation plan for clergy

34 MEMBERSHIP: 10 people. One from each district, plus 6 members-at-large with an equal number of clergy and  
35 laity with at least 1 layperson and 1 clergy person from churches of fewer than 200 members. Ex-Officio: Director  
36 of Administrative Services and 1 District Superintendent named by the Bishop.

37 **Nominated By: Conference Committee on Leadership**

38 MEETINGS: February (if needed), August, and October from 6:00 – 9:00 p.m. at the Conference Office

#### Chairperson

39  
40 Mr. Dave Koch (S) (LM) (Interim) Email: dkoch74@comcast.net

#### Ex-Officio (Voice and Vote)

41 Ms. Jo Fielding (LW)

#### Resource/Advisory (Voice Only)

42 Bishop John Schol (C)

**The Rev. Evelyn Kent-Clark (S) (C)**

#### Treasurer

43 TBD or To be elected by the committee

#### Members

44 The Rev. Herbert Coe, Sr. (S) (C) (First)

45 Ms. Debra A. Coulbourn (E) (LW) (First)

46 Ms. Bethany Gogola (N) (LW) (First)

Mrs. Beverly Connor (S) (LW) (First)

Mr. David Kling (W) (LM) (First)

The Rev. Brad Leight (E) (C) (First)

1 Mr. John Lafferty (S) (LM) (First) The Rev. Blaine Wenger (W) (C) (First)

2

3

### **Finance and Administration, Council on**

4 PURPOSE: Recommends and manages the Conference budget

5 MEMBERSHIP: 13 persons. There shall be at least one more lay than clergy member. Ex-Officio: Conference

6 Treasurer, Director of Administrative Services, Bishop, Director of Connectional Ministries, and 1 District

7 Superintendent named by the Bishop.

8 ***Nominated by: Conference Committee on Leadership***

9 MEETINGS: 2nd Thursday of every month, except July and August from 4:00 - 6:00 p.m.

10 President

11 Mrs. Irene Dickinson (E) (LW) Email: [iedickinson@comcast.net](mailto:iedickinson@comcast.net)

12 Recording Secretary

13 To be elected by the committee

14 Resource/Advisory (Voice Only)

15 Bishop John Schol (C)

The Rev. Dawn Taylor-Storm (S) (C)

16 Mrs. Jo Fielding (LW)

The Rev. Evelyn Kent Clark (W) (C)

17 Mr. Dave Koch (S) (LM)

18 Members

19 The Rev. Carl Houston (S) (C) (First)

Mr. Robert Stoner (West) (LM) (Second)

20 The Rev. Steve Cherry (S) (C) (First)

Ms. Glenda Machia (W) (LW) (First)

21 Mrs. Carolyn Pressley (E) (LW) (First)

Ms. Lola Sargent (S) (LW) (First)

22 Mr. Andy Rozek (E) (LM) (First)

The Rev. Navin Satyavrata (N) (C) (First)

23 Rev. Jared Stlozfus (W) (C) (First)

The Rev. Dave Felker (N) (C) (First)

24

25

### **Global Ministries**

26 PURPOSE: To connect churches to resources of the General Board of Global Ministries and the General Board of

27 Church and Society. To Cultivate Advance Special giving for missions, missionaries, and UMCOR

28 ministries. To coordinate the iteration visits of missionaries and encourage covenant relationships. To encourage

29 church participation in ministries of mercy and justice that meet human needs. To assist churches in developing

30 abundant health ministries. To promote attendance at Mission U and training in justice advocacy, and to

31 administer the EPC Peace with Justice grants.

32 Membership: EPC Secretary of Global Ministries, Peace with Justice Coordinator, Chair of EPA Congo Partnership,

33 UMW Social Action Coor., plus clergy and laity from each District interested in Missions, Health Ministries, and

34 Social Justice Advocacy.

35 RESOURCE: Chairperson of EPA Congo Partnership and Director of Connectional Ministries.

36 ***Nominated by: Conference Committee on Leadership***

37 MEETINGS: conference calls as needed

38 Chairperson

39 Ms. Barbara E. Drake (S) (LW) Email: [bedrake15@aol.com](mailto:bedrake15@aol.com)

40 Ex-Officio (Voice and Vote)

41 The Rev. Russell Atkinson (S) (C) (First)

Mr. Robert Simcox (S) (LM) (First)

42 Resource/Advisory (Voice Only)

43 The Rev. Dawn Taylor-Storm (S) (C)

Ms. Jeanne Earnshaw (E) (LW)

44 Members

45 Mrs. Brenda Binns (N) (LW) (First)

46 The Rev. Janice Bowers (S) (C) (First)

The Rev. Jessica Ross (N) (C) (First)

47 Dr. Barbara Mitchell (E) (LW) (First)

Dr. Virginia Biddle (S) (LW) (First)

48 Dr. Annette Onema-Orbach (E) (LW) (First).

Mrs. Ruth Carr (S) (LW) (First (First))

49 Mrs. Susan Kepner (W) (LW) (First)

Dr. Ruth Thornton (E) (LW) (First)

50 Mrs. Penny Harris (W) (LW) (First)

Mrs. Jennifer Lafferty (S) (LW) (First)

1 The Rev. Maria (Lisa) Quesada DePaz (E) (C) (Interim) Ms. Yamilla Rivera (E) (LW) (Interim)

2

3

### **Healing the Wounds of Racism Core Team**

4 PURPOSE: Provides ongoing training, resources, and support for combatting individualized, institutionalized, and  
5 systemic racism

6 MEMBERSHIP: 12 persons of diverse racial/ethnic backgrounds chosen from among the Healers of the  
7 Conference and who demonstrate the qualifications outlined in the 2002 Core Team working document.

8 RESOURCE: Director of Connectional Ministries

9 ***Nominated by: Conference Committee on Leadership***

10 MEETINGS: As determined by the team.

11 Co-Conveners

12 The Rev. David Wesley Brown (S) (C) Email: [pastdave81@gmail.com](mailto:pastdave81@gmail.com)

13 Mr. Mertice M. Shane (N) (LM) Email: [mmshane1@verizon.net](mailto:mmshane1@verizon.net) Ex-Officio (Voice and Vote)

14 Bishop John Schol (C)

15 Resource/Advisory (Voice Only)

16 The Rev. Dawn Taylor-Storm (S) (C)

17 Members

18 The Rev. Suzanne Wenonah Duchesne (S) (C) (First)

The Rev. Lydia E. Muñoz (S) (C) (First)

19 The Rev. Alicia Julia-Stanley (N) (C) (First)

Mr. John Chapman (E) (LM) (First)

20 The Rev. Dr. Christopher Kurien (S) (C) (First)

The Rev. John Bletsch (S) (C) (First)

21 Mrs. Lisa Chapman (E) (LW) (First)

22

23

### **Higher Education and Campus Ministry, Board of**

24 PURPOSE: Provides Conference guidelines and support for higher education and various campus ministries in our  
25 Conference

26 MEMBERSHIP: Persons interested in the ongoing spiritual formation of young adults within the context of  
27 campus life.

28 RESOURCE: Director of Connectional Ministries

29 ***Nominated by: Conference Committee on Leadership***

30 MEETINGS: Quarterly for two half-day conferences & two meetings

31 Chairperson

32 The Rev. Jason Perkowski (W) (C) Email: [jbperkowski@gmail.com](mailto:jbperkowski@gmail.com)

33 Resource/Advisory (Voice Only)

34 The Rev. Dawn Taylor-Storm (S) (C)

The Rev. Dr. Andrew Foster (E) (C)

35 The Rev. Ed Weber (NC)

***The Rev. Diana Esposito (S) (C)***

36 Members

37 Ms. Lenora Thompson (S) (LW) (Second)

Mr. Alfred H. Adey (W) (LM) (First)

38 Mrs. Carol A. Black (S) (LW) (Second)

Mrs. Jessica Edonick (S) (LW) (First)

39 The Rev. James B. Todd (N) (C) (First)

The Rev. Lori Wagner (E) (C) (First)

40 Mrs. Krystl Gauld (S) (LW) (First)

Ms. Grace Puy (S) (LW) (First)

41 The Rev. David Piltz (E) (C)

42

43

### **Human Resources (Personnel) Committee**

44 PURPOSE: Assists in hiring and employment concerns for Conference personnel

45 MEMBERSHIP: 8 people. The committee shall represent the diversity of the Annual Conference and be composed  
46 equally

47 of lay (one of whom is the Conference Lay Leader) and clergy. It shall include 1 representative appointed by

48 the Council of Finance and Administration. Ex-Officio: Director of Connectional Ministries, Bishop, Director of

49 Administrative Services, Treasurer.

50 ***Nominated By: Conference Committee on Leadership***



1 MEETINGS: 1st Tuesday of Jan, April, July & October beginning at 6:30 p.m.

2 Chairperson

3 The Rev. Jim Todd (W) (C) (First); Email: [jtodd1957@gmail.com](mailto:jtodd1957@gmail.com)

4 Ex-Officio (Voice and Vote)

5 Bishop John Schol (C)

Mrs. Jo Fielding (LW)

6 The Rev. Dawn Taylor-Storm (S) (C)

**Mr. William Thompson (S) (LM)**

7 ***The Rev. Hun Ju Lee (N) (C)***

8 Resource/Advisory (Voice only)

9 Mr. Matt Morley, Chancellor (S) (LM)

10 Members

11 Ms. Linda Clark (E) (LW) (First)

Ms. Joyce Brown (S) (LW) (First)

12 Ms. Penny Zimmerman (S) (LW) (First)

Mr. Ron Gurka (N) (LM) (First)

13

14

I-Care Team

15 PURPOSE: Provides Pastoral support in matters of sexual misconduct by those in ministerial roles that are  
16 brought to the attention of the Bishop.

17 MEMBERSHIP: 12 persons.

18 ***Appointed By: the Bishop***

19 MEETINGS: Determined by committee.

20

Co-Chairperson

21 The Rev. Dr. Brunilda Martinez (W) (C) (First) Email: [icare@epaumc.church](mailto:icare@epaumc.church)

22 The Rev. Dr. Truman Brooks (S) (C) (Interim) Email: [icare@epaumc.church](mailto:icare@epaumc.church)

23 Resource/Ad (Voice Only)

24 Bishop John Schol (C)

25 Members

26 The Rev. David Piltz (E) (C) (Second)

Mr. Maurice Simmons (E) (LM) (Second)

27 The Rev. James B. Todd (W) (C) (Second)

Ms. Cressa Morris (E) (LW) (First)

28 Ms. Susan Velez (E) (LW) (First)

Rev. Karyn Fisher (N) (C) (First)

29 The Rev. Tracy Duncan (S) (C) (First)

Ms. Barbara Revere (E) (LW) (Second)

30 The Rev. Robb Faller (W) (C) (First)

The Rev. Allen Keller (S) (C) (First)

31 The Rev. Manfredo Martinez Luna (N) (C) (First)

The Rev. Deanna M. Geiter (W) (C) (First)

32 Mrs. Penny Harris (W) (LW) (First)

Mrs. Carol Adams (S) (LW) (First)

33 Rev. Dave Alderson (N) (C) (First)

The Rev. Dave Botzer (N) (C) (First)

34 Ms. Dayra Adorno (W) (L) (Interim)

Ms. Karen Shadle (N) (LW) (First)

35

Ms. Jessica Miller (W) (L) (Interim)

36

37

Latino Commission

38 PURPOSE: Works to advocate for all ministries related to Latino persons and churches

39 MEMBERSHIP: Two persons per Latino congregation or ministry. Ex-Officio: 2 District Superintendents; Director  
40 of Connectional Ministries; Coordinator of Urban and Global Ministries, Coordinator of Congregational  
41 Development, and the Coordinator of the Office of Latino Ministries.

42 RESOURCE: Director of Connectional Ministries

43 ***Nominated by: Conference Committee on Leadership***

44 MEETINGS: As determined by committee

45 Chairperson

46 ***Ms. Yamilla Rivera (E) (LW) (Interim) Email: [joeyamila@gmail.com](mailto:joeyamila@gmail.com)***

47 ***The Rev. Manfredo Martinez (N) (C) (Interim) Email: [pastormanfredo@yahoo.com](mailto:pastormanfredo@yahoo.com)***

48 Ex-Officio (Voice and Vote)

49 ***The Rev. Maria (Lisa) Quesada DePaz (E) (C)***

***Mr. Terry Bridges (S) (LM)***

50 Resource/Advisory (Voice Only)

1 The Rev. Dawn Taylor-Storm (S) (C)

**District Superintendent Assignment**

2 Secretary

3 **Mr Orlando Garay (N) (LM) (Interim)**

4 Treasurer

5 **Rev. Evodia Villalva (N) (C) (Interim)**

6 Members

7 Youth:

8 **Brianna Rios, Buen Samaritano (N) (LW) (Interim)** **Bryan Serrano, Cristo Rey (S) (LM) (interim)**

9 **Rosa Ines Quarterman, Morrisville (E) (LW) (Interim)**

10 West District Representative

11 **Mrs. Connie Gutierrez (Interim)**

12

13

**Lay Ministry, Board of**

14 PURPOSE: Provides training support and resources for effective lay ministry at the local church, District,  
15 and Conference level

16 MEMBERSHIP: 24 persons. District Lay Leaders; Conference Lay Leader; Associate Conference Lay Leader; UMW  
17 representative; UMM representative; Youth Council representative; Coordinator of Youth and Young Adult  
18 Ministries; Director of Christ Servant Ministry; Director of Lay Academy; 6 members; and 5 clergy with voice and  
19 vote.

20 RESOURCE: Director of Connectional Ministries

21 **Nominated by: Conference Committee on Leadership**

22 MEETINGS: Saturday in April at 9:30 a.m. at the Conference Office and by conference call in January and  
23 November if needed

24

Chairperson

25

**Mr. William Thompson (S) (LM); [conflayleader@epaumc.org](mailto:conflayleader@epaumc.org)**

26 Vice-Chairperson

27 Ms. Suzette James (E) (LW) Email: [suezyq@earthlink.net](mailto:suezyq@earthlink.net)

28 Ex-Officio (Voice and Vote)

29 Mr. George Hollich (W) (LM)

The Rev. Dawn Taylor-Storm (S) (C)

30 Mrs. Judith K. Ehninger (N) (LW)

Ms. Sandra Wilson (E) (LW) (First)

31 Mrs. Diana Wrisley (S) (LW)

32 District Lay Leaders

33 Ms. Carol Gibson (E) (LW) (First)

34 **Mr. Dennis Booher (N) (LM) (Interim)**

35 Ms. Jennifer Lafferty (S) (LW) (First)

36 **Ms. Frances Whittington (S) (LW) (Interim)**

37 Ms. Kristin Khuns (W) (LW) (First)

38 Ms. Patricia Wilson (N) (LW) (First)

39 Members

40 Mr. Aubrey L. Bates (S) (LM)

41

42

**Loan Fund Board**

43 PURPOSE: Oversees management of the Loan Fund for the Annual Conference)

44 MEMBERSHIP: 12 persons. Four classes of 3 persons each elected for a term of 4 years, including the Conference  
45 Treasurer, who shall be the Loan Board Treasurer.

46 **Nominated by: Conference Committee on Leadership**

47 MEETINGS: 4th Wednesday of October, January, April, and July, 10:00 a.m. at the Conference Office

48 President

49 Ms. Frances G. Whittington (S) (LW) (First) Email: [frances\\_whittington@vanguard.com](mailto:frances_whittington@vanguard.com)

50

1 Secretary  
2 The Rev. James D. Anderman (N) (C) (Second) Email: [jdanderman@gmail.com](mailto:jdanderman@gmail.com)  
3 Treasurer

4 ***Mrs. Jo Fielding (LW)***

5 Ex-Officio (Voice and Vote)

6 Bishop John Schol (C)

Mr. Matt Morley, Chancellor (S) (LM)

7 Members

8 Mr. Rick E. Wrisley (S) (LM) (First)

The Rev. Steven Jeffrey Handzel (S) (C) (First)

9 Mr. Dave Sheffield (N) (LM) (First)

Ms. Lenora Thompson (S) (LW) (First)

10

11

**Lancaster United Meth. Inner City Alliance (LUMINA)**

12 PURPOSE: To share the love of God by equipping and encouraging people who experience poverty and hardship.

13 Our vision for Lancaster City: every person restored to the vital and productive life God intended.

14 Ex-Officio (Voice and Vote)

15 ***The Rev. Jennifer Freymoyer (W) (C)***

Mrs. Coreen Russo (W) (LW)

16 Members

17 Mr. John Hostetter (W) (LM) (First)

Mr. Joseph Reed (W) (LM) (First)

18 The Rev. Dr. Richard J. Rimert (West) (C) (First)

Mrs. Susan Kepner (W) (LW) (First)

19 Mr. Walter Bashaw (W) (LM) (First)

Ms. Constance Brown (W) (LW) (First)

20 The Rev. Cheryl Zeders (W) (C) (First)

Mr. Doug Feister (W) (LW) (First)

21 Mrs. Laniesh Kipp (W) (LW) (First)

Ms. Susan Vogan (W) (LW) (First)

22 The Rev. Sally Wisner Ott (W) (C) (First)

Ms. Lynn McCord (W) (LW) (First)

23 The Rev. Joan H. Trout (W) (C) (First)

Dr. Douglas Ockrymiek (W) (LM) (First)

24 Mrs. Pat Lee (W) (LW) (First)

The Rev. James Todd (W) (C) (Interim)

25 Mrs. Karen Todd (W) (LW) (Interim)

26

27

**Metro Ministries, Inc., United Methodist**

28 PURPOSE: Supports and advocates for ministries in Philadelphia and Chester within the Annual Conference

29 MEMBERSHIP: 7 people. The Director of Urban and Global Ministries; a D.S. from a Metro district; 2 clergy

30 representatives from the Metro area; 2 UM laypersons from the metro districts who are active members of The

31 UMC and residents of the area served by Metro Ministries; 1 UM layperson who is an active member of a UMC in

32 Chester and is resident of the Chester area. The Conference Treasurer shall be the Treasurer.

33 RESOURCE: Director of Connectional Ministries

34 ***Nominated by: Conference Committee on Leadership***

35 MEETINGS: 4 to 6 times per year at Carson Simpson Farm

36 President

37 The Rev. Robert Johnson (E) (C) (First) Email: [revrj1@msn.com](mailto:revrj1@msn.com)

38 Secretary

Treasurer

39 Mrs. Millicent Clark (E) (LW) (Second)

***Mrs. Jo Fielding (LW)***

40 Resource/Advisory (Voice Only)

41 Mr. Matt Morley, Chancellor (LM)

The Rev. Dawn Taylor-Storm (S) (C)

42 The Rev. Dr. Andrew Foster (E) (C)

Mr. Terry Bridges (S) (LM)

43 The Rev. Myra Maxwell (S) (C)

Mr. Jonathan Curtis (E) (LM)

44 Mr. John Brooks (S) (LM)

45 Members

46 Mr. William P. Thompson (S) (LM) (Second)

Mr. Les Brown (E) (LM) (Second)

47 Mr. Lawrence Lee (S) (LM) (Second)

Ms. Marilyn Mason (E) (LW) (First)

48 Ms. Janet A Mills (E) (LW) (First)

Ms. Charisma Presley (E) (LW) (First)

49 Rev. Eric Carr (S) (C) (First)

50

**Mid-Atlantic UM Foundation**

- 1
- 2 PURPOSE: To oversee the investment strategies and management of all assets held by the Mid-Atlantic
- 3 Foundation
- 4 MEMBERSHIP: 8-16 persons. Nominated by the Foundation; elected by the Annual Conferences, three of these
- 5 shall be the Conference Treasurers/Executive Directors of Administrative Services, and Dean of the Cabinet. The
- 6 Executive Director of the Foundation shall be an additional member of the Board of Directors without vote.
- 7 **Nominated by: Membership of the Board**
- 8 MEETINGS: The Board meets quarterly in January, April, July, and October
- 9 President
- 10 Mr. Thomas Black (LM) (Second) Email: [tblack43@verizon.net](mailto:tblack43@verizon.net)
- 11 Vice-President
- 12 The Rev. Dr. Karin Walker (BW) (C) Email: [karin.walker@fallstonumc.org](mailto:karin.walker@fallstonumc.org)
- 13 Secretary
- 14 Ms. Tammy Bowman (S) (LW)
- 15 Resource/Advisory (Voice Only)
- 16 Louise Hutchinson (LW)
- 17 Treasurer
- 18 Mr. William E. Westbrook (PD) (LM) Mr. Paul J. Eichelberger (BW) (LM)
- 19 **Mrs. Jo Fielding (LW)**
- 20 Members
- 21 Rev. David Argo (BW) (C) (Interim) Mr. Barry A. Crozier (PD) (LM) (Interim)
- 22 Mr. Kevin Goodwin (PD) (LM) (Interim) The Rev. Daniel Hepner (S) (C) (Interim)
- 23 Ms. Sharon Hermann (S) (LW) (First) Ms. Marsha Johnson (PD) (LW) (Interim)
- 24 Mr. George E. Monk, Jr (BW) (LM) (Interim) Mr. Lawrence Pelham (PD) (LM) (First)
- 25 Mr. John Ridgeway (S) (LM) (Interim) Ms. Barbara Rutt (PD) (LW) (Interim)
- 26 Mr. Jamie M. Waldren (BW) (LM) (Second) Mr. Clarence White (BW) (LM) (First)
- 27 **Mr. Barry Rose (E) (LM) (Interim)**
- 28 Mid-Atlantic UM Foundation Coaches
- 29 Rev Gayle Annis-Forder Rev Phillip Ayers
- 30 Rev Walter Beaudwin Rev Wendy Bellis
- 31 Ms Rosa Brown Rev Michael Bynum
- 32 Ms Kendell Daly Rev Robin Fisher
- 33 Rev John Fisher Rev Cary James
- 34 Ms Marsha Johnson Rev Dr Bruce Jones
- 35 Rev Joan Jones Rev Dr Andrea King
- 36 Rev Conrad Link Rev Mary Ka Nippard Kanahan
- 37 Rev Twanda Prioleau Rev Kirkland Reynolds
- 38 Rev Michael Rigsby Rev Barbara Seekford
- 39 Rev William Thomas Rev Herbert Watson, Jr.
- 40 Rev Meredith Wilkins-Arnold
- 41 Mid Atlantic UM Foundation Staff
- 42 Executive Director
- 43 Mr. John Brooks (C) (LM) Email: [jbrooks@epaumc.church](mailto:jbrooks@epaumc.church)
- 44 Assoc. Director
- 45 Mr. Frank C. Robert (LM)
- 46 Operations Manager
- 47 Ms. Tracy Brown (LW)
- 48 Assistant Director
- 49 Ms. Annabel Lusardi
- 50



1 **Native American Ministries, Committee on**  
2 PURPOSE: Develops and promotes Native American ministries across the EPA; gives voice to Native Americans;  
3 provides leadership to the Conference to meet the mandate to recognize the gifts and contributions made by  
4 Native Americans to our society  
5 MEMBERSHIP: 10 persons. 2 co-chairpersons, financial secretary; 6 members to include persons of  
6 Native American heritage and non-Native Americans with a passion for NA ministries.  
7 RESOURCE: Director of Connectional Ministries  
8 ***Nominated by: Conference Committee on Leadership***  
9 MEETINGS: As determined by the committee

10

11 Co-Chairpersons

12 Ms. Barbara Revere (E) (LW) (Interim) Email: [bre2696294@aol.com](mailto:bre2696294@aol.com)

13 Mrs. Sandra Cianciulli (E) (LW) (First) Email: [524sandi@gmail.com](mailto:524sandi@gmail.com)

14 Secretary

15 Mrs. Verna Colliver (E) (LW) (First)

16 Ex-Officio (Voice and Vote)

17 Mr. Bob C. Hinderliter (S) (LM)

18 Resource/Advisory (Voice Only)

19 The Rev. Dawn Taylor-Storm (S) (C)

Mr. Ron Williams (First)

20 Mrs. Sharon Wack (S) (LW)

21 Members

22 The Rev. Dr. Suzanne Wenonah Duchesne (E) (C) (First)

Mr. Dale Shillito (E) (LM) (First)

23 The Rev. Dr. Sarah Fernsler (N) (C) (First).

Mr. William H. Seybold (S) (LM)(First)

24 Mrs. Joy Frazier (E) (LW) (First)

Mr. Mike Shifflet (S) (LM) (Interim)

25 Ms. Paula Shifflet (S) (LW) (Interim)

***The Rev Robert Coombe (C) (E) (Interim)***

26

27

**Ordained Ministry, Board of**

28 PURPOSE: Oversees the entire process of ordination for all candidates for ordained ministry within the annual  
29 conference

30 MEMBERSHIP: 51 persons. Membership shall be nominated (in compliance with the *Discipline*, para. 635) by the  
31 Bishop, of which 1/3 shall be laypersons, and 1/3 shall be persons of diverse racial/ethnic background.

32 RESOURCE: Director of Connectional Ministries, Conference Lay Leader

33 ***Nominated by: the Bishop***

34 MEETINGS: 6 to 8 meetings per year at West Lawn UMC

35 Co-Chairpersons

36 The Rev. Michael Remel (W) (C) (First) Email: [mremel@verizon.net](mailto:mremel@verizon.net)

37 The Rev. Tracy Duncan (S) (C) (Interim) Email: [revtracy51@gmail.com](mailto:revtracy51@gmail.com)

38 Ex-Officio (Voice and Vote)

39 The Rev. John Inghram (S) (C)

The Rev. Candy LaBar (N) (C)

40 The Rev. Timothy J. Smith (W) (C)

Mr. William Thompson (S) (LM)

41 The Rev. Don Keller (E) (C)

***The Rev Lorelei Tooms (E) (C) (Interim)***

42 Resource/Advisory (Voice Only)

43 ***The Rev Jennifer Freymore (W) (C)***

The Rev. Dawn E. Taylor-Storm (S) (C)

44 The Rev. Evelyn Kent Clark (S) (C)

45 Co-Registrar

46 The Rev. Tawny L. Bernhardt (E) (C)

Ms Jan Sawicki (LW)

47 Treasurer

Secretary

48 To be elected by BOOM

Ms. Barbara E. Drake (S) (LW)

49 Members

50 The Rev. Robert Johnson (E) (C) (First).

1 The Rev. Jacqueline A. Hines (E) (C) (Second)  
2 The Rev. Andrew Krpata (E) (C) (Second)  
3 The Rev. Janet L. Sattel (E) (C) (Second)  
4 The Rev. Karyn Fisher (N) (C) (First)  
5 Mr. Kenneth Dickinson (E) (LM) (Second)  
6 The Rev. Dorry Kuhn Newcomer (E) (C) (Second).  
7 The Rev. Thomas Ebersole (S) (C) (First)  
8 The Rev. Timothy S. Thomson-Hohl (E) (C) (First)  
9 The Rev. Bradley Leight (N) (C) (First)  
10 **The Rev. Nina Patton-Semerod (N) (C) (Interim)**  
11 **The Rev. Mark Terry (S) (C) (Interim)**  
12 **Ms. Sheri Kentner (S) (LW) (Interim)**

The Rev. Dr. Deborah A. Appler (N) (C) (Second)  
Mr. Blair Gilbert (E) (LM) (Second)  
The Rev. Eddie Cameron (W) (FD) (Second)  
The Rev. Daniel Eric Lebo (W) (C) (Second)  
The Rev. Quentin Wallace (W) (C) (First)  
The Rev. Greg Impink (W) (C) (Second)  
The Rev. John Bletsch (S) (C) (First)  
The Rev. Darryl Stephens (W) (C) (First)  
**The Rev Tammy Scalise (S) (C) (Interim)**  
**The Rev. Jeffrey Raffauf (S) (C) (Interim)**  
**The Rev. Bumkoo Chung (S) (C) (Interim)**  
**The Rev. Helen Adams (W) (C) (Interim)**

### Prison Ministries and Restorative Justice

15 PURPOSE: Support and promote criminal justice and mercy ministries in local churches; provide resources,  
16 training, and networking for restorative justice ministries; encourage local congregations to develop prison and  
17 restorative justice ministries

18 MEMBERSHIP: Up to 10 persons. Chairperson; 1 member from each district, other interested persons

19 RESOURCE: Director of Connectional Ministries

20 **Nominated by: Conference Committee on Leadership**

21 MEETINGS: As determined by committee

22 Chairperson

23 The Rev. Marilyn Schneider (S) (C) (Second) Email: [mschneider2222@gmail.com](mailto:mschneider2222@gmail.com)

24 Ex-Officio (Voice and Vote)

25 Bishop John Schol (C)

26 Resource/Advisory (Voice Only)

27 The Rev. Dawn Taylor-Storm (S) (C)

The Rev. John Coleman (E) (C)

28 Members

29 The Rev. Brenda Del Rosario (S) (C) (First)

The Rev. Jeffrey Kapp (W) (C) (First)

30 Mrs. Linda Van Til (W) (LW) (Second)

Mr. Charles Goodge (N) (LM) (First)

31 Mr. Scott Johnson (S) (LM) (Second)

Mrs. Lorraine Haw (E) (LW) (First)

32 Mr. Manuel Arroyo (E) (LM) (First)

Ms. Valerie Langston (S) (LW) (First)

33 Mr. Luke Taylor-Storm (S) (LM) (First)

34

35

### Religion and Race, Commission on

36 PURPOSE: Advocates for inclusion, respect, and justice for all persons regardless of racial/ethnic identity or  
37 religion

38 MEMBERSHIP: 10 people. One from each district plus 6 persons for expertise or interest.

39 **Nominated by: Conference Committee on Leadership**

40 MEETINGS: 1<sup>st</sup> Thursday of the month at the Conference Office from 1:00-2:30 p.m. OR Conference Call from  
41 7:00-8:30 p.m.

42

#### Co-Chairpersons

43 The Rev. Alicia M. Julia-Stanley (W) (C) (Interim) Email: [rev87mom@gmail.com](mailto:rev87mom@gmail.com)

44 The Rev. Diana Esposito (S) (C) (Interim) Email: [diana.a.esposito@gmail.com](mailto:diana.a.esposito@gmail.com)

45 Resource/Advisory (Voice Only)

46 The Rev. Dawn Taylor-Storm (S) (C)

The Rev. John W Coleman (E) (C)

47 The Rev. Terry Bridges (E) (C)

Mr. Mertice M. Shane (N) (LM)

48 The Rev. David Wesley Brown (E) (C)

49 Members

50 Dr. Annie Kingcade (S) (LW) (First)

The Rev. Tracy Ann Duncan (S) (C) (First)

1 The Rev. Beverly Andrews (W) (C) (First)  
2 Ms. Cheryl Myers (S) (LW) (First)  
3 The Rev. Robert Johnson (S) (C) (First)  
4 Mr. Dennis Fisher (E) (LM) (First)  
5 The Rev. Mel Lehman (S) (C) First

The Rev. Tamie Scalise (S) (C) (First)  
The Rev. David Piltz (E) (C) (First)  
The Rev. Dr. Deborah Tanksley-Brown (S) (C) (First)  
The Rev. John Bletsch (S) (C) First  
The Rev. Dr. Anita Powell (S) (C) (First)

6  
7

### Safe Sanctuaries

8 PURPOSE: Educates and creates guidelines for providing safe spaces for children and youth in church-related  
9 activities

10 MEMBERSHIP: 10 persons representing all districts, one laity, and one clergy, 1/2 of whom shall be persons  
11 of diverse racial/ethnic background. Three classes of 4 persons serving a 4-year term. Ex-Officio: Chairperson  
12 of I-Care Team, Director of Administrative Services, Representative of Conference Trustees, Conference Legal  
13 Counsel.

14 RESOURCE: Director of Connectional Ministries

15 **Nominated by: Conference Committee on Leadership**

16 MEETINGS: Four times a year as scheduled by the chairperson to review all church's Safe Sanctuaries policies for  
17 compliance

18 Chairperson

19 The Rev. Jacqueline D. Daniszewski (E) (C) (Interim) Email [pastorjackiedd@gmail.com](mailto:pastorjackiedd@gmail.com)

20 Ex-Officio (Voice and Vote)

21 Mrs. Jo Fielding (LW)

Mr. Matt Morley, Chancellor (S) (LM)  
Chairperson of I-Care

22 The Rev. Dawn Taylor-Storm (S) (C)

23 Representative of Conference Trustees

24 Members

25 The Rev. David Piltz (E) (C) (First)

Ms. Kathy Dries (E) (LW) (First)

26 The Rev. Eva Johnson (S) (C) (First)

Mr. Lemuel (Jack) Ross, Jr. (S) (LM) (First)

27 Mrs. Maryann Griffith (S) (LW) (First)

**The Rev. Bob Garvey (W) (C) (Interim)**

28 **The Rev. Lori Reyes (E) (C) (Interim)**

**Joyce Gailliard (E) (LW) (Interim)**

29 **Elizabeth Christie (N) (LW) (Interim)**

30

31

### Status and Role of Women, Commission on

32 PURPOSE: Advocates for the status and the role of women in all Conference events and promotes women in  
33 leadership positions

34 MEMBERSHIP: Determined by Annual Conference in compliance with *Discipline*, paragraph 643. Recommend:  
35 One representative from each district; 1 representative from the Board of Ordained Ministry; 1 representative  
36 from UMW and UMM; 6 members for expertise and/or balance.

37 RESOURCE: Director of Connectional Ministries

38 **Nominated by: Conference Committee on Leadership**

39 MEETINGS: As determined by committee

40

Chairperson

41 The Rev. Debra A. Coulbourn (E) (C) (Interim) Email: [pastordebc2953@gmail.com](mailto:pastordebc2953@gmail.com)

42 Ex-Officio (Voice and Vote)

43 **Mr. Edward Gale (S) (LM) (First)**

44 Resource/Ad (Voice Only)

45 The Rev. Dawn Taylor-Storm (S) (C)

46 Members

47 Mrs. Ethel L. Malone (E) (LW) (First)

Ms. Janet A. Mills (E) (LW) First

48 Ms. Patricia Wilson (N) (LW) (First)

Mrs. Ethel K. Hibbs (E) (LW) (First)

49 The Rev. Betty Murphy (E) (C) (Interim)

Ms. Tonya Goodwin (E) (LW) (Interim)

50

1 **Trustees, Board of**  
2 PURPOSE: Oversees the maintenance, use, and value of all assets owned by the Conference.  
3 MEMBERSHIP: 12 persons. It is recommended that 1/3 be clergy, 1/3 laymen, and 1/3 laywomen. Three trustees  
4 shall be elected each year for a term of 4 years and may serve a second term.  
5 RESOURCE: Director of Connectional Ministries, District Superintendent selected by the Bishop, the Bishop,  
6 Director of Administrative Services, Conference Treasurer, Conference Chancellor  
7 ***Nominated by: Conference Committee on Leadership***  
8 MEETINGS: 1st Friday (September to June) from 10:00 a.m. to 12:30 p.m., at the Conference Office  
9 President

10 ***To be elected at the July meeting of the Board of Trustee***

11 Resource/Advisory (Voice Only)

12 The Rev. Dawn Taylor-Storm (S) (C)

***The Rev Dr. Andrew L. Foster III (C) (E)***

13 Bishop John Schol (C)

Mrs. Jo Fielding (LW)

14 Mr. Matt Morley, Chancellor (S) (LM)

15 Vice-President

16 ***To be elected at the July meeting of the Board of Trustees***

17 Treasurer

18 ***Mrs. Jo Fielding (LW)***

19 Secretary

20 Mr. Scott Johnson (S) (LM) (Second)

21 Members

22 Mr. Jon M. Gruber (W) (LM) (Second)

The Rev. Dr. Larry D. Pickens (N) (C) (Second)

23 The Rev Rick Wrisley (S) (C) (Second)

The Rev. Sunil Balasundaram (E) (C) (First)

24 Ms. Amey Reid (S) (LW) (Interim)

Mr. Vipulkumar Macwana (E) (LM) (Interim)

25 The Rev. Julian Milewski (N) (C) (Interim)

Mr. Miguel H. Pichardo (W) (LM) (Interim)

26 ***Ms. Gail Armstrong (S) (LW) (Interim)***

***The Rev Rose Marquardt (N) (C) (Interim)***

27

28

### **United Methodist Men**

29 PURPOSE: To engage all United Methodist men in ministry, missions, and spiritual growth opportunities

30 MEMBERSHIP: As determined by the UMM.

31 RESOURCE: Director of Connectional Ministries, Conference Lay Leader, one District Superintendent selected by  
32 the Bishop and Cabinet

33 ***Nominated by: the Membership***

34 MEETINGS: 2nd Monday of every month

35

President

36

***Mr. Edward Gale (S) (LM) (First) Email: edgale09@gmail.com***

37 Vice-President

38 To be elected by UMM

39 Resource/Advisory (Voice Only)

40 Bishop John Schol (C)

***Mr. William Thompson (S) (LM)***

41 The Rev. Dawn Taylor-Storm (S) (C)

The Rev. Dr. Andrew L. Foster, III (E) (C)

42 Secretary

Treasurer

43 To be elected by UMM

Mr. Delno Moyer (S) (LM)

44 Members

45 The Rev. David Botzer (N) (C)

The Rev. Derrick Gutierrez (W) (C)

46 The Rev. Sterling Eaton (S) (C)

Mr. Medford Pinkett (E) (LM) (First)

47

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## United Women in Faith

1  
2 PURPOSE: To engage all United Methodist women in ministry, missions, and spiritual growth opportunities  
3 MEMBERSHIP: As determined by United Women in Faith  
4 RESOURCE: Director of Connectional Ministries, Conference Lay Leader

5 **Nominated by:** the Membership

6 MEETINGS: As planned annually throughout the Annual Conference

7 President

8 Ms. Sandra Wilson (E) (LW) (First); Email: wilsonsan1@aol.com

9 Resource/Advisory (Voice Only)

10 The Rev. Dawn Taylor-Storm (S) (C) Bishop John Schol (C)

11 Ex-Officio (Voice and Vote)

12 Janet A Mills, National Program Advisory Group (PAG), (E) (LW)

13 Vice-President

14 Ms. Bernadette Jones (E) (LW)

15 Secretary

16 Mrs. Susan Kepner (W) (LW)

17 Treasurer

18 Ms. Barbara McIntosh (S) (LW)

19 Members:

20 Ms. Carol Gifford (W) (LW)

Dr. Annette Onema-Orbach (E) (LW)

21 Dr. Polly Riddle (E) (LW)

Mrs. Belinda Ogitis (E) (LW)

22 Ms. Barbara Skarbowski (W) (LW)

Mrs. Ophelia Long (E) (LW)

23 Mrs. Nancy Matthews (S) (LW)

Mrs. Maryann Repsher (N) (LW)

24 Mrs. Susan Dizuk (E) (LW)

Ms. Barbara Drake (S) (LW)

25 Ms. Linda Youngstrom (S) (LW)

Mrs. Anna Bickhart (S) (LW)

26

27

## Urban Commission

28 PURPOSE: Works to advocate for ministries related to children, youth, and adults in urban settings

29 MEMBERSHIP: 25 persons, lay and clergy, who are passionate, and/or, sense a call to and/or, are presently  
30 engaged in

31 urban ministry with particular attention to diversity and location in metropolitan areas in the Eastern

32 Pennsylvania Conference. Ex-Officio: Coordinator of Office of Urban Ministries; one District Superintendent

33 selected by the Bishop and Cabinet

34 RESOURCE: Director of Connectional Ministries

35 **Nominated by: Conference Committee on Leadership**

36 MEETINGS: As determined by committee

37 Co-Chairpersons

38 The Rev. David Eckert (E) (C) (First) Email: [pastordavid527@gmail.com](mailto:pastordavid527@gmail.com)

39 The Rev. Myra Maxwell (E) (C) (First) Email: [pastormyrajmax1@gmail.com](mailto:pastormyrajmax1@gmail.com)

40 Resource/Advisory (Voice Only)

41 The Rev. Dawn Taylor Storm (S) (C)

The Rev. Evelyn Kent Clark (S)(C) (First)

42 The Rev. Terry Bridges (E) (C)

**The Rev. Maria (Lisa) Quesada DePaz (E) (C)**

43 The Rev. John Coleman (E) (C)

44 Members

45 The Rev. Dr. Brunilda Martinez (W) (C) (Second)

Mr. Maurice Simmons (E) (LM) (Second)

46 The Rev. Alicia M. Julia-Stanley (W) (C) (Second)

The Rev. Robin Hynicka (E) (C) (Second)

47 The Rev. Victor Gimenez (S) (C) (First)

The Rev. Eric Carr (E) (C) (First)

48 Mrs. Jean Kershaw (E) (LW) (First)

The Rev. Correen Russo (W) (C) (First)

49 The Rev. Navin Satyavrata (N) (C) (First)

Ms. Lenora Thompson (S) (LW) (First)

50 Dr. Lewis Wilford (S) (LM) (First)

**Ms. Donna Burchess (N) (LW) (Interim)**

1 **Ms. Clare Schilling (S) (LW) (Interim)**

**Ms. Patty Eastrep (W) (LW) (Interim)**

2 **The Rev. Manfredo Martinez (N) (C)**

3

4

#### Volunteers in Mission

5 PURPOSE: Promotes and supports the Volunteers in Mission program that sends workgroups to various mission  
6 sites.

7 MEMBERSHIP: Recommend: one from each district

8 RESOURCE: Director of Connectional Ministries

9 **Nominated by: Conference Committee on Leadership**

10 MEETINGS: As determined by committee

11 Chairperson

12 The Rev. Russell Atkinson (S) (C) Email: ratkinson@epaumc.org

13 Resource/Advisory (Voice only)

14 The Rev. Dawn Taylor-Storm (S) (C)

Mr. Bob Simcox (S) (LM)

15 Mrs. Denise Shelton (S) (LW)

The Rev. J. Allen Keller (S) (C)

16 Members

17 The Rev. Dr. David P. Harris (W) (C) (First)

The Rev. Nicholas Camacho (S) (C) (First)

18 Mrs. Susan Grimm Mattox (W) (LW) (First)

The Rev. Bernard J. Kefer (N) (C) (First)

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20

#### Young Adult Ministries, Council on

21 PURPOSE: Plans and supports ministries that enable young adults (ages 19-35) to be actively involved in the life  
22 of the church

23 MEMBERSHIP: 650 - recommend one per district

24 Minimum 12 persons. Representation from all four districts. Ex-Officio: Coordinator of Youth and Young Adult

25 Ministries. Assistant Coordinator of Youth Ministries

26 RESOURCE: Director of Connectional Ministries, Conference Lay Leader, one District Superintendent selected by  
27 the Bishop and Cabinet

28 **Nominated by: Conference Committee on Leadership**

29 MEETINGS: 3 to 4 times a year as needs arise

30 Ex-Officio (Voice and Vote)

31 Ms. Jezerel Gutierrez (W) (LW)

32 Resource/Ad (Voice Only)

33 The Rev. Dawn E. Taylor-Storm (S) (C)

**Mr. Bill Thompson (S) (LM)**

34 **District Superintendent Assignment**

35 Young Adult Executive Team

36 Mrs. Denise J. Harris (E) (LW) (First)

37 Members

38 The Rev. Victor Gimenez (S) (C) (Second)

The Rev. Jason Perkowski (W) (C) (First)

39 The Rev. Eric W. Carr (S) (C) (Second)

**Jose Tirado (W) (LM) (Interim)**

40

41

#### Youth Ministries, Conference Council on (CCYM)

42 PURPOSE: Plans and supports ministries that enable youth (ages 12-18) to be actively involved in the life of the  
43 church

44 MEMBERSHIP: As determined by the organization and in compliance with *Discipline*, paragraph 649 -

45 no more than 1/3 is adults. Recommend: no less than 7 and no more than 11 youth from each district; Mission of

46 Peace Coordinator and Youth Service Fund Coordinator (both with vote). Ex-Officio: Coordinator of Youth and

47 Young Adult Ministries, Assistant Coordinator of Youth Ministries.

48 RESOURCE: Director of Connectional Ministries, one District Superintendent selected by the Bishop and Cabinet

49 **Nominated by: Conference Committee on Leadership**

50 MEETINGS: 4 to 6 times a year in various settings based on events throughout the year

- 1 Ex-Officio (Voice and Vote)
- 2 Ms. Jezerel Gutierrez (W) (LW)
- 3 Resource/Ad (Voice Only)
- 4 The Rev. Dawn E. Taylor-Storm (S) (C)
- 5 **Conference Lay Leader**
- 6 Youth Ministries Executive Team
- 7 Mrs. Denise J. Harris (E) (LW)
- 8 The Rev. Eric Chelton (E) (C)
- 9 Members
- 10 Miss Claudia Smith (E) (LW) (First)
- 11 Miss Lucille Chelton (E) (LW) (First)
- 12 **Harris Gimeh (Interim)**
- 13 **Julia Tarlue (Interim)**
- 14 **Andrian Andrew (Interim)**

**District Superintendent Assignment**

- Mr. Jacquell William (S) (LM) (First)
- Miss Aixa Preston (E) (LW) (Interim)**
- Beatrice Torh (Interim)**
- Promise Watson (Interim)**

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1 **EQUITABLE COMPENSATION**

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3 **RESOLUTION #2023 - 01**

4 **RESOLUTION TO 2023 ANNUAL CONFERENCE SESSION**

5 **Resolution Regarding Equitable Compensation Recommendation for 2024**

6 **Presented by Commission on Equitable Compensation**

7  
8 **WHEREAS**, it is a mandate of the Commission on Equitable Compensation to support clergy serving as pastors in  
9 the charges of the Annual Conference by recommending conference standards for pastoral support (§1625.2(a),  
10 2016 *Discipline*), and

11  
12 **WHEREAS**, the Commission is charged with annually recommending to the Annual Conference a schedule  
13 of minimum base compensation for all full-time pastors or those clergy members of the annual conference  
14 appointed less than full-time to a local church, subject to such rules and regulations as the conference may adopt  
15 (§1625.3, 2016 *Discipline*), and

16  
17 **WHEREAS**, the Commission seeks to address the concerns of clergy compensation and recognize the economic  
18 difficulties encountered by churches,

19  
20 **WHEREAS**, the Commission seeks also to address the financial needs of clergy, we evaluate the realities of the  
21 current financial environment, including the COLA (Cost of living adjustment) established by the Social Security  
22 Administration, and rising inflation,

23  
24 **THEREFORE, BE IT RESOLVED** that the Annual Conference establish minimum salaries reflecting a 4.0% increase  
25 for 2024. The schedule of minimum base salaries for persons under appointment in the local church for 2024  
26 shall be as follows:

- 27 a) Elders and Deacons in Full Connection . . . . . \$47,107
- 28 b) Provisional Deacons and Elders under full-time post-seminary appointments. . . . . \$44,650
- 29 c) Associate Members. . . . . \$43,713
- 30 d) Full-Time Local Pastors. . . . . \$41,377

31  
32 **BE IT FURTHER RESOLVED**, that to arrive at the minimum base salary for each pastor, the appropriate base  
33 salary listed above shall be increased by 1% for each year of service up to a maximum of 20 years. Years of  
34 service are determined by the number of full-time years (or a combination of part-time equivalent years) fully  
35 completed prior to January 1, 2024; and

36  
37 **BE IT FURTHER RESOLVED**, that each church or charge, in recommending increases, consider increases above  
38 the minimum base salary, and that Pastor/Staff-Parish Relations Committees particularly take note of such areas  
39 as education, experience, skills, commitment, amount paid by clergy to Social Security as self-employed persons,  
40 family needs, and payment of health insurance; and

41  
42 **BE IT FURTHER RESOLVED**, that any amount provided as a housing allowance is not to be considered part of  
43 the minimum base salary as set forth in this resolution (§1252.4(e), 2016 *Discipline*); and

44  
45 **BE IT FURTHER RESOLVED**, that any change in clergy minimum base salaries related to a change of clergy status  
46 through ordination, commissioning, or licensing in 2024 will become effective as of January 1, 2025. Pastors  
47 receiving their first appointment are at level 0, and

48  
49 **BE IT FURTHER RESOLVED**, that all full time pastors shall have an accountable reimbursement expense line  
50 item in the church budget to cover mileage for pastoral work, continuing education, and other professional



1 ministerial expenses as allowed by the IRS. This reimbursable amount shall be a minimum of \$2,500. For  
2 churches that are receiving Equitable Compensation support, their accountable reimbursement expense line  
3 should not exceed \$2,500, and

4

5 **BE IT FURTHER RESOLVED**, that if a church or charge cannot meet the standard of support for a full-time  
6 pastor, the Cabinet will be notified as soon as possible and appropriate action taken by the Cabinet (§624.1,  
7 2016 *Discipline*), and

8

9 **BE IT FURTHER RESOLVED**, that churches may apply to the Commission for a grant to assist the church in  
10 paying the pastor an equitable salary following the application process promulgated by the Commission. If a  
11 church is seeking a grant to pay the pastor more than the minimum specified by this resolution the measures  
12 of church vitality (worship attendance, making disciples, small group attendance, community outreach, and  
13 missional giving) will be considered, and

14

15 **BE IT FURTHER RESOLVED**, that membership on the Commission shall include a representative number of  
16 persons of color to ensure that the perspective of persons of color of the Eastern Pennsylvania Conference be  
17 considered. This is in keeping with the Conference goal of Ending the Sin of Racism and its commitment to equity  
18 and economic justice.

19

20 **Person Responsible for Presenting Resolution:** David Koch, Chair, Commission on Equitable Compensation

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1 **ADVANCE SPECIALS**

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3 **RESOLUTION 2023 - 02**

4 **RESOLUTION TO THE 2023 ANNUAL CONFERENCE SESSION**

5 Resolution relating to Advance Special Applications

6 **Presented by** Eastern Pennsylvania Conference Global Ministries Team

7

8 **WHEREAS**, the Conference Advance Special is a program of ministry which can seek funds from a local church  
9 that keeps its financial commitments to the Conference and General Church in full in the previous year’s budget  
10 and has a desire to extend its support of the mission of the church through designated giving; and

11

12 **WHEREAS**, a list of Conference Advance Specials would resource local churches, either in need of support for  
13 their programs and ministries, or local churches eager to extend their support of the mission of the church; and

14

15 **WHEREAS**, practicality indicates that a list of conference advance specials be available as soon as possible after  
16 they are approved;

17

18 **THEREFORE, BE IT RESOLVED**, that the following programs and ministries of the annual conference having  
19 completed the appropriate applications, be designated as a list of Conference Advance Specials for the year July  
20 1, 2023 through June 30, 2024.

21

22 **Person Responsible for Presenting Resolution:** Barbara Drake, Conference, Secretary of Global Ministries.

23

24 **COKESBURY SUMMER READING AND LUNCH PROGRAM .....\$3,000**

25 Applicant: Sandra M. Cislo

26 307 Market Street, Marcus Hook, PA 19061

27 610-416-5112. smcislo@yahoo.com

28 This is a ministry of Cokesbury UMC, which provides FREE lunch and educational support, and educational  
29 resources for children who live in the high poverty areas of Marcus Hook, Trainer, and Lower Chichester.

30 Research shows that while all students experience educational setbacks over the summer break, those setbacks  
31 are more challenging and have a more devastating, long-term impact for economically disadvantaged children.

32 For many children in poverty, free school breakfast and lunch are their most secure and substantial meals during  
33 the school year. The summer months, without school meals, leave children who are food insecure, hungry. Our

34 program provides 4 weeks of Monday to Thursday educational programming along with free lunch for children  
35 from pre-k through grade 5, with older children welcome to attend as helpers. Participants also receive free

36 books to start or expand home libraries, and bookbags with school supplies at the end of the program.

37

38 **HAZLETON ENLARGED MINISTRY..... \$10,000**

39 Applicant: Graham Truscott, Chair of HEM Council

40 411 Main St. Conyngham, PA 18219

41 Program Director: Donna Burchess, 215-622-4066, donnaburchess@gmail.com

42 We seek to provide a safe environment for children to play, learn, and grow physically and in their faith. We  
43 believe that many children in poverty and low-income situations may not see positive role models, may not

44 have a safe environment or access to nutritious food, and may not have the ability to grow in their faith because  
45 of the economic condition of their parents, who may work multiple jobs and are unable to pay for childcare.

46 We seek to meet these needs through our 6 weeks of summer Day Camp that runs Monday to Friday from  
47 8:30-3 for children aged 5-12 years. The charge to families is \$25 per week to help them maintain dignity, and

48 camperships are available for those unable to pay. The program includes games, crafts, nutritious meals, Bible  
49 lessons, as well as community professionals teaching important lessons. The Day Camp seeks to counteract

50 the segregation bubble in which many live by having Caucasian, Hispanic, and African American children from

1 many ethnic groups come together and play, eat, learn, and grow together in faith. A clothing depot has been  
2 opened in downtown Hazleton, and families can fill an 18 gallon bag with clothes for only \$2 each Wednesday  
3 from 10-11 am. The Hazleton Enlarged Ministry also supports Your Sisters' Closet in nearby Ringtown to provide  
4 women what they need to feel confident in themselves for getting back into the workforce. Because there is no  
5 longer a United Methodist Church in the city of Hazleton, HEM brings together for ministry the various UMC's in  
6 the greater Hazleton area to make Hazleton Enlarged Ministries programs our missionary presence in the city of  
7 Hazleton.

8

9 **LIBERIA EDUCATION PROJECT .....\$10,700**

10 Applicant: Dennis L. Fisher, Board of Directors Chairperson

11 Liberia Education Project c/o Somerton United Methodist Church

12 13073 Bustleton Ave., Philadelphia, PA 19116

13 dkfisher@comcast.net, 215-673-2745 (o), 215-356-3193 (c), 215-860-5577 (H)

14 www.liberiaeducationproject.org

15 The Liberia Education Project (LEP) is a non-profit corporation bringing educational opportunities to the people  
16 of Liberia, West Africa, especially the disadvantaged boys and girls of rural areas. The Board of Directors is  
17 composed of members of Somerton UMC, primarily. LEP has been supported by other EPA congregations,  
18 including St. John's Ivyland, UMC of the Redeemer, Frankford Memorial UMC, and First UMC of Germantown.  
19 The volunteer Executive Director is Jacob Madehdou, from Liberia, who attends Somerton UMC. Activities since  
20 2009 include renovating a rural church into a one-room school, the Ghenwein Mission School; building a school  
21 with 6 classrooms, drilling a well, and building a bathroom with flushable toilets. The school has nearly 200  
22 children registered from pre-K to 6th grade with 5 fully certified teachers and 5 support staff. The current need  
23 for funding is \$7500 to complete a cafeteria and \$3200 to purchase locally manufactured student desks. LEP is  
24 available to do presentations at churches in EPC.

25

26 **LIGHT OF MARNIE ..... \$10,000**

27 Applicants: Jennifer and John Lafferty

28 315 Municipal Drive, Thorndale, PA 19372

29 John: 610-470-1369 JohnL@lightofmarnie.org.

30 Jennifer: 610-766-0944 JenL@lightofmarnie.org

31 SHALOCA Christian Academy is the perfect example of our Global Ministries "ABUNDANT HEALTH", Our Promise  
32 to Children, Initiative. It is an elementary school with classes from Preschool to 8th grade, in Lower Johnsonville,  
33 Liberia, West Africa. The school has provided education for children for over 13 years, and presently has 205  
34 students. Building expansion and bathrooms are completed. Clean water continues to be a challenge. The  
35 all-purpose meeting room is now being used for Sunday Worship. The school has been functioning on a budget  
36 of about \$600 per month. Rev. James Coleman founded the school when he was serving in Liberia and receives  
37 monthly reports from the school's Director. Light of Marnie has a Board of Directors in the USA which does  
38 fund-raising, and SHALOCA has a Board of Directors in Liberia with United Methodist members in both locations.  
39 SHALOCA receives support from several United Methodist Churches. In 2022, LOM made several shipments of  
40 Bibles, school supplies, and athletic equipment to the school.

41

42 **LUMINA ..... \$10,000**

43 Applicant: Correen Russo

44 20 E. Clay Street, Lancaster, PA 17602, 717-394-8412 (office), 717-808-8633 (cell), correen.lumina@gmail.com

45 LUMINA serves nearly 1,000 economically disadvantaged individuals in Lancaster annually with the help of  
46 volunteers, financial support, and donations of food and clothing from United Methodist churches. The program  
47 now has 6 focus areas:

48 Children's Ministries: cost-free discipleship programs, summer day camp, field trips, and residence camp  
49 scholarships.

50 Clothing: new winter coats, pajamas, shoes, socks, etc. for children in need.

- 1 Nutrition/Cooking Education: free classes, food, and kitchen tools for low income adults, youth, and children to
- 2 improve their health and quality of life.
- 3 Affordable Housing: transforming blighted city properties into homes for low- income families (as part of the
- 4 Manifest Urban Alliance)
- 5 Food Box Distribution: providing over 4000 lbs. of food and Bibles each month at no cost to neighbors in need.
- 6 Tool Awards: providing \$200 in new construction tools to each local high school student doing a building trades
- 7 internship with Manifest.

8

9 **MINISTRY IN MOTION..... \$5,000**

10 Applicant: Rev. Dr. William Brawner

11 3259 North Broad Street, Philadelphia, PA 19140

12 Office: 215-225-2827, Cell: 267-530-8899, wbrawner100@yahoo.com

13 Ministry in Motion is reaching out to meet the needs of the disenfranchised people of this North Philadelphia  
 14 community by providing food, clothing, and assistance in getting help with health screenings, mental health,  
 15 and housing resources. The emphasis is on leaving the sanctuary and going to the streets to meet underserved  
 16 people where they are and help them know they matter. Working cooperatively with a variety of community  
 17 agencies, we aim to organize around the concerns of specific neighborhoods to advocate for improvements,  
 18 while developing leaders, and building bridges block by block so that standing together we can bring about  
 19 needed changes. Half of the funding will be for perishable foods for the many areas of food deserts.

20

21 **SPIRITUAL RENEWAL MINISTRIES, INC. .... \$10,000**

22 Applicant: Rev. Sara Davis-Shappell

23 P.O. Box 724 Southeastern PA 19399, 610-873-3988 (O), 610-613-6253 (C) SpiritualRM@aol.com

24 This ministry is an unofficial Approved Agency of EPC, providing retreats, spiritual direction, seminars, and  
 25 seminars for the past 30 years. Financial donations are used for scholarships to companion churches, groups,  
 26 and individuals desiring to deepen their relationship with God in Jesus Christ and overcome racism, poverty, and  
 27 injustice which are destructive to relationships with God, others, and self. During the last 3 years with COVID,  
 28 more clergy are seeking spiritual direction to nourish their personal relationship with God, so they may be fuller  
 29 vessels for others during these ongoing difficult times. Members of the conference clergy and laity make up the  
 30 board of directors.

31

32 **WESLEY STUDENT FOUNDATION OF PHILADELPHIA..... \$10,000**

33 Applicant: Rev. Deacon Diana Esposito

34 3225 Arch Street, Office 012B, Philadelphia, PA 19014, 484-685-6347

35 opendoordrexel@gmail.com

36 This ministry serves the Drexel University campus and community and directly serves students through the Open  
 37 Door Christian Community student organization, serving alongside students, faculty, and staff to meet physical  
 38 and spiritual needs on campus and in the community. A free weekly healthy hot meal is provided to anyone on  
 39 campus who is hungry. The meals are served in a variety of locations on campus to ensure student access and  
 40 to build community among students, especially the international students. Students are invited to participate  
 41 in community service by providing clothing and hygiene supplies to disadvantaged community members. Faith  
 42 formation is offered through Worship, Wandering, and Wondering. Students are empowered through internships  
 43 to run many of the ministries beyond the hours the chaplain is on campus.

44

45 **Note:** Advance Special status allows fundraising letters to be sent to churches of EPC but does not guarantee that  
 46 funding will be provided. Church treasurers are advised to remit contributions through the monthly remittance.  
 47 Funds will then be forwarded to the approved Conference Advance Special.

48

49

50



1 **CHURCH CLOSURE RESOLUTION**

2  
3 **RESOLUTION #2023 - 03**

4  
5 **Be it resolved** that the Eastern Pennsylvania Annual Conference expresses its thanksgiving for all the blessings  
6 made possible by the clergy and laity who have contributed to the ministry and mission of the following  
7 congregations:

8  
9 Pomeroy United Methodist Church  
10 22 Spruce Street  
11 Pomeroy, PA 19367

Green Hill UMC  
5801 River Road  
Conestoga, PA 17516

12  
13 Pottsville: Evangelical UMC  
14 305 S Centre Street  
15 Pottsville PA 17901

St. James UMC  
199 E Tabor Road  
Philadelphia, PA 19120

16  
17 Frankford Memorial United Methodist Church  
18 1300 Dyre Street  
19 Philadelphia, PA 19124-1933

20  
21 **BE IT FURTHER RESOLVED**, in keeping with the provisions of Paragraph 2549.2b of *the Book of Discipline*, 2016  
22 edition, the congregations are discontinued, and the assets of the church are transferred to the Trustees of the  
23 Eastern Pennsylvania Annual Conference.

24  
25 **BE IT FURTHER RESOLVED**, that in keeping with the provisions of Paragraph 229 of the *Book of the Discipline*,  
26 2016 edition, the remaining members of the church may be transferred to a United Methodist Church of their  
27 choice.

28  
29 **BE IT FURTHER RESOLVED**, that through its budget fund distribution percentages for the sale of property,  
30 Eastern Pennsylvania Annual Conference distribute net proceeds after all outstanding loans and other obligations  
31 owed to Eastern Pennsylvania Annual Conference or any other creditor shall be repaid upon the sale of the  
32 property, and liquidation of any other assets.

33  
34 **BE IT FURTHER RESOLVED**, in keeping with provisions of Paragraph 2549.4 of *the Book of Discipline*, 2016  
35 edition, all deeds, records, legal papers and other official documents shall be maintained in permanent  
36 safekeeping with the Conference Commission on Archives and History.

37  
38 **BE IT FURTHER RESOLVED** that the remaining funds from the sale of the church after all debt and obligations  
39 have been paid will be disbursed as follows.

- 40       1. The Eastern Pennsylvania Harvest Mission Fund (this fund is designated to support the growth and  
41       development of existing conferences or to start new congregations (§2549.7, BOD 2016). The sale of  
42       a church in an urban center with more than 50,000 population shall be segmented within the fund  
43       for use as outlined by *The Book of Discipline* (2016), paragraph ¶1212.  
44       2. \$5,000 dollars shall be granted to St. Georges UMC for archiving church records on behalf of the  
45       Commission on Archives and History.

46  
47 **Pomeroy United Methodist Church**

48 Pomeroy United Methodist Church was founded in 1867 in an old store building owned by William R. Leach and  
49 has a faithful history of ministry within the community through worship, fellowship, outreach, and fun. Pomeroy  
50 United Methodist Church had a Sunday School which taught persons of all ages, sharing the Word of God in new

1 and relevant ways. Pomeroy also had active fellowship groups for Youth, Women, and Men. Sunday Morning  
2 Worship, Bible Study, Vacation Bible School, and creative activities such as Kid's Nights, 50's Dinners, Easter Egg  
3 Hunts, Halloween Station, and Christmas Bazaars enabled the congregation to serve for more than one hundred  
4 and fifty years. The pastors and members of Pomeroy United Methodist Church were dedicated to serving  
5 God and their neighbors with faithfulness and commitment, Pomeroy United Methodist Church discontinued  
6 effective June 30, 2023 and gathered together for the last worship service on Sunday, August 28, 2022.

### 7 8 **Pottsville: Evangelical UMC**

9 The Evangelical United Methodist Church has a rich history dating back to the 1830s, originating in Orwigsburg,  
10 Pennsylvania as an Evangelical United Brethren Church. Prior to its use as a place of worship, the former  
11 Evangelical United Methodist Church of Pottsville, PA served as an armory during the Civil War. In the late 19th  
12 century, it was transformed into a United Brethren house of worship. In 1895, it was relocated to its current  
13 location in Pottsville, PA. In 1968, the United Brethren merged with the Methodist Episcopal church, solidifying  
14 the Evangelical church's identity. Throughout its existence, the Pottsville Evangelical United Methodist Church  
15 was dedicated to family and missions, undertaking missions to West Virginia, Georgia, and the Caribbean.  
16 However, in the 1990s, the church experienced a decline as members who grew up in the church relocated away  
17 from Pottsville. By the end, the active membership had dwindled to 15 members and only 3 members remained  
18 on the board. Sadly, the church ceased its use as a place of worship on July 10, 2022.

### 19 20 **Frankford Memorial United Methodist Church**

21 Frankford Memorial United Methodist Church is located at 1300 Dyre Street, Philadelphia, PA 19124-1933  
22 and has a proud history of ministering to the neighborhood of Frankford. Originally formed as a branch of  
23 the Rehoboth Church to accommodate its overflowing Sunday School program in 1868, the nucleus of a new  
24 congregation met in the Lyceum building at Frankford Avenue near Sellers Street and later in Wright's Institute.  
25 During the autumn of 1869, the congregation decided to launch a church building project. On November 25th,  
26 the Quarterly Conference of Rehoboth Church elected the following board of trustees for the new church  
27 enterprise: President John Shallcross, Treasurer John Wilcock, Secretary R.T. Williams, Garrett De Bow and Peter  
28 Otto. A site on Foulkrod Street between Frankford Avenue and Salem Street was purchased. On July 5, 1870, the  
29 building committee accepted the plans of Benjamin D. Price for a two-story, stone chapel located in the middle  
30 of the block. Work was started on August 19th, and the cornerstone was laid on September 15th. The building  
31 was dedicated on July 16, 1871 and used as a place of worship until 1912.

### 32 33 **Green Hill UMC**

34 Beginning in 1887, Green Hill UMC started out as a Bible study group. Not long after, the building was  
35 constructed, and eventually the church became part of The United Brethren Church. For many years, the church  
36 was the center of the community. The little congregation grew until the building was expanded to its current  
37 size. In 1968, Green Hill became a United Methodist Church. Through the 60's, 70's, and 80's Green Hill was a  
38 vital growing congregation. Much emphasis was put on Missions and faithfully supporting missionaries. Weekly  
39 Bible study and prayer meetings were constant. The word of God was the foundation on which the church would  
40 stand. In the last two decades the congregation slipped into a slow but steady decline. The younger generations  
41 moved on to other places and other churches, and we've had more funerals than Baptisms. While we are sad  
42 that Green Hill is closing, we know that The Church isn't brick and mortar. The people are The Church. We are  
43 being called to continue in the work, to further God's kingdom, just in a different place.

### 44 45 **St. James UMC**

46 Two hundred years ago 4 women and 3 men banded together as a church organization in 1816. This was farming  
47 country. St. James became the first church in Olney and, of course, remains today Olney's oldest church.  
48 In the early days churches were part of a circuit and shared a pastor in common. St. James was originally part of  
49 the Bristol Circuit. In 1832 it was placed on the Germantown Circuit and in 1844 the Milestown Circuit. Finally in  
50 1863 St. James was no longer part of a circuit and had its own pastor.

1

2 This is the fourth building on this property and the cornerstone was laid in 1910. The Sunday School building  
3 was opened in 1911 and this church opened in 1912. And in 1924 these beautiful stained glass windows were  
4 installed. That same year the parsonage was built and there have been 12 parsonage families who have lived  
5 there. That home will now be used as a mission house.

6

7 Boy scouting began in 1913 and cub scouts in 1940. Intermediate girl scouts started in 1944, Brownie Girl Scouts  
8 in 1950 and Senior Girl Scouts in 1954. Interested girls and boys could go to summer camp beginning in 1929.  
9 The Sunday school peaked in 1937 at a membership of 1,470. And in 1952 church membership peaked at 1,782.  
10 In the 200 years of St. James, the church has had 82 pastors and many assistant pastors and directors of  
11 education. More than 25 devoted souls from St. James have entered full-time Christian service. Today St. James  
12 is being reimagined in many ways and continues to be a church that loves God and loves people.

13

14 **Submitted by** the Eastern Pennsylvania Cabinet

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1 **DISAFFILIATION RESOLUTION**

2  
3 **RESOLUTION #2023 - 04**

4 *Relating to the Disaffiliation of Iglesia Metodista Unida Nuevo Nacimiento (a/k/a New Birth United Methodist*  
5 *Church), Limeville UMC, New Hanover UMC, Wind Gap UMC and Zion Grove: Davis Chapel UMC*

6  
7 **WHEREAS**, the following churches have completed the discernment process and voted to accept the disaffiliation  
8 terms and conditions set by the Conference Trustees:

- 9  
10 1. Iglesia Metodista Unida Nuevo Nacimiento (a/k/a New Birth UMC),  
11 2. Limeville UMC,  
12 3. New Hanover UMC,  
13 4. Wind Gap UMC, and  
14 5. Zion Grove: Davis Chapel UMC; AND

15  
16 **WHEREAS**, in accordance with Paragraph 2553 of *the Book of Discipline* of The United Methodist Church, the  
17 trustees of the Conference have assembled a binding disaffiliation agreement for each of these churches; and

18  
19 **WHEREAS**, a summary of the financial terms of each Disaffiliation Agreement and a copy of the form  
20 Disaffiliation Agreement which was populated based on these financial terms for each congregation is included  
21 and made part of this resolution as Exhibit "A"; and

22  
23 **WHEREAS**, Judicial Council Decision No. 1379 requires that any disaffiliation be ratified by a simple majority of  
24 the members present and voting at a duly called session of the Annual Conference; and

25  
26 **WHEREAS**, the Conference is grateful for the decades of devoted ministry and witness of each of these  
27 congregations; and

28  
29 **WHEREAS**, the Conference looks forward to the continued ministry we will share with each of these  
30 congregations;

31  
32 **THEREFORE BE IT RESOLVED**, that the Disaffiliation Agreements of Iglesia Metodista Unida Nuevo Nacimiento  
33 (a/k/a New Birth UMC), Limeville UMC, New Hanover UMC, Wind Gap UMC and Zion Grove: Davis Chapel UMC  
34 are hereby approved and ratified; and

35  
36 **BE IT FURTHER RESOLVED**, that the Conference trustees, staff, and chancellor are hereby directed to effect and  
37 implement the Disaffiliation Agreements with each of these churches.

38  
39 **Presented by:** Conference Trustees



**Exhibit "A":**

<b>Item</b>	<b>Iglesia Metodista Unida Nuevo Nacimiento</b>	<b>Limeville UMC</b>	<b>New Hanover</b>	<b>Wind Gap UMC</b>	<b>Zion Grove: Davis Chapel UMC</b>
Unpaid Apportionments	\$23,078	\$7,434	\$244,261	\$1,688	\$1,710
Additional 12 months apportionments	\$5,172	\$9,912	\$139,499	\$2,375	\$2,281
Pro Rata Share of Unfunded Pension	\$13,556	\$25,986	\$365,657	\$6,224	\$5,978
Pro Rata Share of Unfunded Retiree Medical	\$7,122	\$13,652	\$192,106	\$3,270	\$3,141
Ministry Transition Support Payment	\$89,755	\$35,400	\$0	\$0	\$18,404
Missional Transition Support Payment	\$2,510	\$0	\$39,989	\$5,410	\$0
District	West	West	East	North	North
Unforgiven Historical Balances	\$109,673	\$8,238	\$28,759	\$3,501	\$3,548
Repay any loans from conference-affiliated Orgs	-----	\$157,500	-----	-----	-----
Payment to St. George's	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Pro Rata Share of BSA	\$162	\$311	\$4,379	\$75	\$72
Administrative Costs	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500
Percent Share of Apportionment Formula	0.09%	0.16%	2.30%	0.04%	0.04%
<b>Total Payment</b>	<b>\$ 262,529</b>	<b>\$ 269,934</b>	<b>\$ 1,026,150</b>	<b>\$ 34,043</b>	<b>\$ 46,633</b>
Est. Value of Property Released from Trust Clause (Net of Debt)	\$ 661,803	\$ 973,013	\$13,033,960	\$ 941,680	<i>As of printing, appraisal not rec'd.</i>

# ***DISAFFILIATION AGREEMENT***

«*Official\_Church\_Name*»

*and*

*The Eastern Pennsylvania Conference of  
The United Methodist Church*

This Disaffiliation Agreement Pursuant to ¶ 2553 (the “Disaffiliation Agreement” or “Agreement”) is entered into this \_\_\_\_ day of \_\_\_\_\_, 20 , by and between «**Official\_Church\_Name**» (the “Local Church”) and **The Eastern Pennsylvania Conference of The United Methodist Church** (the “Annual Conference”).

WHEREAS Local Church is a United Methodist church within the boundaries of Annual Conference;

WHEREAS, Local Church has held a church conference, in compliance with ¶¶ 246.8, 248, and 2553.2-.3 of *The Book of Discipline of The United Methodist Church* (“*Discipline*”), at which at least two-thirds (2/3) of the professing members present at the church conference of Local Church voted to disaffiliate from The United Methodist Church (the “UMC”) “for reasons of conscience regarding a change in the requirements and provisions of the *Book of Discipline* related to the practice of homosexuality or the ordination or marriage of self-avowed practicing homosexuals as resolved and adopted by the 2019 General Conference, or the actions or inactions of its annual conference related to these issues which follow.”

WHEREAS, pursuant to ¶ 2501.1 of the *Discipline*, Local Church holds its real and personal, tangible and intangible property “in trust for The United Methodist Church and subject to the provisions of its *Discipline*.”

WHEREAS property subject to ¶ 2501.1 “can be released from the trust, transferred free of trust or subordinated to the interests of creditors and other third parties only to the extent authority is given by the *Discipline*.” (¶ 2501.2)

WHEREAS ¶ 2553 provides a specific circumstance in which property subject to ¶ 2501.1 can be released from the trust imposed by that paragraph.

WHEREAS ¶ 2553.4 requires the terms and conditions of Local Church’s disaffiliation from The United Methodist Church to be “memorialized in a binding Disaffiliation Agreement.”

WHEREAS Local Church and Annual Conference wish to (1) resolve all matters between them, and Local Church wishes to acquire from Annual Conference all Annual Conference’s interest, on behalf of The United Methodist Church, in the real and personal, tangible and intangible property held by Local Church and (2) comply with the requirements of ¶ 2553 and Judicial Council *Decision* 1379.

NOW, THEREFORE, in consideration of the foregoing and all the mutual covenants herein contained, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, Local Church and Annual Conference agree as follows:

1. Conditions Precedent. Local Church and Annual Conference acknowledge and agree:
  - a. *Church Conference Vote*. At least two-thirds (2/3) of the professing members present at a church conference of Local Church have voted to disaffiliate from The United Methodist Church “for reasons of conscience regarding a change in the requirements and provisions of the *Book of Discipline* related to the practice of homosexuality or the ordination or marriage of self-avowed practicing homosexuals as resolved and adopted by the 2019 General Conference, or the actions or inactions of its annual conference related to these issues which follow.” Local Church has provided documentation, to the satisfaction of Annual Conference, which evidences the result of the disaffiliation vote taken at the church conference.
  - b. *Annual Conference Vote*. This Disaffiliation Agreement must be “ratified by a simple majority of the members . . . present and voting” at a duly called session of Annual Conference, as required by Judicial Council *Decision* 1379 and ¶ 2529.1b(3).
  - c. *Continuing Validity of ¶ 2553 of the Discipline*. This Disaffiliation Agreement is conditioned on the validity of ¶ 2553 of the *Discipline* as of the Date of Disaffiliation.

Should either (1) the Annual Conference fail to ratify this Disaffiliation Agreement as provided in 1.b above or (2) ¶ 2553 is invalidated by the Judicial Council or repealed by General Conference action prior to the Date of Disaffiliation, this Agreement shall immediately become null and void.

2. Applicability of ¶ 2501. Local Church acknowledges and agrees that pursuant to ¶ 2501 of the *Discipline*, Local Church holds all property, real and personal, tangible and intangible, in trust for the benefit of The United Methodist Church.

3. Disaffiliation Date. Should Local Church timely comply with all its obligations as set forth herein, Local Church’s disaffiliation from The United Methodist Church will be effective on September 30, 2023, provided that, at Local Church’s request, the Trustees of the Annual Conference may provide an extension of the Disaffiliation Date. However, in no event shall the Disaffiliation Date – as extended – be after November 30, 2023.

4. Local Church’s Obligations. Local Church shall, by no later than the Disaffiliation Date, do the following:

- a. *Payments to the Annual Conference*. Prior to the Disaffiliation Date, Local Church shall pay to Annual Conference, in a manner specified by Annual Conference, the following:
  - i. Local Church shall have the right to retain its real and personal, tangible and intangible property, subject to the following terms. Any costs relating to Local Church’s retention of its property shall be paid by Local Church.
  - ii. Any unpaid apportionments for the twelve (12) months immediately prior to the Disaffiliation Date, as calculated by Annual Conference.<sup>1</sup>

---

<sup>1</sup> Currently, this figure is «Unpaid\_Apportionments»; however, under ¶ 2553.4(b) of the *Discipline*, the payment of unpaid apportionments is calculated based on 12 months immediately prior to the Disaffiliation Date.

- iii. An additional twelve (12) months of apportionments, as calculated by Annual Conference, totaling «Additional\_12\_months\_apportionments».
  - iv. An amount equal to Local Church's pro rata share, as determined by Annual Conference, of Annual Conference's unfunded pension obligations, based on the Annual Conference's aggregate funding obligations as determined by the General Board of Pension and Health Benefits using market factors similar to a commercial annuity provider.<sup>2</sup>
  - v. An amount equal to the Local Church's pro rata share, as determined by Annual Conference, of Annual Conference's unfunded future retiree healthcare liability.<sup>3</sup>
  - vi. Ministry and Missional Transition Support:
    - A. Should the appointed clergy or assigned lay pastors decide to remain with the UMC, the Local Church shall provide a Ministry Transition Support Payment in the aggregate amount of «Ministry\_Transition\_Support\_Payment» USD; this represents the estimated employment costs and moving expenses for each impacted individual for twelve months from the Disaffiliation Date.
    - B. A Missional Transition Support Payment in the amount of «Missional\_Transition\_Support\_Payment» USD. Such payment shall be utilized for new church starts and other missional needs within the current «District» District of the Annual Conference and shall be allocated at the discretion of the Bishop's Cabinet.
  - vii. Any unforgiven historical balances owed to the Conference as of the Disaffiliation Date.
- b. *Other Payments.* Prior to the Disaffiliation Date, Local Church shall:
- i. Repay any loans from the Conference Loan Fund or any other Annual Conference affiliated agency.
  - ii. Pay the amount required to be paid Historic St. George's out of the proceeds of the sale of the property of a closing local church (currently 5,000 USD).
  - iii. Pay «Pro\_Rata\_Share\_of\_BSA» USD, representing Local Church's pro rata share of the Annual Conference BSA Settlement payment.

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<sup>2</sup> This amount is currently «Pro\_Rata\_Share\_of\_Unfunded\_Pension» USD; however, this figure will be updated thirty days prior to the Disaffiliation Date based on the most recent actuarial calculations prepared by Willis Towers Watson.

<sup>3</sup> This amount is currently «Pro\_Rata\_Share\_of\_Unfunded\_Retiree\_Medic» USD; however, this figure will be updated thirty days prior to the Disaffiliation Date based on the most recent actuarial calculations performed by the Annual Conference's service providers.



- iv. Administrative Costs-Pay 6,500 USD to cover Annual Conference administrative costs associated with disaffiliation by the Local Church.
- c. *Accounting for Payments.* Thirty days prior to the Disaffiliation Date, Annual Conference shall provide Local Church with an accounting of all amounts due under sections 4.a and 4.b above.
- d. *Payments prior to Disaffiliation Date.* Any payments made by Local Church prior to the Disaffiliation Date shall be held in an escrow account by the Annual Conference until the Disaffiliation Date. If at any time prior to the Disaffiliation Date, this Disaffiliation Agreement becomes “null and void” (pursuant to section 1, above, section 10, below, or for any other reason), Annual Conference shall return all funds received from Local Church contained in the escrow account with the exception of apportionments paid pursuant to 4.a.ii and payments pursuant to 4.b above.
- e. *Intellectual Property.* As of the Disaffiliation Date, Local Church shall cease all use of “United Methodist,” the Cross & Flame insignia, and any other intellectual property of either the UMC denomination or the Annual Conference. This shall include the removal of all signage containing such intellectual property.
- f. *Group Tax Exemption Ruling.* As of the Disaffiliation Date, Local Church shall cease to use, and shall ensure that any affiliates of Local Church which have been included in the group tax exemption ruling shall cease to use, any and all documentation stating that Local Church is included in the denomination’s group tax exemption ruling administered by the General Council on Finance and Administration of The United Methodist Church. Local Church and any of its affiliates which have been included in the group tax exemption ruling will be removed as of the Disaffiliation Date.
- g. *Pennsylvania Sales Tax Exemption.* As of the Disaffiliation Date, Local Church shall cease to use Annual Conference’s Pennsylvania sales tax exemption. Local Church shall also ensure that any affiliates of Local Church which have been utilizing Annual Conference’s Pennsylvania sales tax exemption shall cease to use same.
- h. *Right of First Refusal.* Local Church shall execute a Right of First Refusal in favor of the Annual Conference. Such document shall provide that for a period beginning on the Disaffiliation Date and ending 15 years after the Disaffiliation Date, the Annual Conference shall have a Right of First Refusal, which shall permit the Annual Conference to purchase any real property listed in Exhibit A, which is offered for sale by Local Church, at the same price and under the same terms as offered by a bona fide purchaser. This Right First Refusal shall be prepared by the Local Church or its counsel, subject to the review of the Annual Conference Chancellor, and shall be recorded with the appropriate Recorder of Deeds at Local Church’s cost prior to the Disaffiliation Date. The Right of First Refusal shall be in substantially the same form as Exhibit “B” to this Agreement.
- i. *Documents.* Local Church shall turn over to Historic St. George’s for archiving the documents listed below. All documents shall be originals, if originals exist; Local Church may retain copies of any such documents, which shall be produced at Local Church’s cost.

- i. Baptismal records.
- ii. Membership Rolls up to Disaffiliation Date.
- iii. Marriage Records.
- iv. Architectural Drawings, Blueprints, and Maps (Local Church may retain the originals and provide copies to the Annual Conference); and
- v. All entity documents (Charter, Articles of Incorporation, Bylaws, etc.).

5. Organizational Transition. Local Church shall take all steps necessary to modify its current organizing documents, including Amending its Articles of Incorporation, as needed to effectuate its disaffiliation from The United Methodist Church to the satisfaction of Annual Conference. Local Church shall indemnify, defend, and hold harmless Annual Conference and its officers, directors, agents, and employees from any liability or costs (including reasonable attorney fees) resulting from any claim, action, or cause of action for damages to persons or property resulting from Local Church's failure to take all necessary steps as required by this section 5.

6. Property. On the Disaffiliation Date and subject to section 4.h above, Local Church will have full ownership of the property and assets listed in "Exhibit A." The parties shall ensure all necessary transfers or other transactions relating to the above properties are completed prior to the Disaffiliation Date. Any costs resulting from such transfers or other transactions shall be borne by Local Church. Annual Conference shall fully cooperate with Local Church, as needed and applicable, to ensure that such transfers and other transactions convey all Annual Conference's interest – both for itself and on behalf of The United Methodist Church – in the real and personal, tangible and intangible property of Local Church. Upon the Conference's satisfaction that Local Church has made all payments pursuant to section 4.a and 4.b., above and provided those documents in section 4.i, above, Annual Conference shall execute a quitclaim in favor of local church releasing all interest in Local Church's real property (with the exception of those interests established in section 4.h above). The quitclaim shall be in substantially the same form as provided in Exhibit "C" to this Agreement.

7. Release of Claims. Upon the completion of all of their respective obligations herein, Annual Conference and Local Church, for themselves and their agents, representatives, members, trustees, employees, successors, attorneys, and assigns, hereby fully and forever covenant not to sue each other, and release and discharge each other, and their current and former trustees, officers, representatives, employees, and assigns, in both their official and individual capacities, from any liability for any and all causes of action and claims, including any statutory or common law cause of action, tort or contractual claims, any claims for attorneys' fees, expenses and all other damages, whether known or unknown, foreseen or unforeseen, which Annual Conference or Local Church ever had, now has, hereafter may have or claim to have against any of the above-named entities or persons in any way arising out of their relationship with each other. The parties further represent they have no pending lawsuit, charge, complaint, or other action against each other.

8. Mutual Indemnification.

- a. Each party (as "Indemnifying Party") shall indemnify and defend the other party and its managers, officers, directors, employees, agents, affiliates and successors (collectively,

“Indemnified Party”) against any and all losses, damages, liabilities, deficiencies, claims, actions, judgments, settlements, interest, awards, penalties, fines, costs, or expenses of whatever kind, including professional fees and reasonable attorneys’ fees, that are incurred by the Indemnified Party and/or awarded against Indemnified Party in a final non-appealable judgment, administrative proceeding, or any alternative dispute resolution (collectively, “Losses”), arising out of any third-party claim alleging:

- i. Material breach or non-fulfillment of any representation, warranty, or covenant of this Agreement.
  - ii. Any negligent or more culpable act or omission of Indemnifying Party or managers, officers, directors, employees, agents, affiliates and successors (including any reckless or willful misconduct) in connection with the performance of its obligation under this Agreement.
  - iii. Any bodily injury, death of any person, or damage to real or tangible personal property caused by the negligent or more culpable acts or omissions of Indemnifying Party or its Personnel (including any reckless or willful misconduct).
  - iv. Any failure by indemnifying party to comply with any applicable federal, state, or local laws, regulations or codes in the performance of its obligations under this Agreement.
- b. Notwithstanding anything to the contrary in this Agreement, Indemnifying Party is not obligated to indemnify or defend Indemnified Party against any claim (whether direct or indirect) to the extent that such claim or corresponding Losses arise out of or result from Indemnified Party’s negligence or more culpable act or omission (including recklessness or willful misconduct) or bad faith failure to comply with any of its material obligations set forth in this agreement.
- c. Payments by Indemnifying Party in respect of any Losses are limited to the amount of any liability or damage that remains after deducting any insurance proceeds and any indemnity, contribution, or other similar payment received by Indemnified Party in respect of any such indemnity claim, less any related costs and expenses including the aggregate cost of pursuing any related insurance claims and any related increases in insurance premiums or other chargebacks. Indemnified party shall use reasonable efforts to seek to recover any insurance proceeds in connection with making a claim under this section. Promptly after the realization of an insurance proceeds, indemnity, contribution, or other similar payment, Indemnified Party shall reimburse Indemnifying Party for such reduction in Losses for which Indemnified Party was paid before the realization of reduction of such Losses.

9. Right to Seek Contribution for Claims against Annual Conference. If (a) the Annual Conference becomes subject to liability for a claim based on actions or inactions of the Annual Conference, its managers, officers, directors, employees, agents, and/or affiliates or the actions or inactions of any local church that is a member of Annual Conference, its managers, officers, directors, employees, agents, and/or its affiliates and (b) as a consequence of such liability, passes a resolution, which requires the remaining churches in the Annual Conference increase their remittances to the Annual Conference, then Local Church shall contribute [«Percent\_Share\_of\_Apportionment\_Formula»] of the aggregate annual funding

obligation of all local churches combined. This section shall only apply to liability based on actions or inactions which occurred prior to the Disaffiliation Date.

10. Time Limit. Should the Local Church fail to satisfy all of its obligations set forth herein-- except for those that are meant to survive the Disaffiliation (sections, 7, 8, and 9)- by the Disaffiliation Date, this Disaffiliation Agreement shall be null and void.

11. Continuing as Plan Sponsor. Nothing in this Disaffiliation Agreement shall prevent Local Church, after the Disaffiliation Date, from continuing to sponsor benefit plans from the General Board of Pension and Health Benefits to the extent permitted by federal law, and provided that Local Church has not expressly resolved that it no longer shares common religious bonds with The United Methodist Church.

12. Non-Severability. Each of the terms of this Disaffiliation Agreement is a material and integral part hereof. Should any provision of this Disaffiliation Agreement be held unenforceable or contrary to law, the entire Disaffiliation Agreement shall be deemed null and void.

13. Recording. This document shall not be recorded with the applicable Recorder of Deeds and, until the Annual Conference signs the quitclaim deed or other release for personal property specified in section 6, above, this document shall not be utilized as proof that Local Churches real or personal property has been released from the trust clause.

14. Governing Law. This Agreement and all related documents including all exhibits attached hereto, and all matters arising out of or relating to this Agreement, whether sounding in contract, tort, or statute are governed by, and construed in accordance with, the laws of the Commonwealth of Pennsylvania, without giving effect to the conflict of law's provisions thereof to the extent such principles or rules would require or permit the application of the laws of any jurisdiction other than those of the Commonwealth of Pennsylvania.

15. Arbitration.

- a. Any dispute, controversy, or claim arising out of, relating to or in connection with this contract, including the breach, termination, or validity thereof, shall be resolved by final and binding arbitration. The arbitrator shall have the sole power to rule on any challenge to its own jurisdiction and all issues regarding arbitrability shall be decided solely by the arbitrator. The place of arbitration shall be Valley Forge, Pennsylvania, or such other location convenient to the arbitrator and agreed to by the parties. The arbitration procedure shall be as follows:
- b. The party seeking arbitration shall commence the arbitration by delivering a notice of arbitration to the respondent party setting out the nature of the claim(s) and the relief requested. Within sixty days of the receipt of the notice of arbitration, the respondent shall deliver to the claimant its answer and any counterclaim(s) setting out the nature of such counterclaim(s) and the relief requested.
- c. Counsel for the Local Church and the Annual Conference Chancellor shall select a mutually agreeable arbitrator. If an agreement to select an arbitrator cannot be reached, Counsel for the Local Church and the Annual Conference Chancellor shall each appoint an arbitrator. Those arbitrators so appointed shall, within thirty days, appoint a third arbitrator. These three arbitrators shall then hear all claims and counterclaims raised as a tribunal. The third arbitrator, who was appointed by the other two arbitrators, shall serve as chair of the tribunal.



- d. The arbitrator/tribunal shall decide the procedures to be followed in the arbitration after consultation with the parties.
  - e. The tribunal shall have the power to grant any provisional or final remedy or relief that it deems appropriate, including conservatory measures.
  - f. The parties expressly waive and forego any right to punitive, exemplary, or similar damages unless any applicable law(s) requires that compensatory damages be increased in a specific manner.
  - g. The parties further agree that judgment may be entered upon the award by any court having jurisdiction.
  - h. Local Church shall be responsible for any and all fees, costs, expenses, or similar items charged by the arbitrator(s) or incurred as part of the arbitration (e.g., facility costs, stenographer, etc.).
16. If any action or proceeding relating to this Agreement or the enforcement of any provision of this Agreement is brought by either party hereto, Annual Conference shall be entitled to recover reasonable attorneys' fees, costs and disbursements, unless a court of competent jurisdiction determines that each of the material assertions made by Annual Conference as a basis for an action initiated by Annual Conference were not made in good faith or were frivolous.
17. This Disaffiliation Agreement, including its exhibits and related documents, supersedes any prior oral and written representations entered into by the parties that relate to its subject matter. Any waiver or delay by any party in enforcing this Disaffiliation Agreement will not deprive that party of the right to take appropriate action at a later time or due to another breach. Captions in this Disaffiliation Agreement are intended for convenience of reference only. Words, regardless of the number specifically used will be construed to include any other number, singular or plural. "And" includes "or." "Or" is disjunctive but not necessarily exclusive.

IN WITNESS WHEREOF, the Parties, intending to be legally bound, have caused their proper and duly authorized officers to execute and deliver this Agreement as of the day and year first written above.

**THE EASTERN PENNSYLVANIA CONFERENCE OF  
THE UNITED METHODIST CHURCH**

Date: \_\_\_\_\_

By: \_\_\_\_\_

Rev. Dr. Mary Catherine Miller  
President, Board of Trustees

«Official\_Church\_Name»

Date: \_\_\_\_\_

By: \_\_\_\_\_  
Lead Pastor

\_\_\_\_\_  
Lead Pastor Name (printed)

Date: \_\_\_\_\_

By: \_\_\_\_\_  
Trustee

\_\_\_\_\_  
Trustee Name (printed)

Date: \_\_\_\_\_

By: \_\_\_\_\_  
Trustee

\_\_\_\_\_  
Trustee Name (printed)

## Exhibit "A": Asset List

# Exhibit “B”: Form Right of First Refusal

## RIGHT OF FIRST REFUSAL

THIS RIGHT OF FIRST REFUSAL AGREEMENT (“**ROFR**”) is entered into on this \_\_\_\_\_ day of \_\_\_\_\_ 2023 by and between \_\_\_\_\_ (the “**Church**”) and **The Eastern Pennsylvania Conference of the United Methodist Church** (the “**Annual Conference**”).

## BACKGROUND

The Church and the Annual Conference entered into a Disaffiliation Agreement dated \_\_\_\_\_ (“**Agreement**”), that requires in Section 4.h. of the Agreement that the Church execute a Right of First Refusal in favor of the Annual Conference with respect to the Church’s properties located at \_\_\_\_\_ and \_\_\_\_\_ (the “**Properties**”). This ROFR constitutes the required right of first refusal under the Agreement.

NOW THEREFORE, in consideration of the mutual covenants and promises herein contained, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged and intending to be legally bound, the Church and the Annual Conference do hereby agree as follows:

1. **Incorporation.** The Background section above is incorporated herein.
2. **Right of First Refusal.** The Church hereby grants to the Annual Conference the right of first refusal to purchase the Properties pursuant to the terms and conditions of this ROFR.
3. **Term.** This ROFR shall be for a period beginning on the date hereof and ending on September 30, 2038.
4. **Receipt of Offer.** If the Church receives an offer from a third party to purchase the Properties which the Church desires to accept, the Church shall give written notice to the Annual Conference of the offer and shall deliver a copy of such offer to the Annual Conference. The Annual Conference shall have sixty (60) days following receipt of such notice to do one of the following:
  - a. Purchase the Properties on the terms set forth in the third party offer; or
  - b. Consent in writing to the Church’s acceptance of the offer and sale of the Properties to the third party offeror or desired purchaser.



If, prior to the end of such sixty (60) day period, the Annual Conference fails to purchase the Properties pursuant to subsection a. above or consent in writing to the Church's acceptance of the offer pursuant to subsection b. above, then the Annual Conference shall be deemed to have consented and the Church shall have the right to complete the sale of the Properties to the third party offeror or desired purchaser in conformance with the written offer provided to the Annual Conference.

5. **Properties Not Sold.** In the event the Properties are not sold by the Church within a period of one hundred and eighty (180) days following the Annual Conference's consent or deemed consent to the sale as set forth in Section 4 above, the Properties shall again become subject to the terms of this ROFR, and may not thereafter be sold without first having been offered to the Annual Conference in accordance with the terms of this ROFR.

6. **Notice.** Any notice which is required or permitted to be given under this ROFR shall be in writing and shall be deemed given when (i) deposited in the United States mail, postage prepaid, certified mail, return receipt requested, or (iii) by nationally recognized express courier service to either party at the address that is designated from time to time by such party.

7. **Amendments.** Any amendments or modifications to this Agreement shall be in writing signed by the parties hereto.

8. **Governing Law.** This ROFR shall be governed and construed in accordance with the laws of the Commonwealth of Pennsylvania.

9. **Entire Agreement.** This ROFR contains the entire understanding of the parties concerning the subject matter hereof, and no representations, inducements, promises or agreements, oral or otherwise, not embodied herein, shall be of any force or effect whatsoever.

IN WITNESS WHEREOF, this ROFR is executed by the parties as of the date and year written above.

ANNUAL CONFERENCE:

CHURCH:

The Eastern Pennsylvania Conference  
of The United Methodist Church

By: \_\_\_\_\_

By: \_\_\_\_\_

President, Board of Trustees

Lead Pastor

By: \_\_\_\_\_  
Trustee

COMMONWEALTH OF PENNSYLVANIA )

) SS:

COUNTY OF )

On this \_\_\_\_ day of \_\_\_\_\_, 2023, before me, the undersigned officer, personally appeared Mary Catherine Miller, who acknowledged herself to be the President of the Board of Trustees of The Eastern Pennsylvania Conference of the United Methodist Church, and that she, as such officer being authorized to do so, executed the foregoing instrument for the purposes therein contained by signing the name of the corporation by herself as such officer.

IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

\_\_\_\_\_

Notary Public

COMMONWEALTH OF PENNSYLVANIA )

) SS:

COUNTY OF )

On this \_\_\_\_ day of \_\_\_\_\_, 2023, before me, the undersigned officer, personally appeared \_\_\_\_\_, who acknowledged himself/herself to be the Lead Pastor of \_\_\_\_\_, and that she, as such officer being authorized to do so, executed the foregoing instrument for the purposes therein contained by signing the name of the corporation by herself as such officer.

IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

\_\_\_\_\_  
Notary Public

COMMONWEALTH OF PENNSYLVANIA )

) SS:

COUNTY OF )

On this \_\_\_\_ day of \_\_\_\_\_, 2023, before me, the undersigned officer, personally appeared \_\_\_\_\_, who acknowledged herself/himself to be the President of \_\_\_\_\_, and that she, as such officer being authorized to do so, executed the foregoing instrument for the purposes therein contained by signing the name of the corporation by herself as such officer.

IN WITNESS WHEREOF, I have hereunto set my hand and official seal.

\_\_\_\_\_

Notary Public

# Exhibit "C": Form Quitclaim

## QUITCLAIM

**THIS QUITCLAIM**, made the \_\_\_\_\_ day of \_\_\_\_\_, in the year 2023, between the Eastern Pennsylvania Conference of The United Methodist Church a Pennsylvania Nonprofit Corporation with an address at P.O. Box 820 Valley Forge PA 19482 (hereinafter referred to as "**Grantor**"), and \_\_\_\_\_, a Pennsylvania Nonprofit Corporation with an address of \_\_\_\_\_ (hereinafter referred to as "**Grantee**");

**WITNESSETH**, that for good and valuable consideration, the receipt whereof is hereby acknowledged, said Grantor does hereby release and quitclaim to said Grantee, all of that certain property located in \_\_\_\_\_ Township, County of \_\_\_\_\_, Commonwealth of Pennsylvania, as more particularly described below:

[insert legal description]

**EXCEPTING**, however, that notwithstanding any other provision of this Quitclaim, the Right of First Refusal between Grantor and Grantee recorded on \_\_\_\_\_ as instrument Number \_\_\_\_\_, shall remain in full force and effect.

**IN WITNESS WHEREOF**, Grantor has hereunto set Grantor's hand, the day and year first above written.

GRANTOR:

The Eastern Pennsylvania Conference of  
The United Methodist Church

By: \_\_\_\_\_

Its: President, Board of Trustees



COMMONWEALTH OF PENNSYLVANIA )  
 ) SS:  
COUNTY OF \_\_\_\_\_ )

On this, the \_\_\_\_\_ day of \_\_\_\_\_, 2023, before the undersigned officer, personally appeared \_\_\_\_\_, who acknowledged himself/herself to be the President of the Eastern Pennsylvania Conference of The United Methodist church, a Nonprofit Corporation under the laws of the Commonwealth of Pennsylvania and that as such officer being authorized to do so, executed the foregoing instrument for the purposes therein contained by signing the name of the corporation by herself as such officer].

IN WITNESS WHEREOF, I hereunto set my hand and official seals.

\_\_\_\_\_  
Notary Public

**Exhibit "A":**

<b>Item</b>	<b>Iglesia Metodista Unida Nuevo Nacimiento</b>	<b>Limeville UMC</b>	<b>New Hanover</b>	<b>Wind Gap UMC</b>	<b>Zion Grove: Davis Chapel UMC</b>
Unpaid Apportionments	\$23,078	\$7,434	\$244,261	\$1,688	\$1,710
Additional 12 months apportionments	\$5,172	\$9,912	\$139,499	\$2,375	\$2,281
Pro Rata Share of Unfunded Pension	\$13,556	\$25,986	\$365,657	\$6,224	\$5,978
Pro Rata Share of Unfunded Retiree Medical	\$7,122	\$13,652	\$192,106	\$3,270	\$3,141
Ministry Transition Support Payment	\$89,755	\$35,400	\$0	\$0	\$18,404
Missional Transition Support Payment	\$2,510	\$0	\$39,989	\$5,410	\$0
District	West	West	East	North	North
Unforgiven Historical Balances	\$109,673	\$8,238	\$28,759	\$3,501	\$3,548
Repay any loans from conference-affiliated Orgs	-----	\$157,500	-----	-----	-----
Payment to St. George's	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Pro Rata Share of BSA	\$162	\$311	\$4,379	\$75	\$72
Administrative Costs	\$6,500	\$6,500	\$6,500	\$6,500	\$6,500
Percent Share of Apportionment Formula	0.09%	0.16%	2.30%	0.04%	0.04%
<b>Total Payment</b>	<b>\$ 262,529</b>	<b>\$ 269,934</b>	<b>\$ 1,026,150</b>	<b>\$ 34,043</b>	<b>\$ 46,633</b>
Est. Value of Property Released from Trust Clause (Net of Debt)	\$ 661,803	\$ 973,013	\$13,033,960	\$ 941,680	<i>As of printing, appraisal not rec'd.</i>

1 **STRATEGIC DIRECTION**

2  
3 **RESOLUTION #2023 - 05**

4 **Relating to EPA & GNJ’s Strategic Direction**

5 **Presented by** Lenora Thompson, Chair, Connectional Table

6  
7 **WHEREAS**, United Methodists of Eastern Pennsylvania (EPA) are committed to increasing the percentage of vital  
8 congregations from 25% to 35%, an ambitious goal that focuses on the five markers of vitality: worship, small  
9 groups, mission, stewardship and making new disciples.

10  
11 **WHEREAS** we are making progress as an Annual Conference:

12 **21%** of our worshipers are in small groups.

13 **1061** young adults are in small groups.

14 **12,504** of our worshipers are participating in hands on mission.

15 **11%** of our worshipers identify as People of Color (Racial Ethnic)

16 **51** appointments are cross racial.

17 **55** homes are being rebuilt since Hurricane Ida through the work of Project Restoration

18 **18,000** guests have experienced the radical hospitality of our four conference camp & retreat centers

19 **41%** of Board and Agency chairpersons/co-chairpersons are people of color

20 **25** facilitators trained with Journey of Hope (Team of Trainers)

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

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

28  
29 **WHEREAS** the proposed Strategic Direction builds on the progress of EPA and casts a bold vision and sets  
30 strategic priorities.

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

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

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

3  
4 *God has plans for your future, a future with hope.*

5 -Jeremiah 29:11 (paraphrased)

6  
7 *Christ gave to the church leaders their responsibility, to equip God's people*  
8 *for the work and ministry of building up the church, the body of Christ.*

9 - Ephesians 4:11-12 (paraphrased)

10  
11 *Jesus said when you serve others through mercy and justice ministries, you serve me.*

12 Matthew 25:35 (paraphrased)

13  
14 **EPA&GNJ Strategic Direction**

15 Recruit and Develop Transformational Leaders

16  
17 **Purpose/Mission of EPA/GNJ Elected Leadership and Staff**

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

20 (Based on the mission of The United Methodist Church)

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

23  
24 *Christ gave to the church leaders and their responsibility is to equip God's people*  
25 *for the work and ministry of building up the church, the body of Christ.*

26 Ephesians 4:11-12

27  
28 **Purpose/Mission of A United Methodist Congregation**

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

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

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

33  
34 **Goals**

35 1. Create a culture of call to pastoral ministry.

36 Outcome – 40 new potential full-time appointees<sup>1</sup> by 2026.

37 2. 1,500 leaders per year participate in the Leadership Academy.

38 Outcome – 60% of our congregations will meet the vitality markers<sup>2</sup> by 2026.

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

40 Outcome - 250 congregations engaging to end the sin of racism (Journey of Hope<sup>3</sup>) by 2026.

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

42 Outcome – 35 Hope Centers<sup>4</sup> by 2026.

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

44 Outcome – financially healthier congregations and connectional shared ministry giving to 91% and billings to  
45 95% by 2026<sup>5</sup>.

46  
47 **Strategies** to meet our goals.

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

50 a. Pathways - planning that assists a congregation to develop a plan in one or more of the following

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

16  
17 **Values** that guide our leadership and ministry

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

24  
25 **Cultural Shifts** that create a healthier EPA&GNJ

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

33  
34 **Defining Who and What of The Mission**

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

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1 Endnotes

2 1 A potential appointee is an individual who has responded to a call to be a clergy  
3 person in the church as a local pastor, provisional member or full member and is in  
4 process with a district committee on ministry or the board of ordained ministry.

5

6 2 Presently 25% of EPA congregations have met the markers for vitality and  
7 50% of GNJ congregations. Vital congregations cultivate a deeper relationship with  
8 God and meet people’s deepest need through five vitality ministries.

9

10 Worship cultivates a deeper relationship with God and births hope for  
11 living. Marker – grow by one worshiper over a 3-year period.

12 Small groups cultivate growth and deeper relationships with God and one  
13 another. Marker – 50% of worshipers in a small group experience.

14 Mission through hands on justice and mercy ministries cultivates purpose. Marker –  
15 60% of the worshipers participate in hands on mission in the community.

16

17 Witness and faith sharing demonstrate our meaning and significance through Jesus Christ.  
18 Marker – 1 new profession/reaffirmation of faith for every 20 worshipers in a given year.

19

20 Giving generously, extends our purpose, significance and making a difference for  
21 God. Marker – 18% of a congregation’s budget is giving to mission.

21

22

23 3 Journey of Hope is a plan and process to assist the EPA&GNJ and congregations to  
24 ACT (Aspire, Comprehend, Transform) to end the sin of racism. Presently 100 facilitators  
25 are trained in EPA&GNJ. Congregations are just beginning to develop plans.

26

27

28 4 A Hope Center is a robust community outreach ministry in partnership with community organizations  
29 and the people of the community to develop the community and meet human need. Presently EPA&GNJ  
30 have 27 Hope Centers. Hope Center models include the following, Camp Y.D.P., a licensed childcare,  
31 after-school enrichment program, and summer day camp, serves low-income families.

31

32 The Crisis Room provides food, clothing, emotional support, and  
33 rent and utility assistance to marginalized families.

33

34 Pathways to Prosperity works to eliminate generational poverty through job training and financial education.

35

36

37 5 Generous giving sustains the mission of congregations, EPA&GNJ and the global  
38 mission of The United Methodist Church. Presently EPA is giving at 83% shared ministry  
39 apportionments and 92% billings, and GNJ at 90% and 94% respectively.

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# 2024 BUDGET LEGISLATION

## RESOLUTION #2023 - 06

### Relating to 2024 Budget and Fund Legislation

Presented by Irene Dickinson, President Council on Finance and Administration

And Jo Fielding, Interim CFO/Treasurer

**Whereas** the council on finance and administration (CFA) is charged in *The Book of Discipline* with the following responsibilities:

1. Paragraph 613.1 - To recommend to the annual conference for its action and determination budgets of anticipated income and proposed expenditures for all funds that provide for the annual conference clergy support, annual conference administrative expenses, and annual conference benevolence and program causes;
2. Paragraph 613.5 - To develop policies governing the investment of conference funds (except for pension funds as provided in paragraph 1508), whether in debt or equity, short-term instruments, with the aim of maximizing funds available for mission in a manner **consistent with the preservation of capital**, the **policies relative to socially responsible investing**. A statement of such polices shall be printed in the conference journal at least once in each quadrennium;
3. To recommend to the annual conference for its action, procedures for dealing responsibly for situations in which budgeted funds, as approved by the annual conference, are inadequate to meet emerging missional needs or unforeseen circumstances;
4. Paragraph 613.12 - To work in cooperation with other annual conference agencies for the design and implementation of a plan by which the annual conference may designate the conference treasury as a central treasury for funds designated for any or all conference agencies participating in conference funds;
5. Paragraph 614.1 (d) - After consultation with the conference board of pensions, the council shall report to the annual conference the amounts computed by that agency as necessary to meet the needs for pensions and benefits programs of the conference. Such amounts need not to be derived solely from the apportionments;
6. Paragraph 614.2 - The council shall recommend to the annual conference estimates of administrative expenses of the annual conference, including its own expenses and those of the conference treasurer's office. It shall also consult with the conference agencies and officers to be included in the administrative budget regarding the estimated budgets of their expenses and base its conference administration budget recommendations on information thus received; and

**Whereas** the board of trustees is charged in *The Book of Discipline* with the following responsibility: Paragraph 2512.3 (a) - The board of trustees shall have the following authority with respect to the properties of the annual conference and its agencies: a) The said corporation shall receive, collect, and hold in trust for the benefit of the annual conference any and all donations, bequests, and devises of any kind or character, real or personal, that may be given, devised, bequeathed, or conveyed to the said board or to the annual conference as such for any benevolent, charitable, or religious purpose, and shall administer the same and the income therefrom in accordance with the directions of the donor, trustor, or testator and in the interest of the church, society, institution, or agency contemplated by such donor, trustor, or testator, under the direction of the annual conference. When the use to be made of any such donation, bequest, or devise is not otherwise designated, the same shall be used as directed by the annual conference.

**Whereas** the annual conference is to approve the EPA designated funds and their use.; and

**Whereas** EPA regularly sells property and may have budget surpluses that need a uniform disbursement to funds to preserve capital (*Book of Discipline* 613.5) and the long-term health and mission of EPA; and

1  
2 **Whereas** EPA has a \$580,000 share of a \$30,000,000 United Methodist settlement with BSA survivors, and  
3  
4 **Whereas** a consolidated budget of all clergy support, benevolence, program and administration is to be  
5 recommended by CFA for approval by the annual conference; and  
6  
7 **Whereas** the aligning of the EPA budget to advance the strategic direction, mission, goals and strategies of EPA is  
8 good stewardship and in the best interest of growing vital mission congregations; and  
9  
10 **Whereas** EPA must assess shared services and administrative fees to fund its expenses; and  
11  
12 **Whereas** the composite rate for health care billing was developed to support congregations in lower income  
13 communities and has created an increasing complex system that over time has increased the burdened on a  
14 smaller and smaller amount of churches to pay a greater share of health care billings, and that the original intent  
15 of the composite rate was to address billings in low income communities which the Journey of Hope economic  
16 justice plan now addresses; and  
17  
18 **Therefore, be it resolved** that the Eastern Pennsylvania Annual Conference adopt the 2024 Budget that includes  
19 the following:  
20 1. A consolidated budget of all billings to congregations, EPA program ministry and mission, clergy support,  
21 administration, property, and general church apportionments.  
22 2. Apportions congregations 7.2% for EPA shared ministry apportionments and 2.6% for general church  
23 apportionment.  
24 3. Salary and support for four district superintendents and the two regional superintending teams.  
25 4. The addition of one staff person to work with the southeast region so that both the southeast and northwest  
26 regions each have a person to assist congregations and clergy to make disciples of Jesus Christ and grow vital  
27 mission congregations for the transformation of the world and that the additional person have expertise in  
28 urban ministry.  
29 5. Allocation of designated and restricted funds that follow the EPA fund policy, the conference designation of  
30 funds and donor restricted funds so that distributions are **consistent with the preservation of capital** (*Book*  
31 *of Discipline* 613.5, emphasis added).  
32 6. Assess up to a 5% administrative fee for shared services and up to 1% administrative fee for restricted funds  
33 and trusts to pay for services EPA provides to agencies that includes but is not limited to EPA staff support,  
34 legal support, administration, technology, office space and all other services that must be provided to  
35 maintain the programs and operations of the specific ministry/activity and of EPA.  
36 7. Provides qualifying congregations identified according to the Journey of Hope equity legislation that  
37 shared ministry apportionments, general church apportionments and billings be assessed according to the  
38 community income guidelines as approved in the 2022 annual conference.  
39 8. Over the next 4 years health care billings will move to a single blended rate to provide adequate billing and  
40 payment for the cost of clergy and lay employee health care except for Journey of Hope equity congregations  
41 who receive a lower billing rate because they are in low-income communities (the blended rate is what each  
42 church with enrolled clergy members pay per enrollee. As it is now, the same rate applies whether the clergy  
43 person is single, married or has a family. This assists with appointment making and because of the Journey of  
44 Hope equity legislation congregations in low-income communities are assessed at a lower rate).  
45 9. Provides a monthly remittance statement to congregations that include the following. The total  
46 apportionment to the congregation for EPA shared ministry.  
47 a. The total apportionment to the congregation for EPA shared ministry.  
48 b. The total apportionment to the congregation on behalf of the general church.  
49 c. Direct billings to the congregation from EPA, which includes but is not limited to, blended rate for  
50 active healthcare and incremental contributions for self-elected benefits (health, dental, vision, and

1 health reimbursement accounts) for active pastors/lay employees, workers compensation, property  
 2 insurance and back payments for past billings.  
 3 10. The following budget is submitted to accomplish the strategic direction, mission, goals, and strategies of EPA.  
 4 11. Historically, total church giving to the General Church funds has averaged 82-85%. As a commitment to  
 5 Social Justice, and Racial Equity EPA shall ensure the two of the five funds General Conference Funds (Black  
 6 College Fund and Africa University) are paid to the General Church at 100% if there is a surplus after year-  
 7 end financial close. The approximate cost is \$26,000 based on current giving rates.

8  
 9

**2024 Consolidated Budget**

10 **Shared Ministry Formula**

11 Apportionment Base	64,630,227
12 EPA Apportionment Percentage	7.2%
13 Apportionments	4,653,376
14 Retired Clergy Health and Pension	
15 Obligation	100,000
16 Economic Justice CMF Reductions	(101,484)
17 Adjusted Apportionments	4,651,892
18 Anticipated Giving rate	85%
19 Anticipated Giving	<u>3,954,108</u>
20 Net Shared Ministry	<u>3,954,108</u>

21

22 **Income**

23 EPA Shared Ministry Apportionment	3,954,108
24 EPA portion of General Church MEF	61,607
25 Local Church Health Billing	3,713,180
26 Local Church Pension Billing	2,837,675
27 Retiree Health Insurance	1,140,306
28 Local Church Property Billing	4,658,304
29 Grants and Donations	88,500
30 Registrations	200,000
31 Camp and Retreat Ministries Income	2,979,495
32 Shared Services	138,996
33 Funds Distribution	<u>607,382</u>
34 Total Income	<u>20,379,552</u>

35

36 **Expenses**

37 Clergy Support and Personnel	
38 Clergy and Lay Employee Health Care	3,286,000
39 Clergy and Lay Employee Pension	2,533,638
40 Retiree Health Insurance	1,009,120
41 Pre-82 contributions	250,000
42 EPA Staff Compensation and Benefits	2,701,938
43 Camp and Retreat Personnel	1,609,329
44	
45 Total All Personnel	11,390,025 <u>11,390,025</u>

46

47 **Benevolences**

48 Mission and Justice Ministries	398,518
49 Congregational Development	930,500
50 Leadership Development	265,109

1	Camp & Retreat Ministries	124,250
2		
3	Administration	
4	Communications	410,000
5	Property	4,353,143
6	General Administration	679,724
7	Camp & Retreat Administration	1,595,819
8		<hr/>
9	Total EPA Expenses	<u>20,147,088</u>
10		<hr/>
11	Net surplus / (deficit)	<u>232,464</u>
12		
13	<b><u>General Church Apportionments</u></b>	
14	Apportionment Base	64,630,227
15	General Church Apportionment \$'s	1,668,602
16	General Church Apportionment %	2.6%

17

18 **BE IT FURTHER RESOLVED** that the annual conference adopt the following fund policies, processes, and  
19 procedures.

20

21 **EPA Fund Policies, Processes, and Procedures**

22 The world needs a strong EPA to transform lives and communities as we recruit and develop transformational  
23 leaders to make disciples of Jesus Christ and grow vital congregations to transform the world. Key to this mission  
24 are strategic funds that help fund present vital ministry and ensure a sustainable future mission and ministry for  
25 EPA.

26

27 The Board of Trustees and Council on Finance & Administration through an investment committee will ensure  
28 funds are invested in accordance with the social principles of the UMC and prudently to maximize gains so that  
29 balances keep pace with present AND future ministry needs. Further, the funds are overseen so that funds are  
30 only used for the designated or restricted purpose.

31

32 Funds are created to sustain the long-term health of the mission and ministry of EPA. By investing wisely and  
33 making prudent disbursements, they will continue to grow and provide financial support for the important  
34 ministry and mission of EPA. Healthy fund levels spur innovation and longevity of core ministry especially during  
35 financially challenging times. Appropriate levels enable EPA to do more with less support from shared ministry  
36 apportionment giving. *The Book of Discipline*, 613.5 indicates that CFA's aim is to maximize funds available for  
37 mission in a manner **consistent with the preservation of capital.**

38

39 Therefore, the Council on Finance & Administration, the Board of Trustees and the investment committee  
40 will adhere and ensure all agencies of or affiliated with EPA adhere to the following Designated Fund Policies,  
41 Processes and Procedures.

42

43 **I. Two types of Funds shall be categorized:**

- 44 a. Donor *Restricted funds* shall be contributions from an individual, or group of individuals, with a  
45 restricted purpose that can only be changed by the individual(s) or their estate when so designated or  
46 by a legal process. EPA must use restricted funds for the purpose designated by the donor. Only the  
47 donor may restrict funds, not EPA. All restricted funds will be managed and dispersed according to the  
48 donor's restriction.
- 49 b. EPA *Designated funds* are designated by the annual conference and are overseen by a designated body.  
50 The annual conference session may change the designated purpose as needed.



1 **II. CFA will establish an EPA Fund Committee as follows:**

- 2 a. There shall be a nine-member Fund Committee made up of at least three persons from the CFA  
3 investment committee, the CFO/Treasurer and one person from each of the following agencies – the  
4 Board of Trustees, the Board of Benefits, Camp and Retreat Ministries Board, the Connectional Table,  
5 and the Cabinet. The Fund Committee is to report *at least twice a year* to each of the above agencies  
6 the state of each EPA designated funds including balances and disbursements made toward approved  
7 uses (as defined in this policy), progress towards the fund goal amount, and recommend to the Board  
8 of Trustees and CFA policy updates as needed.
- 9 b. Every March and September, the six agencies (CFA, Board of Trustees, Board of Benefits, Camp and  
10 Retreat Ministries Board, Connectional Table and Cabinet) and any EPA mission partners who have  
11 funds invested shall meet jointly with the investment institution(s) to hear about each fund’s short,  
12 medium and long-term performance, their expectations for the market based on the trends observed  
13 and their economic forecasts and a report on the social impact our funds are making to create a more  
14 just and socially responsible world.
- 15 c. EPA designated funds will have a goal. The goal is a target balance the EPA fund committee sets that  
16 should be attained over time. When the goal is reached, CFA, the Board of Trustees and the agency  
17 that carries out the ministry and mission of the fund will review the goal and see if it is adequate or if it  
18 needs to be adjusted.
- 19 d. The CFA investment committee shall be responsible to make the investment decision for each  
20 fund. These decisions should be communicated to the CFO in writing or by email who shall then be  
21 responsible for executing the necessary trades and reporting back the executions to the CFA Investment  
22 Committee in a timely manner. The investment committee’s charter, policies and investment guidelines  
23 are to be incorporated into CFA’s policies.

24  
25 **III. Fund Procedures**

- 26 a. Fund Purpose Designation  
27 The Annual Conference shall identify and state the purpose of each fund. Any proposed changes  
28 in purpose shall be submitted as legislation according to the date set by the conference rules. If an  
29 amendment is made to the purpose or designation of a particular fund, CFA will have the opportunity  
30 to review its impact on the annual conference and/or a particular ministry prior to any vote being taken  
31 and make its recommendation to the annual conference session.
- 32  
33 b. Fund Monitoring  
34 The Annual Conference shall identify who monitors the use of the fund. The group or individual who  
35 is to monitor shall ensure the policies governing the fund are followed and the use of the funds is  
36 achieving the desired purpose and impact. The individual or group that is to monitor the fund may  
37 designate authority to monitor the fund to another appropriate individual, but the assigned monitor  
38 must receive and report progress and any concerns.
- 39  
40 Any use outside the fund purpose and policy is to be reported to the chairpersons of CFA and Trustees,  
41 and the bishop. For example, in the case of the Congregational Development Fund, the Connectional  
42 Table has been currently assigned the monitor of this fund and is to ensure the proceeds of the fund  
43 are being used for the stated purpose. The Fund Monitor has no direct access to the investment  
44 company to designate investment mix nor to the funds to initiate withdrawals. Only the CFA  
45 investment committee can designate investment mix and only the CFO, with approvals outlined in  
46 the policy in writing via email or letter, can execute the investment mix and withdrawals. The monitor  
47 is also to ensure any funds designated to urban congregations and ministry from the sale of urban  
48 property as identified in The Book of Discipline is to ensure that the at least the amount from urban  
49 property sales go to urban congregations and ministry.

1 c. Fund Disbursements

2 In consultation with the fund’s monitor(s), in the last quarter of the year, the investment committee of  
3 CFA will review market performance of the last year and recommend between a 0-5% disbursement to  
4 the Board of Trustees and CFA to be disbursed and used for mission and ministry for the coming year.  
5 The Board of Trustees and CFA are each to vote on the recommendation and the CFO/Treasurer is to  
6 make the disbursement as approved from the fund by November 15th. No further amounts are to be  
7 disbursed during the course of the year unless a need arises and then, as approved in letter “d” in the  
8 following paragraph. If a disbursement is not made in a particular year, they cannot be cumulatively  
9 disbursed in subsequent years - only the 0-5% set by CFA for that year may be disbursed.

10  
11 d. Emergency Use and Needs of Funds

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

16  
17 An emergency use requires a 75% approval of those present at each of the board of trustees and CFA  
18 meetings. The emergency usage is to be reported at the next annual conference session.

19  
20 To the extent resources become available later, paying back the emergency disbursement should be a  
21 priority of the Treasurer, board of trustees and CFA.

22  
23 e. Borrowing from Funds

24 Borrowing from EPA designated funds is not recommended but can be considered for capital projects if  
25 it is in the best interest of the ministry and mission of EPA.

26  
27 Only up to 20% of the fund may be borrowed and only with the approval of 75% of those present  
28 at each of the Board of Trustees and CFA meetings. The annual conference must be notified of any  
29 borrowings at the next session. These borrowings are to be paid back within five years at the market  
30 interest rate.

31  
32 For example, borrowing may be requested to purchase a new district parsonage. Before approval is  
33 given to borrow, careful consideration must be given as to whether borrowing the money commercially  
34 is more advantageous to the mission and ministry of EPA. Specifically, the opportunity cost of not being  
35 invested in the market as a result of making the loan should be considered.

36  
37 **BE IT FURTHER RESOLVED** that the annual conference adopt the following fund names, descriptions,  
38 designations, monitor and purpose, and that the CFO/Treasurer inform the Board of Benefits of modifications to  
39 funds stewarded by The Board of Benefits.

40  
41 **CONGREGATIONAL DEVELOPMENT**

42 **Vital Mission Congregations Fund** – a designated fund. The Vital Mission Congregations Fund, distributes up to  
43 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy, may be used  
44 for grants to assist congregations to: 1) grow worship attendance through worship that inspires and connects  
45 with the people in the community, 2) increase participation in and the number of small groups to deepen  
46 faith in Jesus Christ, 3) increase community justice and mercy ministries with people in the community and  
47 increase the number of people engaged in hands on mission, 4) equip the congregation to share their faith and  
48 invite new people to participate in the life of the church, and 5) grow giving and generosity for the mission and  
49 ministry of the church.

1 **George Dewees Fund** – a restricted fund. The Dewees Fund was created in 2007 through a bequest from  
2 the Dewees Estate for the purpose of giving grants typically not to exceed \$5,000 to carry out mission. The  
3 fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in  
4 the fund policy and the restrictions of the original gift may provide grants for mission through vital mission  
5 congregations and Hope Centers to carry mission in their communities and other mission of EPA.

6 **William Penn Foundation-Wharton Wesley Fund** – a restricted fund to support capital projects of Wharton  
7 Wesley United Methodist Church. More than a 5% distribution may be taken from this fund to fulfill the  
8 purpose.

9 **STRATEGIC DISCIPLE MAKING**

10 **New Faith Communities Fund** – a designated fund. The fund distribution of up to 5% a year unless otherwise  
11 stipulated by investment committee as outlined in the fund policy, may be used for grants to congregations  
12 and initiatives to start new faith communities. A new faith community is a ministry that reaches new people to  
13 engage in a new worship service, second site or new worshipping congregation.

14 **General Camp and Retreat Ministry Fund** – a designated fund. The fund distribution of up to 5% a year unless  
15 otherwise stipulated by the investment committee as outlined in the fund policy, may be used to support  
16 camping ministry and its development at EPA camps.

17 **General Camp and Retreat Scholarship Fund** – a restricted fund. The fund distribution of up to 5% a year unless  
18 otherwise stipulated by the investment committee as outlined in the fund policy or the donor’s restrictions,  
19 may be used to support camp and retreat scholarships at EPA camps.

20 **Carson Simpson** – a restricted fund. The fund distribution of up to 5% a year unless otherwise stipulated by the  
21 investment committee as outlined in the fund policy and restrictions of the donors, may be used for supporting  
22 the camping program at Carson Simpson Farm. This Fund is a Fund of Metro Ministries and by agreement, the  
23 funds are invested through the Mid-Atlantic Foundation and the proceeds are used by EPA to operate camp and  
24 retreat ministries at Carson Simpson Farm.

25 **Gretna Glen Nancy A. Raab Fund** – A restricted fund from a bequest to support scholarship for campers  
26 from low-income families at Gretna Glen. A distribution of up to 5% a year unless otherwise the investment  
27 committee as outlined in the fund policy and restrictions of the donor.

28 **Blackberry Hills Fund, Camp Innabah** – a restricted fund. The Fund supports Camp Innabah scholarship. A  
29 distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund  
30 policy or the donor’s restrictions.

31 **LEADERSHIP DEVELOPMENT**

32 **Scholarship Fund** – a restricted fund. The fund distribution of up to 5% a year unless otherwise stipulated by  
33 the investment committee as outlined in the fund policy, may be used for scholarships for EPA college and  
34 graduate students.

35 **Wesley Foundation of Philadelphia-Drexel** – a restricted fund. The fund distribution of up to 5% unless  
36 otherwise stipulated by the investment committee as outlined in the fund policy and original donor restrictions,  
37 may be used for student ministry at Drexel University.

38 **MISSION**

39 **The Bradley Fund** – a restricted fund. The Bradley Fund was established through the bequest of Thomas  
40 Bradley in 1983 for the maintenance of the facilities at Cornwall Manor of The United Methodist church or  
41 other Eastern Pennsylvania Conference Retirement Homes so long as they continue to provide retirement  
42 housing for retired ministers, their spouses and widows/widowers of the Eastern Pennsylvania Conference of  
43 The United Methodist Church and to the benefit of their ministers and their wives who are residents of these  
44 facilities. A board of five directors shall oversee and disperse the funds and shall include the bishop (president)  
45 of Eastern Pennsylvania, the treasurer of Eastern Pennsylvania, one additional person elected by the annual  
46 conference and two members elected by the Board of Benefits of Eastern Pennsylvania. The recipients of the  
47 grants shall be chosen by the Board of Pensions (Benefits) of Eastern Pennsylvania. The fund distribution of up  
48 to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy and the  
49 restrictions of the bequest.

50

1 **Corson/Zerr Retirement Home Entrance Fee Fund** - The fund distribution of up to 5% a year unless otherwise  
2 stipulated by the investment committee as outlined in the fund policy, may be used to provide up to a \$5,000  
3 grant to an EPA clergy person that served 10 or more years in EPA for their entrance fee into an EPA Senior  
4 Residence Facility.

5 **BENEFITS**

6 **Preachers Aid Society Fund** – a restricted fund. The Preachers Aid Society was started in 1869 as a nonprofit  
7 organization to aid preachers primarily in their retirement and their widows. Today the nonprofit is called the  
8 Board of Benefits and the fund continues to support clergy and their spouses/widows in retirement through the  
9 pre-82 pension program and the retiree health insurance program. The Board of Benefits is to adopt the Fund  
10 Investment Policy of EPA and follow the policy to support pre-82 pension and retiree health. The fund over time  
11 is to grow to at least \$7.6 million dollars or to \$7.6 million in conjunction with the Retiree Health Care Fund to  
12 back 100% of the retiree health care liability.

13 The Pre-82 retiree pension fund liability and the retiree health care liability are to be evaluated yearly by  
14 Wespeth to determine if both are 100% funded. At any time one or both are not fully funded, the board of  
15 benefits is to evaluate the cause of under evaluation and address the issue over a two year period of time  
16 either using the maximum draws or requesting additional funds from the annual conference or as permitted  
17 by the investment policy utilizing a greater than 5% draw to bring the pre-82 liability and/or the retirement  
18 liability to at least 100% funded. Recognizing that funds may slip below the 100% level because of fluctuations  
19 in the market, and in such an instance, the Board of Benefits shall use good judgment to bring the funds to  
20 appropriate levels in no more than a three-year period of time.

21 **Pre – 82 Pension Past Service Rate Fund** – A restricted fund. The fund distribution of up to 5% a year unless  
22 otherwise stipulated by the investment committee as outlined in the fund policy, may be used for to increase  
23 the past service rate for those in the pre-82 pension program. This is a Fund of and is stewarded by the Board  
24 of Benefits for EPA retirees who receive pre-82 pensions.

25 **Corson/Zerr Pre-82 Fund** – A restricted fund. The fund distribution of up to 5% a year unless otherwise  
26 stipulated by the investment committee as outlined in the fund policy, may be used to increase the income of  
27 retirees in the pre-82 pension program.

28 **Retiree Health Care Fund** – a designated fund. The fund distribution of up to 5% a year unless otherwise  
29 stipulated by the investment committee as outlined in the fund policy, may be used to fund budgeted expenses  
30 for clergy retiree health care. This is a Fund of and is stewarded by the Board of Benefits for EPA retirees.

31 **Retiree Health Pre Funding Plan Fund** – a restricted fund for participants who contributed to the fund for their  
32 retiree health care. This fund is taking no more deposits and must maintain a balance of funds as determined  
33 by an outside review every even year. This is a Fund of and is stewarded by the Board of Benefits for EPA  
34 retirees who paid into the Fund.

35 **Par 2553 Pension Liability Fund** – a designated fund. The fund distribution of up to 5% a year unless otherwise  
36 stipulated by the investment committee as outlined in the fund policy, may be used for maintaining 100%  
37 funded plan for each of the defined clergy benefit pension programs. These funds were paid by disaffiliating  
38 churches under paragraph 2553 of The 2016 *Book of Discipline* amended in 2019. This is a Fund of and is  
39 stewarded by the Board of Benefits for EPA retirees who are in the denominational pension programs.

40 **PROPERTY AND OPERATIONS**

41 **Budget Operational Cash Flow** – a designated fund of 10% of the consolidated budget to maintain an  
42 appropriate level for cash flow. If at the end of the year there is more than 10%, the surplus is to be distributed  
43 by CFA to any of the designated funds to achieve all fund goals.

44 **Property Operations Fund** – a designated fund. The fund distribution of up to 5% unless additional funds are  
45 needed for a short fall in paying 100% of the property billings. Up to a 5% distribution a year unless otherwise  
46 stipulated by the investment committee as outlined in the fund policy to fund EPA budget to operate the board  
47 of trustees and the property needs of EPA.  
48

1 **Property Redevelopment Fund** – a designated fund to provide seed money to explore redevelopment of  
2 EPA church property to advance the mission and/or create income for congregational mission and ministry in  
3 the community. Up to a 5% distribution a year unless otherwise stipulated by the investment committee as  
4 outlined in the fund policy,

5 **Property Insurance Fund** – A designated fund. The fund distribution of up to 5% a year unless otherwise  
6 stipulated by the investment committee as outlined in the fund policy, may be used is to assist with property  
7 payments and property renewals.

8 **Cemetery Fund** – a restricted fund. The fund distribution of up to 5% a year unless otherwise stipulated by  
9 the investment committee as outlined in the fund policy may be used to fund budget line item for EPA owned  
10 cemeteries.

11 **Superintendents and Bishop Housing Fund** – a designated fund. The fund distribution of up to 5% a year  
12 unless otherwise stipulated by the investment committee as outlined in the fund policy for housing line items  
13 for superintendents and the bishop. If the conference or board of trustees determines that the purchase of  
14 a residence is required for a superintendent or bishop, the funds are to be taken from this fund and a plan  
15 developed to replenish the funds.

16 **Episcopal Office Fund** – A designated fund. The fund distribution of up to 5% a year unless otherwise stipulated  
17 by the investment committee as outlined in the fund policy for use by the bishop for discretionary and  
18 ministries through the bishop’s office.

Fund	Res	Des	2022 Year End	Goal	Monitor
<b>CONGREGATIONAL DEVELOPMENT</b>					
Vital Mission Congregations Fund		X	\$3,313,160	\$20,000,000	Connectional Table Chair
George Dewees Fund	X		\$1,477,915	NA	President of Trustees or Designee
William Penn Foundation-Wharton Wesley	X		\$32,752	NA	President of Trustees or Designee
<b>STRATEGIC DISCIPLE MAKING</b>					
New Faith Communities Fund		X	0	\$4,000,000	Dean of the Cabinet
General Camp and Retreat Fund		X	422	\$2,000,000	Camp and Retreat Chair
General Camp and Retreat Scholarships Fund		X	196,866	1,000,000	Camp and Retreat Chair
Carson Simpson Farm Fund	X		545,226	NA	Camp and Retreat Chair
Black-Berry Hills Fund/Camp Innabah	X		50,695	NA	Camp and Retreat Chair
Gretna Glen Nancy A. Raab Scholarship Fund	X		1,051,922	NA	Camp and Retreat Chair
<b>LEADERSHIP DEVELOPMENT</b>					
Scholarship Fund	X		\$374,984	NA	President of Trustees or Designee
Wesley Foundation/Philadelphia-Drexel Fund	X		\$29,372	NA	President of Trustees or Designee
<b>MISSION</b>					
The Bradley Fund	X		\$1,486,817	NA	Bradley Fund President
Corson/Zerr Retirement Home Entrance Fee Fund	X		472,000	NA	Benefits President
<b>BENEFITS</b>					
Retiree Health Care Fund		X	\$792,858	\$7,600,000	Benefits President



1	Retiree Health Pre Funding Plan Fund	X		\$1,009,533	NA	Benefits President
2						
3	Corson/Zerr Pre-82 Fund	X		472,001	NA	Benefits President
4	Pre – 82 Pension (Past Service Rate) Fund		X	\$291,841	NA	Benefits President
5						
6	Par 2553 Pension Liability Fund		X	\$722,874	NA	Benefits President
7	Benefits General Fund	X		\$5,440,911	\$1,000,000	Benefits President
8	<b>PROPERTY AND OPERATIONS</b>					
9	Budget Cash Flow		X	\$2,000,000	\$2,000,000	CFA President
10						
11	Property Operations Fund		X	\$744,270	\$1,000,000	President of Trustees or Designee
12						
13	Property Redevelopment Fund		X	\$0	\$5,000,000	President of Trustees and Dean of the Cabinet
14						
15	Property Insurance Fund		X	\$252,850	NA	President of Trustees or Designee
16						
17	Cemetery Fund	X		\$19,457	NA	President of Trustees or Designee
18						
19	Superintendents and Bishop Housing Fund		X	\$377,835	\$3,000,000	President of Trustees and/or Chair of Episcopacy Residence
20						
21	Episcopal Office Fund		X	\$106,000	\$500,000	Episcopacy Com Chair
22				\$21,262,562	\$47,100,000	

24 Of the Vital Mission Congregations Fund, \$244,541 is from the sale of Bustleton UMC. Each year there  
25 will be an accounting of the Fund and how much is for and granted to urban churches.

27 By 1993 agreement between EPA and Metro Ministries, the Camping Board is to operate and manage  
28 a camping program at Carson Simpson Farm and utilize funds designated for such purpose that are  
29 deposited with the Mid Atlantic Foundation.

31 **BE IT FURTHER RESOLVED** that if any information from original documents is presented that alters any of these  
32 funds or amounts allocated to the funds by donor restrictions, CFA and the board of trustees are to review the  
33 documents and certify and make the changes to the funds.

35 **BE IT FURTHER RESOLVED** that no member of an agency or group that reviews, recommends and/or  
36 approves grants to congregations, organizations or ministries and is also a member of a potential congregation,  
37 organization or ministry that may be a recipient of a grant may participate in the meeting in which the grants are  
38 reviewed, recommended and/or approved.

40 **BE IT FURTHER RESOLVED** that in order to develop funds to sustain the mission and ministry of EPA, the  
41 distribution of the proceeds of property sales after paying for cost associated with the sale and \$5,000 to St.  
42 Georges UMC for the archives shall be distributed to the funds as directed by CFA. Once all funds have reached  
43 their goal, the funds shall be distributed as follows.

- 44 • Congregational Development Fund, *Vital Mission Congregations* – 50%
- 45 • Strategic Disciple Making Fund – 20%
- 46 • Retiree Health Care – 15% until retiree health care is fully funded and once this occurs, the 15% from  
47 this line item add 5% to each of the other three-line items.
- 48 • Property Redevelopment Fund – 15%

50 **Submitted by:** Irene Dickinson, President, Council of Finance and Administration

## EPA Forecast

### Statistical Report Apportionment Base Projections

	2021	2022	2023	2024	2025	2026	2027	2028	% projected
	61,869,539	62,000,000	62,300,000	61,914,000	63,152,280	64,415,326	65,703,632	67,017,705	2%
<b>Budget Year</b>			<b>2024</b>	<b>2025</b>	<b>2026</b>	<b>2027</b>	<b>2028</b>	<b>2029</b>	
Projected Apportionment Giving Rate			85%	86%	87%	88%	89%	90%	
<b>Income</b>									
EPA Shared Ministry Appt			3,965,096	4,044,398	4,125,286	4,207,792	4,291,947	4,377,786	2%
EPA General Church MEF			61,607	61,607	57,295	57,295	53,284	53,284	-0.07%
Local Church Health Billing			3,713,180	3,824,575	3,939,313	4,057,492	4,179,217	4,304,593	3%
Local Church Pension Billing			2,837,675	2,922,805	3,010,489	3,100,804	3,193,828	3,289,643	3%
Retiree Health Insurance			1,140,306	1,174,515	1,209,751	1,246,043	1,283,424	1,321,927	3%
Local Church Property Billing			4,658,304	4,798,053	4,941,995	5,090,255	5,242,962	5,400,251	3%
Grants and Donations			88,500	89,385	90,279	91,182	92,093	93,014	1%
Registrations			200,000	202,000	204,020	206,060	208,121	210,202	1%
Camp and Retreat Ministries			2,979,495	3,009,290	3,039,383	3,069,777	3,100,474	3,131,479	1%
Shared Services			138,996	140,386	141,790	143,208	144,640	146,086	1%
Funds Distribution			607,382						
<b>Total Income</b>			<b>20,390,540</b>	<b>20,267,015</b>	<b>20,759,599</b>	<b>21,269,906</b>	<b>21,789,991</b>	<b>22,328,267</b>	
<b>Expenses</b>									
Clergy Support and Personnel			11,390,025	11,845,626	12,319,451	12,812,229	13,324,718	13,857,707	4%
<b>Benevolences</b>									
Mission and Justice Ministries			398,518	406,488	414,618	422,910	431,369	439,996	2%
Congregational Development			930,500	949,110	968,092	987,454	1,007,203	1,027,347	2%
Leadership Development			265,109	270,411	275,819	281,336	286,963	292,702	2%
Camp & Retreat Ministries			124,250	126,735	129,270	131,855	134,492	137,182	2%
<b>Administration</b>									
Communications			410,000	418,200	426,564	435,095	443,797	452,673	2%
Property			4,353,143	4,527,269	4,708,359	4,896,694	5,092,562	5,296,264	4%
General Administration			679,724	693,318	707,185	721,329	735,755	750,470	2%
Camp & Retreat Administration			1,595,819	1,627,735	1,660,290	1,693,496	1,727,366	1,761,913	2%
<b>Total EPA Expenses</b>			<b>20,147,088</b>	<b>20,864,893</b>	<b>21,609,649</b>	<b>22,382,398</b>	<b>23,184,224</b>	<b>24,016,255</b>	
<b>Net surplus / (deficit)</b>			<b>243,452</b>	<b>(597,878)</b>	<b>(850,050)</b>	<b>(1,112,492)</b>	<b>(1,394,233)</b>	<b>(1,687,988)</b>	
<b>With Fund Distribution</b>				<b>929,115</b>	<b>995,304</b>	<b>1,077,282</b>	<b>1,162,501</b>	<b>1,251,070</b>	
<b>Net surplus (deficit with Fund Distribution)</b>				<b>331,237</b>	<b>145,255</b>	<b>(35,210)</b>	<b>(231,732)</b>	<b>(436,918)</b>	

# 1 Fund Projections

		2022 Balance	2023	2024	2025	2026	2027
Beginning Balance		18,728,438	18,728,438	20,490,291	22,018,500	23,915,325	25,887,599
Market Growth (7%)			21,323,429	23,227,872	24,882,604	26,932,049	29,062,521
Distribution to Ministry Budget -4% Average			852,937	929,115	995,304	1,077,282	1,162,501
Ending Balance			20,470,492	22,298,757	23,887,300	25,854,767	27,900,021
<b>2553 Distribution</b>							
Property Income to Distribute to Funds 1.5% increase a year			1,200,000	1,218,000	1,236,270	1,254,814	1,273,636
Light Green Receives Property Distribution							
Dark Green Reaches Goal							
Funds	Goal						
<b>CONGREGATIONAL DEVELOPMENT</b>							
Vital Mission Congregations Fund	20,000,000	3,313,160	3,412,555	3,514,931	3,620,379	3,728,991	3,840,860
George Dewees Fund	NA	1,477,915	1,522,252	1,567,920	1,614,958	1,663,406	1,713,309
<b>STRATEGIC DISCIPLE MAKING</b>							
New Faith Communities Fund	4,000,000	0	0	0	309,068	632,043	969,413
General Camping Fund	2,000,000	414	300,426	613,939	941,425	1,283,371	1,640,281
General Camping Scholarships Fund	1,000,000	138,948	443,116	760,910	1,092,805	1,125,589	1,159,357
Carson Simpson Farm Fund	NA	623,532	642,238	661,505	681,350	701,791	722,844
Gretna Glenn Raab Scholarship Fund	NA	1,082,238	1,114,705	1,148,146	1,182,591	1,218,068	1,254,610
<b>LEADERSHIP DEVELOPMENT</b>							
Scholarship Fund	NA	374,984	386,234	397,821	409,755	422,048	434,709
<b>MISSION</b>							
The Bradley Fund	NA	1,486,817	1,531,422	1,577,364	1,624,685	1,673,426	1,723,628
<b>BENEFITS</b>							
Benefits General Fund	1,000,000	5,440,911	5,604,138	5,772,262	5,945,430	6,123,793	6,307,507
Retiree Health Care Fund	7,600,000	792,858	816,644	841,143	866,377	892,369	919,140
Retiree Health Pre Funding Plan Fund	NA	1,009,533	1,039,819	1,071,014	1,103,144	1,136,238	1,170,325
Corson/Zerr Pre-82 Fund	NA	472,001	486,161	500,746	515,768	531,241	547,179
Pre -82 Pension (Past Service Rate)	NA	291,841	300,596	309,614	318,903	328,470	338,324
Par 2553 Pension Liability Fund	NA	722,874	744,560	766,897	789,904	813,601	838,009
<b>PROPERTY AND OPERATIONS</b>							
Property Operations Fund	1,000,000	744,270	766,598	789,596	813,284	837,682	862,813
Property Redevelopment Fund	5,000,000	0	0	0	0	313,704	641,524
Property Insurance Fund	NA	252,850	260,436	268,249	276,296	284,585	293,122
Cemetery Fund	NA	19,457	20,041	20,642	21,261	21,899	22,556
Superintendents/Bishop Housing Fund	3,000,000	377,835	689,170	1,014,345	1,353,843	1,708,162	2,077,816
Episcopal Office Fund	500,000	106,000	409,180	421,455	434,099	447,122	460,536
<b>Budgeted Fund Totals</b>	<b>45,100,000</b>	<b>18,728,438</b>	<b>20,490,291</b>	<b>22,018,500</b>	<b>23,915,325</b>	<b>25,887,599</b>	<b>27,937,863</b>
<b>Budget Operational Cash Flow</b>							
Corson/Zerr Entrance Fee Fund	NA	472,000	490,880	510,515	530,936	552,173	574,260
Wesley Foundation/Drexel Fund	NA	29,372	30,547	31,769	33,040	34,361	35,736
<b>Total</b>		<b>2,501,372</b>	<b>2,581,427</b>	<b>2,664,084</b>	<b>2,749,429</b>	<b>2,837,552</b>	<b>2,928,544</b>
<b>Total Funds Stewarded</b>							
		<b>21,229,810</b>	<b>23,071,718</b>	<b>24,682,584</b>	<b>26,664,754</b>	<b>28,725,151</b>	<b>30,866,407</b>

1 **DISAFFILIATION DISBURSEMENTS ALLOCATION**

2  
3 **RESOLUTION #2023 - 07**

4 **Relating to Disaffiliation Disbursements Allocation**

5 **Presented by Irene Dickinson, President Council on Finance and Administration**

6 **And Jo Fielding, Interim CFO/Treasurer**

7  
8 **WHEREAS**, The Conference Council on Finance and Administration is the body to allocate the funds collected  
9 from Disaffiliating Churches,

10  
11 **Be it resolved** that all funds received for disaffiliations shall be distributed as follows:

- 12 • Funds for past, present, or future shared ministry apportionments shall be deposited in the Vital  
13 Mission Congregations Fund within 30 days of receipt.
- 14 • Funds for past, present, or future general church apportionments shall be applied to current year  
15 general church apportionments and sent with the General Church apportionments even if it means we  
16 give more than 100% general apportionments in that year.
- 17 • Funds for unpaid billings in years prior to disaffiliation to shall be dispersed by CFA according to Funds  
18 to assist in meeting the goals of the Fund’s Plan.
- 19 • Funds for Pension liability shall be deposited with the 2553 Pension Liability Fund within 30 days of  
20 receipt.
- 21 • Funds for retiree health care shall be deposited with the Retiree Health Care Fund within 30 days of  
22 receipt.
- 23 • Funds for missional transition support shall be deposited in the New Faith Communities Fund within 30  
24 days of receipt.
- 25 • Funds for St. Georges Archives shall be deposited with St. George’s within 30 days.
- 26 • Funds for past grants shall be deposited with the Vital Missions Congregation Fund within 30 days.
- 27 • Funds for the BSA settlement shall be deposited an appropriate interest-bearing account and accounted  
28 for and reported to CFA until the courts approve the final settlement and 2553 settlement payments are  
29 to be paid as directed by the denomination within 30 days.
- 30 • All additional fees and payments are to be reviewed by CFA and directed to the appropriate entities  
31 within 60 days.

1 **BOARD OF PENSIONS ADOPTION AGREEMENT TO THE CLERGY RETIREMENT SECURITY PROGRAM**

2  
3 **RESOLUTION #2023 - 08**

4 **Pertaining to the Adoption Agreement to the Clergy Retirement Security Program (CRSP) for the Year 2024**  
5 **Presented by Mandy Miller, President Board of Benefits**

6  
7 **BE IT RESOLVED** that the Adoption Agreement for the Clergy Retirement Security Program shall apply to the  
8 Eastern Pennsylvania Annual Conference and, unless another date is specified below, shall be effective as of  
9 January 1, 2024. The Clergy Retirement Security Program shall be the base retirement plan for the clergy  
10 persons under Episcopal appointment, including deacons and members of other denominations serving at  
11 the conference, church, charge, conference responsible unit, conference controlled entity, including clergy on  
12 medical leave receiving Comprehensive Protection Plan (CPP) disability benefits of the Eastern Pennsylvania  
13 Annual Conference in accordance to the plan adoption agreement beginning on January 1, 2024. Clergy persons  
14 on medical leave and not receiving Comprehensive Protection Plan (CPP) disability benefits are not eligible to  
15 participate in CRSP.

16  
17 **FURTHER BE IT RESOLVED** that on January 1, 2024, the ministerial pension rate for past service before January 1,  
18 1982, shall be set at \$522.00, and the personal contributor’s annuity derived from pre-1982 contributions shall  
19 apply toward the payment of the participant’s formula benefit.

20  
21 **AND FURTHER BE IT RESOLVED** that the surviving spouse benefit shall be 70% of the participant’s formula  
22 benefit.

23  
24 **AND FURTHER BE IT RESOLVED** that the Board of Pension and Health Benefits is authorized to make annual  
25 deposits at the end of each calendar year as required by the General Board of Pension and Health Benefits for  
26 the purpose of funding for past service before January 1, 1982.

1 **RENTAL/HOUSING ALLOWANCE FOR RETIRED OR DISABLED CLERGY**

2  
3 **RESOLUTION #2023 - 09**

4 **Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons**  
5 **Presented by Mandy Miller, President Board of Benefits**

6  
7 **WHEREAS**, the religious denomination known as The United Methodist Church (the “Church”), of which this  
8 Conference is part, has in the past functioned and continues to function through ministers of the gospel (within  
9 the meaning of Internal Revenue Code section 107) who were or are duly ordained, commissioned or licensed  
10 ministers of the Church (“Clergypersons”);

11  
12 **WHEREAS** the practice of the Church and of this Conference was and is to provide active Clergypersons with a  
13 parsonage or a rental/housing allowance as part of their gross compensation.

14  
15 **WHEREAS** pensions or other amounts paid to retired and disabled Clergypersons are considered to be deferred  
16 compensation and are paid to retired and disabled Clergypersons in consideration of previous active service;

17  
18 **WHEREAS**, the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate  
19 organization to designate a rental/housing allowance for retired and disabled Clergypersons who are or were  
20 members of this Conference.

21  
22 **THEREFORE BE IT RESOLVED**, that an amount equal to 100% of the pension or disability payments received from  
23 plans authorized under *The Book of Discipline* of The United Methodist Church (“the *Discipline*”), which includes  
24 all such payments from Wespeth during the year 2024 by each retired or disabled Clergyperson who is or was  
25 a member of the Conference, or its predecessors, be and hereby is designed as a rental/housing allowance for  
26 each such Clergyperson; and

27  
28 **BE IT FURTHER RESOLVED**, that the pension and disability payments to which this rental/housing allowance  
29 applies will be any pension or disability payments from plans, annuities, or funds authorized under the *Discipline*,  
30 including such payments from Wespeth and from a commercial annuity company that provides an annuity  
31 arising from benefits accrued under a Wespeth plan, annuity, or fund authorized under the *Discipline*, that result  
32 from any service a Clergyperson rendered to this Conference or that a retired or disabled Clergyperson of this  
33 Conference rendered to any local church, annual conference of the Church, general agency of the Church, other  
34 institution of the Church, former denomination that is now a part of the Church, or any other employer that  
35 employed the Clergyperson to perform services related to the ministry of the Church, or its predecessors, and  
36 that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such retired or  
37 disabled Clergyperson’s pension or disability as part of his or her gross compensation.

38  
39 **NOTE:** The rental/housing allowance that may be excluded from a Clergyperson’s gross income in any year for  
40 federal income tax purposes is limited under Internal Revenue Code section 107(2) and regulations thereunder  
41 to the least of (1) the amount of the rental/housing allowance designated by the Clergyperson’s employer or  
42 other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2)  
43 the amount expended by the Clergyperson to rent or provide a home in such year; or (3) the fair rental value of  
44 the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.



1 **SAFE SANCTUARIES**

2  
3 **RESOLUTION TO 2023 ANNUAL CONFERENCE SESSION**

4 **RESOLUTION #2023 - 10**

5 **Resolution To Update the Safe Sanctuaries Policy of the Eastern Pennsylvania Conference of the United**  
6 **Methodist Church**

7  
8 **WHEREAS**, Eastern Pennsylvania Conference of the United Methodist Church is committed to creating safe  
9 sanctuaries and

10

11 **WHEREAS**, the current policy having been approved in 2016, there have been changes since 2016 that justify the  
12 need to update the policy to meet current legal standards and

13

14 **WHEREAS**, due to COVID-19 and the disruption of face-to-face meetings that spawned virtual meetings, there is  
15 also justifiable concern that steps are needed to be taken that all are safe in the virtual space of ministry and the  
16 policy now includes application to virtual ministry

17

18 **THEREFORE BE IT RESOLVED**, that the Eastern PA Annual Conference update the safe sanctuary policy as follows  
19 below.

20

21 **Person(s) Responsible for Presenting Resolution:** Rev. Jacqueline D. Daniszewski

22

23 **EASTERN PA UNITED METHODIST CONFERENCE**  
24 **SAFE SANCTUARIES**

25

26 **INTRODUCTION**

27 It is the responsibility of every local church to take steps to protect the well-being of children, youth, and  
28 personnel who work with them in the ministries of the church, as well as to comply with all laws of the  
29 Commonwealth of Pennsylvania. All churches safe sanctuaries policies follow the policies established by the  
30 Eastern PA Annual Conference policy which reference the Pennsylvania Child Protective Services Law which can  
31 be found currently at the time of the writing of this policy at [https://www.dhs.pa.gov/KeepKidsSafe/About/  
32 Pages/CPS-Laws.aspx](https://www.dhs.pa.gov/KeepKidsSafe/About/Pages/CPS-Laws.aspx).

33

34 The Commonwealth of Pennsylvania periodically revises its child protective services law. It is the responsibility of  
35 every church to keep up to date on any changes to the law. The conference’s policy does not quote from sections  
36 of the law but instead requires that churches comply with law as it is in force at any given time. All churches will  
37 follow the Eastern Pennsylvania Annual Conference in adopting the following as its Safe Sanctuaries: Reducing  
38 the Risk of Abuse in the Church Policy, which replaces all previous policies.

39

40 Additional information and resources may be found on the Eastern PA Conference website at [www.epaumc.org](http://www.epaumc.org)  
41 or by contacting the Conference office at 800-828-9093.

42

43

44 **SAFE SANCTUARIES**  
45 **Reducing the Risk of Abuse in the Church Policy**  
46 **May 2023**

47

47 **PREAMBLE**

48 God has called us to make our ministries safe, protecting our children from abuse and exploitation. God has also  
49 called us to create communities of faith where children can be safe and grow strong.

50

1 Jesus taught “Whoever welcomes one such child in my name welcomes me,” (Mark 9:37 NRSV) and “If any of  
2 you put a stumbling block before one of these little ones...it would be better for you if a great millstone were  
3 fastened around your neck and you were drowned in the depth of the sea” (Matthew 18:6 NRSV).

4  
5 The Social Principles of The United Methodist Church state “...children must be protected from economic,  
6 physical, and sexual exploitation and abuse.” (Par. 162(D) *2012 Book of Discipline*)

7  
8 At each child’s baptism, we affirm our responsibility to their safety by our congregational response, pledging:

9  
10 “With God’s help, we will so order our lives after the example of Christ that this child, surrounded by  
11 steadfast love, may be established in the faith, and confirmed and strengthened in the way that leads to  
12 life eternal.” (The Book of Worship, Baptismal Covenant, Congregational Pledge II)

13  
14 Building on these foundations, we recognize that our faith calls us to offer hospitality and protection to all  
15 children, as well as those who are committed to ministering to them as volunteers and employees. Every 15  
16 seconds, a child is abused or neglected. Often, abuse occurs in places where children feel safe – homes, schools,  
17 camps, and even churches. In over three quarters of reported cases, the victim was related to or acquainted  
18 with the abuser. In light of this, the Eastern Pennsylvania Conference of The United Methodist Church has seen  
19 fit to establish this policy that can help to 1) prevent such abuse from happening in our churches; 2) make our  
20 churches places where children can feel safer in disclosing abuse; and 3) protect the volunteers and employees  
21 that minister to our children.

22  
23 It is the policy of the Eastern Pennsylvania Conference that every church in the conference adopt a Safe  
24 Sanctuaries policy that conforms to the standards set forth in this conference policy. It is the policy of the Eastern  
25 Pennsylvania Conference that all conference and district ministries with children comply with the standards set  
26 forth in this policy.

27  
28 Notwithstanding anything contained in this policy, it is the responsibility of every church in the conference  
29 to ensure that it is in compliance with all aspects of the Pennsylvania Child Protective Services Law (23 PA.  
30 C.S.A. 6301) which can be found at the time of this writing at [https://www.legis.state.pa.us/CFDOCS/LEGIS/LI/  
31 consCheck.cfm?txtType=HTM&ttl=23&div=00.&chpt=063.&CFID=246217912&CFTOKEN=44782272](https://www.legis.state.pa.us/CFDOCS/LEGIS/LI/consCheck.cfm?txtType=HTM&ttl=23&div=00.&chpt=063.&CFID=246217912&CFTOKEN=44782272). In the event  
32 that the law conflicts with this policy, the law shall control.

### 33 34 **SCREENING AND SELECTION OF STAFF AND VOLUNTEERS:**

#### 35 36 **Screening Standards:**

37 All applicants for employment and/or volunteer service in which that applicant shall have contact with children  
38 in a manner which, under Pennsylvania law currently in force and as enacted and amended in the future from  
39 time to time, requires the person to obtain background clearances shall complete the following prior to start of  
40 service:

- 41  
42 1. Written Application: a written application that shall include at least the following, but not limited to,  
43 information:
- 44 a. Name
  - 45 b. Address
  - 46 c. Phone Number (cell and/or home)
  - 47 d. Email Address
  - 48 e. Work/Volunteer History
  - 49 f. Experience and skills related to the position
  - 50 g. Two (2) personal, non-related references.

- 1 h. Disclosure that they have been informed of and will comply with Pennsylvania law that requires them  
2 to inform the church in writing of any arrest, conviction or child abuse report that would prohibit them  
3 from working with children. (23 Pa.C.S.A. 6344.3(g)(1))
- 4 2. Background Checks:  
5 All background checks (PA criminal record background, Child Line check, and FBI clearance) required by  
6 the laws of the Commonwealth of Pennsylvania currently in force and as enacted and amended from  
7 time to time which can be found at the time of this writing at [https://www.dhs.pa.gov/KeepKidsSafe/  
8 Clearances/Pages/default.aspx](https://www.dhs.pa.gov/KeepKidsSafe/Clearances/Pages/default.aspx) will be conducted for all employees and volunteers. The current law  
9 at the time of this writing is that a minimum of every 60 months (5 years) clearances from the date  
10 the of the first clearance are required to be resubmitted. In the case of FBI clearances, an affidavit can  
11 be submitted if the person has been a resident of PA for at least 10 years. This can be found under  
12 **Disclosure Statements** at <https://www.dhs.pa.gov/KeepKidsSafe/Clearances/Pages/default.aspx>  
13 (Every five years both will be conducted for all employees and volunteers.)
- 14 3. References: at least two references from persons not related to the applicant shall be obtained and  
15 contacted for all new applicants for employment or volunteer service.
- 16 4. Relationship with Church: all prospective volunteer workers with children shall have an active relationship  
17 with the local church for at least six months before being allowed to be in a supervisory role in activities for  
18 children; or twenty-four months of good standing at their previous church. (Documented by the Pastor with  
19 a letter from the previous church.)
- 20 5. Records: all written records shall be confidential and shall be kept in a secure location with access restricted  
21 on a need to know basis, to the Pastor, SPRC chair and/or Ministry Lead. All files (clearances, reference  
22 checks, training attendance, letters of recommendations from prior church, etc.) shall be maintained for  
23 thirty (30) years after ministry ends with the individuals. Files can be digitized and kept in a permanent  
24 online secure environment.

25  
26 **TRAINING:**

27 All persons who have direct contact with children shall participate in training as required under the laws of the  
28 Commonwealth of Pennsylvania currently in force and as enacted and amended in the future from time to time  
29 which can be found at the time of this writing at <https://www.dhs.pa.gov/KeepKidsSafe/Pages/Trainings.aspx>.  
30  
31 Initial safe sanctuaries training for anyone new to working with children or youth shall occur and at a minimum  
32 covers reviewing and agreeing to this policy and the local church's specific policy. This training should occur prior  
33 to a person working with children or youth. Every year, some type of review training shall occur.  
34  
35 Those working as ministry leads are to be fully trained and fully cleared before working with any children or  
36 youth. Assistants who are not ever placed in charge of the ministry can be in process for training but need  
37 to have all clearances before working with children and youth. Training must occur within the first month of  
38 working with children and youth for any assistant.

39  
40 **SUPERVISION:**

41 Supervision procedures are designed to reduce the possibility of abuse or exploitation of children, and to protect  
42 staff persons and volunteers form unfounded accusations.

43  
44 **Supervision Standards:**

45 Programs and ministries in the church that are licensed or accredited by a licensing or accreditation body or  
46 that have formally adopted supervision procedures, and that receive pre-approval from the conference Board of  
47 Trustees shall follow their established requirements for the supervision children.

48  
49 All other programs and ministries of the church shall use the following standards for the supervision of children.

50

- 1 1. The two-adult rule: regardless of the size group, there will always be at least two adults present.  
2 This may include the presence of an adult 'roamer' who moves in and out of rooms/ministry  
3 activities. These adults are to be non-related.
- 4 2. No child will be left unsupervised while participating in a ministry activity/event.
- 5 3. All ministry activities should occur in open view. Each room or space where ministry activities/  
6 events occur must be open to public view. For example: enclosed spaces such as classrooms shall  
7 have a viewing window, a glass panel in the door, a ½ door configuration or an open door.
- 8 4. No person shall supervise an age group unless he/she is at least 18 years of age or older and is at  
9 least 5 years older than the children being supervised.
- 10 5. Ministry events involving transportation shall require a written consent form signed by the parent or  
11 guardian of the child.
- 12 6. Registration forms shall be completed and maintained by the ministry lead that lists allergies,  
13 medical issues/medications, permission to use photos, etc.

#### 15 **Online Standards:**

16 The current policies and procedures as outlined here are relevant for any physical distancing requirements or  
17 virtual ministry activities or events. But also realize the need for best practices and how to apply our current  
18 policies in the virtual environment. During times of swift change that are unprecedented it can be easy to forget  
19 standing policies and procedures when working with children and youth. During times like these, it is even more  
20 important to be diligent and follow all of the screening policies as they may be overlooked when someone offers  
21 help in the virtual space.

22  
23 Unfortunately, those who seek to abuse use times of confusion and change to their advantage. Again, these  
24 guidelines are not meant to prevent virtual ministry from happening but to ensure ministry occurs in safe ways  
25 ensuring ministry occurs in safe ways in the virtual world.

26  
27 Towards this end the following resources and guidance in applying safe sanctuaries policies to the virtual world  
28 are below. These resources and guidance do not replace legal advice, and are intended to be used in conjunction  
29 with this policy.

30  
31 Three resources we recommend you review and utilize are:

- 32 • Discipleship Ministries, Young People's Ministries guidelines and resources can be accessed at [https://  
33 www.umcdiscipleship.org/articles/safe-sanctuaries-supporting-a-shift-to-online-youth-ministry-  
34 meetings](https://www.umcdiscipleship.org/articles/safe-sanctuaries-supporting-a-shift-to-online-youth-ministry-meetings)
- 35 • A Guide to Ministering Youth During a Time of Physical Distancing by Rev Angela Gorrell, PH.D. and Paul  
36 Gorrell and be accessed at <https://www.angelagorrell.com/resources>.
- 37 • "Safe Sanctuaries in a Virtual World." by Joy Thornburg Melton and Michelle L. Foster. Which  
38 can be purchased at [https://bookstore.upperroom.org/AdvancedSearch/DefaultWFilter.  
39 aspx?searchTerm=safe+sanctuaries+in+a+virtual+world](https://bookstore.upperroom.org/AdvancedSearch/DefaultWFilter.aspx?searchTerm=safe+sanctuaries+in+a+virtual+world)

40  
41 Here are the top five best practices to apply our safe sanctuaries policy to the virtual world.

- 42 1. Still use the two-adult rule so that there is NEVER one-on-one contact. At no time should one adult be  
43 holding any one-on-one conversations with any youth without other adults knowing there are conversations  
44 occurring. In addition, online meetings need to begin with two adults, not from the same family, and then  
45 allowing youth to join.
- 46 2. Still use all selection, screening and training policies. In the virtual world and space, it may feel right to let  
47 new volunteers that are untrained and lack clearances to lead discussions. Any online discussion should be  
48 considered no different than a face-to-face meeting. Volunteers need to be screened and trained before  
49 taking on leadership roles.
- 50 3. Use "ministry-based" on-line platform accounts instead of personal accounts. This means the local church

- 1 should own the on-line account with access by several church leaders and/or staff so there is accountability  
2 of meetings.
- 3 4. Maintain the same communication with parents and youth about meetings including times and links to  
4 access the meeting. This way everyone knows what is going on. With younger children, under sixth grade,  
5 syllabus and activities should be shared with parents or caretakers prior to online meetings so everyone is  
6 transparent as to what is occurring. For children sixth through twelfth grade, leaders should provide parents  
7 and caretakers with the same outlines of meetings and topics that are typical for your youth group with  
8 more transparency being utilized than less.
- 9 5. If your current release forms do not give you permission for picture/video sharing either get them  
10 updated or do not share pictures/videos of virtual meetings. This includes tagging your youth in the virtual  
11 environment. If you do not have permission do not post and tag them.

12

13 **REPORTING:**

14 Reporting of any allegation of child abuse shall be done in accordance with the laws of the Commonwealth of  
15 Pennsylvania currently in force and as enacted and amended in the future from time to time.

16

17 It is essential that all employees and volunteers who have contact with children in a manner which, under  
18 Pennsylvania law currently in force and as enacted and amended in the future define them as a mandated  
19 reporter have a legal responsibility under the law to make a report directly to public child welfare officials any  
20 time they have reasonable cause to suspect abuse has occurred. Failure to comply with this requirement can  
21 lead to civil and/or criminal penalties for the employee or volunteer.

22

23 The Pastor and District Superintendent shall be notified if the alleged perpetrator is a staff person or volunteer  
24 of the church. If the alleged perpetrator is the Pastor the Chair of SPRC should be notified immediately and will  
25 notify the District Superintendent.

26

27 In the event that a member of the clergy becomes aware of suspected child abuse as a result of confidential  
28 communication which is protected under 42 PA C.S. 5943 (relating to confidential communications to clergy), the  
29 conference legal counsel should immediately be consulted.

30

31 **PASTORAL RESPONSES FOR REPORTS OF ALLEGATIONS OF ABUSE:**

32 Any allegation of abuse requires a process to address responding to the victim, the alleged perpetrator, and the  
33 press. The response must be quick, compassionate and unified. All allegations will be taken seriously.

34

35 Pastoral response is NOT an investigation of the alleged abuse. The investigation is the responsibility of public  
36 officials (child welfare and/or law enforcement). In all cases of reported abuse, there shall be cooperation with  
37 all official investigating agencies.

38

39 **Response to victims of abuse:**

40 In the instance of any allegation of abuse, there shall be a reaching out to the victim and the victim's family.  
41 Pastoral resources shall be extended, and the conference I-Care Team can be contacted to assist in providing this  
42 service. The care and safety of the victim shall be considered the first priority. Response to the victim and the  
43 victim's family shall be done in a positive and supportive manner.

44

45 The parents of the victim shall be notified, and steps shall be taken to address the safety and well being of the  
46 child until the parent(s) arrive. However, if one or both of the parents is the alleged abuser, the direction of the  
47 child welfare authorities shall be followed concerning notification of others.

48

49 **Response to all alleged perpetrators of abuse:**

50

1 In the instance of an allegations of abuse there shall be a reaching out to the alleged perpetrator and the  
2 perpetrator's family. Pastoral resources shall be extended, and the conference I-Care Team can be contacted to  
3 assist in providing this service. Response to the alleged perpetrator and the perpetrator's family shall be done in  
4 a supportive way.

5  
6 The alleged perpetrator shall immediately, yet with dignity and respect for their sacred worth, be removed  
7 from further involvement with children and advised that there has been an allegation of abuse. Details of the  
8 allegations of the abuse shall not be discussed with the alleged perpetrator at the time of removal. In any  
9 removal of a staff member or volunteer from any activity/ministry, care shall be taken to handle the removal in a  
10 discreet manner.

11  
12 When it has been alleged that a member of the church staff or a volunteer, has committed an act of abuse, the  
13 staff member or volunteer shall be required to refrain from all ministry activities/events with children until the  
14 incident has been fully resolved by the appropriate state authorities and/or in accordance with *the Book of*  
15 *Discipline*.

16  
17 At that time, a meeting shall be held with the employee or volunteer to discuss the incident(s) that led to the  
18 report being made. Even if the public agency determines the report to be unfounded, the church has the right  
19 to prohibit the volunteer or employee from resuming working in ministries with children based on the facts and  
20 circumstances available at that time.

21  
22 **Response to the Media:**

23 In consultation with the presiding bishop, the District Superintendent, the Conference Director of  
24 Communications and pastor shall decide on a single spokesperson for contact with the public/media. All media  
25 requests for statements shall be directed to that spokesperson.

26  
27 **Building Use Agreements**

28 For any group that is a non-ministry group of the church that enters into a building use agreement with the  
29 church and/or trustees of the church and works with anyone under 18 that group needs to:

- 30 • Follow this safe sanctuary policy and complete all application, training and background checks before  
31 the building can be used and comply with the policy as the building is being used  
32 or  
33 • Provide a safe sanctuary policy of the group that meets the minimum of this policy and is approved by  
34 the church's trustees and Pastor Staff.

35  
36 With either option the building use agreement shall identify which option is chosen.

37  
38 **Resources of samples on the EPA website**

39 Many samples of forms are provided by the conference Safe Sanctuaries Team and can be found at [https://www.  
40 epaumc.org/safe-sanctuaries/](https://www.epaumc.org/safe-sanctuaries/).

41  
42 **Compliance:** Compliance with this policy shall be a matter of record at each annual Charge Conference.

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1 **VULNERABLE ADULTS**

2  
3 **RESOLUTION #2023 - 11**

4 Resolution To add a Vulnerable Adult Policy of the Eastern Pennsylvania Conference of the United Methodist  
5 Church

6  
7 **WHEREAS**, Eastern Pennsylvania Conference of the United Methodist Church is committed to creating safe  
8 sanctuaries and

9  
10 **WHEREAS**, there is no current policy that covers the safety of vulnerable adults and

11  
12 **WHEREAS**, current issues of abuse with vulnerable adults and current legal standards justifies the need to have a  
13 policy for vulnerable adults

14  
15 **THEREFORE BE IT RESOLVED**, that the Eastern PA Conference adopt the below Vulnerable Adults Policy for use in  
16 congregations.”

17  
18 **Person(s) Responsible for Presenting Resolution:** Rev. Jacqueline D. Daniszewski

19  
20 **Vulnerable Adults Policy**

21  
22 *Note: What follows is policy for local churches to utilize in adopting policies to protect vulnerable adults. It is*  
23 *not meant as legal advice, nor is it intended to cover every situation. For example, if a local church operates*  
24 *an “older adult daily living center”, a “personal care home” or other facility as that term is defined in the*  
25 *Pennsylvania Adult Protective Services Act or the Older Adults Protective Services Act, additional requirements*  
26 *may apply.*

27  
28 *Additionally, this policy is meant to start the conversation. Safe Sanctuaries is a process, not a product. Allow*  
29 *your congregation the time to analyze how best to do ministry in a manner that is safe for all of God’s children.*

30  
31 Because the tragedy of abuse of Vulnerable Adults is a reality in our world, and because we recognize the  
32 spiritual imperative to provide a safe and protect environment, the conference has developed this Vulnerable  
33 Adults Policy to realize our commitment to the safety and spiritual growth of Vulnerable Adults in our activities.

34  
35 The church, at all levels of its organization, is entrusted with the responsibility of providing an emotionally and  
36 physically safe, spiritually grounded, healthy environment for activities of Vulnerable Adults, in which they are  
37 protected from abuse.

38  
39 **Abuse** means the willful infliction of physical pain or injury or mental anguish, unreasonable confinement, or the  
40 willful deprivation of services which are necessary to maintain a person’s mental and physical health.

41  
42 **Exploitation** means the act or process of illegally or improperly using a person or his resources for another  
43 person’s profit or advantage.

44  
45 **Neglect** means an act or failure to act which results in the inadequate provision of care or services necessary  
46 to maintain the physical and mental health of the vulnerable adult, and which places the vulnerable adult in a  
47 situation which can result in serious injury, or which is life-threatening.

48  
49 **Staff Person** – Any person employed by the Church who is responsible for overseeing organized activities of  
50 Vulnerable Adults. Throughout this document “Staff” will be interpreted to mean each staff person.

1

2 **Volunteer** – A person, eighteen (18) years of age or older, who assists in conducting organized activities of  
3 Vulnerable Adults.

4

5 **Vulnerable Adult** means a person, eighteen (18) years of age or older who has a physical or mental impairment  
6 that substantially limits one or more major life activities. (Adult Protective Services Act of 2010).

7

8 Rules for Ministry with Vulnerable Adults

9 1. This policy – including reporting procedures – is mandatory for all Staff and Volunteers. Failure to  
10 comply with this policy may result in disciplinary action, up to and including termination. Each  
11 congregation shall ensure that all staff and Volunteers are provided with a copy of this policy.

12 2. No Staff Person or Volunteer may engage in any form of neglect, abuse, or exploitation of a  
13 Vulnerable Adult.

14 3. Persons leading any group containing Vulnerable Adults must be 18 years of age or older.

15

16 Volunteers and Staff Person(s) will undergo appropriate background checks as stated in the Child and  
17 Youth Safe Sanctuaries policy. No individual may serve as a Volunteer or Staff person if such individual  
18 has been convicted of an offense that would disqualify them from employment at a facility under  
19 the Older Adults Protective Services Act (<https://www.legis.state.pa.us/cfdocs/legis/LI/uconsCheck.cfm?txtType=HTM&yr=1987&sessInd=0&smthLwInd=0&act=79&chpt=5&sctn=3&subsctn=0>). Note that this list  
20 differs from the list of disqualifying offenses for those who work with Children so both lists need to be checked if  
21 volunteers and/or staff are working with both groups.

22 4. The two-adult rule – Regardless of the size group, there will always be at least two adults present.  
23 This may include the presence of an adult ‘roamer’ who moves in and out of rooms/ministry  
24 activities. These adults are to be non-related.

25 5. Attendance, including of Staff Person(s) and Volunteers, should be taken at every church function  
26 where a Vulnerable Adult is present records of attendance should be retained as stated in the Child  
27 and Youth Safe Sanctuaries policy.  
28

29

### 30 **Reporting Procedures**

31 Any staff person or volunteer who suspects incidents of Abuse, Neglect, or Exploitation of a vulnerable adult  
32 shall report to the Adult Protective Services hotline at 1-800-490-8505 and to the pastor, who shall notify  
33 the appropriate district superintendent. If the pastor is suspected to be involved in the Abuse, Neglect or  
34 Exploitation, the staff person or volunteer shall report to the Adult Protective Services hotline and report to the  
35 SPRC chair, who shall be responsible for notifying the district superintendent.

36

### 37 **Response Procedures**

38 Staff or volunteers should not undertake an investigation of the incident themselves. This is the role of Adult  
39 Protective Services and various county protective agencies. However, in all cases of reported Neglect, Abuse, or  
40 Exploitation of Vulnerable Adults, all Staff Persons and Volunteers shall cooperate with all official investigating  
41 agencies.

42

### 43 **Response to the Media**

44 In consultation with the presiding bishop, the District Superintendent, the Conference Director of  
45 Communications, and pastor shall decide on a single spokesperson for contact with the public/media. All media  
46 requests for statements shall be directed to that spokesperson.

47

### 48 **Older Adults**

49 **This policy also applies to any adult 60 years or older who experiences abuse, neglect or exploitation as  
50 defined above.**

1  
2 When individuals 60 years or older experience any of the listed causes of concern above, follow the response  
3 and reporting procedures above. In those cases where ministry is occurring and there is increased risk of abuse,  
4 neglect or exploitation of an individual 60 years or older, church leaders should use this policy to help mitigate  
5 that risk.

6  
7 **Further Resources:**

8 The Book of Resolutions of The United Methodist Church: Reducing the Risk of Child Sexual Abuse in the Church  
9 (<https://www.umc.org/en/content/book-of-resolutions-reducing-the-risk-of-child-sexual-abuse-in-the-church>)  
10 (“God calls us to make our congregations safe places, protecting children **and other vulnerable persons** from  
11 sexual and ritual abuse. God calls us to create communities of faith where children and adults grow safe and  
12 strong.”)

13  
14 Pennsylvania Older Adults Protective Services Act  
15 <https://www.legis.state.pa.us/cfdocs/Legis/LI/uconsCheck.cfm?txtType=HTM&yr=1987&sessInd=0&smthLwInd=0&act=0079>

16  
17  
18 Pennsylvania Adult Protective Services Act  
19 (<https://www.legis.state.pa.us/cfdocs/legis/li/uconsCheck.cfm?yr=2010&sessInd=0&act=70>)

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# 1 RELATING TO JURY JUSTICE

## 3 RESOLUTION #2023 - 12

### 4 Relating to Jury Justice

#### 5 Submitted by Fight for Floyd and Beyond Policy Committee

7 **WHEREAS:** Pennsylvania adopted “[42 PaCSA § 4561\(a\)](#). Compensation of and travel allowance for jurors” in  
8 1959, when minimum wage was \$1/hr. Eight hours of jury service, plus one hour of travel time, equaled \$9/day.

10 **WHEREAS:** Pennsylvania’s minimum wage is now \$17/hr, so jurors suffer a \$76.00 daily loss. Employers  
11 receive zero compensation for the lost day. Both individual county taxpayers and the Administrative Office of  
12 Pennsylvania Courts suffer tens of thousands of dollars in uncompensated mandates. Schuylkill County, for  
13 example, suffers a \$41,149.52 annual loss.

15 **WHEREAS:** Pennsylvania’s -well-intentioned- 1959 Juror Compensation Act is no longer fiscally responsible in  
16 2023.

18 **WHEREAS:** Our \$9/day law is a clear nexus on a criminal defendant’s right to a fair trial. Low compensation  
19 means low-income residents cannot serve on juries. They can’t afford to take a day off, and their employer won’t  
20 compensate them for time off; they can’t afford childcare; they even risk losing their jobs if they were to take  
21 time off to serve on a jury. Wage earners in the lower strata of society cannot take a day off work in exchange for  
22 a \$9 jury fee.

24 **WHEREAS:** [Pennsylvania juries](#) tend to be 83.9% white and 54.3% male. They tend to be upper or upper-middle  
25 class with some advanced education. This too eliminates several sectors of our society. There is a 64.3% chance  
26 that a Pennsylvania jury will have no minority member. Cases with no minority members in the jury pool convict  
27 minority defendants 81% of the time. White defendants are convicted 66% of the time. When the jury pool  
28 includes at least one minority person, the conviction rates were nearly identical: 71% for minority defendants,  
29 73% for whites.

31 **WHEREAS:** Pennsylvania’s \$9/day law is illegal! The Fair Labor Standards Act mandates that employers pay  
32 their employees a flat rate during jury service. The Internal Revenue Service reports that jury service is a tax-  
33 deductible, employee-related business expense. Pennsylvania’s Department of Revenue also reports that jury  
34 service is [recoverable](#) in Pennsylvania, and does not pose a serious budgetary impact. Pennsylvania’s [Tax Reform](#)  
35 [Code of 1971](#) provides that juror compensation is recoverable. Over [19 states](#) and territories have already  
36 adopted legislation consistent with FSLA/IRS criteria without serious litigation.

38 **WHEREAS:** the Pennsylvania Supreme Court, proposed [The Juror Compensation Bill](#) in 2007. The 2007 language,  
39 as amended by current regulations, resolves every issue of law and equity from our current \$9/day statute.

41 **THEREFORE BE IT RESOLVED** that the clergy and laity of the Eastern Pennsylvania Conference of the United  
42 Methodist Church call upon the Pennsylvania General Assembly to actively support legislation, similar to the  
43 Juror Compensation Bill, to enhance Pennsylvania’s jury system.

45 **THEREFORE BE IT FURTHER RESOLVED** that the Eastern Pennsylvania Conference of the United Methodist  
46 Church authorizes the author of this Resolution (Roger Thomas) to promptly deliver it to the Chairs of the  
47 appropriate committees in the General Assembly in accordance with Conference Rule 2.3.8.1.3.

49 **Person Responsible for Presenting this Resolution:** Rev.Dr.Roger L. Thomas ([https://www.academia.  
50 edu/43740205/Pennsylvania\\_Committee\\_for\\_the\\_Analysis\\_and\\_Reform\\_of\\_Our\\_Criminal\\_System](https://www.academia.edu/43740205/Pennsylvania_Committee_for_the_Analysis_and_Reform_of_Our_Criminal_System))

1 **RELATING TO HUMAN TRAFFICKING STUDY**

2

3 **RESOLUTION #2023 - 13**

4 **Relating to Human Trafficking Study**

5 **Submitted by Fight for Floyd and Beyond Policy Committee**

6

7 **WHEREAS** More than 1,200 human trafficking cases were reported in Pennsylvania between 2007 and 2020.  
8 Pennsylvania is 10th on Insider Monkey’s list of top human trafficking states.<sup>4</sup> The International Labour  
9 Organization estimates human trafficking is a \$150 billion industry, of which \$99 billion is generated by sexual  
10 exploitation.

11

12 **WHEREAS** Human Trafficking in Pennsylvania is governed under 18 PaCSA Chapters 30 & 31. Even the most  
13 cursory reading of this Act shows that those chapters are an agglutination of bits and pieces of legislation which  
14 lack either purpose or consistency.

15

16 **WHEREAS** Sen. Stewart Greenleaf started Pennsylvania’s Human Trafficking clean-up campaign in 2014 and 2018.  
17 Sen. Kristen Phillips-Hill sustained these clean-up efforts with Act 1 of 2020. These laws brought us closer to  
18 Federal Standards.

19

20 **WHEREAS** Major inconsistencies remain within our Human Trafficking Act. It is not up to “the best of practice”.  
21 The victim’s right to recover against the culprit is completely confusing.

22 14-year-old victims are required to endure -and pay for- five excimer laser surgeries to remove the branding  
23 tattoos the culprits imprint as soon as they are recruited. Only then can the victim turn to our Victim  
24 Compensation Fund for indemnification.

25 The victim’s statute of limitations conflicts with Federal law.

26 The definition of “victim” applies only to females.

27 Police report the victims as criminals for offenses committed while in bondage.

28 The statute of limitations is allowed to lapse during the pendency of criminal proceedings.

29

30 **WHEREAS** Pennsylvania Joint State Government Commission exists for the purpose of studying major social  
31 issues in the Commonwealth, and recommending resolutions. Examples of such studies are:

- 32 • MENTAL HEALTH SERVICES FOR VICTIMS OF SEXUAL ASSAULT AND RAPE A Staff Study February 2021.  
33 ([HTTP://JSG.LEGIS.STATE.PA.US/RESOURCES/DOCUMENTS/FTP/PUBLICATIONS/2021-02-26\\_MHSSV\\_WEB.PDF](http://jsg.legis.state.pa.us/resources/documents/ftp/publications/2021-02-26_MHSSV_WEB.PDF))
- 34 • HUMAN TRAFFICKING IN PENNSYLVANIA: POLICY RECOMMENDATIONS AND PROPOSED LEGISLATION  
35 JUNE 2012, ([HTTP://JSG.LEGIS.STATE.PA.US/RESOURCES/DOCUMENTS/FTP/PUBLICATIONS/2012-283-2012\\_HUMAN\\_TRAFFICKING\\_REPORT.PDF](http://jsg.legis.state.pa.us/resources/documents/ftp/publications/2012-283-2012_HUMAN_TRAFFICKING_REPORT.PDF))

36

37  
38 **WHEREAS** The Pennsylvania General Assembly should direct the Joint State Government Commission to  
39 thoughtfully examine our Human Trafficking Act to make it cohesive and to elevate it to the best of practice.  
40 They should develop rehabilitation and treatment programs for sex crime victims to reduce recidivism.

41

42 **THEREFORE BE IT RESOLVED** that the clergy and laity of the Eastern Pennsylvania Conference of the United  
43 Methodist celebrate the General Assembly’s continuous legislative initiatives to remedy Human Trafficking and  
44 Sex Trade.

45

46 **THEREFORE BE IT FURTHER RESOLVED** that the clergy and laity of the Eastern Pennsylvania Conference of the  
47 United Methodist Church call upon the Pennsylvania General Assembly to authorize our Joint State Government  
48 Commission to conduct a detailed study of Pennsylvania’s Human Trafficking Act, 18 PaCSA Chapters 30 & 31.

49

50 **THEREFORE BE IT FURTHER RESOLVED** that the clergy and laity of the Eastern Pennsylvania Conference of

1 the United Methodist Church call upon the Joint State Government Commission and each member of the  
2 Pennsylvania General Assembly to actively develop -and pass- the legislation necessary to protect any person  
3 from sexual harassment or human trafficking. We specifically request that they:

- 4 1. Assist in removing victims’ branding tattoos,
- 5 2. Equalize the civil jurisdictions for all sex crime victims,
- 6 3. Protect the statute of limitations for adult victims,
- 7 4. Develop rehabilitation and treatment programs for sex crime victims to reduce recidivism.
- 8 5. Define “victim” to include both males and females, users and performers.

9

10 **THEREFORE BE IT FURTHER RESOLVED** that the clergy and laity of the Eastern Pennsylvania Conference of the  
11 United Methodist Church call upon each member of Pennsylvania’s law enforcement agencies to presume that  
12 persons apprehended for acts performed in compliance with human trafficking or sex trade are victims rather  
13 than offenders.

14

15 **THEREFORE BE IT FURTHER RESOLVED** that the Eastern Pennsylvania Conference of the United Methodist  
16 Church authorizes the author of this Resolution (Roger Thomas) to promptly deliver it to the Chairs of the  
17 appropriate committees of both the Pennsylvania Senate and the House of Representatives in accordance with  
18 Conference Rule 2.3.8.1.3.

19

20 **Person Responsible for Presenting this Resolution:** Rev.Dr.Roger L. Thomas

21

22 ([HTTPS://WWW.ACADEMIA.EDU/43740205/PENNSYLVANIA COMMITTEE FOR THE ANALYSIS AND REFORM OF](https://www.academia.edu/43740205/PENNSYLVANIA_COMMITTEE_FOR_THE_ANALYSIS_AND_REFORM_OF_OUR_CRIMINAL_SYSTEM)  
23 [OUR CRIMINAL SYSTEM](#))

24 [ACT 105 OF 2014](#)

25 [ACT 130 OF 2018](#)

26 Act No. 1 of 2020,

27 The Victims of Trafficking and Violence Protection Act of 2000 (TVPA) [HTTPS://WWW.STATE.GOV/INTERNATIONAL-](https://www.state.gov/international-and-domestic-law/#LAW%208)  
28 [AND-DOMESTIC-LAW/#LAW%208 HTTPS://CSEINSTITUTE.ORG/WP-CONTENT/UPLOADS/2019/06/SPRING-2019-REPORT-](https://cseinstitute.org/wp-content/uploads/2019/06/spring-2019-report-6.21.19-pdf.pdf)  
29 [6.21.19-PDF.PDF](#), p, 10. 42 PaCSA 3011

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1 **IN SUPPORT OF CREATING A US REGIONAL CONFERENCE**

2  
3 **RESOLUTION #2023 - 14**

4 **In Support of Creating a U.S. Regional Conference**

5 **A resolution submitted to the 2023 Eastern Pennsylvania Annual Conference**

6

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

9

10 **WHEREAS** the connectional ties between the church in the United States and the Central Conferences are  
11 significant and vital to the continued mission and ministry of the worldwide United Methodist Church; and

12

13 **WHEREAS** the existing structure of The United Methodist Church at the general church level has historically  
14 impeded each region from effectively tailoring its ministry to its specific contexts; and

15

16 **WHEREAS** the existing structure of The United Methodist Church at the general church level diminishes our  
17 ability to be a vital and effective church and needs to be re-envisioned to achieve more fair and equitable church  
18 governance; and

19

20 **WHEREAS** the creation of a U.S. Regional Conference and the conversion of the Central Conferences to Regional  
21 Conferences, as outlined in the Christmas Covenant ([HTTPS://WWW.CHRISTMASCOVENANT.COM/PAGECC](https://www.christmascovenant.com/pagecc)),  
22 developed by Central Conference leaders in Africa and the Philippines, would establish structural parity  
23 throughout the worldwide church; and

24

25 **WHEREAS** the creation of a U.S. Regional Conference, as outlined in legislation put forward by the Connectional  
26 Table ([HTTPS://MCUSERCONTENT.COM/F98D87D6B18D56820E5EF20AD/FILES/7375A848-06E9-4788-A50D-  
27 1F1AE7A92A6E/USRC\\_NARRATIVEBOOKLET\\_MIN.PDF](https://mcusercontent.com/f98d87d6b18d56820e5ef20ad/files/7375a848-06e9-4788-a50d-1f1ae7a92a6e/usrc_narrativebooklet_min.pdf)) will establish the governance necessary to allow each region  
28 to design ministry for its particular contexts, and thus more effectively make disciples of Jesus Christ for the  
29 transformation of the world; and

30

31 **WHEREAS** the Eastern Pennsylvania Annual Conference aspires to vital, thriving, multicultural, and diverse  
32 ministries that are open to all people and can be a beacon of hope for the worldwide United Methodist Church,  
33 and

34

35 **WHEREAS** in November of 2022, and in historic fashion, a resolution in support of a U.S. Regional Conference  
36 was adopted at all five Jurisdictional Conferences.

37

38 **THEREFORE BE IT RESOLVED** that the Eastern Pennsylvania Annual Conference supports the expressed intents  
39 of the Christmas Covenant and Connectional Table legislation, including the creation of Regional Conferences in  
40 Africa, Europe, the Philippines, and the U.S., respectively; and

41

42 **BE IT FURTHER RESOLVED** that the Eastern Pennsylvania Annual Conference recognizes and supports the  
43 leadership of our Central Conferences in the creation and furtherance of the Christmas Covenant as well the  
44 Connectional Table's future visioning on behalf of our worldwide fellowship; and

45

46 **BE IT FURTHER RESOLVED** that the Eastern Pennsylvania Annual Conference urges the Council of Bishops to  
47 expedite the process of voting on the constitutional amendments necessary to enact the regional conferences  
48 legislation, calling special sessions of annual conferences where necessary; and

49

50 **BE IT FURTHER RESOLVED** that in line with the intent of the non-disciplinary petition submitted by the

1 Connectional Table, the Eastern Pennsylvania Annual Conference requests the Council of Bishops to immediately  
2 appoint a 20-25 member Interim Committee on Organization for a US Regional Conference to develop and  
3 propose to the 2024 general conference the structure and organization of a US Regional Conference. In line with  
4 the CT's legislation, this body would organize and plan for the establishment and functioning of a new United  
5 States Regional Conference comprising the five jurisdictions of the United States. Committee membership should  
6 have a minimum of 3 members of each US jurisdiction, 3 central conference members and shall meet standards  
7 of racial and gender diversity. The Committee should recommend a structure for the US Regional Conference  
8 including considerations such as its membership, committee structure, meeting time, agency, and function; and  
9

10 **BE IT FURTHER RESOLVED** that the Eastern Pennsylvania Annual Conference secretary shall send copies of this  
11 resolution to all delegates to General and Jurisdictional Conferences, including alternates, to the Commission on  
12 the General Conference, and to the Council of Bishops.

13

14 **Person Responsible for Presenting Resolution:** Rev. Robin Hynicka on behalf of the Arch Street United Methodist  
15 Church Council

16

17 The process of disaffiliation by a local church is not finalized until a simple majority of the annual conference acts  
18 to approve the motion for disaffiliation (Judicial Council Decision 1379). Therefore, the EPA Conference calls for  
19 a Special Session of the Annual Conference (Pursuant to BOD Par. 603.5.6), in November 2023, in consultation  
20 with the Bishop, whose purpose shall be to vote on all pending requests for disaffiliation. The session shall be  
21 organized by the Commission on Conference Sessions.

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1 **RELATING TO A REVISED 2023 PROCESS AND TERMS FOR EASTERN PA CONGREGATIONS SEEKING**  
2  
3 **TO DISAFFILIATE UNDER PARAGRAPH 2553**  
4

5 **Presented by:** Rev. Joan Trout, Mr. Doug O’Connell, North District Lay Equalizing Delegate, Schuylkill Haven: First,  
6 Mr. Jeffery Pijanowski, Lay Member Hempfield UMC  
7

8 **Whereas, *The Book of Discipline*** of the United Methodist Church provides an avenue for churches to disaffiliate  
9 for reasons of conscience over certain issues concerning human sexuality until December 31, 2023 using  
10 Paragraph 2553; and  
11

12 **Whereas,** Paragraph 2553 designates the task of creating disaffiliation terms to the Conference Board of  
13 Trustees, as confirmed by recent Judicial Council decisions 1457, 1458, and 1460. Annual Conferences may not  
14 direct the Trustees in this matter, but may request or urge them to make changes as an aspirational goal; and  
15

16 **Whereas,** the provisions for disaffiliation created by the EPA Conference Board of Trustees, as confirmed by the  
17 2019 EPA Annual Conference in Resolution 2019-19L, further clarified by the 2021 EPA Annual Conference in  
18 Resolution 2021-6, and supplemented by additional requirements partly published at 2022 Annual Conference as  
19 part of Pathway VI (Resolution 2022-8 and Conference website additions), have made it practically impossible for  
20 many churches who wish to disaffiliate to depart, binding them with additional fees, costs, and procedures which  
21 are not specifically required by Par. 2553 in *the Book of Discipline*; and  
22

23 **Whereas,** a Conference office deadline of September 30, 2022 for declaring the intent to disaffiliate has already  
24 passed, but many churches who wish to depart are feeling disenfranchised and trapped by current terms and  
25 conditions; and  
26

27 **Whereas,** the EPA Conference is threatened with the possibility of major and costly long-term legal battles  
28 with churches and their members who wish to depart, but who find the current Conference disaffiliation  
29 requirements excessive, harsh, and unfair; and  
30

31 **Whereas,** it is a basic matter of fairness that the EPA Conference recognize that congregations wishing to  
32 disaffiliate are NOT ONLY responsible for their proportionate share of Unpaid Pension Liability, but ALSO in most  
33 cases have already contributed their proportionate share of unrestricted conference funds and reserves over the  
34 years through their apportionment payment; and  
35

36 **Whereas,** the Eastern PA Conference does not want to shackle churches to remain part of the Conference who  
37 cannot in good conscience remain within it; and  
38

39 **Whereas,** urging the Conference Trustees to consider establishing revised standards and processes that are  
40 fair and gracious for congregations wishing to disaffiliate in Eastern PA will reduce anxiety, create clarity and  
41 good will, empower local churches to make informed decisions, remove the real threat of costly and long-term  
42 legal action against the EPA Conference and Board of Trustees, and allow churches remaining and churches  
43 disaffiliating to depart from one another on amicable terms, parting ways and allowing each to keep their  
44 property and assets to fulfill their different calls of ministry; and  
45

46 **Whereas,** many other Annual Conferences in the United States have modified and passed more gracious terms  
47 of disaffiliation within the last year to facilitate an amicable departure;  
48

49 **Therefore, be it resolved,** that the 2023 Session of the Eastern PA Conference requests and urges the Board of  
50 Trustees of the Eastern PA Conference and other relevant conference officials to consider replacing its current

1 standards and conditions for disaffiliation under Par. 2553 with something like the following:

2

3 **General Provisions for Disaffiliation under Par. 2553, revised 2023.**

- 4 1. The deadline for a Church Council to request disaffiliation using the provisions of the BOD Par. 2553 shall be  
5 extended to July 31, 2023, by which date the Church Council or equivalent administrative body must inform  
6 the District Superintendent of its desire to hold a church conference to vote on disaffiliation.
- 7 2. A term sheet with accurate disaffiliation costs shall be presented to the Church Council within 30 days after  
8 the Church Council contacts the District Superintendent with its request to disaffiliate, or by August 30, 2023,  
9 whichever comes first, so the congregation may make a properly informed decision. The Church Council  
10 shall inform the congregation of the terms prior to the church conference and show due diligence to invite  
11 the full membership to the church conference.
- 12 3. No additional trainings, information sessions, or conference guided church discussions shall be required for  
13 local churches seeking to disaffiliate.
- 14 4. The district superintendent shall approve the request of the Church Council and shall preside or choose  
15 another elder to preside at a church conference to take place no later than 90 days after the request from  
16 the Church Council to disaffiliate under BOD Par. 2553 is received in writing. The church conference shall  
17 make the decision to disaffiliate according to the provisions of the *Discipline* and relevant Judicial Council  
18 Decisions, which decision must be passed by a 2/3rd majority vote.
- 19 5. The Term sheet shall include only the following costs (a, b, & c):
  - 20 a) **Apportionments:** The local church shall pay any unpaid apportionments for the 12 months prior  
21 to disaffiliation, as well as an additional 12 months of apportionments.
  - 22 b) **Unfunded Pension Liability:** The local church shall contribute withdrawal liability in an amount  
23 equal to its pro rata share of any aggregate unfunded pension obligations to the annual conference. The  
24 General Board of Pension and Health Benefits shall determine the aggregate funding obligations of the  
25 annual conference using current market factors similar to a commercial annuity provider, from which  
26 the annual conference will determine the local church's share.
  - 27 c) **Outstanding debts and liabilities:** The local church shall satisfy all other debts, loans, and  
28 liabilities, or assign and transfer them to its new entity, prior to disaffiliation.
  - 29 d) A disaffiliating local church shall have the right to retain its real and personal, tangible and  
30 intangible property. All transfers of property shall be made prior to disaffiliation. All costs for transfer of  
31 title or other legal work shall be borne by the disaffiliating local church.
- 32 6. No additional payments or sums of any kind shall be required by the disaffiliating local church to obtain  
33 release of all the congregation's property and assets from the trust clause.
- 34 7. Payment shall occur prior to the effective date of departure, or by December 31, 2023 at the latest.
- 35 8. The disaffiliating congregation may pay the disaffiliation costs using a loan negotiated with the EPA  
36 Conference Board of Trustees and/or a lender of its own choice.
- 37 9. EPA Churches which are still in the Conference which have already requested or attempted a disaffiliation  
38 vote using terms from 2022 or prior years may re-apply to request a vote for disaffiliation under these 2023  
39 rules.
- 40 10. The process of disaffiliation by a local church is not finalized until a simple majority of the annual conference  
41 acts to approve the motion for disaffiliation (Judicial Council Decision 1379). Therefore, the EPA Conference  
42 calls for a Special Session of the Annual Conference (Pursuant to BOD Par. 603.5.6), in November 2023, in  
43 consultation with the Bishop, whose purpose shall be to vote on all pending requests for disaffiliation. The  
44 session shall be organized by the Commission on Conference Sessions.

45

46 This resolution is aspirational, urging but not directing the Conference Board of Trustees and relevant Conference  
47 officials to consider adopting these new Par. 2553 disaffiliation terms.

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# RULES OF ORDER

## Article I – Meetings

1. The Annual Conference shall convene each year for the transaction of business as provided by the Discipline of The United Methodist Church and shall consider and act upon such other matters as may properly be brought before it.
2. The place for holding the Annual Conference Session shall have the approval of the Bishop and the Commission on Conference Sessions prior to conference action. (See Discipline, P. 603.2)
3. Special Sessions may be held as provided by the Discipline. (p. 603.5)
4. The Bishop assigned shall preside or arrange for another Bishop to preside in case of the Bishop's inability. In the absence of a Bishop, the Conference shall by ballot, without nomination or debate, elect a president pro tempore from among the traveling elders. The president thus elected shall discharge all the duties of a Bishop except ordination. (p. 603.6)
5. The choice of a visiting Bishop and/or major speakers shall be the prerogative of the Bishop.

## Article II – Organization

1. The sessions shall include a service of Holy Communion and Memorial Service and recording of the roll of members indicated in the Discipline (P. 605), including local pastors.
2. A Secretary, Treasurer, and Statistician and such other officers as the Conference may authorize, including assistant secretaries, shall be elected, the Secretary to nominate assistants.
3. The Conference shall establish a "Bar of the Conference" for the seating of its members.
4. The Conference may adopt an agenda prepared by the Bishop and the Commission on Conference Sessions.
5. The Conference Secretary shall assign Tellers who will be available for tabulation of written ballots as required in Plenary Sessions. Count votes will be counted by the Conference Secretarial Staff.
6. The Conference Secretary shall provide for teams of Pages who will be assigned for each Plenary Session to assist the distribution of printed reports and materials pertinent to business pending before the Plenary Session. These materials are to be provided to an Associate Secretary designated by the Conference Secretary.
  - a. Only authorized materials pertinent to Plenary Sessions business shall be distributed on the floor of conference. Agencies, institutions, and groups interested in provided promotional or informational material may do so by distributing it at the doors using their own personnel. Such material shall clearly identify the sponsoring agency, institution, or group.
  - b. The Commission on Conference Sessions shall not bar the distribution of informational or promotional material handled in accordance with 6.a.

## Article III – Clergy Session

A Clergy Session of Clergy Members and the Lay Members of the Board of Ordained Ministry shall be held for the purposes defined by the Discipline of The United Methodist Church.

## Article IV – Duties of Officers

The responsibilities and duties of officers shall be the general duties pertaining to these offices, those prescribed by the Discipline and such other duties as the Conference may from time to time direct.

## Article V – Bonds and Audits

All treasurers, other officers, trustees, and persons handling funds or securities of the Conference or any board, commission, committee, or other agency thereof shall be bonded in appropriate amounts. All accounts of treasurers and trustees shall be audited by experienced disinterested public accountants or certified public accountants as provided by the Discipline. The auditor's reports and recommendations shall be submitted to the Council on Finance and Administration.

## Article VI – Commission on Conference Sessions

There shall be a Commission on Conference Sessions whose responsibility, under the direction of the Bishop, shall be to prepare an agenda and arrange the program of the Annual Session. This shall include responsibility for soliciting reports from all Conference agencies and other reporting groups; caring for the physical arrangements at the site of Annual Conference; caring for all expenses mandated by the Conference; and planning all inspirational and devotional periods.

## **Article VII – Reports**

All boards, commissions, councils, societies, corporations, and other agencies related to the Conference shall receive notice of the time and person to whom reports of such bodies that are to be published in the Journal shall be sent.

## **Article VIII – Resolutions**

1. Resolutions shall be invited from local churches, conference agencies, conference related institutions, or individual church members. The deadline for receiving these resolutions shall be set by the Conference Secretary and shall be at least thirty days prior to Annual Conference. A notice to this effect along with the name and address of the person to whom resolutions shall be sent and the deadline date shall be appropriately publicized.
2. Resolutions shall be printed and distributed to the members of Annual Conference at least ten days prior to the Annual Conference session. These resolutions shall have a first priority upon the work of the Annual Conference. A Consent Calendar may be established by the Agenda Committee to assist the work of the Annual Conference. Any resolution may be lifted from the Consent Calendar upon the request by 10 members at the time the Consent Calendar is presented to the Annual Conference for adoption.
3. Resolutions received after the announced deadline or during the session of Annual Conference will be reviewed by the Agenda Committee. In consultation with the Presiding Bishop, this Committee will determine which resolutions will be printed for distribution to Conference members. The Agenda Committee shall include the Conference Secretary, the Chairperson of Conference Sessions, The Executive Director of Congregational Transformation/Connectional Ministries, Conference Lay Leader, and The Dean of the Cabinet.

## **Article IX – Disposition of Reports and Resolutions**

When presented to the Conference Plenary Session a resolution or report becomes the possession of the body, to be disposed of as it will, including amendment, substitution, etc.

## **Article X – Rules of Order Debate**

1. A member desiring to address the Conference shall proceed to a microphone and, after recognition by the presiding officer, shall first state clearly said member's name and charge represented.
2. No member who has the floor may be interrupted, except by the presiding officer for a breach of order, or a misrepresentation, or to bring to the attention of the Conference that the time has arrived for a special order, or to raise a question of a very high privilege.
  - a. Motions - Members may speak only to a motion before the Conference or to offer a motion. Speeches shall not precede a motion.
  - b. Motion for Previous Question - A motion for the "previous question" shall be made from a microphone, and shall not be in order unless at least two members have spoken for and two against the motion. A motion for the "previous question" shall not be appended to or supported by a speech. If in order, debate shall end, and a vote be taken on said motion. The mover shall state whether the motion applies only to a proposed amendment to a motion, or all that is before it. A motion for the "previous question" must be sustained by a two-thirds vote of members within the Bar of the Conference.
  - c. Motion to suspend the Rules - A motion to suspend the rules shall be sustained by two-thirds of the members within the Bar of the Conference.
  - d. Voting - Voting shall be by raising the hand except when a standing count vote is called for, or when electronic voting is used. When a standing count vote is called for, members voting in favor of the motion shall rise and remain standing until counted. Then those voting against the motion shall rise and remain standing until counted, followed by those abstaining. In case of a disability that prevents voting in the prescribed fashion (i.e. standing) the presiding officer shall recognize the intended vote of that member by another means so as not to disenfranchise any member.
  - e. Motions and Resolutions to be in Writing - All motions and resolutions shall be written and copies submitted to the presiding officer and the secretary.
  - f. Length of Time Granted on the Floor of Annual Conference Session:
    - i. Once recognized by the Bishop as Presiding Officer of the Annual Conference Session, any delegate seated within the bar of the Annual Conference or other person granted permission to speak within the bar of the Annual Conference may speak up to three minutes. A one minute warning may be given and after that time has elapsed, the Presiding Officer may interrupt that member and terminate permission to speak.



- ii. The privilege of addressing the Annual Conference Session is extended to groups and individuals making presentations on the adopted agenda, with clearly understood time commitments specified in advance. A one minute signal before the end of their allotted time may be given, and after that time, the Presiding Officer may interrupt those persons, groups, or individuals and terminate permission to speak.
  - iii. Other Parliamentary Rules - Other parliamentary rules shall be the current edition of Robert's Rules of Order (latest version).
- g. Plenary Sessions - In the Plenary Sessions, members desiring to offer motions which are not scheduled as part of an Agenda item (Art II, P. 4) shall confer in advance with the Chairperson of the Commission on Conference Sessions.

### **Article XI – Conference Journal**

1. The Conference shall keep an exact record of its proceedings, and other items required by the Discipline, and shall publish annually a Journal which shall include the items required by the Discipline to be included in its Journal. The Journal shall incorporate the addresses and telephone numbers of the pastors, lay members and alternates, church lay leaders, certified lay speakers, and other such information, as the Conference shall direct. Agencies related to the Conference shall bear the precise corporate titles.
2. At the recommendation of the Conference Council on Finance and Administration, during the Fall Budget Session, Nov. 9, 1996, the Annual Conference approved an action to charge for the Journal rather than have it supplied at no charge, beginning in 1997.

### **Article XII – Responsibilities of Boards, Commissions, Committees, and Other Organizations Required by the Discipline**

1. The various boards, commissions, committees, and other organizations required to be a part of the Annual Conference structure are as set forth in the Discipline, as the same may from time to time be amended, provided, however, that the Conference may refer to such organizations such matters as are not inconsistent there with.
2. Additional boards, commissions, committees, and organizations may be authorized by the Conference, where it is deemed inappropriate or inexpedient to refer a subject proposal to an existing organization.
3. Ex-officio members who have been appointed or elected to serve the Conference on boards, commissions, committees, and other organizations shall have the right to vote. Advisory members shall have the right to voice without vote.

### **Article XIII – Tenure on Boards, etc.**

NO person may serve on the same board, commission, council, or committee of this Conference for a longer continuous period than two quadrennium except those serving in an ex-officio capacity or other position involving experience making replacement inexpedient when upon the request of such organization to the nominating committee and exception may be recommended to the Conference. It is understood that the maximum term is ten years or two quadrenniums. Persons serving two years or less on a board or agency will be considered eligible for the two quadrennium tenure.

1. The period of service of all elected to office shall begin with the adjournment of the Conference Session in which they were elected.
2. All boards, agencies, and commissions, required by the Discipline to organize annually shall reorganize within two weeks of the Annual Conference and the names of the officers shall be reported to the Conference Secretary for inclusion in the Journal.
3. The Officiary of the local church shall be elected to serve on the basis of the calendar year.
4. No person shall serve on more than one major agency (i.e., boards, commissions, councils, divisions) of the Annual Conference, except in the case of ex-officio members and minority ethnic members of our Conference who are permitted to serve on at least two Conference agencies.
5. No person shall serve on the Board of Directors/Board of Trustees of an incorporated agency affiliated with the Annual Conference, whose board members are elected by the Conference, except in the case of ex-officio members of boards, and ethnic minority members of the Conference who shall follow the rule of the Conference and that this rule be implemented in the immediate future years by the process of attrition.

### **Article XIV – Attendance**

Punctual and regular attendance of the members of the Conference is expected except in cases of emergency. Those requesting to be excused must make the request in writing to the Conference Secretary.

In the case of anticipated absence of lay members, arrangement should be made to have the alternate lay member seated. Every charge should be represented at all business sessions. (Discipline P. 602.4)

### **Article XV – Financial Reports**

All boards and agencies shall submit annually financial reports reflecting assets and liabilities as well as receipts and disbursements, which shall be printed in the Journal.

### **Article XVI – Election Process for General and Jurisdictional Conference Delegates**

The Nomination process for the election of delegates to the 2020 General Conference and 2020 Jurisdictional Conference shall be governed by the following procedures:

1. Nominating petitions will be sent to clergy members in full connection and lay members of the Annual Conference at least three months prior to the Annual Conference session.
2. Nominating petitions will allow for a maximum of 10 nominees. Persons will be nominated when their names have been identified on 10 nominating petitions. As in the election process, the nominations process shall allow clergy to nominate clergy and laity to nominate laity.
3. Nominees shall fulfill the Disciplinary and Constitutional requirements outlined in the Constitution, paragraphs 35 and 36.
4. Nominating petitions shall be returned to the Conference Secretary no later than March 1, 2019.
5. The Board of Lay Ministry may make additional laity nominations by March 10, 2019.
6. After March 1, 2019, all nominees will be provided an acceptance form. Nominees will return their acceptance form by March 31, 2019 for their names to appear on the ballot.
7. Nominees will provide biographical information and a brief written statement by March 31, 2019. The list of nominees, biographical material and statements will be published and/or distributed through as many means as possible.
8. From the nominee acceptance forms, the Conference Secretary will prepare separate clergy and laity ballots. The ballots will include spaces for write-ins.
9. Nominations will be accepted from the floor provided a nominating petition fulfilling #2 above and an acceptance form are duly presented. Five hundred copies of a biographical profile and statement are required for immediate distribution.
10. Election shall be by majority of valid ballots cast on each ballot, clergy and laity voting separately.
11. Balloting for the specified number of delegates to General Conference will begin first. These persons are elected as delegates to General Conference and Jurisdictional Conference. After their election, the additional number of persons to be elected as Jurisdictional Conference delegates shall begin. Upon completion of these elections, a final ballot will be taken to elect three alternates to Jurisdictional Conference; the three persons receiving the highest number of votes will be elected.
12. Judges of Elections shall be appointed by the Conference Secretary to oversee the tabulation of ballots, certify the election of delegates, and convey the ballots and report to the Conference Secretary.
13. All Jurisdictional Conference delegates will be alternate delegates to the General Conference in order of their election.
14. The Annual Conference will assume the costs of the first clergy and laity alternates to attend the General Conference. The Annual Conference will assume the costs of the six alternates to attend the Jurisdictional Conference.

### **Article XVII - Nomination of Episcopal Candidates**

1. The Annual Conference shall, in the year preceding the conference session during which Episcopal candidates are to be nominated, solicit potential nominees from all the members both lay and clergy of the Annual Conference. Each member may nominate the number of Elders for which there are vacancies in the jurisdiction to be filled, provided the nominees are Elders in good standing in the Conference. Any Elder who receives at least 10 nominations will have their biographical details and personal statement published and/or distributed through as many means as possible for study prior to the electing conference session.
2. At the EPA annual conference session immediately prior to the next regular session of the Northeastern Jurisdictional Conference, the EPA jurisdictional delegation may present one or more names to the annual conference for endorsement. The jurisdictional delegation may also choose to present no names to the annual conference. If the delegation places one or more names before the conference, annual conference delegates shall then proceed to confirm the

recommendation(s) of the delegation by a 2/3 vote by those present and voting. Likewise, if the delegation recommends no persons, the annual conference shall vote to accept that recommendation by the same 2/3 vote.

3. If the opening ballot fails to obtain the necessary 2/3 majority to confirm the delegation's recommendation(s), additional nominations from the floor shall then be in order, provided.
  - a. The ordained elder(s) in full connection being nominated from the floor shall have given consent prior to the making of the nomination and will at the time the nomination is made present a nominating petition to the secretary of the annual conference with the names and signatures of ten persons, laity or clergy, who are members of the Annual Conference.
  - b. At least five hundred copies of a biographical profile and statement for such nominees will be available and distributed to annual conference delegates at the time the nomination is made.
  - c. A minimum of four hours shall elapse, after all nominations have been
  - d. received from the floor, before a ballot is taken.
4. The annual conference shall then proceed to endorse a nominee (or nominees) by ballot as follows: all nominees shall be listed on the ballot, and a ballot taken. Any person(s) receiving a 2/3 vote would move forward as the endorsed Episcopal nominee(s) of the Eastern Pennsylvania Conference; provided that annual conference delegates may not vote on any ballot for more candidates than the number of open Episcopal seats anticipated at the ensuing Northeastern Jurisdictional Conference.
5. After five such ballots have been taken, a motion to discontinue balloting shall then be in order, requiring a simple majority. Any persons who have received the requisite 2/3 majority shall be considered the endorsed Episcopal nominee(s) of the Eastern Pennsylvania Conference. If no person has obtained the required 2/3 majority, then no person shall be considered to have been endorsed by the Eastern Pennsylvania Conference.
6. The Jurisdictional delegation shall not be bound by any action of the delegation or the annual conference regarding confirmed and/or endorsed nominees when the Jurisdictional delegates cast their votes at Jurisdictional Conference (p 405.1).

#### **Article XVIII - Petitions to General Conference**

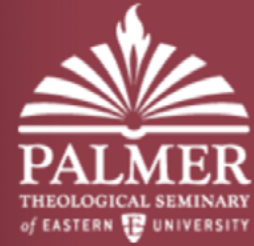
For any General Conference resolution or proposed disciplinary change, the required vote to approve such resolutions shall require a 3/4 majority of votes cast. These resolutions will be placed at the beginning of the Conference Sessions.

#### **Article XIX – Amendments**

These Rules and Regulations may be amended at any regular session of the Conference provided six hours shall elapse after the first reading before action is taken. A majority vote shall be necessary to adopt. Amendment may be made at a Special Session provided the proposed amendment is incorporated in the call.

#### **Article XX**

The Conference Secretary as editor of the Journal shall be authorized to make editorial changes to paragraph numbers to reflect the language of the current Book of Discipline. The Secretary will be further authorized to change the years listed in Article XVI as appropriate for subsequent general conference.



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# REPORTS

## REPORT OF THE CABINET

*“With man this is impossible, but WITH GOD all things are possible.”*

**Matthew 19:26 (NIV)**

As we ponder where we have been over the past year of this conference, a few things are crystal clear. The COVID-19 pandemic has changed the landscape of the society, impacting our communities and especially our congregations. The life of the congregation is no longer centered around communal gatherings one or more times a week. The familial connections within congregations and our communities have been disrupted in ways that we cannot yet grasp the ultimate result. In a real sense, we are in the process of rebuilding our lives from a time of confusion and chaos which has not been experienced in human history for a long time. And that is only in relation to the pandemic.

While in the midst of a health crisis, the socio-political climate has also experienced unforeseen challenges. These challenges have led to a society in uncertain waters. There is concern about where all of this will lead. Usually, it is during these times that the global human community looks to their faith community for leadership, support, and direction. With the faith community in flux, the society is floundering. It is time that we, the people of God, recommit to the mission which Jesus Christ left for us. (Matthew 28:18-20), and we’re doing just that.

This is a time of possibility, a time of endless opportunities. Renewal can happen now with a vision toward the future not just for the congregation, the church, the denomination, but for the world. The time is now to provide the people of God with the vision, the skills, the training, and the leadership for such a time as this. This has already begun over the past year through the vision and leadership of our bishop, John Schol.

This year EPA and GNJ moved into a state of alignment, being closely affiliated or associated but not merging. Both conferences under the leadership of Bishop John Schol will work in tandem to share ideas, resources, staff, planning, envisioning, strategies, and much more. The benefits of alignment are already evident as we look forward to the new normal.

We have additions to our conference staff and changes within the staff. While we still have four districts and four district superintendents, the districts are grouped into two regions (the South-East region and the North-West region) with one regional administrator for each region, one regional director, and four assisting elders per district. The restructuring is designed to strategically support the work of churches and districts. It also maximizes time, efforts, and resources, while minimizing repetition and duplication.

The Bishop and Cabinet, along with the clergy and lay leadership of the conference have been focusing their efforts on equipping the church to renew itself, its community, and ultimately, the society for the current age. The thought has been to re-equip the Body of Christ for this time of renewal focusing on transformational leadership. There are coaching relationships and mentoring relationships to provide ongoing support for the new mission and ministry opportunities which will emerge. To provide the leadership, support, and guidance for the renewed vision, the Cabinet along with the new assisting elders are receiving specialized training in outward mindset through the Arbinger Institute, as well as ongoing coaching training. This training will equip them to provide insights into new ways of supporting pastors and laity to lead their congregations into vitality and growth. The renewal of vision is expanding to the congregations through the new Pathways initiative, which is providing coordination of the lay and pastoral leadership to move with mutual clarity to fulfill the goals for ministry. Pathways has already had more than 50 churches participating with more signing up for the May roll out.

There is a definite need to bring persons together to establish dialogue which will lead toward a new consensus of what it means to be a community of believers. This was facilitated by meetings under the Courageous Dialogue initiative. Clergy and laity met to listen and seek ways to move ministry forward as a renewed unified community leaving behind the differences which have resulted in division.

We relish the benefits of Tools for Ministry and other leadership development events, but we look forward with great anticipation to the beginning of the new Leadership Academy. It will bring a vigor and vitality to leadership development, as well as a more comprehensive approach. The launch of the academy in February was a grand success with the efforts of both EPA and GNJ.

With the discussion of the renewal of our congregations in mind, through the 2022 Annual Conference Economic Justice resolution, EPAUMC has committed to the revitalization of 10 churches of Color; establishing 4 new faith communities & 10 new ministry centers by Dec. 31, 2026 and right-sizing apportionments. Overall, through the COVID-19 years, EPA has offered a myriad of resources, support, seminars, and programming to assist congregations. Grants were awarded to fund eight new Wholeness Centers with additional grants available for congregational development and new initiatives.

In addition to the pandemic, we had other challenges. Moving through the Boy Scouts of America's pending bankruptcy proceedings was difficult, but we were blessed to have Bishop Schol's leadership to guide the denomination. We also faced and are still finalizing Disaffiliation procedures. District superintendents, disaffiliation guides, and conference staff worked efficiently and effectively to address matters of importance.

There have been ups and downs, successes and challenges. When we look at the myriad of concerns that were before us through our natural eyes, victory seemed impossible, but Scripture reminds us that "with God all things are possible." We made it this far climbing mountains, removing barriers, and creating new landscapes, and we're not turning back now.

Submitted by Evelyn Kent Clark on behalf of the EPA Cabinet



# PATHWAYS: A JOURNEY OF HOPE

## A Church for All People Serving All People With Justice & Equity 2023 Report to the Eastern PA Annual Conference from the Economic Justice Team

*In 2022, Eastern PA Annual Conference passed legislation "A Path Towards Wholeness."* A Path Towards Wholeness is an urgent calling to our Conference to adopt a comprehensive strategy in order that all of our churches and communities may experience wholeness. We understand that only through a just and equitable church will wholeness be possible for all of our churches. Racial economic justice means building economic/financial systems and processes that enable all people to live more equitably in all areas of life. This requires us to address some of the inherited system inequities within our congregation and the resulting disadvantage of churches of color.

*A Path Towards Wholeness* continues this work to create **a more just, inclusive and equitable church**. We seek to act **NOW** by creating:

- **N**ew ministries and revitalized ministries with churches of color;
- **O**pportunities for advancement with churches of color and clergy of color in leadership and ministry; and
- **W**itnesses in every local congregation who will work to dismantle racism in our churches and communities

### 1. **N**ew ministries and revitalized ministries with churches of color:

#### **Transformational Measures and Actions:**

- Provide funding and other resources, including but not limited to equitable salary and benefits, technology, training and consultants that will strengthen and increase the vitality of 10 existing congregations of color by Dec. 31, 2027 (Assigned to CCFA & Extended Cabinet)
- Develop 4 new faith communities of color, including at least 1 new Black faith community, by Dec. 31, 2027 by using new technologies and innovative strategies. (Assigned to Extended Cabinet & CDT)
- Develop 10 Hope Centers serving racial/ethnic communities with a focus on locally based missions that intentionally connect, engage, and partner with their communities for sustainable transformation. Include Black & Indigenous Persons of Color (BIPOC) and community leaders and representatives to assess community needs and design plans to strengthen and resource identified needs. Foster relationships with local businesses and organizations in order to operate in an asset-based development model. Train congregations and community leaders through the Ministry Center in cultural awareness and to assist congregations to serve the people in their communities. (Assigned to Extended Cabinet, CDT & Urban Commission)

### 2. **O**pportunities for advancement with churches of color and clergy of color in leadership and ministry:

#### **Transformational Measures and Actions:**

- \$300,000 Investment in 2023; \$300,000 Investment in 2024, with a conference goal of 1.5M investment by Dec. 31, 2027, in clergy of color and churches of color through equitable salary; reduced apportionments and targeted development funding. (Assigned to CCFA; Cabinet; CDT & Urban Ministries)
- Using Eastern PA median household income, apportion (Connectional Ministries Fund - CMF) all EPA churches using the following metrics:
  - Communities with median household income \$35,000-40,000 – apportion at 70% of current figures.
  - Communities with median household income \$30,000-34,999 – apportion at 65% of current figures.
  - Communities with median household income \$25,000-29,999 – apportion at 60% of current figures.
  - Communities with median household income \$20,000-24,999 – apportion at 55% of current figures.
  - Communities with median household income below \$20,000 – apportion at 50% of current figures.

With concern for gentrification, we are using the median household income related to that church's specific race or ethnicity.

Those who believe they should be considered for a greater reduction may petition the Cabinet. (Assigned to CCFA & Cabinet)

- At least 50% of EPA agency chairpersons/co-chairs are People of Color by June 2027 (currently 41%) (Assigned to EPA Conference Committee on Leadership)
  - Increase the total number of African American/Black; Hispanic/Latino & Korean clergy serving in EPA by 20% by 2027 (13 new recruitment) (Assigned to Board of Ordained Ministry and Cabinet)
  - Development of 10 clergy of color transformational leaders measured by increase from ¼-½; ½ - ¾ and ¾-Full-time positions by Dec. 31, 2027. (Assigned to Cabinet)
  - Ensuring accountability to equal pay for equal work by conducting regular administrative compensation reviews and consistent adherence to policies. (Assigned to Human Resources)
3. **Witnesses** in 90 local congregations who are culturally competent to lead EPA and its congregations to dismantle racism and will work to dismantle racism in our churches and communities:

**Transformational Measures and Actions:**

- Thirty (30) trained EPA facilitators who are actively engaged with 90 congregations that are developing a Dismantling Racism Plan in their local context (Assigned to DCM/Commission on Religion and Race)
- Create an anti-racism audit to be used in pilot local churches as part of the charge conference process by June 2023 and all local churches by June 2027. (Assigned to the Healing the Wounds of Racism Core Team)
- Provide intercultural competence and implicit bias training materials for leaders and congregations by June 2023 (Assigned to CORR; CR/CC Support Team of Companions & Trainers)

As adopted by EPA Annual Conference in 2022, the above measures and actions shall be the priority of the Annual Conference for the next five years and modified as needed to adapt to the changing needs of the conference in order to create a more just, inclusive and equitable church. Each year, the Path towards Wholeness Team, along with the EPA executive staff, shall report to the Annual Conference the progress on the objectives:

1. The number of new clergy of color recruited and in process towards candidacy in EPA and their retention rate:

There are currently 14 clergy of color candidates in process

- Inquiring Candidates 3
- Certified Candidates (Licensed Local Pastors) 4
- Certified Candidates (Deacon track) 2
- Certified Candidates (Elder track) 2
- Provisional 3

Clergy of Color ordained 2022: 1

National Plan Certified Lay Ministers: 6

2. The number of new faith communities of color and how these faith communities are being resourced for future viability. Currently two new faith communities of color are in the development process:

- Mohnton: New Hope New Faith Community: Resourced through the Latino Commission and CDT  
CDT Grant - \$15,000 for pastor's salary  
Latino commission - \$5,000 for pastor's salary  
Calvary UMC - \$5,000 for operational expenses  
Dewees Grant - \$2,500 for evangelism and outreach
- New faith community newly developed in Fall 2022: Reading: New Shepherd—led by two missionaries and Rev. Manfredo Martines. Resourced through the Latino Commission - \$1,500 for operational expenses

3. The number of ministry centers and plans for future sustainability

6 New Hope Centers have been established and funding has been provided through Urban Commission and The Congregational Development Team. \$41,500 total funding (\$30,000 to churches of color)

- Arch Street UMC
- First Church of Lancaster UMC
- First Church of Media UMC
- Midtown Parish UMC

- Mother African Zoar UMC
- Trinity UMC

4. The number of racial/ethnic churches engaged in a process of revitalization

- South-East Region– 4 churches of color engaged in Pathways
- North-West Region– 1 church of color engaged in a process of revitalization

5. The percentage of congregations in EPA that have taken the step to become Witnessing Congregations

All congregations engaged in Pathways (67) will include a component of intercultural competency training through the 18-month cycle.

Pathways: Journey of Hope congregations – 1 (Sept); 1 (Nov); 3 (Feb.)

EPA trainers are currently trained to provide on-the-ground training to congregations.

6. The number and amount of grants given to African American and other ethnic congregations –

EPA awarded 32 grants totaling \$152,123 from the following granting sources:

- Metro Ministries
- Urban Commission
- Latino Commission
- Equitable Compensation
- Congregational Development Grants

7. The number of racial/ethnic churches that are receiving reductions in apportionments and the percentage of reductions

23 racial/ethnic churches are receiving reductions of 30-45% (Connectional Ministries Fund) Full amount at \$113,531 reduced to \$39,496 with a total reduction \$74,035

The reductions are based on the following formula:

Using Eastern PA median household income, apportion (Connectional Ministries Fund - CMF) all EPA churches using the following metrics:

- Communities with median household income \$35,000-40,000 – apportion at 70% of current figures.
- Communities with median household income \$30,000-34,999 – apportion at 65% of current figures.
- Communities with median household income \$25,000-29,999 – apportion at 60% of current figures.
- Communities with median household income \$20,000-24,999 – apportion at 55% of current figures.
- Communities with median household income below \$20,000 – apportion at 50% of current figures.

8. The number of policies that have been reviewed and edited to ensure equity and consistency

Equitable compensation process has been reviewed. For 2023, the recommendation is for a 4% increase for minimum salary. The economic justice team recommends a review of the racial and ethnic membership of the equitable compensation team, as well as a review of salaries, with particular attention to consider premium pay for clergy serving in urban demographics and analyze salaries to consider compression adjustments for clergy in underserved areas; population centers exceeding 50,000 (BOD) and/or first suburbs.

EPA Committee on Leadership is currently reviewing the number of persons of color in leadership roles (41% persons of color currently serve as chairpersons and vice chairpersons). The Economic Justice Council recommends review of district teams, specifically District Committees on Ministry, ensuring representation of laity and clergy of color, including having Spanish-speaking team members

Through grants, equitable compensation and apportionment reductions, EPA investment in Churches of Color through current Economic Justice Council initiatives total \$267,658.

We are thankful for the work that has happened from June 2022 through the present and know there is much work to be done. We will continue to monitor progress and report to the 2024 Annual Conference the future progress towards economic justice in EPA.

Respectfully Submitted,

2023 Economic Justice Council Members

Rev. Dr. Will Brawner

Rev. Eric Carr

Rev. Lisa DePaz

Rev. Greg Impink

Rev. Alicia Julia-Stanley

Rev. Kia Lockman

Dr. Annie Kingcade

Rev. Tamie Scalise

Dr. Keima Sheriff

Rev. Mark Terry

Wihelmina Young

Advisory:

Rev. Evelyn Kent Clark

Rev. Dawn Taylor-Storm

# CONNECTIONAL MINISTRIES

## EPA Connectional Ministries 2022-2023 Highlights

EPA Purpose:

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

### Hurricane Ida & Hurricane Isaias Recovery

- We celebrate UMCOR's partnership through a grant of \$417,737.00 in 2022 and the approval of an additional extension grant for \$255,646 for 2023. In addition, other gifts and grants were given to support the work of Hurricane Ida & Isaias totaling \$77,151.76 for a total commitment thus far to EPA Recovery Efforts for Hurricane Ida & Hurricane Isaias of **\$750,534.76**
- We celebrate volunteer teams in EPA and beyond EPA serving alongside survivors repairing homes and rebuilding lives as we serve **55** families in the process of recovery.
- We celebrate EPA joining together with Long Term Recovery Groups and Unmet Needs Tables to collaborate on community efforts.

### Camp & Retreat Ministries/Youth & Young Adult Ministries

- EPA-UMC Camps served **18,096** summer campers and guests in 2022
- EPA-UMC Camps received **\$619,947** in direct site donations
- EPA-UMC Camps had **399** volunteers to support the site's ministries in 2022
- EPA-UMC Camps were awarded grants in 2022 for projects totaling: **\$136,250**
- **1700** students fed through the Wesley Foundation at Drexel University
- EPA joined with GNJ to support IGNITE 2022, a transformative youth experience for youth & youth leaders

### Leadership & Congregational Development

- **67** Churches enrolled in Pathways as of Feb. 2023
- **24** Leaders Trained in Coaching with C.A.S.T
- **40** leaders trained in Outward Mindset
- **20** pastors participating in Entrepreneurial Mindset cohort
- Over **1,000** individuals resourced in areas of leadership, intercultural competency, missional giving, local church administration and congregational vitality
- Over **300** individuals participated in quarterly book studies focused on emerging from the pandemic, inter-religious dialogue & how to establish BOTH/AND worship

### EPA 2022 Prison Ministry and Restorative Justice Team

- Christmas cards for the incarcerated program – **6960** cards were delivered to a total of **12** correctional facilities for distribution to the incarcerated as a sign of God's love and care
- Unused Commercial Christmas cards – **3187** were collected and delivered to the Philadelphia Prison System Head Chaplain for distribution so that those incarcerated could send cards and messages to their loved ones.
- Undies for Easter Campaign – a tremendous success – thanks to the many who participated! Met and exceeded our goal of providing **2000** men's briefs, **600** women's briefs, and **2000** men's undershirts for Philadelphia Prison System Head Chaplain to distribute to those entering incarceration – who are only provided one brief and no undershirt by the system.
- Healing communities training to help congregations and community members learn more about how to help those impacted by the criminal justice system.

### Office of Urban Ministries

- Launch of **6** Wholeness Centers across EPA (fall 2022)
- First Black and Brown Youth Retreat hosted **50** young people
- **20** Grants Provided to the following churches/ministries:

<b>Urban Alliance Grants</b> Hazelton JFON Manifest Mission First Clifton Heights UMC Berry Long (Phila.) Latino Commission	<b>Urban Initiative Grants:</b> Arch Street UMC Bethlehem UMC (Epworth) Mt. Zion UMC (Darby) Wesley Foundation Ebenezer UMC (Lebanon) Holmesburg UMC (Phila.) Sayers Memorial UMC (Phila.)	<b>Wholeness Centers (In Partnership with CDT)</b> Arch Street UMC First Church of Lancaster UMC First Church of Media UMC Midtown Parish UMC Mother African Zoar UMC Trinity UMC
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**Office of Latino Ministries**

- **10** New Lay Missioners received certification 2022
- **8** LLPs in process
- **60** Participants at Semana Latina summer camp
- **Spanish Translation** Expanded through Episcopal Communications

For more information on EPA Connectional Ministries, Pathways Enrollment, Project Restoration, Camp & Retreat Ministries, Latino Ministries or Congregational Development please contact the Office of Connectional Ministries: dtaylorstorm@epaumc.church.



# PENSION REPORT

## EPA Board of Benefits

*The Book of Discipline* of the United Methodist Church authorizes The Eastern Pennsylvania Board of Benefits (The "Board") with the administration of the pensioning and health care of clergy and lay conference and United Methodist local church staff. The board works closely with Wespath Benefits and Investments to implement and interpret denominational and conference policies.

### 1. Pension

#### a. Pre-1982 Pension Plan

- i. The 2023 Past Service Annuity Rate for pre-1982 annuitant payment will be \$521.
- ii. The Pre-82 program continues to be funded at 100%. The Board, in conjunction with CFA, continues to bill \$431,919 as a % of the local church AGTP to bring our standing up to 106% funding so that we are prepared for economic downturns in the market. In 2023, we will collect half of an advance payment of approximately \$250,000 to raise the PSR for 2025.

#### b. CRSP/MPP and CPP

- i. The General Conference's pension plan, Clergy Retirement Security Program (CRSP) is a hybrid of defined benefit and defined contribution approaches that took effect in 2007. For 2023 churches pay CRSP in three parts.
  1. Clergy receive contributions to CRSP-DB based upon their percentage of appointment. 100% = \$6,000 per year; 75% = \$4,500; 50% = \$3,000.
  2. CRSP-DC is a mandatory 2% of plan compensation.
  3. CRSP-DC also has a mandatory up to 1% match per pastor's up to 1% contribution to UMPIP. Clergy are encouraged to contribute much more than 1%.
    - a. In 2020, the Conference approved an automatic enrollment at 1% contribution to UMPIP. Participants must waive to decline this enrollment.
  4. CPP, the conference death and disability coverage is paid by a 3% of plan compensation assessment for clergy appointed 100%.
- ii. The 2012 General Conference enacted changes to the Clergy Retirement Security Program. Effective 1/1/2014 for all contributions going forward, the CRSP Defined Benefit component was reduced from 1.25% of DAC to 1.0% of DAC.
- iii. For clergy appointed to 1/4-time appointments, a vote of the Board has made UMPIP available as a pension option for those clergy. Please get in touch with Jo Fielding, Executive Director, Board of Benefits, for more information on this option.
- iv. To maintain clergypersons' participation in CRSP/UMPIP and CPP, the EPA Conference fully pays delinquent church accounts using reserve funds.

#### c. Pre-Retirement Seminar

- i. The Board sponsored a retirement education session held virtually via Zoom on March 31, 2022. We intend to hold an in-person meeting on March 31, 2023.
- ii. The pre-retirement seminar focuses on those anticipating retirement within five years, with a special session for those in this year's class of retirees. Presentations were made by Todd Creviston and Frank O'Brien of Wespath Benefits and Investments, as well as an EY representative.

- iii. An engagement box was sent to each participant, which contained a retirement devotional, a water bottle, exercise bands, and a healthy snack.

2. Health Insurance

a. HealthFlex – Active and Pre-65 Participants

- i. The Board continues to sponsor the HealthFlex Exchange medical plan offered by Wespath Benefits and Investments. The options include six medical plans, three dental and three vision plans. Also available through the HealthFlex Exchange are Flexible Spending Accounts (FSA) and Health Savings Accounts (HSA).
- ii. The medical provider network is Blue Cross/Blue Shield; the pharmacy benefits are provided through OptumRx and Walgreens. Participants pay the actual cost of the premium minus a premium credit. The participant pays any cost exceeding the premium credit approved by The Board each year.
- iii. For 2022, The Board has set the default medical plan as the H3000 with no HSA conference funding. Selection of this plan potentially provides an opportunity for excess premium credit that may be used for qualifying medical expenses (such as co-pays and deductibles) or toward purchasing dental and vision plans. The excess premium credit and any personal HSA contributions are accessed through a MasterCard branded debit card, or via a reimbursement form.

- 1. The following chart shows the 2023 premium credits set by the Board.

Clergy MONTHLY Premium Credit

P (only)	\$832
P + 1	\$1,571
P + Family	\$2,145
Laity	\$695

- 2. The following chart shows church premium rates in effect for 2022. These rates reflect a tiered method based upon the local church AGTP, which the Board instituted in 2019 to provide a more equitable method of invoicing local churches for health insurance premiums. A composite rate reduces healthcare costs as a factor in determining clergy appointments. This composite rate funds the premium credit and the stipend given to active clergy in the post-65 plan.

3 Year Average AGTP	2023 Annual Church Composite Rate
Over \$1 M	\$ 17,500.00
Over \$500 K	\$ 16,750.00
Over \$350 K	\$ 15,750.00
Over \$250 K	\$ 14,750.00
Over \$200 K	\$ 13,750.00
Over \$150 K	\$ 12,750.00
Over \$100 K	\$ 11,750.00
Over 75 K	\$ 10,750.00
Under 75K	\$ 9,750.00

- 3. The Board thanks all churches that fully paid their health insurance premiums in 2022. Overall, churches paid 89% of the total \$2,60141 billed in 2022. Additionally, churches paid \$91,302 of our prior years’ deficit of \$1,531,379.

a. Via Benefits – Post 65 Active and Retired Clergy

i. Retired Clergy

1. Beginning in 2015, The Board outsourced retiree healthcare. In 2019 we changed to Via Benefits in conjunction with Wespath Benefits and Investments, for Retirees, aged 65 and older. Via Benefits offers the retiree Exchange with Willis Towers Watson which includes hundreds of options to supplement the participants' Medicare Parts, A & B, including Part D prescription plans. Participants receive a stipend based on retirement date and years of service. The conference bills local churches \$1 million through the Retired Clergy Pension and health fund to administer this plan and fund the below stipends.
  - a. \$2,550 for each Pre-2003 Retiree with at least 20 years of enrollment in the EPA Plan.
  - b. \$1,870 for each Post-2003/Pre-2015 Retiree with 20 Years of enrollment in the EPA Plan
  - c. \$1,020 for each Post-1/1/2015 Retiree in the Pre-Funding Plan with contributions paid in full, with 20 years of service in The United Methodist Church once they transfer their contribution balance to the conference.
  - d. No contributions will be made for members over the age of 40 who elected not to participate in the prefunding plan, but they will be able to utilize the enrollment assistance of Via Benefits.
  - e. \$600 for each age 67 or above Post-1/1/2015 Retiree under the age of 40 as of 1/1/2015, with 20 years of service in the United Methodist Church.
  - f. \$335 for each Retiree aged 65-67 with 20 years of service in the United Methodist Church.
  - g. Members who retire with less than 20 years in the United Methodist Church, but more than 10 years, will receive 5% less contribution for each year of service less than 20.
  - h. No contribution will be made for members who have less than 10 years of service with The Eastern PA Conference, but they will be able to utilize the enrollment assistance of Via Benefits.
- ii. Post-65 Active Clergy
  1. The cost for a Medicare-related plan is usually much less expensive than our HealthFlex plans. There are hundreds of plans on the retiree exchange, and Members can choose anything from a zero premium advantage plan to a more expensive Supplemental Plan G.
  2. Members must enroll through Via Benefits to receive the monthly stipend. To aid in that cost, the clergy member who is still actively appointed and enrolled in a Medicare Plan, or their spouse, will receive \$333.33 monthly in an HRA (Health Reimbursement Account). This benefit may be used to purchase a health care plan and pay for qualified health care claims including the cost of Medicare Part B.
  3. This HRA contribution replaces the premium credit that supported HealthFlex participants.
  4. The over-65 age group has been removed from our claims pool, and the cost of the HRA is significantly lower than the cost of a single premium credit. This has contributed to our slower rise in premium costs over the past two years, going from double-digit annual increases to 1.5% and 2.1% increases in 2021 and 2022.
    - a. Clergy who attain the age of 65 and serve a church with less than 20 employees are required to enroll in Medicare Parts A & B and complete a Small

Employer Exemption Application. Upon approval by The Center For Medicare Administration, clergy will be moved to the Exchange administered by Via Benefits.

b. Prefunding Plan

- i. The Prefunding plan closed effective 12/31/2015.
- ii. Those enrolled in the plan continue their prefunding payments until age 60. Funds are contributed on an after-tax basis and are held at Fulton Bank and invested by the MidAtlantic UM Foundation. Upon retirement participants must choose either to:
  1. Turn the funds over to the conference, thereby guaranteeing a stipend throughout retirement.
  2. Withdraw the funds and receive no stipend in retirement. These members will continue to be able to use the services of Via Benefits.

c. Annuitant Health Care Liability

- i. As of the end of 2020, the Financial Accounting Standards Board FAS 158 liability for annuitant healthcare costs was \$9.6 million. This is a reduction from \$26 million in 2015 and is directly related to the changes we made to the stipend for retirees and outsourcing the retiree healthcare to Via Benefits. The Board has a valuation of this liability performed every other year.

1. The Board of Benefits

- a. The mission of the Board of Pension and Health Benefits is to provide for and contribute to the support, relief, assistance, and pensioning of those individuals who have dedicated their lives to the ministry of Christ as members of the Eastern Pennsylvania Conference of The United Methodist Church and its Local Charges. These individuals include clergy and their families, church workers, and employees of the Annual Conference.
- b. The Board of Pension and Health Benefits is committed to meeting its mission by:
  - i. Administering the pension benefits to retired clergy within the guidelines of The Book of Discipline and the General Board of Pension and Health Benefits;
  - ii. Maintaining health and life disability insurance to provide optimal protection for the participants at a reasonable cost.
  - iii. The responsible investing of monies necessary to meet the requirements of the pension and benefit funds, plans, and programs of the Annual Conference;
  - iv. Providing special grants to meet the basic daily needs of eligible individuals, their families and survivors; and;
  - v. Preparing individuals for retirement by informing them of strategies and opportunities available to manage their savings, income, and pensions.
- c. Current leadership is Rev. Mandy Miller, President; Mr. Al Kingcade, Vice-President and Group Insurance Committee Chair; Rev. Navin Satyavrata, Investment Committee Chair.

Respectfully Submitted



Jo Fielding,

Executive Director, EPA Conference Board of Benefits

# BOARD OF TRUSTEES

The Conference Board of Trustees is a very active Board and has worked diligently in 2022 to serve the interests of the Eastern Pennsylvania Conference. We have sought to be socially responsible investors of the resources in our care by investing with the Mid-Atlantic United Methodist Foundation (Foundation). We thank all who have helped us to be faithful in fulfilling our responsibilities.

## **Our responsibilities included property, insurance, disaffiliation and legal issues in general including:**

1. Securing Group Insurance for All Local Churches
  - a) Workers Compensation
  - b) Property and Casualty
  - c) Automobile
  - d) Umbrella Liability
  - e) Directors and Officers Liability
  - f) Employment Practices Liability
2. Engaging in Committee Work
  - a) Board Committees
    - i. Safety Committee – strives to save money on Workers Compensation premiums
    - ii. Insurance Committee – works to secure the best coverage at the lowest cost
    - iii. Cemetery Committee – provides continuing care and maintenance for Conference held cemeteries (2022 expenses - \$3,975)
    - iv. Executive Committee – attends to matters in between meetings of the full Board
  - b.) Annual Conference Committees
    - i. CCFA
    - ii. Connectional Table
    - v. CORR—Economic Justice Council
    - vi. Safe Sanctuaries Committee
    - vii. Camping Board
3. Administering Endowment Funds
  - a) Bookstore Fund –1/2 of funds are used as a gift to eligible retired pastors/spouses in December and the remainder of up to \$5,000 are used for grants to our retired clergy toward the entrance fee at an EPA related retirement home
  - b) Dewees Fund – offers grants of up to \$5,000 for new ministries in local churches, districts or the conference
  - c) Adams Fund – offers grants of up to \$500 for the purchase of new hymnals to churches with limited resources
  - d). Narberth Legacy Fund—offers grants for emergent justice ministries not otherwise supported by the Conference budget.
4. Managing Conference Owned Property
  - a) Conference Office
  - b) Three Conference-owned Camps: Innabah, Gretna Glen and Pocono Plateau (Carson Simpson Farm is owned by Metro Ministries.)
  - c) Eleven Closed Church Cemeteries: Hilltown, Flinthill, Seipstown, Eby, Old Salem, Mt. Olivet, Wesley Brick, Emmanuel, Nazareth, St. John’s, and a plot for pastors at Mt. Moriah. Churches willing to sponsor and care for a closed church cemetery should reach out to the Board of Trustees. Caring for the final resting places of the saints who have gone before us is a sacred ministry.
5. Supporting the work of the Bishop and Cabinet when requested.
6. Reviewing and managing Trustee investments.
7. Defending the Trust Clause, which states that all UM church property is held by the local churches in trust for the Annual Conference. If a local church is closed, all real property is to be returned to the Annual Conference to continue the Lord’s work in other meaningful ways.

## **In 2022-23 the Board:**

1. Received into our care the property of the following churches: Phila: St. Thomas (expenses to date - \$9,016),

Pomeroy (expenses to date - \$0), and Pottsville: Evangelical (expenses to date - \$0).

2. Are maintaining in our care the following closed churches: Perkasio: First (expenses to date - \$19,376).
3. Sold the following closed churches and/or parsonages: Asbury: Norristown (expenses to date - \$43,973; sold for \$604,992 - awaiting distribution in compliance with the applicable closing resolution).
4. Monitored and made decisions when requested by the Camping Board consistent with Annual Conference policy concerning the sale of a portion of and the establishment of a conservation easement with Camp Innabah property.
5. Made grants to 47 recipients through the Dewees endowment in the amount of \$84,920. See 2022 recipient list below. More information about how to apply for a Dewees grant can be found at <https://www.epaumc.org/resources/deweese-grants/>.
6. Renewed one grant to Justice for Our Neighbors (JFON) through the Narberth Legacy Fund in the amount of \$15,000.
7. Discussed and took actions in accordance with Discipline ¶2553. A significant amount of Trustee time was spent discussing both the contents of the terms for disaffiliation and the process required to comply with Discipline ¶2553 in general. This work was done prayerfully and in consultation with those serving as resources to the Board as well as those specifically named in Discipline ¶2553, including the Bishop.
8. Tended to legal matters including those related to the BSA Bankruptcy.
9. Committed to paying a portion of any BSA settlement costs out of Trustee reserves.
10. Continued leasing housing for Bishop Schol.
11. Held all required safety committee meetings.
12. Reviewed investments held with the Mid-Atlantic United Methodist Foundation and discussed with the Foundation our concern about the losses the investments have experienced in 2022. More conversations are needed to identify potential investment strategies that may improve our returns going forward.

We greatly appreciate all local churches do to create healthy and safe spaces for ministry. We also thank you for your efforts to pay your direct bill obligations.

Officers of the Conference Board of Trustees: Mary Catherine Miller, President; Larry Pickens, Vice President, Scott Johnson, Secretary; James Brown, Treasurer

Members of the Conference Board of Trustees include: Rick Wisley, Jon Gruber, Julian Milewski, Amey Reid, Vipulkumar Macwana, Miguel H. Pichardo, Mary Catherine Miller, Scott Johnson (Voice and Vote)

Resources to the Board include: Matt Morley, Conference Chancellor; Dawn Taylor-Storm, Director of Connectional Ministry; Jo Fielding, Director of Administrative Services; Rev. Dr. Andrew L. Foster, Cabinet Liaison; James Brown, Treasurer. (Voice Only)

### Respectfully Submitted,

Mary Catherine Miller  
President  
Conference Board of Trustees

### 2022 Dewees Grant Recipients

Recipient	Amount		
		Pocono Plateau Camp-	\$1,320.00
		Salem UMC-	\$2,000.00
Amigos Community Cen-	\$2,000.00	St. Andrew's UMC-	\$4,000.00
Black Creek UMC-	\$1,500.00	St. Peter's UMC - Mo-	\$2,160.00
Calvary UMC-	\$2,160.00	Stroudsburg UMC-	\$2,000.00
Campbelltown UMC-	\$5,000.00	Thorndale UMC-	\$2,160.00
Conference Disaster Response	\$3,000.00	Willistown UMC-	\$1,700.00
Coventryville UMC-	\$2,160.00	Arch Street UMC-	\$460.00
Delaware Valley JFON-	\$2,500.00	Aurand Memorial UMC-	\$2,500.00
East Stroudsburg UMC-	\$1,140.00	Bethany UMC-	\$2,460.00
First United Methodi-	\$2,000.00	Black Creek UMC-	\$2,000.00
Glen Moore UMC - 032-	\$2,000.00	Calvary UMC-	\$2,500.00
Innabah Program Cent-	\$3,000.00	Centenary UMC-	\$1,460.00
Latino Commission	\$1,320.00	Children's Ministry	\$1,000.00



Chiques UMC-	\$2,500.00	Pocono Plateau Camp -	\$1,000.00
Clearview UMC-	\$2,000.00	Prison Ministries	\$460.00
Columbia UMC-	\$2,000.00	Project Restoration	\$3,500.00
Devereux Memorial UM-	\$1,000.00	Ridley Park UMC-	\$1,000.00
Eddystone United Met-	\$960.00	St James United Meth-	\$1,000.00
Effort UMC-	\$2,500.00	St. Andrew's UMC-	\$1,000.00
ETEL	\$1,500.00	St. Philip's UMC-	\$1,000.00
First UMC Of Germant-	\$1,000.00	Volunteers in Mission	\$500.00
Janes Memorial UMC-	\$1,000.00	Willow Grove UMC-	\$1,000.00
Leola UMC-	\$1,500.00		\$84,920.00
Messiah UMC-	\$1,000.00		
Otterbein UMC-	\$2,000.00		

**Funds Managed By Trustees**

George DeWees Fund	\$1,836,221.71	\$1,471,687.79	Trustees - Grants
Board of Trustees Reserves	\$877,953.64	\$741,227.55	Unrestricted Trustees Reserves
Board of Trustees Building Fund	\$444,351.94	\$376,253.16	Sale of South Parsonage - Future Use Episcopal Residence
Board of Trustees Property & Liability Reserve	\$299,210.16	\$251,708.99	Safety Dividend since 2015
Board of Trustees - 2553	\$722,873.56	\$667,968.10	Disaffiliation Funds awaiting Distribution

# COMMITTEE ON NATIVE AMERICAN MINISTRIES

## **Committee on Native American Ministries (CoNAM) Annual Report 2022**

Changes to the Committee on Native American Ministries (CoNAM) occurred with Co-Chair Sherry Wack moving out of the EPA conference area. Barb Revere, who recently joined the committee, agreed to take the position of Co-chair with current Co-chair Sandi Cianciulli. Other new members to the committee are Mike and Paula Shifflet and Bob Coombe.

### **Conference Events and Programs**

Tools for Ministry Workshop on March 5 was a conference-wide virtual event with CoNAM members presenting a workshop on Native American issues of Missing and Murdered Indigenous Women, Boarding Schools, Creation Care, and Voting Rights.

The Spring meeting was held on April 3, on Zoom with guest speaker Halay Turning Heart giving a presentation on her project to restore the Yuchi language. The Fall meeting was held in-person at Camp Innabah with CoNAM member Ron Williams speaking on the Doctrine of Discovery—Enabling Oppression and Exploitation.

CoNAM members participated in the filming of a video of the Land Acknowledgement at West Chester UMC to be shown at the opening of Annual Conference in May.

### **Northeast Jurisdiction Committee on Native American Ministries**

EPA CoNAM supports the Northeast Jurisdiction Committee on Native American Ministries (NEJNAMC) by working with the other annual conferences to focus on education and awareness in local churches, and to participate in other Native American events. CoNAM has also pledged to support the NEJNAMC plan for the preservation of their records and submission to GCAH.

CoNAM members participated in the Annual NEJNAMC Meeting in October, held virtually on Zoom.

Resources were provided for the Week of Prayer and Action for the Children, sponsored by The Boarding School Healing Project, from September 30 to October 6.

### **Support for Native American ministries and organizations**

Financial support was given to the Lakota Law Project in recognition of Ron Williams' work with the Pine Ridge Reservation and to Reflections of Turtle Island, Inc, a 501 (c) (3) organization led by Ron. CoNAM also participated in the Pow Wow sponsored by his organization held annually in May in Pottstown, with a table offering T-shirts and informational materials on Native American issues.

CoNAM also set up a table at the Indian Steps Festival, Airville PA, sponsored by Circle Legacy in June.

A donation was given to the Lumbee Christmas Gift Card Project, an annual project organized by Bob Hinderliter.

A donation was given to the Nanticoke Language Project which is headed by Ragghi Rain Calentine of the Pen-Del Annual conference.

Our relationship with and support for St. John UMC, Bridgeton NJ, continues with visits for worship and donations to their food cupboard organized by Bob Hinderliter.

CoNAM continues to partner with and support the Carlisle Indian School Project as Sandi Cianciulli stepped down from her position as president, and Gwen Carr assumed the position of Executive Director. CoNAM members participated in the Jim Thorpe Sports Day, held annually at Carlisle Army Barracks.

Three CoNAM members were guests at a Dine & Discuss gathering on November 9 at Drexel University hosted by Drexel Indigenous Students of the Americas (DISA) and the Open Door Christian Community, a UM campus ministry of the Wesley Student Foundation of Philadelphia. The group enjoyed a dinner of corn, beans and squash and heard a presentation on "Debunking Thanksgiving" followed by discussion. CoNAM provided a financial donation to support the student event.

### **Native American Ministries Sunday (NAMS)**

CoNAM continues to support Native American Ministries Sunday with resources to local church Native American Ministries representatives sent through regular email announcements of events and related information as well as providing speakers for Native American Ministries Sunday.

Submitted by Verna Colliver, EPA CoNAM Secretary

# CONGREGATIONAL DEVELOPMENT TEAM (CDT)

## Report to the 2023 Annual Conference

The United Methodist Church has four “Areas of Focus” for mission and ministry. They are:

- Developing Principled Christian Leaders
- Creating New Places for New People
- Engaging in Ministry with the Poor
- Improving Global Health

The work of the Congregational Development Team involves the first two of those areas: Developing Principled Christian Leaders and Creating New Places for New People (although the churches and individuals we partner with may be working with the other two areas at times).

Over the last year, the CDT has approached this work in the following ways:

### **Developing Principled Christian Leaders**

- We have sponsored conference-wide book studies over Zoom to increase the understanding and skills of the clergy and laity in our churches, utilizing the authors of those books to lead the studies whenever possible.
- We oversaw the Denman Awards, with the purpose of not only recognizing where individual persons have shown leadership in evangelism, but also providing a model for others to follow.
- We have given grants for training for persons being asked to serve in specialized conference positions to help prepare them for that role by gaining the specialized knowledge they needed to lead others through that role.
- We supported a group that meets on a regular basis to help and train pastors of small congregations in that particular ministry setting.
- We partnered with the East District and the Latino Commission in supporting a new GBGM Missioner in the annual conference.

### **Creating New Places for New People**

- We partnered with numerous churches trying to reach a new target group, or trying to develop a significant new ministry directed at people not currently present in their congregation.
- We oversaw the relationship with MissionInsite to provide interested church leaders with the demographic information they needed to move out into their community in a new way to reach people not currently present.
- We began to work in an additional way this past year with the creation of a joint task force made up of members of CDT and the Urban Commission to partner with churches seeking to develop Wholeness Centers.

While a major part of this work with individual Christian leaders and congregations as a whole is through the awarding of grants, the partnership we establish with them is larger than just the awarding of funds. The CDT tries to meet with these partners on a regular basis to help them in their work, provide accountability for progress toward their stated goals, and offer additional resources when possible so the kingdom of God is developed “on earth as it is in heaven.”

## DUKE DIVINITY

Duke Divinity School has continued in its commitment to form ministers of the gospel who will seek God's justice and mercy.

The Office of Black Church Studies, launched its 50<sup>th</sup> anniversary year and hosted "Justice Ministry Reimagined: Reentry Simulation" for pastors, students, and lay leaders to learn more about how to support people reentering the community after incarceration. Douglas Campbell, professor of New Testament, and Sarah Jobe, Th.D. student and prison chaplain, launched the Prison Engagement Initiative with the Kenan Institute for Ethics. Warren Kinghorn, Esther Colliflower Associate Research Professor of Pastoral and Moral Theology and associate professor of psychiatry at Duke School of Medicine, and Jan Holton, associate professor of the practice of pastoral theology and care, taught the "Trauma Engaged Duke" seminar and led the project team Developing Best Practices for Trauma-Informed Teaching and Learning. Our faculty have been leaders in the Duke Climate Initiative, with three faculty—Norbert Wilson, professor of food, economics, and community and director of the World Food Policy Center at Sanford School for Public Policy at Duke; Wylín Wilson, assistant professor of theological ethics; and Jerusha Neal, assistant professor of homiletics—participating with colleagues from the Nicholas School for the Environment at Duke in the event "Pastoral Care for Climate Change: Weaving Together Science and Theology for Justice." These programs and events complement the ongoing work that puts DDS students in contexts ranging from rural churches to hospital chaplaincy to farm ministry, and many more.

Several new programs demonstrate Duke's sustained commitment to connecting with churches and ministers. The Ormond Center launched the Community Craft Collaborative to create resources for equipping lay and congregational leaders. The Certificate in Conflict Transformation and Reconciliation (CCTR), facilitated by leading scholars and practitioners in the fields of conflict transformation and reconciliation, provides a timely learning opportunity for pastors and other church leaders seeking theological and practical skills to foster reconciliation in their congregations and surrounding communities. The Clergy Health Initiative supports healthy practices for vibrant ministry. We celebrate the expansion of our connection to UMC colleges through a partnership with Wesleyan College in Macon, Ga., to enable qualified undergraduates to take master's level course through the Duke Accelerated Pastoral Formation Program.

This fall, we welcomed 226 entering students from 35 different states and eight other countries. The Master of Divinity program gained 130 new students, 88 residential students and 42 in the hybrid program. The Master of Arts in Christian Practice enrolled 13 new students; the Doctor of Ministry, 28; Master of Theology, 6; Master of Theological Studies, 22; the Doctor of Theology, 6 students. The Certificate in Theology and Health Care welcomed 4 residential students and 16 in the hybrid program. Across all degree programs, 30 percent of the incoming class identified as a race or ethnicity other than white. Black students made up 18 percent of all students; Latinx students, 6 percent; Asian students, 5 percent; and American Indian students, 1 percent. Fifty-seven percent of students in the incoming class are female.

Dean Colón-Emeric joined by Jung Choi, a consulting professor and senior director of Wesleyan Formation Initiatives, in the Methodist-Roman Catholic International Commission Dialogue to meet with Pope Francis at the Vatican. Peter Casarella, professor of theology, gave the closing address at Continental Ecumenical Congress 2022, which DDS co-sponsored. Student Eliza Love, M.Div.'23, was awarded the Bossey Institute scholarship from the United Methodist Church Council of Bishops to attend the World Council of Church Ecumenical Institute.

Three new associate deans have accepted appointments: Daniel Castelo, William Kellon Quick Professor of Theology and Methodist Studies, as associate dean for Academic Formation; Jung Choi, a consulting professor and director of the Asian House of Studies, as associate dean for Global and Intercultural Formation; and Sangwoo Kim, a consulting professor and senior director of the Methodist House of Studies and the Wesleyan Formation Initiatives, as associate dean for Vocational Formation. Linda Coley has also joined as the executive director for the Ormond Center.

DDS continues to be grateful for our ongoing participation in The United Methodist Church and partnership with this annual conference. To learn more about DDS, please visit our website at [www.divinity.duke.edu](http://www.divinity.duke.edu).

Respectfully submitted by Edgardo Colón-Emeric

Dean of Duke Divinity School

# COMMISSION ON RELIGION AND RACE

## EPAUMC Commission on Religion and Race

### Annual Conference Report- Prepared by Diana Esposito & Alicia Juliá-Stanley, Co-Chairs

#### Vision:

The Conference Commission on Religion and Race assists The United Methodist Church in Eastern Pennsylvania to foster intercultural competency and cooperation, live into institutional equity, and engage in straightforward, Christian conversations. We strive to provide practical resources and support to leaders throughout the Church to help them engage and embrace the cultural diversity present in our congregations and communities.

#### Mission:

**To challenge, equip and enable full and equal participation of the racial ethnic constituency in EPAUMC. The mission will be fulfilled by:**

- Ensuring inclusiveness as we make disciples of Jesus Christ for the transformation of the world.
- Supporting leaders who are committed to the overall goals of the General Commission on Religion and Race.
- Giving voice to the issues and concerns of racial ethnic people within the bounds of EPAUMC.
- Developing and/or distributing resource materials related to issues of racism, diversity, inclusivity and institutional equity.
- Participating as an active stakeholder in the implementation of the NE Jurisdiction Call to Action.
- Monitoring all levels of the church for equity, and advocating for justice where inequity is found.

#### Expectations for Members of this Commission:

- Attend all scheduled monthly meetings - either by video, phone or in person. A maximum of 3 unexcused sessions will be granted (discussion will occur concerning your commitment). If you are unable to fulfill your regular engagement with this commission your participation will be discontinued and a replacement made.
- Reply promptly to all email and text requests for a response - especially those identified as URGENT!
- Participate in preparing and sharing a devotion for at least one CORR meeting.
- Represent CORR at other Conference and Church related events and gatherings – especially with groups, churches, Districts, task forces, and connectional ministries and events.

#### 2022 Accomplishments/Met Goals

- **Spring 2022-** Co-Sponsored a study of the Book “The Sun Does Shine” with the EPA Prison Ministry and Restorative Justice Team
- **June 4, 2022-** Annual CR/CC Ministries Intro Workshop using a Zoom format.
- **September 2022-** Orientation for both Companions and Trainers on 9/10 with 28 people attending in-person to work on building relationships between these team members. We used safety covid protocols. In the morning we focused on bonding across both halves of the CR/CC support teams and in the afternoon companions and trainers had separate trainings specific to their work. We discussed vision for CR/CC and an effectiveness survey done in the spring.
- **Fall 2022-** Companions have been assigned to congregations, moving to a team system where 18 companions serve in 9 diverse pairs, similar to the model of the trainers. Each team serves two congregations resulting in 18 congregations still being served.

**December 2022-** We hosted a Best Practices Workshop for CR/CC Trainers with Keima Sheriff. The training was offered in-person and online simultaneously.

#### Goals for 2023:

1. Continue to evaluate, improve and implement the pilot program utilizing the strategic plan for supporting CR/CC appointments.
  - Organize and support at least one Annual CR/CC Ministry workshop for all new and current CR/CC appointed clergy and congregations. (Typically on first Saturday of June)

- Organize CR/CC Ministry workshops with Mission Links, with conference level boards and commissions, and local churches facilitated by CR/CC Trainers in 2022-2023.
  - Train and actively engage CR/CC Team of Companions to accompany CR/CC appointments during the first 2 years of a new appointment. Provide continued connection to CR/CC pastors beyond the 2<sup>nd</sup> year.
2. Continue to support the work of the Economic Justice Council
  3. Co-sponsor CDT book and discussion group
  4. Clergy of Color Retreat- (scheduled for June 2023)
  5. Organize and host another Celebration of Cultures event in 2023

## **EQUITABLE COMPENSATION COMMISSION**

Since the last report the Equitable Compensation Commission experienced a change in leadership. David Koch is now the Chair of the Commission.

The Commission met via ZOOM in November to review grant applications. Twenty-four applications were received. One was not timely submitted, and one was for an individual who was not clergy and therefore not eligible. The total requested in the twenty-two grant requests considered exceeded the budget by about \$13,000, so some churches received less than requested. District Superintendents notified each church of the amount granted.

The Commission met in January (again via ZOOM) to formulate a recommendation to the Annual Conference for minimum salaries for clergy for 2024. The Commission recommends an increase of 4.0% over 2023 minimums. A resolution was drafted and submitted to the Annual Conference for approval.

An analysis of the recent history of grants made found that several churches have requested and received the same grant for three, four, or five consecutive years. The Commission thinks that that is not a good use of equitable compensation funds. The Commission's expectation is that grants are to provide short term assistance to a church while that church develops alternative sources of income. For example, a church might request a grant of \$10,000 in one year, \$7,500 in a second year, \$5,000 in a third year and then by growing the church not need any further assistance. The Commission is working on developing guidelines to implement this approach over time.

Respectfully submitted,

David Koch, Chair, Equitable Compensation Commission



# ORDER OF DEACONESSES

**Report of the Order of Deaconess/Home Missioner (DHM)  
Eastern Pennsylvania Annual Conference, May 18-20, 2023  
Celebrating 135 Years of Love, Justice & Service**

## **Our movement<sup>1</sup>**

The earliest known usage of the term deaconess comes from Paul's letter to the Romans, when he wrote: "I commend to you our sister Phoebe, a deaconess of the church at Cenchræe, that you may receive her in the Lord as befits the saints, and help her in whatever she may require from you, for she has been a helper of many and of myself as well" (Romans 16:1-2). The Methodist deaconess movement in the United States began when Lucy Rider Meyer and her husband started the first deaconess training school in Chicago in 1885. In 1888, the Office of Deaconess was officially recognized by the General Conference of the Methodist Episcopal Church, and the office has remained active ever since. Methodist deaconesses in the late 19th and early 20th centuries are credited with starting schools and hospitals in communities where they did not previously exist, and the need for such ministries was great. Deaconesses often worked under harsh conditions and in cutting-edge ministries of social service on behalf of women, children and youth. They were courageous and set the path for many institutions in social service around the country today. Deaconesses and Home Missioners continue this legacy of serving in cutting edge ministries of love, justice and service today. We serve in a variety of ministry settings including health/wellness, law, education, advocacy and social service.

At the General Conference in 1988, when the category of home missionary was eliminated in The United Methodist Church, there was no place for laity who identify as men to live out a recognized calling to lifetime service. This led to the establishment of the home missioner category of service, the equivalent to deaconesses at the 2004 General Conference. Legislation was passed at General Conference 2016 to make the Office of Deaconess and Home Missioner an official order within The United Methodist Church. The Order of Deaconess and Home Missioner is one of three orders of ministry in The United Methodist Church serving alongside the orders of Elder and Deacon and is the only order for laity. Deaconesses and Home Missioners feel called by God to a full-time vocation in service with those who are marginalized and in need in the world today.

"Deaconesses and Home Missioners function through diverse forms of service directed toward the world to make Jesus Christ known in the fullness of God's ministry and mission, which mandate followers to:

- a) Alleviate suffering
- b) Eradicate causes of injustice and all that robs life of dignity and worth
- c) Facilitate the development of full human potential
- d) Share in the building global community through the church universal."<sup>2</sup>

## **Our Ministries Vary. Our Call to Service Binds Us.**

The Order of Deaconess/Home Missioner is continuing to grow! Our current numbers as of February 1, 2023 are:

Deaconesses: Active – 206, Retired – 116  
Home Missioners: Active – 16, Retired - 1  
Home Missionaries: Active – 5, Retired - 47  
D/HM Candidates – 67 (Home Missioner – 17, Deaconess – 50)

As of the writing of this report, in April, we will welcome 16 new DHM and 2 transferring DHM to our Order!

The Eastern Pennsylvania Conference has 6 active Deaconesses serving under appointment and 1 Deaconess in retired relationship. We serve in a variety of ministry settings including health/wellness, law, education, advocacy and social service. Our ministries vary but our call to love, justice and service binds us as a covenant community.

*"I recently transitioned from Hospital Chaplaincy work to part time Mental Health Therapist with Grief/Bereavement specialty for Catholic Charities of Lancaster, PA. I serve as a Disaster Spiritual Care volunteer for the American Red Cross Central Chapter. It is a joy to serve in our conference. I hold membership at Covenant UMC in Lancaster."* Deaconess

1 [Adapted in part from an article appearing on Resource UMC by Deaconess Amanda Mountain](#)

2 2020 Book of Discipline of The United Methodist Church Paragraph 1913.1

Yvette Diaz, West District

*"I work as a pediatric nurse for Bayada. I care for youth with medical needs who also have developmental disabilities. I love this ministry because while I am primarily caring for the child, I'm also caring for the parents by providing reliable skilled care for their child which gives them rest and peace of mind. I also serve on the West District UWF team where I compile and edit the Compass newsletter." Deaconess Barbara Skarbowski, West District*

*"I'm serving as Parish Nurse, Lay Leader, and Missions/Outreach Team Leader at Havertown UMC (merger of Union & Hope UMC in 2022) as well as Conference Secretary of Global Ministries, and chair of the Global Ministries Team which receives and approves Peace with Justice Grants and Advance Special applications, as well as promoting Abundant Health ministries and support of our UMC missionaries." Deaconess Barbara Drake, South District*

*"I serve as the Executive Director of the Center-Philadelphia at Arch Street UMC in Philadelphia. The Center serves our unhoused/unsheltered neighbors as a daytime drop-in center offering health/wellness, healthy meals, hygiene, case management and technology programming. We advocate for systemic changes at the city, state and federal level for policies that make justice a reality in our community and beyond. I also serve as the Vice-Chair of the National Association of Deaconesses, Home Missioners and Home Missionaries supporting and advocating for our order in The United Methodist Church." Deaconess Darlene DiDomineck, East District*

In October of 2022 the order convened its bi-annual convocation with the National Association of Deaconesses, Home Missioners and Home Missionaries in San Antonio, TX and will gather with its ecumenical diaconate body (Diakonia of the Americas and the Caribbean- DOTAC) in Minneapolis in August of 2023 for study, spiritual renewal and fellowship. The order met weekly for spiritual support, convened a racial justice summit, facilitated intersectional justice education training events, met for advent and lenten studies and convened a Building Global Community dialogue with the deaconess movement in the Philippines.

#### **Is this the Call for you?**

Is this a Call for you? If so, there is an opportunity to be a part of a supportive community in relationship with The United Methodist Church as a deaconess or home missioner. Discernment Events are held at various times throughout the year. The Deaconess/Home Missioner Discernment event is an opportunity to explore God's call to vocational ministry. You can register for the upcoming event taking place on Saturday, August 12, 2023 at <http://tinyurl.com/dhmaugust2023>. **If this calling is for you or someone you know, we want to hear from you!**

**Website:** <https://uwfaith.org/what-we-do/deaconess-and-home-missioner/>

**Email:** [deaconess@uwfaith.org](mailto:deaconess@uwfaith.org) , **Call:** 1-332-240-3898

Respectfully Submitted,

Deaconess Darlene DiDomineck on behalf of the Deaconesses of Eastern Pennsylvania Annual Conference

# PRISON MINISTRY AND RESTORATIVE JUSTICE

## EPA 2022 Prison Ministry and Restorative Justice Team

This year, the Prison Ministry and Restorative Justice Team led several programs to educate congregants and to be in ministry with those who are in prison.

- Undies for Easter Campaign – a tremendous success – thanks to the many who participated! Met and exceeded our expanded goals of providing **2000** men’s briefs, **600** women’s briefs, and **2000** men’s undershirts for Philadelphia Prison System Head Chaplain to distribute to those entering incarceration – who are only provided one brief and no undershirt by the system.
- Conference Book Group – A three-week study was organized based on Anthony Ray Hinton’s book *The Sun Does Shine*, with over 100 registrants. Week 1 featured Mr. Hinton sharing his highly impactful story. For Week 2, Ms Sia Sanneh, Senior Attorney at the Equal Justice Initiative (EJI), described the problematic history of our criminal justice system as well as the efforts of EJI to effect change. Week 3 featured presentations focusing on the criminal justice system in Pennsylvania, including Rev. Greg Holston (Philadelphia DA Office), Rev Dr. Larry Pickens (Executive Director of the Pennsylvania Council of Churches) and Ms Nia Holston (Abolitionist Law Center)
- Christmas Cards for People in Prison – **6960** completed cards were delivered to a total of **12** correctional facilities for distribution to the incarcerated as a sign of God’s love and care. Chaplains have reported to us that this program is greatly appreciated by the recipients of the cards, some of whom do not receive cards from anyone else. Thanks to all who participated in this as well as the unused cards campaign described below!
- Unused Commercial Christmas cards – **3187** cards were collected and delivered to the Philadelphia Prison System Head Chaplain for distribution so that those incarcerated could send cards and messages to their loved ones. Your contributions helped in this important ministry of facilitating the maintenance of connections with supportive friends and family on the outside.

Respectfully submitted,

Rev. Marilyn Schneider,

EPA Conference Coordinator of Prison Ministry and Restorative Justice and Chair of EPA Conference Prison Ministry and Restorative Justice Team

# PROJECT RESTORATION

2022 Has been a year of healing for survivors of Hurricane Ida and Hurricane Isaias. Project Restoration has been blessed to work alongside them during this process. We give thanks for EPA commitment to the full restoration of survivors.

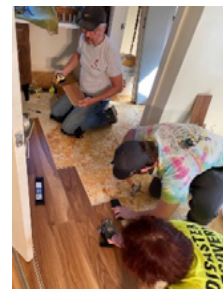
EPA has participated in the creation and organization of the SEPA VOAD LTRG (Southeastern PA Volunteer Organizations Active in Disaster Long Term Recovery Group) and the PA Unmet Needs Roundtable Together PA VOAD and these groups have worked with local community organizations, regional groups, statewide organizations and government agencies from the area municipalities, State Agencies, FEMA representatives to collaborate on efforts to aid survivors.

Through these efforts:

- We have provided case management for 20 families
- We have supported family recover plans, helped families attain their goals
- Our construction project manager has assessed over 20 cases.
- We have engaged with over 133 volunteers.
- We have raised \$759,669.76 in funds to support 2022 and 2023 recovery efforts.

While most of our volunteers have been on site installing a lot of drywall, painting, installing flooring and painting. We can't forget those who hauled boxes and help prepare spaces for work to be done and returned the items once we were done and all the jobs in between.

As we look toward the new year our efforts are expanding from Eastwick Pa, Montgomery County and Chester County now to Delaware County and Philadelphia. The work has been a much longer process than expected and we have just scratched the surface. This year to come will be significantly busier for us with clients, construction, and volunteer collaboration. We are so thankful for the efforts of those who have helped us with financial and volunteer support to allow us to provide the aid to those in need. This year we will see even more need for volunteers and continued funding. To become involved with Project Restoration please use our online registration form at <https://www.epaumc.org/connectional-ministries/mission-outreach/disaster/>.



# UNITED METHODIST MEN



**UMM Mission:** To Help Men Grow In Christ, So Others May Know Christ. The 2016 United Methodist Book of Discipline charges the General Commission on United Methodist Men with the “primary oversight for the coordination and resourcing of men’s ministry with The United Methodist Church.” (paragraph 2302)

<https://www.gcumm.org/> and <https://www.resourceumc.org/en/agencies/united-methodist-men>

United Methodist Men shall be a creative, supportive fellowship of men who seek to know Jesus Christ, to grow spiritually and to seek daily his will.

<https://lansdaleumc.org/small-groups-umw-umm/united-methodist-men/>

The General Commission on United Methodist Men (GCUMM) is overjoyed to announce the selection of **Rev. Sterling L. Eaton as the new Director of the Center for Men’s Ministries**. Sterling will direct and shape the men’s ministry division of GCUMM for the UMC. Rev. Eaton is currently serving as a **United Methodist Pastor in the Eastern Pennsylvania Annual Conference**. He studied at Wesley Theological Seminary, Eastern Pennsylvania Conference of Licensing School, and Molding Disciples Institute of Biblical Studies. Eaton serves as a District Link Facilitator **and has served on the board of United Methodist Men for the Eastern Pennsylvania Conference**. [<https://www.gcumm.org/news/gcumm-announces-new-director-of-the-center-for-mens-ministries>]

Sadly, Clifton Hubbard passed away in 2022. We give thanks for Clifton Hubbard’s faithful leadership.

There was an annual meeting in 2022 where I was elected President in October. I am looking to build off his momentum that he created leading the group into 2023.

Respectfully Submitted,  
Edward Gale

EPA UMM President



### *See, I'm doing a new thing, can't you see it... Isaiah 43:19*

2022 has been a year of new things where we have experienced God's presence among us, giving us the strength, guidance, and vision to continue our mission of serving our Latino communities with our words and deeds. Here are some highlights of our faithful ministry:

- We are developing transformational leaders within our congregations. Eleven Lay members from all four districts took classes in February and May to become Lay Missionaries with the support of The National Plan for Hispanic Latino Ministries (NPHLM). Certificates were awarded during our Holy Convocation on June 4, 2022. As a result, two Lay Missionaries from Cristo Rey UMC have as their goal for 2023, to start an immigration project in conjunction with JFON. Two Lay Missionaries from Espiritu Santo UMC are working in their local church, reaching out to the community, and offering ESL classes and Basic Computer classes to youth and adults, as well as a Food Pantry and Clothing ministry.

And a Lay Missionaries couple from Casa del Rey is helping their Pastor, leading a new community of faith in Reading. Praise the Lord!

- On January 7-8, we had the Brown and Black Youth Retreat; twenty-seven young adults attended this retreat whose conversations were about ending racism. They returned to their churches inspired and ready to participate in the next one.
- On September 30, we had a Leadership retreat. We were blessed to have youth from different churches in our district join us for the seminar.

“Although times have changed, although it seems as if the younger generation is drifting further and further away from God, there are still youth who have a desire and a will to rise above and emerge as leaders.” These were the words of Bryan Serrano, one of our Youth representatives.

- In March we offered 2 workshops in Spanish at the Tools for Ministry with an attendance of 30 people.
- June 4. Holy Convocation was well attended with more than 45 attended, among them, DS Rev. Foster, Rev. Evelyn Kent-Clark, John Coleman (communications), and Rev. Dawn Taylor-Storm who blessed us with an inspirational sermon. 11 Lay Missioners received their certificate from our DSs and Rev Taylor-Storm.
- July 3-8. The Semana Latina (Hispanic week) at Gretna Glen was outstanding with 60 campers and 9 Latino Counselors (adults). We celebrated 43 years of having this awesome camp. It is recognized as the only Latino Camp run by Latinos in all Conferences.
- New Latino Faith Communities:

Mohnton: The Lay Missionary Madeline Amill continues her work in Mohnton, under the ministry of Mohnton Calvary UMC, South District. The group is growing, and now this new faith community offers bible study in person and virtually as well as a weekly worship service.

Morrisville: Our initiative in Morrisville, supported by Morrisville UMC, continues reaching out to the community. Now they have bible study for children and a bilingual worship service

Norristown: The Comunidad de Paz Haws, in Norristown, East District, celebrated its first two infants' baptisms and 3 professions of faith. Thanks to donations from Haws Avenue UMC 12 children received school backpacks and were able to attend the Latino Camp in July for the first time. With some financial support from the EPA Latino Ministries, it has been possible to help the Latino community with food and rent, and through Mission Link, the basic needs of 2 newborns were met.



Reading: Casa del Rey is delighted to announce the new mission site in Reading. Rev. Manfredo Martinez and 2 Lay Missionaries are working hard to reach out to Reading's community, and now they already have a group of 12 adults and 8 kids who worship on Sundays via Zoom and have bible study during weekdays.

We give thanks for the ministries of our Latino Churches and the ministries of ALL of our congregations who continue to grow in intercultural competency. If your church is interested in starting or supporting a new Latino faith community, please reach out to Lisa DePaz, Coordinator of Latino Ministries at [ldepaz@epaumc.church](mailto:ldepaz@epaumc.church).

## LEADERSHIP DEVELOPMENT MINISTRIES

### Leadership Development Ministries – 2023 Annual Conference report

In its initial year of existence, the Leadership Development arm of the Connection Ministries team celebrates these blessings:

- Pathways launched with more than seventy EPA local churches (as of February)
- More than twenty Pathways facilitators have been trained, including Arbinger Institute and Coach Approach Skills Training (CAST) orientations
- Pathways promotional materials and suggested curriculum developed.
- Leadership Academy for the training of 90 clergy/90 laity planned in cooperation with GNJ
- "Best Practices" among four selected Annual Conferences studied and reported to cabinet
- Pastoral recruitment strategy begun, including planned reunion visits in each EPA approved seminary and sharing of a "Called to Ministry" worship liturgy for local church use
- Cohort group of 20+ pastors trained in Entrepreneurial Mindset curriculum
- Safe sanctuary policy updated and trainings offered
- Secured grant for Children & Family Ministries
- Eliminating Racism efforts included articles, readings, and the sponsoring of the cabinet's attendance at a dramatic performance about MLK, Jr. in February
- Spiritual retreats organized for pastors in each region
- Leadership articles published in New Spirit each month

## AFRICA UNIVERSITY REPORT

United Methodists worldwide celebrated an ‘Ebenezer’ moment in the ministry of Africa University in 2022, marking 30 years of faithfulness, generosity, growth, and impact within and beyond The United Methodist Church.

The Eastern Pennsylvania Conference continues to lead, delivering 84.31 percent of its share of general church giving to support the day-to-day operations of Africa University in 2022. Thank you! At 83.7 percent overall in 2022, giving to the Africa University Fund (AUF) remained resilient in all five jurisdictions of The United Methodist Church in the United States.

Supported by Eastern Pennsylvania United Methodists and others across the denomination, Africa University embraced new opportunities as it emerged from pandemic-related restrictions in 2022.

- **Enrollment:** Africa University achieved a total enrollment at 2,791 students in August 2022. Female students comprised 58 percent of the student population and 23 African nations were represented.
- **Academic Growth:** Africa University launched its first new academic unit in almost twenty years—The School of Law—with a pioneer cohort of 20 students pursuing the Bachelor of Laws (Honors) (LL.B.) degree program. The institution is preparing to launch five new undergraduate and graduate programs with the approval of the Zimbabwe Council for Higher Education (ZIMCHE), the national accreditation and quality assurance agency.
- **Infrastructure expansion:** A new residence hall for female students at Africa University is under construction, funded by the East Ohio Conference’s \$1.5 million *Teach \* Reach \* Bless* campaign. Once completed, the facility will boost the available on campus housing for students to around 1200 beds.
- **Outcomes:** 712 graduates from 18 African countries became Africa University alumni in June 2022. Africa University’s almost 11,000 graduates to date are making vital contributions as clergy, educators, agriculturalists, health professionals, entrepreneurs, and innovators. Faculty and students are undertaking and sharing research to reduce deaths from malaria and tuberculosis, protect the rights of children, and increase food security in African communities.

Africa University’s year-long 30th anniversary program culminated in October 2022 with a gathering of more than 3,000 people at its main campus in Mutare, Zimbabwe. Amidst the commemoration and joyful thanksgiving livestreamed to the world, the Rev. Dr. Peter Mageto was formally installed as the fifth vice chancellor (president) of the institution.

Mageto, a Kenyan and academician specializing in theological ethics, echoed the gratitude of the students, faculty, staff, trustees, and alumni of Africa University for the many answered prayers represented in the Africa University story. His inaugural address highlighted the optimism and commitment to purpose that drive the university’s unfolding vision.

“Today, Africa University turns thirty. The number 30 is a blessed figure. Thirty was the age of our Lord Jesus Christ when he commenced his ministry here on earth. It gives us great faith to be walking resolutely towards the fourth decade,” Mageto said.

God’s presence and provision in the life of Africa University are evident, thanks to the prayers and generous support of the Eastern Pennsylvania Conference. Thank you, Eastern Pennsylvania Conference, for nurturing change leaders and building an enduring legacy through the ministry of Africa University. Let us continue to journey together—learning, leading, and serving God, all the time, everywhere.

*James H. Salley, President and Chief Executive Officer, Africa University (Tennessee) Inc.  
& Associate Vice Chancellor for Institutional Advancement,  
Africa University*



**Version 2** (Updated 5/02/23)

Changelog:

- Corrections to Agenda on page 5.





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