

2024 ANNUAL CONFERENCE | MAY 21-23

PRE CONFERENCE WORKBOOK

UNITED METHODISTS OF EASTERN PENNSYLVANIA





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.

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



WELCOME FROM BISHOP SCHOL

Friends in Christ,

You *belong*. Together we belong to God and to one another. As United Methodists, Romans 12:5 is a cornerstone of our connectionalism. We are interconnected throughout our conference and with congregations around the world. Belonging, our connectionalism as the body of Christ, guides our work together as we prepare for the 238th Session of The Eastern Pennsylvania Conference on May 21-23, 2024.

This annual conference session we have much to celebrate about our ministry locally and around the world. Our clergy and lay leadership have led our congregations and ministries well and now we pray, listen, think, and discern the next steps for fulfilling our mission to recruit and develop transformational leaders to make disciples of Jesus Christ and grow vital congregations for the transformation of the world. During the 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, and we will commission, ordain and elect the next generation of leaders. We will also discuss important business, including the 2025 budget and continuing our work on congregational vitality and sustainability.

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

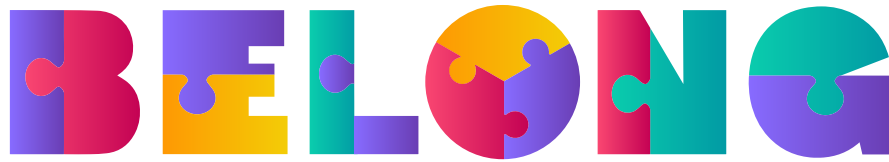
1. Start with prayer. Pray that God will bless our time together and guide our work.
2. Share with your congregation. Use the reports in this workbook to share about our ministries and initiatives.
3. Engage with your congregation the legislation that will be before us.

I look forward to joining with you in holy conferencing as we celebrate our belonging to God and our belonging to one another and move forward following Christ Jesus and the path God continues to set for us.

Keep the faith!

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

John R. Schol, Bishop



ANNUAL CONFERENCE 2024

AGENDA

AGENDA FOR TUESDAY, MAY 21

1:00 p.m.	Open Registration & Fellowship Exhibits	
3:00 p.m.	Clergy Executive Session	Ballrooms
	Laity Session	West Hall
5:00 p.m.	Clergy Dinner	Ballrooms
	Laity Dinner	East Hall
5:30 p.m.	Mass Choir Rehearsal with Mark Miller	West Hall
6:30 p.m.	Clergy organize for Processional/Robing	Ballrooms
7:00 p.m.	Commissioning and Ordination Worship	West Hall
9:00 p.m.	Dessert Reception (All Welcome)	Ballrooms

AGENDA FOR WEDNESDAY, MAY 22

7:00 a.m.	Breakfast on your own. Group prearranged breakfasts.	
7:45 a.m.	Communion on the Beach	Convention Center Deck Ocean Side
8:30 a.m.	Praise and Worship	West Hall
8:45 a.m.	Organizing the Conference	
9:00 a.m.	Business and Legislation: Nominations [PAGE 19] ; Advanced Specials [PAGE 40] ; Clergy Retirement Security Program (CRSP) for the Year 2025 [PAGE 43] ; Equitable Compensation [PAGE 45] ; Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons [PAGE 44] ; Church Closures [PAGE 48] .	
10:30 a.m.	Leadership Report.	West Hall
11:00 a.m.	Memorial Service of Remembrance	
12:00 p.m.	Episcopal Nominations	
12:15 p.m.	Lunch.	East Hall and East Deck
	Bishop's Luncheon with memorial service families	
1:30 p.m.	Workshops.	Ballrooms A, B, C, Prayer Room, East Hall
2:45 p.m.	Praise and Worship	West Hall



- 3:00 p.m. **Business and Legislation:**
A Memorandum of Understanding Relating to EPA&GNJ Collaborative Partnership [\[PAGE 49\]](#);
2025 Budget [\[PAGE 66\]](#); Relating to the Conservation Easement at Camp Innabah [\[PAGE 75\]](#).
- 4:00 p.m. Episcopal Nominations
- 4:30 p.m. Episcopal Address
- 5:00 p.m. Service of Passage with Anointing West Hall
- 5:45 p.m. Adjourn for the Day
- 6:30 p.m. Dinner for groups and individuals at the convention center (pre-arranged)

AGENDA FOR THURSDAY, MAY 23

- 7:00 a.m. Breakfast on your own. Group prearranged breakfasts
- 7:45 a.m. Communion on the Beach Convention Center Deck Ocean Side
- 8:30 a.m. Praise and Worship West Hall
- 8:45 a.m. Reading of the Appointments West Hall
- 9:00 a.m. Episcopal Nominations
- 9:15 a.m. **Business and Legislation:**
Membership Requirements for Delegates to GC and JC [\[PAGE 81\]](#);
Support of voting rights as part of our Continuing the Journey Toward Healing
and Wholeness with Indigenous Peoples established by the Act of Repentance [\[PAGE 82\]](#).
- 11:00 a.m. Closing worship with Communion
- 12:00 p.m. Adjournment

*“...in Christ we, though many, form one body,
and each member belongs to all the others.”*
Romans 12:5



SPECIAL OFFERINGS

Text-to-Give Instructions:

1. Text **610-463-0244** with your donation amount first, followed by the offering code,
2. If you have attempted to text to give and you receive a reply that begins with **“we’re sorry, we didn’t understand your message...”**

This means that you have used text to give at a previous annual conference and the credit card associated with your account has expired or is otherwise no longer valid. In that case, send a text with just the word **“edit”** and you will receive a link that will take you to your profile where you can update your credit card.

Ord - Ordination Service Offering

Sch - EPA Scholarships

YYA - Youth & Young Adult Ministries

Example:

50 Ord

to 610-463-0244





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Wespath

BENEFITS | INVESTMENTS

BFW Is Coming! No Cost to You

Event:	EPA Annual Conference
Date:	Wed., May 22, 2024
Time:	6:00am-9:30am - Fasting Test
Location:	Wildwoods Convention Meeting Rooms 7 & 8
Register by:	5/8/2024



BFW Overview

WHAT: The BFW health screening includes a blood draw and a few measurements such as blood pressure and waist circumference. You'll receive personalized data on 30 health factors.

WHY: Earn \$100*

REGISTER: It is **strongly recommended** that you register for this event. Walk-ins are very limited. There are two ways to register:

- **Online:** Log in to your **Virgin Pulse®** account and find **Blueprint for Wellness** under the "Benefits" tab or through **Benefits Access** (for participants).
- **Phone:** 1-855-623-9355
Employer group:
Wespath2024

ALTERNATIVES: If you can't attend the BFW event, you can complete the BFW at a Quest Diagnostics® facility at not cost to you. Registration is required. The **Well-Being Programs FAQs** includes additional ways to complete the BFW if you can't get to this event or a Quest facility.

Blueprint for Wellness® (BFW) Details

• Wellness Credits

Earn 20 Wellness Credits for each of seven health measures that meet the American Heart Association's recommended range or are improved over your previous year's BFW results. Seven qualifying health measures = 140 Wellness Credits total. Participants and spouses in HealthFlex can *each* earn **\$100***—and up to **140 Wellness Credits** depending on results. Earn 150 Wellness Credits before the end of the year and receive an additional \$150*.

If you missed the BFW last year, you're still eligible for Wellness Credits for achieving healthy results, and you'll have a baseline next year.

• Fast Overnight

Fasting overnight gives the most accurate results. Ask your doctor or other primary care provider (PCP) if it's safe for you to fast.

• Confidential Results E-mailed and Mailed Directly to You

Share with your PCP.

• Health Check

Don't forget to take the Health Check to avoid a higher deductible in 2025.

Reasonable alternatives or waivers will be made available for those who cannot achieve recommended or improved measures due to an underlying medical condition. Requests for a reasonable alternative may be made by:

- **E-mail—**healthteam@wespath.org

- **U.S. mail—**Wespath Benefits and Investments

Attention: Incentive Request, 1901 Chestnut Avenue, Glenview, IL 60025

Participation in HealthFlex well-being programs is voluntary.

** Incentive rewards are provided in "Pulse Cash," the "rewards currency" for HealthFlex—you must be enrolled in Virgin Pulse to earn and redeem Pulse Cash. Pulse Cash is delivered straight to your Virgin Pulse account and can be transferred to your checking account or redeemed for gift cards, merchandise or charitable donations. The IRS considers wellness incentives as taxable income. Please consult your tax advisor.*

GREETING FROM THE CONFERENCE SECRETARY

Dear Annual Conference Lay and Clergy Members,

Welcome to the 2024 Eastern Pennsylvania Annual Conference! The in-person session will return to the Wildwood Convention Center, May 21-23, 2024. We look forward to gathering for worship, business, and fellowship!

This 2024 Pre-Conference Workbook will serve as a valuable resource for you to use as an active member of the 2024 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 EPA website. Included in these pages are reports, legislation and nominations received for consideration at the Annual Conference. We have included all legislation submitted by the deadline of January 15, 2024.

If this is your first Annual Conference as an active member, there are resources to support you in engaging and following the activity of annual conference. The Rules of Order and Name Badge and Voting chart 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 2024 Eastern Pennsylvania Annual Conference.

The 2024 EPA Conference begins with badge distribution at the welcome desk starting at 1:00pm on Tuesday, May 21 at the Wildwoods Convention Center, Wildwoods, NJ. Please see the Agenda in this booklet or online for the complete conference schedule.

I look forward to greeting you as we gather for Holy Conferencing to address the business of the conference, fellowship together and celebrate the ways that we Belong, in this season, for God's purpose to love one another and be the hands and feet of Jesus in the world.

In Christ,

Rev. Jacqueline Tilford

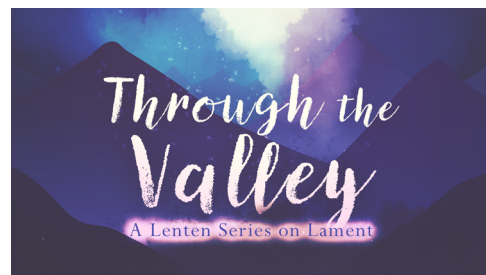
Conference Secretary



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.

2024 WORSHIP SERIES AVAILABLE NOW:



2024 WORSHIP SERIES COMING SOON:



EACH SERIES INCLUDES:

Worship Resources, Preaching Resources, Small Group Resources, Creative Graphics, Song & Hymn Suggestions, Videos, and much more!

[BREAKTHROUGHSERIES.ORG](https://breakthroughseries.org)



IGNITE CONFERENCE

OCTOBER 11-13, 2024

[IGNITENJ.ORG](https://ignitenj.org)

WORKSHOPS

FRESH EXPRESSIONS OF CHURCH

LED BY: MICHAEL BECK

Across the United States, amid a Christian landscape that looks and feels like a desert of decline, God is up to something. Inherited congregations, with long histories, are experimenting with cultivating “fresh expressions” of church. A fresh expression is a form of church for our changing culture, established primarily for the benefit of those who are not yet part of any church. Join Michael Beck, a leading practitioner and scholar, to learn how your team can get started.

BUILD, PAINT AND NAME A BIRDHOUSE FOR CAMP & RETREAT MINISTRY

LED BY: APRYL MILLER & THE CAMP AND RETREAT MINISTRY TEAM

Come to this interactive mission workshop where you will build, paint and name a birdhouse for Camp & Retreat Ministry and learn more about our opportunities for Camp & Retreat Ministry for children, youth, adults and older adults across EPA&GNJ.

EMBODIED SERENITY: MINDFUL MOVEMENT & BREATHWORK

LED BY: ALYSSA RUCH, JESSICA “JESS” CURTIS

Invest in your well-being and join us for a time of self-discovery, relaxation, and rejuvenation. Unplug from Annual Conference and reconnect with the tranquility that resides within you. This experience in mindful chair-based movement and breathwork is open to participants of all levels and abilities.

FOUNDATIONS FOR HEALTHY TEAMS

LED BY: SHELLEY SMITH, LISA DEPAZ

An effective team or committee commits to a combination of key practices that contribute to its success in fostering a positive space for developing ministry and achieving goals. Attendees will engage in practices that invite positive team culture.

GENERATIVE AI AND THE FUTURE OF CHURCH MINISTRY

LED BY: JAMES LEE

Generative AI tools like ChatGPT and Midjourney are now all the craze - they're everywhere and everyone is talking about them. But with new things comes change -- and change can be scary. This workshop navigates the history and evolution of AI, explores its ethical considerations and limitations, and dives into practical applications for ministry, from worship preparation to multimedia content creation. Be sure to bring your computer, and join us to demystify AI and discover how it can enrich your ministry's impact.

AWARDS

ONE MATTERS AWARD



LINCOLN PARK COMMUNITY UMC

The ministry of Lincoln Park Community UMC is having a tremendous impact on the Lincoln Park community. The pastor, Rev. Quentin Wallace, is a pastoral presence in the church and the community. He is a powerful leader whose unique talents and strengths have resulted in a new sense of purpose, passion, and growth in the church, which is affecting the community. Since Rev. Wallace's appointment in July 2023, two youth and one adult were baptized, and twenty-three persons have joined the church. There is an excitement for new ministries and creative worship. Community outreach and worship attendance have increased.

HERBERT E. PALMER URBAN MINISTRY AWARDS

EAST DISTRICT

PHILADELPHIA: ZOAR UMC, REV. DR. WILL BRAWNER

The pandemic has not hindered the effective and excellent ministry of Mother African Zoar. The creative and consistent leadership has impacted the community in many ways to include:

RV Ministries:

- Distribution of clothes, communion and food
- Abbreviated worship services on the corners of underserved areas in Philadelphia
- Distribution of health resource information and housing information throughout Philly
- Evangelizing and informing the community of the services and resources offered at Zoar.
- Partnering with various community-based organizations and health service committees to distribute information about their resources and other community partnerships.

Breakfast Ministry:

- Feed 75-people hot breakfast every Sunday morning from 9am - 10am
- Have developed a worship service from 9:30am - 10am
- Providing each of the congregates access to clothes, communion, and other hygiene necessity items.
- Partnering with other community organizations to provide resources to the Breakfast Ministry congregation.
- Provide care packages of dry goods and frozen foods on a monthly basis to members with families and those they support.

Healing and Love:

- Partner with community organizations and schools to deliver supplies, equipment and basic living needs.
- Offer fellowship opportunities to neighborhood schools and community partners.

Work Ready Partnership:

- Partner with community-based organizations to provide youth employment.
- Provided \$15 hourly wages to provide up to \$\$1500 for the summer.
- Developed social media, and Multimedia platforms for Mother African Zoar.
- Supported church outreach and development of youth ministries.



NORTH DISTRICT

RINGOLD: AURAND MEMORIAL UMC, REV. JULIEN MILEWSKI

Your Sister's Closet, a pioneering mission developed by Aurand Memorial United Methodist Church, stands as a testament to the transformative power of community-driven initiatives. This project, lovingly nurtured by founders Donna Holmes and Pete Milewski CSM since its inception in summer 2022, has rapidly evolved into a beacon of hope for women facing challenging life circumstances.

At its core, Your Sister's Closet is dedicated to empowering women who are striving to rebuild their lives, whether they are emerging from addiction, escaping abusive relationships, or combating the impacts of poverty. This mission springs to life in the form of a 'closet headquarters' – a sanctuary where women can access professional attire completely free of charge. This tangible support is augmented by invaluable services such as resume and cover letter editing, providing these women with not just clothes, but the confidence and tools to step back into the workforce. The vision encompasses creating a safe haven, a foundation from which women can not only better their current situations but also find the strength to embark on a new chapter in their lives.



Your Sister's Closet embodies the very essence of compassionate outreach, demonstrating unwavering commitment to uplift and empower women in their most vulnerable moments. The initiative stands as a shining example of what can be

achieved through faith, dedication, and the collective effort of a caring community.

SOUTH DISTRICT

CHESTER: ST. DANIELS UMC, REV. ERIC CARR

St. Daniel's UMC has been in existence for nearly 153 years serving the community of Chester. Our vision statement is "St. Daniel's United Methodist Church is called by God to be an inwardly transformed congregation through the Word and empowered by the Holy Spirit through prayer to be an outwardly transforming organism within its community."



We seek to live out our mission "Transforming Lives, Transforming Communities" through various outreach efforts. Some of these include our feeding program serving nearly 5 thousand meals per year, our thanksgiving and Christmas food drives, our shoebox Christmas ministry, Our Clothes closet, and other outreach support to families in need. In addition to this, our satellite campus, HOPE Point Ministries which is set in the heart of Chester, is designed to be a hub for community engagement and outreach. Through our HOPE Point campus we engage the community in drive through prayer, feeding programs, diaper and clothing drives, small groups for youth and young adults, and various classes at little to no cost such as dance classes, music classes, sewing and design classes. Through HOPE Point we also partner with various agencies to provide services to the community such as various counseling, health and

wellness, family support services, financial support services, and others.

As God has called St. Daniel's to be in community with each other and with our city of Chester, we realize that all we have can and should be used to reach the least and the lost. We realize that we are just stewards along the journey to spread the love of God, point someone to Christ, and share a ray of HOPE in a challenged community. We realize that we are called to both reach in and reach out.

WEST DISTRICT

LEBANON: HEBRON UMC, REV. BOB HOWARD

Several years ago, Hebron UMC made a fresh and intentional commitment to the city of Lebanon and embarked on a path towards revitalization. What started as a vision for a declining church has turned into a vital presence in the

community. Hebron hosts four large “parking lot” events throughout the year in which the whole community participates: The very large Summerfest Block Party, the Fall Festival, Trunk or Treat, and the Spring Fling. In addition, the church has constructed a mini-Skate Park for the neighborhood children and hosts “Jesus School and Skate,” a weekly program which has grown to 20-25 kids over the past year. Through Pathways, this congregation has engaged deeply in the local community, and now has a five year plan with the goal of building improvements, programs, and staffing – all aimed at meeting the needs of their neighborhood.



HARRY DENMAN AWARDS

YOUTH DENMAN AWARD: DELANO ANDERSON

Mike Nelson says that Delano is one of the leaders of his youth group, and the way he leads has an impact on other youth. Mike writes that “he makes sure new students who may not be familiar with the gospel/ youth group understand.” Mike writes that he “will readily step in and make sure everyone feels comfortable. He will help others understand the Bible during youth group especially with kids who are unbelievers.” Mike also writes that Delano’s influence on other youth is not just through evangelistic words, but by modeling the faith, saying that as a result “I have had several students come up to me and ask about Delano” because “he lives out his faith in such a way that other students want to know how he does it.”

CLERGY DENMAN AWARD: REV. SCOTT KUHNLE

Black Creek United Methodist Church is in Sugarloaf, near Hazleton. District Superintendent Hun Ju Lee states that “he believes that evangelism is an essential part of his mission,” and works hard to create “opportunities to engage in outreach throughout the year” for the members of his congregation. His superintendent goes on to say that “one of their most successful outreach events is their Free Community Concert Series” where “local bands perform at their outdoor venue, and people come to enjoy a free evening of music, dinner, and ice cream.” Another outreach event Pastor Kuhnle has led his people to create is a quarterly “Mission Breakfast” where they offer “a delicious homecooked breakfast, and all the money raised is used to support people in need in their community.” Their Vacation Bible School program is also reaching new people, and this past year, the VBS kids sang in the Sunday morning worship service at the end of the VBS week, after which their families were invited to stay for a family carnival where Pastor Kuhnle led the members of the congregation in showing “radical hospitality through free food, ice cream, popcorn, carnival games, prizes and a huge bounce house obstacle course.”



LAITY DENMAN AWARD: ALVIN DOELEH



District Superintendent Evelyn Clark says “Alvin Doeleh has been serving New Life UMC since he was a teenager.” As chair of both the Evangelism Team and the Youth Ministry program, the number of active youth has more than doubled. To accomplish that Alvin made that every youth who wanted to come could attend, even sometimes picking them up himself. He also sought to help them grow in their faith by training them to serve in positions within the Youth Fellowship. His work to help the youth of his church grow in their faith in all ways is also exhibited in getting them involved in a community outreach group called “Love Renegades” through which they meet annually at the 69th Street terminal with people “of all faith backgrounds, including members of the large Muslim community in the Upper Darby area, and other churches and denominations, to share their focus of togetherness and collaboration.” In summarizing why

she nominated Alvin, Rev. Clark states that “Alvin lives his Christian life for all to see.” As a result, she says that “Alvin has been God’s instrument in bringing many young people to Christ.”

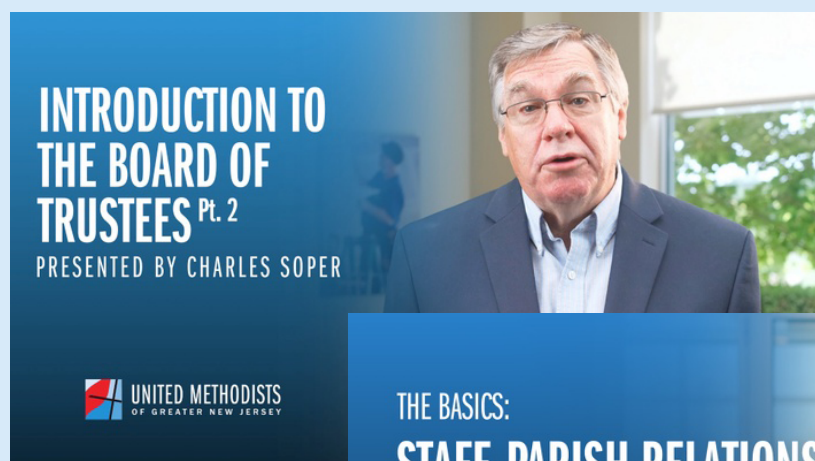


LEADERSHIP ACADEMY

LEADERSHIP ACADEMY USES *TEACHABLE* ONLINE COURSES TO TRAIN CHURCH LEADERS

EPA&GNJ's Leadership Academy has launched its first online courses for training church leaders, using Teachable, one of the nation's top online learning management systems. The multimedia, fully accessible digital platform enables creation and hosting of a variety of instructor-led courses using videos, quizzes, text and PDF files. Five initial courses are available—the most recent being a trio of basic courses for Church Councils, Trustees and Staff-Parish Relations Committees.

EPAUMC.ORG/LEADERSHIP-ACADEMY | GNJUMC.ORG/LEADERSHIP-ACADEMY



EPAUMC.ORG/LAPI

GNJUMC.ORG/LAPI



Registration opens soon.



LEADERSHIP ACADEMY

PREACHING INSTITUTE

NAME BADGES AND VOTING RIGHTS

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

LEGISLATION

LEADERSHIP REPORT

RESOLUTION #2024 - 01

2024 CONFERENCE AGENCIES WITH MEMBERSHIP

Report from the Conference Committee on Nominations and 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 Committee on Nominations and Leadership 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)

This is the EPA method of tracking service and rotating leaders and members unless specifically noted. (Interim Service: This designation is for anyone who fills a vacancy or enters during a quadrennium. If one enters into the first or second year of the quadrennium that quadrennium is considered their first. If one enters into the third or fourth year of the quadrennium it is not considered their first as their first would start at the beginning of the next quadrennium.

Next Quadrennium begins July 1, 2024.

Years of Service:

Some of the agencies are in the Book of Discipline and are tracked with years of service. For those groups, years of service is the method of tracking service and rotating leaders and members.

Agency Member Designation: (C) Clergy, (LW) Laywoman, (LM) Layman, (NC) Non-Conference In addition as per A Path Towards Wholeness Legislation, inclusivity in terms of self-identified racial, ethnic, disability, and age are tracked internally by each group.

For each agency, its purpose, membership requirements, nomination process, and the times they currently have meetings are included.

If you have any questions or concerns with any of the agencies listed or their members, please contact the Chairperson/Co-Chairs of the Conference Committee on Nominations and Leadership:

*The Rev. David Piltz (E) (C) (First) Email: pastorpiltz@gmail.com
Mrs. Maryann Griffith (S) (LW) (Second) Email: maqteaches424@gmail.com*

CFO/Conference Treasurer

Mrs. Jo Fielding (LW) Email: jfielding@epaumc.church

Conference Statistician

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

Conference Secretary

Rev. Joong Kim (C) (W); Email: inheedad@gmail.com

Administrative Review Committee ¶636

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

MEMBERSHIP: BOD Quadrennium Service. 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

Alternates

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

The Rev. Herbert Coe (S) (C)

Members

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

The Rev. Mercedes Case (S) (C)

The Rev. Stacy Gonzalez (S) (C)

Archives and History, Commission on ¶ 641

PURPOSE: Documents and celebrates historical records and events.

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

RESOURCE: Director of Connectional Ministries

Nominated By: Conference Committee on Nominations & Leadership

MEETINGS: On Zoom as needed

Chairperson

The Rev. R. Mark Young (S) (C) (Second) Email: alvkrinst@aol.com

Ex-Officio (Voice and Vote)

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

Dr. Ernest Moody (E) (LM)

Ms. Dolores Myers (W) (LW)

The Rev. Bill Wilson (E) (C)

Resource/Advisory (Voice Only)

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

The Rev. Dawn Taylor-Storm (C)

Mr. William Preston Thompson Sr. (S) (LM)

Members

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

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

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

Benefits, Board of ¶639

PURPOSE; Oversees management of clergy pension and health care benefits

MEMBERSHIP: 10 persons. Each member serves a term of 8 years. Four classes of 3 persons.

CFO/Conference Treasurer, Executive Director of Board of Benefits

RESOURCE: Legal Counsel, One member of the CCFA.

Nominated By: Conference Committee on Nominations & Leadership

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

President

Rev. Mandy Miller (S) (C) Email: pastormandy@holycrossumc.com

Vice President

Al Kingcade (LM) (S)

Executive Director

Mrs. Jo Fielding (LW) Email: jfielding@epaumc.church

Ex-Officio (Voice and Vote)

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

Resource/Advisory (Voice Only)

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

CCFA Representative

Members

The Rev. Derrick Gutiérrez (W) (C)

Ms. Cressa Morris (S) (LW)

The Rev. John Laughlin (W) (C)

Mr. Greg Westerbeck (E) (LM)

The Rev. Shauna Ridge (S) (C)

Mr. Ernest D. Giahvue (S) (LM)

Bradley Fund Trustee

PURPOSE: Oversee the management of the Bradley Fund on behalf of the Annual Conference

MEMBERSHIP: 5 people. Bishop; one clergy and one layperson elected by the Annual Conference (one of these shall be the CFO/Conference Treasurer); 1 clergy person and 1 layperson appointed by the Board of Pension and Health Benefits.

RESOURCE: Legal Counsel

Nominated By: One member by Board of Benefits and one member by Conference Committee on Nominations & Leadership

MEETINGS: As determined by the committee.

President

Resident Bishop (C)

Ex-Officio (Voice and Vote)

Mrs. Jo Fielding (LW)

Resource/Advisory (Voice Only)

Mr. Matt Morley, Chancellor (LM)

Members

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

Al Kingcade (S) (LM) (First)

Rev. Mandy Miller (S) (CW) (First)

Camp and Retreat Ministry Board

PURPOSE: Oversees operations; creates and implements a vision for all 4 of our Conference camps

MEMBERSHIP: 16 persons; 1/4 of whom shall be persons of diverse racial/ethnic background. Four classes of 4 persons serving a 4-year term. Ex-Officio: Director of Connectional Ministries, Conference Treasurer, and 1 representative from the Conference Board of Trustees.

RESOURCE: Directors of all 4 sites in the Annual Conference

Nominated By: Conference Committee on Nominations & Leadership

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

Chairperson

The Rev. Jared Stoltzfus (W) (C) Email:

Resource/Advisory (Voice Only)

Mrs. Jo Fielding (LW)

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

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

Mr. Larry Pickens (LM)

Janelle Mungro (E) (LW)

Camp Directors

Members

The Rev. Michael Callahan (S) (C)

The Rev. Laurie Pfahler (S) (C)

Mr. Pete McIlwee (S) (LM)

Ms. Christiina Murphy (LW)

Mr. Joe Snyder (LM)

Mr. Bob Mease (W) (LM)

Ms. Christine Strange (LW)

Mr. Eric Chelton (E) (LM)

Mr. Matt Klein (W) (LM)

Ms. Hosea Latshaw (W) (LW)

Ms. Susan Wendel - Vattima (W) (LW)

Ms. Jaime Graham (N) (LW)

Mrs. Irene Dickinson (E) (LW)

EPA Communications Committee ¶646

PURPOSE: Provides leadership in the implementation of a strategic communications ministry; promotes and interprets the connectional life of the conference and support of conference-wide ministries

*MEMBERSHIP: Director of Communications; **Editorial Manager, regional administrators**, members with expertise in newsgathering, digital media, photography, public relations, radio/TV, website, and technology use in ministry.*

RESOURCE: Director of Connectional Ministries

Nominated By: Conference Committee on Nominations & Leadership

MEETINGS: Up to 3 times a year

Chairperson

Sue Kiefner (E) (LW) (Second) Email: suekiefner@gmail.com

Ex-Officio (Voice and Vote)

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

Resource/Advisory (Voice Only)

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

Krystina Michalopoulos (EPA&GNJ)

Mrs. Sabrina Leanne Daluisio (S) (LW)

The Rev. James Lee (EPA&GNJ)

Members

The Rev. Robert Stippich (W) (C) (Second)

Ms. Krystl Gauld (S) (LW) (Second)

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

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

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

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

Conference Sessions, Commission on

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

MEMBERSHIP: Up to 17 persons. One representative from each district; one representative of the Board of Laity. Six persons for expertise and/or balance. One representative from the Disabilities Committee.

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

Appointed By: the Bishop

MEETINGS: 4 to 6 times a year

Chairperson

The Rev. James D. Anderman (W) (C) (Second) Email: jdanderman@gmail.com

Conference Secretary

Rev. Joong Kim (W) (C)

Ex-Officio (Voice and Vote)

Mrs. Jo Fielding (LW)

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

Mr. William Preston Thompson Sr. (S) (LM)

The Rev. Michael Remel (W) (C)

Resource/Advisory (Voice Only)

The Rev. John Coleman (E) (C)

Resident Bishop (C)

The Rev. James Lee (EPA&GNJ)

Members

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

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

Ms. Ethel Malone (E) (LW) (First)

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

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

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

The Rev. Monica Guepet (N) (C) (Second)

The Rev. Alicia Juliá-Stanley (N) (C) (Second)

Conference Committee on Nominations & Leadership

PURPOSE: Creates a slate of nominees for Conference boards, councils, commissions, and committees
MEMBERSHIP: Up to 25 persons. One clergy and one layperson from each district; 5 members of diverse racial/ethnic background and gender inclusiveness; One representative from the Disabilities Committee; Conference Lay Leader, UMW representative, UMM representative, Youth representative.

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

Nominated By: Conference Committee on Nominations & Leadership

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

Chairperson

Rev. David Piltz (E) (C) (Second) Email: pastorpiltz@gmail.com

Mrs. Maryann Griffith (S) (LW) (Second) Email: magteaches424@gmail.com

Ex-Officio (Voice and Vote)

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

Mr. William Preston Thompson Sr. (S)

(LM)

Mrs. Jo Fielding (LW)

The Rev. John Coleman (E) (C)

Associate Superintendent for Leadership and Community Engagement

Members

Deaconess Darlene DiDomineck (E) (LW) (First)

Mrs. Ethel L. Malone (E) (LW) (Second)

Ms. Jennifer Lafferty (S) (LW) (Second)

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

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

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

Congregational Development Team

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

MEMBERSHIP: Persons with experience in congregational development

RESOURCE: Director of Connectional Ministries

Nominated By: Conference Committee on Nominations & Leadership

Meetings: 6 times a year as scheduled by the chairpersons

Co-Chairpersons

Ms. Suzette James (E) (LW) (Second)

To Be Elected by Committee

Resource/Advisory (Voice Only)

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

The Rev. John Coleman (E) (C)

The Rev. Jennifer Freymoyer (W) (C)

Associate Superintendent for Leadership and Community Engagement

Members:

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

Mr. Carl Everett (South) (C) (Second)

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

Rev. Steven Pittman (E) (C) (First)

The Rev. Steve Morton (S) (C) (First)

Mr. Orlando Garay (N) (LM) (First)

The Rev. Alicia Juliá-Stanley (W) (C) (First)

The Rev. Jeff Raffauf (S) (C) (First)

Disability Concerns, Committee on ¶653

PURPOSE: Elevates awareness of ministry with and for other-abled persons and persons with special needs
MEMBERSHIP: 10-18 persons. One person from each district plus others based on disability ministry interest or expertise with particular attention to diversity of disabilities and challenges (physical, cognitive, mental, sensory, or emotional development). Shall include persons with physical and mental disabilities and challenges.

RESOURCE: Director of Connectional Ministries

Nominated By: Conference Committee on Nominations & Leadership

MEETINGS: 4th Wednesday of the month

Co-Chairperson

Rev. Monica Guepet (N) (C) (Second) Email: revmonicaquepet@gmail.com

Ms. Theresa Yorgey (S) (L) (First): theresayorgey@gmail.com

Ex-Officio (Voice and Vote)

Resident Bishop (C)

Resource/Advisory (Voice Only)

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

Members

Ms. Elizabeth Christie (N) (LW) (Second)

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

The Rev. Brenda Del Rosario (S) (C) (Second)

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

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

The Rev. Robert Crane (S) (C) (Second)

Disaster Response

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

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

RESOURCE: Director of Connectional Ministries

Nominated By: Conference Committee on Nominations & Leadership

MEETINGS: As determined by the committee.

Chairperson

To Be Elected by Committee

Resource/Advisory (Voice Only)

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

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

Ms. Denise Shelton (S) (LW)

The Rev. Allen Keller (S) (C)

Members

The Rev. Robin Fisher (N) (C) (Second)

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

The Rev. Lorraine Heckman (N) (C) (Second)

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

Ms. Candace Snavelly (W) (LW) (Second)

Domestic Violence Committee

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

MEMBERSHIP: Up to 12 persons

RESOURCE: Director of Connectional Ministries

Nominated by: Conference Committee on Nominations & Leadership

MEETINGS: Monthly meetings

Co-Chairpersons

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

The Rev. Debra A. Coulbourn (E) (C) (First) Email: pastordebc2953@gmail.com

Resource/Advisory (Voice Only)

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

Resident Bishop (C)

Ms. Carol Stevens (LW)

Members

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

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

Ms. Phylliss Walsh (S) (LW) (First)

Ms. Sandy Lewis (S) (LW) (Second)

Ms. Theresa Yorgey (S) (LW) (First)

Eastern PA Conference Scholarship Committee ¶634 b (7)

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

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

RESOURCE: Conference Treasurer

Nominated By: Conference Committee on Nominations & Leadership

MEETINGS: 2 times a year

Chairperson

Ms. Lenora Thompson (S) (LW) (Second) Email: lenorathompson@hotmail.com

Resource/Ad (Voice Only)

Mrs. Jo Fielding (LW)

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

Members

The Rev. Dr. Christopher J. Kurien (E) (C) (Second)

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

Mrs. Danette Wright-Lee (S) (LW) (Second)

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

Mrs. Karen Todd (LW) (W) (Second)

The Rev. Lorraine Foster (C) (E) (First)

Education Society, Conference

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

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

Nominated By: Conference Committee on Nominations & Leadership

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

Chairperson

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

Recording Secretary and Treasurer

Mrs. Jo Fielding (LW)

Ex-Officio (Voice and Vote)

Resident Bishop (C)

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

Members

Mrs. Christy Jacob (S) (LW) (Second) The Rev. Walter Jerome Unterberger (W) (C) (Second)
 Ms. Ruth H. Harmon (S) (LW) (Second)
 Mrs. Maryann Griffith (S) (LW) (Second) Mrs. Joann Waddell (E) (LW) (Second)

Episcopacy, Committee on ¶637

PURPOSE: Provides guidance, support, and evaluation for the presiding Bishop of the Philadelphia Area
MEMBERSHIP: This committee is composed of at least 7 but no more than 17 members. Recommended from BOD ⅓ laywomen, ⅓ laymen, ⅓ clergy provided that 1 lay person shall be the conference lay leader. Special attention shall be given to the inclusion of representation of diverse racial/ethnic background, youth and young adults, and persons with disabilities; lay and clergy members of the Jurisdictional Committee on Episcopacy. One layperson shall be the Conference Lay Leader. One-fifth of the Committee's membership is to be appointed by the Bishop.

RESOURCE: Conference Lay Leader, Cabinet Representative, Chair of the Delegation

Nominated and Appointed by: CConference Committee on Nominations & Leadership and ⅓ by the Bishop

MEETINGS: 4-6 times per year

Chairpersons

Mr. William Preston Thompson Sr. (EPA) (S) (LM) (First); thompsonconsulting2000@hotmail.com

Ms. Carolyn Pendleton (GNJ) (First); cdpen@aol.com

Ex-Officio (Voice and Vote)

The Rev. Dawn E. Taylor-Storm (S) (C) Mrs. Judith K. Ehninger (N) (LW)
 The Rev. Drew Dyson (GNJ) Mrs. Bethany Amey-Sutton (GNJ)

Members

The Rev. Mark Terry (S) (C) (Second) The Rev. Samuel Kofi Ashley (N) (C) (Second)
 The Rev. Steven Pittman (E) (C) (First) The Rev. David Le Duc (GNJ) (First)
 The Rev. Sarah Borgstron Lee (GNJ) (First) Mr. Dean Livingston (GNJ) (First)
 The Rev. Cynthia Stouffer (GNJ) (First) Kathy Johnson (W) (L) (First)

Equitable Compensation, Commission on ¶625

PURPOSE: Reviews applications and recommends an annual compensation plan for clergy
MEMBERSHIP: 10 people. One from each district, plus 6 members-at-large with an equal number of clergy and laity with at least 1 layperson and 1 clergy person from churches of fewer than 200 members. Ex-Officio: Director of Administrative Services and 1 District Superintendent named by the Bishop.

Nominated By: Conference Committee on Nominations & Leadership

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

Chairperson

Mr. Dave Koch (S) (LM) (First) Email: dkoch74@comcast.net

Ex-Officio (Voice and Vote)

Ms. Jo Fielding (LW)

Resource/Advisory (Voice Only)

Resident Bishop (C) The Rev. Evelyn Kent-Clark (S) (C)

Members

The Rev. Herbert Coe, Sr. (S) (C) (Second) Mrs. Beverly Connor (S) (LW) (Second)
 Rev. Debra A. Coulbourn (E) (C) (Second) Mr. David Kling (W) (LM) (Second)
 Ms. Bethany Gogola (N) (LW) (Second) The Rev. Brad Leight (E) (C) (Second)
 Mr. John Lafferty (S) (LM) (Second) The Rev. Blaine Wenger (W) (C) (Second)

Finance and Administration, Council on ¶611-618

PURPOSE: Recommends and manages the Conference budget

MEMBERSHIP: 13 persons. There shall be at least one more lay than clergy member. Ex-Officio: Conference Treasurer, Director of Administrative Services, Bishop, Director of Connectional Ministries, and 1 District Superintendent named by the Bishop.

Nominated by: Conference Committee on Nominations & Leadership

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

President

To Be Elected by Committee

Recording Secretary

To be elected by the committee

Resource/Advisory (Voice Only)

Resident Bishop (C)

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

Mrs. Jo Fielding (LW)

The Rev. Jennifer Freymoyer (W) (C)

Mr. Dave Koch (S) (LM)

Mrs. Jay Kim (EPA&GNJ)

Ex-Officio (Voice and Vote)

Representative of Human Resources (Personnel) Committee

Members

The Rev. Carl Houston (S) (C)

The Rev. Steve Cherry (S) (C)

Ms. Glenda Machia (W) (LW)

Mrs. Carolyn Pressley (E) (LW)

Ms. Lola Sargent (S) (LW)

Mr. Andy Rozek (E) (LM)

The Rev. Navin Satyavrata (N) (C)

Rev. Joanne Miles (S) (C)

Mrs. Darlene DiDomineck (E) (LW)

The Rev. Robert Strauss (W) (C)

The Rev. Dave Felker (N) (C)

Sandi Stovall (S) (LW)

Shawn Mack (LM)

Human Resources (Personnel) Committee

(sub-committee of Finance and Administration, Council on)

PURPOSE: Assists in hiring and employment concerns for Conference personnel under the auspices of Finance and Administration, Council on.

MEMBERSHIP: 8 people. The committee shall represent the diversity of the Annual Conference and be composed equally of lay (one of whom is the Conference Lay Leader) and clergy. It shall include 1 representative appointed by the Council of Finance and Administration. Ex-Officio: Director of Connectional Ministries, Bishop, Director of Administrative Services, Treasurer.

Nominated By: Conference Committee on Nominations & Leadership

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

Chairperson

The Rev. Jim Todd (W) (C) (Second); Email: jtodd1957@gmail.com

Ex-Officio (Voice and Vote)

Resident Bishop (C)

Mrs. Jo Fielding (LW)

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

Mr. William Preston Thompson Sr. (S) (LM)

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

Mrs. Jay Kim (EPA&GNJ)

Resource/Advisory (Voice only)

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

Members

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

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

Ms. Penny Zimmerman (S) (LW) (Second)

Global Ministries ¶633

PURPOSE: To connect churches to resources of the General Board of Global Ministries and the General Board of Church and Society. To Cultivate Advance Special giving for missions, missionaries, and UMCOR ministries. To coordinate the itineration visits of missionaries and encourage covenant relationships. To encourage church participation in ministries of mercy and justice that meet human needs. To assist churches in developing abundant health ministries. To promote attendance at Mission U and training in justice advocacy, and to administer the EPC Peace with Justice grants.

Membership: EPC Secretary of Global Ministries, Peace with Justice Coordinator, Chair of EPA Congo Partnership, UMW Social Action Coord., plus clergy and laity from each District interested in Missions, Health Ministries, and Social Justice Advocacy.

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

Nominated by: Conference Committee on Nominations & Leadership

MEETINGS: conference calls as needed

Chairperson

Ms. Barbara E. Drake (S) (LW) (Second) Email: bedrake15@aol.com

Ex-Officio (Voice and Vote)

The Rev. Russell Atkinson (S) (C)

Representative from Disaster Response

Resource/Advisory (Voice Only)

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

Ms. Jeanne Earnshaw (E) (LW)

Members

Mrs. Brenda Binns (N) (LW) (Second)

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

Dr. Barbara Mitchell (E) (LW) (Second)

The Rev. Jesse Coale (S) (C) (First)

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

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

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

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

Mrs. Penny Harris (W) (LW) (Second)

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

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

Mr. Edward Gale (E) (LM) (First)

Healing the Wounds of Racism Core Team

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

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

RESOURCE: Director of Connectional Ministries

Nominated by: Conference Committee on Nominations & Leadership

MEETINGS: As determined by the team.

Co-Conveners

The Rev. David Wesley Brown (S) (C) (Second) Email: pastdave81@gmail.com

Mr. Mertice M. Shane (N) (LM) (Second) Email: pastormert13@gmail.com

Ex-Officio (Voice and Vote)

Resident Bishop (C)

Resource/Advisory (Voice Only)

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

Members

The Rev. Suzanne Wenonah Duchesne (S) (C) (Second)

Mrs. Lisa Chapman (E) (LW) (Second)

The Rev. Alicia Juliá-Stanley (N) (C) (Second)

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

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

Higher Education and Campus Ministry, Board of ¶634

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

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

RESOURCE: Director of Connectional Ministries

Nominated by: Conference Committee on Nominations & Leadership

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

Chairperson

The Rev. Jason Perkowski (W) (C) (Second) Email: jbperkowski@gmail.com

Resource/Advisory (Voice Only)

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

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

The Rev. Diana Esposito (S) (C)

Members

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

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

Mrs. Krystl Gauld (S) (LW) (Second)

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

The Rev. James B. Todd (N) (C) (Second)

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

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

I-Care Team

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

MEMBERSHIP: no less than 12 persons.

Appointed By: the Bishop

MEETINGS: Determined by committee.

Co-Chairperson

The Rev. Dr. Brunilda Martínez (W) (C) Email: icare@epaumc.church

The Rev. Dr. Truman Brooks (S) (C) Email: icare@epaumc.church

Resource/Ad (Voice Only)

Resident Bishop (C)

Members

The Rev. David Piltz (E) (C)

Mr. Maurice Simmons (E) (LM)

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

Ms. Cressa Morris (E) (LW)

Ms. Susan Velez (E) (LW)

Rev. Karyn Fisher (N) (C)

Ms. Jessica Miller (W) (L)

Ms. Barbara Revere (E) (LW)

The Rev. Robb Faller (W) (C)

The Rev. Allen Keller (S) (C)

The Rev. Manfredo Luna Martínez (N) (C)

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

Mrs. Penny Harris (W) (LW)

Mrs. Carol Adams (S) (LW)

Rev. Dave Alderson (N) (C)

The Rev. Dave Botzer (N) (C)

Ms. Dayra Adorno (W) (L)

Latino Commission ¶655

PURPOSE: Works to advocate for all ministries related to Latino persons and churches
MEMBERSHIP: Two persons per Latino congregation or ministry. Ex-Officio: 2 District and/or Associate Superintendents; Director of Connectional Ministries; Coordinator of the Office of Latino Ministries.
RESOURCE: Director of Connectional Ministries
Nominated by: Conference Committee on Nominations & Leadership
MEETINGS: As determined by committee

Chairperson

The Rev. Alicia Juliá-Stanley (N) (C) Email: rev87mom@gmail.com

Mr. Marcos Ríos (S) (LM) Email: riosmarcos30@gmail.com

Ex-Officio (Voice and Vote)

The Rev. María (Lisa) Quesada DePaz (E) (C)

Associate Superintendent for Urban Ministries

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

District Superintendent Assignment

Secretary

Mr Orlando Garay (N) (LM) (First)

Treasurer

Rev. Evodia Villalva (N) (C) (First)

Members

Brianna Ríos (N) (LW) (First)

Bryan Serrano (S) (LM) (First)

Mrs. Connie Gutierrez (W) (LW) (First)

Lay Ministry, Board of (631.3)

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

MEMBERSHIP: Recommended membership: District Lay Leaders; Conference Lay Leader; Associate Conference Lay Leader; United Women in Faith representative; United Methodist Men representative; Youth Council representative; Coordinator of Youth and Young Adult Ministries; Director of Christ Servant Ministry; Director of Lay Academy; 6 members; and 5 clergy with voice and vote.

RESOURCE: Director of Connectional Ministries

Nominated by: Conference Committee on Nominations & Leadership

MEETINGS: Zoom every third Wednesday of the month

Chairperson

Mr. William Preston Thompson Sr. (S) (LM); conflayleader@epaumc.org

Vice-Chairperson

Ms. Suzette James (E) (LW) Email: suezyq@earthlink.net

Ex-Officio (Voice and Vote)

Mr. George Hollich (W) (LM)

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

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

Ms. Rhonda Rea (E) (LW)

Mrs. Brenda Binns (N) (LW)

District Lay Leaders

Ms. Carol Gibson (E) (LW)

Ms. Frances Whittington (S) (LW)

Dr. Dennis Booher (N) (LM)

Ms. Patricia Wilson (N) (LW)

Ms. Jennifer Lafferty (S) (LW)

Mrs. Susan Grimm-Mattox (W) (LW)

Members

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

Mrs. Diana Wrisley (S) (LW)

Loan Fund Board

PURPOSE: Oversees management of the Loan Fund for the Annual Conference
MEMBERSHIP: 12 persons. Four classes of 3 persons each elected for a term of 4 years, including the Conference Treasurer, who shall be the Loan Board Treasurer.

Nominated by: Conference Committee on Nominations & Leadership

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

President

Ms. Frances G. Whittington (S) (LW); Email: envirogirl75@gmail.com

Vice-President

Mr. Jeffrey Paiste, Vice President (N) (LM)

Secretary

The Rev. James D. Anderman (N) (C) (Second) Email: jdanderman@gmail.com

Treasurer

Mrs. Jo Fielding (LW)

Ex-Officio (Voice and Vote)

Resident Bishop (C)

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

Members

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

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

Mr. Dave Sheffield (N) (LM)

Ms. Lenora Thompson (S) (LW)

The Rev. Rodney Brailsford (E) (C)

Ms. Kimberly McGrath (W) (LW)

Mr. Edward Gross (S) (LM)

Lancaster United Meth. Inner City Alliance (LUMINA)

PURPOSE: To share the love of God by equipping and encouraging people who experience poverty and hardship. Our vision for Lancaster City: every person restored to the vital and productive life God intended.

Ex-Officio (Voice and Vote)

The Rev. Jennifer Freymoyer (W) (C)

The Rev. Coreen Russo (W) (C)

Members

Mr. John Hostetter (W) (LM)

Mrs. Susan Kepner (W) (LW)

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

Ms. Susan Vogan (W) (LW)

The Rev. Cheryl Zegers (W) (C)

Ms. Lynn McCord (W) (LW)

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

The Rev. James Todd (W) (C)

Mrs. Pat Lee (W) (LW)

Mr. Robert Hean (W) (LM)

Mrs. Karen Todd (W) (LW)

The Rev. José Tirado (W) (C)

Ms. Kathryn Kepner (W) (LW)

Metro Ministries, Inc., United Methodist

PURPOSE: Supports and advocates for ministries in Philadelphia and Chester within the Annual Conference
MEMBERSHIP: 7 people. The Director of Urban and Global Ministries; a D.S. from a Metro district; 2 clergy representatives from the Metro area; 2 UM laypersons from the metro districts who are active members of The UMC and residents of the area served by Metro Ministries; 1 UM layperson who is an active member of a UMC in Chester and is resident of the Chester area. The Conference Treasurer shall be the Treasurer.

RESOURCE: Director of Connectional Ministries

Nominated by: Conference Committee on Nominations & Leadership

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

President

The Rev. Robert Johnson (E) (C) (First) Email: revrlj1@msn.com

Secretary

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

Treasurer

Mrs. Jo Fielding (LW)

- 1 Resource/Advisory (Voice Only)
- 2 Mr. Matt Morley, Chancellor (LM) The Rev. Dawn Taylor-Storm (S) (C)
- 3 The Rev. Dr. Andrew L Foster, III (E) (C) Associate Superintendent Urban Ministries
- 4 The Rev. Myra Maxwell (S) (C) Mr. Jonathan Curtis (E) (LM)
- 5 Mr. John Brooks (S) (LM)
- 6 Members
- 7 Mr. William Preston Thompson Sr. (S) (LM) Mr. Les Brown (E) (LM)
- 8 Mr. Lawrence Lee (S) (LM) Ms. Marilyn Mason (E) (LW)
- 9 Ms. Janet A Mills (E) (LW) Ms. Charisma Presley (E) (LW)
- 10 Rev. Eric Carr (S) (C)
- 11
- 12 **Mid-Atlantic UM Foundation**
- 13 **PURPOSE:** To oversee the investment strategies and management of all assets held by the Mid-Atlantic
- 14 **Foundation and provide stewardship education and resources.**
- 15 **MEMBERSHIP:** 8-16 persons. Nominated by the Foundation; elected by the Annual Conferences, three of
- 16 these shall be the Conference Treasurers of the Conference served, or an appointed representative of the
- 17 Conference.
- 18 **Nominated by: Membership of the Board**
- 19 **MEETINGS:** The Board meets quarterly in February, May, August, and November
- 20 **President**
- 21 Mr. Thomas Black (LM) Email: tblack43@verizon.net
- 22 **Vice-President**
- 23 The Rev. Daniel Hepner (E) (C)
- 24 **Secretary**
- 25 Ms. Tammy Bowman (S) (LW)
- 26 **Resource/Advisory (Voice Only)**
- 27 Louise Hutchinson (LW)
- 28 **Treasurer**
- 29 Mr. William E. Westbrook (PD) (LM) Mr. Paul J. Eichelberger (BW) (LM)
- 30 Mrs. Jo Fielding (EPA) (LW)
- 31 **Members**
- 32 Ms. Sharon Hermann (S) (LW) Mr. Barry A. Crozier (PD) (LM)
- 33 Mr. George E. Monk, Jr (BW) (LM) Ms. Marsha Johnson (PD) (LW)
- 34 Ms. Barbara Rutt (PD) (LW) Mr. Lawrence Pelham (PD) (LM)
- 35 Mr. John Ridgeway (S) (LM) Mr. Clarence White (BW) (LM)
- 36 Mr. Barry Rose (E) (LM) **The Rev. Andrea King (BW) (C)**
- 37 **The Rev. Conrad Link (BW) (C)** **The Rev. Dr. Truman Brooks (S) (C)**
- 38 **The Rev. Johnson Dodla (S) (C)**
- 39 **Mid Atlantic UM Foundation Staff**
- 40 **Executive Director**
- 41 Mr. John Brooks (C) (LM) Email: jackbrooks.mafoundation@gmail.com
- 42 **Assoc. Director**
- 43 Mr. Frank C. Robert (LM)
- 44 **Operations Manager**
- 45 Ms. Tracy Brown (LW)
- 46 **Assistant Director, Customer Care**
- 47 Ms. Annabel Lusardi (LW)
- 48 **Coordinator of Coaching Services**
- 49 Kendell Daly (LW)
- 50

Native American Ministries, Committee on ¶654

PURPOSE: Develops and promotes Native American ministries across the EPA; gives voice to Native Americans; provides leadership to the Conference to meet the mandate to recognize the gifts and contributions made by Native Americans to our society

MEMBERSHIP: 10 persons. 2 co-chairpersons, financial secretary; 6 members to include persons of Native American heritage and non-Native Americans with a passion for NA ministries.

RESOURCE: Director of Connectional Ministries

Nominated by: Conference Committee on Nominations & Leadership

MEETINGS: As determined by the committee

Co-Chairpersons

Ms. Barbara Revere (E) (LW) (First) Email: bre2696294@aol.com

Ms. Sandra Cianciulli (E) (LW) (Second) Email: 524sandic@gmail.com

Secretary

Ms. Verna Colliver (E) (LW) (Second)

Treasurer

Ms. Joy Frazier (E) (LW) (Second)

Ex-Officio (Voice and Vote)

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

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

Resource/Advisory (Voice Only)

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

Mr. Ron Williams (First)

Members

The Rev. Dr. Suzanne Wenonah Duchesne (C) (Second)

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

Mrs. Paula Shifflet (S) (LW) (Second)

The Rev. Robert Coombe (E) (C) (First)

Mrs. Sharon Wack (S) (LW) (Second)

The Rev. Andrea Haldeman (W) (C) (First)

Ms. Terri Leone (S) (LW) (First)

Ms. Ann Abbott (S) (LW) (First)

Ordained Ministry, Board of ¶635

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

MEMBERSHIP: In accordance with para. 635. A term of four years. EPA rules for BOOM are no more than 3 quadrennium. At least 6 ordained elders and deacons in full connection, and when possible, at least two associate members or local pastors who have completed the Course of Study shall be included as members of the board with voice and vote. At last 1/3 laypersons that can include diaconal ministers and can be up to 1/3 laypersons. Membership shall include women and ethnic persons, at least one ordained clergyperson in the retired relationship, at least one ordained clergyperson in extension ministry, when when possible at least one young adult clergyperson in full connection age 35 or younger and a district superintendent named by the bishop to represent the cabinet.

RESOURCE: Director of Connectional Ministries, Conference Lay Leader

Nominated by: the Bishop

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

Chairperson

The Rev. Tracy Duncan (S) (C) (First) Email: revtracy51@gmail.com

Ex-Officio (Voice and Vote)

South DCOM Chair

North DCOM Chair

East DCOM Chair

West DCOM Chair

Mr. William Preston Thompson Sr. (S) (LM)

Resource/Advisory (Voice Only)

The Rev Jennifer Freymoyer (W) (C)

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

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

Registrar

The Rev. Deborah Gildart-Hanks (W) (C)

Treasurer

To be elected by BOOM

Members

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

The Rev. Bradley Leight (E) (C)

The Rev. Greg Impink (S) (C)

The Rev. Stephanie Brown Wilson (E) (C)

The Rev. Tamie Scalise (S) (C)

The Rev. Mark Terry (S) (C)

The Rev. Thomas Ebersole (S) (C)

The Rev. Steve Pittman (E) (C)

Carol Gibson (E) (LW)

The Rev. Jen Miller (N) (C)

The Rev. Mark Young (S) (C)

The Rev. John Smith (W) (C)

Interim Secretary

Ms. Barbara Drake (S) (LW)

Ms. Sheri Kentner (S) (LW)

The Rev. Quentin Wallace (W) (C)

The Rev. John Bletsch (S) (C)

The Rev. Darryl Stephens (W) (C)

The Rev. Nina Patton-Semerod (N) (C)

The Rev. Bumkoo Chung (S) (C)

The Rev. Dorry Kuhn Newcomer (E) (C)

Karen Fisher (E) (LW)

The Rev. Eric Yeakal (N) (C)

The Rev. Wendy Orzolek (S) (C)

Joe Skarbowski (W) (LM)

Mr. Ken Dickinson (E) (LM)

Prison Ministries and Restorative Justice

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

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

RESOURCE: Director of Connectional Ministries

Nominated by: Conference Committee on Nominations & Leadership

MEETINGS: As determined by committee

Chairperson

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

Ex-Officio (Voice and Vote)

Resident Bishop (C)

Resource/Advisory (Voice Only)

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

The Rev. John Coleman (E) (C)

Members

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

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

Mr. Luke Taylor-Storm (S) (LM) (Second)

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

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

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

Religion and Race, Commission on ¶643

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

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

Nominated by: Conference Committee on Nominations & Leadership

MEETINGS: 1st Thursday of the month from 1:00-2:30 p.m. via Zoom

Co-Chairpersons

Ms. Barbara Revere (E) (LW) (First) Email: bre2696294@aol.com

To Be Elected by Committee

Resource/Advisory (Voice Only)

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

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

Associate Superintendent for Urban Ministries

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

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

The Rev. Jennifer Freymoyer (W) (C)

Members

The Rev. María (Lisa) Quesada DePaz (E) (C)

The Rev. Mel Lehman (S) (C) (Second)

The Rev. Beverly Andrews (W) (C) (Second)

The Rev. Tamie Scalise (S) (C) (Second)

Mrs. Janet Mills (E) (LW) (First)

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

The Rev. Robert Johnson (S) (C) (Second)

The Rev. Dr. Anita Powell (S) (C) (Second)

Mr. Dennis Fisher (E) (LM) (Second)

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

The Rev. Eddie Cameron (S) (C) (First)

The Rev. Stacey Jones Andreson (S) (C) (First)

The Rev. Jaqueline Tilford (S) (C) (First)

Safe Sanctuaries

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

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

RESOURCE: Director of Connectional Ministries

Nominated by: Conference Committee on Nominations & Leadership

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

Chairperson

The Rev. Jacqueline D. Daniszewski (E) (C) (First) Email pastorjackiedd@gmail.com

Ex-Officio (Voice and Vote)

Mrs. Jo Fielding (LW)

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

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

Representative of I-Care

Representative of Conference Trustees

Members

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

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

Elizabeth Christie (N) (LW) (First)

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

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

The Rev. Bob Garvey (W) (C) (First)

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

Joyce Gailliard (E) (LW) (First)

Status and Role of Women, Commission on ¶644

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

MEMBERSHIP: Determined by Annual Conference in compliance with Discipline, paragraph 644 which recommends ⅓ laywomen, ⅓ laymen, ⅓ clergy with the majority being women. Recommend by EPA: One representative from each district; 1 representative from the Board of Ordained Ministry; 1 representative from UMW and UMM; 6 members for expertise and/or balance.

RESOURCE: Director of Connectional Ministries

Nominated by: Conference Committee on Nominations & Leadership

MEETINGS: As determined by committee

Chairperson

The Rev. Debra A. Coulbourn (E) (C) (First) Email: pastordebc2953@gmail.com

Ex-Officio (Voice and Vote)

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

Resource/Ad (Voice Only)

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

Members

Mrs. Ethel L. Malone (E) (LW) (Second)

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

Ms. Patricia Wilson (N) (LW) (Second)

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

The Rev. Betty Murphy (E) (C) (First)

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

Trustees, Board of ¶640 and 2512

PURPOSE: Oversees the maintenance, use, and value of all assets owned by the Conference.

MEMBERSHIP: 12 persons. It is recommended that 1/3 be clergy, 1/3 laymen, and 1/3 laywomen. Three trustees shall be elected each year for a term of 4 years and may serve a second term.

RESOURCE: Director of Connectional Ministries, District Superintendent selected by the Bishop, the Bishop, Director of Administrative Services, Conference Treasurer, Conference Chancellor

Nominated by: Conference Committee on Nominations & Leadership

MEETINGS: 1st Thursday (September to June) from 6:30 pm to 8:30 pm via ZOOM

President

Mr. VK Macwana (E) (LM) Email: vkmacwana@epaumc.org

Resource/Advisory (Voice Only)

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

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

Resident Bishop (C)

Mrs. Jo Fielding (LW)

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

Vice-President

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

Treasurer

Mrs. Jo Fielding (LW)

Secretary

Rev. Mary Jane Kirby (N) (C)

Members

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

The Rev Rose Marquardt (N) (C)

The Rev Rick Wrisley (S) (C)

The Rev. Sunil Balasundaram (E) (C)

The Rev. Rodney Brailsford (E) (C)

The Rev. Julian Milewski (N) (C)

The Rev. Greg Ellis (N) (C)

Mrs. Marilyn Mason (E) (LW)

Mr. Bob Lamson (N) (LM)

United Methodist Men

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

MEMBERSHIP: As determined by the UMM.

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

Nominated by: the Membership

MEETINGS: 2nd Monday of every month

President

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

Vice-President

To be elected by UMM

Resource/Advisory (Voice Only)

Resident Bishop (C)

Mr. William Preston Thompson Sr. (S) (LM)

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

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

Secretary

Treasurer

To be elected by UMM

Mr. Delno Moyer (S) (LM)

Members

The Rev. David Botzer (N) (C)

The Rev. Derrick Gutiérrez (W) (C)

The Rev. Sterling Eaton (S) (C)

Mr. Medford Pinkett (E) (LM)

United Women in Faith

PURPOSE: To engage women in faith in ministry, missions, and spiritual growth opportunities

MEMBERSHIP: As determined by United Women in Faith

RESOURCE: Director of Connectional Ministries, Conference Lay Leader

Nominated by: the Membership

MEETINGS: As planned annually throughout the Annual Conference

President

Rhonda Rea (E) (LW) Email: jrpiz@aol.com

Resource/Advisory (Voice Only)

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

Resident Bishop (C)

Ex-Officio (Voice and Vote)

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

Co-Vice-Presidents

Mrs. Susan Hill (N) (LW)

Mrs. Robin Miller (N) (LW)

Secretary

Necia Tyree (S) (LW)

Treasurer

Ms. Barbara McIntosh (S) (LW)

Members:

Dr. Polly Riddle (E) (LW)

Ms. Frances Whittington (S) (LW)

Ms. Barbara Skarbowski (W) (LW)

Constance Long (LW)

Mrs. Nancy Matthews (S) (LW)

Mrs. Maryann Repsher (N) (LW)

Mrs. Susan Dizuk (E) (LW)

Ms. Barbara Drake (S) (LW)

Ms. Linda Youngstrom (S) (LW)

Mrs. Anna Bickhart (S) (LW)

Mrs. Becky Givler (S) (LW)

Mrs. Elaine Brown (S) (LW)

Mrs. Linda Scott (E) (LW)

Ms. Sandie Wilson (E) (LW)

Mrs. Joy Frazier (E) (LW)

Urban Commission

PURPOSE: Works to advocate for ministries related to children, youth, and adults in urban settings
MEMBERSHIP: up to 25 persons, lay and clergy, who are passionate, and/or, sense a call to and/or, are presently engaged in urban ministry with particular attention to diversity and location in metropolitan areas in the Eastern Pennsylvania Conference. Ex-Officio: Coordinator of Office of Urban Ministries; one District Superintendent selected by the Bishop and Cabinet
RESOURCE: Director of Connectional Ministries

Nominated by: Conference Committee on Nominations & Leadership

MEETINGS: As determined by committee

Co-Chairpersons

The Rev. David Eckert (E) (C) (Second) Email: pastordavid.mumc@gmail.com

The Rev. Myra Maxwell (E) (C) (Second) Email: pastormyrajmax1@gmail.com

Resource/Advisory (Voice Only)

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

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

The Rev. John Coleman (E) (C)

The Rev. María (Lisa) Quesada DePaz (E) (C)

Members

The Rev. Dr. Brunilda Martínez (W) (C) (Second)

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

The Rev. Alicia M. Juliá-Stanley (N) (C) (Second)

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

The Rev. Victor Giménez (S) (C) (Second)

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

Ms. Jean Kershaw (E) (LW) (Second)

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

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

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

Dr. Lewis Wilford (S) (LM) (Second)

Ms. Donna Burchess (N) (LW) (First)

Ms. Clare Schilling (S) (LW) (First)

The Rev. Lisa DePaz (E) (C) (First)

The Rev. Manfredo Martínez (N) (C) (First)

Ms. Karyn Schoolfield (S) (LW) (First)

Michelle Cygan (N) (LW) (First)

Vianca Corazon (N) (LW) First

The Rev. Lela Hartranft (N) (C) (First)

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

The Rev. Graham Truscott (N) (C) (First)

Volunteers in Mission

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

MEMBERSHIP: Recommend: one from each district

RESOURCE: Director of Connectional Ministries

Nominated by: Conference Committee on Nominations & Leadership

MEETINGS: As determined by committee

Chairperson

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

Resource/Advisory (Voice only)

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

Mr. Bob Simcox (S) (LM)

Mrs. Denise Shelton (S) (LW)

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

Members

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

The Rev. Nicholas Camacho (S) (C)

Mrs. Susan Grimm Mattox (W) (LW)

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

Wesley Student Foundation: Drexel

PURPOSE: UMC Campus Ministry at Drexel University

MEMBERSHIP: As directed by the bylaws

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

Nominated by: Conference Committee on Nominations & Leadership

MEETINGS: 4 to 3 times a year as needs arise

Resource/Advisory (Voice only)

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

Mrs. Jo Fielding (LW)

The Rev. Diana Esposito (S) (C)

District Superintendent Representative

Mr. William Preston Thompson Sr. (S) (LM)

Members

Mr. Nicky Jushchyshyn (Drexel)

Mr. Patrick Chapagain (Drexel)

The Rev. David Piltz (E) (C)

The Rev. Jason Perkowski (W) (C)

Ms. Jessica Jushchyshyn (Drexel)

The Rev. Joanne Miles (S) (C)

Mr. Theo Richard (Drexel)

The Rev. Victor Giménez (S) (C)

The Rev. Michael Callahan (S) (C)

Youth (¶649) & Young Adult Ministries, Council on

PURPOSE: Plans and supports ministries that enable youth (ages 12-18) and young adults (ages 19-35) to be actively involved in the life of the church

MEMBERSHIP: Recommended Young Adult : representation from all four districts. Recommended Youth: as listed in (¶649)

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

Nominated by: Conference Committee on Nominations & Leadership

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

Resource/Ad (Voice Only)

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

Mr. William Preston Thompson Sr. (S)

District Superintendent Assignment

Members

Mrs. Denise J. Harris (E) (LW) (Second)

Elizabeth Christie (N) (LW) (First)

The Rev. Victor Giménez (S) (C) (Second)

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

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

José Tirado (W) (LM) (First)

Youth Jurisdictional Representative 2024

Alisabeth Guepet (N) (LW)

ADVANCE SPECIAL RESOLUTION

RESOLUTION #2024 - 02

RESOLUTION to the 2024 ANNUAL CONFERENCE SESSION

Resolution relating to Advance Special Applications

Presented by Eastern Pennsylvania Conference Global Ministries Team

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

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

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

THEREFORE, BE IT RESOLVED, that the following programs and ministries of the annual conference having completed the appropriate applications, be designated as a list of Conference Advance Specials for the year July 1, 2024 through June 30, 2025.

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

CENTER-PHILADELPHIA @ ARCH STREET UMC & GRACE CAFÉ\$5,000

Applicant: Deaconess Darlene DiDomineck

55 N. Broad Street, Philadelphia, PA 19107

215-568-6250 darlene@archstreetumc.org

The Center-Philadelphia is a bi-location community center and non-profit ministry born from the longstanding outreach ministries of Arch Street UMC. The largest program is Grace Café, located at Arch St. UMC, which serves a restaurant-style community meal each Sunday and operates a drop-in center from Monday to Thursday offering shower and laundry services, short-and-long-term case management, a clothing closet, computer and internet access, and a weekly nurse-led wellness clinic. The second location is Serenity House Community Center in North Philadelphia, housed in the former Cookman UMC parsonage. Serenity House offers housing to students, ministry interns, and mission workers committed to living in an intentional Christian community. Serenity House Community Center partners with community organizations to provide food, clothing, fellowship, and study opportunities, as well as support for the People's Garden, a neighborhood-led community growing space.

CODE BLUE \$15,000

Applicant: Mary Alice Law

800 W. Marshall Road, Norristown, PA 19401

610-279-8700, 484-92908763, mary749@aol.com

Code Blue is a homeless shelter ministry of Haws Ave. UMC, Norristown when temperatures are below freezing. It provides a cot, clean linens, a free hot meal, phone charging stations and TV for up to 35 people nightly when the temperature is below 32 degrees. Those who are immigrants also have access to free legal consultation.

COKEBURY SUMMER READING AND LUNCH PROGRAM\$3,000

Applicant: Sandra M. Cislo

307 Market Street, Marcus Hook, PA 19061

1 610-416-5112. smcislo@yahoo.com
 2 This is a ministry of Cokesbury UMC, which provides FREE summer lunch for 3-4 weeks on Monday-Thursday
 3 for pre-k through 5th grade children who live in the high poverty areas of Marcus Hook, Trainer, and Lower
 4 Chichester and are most at-risk for academic failure. Without the benefit of free school breakfast and lunch
 5 during the summer, children who are food insecure go hungry. Recognizing that education can be the key to
 6 unlocking the chains of poverty, Cokesbury UMC seeks to provide needed educational and nutritional support
 7 for the at-risk children of their community. Participants receive free books to start or expand home libraries, and
 8 bookbags with school supplies at the end of the program.

9

10 **LIBERIA EDUCATION PROJECT \$7,320**

11 Applicant: Dennis L. Fisher, Board of Directors Chairperson
 12 Liberia Education Project c/o Somerton United Methodist Church
 13 13073 Bustleton Ave., Philadelphia, PA 19116
 14 215-673-2745 (o), 215-356-3193 (c), 215-860-5577 (h) dkfisher@comcast.net

15

16 The Liberia Education Project (LEP) is a non-profit corporation bringing educational opportunities to the people
 17 of Liberia, West Africa, especially the disadvantaged boys and girls of rural areas. The Board of Directors is
 18 composed of members of Somerton UMC, primarily. LEP has been supported by other EPA congregations,
 19 including St. John's Ivyland, Frankford Memorial UMC, and First UMC of Germantown. The volunteer Executive
 20 Director is Jacob Madehdou, from Liberia, who attends Somerton UMC. Activities since 2009 include renovating
 21 a rural church into a one-room school, the Ghenwein Mission School; building a school with 6 classrooms, drilling
 22 a well, and building a bathroom with flushable toilets. During the Ebola outbreak, when schools were closed,
 23 the teachers became Ebola trainers to educate people in rural villages, where no known Ebola deaths occurred.
 24 Today the school has nearly 200 children registered from pre-K to 6th grade. LEP funds salaries for 5 certified
 25 teachers and 7 support staff. In 2023, the multipurpose building was equipped with kitchen, dining room, food
 26 storage area, and two rooms for teacher lodging, and 80 desks were provided for the school. The needed amount
 27 of \$7320 is a matching gift for 6 months of teacher pay.

28

29 **LIGHT OF MARNIE \$10,000**

30 Applicants: Jennifer and John Lafferty
 31 315 Municipal Drive, Thorndale, PA 19372
 32 John: 610-470-1369 JohnL@lightofmarnie.org.
 33 Jennifer: 610-766-0944 JenL@lightofmarnie.org
 34 Light of Marnie supports SHALOCA Christian Academy, an elementary school in Lower Johnsonville, Liberia, West
 35 Africa. The school was founded by Rev. James Coleman when he was serving in Liberia. Due to the untimely
 36 passing of Rev. Coleman in February 2023, the school is going through a reorganization process. Rev. Coleman's
 37 daughter is now in charge of the school. She is a citizen of Liberia and a recent nursing school graduate. The all-
 38 purpose meeting room continues to be used for Sunday Worship. Light of Marnie has a Board of Directors in the
 39 USA which does fund-raising, and SHALOCA has a Board of Directors in Liberia with United Methodist members
 40 in both locations.
 41 In 2022, Light of Marnie partnered with Eddystone United Methodist Church to refurbish the unoccupied
 42 parsonage, which is now being used to house two Ukrainian families who became refugees when Russia invade
 43 Ukraine. Both families are attending Eddystone UMC and participating in church projects. A separate Board
 44 with its own bank account was established for the parsonage project, and it reports regularly to the Eddystone
 45 UMC Board. John Lafferty is now the pastor assigned to Eddystone UMC, and he is in the process of becoming a
 46 Licensed Local Pastor. Jennifer Lafferty is South District Co-Lay Leader and serves on the Global Ministries Team.

47

48 **LUMINA \$10,000**

49 Applicant: Correen Russo, Executive Director
 50 20 E. Clay Street, Lancaster, PA 17602

- 1 717-394-8412 (office), 717-808-8633 (cell), correen.lumina@gmail.com
 2 LUMINA serves nearly 1,000 economically disadvantaged individuals in the Lancaster/Lebanon area annually with
 3 the help of volunteers, financial support, and donations of food and clothing from United Methodist churches.
 4 LUMINA shares God's love with neighbors in need through the following programs:
 5 • Children's Ministries: weekly Kids' Night discipleship programs, summer day camp, field trips, and
 6 residence camp scholarships for children living in poverty.
 7 • Nutrition/Cooking Education: free classes, food, and kitchen tools for low income adults (many are
 8 migrant farm workers) with children to improve their health and quality of life.
 9 • Food Box Distribution: 200 or more free 40-lb boxes of food are given monthly to neighbors
 10 experiencing food insecurity.
 11 • Clothing: warm outerwear is provided to underserved children and their families.
 12 • Affordable Housing: transforming blighted city properties into homes for first-time, low- income families
 13 (as part of the Manifest Urban Alliance)
 14 • Student Lunch Outreach: hearty meals are provided to high school students doing construction work
 15 with Manifest Urban Alliance.
 16 • Limited Rental Assistance: helping to keep our neighbors in crisis from becoming homeless, with a
 17 generous grant from United Women in Faith.

18
 19 **SPIRITUAL RENEWAL MINISTRIES, INC. \$8,000**

20 Applicant: Rev. Sara Davis-Shappell
 21 P.O. Box 724 Southeastern PA 19399, 610-873-3988 (O), 610-613-6253 (C) SpiritualRM@aol.com
 22 This ministry is an unofficial Approved Agency of EPC, providing spiritual direction, retreats, and seminars for
 23 over 30 years. Financial donations are used for scholarships to companion churches, groups, and individuals
 24 desiring to deepen their relationship with God in Jesus Christ and overcome racism, poverty, and injustice which
 25 are destructive to relationships with God, others, and self. During the last 3 years with COVID, more clergy and
 26 laity are seeking spiritual direction to nourish their personal relationship with God, so they may be fuller vessels
 27 for others during these ongoing difficult times. Members of the conference clergy and laity make up the board of
 28 directors.

29
 30 **WESLEY FOUNDATION OF THE CITY OF PHILADELPHIA..... \$10,000**

31 Applicant: Rev. Deacon Diana Esposito
 32 3225 Arch Street, Office 012B, Philadelphia, PA 19014, 484-685-6347
 33 opendoordrexel@gmail.com
 34 The Wesley Foundation of the City of Philadelphia serves the Drexel University campus and community and
 35 directly serves students through the Open Door Christian Community student organization, serving alongside
 36 students, faculty, and staff to meet physical and spiritual needs on campus and in the community. Because many
 37 college students face food insecurity, a free weekly healthy hot meal is provided to anyone on campus who is
 38 hungry. The 34 weekly meals are served in a variety of locations on campus to ensure student access and to
 39 build community among students, especially the international students. Students are invited to participate in
 40 community service by providing clothing and hygiene supplies to disadvantaged community members. Faith
 41 formation is offered through Worship, Wandering and Wondering, and Open Minded. Students are empowered
 42 through internships to run many of the ministries beyond the hours the chaplain is on campus. In 2024, a new
 43 conversation series will explore social justice from a faith perspective.

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.

CRSP AGREEMENT

RESOLUTION #2024 - 03

Pertaining to the Adoption Agreement to the Clergy Retirement Security Program (CRSP) for the Year 2025

Presented by Mandy Miller, President Board of Benefits

BE IT RESOLVED that the Adoption Agreement for the Clergy Retirement Security Program shall apply to the Eastern Pennsylvania Annual Conference and, unless another date is specified below, shall be effective as of January 1, 2025. The Clergy Retirement Security Program shall be the base retirement plan for the clergy persons under Episcopal appointment, including deacons and members of other denominations serving at the conference, church, charge, conference responsible unit, conference controlled entity, including clergy on medical leave receiving Comprehensive Protection Plan (CPP) disability benefits of the Eastern Pennsylvania Annual Conference in accordance to the plan adoption agreement beginning on January 1, 2025. Clergy persons on medical leave and not receiving Comprehensive Protection Plan (CPP) disability benefits are not eligible to participate in CRSP.

FURTHER BE IT RESOLVED that on January 1, 2025, the ministerial pension rate for past service before January 1, 1982, shall be set at \$532.00, and the personal contributor's annuity derived from pre-1982 contributions shall apply toward the payment of the participant's formula benefit.

AND FURTHER, BE IT RESOLVED that the surviving spouse benefit shall be 70% of the participant's formula benefit.

AND FURTHER BE IT RESOLVED that the Board of Pension and Health Benefits is authorized to make annual deposits at the end of each calendar year as required by the General Board of Pension and Health Benefits for the purpose of funding for past service before January 1, 1982.

RENTAL-HOUSING ALLOWANCES

RESOLUTION #2024 - 04

Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons

Presented by Mandy Miller, President Board of Benefits

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

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

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

WHEREAS, the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a rental/housing allowance for retired and disabled Clergypersons who are or were members of this Conference.

THEREFORE BE IT RESOLVED, that an amount equal to 100% of the pension or disability payments received from plans authorized under *The Book of Discipline* of The United Methodist Church (“the *Discipline*”), which includes all such payments from Wespeth during the year 2025 by each retired or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designed as a rental/housing allowance for each such Clergyperson; and

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

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

EQUITABLE COMPENSATION

RESOLUTION #2024 - 05

RESOLUTION TO 2024 ANNUAL CONFERENCE SESSION

Resolution Regarding Equitable Compensation Recommendation for 2025

Presented by Commission on Equitable Compensation

WHEREAS, it is a mandate of the Commission on Equitable Compensation to support clergy serving as pastors in the charges of the Annual Conference by recommending conference standards for pastoral support (§625.2(a), 2016 *Discipline*), and

WHEREAS, it is also a mandate of the Commission on Equitable Compensation to submit to the Annual Conference an arrearage policy for Conference approval (§625.2(d), 2016 *Discipline*), and

WHEREAS, the Commission is charged with annually recommending to the Annual Conference a schedule of minimum base compensation for all full-time pastors or those clergy members of the annual conference appointed less than full-time to a local church, subject to such rules and regulations as the conference may adopt (§625.3, 2016 *Discipline*), and

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

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

THEREFORE, BE IT RESOLVED that the Annual Conference establish minimum salaries reflecting a 4.0% increase to be effective July 1, 2025. The schedule of minimum base salaries for persons under appointment in the local church after that date shall be as follows:

a) Elders and Deacons in Full Connection	\$48,992
b) Provisional Deacons and Elders under full-time post-seminary appointments	\$46,436
c) Associate Members	\$45,462
d) Full-Time Local Pastors	\$43,033

BE IT FURTHER RESOLVED, that to arrive at the minimum base salary for each pastor, the appropriate base salary listed above shall be increased by 1% for each year of service up to a maximum of 20 years. Years of service are determined by the number of full-time years (or a combination of part-time equivalent years) **fully completed** prior to July 1, 2025; and

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

BE IT FURTHER RESOLVED, that any amount provided as a housing allowance is not to be considered part of the minimum base salary as set forth in this resolution (§252.4(e), 2016 *Discipline*); and

BE IT FURTHER RESOLVED, that any change in clergy minimum base salaries related to a change of clergy status through ordination, commissioning, or licensing after July 1, 2025 will become effective as of July 1, 2026. Pastors receiving their first appointment are at level 0, and

BE IT FURTHER RESOLVED, that all full time pastors shall have an accountable reimbursement expense line item in the church budget to cover mileage for pastoral work, continuing education, and other professional ministerial expenses as allowed by the IRS. This reimbursable amount shall be a minimum of \$2,500. For churches that are receiving Equitable Compensation support, their accountable reimbursement expense line should not exceed \$2,500, and

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

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

BE IT FURTHER RESOLVED, that churches that receive Equitable Compensation Grants in one year and apply again in the subsequent year are expected to request 25% less than in the prior year, and

BE IT FURTHER RESOLVED, that the attached Eastern Pennsylvania Conference Clergy Arrearage Policy be adopted effective upon passage of this resolution, and

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

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

Eastern Pennsylvania Conference
Clergy Salary Arrearage Policy

Adopted by Annual Conference in May, 2024

In the event that the local church treasurer becomes aware that the church will be unable to provide to the pastor full payment of a regularly scheduled salary, housing allowance installment, pension payment, or health insurance payment, the church treasurer shall immediately notify both verbally (within 24 hours) and in writing (within 3 days) the Pastor, the Lay Leader, and the Chairs of S/PPRC, Finance, Trustees, and the Church Council or equivalent of the impending arrearage. Upon receipt of such notice, the Chair of S/PPRC and/or the Pastor shall immediately notify the District Superintendent and congregation of the impending arrearage. It is the pastor's responsibility to keep copies of all such written notifications, and to provide additional written confirmation to the District Superintendent when an arrearage has taken place. Failure to document salary or benefit arrearages may result in a loss of compensation.

Upon receipt of notice of a pending arrearage, the Chair of S/PPRC shall meet with the Pastor, Lay Leader, and Chairs of Finance, Trustees, and the Church Council to discuss the financial situation and seek remedies to prevent an arrearage from occurring. Consistent with The Book of Discipline ¶624, such remedies cannot include a reduction in the Pastor's compensation until the beginning of the next Conference year.

If after consultation among these leaders it becomes apparent that the church may be facing a long-term financial crisis, the Chair of S/PPRC shall notify in writing the Pastor, congregation and District Superintendent to consider potential solutions including but not limited to developing a payment plan so that the pastor receives full payment of regularly scheduled salary, housing allowance installment, pension payment and health insurance payment are made by the end of the fiscal and/or appointment year. The District Superintendent may refer this to another appropriate resource person to work with the church towards resolution of the situation.

If the local church is already receiving a subsidy grant, the District Superintendent or designee will determine if all subsidy grant funds allocated to the church were used to pay the pastor's salary.

It is the responsibility of the pastor to provide evidence of an arrearage by providing documentation such as: Treasurer's Reports, Charge Conference reports, check stubs, etc.

The statute of limitations for any salary arrearage is one year from the date of the initial arrearage. However, once an appointment ends the Pastor no longer has claim on the local church for compensation funds (¶1342.4).

CHURCH CLOSURES

RESOLUTION #2024 - 06

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

Fremont: Union United Methodist Church

Pottstown: Salem United Methodist Church

Hamburg: Bethany United Methodist Church

Port Carbon: First United Methodist

Donaldson United Methodist Church

Philadelphia: Servants of Christ United Methodist Church

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

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

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

BE IT FURTHER RESOLVED, in keeping with provisions of Paragraph 2549.4 of *the Book of Discipline*, 2016 edition, that all deeds, records, legal papers and other official documents shall be maintained in permanent safekeeping with the Conference Commission on Archives and History of the St. George's United Methodist Church in Philadelphia, PA,

BE IT FURTHER RESOLVED that the congregations voted and or agreed to close and discontinue as a church in the Eastern Pennsylvania Conference of the United Methodist Church having served with dedication and commitment to the mission of the United Methodist Church.

Submitted by

The Eastern Pennsylvania Cabinet

MOU COLLABORATION

RESOLUTION #2024 - 07

A Memorandum of Understanding Relating to EPA&GNJ Collaborative Partnership

Presented by Lenora Thompson, EPA Connectional Table Chair and Iraida Ruiz De Porras, GNJ Connectional Table Chair

We honor that throughout our history our Methodist connection has been nimble in responding to the changing conditions around it, expanding and changing patterns of ministry in times of growth, contracting and reorganizing in times of decline in order to effectively meet the missional needs in the present. This flexibility has been a key to our missional success. We further recognize that due to the factors around disaffiliation and declining membership in general that this is a time for reorganizing and for embracing new and creative forms of ministry collaboration to keep our focus on moving our mission forward. We also acknowledge that any change, but especially change that occurs rapidly, may create feelings of anxiety, fear, grief and increased sense of stress. The information and strategies framed in this MOU are to help us begin to map pathways to a vibrant future in a challenging time. We believe that collaboration between EPA&GNJ is already helping us be nimble in responding to our changing environment and we hope that this protocol will become an effective tool for helping us navigate the changes we expect to face in the near future and enable us to move our mission forward with hope and vitality as we embrace new Episcopal leadership and a potentially revised denominational structure.

WHEREAS, EPA and GNJ are collaborating together in ministry,

THEREFORE BE IT RESOLVED that Eastern PA and Greater New Jersey conferences, agencies and staff use the following MOU to guide decision-making, budgeting and mission and ministry.

Background

A Memorandum of Understanding (MOU) is an agreement between two or more organizations that governs their collaborative efforts. The Memorandum outlined below is between the Eastern Pennsylvania Annual Conference (EPA) and the Greater New Jersey Annual Conference (GNJ) about how decisions will be made about collaborative mission and ministry done jointly by the two conferences in the areas of ministry, administration and financing for joint projects.

Why Collaborate

We believe we are called as the body of Christ and Wesleyans to serve in connection with one another and live as a community of believers who represent Christ to one another and the world. We are formed as God's people to serve the congregations, communities, and world collaboratively whenever possible to maximize resources and efforts for the mission. The collaboration will assist each conference to thrive and grow in recruiting and developing transformational leaders to make disciples of Jesus Christ and grow vital congregations for the transformation of the world.

How and When Was the Collaborative Effort Started

This collaborative effort began when the Northeastern Jurisdiction (NEJ) who elects and assigns bishops in 2022 assigned EPA&GNJ the same bishop. These new relationships were formed among seven of the ten conferences in the NEJ¹. EPA&GNJ and the other five conferences who also were in new relationships were encouraged to explore and develop affiliations or collaborative efforts. This was done in preparation for what is anticipated to be even fewer bishops throughout the denomination and in the NEJ. Presently there are seven bishops serving in

¹ Eastern PA & Greater NJ; Peninsula-Delaware & Baltimore-Washington; West Virginia & Susquehanna and Western Pennsylvania

the NEJ and in 2024 the General Conference will decide the total number of bishops around the world which may see a total of 5-7 bishops in the NEJ requiring all 10 NEJ conferences to be in collaborative relationships.

If there is a further reduction of bishops in the NEJ, the NEJ Conference also scheduled to meet in 2024 will determine the conferences that will work together under one bishop.

Regardless of the number of bishops and the alignment of conferences, due to the pandemic and disaffiliation, things will be different in The United Methodist Church and for EPA&GNJ.

God is doing a new thing!
Now it springs up; do you not perceive it?
God is making a way in the wilderness
and streams in the desert. -Isaiah 43:19

Who and How Was the MOU Prepared

This MOU was developed and prepared by a joint task force of EPA&GNJ involving 15 elected and staff leaders from each conference and was reviewed and approved by CFA and the Connectional Table of both conferences. It involved a survey of both conferences, Zoom and in person feedback sessions, and the affected agencies of both conferences working together.

This MOU seeks to:

- A. Identify the principles that will guide the ongoing collaboration between EPA and GNJ and
- B. Summarize the current state of our efforts at collaboration after 18 months of effort.
- C. Describe the ongoing evolution of the collaboration.

While the principles spelled out in the MOU guiding our efforts at collaboration will stay constant, the specifics of the collaboration will evolve over time making the MOU a living document.

A. Principles that will guide the ongoing collaboration between EPA & GNJ:

When decisions are made with respect to collaboration in the areas of mission, ministry, administration, and finances we will ask ourselves the following questions in order to better guide our decision-making:

1. Will collaboration allow the mission, ministries, and goals of EPA & GNJ to be achieved more effectively together than individually?
2. Will by collaboration, the impact of our personnel, property and financial resources be utilized more effectively to achieve our individual missions and potentially even reduce costs for each conference?
3. Will the long-term capacity and sustainability of each conference be enhanced? At a minimum preserved?
4. Will the values of United Methodism and the values of the two conferences be honored and preserved? (See Appendix 1 for details on our values).
5. Will the collaboration assist each conference to thrive and grow in recruiting and developing transformational leaders to make disciples of Jesus Christ and grow vital congregations for the transformation of the world?

B. Collaborative Ministries, Staffing & Finances:

1. What ministries of EPA&GNJ will we carry out together initially?

The present collaborative ministries of EPA&GNJ are listed in Appendix 2 for information. These ministries were identified by the EPA and GNJ agencies working together to determine what could be done better together.

Collaborative ministries will change from time to time when needs, circumstances and finances change.

The agencies that oversee the particular ministries are responsible for the ongoing monitoring and evaluation of the effectiveness of the ministries to achieve the mission and goals of EPA&GNJ. For further clarity and information, in Appendix 2 each ministry area lists the agencies responsible by The Book of Discipline for the different ministries. The responsible agency of each conference shall be consulted and approve any of the ministries to be eliminated or added to the collaboration work of EPA&GNJ.

The Connectional Table for programmatic ministries, the Council of Finance and Administration (CFA) for finance and administration ministries, and the Cabinet for appointments and oversight of clergy and lay leadership and congregational ministries of each conference shall each be updated by the respective agencies and provide ongoing guidance and feedback.

2. What and how will staff be deployed?

Each annual conference shall approve its budget and within those budgets is compensation for staff. While staff may work collaboratively or on collaborative EPA&GNJ ministries, EPA staff will be compensated through the EPA payroll and GNJ staff will be compensated through the GNJ payroll. Reimbursement from one conference to another conference is addressed under finances.

For informational purposes, the present staff working together or on collaborative ministries are listed in Appendix 2. This will change from time to time with the approval of each conference's Human Resources agency in consultation with the extended cabinet representatives and CFA of each conference.

3. How will financial decisions be made and administrated?

The principle for financial decisions is that no conference will profit at the expense of the other. Likewise, all savings will be shared equitably between the conferences as befits the church of Christ. Our goal is to support and engage missionally together in the spirit of Connectionalism.

Programmatic and Administrative costs will be shared based on the ratio of congregations in each conference. The Chief Financial Officer (CFO)/Treasurers and Director of Connectional Ministry (DCMs) will jointly make this decision and when in question will consult with the CFA chairpersons of both EPA and GNJ.

Staffing costs will be reimbursed based on the added cost of collaborating staff whose costs were explicitly agreed to be shared by the two conferences. These expenses correspond to incremental costs of collaboration incurred by the two conferences and do not include staff already hired by the individual conferences whose services they have freely decided to share with the other conference. For more details, see the Added Cost Table in Appendix 3.

In order to monitor the full extent of the collaboration and the value received by both conferences by collaborating, all staff positions compensated through apportioned/billed funds will be evaluated each year, and the percentage of each person's job spent on work for the other conference determined and aggregated. For more details on this calculation see the informational table below and the staffing chart for further information in Appendix 3.

C. Ongoing evolution of the collaboration:

1. Communication:

Collaborating ministries, projects and services will be communicated through the collaborating or individual communication vehicles of both EPA&GNJ. EPA&GNJ will have access to one another's communication vehicles.

2. When and how will the effectiveness of the collaboration be evaluated?

A yearly report will be made to each annual conference session and quarterly reports will be provided to the

- 1 appropriate governance bodies for the area it oversees. These reports will include progress, challenges, next
- 2 steps, and budgeting.
- 3
- 4 The MOU itself will be reviewed and updated each year by each participating CFA and Connectional Table. Each
- 5 CFA shall report any changes to the collaborative work to their annual conference session. If a CFA believes it is
- 6 not in the best interest to continue in the collaboration, they shall recommend to the annual conference session
- 7 discontinuance and the annual conference shall vote to continue or discontinue the relationship.
- 8
- 9 If the NEJ realigns the Episcopal Areas so that EPA&GNJ do not share a bishop the MOU Taskforces will
- 10 reconvene with the episcopal leadership of the two conferences to discuss if and how EPA&GNJ will continue to
- 11 collaborate. Should EPA&GNJ continue to share a new episcopal appointment, the Chairpersons of the Taskforce
- 12 and/or Connectional Table will meet with the new bishop and the chairs of CFA, the CFO's, the DCM's, the Deans
- 13 of the Cabinet and other appropriate leaders to discuss the MOU and next steps for the collaboration.
- 14
- 15 **3. Participation in the Collaboration:**
- 16 If other annual conferences want to share in one or more of the collaborative initiatives, how will this be
- 17 reviewed, and decisions made for the inclusion of other annual conferences?
- 18 Additional annual conferences may join the collaborative partnership by vote of the current CFAs and
- 19 Connectional Tables and a vote by the joining CFA, Connectional Table and annual conference session.
- 20
- 21 **For further information**, governance and management decision-making is further described in Appendix 3.

Informational Appendixes

1. Values of United Methodism
2. Ministries and staff identified by EPA&GNJ agencies to collaborate together.
3. Financial Models
4. Shared Ministries and Services
5. Decision-making and Governance

**For Information Only
Appendix 1**

**Values of
United Methodism**

United Methodist Values

Grace - God's grace is sufficient for salvation and is offered to all through a personal relationship with Jesus Christ.

Extending God's grace - Grace is extended through the sacraments of communion and baptism to adults, youth, and children, inviting all people into a personal relationship with Jesus Christ and by practicing the Wesleyan means of grace.

The Bible – The Bible is the primary authority and revelation for salvation and holy living, and is interpreted through tradition, reason, and experience.

Personal and social holiness – United Methodists grow spiritually and are accountable for witness, service, and doing justice in the world.

Connectionalism - United Methodists are connected through a web of congregations and organizations that share a common mission, doctrine, apportioned financial mission support, itineracy, and holy conferencing.

Diversity and Inclusion – United Methodists welcome, include, and involve all people in the life of the church guided by the scriptures, doctrine, and Wesleyan Way of the church.

**For Information Only
Appendix 2**

**Specific Areas of Ministry and Service
and Staffing**

Staffing

The following organizational chart shows both the EPA&GNJ staff positions. Blue are the EPA staff and green are GNJ staff that are not directly engaged in collaborating ministry and services. Gold represents the collaborating staff.

The following are staff involved in collaborative projects. It indicates if their work is focused in EPA or GNJ or both EPA&GNJ.

EPA Focused	EPA&GNJ	GNJ Focused	Hired by
Superintending/Regional Administration/Leadership & Congregational Development/HR			
	Bishop		Both
	Director of Human Resources		GNJ
	Assistant to the Bishop (Leadership Development)		EPA

	Assistant to the Bishop (Administration)		GNJ
	Executive Administrative Assistant		Both
4 Superintendents		6 Superintendents	
2 Associate Superintendents		4 Associate Superintendents	
	Regional Manager		GNJ
2 Regional Administrators		2 Regional Administrators	
	Resource Manager		GNJ
	Breakthrough Coordinator		GNJ
Connectional Ministries/Discipleship/Camp & Retreat Ministry/Ignite/Youth			
	2 Connectional Ministry Directors		1 each conf
	4 Camp & Retreat Ministry Directors		EPA
	2 Next Gen Staff		Both
	Hispanic Ministry Coordinator		EPA
	Prison Ministry Coordinator		EPA
	Connectional Ministries Manager (Scholarships and Grants)		GNJ
Communications			
	Director		Both
	Editorial Manager		EPA
	Video Producer		GNJ
	Graphic Designer		EPA
	IT and Web Specialist		GNJ
	Communications Administrator		GNJ
Data Base			
	CFO/Treasurer		EPA
	Missional Data Specialist		GNJ
	Missional Data Administrator		EPA
Benefits			
	Insurance and Benefits Manager		GNJ
Benefits Specialist		Benefits Specialist	

The staff strategize, plan and carry out collaborating ministry and services through the following teams. These teams existed prior to collaboration and met on these regular cycles. They now meet together as one team.

- Cabinet – the district superintendents and the bishop meet twice a month and weekly during the appointment season.
- Extended Cabinet – the cabinet and executive staff. Both EPA&GNJ extended cabinet meet individually and once together every month.
- Extended leadership – executive staff and management staff meet once a month to report about progress on projects and ministries.

- Episcopal Office Team – meet weekly to review work and projects.
- Communications Team – meet weekly to review work and projects.
- Regional Administrative Team - meet weekly to review work and projects.
- Leadership Development Team – meet monthly to review work and projects.
- Data Base Team – meet weekly to review work and projects.
- Benefits Team – meet weekly to review work and projects.

Communication

Collaborating ministries, projects and services will be communicated mutually through the collaborating or individual communication vehicles of both EPA&GNJ. EPA&GNJ will have access to one another's communication vehicles.

Evaluation

A yearly report will be made to each annual conference session and quarterly reports will be provided to the appropriate governance bodies for the area it oversees. These reports will include progress, challenges and next steps and budgeting.

Participation

The MOU will be reviewed and updated each year by each participating CFA and Connectional Table. Each CFA shall report any changes to the collaborative work to their annual conference session. If a CFA believes it is not in the best interest to continue in the collaboration, they shall recommend to the annual conference session discontinuance and the annual conference shall vote to continue or discontinue the relationship.

Additional annual conferences may join the collaborative partnership by vote of the current CFAs and Connectional Tables and a vote by the joining CFA, Connectional Table and annual conference session.

For Information Only

Appendix 3

The MOU team developed three models that could be used to share costs of collaboration between the two conferences.

- Model 1 – Is the “All Collaborative Staff” method that is accounting focused and allocates the cost of ALL staff involved in collaborative work to the two conferences;
- Model 2 – is a subset of the “All Collaborative Staff” method and only allocates the cost of Staff working 100% on collaborative work at the current time;
- Model 3 – is called the “Added Cost” method and takes a different approach. It views the two conferences as mission partners and only allocates explicit incremental costs incurred on account of collaboration. So, if staff are already employed by one conference and are able to provide collaborative service to the other conference, this service is viewed as a sharing of a gift rather than a cost to be allocated.

The CFAs of GNJ and EPA independently reviewed the above different methods for assessing the cost and reimbursements for staff involved in the collaboration.

The EPA CFA voted to adopt the Model 3 (*“Added Cost” method*).

The GNJ CFA voted that Model 1 (*“All Collaborative Staff” method*) be adopted and model 3 (*“Added Cost” method*) be used for payment purposes; this would be re-evaluated every three years.

The Informational Table evaluates every staff position and the percentage of the staff role dedicated to the collaboration and that percentage of staff compensation be shared by both conferences.

The Added Cost Table evaluates the increased costs to a conference as EPA and GNJ collaborate, and a conference is reimbursed for any cost increase it incurs because of the collaboration. This model also evaluates every staff position and assesses increased compensation because of the collaboration.

Informational Table Model 1: All Collaborative Staff			Added Cost Table Model 3: Added Cost		
	EPA	GNJ		EPA	GNJ
Staff Considered	14	27	Staff Considered	2	7
Staff Comp	352,464	1,068,643	Staff Comp	54,014	301,436
EPA Payment to GNJ ¹	(716,179)	716,179	EPA Payment to GNJ ¹	(247,422)	247,422
Current EPA payment to GNJ ²	(205,454)	205,454	Current EPA payment to GNJ ²	(205,454)	205,454
Additional payment to GNJ	(510,725)	510,725	Additional payment to GNJ	(41,968)	41,968
Cost to hire staff w/o collaboration ³	364,667	424,063	Cost to hire staff w/o collaboration ³	364,667	424,063
Collab gain/(loss) ⁴	(351,512)	1,140,242	Collab gain/(loss) ⁴	117,245	671,485

¹ The amount EPA to reimburse GNJ.

² The amount EPA currently is paying GNJ.

³ In some cases, open positions were not hired and assumed under the collaboration. For example, GNJ had an open graphic/web designer open but rather than hiring a new person, the collaboration is using the EPA designer. EPA is not hiring a database manager or a staff person to provide this work. This is a savings to GNJ and EPA. There are positions like this in each conference.

⁴The EPA Payment to GNJ line plus the cost to hire staff w/o collaboration.

The following formula will be applied.

1. Conference A staffing cost increase

2. Minus Conference B staffing cost increase.
3. Net increase to be paid to the other conference.

The CFO/Treasurers each year shall prepare both tables and each year the CFAs of EPA and GNJ will review, approve and add to each conference proposed budget to be approved by each annual conference.

Model Details:

Staff doing collaborative work highlighted in yellow.

EPA				GNJ			
Title	% of Job Collaborating			% of Job Collaborating			Title
	Model 1	Model 2	Model 3	Model 1	Model 2	Model 3	
Bishop (Housing)	50%	50%	50%	50%	50%	50%	Bishop (Housing)
CFO/Treasurer	30%		0%	0%			0% CFO/Treasurer
Director of Connectional Ministries & Assistant to the Bishop	30%	56%	0%	50%	50%	50%	Director of Communications
District Superintendent	10%		0%	20%	44%	0%	Director of Connectional Ministries
District Superintendent	10%		0%	10%		0%	District Superintendent
District Superintendent	10%		0%	10%		0%	District Superintendent
District Superintendent / Dean of the Cabinet	10%		0%	10%		0%	District Superintendent
				10%		0%	District Superintendent / Dean of the Cabinet
				10%		0%	District Superintendent / Regional Team Leader
Finance Manager	0%		0%	10%		0%	District Superintendent / Regional Team Leader
Accounting Support Associate	0%		0%	50%	50%	25%	Assistant to the Bishop
Benefit Specialist	0%		0%	20%		0%	Associate Superintendent
Editorial Manager	50%	50%	0%	20%		0%	Associate Superintendent
Graphic Designer	50%	50%	0%	20%		0%	Associate Superintendent
Hispanic/Latino Ministries Coordinator (P/T)	20%		0%	0%		0%	Controller
Prison Ministries Coordinator (P/T - volunteer)	20%		0%	50%	49%	0%	Director of Human Resources and the Regional Support Team
				20%		0%	Director of Leadership Development / Associate Superintendent
Accounting Support Associate (P/T)	0%		0%				
Hospitality Services Coordinator	25%		0%	30%		0%	Connectional Ministries Manager
Missional Data Administrator	50%	50%	50%	25%		0%	Insurance and Benefits Manager
Next Generation Ministries Coordinator (P/T)	20%		0%	0%		0%	Property Manager
Regional Administrator	0%		0%	50%	50%	13%	Regional Manager
Regional Administrator	0%		0%	30%		17%	Resource Manager
				0%		0%	Accountant
				0%		0%	Benefit Specialist
				50%		0%	Breakthrough Coordinator (P/T)
				50%	50%	50%	Episcopal Executive Admin Assistant
				50%	50%	50%	Missional Data Specialist
				50%	50%	0%	IT & Web Specialist
				30%		0%	NextGen Program Specialist
				50%	50%	0%	Video Producer
				0%		0%	Accounting Administrator / Accounts Receivable
				0%		0%	Accounting Operations Assistant
				50%	50%	0%	Communications Administrator
				30%		0%	Connectional Ministries Administrator (P/T)
				0%		0%	Finance, Benefits, & Property Administrative Assistant
				0%		0%	Hospitality & Events Coordinator
				0%		0%	NextGen Aldersgate Caretaker (P/T)
				0%		0%	Regional Administrator
				0%		0%	Regional Administrator
Total Compensation \$'s	\$352,464	\$248,490	\$54,014	\$1,068,643	\$694,648	\$301,436	
Net Payment Due				716,179	446,158	247,422	
Payments to GNJ already in EPA's 2024 Budget				205,454	205,454	205,454	
Net Incremental				\$510,725	\$240,704	\$41,968	

For Information Only
Appendix 4 Shared Ministries and Services

Episcopal Office

Shared Ministry and Services

- Lead the strategic direction.
- Plan, schedule and carry out preaching engagements, activities, meetings and travel of the bishop.
- Oversee and resolve congregational conflict, church closings and complaint process.
- Annual conference planning and preparation.
- Appointment preparation.
- Reports for general and jurisdictional conferences.
- Correspondence.
- Staff worship.
- Coordination of staff meetings.
- Clergy personnel files.
- Staff management.

Decision-Making

- Both EPA&GNJ committees on episcopacy and the NEJ committee on episcopacy provide support and feedback to the bishop.

Cabinet

Shared Ministry and Services

- Strategic direction for the districts and regions
- Appointments
- Clergy and congregational assessment.
- Clergy development and support.
- congregational development.
- Administration
- District/regional committees

Decision-Making

- Strategic direction by each annual conference.
- Management decisions are made by the cabinet.

Communications

The EPA&GNJ communications team operates as a single, collaborative team that serves EPA, GNJ, and EPA&GNJ communications needs.

Shared Ministry and Services

- EPA & GNJ Digests
- EPA & GNJ social media platforms (Facebook, X(Twitter), Instagram)
- EPA & GNJ Website
- NEWSpirit Newspaper

- Email Marketing & Management (MailChimp)
- Photography and video production (SmugMug, YouTube, Vimeo, video production studio)
- Podcasting
- PR and crisis communications
- Regional communications support
- IT support (GCFA, all staff)
- Zoom support
- Communications, design, and marketing execution for:
 - Leadership Academy
 - Pathways
 - Breakthrough
 - Mosaic
 - Journey of Hope / Ending the sin of racism
 - Annual Conference(s)
 - IGNITE Conference
 - Any capital campaigns
 - Camp & Retreat Ministry Promotion

Decision-Making

- For overarching strategy and major initiatives: Director of Communications supervised by the Bishop and in collaboration with respective extended cabinets.
- Management decisions are made by the Director of Communications.

Clergy Recruitment

EPA & GNJ will work together to advance clergy recruitment efforts in both annual conferences for the purpose of achieving the strategic goal of identifying and helping to develop 40 new potentially full-time clergy by 2026.

Shared Ministry & Services

- Recruitment at major seminaries, including Drew University, Princeton Seminary, Palmer Theological Seminary, Lancaster Theological Seminary, Moravian.
 - In person/virtual visits
 - Development of communication and promotional materials, website, etc.
 - Application process and follow up
 - Create and maintain recruitment database for potential placements/applicants.
 - Mosaic Cohort
 - Youth & college internships
 - Cabinet recruitment and assignments/appointment process
 - Intentional recruitment of black, indigenous people of color per GNJ A Journey of Hope and EPA A Path towards Wholeness commitments
- Strategic conversations with key stakeholders to identify best practices in the following:
- Mentoring
- Candidacy
- Recruitment
- Assignments/Placements

Decision-Making (Reporting Boards)

- Cabinet (EPA & GNJ)
- Board of Ordained Ministry (EPA & GNJ)
- Next Generation Ministries (GNJ)
- Connectional Table (EPA & GNJ)
- CFA (EPA&GNJ)

Lay and Clergy Leadership Development

Shared Ministry and Services

- Leadership Academy Workshop Development
 - o Together EPA&GNJ are developing courses to support lay and clergy development.
- Leadership Academy Catalogue
 - o An online catalogue that will enable EPA&GNJ to access available courses (2024).
- Leadership Seminar Clergy Cohorts
 - o Three cohorts are currently being facilitated by EPA&GNJ leaders and offered to clergy across EPA&GNJ: Foundational Cohort; Cross-Racial, Cross-Cultural Cohort & Stewardship Cohort.
- Lilly Preaching Grant Administration
 - o EPA&GNJ will build a preaching academy to develop preaching for clergy and strengthen SPRC and local church support of preaching.
- ENGAGE
 - o EPA&GNJ lead clergy are provided a 1:1 member of the superintending team for reflection, coaching and resourcing.
- Local Pastor School Registration Process (Both conferences offer a licensing school)
 - o Registration is provided through Arena
- Lay Servant/Christ Servant Minister (CSM)/Certified Lay Minister (CLM) Registration Process (Both conferences offer lay training programs)
 - o Registration is provided through Arena

Decision-Making (Reporting Board)

- EPA&GNJ Boards of Laity
 - EPA&GNJ Boards of Ordained Ministry
 - Connectional Table

Congregational Development and Regional Resourcing

Congregational Development is the work that we undertake to help congregations be the best they can be. We resource congregations to fulfill their mission by providing tools to unlock ministry potential through Pathways, supporting vital preaching through Breakthrough, and providing congregations seed money for new ministries and initiatives through the Congregational Grant Program.

Shared Ministry and Services

- Pathways (Already in process)
 - Pathways offers your congregation a process to grow to be healthy and fruitful. Pathways resources offer the tools to create a plan to take the next faithful steps in mission and ministry and mobilize leaders and disciples to transform the world.
- Breakthrough Worship Series Resources (Already in process)
 - Breakthrough is a resource designed to provide easy to use best practices and worship series so that EPA&GNJ congregations can re-tune their worship, 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.
- Grant Process (Already in process)
 - EPA uses a comprehensive grant process for all grants
 - GNJ uses two processes: Congregational Development and Community Outreach Grants
- Explore best Practices for New Church Starts (Long-term goal)
 - Get a definition of “New Church Starts” – New churches, relocations/resurrecting, etc.
 - In 2024 we hope to start this work, including plans for funding.
 - In 2025 we hope to begin planting churches.

Guiding Agencies.

- Connectional Table
- Regional Superintending Teams (EPA&GNJ)

Regional Administration

Shared Ministry and Services

- Appointments
- Church conferences
- Support for district superintendents, clergy, and churches
- Continual development of policies and processes for administrative work that relates to the regional team, cabinet, and churches
- Coordination and organization of district/regional meetings and events
- Electronic files maintenance

Decision-Making

- Management decisions made by Regional Manager, supervised by the Director of EPA & GNJ Regional Support Team and in collaboration with respective cabinets

Ending the Sin of Racism

Shared Ministry and Services

- Journey of Hope/A Path towards Wholeness Facilitation & Congregational Plans. Started January 2023.
 - EPA&GNJ’s commitment to ending the sin of racism as outlined in A Path Towards Wholeness (EPA) and A Journey of Hope (GNJ) contains a commitment to develop

congregational plans to end the sin of racism. Pathways offers congregations a process to grow to be healthy and fruitful. Part of this growth to health involves a plan for each local church to end the sin of racism. Pathways resources offer the tools to create a plan to take the next faithful steps in mission and ministry and mobilize leaders and disciples to transform the world.

- Plans for Equity in Shared Ministries. Started in 2022.
 - Equity in shared ministries involves a recalculation of shared ministries and billables payments based on the median household income of the community surrounding the congregation.
- Implicit Bias Review Policies and Procedures
 - Implicit Bias Review includes:
 - Review all agency policies, procedures and rules for explicit or implicit racial biases and racism and recommend changes to the appropriate bodies to ensure racially just, inclusive and equitable policies and rules.
 - Review all submitted annual conference legislation to ensure it does not include implicit or explicit bias against Black, Indigenous, People of Color.
 - Review all current Conference training materials to ensure that ending racism is included and bias, explicit and implicit, are not present in the material.
 - EPA&GNJ COSROW and CORR will work together to create 1 set of Policies and Procedures to be followed for the review each year. January 2025.
 - Each conference will do their own review of all reports and legislation to the Annual Conference Session.
- Strengthening Ethnic Congregations (2024)
 - EPA&GNJ will explore best practices to strengthen ethnic congregations. Focus will be on coaching and congregational plan development.
- Leadership Seminar Cohort for Cross-Racial (Ethnic) Cross-Cultural Appointments
 - This is a yearly cohort group to support pastors and congregations in CRCC Appointments
- Leadership Academy Module for Ending the Sin of Racism
 - The Leadership Academy will include courses for individuals to learn and grow in their ability to end the sin of racism.
- Quarterly Progress Reports to EPA&GNJ CORR
 - These include an update on the 5 Keystone Measures which EPA&GNJ are working towards: Financial Investment, Implicit Bias Review, Diversity in Leadership, Strengthening Ethnic Congregations and Congregational Plans

Decision-Making *(Reporting/Monitoring Board/Agency)*

- EPA&GNJ Commission on Religion and Race (CORR)
 - Will solicit and receive feedback from other Conference agencies and caucus groups.

Benefits

Shared Ministry and Services

- Shared staffing and data base to accomplish the following.
- Enroll clergy and lay staff into appropriate benefit plans as eligible.
- Ensure local church billing for benefit and billed funds are accurately entered and processed.
- Enroll and monitor appointments and benefits through Wespah.

- Establish and communicate the GNJ Blended Rate (Single rate per eligible clergy) and the EPA Composite Rate (Tiered rate based on AGTP formula)
- Provide joint training events for benefit programs, retirement, and Annual Elections.
- Create a joint Benefits module for Leadership Academy.
- Troubleshoot and offer one on one support to clergy and local church and conference staff.
- Provide support for the Appointment Process.
- Attend and support both Boards of Benefits.

Decision-Making

- Staff management, work and procedures – CFO/Treasurer of EPA and CFO/Treasurer of GNJ
- Policies, programs and direction – each board of pension and benefits for their respective programs.

Outcome

- Shared workload and collaboration
- Shared training
- Shared best practices

Data Base

Shared Ministry and Services

- Joint database
- Aligned chart of accounts
- Aligned reports
- Elimination of duplicate registration records
- Shared contact lists
- Shared best practices
- Shared support services
- Shared software training
- Leading the way to best data services and financial platform
- Streamlined efficiency over data management practices and reporting.
- Deliver reporting for better analysis by conference leaders and local churches.

Decision-Making

- Budgeting, Conference CFA's
- Software strategy decisions, EPA CFO with input from GNJ CFO's, Director of Communications, EPA & GNJ DCM's, and Bishop

Human Resources

Shared Ministry and Services

- Development and implementation of the policies and procedures of the employee handbook
- Hiring
- Onboarding
- Appraisals
- Termination

- Staff development and training programs
- Immigration support for pastors

Decision-Making – who and how decisions will be made

- CFA/HR Body

Management and staff work

- Hiring
- Appraisals
- Termination
- Staff development and training programs
- Immigration support for pastors
- Onboarding
- Team building

Discipleship

Shared Ministry and Services

- Youth Discipleship Calendar
 - A year-round program calendar including the IGNITE Conference, summer camp and retreat ministry, as well as additional programs so that local churches have well-balanced, year-round opportunities for young people in their church and community.
- Camp and Retreat Ministry
 - Camp & Retreat Ministries involves not only the quality management of EPA's four remarkable sites, but also the diverse, enriching programs and dedicated staff and volunteers who truly define them as ministries. Each of these beautiful, blessed oases are what they rightly claim to be: "God's place apart, transforming lives." Camp and Retreat Centers are owned and operated by EPA
- IGNITE Conference
 - A high impact, life-changing weekend for youth in grades 6 to 12, offering high energy worship, relevant messages from nationally known speakers, and interactive exhibits and workshops.
- Collaborative Youth Groups
 - Bring together several or more churches that are located nearby one another geographically to plan and gather a youth group.

Decision-Making (Reporting Board)

- EPA Camp and Retreat Ministry Board oversees the camp and retreat centers
- Next Generation Ministry Board oversees the IGNITE Conference and GNJ finances invested
- Conference Council on Youth Ministry
- Conference Council on Young Adult Ministry

For Information Only Appendix 5

Decision-Making

There are two types of decisions, governance and management, that must be made to effectively carry out the collaborating mission and ministry.

1. **Governance Decisions** – the bodies that provide oversight. Both EPA&GNJ have oversight bodies; these oversight bodies include the annual conference sessions and the agencies authorized by The Book of Discipline to oversee administrative and programmatic ministries. These groups have responsibility for the following areas.
 - a. Strategic direction that includes but is not limited to the mission, broad goals and key program strategies. (Annual Conferences)
 - b. Administrative policies. (CFA for finance and administration, Board of Pension and Benefits for benefits, Board of Trustees for property, and Episcopacy Committee for episcopal office and residence)
 - c. Receiving and evaluating reports and providing feedback to ensure progress toward the desired programmatic outcomes. (program agencies)
 - d. The budget. (prepared by CFA and approved by annual conference)
 - e. Election of officers and members. (Nominations Committee and election by Annual Conference)

Whenever there is a governance decision concerning a collaborating ministry or service, it must be approved by the appropriate governance body in both EPA&GNJ.

Management Decisions – the day-to-day decisions and carrying out the strategic direction, policies and budget. Management is primarily carried out by paid and volunteer staff.

The staff strategize, plan and carry out collaborating ministry and services through the following teams. These teams existed prior to collaboration and met on these regular cycles. They now meet together as one team.

- Cabinet – the district superintendents and the bishop meet twice a month and weekly during the appointment season.
- Extended Cabinet – the cabinet and executive staff. Both EPA&GNJ extended cabinet meet individually and once together every month.
- Extended leadership – executive staff and management staff meet once a month to report about progress on projects and ministries.
- Episcopal Office Team – meet weekly to review work and projects.
- Communications Team – meet weekly to review work and projects.
- Regional Administrative Team - meet weekly to review work and projects.
- Leadership Development Team – meet twice a month to review work and projects.
- Data Base Team – meet weekly to review work and projects.
- Benefits Team – meet weekly to review work and projects.

2025 BUDGET

RESOLUTION #2024 - 08

Relating to 2025 Budget and Fund Legislation

Presented by Irene Dickinson, President Council on Finance and Administration

And Jo Fielding, 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. Paragraph 613.8 - 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 a comprehensive budget of all clergy support, benevolence, program and administration is to be recommended by CFA for approval by the annual conference; and

Whereas the aligning of the EPA budget to advance the strategic direction, mission, goals and strategies of EPA is good stewardship and in the best interest of growing vital mission congregations; and

Whereas EPA must assess shared services and administrative fees to fund its expenses; and

Whereas the composite rate for health care billing was developed to support congregations in lower income communities and has created an increasing complex system that over time has increased the burdened on a smaller and smaller amount of churches to pay a greater share of health care billings, and that the original intent of the composite rate was to address billings in low-income communities which the Journey of Hope economic justice plan now addresses; and

Whereas the 2024 budget required modifications of \$898,991 understated income because of updated information and in the process of developing the 2025 budget we fully aligned 2024 budget with the 2025 budget so that the information is accurate in the full budget and schedules.

Therefore, be it resolved that the Eastern Pennsylvania Annual Conference adopt the 2024 revised budget figures and the 2025 Budget that includes the following:

1. A comprehensive budget of all billings to congregations, benevolence, program and mission ministry, clergy support, administration, property, and general church apportionments.
2. Apportions congregations 7.2% for EPA shared ministry apportionments and 2.6% for general church apportionment.
3. Salary and support for four district superintendents and the two regional superintending teams.
4. Allocation of designated and restricted funds that follow the EPA fund policy, the conference designation of funds and donor restricted funds so that distributions are **consistent with the preservation of capital** (*Book of Discipline* 613.5, emphasis added).
5. Assess up to an 8% administrative fee for shared services and up to 1% administrative fee for restricted funds and trusts to pay for services EPA provides to agencies that includes but is not limited to EPA staff support, legal support, administration, technology, office space and all other services that must be provided to maintain the programs and operations of the specific ministry/activity and of EPA.
6. Provide qualifying congregations identified according to the Journey of Hope equity legislation that shared ministry apportionments, general church apportionments and billings be assessed according to the community income guidelines as approved in the 2022 annual conference.
7. Provide a monthly remittance statement to congregations that include the following.
 - a. The total apportionment to the congregation for EPA shared ministry.
 - b. The total apportionment to the congregation on behalf of the general church.
 - c. Direct billings to the congregation from EPA, which includes but is not limited to, blended rate for active healthcare and incremental contributions for self-elected benefits (health, dental, vision, and health reimbursement accounts) for active pastors/lay employees, workers compensation, property insurance and back payments for past billings.
8. Historically, total church giving to the General Church funds has averaged 82-85%. As a commitment to Social Justice, and Racial Equity EPA shall ensure the two of the five funds General Conference Funds (Black College Fund and Africa University) are paid to the General Church at 100% if there is a surplus after year-end financial close. The approximate cost is \$26,000 based on current giving rates.
9. The following budget is submitted to accomplish the strategic direction, mission, goals, and strategies of EPA.

2025 Comprehensive Budget

	Proposed 2025	2024
Shared Ministry Formula		
Apportionment Base	63,532,291	64,630,227
EPA Apportionment Percentage	9.8%	9.8%
Apportionments	6,226,165	6,333,762
Economic Justice CMF Reductions	(129,721)	(101,484)
Board of Benefits Admin		100,000
Adjusted Apportionments	6,096,444	6,332,278
Anticipated Giving rate	86%	85%
Anticipated Giving	5,242,941	5,382,437
Net Shared Ministry	<u>5,242,941</u>	<u>5,382,437</u>
Income		
EPA Shared Ministry Apportionment	5,242,941	5,382,437
EPA portion of General Church Ministerial Education Fund	55,556	61,607
Local Church Health Billing	3,540,991	3,760,827
Portion of JOH Grants	103,787	41,775
Local Church Pension Billing	2,443,615	2,899,749
Portion of JOH Grants	71,623	32,210
Retiree Health Insurance	1,241,440	1,247,538
Portion of JOH Grants	33,383	12,543
Other Insurance	119,357	114,025
Pre-82 Contributions & Future Liability	562,964	286,125
Staff Contribution to Healthcare	92,329	89,640
Local Church Property Billing	5,028,001	4,508,247
Portion of JOH Grants	147,372	43,170
Property Management Fees	190,000	
Grants and Donations	88,500	88,500
Registrations	220,000	200,000
Camp and Retreat Ministries Income	3,277,778	3,184,419
Shared Services	138,996	138,996
Funds Distribution	759,009	879,428
Allowance for Uncollected Property	(498,270)	(372,241)
Allowance for Uncollected Benefits	(494,142)	(549,956)
Total Income	<u>22,365,231</u>	<u>22,049,040</u>
Expenses		
Clergy Support and Personnel		
Clergy and Lay Employee Health Care	3,248,616	3,450,300
Clergy and Lay Employee Pension	2,241,849	2,660,320
Retiree Health Insurance	1,138,936	1,144,530
Other Insurances	119,357	114,025
Pre-82 Contributions & Future Liability	516,480	262,500
EPA Staff Compensation and Benefits	2,828,939	2,806,864
Camp and Retreat Personnel	1,682,158	1,575,146
Total All Personnel	<u>11,776,335</u>	<u>12,013,685</u>
Benevolences		
Mission and Justice Ministries	624,985	398,518
Congregational Development	930,500	930,500
Leadership Development	258,109	265,109
Camp & Retreat Program/Operation	1,595,620	1,609,273
General Church Apportionment (2025) 86%	1,362,805	1,418,312
Total Benevolences	<u>4,772,019</u>	<u>4,621,713</u>
Administration		
Communications	421,800	410,000
Property	4,529,731	4,136,007
General Administration	788,983	729,724
	<u>5,740,514</u>	<u>5,275,731</u>
Total EPA Expenses	<u>22,288,868</u>	<u>21,911,129</u>
Net surplus / (deficit)	<u>76,363</u>	<u>137,911</u>
General Church Apportionments		
Apportionment Base	63,532,291	64,630,227
General Church Apportionment \$'s	1,584,657	1,668,602
General Church Apportionment %	2.6%	2.6%

Submitted by:
Irene Dickinson, President, Council
of Finance and Administration

The Following Is for Information Only

EPA Funds:

CONGREGATIONAL DEVELOPMENT
Vital Mission Congregations Fund – a designated fund. The Vital Mission Congregations Fund, distributes up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy, may be used for grants to assist congregations to: 1) grow worship attendance through worship that inspires and connects with the people in the community, 2) increase participation in and the number of small groups to deepen faith in Jesus Christ, 3) increase community justice and mercy ministries with people in the community and increase the number of people engaged in hands on mission, 4) equip the congregation to share their faith and invite new people to participate in the life of the church, and 5) grow giving and generosity for the mission and ministry of the church.
George Dewees Fund – a restricted fund. The Dewees Fund was created in 2007 through a bequest from the Dewees Estate for the purpose of giving grants typically not to exceed \$5,000 to carry out mission. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy and the restrictions of the original gift may provide grants for mission through vital mission congregations and Hope Centers to carry mission in their communities and other mission of EPA.
William Penn Foundation-Wharton Wesley Fund – a restricted fund to support capital projects of Wharton Wesley United Methodist Church. More than a 5% distribution may be taken from this fund to fulfill the purpose.
STRATEGIC DISCIPLE MAKING
New Faith Communities Fund – a designated fund. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy, may be used for grants to congregations and initiatives to start new faith communities. A new faith community is a ministry that reaches new people to engage in a new worship service, second site or new worshipping congregation.
General Camp and Retreat Ministry Fund – a designated fund. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy, may be used to support camping ministry and its development at EPA camps.
General Camp and Retreat Scholarship Fund – a restricted fund. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy or the donor's restrictions, may be used to support camp and retreat scholarships at EPA camps.
Carson Simpson – a restricted fund. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy and restrictions of the donors, may be used for supporting the camping program at Carson Simpson Farm. This Fund is a Fund of Metro Ministries and by agreement, the funds are invested through the Mid-Atlantic Foundation and the proceeds are used by EPA to operate camp and retreat ministries at Carson Simpson Farm.
Gretna Glen Nancy A. Raab Fund – A restricted fund from a bequest to support scholarships for campers from low-income families at Gretna Glen. A distribution of up to 5% a year unless otherwise the investment committee as outlined in the fund policy and restrictions of the donor.
Blackberry Hills Fund, Camp Innabah – a restricted fund. The Fund supports Camp Innabah scholarship. A distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy or the donor's restrictions.
LEADERSHIP DEVELOPMENT
Scholarship Fund – a restricted fund. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy, may be used for scholarships for EPA college and graduate students.
Wesley Foundation of Philadelphia-Drexel – a restricted fund. The fund distribution of up to 5% unless otherwise stipulated by the investment committee as outlined in the fund policy and original donor restrictions, may be used for student ministry at Drexel University.

MISSION
<p>The Bradley Fund – a restricted fund. The Bradley Fund was established through the bequest of Thomas Bradley in 1983 for the maintenance of the facilities at Cornwall Manor of The United Methodist church or other Eastern Pennsylvania Conference Retirement Homes so long as they continue to provide retirement housing for retired ministers, their spouses and widows/widowers of the Eastern Pennsylvania Conference of The United Methodist Church and to the benefit of their ministers and their wives who are residents of these facilities. A board of five directors shall oversee and disperse the funds and shall include the bishop (president) of Eastern Pennsylvania, the treasurer of Eastern Pennsylvania, one additional person elected by the annual conference and two members elected by the Board of Benefits of Eastern Pennsylvania. The recipients of the grants shall be chosen by the Board of Pensions (Benefits) of Eastern Pennsylvania. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy and the restrictions of the bequest.</p>
<p>Corson/Zerr Retirement Home Entrance Fee Fund - A restricted fund. (Formerly, The Bookstore Fund) The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy, may be used to provide up to a \$5,000 grant to an EPA clergy person that served 10 or more years in EPA for their entrance fee into an EPA Senior Residence Facility.</p>
BENEFITS
<p>Preachers Aid Society Fund – a restricted fund. The Preachers Aid Society (Formerly Board of Benefits General Fund) was started in 1869 as a nonprofit organization to aid preachers primarily in their retirement and their widows. Today the nonprofit is called the Board of Benefits, and the fund continues to support clergy and their spouses/widows in retirement through the pre-82 pension program and the retiree health insurance program. The Board of Benefits is to adopt the Fund Investment Policy of EPA and follow the policy to support pre-82 pension and retiree health. The fund over time is to grow to at least \$7.6 million dollars or to \$7.6 million in conjunction with the Retiree Health Care Fund to back 100% of the retiree health care liability. The Pre-82 retiree pension fund liability and the retiree health care liability are to be evaluated yearly by Wespath to determine if both are 100% funded. At any time one or both are not fully funded, the board of benefits is to evaluate the cause of under evaluation and address the issue over a two-year period of time either using the maximum draws or requesting additional funds from the annual conference or as permitted by the investment policy utilizing a greater than 5% draw to bring the pre-82 liability and/or the retirement liability to at least 100% funded. Recognizing that funds may slip below the 100% level because of fluctuations in the market, and in such an instance, the Board of Benefits shall use good judgment to bring the funds to appropriate levels in no more than a three-year period of time.</p>
<p>Pre – 82 Pension Past Service Rate Fund – A restricted fund. (Formerly, the Capital Campaign Pre-82 Fund) The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy, may be used for to increase the past service rate for those in the pre-82 pension program. This is a Fund of and is stewarded by the Board of Benefits for EPA retirees who receive pre-82 pensions.</p>
<p>Corson/Zerr Pre-82 Fund – A restricted fund. (Formerly, The Bookstore Fund) The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy, may be used to increase the income of retirees in the pre-82 pension program.</p>
<p>Retiree Health Care Fund – a designated fund. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy, may be used to fund budgeted expenses for clergy retiree health care. This is a Fund of and is stewarded by the Board of Benefits for EPA retirees.</p>
<p>Retiree Health Pre Funding Plan Fund – a restricted fund for participants who contributed to the fund for their retiree health care. This fund is taking no more enrollments and must maintain a balance of funds as determined by an outside review every even year. This is a Fund of and is stewarded by the Board of Benefits for EPA retirees who paid into the Fund.</p>

<p>Par 2553 Pension Liability Fund – a designated fund. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy, may be used for maintaining 100% funded plan for each of the defined clergy benefit pension programs. These funds were paid by disaffiliating churches under paragraph 2553 of The 2016 Book of Discipline amended in 2019. This is a Fund of and is stewarded by the Board of Benefits for EPA retirees who are in the denominational pension programs.</p>
<p>PROPERTY AND OPERATIONS</p>
<p>Budget Operational Cash Flow – a designated fund of 10% of the consolidated budget to maintain an appropriate level for cash flow. If at the end of the year there is more than 10%, the surplus is to be distributed by CFA to any of the designated funds to achieve all fund goals.</p>
<p>Property Operations Fund – a designated fund. The fund distribution of up to 5% unless additional funds are needed for a short fall in paying 100% of the property billings. Up to a 5% distribution a year unless otherwise stipulated by the investment committee as outlined in the fund policy to fund EPA budget to operate the board of trustees and the property needs of EPA.</p>
<p>Property Redevelopment Fund – a designated fund to provide seed money to explore redevelopment of EPA church property to advance the mission and/or create income for congregational mission and ministry in the community. Up to a 5% distribution a year unless otherwise stipulated by the investment committee as outlined in the fund policy,</p>
<p>Property Insurance Fund – A designated fund. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy, may be used to assist with property payments and property renewals.</p>
<p>Cemetery Fund – a restricted fund. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy may be used to fund budget line item for EPA owned cemeteries.</p>
<p>Superintendents and Bishop Housing Fund – a designated fund. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy for housing line items for superintendents and the bishop. If the conference or board of trustees determines that the purchase of a residence is required for a superintendent or bishop, the funds are to be taken from this fund and a plan developed to replenish the funds.</p>
<p>Episcopal Office Fund – A designated fund. The fund distribution of up to 5% a year unless otherwise stipulated by the investment committee as outlined in the fund policy for use by the bishop for discretionary and ministries through the bishop’s office.</p>

Fund	Res	Des	2023 Yr End	Goal	Monitor
CONGREGATIONAL DEVELOPMENT					
Vital Mission Congregations Fund		X	3,313,160	20,000,000	Connectional Table Chair
George Dewees Fund	X		1,543,442	NA	President of Trustees or Designee
William Penn Fnd-Wharton Wesley	X		34,056	NA	President of Trustees or Designee
STRATEGIC DISCIPLE MAKING					
New Faith Communities Fund		X	0	4,000,000	Dean of the Cabinet
General Camp and Retreat Ministries		X	422	2,000,000	Camp and Retreat Ministries Chair
General Camp and Retreat Ministries Scholarships		X	205,660	1,000,000	Camp and Retreat Ministries Chair
Carson Simpson Farm	X		483,590	NA	Camp and Retreat Ministries Chair
Black-Berry Hills Fund/Camp Innabah	X		50,695	NA	Camp and Retreat Ministries Chair
Gretna Glen Nancy A. Raab Scholarship	X		1,051,922	NA	Camp and Retreat Ministries Chair
LEADERSHIP DEVELOPMENT					
Scholarship Fund	X		377,646	NA	President of Trustees or Designee
Wesley Foundation/ Philadelphia-Drexel Fund	X		34,150	NA	President of Trustees or Designee
MISSION					
The Bradley Fund	X		1,638,615	NA	Bradley Fund President
Corson/Zerr Retirement Home Entrance Fee Fund	X		472,000	NA	Board of Benefits President
BENEFITS					
Retiree Health Care		X	877,788	7,600,000	Board of Benefits President
Retiree Health Pre Funding Plan	X		1,101,804	NA	Board of Benefits President
Corson/Zerr Pre-82	X		514,710	NA	Board of Benefits President
Pre – 82 Pension (Past Service Rate)		X	322,970	NA	Board of Benefits President
Par 2553 Pension Liability		X	722,874	NA	Board of Benefits President
Preachers Aid Society	X		5,982,874	1,000,000	Board of Benefits President
PROPERTY AND OPERATIONS					
Budget Cash Flow		X	2,000,000	2,000,000	CFA President
Property Operations		X	1,082,799	1,000,000	President of Trustees or Designee
Property Redevelopment		X	0	5,000,000	President of Trustees and Dean of the Cabinet
Property Insurance		X	277,868	NA	President of Trustees or Designee
Cemetery	X		29,836	NA	President of Trustees or Designee
Superintendents and Bishop Housing		X	413,720	3,000,000	President of Trustees and/or Chair of Episcopacy Residence
Episcopal Office		X	109,891	500,000	Episcopacy Com Chair

EPA Forecast

	2024	2025	2026	2027	2028
Statistics Year Apportionment Base	64,630,227	63,532,291	64,802,937	66,098,996	67,420,975
Budget Year	2025	2026	2027	2028	2029
Projected Apportionment Giving Rate	86%	87%	88%	89%	90%

Income

EPA Shared Ministry Apportionment	5,382,437	5,242,941	5,347,800	5,454,756	5,563,851
EPA portion of General Church MEF	61,607	55,556	57,295	51,667	53,284
Local Church Health Billing	3,811,760	3,540,991	3,647,221	3,756,637	3,869,336
Local Church Pension Billing	2,939,020	2,443,615	2,516,923	2,592,431	2,670,204
Retiree Health Insurance	1,144,530	1,241,440	1,278,683	1,317,044	1,356,555
Other Insurance	114,025	119,357	122,938	126,626	130,425
Staff Contribution to Healthcare	89,640	92,329	95,099	97,952	100,890
Pre82 and Future Liability	286,125	562,964	562,962	562,960	562,958
Local Church Property Billing	3,939,054	5,028,001	5,178,841	5,334,206	5,494,232
Property Management Fees		190,000	195,700	201,571	207,618
Grants and Donations	88,500	88,500	89,385	90,279	91,182
Registrations	200,000	220,000	222,200	224,422	226,666
Camp and Retreat Ministries Income	2,881,895	3,141,978	3,173,398	3,205,132	3,237,183
Shared Services	138,996	125,796	127,054	128,324	129,608
Funds Distribution	695,449	799,229	807,221	815,294	823,446
Total Income	21,773,038	22,892,697	23,422,719	23,959,301	24,517,439

Expenses

Clergy Support and Personnel	12,090,496	11,777,124	12,248,209	12,738,137	13,247,663
Benevolences					
Mission and Justice Ministries	398,518	624,985	637,485	650,234	663,239
Congregational Development	930,500	930,500	949,110	968,092	987,454
Leadership Development	265,500	516,480	526,810	537,346	548,093
Camp & Retreat Ministries	1,607,102	1,682,947	1,716,606	1,750,938	1,785,957
Administration					
Communications	410,000	421,800	430,236	438,841	447,618
Property	3,939,054	4,529,731	4,710,920	4,899,357	5,095,331
General Administration	729,724	737,909	752,667	767,721	783,075
Total EPA Expenses	20,370,894	21,221,476	21,972,043	22,750,666	23,558,429
Net surplus / (deficit)	1,402,144	1,671,221	1,450,677	1,208,635	959,010
With Fund Distribution	929,115	995,304	1,077,282	1,162,501	1,251,070

Fund Projections:

	2023	2024	2025	2026	2027	2028	2029
Beginning Balance	21,539,453	20,490,291	22,018,500	23,915,325	25,887,599	27,937,863	30,068,740
Market Growth (7%)	24,331,215	23,227,872	24,882,604	26,932,049	29,062,521	31,276,746	33,577,532
Distribution to Ministry Budget - 4% Average	973,249	929,115	995,304	1,077,282	1,162,501	1,251,070	1,343,101
Ending Balance	23,357,966	22,298,757	23,887,300	25,854,767	27,900,021	30,025,676	32,234,431
2553 Distribution							
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	1,292,741	1,312,132

Light Green Receives Property Distribution

Dark Green Reaches Goal

Funds	Goal							
CONGREGATIONAL DEVELOPMENT								
Vital Mission Congregations Fund	20,000,000	3,412,555	3,514,931	3,620,379	3,728,991	3,840,860	3,956,086	4,074,769
George Dewees Fund	NA	1,522,252	1,567,920	1,614,958	1,663,406	1,713,309	1,764,708	1,817,649
STRATEGIC DISCIPLE MAKING								
New Faith Communities Fund	4,000,000	0	0	309,068	632,043	969,413	1,321,681	1,689,364
General Camping Fund	2,000,000	300,426	613,939	941,425	1,283,371	1,640,281	2,012,675	2,073,055
General Camping Scholarships Fund	1,000,000	443,116	760,910	1,092,805	1,125,589	1,159,357	1,194,137	1,229,961
Carson Simpson Farm Fund	NA	642,238	661,505	681,350	701,791	722,844	744,530	766,866
Gretna Glenn Raab Scholarship Fund	NA	1,114,705	1,148,146	1,182,591	1,218,068	1,254,610	1,292,249	1,331,016
LEADERSHIP DEVELOPMENT								
Scholarship Fund	NA	386,234	397,821	409,755	422,048	434,709	447,751	461,183
MISSION								
The Bradley Fund	NA	1,531,422	1,577,364	1,624,685	1,673,426	1,723,628	1,775,337	1,828,597
BENEFITS								
Benefits General Fund	1,000,000	5,604,138	5,772,262	5,945,430	6,123,793	6,307,507	6,496,732	6,691,634
Retiree Health Care Fund	7,600,000	816,644	841,143	866,377	892,369	919,140	946,714	975,115
Retiree Health Pre Funding Plan Fund	NA	1,039,819	1,071,014	1,103,144	1,136,238	1,170,325	1,205,435	1,241,598
Corson/Zerr Pre-82 Fund	NA	486,161	500,746	515,768	531,241	547,179	563,594	580,502
Pre – 82 Pension (Past Service Rate)	NA	300,596	309,614	318,903	328,470	338,324	348,473	358,928
Par 2553 Pension Liability Fund	NA	744,560	766,897	789,904	813,601	838,009	863,149	889,044
PROPERTY AND OPERATIONS								
Property Operations Fund	1,000,000	766,598	789,596	813,284	837,682	862,813	888,697	915,358
Property Redevelopment Fund	5,000,000	0	0	0	313,704	641,524	983,955	1,341,506
Property Insurance Fund	NA	260,436	268,249	276,296	284,585	293,122	301,916	310,974
Cemetery Fund	NA	20,041	20,642	21,261	21,899	22,556	23,233	23,930
Superintendents/Bishop Housing Fund	3,000,000	689,170	1,014,345	1,353,843	1,708,162	2,077,816	2,463,335	2,537,235
Episcopal Office Fund	500,000	409,180	421,455	434,099	447,122	460,536	474,352	488,582
Budgeted Fund Totals	45,100,000	20,490,291	22,018,500	23,915,325	25,887,599	27,937,863	30,068,740	31,626,868

Budget Operational Cash Flow		2,060,000	2,121,800	2,185,454	2,251,018	2,318,548	2,388,105	2,459,748
Corson/Zerr Entrance Fee Fund	NA	490,880	510,515	530,936	552,173	574,260	597,231	621,120
Wesley Foundation/Drexel Fund	NA	30,547	31,769	33,040	34,361	35,736	37,165	38,652
Total		2,581,427	2,664,084	2,749,429	2,837,552	2,928,544	3,022,500	3,119,519

Total Funds Stewarded		23,071,718	24,682,584	26,664,754	28,725,151	30,866,407	33,091,240	34,746,387
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CONSERVATION EASEMENT AT CAMP INNABAH

RESOLUTION #2024 - 09

Relating to the Conservation Easement at Camp Innabah

Submitted by the EPA Board of Camp and Retreat Ministries, EPA Council on Finance and Administration and EPA Board of Trustees

WHEREAS, our Biblical mandate (Gen. 1:26-31) and The Book of Discipline (160) call us to be faithful stewards of God's creation; and,

WHEREAS, a conservation easement seeks to protect God's creation and supports the mission of EPA Camp & Retreat Centers as places set apart, transforming lives, and exists to provide welcoming spaces immersed in natural surroundings for all to experience the Spirit of God and love of Jesus, and it does this by limiting the potential for commercial or residential development on the identified 126 acres of the 172 acres of Camp Innabah in perpetuity; and,

WHEREAS, the EPA Camp & Retreat Ministries Board seeks to be faithful stewards of resources and a conservation easement will meet all past payroll liability for Camp Innabah and provide future funding for EPA Camp & Retreat Ministries via the earnings from the restricted easement funds as set forth in the EPA fund policy; and,

WHEREAS, the conservation easement is proposed for the 126-acre portion of Camp Innabah, and the remaining 46 acres of the camp will remain without the restrictions of the easement; and,

WHEREAS, the easement would be held by the French and Pickering Creeks Conservation Trust (FPCCT), and ownership of all land would remain deeded to the Eastern Pennsylvania Conference of the United Methodist Church (EPAUMC); and,

WHEREAS, the EPAUMC is able to sell the land and the easement transfers to the new owner; and,

WHEREAS, the EPAUMC, upon approval of the conservation easement, has been awarded grants as follows: \$252,000 from East Vincent Township; \$500,000 from the Pennsylvania State DCNR; \$640,000 from Chester County, for a total of \$1,392,000 with the possibility of an addition \$442,000 from Chester County which would bring the total to \$1,834,000

WHEREAS, the \$1,392,000 to \$1,834,000 would be invested according to the EPAUMC funds policy; and,

WHEREAS, the EPAUMC Camp and Retreat Board, Board of Trustees, and Council on Finance and Administration have reviewed and approved the Conservation Easement;

BE IT, THEREFORE, RESOLVED that the Eastern Pennsylvania Conference of the United Methodist Church approve the Camp and Retreat Board and the Board of Trustees moving forward in executing the Conservation Easement on 126 acres of Camp Innabah.

Person Responsible for Submitting Resolution: Rev. Don Keller, Chair, EPACRM Board

For Information Only:

Eastern PA Camp & Retreat Ministries Board Report on Granting a Conservation Easement at Camp Innabah

*“The earth is the LORD’s and all that is in it, the world, and those who live in it...”
(Psalm 24:1; NRSV)*

Background:

In 2019 the Eastern PA Camp and Retreat Ministry Board (CRMB) was asked by Conference Leadership to develop a plan to pay back \$392,000 in payroll liability that was incurred by Camp Innabah between 2010 and 2017. Various plans were evaluated, including land sale. The below plan supports the mission of camp and retreat ministries, establishing a plan for future sustainability and cares for the past payroll liability for Camp Innabah. Our United Methodist *Book of Discipline* (160) calls us to faithful stewardship of God’s creation and supports the guiding principles of a conservation easement.

I. What is a Conservation Easement and Where would it be located:

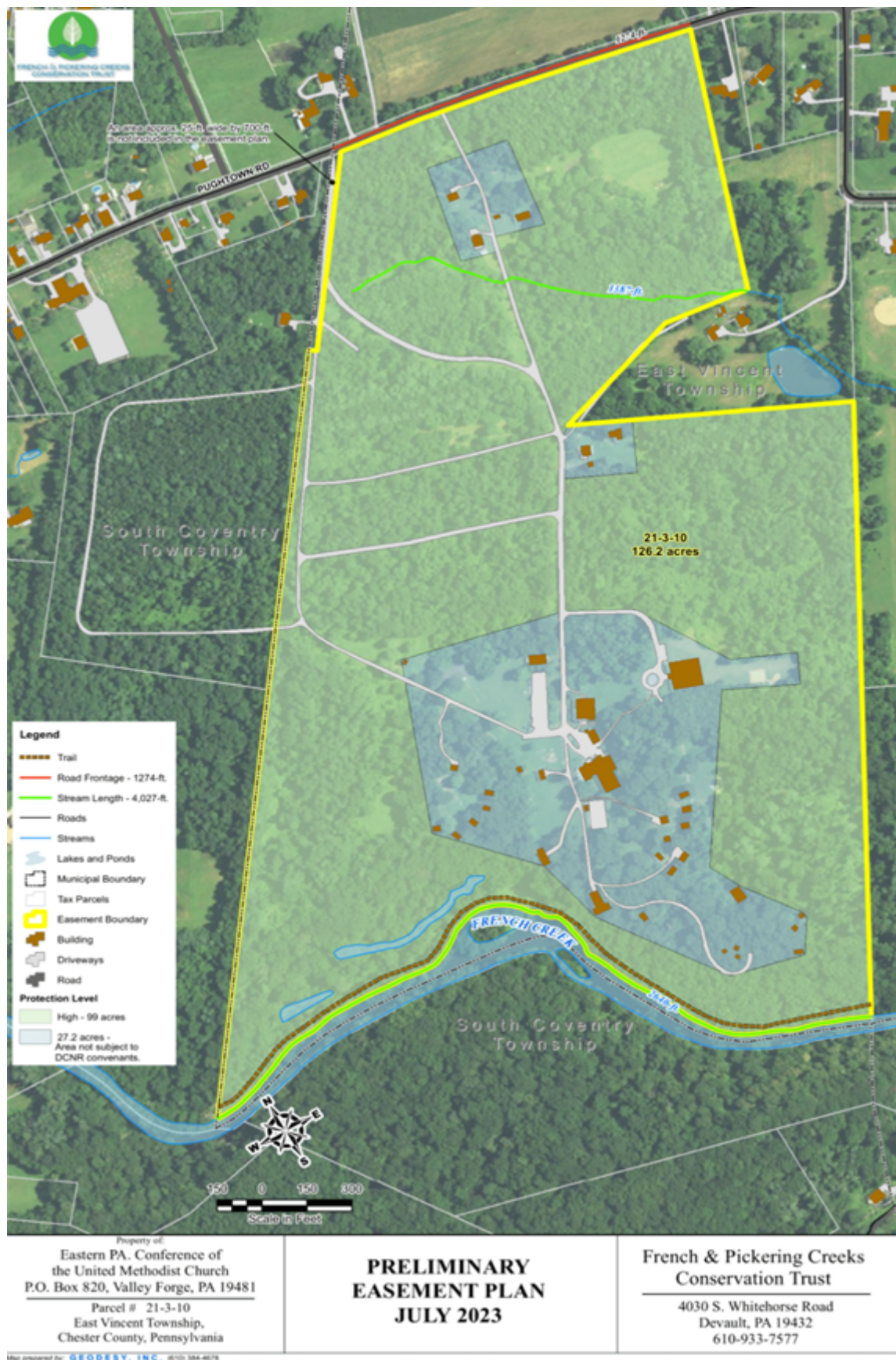
A conservation easement is a legal agreement made voluntarily between a landowner and a land trust or government agency to protect a piece of land for conservation purposes. When a conservation easement is granted, some land uses are limited in perpetuity. Eastern PA Conference (EPA) would retain ownership and control of the land. EPA will receive compensation for the easement, as outlined in section VI. Some conservation restrictions would be placed on the land using a legal easement. If the land is ever sold by EPA, the conservation easement would remain in force for the new owner.

The conservation easement is proposed for the 126 acres of the 172 acres of Camp Innabah; the 126 acres is located within the yellow border on figure 1. The camp has an additional adjacent 20 acres that borders on the west. This is located within South Coventry Township and is not part of the conservation easement. There is an additional 26 acres in South Coventry Township located south of French Creek and this land is also not included in the conservation easement. For reference, the entrance to the camp from Pughtown Road is at the top center of the parcel shown on Figure 1. The main camp buildings are shown in the center of the Figure 1.

II. French and Pickering Creeks Conservation Trust:

The CRM Board approached French and Pickering Creeks Conservation Trust (FPCCT) in the summer of 2021 to inquire about a conservation easement. FPCCT is a local Chester County land trust started by Sam and Eleanor Morris, who were long time neighbors/friends of Camp Innabah. French Creek runs through Camp Innabah and French Creek is classified as an EV, exceptional value stream. The CRM has entered into a contract with FPCCT to prepare the draft documents and to search for grant money to reimburse Camp Innabah for the conservation easement. The CRM paid for a certified land appraisal which determined land and conservation easement values.

Figure 1. Map of Camp Innabah:



III. Easement Limitations/Restrictions on the Highest Protection Acreage:

This area is shaded light green on Figure 1 and generally covers the most heavily wooded land within the 126-acre main camp parcel. The primary objective of the conservation easement situated within the most environmentally sensitive region is to preserve and enrich the natural habitat. This entails prohibiting any future construction or development within this designated area. However, maintenance, repair, and replacement of existing infrastructure are permissible. Furthermore, a wide range of outdoor recreational activities such as walking, fishing, hiking, camping, bird watching, nature exploration, worship experiences, arts, and crafts are permitted. Additionally, recreational camping and incidental uses by campers, educational endeavors, and scientific research activities are also allowed. Logging activities are subject to restrictions, while the maintenance of trees within the forest is permitted, including the removal of up to 10 cords of wood annually. Importantly, the deliberate introduction of invasive vegetation is not to be actively introduced.

IV. Easement Limitations/Restrictions on the Minimal Protection Acreage:

These areas are shaded light blue on Figure 1 and generally includes the camp land with the majority of the existing buildings. The primary objective of the conservation easement that falls within the minimal protection area is to accommodate, subject to moderate constraints, a wide variety of activities/uses, where they will not be detrimental to the achievement of other Conservation Objectives. The easement limitation/restrictions are similar in many aspects with the exception that future development would be allowed to include 40,000 square feet of new buildings could be constructed including one additional full time residential unit. Again, maintenance, repair, replacement of existing buildings, roads, and facilities within this area are allowed.

V. Overarching Easement Elements:

The easement is a legal document that would be recorded in the Courthouse. The Easement would be held by the French and Pickering Creeks Conservation Trust (FPCCT). FPCCT will perform a yearly on-site inspection of the easement. EPA is able to sell the land and the easement would transfer to the new owner. The land within the conservation easement cannot be subdivided to minimize the easement. The language from the 1985 recorded agreement between Sam/Eleanor Morris (FPCCT) and Camp Innabah will be carried over into the easement; the 1985 agreement grants the rights for a future trail to be developed along French Creek. Our United Methodist *Book of Discipline* (160) calls us to faithful stewardship of God's creation and supports the guiding principles of a conservation easement. No easement is proposed for the remaining 20- and 26-acre parcels and these parcels would remain without any restrictions or limitations.

Aerial Photo of Camp Innabah:



Building areas would be designated as the “minimal protection” area.
 The camp perimeter wooded areas would be designated as “highest protection” areas.

VI. Camp Innabah Land Value:

The following values were determined by a 2021 appraisal commissioned by the CRM board.

Appraised value of the 126 acres of Camp Innabah.	\$3,790,000
Loss of value due to granting of a conservation easement	\$2,150,000
Remaining land value after granting conservation easement	\$1,640,000.

French and Pickering Creeks Conservation Trust (FPCCT) has applied for Township, County and State government grants in the amount of \$2,150,000 to reimburse the Camp for granting of a conservation easement on the 126 acres.

Grant Money Set aside for this Easement:

To date we have been awarded grants as follows:

- \$252,000 from East Vincent Township.
- \$500,000 from the Pennsylvania State DCNR: The request was for \$843,973.
- \$640,000 from Chester County..... plus “consideration to increase” that by \$442,000 in additional funds.
- \$1,392,000 total funds in hand

Investment Plan for the Conservation Easement Grant Money:

The funds received will be invested in accordance with the Eastern PA funds policy. A conservation easement will not only fulfill all outstanding payroll liabilities for Camp Innabah but also ensure future financial support for Camp & Retreat Ministries through the earnings generated from the earmarked easement funds. These funds will be utilized for various purposes, including but not limited to ongoing camp development, infrastructure improvements, and scholarships.

1 REQUIREMENTS FOR DELEGATES TO GC AND JC

4 RESOLUTION #2024 - 10

5 Relating to Requirements for Delegates to GC and JC:

7 **WHEREAS**, in baptism and in our membership vows we commit to be loyal to Christ through The United
8 Methodist Church, and do all in our power to strengthen its ministries; and,

10 **WHEREAS** United Methodists may not hold membership in two denominations simultaneously and upon joining
11 another denomination, membership in The United Methodist Church is terminated; and,

13 **WHEREAS** serving on the Transitional Leadership Council of the Global Methodist Church (GMC) violates our core
14 membership principles.

16 **THEREFORE BE IT RESOLVED** that, those who hold membership with the GMC or serve on the Transitional
17 Leadership Council of the GMC withdraw from serving as part of the Jurisdictional delegation and

19 **BE IT FURTHER RESOLVED** that those who hold membership in the GMC or serve on the Transitional Leadership
20 Council of the GMC cease their involvement in the preparations and proceedings of Annual Conference,
21 Jurisdictional Conference and subsequent General Conferences.

23 **Person Responsible for Submitting Resolution:** Kristine Adams; Hannah Bonner; Judy Ehninger; Monica Guepet;
24 Robin Hynicka; Clarita Krall; Dave Koch; Sue Grimm McCoy Mattox; Mandy Miller; Lydia Munoz; Dawn Taylor-
25 Storm; Lenora Thompson

CONTINUING JOURNEY TOWARD HEALING AND WHOLENESS WITH INDIGENOUS PEOPLE

RESOLUTION #2024 - 11

RESOLUTION to the 2024 ANNUAL CONFERENCE SESSION

Support of voting rights as part of our Continuing the Journey Toward Healing and Wholeness with Indigenous Peoples established by the Act of Repentance.

Presented by the EPA Conference Committee on Native American Ministries (CoNAM);

Presenter: Verna Colliver

WHEREAS, In 1992 The General Conference called for an Act of Repentance that “truly honors what Indigenous [Peoples] feel about how they have been wronged and where restitution and forgiveness might come from and what it will look like and entail,” and more recently in 2012 held an Act of Repentance Service at General Conference challenging every Annual Conference and local congregation to implement actions demonstrating a genuine attitude of repentance (Resolution 3321, Book of Resolutions p. 326) and that The Eastern Pennsylvania Annual Conference responded to that challenge with an Act of Repentance and Healing Relationships with Indigenous Persons in 2016.

WHEREAS, many Native Americans in the United Methodist Church supported this action with confidence and expectation that these Acts of Repentance would amount to more than a moment of remembrance and recognition of wrongs done.

WHEREAS, The Eastern Pennsylvania Annual Conference has demonstrated a commitment to continue the process of healing with a list of action steps including a vow to, “Support General Church initiatives related to land and treaty rights, support for tribal sovereignty and cultural preservation; better health care and education for Native people and the safety of Native and Indigenous women.” (Opening Worship including an Act of Repentance & Holy Communion, 2016)

WHEREAS, The United Methodist Church affirms the right to vote in our Social Principles and asserts the “right of historically underrepresented racial and ethnic persons ... to nondiscrimination in voting” including “access to public accommodations.” (See Social Principles of The United Methodist Church 2017-2020, ¶162A)

WHEREAS, The Commonwealth of Pennsylvania has a history from its origination of setting the standard of discriminatory systems and inequitable policies towards Indigenous Peoples through illegal land acquisition, forced relocation, forced assimilation, and murder through actions such as the ‘Walking Purchase’ by the sons of William Penn, the Massacre of the Conestoga for which no one was ever held accountable, and the creation of the first federally funded off reservation boarding school at Carlisle from which they benefited greatly.

https://delawaretribe.org/wp-content/uploads/Walking_Purchase_Jennings.pdf

<https://pabook.libraries.psu.edu/literary-cultural-heritage-map-pa/feature-articles/desperation-zeal-and-murder-paxton-boys>

<https://carlisleindian.dickinson.edu/>

<https://carlisleindian.dickinson.edu/topics/outing-patrons>

WHEREAS, The Commonwealth of Pennsylvania passed Senate Bill No. 1636 in the General Assembly Of Pennsylvania Session of 1994 implementing the “Pennsylvania Native American Recognition Act” in order to raise awareness of Indigenous Peoples in the commonwealth, identify inequities, and, “to establish a formal procedure to recognize Native American groups indigenous to Pennsylvania and certify Native American organizations” (p. 2) only to allow the act to lapse December 31, 1997.

WHEREAS, citizenship was granted to Native Americans in 1924, obtaining access to the ballot box over the last 100 years continues to be a struggle for Native American citizens with the substantial weakening of The Voting Rights Act of 1965 by a ruling in 2013 allowing barriers to voting, especially for Native Americans, through ID requirements that do not recognize Tribal ID, access to polling places, nontraditional mailing addresses, lack of broadband internet service, inadequate language assistance, among others.

WHEREAS, The Native American Voting Rights Coalition in collaboration with the Native American Rights Fund (NARF) published a detailed 176-page analysis titled, “Obstacles at Every Turn,” which documented the racial discrimination and hostilities faced by Native Americans when casting their ballots, including the continued intimidation of voters due to fear of being accused of fraud stating that, “identification laws are seen as ‘a solution in search of a problem . . . imposed without a shred of real evidence that there has been voter fraud.’” (p. 76) These concerns have also been taken up by mainstream advocates such as The American Bar Association and The League of Women Voters.

WHEREAS, President Biden signed Executive Order 14019 “Promoting Access to Voting” in March 2021, creating an Interagency Steering Group on Native American Voting Rights, to research the barriers Native peoples face in achieving full access to participate in United States elections, and to recommend ways to mitigate or eliminate these barriers.

WHEREAS, The United Methodist Social Principles state, “The strength of a political system depends upon the full and willing participation of its citizens. The church should continually exert a strong ethical influence upon the state, supporting policies and programs deemed to be just and opposing policies and programs that are unjust.” (Social Principles of The United Methodist Church 2017-2020, ¶164B)

THEREFORE, BE IT RESOLVED we call upon the churches of the Eastern Pennsylvania Conference of The United Methodist Church to join with the Council of Bishops who took a “bold stand against voter suppression,” in 2020 and again in 2022 in their belief that “...the right of every citizen to vote in the United States is under attack...” calling “...the people of The United Methodist Church to use their influence in their states, legislative districts, and local precincts to enable voter registration and to encourage elected officials to provide the resources necessary to support the fullest participation in elections.” (A Call for Equal Voting Rights, Jan 2022)

THEREFORE, BE IT FINALLY RESOLVED, that churches and individuals in The Eastern Pennsylvania Conference of The United Methodist Church join with The United Methodist Church & Society by taking action on the Freedom to Vote Act (S.2747) and the John Lewis Voting Rights Advancement Act (S.4) by contacting your senators directly or through the website at <https://www.umcjustice.org/what-you-can-do/advocacy/take-action/voting-rights>.

Rationale:

The voting rights legislation advocated for in this resolution directly addresses the lives of Native Peoples across the Nation.

Our federal legislators representing Pennsylvania in The United States Congress, have a moral responsibility to represent the Native Peoples on Federal reservations. And as United Methodists with a longstanding commitment to voting rights, we have a responsibility to secure voting rights for all people.

The voting acts mentioned in this resolution are in the best interests of many of our citizens including Indigenous Peoples. The Freedom to Vote Act (S.2747) will set basic federal guidelines that ensure voters are given ample time and means to exercise their right to vote. It will encourage civic participation and promote transparency in our electoral process.

The John Lewis Voting Rights Advancement Act (S.4) is a vital piece of legislation that protects the civil liberties and civil rights of citizens who have been historically discriminated against by unjust voting laws. The bill will expand preclearance to all states that have a record of discrimination, and it is also designed to protect poll workers and their families from harassment.

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REPORTS

A PATH TOWARDS WHOLENESS

A Church for All People Serving All People with Justice & Equity
2024 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 congregations and communities may experience wholeness. We understand that only through a just and equitable church will wholeness be possible for all congregations. 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 the inherited system inequities within our congregations 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 by Dec. 31, 2027 (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 $\frac{1}{4}$ - $\frac{1}{2}$; $\frac{1}{2}$ - $\frac{3}{4}$ and $\frac{3}{4}$ -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 congregation 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 identified 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 objective as follows.

The below information represents Eastern Pa Annual Conference updates from Jan. 1, 2023-Dec. 31, 2023:

1. The number of **new clergy of color** recruited and in process towards candidacy in EPA and their retention rate:
 - North - 1
 - South - 1
 - East – 3
 - West - 1

Retention Tracking:

Total # of active clergy of color as of 12/31/23: 84 (44 Black, 22 Asian, 17 Latino, 1 Multi)

Retirements 2023: 3

Inactive: 0

New CRCC Appointments in 2023: 20

1. The number of new faith communities of color and how these faith communities are being resourced for future viability.
 - North – None
 - South – Reading: El Buen Pastor, a new Latino Church start at West Lawn UMC. EPA provided grant funds of \$11,000 for this new ministry.
 - East - Casa del Pueblo (2-point charge with Holy Spirit UMC); moving from mission church to new church start
 - West – Lebanon: Bethany working on an intentional transition plan and outreach with Latino Ministry
 2. The number of Wholeness centers and plans for future sustainability

2023 – 6 Wholeness Centers were launched

 - Arch Street UMC
 - First Church of Lancaster UMC
 - First Church of Media UMC
 - Midtown Parish UMC
 - Mother African Zoar UMC
 - Trinity UMC

2024 - Funding provided for the launch of 3 New Wholeness Centers:

 - Chester: St. Daniel's Hope Point
 - Prospect Park UMC
 - Hazleton Enlarged Ministries (Conyngham UMC)
 3. The number of racial/ethnic churches engaged in a process of revitalization
 - North - 1
 - South - 2
 - East – 2
 - West - 1

A monthly cohort of 25 racial/ethnic congregations launched in Jan. 2024 with Rev. Olu Brown facilitating
 4. The percentage of congregations in EPA that have taken the step to become Witnessing Congregations (Witnessing congregations are those who are intentionally working to end the sin of racism in their church and community and have developed a plan for this work)
 - North - 1
 - South - 2
 - East - 7
 - West - 1
- 16 facilitators trained January 2024.
5. The number and amount of grants given to African American and other ethnic congregations: 104 congregations received grants totaling \$223,961
 6. The number of racial/ethnic churches that are receiving reductions in apportionments and the percentage of reductions.
 - 7 Churches receive 30% reductions
 - 10 Churches receive 35% reductions
 - 4 Churches receive 45% reductions
 7. The number of policies that have been reviewed and edited to ensure equity and consistency
 - EPA CORR and COSROW added an implicit bias review to all Annual Conference legislation and reports for Annual Conference 2024
 - Human Resources is reviewing current salaries, adding a cost-of-living increase in 2024 and merit increases in 2025; Human Resources continue to monitor equity in hiring practices

- The cabinet has reviewed both their recruitment and appointment process to ensure equity and consistency. For the first time in 2023, we engaged in international interviews as part of our recruitment strategy. 4 Korean clergy and 2 Filipino clergy were appointed to EPA in 2023.

Recommendations:

- Grant Process:
 - Review of the grant process indicated that churches of color primarily applied for and received equitable salary grants to support salary and often did not apply for program grants.
 - Continued revision of the grant process is needed so that all churches of color are aware of program grants in addition to equitable salary and have access to grant opportunities along with support for grant writing. A member of the superintending team should be assigned to support grant writing and/or mid-year evaluation support when requested.
 - Grant applications should be sent directly to all churches of color.
- Intentional Recruitment of African American Clergy
 - Funding for African American clergy in seminary/local Pastor school should be prioritized as part of our BOOM local Pastor/scholarship program
 - Recruitment strategies should be expanded to colleges; racial/ethnic demographics should be analyzed in colleges/seminaries so that we can intentionally focus on recruitment of African American clergy
 - Internships for young adults and college students should be marketed both internally and externally
 - Discipleship is a process, and we need to be highlighting a call to ministry for children, youth, young adults and adults.
 - Cohort confirmation classes may become incubators of future leaders and should receive grant funding to support a BIPOC confirmation camp, youth group experiences and connectional opportunities
- While we have made some progress on new church starts and revitalized churches of color, intentional work needs to be done now in revitalization of churches of color, particularly in urban contexts.
 - Analysis of church buildings and new ways of using space in urban contexts needs to be conducted
 - Coaching/Training in how to develop Urban Fresh Expressions should be provided to clergy and laity. Continued cohort experiences with lead urban clergy across the US will be important to learn new methods and share risk-taking strategies.
 - Funding to support clergy development from part-time to full-time, and staffing support, especially in urban contexts, is necessary to continue to develop revitalization plans
 - Training and support for laity is essential. Urban modules of Christ Servant Minister & Certified Lay Minister should be considered.
 - DCOMs and BOOMs need to be equipped to identify gifts in revitalization, church planting and urban ministry

Respectfully Submitted, The EPA Economic Justice Council

Rev. Eric Carr; Wilhelmina Young; Rev. Alicia Julia-Stanley; Dr. Annie Kingcade; Rev. Lisa DePaz; Keima Sheriff; Rev. Tamie Scalise; Rev. Dr. Will Brawner; Rev. Mark Terry; Rev. Kia Lockman; Rev. Greg Impink; Rev. Dr. Larry Pickens
Advisory: DS Evelyn Kent Clark; Jo Fielding; Dawn Taylor-Storm

COMMITTEE ON NATIVE AMERICAN MINISTRIES

10/07/22-12/31/2023

The EPA CONAM, Committee on Native American Ministry, has 15 members that are committed to ending racism against the Indigenous Community. We have monthly meetings except for 2 months in the summertime. Please see below the activities of EPA CONAM within the last year.

- 10/7/22-Three members attended the yearly, virtual NEJNAMC one day meeting; Sherry Wack, Verna Colliver, and Barbara Revere
- 11/6/22-Yearly Fall Conference Event was held at Camp Innabah with Ron Williams presenting on “The Doctrine of Discovery: Enabling Oppression and Exploitation.” Ron is of Southern Ute and Navajo descent and is a member of CONAM. The meeting started with smudging, a blessing of the four winds, and ended with the Blanket Offering. A light supper followed the presentation.
- 11/9/22-CONAM was invited by the Reverend Diana Esposito who serves as a College Chaplain with the Open-Door Ministry located at Drexel University as guests to hear a presentation by the Drexel Indigenous Student Association with President Skye Harper, “Debunking the False Narratives of Thanksgiving,” and sharing some of his culture and experiences. Three CONAM members attended the events, Rev. Robert Coombe, Verna Colliver, and Barbara Revere
- 12/22-Ron Williams was given a small donation going towards his trip to the Pine Ridge Reservation where he delivered clothes, food, and hardware supplies. Bob Hinderliter was given a small donation for Christmas presents for the Lumbee tribe in North Carolina. Bob travels yearly to the Lumbee Reservation to deliver children Christmas presents.
- 03/04/23 and 3/18/2023- CONAM members Verna Colliver and Barb Revere did two presentations for Toolbox on Ministry on “How to Develop a Land Acknowledgement.”
- 3/08/23-03/12/2023-CONAM member Barbara Revere attended the “Oklahoma Indian Missionary Conference Immersion Experience’ in Oklahoma City, OK
- Resources to local Churches for “Native American Sunday” were emailed to the CONAM mailing list and Churches.
- 04/20/23-Jim Thorpe Sports Day-CONAM member Sandi Cianciulli attended the event where the Guest Speaker was Nedra Darling. Nedra is a distant relative of Jim Thorpe and is the executive producer of the biopic of Jim Thorpe, “Bright Path Strong.”
- 04/30/2023-The annual Spring CONAM Conference Event was held at Camp Innabah with the DVD streaming of “Home From School,’ which is a documentary of the Boarding Schools catastrophe. Prior to the DVD presentation there was a smudging ceremony and the Blessing of the “Four Winds.” A light supper was served after the presentation.
- 05/6-7/2023-Pottstown Pow-Wow-Four CONAM members participated in the Pow-Wow and had a CONAM display table. This is the Pow-Wow that CONAM member Ron Williams does yearly. CONAM participates in the “Red Dress Display” honoring the Murdered Missing Indigenous People, MMIP. The members participating in the events were Verna Colliver, Rev. Bob Coombe, Joy Frazier, and Bob Hinderliter.
- 05/18-20/2023-EPA UMC Annual Conference-The Greater New Jersey and Eastern PA UMC CONAM’s jointly did a video “land acknowledgement” together that opened the Annual Conference session. CONAM had a booth at the Conference with a table for resources and giving away Indigenous candy. The Red Dresses were displayed.
- 06/20/23-Drew University presentation, via ZOOM by Sandi Cianciulli and Verna Colliver to Dr. Merel Visse’s class on Indigenous Health. Sandi showed her power point that she created for the Carlisle Indian School project. Terri Leone, a MDiv candidate at Drew met Verna at Annual Conference and asked her for a presentation to her class on Indigenous Health.
- 10/03/23-Eastern PA CONAM presentation to the West Chester UMC Women in Faith about the work our Eastern PA CONAM does. Verna Colliver, Joy Frazier, and Barbara Revere did the presentation.

- 10/05/23-The American Buffalo Advanced Screening was held at the Willow Valley Communities Culture Center, Willow Street PA. Sandi Cianciulli participated in a panel discussion after the screening.
- 11/04/2023-Loss of Turtle Island Blanket Exercise held at Lebanon Valley College.

COMMISSION ON THE STATUS AND ROLE OF WOMEN

Commission on the Status and Role of Women (COSROW) Report to the 2024 Annual Conference

Mission: To have women, children, and men equally and fairly represented and involved on all levels of the Church generally. To have women equally represented in clergy and leadership positions of the church. To have women equally represented in laity positions of the church.

COSROW currently has five members, all women, on the committee. All are equally involved in every part of the committee. Everyone has an opinion and all are heard. We would like more representation; we only have one member from the North District, and all other members are from the East District.

Our four areas of focus are in tune with General CSRW:

- Sexual Ethics – Provide resources for how to respond to and prevent sexual misconduct in the United Methodist Church through education, policies, and support.
- Monitoring – To monitor the annual conference, for inclusiveness and report this information to the East Conference of Pennsylvania.
- Education – To educate on inclusiveness, expansive language and women’s issues in support of both the Church and the world.
- Leadership – To nurture clergy and lay leaders in the church, both women and men, to recognize every person – as full and equal parts of God’s human family.

Since becoming Chair of this committee in May 2022, we have focused on education regarding various women’s issues. We presented some educational programs via zoom in 2022 and 2023.

We presented at the East District Tools for Ministry in 2023, and also presented at the North District Tools for Ministry in 2023, where we spoke about women’s issues in the church and gave handouts of various publications from GSRW.

We will be involved in monitoring the 2024 Annual Conference, and will increase our presence in the Conference overall.

COMMISSION ON RELIGION AND RACE

Annual Report to the Eastern PA Conference of the United Methodist Church Commission on Religion and Race

Vision: (*Revised in 2023*)

The Commission on Religion and Race of EPA/UMC is committed to fostering transformational anti-racism work, which encourages and supports systemic change as we recognize diversity, live into institutional equity, strive for inclusion and belonging, foster intercultural competency and cooperation, and engage in straightforward Christian conversation.

We endeavor 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 EPA/UMC. 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 EPA/UMC.
- 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.

2023 Accomplishments/Met Goals

It goes without saying that we faced a myriad of challenges and changes seemingly taking place all at once that brought changes and challenges to our Conference, our Commission and our leaders. As we stated during one of our Monitoring Reports to Annual Conference in May of 2023, *most of us don't have an issue with change, we understand that change is the norm, yet the pace of the changes was mindboggling and troubling: it was breeding ground for misinformation, disinformation and rumors, so we stressed the need for transparency to the Bishop and the Conference: the good, the bad, and the ugly: we have no other choice- we can't lose trust in each other and on the Conference.* We heard this often- loud and clear before, during and following our Annual Conference. The final report was shared with the Bishop and Conference Sessions as well.

Winter 2023

2/11

EPA/GNJ Leadership Academy Planning Session. Working session to

develop a comprehensive curriculum to support Pathways. It was noted that there was nothing in the plan to address the grief, anxiety and loss in congregations as the disaffiliation process continues.

2/25 Building Bridges Training, Part 1- @ Cedarville UMC

Spring 2023

3/22 CRCC Pastors met with Bishop Schol and the Cabinet for Brunch at St Matthews UMC in Valley Forge.

3/25 Building Bridges Training, Part 2- March 25 via Zoom

4/27 CORR and other EPA Representatives participated in the *Affiliation Retreat to End Racism* at Carson Simpson Farm. This retreat was led by Eric Drew from GNJ.

4/29 Building Bridges Training, Part 3, @ Coventryville UMC
EPA Annual Conference- we had a team of monitors with ears and eyes on the Conference- before, during and afterwards. Reports were presented as scheduled.

A CRCC workshop was offered at the West District Tools for Ministry on Biblical Foundations for Ministry Across Differences. Co-Facilitators were Beverly Andrews & Alicia Juliá-Stanley.

6/3 CRCC Annual CR/CC Ministries Intro Workshop with GNJ. Used Zoom format.

6/9-10 BIPOC Clergy Retreat at Innabah. All participants shared they didn't realize how much they needed this sacred healing time and space, but received it with gratitude!

Fall 2023

Economic Justice Council presented Budget Legislation to the Special Session of the Annual Conference, this was specific to Economic Justice, concerning the work on Apportionments.
There were reductions in CMF of 20-30%, and these reductions will be expanded to *all billings and all apportionments for 2025 budget. This is a significant shift (Dawn) and a major step towards equity- where the rubber meets the road. We must remember that minimum salary directly affects retirement income: many of our pastors have shared their situation with CORR members, so we must endeavor to find ways to fill that gap.*

October

Co-Sponsored the CDT Book Study for Jemar Tisby's, *The Color of Compromise*. Retired Bishop Al Johnson led the discussion sessions. Well attended.

CORR prepared and sent a letter to Bishop and HR asking for consideration of Hispanic/Latino candidates for key staff positions, to reflect the diversity of our communities- and share decision power.

Ongoing

Representation in the Connectional Table

Youth/Young Adult Ministries @Drexel Ministry is feeding hungry students! Not just feeding their spirits, but also feeding their bellies! Many college students can't afford to pay for their meals- so they go hungry!

Training to identify implicit bias in Resolutions and Reports to Annual Conference to review Resolutions and Reports prior to Annual Conference.

Planning of video teaching sessions for Lay Academy for both EPA and GNJ (including theme selection, presenters, scrip, identify additional available teaching resources to enhance the session)

Goals for 2024:

1. Continue to work with GNJ in the affiliation conversations.
 - 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)
2. Study and Examine all Resolutions and Reports to Annual Conference to look for implicit bias.
3. Organize CR/CC Ministry workshops with Mission Links, with conference level boards and commissions, and local churches facilitated by CR/CC Trainers.
4. 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 2nd year.
5. Continue to support the work of the Economic Justice Council
6. Co-sponsor CDT book and discussion group

Submitted by Diana Esposito & Alicia Juliá-Stanley, Co-Chairs

CONGREGATIONAL DEVELOPMENT TEAM (CDT)

Congregational Development Team Report to the 2024 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). This work is done through the awarding of grants to enable individual EPC congregations in their work in their communities and through conference wide educational and training program offerings.

Over the last year, the CDT has approached this work in the following ways:

- We sponsored 4 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. They were:
 - Tempered Resilience: How Leaders are Formed in the Crucible of Change, Tod Bolsinger
 - Generosity, Stewardship, and Abundance: A Transformational Guide to Church Finance, Lovett Weems and Ann Michel
 - Both/And: Maximizing Hybrid Worship Experience, Jason Moore
 - The Color of Compromise: The Truth about the American Church’s Complicity in Racism, Jemar Tisby (led by Bishop Al Johnson)
- 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 participated in a joint task force made up of members of CDT and the Urban Commission to partner with churches seeking to develop Wholeness Centers.
- We participated in the new conference wide unified grant process.

CONNECTIONAL MINISTRIES

EPA Leadership & Connectional Ministries Report to the 2024 Annual Conference

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 grants totaling \$673,383 in 2022 & 2023 and the expansion of Hurricane Recovery efforts into Philadelphia with a grant extension approved from UMCOR of \$522,202 for 2024. 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 **\$1,272,736.76**.
- 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 **23,319** summer campers and guests in 2023
- EPA-UMC Camps received **\$604,331** in direct site donations
- EPA-UMC Camps had **386** volunteers to support the site's ministries in 2023
- EPA-UMC Camps were awarded grants for projects totaling: **\$148,000**
- **1700** students fed through the Wesley Foundation at Drexel University
- EPA joined with GNJ to support IGNITE 2023, a transformative youth experience for youth & youth leaders

Leadership & Congregational Development

- **1.3M** received in grant funding through the Lilly Foundation in a collaborative grant with GNJ to develop the Leadership Academy Preaching Institute
- **67** Churches enrolled in Pathways as of Dec. 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
- 3 NEW Cohorts launched to focus on CRCC ministry, Stewardship and Foundational Ministry
- National and International Recruitment and connections with 3 seminaries in PA expanded to include Mosaic recruitment

EPA 2023 Prison Ministry and Restorative Justice Team

- Christmas cards for the incarcerated program – **5688** cards with encouraging messages were delivered to a total of **8** correctional facilities for distribution to the incarcerated as a sign of God's love and care. **5690** unused cards were provided so that incarcerated individuals could reach out and maintain connections with their loved ones.
- The Toiletry Bowl – a tremendous success – thanks to the many who participated! Toiletries needed for those entering incarceration were delivered to the Head Chaplain of the Philadelphia Prison System, including

- o **1070** bars of soap
- o **538** tubes of toothpaste
- o **550** deodorant sticks
- o **284** tubes of hand cream
- Healing communities training was provided to **6** individuals representing both EPA and GNJ, to help congregations and community members learn more about how to help those impacted by the criminal justice system.

Office of Latino Ministries

- **10** New Lay Missioners received certification 2022-2023
- **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

GLOBAL MINISTRIES

2024 Annual Conference Report

- We prepared a table display for 2023 Annual Conference about the work of the Global Ministries Team in the areas of missions, social action, and abundant health. It included handouts from the General Board of Global Ministries and information from the General Board of Church and Society.
- Reviewed 9 applications for Conference Advance Specials and prepared the resolution for 2023 Annual Conference to approve these 9 Advance Specials, so they could seek financial support from EPA churches.
- Reviewed and approved applications for the following Peace with Justice Grants, which are funded by half of the Peace with Justice Sunday offerings of EPA churches:
 - Amigos Community Center, Hatboro, PA - \$2000 for immigration assistance.
 - Faith in Action Team of West Lawn UMC - \$725 for Diversity through Music Program for Black History Month.
 - Conshohocken UMC - \$2000 for Karama Education Center's Digital Learning Center in Uganda.
 - EPC Prison Ministry & Restorative Justice Team - \$1000 for Conference Book Group Study of "The Sun Does Shine" for author and presenters' participation.
- Received information from the General Board of Church and Society about the Peace with Justice grants that were funded in part by the other half of EPA Peace with Justice Sunday offerings and shared that information in the Annual Conference table display.
- Used budgeted funds from Annual Conference to pay the registration fee for Rebecca Parsons, Northeast Jurisdiction Mission Advocate, to attend EPA 2023 Annual Conference and speak about mission work at the Global Ministries Team table.
- Received financial reports from General Board of Global Ministries listing the amounts of money contributed by EPA churches for UMCOR, missionary support, and mission projects, and shared this information with Bishop Schol, the District Superintendents, the Director of Connectional Ministries, and the Communication Team.
- Participated in zoom meetings of the Congo Partnership between EPC, Peninsula-Delaware Conference, Western NC, and Central Congo Episcopal Area, and shared information to promote support for the ministries supported by our Congo Partnership.
- Shared information about supporting missionaries with the attendants at Mission u.
- Participated in GBGM's Still in Mission zoom visits with missionaries.
- Received newsletters from GBGM missionaries supported by EPC churches.
- Communicated with new missionary Ashley Riddle in Zambia and gave her information to churches asking about how to support a missionary.
- Participated in monthly zoom meetings with the NEJ Conference Secretaries of Global Ministries.
- Participated in zoom meetings of Conference Abundant Health Coordinators.
- Organized the October 2023 Missionary itineration visit in EPA, hosting Rev. Umba Kalangwa and his wife Ngoy Kalangwa, serving in Tanzania, where he is a District Superintendent, church planter, director of the Morogoro Pastors Training School, and administrator of the Wesley Primary School, and she is Director of the Susannah Wesley Education and Health Center.



Lancaster
THEOLOGICAL SEMINARY



MORAVIAN
SEMINARY

LANCASTER THEOLOGICAL SEMINARY

Our Mission

Lancaster Theological Seminary's mission is to educate and nurture leaders to join in God's redemptive and liberating work so that all creation may flourish.

Our Collaboration

In March 2021, the Boards of Trustees of Lancaster Theological Seminary, Moravian Theological Seminary, and Moravian University discussed the possibility of partnership. Our institutional connection has expanded over the past three years as Lancaster and Moravian have begun to work together, envisioning a future deeply rooted in our individual histories and shaped by our shared commitments.

Our Commitments

Central to this partnership was identifying the core commitments that shape our work in curriculum development, teaching, worship, and common life:

- We honor the heritage of both Moravian and Lancaster seminaries, including the distinctive ways in which each school expresses ecumenical and interfaith diversity.
- We aspire to build learning communities in which every person experiences agency and belonging.
- We affirm that diversity of all kinds benefits our common learning and personal formation.
- We strive to build a community life marked by love of God and neighbor, expressed in life that is respectful of all races and nationalities, anti-racist, open and affirming toward LGBTQIA+ persons, and accessible to all.
- We promote deep engagement with Christian traditions and other spiritual heritages, with openness to diverse expressions and emerging perspectives. We value critical reflection on self, society, church, and faith.
- We promote a community that involves the whole person: understanding, practicing, and being.

We continue to work through the remaining stages of the regulatory and accreditation processes of the consolidation, processes that will wrap up in the summer of 2024. Meanwhile, the joint faculty of Lancaster Seminary and Moravian Seminary has crafted a common Master of Divinity curriculum that will span both seminaries beginning in the fall of 2024. It is one of several exciting degree and certificate programs we offer.

Master of Divinity (MDiv 78 credits)

Become a spiritual leader for your community and the world. Deepen your understanding of your faith and the faith of others. Get first-hand experience in spiritual leadership. Prepare to serve and lead in various religious, spiritual, and nonprofit careers. Our MDiv meets many denominations' requirements for ordination as well as requirements for doctoral-level studies.

Master of Ministry (MMin 48 credits)

Seeking deeper theological reflection on the practice of ministry but don't require a Master of Divinity degree? Our program is for new or continued ministry, grounded in the traditional disciplines of biblical studies, theology, history, ethics, and integrated with skills needed for leadership, individual and community formation, and spiritual care.

Master of Arts in Theological Studies (MATS 48 credits)

Go deep into your understanding of religious belief. Our MATS program provides a strong theological foundation for church leadership or advanced academic work. Tailor the program to your needs. Complete a capstone project that allows you to delve deep into an area that drives your curiosity.

Master of Arts in Chaplaincy (MACh 72 credits). Offered at Moravian Seminary.

Are you called to care for others? Our Master of Arts in Chaplaincy program prepares you to work in public service, prisons, health and hospice care, and in educational and corporate settings. The program combines in-depth academic work with practical application to ensure you are ready for the field.

Doctor of Ministry (DMin 30 credits). Offered at Lancaster Seminary.

Integrate theological reflection with your ongoing practice of ministry. You'll blend convenient online coursework with powerful on-campus intensive courses one week each semester. Devote your last year to completing your major project and final presentation.

Certificate Programs

Stand-alone or add them to your degree program:

- Certificate in Anglican Studies
- Certificate in Theological Studies
- Certificate in Biblical Studies
- Certificate in Formative Spirituality
- Certificate in Spiritual Direction – two years
- Certificate in Spiritual Direction Intensive – one year

Tuition Sharing Program

Lancaster Theological Seminary has our students at heart. We are greatly concerned by student debt for seminary, so the Tuition Sharing Program was instituted. It is designed so that students will attend seminary tuition free. In this program we invite denominations/ congregations to invest in student's education by paying up to 1/2 of the tuition and LTS pays likewise up to the other half. To date it has been mostly our UMC students and their conferences that have taken advantage of this scholarship program with 50/50 sharing.

The United Methodist Church, and the various conferences and congregations have been wonderful partners in this seminary journey of preparing faith leaders to join in God's liberative and redemptive work so that all creation may flourish.

Submitted by

the Rev. Dr. Darryl W. Stephens

Director of United Methodist Studies

Lancaster Theological Seminary



LATINO COMMISSION

Throughout 2023, the Latino Commission has intentionally assessed the performance of our churches. The primary purpose has been to understand the needs, challenges, and necessary resources to further our vision of becoming vital churches. This approach involves developing leaders capable of transforming our communities, shaping believers into disciples, multiplying disciples, and engaging our youth to take on more active roles in their congregations. Additionally, efforts have been made to identify the gifts and abilities within the local church and to recognize those who are responding to the call to ministry.

With sorrow, we witnessed the departure of Nuevo Nacimiento Church, and one Local Pastor and one Lay Missionary through its disaffiliation from the Methodist Church, we entrust their lives to God's guidance. Nevertheless, in the Lord's vineyard, there is always room for each life, and we rejoice in celebrating that the remaining members who chose not to disaffiliate found a home in Bethany Church in Lebanon. They were welcomed with open arms and hearts. They are fully committed to developing their talents within the congregation while actively engaging in the neighborhood. They aim to understand the dreams and challenges of the community, ultimately striving to reach them for the Lord.

The year 2023 was a continuation of watering the seeds planted in 2022. Our focus has been on further strengthening local churches. We celebrate the blessing of receiving a grant from the National Plan in conjunction with the Equitable Pastor Compensation Committee, which has made it possible to support financially some of our churches. The purpose is to alleviate the economic burden of providing the pastor's salary, allowing them to focus on church growth, community outreach, and establishing a financial plan to become self-sufficient churches.

- Tools for Ministry: Emphasis on The Wesleyan Tradition and Structure of the Methodist Church, including Vision, Mission, structure, and connectionalism. This session attracted approximately 24 lay members and a few pastors.
- Church Vitality: Despite some churches experiencing member losses due to misinformation about disaffiliation, efforts are underway to cultivate and train new leaders who can fill vacant positions. Discipleship remains a top priority within the churches.
- Community Outreach, organized and purposeful, involves the development of projects such as English classes, basic computer classes, a food and clothing bank, and sports initiatives for children. Additionally, there was a significant event planned for our youth.
- Spiritual formation through discipleship, the practice of acts of grace such as vigils, congregational fasting, and prayer times are ongoing activities in local churches. This year, the focus during our Holy Convocation was unity through prayer, with an attendance of over 55 individuals.
- The Latino Camp, as is customary, was a great success with a consistently high attendance of 50 campers. The theme "God Beyond Measure" led the children to a deeper understanding of who God is, His greatness, His love, and His purpose for them.
- The Pastor's Retreat was a time of prayer, fellowship with group dynamics, and sharing our challenges and achievements. We celebrated the retirement of Rev. Elena Ortiz, acknowledging her invaluable contributions to the Commission and the Conference.
- Youth Force Event: On November 11, we host at Casa del Pueblo over 45 enthusiastic young individuals. The gathering aimed to foster fellowship, establish connections, and fortify bonds through two insightful workshops focused on unleashing the leadership potential within each participant.

- Concluding with our Christmas Celebration and Assembly, we emphasized a call to unity and fellowship, preparing ourselves for the days ahead. We affirmed those who will serve the Commission for another year and welcomed our new Co-Chairs, Alicia Juliá-Stanley and Marcos Rios.

Several projects are in progress, and we trust to make positive strides throughout 2024.

- We are organizing and strengthening our youth, encouraging them to consider the call to ministry as a sacred and worthy opportunity.
- We will collaborate with the Leadership Academy to translate courses already developed in English and present them in Spanish. Additionally, we will work on creating essential courses in Spanish to strengthen our churches.
- We are collaborating with the National Plan for the development of new Lay Missionaries and establishing a common strategy with Great New Jersey (GNJ) .
- Training workshops will be conducted to strengthen the laity.

None of what has been achieved or is yet to be accomplished can be carried out without the selfless service of each member of the Commission and the support of the Conference.

In Christ,

Lisa DePaz,

Coordinator for Eastern Pennsylvania Conference (EPA) Latino Ministries.

LEADERSHIP ACADEMY PREACHING INSTITUTE (LAPI)

Conference Report for EPA & GNJ 2024

Background

In September 2023, Lilly Endowment approved 81 grants to organizations across the United States through its Compelling Preaching Initiative. The aim of the initiative is to help Christian pastors strengthen their preaching so they can better inspire, encourage, and guide people to live their faith more fully. The Greater New Jersey Annual Conference, in collaboration with the Eastern Pennsylvania Annual Conference, applied for and received a \$1.25 million grant for this purpose, 2024–2027.

Mission

Through our Leadership Academy, the United Methodists of Eastern Pennsylvania and Greater New Jersey strive to grow transformational leaders who are leading congregations and ministries to make disciples of Jesus Christ and grow vital mission congregations for the transformation of the world. Supported by the Compelling Preaching Initiative Grant, the **Leadership Academy Preaching Institute (LAPI)** seeks to empower ordained clergy, commissioned clergy, local pastors, lay preachers, and congregational leaders to cultivate compelling preaching that leads to congregational vitality.

Project Summary

Compelling preaching has been a hallmark of the Methodist tradition throughout its history. In times marked by widespread economic hardship, ongoing health threats, and a society aching for moral and spiritual guidance, the broadly accessible preaching of figures like John Wesley, George Whitefield, Richard Allen, William Otterbein, Jacob Albright, Harry Hosier, Francis Asbury, Jarena Lee, Sally Thompson, and Phoebe Palmer sparked widespread, transnational spiritual awakening that traversed the borders of class, race, gender, and theological difference. Today's world is no less in need of spiritual awakening, and the UMC has a profound opportunity to speak into the current world's ache for a word of hope through a renewal of our longstanding commitment to compelling preaching.

The UMC is at a critical inflection point in its history. As the largest Mainline denomination in the United States, it remains a major influence in the American religious landscape today. It is also a connectional body that bears the scars of decades of membership decline. This culminated in a schismatic rending that has produced far more national headlines about the denomination's internal conflicts than headlines about its continually transformative work of making disciples of Jesus Christ all over the world. The Eastern Pennsylvania & Greater New Jersey Annual Conferences ("EPA&GNJ") recognize the urgent need to live into our Wesleyan legacy of homiletical zeal and connectional innovation by equipping passionate preachers to deliver messages of hope to a watching and waiting world.

Through the Compelling Preaching Initiative grant, EPA&GNJ plan to expand upon the strengths of our existent Leadership Academy by adding a robust preaching component to our continuing education program. The Leadership Academy Preaching Institute ("LAPI") is a hybrid continuing education program designed to cultivate compelling preaching that leads to congregational vitality.

The Preaching Institute will offer (1) a hybrid 10-month intensive certificate program through which preachers chosen as LAPI Fellows will focus on honing their craft alongside exceptional preachers, instructors, and intergenerational cohorts; (2) congregational coaching for the development of collaborative preaching practices and effective feedback loops for preachers; and (3) short-term online courses, for both lay listeners and preachers, that will empower the cultivation of contextual practices of proclamation and holy listening.

Goals

1. The 10-month certificate program will be offered three times from 2025 through 2027.
2. Over the course of those three years, total engagement goals in the program include:
 - 250 LAPI Fellows, including clergy and lay preachers.
 - 1000 laity from 250 congregations participating in Collaborative Preaching Workgroups and online

LAPI courses.

- 25 trained clergy facilitators/coaches from EPA&GNJ.
- An additional 125 laity leaders engaging in online courses offered through LAPI.
- An additional 125 ordained, commissioned, licensed, and lay preachers engaging in online courses offered through LAPI.

Anticipated Outcomes

Preachers and SPRC members, key church leaders, and clergy colleagues (Listeners) will be empowered and equipped in the following ways:

- Preachers will cultivate practices and develop skills that enable them to engage congregations, both in-person and online, in compelling ways that lead to measurable congregational vitality.
- Preachers will become more adept at delivering sermons that effectively reach more diverse listening communities, addressing gender bias and including cross-generational and cross-cultural/cross-racial Listeners.
- Preachers will view the craft of preaching not as having a goal of “arrival,” but one that requires ongoing reflection and lifelong learning, as they adapt their practice to various contexts, seasons of ministry, and the demands of a hurting world in need of the gospel.
- Preachers will learn how to incorporate the practice of listening and watching sermons from other preachers (as well as their own) to develop their own skills and strategies in the pulpit.
- Listeners will cultivate practices and develop skills that enable them to provide timely, honest, thoughtful, and insightful feedback, leading to more effective preaching.
- Preachers and Listeners will have a clearer understanding of the role of preaching in the life of the church and its direct impact on congregational vitality.
- Preachers and Listeners will learn how to work together to develop preaching that is relevant to their specific context, speaks to the needs of their community, and provides a true reflection of the all-welcoming reign of God.

Get Involved!

During 2024, the Leadership Academy Preaching Institute will gather data through focus groups and surveys, to assess needs within both conferences. In June 2024, applications for the LAPI Certificate in Compelling Preaching program will be open. Selected participants will be notified in September, and the program will launch in February 2025.

We look forward to directing and coordinating this multi-year initiative within EPA & GNJ and cultivating a renewed ethos of faithful and compelling preaching within United Methodism.

The Rev. Dr. Darryl W. Stephens, LAPI Director

Mary Cranwell, LAPI Coordinator

The Rev. Dawn Taylor-Storm, Assistant to the Bishop, Leadership Development, Director of EPA Connectional Ministries

Visit our webpage at <https://www.epaumc.org/leadership-academy/lapi/>

ORDER OF DEACONESSSES

Report of the Order of Deaconess/Home Missioner (DHM) Eastern Pennsylvania Annual Conference, May 2024 [Celebrating 135 Years of Love, Justice & Service](#)

Our movement¹

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 Cenchreae, 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 missionary 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." ²

Our Ministries Vary. Our Call to Service Binds Us.

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 serve as a nurse with Bayada Pediatrics in Lancaster, Pennsylvania." I provide nursing care at home and in school for children with developmental and intellectual disabilities who also have complex medical needs. By providing this care, it is then possible for the child to attend school and/or for mom and dad or caregivers to have a break from constant caregiving. I love my job and I love providing comfort, dignity, and love to each

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

child and family with whom I work. I also serve on the West District United Women in Faith Leadership Team and on the West District Resource Team. Deaconess Barbara Skarbowski, West District

"As a deaconess, I serve as a volunteer parish nurse for Havertown UMC, on the South District, where I do blood pressure screenings and wholistic health education. I am the Eastern PA Conference Coordinator for Abundant Health and serve as the Conference Secretary of Global Ministries, assisting missionaries with their itineration visits to supporting churches. I chair the Conference Global Ministries Team, which reviews applications for Peace with Justice Grants and Conference Advance Special status and promotes the work of the General Board of Global Ministries and the General Board of Church and Society." 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 housing assessments. In 2024 we offered more than 30,000 separate services and distributed more than 21,000 items from our clothing closet. 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

The United Methodist Deaconess movement is a founding member of the worldwide ecumenical diaconal movement called DIAKONIA. DIAKONIA offers an international and ecumenical community of diaconal friendship, connecting us in diversity and commonality. DIAKONIA broadens our worldview and deepens our sense of diaconal vocation. DIAKONIA reminds the church of God's call to service, justice, compassion, and peace for creation, and assists us in living out our ministries in the world with vision and hope. Diaconia is organized into three regions. In the summer of 2023 the ecumenical diaconate gathered in Minneapolis for our quadrennial regional gathering of the Diaconia of the Americas and the Caribbean (DOTAC).

In November of 2024 we will gather as an order through our association (The National Association of Deaconesses, Home Missioners and Home Missionaries - NADHM) at the historic Scarritt Bennett Center in Nashville to learn, dream, worship and advocate together. **The order of Deaconess and Home Missioners meets virtually weekly for spiritual support, held 6 discernment events, facilitated intersectional justice education training events, met for advent and lenten studies and consecrated 16 new Deaconesses and Home Missioners while recognizing 6 transferring Deaconesses from 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. **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 , Call: 1-332-240-3898

Respectfully Submitted,

Deaconess Darlene DiDomineck on behalf of the Deaconesses of Eastern Pennsylvania Annual Conference

ORDER OF DEACONS

Eastern Pennsylvania Conference, The United Methodist Church

Submitted by Darryl W. Stephens, chair

The Order of Deacons has been busy over the past year! We convened a virtual fellowship and prayer among deacons and candidates, November 4, 2023, and held a retreat for deacons and candidates at Gretna Glen Camp and Retreat Center, Lebanon, PA, April 20, 2024. We also celebrate that five deacons were invited to participate in worship at the special session of annual conference on September 9, 2023. The Rev. Joanne Miles served as co-celebrant alongside Bishop John Schol. In addition, members of the Order participated in several ecumenical and denominational events:

- “Mondays in May” virtual seminar series, Diakonia of the Americas and Caribbean (DOTAC), May 1–29, 2023.
- 2023 DOTAC Assembly: “Gather at the River,” August 14-18, Minneapolis, MN.
- UMC Deacons Fall Gathering, “Exploring Our Four-Fold Call: Justice,” September 20–22, 2023, Washington, DC.

To promote visibility and understanding of the ministry of deacons, we created the following resources:

“Living into Baptism through Diakonia,” Eastern PA Conference, UMC, September 16, 2023. <https://www.epaumc.org/news/living-into-baptism-through-diakonia/>.

“The Diaconate Call & Bivocational Ministry with Darryl Stephens,” Uncovered Dish Christian Leadership Podcast, September 13, 2023. <https://soundcloud.com/uncoverreddish/ep-411>.

The ministry of the diaconate is unique to each person. These are some blessings and joys of ministry by deacons of the Eastern Pennsylvania Conference in their own words:

“It was a joy to coordinate and serve our community as we demonstrated our care for their furry family members by hosting a Blessing of the Animals event.” —Rev. Jane McCarthy

“Serving as a re-purposed deacon in 2023, I served with the EPA CR/CC Trainers’ team and listed on South District Pulpit Supply list. In the community, I serve with Black Women of Chester County in Action with the Racial Trauma: Resiliency & Recovery team and #Our Voice Should Be Heard—Civic Empowerment team.”

—Rev. Dr. Deborah Tanksley-Brown

“I’ve had the joy of teaching on the United Methodist’s Social Principles several times this year which has initiated deep, rich, and meaningful conversations about how we engage our culture with our faith.”

—Rev. Eddie Cameron

“Although retired, I am blessed to continue serving by leading worship and preaching at my former appointment.”

—Rev. Stephanie Brown Wilson

“In my role as director of Civic & Community Engagement at William & Mary, our team completed a Year

of Transformation, adapting our approaches to community partnerships to move beyond transactional to more transformational, and created new mission, vision, values, and other guiding principles in our work with students—and are already seeing fruits of these changes.”

—Rev. Melody Porter

“As an Instructional Support Teacher at a public cyber school, God continues to put students and families in my path that need a ministry of presence and to feel God’s peace in a setting where I cannot speak God’s name.”

—Rev. Tiffany Manning

“What a joy to speak about *diakonia* in the United States alongside my wife, Deaconess Myka Kennedy Stephens. We taught at the diaconal studies institute of the University of Heidelberg in June.”

—Rev. Dr. Darryl W. Stephens

In addition to my role as chair of the Order of Deacons, I have been collaborating with ecumenical partners from around the world to create a new resource. The book *Diaconal Studies: Lived Theology for the Church in North America*, co-edited by Darryl W. Stephens and Craig L. Nesson, will be published by Regnum Books International in 2024. This project is supported by grants from the E. Rhodes and Leona B. Carpenter Foundation and the Oxford Centre for Mission Studies.

Respectfully Submitted,

Darryl W. Stephens
Chair, Order of Deacons

PRISON MINISTRY AND RESTORATIVE JUSTICE

This year, the Prison Ministry and Restorative Justice Team led several programs to educate congregants and to be in ministry with those who are incarcerated.

- Healing Communities Training – This training was provided, for the first time, as part of the GNJ Leadership Academy. Six individuals, representing both EPA and GNJ Conferences participated in the training to assist congregations in supporting individuals who have been impacted by the criminal justice system.
- The Toiletry Bowl – a success – thanks to the many who participated! Bars of soap (**1070**), tubes of toothpaste (**538**), deodorant sticks (**550**) and tubes of hand cream (**284**) were delivered to the Philadelphia Prison System’s Head Chaplain for distribution to those entering incarceration. On the day of delivery, a small team of individuals representing EPA and GNJ were able to assemble and distribute bags of these needed items to a group of incarcerated individuals in the intake section of one of Philadelphia’s correctional facilities.
- Christmas Cards for People in Prison – **5688** cards with encouraging hand written messages were delivered to a total of 8 correctional facilities for distribution to the incarcerated as a sign of God’s love and care. This program is greatly appreciated by both Chaplains and the incarcerated individuals who receive the cards – some of whom do not receive cards from anyone else. Thanks to all who participated in this program, as well as the unused cards below!
- Unused Commercial Christmas Cards – **5690** cards were collected and delivered to the Chaplains at 2 correctional facilities for distribution so that the incarcerated people in their care could send cards and messages to their loved ones. Your contributions helped this important ministry of helping to maintain connections with supportive family and friends on the outside.

In addition, 15 *Life Recovery Bibles* were provided to the Philadelphia Prison System, and a congregation was assisted in making a connection with Lehigh County Correctional Facility for donation of *Life Recovery Bibles*. Two congregations were assisted in making a connection with Montgomery County Correctional Facility for donation of copies of *Experiencing Grief*, by H. Norman Wright, to assist incarcerated individuals who had received notification of the death of a loved one.

Respectfully Submitted,

Rev. Marilyn Schneider

EPA Conference Coordinator of Prison Ministry and Restorative Justice and Chair of the EPA Conference Prison Ministry and Restorative Justice Team

SAFE SANCTUARY COMMITTEE

Report of the Safe Sanctuary Committee 2024

Safe Sanctuaries made strides and accomplishments in the year 2023. We met several times in order to revise our Resolution to the 2023 Annual Conference. In addition, we submitted and had approved a new addition to Safe Sanctuaries: Vulnerable and Older Adults, resolution.

Our team worked very well together, and we have added 3 additional members since 2022. I believe our team of both clergy and laity work very well together, and each member contributes to our efforts to keep our children, youth, and older adults safe in our churches.

We have also been doing in-person training at Tools for Ministry sessions which had been offered in 2023 for the combined South and East districts session and is being offered this year for all three sessions covering all districts. Our Zoom trainings which we have had 4 since 2022, have also been very successful with 100-150 participating in the training. Training is upcoming once again June of 2024 and has been a 3-hour time slot due to the additional resolution. We get many chat questions which we answer right away or provide answers after checking with legal or other members of the committee if necessary. Everyone seems engaged during the PowerPoint training which breaks often to answer many questions.

In May we will offer the training on ZOOM in Spanish for the first time. This will be offered semi-annually or annually as need is discovered.

In 2024, the Safe Sanctuaries committee will be meeting to look into our Computer Use Policy Resolution, which probably requires some updating as Zoom is used frequently now, and additional technology is available in some of our churches, so needs addressing.

Beginning 1/1/24 Rev. Jacqueline D. Daniszewski is serving as the Safe Sanctuaries Coordinator, a new position with EPA. Her job will be to review and certify each church's Safe Sanctuaries policies so when submitting paperwork for charge conference time, we can be sure all our churches are complying.

It is the honor of each member of the team to be involved, helpful and bring to the group any needs as they arise and help all of our churches, clergy, and laity in the goal of keeping our sanctuaries safe for all attendees. We thank you for this committee and all the great support we have from our EPA leadership.

UNITED THEOLOGICAL SEMINARY

DAYTON, OH

For more than 150 years, United Theological Seminary has prepared men and women to serve as faithful and fruitful Christian leaders who make disciples of Jesus Christ. In the 2022-2023 academic year, the seminary served 547 students, representing 36 states, 20 countries, and 43 denominations, with 38% of students identifying as United Methodist. United celebrates the student body makeup that is 43% African American, 27% White, 18% international, 9% Hispanic, and 2% Asian or Pacific Islander.* During the 2022-2023 academic year, 120 graduates completed their programs.

Houses of Study

United's academic programs include seven Houses of Study for denominational, church renewal, and/or language- and culture-based ministry, including online Spanish and Korean houses of study. These houses of study have enrolled over 120 new master's students in the United States and around the world.

Bishop Bruce Ough Innovation Center

In 2023, the Bishop Bruce Ough Innovation Center, directed by Rev. Sue Nilson Kibbey, engaged more than 5,000 participants through 64 resourcing events and activities. The Center partnered with the Black Methodists for Church Renewal Laity Advocacy Committee to conduct the 2023 Laity Leadership Institution. The Center also launched a *Dynamite Prayer* movement, based on the guidebook *Dynamite Prayer: A 28 Day Experiment* (Invite Resources, 2022) by Rev. Kibbey and Rev. Dr. Rosario Picardo. Multiple United Methodist conferences and more than 90 congregations across denominations committed to be part of a Dynamite Prayer Wave and received resourcing on the practice of "breakthrough prayer."

New Faces at United

Over the past year, the seminary welcomed several new members to the United community. Bishop James Swanson, most recently bishop of the Mississippi Conference of The United Methodist Church, was installed as United Methodist Bishop-in-Residence. Dr. Pauline Paris Buisch and Rev. Dr. Xavier L. Johnson joined the faculty as Assistant Professor of Old Testament and Assistant Professor of Preaching and Black Church Studies, respectively, and Dr. Eliseo Mejia came on board as the Academic Oversight Officer for the Hispanic House of Study.

Reducing Student Debt

Finances shouldn't stand in the way of a seminary education. That's why United has launched the Fresh Wind: Where the Spirit Takes Flight campaign to add \$10 million to the scholarship endowment, which will dramatically increase the seminary's capacity to provide scholarships to students for many years to come. As of January 2024, the seminary was more than 70% toward the \$10 million goal.

Dr. Kent Millard, President

** Student data represent unduplicated headcount enrollment for the 2022-2023 academic year. Demographic figures represent those who responded.*

GAMMON THEOLOGICAL SEMINARY

2024 REPORT

Gammon Theological Seminary is the Interdenominational Theological Center's United Methodist constituent member in Atlanta, Georgia. The Interdenominational Theological Center (ITC) is a Christian Africentric ecumenical consortium of seminaries and fellowships that educate students to commit to practicing justice and peace through a liberating and transforming spirituality to become leaders in the church and local/global communities. Gammon was founded in 1883, bearing the name of the Rev. Elijah H. Gammon, a generous clergyman, businessman, and philanthropist. Rev. Elijah H. Gammon invested and endowed the founding of Gammon Seminary in partnership with Bishop Henry Warren and the Freedman's Aid Society. Gammon has educated Black Clergy for almost 140 years, with graduates serving every level of the church, including Bishops, Superintendents, General church leaders, Conference staff, and Clergy in every jurisdiction. Gammon/ITC offers the following degree programs: the Master of Divinity, the Master of Arts in Religion and Education, and the Doctor of Ministry. The support given to The United Methodist Ministerial Education Fund by United Methodist Conferences continues to enable Gammon students to be grounded in the Wesleyan tradition of theological education.

Our 17th President/Dean, Rev. Dr. Candace M Lewis, and the Gammon staff team continue to lead innovatively in chartering a "Brand New Day" for Gammon's recruitment, retention, research and resources, fund development, and scholarship endowments in her first two years of service.

Our new initiatives and celebrations this year, 2023 – 2024, at Gammon, include:

- In May 2023, Gammon held our 1st Annual Student Scholarship Fundraiser Golf Tournament, receiving \$70,000 in donations to assist students with their tuition, which also helped Gammon build more relationships and partnerships.
- In June 2023, The Rev. Walter H. McKelvey Endowed Scholarship Fund was launched by Dr. Loretta F. McKelvey (wife of the late Rev. McKelvey) and Dr. Walter Kimbrough with a \$50,000.00 matching gift in partnership with the South Carolina United Methodist Foundation.
- In June 2023, The Florida Conference raised and donated over \$ 60,000.00 to the Rev. Geraldine McClellan Endowed Scholarship Fund, which is now fully endowed by the Florida United Methodist Foundation.
- In July 2023 and December 2023, Gammon hosted the Ebony Exploration Event for 75 young adults under 35, increasing participation and forming strategic partnerships with external organizations to enhance the program's reach and impact.
- In December 2023, we celebrated our 140th Founders Day Event/Pastors and Leaders Conference, with over two hundred persons attending workshops (in person and virtual) and our Scholarship Gala Dinner, hosted at IMPACT Church in Atlanta, GA.

The greatest challenge facing Gammon Seminary is the rising cost of theological education and the significant debt our students incur as they answer their call to full-time ministry. Therefore, Gammon is committed to raising a million dollars in the next two years to offer full-tuition scholarships to students called and committed to full-time ministry in the United Methodist Church. We are grateful to this Annual Conference for your support of theological education and your commitment to ensuring pastoral leadership is theologically trained to lead us forward in the Wesleyan tradition.

Respectfully submitted,

Rev. Dr. Candace M. Lewis, President-Dean

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 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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