the
2019 AWFUMC
Book of Reports

This we
PROCLAIM

Alabama-West Florida
Annual Conference
Southeastern Jurisdiction
Welcome! We are glad you will attend the 2019 Annual Conference Session of the Alabama-West Florida Conference. The session will be June 2-5, 2019 at Frazer Memorial United Methodist Church in Montgomery, Alabama.

Reservations
Visit http://www.awfumc.org/ac2019 if you or members in your group wish to make a reservation for lunch(es), the Clergy Spouse Luncheon, the Laity Banquet, participate in the Biometric Health Screening (see below), volunteer, and/or reserve childcare. The online reservation system does NOT register your attendance to annual conference. Attendance is marked and counted at the registration/check-in table inside the host church.

From the Pension and Health Benefits Office
Clergy enrolled in the Conference active health insurance plan are required to fulfill two requirements (1) an Online Health Quotient and [HQ] (2) a Biometric Health Screening by August 31, 2019 to avoid a $50.00 monthly personal wellness surcharge. There will be an opportunity to complete the online HQ and the health screening at Annual Conference. Opportunity to complete both requirements (HQ and health screening) will take place on Monday, June 3rd and Tuesday June 4th from 7:00 a.m. until 12:30 p.m. The health Screening is a FASTING screening.

Laity and dependents on the active health insurance plan may also participate in screening, but are not required to do so. Individuals not on the Conference active health plan may also participate in the screening, a fee will apply (see someone in the health screening area).

Mission Offering
The Conference offering will support our Tanzania partnership.

UMCOR Relief Kits
At annual conference in June 2019, we are asking churches to bring UMCOR kits yet again. As an added variation from previous years’ collections, we are asking each district to bring individual items for the hygiene and school kits. Bring bulk supplies as listed for each district (see your district website). Supplies and all completed kits will be shipped to the UMCOR depot in Baldwin, Louisiana.

Completed kits are welcome – school and hygiene kits. For instructions on how to assemble each of the kits, visit the UMCOR website.

From the Journal Editor
The 2019 Journal will be available for digital download from the conference website or hard copy purchase from Amazon. Notice of availability and links for ordering will be announced from the conference office when the Journal becomes available.

From the Conference Secretary
Members of annual conference are encouraged to become familiar with all conference standing rules included in this Book of Reports. Specifically Standing Rule 15 and the section entitled Administrative Procedures of the Annual Conference. If you have questions, please contact the conference secretary, Ashley Davis at (334) 356-8014.
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2:00 p.m. Exhibits, Registration Set Up – Atrium

2:30 p.m. Church and Society – 3101

3:00 p.m. Conference Registration Opens – Atrium
          Cokesbury Bookstore Opens
          UMCOR Truck Opens for Supply Drop-Off (closes at 5:00)
          Alabama Rural Ministry (ARM) Snack Bar – Atrium
          Appointive Cabinet Meeting – Parlor

3:30 p.m. Tellers Orientation – Wesley Hall
          Mass Choir Rehearsal – Sanctuary

4:00 p.m. Committee on Petitions and Resolutions – 7201
          Global Ministries – 3101
          Fellowship of Local and Associate Members Meeting – 7202/7209

4:15 p.m. Assistant Secretaries Orientation - Wesley Hall

4:30 p.m. Bishop’s Dinner – 7204

5:00 p.m. Pages Orientation – Wesley Hall
          Memorial Luncheon Set Up – 4100
          Mass Choir Meal – Fellowship Hall
          Board of Ordained Ministry Meeting – 6111

5:30 p.m. Conference Registration Closes
          Mass Choir gathers – Sanctuary
          Opening Worship Processional gathers – Chapel
          Communion Server Training

6:00 p.m. OPENING WORSHIP CELEBRATION
          with Holy Communion – Sanctuary
          Conference Missional Offering-Tanzania, Rev. Eric Soard,
          missionary to Tanzania

7:30 p.m. Clergy Session – Wesley Hall
          Laity Session – Sanctuary

Monday, June 3
7:00 a.m. Biometric Health Screening (Fasting) for Persons on
          Conference Health Plan (closes at 12:30 p.m.) – 3103/3105
Board of Laity
Asbury Seminary Foundation – 6102

7:30 a.m.  UMCOR Truck Opens for Supply Drop-Off (closes at 12:30 p.m.)

7:45 a.m.  Conference Registration Opens (closes at 2:00 p.m.) – Atrium

8:30 a.m.  Opening Worship
Sermon: Rev. Eric Soard

9:30 a.m.  CONFERENCE BUSINESS SESSION – Wesley Hall
Gathering Music
Hymn: *And Are We Yet Alive*
Opening Prayer: (assigned by Worship Team)

Welcome from the Host District Superintendent - Rev. Sara Shaver

Opening Business and Organization of the Conference – Wesley Hall
Setting the “bar” of the Conference
Election of secretarial staff
Approval of the 2018 Conference Journal
Adoption of the 2019 Conference Working Agenda
Presentation of the 2019 Consent Agenda

Presentation on Parliamentary Procedure

Committee on Standing Rules (to lay on the table overnight) – Shirley Woodie

Committee on Resolutions and Petitions (to lay on the table overnight) – Bill Richardson

General and Jurisdictional Conference voting procedures, practice, and take the first ballot

Committee on Nominations- Rev. Ashley Davis

Celebrating 40 years of the Alabama-West Florida Foundation

12:00 p.m.  General Lunch – Fellowship Hall
Memorial Service Luncheon – 4100
Asbury Club Luncheon – 8110 North Gym
Wesley Heirs Luncheon – 6102
Candler Club Luncheon – 6111
Duke Club Luncheon – 7203

1:30 p.m.  ORDER OF THE DAY - Memorial Service and Holy Communion – Sanctuary

3:00 p.m.  CONFERENCE BUSINESS SESSION – Wesley Hall
Gathering Music
Opening Prayer: Alexis Tibbets from the Committee on Episcopacy
Board of Ordained Ministry – Rev. Jim Sanders
Recognition of Commissioning and Ordination classes
Recognition of First-Time Licensed Local Pastors
Recognition of Licensed Local Pastors who completed Course of Study
Recognition of Clergy in Extension Ministries and Appointments
Beyond the Local Church

(Retirees gather in Parlor by 3:15)

4:00 p.m. ORDER OF THE DAY - Recognition of Retiring Clergy – Wesley Hall
Gathering Music
Opening Prayer: Huntingdon College Student
Receiving Line for Retiring Clergy – Atrium

5:00 p.m. CFA Investment Committee – 6105

7:00 p.m. Service of Ordination & Commissioning –
Montgomery First UMC (Choral Concert at 6:20 p.m.)
  Sermon: Bishop Tracy S. Malone
  Music: Montgomery First UMC Choirs
Ministerial Education Fund Offering
Reception – Fellowship Hall, Montgomery First UMC

Tuesday, June 4

7:00 a.m. Sacred Space Prayer Room – Surge (7 a.m. - 5 p.m.)
  COSROW – 6111
  Deacon Breakfast – 6102

7:00 a.m. Biometric Health Screening (Fasting) for Persons on Conference
  Health Plan (closes at 12:30 p.m.) – 3103/3105

7:30 a.m. UMCOR Truck Opens for Supply Drop-Off (closes at 12:30 p.m.)

7:45 a.m. Conference Registration Opens (closes at Noon) – Atrium

8:30 a.m. Opening Worship with Holy Communion
  Sermon: Rev. Geoffrey Lentz

9:30 a.m. CONFERENCE BUSINESS SESSION – Wesley Hall
Gathering Music:
  Opening Prayer: (assigned by Worship Team)

  Action on Standing Rules – Shirley Woodie
  Action on Resolutions and Petitions – Bill Richardson

11:45 a.m. Clergy Spouses (active, retired, surviving) Gathering –
  Montgomery First UMC
12:00 p.m. General Lunch – Fellowship Hall
  Cabinet – Parlor
  Spiritual Formation – 7207/7209
  Birmingham-Southern Luncheon – 6111
  Multicultural Ministries Luncheon (formerly SBC21 Luncheon) – 7208

1:30 p.m. CONFERENCE BUSINESS SESSION – Wesley Hall
  Gathering Music
  Opening Prayer: Birmingham Southern College Student or Representative

  Connectional Ministries Video

  Special Awards and Recognitions
    Local Church Heritage Award - Rev. Olivia Poole, Chair of Archives and History
    One Matters Award – Rev. Lance Eiland, Chair of Town and Country Commission
    Francis Asbury Award – Rev. Jenni Hendrix, Chair of Board of Higher Education and Campus Ministry
    Mary Mildred Sullivan Award – Dr. Cam West, President of Huntingdon College

  UMW Video

    Denman Evangelism Award – Division of Evangelism – Rev. Larry Anderson
    Alice Lee Award – COSROW – Ruth Ann Powers
    Guardian of the Bell Award – UMCH – Blake Horne

  UMM Report – Alan Dunham

    Susanna Wesley Award – United Methodist Men
    Bishop’s Scouting Award – Vaughn Nichols

  Laity Address – Beverly Maddox, Conference Lay Leader
  Conference Announcements and Recess

5:00 p.m. Laity Banquet- Mary Ellen Bullard Address – Fellowship Hall
  Guest Speaker: Sean Dietrich

7:00 p.m. Gathering Music
  Opening Prayer: Steve Lewandowski, Executive Director of Blue Lake Camp

  Action Item: Conference Board of Pension and Health Benefits- Rev. Steve Reneau

  Action Item: Commission on Equitable Compensation – Rev. W. Michael Cobb

  Council on Finance and Administration – Beebe Frederick
Wednesday, June 5

No conference registration

7:00 a.m. Sacred Space Prayer Room – Surge (7 a.m. - 10 a.m.)
Reconciling Friends Breakfast

7:30 a.m. UMCOR Truck Opens for Supply Drop-Off (closes at 11:00 a.m.)

8:30 a.m. Opening Worship with Holy Communion
Sermon: Rev. Sara Shaver

9:30 a.m. Gathering Music
Opening Prayer: (assigned by Worship Team)


Closing Business of the Conference
Courtesies and Appreciation – Dr. Wesley Wachob

ORDER OF THE DAY – Fixing of the 2019 – 2020
Appointments – Wesley Hall
Episcopal Address & Sending Forth Service

Adjournment Sine Die

NO WEDNESDAY LUNCH AT HOST CHURCH

Meeting of the General Conference Delegation- 7202/7204
Opening Worship
Guest Speakers

Bishop Tracy Smith Malone
Bishop Tracy S. Malone is the Resident Bishop of the Ohio East Area, which includes the East Ohio Conference in the North Central Jurisdiction of The United Methodist. She was district superintendent of the Chicago Southern Region, and was dean of the Northern Illinois Conference Cabinet, when she was elected to the Episcopacy in 2016. Prior to that appointment, Malone served several different churches, the last of which was Gary United Methodist Church in Wheaton, Illinois, where she was senior pastor.

She currently serves as president of the General Commission on the Status and Role of Women and is a member of the Board of Trustees at Garrett-Evangelical Theological Seminary. As resident bishop, she also serves on the Boards of Trustees at our United Methodist-affiliated colleges, seminaries and organizations in East Ohio.

Malone was elected to represent the Northern Illinois Conference as a delegate at General/Jurisdictional Conferences in 2004, 2008, 2012 and 2016. She was chairperson of the delegation in 2012 and served as chairperson of the Agenda and Calendar Committee in 2016.

During her ministry, Malone has taught courses as an adjunct professor at Aurora University and at Northern Baptist Seminary in Lombard, Illinois. She has also published articles, blogs and book reviews, and has written chapters for several books.

Born in Ann Arbor, Michigan and raised in Chicago, Illinois, Malone is the daughter of the late Rev. Willie and the late April Smith. She received her call to ministry at the early age of 13.

Malone earned a Bachelor of Arts in Religious Studies and Sociology, with a minor in Computer Science, from North Central College in Naperville, Illinois. She has a Master of Divinity degree from Garrett-Evangelical Theological Seminary in Evanston, Illinois.

Malone earned a Doctor of Ministry degree from United Theological Seminary in Dayton, Ohio.

She and husband Derrick Malone are the parents of two daughters.
Rev. Sara Shaver
Sara Leitnaker Shaver was born in Los Alamos, New Mexico as the last of six children. Born to a Chemist in a closed city, Sara got used to the itinerant life early as her family moved every four years. Tennessee became home and Sara graduated from the University of Tennessee with a Bachelor of Science. She receive her Master’s of Divinity at Candler School of Theology in 2002.

Sara served as the Director of Christian Education at Dalraida UMC in Montgomery before beginning seminary. She also served Jay UMC in Jay, FL, Trinity UMC in Weoka, AL, Capitol Heights UMC in Montgomery, AL and Monroeville FUMC in Monroeville, AL before serving as the Dothan district superintendent.

Sara has two children Jessica (Joel) and Andrew. All three are lawyers in the Birmingham area. Jessie and Joel have graced Sara with two grandchildren, Ellie and Jack.

Rev. Eric Soard
Eric Soard is a United Methodist missionary with the General Board of Global Ministries assigned along with his wife, Elizabeth Soard, as a church planter and discipleship trainer in the Mara Region of Tanzania.

The United Methodist Church in Tanzania has expanded rapidly since it was launched by the North Katanga Annual Conference in 1989 in the Democratic Republic of Congo (DRC), with assistance from Global Ministries. Volunteers in mission have helped to extend the church into the Mara Region in northern Tanzania, bordering Kenya, but the area has few trained, ordained pastors. Eric and Elizabeth will initially concentrate on the Tarime area. The couple is familiar with this area since they spent two years in Tanzania as volunteers working with Angel House Orphanage and Angel Secondary School.

Eric was born in Arkansas, but now counts Medina, Tennessee, in the Memphis Annual Conference, as home. His church membership is at the First United Methodist Church of Medina. Eric received a Bachelor of Arts degree from Lambuth University in Jackson, Tennessee and worked as youth director at Lambuth Memorial United Methodist Church while in college. He has also been youth director at Medina First Church.

“I have spent my whole life in the church...and I remember the first time I accepted God’s love for me as one of his children,” he says. “However, I think the most important time was when God asked me to share His love with others...
Faith for me is something that must have a real impact on the world around me and how I interact with that world.” As he matured, Eric felt God’s “call for my life, a call to serve others.”

He and Elizabeth volunteered in 2010 for mission service in Tanzania, working at the orphanage and school in Tarime. Angel Orphanage is an Advance mission project of Global Ministries.

The work of helping to plant new churches in Tanzania appeals to Eric. He says: “I am excited about establishing new, holistic communities of faith that can spread the reality of God’s adoption of his children in this world.”

**Rev. Dan Morris**

Daniel Wesley Morris, Sr. was born in Montgomery, AL to Rev. and Mrs. Rual Morris (Bonnie). Growing up as part of a clergy family, he has claimed The Alabama West Florida Conference as his home. Dan was a graduate of Huntington College (BA) and Candler School of Theology (MDiv).

Dan is married to Sharmon (Vickers) Morris. They met as students at Huntington College, and each hearing God’s call, they have been serving the churches and the communities of our Conference for the past forty years. They have three children and six grandchildren.

Dan has been appointed to serve the following churches: White Oak-Liberty; East Tallassee-Carrville; Fort Walton Beach, First (Associate); Millbrook, First; Navarre; Dothan District, Superintendent; Daphne; and Gulf Breeze.

Dan has served on numerous district committees and in the following Conference responsibilities: The Board of Laity (clergy representative); The Town and Country Commission; The Commission on Archives and History; The Board of Pensions and Health Benefits (Chair); The Board of Ordained Ministry (Order of Elders Chair); and The Committee on Episcopacy. Dan has been an active participant in the Blue Lake Emmaus Community.

Currently, Dan is the Senior Pastor of Gulf Breeze United Methodist Church.
Rev. Dr. Geoffrey Lentz
The Rev. Dr. Geoffrey D. Lentz serves as Pastor of First United Methodist Church of Port St. Joe. He earned a Bachelor Degree in Psychology from the University of West Florida, a Master of Divinity from Duke University, and a Doctorate of Ministry from Drew University. He previously served as Executive Pastor of First United Methodist Church of Pensacola, the oldest Methodist Church in Florida. There he founded a new worshipping community called ICON known for its Ancient-Future style that has been lifted up as an example of the emerging church in America. He currently serves the Alabama West Florida Conference as the Coordinator of Continuing Education, a member of the Conference Board of Ordained Ministry, and the Chair of the Worship Division of the Conference Board of Discipleship. Since his mid-year appointment in January of 2013, the church has grown tremendously adding new members on a weekly basis. Under his leadership, the church embarked on a major expansion with the Making Space for God Building Project in 2015.


Guest Musicians
Jarvis R. Wilson was born and raised in Atlanta, Georgia. He is the youngest of three sons born to the late Clarence and Gladys Wilson. At four years of age, he began music lessons under his Mother’s tutelage. Among others, Jarvis also received training from the late Mrs. Alberta Williams King (mother of Martin Luther King, Jr.) and renowned concert organist, Mr. David Stills. A true lover of gospel music, Jarvis began playing the organ in church when was 10 years old. Accompanying his mother, he brought church alive at Troy Street Baptist Church in Atlanta, Georgia. He furthered his education at the now Clark-Atlanta University. As predestined by God, he has been glorifying and magnifying the Lord through music and song since that time.
Jarvis has served in many capacities at several churches throughout the Atlanta, Georgia area. He has also served as organist and worship leader for several United Methodist Church Annual Conferences and Southeast Jurisdiction (SEJ) conferences. A highlight of his career includes serving as Principal organist for the Wesley Heritage Tour in London, England and Bermuda with the late Bishop Cornelius L. Henderson.

Recently inducted into the Morehouse College Martin Luther King, Jr. Board of Laity Sponsors and Preachers in recognition of his passion, influence and resources to support the work of peace, reconciliation, nonviolence, justice and moral cosmopolitan social progress, Mr. Wilson has received several awards and recognitions. He is a member of Phi Mu Alpha Sinfonia Music Fraternity.

Jarvis is the founder of CEGSW Enterprises, LLC and Worship Enhancement Workshop Ministries where he conducts choral workshops nationally and internationally. He currently serves as Minister of Music and Hillside International Truth Center and the Historic West Hunter Street Baptist Church both in Atlanta.

The father of three children, Jarvis gives all thanks and praises to God for the blessings he continues to bestow upon him. For God gave us music so that we might pray without words.

Keith C. Wilson has spent nearly thirty years as a music director, instructor, pianist, and vocalist creating wonderful music around the world. He has been continuously noted for his strong conviction of bringing high quality contemporary and standard music to his audiences. Keith received his formal training at Georgia State University in voice performance. His background in classical music, theater, gospel and spirituals has placed him in the forefront of the music community.

Mr. Wilson was chosen to coordinate and conduct a 5,000-voice choir for the Paralympics Games’ opening ceremonies. On behalf of the City of Atlanta Bureau of Cultural Affairs, he conducted the Atlanta Super Choir, performing on several European tours representing the city. Keith is very proud of his work as music coordinator on the feature film The Gospel where he worked with such greats as Yolanda Adams, Kirk Franklin, Fred Hammond, and Donnie McClurkin. He has also worked in theatre for the Black Nativity, The Amen Corner, One Mo’ Time, Zion, and Theatre of the Star’s Purlie, starring Melba Moore, Robert Guillaume, and Sherman Hemsley.

Having previously served at several churches in Atlanta, Georgia, Keith is currently the Director of Music/Worship Arts at Ben Hill United Methodist Church and director of the nationally recognized Majestic Choir of Ben Hill
UMC. He has made a commitment to designing and implementing organized, creative, and intelligible programs that help build the knowledge and skills of Christians in the performing arts. Mr. Wilson is the proprietor of 14W Music, dedicated to the instruction of voice and piano. Keith has recently founded The New Philharmonic Concert Chorale, an ensemble of thirty-six professional singers with a refreshingly distinct expressiveness that performs a wide variety of music genres.
The Standing Rules

[All paragraph references are to the 2016 Book of Discipline of The United Methodist Church except as otherwise noted, and these numbers are printed in bold.]

INTRODUCTION

The Alabama-West Florida Conference of The United Methodist Church shall be organized and structured according to the mandates of the latest edition of The Book of Discipline, and shall act in all respects in harmony with the policy of The United Methodist Church. In keeping with those standards, this conference commits itself to the elimination of discrimination (see ¶604.1). The following Standing Rules are adopted by the Alabama-West Florida Conference for its own governance and to fit its specific setting for mission and ministry. The Alabama-West Florida Conference shall follow Roberts Rules of Order except where superseded by explicit rules in The Book of Discipline or in these Standing Rules.

1. These Standing Rules shall be implemented, applied or amended as follows:
   A. These rules shall be effective at the end of the annual conference at which they are passed. All rules remain in effect until they are rescinded or amended by a two-thirds vote of those present and voting on the next day after the proposed amendment has been presented in writing.
   B. Any proposed changes in the Standing Rules should be received in writing by the chairperson of the Committee on Standing Rules no later than February 1.
   C. Any of these rules, except Standing Rule (SR) 1D, may be suspended by a two-thirds vote of those present and voting at annual conference.
   D. A change in the number of districts may not be made later than the first business session of the annual conference.

OFFICERS OF THE ANNUAL CONFERENCE

2. The conference secretary and the Journal editor (nominated by the Conference Committee on Nominations, see SR 5B) and the treasurer/statistician and the conference registrar (nominated by the Council on Finance and Administration) shall be elected at the first session of the annual conference following the general conference, with tenure of office to begin on December 1, following their election, and to serve for the succeeding quadrennium. (¶603.7 and ¶619)

COMMITTEES RELATING TO THE ANNUAL CONFERENCE

3. There shall be a Committee on Standing Rules, composed of the conference secretary, the director of Connectional Ministries (see SR 5A), the conference treasurer, the Journal editor and five at-large members including the chairperson.
This committee shall be nominated by the Committee on Nominations (see SR 5B), shall include both lay and clergy, and shall be elected by the annual conference. Additional nominations may be made from the floor.

4. There shall be a Committee on Resolutions and Petitions, composed of four clergy and four lay persons, nominated by the Committee on Nominations, which shall consider all petitions addressed to the general, jurisdictional, and annual conferences. After consideration, the committee shall submit the petitions, with its written recommendation and the rationale for each recommendation, to the annual conference for action. Resolutions shall be submitted to the committee by February 15, except in cases where it can be demonstrated by the author of a late petition that the situation which gave rise to making the petition was not apparent until after the deadline for petitions. The committee shall provide copies of all resolutions submitted by February 15 to all voting members present at the conference session. The maker of the late resolution shall supply these copies of his/her resolution if submitted after February 15. No resolution will be received on the last day of the session.

5. A. The leadership, missional and administrative structures of the Alabama-West Florida Conference shall come together at a “common table” or organization known as the “Connecting Our Resources and Empowerment” Team or CORE Team. The means of electing and appointing representatives connected to the CORE Team, which includes boards, committees, councils, commissions and divisions of the Leadership Team, the Mission Team, and the Administrative Team, are spelled out in these Standing Rules (also see SR 24 and following).

B. There shall be a Committee on Nominations, composed of: the resident bishop, who shall be the chairperson; the conference lay leader; the conference secretary, who shall be the secretary of this committee; the director of connectional ministries; the conference treasurer; the conference presidents of United Methodist Men (UMM) and of United Methodist Women (UMW); a United Methodist youth; the eight district lay leaders; the eight district superintendents; the Conference Office program staff; and three at-large members chosen by the bishop with attention given to the need for inclusive representation. This committee shall nominate persons quadrennially to the CORE Team, conference boards, commissions, committees, councils, etc., as listed in these Standing Rules and as needed by other conference institutions (per the bishop’s discretion). Nominations shall be consistent with the most recent Book of Discipline, with attention given to inclusiveness, diversity and expertise. The committee shall submit its nominations as early as possible in the annual conference session. Additional nominations may be made from the floor.

6. There shall be a Committee on Courtesies and Introductions, composed of three lay and two clergy members, which shall be responsible for presentation
of visitors to the conference, and for a report in the closing session expressing appreciation to persons and groups who have rendered special services in the program.

7. There shall be a Committee on the Journal, appointed quadrennially by the bishop, composed of two members, who shall examine the minutes of daily sessions for accuracy and report the findings to the conference.

8. The Council on Finance and Administration (CFA) shall handle expenses of the conference session. There shall be a Conference Administration Fund, the amount to be fixed annually by the Council on Finance and Administration, with assessments for the fund to be allocated annually to individual pastoral charges on the apportioned formula basis. When the Annual Conference makes lodging and/or meals available, CFA will establish reasonable fees for members and other guests; any meals offered at reduced or no charge will be funded by the Annual Conference Administration Fund. Instructions for reservations and payment shall be provided by the conference registrar no later than the time online reservations for annual conference become active.

9. The Annual Conference Session Planning Committee:
A. There shall be an Annual Conference Session Planning Committee, composed of the presiding bishop who shall serve as chairperson, the host district superintendent, the conference secretary, the Journal editor who shall serve as secretary of the committee, the conference director of communications, the assistant to the bishop and director of ministerial services, the conference registrar, the conference treasurer, the chairperson of the Conference Division of Worship, the director of connectional ministries, the annual conference coordinator, the conference lay Leader, the host district lay leader, the conference president of United Methodist Women, the conference president of United Methodist Men, the chairperson of the Committee on Ethnic Local Church Concerns (¶632), a United Methodist youth, and a United Methodist young adult.

B. The Annual Conference Session Planning Committee shall arrange tentatively the program of the annual conference session, and shall submit the program to the opening session for possible amendment and adoption as its agenda. The Sacrament of the Lord’s Supper shall be included in the program.

C. A period of recognition of retiring clergy shall be held during the conference session, with a suitable program arranged by the Board of Ordained Ministry.

D. A memorial service commemorating each clergyperson or “surviving spouse” or diaconal minister who died since the last annual conference shall be arranged by the Annual Conference Planning Committee and the Division Chair of
ADMINISTRATIVE PROCEDURES OF THE ANNUAL CONFERENCE

10. The rules of order of the preceding general conference shall govern parliamentary procedure in this conference in all matters not covered by the standing rules. In order to be recognized to address the conference, each person must identify him/herself as to name and the capacity in which he/she is entitled to speak to the session.

11. Reports and resolutions:
A. All reports and resolutions shall be consistent with the Guidelines for Reports; and shall be placed on the conference agenda by the conference secretary in the order designated by the Annual Conference Session Planning Committee. Proposed resolutions and changes to the conference standing rules shall lie on the conference secretary’s desk for at least one business session before being acted upon by the conference.

B. By a two-thirds vote of those present and voting an agenda item may be taken up out of order for consideration.

C. All amendments to reports of boards and agencies as printed in the Book of Reports and all motions arising from the floor of the conference shall be made in writing to the conference secretary. Amendments must be presented to the conference secretary in writing prior to debate.

D. At the annual conference session, no materials (handouts, etc.) shall be placed on the pews or seats when the conference is in recess, unless a prior majority vote approves an exception to this rule.

12. In order to expedite the business of the conference, the Consent Agenda Committee, composed of the secretary of the annual conference, the chairperson of the Committee on Standing Rules, the director of connectional ministries, and the Journal editor, in consultation with agencies or individuals presenting reports, recommendations or resolutions, may present in the Book of Reports a written list of items which shall be known as the Consent Agenda. Items on the Consent Agenda shall be considered as adopted by consent of the annual conference. An individual item may be removed from the Consent Agenda by a written request signed by twelve lay and/or clergy members of the annual conference and presented to the conference secretary prior to the first business session. When a matter has been removed from the Consent Agenda, it shall be placed into the regular agenda at an appropriate time.
13. Election of General and Jurisdictional delegations:

A. Delegates to the general and jurisdictional conferences shall be elected at the annual conference session in the calendar year preceding the quadrennial General Conference according to stipulations in ¶502.3, ¶502.4 and ¶515 respectively of the Book of Discipline. In compliance with the 2016 Book of Discipline ¶35, all eligible clergy shall be listed on the ballot for General and Jurisdictional Elections. They shall serve in all sessions of these conferences held during the quadrennium. In addition to those delegates funded by the general and jurisdictional conferences, the Alabama-West Florida Conference shall pay the expenses of only one more alternate delegate, lay and clergy, to the general and jurisdictional conferences at the rate paid to the delegates.

B. In the election of delegates, the presiding bishop shall appoint four teams of tellers (two clergy teams and two lay teams), each team consisting of one representative from each district, one of whom shall serve as head teller.

C. In the election of these delegates, the ballots shall be furnished to the annual conference by the conference secretary at the time of voting. No vote shall be valid unless cast on the ballot designated by the presiding bishop.

D. One year prior to an electing annual conference, the Board of Laity shall make plans and policies regarding the lay elections, and give guidance to laity regarding the process of caucusing, nominating and electing the lay delegation. Following the opening session of the electing annual conference, the laity, in their orientation session, will give opportunity for any persons seeking election (whose name has not been put in nomination in advance) to provide a single printed profile sheet for distribution.

E. A general code of ethical standards will be demonstrated by every candidate, lay and clergy. Every individual’s right to exercise his/her voting or political expression should be consistent with the Social Principles of The United Methodist Church.

F. Endorsements of candidates will be made only by individuals and/or local churches, or the district electing caucus.

14. Annual Conference lay members:

A. Lay members to the annual conference shall be elected yearly in the charge conferences. One youth member to the annual conference (age 12-17) (expenses to be paid by their district) and one young adult member (age 18-30) shall be selected from each district. The conference secretary (if lay), the conference lay leader, the director of conference lay servant ministries, the conference president of United Methodist Women, the conference president of United Methodist Men, a United Methodist youth, the conference secretary of Global Ministries (if lay),
a United Methodist young adult, active deaconesses and home missioners under episcopal appointment within the bounds of the annual conference, district lay leaders, and diaconal ministers, shall be lay members to the annual conference. (For churches with more than one clergyperson under appointment, see ¶32 of the Book of Discipline.)

B. In compliance with the disciplinary requirement (¶32) to keep lay representation in the annual conference session equal to that of clergy, the conference secretary shall ascertain whether the upcoming session will be in balance with respect to lay and clergy membership as of January 1 each year. If additional lay members are needed, the conference secretary shall add them using the following guidelines:

(1) The first eight shall be the district presidents of United Methodist Women. In the event that fewer than eight are needed, the secretary shall make the determination on the basis of the last reported church membership totals of the districts, moving from the largest downward in scale.

(2) The second eight shall be the district presidents of the United Methodist Men. In the event that fewer than eight are needed, the secretary shall make the determination on the basis of the last reported church membership totals of the districts, moving from the largest downward in scale.

(3) Next, the secretary shall name an additional youth and young adult from each district. In the event that fewer than sixteen are needed, the secretary shall make the determination on the basis of the last reported church membership totals of the districts, moving from the largest downward in scale.

(4) Next the secretary shall name full-time lay workers on the professional staff of the Conference Office.

(5) Next the secretary shall name the lay members of the Conference Board of Ordained Ministry.

(6) Next the secretary shall name lay members of the general and jurisdictional delegations (including alternates) in the order of their election.

(7) Next the secretary shall name lay persons who are chairpersons of CORE Team boards, commissions, councils, etc., in the order listed in the CORE organizational document, and the at-large members of the CORE Team.
(8) Next the secretary shall name lay members of the Council on Finance and Administration.

(9) The remainder shall be at-large members divided among the eight districts and selected by each district. In the event that there is a remainder of less than eight, the secretary shall make the determination on the basis of the last reported church membership totals of the districts, moving from the largest downward in scale.

(10) If a person is selected by the above process who is already a member of annual conference as the delegate from his/her church/charge, he or she may serve in the new capacity and thus empower the church’s alternate delegate to attend as the voting representative of the charge. The district superintendent and district lay leader of each district may assist in this process in conjunction with their district’s orientation session in preparation for the annual conference.

15. The Conference Journal and Book of Reports:
The publication and distribution of The Annual Conference Journal and the Book of Reports shall be supervised by the Editorial Committee, chaired by the Journal editor and composed of the conference secretary, the director of ministerial services, the treasurer/statistician, and the director of connectional ministries. The Journal editor shall be responsible for preparation of the Book of Reports and its distribution either in printed or electronic form to all eligible persons. Materials and reports to be included in the Book of Reports shall be in the hands of the Journal editor NO LATER THAN the last Monday in February. The Book of Reports shall contain instructions for ordering the Journal. The Council on Finance and Administration shall determine the cost of each Journal including mailing. All names, addresses, reports, resolutions, and/or other materials to be included in the Journal of the Alabama-West Florida Conference shall be in the hands of the conference secretary no later than ten working days after the close of annual conference.

16. Board Memberships and Trusteeships:
A. With the exception of the Board of Ordained Ministry, no person may serve on more than one quadrennial agency of this conference at the same time. Except as provided by the Book of Discipline, one’s term on a quadrennial agency shall not exceed eight years within any twelve consecutive years. Elected membership on non-quadrennial agencies is limited to no more than eight of any twelve consecutive years, with the exception of the Board of Laity. For the sake of administrative and program continuity, this standing rule shall not apply where existing constitutions require the retiring chair to continue to serve for a period
not to exceed two years. The quadrennial agencies are: the Conference Board of
Global Ministries, the Board of Discipleship, the Board of Church and Society,
the Board of Congregational Development, the Town and Country Commission,
the Board of Higher Education and Campus Ministry, the Committee on Ethnic
Local Church Concerns (¶632), the Board of Ordained Ministry, the Commission
on Equitable Compensation, the Board of Pension and Health Benefits, the
Council on Finance and Administration, and the at-large members on the CORE
Team.

B. Persons may be enlisted to assist boards and agencies for specific task force
responsibilities.

C. No person shall serve on more than one board of trustees or board of directors
of institutions or agencies related to this annual conference at the same time.
Nothing in this rule shall be construed to mean that persons may not serve
concurrently on boards of trustees or directors and as members of quadrennial
boards and agencies or ex-officio trustees or directors, where disciplinary
provisions apply.

D. Persons who fail to attend and participate in the meetings and programs
expected of their elected position for one year without legitimate excuse shall
be replaced. The person chosen by the Committee on Nominations to fill the
unexpired term may also be elected to serve an additional quadrennium.

E. No person shall serve more than nine consecutive years (three terms) as a
trustee of any agency or institution related to this annual conference, nor shall
this person be eligible for election again to that board for three years.

17. Organizational stipulations for boards and agencies:
A. All conference program boards, commissions, divisions, and committees,
except as provided by the Book of Discipline, shall begin their tenure
immediately upon election at annual conference.

B. Every year the Conference Committee on Nominations shall complete its
work four weeks before the date set for the regular conference session, in order to
inform nominees of their selection and anticipated confirmation.

18. There shall be eight districts in this annual conference.

19. A district conference shall be held annually in each district of this annual
conference, with its program year starting in January. The voting membership
of the district conference shall be consistent with the directives of the United
Methodist Book of Discipline, (¶658-659).
20. Each district shall have a District Committee on Nominations composed of the district superintendent as chairperson, and with a membership of three clergy and four lay persons, elected annually. No member may serve for more than three consecutive years with the exception of the district superintendent. The District Committee on Nominations may submit to the district conference the names of one clergy and one lay person for election for each district work area and age-level ministry, and such other persons as are needed for membership to the District Council on Ministries or District CORE Team. Persons to be nominated shall be consulted by their district superintendent prior to the submission of their names. The District Committee on Nominations may fill vacancies with replacements to take office immediately. Such persons shall be confirmed at the next meeting of the district conference (¶659.1).

21. Neither a district superintendent nor a paid staff person of the annual conference shall serve as an elected member on a quadrennial board, commission, or committee, except as specifically provided by the Book of Discipline. Vacancies occurring by appointment of members of boards, divisions, commissions and committees to the district superintendency shall be filled by the conference session when such appointments are made.

22. In the allocation of askings on the formula basis, the financial strength of the church shall NOT include monies expended for the following items:
A. Principal and interest on capital indebtedness.
B. Buildings and capital improvements.
C. General Advance Specials and World Service Special Gifts.
D. Conference Advance Specials.
E. Remittances by United Methodist Women to the conference treasurer.
F. Remittances to any authorized conference capital fund campaign.
G. Remittances to the Birmingham-Southern College Scholarship Fund and/or capital gifts.
H. Remittances to Huntingdon College Scholarship Fund and/or capital gifts.
I. Children’s Home White Christmas Offering and Homes for the Aging/Fountain of Love offering.
J. Special Day Offerings of the General Church: (One Great Hour of Sharing, etc.)
K. All apportioned funds from the General Church, the conference and the districts.
L. Benevolences paid directly by the local church.
M. Direct billing for pension and health benefits.

23. The treasurer of the annual conference shall make the final settlement regarding apportionments, and disburse all funds to the annual conference boards, commissions and committees or treasurers after the close of the fiscal year, following the guidelines of zero-based budgeting.
24. There shall be a Clergy Effectiveness Team that shall be a resource to the bishop and cabinet to assist clergy who are having significant difficulty with effectiveness in ministry. To assist the Bishop in carrying out the responsibilities of ¶ 334.3 and ¶359.1b, the team will meet with the referred clergy person to identify concerns and design collaboratively a corrective plan of action for a return to more effective ministry.

A. Membership: There shall be eight members who shall be appointed by the Executive Committee of the Board of Ordained Ministry. The members of the team shall not be members of the Conference Board of Ordained Ministry. The majority of the team shall be clergy and at least one member shall be a layperson. In addition, the director of the Office of Ministerial Services and a district superintendent appointed by the bishop shall be ex-officio members without vote. In the event the district superintendent of the referred clergy person is an ex-officio member of the team, that district superintendent shall recuse himself or herself, and the bishop shall appoint another district superintendent to sit on the team for that case only. In the event any member of the team is appointed to or attends the same local church as the referred clergy person, that member of the team shall recuse himself or herself, and the bishop shall appoint another clergy person or layperson to sit on the team for that case only.

B. Terms of Service: The team membership shall be divided into two classes of four years each. To promote continuity, four of the initial members shall be elected for two-year terms, and four of the initial members shall be elected to four-year terms. Notwithstanding conference rules of longevity regarding total length of service in an elected position, members shall not be appointed to serve two consecutive terms on the team.

C. Officers: The team shall elect a chair and a secretary every two years.

D. Referrals: The bishop and the cabinet shall refer to the team those clergy who are experiencing a pattern of diminished effectiveness in their ministry. The team shall meet with the referred clergy person and his/her district superintendent, and shall develop a plan to enable and support the restoration of effectiveness. The team shall continue to meet with the referred clergy person until such time as he or she has established a pattern of effectiveness, or, in the opinion of the majority of the members of the team, until the team determines that the referred clergy person is not making sufficient progress. The team shall report its conclusions to the bishop and cabinet.

E. Method: The team, the referred clergy person, and his/her district superintendent together shall develop a plan for the attainment of agreed upon goals that will demonstrate renewed effectiveness for ministry. The work of the team may include psychological testing, spiritual direction, coaching, health
screening, random or directed drug testing, retreats, counseling, mentoring, educational opportunities, or other programs as needed to assist the clergy person in attaining effectiveness in ministry. A letter detailing the agreed upon goals and plan of work shall be sent to the referred clergy person from the Office of Ministerial Services immediately following the meeting in which the plan is developed. Progress shall be demonstrated and documented at each meeting.

F. Meetings: The team shall meet at least two times per year and the chair shall give reasonable notice of the meeting dates to all members as well as to the bishop and cabinet.

G. Financial Support: The team shall determine its financial needs in order to be effective, and shall submit any request for funding to the Office of Ministerial Services to be included in its budget.

25. Pastors in all classifications (licensed local pastors, provisional members, associate members and members in full connection, including those receiving Equitable Compensation grants) shall receive annual paid vacation with the church/charge being responsible for pulpit supply. Good vacation time benefits ministry. Since pastors are on call 24 hours a day, seven days a week, time away (when the parish is “vacated”) can bring renewal and refreshment for the tasks at hand.

Time devoted to continuing education or spiritual formation shall not be considered vacation time.

At least one day per week should be considered personal time, apart from vacation.

It is further expected that pastors who are in the first year of an appointment need to show sensitivity concerning the scheduling of their vacations. It is recommended that pastors in their first year refrain from taking vacation during the first month of their new assignment. Also, please be sensitive to extenuating circumstances that might arise from unforeseen moves. It is also recommended that first-year vacation be distributed across the year and not taken all at once. On the other hand, it is recognized that pastors and their families having just moved, with all the stress moving can bring, certainly are entitled to, and should take, some vacation time during the first summer.

It should be emphasized that clergy who move from one church to another within the United Methodist connection should not be expected to “earn” vacation in each new place as new employees. The situation is analogous to a branch-manager of a company being sent to another branch within the company.
Finally, continuing education for pastors is a requirement of the denomination (¶ 350) and time should be allowed for fulfilling this requirement. Continuing education is not to be considered vacation time. A clergy member’s continuing education and spiritual growth program shall include professional formation leaves at least one week each year and may include at least one month during one year of every quadrennium (¶ 350.2).

These policies should be applied with utmost cooperation and sensitivity between pastors and congregations, considering both the needs of the local churches and of pastors’ families. If there appears to be a problem in this regard, it is imperative that the pastor, the Staff/Pastor Parish Relations Committee, and the district superintendent meet to seek a solution.

The church pays the cost of providing pulpit supply during vacation period. Vacation days not used in any single appointment year are lost and do not accrue, nor shall the charge be obligated to pay additional compensation for any such unused days.

Guidelines for vacation periods shall be based on the credited years of service as indicated in the service record published annually in the Alabama-West Florida Conference Journal. Vacation shall be calculated based on the conference year July 1 – June 30.

Full-time pastors in all classifications shall receive the following minimum annual paid vacation with the church/charge responsible for pulpit supply:

- 1-3 years = 2 weeks, including 2 Sundays
- 4-7 years = 3 weeks, including 3 Sundays
- 8-10 years = 4 weeks, including 4 Sundays
- 11 or more years = 5 weeks, including 5 Sundays

Part-time pastors in all classifications shall receive a minimum of two weeks of annual paid vacation, including two Sundays, with the church/charge responsible for pulpit supply.

**BOARDS AND AGENCIES OF THE ANNUAL CONFERENCE**

26. There shall be a Conference CORE Team, as outlined in the “Plan of Organization for the Alabama-West Florida Conference.” Policies or procedures for the CORE Team shall be guided by the most current Book of Discipline. The “Plan of Organization for the Alabama-West Florida Conference” shall be available on the conference website. Other offices, program boards, commissions, etc., as required by the Discipline but not a part of the CORE Team, are also authorized. Also see SR 5.
27. There shall be a Golden Cross fund and offering to aid medical needs of conference members/pastors. The chair of Golden Cross shall be nominated by, and shall report to, the CORE Team Division of Missions.

28. There shall be a Conference Policies and Personnel Committee appointed by the Bishop and approved by the CORE Team. The Committee shall establish uniform and equitable policies and procedures in the employment of Conference staff. It shall be the goal of our annual conference that all conference and district offices maintain reasonably consistent and inclusive policies regarding personnel, as is appropriate to each locale.

29. There shall be a Board of Ordained Ministry as provided by the *Book of Discipline* (¶635).

30. There shall be a Board of Laity, as described in the *Book of Discipline* (¶631), which shall be composed of the conference lay leader, the district lay leaders, the conference president of United Methodist Women (UMW), an additional officer of UMW, the conference president of United Methodist Men (UMM), the conference scouting coordinator, the conference director of Lay Servant Ministries (LSM), an additional officer of LSM, a United Methodist youth, and a United Methodist young adults, and the first elected lay delegate to general conference. Additionally, the following shall serve ex-officio: the presiding bishop, one cabinet representative, and the director of connectional ministries.

31. The conference lay leader shall be nominated by the Conference Board of Laity and elected by the annual conference at the time of quadrennial reorganization. Additional nominations may be made from the floor. The conference lay leader may serve no more than two succeeding quadrennia as the conference lay leader. All other officers within the Board of Laity shall be elected by the board. Vacancies in the office of conference lay leader shall be filled by nomination from the board in the interim, and confirmed at the following annual conference.

32. There shall be an Academy for Congregational Excellence, Inc. as authorized by the CORE Team, composed of officers and board members specified in the Articles of Incorporation and Bylaws of the Academy for Congregational Excellence.

33. There shall be a Commission on Equitable Compensation as provided by the *Book of Discipline* (¶625), composed of twelve members, six lay and six clergy, at least one clergy and one lay being from churches with fewer than 200 members. In addition, one superintendent named by the cabinet and a staff person from the fiscal office shall be members.
34. There shall be a Commission on Archives and History as provided by the *Book of Discipline* (¶641). Eight members shall be elected by the annual conference at the beginning of each quadrennium for a term of four years. Ex-officio members with vote shall include a representative from Huntingdon College, the conference historian (unless receiving compensation), the president of the AWFC Historical Society, the resident bishop, and the conference secretary. The Archivist shall be an ex-officio member without vote. A chairperson, vice-chairperson, and recording secretary/financial secretary, shall be elected by the commission.

35. There shall be a Board of Pension and Health Benefits as provided by the *Book of Discipline* (¶639), composed of eighteen members elected to 8-year terms, arranged in four-year classes to include representatives of both lay and clergy of both sexes. The Joint Committee on Clergy Medical Leave shall be constituted as provided by the *Book of Discipline* (¶652), with efforts made to be inclusive.

36. There shall be an Assembly Grounds Board of Trustees, constituted as authorized by a Corporation Charter from the State of Alabama, record of which can be found on page 112 of the 1958 *Journal* of our Annual Conference, and all amendments thereto. The current Articles of Incorporation and bylaws shall be available on the conference website.

37. There shall be a Council on Finance and Administration as provided by the *Book of Discipline* (¶611), composed of eight lay, five clergy members, and the ex-officio members as specified in ¶612. Unless the following are otherwise reimbursed, the CFA shall pay from the Conference administrative budget the reasonable and relevant expenses (as set or approved by CFA) of: the conference secretary’s office; expenses of the Council on Finance and Administration; all expenses of printing, honoraria, and incidental expenses connected with annual conference sessions; expenses of cabinet meetings; expenses of all conference agencies and special committees not participating in the conference benevolence budget; room and board at annual conference of agencies and special committees meeting with the Council on Finance and Administration for the purpose of making budget requests; honoraria of the conference secretary and assistant secretaries for annual conference, the registrar and assistants, the *Journal* editor; all expenses incurred by the *Journal* Editor in preparing/printing the *Book of Reports* and the conference *Journal*.

38. There shall be an Episcopal Residence Committee as provided by the *Book of Discipline* (¶638), composed of the chairperson of the Committee on Episcopacy, the president of the Annual Conference Board of Trustees, the president of the Conference Council on Finance and Administration, and two at-large representatives selected by the bishop. Efforts shall be made to keep membership inclusive, and at least two members of this committee shall be women.
Resolutions

A Resolution Concerning Predatory Lending in Alabama

WHEREAS, the state of Alabama allows payday lenders to charge fees that over the course of a year amount to 456% of the original loan, causing many borrowers to be trapped in debt they cannot repay, and

WHEREAS, The Book of Discipline of the United Methodist Church states in the Social Principles: “Financial institutions serve a vital role in society. They must guard, however, against abusive and deceptive lending practices that take advantage of the neediest among us for the gain of the richest. Banking regulations must prevent the collection of usurious interest that keeps people in cycles of debt.” (Social Principles, 163J Finance), and

WHEREAS, the Bible forbids usury in dozens of passages from Exodus to the Gospels,

NOW THEREFORE BE IT RESOLVED that the Alabama-West Florida Conference of the United Methodist Church calls upon the Alabama State Legislature to pass appropriate legislation to curb the activities of predatory lenders, and

LET IT FURTHER BE RESOLVED that United Methodists in the Alabama-West Florida Conference who are residents of Alabama be encouraged to contact their state legislators to ask that they support these efforts, and

LET IT FURTHER BE RESOLVED that a copy of this resolution be sent to the Governor of Alabama and every member of the Alabama State Legislature.
Evaluation for Continuing Formation for Full Members and Local Pastors

Discipline ¶ 349.3

General Church Budget Implications: None

Context of Petition: Delete ¶ 349.3

Rationale:

Deletion of ¶ 349.3 removes from the the Book of Discipline of The United Methodist Church the eight year review, which consists of a six month evaluation process for full members and local pastors. This evaluation process was prescribed by the 2016 General Conference. The Discipline calls for each annual conference to develop and initiate a plan for such an assessment by January 1, 2020.

Date: February 15, 2019
Jeremy Pridgeon
Elder, Alabama-West Florida Conference
334-221-2658
jpridgeon@fumcmontgomery.org
Consent Agenda

The following reports indicated by agency name and beginning page number are part of the CONSENT AGENDA. They will be considered as having passed by consent of the annual conference unless they are removed from the CONSENT AGENDA on Monday, June 4, at the morning business session. PLEASE READ THE REPORT CAREFULLY PRIOR TO THE ABOVE DATE. (See Standing Rule #12)

Academy for Congregational Excellence Report
Africa University
Alabama Rural Ministry Report
Blue Lake United Methodist Assembly Board of Trustees Report
Commission on Archives and History Report
Committee on Episcopacy Report
Communities of Transformation Report
Conference Committee on Ethnic Local Church Concerns Report
Conference Board of Congregational Development Report
Conference Board of Discipleship Report
Conference Board of Global Ministries Report
Conference Board of Higher Education and Campus Ministry Report
Conference Board of Trustees
Conference CORE Team/Connectional Ministries Report
District Reports
Golden Cross Report
Hinton Center Report
Lay Servant Ministries
Methodist Homes Corporation Report
Schools of Theology Reports
The Ark Report
United Methodist Children’s Home Report
United Methodist Connectional Federal Credit Union Report
United Methodist Foundation, Inc. Report
Academy for Congregational Excellence
The Academy for Congregational Excellence has as its main focus, “Effective Leaders, Fruitful Churches, and a Transformed World.” This applies to churches of all sizes, in all places, and to leader development for both laity and clergy. Someone has said, “One cannot rise above the level of leadership”. Another familiar saying is, “When leaders grow stronger, everything becomes stronger.” ACE is dedicated to providing ministries and being partnered with the AWF Conference so that we can all be more effective in making disciples of Jesus Christ.

Some of the ways ACE has worked to live into our Vision are as follows:

**Becoming a More Effective Leader Course:**
Approximately 115 people participated in 10 monthly sessions for clergy and laity from across the AWF Conference that were led by outstanding people from our own Conference. These great leaders donated their time and many provided materials to all the participants. The participants only paid for their lunches. The reviews were positive. The focus areas were selected from a survey sent to clergy and laity across the Conference, and the courses were designed around helping in the identified areas of need.

**EQUIP Training:**
A training retreat for pastors and laity from small membership churches was provided based on material from John Maxwell’s leadership training. It is used in over 120 countries around the world to develop leaders. **Similar training is available in local churches at the request of pastors, District Superintendents, and/or Lay Leaders.**

**Partners in Preaching:**
Led by Dr. Sam Parkes, cohort teams meet monthly in various locations around the Conference to study, learn together, practice preaching, and develop skills to make them even more effective as preachers. This is highly successful, and we thank Dr. Parks for investing in the preaching skills of AWF clergy.

**Leadership Alabama-West Florida:**
Dr. Blake Horne and Dr. Rob Couch are working together to set up teams of laity to discover ministries that will address the context of their respective districts. This is being coordinated with the priorities set by Bishop Graves. It is patterned after Leadership Alabama, but directed toward the needs of local churches and their respective ministry areas.

**Working with the Annual Conference:**
ACE was requested to work with the CORE Team to put together a process for small membership churches who want to take steps in a new ministry that
Bishop’s Clergy Learning Cohorts

Over this past conference year, the Academy for Congregational Excellence (ACE) has been able to play an integral role in the recently launched Bishop’s Clergy Learning Cohorts. In an effort to prepare for the future of the Alabama-West Florida Conference, Bishop David Graves began exploring the idea of developing cohorts of clergy that would provide an opportunity for clergy to grow stronger themselves, in turn causing the churches they serve to grow stronger.

The goals of the Bishop’s Clergy Learning Cohorts initiative are:

1. Develop the competencies necessary for the next level conference leaders: large church pastors, fast growing markets pastors, and district superintendents.

2. Build long-term camaraderie for healthy, supportive relationships for the challenges of a pastor’s work and life.

3. Explore and experiment with the creativity, risk-taking, and innovation needed to successfully grow our churches in today’s challenging times.

In developing these cohorts, extensive research on learning cohorts in other Methodist conferences was done to determine what worked and what did not work in their experiences. Based on the results of these studies, it became clear that having paid facilitators is the key to successful learning cohorts as well as the meetings having an overnight component. The use of paid facilitators for the Bishop’s Clergy Learning Cohorts is made possible through a partnership between ACE and the Annual Conference, where ACE has made a commitment to cover the facilitator and coaching costs for the learning cohorts.

The kick-off event for the inaugural Bishop’s Clergy Learning Cohort took place October 29-30, 2018 with 40 participants. An additional learning cohort for large church pastors will kick-off April 24-25, 2019 with 12 participants. ACE is excited about this partnership with Bishop Graves and the Conference and looks forward to continuing to play a major role in the development of clergy in the Alabama-West Florida Conference.

Please visit our Website and Facebook page. There, you will find helpful information about leadership, articles, videos, and other sources that can be
helpful in becoming better spiritual leaders. If you have resources that would benefit clergy and laity leadership development, please feel free to share them with ACE and we will put the links on our Website to help promote them. We welcome your ideas and want to meet your needs. Please communicate with us to let us know your thoughts.

If your district or local church has a need, contact Rev. Ron Ball, Director of ACE, through email at tball8859@yahoo.com or by phone at 850-624-2372. Rev. Ball has worked with several churches to help them in various ways depending on their specific needs. This includes Conflict Resolution, Ministry Action Plans, Leadership Training, etc. The Administrative Assistant for ACE, is Mrs. Allison Frost. Allison can be reached by calling Aldersgate United Methodist Church, in Montgomery, Alabama. Our Board of Directors are diligently working to make ACE a wonderful gift to the churches of Alabama-West Florida. You can go online to our Website AWFACE.org to see the membership list, and to get information. Thank you for allowing us the privilege of serving this great Conference.

In Christ,
Rev. Ron Ball, Director
Academy for Congregational Excellence
Connectional Ministries

Connection is the energy that exists between two or more people when they feel seen, heard, and valued; when they can give and receive without judgement; and when they derive sustenance and strength from the relationships. - Brene Brown

The following narratives give a snapshot of our attempt in the last year to build this energy within our conference. We have sought to truly listen to individuals and churches throughout our conference and allow our shared values to surface. Time and time again, in joyous occasions and in challenging times, we find that we are truly stronger together.

In August of last year, while onboarding many new members to our conference staff and seeking to bring alignment and clarity to the work of our conference as a whole, the Bishop and conference staff came up with a list of priorities for the next two years. These priorities were reviewed and edited by the cabinet, large churches pastors, and the core team. The core team rallied around these priorities and in the coming year will continue to make difficult decisions with these priorities as a guide. The hope is that these priorities will help us to better live into our vision of seeing thriving churches who are making disciples of Jesus Christ for the transformation of the world.

The 2018-2020 Annual Conference Staff Priorities are as follows:

We exist to help our local churches and extension ministries in growing God’s kingdom by making disciples and developing a multiplication mindset throughout the annual conference, attracting and retaining exceptional talent that helps promote a culture of call for clergy and laity, teaching, training, and coaching to support to support excellent preaching so that people encounter Jesus and live out the Great Commission, and being adaptive leaders through uncharted times emphasizing connectionalism and focusing on Kingdom work.

On October 10th, Hurricane Michael destroyed much of the Marianna-Panama City District. Hurricane relief became the priority for much of the conference staff in the weeks and months that followed. We are so thankful for the extra time and energy that so many people put into this effort. The relief effort continues to exemplify what it means to be adaptive and connectional. It has been amazing to watch annual conferences, districts, churches, and individuals come together under a common goal of helping others recover. Our recovery team of construction coordinators, volunteer coordinators, and case managers in Port St. Joe, Marianna, and Panama City will be working to restore homes in those communities for at least the next four years. We are so thankful for the leadership of Rev. Chris Akerman, Hurricane Michael Recovery Director, and
Tammy Tisher, Assistant Director of Hurricane Michael Recovery. This amazing team, as well of millions of dollars in supplies and aid, would not be possible without the financial support and training supplied through UMCOR. We are also thankful to Dr. Rob Haynes, Conference Disaster Response Coordinator, for his continued leadership in training our extended cabinet and district disaster response coordinators and providing a strategy and theology of mission conference-wide. Dr. Haynes and a team of conference staff continue to evaluate what we have learned from the initial response from this disaster.

In the literal whirlwind of the fall, it was hard to focus on our priorities, but not too hard. Our conference connectional ministries team met most Monday mornings to worship together, learn together, and stay focused on our “wildly important goal”. The connectional ministries team believes that to help local churches and ministries make disciples of Jesus Christ for the transformation of the world, we have to be growing as disciples of Jesus Christ. We read scripture together we pray together, we encourage growth in one another, and we hold one another accountable to our shared work. This fall, we read “Canoeing the Mountains” by Todd Bolisinger and began to learn principles needed in order to be adaptive leaders in the world today. In our leadership time together, we developed tangible, lead measures for accomplishing our goals. Helping churches thrive in making disciples can be a large and overwhelming task. We have learned that it helps to break this task down into priorities and specific tasks in each work area. Our team often works in groups of two or more as we experiment in moving forward with a given priority, and through it all, we have a lot of fun together.

One of the highlights of our first attempts at tackling these priorities was a trip in early 2019 to Lakeland, Florida, to learn culture of the call strategies from First United Methodist Church of Lakeland and the Florida Annual Conference. A team from the conference office, the Board of Ordained Ministry, and Huntingdon’s Leadership Academy spent two days learning about multigenerational approaches to developing a culture of the call. The group returned to Alabama-West Florida ignited to help our local churches grow in this area. Fifteen churches in our conference were invited to be part of an initial culture of the call event. The initial event will take place this fall. The conference is investing in the development of culture of call through a new internship program. The program will involve a partnership between the annual conference and local churches who receive interns. Interns will experience all the aspects of full-time ministry while in their local church setting and process their experience with the Ministerial Effectiveness Staff of our conference. If your church has never had an intern and might be interested in this program, please contact Rev. June Jernigan.
In the fall of 2018, the Alabama-West Florida Excellence in Preaching Team was formed to begin to develop tools and strategies for teaching, training, and coaching excellent preaching. This group of clergy and laity met on several occasions to begin to define preaching and identify the crucial tasks that make preaching effective. The group developed a survey for clergy and laity based on these tasks. The results of the surveys will help the group produce a variety of tools for our local congregations. Some of our current ideas include a regular podcast on preaching, encouraging sermon feedback loops, providing forms for such feedback, and a regional preaching festival. The team was able to send representation to the National Festival of Young Preachers in January of this year. The festival invites preachers from age 14-35 from all denominations to come and network, form community, practice a sermon in front of peers, receive feedback, and attend master classes. Bishop David Graves and Rev. John Russell reached a tag team sermon to open the event. Dr. Sam Parkes served as a sermon evaluator. The event not only helped the team learn about some of the things it takes to grow in preaching, it also served as a place to attract exceptional talent. Many thanks to Rev. Richard Williams for his leadership with the Academy of Preaching and for helping the conference become a partner in this event.

The partnership with Tanzania continues to grow throughout our conference as Susan Hunt assists local churches in making disciples who are being sent out in service to the world. We deployed two teams to Tanzania in 2018. The work in Tanzania centers largely around economic leadership and capacity development that leads to churches and ministries that are self-sustaining, self-leading, and self-replicating. AWF churches can also financially support evangelism through the building of churches and education through scholarships and resources at Wesley College in Mwanza, Tanzania. We are thankful for the missional offering of the churches of this conference. It is amazing what we can accomplish together as we remember our global connection in Christ. There are many ways to continue to partner with Tanzania including making Tanzania the offering for your VBS this summer.

Our team has found in the past year as we attend to these priorities that central to this work is a need to better develop our cross-cultural competencies. It is virtually impossible to seek new people into the discipleship process, attract exceptional leaders, display excellence in preaching that leads people to live out the great commission, or be adaptive leaders today without cross-cultural competency. Celeste Eubanks, Director of Leadership Strategies, led our conference in three At the Table events this past year that sought to increase conversation about issues surrounding culture and race. Rev. John Brooks, Director of Multicultural Ministries, has been working on building relationships with community leaders in many key cities as well as across denominational bounds. Martha Rovira, Director of Hispanic Ministries, has been working with immigration issues and helping our pastors go through the process of citizenship.
She is also looking at helping churches throughout our conference begin ESL classes in their areas. Our Conference Board of Church and Society held a racial justice seminar in January with speakers from the Equal Justice Initiative leading us to consider the ways we continually view ourselves as better than some other groups of people on the basis of race, education level, and economic means. Much more work is needed to develop relationships and grow more aware of our blind spots and biases. If we will invest time, energy, and resources in this difficult and sometimes painful endeavor, we might just be part of transforming our corner of the world.

A big thank you to the entire team for a great year. We celebrate the connections we have made with one another and with you. We are so thankful for the awesome ways we work almost seamlessly with the Episcopal Office, Ministerial Effectiveness Office, Communications Office, Fiscal Office, Office of Congregational Development and Vitality, and our District Offices. Sarah McWilliams, Conference Operations Coordinator, is a big part of keeping us all connected as she hammers out all the details that keep these various ministries working together so smoothly. We are so thankful for her gifts. Our hope in the coming months is to be out in our local churches and extension ministries inspiring people to engage these priorities and offering whatever resources we can to help you make disciples of Jesus Christ for the Transformation of the World.

Respectfully submitted,
Rev. Ashley Davis
Director of Connectional Ministries
Baypines District
The Baypines District has had another successful year as we have expanded our ministries and continued to engage our congregants - encouraging them and ourselves to grow as transformed disciples. We continue to be challenged because our district is so diverse geographically, but we are finding ways to overcome that. We are excited about the many things that are going on in the district. Below are some of the highlights from this past year.

We have had turnover in a number of key positions in the district this year. Stephanie Diehl, who served as the District Administrative Assistant, left us at the end of the year. We will miss her greatly, but we welcome Tracie Strickland with open arms as she transitions into that role. The district is planning to hire Rev. Alecia Glaize as our new District Missioner. We are very excited about this new position and we anticipate the great things that Alecia will accomplish. We say goodbye to Peggy Branch who has served tirelessly for years as the chair of our Lay Servant Ministries. We welcome Jennifer Robertson into that role and look forward to working with her. We also say goodbye to Don Rose as our co-DRC (Disaster Response Coordinator) for the southern half of the District. Clark Ratcliffe will assume Don’s role and will join Rev. Jason Thrower as our two co-DRC’s. (Jason focuses on the northern half of the district.) We are both pleased and excited about the team of folks in place in the Baypines District for 2019. We know that Kingdom work will be done, and that lives will be transformed.

The district is in great financial shape and we are excited about that. We continue to be debt-free as a district and our apportionments continue to rise. As a result, our missional giving also continues to increase. We have added line items for local missions and for scholarships to our annual budget as a result of our financial position. We look forward to the new opportunities and challenges that our District Missioner will bring before us.

Our United Methodist Men and United Methodist Women continue to be a strong force in our district. They are active and involved in many local, district and conference projects. As we look to the future, our continued goal is to have an active UMM and UMW group in each church.

Our Lay Servant Ministries are thriving in the district. We have many trained Lay Servants who are active in and provide leadership in their local churches, teach classes, lead various ministries, and even serve as pastors of local churches. We praise the efforts of our Lay Servants and the District Lay Servant Ministries leadership team.

Our missions programs are thriving, and we celebrate them. Many of our churches are actively engaged in missions in their local communities, in our state
and nation, and to the ends of the earth. This year, we will again host a district trip to Costa Rica and a district trip to the Florida panhandle region where we will continue our efforts in Hurricane Michael relief and recovery. We are also investigating ways that we can engage with Rev. Eric Soard in his efforts as the Sustainable Development Director for the United Methodist Church of Tanzania (Africa).

Another very exciting accomplishment in our district is our partnership with the San Pedro Mission, serving the Hispanic community in Baldwin County. We have committed financially to the church, and we were able to help them acquire land for a church building. We are now actively engaged in helping them raise the needed funds to begin construction of a church facility. Our overall goal is to help them become self-sufficient and a chartered United Methodist Church.

Blue Lake Camp, which is located in our district, continues to do well and continues to improve its facilities.

Our district has responded in many great ways to the devastating Hurricane Michael disaster in the Florida panhandle. Many of our trained and badged ERT’s have been engaged for this undertaking. We have great leadership for disaster response at the district level and we will continue to train and equip individual responders and teams.

It has been a great year for the Baypines District, and we are so thankful for the leadership of our District Superintendent, Rev. Dr. Darren McClellan. We look forward to moving forward, with his continued guidance and encouragement, as we seek new ways to be transformed disciples of Christ.

Patrick G. Shubird, Chairperson
District CORE Team

Dothan District
Under the steadfast leadership and guidance of our district superintendent, Rev. Sara Shaver, the Dothan District is moving forward and setting new goals. We are striving to be obedient to the Lord’s will and are committed to searching for opportunities to serve Him. The District Leadership Committee meets monthly in the district superintendent’s office to explore, discuss, and plan activities for the district. Both clergy and laity serve on this eight-member committee led by Rev. Shaver.

The Dothan District uses a unique approach to get the New Year off on a positive note; each January the churches in the district have an opportunity to participate in “Super Sunday.” This eclectic event is held in one of the larger churches and
features a time of worship and music before the participants depart to smaller breakout sessions. In January 2018 the Enterprise First United Methodist Church hosted “Super Sunday.” Seminars included: Church Safety, The World of a Small Church, Missions, Respite Care, Hospitality, PPR/SPR Committee, and Are We Being and Doing All of What God Demands Now? All the speakers were well prepared; the participants gathered vital information to share with their particular churches.

The Habitat for Humanity home located in Elba was another successful project completed by the district in 2018. Money was raised for materials and labor was donated.

Covenant United Methodist Church in Dothan hosted the Steagall Seminary Scholarship Foundation regional dinner. Several area churches participated, and a number of scholarship recipients gave testimony of how the scholarship fund had helped them.

Dr. Victor Dingus came to initiate a district-wide workshop called Next Steps in 2017. Next Steps is a simple method designed to teach congregational leaders how to use creative approaches to build relationships inside as well as outside the church with the goal of bringing new people to Christ. Next Steps continues with several churches across the district participating.

Hurricane Michael devastated our area in October 2018. Fifteen district churches donated snacks and water that was delivered to the Panama City area a day after Michael made landfall. Some area churches donated a variety of cleaning supplies, gloves, and face masks that were packed into five-gallon buckets and delivered to the Panhandle. Other participating churches contributed an assortment of items such as blankets, clothing, and food.

The basis of the entire program and organization of the Dothan District United Methodist Women focuses on mission through opportunities for spiritual growth, opportunities through education, and opportunities to serve. They continue to be strong advocates for women, children, and youth. While working for justice through service and advocacy, our district United Methodist Women have concentrated on four priorities: climate justice, maternal and child health, criminalization of communities of color, mass incarceration, and economic inequality. Children’s and expectant mothers’ health is of particular interest. The group accepted and truly embraced as a hands-on mission project, Days for Girls. This particular project is making a difference for women and girls all over the world in a meaningful and practical way. They sponsored workshops, large and small, and shipped products to the National Days for Girls office twice in 2018.

The United Methodist Women continue to be an active and a viable source of
“Faith, Hope, and Love in Action” throughout our communities in the Dothan District as well as globally. Mission studies give United Methodist Women an opportunity to study current issues impacting society with specific consideration to the responsibilities of women in fulfilling the mission work of the church. The Dothan District hosted two mission studies and participated in the Mission u event. Mission u offered the group an opportunity to study current issues impacting today’s society.

The Dothan District United Methodist Women also fund a scholarship for college students; the number of Mattie Kolb Scholarships given depends on donations. In 2018 one scholarship was awarded to an eligible student. We are thankful for the United Methodist Women in the Dothan District and appreciate their dedication to service.

The churches in the Dothan District are looking forward with anticipation to 2019. To be sure, we will do our best to follow God’s will in our lives and prayerfully respond to His call and follow Him.

Submitted by:
Gayle Thomas
District Lay Leader

Marianna/Panama City District
The Marianna-Panama City district is focused on the mission of making disciples of Jesus Christ for the transformation of the world. Throughout the district, our congregations are making their unique contributions to the work of the kingdom. Here are some highlights and updates on ministry in the Marianna-Panama City District in 2018:

• Panama City First UMC hosted this year’s District Training Event on Sunday, February 18, 2018. Dr. Victor Dingus led a workshop entitled “The Next Step”, offering support to our small churches who want to take the next step in revitalization and community impact. Celeste Eubanks, conference Director of Leadership Strategies, led the workshop “Church to Community Initiative”. Rev. Doug Pennington led a workshop on finance and stewardship.

• In preparation for the 2019 special called General Conference, the Marianna-Panama City district held three Courageous Conversation events in March and April. Parker UMC, Good News UMC and Marianna FUMC hosted these workshops. In September, Bishop David Graves led a town hall meeting for the MPC district at Woodlawn UMC.

• A training event for Lay Members to annual conference was held at St. Andrew UMC in May in preparation for annual conference in June. At
the 2018 AWF Annual Conference, Red Hill UMC was awarded the “One Matters Award” for professions of faith. Red Hill is a small church with 34 members. In 2017 they received 17 members by profession of faith.

- The District Lay Ministry continues to grow strong under the leadership of Linda Hornsby. There were 7 Lay Servants who have taken Basic only, 60 Certified Lay Servants, 21 Certified Lay Speakers, 88 in LSM on 12/31/2018. Two training events were held this year: April 27-28, hosted by St Andrew UMC in Panama City, attended by 29 students and 4 instructors. September 14-15, hosted by Parker United Methodist Church in Parker, attended by 27 students and 4 instructors. Lay Speaker/Servant Ministry is critical to the ongoing kingdom work of the Marianna-Panama City District.

- On October 10, 2018 our district was devastated by Hurricane Michael. About half of our churches sustained some level of damage; in some cases, catastrophic. Some churches may not be able to reopen. In the aftermath of the storm, our congregations were shining lights in their communities. Good News UMC and Woodlawn UMC opened immediately as major distribution centers. Many other churches were involved in distributing food, water and supplies to their communities. Virtually all our churches participated in hurricane recovery efforts in their communities, even those badly damaged. It will take years for the Marianna-Panama City district to recover, both structurally and financially, from this unprecedented disaster.

- The AWF Conference Disaster Response & Recovery Ministry, led by Rob Haynes, and the United Methodist Committee on Relief (UMCOR) responded to Hurricane Michael immediately with supplies, work teams, logistical support and advice for recovery. UMCOR has established an office in Panama City with a staff who will be working full time on disaster recovery for years to come. Rev. Chris Ackerman was appointed Hurricane Michael Recovery Director.

- Churches all across the Alabama West Florida Conference have overwhelmed us with their generosity. Volunteer work teams, supplies and financial contributions have poured into our district. Our conference staff in Montgomery has worked tirelessly on our behalf. We have truly experienced the connection at its best.

We expect the ministry of the Marianna-Panama City district to be dominated by the Hurricane Michael recovery in the foreseeable future. This will provide abundant outreach opportunities to our communities. We anticipate God’s strength to show up in our weakness. And we trust that he will work in all things for our good and his glory.

Respectfully submitted by:
Doug Pennington
Marianna-Panama City District Superintendent
Mobile District

The clergy and laity of the Mobile District are excited to report:

At our District Annual Meeting the Auburn Wesley Choir sang. We collected an offering of $2500 for Lynn Haven United Methodist Church to buy a portable baptistry. We had breakout sessions about:

- EZRA
- S/PPRC
- District Mission Trip to Ecuador
- Hurricane Michael Recovery
- The Next Steps ministry
- Local Church Trustees and Treasurer Training

Singspiration (a gathering of church choirs on the 2nd Sunday of every month) collected food for families at Thanksgiving and toys for children at Christmas and continues to provide opportunities for congregations to gather and appreciate the music ministries of all the churches.

The North Mobile Planning Commission hosted a White Christmas dinner where $20,637.00 was collected for The United Methodist Children’s Home – in the past six years the event has raised $112,824.

The district hosted a QuadW Internship site and the QuadW Missional Outreach continues to grow throughout the country with 11 sites last summer. Along with the QuadW Foundation Grant the QuadW Missional Outreach also received a $100,000 Young Clergy Initiative Grant for their Skunkworks Project.

Dumas Wesley Community Center, founded in 1902 by United Methodist Women, celebrated 115 years of service to the community. BOMACE (District Trustees) supported the Dumas Wesley plane pull as a sponsor and also participated as a team.

Open Doors Resale Store distributed $168,000.00 to local ministries. Open Doors opened a new store on Moffett Road.

Supplies for Hurricane Michael and Florence Recovery were collected at Spring Hill Ave UMC.

Pastors and laity participated in the Pastors’ Cook-off at the University of South Alabama Wesley Foundation – South Brookley UMC won, again.

Hosted an “At the Table” cultural competency event

Dauphin Way UMC hosted the Bishop’s Townhall meeting.
Chickasaw UMC hosted the Bishop’s fall clergy meeting, and we had a great lunch.

Christ United hosted the Post-GC2019 gathering.

Satsuma UMC broke ground for the new Sanctuary.

Charge Conferences were held and we continued our sermon series on Grace – Prevenient Grace last year, Justifying Grace this year, and Sanctifying Grace in 2019.

Christ United hosted the Bishop’s spring clergy meeting.

The 2nd Annual Love in Action District Mission event was at Open Doors where we spent Saturdays in Lent serving.

United Methodist Women won three of three AWF Conference Awards
  • Reading Program
  • Special Mission Recognition
  • Many Colors, One Spirit

Lay Servant/Speaker Training was held at Tanner Williams UMC and Christ United.

BOMACE (District Trustees) sponsored a team for the United Methodist Inner City Mission Annual Golf Tournament.

Raise the Roof hosted interns and local students who repaired and replaced roofs and even a few decks.

Fifteen people from six different churches are planning a district mission trip to Ecuador in June to build a fellowship hall and kitchen for a church and host VBS.

Churches hosted bazaars, VBS, Fish Fries, Turkey Dinners, silent auctions, pumpkin patches, food and clothing pantries, and respite care, as well as providing worship services for all abilities. Support continues in various forms to the churches affected by Hurricane Michael.

We are both thankful for the relationships and serving with the people of the Mobile District. We look forward to a new year to be in ministry to the world as individuals and as the local church. We will continue to proclaim God’s word both in word and deed.

Ms. Clara Ester, District Lay Leader
Dr. Debora Bishop, District Superintendent
Montgomery-Opelika District

In January of 2018, the Montgomery-Opelika District Conference elected the following individuals to serve on our District Strategy Team: Tim Meadows, Richard Williams, Brandon Dassinger, Chris Kelsey, Katrina Paxson, Lisa Pierce, Robin Wilson, Elizabeth Smithart, Audrey Rodgers, Anthony Leigh, Chuck Gambrell, and Jeff Wilson. Our team worked throughout 2018 to discern how best to use district resources to fulfill God’s will and the mission of the United Methodist Church within the Montgomery-Opelika District. The 2019 District Conference adopted the following mission, vision, and priorities as presented by our District Strategy Team.

Our Mission:
The mission of the Montgomery-Opelika District is to empower the local church and extension ministries to make disciples of Jesus Christ for the transformation of the world.

Our Vision
The Montgomery-Opelika District will recruit, equip, and deploy healthy lay and clergy leaders; we will provide tools and techniques to engage current spiritual and societal issues in relevant, fruitful, and faithful ways. Our spiritual leaders will be empowered and resourced to lead their ministries in fulfilling our shared mission for the glory of God.

Our Priorities
• Promote mentally, physically, emotionally, and spiritually healthy clergy
• Provide leadership development for laity and clergy
• Foster new places for new people
• Focus spiritual leadership around race and diversity
• Connect spiritual leaders to relevant resources and tools
Montgomery-Prattville District

The Montgomery-Prattville District started the year at Metropolitan UMC for our District Conference. New district officers were elected, and the 2019 budget was approved.

We experience a transition in the district at the Annual Conference, as Reverend John Brooks became the Director of Multicultural Ministries for the Conference and Reverend Allen Newton became our new superintendent. We had the opportunity to share in recognizing Reverend Brooks and his wife Reda for their leadership and to welcome Reverend Allen Newton and his family as they transition from the Demopolis District.

Through prayer, learning, serving, Mission/Outreach, advocacy, and community building we have endeavored to promote the mission of The United Methodist Church with “Open hearts. Open minds. Open doors.” and respond to what God is calling us to do as follows:

Advocacy/Communication: We must stay informed as to issues that impact the life of the church.

District Superintendent Reverend Allen Newton initiated 12 at 12. This was a series of Noon luncheons reserved for the first twelve replies held throughout the district where clergy and laity were invited to join Reverend Newton for conversation and open dialogue with questions and answers time.

Bishop David Graves encouraged all to attend Courageous Conversations. We had very good participation. This was a time for faithful ways to listen and learn more about human sexuality in the United Methodist Church in an appreciative style in a safe space.

We were informed at a Town Hall Meeting with a time of spiritual reflection and centering. A video was shared which highlighted the specifics of each of the three proposed plans to be presented at the special-called General Conference followed by question/answer time with Bishop Graves.

Also, district newsletters and emails were posted and sent regularly containing updates regarding the special-called General Conference and other district and conference information. Church and Society’s Annual Legislative Prayer Breakfast of which Bishop David Graves was the speaker was held at the Alabama State House. Several clergy and laity attended. The breakfast was a time to be in prayer with our lawmakers and elected officials that their decisions would be in accordance with God’s will for our state.
We gained a better understanding about the issues of Predatory Lending, about the harm caused and what churches can do to help. Additionally, a brief overview was provided of the legislation adopted by the Alabama Legislature focused on Payday and Title Lending.

**Spiritual Growth:** Our church family includes many different people. It is important to discover the skills that help us work more harmoniously with each other.

Disability Awareness Sunday was celebrated recognizing the gifts and graces of persons with disabilities calling for full inclusion of all persons in churches and communities.

Several churches held Lenten Luncheons with inspirational speakers and times of prayer and fellowship. Good Friday services.

Churches throughout the district recognized and celebrated Laity Sunday bringing awareness of the role of the laity to the congregation and to the community. This year’s theme was H.O.P.E. A special email was sent to local church lay leaders with information to share with their congregations.

Several clergy and laity participated in the conference annual event, “A Place at the Table”, a gathering of ethnic believers seeking intentional conversations about inclusion and unity throughout the United Methodist church. This year’s focus was “Cultural Competence”.

**Learning Opportunities:** It is important to continue to develop leadership skills and to discover or rediscover spiritual gifts

A district-wide Lay Leader Boot Camp was provided at Perry Hill United Methodist Church. It was a time of learning and getting acquainted. Reverend John Brooks presented “Discovering & Developing Your Spiritual Gifts”, Lay Serving Ministries was led by District Director Tom Crenshaw and I led “Lay Leader 101: What Does the Lay Leader Do?”

A congregational Care Training Workshop for Laity was held at Montgomery FUMC. This workshop equipped laity to be empowered to make hospital and home-bound visits, telephone persons in need of contact, meet one-on-one with persons in need of a listening ear for prayer and encouragement, offer support to grieving families, and proactively seek to encourage and care for persons in need.

An Emergency Response Training course readied participant to be of assistance in the event of a disaster learning the “Dos and Don’ts” and the way voluntary organizations work together. The course was open to participants age 12 through senior adults.
Our district Lay Servant Ministry is blessed to have dedicated Lay Servants who are willing to provide leadership in various ministries and filling pulpits. In 2018, Lay Servants provided leadership in 35 congregations across the district and delivered well over 250 sermons. We have two Lay Speakers serving in pulpit supply. We appreciate the leadership Tom Crenshaw has provided.

United Methodist Women continue to be an active and viable source of “Faith, Hope, Love in Action” throughout our communities in the district as well as globally. This year several women attend UMW Assembly, celebrating 150 years of mission and service. Assembly was held in Columbus, Ohio at the Greater Columbus Convention Center with over 7,000 women from around the world were in attendance. It is our hope that every church in our district will soon have functioning United Methodist Women Units. We are thankful to Reda Brooks, district president of United Methodist Women for her service.

All over the district churches participated in the Great Day of Service projects such as working in local food pantries, yard work, building wheelchair ramps or working at local outreach agencies with the purpose of seeing to the needs of our community, connecting with individuals, community agencies and other churches.

**Mission/Outreach: We are to provide services to people who may not otherwise have access to those services.**

We were given the opportunity to participate in Sound the Alarm, services of fire and smoke alarm installations in neighborhoods where local fire departments respond to more calls.

We shared the love of Christ in our community by providing goodie bags for soldiers to the them as they were deployed, prepared healthy lunches for kids in the community through summer sack lunch programs, shoe boxes were decorated and filled for Operation Christmas Child. Many cans of food were collected for food pantries to name a few.

Montgomery-Prattville District collected UMCOR Relief Kits and also responded to the conference Disaster Response and Recovery Ministry request for assistance to provide cleaning buckets and hygiene kits for those affected by hurricane events.

**Community Building: The Church is to be a community of diverse believers, working and serving together for the transformation of the world.**

The Annual Multicultural Event promoting diversity and unity was held at Locust Bluff UMC. The event featured ethnic cultures, tasty food, and artifacts from
Communities of Transformation hosted Pancakes with Pastors. Local pastors served pancakes and Community of Transformation volunteers and participants served as greeters and assisted. The churches and volunteers who work through Communities of Transformation to help individuals order their lives continues to make a profound difference.

Capitol Heights UMC initiated a Community Lunch to share the love of Christ to all who come.

Festival on the Corner was held at Perry Hill UMC this community event featured music, fellowship, food & fun. This event was sponsored by Perry Hill UMC, St. Luke UMC, Locust Bluff UMC, The Source and Capitol Heights UMC.

“Confronting Racism” with Bishop David Graves, featured Deaconess Clara Ester sharing her personal experiences with the late Reverend Dr. Martin Luther King, Jr. to the present. This event was very informative and well attended.

Also, a Race Relations six-weeks session based on the book Fear of the Other: No Fear in Love by Rev. William H. Willimon was held at Montgomery FUMC. The sessions were engaging and thought provocative. I encourage everyone to read this book and engage in dialogue.

May we be emboldened to recover the mission and the spirit Jesus left us. I encourage you to recall Philippians 4:6-7 “6. Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. 7. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus.”

Respectfully submitted,
Cathy Givan, District Lay Leader
District Superintendent Allen Newton
Website: http://www.montgomeryprattville.org
Leadership Team Reports

Board of Higher Education and Campus Ministry

Our seven Wesley Foundations continue to be the United Methodist Church presence on the campuses of Auburn University, Troy University, University of West Alabama, Alabama State University, University of South Alabama, Tuskegee University and the University West Florida/Pensacola State. This year the USA Wesley Foundation received a new Campus Minister, Clay Smith. UWA Wesley Foundation also received a new Campus Minister, Rev. Alan Broome. We rejoice in all the ways God is moving through these ministries. There have been baptisms, professions of faith and countless acts of mission and service.

As we continue our work, the BHECM has set new priorities for the coming year. We are putting in place new measures to help our Campus Ministries be more accountable. We are also stressing the need for our Campus Ministries to be diverse in their funding measures. We are also emphasizing the need for a clear path of Discipleship that fits their unique contexts. It is important to reach new students, develop their faith, put them in places of leadership and then to send them out in mission and ministry.

Thank you for your continued support of our Campus Ministries. They are an important part of our conference and the place where many students hear and strengthen their calling to full time ministry in the United Methodist Church.

Respectfully submitted,
Rev. Jenni Hendrix, Chair
Board of Higher Education and Campus Ministry

Birmingham-Southern College
2018 Annual Conference Chaplain Report

Year 2017 was a year of transition for Religious Life at Birmingham-Southern College. Our office assistant of seven years moved to a new job, and our beloved Laura Sisson retired after 22 years of service to the college. At the end of June 2017, we welcomed Kathryn Davis as our new office assistant. In August 2017, Quinten Lochmann joined our office as the new associate director of Religious Life. Similar to Laura’s role, Quinten works primarily with our United Methodist churches and students, focusing on the distribution and management of the various United Methodist scholarships. Kathryn and Quinten have already been hard at work and have created an online application form for United Methodist scholarships at BSC! In addition, Quinten has moved into the role of BSC Wesley Fellowship director. I previously served in that role, but instead now direct the Pre-Ministry Covenant Group which consists of about a dozen students each year who meet weekly to participate in conversations, study, and prayer meant to help
them in their ministry discernment process.

We are currently working on a few new initiatives to expand our current programming including partnering with local UM congregations to host a retreat each semester for Wesley Fellowship students, and developing new means of funding Wesley Fellowship and the Pre-Ministry Covenant Group. Wesley Fellowship now requires sustaining funding as well as resources to host special learning, retreat, and service events. The Pre-Ministry Covenant Group also now requires funding for existing learning activities. We are seeking to provide our pre-elder track students with the opportunity to attend General Conference so they are more connected with and aware of the circumstances and the processes of the world-wide UMC.

As always, I am thankful for the opportunity to serve the UMC and Birmingham-Southern College; and our staff team greatly appreciates all the churches and individuals who support our ministry with their prayers, presence, gifts, service, and witness.

**Enrollment:** After welcoming 375 new students in the fall of 2017 that included 349 first-years and 26 transfers, Birmingham-Southern College expects to grow enrollment with the tuition reset announced in the fall of 2017 (effective for class entering Fall 2018). Read more about the tuition reset at https://www.bsc.edu/lowertuition/index.html. This past year admissions personnel visited more than 715 high schools and attended more than 450 college fairs during recruitment travel.

Reaction to the Tuition Reset has been overwhelmingly positive. Recruiters report that reactions from prospective parents and students have been very positive and we are seeing an impact with increases to both first-year and transfer applications. We have heard many references to “we had crossed you off our list because of price” or “now I can look at you.” Recapturing this audience was a primary focus of the tuition reset and recruiters saw significantly more student and parent traffic at college fairs and High School Visits.

The tuition reset is having its desired impact in attracting more student and family interest in BSC from across the state, and beyond. Early indications are positive with more applications and admitted students at the time of this writing. More information will be shared in the future once our enrollment is determined for next year, but the current trends are very exciting.

**Bridge to the Future Strategic Planning:** In addition to the reset, the College’s faculty and staff have engaged in some significant strategic visioning work for the future of BSC. Among ideas being explored are the creation of an innovative first-year seminar, which will both enhance new students’ ability to be successful at BSC and help connect them to the community in which they live and study. Changes in how faculty advises students and the deep integration of experiential learning experiences for all students, like internships and student research, are on
the horizon.

New programs and collaborations added during the current academic year include new academic majors in: Creative and Applied Computing, Architectural Studies and Academic Distinctions in Poverty Studies and Public Health Studies. Additionally partnerships with peer institutions, such as the dual-degree nursing program with UAB and a 3-3 law program with Cumberland School of Law and many articulation agreements developed with community colleges in the region have been added this year.

As always, you are invited to bring students to events and receptions on campus and in your area. Indeed, your continued support through participating directly in recruitment activities, reaching out to prospective students, or simply referring them to us is deeply appreciated. Feel free to contact me or the Admission office for event schedule or to meet the recruiter for your area.

Linda Flaherty-Goldsmith Rev. Julie B Holly Quinten Lochmann
President Chaplain Associate Director, Religious Life

Sara H. Newhouse David M. Eberhardt, Jr., Ed.D.
Vice President for Vice-President for Student Admission & Financial Planning Development

**Huntingdon College**

Creating a *Culture of Call* at Huntingdon College

Calling is a primary missional focus of Huntingdon College. As a College of the Church, Huntingdon seeks to integrate robust academic disciplines with deep connections to faith and service. The College asks of our students: “What are you called to do with your life?” Huntingdon students receive a broad-based liberal arts education preparing them for excellence in a wide variety of careers -- ministry, law, medicine, business, public service, non-profit management, teaching, coaching, criminal justice, the fine arts -- rooted in thoughtful, intentional study and conversation around vocation that begins with a foundational vocational discernment course taken by all students as a part of the core curriculum.

The emphasis on vocation at Huntingdon extends beyond the academic program to include Campus Ministries and the Huntingdon Leadership Academy (HLA). The Reverend Rhett Butler ‘13, Chaplain of the College, leads all aspects of Campus Ministries, including two weekly worship services, small groups, student mentoring, fellowship events, service projects and pastoral care. Every aspect of Campus Ministries is informed by the Chaplain’s desire to help young adults
The Huntingdon Leadership Academy (HLA) is a week-long summer camp experience for high school students wishing to discern their call to ministry or Christian leadership. Directed by the Reverend Macon Armistead ‘14, HLA’s chief focus is that of deepening students’ understanding of vocation -- what it means to be called. HLA is funded almost entirely by the Lilly Endowment, as a part of the Youth Theology Network through the Forum for Theological Exploration. The Huntingdon Leadership Academy also seeks to create bridge partnerships with local churches, so that a culture of calling can be created at the local level around the ministries specific and unique to a particular church. Students attend HLA for a week in the summer to explore their vocation and what it means to worship a God who calls. When they return to their churches, are those conversations continuing?

The Huntingdon Leadership Academy -- in partnership with the Huntingdon College administration, staff leadership of the Alabama - West Florida Conference, and the AWF Board of Ordained Ministry -- is implementing Culture of Call, a ministry to the churches of the Alabama - West Florida Conference and the North Alabama Conference. Culture of Call is an opportunity for local churches to join the holy work of nurturing and equipping young people called to ministry and Christian leadership. With joint funding from the Lilly Endowment, Huntingdon College, and the Alabama - West Florida Conference, HLA representatives participated in a January peer-learning retreat at First United Methodist Church, Lakeland, Florida. Activities included observing the widespread culture of call embedded in the life of FUMC Lakeland and engaging in discussions with FUMC Lakeland staff, Florida Annual Conference staff, Florida Southern College faculty and students, and ministers and laity from the Lakeland area. The Culture of Call Leadership Team includes Huntingdon College President, the Reverend J. Cameron West; FUMC Montgomery Associate Pastor, the Reverend Gillian Lisenby Walters ‘08; Aldersgate Montgomery Senior Pastor, the Reverend Dr. Brian Miller; AWF Conference Director of Leadership Strategies, Ms. Celeste Eubanks; AWF Conference Director of Connectional Ministries, the Reverend Ashley Davis; and HLA Director, the Reverend Macon Armistead ‘14.

During 2019, local churches in both the Alabama - West Florida Conference and the North Alabama Conference will be invited to a one day Culture of Call gathering on the Huntingdon College Campus. The mission of this event will be to connect with specifically identified local churches in both conferences to develop and grow a culture of calling within these faith communities. Facilitators at this day apart will foster ongoing relationships with each partner church through consultation visits and evaluation reports to provide for analysis and feedback on how each unique congregation may best finds its way in creating a culture of call, with a long range goal of creating a widespread network of
“Developing Principled Christian Leaders” is one of the four ministry priorities of the worldwide United Methodist Church. A principled Christian leader is a called Christian leader, whether lay or clergy. Huntingdon College, as a ministry of the United Methodist Church since its founding in 1854, is a place where creating a culture of call is not only a priority but is at the heart of what we do educationally. Huntingdon prepares young people for a life of leadership across its academic programs and in its new and groundbreaking ministries through Culture of Call. We ask of each student, “What are you called to do with your life?” We ask of each student, “Who are you called to be?” And we guide our students in an intentional process of exploring and answering those questions. Vocation is about being -- being called, being a disciple, being who God made each of us to be. Vocation is about community -- a community of faithful support, exploration, and authentic honesty. In building a community of vocation, in building a Culture of Call, Huntingdon is leading the way for our United Methodist Church.

The Reverend J. Cameron West  
President, Huntingdon College  
Montgomery, Alabama

Alabama State University Wesley Foundation  
Greetings Sisters and Brothers in Christ,

I am ecstatic about sharing the wonderful ministry opportunities that the student leaders of the Wesley Foundation at Alabama State University has participated in this year. As in the past, each year is unique and divinely designed, offering fresh opportunities to connect with others while spreading God’s love through sharing our faith, worship and gifts. This past year has been one of triumphs and great transitions; nevertheless, because of the wonderful contributions from members of this conference we were able to continue the mission of Jesus Christ on the campus of Alabama State University.

This year our student leaders decided to expand their reach in the community by providing additional ministry initiatives on and off campus. Reaching students through social action initiatives has elevated our students to take on the task of transforming the world around them. We are the salt of the earth, therefore, ASU students are called to season the earth with our “love in action” approach to ministry. Partnering with local non-profit organizations who are vested in addressing the social conditions of our student population has enhanced our ability to create effective programming for students who would have otherwise chosen alternative paths. Like Christ commanded his followers prior to his
ascension in the synoptic Gospel of Luke, we are not only witnesses of God’s wonderful works, we are also called to do greater work and pass it forward. The ASU Wesley had passed the love of God forward by mentoring residents and preparing meals for Brantwood Children’s Home, serving as volunteers for Capital Heights UMC’s afterschool program, hosting hygiene product drives for the homeless, participating in beautification projects for local Montgomery schools, and creating courageous campus discipleship initiatives.

The aforementioned tasks were not achieved alone. Because of the leadership of our ASU Wesley Board and the support and guidance of the late Dr. Vivian D. Shields, our former advisor, we were able to be the hands and feet of Jesus Christ while coping with her loss. For the past six years, I spent countless days in Dr. DeShields’ office listening to her explain how theological education, “is just as important as a formal college education. Campus ministry gives these children balance and offers them a place to feel safe when they are away from home”. Although we miss Dr. DeShields dearly, her legacy will live on through the Wesley Foundation and the Dr. DeShields Scholarship Fund. For this reason, I have hope in a beautiful feature of the Wesley Foundation at ASU and the work of radical transformation on the campus of Alabama State University.

Progressive Love,
Rev, Dr. Charity Starr Mitchell

Board of Directors

**Class of 2019**
Brittney Jones
Crystal Crump
Gladys Hawkins

**Class of 2020**
Cathy Washington, Vice President
Trisha Handley
Gloria Jean Williams, President

**Class of 2021**
Alma Collyer
Robert Clayton
Velissa Hawthorne
Dana Wallace
Terrell Hudson

**Class of 2022**
Elisabeth Dunkin Morgan
Francis Parker
Crystal Jackson, Treasurer
Shadreck Kagoro
Roslyn Cabble
Regina Hicks, Secretary
Willa Bing Harris

**Ex-Officio**
Bishop David Graves
Allen Newton
I am excited to share in the ministry of Christ via the Wesley Foundation at Tuskegee University. Serving as Campus Minister and Director of Tuskegee Wesley has been a great honor and privilege. I am in awe that God loves me enough to allow me to serve with such a dedicated Board of Directors and an enthusiastic group of young adults.
In the Fall of 2017, I was appointed as the new director of the Tuskegee Wesley Foundation. Upon my arrival I found a committed group of 15 students who met every Tuesday night for bible study and fellowship in the Tuskegee University Chapel. As of January 2019, the Wes has had an average attendance of 39 students at our weekly Tuesday night Bible Study. The Tuesday Night Bible study is our main ministry event, and while we are happy for the increase in numbers, our greatest joy has been watching the students grow spiritually. Through corporate worship and study, they have learned to embrace each other as family while sharing the love of Christ on the campus of Tuskegee University and abroad.

Through the Tuskegee Wesley Foundation, students this year have worked in the local food pantry, planned and planted a community garden, donated 300lbs of fresh garden produce to the Macon County food bank and Tuskegee University students, helped with the launch of the Tuskegee University Food pantry(Tiger’s Den), sponsored the education of a child in Uganda, supported the expansion of a telemedicine program in the Caribbean and sub-Saharan Africa, provided study bags for over 400 university students, participated in Operation Christmas Child, supplied over 65 United Methodist Committee on Relief (UMCOR) school supply kits to Bay Haven Charter Academy in the aftermath of hurricane Michael, and so much more. We have witnessed students move from doubt to faith, from knowing little scripture to sharing their faith, from no church participation to active participation, and from rejecting others to embracing them. We look forward with great anticipation to watching God continue to move through the lives of our students.

We thank the Alabama/West Florida Conference for your continued support, prayers and love.

Yours in Service,
Rev. Audrey Rodgers Director/Campus Minister
Tuskegee Wesley Foundation

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University of South Alabama Wesley Foundation

The Wesley Foundation continues to reach the students of the University of South Alabama and beyond. We strive for all students to experience purpose, meaning, and abundant life as authentic disciples of Christ. It is a privilege to be on the front lines shaping the next leaders of our church. Wesley is a place for students to learn, live out, and be changed by what it means to love God and love their neighbors. Students at Wesley Grow their faith in Christ, Connect with other students in Christian fellowship, and Serve their neighbors in response to the love of Christ.

Board of Directors:

USA Wesley has a great board of directors! Our board meets every other month and whenever necessary. Along with normal board responsibilities, the board is essential for our fundraising efforts every year. We are very thankful to both, the Mobile and Baypines Church and District Superintendents that support us and help us with these fundraisers! Our board continues to work hard to provide for our program and building needs. We are thankful for such great board members.

Officers:

Board Chair: Crystal Couch  
Vice Chair: Harold Williamson  
Treasurer: Cris Smith  
Secretary: Destiny Dunn  
Finance Chair: James Contratto  
Property Chair: Mikey Moresi  
Personnel Chair: Harold Williamson  
Nominations Chair: Judy Burnham

After the year of transition, Johnny Peters, has been replaced as the campus minister of the South Alabama Wesley Foundation. The new campus minister is Clay Smith. Clay is from Dothan, Alabama and attends Saraland UMC, in Mobile Alabama. Clay is married to Lauren Smith, who leads worship at Saraland UMC.
**Director:**

I am thankful to be a part of the Wesley Foundation at South Alabama. It is my deepest desire to see students be introduced to the gospel of Jesus Christ. I also have a deep passion for the discipleship that can, and hopefully will occur here at South Wesley under my leadership. I would like to say a deep thank you to: the Wesley Board, and those who were involved in the process of me being hired. It is an honor to serve with people who have such a deep passion for the gospel and college students!

Grace & Peace
Clay Smith
Director/ Campus Minister
University of South Alabama Wesley Foundation

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**University of West Alabama Wesley Foundation**

Dear Brothers and Sisters in Christ,

I am thankful to be serving our Lord Jesus, the students of The University of West Alabama through the ministries of the Wesley Foundation, and our sister churches of the Demopolis District as well as the two churches I pastor, Eutaw UMC and Salem UMC. Our college students are such an inspiration with their enthusiasm of the Lord, and God blesses me weekly with their desire for spiritual growth and their sweet smiles, laughter, and hunger to learn more.

We have celebrated God-inspired growth in the ministry this past year, and I began in my part-time role of Wesley Director last May. Churches have enthusiastically responded to feed the students weekly on Monday nights, and this partnership in the Great Commission to reach and disciple students for Christ is invaluable.

We Worship weekly on Monday evenings, and we have a core group of 25 students each week and average 35-40 including the special events and special night of outreach. We have hosted the ladies’ softball team, members of the men’s football team for special outreach and mission’s nights, the cheerleader team on campus, welcomed Rev. Chad Goss, former Alabama wide-receiver who spoke to the UWAS football team, ladies basketball team, and Wesley worship night in addition to partnering with churches locally to speak at the Greene Co. H.S.

Last Fall we partnered with FCA, The Fellowship of Christian Athletes, and brought in their regional director to speak at the Wesley, speak to the men’s Bible study group of the UWA football team at their “Men of Integrity” weekly Bible study time on Monday at 3:45-4:30. God opened this door of ministry as I was allowed to shepherd this group of men in their study of God’s Word. FCA donated $1,000 in free “True Competitor” devotional books for the athletes and
coaches that we distributed through the Wesley. Two of our college young ladies followed the Lord’s leadership and were inspired to start a new FCA chapter at the new charter school and through this partnership, they multiplied the ministry of the Wesley in our community.

In September, we sponsored the “See You at the Pole” prayer emphasis on campus, in addition to our Football outreach. We partnered with the Gideons through our church partnerships and distributed 200 Freshman welcome bags with snacks, gospel tracts, and “Life” Bibles incoming students. In October, we hosted a Fall Festival with over 75 attending for worship and fun on some huge inflatables the students enjoyed. Students decorated a trailer and vehicles to promote the Wesley in the Homecoming parade at UWA. Students led worship in many of our local churches, taught weekly youth classes in a local church, spoke and shared testimonies at mid-week and Sunday services, and have led Student-led Bible studies.

The Toy Drive at the end of the semester was a special night of missions and fellowship, and the Wesley got to serve 7 families and approximately 20 needy children who would not have Christmas presents. We had approximately 100 people attend and partnered with groups all over campus. Sororities made cookies, students decorated the Wesley, we sang Christmas carols together with the families, and played with the students and children who attended. Our students shared the love of Christ in a tangible way and gave gifts themselves to wrap up the Fall semester. From this partnership we also distributed clothes to some college students and young people in need with a food drive from a few local churches. This Summer we are planning a sports camp as an evangelistic and missions event for local children to share God’s love.

Discipleship and the teaching of God’s Word is a focus of our ministry. We studied several different topics this past year including the Lordship of Christ, having a heart for worship, resisting temptation, knowing and understanding God’s plan in our lives, communion and the sacrifice of Christ, dating relationships and following God’s plan, having a thankful heart, biblical friendships and their importance, the importance of obedience, and the authority of God’s Word.

Through your support and faithfulness, you have allowed us to follow the Lord in discipleship, missions, worship, fellowship, and outreach/evangelism, and we have seen students make life-long commitments to Christ this year.

Thank you! And, please keep us in your prayers this next year!

Gratefully,
Rev. Alan Broome
Pastor Eutaw UMC and Salem UMC
Director, UWA Wesley Foundation
University of West Florida/Pensacola State College Wesley Foundation

Highlights of the Year: 1. The best of every year is watching college students make decisions to stay close to God like the one we baptized in the Gulf. 2. We have a new Assistant Director named Katherine Kupar who is helping us take it to the next level. 3. Our mission trip to Texas to do hurricane relief was a great bonding and experience. 4. Helping local churches by having our band lead worship and helping youth groups.

Programming: We meet twice a week to make disciples through a time of worship and Biblical study at UWF. On Mondays we look at how scripture relates to us. On Thursday nights we discuss current topics that relate to college students and how that effects our faith. Mondays are at 5:30 with a dinner. Thursdays are at 8pm. At both events our Wesley band plays and then we have a discussion based study. We also meet for times of fellowship like cookouts, beach parties, and mission projects.

Why Campus Ministry is Important: We see our ministry as a way to keep young people connected to the church after graduating from high school. College can be a very pivotal time where students are far from home and making bid decisions about life. The Wesley Foundation is there to come along side and encourage them in their faith.

What You Can Do to Help: First pray for us. Invite us to your church to share about our ministry. Inform your graduating students to get involved in campus ministry. Please consider partnering with us through your financial support by missions donations, budget line items, the Advance Special, and your connectional giving. We want to stay connected to the local church so please invite our band to come worship with you and invite our students or campus minister to come speak at a service. We greatly appreciate your support.
Nominations Report: Officers: Matt Hull: Chair, Ryan Walsh: Vice Chair, Ashley English: Treasurer, David Morris: Secretary
Class of 2019: Hugo Garnier, Patrick McBride, Casey Malone, Matt Hull, Rick Branch
Class of 2020: Myron Smith, Patty Northup, David Morris, Pam Avery, Gail Baughman
Class of 2021: Sandra Thompson, Clint Jernigan, Jim Hurd, Beth Herndon, Brandon Pierce, Alethia Zambesi, Betsy Bowers, Karen Barnes
Class of 2022: Chris Bennet, Levi Gardner, Brandon Johnson, Jenn Lusher, Alan McBride, Frances Wilkinson

In God’s Love,
Rev. Stuart Worth, Campus Minister
UWF/PSC Wesley Foundation
Board of Laity

Your Board of Laity of the Alabama West Florida Conference of the United Methodist Church is dedicated to helping laity understand their individual and collective call of Laity in Ministry. – “The ministry of the laity flows from a commitment to Christ’s outreaching love. Lay members of The United Methodist Church are, by history and calling, active advocates of the gospel of Jesus Christ. Every layperson is called to carry out the Great Commission (Matthew 28:18-20); every layperson is called to be missional. The witness of the laity, their Christ-like examples of everyday living as well as the sharing of their own faith experiences of the gospel, is the primary evangelistic ministry through which all people will come to know Christ and The United Methodist Church will fulfill its mission.” ¶ 127 of the 2016 Book of Discipline.

Lay persons who are actively involved in ministry in their local church, community and beyond are the greatest asset of the church. We are on the front line for making disciples of Jesus Christ for the transformation of the world. We are instrumental in helping lay persons recognize their gifts and talents and hear their call into the ordained ministry of the clergy. We have an awesome responsibility!

One of the highlights for the Conference Board of Laity each year is the Laity Banquet at Annual Conference. In 2018, we were honored and blessed to have Mrs. Nancy Graves as our speaker. She gave a very open and honest talk about her life as the wife of a Bishop from their courtship, marriage and ministry. She shared a few funny secrets about our Bishop, proving that Bishops are human too! We are truly blessed to have Bishop and Mrs. Graves as part of our Alabama West Florida Conference family. Rev. Gina Bryan and friends were scheduled for our music entertainment. At the last minute, Rev. Bryan was hospitalized with a serious heart condition. She was concerned about letting us down, but her friends, including her husband, Robert, covered for her. The music was excellent, inspiring and uplifting. We are thankful to report that Rev. Bryan is recovered and in good health. We also want to thank so many of our clergy friends for their support this event, truly a partnership in ministry.

Your Conference Board of Laity is dedicated to leading and training laity in understanding the call into lay ministry. The Board met in May to continue our training in leadership skills. We hope to bring that training to all laity in our conference. We are looking at offering a retreat weekend and offering district trainings.

“Fear not, I have redeemed you; I have called you by name, you are mine.” Isaiah 43:1

This past year has been filled with uncertainty and strife. We have worked hard
to keep our focus on recognizing and celebrating the Ministry of the Laity. Many Lay persons answered the call of ministry in establishing work teams and relief efforts for the Hurricane Disaster Response and for the Disaster Response for the Wetumpka tornado recoveries. We will continue working in these areas until the job is finished and those who have been displaced are finally home. Thank you for your response! We hear of Lay led ministries for Celebrate Recovery, Communities of Transformation, after school tutoring programs, community meals to feed the hungry, caregivers retreats, ministry to those with disabilities, bicycle ministries, literacy ministries, ministries to provide children with school supplies and clothes, backpack ministries to provide weekend food for children, ministries to help with provide a prom experience that many wouldn’t be able to afford, the ministry of becoming foster parents, prayer shawl ministries, providing food, clothing and toys for Christmas, and the list is endless. These are but a few of the ways the laity of the Alabama West Florida Conference have answered call of The Ministry of the Laity and you have the heart felt thanks and appreciation of the Conference Board of Laity Members.

Beverly Maddox
AWF UMC Conference Lay Leader

**Lay Servant Ministries**

Lay Servant Ministries continues to play a vital role in our Conference. The program continues to be one of the most significant lay leadership programs available in the United Methodist connection. There are three categories of lay servants under Lay Servant Ministries: Certified Lay Servants, Certified Lay Speakers, and Certified Lay Ministers.

A Certified Lay Servant is a professing member of a local church or charge or a baptized participant of a recognized United Methodist collegiate ministry who desires to serve the church and who knows and is committed to Scripture and the doctrine, heritage, organization, and life of The United Methodist Church. This is a person who has received specific training to witness to the Christian faith through spoken communication, to lead within a church and community, and to provide caring ministry. The Certified Lay Servant must have approval of his/her Senior Minister before beginning the process and must take the Basic Course and one Advanced Course.

A Certified Lay Speaker is a Certified Lay Servant whose call has been affirmed by the Conference Committee on Lay Servant Ministries to serve the church in pulpit supply. In addition to the Basic Course, one must complete the following courses to become a Certified Lay Speaker: Leading Worship, Leading Prayer, Discovering Spiritual Gifts, Preaching, United Methodist Heritage, and United Methodist Polity.

A Certified Lay Minister is a Certified Lay Servant or Certified Lay Missioner
who is called and equipped to conduct public worship, care for the congregation, assist in program leadership, develop new and existing faith communities, preach the Word, lead small groups, or establish community outreach ministries as part of a ministry team with the supervision and support of a clergy person. Approval is granted through the Board of Ordained Ministry and assignment is made by the District Superintendent. A track of study is required to become a Certified Lay Minister. All three categories have annual renewal, education, and reporting requirements. We are especially appreciative to Rev. June Jernigan, Conference Director of Ministerial Services, for her work in coordinating the Certified Lay Minister program.

Training events are held throughout the year hosted by the different districts. Our Conference Committee has also approved our lay servants being allowed to take several of the advanced courses online through BeADisciple.com.

During 2018, we were asked to substitute for clergy 1,404 times. Our lay speakers spoke in 151 different churches. Our districts held 10 training events during the year. At the end of the year, we had 217 Certified Lay Servants, 179 Certified Lay Speakers, and 5 Certified Lay Ministers.

We are extremely grateful for the support of the clergy in the Conference and for the help and support of the District Superintendents. We give thanks for the overwhelming support given to us by Bishop David Graves. We are also very thankful for our Conference Committee on Lay Speaking Ministries. Our Committee consists of:
Conference Director – David Bowen

District Directors –
Baypines: Jennifer Robertson
Demopolis: Lynne Adams
Dothan: Carolyn Myers
Mariana/Panama City: Linda Hornsby
Mobile: John Sellers
Montgomery/Opelika: Mike Tatom
Montgomery/Prattville: vacant
Pensacola: Bruce Knecht

At-Large Members:
Beverly Maddox, Helen Edwards, Matt Langford, Edna Williams, Candace McKim, Judy Reiter, Mary Messer, Rev. Steve Kopp, Peggy Duck Branch, Pat Caylor, and Tom Crenshaw.

We are excited about Lay Servant Ministries in our Conference and we look
forward to growth in opportunities to serve in the year ahead. We give thanks for all of those who so faithfully serve in the Lay Servant Ministries program.

David Bowen
Conference Director of Lay Servant Ministries

United Methodist Women
PURPOSE:
United Methodist Women shall be a community of women whose Purpose is to know God and to experience freedom as whole persons through Jesus Christ; to develop a creative, supportive fellowship; and to expand concepts of mission through participation in the global ministries of the church.

United Methodist Women is the official women’s organization of The United Methodist Church. It’s membership is voluntary and open to all women committed to and engaged in mission who affirm the Purpose.

FUNDING:
In 2018, The Alabama-West Florida Conference United Methodist Women met and exceeded our $121,450 Pledge to Mission to the National organization and exercised good stewardship within our annual budget. Our mission dollars continue to journey throughout specific projects and help in establishing Methodist Women’s societies in other countries and also include help with hospitals, schools and assist with agriculture projects. Additionally, other funds and requested items were collected and distributed to specific conference and district agency destinations within our local church communities.

SPECIAL GATHERING:
The 150th Anniversary celebration at Assembly 2018 in Columbus, OH. motivated several of our members to rent a bus or travel the skies for thousands of miles to gather with other United Methodist Women from around the Nation and Worldwide for this weekend-long Fellowship. Many of the National Organization members prepared a place for relationship enrichment, Praise & Worship and we watched with special honor as two of our own Alabama-West Florida Sisterhood-Ms. Laurel Akin and Ms. Celeste Eubanks were consecrated as Deaconess.

Our first journey in the Districts for our Annual Day meeting began in the Baypines District at the Foley United Methodist Church. About 170 Alabama-West Florida United Methodist Women members, National President and Vice President and our Southeastern Jurisdiction President; Pastors and District Superintendents and the Bishop gathered as we began opening the doors for a message Hope in the heritage of United Methodist Women.
FOCUS:
Leadership Development, We continued to develop future leaders where the central mission of United Methodist Women present opportunities and development. We uniformly trained many leaders within the Districts and Local Units to some duties for organizing our vision - lead our own personal change in order to help transform the world.

Conference and District Executive Mission Teams, We continued our attentiveness to the scope of mission work for the United Methodist Women Purpose within the Local Unit (at the Church). We meet in person, the conference call and the world-wide web regularly to organize and administer the policies for the stewardship of funding our mission for women, children and youth.

Cooperative Mission u and district mission studies. We organized Mission u where we studied Embracing Wholeness, Missionary Conferences: Red Bird, Oklahoma and Alaska and What about our Money - A Faith Response?

Our study lessons of issues, social and geographical nature prepared attendees to lead or assist these same studies at their Local Unit, so that, we can be motivated, enriched and informed for our commitment to global ministries.

Reading Program: Our Reading Program is a study opportunity where a diverse range of books in categories of Education for mission, Nurturing for community, Social action, Spiritual growth and Leadership development are available to expose us to concepts of mission in advocacy and service. We continue the focus and special emphases on Climate justice, Maternal and Child Health, Criminalization of Communities of Color and Economic Inequality.

GOALS:
Connect with our current 3000-plus members at 146 Local Units to encourage direction and focus on the same vision of turning faith, hope and love into action on behalf of the agencies that assist women, children and youth in our communities and around the world. In the coming year our Love in Action focus will help us as we continue our journey to hold our annual meeting in the districts where we can encourage and invite ALL women in the church to come “listen and learn” about our United Methodist Women heritage and outreach work in missions.

2018 Report prepared by
Deborah S. Bell (Debbie), President 2019-2020
Alabama-West Florida United Methodist Women
Conference Board of Pension and Health Benefits
The Board of Pension and Health Benefits offers quality health-care, disability, pension, retirement, financial planning, long-term care and death benefit coverage to the clergy and churches of the Alabama-West Florida Conference.

With the continued uncertainty in the healthcare environment the Board continues to give careful attention to our resources as we look toward the future. Our greatest resource is confidence in God’s abundance and goodness.

Your Board of Pension and Health Benefits shall be prudent in long-term planning, and we shall be optimistic in our management of the Board’s important benefits programs. We are committed to the goal of sustainable churches, a sustainable Alabama-West Florida Annual Conference, and a sustainable United Methodist Church.

Report 1 – Health Insurance
The Board works hard to provide excellent health care coverage to our clergy and lay participants through a partially self-funded insurance plan, administered by Blue Cross Blue Shield of Alabama. Montgomery lay member Mike Horsley serves as chairperson of the Insurance Sub-Committee of the Board. The Board continues to provide for and support the Wellness Sub-Committee. The cost of this health insurance plan is covered by participant premium equivalents, church direct billing, and apportionments. While contributions to the Clergy Retired Benefit Stabilization Fund are presently suspended, it remains a part of our funding plan to guarantee the financial strength of our Health Insurance Plan and to help offset the unfunded liability for retiree benefits. The Board’s health insurance reserve investment fund market value as of December 31, 2018 was $6.5 million. The Board of Pension and Health Benefits also maintains an Operating Reserve Fund at the United Methodist Foundation with a balance of $500,000.

For the plan to remain viable and available to all, participation by eligible clergy must be mandatory. The only exemption being when the clergyperson can provide satisfactory evidence that he/she is covered by a spouse’s group plan or that he/she is covered by a military or government retirement health plan. To minimize health claims and stabilize premium equivalents, an additional requirement for remaining in the plan is the minimal participation in the Annual Conference Wellness Initiative. Plan participants must complete an annual Biometric Screening and Health Quotient. Participation in additional wellness activities offered by the Board is optional but highly encouraged. In 2016, the first year of this initiative, there were 308 participants who completed the Biometric Screening and Health Quotient. The number of clergy members who
Clergy who are 65 years of age or older, not in retirement status and serving under a 75% or full-time appointment will remain on the active insurance plan with premium equivalents being direct billed to the church. No premium reduction is applied. Spouses under age 65 of clergy not in retirement status and serving under a 75% or full-time appointment may remain on the active plan.

A surviving spouse who was on the active plan at the time of the pastor’s death may remain on the plan and receive a premium reduction of 2.9% per service year over five years. When the spouse reaches age 65 and is Medicare eligible, he or she will have access to the Medicare Supplement Plan and any appropriate premium reductions. Should the surviving spouse remarry coverage will no longer be available.

A divorced spouse and dependents of a pastor who were on the active plan at the time of the divorce may remain on the active plan but must pay the established premium equivalent for themselves and their dependents. Should the divorced spouse remarry coverage will no longer be available.

The Board of Pension and Health Benefits seeks to increase the insurance reserves each year in its efforts both to maintain fiscal strength and stability in our insurance program and to offset the unfunded liability associated with providing post-retirement medical benefits to current and future retirees. The board established a target of $4,671,909 for 2019. The 2020 target will be $3,930,859 and the Board will recalculate the target annually. The Conference unfunded liability for retiree health benefits was estimated in 2015 to be approximately $27,600,000. A recalculation of the Conference’s unfunded liability for retiree health benefits was estimated in 2017 to be approximately $24,300,000, a significant improvement accomplished by sound financial practices. The summary of the 2017 study results are included in Report 2. The full report is available upon request to the Board of Pension and Health Benefits office.

The Group Health Benefits Plan is not a form of entitlement. The Conference Board of Pension and Health Benefits reserve the right to amend the active and retired plan of benefits and the eligibility needed to qualify. With the approval of the Annual Conference the Conference Board of Pension and Health Benefits may eliminate either or both plans.

The Consolidated Omnibus Budget Reconciliation Act (COBRA) health benefit provisions amend the Employee Retirement Income Security Act, the Internal Revenue Code and the Public Health Service Act to require group health plans to provide a temporary continuation of group health coverage that otherwise might be terminated. The law generally applies to all group health plans.
maintained by private-sector employers with 20 or more employees, or by state or local governments. The law does not apply to plans sponsored by the Federal Government or by churches and certain church-related organizations. While providing COBRA coverage was optional in the past, the Board of Pension and Health Benefits believes that it is no longer necessary and not in keeping with our commitment to faithful stewardship of Annual Conference funds.

Conference health care coverage is available for lay employees of local churches, and the Conference Board of Pension and Health Benefits encourages every church with lay employees to consider adding this important benefit. For information on premiums and enrollment requirements, please contact the Conference Fiscal Office.

### 2018 HEALTH INSURANCE RECEIPTS AND EXPENDITURES

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<tr>
<th>Description</th>
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<td><strong>Receipts</strong></td>
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<td>Premiums</td>
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<td>Lay</td>
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<td><strong>Expenditures</strong></td>
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<td>Total Expenses</td>
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<td><strong>Net Available over Expenses</strong></td>
<td>$ 949,342.55</td>
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Report 2 – Report of Actuarial Valuation of Post-Retirement Medical Benefits of Employees and Retirees

In response to the direction of the 2000 General Conference, every two years the Alabama-West Florida Conference retains an outside consulting firm to calculate the liabilities associated with providing postretirement medical benefits to current and future retirees in accordance with the terms of its existing plans and contribution arrangement. The report in Exhibit 1 was prepared by PRM Consulting Group, based on conditions existing as of January 1, 2017.

The full report presents actuarial liabilities for the plan, as well as the applicable expense and liability amounts that would exist in the conference-reported plan financial information in accordance with the Standards issued by the Financial Accounting Standards Board (FASB) (ASC 715, and formerly FASB Statements 106, 132R and 158).

In addition, cash flow information is presented which projects the future claims and participant contributions for the current group of active and retired participants, along with the resulting employer costs. Cash flows, liabilities, and the net periodic post-retirement benefit costs have been calculated based on conditions existing as of the January 1, 2017 measurement date.

Please contact the Fiscal Office at 888-873-3127 if you would like to review the report. In this report (Number 2, Exhibit 1), we summarize the information provided through the valuation. Currently there is no formal funding plan established, although the Board of Pension and Health Benefits seeks to use any revenues over expenditures in the health insurance program to build up reserves and to underwrite this liability. We fund the annual retiree health costs through apportionments and individual monthly premium equivalents.

Exhibit 1 – Summary of Principal Plan Liabilities and Costs


<table>
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<tr>
<th>Description</th>
<th>Amount</th>
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<tr>
<td>Expected Postretirement Benefit Obligation (EPBO)</td>
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<td>Accumulated Postretirement Benefit Obligation (APBO), using Valuation Discount Rate</td>
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<td>Accumulated Postretirement Benefit Obligation (APBO), using 7% Discount Rate</td>
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<td>Value of Plan Assets Recognized under Accounting Standards</td>
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<td>Service Cost for 2017 fiscal year</td>
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<td>Net Periodic Postretirement Benefit Cost 2016 fiscal year</td>
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<td>Net Periodic Postretirement Benefit Cost 2017 fiscal year</td>
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<tr>
<td>Expected Net Employer Cash Flow for 2017 fiscal year</td>
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Report 3 - Post-Retirement Medical Benefits for Retirees

Purpose of the Plan: This is a retiree health plan designed to supplement the amounts Medicare pays for some hospital, medical, and surgical services. The Plan is not designed to cover all the expenses that Medicare does not pay. You must be eligible for Medicare and enrolled in Parts A and B of Medicare in order to receive any benefits under the Plan. Part D is recommended but not required to participate in the Plan. However, drug coverage is not included in the Plan. The Plan is self-insured by the Alabama-West Florida Conference of the United Methodist Church. This means that the Conference pays for all claims out of its own assets and does not buy an insurance policy to pay benefits under the Plan. Blue Cross is responsible for administering claims under the Plan; Blue Cross does not insure the benefits under the Plan.

Eligibility: Retirees

- All clergy who retire from active service in the Alabama West Florida Annual Conference and are eligible for Medicare have access to the plan for themselves and their Medicare eligible spouses if they meet the following conditions. The clergy member must have been actively serving in the conference and been participating in the Active Health Plan for five (5) years immediately prior to retiring. A clergy member who is eligible to enter the program but chooses not to enroll and remains outside of the program for twelve (12) months, will give up their eligibility in the MEDSUPP for themselves and their spouse.

- Upon reaching age 65 and being Medicare eligible, the spouse will go on the Medicare Supplement Plan at the full Medicare Supplement premium equivalent. Once the clergy participant enters retirement status, appropriate premium equivalent reductions will be applied for both the clergy and spouse as outlined below.
• Annual conference employees who are employed with the conference at the
time of their retirement and are at least age 65 at retirement have access to
the plan for themselves and their Medicare eligible spouses.

• Local church lay employees who have been continuously employed within
the Alabama-West Florida Conference for 20 years and are at least age
65, in retirement status, enrolled in the active insurance plan at least five
(5) consecutive years immediately prior to retirement, have access to the
plan for themselves and their Medicare eligible spouses. Premiums must
continue to be paid by the church on church check. A lay employee, who is
eligible to enter the program but chooses not to enroll and remains outside
of the program for twelve (12) months, will give up their eligibility in the
MEDSUPP for themselves and their spouse.

Premium Equivalent Reductions
• To be eligible for a premium equivalent reduction for themselves and their
spouses, clergy and annual conference lay employees must be enrolled in the
conference active insurance plan for at least five (5) years prior to retirement
and have five (5) or more years of service in the Alabama West Florida
Conference. Years of service for clergy are as recorded by Wespath Benefits
and Investments. Years of service for annual conference lay employees are
as recorded in their employment records. Retired local church lay employees
are not eligible for premium reductions.

• Participants retiring before July 1, 2017 will receive the premium reduction
for themselves and their Medicare eligible spouses that were in place for
them on July 1, 2017.

• Participants retiring after July 1, 2017 with 5 to 34 years of service will
receive a 2.9% premium reduction for each year of service for themselves
and their Medicare eligible spouses.

• Clergy members retiring after July 1, 2017 with 35 or more years of service
will receive a full premium reduction for themselves and their Medicare
eligible spouses.

• With respect to married individuals that are each clergy with appointments in
the Alabama West Florida Annual Conference, each such clergy must satisfy
Medicare and Plan eligibility requirements and premium reductions will be
applied to each such clergy and not because of their status as a spouse of a
clergy.
Premium Equivalent for Appointed Retired Clergy (under age 65)

Church’s Premium Payment:
Equal to the premium equivalent for the active plan established annually by the Conference Board of Pension and Health Benefits.

Premium Equivalent for Appointed Retired Clergy (age 65+)

Church’s Premium Payment:
Equal 80% of the premium equivalent for the Medicare Supplement Plan established annually by the Conference Board of Pension and Health Benefits.

Clergy’s Premium Payment:
Premium equivalent minus premium reduction.

Clergy Spouse:
Full Premium equivalent minus premium reduction.

Pastors Retiring Prior to Age 65:
Retired pastors who have not reached the age of eligibility for Medicare and have 30 or more years of service as recorded by Wespath Benefits and Investments may remain on the active plan with a premium reduction of 2.9% per service year. Their dependents may continue the active coverage by paying the full premium equivalent established by the Conference Board of Pension and Health Benefits. When the clergy member reaches the age 65, he or she will have access to the Medicare Supplement Plan and any appropriate premium reductions. When the spouse reaches the age 65, he or she will have access to the Medicare Supplement plan and any appropriate premium reductions as well. In the case of clergy couples without dependent coverage, individual clergy persons will be eligible in their own rights and premium reductions will be applied as individuals not as spouses of a clergy.

Pastors Retiring Under the Twenty-Year Rule:
Retired pastors who have not reached the age of eligibility for Medicare and have 20 or more years of service but less than 30 as recorded by Wespath Benefits and Investments can remain on the active plan but must pay the established premium equivalent for themselves and their dependents. When the clergy member reaches the age 65, if he or she remained on the active plan, he or she will have access to the Medicare Supplement Plan and any appropriate premium reductions. When the spouse reaches the age 65, he or she will have access to the Medicare Supplement plan and any appropriate premium reductions as well.

Pastors on Clergy Medical Leave:
Clergy on Clergy Medical Leave and receiving Comprehensive Protection Plan disability benefits must qualify for Social Security Disability, and elect Medicare,
on or before the end of their 24th month following the receipt of Comprehensive Protection Plan disability benefits.

Once qualified for Medicare, clergy on Social Security disability have access to the Medicare Supplement Plan and any appropriate premium reductions.

Clergy on Clergy Medical Leave and receiving Comprehensive Protection Plan disability benefits who are not eligible for or choose not to elect Medicare coverage, may continue active coverage by paying the full monthly premium equivalent.

**Retiree Benefit Stabilization Fund**

Contributions made by clergy to the Retiree Benefit Stabilization Fund (RBSF) remain in suspension. The RBSF will continue to be maintained for present and future use.

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**Report 4 – Pension**

The Reverend Amy Persons chairs the Pension sub-committee of the Conference Board of Pension and Health Benefits. The Board continues to be delighted by the fine work of Wespath Benefits and Investments. With assets exceeding $21 billion and over 91,000 active and retired participants, Wespath Benefits and Investments ranks in the top 100 pension plans in the country and is the largest faith-based not-for-profit financial service organization in the world. In addition, Wespath Benefits and Investments acts as a socially responsible investor and participates actively in shareholder advocacy, proxy voting, portfolio screening, and community investing. Wespath Benefits and Investments is the largest denominational investor in affordable housing programs for low and moderate-income families in the nation. To date, they have allocated nearly $1 billion to affordable housing and community development investments.

Many current and future retirees find that their pension benefit is derived from several different plans. While the number and variety of plans make calculating pension benefits confusing, the various plans offer a certain level of security due to the diverse ways in which retiree pensions are funded.

1. The Pre-1982 plan bases the pension payment for a retired person on the number of years served with pension credit prior to 1982 and the Past Service Rate (PSR). The Board of Pension set as its goal to offer a sustainable PSR increase in future years. In 2019, the PSR is set at seven hundred fifty-eight ($773) per service year for retired clergy and five hundred thirty dollars and fifty cents ($541) for surviving spouses. For 2020, the Board proposes 2% increase setting the PSR at seventy hundred eighty-eight ($788) per service year for retired clergy and five hundred fifty-two ($552) for surviving...
spouses. The Annual Conference adjusts the pension benefits of those living in Conference provided retirement homes by a reduction of $50.00 per month for clergy and $35.00 per month for surviving spouses.

2. The Ministerial Pension Plan (MPP) was the mandatory retirement plan for clergy serving from 1982 through 2006. Under this plan, the Conference Board of Pension contributed 12% of the Denominational Average Compensation (DAC) on behalf of each eligible clergy person under appointment. Benefits at retirement are based upon specific decisions made by the retiring participant.

3. By mandate of the 2004 General Conference, beginning in January 2007, Wespath Benefits and Investments replaced the MPP with the Clergy Retirement Security Program (CRSP), which has two components – a Core Defined Benefit Plan and a Core Defined Contribution Plan. The Core Defined Benefit Plan determines a pension benefit using the following formula by multiplying 1.25% of the Denominational Average Compensation (DAC) in the year of retirement by the number of years of credited service after 2006. The Core Defined Contribution Plan determines the pension benefit from the defined contribution of 3% of the participant’s plan compensation. Clergy appointed to less than full time service and Part Time Local Pastors at 75% are credited for service at seventy-five (75%). By mandate of the 2012 General Conference benefits under this plan stopped accruing on December 31, 2013. Participants will lose no earned benefit.

4. The 2012 General Conference modified the Clergy Retirement Security Program. The January 2014 plan retains the two components – a Core Defined Benefit Plan and a Core Defined Contribution Plan. The Core Defined Benefit Plan determines a pension benefit using the following formula by multiplying 1% of the Denominational Average Compensation (DAC) in the year of retirement by the number of years of credited service after 2013. The Core Defined Contribution (DC) Plan determines the pension benefit from the defined contribution of 2% of the participant’s plan compensation. In addition, the conference will match participant’s voluntary personal contributions to The United Methodist Personal Investment Plan (UMPIP) up to 1% of the participant’s plan compensation and deposit those matching funds into the participant’s CRSP DC account. Clergy appointed at not less than 75% of full-time service and Part Time Local Pastors appointed at not less than 75% are required to participate in the Clergy Retirement Security Program. Clergy appointed at less than 75% are not eligible to participate in CRSP, but may and are encouraged to, participate in the UMPIP.

5. The United Methodist Personal Investment Plan (UMPIP) is a voluntary
defined-contribution plan for personal contributions and rollovers made by clergy and lay employees.

When the recommendation of the Alabama West Florida Conference Commission on Equitable Compensation is approved and in cooperation with the cabinet, the Conference Board of Pension sets the following appointment salary service standards for 2020:

1. Elders, Provisional Members, Associates Members and Local Pastors at or greater than $38,000 will serve at 100% and are eligible for pension and health insurance benefits, unless appointed by the Bishop and the Cabinet to less than 75%.

2. Elders, Provisional Members, Associates Members and Local Pastors at or greater than $28,500 but less than $38,000 will serve at 75% and are eligible for pension and health insurance benefits, unless otherwise appointed by the Bishop and Cabinet to a lower percentage.

3. Elders, Provisional Members, Associates Members and Local Pastors at or greater than $19,000 but less than $28,500 will serve at 50%, unless otherwise appointed by the Bishop and Cabinet to a lower percentage and are not eligible to participate in CRSP or the health insurance plan.

4. Elders, Provisional Members, Associates Members and Local Pastors at or greater than $9,500 but less than $19,000 will serve at 25%, unless otherwise appointed by the Bishop and Cabinet to a lower percentage and are not eligible to participate in CRSP or the health insurance plan.

Retiring pastors may expect their pension benefits to come from multiple plans – Pre-1982 based on years of service with pension credit before January 1, 1982 and the PSR or the Defined Benefit Service Monies (DBSM) whichever provides the greater annuity payment, MPP based on defined contributions from 1982 through 2006, supplemented by PIP and UMPIP contributions, CRSP based on the number of service years between 2007 and 2013 and the DAC in the year of retirement and CRSP based on the number of service years after 2013. Because of the change in plans, it is important for participants to verify that the pre-2017 appointment information, including appointment percentages for less than full time appointments, listed in the Journal of the Alabama-West Florida Conference each year is correct. The Conference Board of Pension and Health Benefits will assume that the Journal information is correct unless a correction is submitted in writing and verified within the conference year in which the Journal is printed.

The Cumulative Pension and Benefit Fund served as a voluntary defined-contribution retirement plan through 2006, funded through employer
contributions made on behalf of deacons (prior to 2006), diaconal ministers, and lay employees of local churches. This fund is now part of the UMPIP plan.

Information from Wespath Benefits and Investments is available online at https://www.wespath.org

The Board of Pension and Health Benefits recommends that the apportionment line item for Conference Claimants Fund be set at $0 for 2020. Since pension liabilities are tied to the Conference Average Compensation, the market results of Wespath Benefits and Investments plan assets, and the change in actuarial mortality tables, future increases in the Conference Claimants Fund line item may track with these variables and Wespath Benefits and Investments actuarial projections.

We call attention to ¶ 622 of The Book of Discipline 2016 of The United Methodist Church relative to the requirement that the apportionment for the pension and benefit programs be paid in proportion to the payment of the pastor’s salary by the local church. The Discipline gives the church treasurer the primary responsibility for the application of proportional payment. If the church treasurer fails to do this, the pastor is then required to adjust his/her cash salary.

**Report 5 – Supplement One to the Clergy Retirement Security Program**

This Supplement One is applicable to the Alabama-West Florida Conference and is effective January 1, 2007. It replaces any previously executed Addendum A (or Attachment 1) and shall be in effect until amended by the Annual Conference in accordance with the provisions of the Clergy Retirement Security and the Comprehensive Protection Plan revised January 1, 2007.

CPP contribution base shall be the active participant’s plan contribution for a plan year not to exceed 200% of the Denominational Average Compensation.

The CPP contribution rate shall be 3% of the contribution base of each active participant. [CPP Section 4.01(a).]

The CPP church contribution shall be made monthly to the plan by the Annual Conference in accordance with the Plan Document. Such CPP church contributions shall be transferred monthly from the deposit account of the Alabama-West Florida Conference by Wespath Benefits and Investments to the Comprehensive Protection Plan. The Annual Conference shall maintain an amount in its deposit account sufficient to provide for the monthly transfer of the church contributions on behalf of its active participants. The Alabama-West Florida Annual Conference Board of Pension and Health Benefits is hereby
authorized, at its discretion, to arrange with Wespath Benefits and Investments for active participation in CPP by persons who are eligible under special rules but not automatically included as active participants. [CPP Section 3.03(a)]

All full and associate members appointed to Sabbatical Leave or to attend school shall continue to participate in CPP, provided the Conference makes the required contribution based on 3% of the plan compensation [Disciplinary Paragraph 351; CPP Section 3.02(a).]

The surviving spouse benefit will be 70% of the participant’s formula benefit.

Report 6 – Alabama West Florida Annual Conference Comprehensive Funding Plan for Plan Year 2017
The 2012 General Conference established a requirement for Annual Conferences to develop a comprehensive funding plan to identify both liabilities and resources. The Conference Board has developed and submitted the plan to Wespath Benefits and Investments. Printed below is the favorable opinion on Alabama-West Florida Conference 2019 Comprehensive Funding Plan. Printed below is the favorable opinion letter from Wespath. If you would like to see the complete plan once submitted, contact the Fiscal Office at 888-873-3127.

Report 7 – Claimants’ Memorial Fund
We recommend the continuation of the Claimants’ Memorial Fund. Funds being invested by this board with the interest will be used for the benefits of the conference claimants. Individuals and groups are invited to make voluntary
contributions in any amount as memorials to deceased ministers, members of minister families, or lay persons. Checks should be made payable to the Alabama-West Florida Conference and sent to the conference treasurer, Montgomery, with the name or names of the persons being memorialized. Families of those so memorialized will be notified that a memorial gift was received.

Report 8 – Special Appointment Pension Responsibilities

In keeping with ¶1506.3.a, and 4, of the 2016 Discipline, we recommend that those clergy appointed to extension ministries be approved for pension responsibility on this Annual Conference in the following full time appointments: the director of the Assembly Grounds, the director of the Mobile Inner City Mission, the director of each Wesley Foundation, the Chaplain at the United Methodist Children’s Home, the Director of the Pensacola Urban Ministry and the Pensacola Hispanic Ministry provided such appointments are made as members of this Annual Conference under ¶ 344.1a(1) and 346.1 of the 2016 Book of Discipline of the United Methodist Church. The district superintendents, clergy appointed to the Conference Connectional Ministry, Ministerial Services, and the Fiscal Offices are approved with pension responsibility on this Annual Conference.

We recommend that special appointments to the United Methodist colleges and universities and other general agencies shall be listed as with pension responsibility on the institution or agency.

We recommend that chaplains in the Armed Forces be listed with pension responsibility on the chaplaincy of the military service.

We recommend that clergy under appointment as approved evangelists, area appointments and other special ministries shall be listed with pension responsibility on this Annual Conference only upon payment to the Conference Claimants Fund an amount equal to 14% of the DAC as determined by Wespath Benefits and Investments.

By special arrangement those clergy or probationary members on Sabbatical leave or appointed to attend school may qualify for the Comprehensive Protection Plan.

We recommend that special appointments to non-Methodist institutions shall be listed without pension responsibility on this Annual Conference.

We recommend that all missionaries shall be listed with pension responsibility on the General Board of Global Ministries.
Report 9 – Depositories
We recommend that the official depository for pension funds shall be the same as that designated by the Conference for other Conference funds as well as Wespath Benefits and Investments.

Report 10 – Pensions for Lay Employees
We strongly endorse the UMPIP and the Lay Long-Term Disability Plan administered by Wespath Benefits and Investments for lay employees of United Methodist local churches and agencies. In keeping with paragraph 258.2g (12) of the 2016 United Methodist Book of Discipline, we recommend and urge our churches to use these plans provided by the General Church to provide pension equal to at least 3% of compensation and death and disability coverage for our lay persons who serve our churches.

Churches and agencies should contact Wespath Benefits and Investments, 1901 Chestnut Avenue, Glenview, IL 60025, (800) 851-2201 for information on becoming plan sponsors for the UMPIP for lay employees.

Report 11 – Full Time Service as a Requirement for Pension Credit Pre-1982
We call attention to the following provisions relative to full time service, rendered prior to January 1, 1982, as a normal condition for pension credit which appears in ¶ 1506.3 of the 2016 United Methodist Book of Discipline.

A. Full-time service of a ministerial member or a lay pastor shall be required as a normal condition for pension credit; provided, however, that such credit may be granted for part time service by a three-fourth vote of those present and voting in the Annual Conference, on recommendation of the conference Board of Pension and Health Benefits.

B. Full-time service shall mean that full time is devoted to the work of a pastor by one who has not attained the mandatory age of retirement for a Conference member, who is not attending school as a regular student, who is not substantially employed in non-pastoral work; and whose cash support per annum from all church sources is not less than the schedule of equitable compensation adopted by the Annual Conference for those in this person’s classification.

It should be noted that service of either a ministerial member or lay pastor is without pension credit if it is not full-time service as defined, except in cases of approved part-time service.
The Alabama – West Florida Conference (the “Conference”) adopts the following resolutions relating to rental/housing allowances for active, retired, or disabled clergypersons of the Conference:

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

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 active, retired, and disabled clergypersons are considered to be deferred compensation and are paid to active, retired, and disabled clergypersons in consideration of previous active service; and

WHEREAS, the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a rental/housing allowance for clergypersons who are or were members of this Conference and are eligible to receive such deferred compensation;

NOW, THEREFORE, BE IT RESOLVED:

THAT an amount equal to 100% of the pension or disability payments received from plans authorized under The Book of Discipline of The United Methodist Church (the “Discipline”), which includes all such payments from Wespath Benefits and Investments during the year 2020 by each active, retired, or disabled clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such clergyperson; and

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

NOTE: It should be noted that the above applies only to the clergyperson and not to the surviving spouse. 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 there under 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 actually 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. If you need further information concerning this exclusion, please contact your CPA or the Conference Fiscal Office.

Report 13 – Special Grants
The Conference Board of Pension recommends that the following monthly grant be made for the 2020 Conference year:

Oakley W. Melton, III $300.00

Report 14 – Homes for Claimants
The Board of Pension and Health Benefits owns 6 living units for persons who retired from the conference prior to 2003. Mr. Earl Edwards is chairperson of the Homes sub-committee of the board. No additional assignments of homes to retirees will take place, and homes are being sold as they are vacated. Home sales proceeds are placed in the Homes for Claimants account for homes operating expenses.

AUBURN
803 Cahaba Street            Sold

DOTHAN
913 Clearmont Drive            Sold
Report 15 – Policy for Claimants Home Occupants

Should an occupant of a claimant’s home choose to relocate from a claimant’s home the following policy will apply:

Documented moving expenses not to exceed $2,000 will be reimbursed.

A grant not to exceed $3000 will be given to offset documented closing costs for the purchase of a home or documented rental deposit for an apartment, town home or assisted living facility.

The moving expenses and grant will be available to clergy persons or a surviving spouse occupying a claimant home. It is not available to family members when the home is vacated as a result of the death of a clergy person or surviving spouse.

Report 16 – Need-based Housing Grants

By direction of the Annual Conference, the Board began selling vacant homes in 2003. Beginning in 2005, the Board began offering need-based housing grants for retiring clergy. To qualify an applicant must be:

A clergy person who retires with a minimum of 20 years full-time service with pension credit in the Alabama-West Florida Conference and is receiving his/her pension.

An un-remarried surviving spouse of an active clergy person with a minimum of ten (10) years full-time service in the Alabama-West Florida Conference. He/she must have been married to the qualified clergy person
during the years of qualifying service. Exceptions may be considered in the case of death prior to 10 years of service.

The surviving spouse of a retired clergy person who was married to that clergy person at the time of his/her retirement.

Clergy persons who are placed on Clergy Medical Leave by the Annual Conference.

APPLICATION PERIOD:
Clergy that retire June 1, 2003 or thereafter may apply for a grant any time subsequent to their retirement. Surviving spouses may apply within one year of the date of death of the clergy person. Clergy persons who are placed on Clergy Medical Leave by the Annual Conference may apply within one year of being placed on Clergy Medical Leave or they may apply subsequent to retirement, provided they retire on or after June 1, 2003.

To be considered for a grant, the applicant and spouse’s post-retirement earned income from all sources must be equal to or less than 1.25% of the denominational average compensation (DAC) in the year of application.

Applicants must submit a Board of Pension and Health Benefits Financial Statement, along with the most recent 1040 Income Tax Form including all schedules. Applicants must also complete an interview with a Grant Committee appointed by the Board of Pension.

Grants are intended to assist retiring clergy to obtain housing. The money granted to applicants should be used to aid with some form of housing such as down payments, closing costs, rental deposits, etc. Grants are awarded on a one-time basis up to $3,500, as set forth herein. Grants will be disbursed within 30 days after approval by the Grants Committee.

Grants are not guaranteed but will be awarded based upon the Grant Committee’s discretion considering financial need, circumstances, available grant funds and the totality of the overall circumstances.

Amendments
These guidelines maybe amended from time to time by simple majority of the Conference Board of Pension and Health Benefits.

Report 17 – Other Retirement Services
Wespath Benefits and Investments offers other outstanding services to active and retired clergy including Voluntary Supplemental Life Insurance through UNUM.
Active and Retired clergy (and participating UMPIP lay employees) have access to free financial planning services through EY (Ernst and Young). For more information on these services, please contact the Pension and Health Benefits office.

**Report 18 –Alabama-West Florida Conference Policy on Clergy Medical Leave and CPP Benefits**  
* (Approved June 2005)

**TERMS:**

Medical Leave: A conference relations status of a clergy member who is unable to perform his or her ministerial work because of a physical or emotional impairment, the conference may grant medical leave upon recommendation of the conference boards of ordained ministry and pension.

CPP Disability Benefits: Benefits paid by the Comprehensive Protection Plan to clergy persons who are determined by Wespath Benefits and Investments to be eligible for these benefits and are on medical leave.

Medical Leave is granted to clergy who are members of the annual conference who are unable to perform their ministerial work because of incapacity due to health matters and disabling conditions. It is not a status that is used to solve appointment problems.

**The 2016 Book of Discipline of the United Methodist Church References:**

¶356. *Medical Leave Due to Medical and Disabling Conditions that Prevent Performance of Ministerial Duties-*

1. When clergy who are members of an annual conference (¶369) are unable to perform their ministerial duties because of medical and disabling conditions, upon recommendations of the conference Board of Ordained Ministry and the conference board of pensions, and by a majority vote of the executive session of clergy members in full connection with the annual conference who are present and voting, they may be granted annual medical leave without losing their relationship to the annual conference; provided, however, that such leave may be granted or renewed upon reasonable and appropriate investigation of the case by the joint committee on clergy medical leave of the annual conference, or the party responsible for managing clergy medical leaves in accordance with the annual conference’s policies, which will report its findings to the conference Board of Ordained Ministry and the conference board of pensions. This relationship may be initiated by the clergy member or cabinet with or without the consent of the clergy member through the Board of Ordained Ministry. When medical leave is given without the clergy...
member’s consent, reasonable accommodation shall be offered whenever possible. When a clergy member is granted medical leave by the annual conference, if the medical evidence has not yet met the standards for the receipt of benefits as set forth in the Comprehensive Protection Plan, section 5.04, the conference board of pensions may authorize payment of the benefits in the amount that would otherwise be payable from the Comprehensive Protection Plan. The payments shall be made by Wespath Benefits and Investments as a charge to the annual conference granting the medical leave. If payments from the Comprehensive Protection Plan are subsequently approved, the annual conference will be reimbursed for benefits already paid, not to exceed the amount otherwise payable from the Comprehensive Protection Plan. Each medical leave granted by the annual conference shall be recorded in the conference minutes.

2. When clergy who are members of an annual conference are unable to perform their ministerial duties between sessions of the annual conference on account of medical conditions, with the approval of a majority of the district superintendents, after consultation with the executive committee of the conference Board of Ordained Ministry and the executive committee of the conference board of pensions, a medical leave may be granted by the bishop for the remainder of the conference year; provided, however, that such leave may be granted upon reasonable and appropriate investigation of the case including accommodation provisions by the joint committee on clergy medical leave of the annual conference, or the party responsible for managing clergy medical leaves in accordance with the annual conference’s policies, which will report its findings to the conference Board of Ordained Ministry and the conference board of pensions. When a clergy member is granted medical leave by the bishop, if the medical evidence has not yet met the standards for receipt of benefits as set forth in the Comprehensive Protection Plan, section 5.04, the conference board of pensions may authorize payment of the benefits in the amount that would otherwise be payable from the Comprehensive Protection Plan. The payments shall be made by Wespath Benefits and Investments as a charge to the annual conference granting the medical leave. If payments from the Comprehensive Protection Plan are subsequently approved, the annual conference will be reimbursed for benefits already paid, not to exceed the amount otherwise payable from the Comprehensive Protection Plan.

3. When clergy members on medical leave provide medical evidence that they have recovered sufficiently to resume ministerial duties, or are able to return through reasonable accommodation, in consultation with the appointive cabinet, upon recommendation of the joint committee on clergy medical leave or the conference relations committee, and with the approval of the executive committee of the conference Board of Ordained Ministry, they may receive an appointment from a bishop between sessions of the annual
conference, thereby terminating the medical leave. Such appointment shall be reported immediately by the cabinet to the conference board of pensions and to Wespath Benefits and Investments. Such termination of leave, together with the effective date, shall also be recorded in the minutes of the annual conference at its next regular session.

¶635.2(l): “Conference Board of Ordained Ministry
“The duties of the annual conference board of ordained ministry shall be...

k) To interview applicants and make recommendation concerning: (1) changes from the effective relation to a leave of absence or retirement; (2) return to the effective relation from other relations; (3) honorable location; (4) readmission of located persons and persons discontinued from probationary membership; (5) sabbatical leave; (6) medical leave; (7) appointment as a student; (8) termination; and (9) changes to or from less than full-time ministry.

“The board shall keep a record of these changes and the reason behind them and place a copy in the permanent records of the annual conference maintained by the secretary of the conference.”

¶652. Each annual conference shall establish a procedure by which it will manage clergy medical leave. The annual conference may establish a joint committee on clergy medical leave (JCCML). If the annual conference establishes such a committee, it should be composed of at least two representatives each from the Board of Ordained Ministry and the conference board of pensions, who may be elected by those boards at the beginning of each quadrennium and at other times when vacancies occur, and a district superintendent appointed from time to time by the bishop to represent the cabinet. The joint committee shall be encouraged to include in its composition a person with a disability, preferably someone under appointment. Unless and until other members are elected, the chairperson and registrar of the Board of Ordained Ministry and the chairperson and secretary of the conference board of pensions, or others designated by them, shall be authorized to represent their respective boards. The committee shall organize at the beginning of each quadrennium by the election of a chairperson and a secretary. If the annual conference does not establish a joint committee, the annual conference’s established policy and process for managing clergy medical leave nonetheless should involve the Board of Ordained Ministry, the conference board of pension and representation from the cabinet.

The duties of the annual conference, with respect to clergy medical leave, or the joint committee on clergy medical leave, or its equivalent, shall be:
a) To study issues related to clergy medical leave in the annual conference.
b) To provide for a continuing personal ministry to any clergy on medical leave of the conference and to aid them in maintaining fellowship with the members of the conference.
c) To provide advice and support to and, where appropriate advocacy for, clergy on medical leave in (i) applying for and securing disability benefits from the Comprehensive Protection Plan and government programs, (ii) exploring possible sources of interim financial assistance before disability benefits can be obtained, (iii) establishing rehabilitation and return-to-service programs, and (iv) assessing the need for and providing reasonable accommodations.
d) To make recommendations to the Board of Ordained Ministry, the conference board of pension, and the cabinet on matters related to clergy medical leave, including steps for the prevention of the need for medical leave, the process of granting medical leave, benefits, grants or other assistance, and programs of rehabilitation.
e) To cooperate with and give assistance to Wespath Benefits and Investments in its administration of the Clergy Retirement Security Program, the Comprehensive Protection Plan and other benefit plans for clergy on medical leave, and to the extent applicable assist with the disability benefits and other benefits provided under those plans.

Going on Medical Leave

1. When an eligible clergyperson requests CPP Benefits:
2. Application is requested from Conference Pension and Benefits Officer or Wespath Benefits and Investments.
3. Application is completed:
   a. Form A, Applicant Information for Long-Term Disability Benefits is completed, signed by the applicant, and mailed to Wespath Benefits and Investments.
   b. Form C, Clergy Disability Benefits Application is completed and signed by the applicant including the Authorization to Release Information page to Wespath Benefits and Investments and mailed to the District Superintendent
4. The District Superintendent signs Form C, acknowledging that the individual is applying for disability benefits and mails it to the Conference Pension and Benefits Officer.
5. The Conference Benefits Officer signs Form C, acknowledging that the individual is applying for disability benefits.
6. The Conference Benefits Officer contacts by phone or email each member of the JCCML to alert them to the fact that the individual is applying for CPP Disability Benefits and signs Form C for the Chair of (JCCML) The Conference Pension and Benefits Officer mails Form C to Wespath Benefits
7. Form F. The District Superintendent must state, in writing, that the Bishop has or will grant the individual clergy medical leave. The District Superintendent must also indicate one of the following:
   a. The applicant will be granted clergy medical leave ONLY if disability benefits are approved from the CPP and if approved the date incapacity leave will begin,
   b. The applicant has been or will be granted medical leave and the conference deposit account should be charged for conference disability grant in the amount of:

   Greater of 70% of plan compensation or 40% of DAC (standard CPP benefit)

   Other (specify amount)
   c. The applicant has been or will be granted medical leave without benefits and the date medical leave will begin.

If the conference deposit account is to be charged with CPP benefits (option b), the conference Pension and Benefits officer will coordinate approval with the Executive Committee of the conference board of pension and health benefits.

Form F is signed by the Conference Pension and Benefits Officer and mailed to Wespath Benefits and Investments.

The Conference Pension and Benefits Officer will provide a copy of Form F to the board of ordained ministry Executive Secretary to ensure that the board of ordained ministry takes appropriate action. Because of HIPPA privacy regulations, it will be the standard position of the JCCML to recommend to the board of ordained ministry the status recommended by Liberty Mutual Insurance.

**Coming Off Medical Leave**
For participants with a date of disability prior to December 31, 2012; among the reasons a participant will no longer receive CPP disability benefits are the following:

1. If a participant becomes disabled on or prior to the date he/she attains age 60, and is receiving disability benefits in the Conference year in which he/she attains age 65, and the disability continues, then the benefits will terminate on June 30 following the person’s 65th birthday anniversary (if the final day of the regular session of such person’s conference falls in the month of May or June, or, otherwise, on the last day of the month in which the closing day of such Conference session occurs) Para 5.04 d. (7) CPP Plan Document.
2. If the participant becomes disabled after age 60, and the disability continues, then the benefits will terminate on the earlier to occur of (i) June 30 following the end of a five-year period from the date the disability was determined to have begun (if the final day of the regular session of such person’s Conference falls in Mayor June, or, otherwise, on the last day of the month following the end of such five-year period in which the closing day of such Conference session occurs); or (ii) June 30 following such person’s retirement date (if the final day of the regular session of such person’s Conference falls in Mayor June, or, otherwise, on the last day of the month in which the closing day of such Conference session occurs). Para 5.4 d. (8) CPP Plan Document.

3. If the individual provides medical evidence that they have recovered sufficiently to resume ministerial work or are able to return through reasonable accommodations, a request must be submitted to the Bishop and the Joint Committee on Clergy Medical Leave.

For participants with a date of disability January 1, 2013 or later;

<table>
<thead>
<tr>
<th>Age at CPP Disability Date</th>
<th>Benefit Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>62</td>
<td>60 Months</td>
</tr>
<tr>
<td>63</td>
<td>48 Months</td>
</tr>
<tr>
<td>64</td>
<td>42 Months</td>
</tr>
<tr>
<td>65</td>
<td>36 Months</td>
</tr>
<tr>
<td>66</td>
<td>30 Months</td>
</tr>
<tr>
<td>67</td>
<td>24 Months</td>
</tr>
<tr>
<td>68</td>
<td>18 Months</td>
</tr>
<tr>
<td>69</td>
<td>12 Months or until Age 72,</td>
</tr>
<tr>
<td></td>
<td>whichever occurs earlier</td>
</tr>
</tbody>
</table>

The JCCML, through the Conference Pension and Benefits Officer, may request a referral through the Disability Management Alternatives for the name of a physician available and competent to provide an Independent Medical Evaluation of the individual’s request. Because of HIPPA privacy regulations, the JCCML will request only a recommendation from the physician as to the individual’s ability to resume work and will follow the physician’s recommendation as to making a recommendation to the board of ordained ministry. Alternately, and at the discretion of the JCCML, the recommendation of Liberty Mutual regarding continuance of CPP Disability Benefits may form the recommendation of the JCCML to the board of ordained ministry.

Having received the recommendation from the JCCML, the Board of Ordained Ministry will conduct the interview required in ¶635.2 (k)
If an individual receives an appointment between sessions of annual conference, the cabinet must report the appointment immediately to the conference board of pension and Wespath Benefits and Investments. Such termination of medical leave, together with the effective date must also be recorded in the minutes of the annual conference at its next regular session.

**Part-Time Appointments**

If an individual seeks a part-time appointment in anticipation of coming off medical leave the following information is required:

1. The appointment cannot last longer than 12 months.
2. The written recommendation of the individual’s doctor. The operative word is recommendation. That is, the doctor believes that it is in the medical best interest of the individual to begin part-time service and is encouraging and cooperating with the return to part-time service.
3. The number of hours that the individual will work.
4. When the appointment will start
5. Will the person serve a church as the only pastor or will the individual serve as an associate of a church?

Approved: Board of Pension and Health Benefits - 01/12/2005  
Board of Ministry - 03/01/2005

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**Report 19 – Death Benefit Program**

Since January 1, 1995 the conference has participated in Wespath Benefits and Investments’ Basic Protection Plan, now Clergy Supplemental Life. Clergy Supplemental Life is an additional death benefit added to the regular death benefit provided by the Comprehensive Protection Plan (CPP) in which each full-time clergy, with a base compensation and housing equal to at least 25% of the Denominational Average Compensation (DAC).

**2019 Death Benefit for Active Participants**

<table>
<thead>
<tr>
<th>Description</th>
<th>Benefit Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Participant CPP death benefit</td>
<td>$50,000.00</td>
</tr>
<tr>
<td>Active Participant Clergy Supplemental Life death benefit (under age 70)</td>
<td>$25,000.00</td>
</tr>
<tr>
<td>Active Participant Clergy Supplemental Life death benefit (70 or older)</td>
<td>$16,250.00</td>
</tr>
</tbody>
</table>

**2019 Death Benefit for Retired Participants**

<table>
<thead>
<tr>
<th>Description</th>
<th>Benefit Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>For clergy who retired before January 1, 2013</td>
<td>30% of DAC in the year of death</td>
</tr>
<tr>
<td>For clergy who retired after January 1, 2013</td>
<td>$20,400.00</td>
</tr>
<tr>
<td>Retired Participant Clergy Supplemental</td>
<td></td>
</tr>
</tbody>
</table>
For additional information related to other death benefits go to the Alabama-West Florida website at www.awfumc.org.

Report 20 – Investment Policy

Approved by Board of Pension and Health Benefits 2-7-2018

A. Statement of Purpose
The purpose of the Investment Policy is to provide governance and oversight to investments of the Alabama - West Florida Annual Conference funds. The intent is to facilitate and not hinder conference agencies in the execution of their duties related to the management of their investment portfolios and in the use of their funds.

In recognition of their fiduciary responsibilities and the authority given by the 2016 Book of Discipline (¶613.5), the Board of Pension and Health Benefits (BOPHB) delineate the governance of the investment of the funds. This Investment Policy shall comply with the policies related to Conflict of Interest and Investment Management of Annual Conference Pension and Pension Related Funds under ¶1508 of the Book of Discipline (2016) and the Conflict of Interest Policy of the Alabama - West Florida Conference.

B. Delineation of Responsibilities
While the 2016 Book of Discipline (¶612.1) states the purpose of the Council on Finance and Administration shall be to develop, maintain, and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures, and management services for the annual conference, the BOPHB is granted authority to govern the investment of pension funds per ¶612.5a (4) of the 2016 Book of Discipline. Therefore, under this Investment Policy all operational policy decisions and implementation are delegated to the BOPHB for the following accounts: Deposit Account, Ministers Memorial Endowment fund and Pre-82-Funding Account (outside of the Plan), (the “Funds”).

The BOPHB shall at least once per year review the Investment Policy, the effectiveness of the Investment Committee, and the overall results of the investments, and will acknowledge in writing that they have done so.

The BOPHB shall retain responsibility for various functions related to the investments. These functions include, but are not limited to setting spending policies, assigning of members to the Investment Committee, and recommending changes and updates to the Investment Policy.
The BOPHB shall exercise fiduciary standard of care; the standard of care when making decisions is the Prudent Expert Standard, defined as:

“the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims.”

**Code of Federal Regulations (CFR) § 2550.404a-1 Investment duties.**

**C. Members of the Investment Committee**
The BOPHB Investment Committee shall be selected by the BOPHB. The Committee shall be composed of a minimum of 7 members. The chairperson and other officers shall be selected by the Committee from among its members. The members’ individual terms shall not exceed the Individuals’ term on BOPHB and shall be staggered to provide for continuity and experienced leadership. Committee members may include but are not limited to individuals from BOPHB, Conference Finance and Administration (CFA), the Board of Trustees (BOT), and the Conference Treasurer.

**D. Responsibilities of the Investment Committee**
To define and develop investment goals, and other operational guidelines;

To recommend to the BOPHB, the selection and discharge of the Investment Manager (s);

To monitor and evaluate the performance results and standard deviation of the Investment Manager (s) investment funds;

To provide a semi-annual written account of the investment results, accounting summary and any significant developments to BOPHB and the Conference Treasurer who serves as its staff;

To establish asset allocation parameters, risk tolerance and an investment strategy that apply to the individual Funds;

To require all portfolios be managed with the aim of maximizing funds available for mission in a manner consistent with the Funds’ objectives;

To establish expectations for investing in alignment with the Social Principles of The United Methodist Church;

To establish effective communication procedures between the Committee, the
BOPHB, the staff and the outside service providers;

To monitor and control investment expenses;

To delegate in writing the execution and administration of certain Committee responsibilities as appropriate to the Conference Treasurer who serves as its staff; the delegation of duties and responsibilities of the Conference Treasurer as contained in ¶619 of the Book of Discipline (2016);

To carry out any other duties required for the legal operation of the investments, including but not limited to hiring outside vendors to perform various services;

To report to the BOPHB any significant deviations from this policy for prior approval before they are implemented.

E. Investment Manager(s)

To achieve its investment objectives and to ensure alignment with United Methodist Policies and alignment with the Social Principles of The United Methodist Church, the Investment Manager of Annual Conference Funds, shall be Wespath Investment Management, a division of Wespath Benefits and Investments, (formerly the General Board of Pension and Health Benefits), a general agency of The United Methodist Church. The primary role of Wespath is to assist the Committee by providing investment management and custody services. The use of Wespath shall be affirmed each year by the BOPHB.

The investments within the funds shall be invested in accordance with the Investment Strategy Statement and Statement of Administrative Investment Policy of Wespath Benefits and Investments and Wespath Investment Management (https://www.Wespath.org/assets/1/7/investment_policy.pdf).

This document is considered an addendum to this policy. The Committee acknowledges that the Wespath document may be modified at any time by Wespath without specific consent of the Committee. The Committee will request annually, a red-lined copy of the Investment Strategy Statement and Statement of Administrative Investment Policy. The Committee’s contact person will determine whether any changes merit disclosure to the Committee.

F. Investment Performance Benchmarks

The investment performance of total portfolios and asset class components will be measured against the published benchmark for the respective investment funds, as well as, against commonly accepted performance benchmarks. Consideration shall be given to the extent which the investment results are consistent with the investment objectives and guidelines as set forth in this Investment Policy.
G. Risk Posture and Time Horizon

The Committee understands the long-term nature of the investable assets relative to each Fund’s objectives. It further understands, capital market returns will vary from year to year due to a variety of essentially unpredictable factors, including in general: changing market valuations and trends, the interplay of global economic cycles, changing monetary conditions, and the occurrence of geopolitical events, natural disasters and other exogenous forces. The Committee recognizes that risk must be assumed in the investment pool(s) in order to achieve a pool’s investment objective over an acceptable long-term time horizon of 10 to 20 years. The Committee will endeavor to invest in a manner that achieves a risk-adjusted rate of return appropriate for each of the investment Funds based on the target asset allocation directed by the Committee. In addition to the capital markets risks, the Committee also considers and seeks to effectively manage and control the following forms of risk:

- **Asset Protection Risk** is the risk of loss due to fraud, embezzlement or financial system failure, which is mitigated through strong internal controls and the use of licensed trust companies to custody investment assets. Through the Wespath Funds, assets are custodied with Bank of New York Mellon.

- **Purchasing Power Risk** is the risk of loss when the rate of return on investments does not keep up with rate of inflation. For mitigation, the Committee will understand and implement investment strategies that increase the probability of producing positive real rates of return over the accepted time horizon.

- **Liquidity Risk** is the risk of loss arising from situations that include not having enough cash and/or cash equivalents to meet the obligations of the Committee and where the sale, if possible, of illiquid assets will yield less than their fair value. To mitigate this risk, the Committee will use proper cash management planning and employ asset allocation strategies constructed with highly liquid capital market securities.

H. Responsibilities of Investment Manager(s)

The Investment Manager(s) shall provide the Conference Treasurer and the Investment Committee as necessary the following reports:

The portfolio’s complete holdings;

1. A review of the investment performance measured against the respective benchmarks;
2. A commentary on investment results in light of the current investment environment and the goals and guidelines;
3. A review of the key investment decisions and the rationale for the decisions;
4. A discussion of the Investment Manager(s) outlook and what specific decisions this outlook may indicate;
5. Any recommendations as to changes in goals and guidelines in light of material and sustained changes in the capital market; and any significant change in the Investment Manager’s outlook, ownership or key employees.

I. Socially Responsible Investment Guidelines

As an Annual Conference of The United Methodist Church, the Annual Conference is committed to the implementation of the socially responsible investment policies in the *Book of Discipline* (2016) (¶717);

“Sustainable and Socially Responsible Investments-
In the investment of money, it shall be the policy of The United Methodist Church that all general boards and agencies, including the General Board of Pension and Health Benefits, and all administrative agencies and institutions, including hospitals, homes, educational institutions, annual conferences, foundations, and local churches, make a conscious effort to invest in institutions, companies, corporations, or funds with policies and practices that are socially responsible, consistent with the goals outlined in the Social Principles. All United Methodist institutions shall endeavor to seek investments in institutions, companies, corporations, or funds that promote racial and gender justice, protect human rights, prevent the use of sweatshop or forced labor, avoid human suffering, and preserve the natural world, including mitigating the effects of climate change. In addition, United Methodist institutions shall endeavor to avoid investments in companies engaged in core business activities that are not aligned with the Social Principles through their direct or indirect involvement with the production of anti-personnel weapons and armaments (both nuclear and conventional weapons), alcoholic beverages or tobacco; or that are involved in privately operated correctional facilities, gambling, pornography or other forms of exploitative adult entertainment. The boards and agencies are to give careful consideration to environmental, social, and governance factors when making investment decisions and actively exercise their responsibility as owners of the companies in which they invest. This includes engaging with companies to create positive change and hold them accountable for their actions, while also considering exclusion if companies fail to act responsibly.”

Further, the Socially Responsible Investment Program stated in the *Investment Strategy Statement and Statement of Administrative Investment Policy* of Wespath
Benefits and Investments and Wespath Investment Management (https://www.Wespath.org/assets/1/7/investment_policy.pdf), as revised, is the authority for the Annual Conference’s Socially Responsible Investment Guidelines.

J. Target Asset Allocations and Rebalancing Guidelines
The purpose of allocating among asset classes is to ensure the proper level of diversification and standard deviation (risk) for each portfolio. The Committee recognizes that rebalancing is a critical element in controlling the long-term asset allocation of the Funds. The Committee also recognizes that asset allocation shifts may arise from cash flows and through different market fluctuations. Each investment Fund will be rebalanced quarterly during the months of March, June, September, and December using the Institutional Investor Portal rebalancing feature provided by Wespath to minimize deviations from the determined target allocations. The primary considerations in the asset allocation decisions and rebalancing process are:

1. Maintain inflation-adjusted purchasing power;
2. Grow the corpus of the funds to meet future obligations;
3. Achieve a minimum return in excess of inflation but with minimal annual fluctuations in the corpus; and,
4. Maintain the longevity of the assets and their distributions while taking into consideration that there may be no additional contributions.

K. Investment Guidelines, Asset Classes and Target Asset Allocations
The Committee shall require that Wespath follow all guidelines as established in the Investment Strategy Statement and Statement of Administrative Policy of Wespath Benefits and Investments and Wespath Investment Management (https://www.Wespath.org/assets/1/7/investment_policy.pdf). This policy guides the investment of the underlying investment funds. To achieve its investment objectives, the Investment Pool shall be allocated among one or more funds managed by Wespath. The purpose of allocating among investment funds is to seek a prudent level of diversification and to mitigate risk.

The following table defines each account’s allocation range and target allocation:

Allocation Guidelines for the Investment Accounts

1. Deposit Account

<table>
<thead>
<tr>
<th>Investment Fund</th>
<th>Allocation Range</th>
<th>Target Allocation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short - Term Fund (STIF)</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>
2. Deposit Account Reserves

<table>
<thead>
<tr>
<th>Investment Fund</th>
<th>Allocation Range</th>
<th>Target Allocation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short - Term Fund (STIF)</td>
<td>25% - 35%</td>
<td>30%</td>
</tr>
<tr>
<td>Fixed Income (FIF)</td>
<td>35% - 45%</td>
<td>40%</td>
</tr>
<tr>
<td>Ext - Term Fixed Income (ETFIF)</td>
<td>00% - 10%</td>
<td>5%</td>
</tr>
<tr>
<td>Multiple Asset (MAF)</td>
<td>10% - 20%</td>
<td>15%</td>
</tr>
<tr>
<td>US Equity (USEF)</td>
<td>05% - 15%</td>
<td>10%</td>
</tr>
</tbody>
</table>

A. Ministers Memorial Endowment Fund

<table>
<thead>
<tr>
<th>Fund</th>
<th>Allocation Range</th>
<th>Target Allocation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short - Term Fund (STIF)</td>
<td>10% - 20%</td>
<td>15%</td>
</tr>
<tr>
<td>Fixed Income (FIF)</td>
<td>25% - 35%</td>
<td>30%</td>
</tr>
<tr>
<td>Ext - Term Fixed Income (ETFIF)</td>
<td>0% - 10%</td>
<td>5%</td>
</tr>
<tr>
<td>Multiple Asset (MAF)</td>
<td>15% - 25%</td>
<td>20%</td>
</tr>
<tr>
<td>Equity Social Value Fund (ESVPF)</td>
<td>00% - 10%</td>
<td>5%</td>
</tr>
<tr>
<td>US Equity (USEF)</td>
<td>20% - 30%</td>
<td>25%</td>
</tr>
</tbody>
</table>

B. Pre-82 Funding Account

<table>
<thead>
<tr>
<th>Fund</th>
<th>Allocation Range</th>
<th>Target Allocation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multiple Asset (MAF)</td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>

L. Amendments and Revisions

Amendments or changes to this Investment Policy may be made by the BOPHB and incorporated directly into the policy as a revision and restatement or acknowledged and noted in an addendum until such time as the Investment Policy is revised and restated.

Report 21 – Articles of Incorporation

AMENDED AND RESTATED ARTICLES OF INCORPORATION OF BOARD OF PENSION AND HOMES FOR CLAIMANTS OF THE ALABAMA-WEST FLORIDA ANNUAL CONFERENCE OF THE METHODIST CHURCH

The Corporation was incorporated in Montgomery County, Alabama, on June 24, 1957, and its organizational charter is recorded in Corporation Book 35, Page 235, in the Office of the Judge of Probate of Montgomery County, Alabama. These Amended and Restated Articles of Incorporation were duly adopted by
the Corporation and approved by the Alabama-West Florida Conference of the United Methodist Church as required by the Articles of Incorporation of this Corporation. The Articles of Incorporation of the Corporation are hereby amended and re-stated as follows:

**ARTICLE ONE**

The name of the corporation is hereby amended to “**BOARD OF PENSION AND HEALTH BENEFITS OF THE ALABAMA-WEST FLORIDA CONFERENCE OF THE UNITED METHODIST CHURCH, INC.**”

**ARTICLE TWO**

The duration of the corporation shall be perpetual.

**ARTICLE THREE**

(A) The corporation is organized exclusively for charitable, religious, literary, educational, and scientific purposes within the meaning of Section 501(c)(3) of the United States Internal Revenue Code of 1986, as amended, 100% for the benefit of the Alabama-West Florida Conference of the United Methodist Church.

(B) The corporation shall be empowered to do and perform such acts as may be necessary or appropriate in carrying out the foregoing purposes of the corporation, including but not limited to pursuing activities to implement the pension and health benefit programs of the Alabama-West Florida Conference of the United Methodist Church and to exercise any of the powers granted to not for profit corporations by the Alabama Nonprofit Corporation Act consistent with the corporation’s status as an organization (i) exempt from Federal income tax under Section 501(a) and (c)(3) of the Internal Revenue Code of 1986, as amended, and (ii) to which contributions are deductible under Section 170(c)(2) of the Internal Revenue Code of 1986, as amended.

(C) No part of the net earnings of the corporation shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in these Articles. No substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax, under section 501(c)(3) of the United States Internal Revenue Code of 1986, as amended, or (b) by a corporation, contributions to which are deductible under section 170(c)(2) of the United States
This corporation is intended to be an organization which is described in Section 501(c)(3) of the said Internal Revenue Code and which is exempt from Federal income tax under Section 501(a) of the said Internal Revenue Code and which is not a “private foundation” within the meaning of Section 509(a). All terms and provisions of these Articles and all operations of the corporation shall be construed, applied and carried out in accordance with such intent. For purposes of these Articles:

1. “qualified organization” means an organization which is organized for charitable, religious, literary, educational, or scientific purposes and qualified as exempt from Federal income tax under Section 501(a) and (c)(3) of the said Internal Revenue Code; and

2. “qualified purposes” means those purposes under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, which are permitted of the corporation as a qualified organization which is not a private foundation under the said Internal Revenue Code;

3. Reference to any section of the United States Internal Revenue Code of 1986, as amended, includes the corresponding provision or provisions then in effect of any subsequent Federal tax laws.

ARTICLE FOUR

The Corporation shall oversee and manage the pension and health benefit programs of the Alabama-West Florida Conference of the United Methodist Church and shall be responsible for the implementation and funding of the pension and health benefits programs of the Alabama-West Florida Conference of the United Methodist Church, as the same shall exist from time to time. The Corporation shall have the authority to implement such pension and health benefit programs as the Board of Directors shall determine from time to time.

The Board shall also have the authority to acquire and dispose of real estate as the Board may determine from time to time. The Board shall have the authority to invest and reinvest any of its assets in support of its mission in accordance with the direction of the Board of Directors as the same may seem appropriate, from time to time. In addition, the Board may establish trust funds or other investments as the Board may deem appropriate, from time to time. The Corporation shall have the authority to perform any other business or activities delegated to it by the Alabama-West Florida Conference of the United Methodist Church. All actions of the Board shall be subject to the Book of Discipline of the United Methodist Church as the same may be established by the United Methodist Church. All funds held by the Corporation shall be held in trust for the benefit of the Alabama-West Florida Conference of the United Methodist Church.
ARTICLE FIVE
The corporation is to have no members and no capital stock.

ARTICLE SIX
(A) The location of the principal office of the corporation shall be 4719 Woodmere Boulevard, Montgomery, Alabama 36106.
(B) The address of the initial registered office of the corporation is 4719 Woodmere Boulevard, Montgomery, Alabama 36106 and the name of its initial registered agent at such address is Bishop David Graves, or the then presiding Bishop of the Alabama-West Florida Conference of the United Methodist Church, Inc.

ARTICLE SEVEN
The current members of the Board of Directors of the Corporation shall continue in office and shall serve such terms of office as may be determined by the Corporation from time to time, pursuant to its By-Laws; provided however that the Board shall be composed of one-third laymen, one-third laywomen, and one-third clergy. All members of the Board of Directors shall be residents of the area of the Alabama-West Florida Conference of the United Methodist Church and members of a United Methodist Church. The Board of Directors shall have the power to adopt By-Laws for the Corporation and amend the same from time to time.

ARTICLE EIGHT
These Articles of Incorporation may be amended by the vote of two-thirds of the Directors of the Corporation after written notice of the proposed Amendment being provided to the Directors not less than 10 days prior the meeting at which such Amendment is to be considered; Provided, however, that no Amendment to these Articles of Incorporation shall be effective unless such Amendment is approved in writing by the Presiding Bishop of the Alabama-West Florida Conference of the United Methodist Church prior to the submission of the Amendment to the Board of Directors for vote thereon.

ARTICLE NINE
Upon the dissolution of the corporation, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not disposed of shall be disposed of by a Court of Competent Jurisdiction of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such
IN WITNESS WHEREOF, the undersigned, Reverend R. Steven Reneau, Chairperson, has hereunto set his hand and seal this 6th day of February, 2019.

Rev. R. Steven Reneau

This completes the reports of the Board of Pension and Health Benefits for 2019.

Submitted by, The Reverend R. Steven Reneau
Chair, Board of Pension and Health Benefits
Conference Board of Trustees

Report 1- Fund Balances

The Board of Trustees of the Alabama-West Florida Annual Conference holds in trust all properties of the Annual Conference. The real properties held are the following: The Episcopal Residence: 3291 Lancaster Lane, Montgomery and the Annual Conference Office building at 4719 Woodmere Blvd, Montgomery. The Board is the Trustee for the following bequests (cost value as of December 31, 2018):

<table>
<thead>
<tr>
<th>FUND</th>
<th>COST VALUE</th>
<th>BENEFICIARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Norris Allen Fund</td>
<td>$216,908</td>
<td>Board of Ministry</td>
</tr>
<tr>
<td>Hattie B. Norred Fund</td>
<td>$104,074</td>
<td>Board of Trustees</td>
</tr>
<tr>
<td>C.B. Gilmore Fund</td>
<td>$183,473</td>
<td>Board of Trustees</td>
</tr>
<tr>
<td>Lowndesboro Trust</td>
<td>$8,024</td>
<td>Lowndesboro UMC</td>
</tr>
<tr>
<td>Mary Lloyd Reynolds</td>
<td>$107,314</td>
<td>Board of Missions</td>
</tr>
<tr>
<td>J.B. Skinner Estate</td>
<td>$1,044,082</td>
<td>Children’s Home</td>
</tr>
</tbody>
</table>

The Board of Trustees holds these funds in trust, with the revenues being used as directed by the donors.

We call attention to the resolution adopted by the Annual Conference of 1988, which designated the Alabama-West Florida United Methodist Foundation as the official depository for discretionary endowment funds owned by the Annual Conference and its related boards and agencies. Local churches are encouraged to use the Foundation for endowment funds in order to insure proper management and fiduciary accountability.

Report 2- Signature Authority

In keeping with ¶2515 of The 2016 Book of Discipline of the United Methodist Church, the President and any one of the following officers of the Board of Trustees may sign any required written instruments necessary to carry out the action authorized by the Annual Conference regarding the sale, transfer, lease or purchase of Annual Conference property: The Vice President or the Secretary.

Report 3- Designation of UMC Owned Property as Cultural, Historical, or Architectural Landmark

Paragraph 2512.7 of The 2016 Book of Discipline of The United Methodist Church directs that “the board [of trustees of the annual conference], after consultation with the conference commission on archives and history. . . shall develop a policy for an annual conference response, on behalf of any local church, church-related agency, or district or annual conference board of trustees located within the bounds of the annual conference, to any governmental effort to designate a property held in trust for the benefit of The United Methodist Church.
Governmental designation of church-owned real property as a cultural, historical, or architectural landmark severely infringes upon and restricts the rights of the church as a property owner and as a religious institution.

Governmental designation of church-owned real property can cause a reduction in the market value of the property.

Typically, the exterior facade of a building may not be altered without governmental permission.

Depending on governmental requirements, alterations of the interior may be forbidden without governmental permission.

Improvements (such as buildings) on the property are either forbidden to be demolished, or can be demolished only after extensive and expensive applications and hearings.

Sale of landmarked property, when it is no longer required for church purposes, becomes almost impossible; a buyer is not given the freedom to demolish the structures on the property or to use it as he/she sees fit. Such limitations would render church-owned property virtually unable to be sold in the future.

The church could be blocked from transforming the donations given in the past to establish real property for United Methodist use into new establishments for United Methodist Church use, a promise made to the donors at the time their donations were originally solicited.

In exchange for such limitations on the use of property, governmental bodies typically will compensate the property owner for such reduction in property value and limitations on development and use by allowing federal and state income tax credits against actual expenditures made for future rehabilitation work done to the property. Such income tax credits are worthless to a church, however, because a church does not pay income taxes.

Because of the restrictions and infringements upon the rights of the church as a property owner and religious institution, in general such governmental designations should be discouraged.

There may be, however, instances when allowing such a land-marking to take place is in the best interests of both the public and the church. Therefore, the following principles are established as the policy of the Alabama-West Florida
1. Any Board of Trustees which voluntarily wishes to cooperate with a governmental body in having that property landmarked which the Board of Trustees holds in trust for The United Methodist Church shall do the following:
   a. Comply with the provisions of ¶s 2515, 2539, 2540, 2541, and/or 2543 (as appropriate) of The 2106 Book of Discipline of the United Methodist Church, just as if such land-marking were a sale of the property.
   b. Obtain a majority vote of the Bishop and Cabinet, combined, approving such a voluntary land-marking of church-owned property.

2. On behalf of the Alabama-West Florida Annual Conference, the Annual Conference Board of Trustees, as the designated successor in interest to church-owned property held in trust for the United Methodist Church under ¶2549.3 of The 2016 Book of Discipline of the United Methodist Church, and as the designated agency “to intervene and take all necessary legal steps to safeguard and protect the interests and rights of the annual conference anywhere and in all matters relating to property and rights to property” of any of its agencies, organizations, or local churches under 2512.4, is directed to intervene, at the request of the superintendent of the district in which the affected property is located, to oppose any governmental effort to involuntarily designate any such property as a cultural, historical, or architectural landmark. This intervention may include engaging what legal or professional counsel is needed. Such intervention may include opposing such land-marking designation in any or all state or federal courts, if necessary and appropriate. The Annual Conference Board of Trustees may, at its discretion, undertake such intervention by financial assistance to the affected board of trustees. Such funding shall come first from any positive balance in the fund described below. Additional funding, if necessary, be requested from the Annual Conference Council on Finance and Administration.

3. The Annual Conference Committee on Finance and Administration shall establish an interest-on-investments account to be used, at the discretion of the Annual Conference Board of Trustees, to help defray the costs of opposing governmental efforts at involuntary land-marking of church-owned property as described above. Funds contributed to this fund may only be used for the designated purpose. Any use of these funds will be reported to the Annual Conference. Income generated from this account may be used by the Annual Conference Council on Finance and Administration (or its successor organization) for any purpose it shall designate. The Annual Conference Board of Trustees is directed to a) request monies from the apportioned
budget of the Annual Conference, as reasonably available, and b) solicit voluntary contributions, to put into the account to hold in reserve for the designated purpose.

**Report 4- General Trust Guidelines**

In the absence of specific guidelines regarding the investment and distribution of gifts to the Alabama-West Florida Conference Board of Trustees, the board establishes these guidelines in order to provide ongoing support of the ministries identified by the donor. The use of “Board of Trustees” in this document refers to the Board of Trustees of the Alabama-West Florida Conference of the United Methodist Church.

- The objective of the trust is to conserve principal as an ongoing source of funding.
- Any part of the principal may be withdrawn only in extreme and overwhelming circumstances, bordering on the financial survival of the entity designated by the donor and must be approved by the Board of Trustees.
- Fund management will be provided through the services of the Alabama-West Florida United Methodist Foundation.
- Up to 100% of the income may be utilized upon approval of the Board of Trustees. The Board shall use the “Corporate Law” definition of income, which generally defines income as earnings from all sources including interest, dividends, net rentals and capital appreciation.
- Realized capital gains will routinely be treated as an increase in principal value unless approved by the Board of Trustees for distribution as part of “income”.
- The use of a trust fund as collateral for a loan will be decided on a case by case basis by the Board of Trustees.
- Board of Trustees will determine the investment strategy for each fund and any changes in investment strategy will require approval of the Board.
- Any material change to the income distribution policy requires approval of the Board of Trustees.
- Board of Trustees encourages the use of the General Trust Guidelines for all additional gifts.

**Report 5- 15 Passenger Vans**

In an extraordinary action The National Highway Traffic Safety Administration (see [www.nhtsa.gov](http://www.nhtsa.gov)) issued a safety advisory for the fourth time in five years saying:

- 15 passenger vans are far more prone to rolling over than school buses, cars, or mini-vans.
- Occupants of 15 - passenger vans are less apt to wear seat belts.
- 15 - passenger vans are three times more likely to roll over when fully loaded than when they have fewer than 10 passengers.
Federal law does not let car dealers sell the vans for transporting people 18 years and younger.

_The South Carolina United Methodist Advocate_, dated May 2001 stated: _School buses average 0.2 deaths per 100 million miles. Vans average 1.2 deaths per 100 million miles._

The Alabama-West Florida Chancellor states, “I believe that the use of these vans should be strongly discouraged by the Conference. There have been studies which tend to show that 15-passenger vans can become unstable in emergency situations where the vans are fully loaded. While the vans have not been prohibited by the Department of Transportation, the use of fully loaded vans to transport passengers has been strongly questioned. There is evidence that a fully loaded 15-passenger van exceeds the design criteria for the suspension systems of the van. Under emergency braking or handling maneuvers, the van can become unstable and there have been several crashes involving fully loaded vans. Consequently, it is my opinion that the Conference should strongly discourage the use of 15-passenger vans for the transportation of people in our Conference. Although the Conference cannot prohibit the use of these vans, I believe we should strongly discourage the use of these vans due to the liability concerns and safety concerns.”

It is the recommendation of the Board of Trustees that churches not use or purchase 15 passenger vans to transport passengers and that before churches do so that they obtain competent legal advice and consult with their insurance company.

**Report 6- Parsonage Standards**

The Book of Discipline states, “Housing provisions shall comply with Annual Conference housing policy and parsonage standards.” In order to establish a housing policy and housing standard the Annual Conference recommends three options available for the local church. The Annual Conference does not put one option above the other. The options are co-equal, depending upon the local situation.

The Charge Conference shall review the recommendations of the Pastor-Parish Relations Committee regarding provision of adequate housing for the pastor(s) of a local Charge in consultation with the District Superintendent, the Charge shall choose one of these three options.

**OPTION ONE**

Housing Allowance: Any congregation considering a housing allowance shall consult with the District Superintendent to understand all the positive and negative aspects of housing allowances. Before implementing a housing
allowance, a congregation must obtain the District Superintendent’s permission. The congregation must present a tentative draft budget for the first two years and demonstrate the impact of the change on the overall fiscal health of the congregation. If the congregation decides to sell an existing parsonage, the church leadership shall follow the Discipline guidelines for selling the parsonage and using the proceeds of the sale.

Upon recommendation of the Pastor-Parish Relations Committee and the Board of Trustees with approval by the Finance Committee, the Charge Conference shall provide an annual housing allowance. The housing allowance shall not be considered as part of compensation or remuneration of the pastor(s).

OPTION TWO
Upon recommendation of the Pastor-Parish Relations Committee and the Board of Trustees with approval by the Finance Committee, the Charge Conference shall provide a parsonage that furnishes only major appliances, installed floor covering and window dressing.

OPTION THREE
Upon recommendation of the Pastor-Parish Relations Committee and the Board of Trustees with approval by the Finance Committee, the Charge Conference shall provide an adequately furnished parsonage, with quality furnishings, that complies with these standards:

REQUIRED MINIMUM STANDARDS
In addition to the Discipline requirements for parsonages the following is required for all parsonages, in the Alabama -West Florida Annual Conference.

- Electrical wiring that meets code and is sufficient to meet today’s needs for electricity.
- Climate control - both heating and air conditioning

Rooms:
- Living Room or Great Room
- Dining Room or eating area large enough for at least 8 people
- Kitchen
- 3 bedrooms
- 2 baths
- Indoor laundry area
- Shelter for 2 vehicles
- Secure storage area

Equipment:
Good quality, dependable appliances:
• Stove
• Microwave
• Dishwasher
• Refrigerator with freezer compartment
• Washer and dryer
• Hot water heater of at least 60 gallons
• Wired for basic cable or satellite dish service
• Maintained smoke alarms
• Current fire extinguishers for kitchen and other required areas
• Vacuum, if there are carpets

If no lawn service and pastor is expected to maintain lawn the following are minimum requirements:
• Gas mower
• Trimmer or weed eater

Furnishings:
• Quality window coverings in neutral colors that insure privacy
• Quality floor coverings in neutral colors that is durable and easy to maintain

Maintenance:
• Regular pest control inspection and treatment
• Annual termite inspection and treatment
• Landscaping and maintenance thereof should be representative of the neighborhood
• Regular schedule for painting both on the outside and inside of the house as needed. Any needed repairs should be done in a timely manner
• Annual carpet cleaning
• Regular maintenance and cleaning of chimneys if one exists

CARE OF THE PROPERTY
1. The pastor and family should care for the parsonage as good stewards for the Lord’s property, carefully avoiding undue wear and tear, but at the same time they should “be at home” in the parsonage, knowing that the home and furnishings are to be used with inevitable and expected depreciation.
2. The pastor and family are responsible for the repair or replacement of furnishings when, through negligent use of furnishings, breakage results, but ordinary wear and tear, such as is expected when a house is lived in, is the responsibility of the Board of Trustees/Parsonage Committee.
3. The church shall provide an adequate amount of insurance of the building, furnishings, and equipment and for public liability. The minimum amount of insurance carried on the parsonage should be equal to 80% of the replacement value of the building, furnishings, and equipment. All clergy families are responsible for insuring all of the family’s personal items.
4. There shall be a plan identifying repairs, replacements or additions that need to be made to the parsonage. All broken and worn-out furniture or equipment should be removed.

5. The Board of Trustees in consultation with the parsonage committee shall keep the parsonage and furnishing in good repair. They shall furnish the clergy family with a list of those church members who can do minor repairs and the names of repair companies with whom the church does business. A list of procedures to follow when repair work is needed should also be given to the clergy family.

6. Regular pest control inspection and treatment, annual termite inspection and annual carpet cleaning should be budgeted.

7. The pastor and spouse should be consulted in the selection of furnishings and equipment.

8. If the vacating parsonage family had pets they shall be responsible for having the house and yard treated for fleas and other parasites before moving. They shall also be responsible for having the carpeting and upholstery cleaned and must vacate the house early in order to allow for this process to occur.

9. Each pastoral charge should place an amount in the budget annually for normal maintenance and repairs to the building, furnishings, and equipment or the replacement of same if necessary.

Report 7- Policy Statement Concerning Sexual Misconduct by Clergy of the Alabama-West Florida Conference of the United Methodist Church, Inc.

The Alabama-West Florida Conference of the United Methodist Church, Inc. affirms The 2016 Book of Resolutions, Sexual Abuse Within the Ministerial Relationship and Sexual Harassment Within the Church, which states that sexual abuse within the ministerial relationship and sexual harassment within the church are incompatible with biblical teachings of hospitality, justice and healing. In accordance with The 2016 Book of Discipline ¶161(F), we affirm that all human beings, both male and female, are created in the image of God, and thus have been made equal in Christ. As the promise of Galatians 3:26-29 states, all are one in Christ. Therefore, this Conference of the United Methodist Church supports equity among all persons without regard to ethnicity, situation or gender.

Statement of Purpose

Clergy members of this conference are in a position of sacred trust, responsibility and power which affords the opportunity for unique relationships of grace and caring. Sexual misconduct by the clergy violates this trust and constitutes an abuse of the power and position of the clergy. It is the purpose of this policy to prohibit sexual abuse, sexual harassment and sexual misconduct by the clergy members of this conference in the performance of their responsibilities as ministers of the gospel. It is also the purpose of this policy to provide a method for reporting such misconduct and a procedure for resolution of complaints of misconduct involving clergy members of this Conference.
Theological Foundation
All persons are created by God. Scripture teaches that male and female are created in the image of God, and are of equal value in Christ. Jesus was sent into the world that all persons may experience whole relationships with God and each other. We are called to live in a right relationship with God, with one another, and with ourselves. This calling to live in the fullness of our God-created humanity requires that we sustain a vital relationship to God so that we may maintain the dignity of all life, and treat each other with respect and dignity. The 2016 Book of Discipline states: “We affirm that sexuality is God’s good gift to all persons. We believe persons may be fully human only when that gift is acknowledged and affirmed by themselves, the church and society.”

Definitions
Sexual harassment is defined by The 2016 Book of Discipline, ¶161(J) as “any unwanted sexual comment, advance or demand, either verbal or physical, that is reasonably perceived by the recipient as demeaning, intimidating, or coercive. Sexual harassment must be understood as an exploitation of a power relationship rather than an exclusively sexual issue. Sexual harassment includes, but is not limited to, the creation of a hostile or abusive working environment resulting from discrimination on the basis of gender.” Sexual harassment may occur in any environment where the work of the church takes place. Sexual harassment also includes intimidating or coercive behavior that threatens or results in a tangible employment action.

Gender Harassment is behavior that is harassing in nature against a woman because she is a woman or against a man because he is a man.

Sexual abuse is conduct of a sexual nature that is in violation of the legal rights of others and/or conduct that is prohibit by law. Sexual abuse includes criminal sexual conduct or sexual contact by force, threat or intimidation that is in violation of the laws of the states of Alabama or Florida. As applicable to interactions with children or vulnerable persons, the term “sexual abuse” includes the subjection of a child or vulnerable person to any sexual act by any person responsible for their care in violation of the laws of the states of Alabama or Florida. To uphold the moral standards of the United Methodist Church as defined by The 2016 Book of Discipline, no person under the age of 18 nor any vulnerable adult may give consent to sexual acts.

Sexual abuse within the ministerial relationship occurs when a person within a ministerial role of leadership (pastor, educator, counselor, youth leader, or other person of leadership) engages in sexual contact or sexualized behavior with a congregant, parishioner, client, employee, student, staff member, co-worker or volunteer.
Sexual Misconduct is conduct which is a chargeable offense within the meaning of ¶2702 of The 2016 Book of Discipline. Sexual misconduct may also be an abuse of power through sexual contact or activity (not limited to sexual intercourse) which exploits the vulnerability of a parishioner, client, staff member, or volunteer, or conduct which causes or allows those persons to engage in sexual conduct with a person in a professional relationship (whether paid or unpaid) to this annual conference.

Sexual misconduct may also include any sexual contact or activity (not limited to sexual intercourse) between a person in a therapeutic or counseling role or relationship with a parishioner or client. In such instances, consent is not a defense. Such behavior is inappropriate and immoral.

Policy Statement
Sexual harassment, gender harassment, sexual abuse and misconduct of a sexual nature within the life of the Church interfere with its moral mission. The Alabama-West Florida Conference of the United Methodist Church prohibits and will not tolerate these behaviors, which are sinful, demeaning, abusive and wrong. This Conference commits itself to the fair and expedient investigation of any complaint of sexual and gender harassment, sexual abuse or misconduct of a sexual nature within the Conference and will take action deemed appropriate and in compliance with the Book of Discipline. Further, it shall be the policy of The Alabama-West Florida Conference of the United Methodist Church to create an environment of hospitality for all persons, male or female, which is free from this type of sinful conduct and which encourages respect, equality and kinship in Christ.

Procedure for Reporting Complaints
Some instances of harassment can be resolved informally by conversation between the parties or facilitated by mediation. In all other instances, conduct that is in violation of this policy must be reported immediately. Such a report may be made either to the Presiding Bishop of the Conference or any District Superintendent of this Conference. A report of such conduct may be reported to the Presiding Bishop at the Bishop’s office in Montgomery, Alabama or to the District Superintendent at any of the District Offices within the Conference. Upon receipt by a District Superintendent of a report of clergy misconduct of a sexual nature, the District Superintendent must immediately report such complaint to the Presiding Bishop.

Non-Retaliation for Reporting
The Alabama-West Florida Conference of the United Methodist Church will not retaliate against any person who brings forward a complaint or reports any conduct prohibited by this policy. All staff, leaders and volunteers are expected to immediately report any knowledge of harassment, abuse or misconduct
to any one of the persons listed above. Prompt and appropriate investigation and corrective action, where appropriate, will be taken, including discipline. Persons who make false accusations may also be disciplined in the event that the accusations have been proven false.

**Investigations**

All investigations and remedial measures shall take place according to the pertinent provisions of the *Book of Discipline*. Nothing contained in this policy shall be construed to in any way alter or enlarge on any requirement of the *Book of Discipline*. All complaints or reports of conduct that is in violation of this policy shall be promptly and thoroughly investigated in accordance with the *Book of Discipline*. All investigations shall be consistent with fair process as set forth in ¶\textsuperscript{2701} of the *2016 Book of Discipline* and the Decisions of The Judicial Council of the United Methodist Church.

**Confidentiality**

While The Alabama-West Florida Conference of the United Methodist Church cannot guarantee absolute confidentiality, it will make every reasonable effort to maintain confidentiality by disclosing information concerning the complaint or the investigation only on a “need to know” basis and as necessary to promote God’s call for justice, reconciliation and healing.

**Mandatory Reporting**

The Alabama-West Florida Conference of the United Methodist Church will comply with all applicable state or federal laws regarding the mandatory reporting of misconduct of a sexual nature committed by any clergy.

**Mediation and Reconciliation**

The Alabama-West Florida Conference of the United Methodist Church encourages resolution of disputes and conflicts by mediation and reconciliation. Where appropriate, the Conference encourages parties to utilize mediation in order to reach a just and equitable resolution of the matter, giving due consideration to the severity of the situation, the position of the parties and nature of the conduct involved. Where appropriate, the conference encourages the utilization of mediation agencies such as Just Peace, and appropriate support teams.

**Report 8- Safe Sanctuaries Policy and Minimum Standards**

**INTRODUCTION.** One mission of The Alabama-West Florida Annual Conference Board of Trustees is to support the work of the local church. At each meeting the members keep in front of them the question, “How will this action help the local church?” Our prayer is that the revised Safe Sanctuaries Policy and Minimum Standards will help the local church accomplish its ministries while ensuring the safety of our children, youth, and at-risk or vulnerable adults. We
encourage clergy and laity to read this policy and make it an essential part of the operations of your local church. If you have any questions you may contact any member of the Board of Trustees.

I. THEOLOGICAL BASIS. The theological basis of the Safe Sanctuaries Policy and Minimum Standards (SSPMS) is grounded in the following:

A. Children are important! Jesus said, “Whoever welcomes one such child in my name welcomes me . . .” (Mark 9.37, all Scripture references are from the New Revised Standard Version). We ought to offer hospitality and protect children. Jesus said, “If any of you put a stumbling block before one of these little ones who believe in me, it would be better for you if a great millstone were fastened around your neck and you were drowned in the depth of the sea.” (Matthew 18.6; Mark 9.42).

B. The Social Principles of The United Methodist Church state that “… children must be protected from economic, physical and sexual exploitation, and abuse.” Id, Paragraph (¶) 162C.

C. Members of the United Methodist Church regularly pledge commitment to demonstrating the love of Jesus Christ so that each person will be “… surrounded by steadfast love, … established in the faith, and confirmed and strengthened in the way that leads to life eternal” (Baptismal Covenant II, United Methodist Hymnal, p. 44).

D. Paragraph 2702 of the Book of Discipline of The United Methodist Church 2016 names child abuse, sexual abuse, sexual misconduct, and sexual harassment as chargeable offenses for both clergy and lay members.

II. DEFINITIONS. The following definitions shall be used in establishing, applying, and interpreting the SSPMS:

A. Abuse

1. Physical abuse occurs where a person intentionally causes bodily harm to a child, youth, or at-risk or vulnerable adult.

2. Emotional abuse occurs where a person speaks violently or cruelly to a child, youth, or at-risk or vulnerable adult, or otherwise exposes a child, youth, or at-risk or vulnerable adult to violence or emotional cruelty.

3. Neglect is abuse which occurs where a person endangers the health, safety, or welfare of a child, youth, or at-risk or vulnerable adult by failing to act in a reasonable manner.

4. Sexual abuse occurs where an adult or another older or more powerful youth has sexual contact with a child, youth, or at-risk or vulnerable adult.
B. Personnel

1. Governing body refers to the local church leadership approved and elected by the annual Charge Conference of the local church and in compliance with The Book of Discipline of The United Methodist Church 2016 (¶ 243, 244, and 247). Examples may include Church Council, Administrative Board, Board of Stewards, etc.

2. Authority figure is a person who is the primary leader of any youth, children, or at-risk or vulnerable adult activity and such person is required to be twenty-one (21) years of age or older.

3. Assistant is a person who gives help to and is directed by an authority figure in the course of any youth, children, or at-risk or vulnerable adult activity including, but not limited to, volunteers, interns, camp counselors, and Vacation Bible School workers. Such an assistant must be at least twelve (12) years of age. However, in order to count for satisfying requirements of the two adult rule (¶ II.C.1, below,) such assistant must be an adult as herein defined.

4. Adults are all persons who have attained the age of majority (19 years in Alabama and 18 years in Florida).

5. Floater is an adult who acts as an assistant to an authority figure to monitor covered activities or events (¶ II.C.2, below,) in order to comply with the two adult rule (¶ II.C.1, below,) when achieving such compliance by use of two non-related adults is unfeasible.

6. Children are all persons from infants through the fifth grade or sixth grade, as determined by each local church in order to conform with grade-level practices of its local area schools regarding classifications of elementary schools and middle or junior high schools.

7. Youth are all persons in the sixth-grade or seventh-grade through the twelfth-grade, as determined by each local church in order to conform with grade-level practices of its local area schools regarding classifications of middle or junior high schools and high schools.

8. At-risk or vulnerable adults are adults with physical, mental, and/or developmental impairment or disability.

C. Activities

1. Two adult rule is a core principle regarding the supervision required for covered activities and overnight events. This rule means that a minimum of two adults who are not related to each other should be utilized in all programming with children, youth, and at-risk or vulnerable adults. However, when unfeasible to staff at buildings and outdoor areas with two non-related adults, there should be at least an additional adult serving as a floater with visual and physical access to all areas where such programming occurs. Visual and physical access means either an open door or door with a window that provides a line of sight enabling the floater to see into a room or other building space and to see fully outdoor sites where covered activities or events take place.

2. Covered activities or events for purposes of this document include all church
programming for children, youth, and at-risk or vulnerable adults.

3. **Overnight events** are a type of **covered activity or event** which extends through the evening and which may include summer camps, retreats, mission trips, and lock-ins.
   a. **Room sharing limits** means that adults staying with young people during **overnight events** must be the same gender as the young people and that such adults must not be alone in a lodging room with a young person at any time and must not share a bed with a young person unless he/she is an immediate family member or guardian of such young person and of the same gender.
   b. **Immediate family member or guardian room sharing exception** means that an immediate family member or guardian of a young person who is chaperoning an **overnight event** is permitted to share a room and bed with his/her child no matter the gender as long as no other young people are sharing the room.

4. **Transportation**
   a. **Transportation** is a **covered activity** whenever such transportation is provided in a church-owned or leased vehicle (car, SUV, van, bus, etc.) or when a church staff member is the driver of or present in any vehicle used for such transportation. This provision shall not apply to multi-vehicle caravanning transportation. Two adults are not required to occupy each of the private vehicles in a caravan.
   b. Any such transportation provided for a church-sponsored or church-hosted program of day-care, pre-school, or after-school care that is licensed under the laws of Alabama or Florida shall abide by and conform with the respective state laws and regulations, if any, applicable to such a transportation function.

III. **POLICY STATEMENT.** In covenant with all United Methodist congregations and the Alabama-West Florida Annual Conference of the United Methodist Church, we endeavor as follows:

A. We shall strive to provide for physical safety and spiritual growth of all our children, youth, and at-risk or vulnerable adults.

B. We shall strive to demonstrate the love of Jesus Christ so that each person will be “. . . surrounded by steadfast love, . . . established in the faith, and confirmed and strengthened in the way that leads to life eternal” (*Baptismal Covenant II, The United Methodist Hymnal*, p. 44).

C. We shall strive to prevent physical, emotional, or sexual abuse of children, youth, and at-risk or vulnerable adults involved in any ministry sponsored by our Annual Conference or our local congregation.

D. We shall strive to provide and facilitate the use of reasonable care and effort in caring for the children, youth, and at-risk or vulnerable adults involved in any ministry sponsored by our Annual Conference or our local congregation.
E. We shall strive to minister to and act in the best interests of persons who are experiencing abuse or who have been victims of abuse in the past.

F. We shall strive to be aware of and comply with our legal responsibilities regarding the types of abuse addressed in this document.

G. We shall strive to screen all current and future staff, and all volunteers for every program that involves children, youth, and at-risk or vulnerable adults.

H. We shall strive to acknowledge, respond to, and investigate all questions or reports regarding alleged abuse.

I. We shall strive to adhere to biblical church discipline, particularly as recognized in ¶ 2702 of the *Book of Discipline* of The United Methodist Church 2016, which names child abuse, sexual abuse, sexual misconduct, and sexual harassment as chargeable offenses for clergy and lay members.

J. We shall commit to observe the Safe Sanctuaries Policy and Minimum Standards.

IV. STANDARDS: THEIR ADOPTION. Local churches within the Conference may adopt their own Safe Sanctuaries Policy and Minimum Standards, provided such standards equal or exceed in strength of protection for children, youth, and at-risk or vulnerable adults the minimum standards here stated. In the absence of such local church action, the minimum standards that shall be utilized in implementing and applying the Safe Sanctuaries Policy and Minimum Standards undertaken in the above-stated covenant with other United Methodist congregations and the Alabama-West Florida Annual Conference of The United Methodist Church shall be as follows:

A. RESPONSIBILITY FOR IMPLEMENTATION. Implementing the Safe Sanctuaries Policy & Minimum Standards (SSPMS) at a local church shall be the responsibility of the Pastor in Charge, the governing body, and a permanent Safe Sanctuaries Committee (SSC) organized in compliance with the local church’s governance process.

B. SAFE SANCTUARIES COMMITTEE. A Safe Sanctuaries Committee (SSC) shall have the responsibility for developing local church safe sanctuaries policies and minimum standards and procedures; communicating with and educating the congregation concerning those policies and procedures; recruiting, screening, and training paid staff and volunteers; conducting site inspections and making recommendations; retaining records; and regularly reviewing conference policies and procedures, applicable state laws, and the insurance policy provisions and insurer requirements. Such periodic training and education
on Safe Sanctuaries Policy and Minimum Standards and procedures provided by the Alabama-West Florida Conference shall be attended each quadrennium by the local church Pastor in Charge and SSC chairperson or other SSC designated member. Further, it is recommended that attendance at such conference-wide training include at a minimum designees from the local church who will be personally coordinating and conducting safe sanctuaries training for employees and staff within the local church.

C. **MEMBERSHIP OF SAFE SANCTUARIES COMMITTEE.** The membership of the Safe Sanctuaries Committee (SSC), in addition to its chairperson, shall include, but not be limited to, the Pastor in Charge, Governing Body chairperson, Lay Delegate to AWF Annual Conference, Lay Leader, Staff/Pastor-Parish Relations Committee chairperson, Board of Trustees chairperson, and may include, if such offices and positions exist, Youth Director, youth leadership team representative, Children’s Director, children’s leadership team representative, Day Care Director, After School Program Director, and one or two at-large lay members.

D. **ACCOUNTABILITY AND REPORTING.** The following accountability and reporting measures shall be developed and employed:

1. **Congregational Accountability.** The SSC shall report to the Governing Body of the local church congregation at least annually and at such other interim times as circumstances relating to its responsibilities may require. In addition, the SSC shall regularly inform the Governing Body and the congregation at large concerning its efforts to recruit volunteers. Also the Governing Body and congregation shall regularly be informed and reminded by the SSC of the Safe Sanctuaries Policy and Minimum Standards content, and the Standards, Qualifications, and Screening requirements under the SSPMS that are applicable to employment of paid staff and to granting permission for service by volunteer workers. The SSC shall periodically announce and publicize that a church member may at any time upon request to the Pastor in Charge or his/her designee review and/or obtain a personal written copy of the complete policy document.

2. **Infractions/Incidents Accountability.** Actions or conduct concerning any personnel and covered activities as defined in this SSPMS document that are observed by or otherwise brought to the attention of a person (paid staff member; volunteer worker; parent or other relative of a child, youth, or at-risk or vulnerable adult; church member, church visitor, or guest; etc.) which is reasonably believed to be an infraction or incident in violation of this SSPMS should be promptly reported to the Pastor in Charge and to the Safe Sanctuaries Committee chairperson, or in the absence of either or both to their designated staff church employee. Resources and instructions for reporting suspected infractions or incidents constituting abuse (whether of child, youth, at-risk or vulnerable adult) proscribed by this policy document should be conspicuously posted in and about the local church buildings and campus.
E. QUALIFICATIONS REQUIRED FOR SERVING CHILDREN, YOUTH, AND AT-RISK OR VULNERABLE ADULTS FOR VOLUNTEER PERSONNEL. The qualifications for volunteer service in a local church with duties and responsibilities that include serving children, youth, and at-risk or vulnerable adults shall be as follows:

1. Must have demonstrated an active relationship in the local church where service will occur for a minimum of three months prior to being permitted to serve as an authority figure.
2. Must be competent to work effectively in the served activity as an assistant in the judgment of the supervising staff member or supervising authority figure.

F. SCREENING AND BACKGROUND. The local church shall obtain background checks on all persons serving with children, youth, or at-risk or vulnerable adults. Such persons shall be subject to the following requirements and actions:

1. Complete an Application/Commitment form.
2. Be interviewed by the director of the ministry or program to be served.
3. Have experience and qualifications necessary for the staff position or volunteer service sought.
4. Attend training by the church or annual conference in maintaining the SSPMS; or in the event of an unforeseen circumstance requiring use of a substitute worker who has not had such training, that substitute worker must be briefed on the SSPMS by the director or other supervisor before beginning work.
5. Consent to initiate by the local church of the following background check(s):
   a. Multi-state criminal and sexual offender check based on social security number.
   b. Motor vehicle records check (for those who will be transporting children, youth, or at-risk or vulnerable adults). The Alabama-West Florida Annual Conference recommends background checks be run through the Trak-1 Company or other reputable screening company.
   c. Background checks will be valid for five years unless the individual has been absent for twelve (12) months or longer.
6. The process for conducting the above described background checks and for handling the results received shall include the following:
   a. Authority to initiate requests for criminal/sexual offender and motor vehicle background checks (see ¶ IV.F.6, above,) shall be limited to the Pastor in Charge or to his/her designated senior non-cleric staff employee.
   b. Upon receipt of background checks documents/data, whether favorable or unfavorable, its confidentiality shall be maintained. For such background check reports concerning a staff member, secure distribution will be made only to the Pastor in Charge, the SSC chairperson, and the Staff-Parrish Relations (Pastor-Parish Relations) Committee chairperson. For such background check reports concerning a volunteer, secure distribution will be made only to the Pastor in Charge and the SSC chairperson. For both categories of persons further actions shall be taken in accordance with provisions in Section G below.
G. UNFAVORABLE REPORTS
1. The individual who has been the subject of a background check, the results of which are unfavorable, shall be so informed in writing with a Notice of Unfavorable Background Check form (see Conference website for forms).
2. If an unfavorable report concerns a volunteer applicant, the Pastor in Charge and another church leader (laity or staff) chosen by the Pastor in Charge shall meet with the volunteer applicant to review and discuss the report.
3. If the unfavorable report concerns a staff applicant, the Pastor in Charge and Staff-Parish Committee chairperson shall meet with the staff applicant to review and discuss the report and shall thereafter take such personnel action as shall be deemed appropriate.
4. Review of unfavorable reports containing any history of criminal charges or convictions or of any reported non-criminal conduct nevertheless suggesting potential unfitness for employment or volunteer status may take into consideration the following factors:
   a. The nature and seriousness of the crime or conduct
   b. The relationship of the crime or conduct to the purpose and nature of the church job or program for which employment or volunteer status is sought
   c. The age of the person at the time of the commission of the crime or conduct
   d. The time elapsed since the person’s crime or conduct
5. Any background check reported charge, conviction, or conduct that deals with sexual abuse or child abuse shall bar the person from working as an employee or volunteer with children, youth, and/or at-risk or vulnerable adults.
6. Documentation of the employment or volunteer decision made shall be placed in the person’s application or employee personnel file.

H. RECORD RETENTION.
1. Records from the screening process including Application/Commitment interview forms and information from prior employment, references, and background checks shall be maintained in personnel and application files by individual name for each staff member/volunteer.
2. Both paper and electronic media records shall be kept safe and secure.

I. TRAINING STAFF AND VOLUNTEERS. The local church, within fourteen (14) days of employment or the beginning of volunteer service, shall provide training regarding safe sanctuaries policy, minimum standards, and procedures to such new workers who will work with children, youth and/or at-risk or vulnerable adults. Additionally, regularly occurring (at least annual) continuing education for safe sanctuaries training is required of all such workers (new and old). Attendance at all training programs shall be documented and retained in personnel files of the attendees. Upon completion of the training, attendees will sign an acknowledgement they have received the training and understand the SSPMS. The training should include, but is not limited to, the following:
1. The definitions and signs of child abuse and reporting of child abuse
2. The church’s policy and procedures on child abuse and the reasons for having them (i.e. two adult rule, sign-in and sign-out sheets, procedures to follow if an accident occurs, procedures to follow for reporting an alleged incident of child abuse, information on state child abuse laws)

3. The need to maintain a positive classroom environment, including appropriate discipline and age-level characteristics

4. Appropriate behavior for teachers and leaders of child, youth, and at-risk or vulnerable adult events

5. Definitions of appropriate interpersonal boundaries (ways of touching students, appropriate language, etc.)

6. All forms used by the church for application, background checks, reporting, and teacher files

V. REPORTING AND CHILD ABUSE INTERVENTION RESOURCES.

Child abuse reporting requirements and procedures for the states of Alabama and Florida and a list of child abuse intervention resources are provided below.

A. Reporting abuse or alleged abuse in Alabama. Alabama’s mandatory child abuse and neglect reporting law states that all school teachers and officials, social workers, day care workers or employees, mental health professionals, members of the clergy as defined in Rule 505 of the Alabama Rules of Evidence, or any other person called upon to render aid or medical assistance to any child, when the child is known or suspected to be a victim of child abuse or neglect, shall be required to report, or cause a report to be made of the same, orally, either by telephone or direct communication immediately, followed by a written report, to a duly constituted authority. When an initial report is made to a law enforcement official, the official subsequently shall inform the Department of Human Resources of the report so that the department can carry out its responsibility to provide protective services when deemed appropriate to the respective child or children.

B. Reporting abuse or alleged abuse in Florida. All cases of suspected abuse must be reported to the Florida Abuse Hotline. Initial reports should NOT be made to the county/local branch of the Florida Department of Children and Families. The Florida Abuse Hotline may be reached at 1-800-96-ABUSE. Reports may be faxed in; however, the preferred option for the Florida Department of Children and Families is for persons to call the Florida Abuse Hotline and talk to a Hotline counselor.

C. Child Abuse Intervention Resources. Below are child abuse intervention reporting resources and contacts for use by the local church.

1. National Child Abuse Hotline 1(800) 4-A-CHILD
2. Florida Child Abuse Hotline 1(800) 96-ABUSE
3. County Department of Human/Children Services
RESOLUTION ADOPTED BY THE ALABAMA - WEST FLORIDA BOARD OF TRUSTEES

WHEREAS, the 2016 Book of Discipline of The United Methodist Church provides that the Annual Conference shall have the authority to determine the manner in which proceeds from the sale of abandoned church assets may be distributed; and

WHEREAS, the Conference Trustees hereby recommend to the Annual Conference that it adopt certain policies and procedures pertaining to discontinued and abandoned church property, real, tangible, and intangible, including, but not limited to, church buildings and furnishings, parsonages and any other church-owned furnishings, cemeteries and records relating thereto, membership, baptismal, and other historic records, Christian and church insignia, and gifts held in trust, assets of any endowment foundations or invested funds; and

NOW THEREFORE, be it resolved and recommended by the Board of Trustees of the Alabama - West Florida Conference that the following policies and procedures be adopted during the next business session of the Annual Conference of the Alabama - West Florida Conference of The United Methodist Church:

Report 9 - Policies and Distribution of Proceeds from the Sale of Discontinued or Abandoned Local Churches and Their Assets

The Annual Conference of the Alabama - West Florida Conference of The United Methodist Church hereby establishes the following policies and procedures for the distribution of proceeds of discontinued or abandoned churches and their assets. In all instances regarding the disposition of the assets of a local church as a result of discontinuance or abandonment of a local church, the current United Methodist Book of Discipline shall be consulted and followed along with these policies and procedures, which are designed to provide for the orderly gathering and disposition of said assets:

A. Discontinued Churches
1. The district superintendent initiates the process for the assessment of a
local church’s potential following the steps prescribed in the current *Book of Discipline*.

2. Upon reaching the conclusion that a local church no longer serves the purpose for which it was organized, the district superintendent shall initiate the process by which the local church may be declared or may declare itself discontinued.

3. When remaining members are available, a charge or church conference will be held for the purpose of approving discontinuance.

4. If there is a cemetery cared for by the trustees of a local church, the local church trustees shall arrange for the incorporation of a Cemetery Association, either among themselves or including other interested persons in the community, and the cemetery shall be deeded to said Cemetery Association. In so doing:
   A. A separate survey of church and cemetery property will be required.
   B. The conveyance of the cemetery property must be approved by the church conference or charge conference prior to the conveyance.

5. Any action to discontinue a local church requires an affirmative vote of the presiding bishop and a majority of the district superintendents and the district board of church location and building.

6. When a local church is discontinued according to the above procedures, the district superintendent, relying upon his or her sole discretion in the best interest of the Conference and in compliance with applicable church and civil law, shall be responsible for, and is the legally authorized representative of the Conference for: a) transferring remaining members to other United Methodist Churches, b) obtaining the deed to the property and a legal opinion as to any reversion restrictions in the deed, c) determining which group or persons will be responsible for the upkeep of the building and maintaining insurance premiums, and d) making recommendations for the future use of the property to the Annual Conference. If no recommendation is made, it shall be deemed abandoned consistent with Paragraph 2549.2(b) of the 2016 *Book of Discipline*.

7. District Superintendents will present resolutions for the discontinuance of churches during the next business session of the Annual Conference.

B. Abandoned Churches

1. A local church that is already discontinued, may be further declared to be abandoned. The change in status from “discontinued” to “abandoned” may be made by local church/charge conference action, or at the recommendation of the district superintendent.

2. The following groups must approve the change in status: the presiding bishop and a majority of the district superintendents and members of the district board of church location and building. Upon approval of the change in status from discontinued to abandoned, the district superintendent will so notify the Conference Board of Trustees.

3. It is understood that this change in status means that the church and its assets are available for future sale or disposal by the Conference Board of Trustees.

4. The district superintendent or his/her designee and the Conference Board
of Trustees shall cooperatively care for the following details: a) appoint a committee to conduct an immediate inventory of all local church assets; b) prepare a final accounting of outstanding financial obligations of the local church, to include any monies owed to the Conference, including but not limited to, any accrued direct bill obligations and current year apportionments that have not been paid; c) consult and follow the most recent Checklist for the Discontinuance or Abandonment of Local Church Property prepared by the GCFA Legal Department, d) provide all building keys and security codes, if any, to the Conference Board of Trustees, e) remove sacred objects of special value, church insignia and symbols, f) secure the buildings and exercise control over access thereto, and g) secure any gift, legacy, devise, annuity or other benefit that becomes available to the Conference as a result of a church’s becoming abandoned.

C. Sale of Abandoned Churches

1. The Conference Board of Trustees and the district superintendents shall cooperate in the sale of abandoned churches.

The following steps must be followed:

(a) An independent appraisal be secured, the cost of which will be deducted from the sale proceeds.

(b) All listing agreements shall include the following wording: “The seller is required by The Book of Discipline of The United Methodist Church to give consideration to other denominations represented in the Commission on Pan-Methodist Cooperation and Union. The seller reserves the right to reject offers from independent church organizations not connected with the Commission.”

(c) The Conference Board of Trustees may hire a real estate agent to list the sale at fair market value, and must provide necessary insurance, utilities, and upkeep of the property pending the sale, the cost of which will be deducted from the sale proceeds.

(d) All written offers for purchase must be directed to the Conference Board of Trustees.

(e) For an offer to be accepted, a majority of the Conference Board of Trustees must accept the offer by affirmative vote and authorize all deeds and other legal documents for the transfer of the property.

(f) The Conference Board of Trustees shall request a written statement from the presiding bishop indicating that the ad interim sale of the abandoned church property has been executed in conformity with Paragraph 2515 of the 2016 Book of Discipline.

(g) The Conference Board of Trustees shall report all sales of abandoned church property in a given year at the next business session of the Annual Conference.

D. Distribution of Net Proceeds from the Sale of Abandoned Churches

1. The Conference Board of Trustees shall distribute the net proceeds from the sale of abandoned churches pursuant to Paragraphs 2549.3, 2549.5, and 2549.7 of
the 2016 Book of Discipline and this policy.

2. All proceeds from the sale of abandoned churches located in non-urban centers, as defined in Paragraph 2549.7, shall first be applied to satisfy any and all financial obligations of the abandoned church, including, but not limited to, unpaid pension and health benefits for the current year, any unpaid apportionments for the current year, and any other short-term or long-term liabilities incurred by the abandoned church. The remaining funds shall be distributed as follows:

A. One half of the net proceeds shall be distributed to the Emerging Ministry Account of the district trustees in the district where the abandoned church was formerly located. Said proceeds shall be held in trust for use by the district for missional purposes, including, but not limited to places for United Methodist worship, ministry, or faith development; provided, however, in the event that the district trustees fail to use said proceeds in accordance with this provision within three years of receipt, or fail to receive an extension from the Conference Trustees, the said proceeds shall revert to the Conference Trustees to transfer to the Board of Congregational Development to use for new church starts and congregation revitalization within the Conference.

B. The remaining half of the net proceeds shall be transferred by the Conference Trustees to the Board of Congregational Development to use for new church starts and congregational vitalization within the Conference.

3. All proceeds from abandoned churches in urban centers of the Conference, after all financial obligations of the abandoned church, including, but not limited to, unpaid pension and health benefits for the current year, any unpaid apportionments for the current year, and any other short-term or long-term liabilities incurred by the abandoned church, shall be distributed to the respective district trustees’ Emerging Ministry Account to be used by the District Superintendent in consultation with the Cabinet in the Urban Center in which the sold property is located; provided, however, in the event that the district trustees fail to use said proceeds in accordance with this provision within three years of receipt, or fail to receive an extension from the Conference Trustees, the said proceeds shall revert to the Conference Trustees to transfer to the Board of Congregational Development to use for new church starts and congregation revitalization in Urban Centers within the Conference.

4. The Conference Treasurer shall provide quarterly financial reports to the Conference Trustees and to the Cabinet on the Conference Property Fund with income received and disbursements made for the Conference Property Fund, the District Emerging Ministry Accounts and the Conference Congregational Development Account. The President of the Trustees shall include in the Trustees Report to the Annual Conference a Financial Report on the Conference Property Fund.
In September 2006 the Board of Trustees joined United Methodist Property and Casualty Trust (PACT) by insuring all of the annual conference owned property and operations. In 2007 the Annual Conference adopted, but did not make mandatory, a resolution to establish PACT as the conference-wide insurance carrier for all of the churches and ministries of this annual conference beginning January 1, 2008.

In 2011 the denomination’s top financial agency (GCFA) became the single owner of the PACT program. The General Council on Finance and Administration approved a plan to allow the United Methodist Property and Casualty Trust Company to buy out the 12 annual (regional) conferences and two general agencies that then owned the company. The new entity became United Methodist Insurance (UMI). In 2015 fifty-two churches and agencies were insured by UMI through the Alabama-West Florida Conference.

The Conference began and ended 2018 with a balance of $285,211.55.

We will continue to offer the UMI coverage to churches in the Alabama-West Florida Conference via the UMI partnership with AmVenture Insurance Agency, Inc. The partnership with the Church Insurance Agency Corporation ended effective 12/31/2018 and AmVenture took over as the insurance partner effective January 1, 2019. AmVenture Insurance Agency, Inc. can be reached via phone at 866-203-0777 or, unitedmethodistinsurance@amventure.com.

**Report 11- Minimum Insurance Requirements**

The *Book of Discipline* 2016 Par. 2533.2 requires local church trustees to annually compare the existence and adequacy and report on the adequacy of local church property and liability insurance coverage “to ensure that the church, its properties, and its personnel are properly protected against risks.” Since 1797, the *Book of Discipline* has provided that the property and assets of local churches are held in trust for the benefit of the denomination. Inadequate insurance puts local church property and assets at risk; including the denomination’s trust interest therein. Therefore, Trustees of the Alabama-West Florida Conference, representing the denomination’s trust interest, have adopted the following minimum insurance requirements for local churches:

**COMMERCIAL PACKAGE POLICY**, to include the following minimum limits:

All Church buildings should have an updated replacement cost valuation every five (5) years. The replacement cost valuation must be updated within 180 days if additional square footage is added.

<table>
<thead>
<tr>
<th>Fine Arts</th>
<th>$25,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Comprehensive General Liability Occurrence</td>
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<tr>
<td>Pastoral Counseling Liability Occurrence</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>Hired and Non-Owned Auto Liability Occurrence</td>
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</tr>
<tr>
<td>Crime / Employee Dishonesty Occurrence</td>
<td>$25,000</td>
</tr>
</tbody>
</table>

**DIRECTORS & OFFICERS (D&O) POLICY**, including the following minimum liability limits:
- Directors’ & Officers / Employment Practices Liability $1,000,000 (including Sexual Harassment)

**WORKERS’ COMPENSATION POLICY**, including supply clergy
- Bodily Injury by Accident Each accident $1,000,000
- Bodily Injury by Disease Policy limit $1,000,000
- Bodily Injury by Disease Each employee $1,000,000

**UMBRELLA POLICY (Excess Liability)**

*An Umbrella policy is suggested for all churches and required for those with a membership of five-hundred (500) or more.*

If applicable, this excess policy must extend over Commercial General Liability, Pastoral Counseling, Employee Benefits Liability, Owned Auto, Hired & Non-Owned Auto and Workers Compensation. A higher per occurrence limit may be appropriate based on specific risk characteristics such as church size and/or scope of operations and ministries.

Per Occurrence Limit $1,000,000 (minimum) Aggregate $1,000,000

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**Report 12- Annual Conference Conflict of Interest Policy**

**Article I**

**Purpose**

The purpose of this conflict of interest policy is to protect the Alabama West Florida Conference of the United Methodist Church’s (a nonprofit organization, hereafter referred to as the “Conference”) interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Conference or another Interested Person as defined.
below, or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

Board members or other Interested Persons as defined below have a fiduciary duty to exercise good faith in all transactions involving the Conference or one of its Affiliates as defined below. A rule of honest and fair dealing shall apply to transactions between Interested Persons and the Conference. They shall not knowingly use their positions or knowledge gained therefrom to materially or financially benefit, so that a conflict of interest may arise between the Conference’s interest and that of any Interested Person.

**Article II**

**Definitions**

1. **Interested Person**

   Any director, principal officer, employee or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an Interested Person. If a person is an Interested Person with respect to any board, committee or corporation controlled or wholly elected by the Conference (“Affiliate” or “Affiliates”), he/she is an Interested Person with respect to the Conference and any other of its Affiliates for the purposes of this policy.

2. **Financial Interest**

   A person has a financial interest if the person has, directly or indirectly, through business, investment, or any family member of such person:
   
   a. An ownership or investment interest in any entity with which the Conference has a transaction or arrangement,
   b. A compensation arrangement with the Conference or with any entity or individual with which the Conference has a transaction or arrangement, or
   c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Conference is negotiating a transaction or arrangement.

   For the purposes of this Policy, “compensation” includes direct and indirect remuneration as well as gifts or favors that are not insubstantial, and the term “family member” includes the person’s spouse, brothers, sisters, ancestors and lineal descendants.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.
Article III

Procedures

1. Duty to Disclose
In connection with any actual or possible conflict of interest, an Interested Person must disclose at the earliest possible time the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board-delegated powers considering the proposed transaction or arrangement.

2. Non-participation in Decisions
Any person who is required to disclose a conflict of interest pursuant to this policy shall not participate in any deliberations, consideration, discussion, or determination of any matter in which such person has a conflicting interest and shall not vote at any stage of such proceedings. Such person will be excused from the meeting room at all times that such matter is being discussed or voted upon by the remaining members of the board or committee.

3. Determining Whether a Conflict of Interest Exists
After disclosure of the financial interest and all material facts, and after any discussion with the Interested Person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining disinterested board or committee members shall decide if a conflict of interest exists.

4. Procedures for Addressing the Conflict of Interest
   a. An Interested Person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the proposed transaction or arrangement involving the possible conflict of interest.
   b. The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested Person or committee to investigate alternatives to the proposed transaction or arrangement.
   c. After exercising due diligence, the governing board or committee shall determine whether the Conference can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
   d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Conference’s best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination, the governing board or committee shall make its decision as to whether to enter into the transaction or arrangement.

5. Violations of the Conflicts of Interest Policy
   a. If the governing board, committee or management has reasonable cause to believe an Interested Person has failed to disclose actual or possible conflicts of interest, it shall inform the Interested Person of the basis for such belief and
afford the Interested Person an opportunity to explain the alleged failure to disclose.

b. If, after hearing the Interested Person’s response and after making further investigation as warranted by the circumstances, the governing board, committee, or management determines the Interested Person has failed to disclose an actual or possible conflict of interest, it shall take, or shall refer to the appropriate body to take, appropriate disciplinary and corrective action.

**Article IV**

**Records of Proceedings**
The minutes of the governing board and all committees with board delegated powers shall contain:

a. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing board’s or committee’s decision as to whether a conflict of interest in fact existed.

b. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

**Article V**

**Compensation**

a. A voting member of the governing board who receives compensation, directly or indirectly, from the Conference for services is precluded from participating in the discussion of, and voting on, matters pertaining to that member’s compensation.

b. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Conference for services is precluded from participating in the discussion of, and voting on, matters pertaining to that member’s compensation.

c. No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Conference, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

**Article VI**

**Dissemination of Policy**
The Conference Treasurer’s Office shall be responsible for ensuring that a copy of this Policy is provided to each employee of the Conference and its Affiliates and to each Interested Person as defined above on an annual basis.

**Article VII**
**Periodic Reviews**

To ensure the Conference operates in a manner consistent with its charitable and religious purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

a. Whether compensation arrangements and benefits are reasonable, based on competent survey information and the result of arm’s length bargaining.

b. Whether partnerships, joint ventures, and arrangements with management organizations, if any, conform to the Conference’s written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

**Article VIII**

**Use of Outside Experts**

When conducting the periodic reviews as provided for in Article VII, the Conference may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

Submitted by,
Mrs. June Carpenter, President
Conference Board of Trustees
Commission on Equitable Compensation (CEC)

“It is the purpose of the commission on equitable compensation to support full-time clergy serving as pastors in the charges of the annual conference by: (a) recommending conference standards for pastoral support; (b) administering funds to be used in base compensation supplementation; (c) providing counsel and advisory material on pastoral support to district superintendents and committees on pastor-parish relations; and (d) submitting an arrearage policy to be adopted by the annual conference.” (¶625.2, 2016 Discipline)

The CEC assists congregations which have potential for growth to become capable of financially supporting a full-time pastor, and assure that all full-time appointed pastors in the AWF Conference receive minimum salary. The CEC recommends the following guidelines for all churches/charges in our conference that apply for a subsidy grant:

1. Only full-time pastors, certified by the Board of Ordained Ministry (district and conference levels as applicable), approved by the annual conference, and appointed to a church or charge are eligible for a CEC subsidy grant. No associate pastor, part-time local, or supply pastor shall be eligible for a subsidy grant. The amount of equitable compensation a pastor may receive is based upon the taxable cash salary prior to any voluntary employee reductions such as a 403(b) plan or written cafeteria plan plus utility exclusions, excluding a housing allowance in lieu of a parsonage. Full-time local pastors without a parsonage must receive a housing allowance to bring their total plan compensation up to 60% of the denominational average compensation so that they will be eligible for Comprehensive Protection Plan benefits.

2. No pastor shall receive a subsidy grant from CEC when the pastor receives income from any other church source if that income plus salary from the charge is more than minimum salary. No pastor serving outside the bounds of our conference shall be eligible to receive equitable compensation.

3. For a pastor to receive an equitable compensation subsidy grant, the church/charge must pay at least 80% of minimum salary for the year in which CEC a subsidy grant is provided, and have paid at least 50% of the previous year’s apportionments. Direct Bill health insurance and pension payments shall be waived for charges upon their initial approval for a CEC subsidy grant if no outstanding arrearage exists. Each succeeding year of receiving a CEC subsidy grant, churches/charges must make progress toward providing full clergy compensation according to the following schedule to qualify for a continued subsidy grant. Percentages listed below apply to the approved minimum salary for the calendar year in which a subsidy grant will be received:
   - Year 2: 85% of minimum salary and 100% apportionments paid
   - Year 3: 90% of minimum salary, and 100% apportionments paid
Year 4: 90% of minimum salary, 100% apportionments, and Defined Benefit portion of Direct Bill paid
Year 5: 95% of minimum salary, 100% apportionments, and complete Pension portion of Direct Bill paid

After five years of receiving a CEC subsidy grant, a church/charge may be approved for a sixth year of exemption from the Health Insurance portion of the Direct Bill if the charge is paying 100% of minimum salary, 100% of apportionments and 100% of the pension portion of the Direct Bill.

4. Churches/charges applying for a CEC subsidy grant that are already paying above 80% of minimum salary shall be expected to make appropriate progress toward becoming self-sustaining in accord with the schedule in Paragraph 3.

5. The CEC recognizes that occasionally circumstances will demand special consideration. The district superintendent of the applying church/charge should assess such cases and present rationale for a subsidy grant to the CEC. Churches/charges must be willing to participate in a formal congregational development effort offered by the annual conference.

6. District superintendents are required to review all equitable compensation situations in their districts to ascertain the necessity for assistance and, whenever possible, seek to reduce the need for a CEC subsidy grant. The district superintendent shall be responsible for the accurate completion and submission of subsidy grant applications to the CEC. The secretary of the CEC shall not issue a check order for an equitable compensation subsidy grant until all criteria have been met as determined by the CEC.

The CEC recommends a minimum salary of $38,000 for all full-time appointed clergy for 2020.

**Equitable Compensation Disbursements for 2018**

<table>
<thead>
<tr>
<th>Church/Charge</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eutaw (Demopolis)</td>
<td>$1,550</td>
</tr>
<tr>
<td>St. Matthew/Jackson Chapel (Demopolis)</td>
<td>$3,410</td>
</tr>
<tr>
<td>St. Paul/St. Mary (Demopolis)</td>
<td>$9,500</td>
</tr>
<tr>
<td>St. Paul (Demopolis)</td>
<td>$2,502</td>
</tr>
<tr>
<td>St. Mary (Demopolis)</td>
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<tr>
<td>Mt. Carmel (Dothan)</td>
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<tr>
<td>Pinckard/Denton Rd. (Dothan)</td>
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<tr>
<td>Tabernacle (Dothan)</td>
<td>$6,820</td>
</tr>
<tr>
<td>Westside/St. Paul Charge (Dothan)</td>
<td>$4,605</td>
</tr>
<tr>
<td>Aldersgate/Sunflower (Mobile)</td>
<td>$3,476</td>
</tr>
<tr>
<td>Theodore First (Mobile)</td>
<td>$1,550</td>
</tr>
<tr>
<td>West Side /New Life (Mobile)</td>
<td>$6,840</td>
</tr>
</tbody>
</table>
Capitol Heights (Montgomery-Prattville) $ 6,820
Locust Bluff (Montgomery-Prattville) $ 5,115
Verbena (Montgomery-Prattville) $ 3,720
TOTAL $ 65,540

**Arrearage Policy**

1. In the event that the local church treasurer becomes aware that the church will be unable to provide to the pastor full payment of a regularly scheduled payroll, housing allowance installment, or full payment for regular directly billed benefit payments such as pension and health care, the church treasurer shall immediately notify both verbally (within 24 hours) and in writing (within 3 days) the pastor, lay leader, and chairs of S/PPRC, finance, trustees, and the church council of the impending arrearage. Upon receipt of such notice, the chair of S/PPRC and/or the pastor shall immediately (within 3 days) notify the DS of the impending arrearage. It is the pastor’s responsibility to keep copies of all written notifications and to provide additional written confirmation to the DS when an arrearage has taken place. Failure to document salary or benefit arrearages may result in a loss of compensation and/or forfeiture of pension and benefits.

2. Upon receipt of notice of an impending arrearage, the chair of S/PPRC shall immediately (within 24 hours) call a meeting of 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. Such remedies might include drawing from invested funds, an emergency appeal for special giving from the congregation, or emergency grants or loans from the District or Conference. In accord with *Discipline* ¶624, such remedies cannot include a reduction in the pastor’s compensation until the beginning of the next conference year.

3. If after consultation with the lay leader and chairs of S/PPRC, finance, trustees, and church council 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 and DS that: (a) a CEC subsidy grant is necessary to maintain compensation for the remainder of the conference year, (b) a change in pastoral compensation may be necessary at the beginning of the following conference year, or (c) a change in pastoral appointment as deemed necessary by the bishop and cabinet.

4. If the local church becomes delinquent in the pastor’s compensation (i.e. more than 30 days), then the district superintendent shall notify the CEC, which on its own initiative may send a representative to meet with the local church and pastor to seek resolution of the issue, or develop a payment plan with the local church/charge so that the pastor receives full payment of compensation by the end of the conference year. The district superintendent shall be invited to participate in this process.
5. If the local church is already receiving a subsidy grant, the CEC may: (a) determine if all subsidy grant funds allocated to the church were used to pay the pastor’s salary, (b) examine the original subsidy grant application to determine if the amount requested was reduced, (c) require an outside audit of all church funds in compliance with GCFA Guidelines, (www.gcfa.org). The CEC shall notify the district superintendent in writing of its findings and recommendations.

6. If a local church becomes delinquent in the payment of the pastor’s direct billed pension and benefits (i.e., more than 30 days), then the conference treasurer shall notify the conference benefits officer, the district superintendent, and the CEC. On behalf of the conference, the benefits officer and/or DS shall develop a written payment plan with the local church so that the conference receives full payment of pension and benefits by the end of the conference year.

7. Discipline ¶2543.1 makes clear that no real property on which a church building or parsonage is located shall be mortgaged to pay for the current or budgeted expenses of a local church (including arrearages), nor shall the principal proceeds of a sale of any such property be so used. This provision shall apply alike to unincorporated and incorporated local churches.

8. In extreme and unresolved circumstances, the local church and/or pastor may petition a session of the annual conference for assistance in payment of the arrearage, after completing the required financial audit of the church.

9. It is the responsibility of the pastor to provide evidence of an arrearage by providing documentation such as: treasurer’s reports, charge conference reports of adopted compensation, check stubs, W-2 forms, and a Certification of Payment Form signed by the pastor, S/PPRC chair, trustee chair, treasurer, and church council chair.

10. The statute of limitations for filing a claim for funds from the annual conference (i.e., notification to the DS) for any salary arrearage is one year from the date of the initial arrearage. Once an appointment ends, the pastor no longer has claim on the local church for compensation funds (¶342.4, Discipline).

Rev. Michael Cobb, Chairperson
Commission on Equitable Compensation
Council on Finance and Administration

Report No. 1 - Organizational Structure
Purpose: To develop, maintain, and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures, and management services for the Alabama-West Florida Conference.

1. The Council on Finance and Administration (CFA) shall be organized in accordance with paragraph 610 and 611 of the 2016 Book of Discipline of the United Methodist Church and Standing Rule No. 35 in the 2016 Journal of the Alabama-West Florida Conference.

2. The Council on Finance and Administration (CFA) shall meet prior to Annual Conference and during session as needed. A fall and winter/spring meeting of CFA shall be held. The president of the Council may call other meetings.

3. All persons interested in presenting a request to CFA are invited to do so or to attend any of the Council meetings. All Council meetings shall be open to all interested persons, except when, by majority vote, the council elects to meet in executive session.

4. The Committee on Investments within CFA shall be responsible for reviewing, approving, and supervising all banking relationships of CFA with special attention given to investments including those of conference agencies.

5. The Committee on Audit and Review within CFA shall have responsibility for reviewing audits of all agencies receiving funds from the Annual Conference.

6. The Regions Bank shall be designated to serve as the conference depository to receive funds and keep specified records.

Report No. 2 - Conference Officers
The Council on Finance and Administration shall be responsible for budgeting and for the work of the conference officers as listed in Standing Rule No.2.

A. Conference Secretary

The conference secretary fulfills the responsibilities prescribed by the 2016 Book of Discipline of the United Methodist Church and the Standing Rules of the Alabama-West Florida Conference.

B. Conference Fiscal Officer and the Fiscal Office

1. The responsibilities of the Fiscal Office shall include: Conference Treasurer/ Director of Administrative Services; Statistician; Conference Benefits Officer and
Executive Secretary of the Conference Board of Pension and Health Benefits; and other responsibilities assigned by the Council on Finance and Administration.

2. The Fiscal Officer shall keep records, make reports, and handle all financial transactions of all conference agencies.

3. The Fiscal Office shall prepare reports as required by the Council on Finance and Administration (CFA), and mail copies to persons who may need such reports.

4. All apportioned district and conference funds shall be channeled through Regions Bank and records kept by the Fiscal Office of the Conference.

5. The Fiscal Office shall disburse all checks pertaining to every fund and keep proper files of the copies of the check orders from the secretaries authorizing the issue of such checks. Copies of the checks issued shall be filed after having been charged against the account upon which they have been drawn.

6. The Fiscal Office shall tabulate, church by church, fund by fund, the information given on the remittance blanks for the conference depository.

C. Journal Editor - Conference Journal and Brochure of Reports

1. The Journal Editor shall chair the Editorial Committee (Standing Rule No. 15), and be responsible for the publication and distribution of the Annual Conference Journal and the Book of Reports for the Annual Conference.

2. All boards, commissions, committees and other agencies submitting reports to be included in the Book of Reports must have the reports in the hands of the editor no later than the last Monday in February.

3. The Journal Editor shall have authority to edit reports but not to change the meaning of any part of any report.

4. Standing Rule No. 15 shall be followed in distributing the Book of Reports. It shall be the responsibility of the district superintendents to supply the names and addresses of lay members no later than the last Monday of February. Additional copies shall be made available to the conference registrar.

5. All memoirs (including photographs) must be in the hands of the editor by the closing of the last business session of the annual conference. Responsibility for this material shall reside with the Commission on Archives and History.

6. All material to be included in the Journal (other than those in 5 above) must
7. The Annual Conference Journal shall be distributed according to Standing Rule No. 15. Instructions for ordering the Journal will be provided in the Book of Reports.

D. Conference Registrar and Registration Policies

1. The Conference Registrar shall have full responsibility for interpreting the eligibility of those covered under Standing Rule No. 8 for entertainment at the Annual Conference Session. This may be appealed to the Council on Finance and Administration.

2. The Conference Registrar shall supervise registration of and assignment of rooms to Annual Conference delegates and handle calls for persons attending sessions.

3. Chairpersons of boards and agencies who are not elected delegates and attend the Annual Conference in order to give reports shall have their expenses paid by their own board or agency.

4. All physical preparation for Annual Conference shall be under the Registrar’s supervision in cooperation with the Dais Committee, Worship Committee, and host facility staff.

5. No materials will be allowed on the registration table other than that necessary for registration. Other arrangements should be made to distribute materials through the site manager.

6. Use of dining halls, rooms, or areas shall be determined by the site manager. Fees for dining rooms shall be paid by the group using such rooms.

7. Space and/or rooms to be used for displays shall be assigned by the site manager and no other. Space shall be assigned on a first come basis.

8. Commercial displays will be allowed only in a room assigned and publicized for this purpose, with the exception of Cokesbury, which will continue to have a room assigned only to it.

9. Special needs, such as hymnals, altar furnishings, projectors, etc., shall be arranged through the site manager at least two weeks before conference. Needs arising during Annual Conference, which could not be anticipated, will also be arranged through the site manager.
Report No. 3 - Bonding Requirements

Paragraph 618.1 of the 2016 Book of Discipline of the United Methodist Church gives CFA responsibility for the fidelity bonding of the conference treasurer. CFA recommends that the present policy of bonding be continued through the United Methodist Insurance. Paragraph 618.2 of the 2016 Book of Discipline of the United Methodist Church gives CFA the responsibility of requiring all agencies and boards for which the conference treasurer does not serve as treasurer to have fidelity bonding in such amounts as it deems adequate.

In order to avoid the depositing of conference funds in any one bank in excess of the insured limits, CFA shall serve as the clearing house for all agencies in the Annual Conference making deposits in any bank, either savings or checking accounts. Bank accounts shall not be opened by any agency without approval by CFA. No agency shall permit the total amount deposited in anyone bank to exceed insured limits without CFA approval.

Report No. 4 - Budgeting, Funding, and Auditing Procedures

1. All boards and agencies are required to cooperate with the conference treasurer in the development of detailed financial reports of the income, expenditures, remaining balances, and audits.

2. Program budget requests shall follow the prescribed procedures established by the CORE Team.

3. Agencies may request, or be asked, to meet with CFA to clarify their budget request or report.

4. The Conference Resource Center and all boards and agencies receiving funds from conference benevolences with budget amounts approved by the Annual Conference shall be allowed to draw funds or make expenditures on a monthly basis as needed. Funds available monthly for the program boards will be those approved by the CORE Team from the available pool. Funds available for the Conference Resource Center will be based on the benevolence receipts of the current year. Agencies of the Annual Conference that require monthly support will receive 1/12 of the approved allocation each month. Any expenditure more than the amount approved by the CORE Team in any Conference program board account shall be cleared with the President of CFA and the Director of Connectional Ministries.

5. All expenditures from the Interest on Investments Account shall be approved by a majority vote of CFA.

6. Each Agency, whose records are not kept by the Fiscal Office, is required to bond its treasurer and provide a certificate of insurance to CFA. Such agency
shall provide a copy of its audit and other reports to CFA as deemed necessary by CFA. (Paragraphs 618.2 of the 2016 Book of Discipline of the United Methodist Church) Reports to CFA shall be in such detail, and provided at such times, as the Council shall direct.

7. CFA may withhold conference funds from any agency or board that fails or refuses to present proper bonds or audits. Such withholding shall continue until proper requests are met.


Report No. 5 - Zero-Based Budgeting

The following proposal for “zero-based” budgeting is presented by the Council on Finance and Administration (the original proposal was adopted by the Conference on June 1, 1988):

1. All program area budgets of Annual Conference boards and agencies will begin the year with a zero balance.

2. The annual budgets for program boards and agencies shall be prepared on a “zero-base.” It is intended that all programs, projects and functions, old and new, be analyzed and reevaluated regularly and systematically by the CORE Team. Groups requesting budgeted funds shall be required to justify those requests in detail to explain why money is needed, specifically what it will be used for, the resulting benefits, and what would result if the request were denied.

3. At the end of the fiscal year, the unused balances for each board and agency shall be transferred to a reserve account, which shall be designated the “Mission and Ministry Fund.”

4. The Mission and Ministry Fund shall consist of the following:
   a. Funds remaining in the CORE Team Missional Giving Fund at the end of the year;
   b. Funds which may be budgeted for the Mission and Ministry Fund
   c. Funds received from terminated activities which remain unused for those activities when transferred by the CORE Team
   d. Interest earned from sources as may be provided by the Council on Finance and Administration
   e. Funds from other sources that may be deposited by any board or agency or group within the Annual Conference.

5. Additional use of Mission and Ministry funds by program boards and agencies or for other program purposes of the Annual Conference shall be approved by a
majority vote of the CORE Team.

Report No. 6 - Fund Raising and Collection Policies
CFA makes the following recommendations for those causes for which no funds are allocated:

1. That each local church observe World Communion Sunday, Human Relations Day, One Great Hour of Sharing, United Methodist Student Day, Peace with Justice Sunday, Native American Awareness Sunday, and Golden Cross Sunday and that special offerings be received or budgeted for these special days.

2. That our conference continue to give its hearty support to the Advance Special program at both the General and Conference levels. (See complete listing of approved Conference Advance Special programs in the Journal Report of the Board of Global Ministries or the General Conference data log of Mission Handbook.)

3. That the Alabama-West Florida Conference fully support the following programs and give sponsoring agencies permission to raise and receive funds, provided that there be no goals or quotas placed on local churches:
   A. Blue Lake
      1) Camps for the underprivileged and special youth (Blue Lake Assembly Ground Trustees)
      2) United Methodist Women’s Blue Lake Support
      3) Blue Lake Partner Program (Assembly Ground Trustees)
      4) “Camping Sunday” for Blue Lake improvement and volunteer recognition (Assembly Ground Trustees)
      5) 20 in 12 Blue Lake Campaign
      6) “Blue Lake Sunday” to help reduce debt at Blue Lake (Assembly Ground Trustees)
   B. Homes for the Aging
      1) “Fountain of Love Offering,” for Homes for the Aging (primarily in February) (The Board of Global Ministries)
      2) Support for New Homes sponsored by Methodist Homes for the Aging
   C. The White Christmas and fifth Sunday church school offerings for the Children’s Home
   D. Golden Cross Ministries (primarily on Mother’s Day) (The Committee on Health and Welfare Ministries)
   E. Youth Service Fund (United Methodist Youth)
   F. Huntingdon College (Board of Higher Education)
   G. Mobile Inner City Mission Endowment Fund (Board of Global Ministries)
   H. United Methodist Men’s Kingdom Builders Project (Board of
I. New Church Development Fund (Commission on New Congregational Development)

J. Wesley Foundation
   1) University of South Alabama Wesley Foundation Capital Fund Campaign
   2) University of West Alabama Wesley Foundation Capital Fund Campaign

K. Central Conference Pension Initiative (Board of Pension and Health Benefits)

L. Academy for Congregational Excellence

M. 5 on the 5th (Nellie Burge BOD)

N. Dumas Wesley Roof Repair Project

**Report No. 7 - APPORTIONMENTS**

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2020</th>
<th>+/-</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GENERAL CHURCH FUNDS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>World Service</td>
<td>1,799,863</td>
<td>1,840,494</td>
<td>2.26%</td>
</tr>
<tr>
<td>Ministerial Education Fund</td>
<td>607,911</td>
<td>621,633</td>
<td>2.26%</td>
</tr>
<tr>
<td>Black College Fund</td>
<td>242,490</td>
<td>247,964</td>
<td>2.26%</td>
</tr>
<tr>
<td>Africa University Fund</td>
<td>54,268</td>
<td>55,493</td>
<td>2.26%</td>
</tr>
<tr>
<td>Episcopal Fund</td>
<td>533,013</td>
<td>545,045</td>
<td>2.26%</td>
</tr>
<tr>
<td>General Administration Fund</td>
<td>213,719</td>
<td>218,544</td>
<td>2.26%</td>
</tr>
<tr>
<td>Interdenominational Coop. Fund</td>
<td>47,543</td>
<td>48,616</td>
<td>2.26%</td>
</tr>
<tr>
<td><strong>SOUTHEASTERN JURISDICTIONAL FUND</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>SEJ Administration Fund</td>
<td>27,636</td>
<td>27,636</td>
<td>0.00%</td>
</tr>
<tr>
<td><strong>ANNUAL CONFERENCE FUNDS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Blue Lake Operation</td>
<td>190,708</td>
<td>192,960</td>
<td>1.18%</td>
</tr>
<tr>
<td>Blue Lake Capital Improvement and Debt Retirement</td>
<td>97,304</td>
<td>135,425</td>
<td>39.18%</td>
</tr>
<tr>
<td>Capital and Operating Fund (Trustees)</td>
<td>180,000</td>
<td>0</td>
<td>-100.00%</td>
</tr>
<tr>
<td>(1) Conference Administration Fund</td>
<td>778,500</td>
<td>566,000</td>
<td>-27.30%</td>
</tr>
<tr>
<td>(2) Conference Ministries</td>
<td>1,376,000</td>
<td>1,353,086</td>
<td>-1.67%</td>
</tr>
<tr>
<td>(3) Congregational Development</td>
<td>578,000</td>
<td>408,879</td>
<td>-29.26%</td>
</tr>
<tr>
<td>District Superintendents Fund</td>
<td>1,125,000</td>
<td>954,000</td>
<td>-15.20%</td>
</tr>
<tr>
<td>Equitable Compensation Fund</td>
<td>210,000</td>
<td>50,000</td>
<td>-76.19%</td>
</tr>
<tr>
<td>Homes for the Aging</td>
<td>64,450</td>
<td>64,450</td>
<td>0.00%</td>
</tr>
<tr>
<td>Academy for Congregational Excellence</td>
<td>0</td>
<td>0</td>
<td>0.00%</td>
</tr>
<tr>
<td>Higher Education</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Huntingdon/Birmingham Southern College</td>
<td>620,850</td>
<td>558,765</td>
<td>-10.00%</td>
</tr>
<tr>
<td>Student Aid, Huntingdon College</td>
<td>246,450</td>
<td>221,805</td>
<td>-10.00%</td>
</tr>
<tr>
<td>Wesley Foundation/Campus Ministry</td>
<td>680,000</td>
<td>595,539</td>
<td>-12.42%</td>
</tr>
<tr>
<td>Board of Pension and Health Benefits</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conference Claimants Fund</td>
<td>0</td>
<td>0</td>
<td>0.00%</td>
</tr>
<tr>
<td>Health Insurance Fund</td>
<td>1,000,000</td>
<td>900,000</td>
<td>-10.00%</td>
</tr>
<tr>
<td>Board of Pension and Health Benefits</td>
<td>0</td>
<td>0</td>
<td>0.00%</td>
</tr>
<tr>
<td><strong>TOTAL CONFERENCE BUDGET</strong></td>
<td>10,673,705</td>
<td>9,606,334</td>
<td>-10.00%</td>
</tr>
</tbody>
</table>

(1) Includes:

- Archives and History | 60,000 | 54,000 | -10.00% |
- Board of Ordained Ministry | 161,500 | 60,000 | -62.85% |
### Episcopal Office Expense

<table>
<thead>
<tr>
<th>Description</th>
<th>2019</th>
<th>2018</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fiscal Office</td>
<td>130,000</td>
<td>150,000</td>
<td>15.38%</td>
</tr>
<tr>
<td>Annual Conference Administration</td>
<td>247,000</td>
<td>162,000</td>
<td>-34.41%</td>
</tr>
<tr>
<td>Moving Fund for Retirees</td>
<td>160,000</td>
<td>130,000</td>
<td>-18.75%</td>
</tr>
<tr>
<td></td>
<td>20,000</td>
<td>10,000</td>
<td>-50.00%</td>
</tr>
<tr>
<td><strong>Sub Total</strong></td>
<td>778,500</td>
<td>566,000</td>
<td>-27.30%</td>
</tr>
</tbody>
</table>

(2) Includes:

- **Connectional Ministries (CRC)**: $790,000 $681,000 -13.80%
- **Communications**: 204,388
- **Mission and Ministry Fund**: $586,000 $467,698 -20.19%

<table>
<thead>
<tr>
<th>Description</th>
<th>2019</th>
<th>2018</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sub Total</strong></td>
<td>1,376,000</td>
<td>1,353,086</td>
<td>-1.67%</td>
</tr>
</tbody>
</table>

Connectional Ministries/Communications:

Supports salaries, benefits and expenses for six (6) program staff and two (2) support staff. Also supports general office expenses including telephone, printing, mailing, computer and miscellaneous expenses.

**Mission and Ministry Fund**: $586,000 $467,698 -20.19%

This fund supports eight (8) of the Boards related to the Conference CORE Team. They are Committee on Ethnic Local Church Concerns, Church and Society, Discipleship, Global Ministries, Laity, Higher Ed and Campus Ministries, Hispanic Ministries and Town and Country. The Mission and Ministry Fund also provides support for agencies related to the annual conference and new and emerging ministries. Those being supported in 2018 are Dumas Wesley Community Center, Mobile Inner City Metro Ministries, Mary Ellen’s Hearth (formerly Nellie Burge Community Center), The Ark (formerly Noah’s Ark), Alabama Rural Ministries, Pensacola United Methodist Community Ministries, Milk and Honey, Communities of Transformation and Quad W.

(3) Includes:

- **Congregational Development Office**: 228,000 233,879 2.58%
- **New Church Pastors’ Salaries**: 280,000 175,000 -37.50%
- **New Church Development Fund**: 50,000 0 -100.00%
- **Church Revitalization Fund**: 20,000 0 -100.00%

<table>
<thead>
<tr>
<th>Description</th>
<th>2019</th>
<th>2018</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sub Total</strong></td>
<td>578,000</td>
<td>408,879</td>
<td>-29.26%</td>
</tr>
</tbody>
</table>
## APPORTIONMENTS - SUPPLEMENTAL REPORT

<table>
<thead>
<tr>
<th>Fund</th>
<th>2018 Budget</th>
<th>2018 Received</th>
<th>%Received</th>
<th>2018 Expended</th>
</tr>
</thead>
<tbody>
<tr>
<td>World Service Fund</td>
<td>$1,834,158</td>
<td>$1,541,529</td>
<td>84.05%</td>
<td>$1,541,529</td>
</tr>
<tr>
<td>Ministerial Education Fund</td>
<td>$619,493</td>
<td>$408,081</td>
<td>65.87%</td>
<td>$408,081</td>
</tr>
<tr>
<td>Black College Fund</td>
<td>$247,110</td>
<td>$213,591</td>
<td>86.44%</td>
<td>$213,591</td>
</tr>
<tr>
<td>Africa University Fund</td>
<td>$55,302</td>
<td>$51,209</td>
<td>92.60%</td>
<td>$51,209</td>
</tr>
<tr>
<td>Episcopal Fund</td>
<td>$543,319</td>
<td>$403,547</td>
<td>74.29%</td>
<td>$403,547</td>
</tr>
<tr>
<td>General Administration Fund</td>
<td>$217,791</td>
<td>$191,005</td>
<td>87.70%</td>
<td>$191,005</td>
</tr>
<tr>
<td>Interdenominational Coop Fund</td>
<td>$48,449</td>
<td>$35,978</td>
<td>74.26%</td>
<td>$35,978</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>$3,565,472</strong></td>
<td><strong>$2,844,941</strong></td>
<td><strong>79.79%</strong></td>
<td><strong>$2,844,941</strong></td>
</tr>
</tbody>
</table>

### SEJ FUNDS

<table>
<thead>
<tr>
<th>Fund</th>
<th>2018 Budget</th>
<th>2018 Received</th>
<th>%Received</th>
<th>2018 Expended</th>
</tr>
</thead>
<tbody>
<tr>
<td>SEJ Administration</td>
<td>$29,100</td>
<td>$28,288</td>
<td>97.21%</td>
<td>$28,288</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>$29,100</strong></td>
<td><strong>$28,288</strong></td>
<td><strong>97.21%</strong></td>
<td><strong>$28,288</strong></td>
</tr>
</tbody>
</table>

### ANNUAL CONFERENCE FUNDS

<table>
<thead>
<tr>
<th>Fund</th>
<th>2018 Budget</th>
<th>2018 Received</th>
<th>%Received</th>
<th>2018 Expended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blue Lake Operation Fund</td>
<td>$190,708</td>
<td>$144,351</td>
<td>75.69%</td>
<td>$144,351</td>
</tr>
<tr>
<td>B/L Cap Impr/Debt Retirement Fund</td>
<td>$97,304</td>
<td>$73,651</td>
<td>75.69%</td>
<td>$73,651</td>
</tr>
<tr>
<td>Capital and Operations (Trustees)</td>
<td>$190,000</td>
<td>$155,517</td>
<td>81.85%</td>
<td>$155,517</td>
</tr>
<tr>
<td>Conference Administration Fund</td>
<td>$662,400</td>
<td>$615,029</td>
<td>92.85%</td>
<td>$615,029</td>
</tr>
<tr>
<td>Conference Resource Center</td>
<td>$714,600</td>
<td>$689,912</td>
<td>96.55%</td>
<td>$689,912</td>
</tr>
<tr>
<td>Connection Ministry Prog Pool</td>
<td>$536,000</td>
<td>$395,645</td>
<td>73.81%</td>
<td>$395,645</td>
</tr>
<tr>
<td>Congregational Development Fund</td>
<td>$388,700</td>
<td>$340,821</td>
<td>87.68%</td>
<td>$340,821</td>
</tr>
<tr>
<td>Dist. Superintendent’s Fund</td>
<td>$1,055,800</td>
<td>$1,036,440</td>
<td>98.17%</td>
<td>$1,036,440</td>
</tr>
<tr>
<td>Equitable Compensation Fund</td>
<td>$50,000</td>
<td>$37,089</td>
<td>74.18%</td>
<td>$37,089</td>
</tr>
<tr>
<td>Huntington/BSC</td>
<td>$620,850</td>
<td>$460,531</td>
<td>74.18%</td>
<td>$460,531</td>
</tr>
<tr>
<td>Student Aid, Huntington</td>
<td>$246,450</td>
<td>$182,810</td>
<td>74.18%</td>
<td>$182,810</td>
</tr>
<tr>
<td>Wesley Foundations</td>
<td>$572,634</td>
<td>$496,284</td>
<td>86.67%</td>
<td>$496,284</td>
</tr>
<tr>
<td>Homes for the Aging</td>
<td>$64,450</td>
<td>$48,784</td>
<td>75.69%</td>
<td>$48,784</td>
</tr>
<tr>
<td>Conference Claimants Fund</td>
<td>$500,000</td>
<td>$457,457</td>
<td>91.49%</td>
<td>$457,457</td>
</tr>
<tr>
<td>Health Insurance Fund</td>
<td>$1,500,000</td>
<td>$1,408,842</td>
<td>93.92%</td>
<td>$1,408,842</td>
</tr>
<tr>
<td>Academy for Congregational Excellence</td>
<td>$75,000</td>
<td>$56,768</td>
<td>75.69%</td>
<td>$56,768</td>
</tr>
<tr>
<td>Bd. of Pension and Health Benefits</td>
<td>$25,000</td>
<td>$18,544</td>
<td>74.18%</td>
<td>$18,544</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>$7,489,896</strong></td>
<td><strong>$6,618,475</strong></td>
<td><strong>88.37%</strong></td>
<td><strong>$6,616,546</strong></td>
</tr>
</tbody>
</table>

**GRAND TOTALS**

<table>
<thead>
<tr>
<th>Fund</th>
<th>2018 Budget</th>
<th>2018 Received</th>
<th>%Received</th>
<th>2018 Expended</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRAND TOTALS</td>
<td><strong>$11,084,468</strong></td>
<td><strong>$9,491,704</strong></td>
<td><strong>84.05%</strong></td>
<td><strong>$9,489,775</strong></td>
</tr>
</tbody>
</table>
Report No. 8 - Stewardship Responsibilities and Local Church Concerns

1. CFA believes that all apportionments are needed in the amounts apportioned. Furthermore, CFA believes that all churches have the capacity to pay apportionments in full. In 2018, 87.88% of apportioned funds were paid by local churches. In 2017, 90.11% of apportioned funds were paid by local churches. CFA continues to encourage all churches and all United Methodist Christians in the Alabama - West Florida Annual Conference to participate fully in our connectional ministries through generous serving, generous giving, generous living, generous leading, and generous praying. The 2020 Conference budget reflects a 1.7% increase in Connectional Missional (Conference Ministries line) giving (apportionments.) General Church apportionments have increased by $78,982 or 2.26%. Jurisdictional apportionments remained unchanged from 2019. Over-all Annual Conference Connectional Missional (apportionments) decreased by 16.04% in 2020.

2. By action of the 2001 Annual Conference, the following schedule shall be used in setting apportionments for new churches:

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st full year</td>
<td>no apportionment</td>
</tr>
<tr>
<td>2nd year</td>
<td>25% apportioned</td>
</tr>
<tr>
<td>3rd year</td>
<td>50% apportioned</td>
</tr>
<tr>
<td>4th year</td>
<td>75% apportioned</td>
</tr>
<tr>
<td>5th year &amp; following</td>
<td>100% apportioned</td>
</tr>
</tbody>
</table>

3. Apportionments shall be made to all churches using the apportionment formula outlined in CFA Report - Formula and Allocations.

4. Local churches shall provide for the audits of local church records as provided in paragraph 258.4d of the 2016 Book of Discipline of the United Methodist Church.

Report No. 9 - Formula and Allocations

1. In 2012 a task force was formed to evaluate the fairness of the current formula for determining conference apportionments. They reviewed formulas used in each of the Southeastern Jurisdiction Annual Conferences. The task force recommended, and the 2013 Annual Conference approved, the continued use of the current apportionment formula.

2. Therefore, the apportionments shall be developed using a formula based on financial strength of the local churches and membership of the local churches. Financial strength will be weighted 75% and professing membership will be weighted 25% in the formula. Apportionments will be determined by local church decimal applied to the amount of each budget item at the conference level.
3. The financial strength of a local church in calculating the decimal formula shall be based on all local expenditures (lines 41a-47 of the Local Church Report to the Annual Conference). This eliminates all apportionments (including direct billing) and special giving from the formula. (Listing: Standing Rule No. 22)

4. The winter/spring meeting of the Council on Finance and Administration shall be the time for receiving requests from all boards and agencies for the ensuing year. All boards and agencies should be advised that they place their allocations in jeopardy when they fail to submit timely budget requests.

5. The local church will enter the Local Church Report information using the “UMC GCFA Statistical Input System” (EZRA) located on Alabama-West Florida Conference Web Site (www.awfumc.org) Contact the District Superintendent’s office for the User Name and Password if they are not known by the church pastor. The pastor and chairperson of the Committee on Finance or the church treasurer shall review the annual local church report as being correct before its final submission. The Fiscal Office will establish a date by which it should be notified if corrections are necessary. If no corrections are identified by that date, the fiscal officer will consider the report accurate. When the new year’s apportionments are run in July/August, there will be only one set of apportionments, which will be the final set. There will not be a “Trial Set” of apportionments.

**Report No. 10 - District Superintendents’ Compensation**

CFA voted to continue the District Superintendent’s 2018 salary of $120,475 thru 2019. Further adjustments to District Superintendent’s compensation are hereafter tied to the CAC, Conference Average Compensation. The CAC for 2018 was $80,631 and for 2019 is $82,169, a 1.9% increase. District Superintendent’s salary will increase by 1.9% to $122,764 for 2020.

District Superintendent’s travel expenses will be paid on voucher from a travel pool of $92,000. The executive committee of CFA shall adjust the rate per mile, as needed, within this limit.

1. District superintendents shall receive no supplementary travel funds from district administration funds.

2. Each district shall place funds in its budget for district parsonage utilities, up to a total of $4,500, for each calendar budget year. Utilities to be included are electricity; gas, water sewage, and basic television cable or satellite services, telephone, Internet service, and trash collection.

3. The districts which provide district superintendents a housing allowance in
lieu of a parsonage shall designate the housing amount in the minutes of the District Conference. This designation shall be made in advance of payment of such allowance, either upon appointment or in advance of the calendar year thereafter.

4. Each district shall place in its district administration fund an amount not to exceed $2,000 for continuing education.

Report No. 11 - Moving Guidelines and Expenses

The second Sunday following the adjournment of Annual Conference shall be the last Sunday of pastoral responsibility for each conference year. The official moving day will be Tuesday, June 18, 2019 and may be adjusted according to the needs and concerns worked out in consultation with the clergy persons, the churches and approved by the District Superintendent.

The entire June salary shall be paid to the pastor by the church from which he/she is moving. In effect 50% of the annual salary will be paid January through June; with the remaining 50% paid by the church receiving a new pastor. Health insurance contributions and/or premiums, as well as any UMPIP payments are to be deducted from the pastor’s compensation for the full month of June, with the receiving church beginning such payments in July.

Upon retirement, disability, termination, or death of a minister serving within the bounds of the Annual Conference and serving a full time appointments under the provisions of Paragraph 333.1 of the 2016 Book of Discipline of the United Methodist Church, the conference shall pay up to $3,000 for documented moving expenses to the first place of retirement, termination, or disability or the first place of dwelling for a surviving spouse. Moving expenses to be reimbursed shall not be incurred prior to retirement or termination notification to the Bishop and will be reimbursed after the move is completed.

Guidelines for clergy under appointment:

1. Following notification of appointment change by the district superintendent, the Chairperson of the PPRC should contact the minister to be appointed to communicate the church’s policy in paying moving expenses and to discuss moving plans.

2. The receiving church is responsible for the first $3,000 of documented moving expenses and is encouraged to pay all documented expenses for the incoming ministerial family.

Report No. 12 - Annual Conference Expenses

1. A charge of $28.00 per person, per night, will be made for all who use Conference provided housing. (Standing Rule No.8) CFA will be responsible
for studying and investigating possible locations and expenses for housing during future sessions of the Annual Conference.

2. The Book of Reports will contain instructions for ordering printed regular bound copies of the Conference Journal. (Standing Rule 15)

3. Electronic versions of the Book of Reports and the Conference Journal may be substituted for printed copies.

**Report 13 - Credit Card Policy**

Organizations for which the Council on Financial and Administration have responsibility and or the Fiscal office provides financial services must coordinate approval before establishing credit card account and credit limits for consumer credit accounts.

**Report No. 14 - Investment Policy Statement**

**SCOPE OF THIS INVESTMENT POLICY STATEMENT**

This statement of investment policy reflects the investment policy, objectives, and constraints of the Council on Finance and Administration of the Alabama-West Florida Conference. (CFA)

**PURPOSE OF THIS INVESTMENT POLICY STATEMENT**

The Council on Finance and Administration sets forth this statement of investment policy in order to do the following:

1. Define and assign the responsibilities of all involved parties.
2. Establish a clear understanding for all involved parties of the investment goals and objectives for assets.
3. Manage assets according to prudent standards as established in common trust law and in accordance with general guidelines by the General Council on Finance and Administration of the United Methodist Church.
4. Establish the relevant investment horizon for which assets will be managed.

In general, the purpose of this statement is to outline a philosophy and attitude which will guide the investment management of the assets towards the desired results. It is intended to be sufficiently specific to be meaningful, yet flexible enough to be practical.

**DEFINITIONS**

1. “The Council on Finance and Administration” is the governing council established to administer the assets as specified by the *Book of Discipline* of the United Methodist Church in its most recent edition and applicable actions of the annual conference.
2. “The Council on Finance and Administration” shall be referred to hereinafter as the “Council” in regard to this policy statement.
3. “The Investment Committee” consists of members of the Council, appointed by the Council, to act on behalf of the Council to administer this policy. It shall be referred to hereinafter as the “Committee” in regard to this policy statement.

4. “Investment Manager” shall mean any individuals or organizations employed to manage the investment of all or part of the assets.

5. “Investment Broker” shall mean any individual or organization employed to provide advisory services, including advice on investment objectives and/or asset allocation, manager search, and performance monitoring.

6. “Assets” shall mean all funds and securities for which the Council is responsible.

7. “Securities” shall refer to the marketable investment securities which are defined as acceptable in this statement.

8. “Investment Horizon” shall be the time period over which the investment objectives, as set forth, are expected to be met. The maximum investment horizon for these assets shall be set by the Council.

**DELEGATION OF AUTHORITY**

The Committee is responsible for directing and monitoring the investment management of the assets. As such, the committee is authorized to delegate certain responsibilities to professional experts in various fields subject to Council approval. These include, but are not limited to the following:

1. The Investment Broker may assist the Committee in: establishing investment policy, objectives, and guidelines; selecting investment managers; reviewing such managers over time; measuring and evaluating investment performance; and other tasks as deemed appropriate.

2. If an Investment Manager is used, he/she has discretion to purchase, sell, or hold the specific securities that will be used to meet the investment objectives.

3. The Custodian will physically (or through agreement with a sub-custodian) maintain possession of securities administered by the Committee, collect dividend and interest payments, redeem maturing securities, and effect receipt and delivery following purchases and sales. The custodian may also perform regular accounting of all assets owned, purchased, or sold, as well as movements of assets into and out of the investment accounts.

4. Additional specialists such as attorneys, auditors, and others may be employed by the Committee to assist in meeting its responsibilities and obligations to administer assets prudently.

If such experts employed are also deemed to be fiduciaries, they must acknowledge such in writing. All expenses for such experts must be customary and reasonable, and will be borne by the Council as deemed appropriate and necessary.
Responsibility of the Council
The Council is charged by law, the Book of Discipline and the actions of the Alabama-West Florida Conference of The United Methodist Church with the responsibility for the management of the investment assets. The Council and Committee shall discharge their duties solely in the interest of the annual conference, with the care, skill, prudence and diligence under the circumstances then prevailing, that a prudent person, acting in a like capacity and familiar with such matters would use in the conduct of an enterprise of a like character with like aims. The specific responsibilities of the Committee, subject to the approval of the Council, relating to the management of investment assets include:

1. Projecting the investment needs and communicating such needs to the investment brokers/investment managers on a timely basis.
2. Determining the Council’s risk tolerance and investment horizon, and communicating these to the appropriate parties.
3. Establishing reasonable and consistent investment objectives, policies, and guidelines which will direct the investment of the assets.
4. Prudently and diligently selecting qualified investment professionals, including investment manager(s), an investment broker, and a custodian.
5. Regularly evaluating the performance of the investment manager(s) to assure adherence to policy guidelines and monitor investment objective progress.
6. Developing and enacting proper control procedures: for example, replacing an investment manager due to a fundamental change in investment management process or failure to comply with established guidelines.
7. The Conference Treasurer shall serve as the contact person for the investment brokers or investment managers.

Responsibility of the Investment Broker
The investment broker’s role is that of a non-discretionary advisor to the Committee. Investment advice concerning the management of investment assets will be offered by the investment broker and will be consistent with the investment objectives, policies, guidelines, and constraints as established in this policy statement. Specific responsibilities of the investment broker include the following:

1. Assisting in the development and periodic review of investment policy.
2. Conducting investment manager searches when requested by the Committee.
3. Providing “due diligence” or research on the investment manager(s).
4. Monitoring the performance of the investment manager(s) to provide the Committee with the ability to determine the progress toward the investment objectives.
5. Communicating matters of policy, manager research, and manager performance to the Committee.
6. Reviewing asset investment history, historical capital markets performance, and the contents of this investment policy statement with any newly
appointed members of the Committee and Council.

7. Executing orders for the purchase and sale of securities.

Responsibility of the Investment Manager(s)
Each investment manager must acknowledge in writing its acceptance of responsibility as a fiduciary. Each investment manager will have full discretion to make all investment decisions for the assets placed under its jurisdiction, while observing and operating within all policies, guidelines, constraints, and philosophies as outlined in this policy statement. Specific responsibilities of the investment manager(s) include the following:

1. Discretionary investment management including decisions to buy, sell, or hold individual securities, and to alter asset allocation within the guidelines established in this policy statement.

2. Reporting, on a timely basis, quarterly investment performance results.

3. Communicating any major changes to economic outlook, investment strategy, or any other factors which affect implementation of investment process or the investment objective progress of investment management.

4. Informing the Committee regarding any qualitative change to investment management organization: Examples include changes in portfolio management personnel, ownership structure, investment philosophy, etc.

5. Voting proxies, if requested by the Committee, on behalf of the Council, and communicating such voting records to the Committee on a timely basis.

6. Monitoring the appropriateness of the strategy given overall investment strategies, philosophies, and objectives.

INVESTMENT GUIDELINES

Allowable Assets

1. Cash Equivalents
   - Treasury Bills
   - Treasury Money Market Funds
   - Repurchase Agreements
   - Certificates of Deposit
   - Common Development Fund of the AL-WF United Methodist Development Fund, Inc.
   - Flexible Demand Note offered by The United Methodist Development Fund

2. Fixed Income Securities
   - U.S. Government and Agency Securities
   - Mortgage Backed Bonds
   - Income Fund of the AL-WF United Methodist Foundation, Inc.
   - Fixed Term Notes offered by The United Methodist Development Fund

3. Equity Securities
   - Common Stocks of U.S. Corporations
4. Restrictions
Investments shall not knowingly be made in securities in which the corporate entity has a significant interest in distilled spirits, wine or other fermented juices, tobacco, gambling, pornography or firearms. Investments shall not knowingly be made in securities of corporate entity in which the core business:

- Manufactures cigarettes, cigars, chewing tobacco, smokeless tobacco, or in a company in which 10% or more of gross revenues are derived from supplying key components to the tobacco industry or the sale and marketing of tobacco related products.
- Produces alcoholic beverages (beer, wine, distilled liquor) or in a company in which 10% or more of gross revenues are derived from supplying key elements for alcohol production or from the sale, distribution or marketing of alcoholic beverages.
- Owns or manages casinos, racetracks, off-track betting parlors; or in a company that derives 10% or more of gross revenues from the production of goods and services related to the gaming or lottery industries.
- Derives 10% or more gross revenues from the production, distribution or sale of products or devices that are interpreted to be pornographic, meet the legal criteria for obscenity or legal definition of “harmful to minors.”
- Derives 10% or more gross revenues from the manufacture, sale or distribution of antipersonnel weapons such as land mines, “assault type” automatic and semiautomatic weapons, firearms, and ammunition provided for commercial and private markets.

Prohibited Assets and Transactions
Prohibited investments and transactions include, but are not limited to the following:

- Commodities and Futures Contracts
- Private Placements
- Options
- Short Selling
- Margin Transactions

Diversification
In order to achieve a prudent level of portfolio diversification, the securities of anyone company or government should not exceed 10% of the total assets under management, and no more than 20% of the total assets should be invested in anyone industry. With the exception of U.S. Government securities, no fixed income issues may exceed 15% of the market value of the fixed income portfolio.
Guidelines for Fixed Income Investments and Cash Equivalents

- Assets may be invested only in investment grade bonds rated A (or equivalent) or better.
- Maximum maturity for any single fixed income security is 10 years.
- Money Market Funds selected shall contain only U.S. Treasury securities.

Return

The Committee has set a goal of outperforming, net of all investment expenses, a blended market index which best represents the strategic asset allocation of the overall investment structure.

Total Portfolio Blended Benchmark (based on the asset allocation described below):

50% Equity Blended Benchmark – comprised of 70% of the Russell 3000 Index and 30% of the MSCI All Country World Index Ex-U.S.

50% Fixed Income Blended Benchmark – comprised of 80% Barclays Capital U.S. Aggregate Bond Index, 10% Barclays Capital Global Aggregate ex-U.S. Bond Index, and 10% Barclays Capital U.S. Corporate High Yield Bond Index

- The **Russell 3000 Index** measures the performance of the largest 3000 U.S. companies representing approximately 98% of the investable U.S. equity market. The Index is constructed to provide a comprehensive, unbiased, and stable barometer of the broad market and is completely reconstituted annually to ensure new and growing equities are reflected.
- The **MSCI All Country World Index Ex-U.S.** is a market-capitalization-weighted index maintained by Morgan Stanley Capital International (MSCI) and designed to provide a broad measure of stock performance throughout the world, except for U.S.-based companies. The Index consists of 44 country indices comprising 23 developed and 21 emerging market country indices.
- The **Barclays Capital U.S. Aggregate Bond Index** is the most common index used to track the performance of investment grade bonds in the U.S. The Index is weighted per market capitalization. Treasury securities, mortgage-backed securities (MBS) foreign bonds, government agency bonds and corporate bonds are some of the categories included in the index. The bonds represented are medium term with an average maturity of approximately 4.5 years. In all, the index represents about 8,200 fixed-income securities with a total value of approximately $15 trillion (about 43% of the total U.S. bond market). To be included in the index, bonds must be rated investment grade (at least Baa3/BBB) by Moody’s and S&P. However,
almost 80% of bonds represented in the index have an AAA rating.

- The **Barclays Capital Global Aggregate ex-U.S. Bond Index** provides a broad-based measure of the global, investment-grade, fixed-rate debt markets. The index includes government, government agency, corporate, and securitized non-U.S. investment-grade fixed income investments, all issued in currencies other than the U.S. dollar and with maturities of more than one year.

- The **Barclays Capital U.S. Corporate High Yield Bond Index** measures the USD-denominated, high yield, fixed-rate corporate bond market. Securities are classified as high yield if the middle rating of Moody’s, Fitch and S&P is Ba1/BB+/BB+ or below.

**Risk**

Higher returns involve higher volatility. The Committee is willing to tolerate some volatility (based on the target allocation) to meet its long-term total return objectives. However, it is intended that assets be managed and diversified in a manner that seeks to minimize principal fluctuations over the established time horizon.

Diversification across asset classes is a core principle of prudent portfolio management. The asset class targets and ranges below show the approved investment levels associated with the investment objectives. The portion invested in each sub-class and strategy will change periodically to reflect the Investment Consultant’s/Manager’s tactical investment policy if it is within the acceptable ranges listed. Any proposed investment changes outside these ranges must be approved by the Committee prior to being implemented. The Committee should review asset allocation targets and ranges annually.

**Target Asset Allocation**

<table>
<thead>
<tr>
<th></th>
<th>Tactical Minimum</th>
<th>Tactical Strategic</th>
<th>Tactical Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Global Equity</td>
<td>30%</td>
<td>50%</td>
<td>70%</td>
</tr>
<tr>
<td>U.S. Large Cap Equity</td>
<td>15%</td>
<td>30%</td>
<td>36%</td>
</tr>
<tr>
<td>U.S. Small/Mid Cap Equity</td>
<td>5%</td>
<td>10%</td>
<td>13%</td>
</tr>
<tr>
<td>Non-U.S. Developed Markets</td>
<td>5%</td>
<td>7.5%</td>
<td>10.5%</td>
</tr>
<tr>
<td>Non-U.S. Emerging Markets</td>
<td>5%</td>
<td>7.5%</td>
<td>10.5%</td>
</tr>
<tr>
<td>Global Fixed Income</td>
<td>30%</td>
<td>50%</td>
<td>70%</td>
</tr>
<tr>
<td>U.S. Investment Grade Bonds</td>
<td>20%</td>
<td>36%</td>
<td>50%</td>
</tr>
<tr>
<td>Non-U.S. Bonds</td>
<td>5%</td>
<td>7%</td>
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</tr>
<tr>
<td>High Yield Bonds</td>
<td>5%</td>
<td>7%</td>
<td>10%</td>
</tr>
</tbody>
</table>
From time to time, market conditions may cause the portfolio’s investments to vary from the established target allocations. To remain consistent with the asset allocation guidelines established by this Policy, each broad asset class (as defined above) shall be reviewed periodically for potential rebalancing back to target or initial allocations. The Investment Consultant/Manager retains discretion to rebalance based on market conditions, economic events, or account activity if allocations remain within the permissible ranges.

Liquidity is required to meet cash flow needs as well as unanticipated expenditures or distributions. Therefore, a liquid reserve of no more than 2% may be maintained to aid in payment of expenses and or distributions.

Liquidity guidelines: Investments may be made through a combination of externally managed strategies (separate account managers and/or manager models), Mutual Funds, and Exchanged Traded Funds (ETFs) that provide daily liquidity.

Investment Policy Review
To assure continued relevance of the guidelines, objectives, financial status and capital markets expectations as established in this statement of investment policy, the Council shall review this policy at least annually.

Report No. 15 – Gift Policy
The AWFUMC Gift Policy applies to all Agencies, Boards, Commissions and Committees. The purpose is to establish consistent and equitable recognition for leadership/service to the Annual Conference.

No apportioned funds will be used to recognize service as a leader/member of Conference Agencies, Boards, Commissions and Committees upon their termination of service. Funding for such recognition in the form of a gift is the sole responsibility of the members of the Agencies, Boards, Commissions or Committees.

Report No. 16 - Fiscal Year End
1. The Fiscal Office will close the annual financial records on December 31, 2019.
2. The last day that apportionment payments can be credited to the prior year asking is January 10, 2020.
3. Churches sending apportionment payments AFTER December 31 must do one of the following:
   a. Deliver payment to the Fiscal Office in Montgomery AL any
time before 10:00 a.m. on January 10, 2020.

b. Mail the payment. **Regardless of the postmark date,**
   payments received after 10:00 a.m. on the closing date
   cannot be credited to the prior year apportionments.

c. Deposit payment in the Annual Conference account on or
   before 1:00 p.m. on the closing date at a local Regions Bank.
   **Fax** a copy of the **bank receipt** and a copy of the **remittance breakdown** to the Fiscal Office when the deposit is made. Call the Fiscal Office (1-888-873-3127) to obtain the current deposit account number.

4. The Fiscal Office must know of these deposits on the closing date.
   Persons without access to a fax machine should call 1-888-873-3127 and report the deposit information. **Please Note:** The bank’s business day may end earlier than the time the bank closes. For example, often deposits received after 2:00 p.m. are credited to the next day’s business. CONTACT THE LOCAL BANK TO DETERMINE WHEN A DEPOSIT MUST BE MADE, IN ORDER TO BE CREDITED ON THE CLOSING DATE.

Submitted by,
Mr. Beebe Frederick, President
Council on Finance and Administration

**Conference Audit Statement**
The Council on Finance and Administration of the Alabama-West Florida Conference of the United Methodist Church engaged Warren Averett, LLC to conduct audits of the Council on Finance, Connectional Ministries, Conference Administration, and Episcopal Office accounts for the Conference Fiscal Year of 2018. Warren Averett, LLC issued unmodified opinions on each of the statements of cash receipts, disbursements, and transfers of the above-referenced funds. The audited financial statements will be published in the 2019 Alabama-West Florida Annual Conference Journal and will be available upon written request to the Conference Fiscal Office, attn: Conference Treasurer, 4719 Woodmere Boulevard, Montgomery, Alabama 36106.
Mission Team Reports

Board of Congregational Development

The Conference Board of Congregational Development (BOCD) exists to enable the Alabama West Florida Conference of the United Methodist Church to better fulfill its mission of “making disciples of Jesus Christ for the transformation of the world” by:

1. Starting new congregations in connection with district and local church partners.
2. Encouraging and resourcing existing congregations to start new opportunities for church vitality.
3. Assisting existing congregations, large or small, to excel in ministry.

In July 2018 we have received our first full-time Director of Congregational Development and Vitality in over a decade, Rev. Bill Kierce. During this Conference year, the Board of Congregational Development has worked to assess our processes for assessment, accountability and funding of new church starts. We are developing a bold plan for reclaiming our Methodist heritage by multiplying congregations and fresh expressions of ministry in a variety of contexts throughout our Annual Conference. Recognizing that a strong foundation must be laid to support and sustain this effort, our focus this year has been upon visioning and aligning our resources to ensure success. While we are not initiating a new church launch in 2019, we are preparing to do so in 2020 and beyond. However, the board continues its support of our Korean congregation in Prattville, AL, Century UMC in Pike Road, AL and Casa de Dios in Pensacola, FL, and we are excited about the growing impact of these congregations in their communities. In addition, our director will launch an Innovative Clergy Cohort experience during the fall of 2019.

Regarding congregational vitality, our director has led an evaluation of our Conference’s two primary approaches – Next Steps and the Antioch Partnership. We applaud and appreciate the assistance we have received from Dr. Victor Dingus over the last two years in leading Next Steps. Several of our districts have experienced substantial benefit from his leadership with local churches. We are planning an expansion of Next Steps by recruiting a team of lay and clergy leaders in our Conference to carry this ministry forward, expanding its capacity to serve more of our congregations in discerning God’s direction for their next ministry steps. The Antioch Partnership, also revised and expanded, will be utilized as a specialized approach to assist congregations with a comprehensive approach to congregational and community assessment and strategic development. A pilot of this approach has been conducted at Cokesbury UMC in 2018-19 with great success. Additional approaches will be added to our toolbox.
and made available to congregations in the next Conference year.

We are thankful for the passionate work of Martha Rovira and Hispanic Ministries, resulting in thriving Hispanic congregations in strategic places in our Conference. We are grateful for the input of Dionisio Salazar, who consulted with Martha and other Conference leaders in January 2019 to help us enhance our effectiveness in reaching even more Hispanic communities throughout the Alabama-West Florida. Martha’s work extends beyond oversight of our Hispanic congregations to support of our Hispanic pastors and their families, including but not limited to matters of immigration and naturalization.

In the love of Christ,

Frederick G. Outlaw, Chairperson

**Board of Church and Society**
The Conference Board of Church and Society has had an exciting and fruitful year!

In January 2018 we held a conference wide informational seminar on Predatory Lending. The event was held at Frazer UMC in Montgomery, AL. Approximately 75 people attended in person that evening and many more viewed the event Live Stream as well as on Facebook. The speakers for this event were Mr. David Stout of Alabama Arise and Ms. Kim Rogers of the Community Foundation of Greater Birmingham.

With the information that we gained form the seminar on predatory lending in January 2018, the Board was able to present 1 resolution to the 2018 Annual Conference session on predatory lending. The resolution passed immediately.

In September of 2018, the board sponsored an informational seminar in Mobile, AL on mental health issues. We appreciate Rev. John Russell opening up his Vision Center for this event. The speakers were all staff of the Alabama Department of Mental Health as well as Rev. Jennifer Gregory.

In addition to our time spent on the resolutions and educating the conference, we have made it a priority to also train our board. To prepare our board for our January 2019 seminar on Racial and Economic justice, we met in Montgomery, AL and toured the Legacy museum and National Memorial for Peace and Justice. We toured both of these locations as individuals as well as a group. We completed the day with a discussion with two individuals from the Equal Justice Initiative. They helped answer some of the questions that arose while we were visiting these areas.
Two young pastors in the conference were able to attend the General Board of Church and Society sessions in New York with the help of our board. Both pastors were excited about this opportunity and were able to bring back lots of new information for their churches.

In February of 2018, the board hosted the Legislative Prayer Breakfast. Bishop David Graves of Alabama West Florida Conference was the invited speaker.

Submitted by:
Khristen J Carlson, Chairperson

Board of Discipleship
Sacred Space Spiritual Formation

The Division of Spiritual Formation: Known as Sacred Space Spiritual Formation chaired by Elizabeth Whatley has taken on the mantle of ministry and have provided many moments of blessings and light.

Spiritual Direction Training (2017-2020) is suited to those who hunger to experience deeper intimacy with God, to grow in attentiveness to God’s movement, are drawn to compassionate listening, feel a call to companion others on the spiritual journey and seek spiritual community with others. There are 21 new trainees attending the Spiritual Director’s three-year training at Blue Lake. Trainees have both enjoyed and been challenged by the year two faculty member, The Reverend Marshall Craver who is an ordained Episcopal priest who retired in January of 2017 from thirty-two years of full-time parish ministry. Marshall is currently serving as spiritual director to the clergy of the Episcopal Diocese of the Central Gulf Coast. All are amazed at the growth of these gifted persons.

Many current Spiritual directors were blessed and renewed by a Continuing Education Retreat, ‘Walking with the Saints’ led by Amy Oden (Feb 2019). Dr. Amy G. Oden is Visiting Professor of Early Church History and Spirituality at Saint Paul School of Theology in Oklahoma City, OK. It was amazing how the Spirit engaged the group as the directors journeyed through their time together.

Annual Conference Sacred Space Prayer Room (June 2018)- Sacred Space was prayerfully created for those at annual conference to step apart, to come away for prayer, silence, Scripture and sacred readings, and prayer labyrinth. The Prayer room provided a prayerful space amid the busyness and work at conference.

“Means of Grace | Day Apart for Spiritual Formation”- Four of these events, all led by our Certified Spiritual Director were hosted during 2018. Many lay and clergy have attended these Day Apart. In February Donell Seager lead a day on prayer. In May Roger Short led Fasting and Holy Living. August had Donna
Keith and the Sacraments, and in November Pam Avery shared on Christian Conferencing/Living in Covenant Community. Two additional of these events are planned for 2019 with both clergy and laity encouraged to attend.

Academy for Spiritual Formation is currently in session through April 2020. This Two-year Academy #41 – is being held at Camp Sumatanga, Gallant, Alabama. Each session has outstanding faculty.

Prayer Shawl Retreat (Sept. 2018) – “The theme: Acres of Hope” These persons were looking for hope, especially hope in those unexpected places with faculty Donell Seager, Spiritual director and 22 participants. Drum Circles were led by facilitator Rev. Jackie Slaughter, Spiritual director, for groups in the Alabama-West Florida Conference. Rev. Slaughter also facilitated drum circle community-building events for several local churches, Vacation Bible School and summer youth programs.

There are four Spiritual Directors assisting the Montgomery Community of Transformation.

Our Spiritual Directors fielded prayer request for persons and concerns caused by hurricane Michael. All prayer requests came through the AWF Director of Connectional Ministries, Rev. Ashley Davis. She then delivered them to our Spiritual Directors, who prayed over all requests. Spiritual Director Sonja Crawford was involved in the design team for the Courageous Conversations as well as helping to facilitate one of the gatherings.

Spiritual Director Sonja Crawford has taken a lead in social justice and reconciliation attending a webinar on social justice in spiritual direction as well as being a member of the Commission on Racial Justice and Reconciliation of the Episcopal Dioceses of the Central Gulf Coast. As such she has lead worship/meditation and designed pilgrimages throughout the year and designing booklets with reflections questions and meditations of the pilgrimage experience.

We have Spiritual Directors throughout the conference selecting Sunday school curriculum, Bible study’s materials, and other formational experiences as well as Labyrinth and prayer room experiences.

Submitted by
Elizabeth Whatley
Chair of Spiritual Formation
Board of Global Ministries
Division of Advance Specials

The General Advance is the official program of the United Methodist Church created to give churches the opportunity to go the extra mile in giving. We endeavor to continue to communicate the Biblical call for mission and assist all people through training and leadership development to understand how the United Methodist Church ministers to the needs of the world. The Conference Advance Special program is for projects within the bounds of the annual conference, as recommended by the Conference Board of Global Ministries, and is consistent with the goals of the General Advance. (2016 Book of Discipline ¶656)

The Conference Advance Specials are used to feed the hungry, help women and their children who are in need of shelter, minister to our college students, repair homes for the elderly and poor, minister to our Hispanic-Latino members, provide a safe place for children to study and play, minister to those with special needs, end the cycle of poverty, and for inner-city and at-risk children.

Please consider the ministries listed below for your Extra-mile giving.

JOURNAL of the ALABAMA-WEST FLORIDA CONFERENCE - 2019

ADVANCE SPECIALS
0110-19 Alabama Rural Ministry (ARM)
0110-7 Circles of Transformation
0110-2 Dumas Wesley Community Center
0110-1 Hispanic Ministries
0110-6 Nellie Burge/Mary Ellen’s Hearth
0110-25 Mobility Worldwide of East AL/West GA
0110-133/134 Pensacola State College/Univ of West Florida Wesley Foundation
0110-51 Prodissee Pantry
0110-40 Society of St. Andrew
0110-22 Transformational Recovery Mission
0110-132 Tuskegee Wesley Foundation
0110-90 UM Children’s Home
0110-3 UM Inner City Mission, Mobile
0110-136 University of West Alabama Wesley Foundation

Receiving Conference Advance Special status does not guarantee any funding, only the opportunity to open channels for extra-mile giving throughout the bounds of our annual conference. The actual money received will depend completely on donor gifts. Extra-mile giving to any of these Conference Advance Specials should be sent to the Conference Treasurer marked with their Advance number; 100% of every Advance gift is sent directly to the mission or ministry of your choice. Through our Advance giving, we continue to make a positive and enduring impact on the world Christ has called us to serve.
More information, including the guidelines and application, can be found at www.awfumc.org/advance. Or contact Michael Lawler at michaeljlawler@aol.com.

Applications to apply for Advance Status are due January 1 each year; and The Annual Review to maintain the Advance Status is due by January 1 each year.

Respectfully submitted,
Michael J Lawler, Advance Specials Chairperson
Conference Board of Global Ministries, Advance Specials Division
Committee on Ethnic Local Church Concerns
Commission on the Status and Role of Women

The General Commission on the Status and Role of Women is one of 12 church wide agencies of The United Methodist Church which is financed through the World Service Fund (apportioned giving from local congregations). It is one of two independent commissions, the other being the General Commission on Religion and Race. Both being charged with advocating, monitoring and challenging the church to seek justice and inclusiveness. The Commission is accountable to the General Conference.

The Commission challenges the United Methodist Church to a commitment for the full life and participation of women in the complete life and mission of the church. It serves as an advocate for and on behalf of women and seeks to eliminate inequities in relation to women in the church as to the diversity of the United Methodist Church, including laity and clergy, youth and young adults, older adults, racial/ethnic women and men, persons with disabilities and regional representatives.

The Commission is helping the church be a more reliable and trustworthy agent of the liberating Gospel of Jesus Christ so that we recognize every person as a “full and equal part of God’s human family.” (*The Book of Discipline*)

Through training, education, research and monitoring, the Commission:

- Nurtures women leaders in the church
- Addresses gender discrimination
- Confronts sexual harassment and abuse and advocates for victims
- Raises awareness about women’s issues and opportunities
- Identifies institutional sexism and recommends ways to diminish it

The conference annual Event was held March 8-9, 2019 at Blue Lake Camp. The event centers on education, strategy and/or awakening. This year’s Event was led again by facilitators, The Reverend Lynn Smilie Nesbitt and Rabbi Lynne Downey Goldsmith. They work under the name, “The Preacher and the Rabbi”. The topics included, Hebrew Scriptures and New Testament Women, Difficult Texts in Hebrew and Christian scriptures and How to respect each other’s faith. Interesting discussions and plenty of time for conversation and questions!

Also annually, an award named for a truly great leader in Alabama-West Florida Conference, Alice Lee, of Monroeville, Alabama is given to an outstanding female leader from our conference. She must have church and community leadership and be an outstanding person to carry forth the leadership of Alice Lee. The 2018 recipient, Shirley Woodie, epitomizes service to God, to the Church and to her community and conference for her involvement in secular
To carry out our mandate to full ordination of women, the conference done COSROW presents at least one $1,000 scholarship to a female clergy candidate or a female seminarian entering into full time service to the church. Often more than one scholarship has been awarded in a year and several recipients have received more than one scholarship. The recipient must be attending a United Methodist seminary. To date, COSROW has presented 28 scholarships since 1997. The scholarship is named for Jane Walker of Opelika, Alabama, who was an outstanding woman in her own right. The scholarships are presented annually, at the Annual Conference COSROW Breakfast on Tuesday morning at 7:00 AM, Room 6111.

Since 2009 there has been a scholarship named for the immediate past chair of COSROW, Ruth Gynther of Auburn, Alabama. Ruth worked tirelessly during her tenure to make the conference organization viable and visible. Her scholarship is for first-timers to attend the annual COSROW Event at Blue Lake.

COSROW monitors Annual Conference and the Annual Conference Committee on Nominations for equal representation and equal access to leadership, helps members attend General Church trainings and represents the MAJORITY membership in the United Methodist Church.

Applications for all awards and scholarships are available on the conference website at www.awfumc.org or by contacting the Alabama West Florida Conference Headquarters at: 334-356-8014.

Ruth Ann Powers

**Division of Native American Ministries**

Native American Ministries had an exciting year in 2018. Aldersgate United Methodist Church hosted annual functions, events, and missions. We are proud to be a part of the Alabama West Florida Conference. We hope to continue providing ministries within our Native American community and other communities near and far. I have listed some of the larger programs below that AUMC was a part of in 2018.

Its no secret that AUMC provides one of the most successful and diverse bible school programs in our community. This year was no different as we completed our successful program. AUMC encourages participation in our bible school program by inviting churches with other ethnical backgrounds to interact with our Choctaw community. The visiting church, Mar Thoma Church, has been part of the program for well over a decade. Through the partnership we have
constructed two small buildings to assist in a “camp style” lodging for the week. The attendance for the program can range from 50-100 child attendees with 20+ volunteers. In 2018, the theme for bible school was “Game On”. The volunteers decorated the church facilities with their creative abilities to excite the children’s interest.

This year AUMC invited Rural Community Chaplain Roland Stanley to speak at Native American Sunday. It was an educational opportunity shared among the members regarding history and facts of our cultural background. It was completed during a Sunday church service. Rev. Jabe Fincher also promoted Native American Sunday by providing information including factual bulletins posted throughout the church.

Homecoming this year was a great success. AUMC invited Brother Nick Williams. Williams is a Probate Judge and local leader from Washington County, AL. Williams delivered a wonderful program. AUMC provided an after-service dinner in the fellowship hall and displayed a PowerPoint presentation. The presentation included Native American church members and families that were paramount in the foundation of AUMC.

In 2018, Rural Chaplain Roland Stanley attended the Native American International Conference in Tucson, Arizona. During this event, key note speakers delivered messages on several topics. The overall goal of this event is to build relationships. There were representatives at the conference from all over the nation.

We hope that 2019 is an active year for our Native American Ministries. We hope to continue to spread the love of Christ through our community. It is imperative that we continue to move forward and establish these relationships. We would like to thank you for your continued support.

Sincerely,
Gary Cole
Chair of Native American Ministries
20145 Richard Weaver Road
Mount Vernon, AL 36560
Commission on Archives and History
Archivist’s Report

As the archivist for the Alabama West Florida Conference, it is my privilege to work with both members of the Alabama West Florida Conference and students of Huntingdon College. The Methodist Archives Center is depository for both agencies. It is located in the Houghton Memorial Library on the Huntingdon College campus in Montgomery, Alabama. The Methodist Archives Center (MAC) performs a joint function for the college and the conference.

The Commission On Archives And History (COAH) is the agency responsible for management of the Methodist Archives Center. It is the responsibility of the archivist and those working in the MAC to maintain the daily operation of the Center. We also assist the COAH with their meetings, the Memorial Service held at each AWFC Annual Session, and the Memorial Luncheon which is given for the immediate family members of those deceased clergy and spouses who were remembered at the Memorial Service. It is also the archivist’s responsibility to gather information and write the Memoirs printed each year in the Journal of the AWFC. Additionally, we assist the AWFC Historical Society with their meetings and projects throughout the year.

In 2018 the MAC assisted over thirty-five visitors. We had thirty-one visitors requesting information concerning the church and thirty-five referring questions for the college. Three Huntingdon College classes were taught regarding the MAC. The following types of users were assisted: General Public (Methodist Related) 54.55%; Methodist Conference Employees 18.18%; General Public (College Related) 9.09%; HC Faculty/Staff 8.33%; HC Library Faculty/Staff 5.3%; HC Alumni 3.79% and HC Students .76%.

The following are the names and numbers of the accessions received and processed for the Alabama West Florida Conference:

- MC818-2018 Library, Publications, Periodicals
- MC819-2018 Reference Files
- MC820-2018 Audio Visuals
- MC821-2018 Artifacts
- MC822-2018 Charge Conference Reports
- MC823-2018 John Bransford “J.B.” Nichols
- MC824-2018 Demopolis District Connection
- MC825-2018 Marianna District UMW Records
- MC826-2018 Personal Papers: Rev. Charles Walker
- MC827-2018 Personal Papers: Rev. Charles Langford
- MC282-2018 Tuskegee First UMC
- MC283-2018 Central Conference Interviews
The following are the names and numbers of the accessions received and processed for Huntingdon College:

- HC309-2018  Reference Files
- HC310-2018  Audio Visuals
- HC311-2018  Library, Publications, Periodicals
- HC312-2018  Artifacts
- HC313-2018  Capstones
- HC314-2018  Huntingdon College Alumni Oral Histories
- HC315-2018  Sociology #204 - Spring 1974

Submitted By:
Sharon Tucker, Archivist
Alabama West Florida Conference and Special Collections Huntingdon College

**Historical Society President’s Report**

The Alabama-West Florida Conference Historical Society (AWFC-HS) is a voluntary membership organization which is formed to work with the Annual Conference Commission on Archives and History (COAH) in the collection and preservation of materials related to the history of the United Methodist Church and its antecedents. The Society promotes research, writing, and publication in the field; and develops interest in United Methodist history and skills for pursuing it among local church historians and others. Anyone who is interested in preserving the heritage of our Conference and our local churches is welcomed and encouraged to join and participate.

At the 2018 AWF Annual Conference, the Society assisted the COAH in organizing, setting up, and decorating the area where the annual Memorial Luncheon was held; and assisted in serving the catered meal. Society members also helped the Commission as it greeted and guided surviving spouses and family members of the Conference clergy who had passed on since the last Conference as they assembled for and attended the Annual Service of Remembrance.

We also maintained an informational display adjoining the COAH display and provided brochures and other information concerning our work to those who stopped by. A photo opportunity site was set up next to our display where visitors could don a circuit rider’s hat and coat, hold his saddle bag, and stand in front of a forest scene with his horse in the background to have his photograph made.

The Society’s 2018 Annual Meeting was held on September 20, 2018. Camden UMC, Camden, Alabama was our host. Rev. Brian Dovey, the host pastor, welcomed our 81 members and guests to Camden UMC and to the city of
The day was filled with interesting presentations about this heart of Alabama’s Black Belt region. Methodism in Camden began in the early 1800s and Pie Malone from Camden UMC provided us interesting information about the organization and history of the Methodist church in Camden through the years. A written history of the church was also provided.

The main theme of the meeting was “Learn about Hearn”. Ebenezer Hearn who is considered the father of Methodism in Alabama and who preached his first sermon in Alabama in 1818, ‘came alive’ at the meeting as Rev. Ed Shirley, appropriately dressed and in the character of Rev. Hearn, presented a superb biographical monologue. Near the conclusion of the meeting, the AWFC Historical Society honored the life and ministry of Rev. Hearn with a Service of Remembrance which was held at Rev. Hearn’s grave in the Hearn Family plot in the Camden Cemetery.

After the Service of Remembrance in the Camden Cemetery, the 2018 Annual Meeting participants moved a few miles down AL-10 to the Gaines Ridge Dinner Club for a delicious lunch and more fellowship. The building where this well-known restaurant is located was built in 1827 by Ebenezer Hearn. The kitchen used by the restaurant is the original kitchen of the Hearn home.

The 2019 Annual Meeting will be held on December 5, 2019, at the Maplesville United Methodist Church, Maplesville, Alabama. This date is later in the year than most of our Annual Meetings, but we were invited to come to Maplesville UMC during Advent in order to enjoy the old fashioned Christmas decorations that the church is noted for.

During the 2018-2019 Conference Year, the Society continued its presence on social media. Our website at www.awfhistory.com and our official Facebook page, www.facebook.com/awfmethodists, are helping to make us more widely known. Our quarterly publication, “The Circuit Writer,” is published and distributed in both electronic and printed form and provides interesting articles and photographs concerning Alabama-West Florida Methodist history and the activities of the Society.

We are continuing the work begun by the founders of the Society and those faithful members who have worked diligently to help preserve our shared heritage. We again recall the admonition in Job: “Ask the former generations and find out what their ancestors learned, for we were born only yesterday and knew nothing, and our days on earth are but a shadow.” (Job 8)

Respectfully Submitted,
Jim Young, President
Blue Lake United Methodist Assembly

The mission of Blue Lake United Methodist Assembly is making disciples of Jesus Christ for the transformation of the world while connecting people to God’s creation.

Blue Lake’s core values are to be an intentional place apart: extend genuine Christian hospitality and community; nurture Christian faith and discipleship; develop Christian spiritual leaders; teach creation care and appreciation; collaborate with United Methodist Churches and agencies; and equip guests to do love and service.

2018 brought some challenges to Blue Lake. We were not directly hit by Hurricane Michel, but we saw a reduction in the number of groups and participants due to the devastation of the storm. With our disaster relief building, we were able to collect and distribute supplies to those people who needed help after the storm.

Blue Lake continues to upgrade our facilities. We are constantly trying to improve the internet access at camp. We replaced the roof at the Pinewood Gym and Dining Hall with a metal roof. The Hospitality House is open for pastors to come to Blue Lake for their own personal retreat. With the help of the NOMADS we removed 2 of the remaining older Dogwood cabins and used some of the wood (from the early 50’s) to build farm style dining tables, that we are selling.

We continue to work hard to provide the best experience for our guests from food service, programing and hospitality. God has provided Blue Lake with a staff that are dedicated to the mission of this ministry and love being able to give to the members of the Alabama West Florida Conference.

Blue Lake is grateful for the Board Members who commit to serve and to vision the future of this ministry. A special thanks to Elizabeth Sandoe for her service as chairperson of the board. We are grateful to the NOMADS ministry that come to camp each year and help us with camp projects that we would struggle to do without them. These updates to the camp help us to provide the most inviting, comfortable, and safe space possible. We are grateful for the many organizations, families, churches, and individuals who come to Blue Lake for worship, recreation, fellowship and respite. And for the parents who trust us to help in the spiritual formation of their children.
We are also grateful to Bishop Graves, Cabinet, Clergy and members of the Alabama West Florida Conference, who continue to love us, pray for our ministry, support us, and share our space with joy and passion.

Steve Lewandowski
Executive Director

Methodist Homes of Alabama & Northwest Florida
The latter part of 2018 brought unprecedented challenges and opportunities for ministries with a connection to the Florida panhandle in the wake of Hurricane Michael. With a network of retirement communities in Alabama and Northwest Florida, Methodist Homes was put to the test. Due to the increasing threat, we made the decision to fully evacuate Mathison Retirement Community, our Methodist Home in Panama City, even though the community was not under a mandatory evacuation order. All of Mathison’s 79 residents were successfully evacuated by Tuesday, October 9, ahead of the October 10 storm. While many residents departed with family members, twenty-seven residents evacuated by bus to a Montgomery hotel, along with seven of Mathison’s staff members and four Methodist Homes staff members accompanying them on the journey.

The bus made a stop for lunch on October 9 at Wesley Place on Honeysuckle in Dothan, another Methodist Home, and from there, traveled to a Montgomery hotel for safe refuge. Staff members from Wesley Gardens, our Methodist Home in Montgomery, brought meals to the hotel for each breakfast, lunch and dinner, and even some entertainment during the 3-day hotel stay, while waiting for damage reports out of Panama City. When it became clear that damage to the area was quite extensive, four of our other Methodist Homes care communities reached out to provide temporary housing for the evacuees.

Wesley Place on Honeysuckle, Wesley Gardens, Fair Haven and Wesley Haven Villa located furnishings, made space, and opened their arms to welcome residents from Mathison. Current residents brought gifts to their temporary neighbors to help them feel at home. Staff members made sure the Mathison residents were welcomed to their community activities and social functions. Local churches reached out with donations of clothing and other personal items.

This experience has taught us how fortunate we are to have a network of retirement and health care communities. Meeting the needs of our Panama City residents during Mathison’s evacuation and restoration would have been much harder if we had not been able to depend on help from our other communities in Birmingham, Dothan, Montgomery and Pensacola. These are places where people became the hands and feet of Jesus to those in need. We are blessed to have re-opened Mathison after an almost 6-month absence!
We also continue to enjoy providing safe, affordable apartment homes for people with low income since 1981. Our affordable housing communities in the Conference, which are The Epworth House in Selma and Wesley Scott Place in Pensacola, each underwent improvements during the past year, some of which will continue into 2019.

As always, I want to thank you for your support of the Fountain of Love Fund, and ask that you continue to remember the Fountain of Love in your churches. Each special offering, missions grant, and missions budget item, as well as apportionment giving, helps make it possible for us to take care of residents who find they are no longer able to pay for their entire monthly care.

Thank you for your faithful support and prayers for the Fountain of Love and all our Methodist Homes in the Conference and beyond.

Christopher Tomlin
President & CEO

Board of Trustees
Class of 2022
Mrs. Marty Clark – Dothan
Dr. Douglas C. Newton – Niceville
Mr. Tommy Peacock – Dothan
Mrs. Betty Salter - Pensacola

United Methodist Children’s Home
What a Difference a Year Makes for One of Our 1,348 Kids Served

Another great year in ministry to those in need:
24,116 days of foster care provided to 165 children and youth.
17,097 days of care delivered to 83 youth in residential homes.
1,021 individuals served (representing 265 families) through intensive in-home treatment.
27 forever homes found for children.

Charles arrived at UMCH with little more than a lot of heartache. He clutched a white trash bag that contained his only belongings, he was years behind in school, and he couldn’t make eye contact or carry on a conversation.

After finding a safe, stable home at UMCH, Charles began to thrive. For the first time in a long time, he has a clean bed, regular meals and snacks, a routine, and a host of people who care about him and pray for him. As a teenager, he finally knows how it feels to be loved.
The UMCH staff knew it had been more than five years since Charles had been in a classroom, and they weren’t sure where he would rank academically. Testing showed he has a high IQ, and with the help of the local school system, Charles received a semester of intense academic instruction.

“He’s like a sponge,” Janet Rawls, Southern regional director for UMCH, said. “He just absorbs everything he can.” Charles caught up so quickly he was ready to return to school the next semester. He finished with the highest grade point average of any of his UMCH peers.

As his confidence grew, Charles became open to taking on new challenges. He joined the football team, completed his second 5k this year, is making new friends and is learning to laugh again. His new attitude earned him a spot on UMCH’s mission trip last summer. He and 25 other kids traveled to New York City to share God’s love and help those less fortunate. Charles attends church, volunteers in his community and is eagerly anticipating another mission trip to New Mexico this summer.

“And it’s the support of our United Methodist Churches and members that made all this possible for Charles, and many other children like him. The support we receive each year for children like Charles makes me extremely proud to be numbered among the people called Methodists. Thank you for seeing the great needs of our children year after year and responding so generously,” said Dr. K. Blake Horne, President and CEO.

For more information:
Rebecca Morris, Vice President of External Affairs, 205-837-0141
rebecca.morris@umch.net or umch.net

United Methodist Connectional Federal Credit Union
Chairman’s Report
James Mitchell, Chairman
Your Board of Directors’ primary job is to set direction for and manage the credit union, making sure it is operated in a sound and prudent manner and that all decisions are guided by the best interests of the members. During 2018, I am pleased to report that we had another successful year marked by financial stability and increased benefits to members. Our balance sheet remains extremely strong, and we are well positioned for continued growth as well as to provide enhanced services to our members.

We continue to strive to be more than your financial institution. We want to be your lifetime partner in achieving your dreams of graduating from college,
owning a home, building a family and developing savings for retirement and beyond.

• Our major achievements this year include:
• Our conversion to a new and improved computer system went well.
• Our VISA Credit Card Program continues to be very strong and growing.
• Our Share Certificate dividends were raised slightly returning higher gains to our members.
• Our assets did drop during 2018 but this drop improved our net worth ratio.
• Our liquidity is well positioned for the future.
• Thank you for the privilege to serve in leading your Credit Union. It is a responsibility every volunteer takes extremely seriously. With your input, and in partnership with you our members, we look forward to serving your needs for many years. We believe in “Helping Our Members Afford Life” by continuing to provide inexpensive financial services and outstanding member service.

Supervisory Committee Report
Maryanne McCurdy, Chairman
Committee Members:
Winnie Dean
Charles Houston
Shoune Lawton
Clarence Thrower

United Methodist Connectional Federal Credit Union’s Supervisory Committee independently evaluates the soundness of the credit union’s operations and activities. This committee is responsible for a series of internal and external audits that are performed to insure that the Credit Union complies with generally accepted accounting principles. This committee also makes certain that United Methodist Connectional FCU’s audited financial statements provide a fair and accurate representation of the financial condition of the credit union and is compliant with state and federal regulations.

As a result of the audits held and in conjunction with the annual examination of the National Credit Union Administration (NCUA), it is the opinion of the Supervisory Committee that the financial condition of United Methodist Connectional Federal Credit Union continues to remain strong and well managed, with sound policies and programs. The Credit Union is also compliant with the Credit Union’s by-laws, Georgia and Florida state laws relating to credit unions, and applicable federal laws and regulations.

The Supervisory Committee would like to commend the staff, management and volunteers of the Credit Union for their efforts in maintaining the soundness and safety of the credit union.
Treasurer’s Report

Michael McQueen, Treasurer

United Methodist Connectional Federal Credit Union ended 2018 with a strong balance sheet and positive net income. We will maintain our strategy of continued, controlled growth as we strengthen both our balance sheet and income statements in the years to come.

2018 Highlights:

- Assets decreased from $29,378,422.73 as of December 31, 2017 to $28,423,076.64 as of year-end 2018.
- Loans to members decreased slightly from $17,532,168.51 at year-end 2017 to $16,823,584.42 as of year-end 2018.
- Income on investments increased from $106,433.44 in 2017 to $150,143.24 as of year-end 2018.
- Operating expenses increased slightly from $1,335,584.26 in 2017 to $1,428,348.81 in 2018.
- Net income decreased from $53,379.81 as of year-end 2017 to $31,751.77 as of year-end 2018.

Your Board of Directors, Management and Staff are committed to ensuring the stability and financial success of your Credit Union now and in the future.

Alabama-West Florida United Methodist Foundation
40th Anniversary

2019 marks a significant milestone for the Foundation as we enter into our 40th year of ministry to the AWF Conference. We welcome you to join us as we celebrate the anniversary of this ministry of generosity! Our mission is to encourage generosity as a way of life, foster planned giving, develop successful endowment programs, and manage funds to strengthen the work of Christ’s church. We view everything we do as a ministry of generosity, and our goal as an AWF Conference agency is to see lives changed, generosity increased, churches grow, and ministries expand. We are in the transformational, not transactional, business.

Vision for a United Methodist Foundation in the AWF Conference started among a group of dedicated United Methodist men and women. The dream was for an agency that would bridge the gap between the mission and financial needs of the church both presently and into the future. January 11, 1979, this dream for the Foundation became a reality, and the Alabama-West Florida United Methodist Foundation was born. Passionate about the Foundation and its ministry, founding members each pledged to give $5,000 in seed money over the course of 5 years to help start its work.
Before 1991 the Foundation had met its goals to raise $10 million in assets, be one of the few self-sustaining Foundations in the country, and was ranked in the top 20% of all United Methodist Foundations regarding assets under management.

Through the years the mission of the Foundation has remained the same, but our services have grown and expanded to cover a variety of financial planning and stewardship areas to include the Planned Giving Program, investment management and administration, free resources and generosity workshops, and being able to assist donors and their advisors in completing various gift vehicles.

With the generosity of donors, churches, and agencies, the Foundation is blessed to manage over $90 million in assets currently and has been able to return $85 million back into the AWF Conference since 1979. These funds are helping to support ministry and transform lives in their communities, in the Conference, and beyond.

**Our Services:**

**Free Resources**

As a result of our partnerships with churches and agencies, we are providing free resources and services to encourage good stewardship in the AWF Conference. These resources include:

- Monthly eblasts containing valuable tips and resources that can be copied and used in the local church
- Quarterly newsletters with updates on ways to promote generosity and new ways to give
- A Marketing Handbook, brochures, and printables that highlight legacy giving, generosity, and financial stewardship as a way of life
Church Endowment Programs
Endowment programs help facilitate planned giving in the church. We offer a personalized step-by-step guide and marketing materials designed to educate, encourage, and support future financial needs of your church. In 2018 the Foundation continued to cultivate relationships with churches and ministries. Rather than take a “one size fits all” approach to each account relationship, we tailor endowments to meet specific disbursement and investment needs of each ministry.

Investment Services
Our investment services are uniquely created to provide diversified, low-cost investment options for managing church and agency funds. The Foundation staff assists in developing a custom investment plan for each participating organization or donor. Returns on our investment funds were outstanding again in 2018, outperforming benchmarks in two of our three Common Funds.

Generosity Development/Workshops
We offer generosity development to churches and agencies through educational programs that foster a better understanding of giving and stewardship as acts of worship and discipleship. Workshops are available on long-term financial planning, investment strategies, wills and estate planning, charitable gift options, the gift-making process, and more.

Fund Administration Services
We provide trust fund accounting, regular disbursements, and all other fiduciary administration in easy to read statements. Foundation statements are mailed and available online for authorized church members.

To learn more about the Foundation’s services email us at foundation@alwfumf.org or call (334) 793-6820.

The Board of Directors unanimously endorses and recommends the following board and officers.

BOARD OF DIRECTORS
Officers:
President: Beebe Frederick
Vic-President: Russ Dunman
Secretary: Stephen Burch

Terri Turner, Executive Director
LAY DIRECTORS

Class of 2019
Chris Beam – Pensacola       John Bullard, Jr. – Mty/Pratt
Mark Davidson – Mobile       Jana Ealum – Mty/Pratt
Laureen Lynn – Mobile        Howard Meadows-Mty/Pratt
Mike Norris-Mty/Pratt

Class of 2020
Dennis Adams-Baypines        Tommy Boyd – Mty/Pratt
Stephen Burch – Pensacola    Ross Cotter – Dothan
Russ Dunman – Mty/Opel       Gene Floore - Pensacola
Henry Hooks – Mar/PC         Jennie Hoppenjan-Pensa
Olen Kirby - Demopolis       Tony Mallini - Pensacola
Mac McCorquodale-Dem         Bryan Poole – Mty/Pratt
Ed Reifenberg-Mty/Pratt      Mike Tucker – Mar/PC

Class of 2021
Eric Canada-Mty/Opel         Shannon Chancey-Dothan
Beebe Frederick-Mty/Opel     Jon Heath - Dothan
Bill Hill - Demopolis        Jeff Outlaw - Dothan
Lany Simmons-Baypines

Ex-Officio Members: The Resident Bishop, All District Superintendents, and the Conference Lay Leader.
Alabama Rural Ministry (ARM)

Vision: Transformed rural communities with sustainable homes, strong families, and strategic communities for the glory of God.

Mission: Discovering, developing, and deploying spiritual leaders that as disciples’ of Christ, minister with under-resourced and rural communities to create sustainable homes, strengthen families, and build strategic community partnerships for the glory of God.

Thank you for another great year! Working together, we have extended Jesus’ love throughout Alabama and beyond. We must not take the pedal off the gas. So many people need to experience the love of Jesus and need vital repairs and interventions to break the chains of poverty and injustice.

We are grateful for the ways our Conference supports ARM! We are passionate about developing servant leaders who are working with us to transform communities by creating sustainable homes, strengthening families, and building strategic partnerships! All for God’s glory!

Here is a glimpse into 2018 and part of 2019:

Sustainable Homes: Owner Occupied Home Repair: We served with 21 families making their homes warn, safe, dry and beautiful!

- Due to Hurricane Michael, ARM is opening a site with Marianna FUMC and Graceville UMC hosting youth teams for disaster response.

Our affordable housing project for veterans in Tuskegee ran into some setbacks. However, we are on track to complete the renovation of this abandoned house into a home for two veterans by Spring of 2019.

Special Work Days: MLK Days of Service (January 19 and 21, 2019) hosted over 169 volunteers fanning out into the Macon and Lee County community doing home repair, children’s ministry, serving at the food pantry, and street cleanup. A community worship service was held on Sunday night honoring the work and legacy of Dr. King.

My Jerusalem with Way to Serve ministry: This incorporates two large service days per year, October and April. Each one hosts 250-300 volunteers and in partnership with a similar ministry in Opelika.
**Strengthen Families:** Son Shine Kids Day Camp continued serving in both Livingston and Tuskegee each hosting approximately 35 kids ages 6-11. Several churches and individuals helped fund the camp by becoming a day camp sponsor. Each camp costs $10,000 and we raised over $26,000 through our sponsorships.

**Leadership Development:**

**Summer Mission Teams:** Unfortunately, it was a “down year” for us and we did not host as many summer youth groups. In 2017 we hosted 21 summer teams but this year we hosted only 16 teams. ARM continues to host our summer mission teams and the most fruitful time of our ministry. During the day youth serve in home repair and day camp ministry. At night, they dig into the scriptures, worship together and process their experience with the intent of taking the ministry back home. Mission volunteers (co-laborers), 757 to be exact prayed, served, and grew in their discipleship while laboring logging 12,551 service hours.

**Something new:** This summer, we taught youth some principles of taking an idea and making it into an action plan. By pulling Mission Insight reports for their community, we were able to help them understand their current context. Using Nehemiah and rebuilding the city wall of Jerusalem, we taught them how to develop a vision, mission, values, and strategies so they could be more intentional in their home communities. With this information, they developed a “blue print for mission” and consecrated each team’s plans at our closing worship each week. We followed up with these youth groups to see how they were using their plans in their community.

The summer mission sites are run by 14-16 college students who serve as camp counselors.

**ARM@AU:** Our student organization was in its third year this past fall and continues to grow on the Auburn campus. They serve one Saturday per month and help coordinate ARM events with the AU campus. Plans are underway for more student groups across the state.

**The big fundraisers:** Cycle of Service 2018 remained a 3 day, 85-100 miles/day ride across the Black Belt. It raised over $26,000! Cycle of Service 2019 is a 2.5 day ride going from Mississippi to the Chattahoochee River in Phenix City, Alabama.

What’s coming? ARM is developing two main initiatives: One is an intensive internship year living in Christian community and serving directly in the Macon and Lee County Communities. We working with United Methodist supported seminaries in this effort.
Secondly, we recognize the struggle of small membership churches especially with their youth and mission dreams. Through a district model, we will be working with districts to establish district mission teams that can serve with ARM even if they only have a few youth. Stay tuned!

We are so grateful to all of our church partners, district ministry partners and all of our Wesley Foundations! We look forward to how God will continue to grow us in the future as we work to make disciples for the transformation of the world!

Submitted by
Lisa Pierce, Director

**Board of Directors 2019-2022**

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Ex Officio:
Bishop David Graves
District Superintendent Rev. Jeff Wilson
Conference Missions Coordinator Susan Hunt
AU Wesley Director Rev. David Goolsby

**The ARK**
The ARK has been blessed with another awesome year of being the presence of Jesus Christ on Panama City Beach through its housing, its coffee and it’s wonderful hospitality!

The Pour has had another great year, despite losing its top floor apartment & roof to a post Hurricane Michael fire. As a result of the fire The Pour had to close, but have just repaired the roof damage at a cost of $23K and plan to reopen before the end of March. The Pour remains ranked as the #1 coffee spot on the beach
and have benefited so much by becoming the local & tourist hangout for meet-ups, coffee & conversation. The mission wall tells the story inside the coffee shop and gets lots of attention, questions and requests for tours for all those interested. The Pour has become the front door of the ARK to the world!! This year we hope to incorporate an evening venue including foreign films and local music.

In 2018 the ARK housed over 120 college age evangelists in training, 40 J1 Visa International students from around the world, 25 families in need of transitional housing and currently 40 Hurricane Michael evacuees as well as over 100 post-storm volunteers. Also, Anchorage Children’s Home temporarily relocated into one of the buildings due to their entire facility being lost in the storm. The storm evacuees continue to move out to permanent housing, some locally but due to the limited housing supply many have moved to other cities. The volunteers have been a blessing to The ARK and Bay County coming through an array of doors such as UMCOR all the way to small churches in NYC. We send out a huge “Thank-You” to all of those who have donated their time, talent and love to help all the needy in Bay County.

Co-Directors Mike & Liz Bennett continue to serve and be served in what they call “One of the most beautiful burdens of their lives”. They have decided 2019 will be their last year at The Ark as Co-Directors, but with God’s guidance will hopefully continue on the ARK BOD team.

The ARK is in a great position for an awesome 2019 season. The buildings are in very good shape with minimum to no storm damage other than the Pour roof. The opportunities to serve new guests in the off season has never been larger. Ongoing talks with alternative spring break group leaders, storm volunteers and a few other unique opportunities will round out the off season better than ever.

We thank you all for your prayers, cards, notes, donations and beautiful support during this traumatic Hurricane Michael time. Our prayer is that The ARK continue to be the light of Jesus Christ to those in the storms of their lives that surround us every day.

Peace!!
The ARK!

Submitted by
Mike Bennett
Communities of Transformation

Communities of Transformation (COT) is a ministry of the Alabama West Florida Conference of the United Methodist Church. This initiative is a Conference-wide effort to engage in ministry with the poor (not to or for), which is one of the four areas of focus of the United Methodist Church. Our ministry reaches those who live on the margins of society – families who struggle, who live in isolation, who are unemployed and underemployed, who are recovering addicts, and families who are stuck in all manner of difficult life circumstances. The mission of Communities of Transformation is to move families from surviving to thriving by developing personal leadership skills and building authentic relationships. Families are moving out of isolation and into community as they develop relationship skills, go back to school, get new jobs, and become more financially stable. Transformation is occurring in our volunteers as individuals who have been going to church their whole lives gain a new understanding of mission, learn to share their faith in a new way, open their eyes to broken systems, and walk with the community as they have never done before.

This initiative of the AWFUMC has resulted in the formation of surprising and unprecedented community alliances. New partnerships have been formed as others have stepped forward to join the United Methodist Church in this COT effort. Partners have included churches from many denominational backgrounds, community leaders, public officials, and community agencies. Diverse, multicultural leadership teams work together to support and guide each local site. Community agencies and other denominational groups have contributed time, talent, labor, and passion, as well as in-kind and cash donations to the ministry. Transformation in the community wouldn’t be possible without the community ownership taking place in every aspect of this ministry.

Communities of Transformation is an ambitious initiative, a volunteer-driven ministry that requires broad congregational, denominational, and community support. The upfront communication, visioning, and preparatory work required to position a community for start-up is extensive and very time consuming. We currently have ten sites: Brewton, Dothan, Eufaula, Evergreen, Mobile, Montgomery, Phenix City, Pine Hill, Santa Rosa Beach, and Selma. Katy Wrona was named director in August of 2018. Katy has been part of Communities of Transformation from the start, most recently serving as Mobile’s site coordinator.

Sharing Good News is an important part of our weekly meetings, and we would like to share our Good News with you.

**Brewton** enjoys working with local schools. Our partnership allows us to work in the Wonder Garden at Brewton Elementary School, and our volunteers love reading to students! COT Brewton hosted a Pastors’ Luncheon with Brewton FUMC to help raise awareness and build community in the district.
Dothan is the longest running Communities of Transformation site. In 2018, they celebrated five participants graduating from Wallace Community College; two of those are continuing their education at Troy University Dothan. Trainer Rosaland Harrison worked double duty as the site searched for a new coordinator. Angela Smith has stepped into that role and looks forward to establishing new community partners to increase community engagement.

Eufaula has had eight classes complete the Awaken curriculum. Relationship building is a priority for this site, and it is accomplished in several ways. Game nights are always fun, and this year the group enjoyed a special excursion as they walked together to experience Christmas Open Houses for several of the shops in downtown Eufaula. Sometimes doing ordinary activities with groups we may not usually connect with can bring a deeper sense of understanding and community for all of us. Our focus for the last year has been to expand the support for COT in more local churches. This ecumenical drive has been fully embraced by our leadership team. We have been meeting with pastors and speaking to mission teams.

Evergreen In addition to classes, training, S.M.A.R.T. Goals, programs, and meetings, the Evergreen COT Site has ongoing projects which have solidified our relational ministry. The Community Garden continues to be an outreach and a blessing to the community as it expands in size and beauty. To express our love and joy as well as share information about COT, a Community Choir has been organized and has performed on several occasions for churches and civic groups. It has been such a delight learning music from each other and combining our diversity in a celebration of praise to Him!

Mobile has experienced a year of new beginnings. Rebecca Levins began work as the new coordinator in Mobile in September. They have also moved to a new meeting location at Redemption Baptist Church West Campus. We are so excited to see how God chooses to use these new beginnings to touch lives in Mobile!

Montgomery moved to a new meeting site at Holy Comforter Episcopal Church in 2018. They ended the year with COT Awards, with everyone receiving a trophy made from old cans spray painted and decorated. It was a fun way to recognize the energy and gifts each member brings to weekly meetings!

Phenix City is working to secure funding to launch counseling services to address needs in their community. They continue to be a close knit, welcoming, and devoted group, excited about their future. COT in Phenix City has recently partnered with Chattahoochee Valley Community College, Columbus State, and the local Housing Authority to establish dependable referral sources to reach families in need of support.
**Pine Hill** continues to move forward under the leadership of site coordinator Brenda Autry. In their first full year of classes, the site held their first celebration for five people who completed the Awaken curriculum. Their annual participation in the MLK Walk from the Wilcox county courthouse to historic Antioch Baptist Church is a heartwarming tradition filled with song, cheer, and fellowship. This is a site on the go!

**Selma** has secured grants from multiple community organizations to help fund the programs integral to their site. Volunteer Jan Justice and trainer Jerria Martin work alongside site coordinator Margaret Bennett to offer book studies, tax help, job readiness, and more to participants striving for a better future.

**Santa Rosa Beach** is our newest site and our first site in Florida. We are so excited to expand to this area! Site Coordinator Emily Proctor held the first event, “Beyond Relief,” in November of 2018. In February the site sponsored a Cost of Poverty Experience to raise awareness about the needs in Walton County with over 100 people attending. After an overwhelmingly positive response from the community, the first class started in March 2019 at Good News UMC in Santa Rosa Beach.

We are thankful to all the churches, pastors, and lay leaders who work with Communities of Transformation to change lives and impact our communities. We look forward to meeting more of you who would like to become involved. Our plans for 2019 include continued growth, sustainability, and transformation across our conference and beyond.

To find out how you can be involved in this life-changing initiative, subscribe to our newsletter at http://awf-email.brtapp.com/subscribe, visit our website at https://www.communitiesoftransformation.org/, or visit our Facebook page at https://www.facebook.com/CommunitiesofTransformation/.

Submitted by
Katy Wrona, Director

**Golden Cross**
Golden Cross is a special fund of the United Methodist Church. It exists in order to:

- Respond to the most pressing health care needs.
- Allow the local church to give with compassion.
- Adhere to the guidelines set forth by the conference.

The Golden Cross represents Christ’s healing presence in a hurting world. As
United Methodists, we are active in and support the ministries of Christian care by reaching out to those in need. The Golden Cross offering is retained within the conference where it is received. The conference designates the use of the offering. The contributions you give to the Alabama-West Florida Conference provide the opportunity to make available financial aid for medical delinquent expense charges from a hospital, physician or pharmacy. **Golden Cross receives no funds from apportioned items; the only source of income is from the people of the local church within our Conference. Please send your offering to the AWF Conference Treasurer, designated as “Golden Cross.”** Any church may designate Golden Cross Sunday at any time throughout the year.

We received one (1) request for funds during 2018, and gratefully, the fund was able to grant the full amount of $1200.00 to assist. We continue to make efforts to remind local church pastors of the availability of funds from Golden Cross through district superintendents and newsletters.

**Guidelines used to assist those in need:**

- Assistance shall be available for United Methodists of the conference. Payment toward financial assistance shall be made directly to the hospital, physicians, or pharmacy.

- The Director of Golden Cross will provide each applicant with a form that must be filled out in advance of receiving assistance. It is also available on the website of the AWF Conference.

- A copy of the balance with past due, unpaid balances must be provided with the completed application form.

- This information is to be returned to the Director of Golden Cross.

- Assistance will be granted to a person only upon the recommendation of a pastor or District Superintendent who is in a position to know of the need or circumstances. Assistance will be granted for a pastor only on the recommendation of the District Superintendent.

A copy of the past due bills and the completed application form is to be sent to the Golden Cross Director, Julie Terrell, 26610 Bridge Lane, Andalusia AL 36421. The amount of assistance granted to any person shall be limited to a total of $1,200.00 for any combination of hospital, physician, or pharmacy bills. **Local church pastors are encouraged to contact the Golden Cross Director at (850) 712-0456 to assist members of their congregations who may need assistance from the Golden Cross fund.**

Respectfully Submitted,

Julie Terrell, RN
Hinton Rural Life Center
Hayesville, NC

Inspired by Jesus Christ, Hinton Rural Life Center’s purpose is to engage individuals, congregations, and communities in transformation through retreat ministry and missional outreach.

Don’t just go to church. Be the Church. This motto describes Hinton Center pretty well. Like a church, our campus is a physical place where people come to worship, learn, and serve, as well as retreat, reflect, and renew. But, Hinton Center is more than just a place. Through our ministries and mission outreach opportunities, we engage individuals, groups, churches, and organizations – both local and from across the Southeastern Jurisdiction -- in ways that impact our rural Appalachian community, improve quality of life, and give hope. As we focus on loving God and loving neighbor, our prayer is that everyone who connects with Hinton Center – whether as a guest, volunteer, mission team member, workshop participant, local homeowner, business owner, or partnering organization – experiences God’s transforming love.

In 2018, guided by our Quality of Life Study, Hinton Center made homes safer and healthier, encouraged understanding of mental health and substance use, and promoted community-wide volunteer opportunities. We’ve been awarded numerous grants and continued to strengthen our ministries both on and off campus. Our 2018 ministry highlights include:

- Received over $575,000 in grants, including funding for:
  - Youth and adult leadership programs, such as Leadership Chatuge, funded by a grant from The Duke Endowment
  - Mental Health First Aid training, through the Evergreen Foundation; our staff has provided MHFA training for educators in the Clay County and Cherokee County school systems
  - Young Clergy Initiative funding, from the UM General Board of Higher Education and Ministry; this funding supported a “God Powered Search” leadership training event for high school students interested in serving as future summer mission outreach staff.
- Served 334 families through our Firewood, Christmas Cares, and Safe and Healthy Home Repair ministries
- Completed 237 home repair projects for 29 homes
- Hosted 51 church mission teams, with 46 from the SEJ
- Completed our Lakeside Worship Center, with significant help from the NOMADS team led by Jim and Mary Jo Reeves; began hosting our annual Easter Sunrise Service there
• Launched a regional Volunteer Center promoting ministry through service in the community, with over 25,000 volunteer hours in 2018
• Produced 785 pounds of food from the Hinton garden, used in our dining services and distributed to food programs in our community

We also launched two new initiatives to promote Hinton’s resources and mission opportunities throughout the SEJ:
• Our Hinton Ambassadors Ministry equips ten clergy from different annual conferences in the SEJ to represent Hinton Center in their ministry settings, each serving as a resource for information on Hinton Center’s ministry and mission offerings in his/her annual conference. They include: David Fuquay (FL); Laura Plaster (Holston); Ed Trimmer (TN); Adlene Kufarimai (N AL); Shannon Boaz (KY); Joshua Goocey (NC); Rebekah Ralph (WNC); Ed Archer (N GA); Bill Culpepper (S GA); Jonathan Tompkins (SC).
• Hinton Center is helping to sponsor FCF Confirm confirmation retreats at Lake Junaluska. Our presence at these retreats is introducing a new generation of United Methodists to Hinton Rural Life Center as a place where they can go to retreat and serve . . . and BE the Church!

Respectfully submitted,

Dr. Jacqueline Gottlieb
President and CEO
Hinton Rural Life Center

**Africa University**
Africa University thrives in ministry because of the steadfast support of local congregations of The United Methodist Church. Thank you to the leaders and members of the Alabama-West Florida Conference for prioritizing Africa University with the contribution of 92.60 percent of your asking to the Africa University Fund (AUF) apportionment in 2018.

Through its investment in the Africa University Fund, the Alabama-West Florida Conference continues to affirm the university’s core mission of nurturing leaders who help communities to know Christ and to experience peace, sustainable livelihoods, food security and abundant health. Thank you for your steadfast commitment and generosity.

**Institutional Update:**
• In 2018, Africa University enrolled more than 700 new students and maintained an overall enrollment of around 2,000 students. There were
25 African countries represented in the student body. Women made up 53 percent of the student population, which is almost twice the average for African higher education institutions.

- Throughout 2018, Africa University weathered the challenges of operating in Zimbabwe’s depressed and uncertain socio-economic environment in Zimbabwe with creativity and prudence. The university delivered teaching, learning and community service activities of high-quality without interruption. Key enhancements in 2018 included the refurbishment of three residence halls for women students and the full implementation of an ERP software system to integrate and manage all facets of the university’s operations.

- With conflict, poverty, and the impact of climate change persisting as the key drivers of food insecurity and the rise in internal displacement, migration, and refugeehood in Africa, the university consolidated its position as a trailblazer by offering new graduate training and research opportunities. Africa University has also continued to provide scholarships for refugee women so that their experiences, talents and ideas help to shape the solutions.

- Africa University delivered critical data for reducing malaria deaths in southern Africa and controlling the spread of insect-borne diseases world-wide. AU’s insectary—a laboratory for rearing and studying live insects, such as mosquitos—shares its findings through the Southern Africa Centers of Excellence for Malaria Research. This data informs regional policies, practices and malaria control efforts.

The students, faculty, administrators and trustees of Africa University thank the members of the Alabama-West Florida Conference for their prayers and support, which continue to grow and sustain this ministry. Thank you, Alabama-West Florida United Methodists, for all that you have sown into Africa University over the past 27 years. As Africa University and the Alabama-West Florida Conference move forward together in missional engagement, we trust in God’s unending grace for the increase.

Submitted by:
James H. Salley
Associate Vice Chancellor for Institutional Advancement
Africa University Development Office
jsalley@gbhem.org
615.340.7438
Boston University School of Theology

Dear Colleagues in Ministry:
Greetings from Boston University School of Theology (BUSTH) as we live together as disciples in uncertain times!

BREAKING NEWS:

- **Students:** We continue to increase and celebrate diversity in our student body, creating remarkable opportunities for in-depth exchanges and fruitful collaboration.
- **Faculty:** We welcomed two amazing faculty this year: **Shively Smith** as Assistant Professor of New Testament, and **Nicolette Manglos-Weber** as Assistant Professor of Religion and Society.
- **Online Lifelong Learning:** We are launching a new Online Lifelong Learning Program at the School, offering webinars, workshops, and reading groups for professional enrichment.
- **Scholarships:** We continue our offer of free tuition to UMC registered candidates for ordained ministry, and we continue to build student scholarships and housing as a central campaign priority. New scholarships include the Korean Student and African Student Scholarships, and leadership fellowships for promising leaders: Raíces Latinas for Latinx leaders, Sacred Worth for leaders in the LGBTQIA+ community, Howard Thurman for African-American leadership, and Indigenous Studies Fellowships.
- **Faith and Ecological Justice Program:** This new student program undertakes initiatives to increase ecological awareness, education, and activism in ecological justice.
- **Theology and the Arts Initiatives:** Recent exhibits and events include “Moments in Time” and “Transcending Conflict.”
- **Grants:** Henry Luce Foundation has awarded a 3-year grant to support the Educating Effective Chaplains Project. The grant supports work with other seminaries to develop models that can better prepare chaplains for effective ministry.
- **Website:** After several years of planning, a new School website will launch in Fall semester 2019.

PARTNERING FOR MINISTRY AND TRANSFORMATION:
Preparing students for ministry means meaningful partnerships with the local spiritual community.

- **Creative Callings:** Our vocational project is an exciting partnership with local churches, seeking to create “a culture of call.” It is sponsored through a grant from the Lilly Endowment.
- **Engagement with the UMC:** Many of our students are delegates, project leaders and assistants, and class participants in General Conference 2019.
• **Congregational courses:** The Continuing Scholar program offers current BUSTH courses to alums and local clergy as continuing education credit for a small fee per course.

• **Doctor of Ministry:** The DMin in Transformational Leadership is soaring with lively student cohorts that are broadly ecumenical, culturally diverse, and global. The model includes intensives, online courses, and faculty mentoring.

• **Religion and Conflict Transformation Clinic:** The Clinic provides internships and workshops that foster justice and peace-building.

• **Travel seminars:** These courses engage students with immersion journeys to the Arizona-Mexican border, Israel and Palestine, Argentina, and other sites of learning and ministry. Attendees from the recent Serbia and Croatia Seminar presented to the 2018 Parliament of the World’s Religions in Toronto, Canada.

• **Ecumenical partnerships:** We continue to build robust Communities of Learning with the Episcopal Church and United Church of Christ, and to develop new communities with the Unitarian Universalist and Baptist Churches.

• **Partnership with Hebrew College:** Together we are able to enrich interreligious learning through joint courses and public events, and also co-sponsor The Journal of Interreligious Studies and State of Formation cohort of emerging leaders.

**TAKING ACTION GLOBALLY AND LOCALLY:**

• **Campus action:** Work to improve accessibility and sustainability. BUSTH is the first certified Green School in BU, and participates actively in the Green Seminary Initiative. It has also been named as one of the “Seminaries that Change the World” for the second consecutive year.

• **Internships in global service and peacemaking:** We provide internships that support students who engage in ministry with churches and service organizations across the world.

**COMMITMENT TO JUSTICE:**

Celebrating differences while joining in action.

• Faculty and students have led and participated in UMCOR; support efforts with victims of hurricanes and fires; protests on behalf of Puerto Rico, Texas, and Florida; protests of white supremacist movements; services with immigrants and DACA young people; and ecumenical and interreligious witnesses for justice in the city of Boston.

• Through student-led Town Hall meetings, the community has had deep conversations on issues that divide (including theological differences). We seek to foster respectful listening that builds community life and communal action.
OTHER NOTABLE NEWS:

• 2019 marks the 180th year of the School of Theology, originally founded as the Newbury Bible Institute in 1839.
• Our major development campaign for BUSTH will end in September 2019, and we continue working toward grand success for the future of our School and the vitality of your ministries.

As BUSTH looks to the future, we celebrate transformational leaders of the United Methodist Church, who keep the word of Jesus Christ alive. Your living legacy and faithful witness give us hope and courage for the future.

Blessings and gratitude,

Mary Elizabeth Moore, Dean

Candler School of Theology

For more than 100 years, Candler School of Theology at Emory University has prepared real people to make a real difference in the real world. Since our founding in 1914, more than 10,000 students have graduated from Candler, where they have been shaped as thoughtful, principled, and courageous leaders dedicated to transforming the world in the name of Jesus Christ.

This is especially important to note amid the current uncertainty in our denomination. It is an honor and a privilege for Candler to be one of 13 official seminaries of The United Methodist Church. Yet true to the Methodist tradition of ecumenical openness, Candler has enthusiastically welcomed the entire Wesleyan family to our community for generations. Faculty, staff, and students from the AME Church, the AMEZ Church, the CME Church, Free Methodists, Nazarenes, and others have worked, worshiped, learned, and prayed alongside United Methodists, and have been a vital part of shaping Candler and our mission. This diversity has been a wonderful gift and a rich blessing. As we move forward from the Special Session of General Conference, we will continue to invite and welcome wholeheartedly those from all expressions of the Wesleyan tradition. Indeed, we will continue to welcome all those who follow Jesus Christ.

Candler is also privileged to be one of seven graduate professional schools of Emory University in Atlanta. With the resources of a top-tier research institution and the reach of a global city, our students benefit from a rich academic and hands-on learning environment: The General Board of Global Ministries is in Atlanta, as are numerous public health, international development, and social service organizations. Candler’s intentional involvement with our surrounding community has contributed to our inclusion on a list of “Seminaries that Change the World” for six years running. In short, there is no better place to prepare for
ministry that engages our major denominational priorities: developing leaders, starting and growing churches, ministry with the poor, and improving global health.

In order to keep pace with the needs of the church and the world, Candler offers 16 degrees: six single degrees and ten dual degrees pairing theology with bioethics, business, international development, law, public health, and social work. Our Doctor of Ministry degree is 90 percent online, so students can remain in their places of ministry and immediately apply to their context what they learn in class. Our Teaching Parish program allows eligible United Methodist students to serve as pastors in local churches while they’re enrolled—they earn a salary as they earn course credit and pastoral experience, plus they are mentored by an experienced United Methodist elder.

Candler’s student body continues to reflect the diversity and breadth of the Christian faithful, with an enrollment of 453, reflecting 51 percent women, 39 percent people of color (U.S.), and a median age of 27 among MDivs. Students represent 44 denominations, with half coming from the Methodist family.

Candler has a deep commitment to alleviating student debt and promoting financial literacy. In 2018-2019, we awarded $5.8 million in Candler scholarships, with 100 percent of MDiv students receiving aid. Plus, our comprehensive “Faith & Finance” program teaches money management skills that serve our students now and will continue to serve them—and the churches they lead—well into the future.

Candler draws considerable strength and inspiration from its relationship with The United Methodist Church. Our ability to fulfill our mission of educating faithful and creative leaders for the church’s ministries throughout the world depends upon your prayers, partnership, and support. Thank you for the countless ways you advance this vital ministry in the life of our denomination. Visit us in person or online at candler.emory.edu to see firsthand how Candler prepares real people to make a real difference in the real world.

—Jan Love
Mary Lee Hardin Willard Dean and Professor of Christianity and World Politics
Candler School of Theology

Duke Divinity School
In August of 2018, L. Gregory Jones, the Ruth W. and A. Morris Williams Jr. Distinguished Professor of Theology and Christian Ministry, began serving as dean following Elaine Heath’s departure. Jones, who earned M.Div. and Ph.D. degrees from Duke, was previously dean of Duke Divinity from 1997-
2010. Jones was asked to lead the school in enhancing its ties with church constituencies, strengthening its academic credibility, attending to cultural challenges, and addressing financial challenges. As he assumed the role of dean, Jones noted, “We need to build bridges across various divides in the church, the academy, and across society. Christian faith can play a significant role in this bridge building.” This academic year Duke Divinity School has been working steadily on these tasks.

**Admissions:** Duke Divinity School welcomed an entering class of approximately 200 new students from 30 different states and several countries, including China, South Korea, the UK, and Zimbabwe. Our Master of Divinity program remains central to our identity, enrolling 112 students. Our Master of Theological Studies and Master of Arts in Christian Practice programs received enrollments of 24 students and 14 students, respectively. The Master of Theology (nine students), Doctor of Ministry (22 students), and Doctor of Theology (four students) all had strong enrollment. Our new Certificate in Theology and Health Care saw enrollment double this year to eight students. The ages of students enrolled in the M.Div. program range from 21 to 69, with a median age of 23, and students from minority groups comprised more than 22 percent of incoming M.Div. students, with black students making up 15 percent. Across all degree programs at the Divinity School, 32 percent of the incoming class identified as a race/ethnicity other than white (an increase from 26 percent last year). Black students made up 18 percent of all students; Hispanic students, two percent; Asian students, seven percent; and American Indian students, one percent. For the first time, the majority of students entering the Doctor of Ministry program identify as an ethnic group other than white. Female students made up 51 percent of incoming M.Div. students, while males were 49 percent. It was only the second time in school history that the incoming cohort of M.Div. students had a female majority (2005 being the other year). Across the degree programs, 42 percent of students in the incoming class were female, and 58 percent were male. There were 23 denominations represented in the M.Div. entering class, with 55 percent affiliated with the United Methodist Church (up from 41 percent last year). Nondenominational students made up 17 percent of the new M.Div. students; Baptists, eight percent; and Anglican-Episcopal, three percent.

**New Faculty:** Several new faculty members joined the Divinity School community in July 2018, demonstrating Duke Divinity School’s ongoing commitment to the church, the academy, and the church’s witness in the world.

- **Christopher Beeley**, the Jack and Barbara Bovender Professor of Theology, Anglican Studies, and Ministry and director of the Anglican Episcopal House of Studies, is an Anglican priest and a founding member of the Episcopal Gathering of Leaders. He has ministered in parishes in Texas, Indiana, Virginia, and Connecticut. Prior to joining the Duke faculty, Beeley taught for 16 years at Yale Divinity School.
• **David Emmanuel Goatley**, research professor of theology and black church studies and director of the Office of Black Church Studies, is ordained in the National Baptist Convention, USA, and serves in leadership capacities with the NAACP, Lott Carey Baptist Foreign Mission Society, and the Baptist World Alliance and the World Council of Churches. He was for 23 years the executive director of the Lott Carey Baptist Foreign Mission Society.

• **Jan Holton**, associate professor of the practice of pastoral theology and care, is an ordained elder in the Virginia Annual Conference of the United Methodist Church. Holton most recently served in an extension ministry with Integrated Refugee and Immigrant Services (IRIS) in New Haven, Conn., and was a member of the faculty at Yale Divinity School from 2006 to 2015.

• **Patrick T. Smith**, associate research professor of theological ethics and bioethics and a senior fellow at the Kenan Institute for Ethics at Duke University, is also associate faculty with Trent Center for Bioethics, Humanities, and the History of Medicine. Smith is licensed and ordained with the National Baptist Convention, USA and comes to Duke from Gordon-Conwell Theological Seminary and Harvard Medical School.

**United Methodists:** Professor Kate Bowler’s memoir, *Everything Happens for a Reason: And Other Lies I’ve Loved*, made The New York Times’ hardcover nonfiction bestseller list and received significant national recognition in mainstream and Christian media. The related podcast, “Everything Happens with Kate Bowler,” returns for a second season with new episodes on how people have faced dark times in their lives. Bowler, Sujin Pak, and Edgardo Colon-Emeric, all United Methodist faculty members, received tenure and promotion to the rank of associate professor in recent months. On July 1, 2018, Pak began serving as vice dean of academic affairs and Colon-Emeric started as director of the Center for Reconciliation. Jeff Conklin-Miller began serving as director of the Methodist House of Studies at the same time. Beginning February 1, 2019, Laceye Warner fills the new role of associate dean for Wesleyan engagement.

**Looking to the Future:** The Divinity School continues to discern fresh strategies to respond faithfully and wisely to the changing dynamics of the church, the academy, and the world. An example of our strategic work is a new focus throughout the school on Thriving Communities. Through this focus we are concentrating on the centrality of healthy congregations and gifted pastors in cultivating thriving communities. This approach offers opportunities to build on Duke Divinity School’s traditional strengths, but in a new key. We look forward to cultivating even stronger synergies among our work with the Clergy Health Initiative, Thriving Rural Communities, Hispanic House of Studies, and a revised Field Education program (all generously supported by The Duke Endowment), alongside longstanding commitments to the Office of Black Church Studies, the
Duke Divinity School is grateful for the strong ties that bind “the people called Methodist,” and we look forward to serving together as we bear witness to God’s future with hope.

Respectfully submitted, L. Gregory Jones, Dean, Duke Divinity School

**Gammon Theological Seminary**

Gammon Theological Seminary, located in Atlanta, GA, is the United Methodist constituent member of the Interdenominational Theological Center (ITC), a consortium of historically African-American theological schools. Gammon/ITC is a co-educational, professional graduate school of theology. Its faculty personifies vigorous scholarship, rigorous academic discipline, and significant research in the service of the church and other communities in the world. Gammon/ITC is the world’s premier resource for black church scholarship and faith-based solutions to the spiritual and socio-economic challenges confronting the African American community and beyond.

Founded in 1883 by the Methodist Episcopal Church and with assistance from the Freedman’s Aid Society, today Gammon Theological Seminary is one of the 13 theological schools of the United Methodist Church. The faculty and administration of Gammon/ITC create an environment in which critical thinking, investigative reflection, decision making, and responsible action are fostered. Gammon/ITC is a member of the Atlanta University Center Complex, the world’s largest enterprise of African American higher education. It is also a member of The University Center of Georgia and the Atlanta Theological Association. The school is fully accredited by the Association of Theological Schools and the Southern Association of Colleges and Schools.

Gammon/ITC offers the following degree programs: the Master of Divinity, the Master of Arts in Christian Education, and the Doctor of Ministry. Admission is open to qualified men and women of the United Methodist Church.

The support of this Annual Conference helps Gammon/ITC students carry on a proud tradition. They are taught to think independently and communicate effectively. They are also challenged to become involved in finding solutions to problems that affect the human condition, and to become active in the community beyond this campus. Additionally, graduates of this institution are encouraged to maintain a lifelong desire for intellectual growth, spiritual development, and the acquisition of skills for the practice of ministry.
Gammon/ITC has had a very exciting and busy year living out its mission, which is to recruit, support and educate pastors and leaders for the United Methodist Church. Gammon Theological Seminary is extremely grateful to this Annual Conference for your support of theological education, and for your commitment to ensuring that God’s church will be served by persons who are called and trained to lead us forward.

Grace and Peace,
Ken J. Walden, Ph.D.
President-Dean

Garrett-Evangelical Theological Seminary
In 2018-2019, Garrett-Evangelical Theological Seminary focused on the following priorities:

- **Responsive and Relevant Theological Education**: Respond to the educational and professional development needs of prospective students, alums, clergy, and laity by providing relevant theological education in a variety of formats and investing in our competent and diverse faculty.

- **Inclusivity in Our Relationships**: Ensure we are equitable, just, and inclusive in our relationships with the variety of diversity we encounter (e.g., racial, cultural, sexual orientation) within both our seminary and local communities.

- **Ensuring a Vibrant Future**: Establish a vibrant future by investing in employees, instituting new policies and procedures, caring for the earth, and generating gifts to sustain the seminary for generations to come.

**Responsive and Relevant Theological Education**
*New Partnership with North Central College*

We are partnering with North Central College to offer students the unique opportunity to take graduate-level courses in religious studies while completing their undergraduate degrees. Beginning in Fall 2019, students will be able to take classes at the seminary’s campus, and transfer graduate courses towards undergraduate work. For more information, please visit www.garrett.edu/news.

**Creative Course Opportunities**
*Faith in Place Environmental Justice Course*

This past spring, Garrett-Evangelical partnered with Faith in Place to offer a dynamic new course titled “Organizing for Environmental Justice”. Faith in Place is a state-wide organization working with over 1,000 houses of worship to protect our common land, air, and water. The class met at various locations around the city. Students increased their awareness as leaders, organizers, managers, and advocates for the care of the earth and environmental justice by reading and discussing literature on these topics and witnessing the work of
leaders and organizations committed to these ends during the site visits. They also faced the complex challenges facing individuals and communities suffering from environmental injustices. The seminary continues to develop creative partnerships like this one to better equip our students serve the needs of the church and world.

**Connectional Learning**

Connectional Learning is the name for Garrett-Evangelical’s new take on continuing education. We seek to create education and training suited to your unique professional, vocational, and spiritual needs. Whether you are clergy, laity, or spiritually curious, we welcome you to explore our programs that are designed to be relevant, responsive, and reachable. We are actively preparing our Fall 2019 offerings to announce them at our Annual Conference visits. There are several highly anticipated online course and webinar offerings, including “Thriving Ministry with Young Adults: Holy Yearning, Holy Listening, Holy Partnerships” and “Financial Management for Churches and Nonprofits”.

There is a wealth of information and resources on our website, including past webinar recordings and on-campus lecture opportunities. To learn more about our offerings and stay up to date on future programs, please visit: www.garrett.edu/connectional-learning.

**INCLUSIVITY IN OUR RELATIONSHIPS**

Since the launch of our strategic plan in 2015, we have been working to pay greater attention to race, diversity, and inclusivity in our community. This work began with a Racial Equity and Diversity Inclusion Audit. We have been working through the results of the audit to inform changes we need to make in our community. Last year we created a community statement that names, celebrates, and affirms the variety of persons we encounter as well as challenges the seminary with specific goals to fulfill its commitment to grow and serve all persons equally and justly. We have secured a staff member to act as Manager of Inclusion and Community Engagement, and we continue to offer training opportunities, lectures, and discussions opportunities on race, diversity, and inclusion.

**ENSURING A VIBRANT FUTURE**

**Hope for Creation and Green Seminary Certification Program**

Garrett-Evangelical Theological Seminary is committed to addressing the urgent environmental crises facing the world’s peoples today and to promoting the just and wise care of God’s creation for the flourishing of all. This commitment is rooted in an affirmation of God’s love for the world, an embrace of our human vocation to be faithful stewards of the good earth, and an active hope in God’s promise to establish justice and righteousness throughout the land.
We are in the midst of integrating sustainable practices and ecological awareness as a participant in the Green Seminary Initiative (GSI) for the Seminary Environmental Certification Program. A three-year program, this certification will assist Garrett-Evangelical as it integrates care for creation into areas of education and spiritual formation; liturgy, ritual, and worship; building and grounds management; community life; and public leadership. We initiated a thriving composting program, enacted a waste audit, and hosted an Interfaith Climate Action Summit in April to engage our local community around responses to climate change.

Thank you for your continued interest in our work. We are grateful to serve The United Methodist Church and the church at large. For more information about Garrett-Evangelical, I encourage you to visit our website, www.garrett.edu, or visit us on campus.

Cordially,
Lallene J. Rector, President

ABOUT US
Garrett-Evangelical is the result of the interweaving of three institutions:

- Garrett Biblical Institute, the first Methodist seminary in the Midwest, was established in 1853 by some of the same church people who founded Northwestern University.
- Chicago Training School, established in 1885, was an important force for women in ministry and for developing service agencies throughout Chicago. Chicago Training School merged with Garrett Biblical Institute in 1934.
- Evangelical Theological Seminary, located in Naperville and founded as a seminary of the Evangelical Church (later the Evangelical United Brethren) in 1873, joined with Garrett Theological Seminary in 1974 to form Garrett-Evangelical Theological Seminary.

Methodist Theological School in Ohio
Full-tuition pledge extended to those pursuing United Methodist candidacy
MTSO has announced a groundbreaking full-tuition pledge to every prospective student who is pursuing United Methodist candidacy as an elder or deacon. The school’s financial-aid experts will assist the prospective student in locating and applying for scholarships from numerous sources. If scholarships from those sources don’t cover the full tuition, MTSO and its donors will make up the difference, leaving the student with no out-of-pocket tuition expense. This pledge is extended to qualified prospective students who apply by July 1 for the 2019-20 academic year. The MTSO admissions staff is happy to answer questions at 800-333-6876 or admissions@mtso.edu.
Master of Arts in Social Justice program launched
In August of 2019, MTSO will welcome the first students pursuing the school’s new Master of Arts in Social Justice degree. This 39-hour, two-year professional master’s degree takes full advantage of MTSO’s unique ethos. The MASJ offers an interdisciplinary core curriculum combining ethics, theology, public leadership, sacred texts and spirituality. Students also will choose from among social justice-oriented elective courses to sharpen their focus in areas of interest such as race, immigration, human sexuality, climate, disability and labor exploitation. MASJ core classes include on-campus and online learning. All on-campus core classes will meet on Monday and Wednesday evenings. Coursework includes a cross-cultural immersion trip and a customizable 280-hour internship.

Ohio Northern and MTSO announce 3+3 M.Div. program
Ohio Northern University and MTSO have teamed up to offer incoming college students a unique 3+3 program leading to a Master of Divinity degree. The program is the only one of its kind in Ohio and one of only a few in the country. The typical path to an M.Div. requires seven years of undergrad and graduate study. Through the 3+3 program, students will save time and money by completing the degree in six years. Starting the program at ONU in Ada, they may choose one of three majors: religion, youth ministry, or religion and ecology. The next step is three years of study at MTSO. After their first year at MTSO, 3+3 students will complete a Bachelor of Arts degree from ONU. After completion of seminary coursework, they will earn an MTSO M.Div.

Respectfully submitted,
Danny Russell, director of communications

United Theological Seminary
459 men and women are being equipped as faithful, fruitful pastors and Christian leaders for the Church:
292 Masters Students
167 Doctoral Students
Third largest United Methodist seminary in the United States

Founded nearly 150 years ago by Bishop Milton Wright, father of famed aviators Wilbur and Orville Wright, United has continued that spirit of innovation through:

Online degrees:
98% of master’s students have taken one or more course online while studying at United.
United students live in 39 different states.
Week-long intensives fulfill UMC residency requirements.
Live Interactive Virtual Education (LIVE):
New grant brings the latest technology in virtual education.
Participate in on-campus courses via webcam and enjoy live lectures and real-time discussion with faculty and peers.

Doctor of Ministry Degree:
Become a doctor for the Church, addressing a real problem or challenge in your church or community.
Study under a mentor who is an expert in their field and learn alongside a small group of dedicated peers.
3-year program that allows you to complete project as you go, leading to a 78% program graduation rate in 2017 (vs. 54% average among other seminaries)

Practical education designed to resource the Church:
The majority of United faculty have pastored churches.
91% of entering United students are already serving in ministry, bringing that context to the classroom.

A focus on Church Renewal:
165 Course of Study students
42 students in the Hispanic Christian Academy (3-year Spanish online course of ministry program for Hispanic lay pastors and leaders)iv
Certificates in Church Planting, Disability Ministry, and Supervision

Academic AND Spiritual Growth:
95% of students say the United community supports both their academic and spiritual growth.

Diverse Christian Views:
Over 30 different denominations
19 international students from 15 different countries
96% of students feel their views are respected in the classroom/seminary community and say they have been taught to respect the views of others.
47% of students who reported are African-American, 43% Caucasian and 10% represent other ethnicities

We thank God for the men and women coming to United because God has called them to serve the least and the lost. We pray as the Lord Jesus instructed his disciples saying, “The harvest is plentiful, but the laborers are few; therefore ask the Lord of the harvest to send out laborers into his harvest” (Luke 10:2).

Dr. Kent Millard
President
United Theological Seminary
**Wesley Theological Seminary**

*Fostering wisdom and courage*

Wesley Theological Seminary, celebrating our 60th year in Washington, DC, has equipped Christian leadership for nearly 150 years. We prepare students to lead innovative ministries while remaining grounded in our biblical and theological traditions. President David McAllister-Wilson writes in his new book, *A New Church and a New Seminary*, “Leadership requires a seminary to foster both wisdom and courage.”

Our faculty is chosen to prepare these kinds of leaders. In the past year, we welcomed Academic Dean Phil Wingeier-Rayo, Ph.D. plus two new faculty, the Rev. Lorena Parrish, Ph.D., Associate Professor of Urban Ministries and Director of the Community Engagement Institute, and the Rev. Anna Petrin, Ph.D., Associate Professor of Worship and Chapel Elder. Learn more about all the remarkable scholars on Wesley’s faculty at [https://www.wesleyseminary.edu/faculty-2/](https://www.wesleyseminary.edu/faculty-2/)

Whether you are clergy or laity, an alumnus or a prospective student, looking for master’s or doctoral work, or continuing education or simply deeper knowledge, Wesley stands ready to support you in your current and future call to ministry. Here are a few ways Wesley can help you grow in the wisdom of the faith and the courage to lead.

**Discover exciting pathways to seminary studies**

Wesley offers a 81-hour Master of Divinity, a 36-hour Master of Arts and a 60-hour Master of Theological Studies. Wesley equips all those called to serve for ordained Elder and Deacon ministries or to other ministries beyond the pulpit.

Some are able to take advantage of our modern and affordable on-campus housing and food service to be full-time residential students, living in an exciting international capital. But we understand the struggle to balance life, family, ministry, and finances. So, Wesley’s Master of Divinity degree can now be completed via online, weekend, short-term intensive, and weeknight courses in 5 years, designed for those with busy ministry, work, and family lives. Check out upcoming flexible course offerings for Summer and Fall 2019 at [http://www.wesleyseminary.edu/admissions/try-a-class-3/](http://www.wesleyseminary.edu/admissions/try-a-class-3/)

In our 3+3 Fast Track B.A./M. Div. program, in partnership with Shenandoah University, students enter ministry with less debt after earning their degrees in six years. Learn more at [www.wesleyseminary.edu/3+3degrees](http://www.wesleyseminary.edu/3+3degrees).

Wesley provides more than $2 million dollars annually in scholarships thanks to the consistent support of graduates, congregations and friends. Our new Generación Latinx Scholarship joins our many merit-based scholarships that
enable students to afford seminary education. The Community Engagement Institute at Wesley embraces a vibrant vision to be the premier center for churches and faith-based organization engage their communities. Our Community Engagement Fellows program prepares students to engage in entrepreneurial ministry. Generous stipends are available for each Fellow while they complete their M.Div. degree. Students can focus their fellowship on Public Theology, Urban Ministry or Missional Church. Meet our current Fellows at https://www.wesleyseminary.edu/admissions/community-engagement-fellows/

**Take your ministry to the next level**

Wesley is a leader in Doctor of Ministry programs in specialized tracks that can include international study. Our 2020 tracks will include Church Leadership Excellence, offered in conjunction with Wesley’s internationally respected Lewis Center for Church Leadership and Life Together: Spirituality for Transforming Community, and a track designed for military chaplains. Find out more or apply at www.wesleyseminary.edu/doctorofministry/.

Wesley also offers opportunities for individual study without pursuing a degree. The Certificate in Faith and Public Life explores the foundations of public theology, religious freedom, and civil discourse through graduate courses. For more information, visit www.wesleyseminary.edu/ice/programs/public-theology/public-life/

A Certificate in Wesleyan Studies is available online via the Wesley Theological Seminary Lay Academy. Topics include United Methodist identity, early church history, Christian ethics, interfaith relations, and the intersection of faith and science. The courses can also be taken for personal education and enrichment. More information can be found at www.beadisciple.com/wesley/.

**Enrich your congregational outreach and explore new dimensions of ministry**

The Lewis Center continues to be on the leading edge of research for the local church. The Lewis Center’s Leading Ideas e-newsletter is now the go-to source for over 20,000 people in ministry each week. From this we’ve launched a new podcast – Leading Ideas Talk. Sign up or listen at www.churchleadership.com/. And look for new practical online courses at lewisonlinelearning.org.

From their new location at The Methodist Building on Capitol Hill, the Center for Public Theology, under the leadership of Distinguished Professor of Public Theology Mike McCurry, equips pastors, seminarians, people of faith, and the media to create spaces for civil dialogue at the intersection of religion and politics. In its second year, the Center’s Faith and Public Life Immersion for undergraduates offers a week-long experience of study and encounters with public theologians and those advocating for justice in Washington. For more information, visit http://www.wesleyseminary.edu/ice/programs/public-theology/.
The Luce Center for Arts and Religion is the only seminary-based program uniting arts and theology. The Luce Center offers regular classes and workshops with visiting artists. For information on past and upcoming opportunities visit www.luceartsandreligion.org.

The innovative online Health Minister Certificate Program prepares congregations for public health work in their parishes. Contact Tom Pruski at tpruski@wesleyseminary.edu for more information or to register for future certificate classes.

The African American Church Studies Master of Divinity specialization gives contextual preparation for the opportunities and challenges our future leaders may encounter in African American churches, while the Public Theology specialization allows master’s degree students to gain community leadership and advocacy skills. Learn more at https://www.wesleyseminary.edu/admissions/african-american-church-studies/ or https://www.wesleyseminary.edu/ice/programs/public-theology/

Through the Wesley Innovation Hub, a research project funded by the Lilly Endowment, we are working with 20 local congregations to design innovative ministries as models for ministry by and for young adults. Follow the work and connect with resources at www.wesleyseminary.edu/wesley-innovation-hub/.

Stay connected
Contact us at (202) 885-8659 or admissions@wesleyseminary.edu about how Wesley’s degree programs can equip you for your next step in ministry. Ready to join in our mission? Find out more about how you can be part of the future of Wesley at www.wesleyseminary.edu/support/. Join the Wesley Community online via Wesley’s social media, www.facebook.com/wesleyseminary, on Instagram at wesleyseminary, and on Twitter at WesTheoSeman or sign up for our electronic newsletter, eCalling, at www.wesleyseminary.edu/ecalling.
Lay Delegate Profiles
Baypines

Name: Miles Barnhardt
Phone: 251.564.4227
Email: milesbarnhardt@gmail.com
Occupation: Director of Youth Discipleship
Aldersgate UMC, Montgomery

Briefly tell us about your family: My mother is an ordained Methodist deacon in the AWFUMC and both my father and sister are lifelong Methodists. My grandfather was an ordained elder in the North Carolina Conference.

Present Local UMC Membership: Monroeville First UMC

Dates of Present Membership: 2008 (confirmation) to present

Previous Church(es) and Dates of Membership: n/a

Please list any local church leadership positions held and the dates of terms:

Please list any district level leadership positions held and the dates of terms:
Mission Trip to Costa Rica (2013)

Please list any conference level leadership positions held and the dates of terms:

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:
My education, Confirmation and involvement in the local church has given me a strong sense of the value of the tradition of the UMC. At the same time, my involvement beyond the local church has enlightened my thinking about the church on a local, national and international level. My calling and spiritual discernment in life has lead me to Aldersgate UMC where I proudly serve as the Director of Youth Discipleship. Each and every day I try to live out the Aldersgate mission statement: “To know Jesus and to make him known” as I work to be mentor and spiritual leader not only in the life of the Youth but also in the life of Aldersgate. I believe I’m also called to understand and encourage Christian community in a time we need it like never before. On top of all these things I regard myself as level headed, a good public speaker, capable of assimilating large amounts of information and having a very strong faith commitment.
Name: Dawn Wiggins Hare
Phone: 251.546.4227
Email: dawnhare@frontiernet.net
Occupation: General Secretary of the General Commission on the Status and Role of Women

Briefly tell us about your family: I have been married 32 years to Nicholas (Chipper) Hare, Jr. We have two sons, Nicholas--30 and Eli--28.

Present Local UMC Membership: Monroeville First UMC
Dates of Present Membership: 1988 to present

Previous Church(es) and Dates of Membership: Brewton UMC, affiliated from 1977 to 1988

Please list any local church leadership positions held and the dates of terms:
Past chair of Staff Parish Relations, Past Lay Leader, Past Annual Conference Delegate

Please list any district level leadership positions held and the dates of terms:
Past member of District Committee on Ministry; Past member of Baypines Leadership team

Please list any conference level leadership positions held and the dates of terms:
Past chair of the Task Force on Sexual Ethics, past member of the Board of Ordained Ministry

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms:

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:
I have worked in my local communities in music and theatre, including our local production of “To Kill a Mockingbird, and in support of our schools and youth. I have always been a proponent of justice and for seeking to share the love of Christ. I have been fortunate to have made relationships across the connection and around the world through my work with the General Commission on the Status and Role of Women, and to be familiar with our polity, our governance systems, and our finances. I am and will be an advocate for the equality of women, for the prevention of clergy sexual misconduct, for equal pay for our women clergy and laity, for an end to racism and sexism in our church and in our world, and for a church that shows God’s love to all.
Name: Patricia “Patti” Peacock  
Phone: 251.776.2007  
Email: my4peacocks@gmail.com  
Occupation: I currently work for a specialty grocery store providing retail service, employee scheduling/training, and social media marketing.

Briefly tell us about your family: I have been married to Brennan, a UMC elder, for twenty years and we live in Atmore, AL with our two sons, Eli (15) and Adam (13), and our two dogs, Penny and Milo. We love to spend time with our extended family, we travel a little, and we find great joy in watching our boys enjoy their passions of sports and music.

Present Local UMC Membership: Atmore First UMC

Dates of Present Membership: 2018 to present

Previous Church(es) and Dates of Membership: Wetumpka FUMC 2015-2018; Providence UMC (Spanish Fort, AL) 2013-2015; Ashland Place UMC (Mobile, AL) 2006-2013; FUMC Pensacola 1997-2006.

Please list any local church leadership positions held and the dates of terms: n/a

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:
As I submit this application to serve as a conference lay delegate, I am reminded of how far God has brought me. My faith life, particularly as a spouse of a clergy person, differs from many of the church members I have been privileged to get to know. Primarily because I did not grow up in the church, and was well into my adult life when I experienced the love and grace of Jesus Christ. While my initial entry into the church was with my sister at her church, my faith journey started in earnest when I was welcomed into the church family, and my first church membership, of First UMC Pensacola. The people and pastors of First UMC exemplified the love and grace of Jesus and were the first building blocks of the foundation of my faith. Today, twenty years and several churches later, my service/work areas have varied greatly. I have taught youth and children’s Sunday School, led bible studies, been a church wedding coordinator, taught 2-5 year olds in a weekday program, trained as a Stephen Minister, worked as a Ministries Coordinator, and participated in missions (both local and abroad). I was part of the team of leaders who started The Joseph Project Community Food Pantry which is housed in the Dumas Wesley Community Center in Mobile. It is still a vibrant and necessary ministry today, many years beyond my leadership. It is the blending of all these areas of focus that will make me a good delegate. God gifted me with a heart to see and hear his people and I have utilized that gift to serve diverse churches and communities throughout the AWF Conference. I now hope for the opportunity to extend that service in a way that will bring transformation to the larger body of the United Methodist Church.
Name: Gene Lammers
Phone: 251.422.1875
Email: genelammers@gmail.com
Occupation: Geriatric Medicine Physician

Briefly tell us about your family: I have been married 38 years, with four grown children and 5 grandchildren with a sixth on the way! My wife Cecilia is a Steven ministry Leader and assists with our Knitting/crochet ministry.

Present Local UMC Membership: Fairhope UMC

Dates of Present Membership: 2012 to present


Please list any local church leadership positions held and the dates of terms: MYF President, MYF Sub-district vice president 1974 Member, Administrative Board or equivalent 1986-1990, 1995-1999, 2014-present Chair SPR 1988, Missions committee, 1998-2004, Chair 2004, 2014-2016 Co-Lay Leader 2016-2018, Lay Leader 2018-present (and the many committees and teams that go with that office) Member of Annual Conference (Lay) 2017-present (and the many committees and teams that go with that office) Liturgist, 2017-present

Please list any district level leadership positions held and the dates of terms: Certified Lay Servant, Baypines district, 2016-present District Core Team 1992 District Board of Ministry 2019

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: Marshall, Special General Conference, 2019

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate: As a lifelong Methodist, then United Methodist, I have had many opportunities for both formal religious, spiritual and Biblical education, as well as opportunities for Service. From Camp Sumatanga, to Costa Rica Children’s Home, to raining finds and supplies for Hurricane Matthew or Stop Hunger Now, to my professional work now with a faith-based program to keep the poor elderly in inner city Mobile, God has offered me so many ways to serve. I am now a regular leader and speaker at a local retirement center for Sunday services and am working toward completing full Lay Speaker training. I’ve also sung and choirs in every church I attended, I teach at least one series per year in my Sunday school Class, and serve as a substitute. I love that God has been so good to give me ways to serve his people and his Church! From these studies and service programs, along with mentoring from ministers, church staff and lay leadership over the years, I have learned many things that shape my beliefs. I have learned that sometimes the Church can “ take it’s eye off the ball” , so to speak. I learned that people, including myself, can be stubborn and hard to work with. We let ourselves get distracted by politics, dissension, rumor and frankly, fear, in ways that make us deviate from our missions. But, I’ve also learned that God’s grace is truly open to all, and that when we put aside any petty differences and work together, truly great things can happen. As I make decisions to try to support my local church, the district, the Annual conference, and if selected as a Delegate to Annual or Jurisdictional Conference or General conference, I will use this simple guide, modeled after the words of Jesus. Would supporting any decision or proposal before the Conference indicate my love of God, by helping more people come to Jesus? And does this decision or proposal show that I love my neighbor as my self, by being fair to the least, the last and the lost? If the answer is Yes, then that is where my influence and vote would go. As a Marshall at the recent Special General Conference, I saw what frankly I call un-Christian behaviors, from the extreme wings of both Progressives and Traditionalist delegates of the global United Methodist Church. Things were said and done that failed to meet our most basic rules for talking and working with each other. So, I anticipate more sparks ahead. I pledge to the Alabama West Florida Laity that I will not only lead and vote by my Christian principles but will behave in that manner as well. I appreciate your consideration.
Demopolis

Name: Steve Furr
Phone: 251.769.1363
Email: furrs@bellsouth.net
Occupation: Physician

Briefly tell us about your family: Lisa wife

Present Local UMC Membership: McCann’s UMC

Dates of Present Membership: 2006 to present

Previous Church(es) and Dates of Membership: First UMC Jackson 1984-2006, Sage Avenue UMC 10 years

Please list any local church leadership positions held and the dates of terms:

Please list any district level leadership positions held and the dates of terms:
Denman Evangelism Award 1998

Please list any conference level leadership positions held and the dates of terms:
Conference Lay Leader 2008-2016; Conference Board of the Laity 2005-present; CORE Team 2008-16; Episcopacy Committee 2000-present; Committee on Nominations 2008-16; Delegate to Annual Conference 1998-present; Church and Society 2003-12; Conference Committee on Lay Servant Ministries 2008-16; United Methodist Men, Åôs council 2008-16; Chairperson Blue Lake Assembly Grounds Board of Trustees 2004-2007; Annual Conference Session Planning Committee 2008-16; University of South Alabama Wesley Foundation Trustee 2002-2005; Board of Global Ministries 1996-2002; Blue Lake Emmaus Community Board 1994-1997


Please share any community service beliefs, philosophies, and reasons why you would make a good delegate: Being a General Conference delegate requires a specific skill set. The opportunity I have had to serve as president of 3 statewide medical organizations (Alabama Academy of Family Physicians, the Medical Association of the State of Alabama and the Alabama Medical Directors Association) as well as their delegate to each of their respective national organizations has equipped me to deal with large groups of people as well as function in an environment requiring not only communication skills but also knowledge of parliamentary procedure. The relationships I have built over the years as well as my current service on the Commission on the General Conference allows me to work effectively in this very unique environment. I never wanted to do this and fought this call but it is a special need and opportunity in our church to represent you and our Lord. To seek His voice and not let it be drowned out by the cry of the world while being in ministry to the least and the lost is my hope. My hope is built on nothing less than Jesus’ blood and righteousness. Our church is at a crossroad as we seek to be a truly global church while upholding the strength of the Word made flesh. Thank you for this opportunity for sacrificial service.
Name: Stephen Walker  
Phone: 251.229.8838  
Email: stephen.walker.scw@gmail.com  
Occupation: Student/ Blue Lake Program Staff

Briefly tell us about your family: I am the only child of Rev. Chris Walker, United Methodist Pastor and Dara Small-Walker, a church administrator. We have enjoyed being avid United Methodists my entire life.

Present Local UMC Membership: Grove Hill UMC

Dates of Present Membership: July 2018 to present

Previous Church(es) and Dates of Membership: Saint John UMC: Birth-2005 Spring Hill Ave.  

Please list any local church leadership positions held and the dates of terms:
Youth Council @ Saraland UMC 2012-2014 Youth Pastor @Bethel UMC 2017

Please list any district level leadership positions held and the dates of terms:
District At-Large Youth delegate to the Annual Conference: 2010-2014; District At-Large Young adult delegate to the Annual Conference: 2015-2017, 2019

Please list any conference level leadership positions held and the dates of terms:
Youth Representative on the Board of Laity: 2011-2014; Page Co-Coordinator: 2016

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:
As a lifelong United Methodist and preacher’s kid moving around the AWFAC, I’ve had the pleasure of becoming intimately aware of the needs and beliefs of various districts of this Conference; and as a Theology major I have continued to grow in my understanding of Holy Scripture and the workings of the Church. I am an experienced delegate to the Annual Conference, with 9 years as a lay delegate and 1 before that as a page. I would say that for someone my age, I have been blessed by a unique amount of exposure to the workings of this conference through my time as a lay delegate, member of the board of laity, and through my work at Blue Lake. I have also been elected as a representative of my chapter of Lambda Chi Alpha Fraternity to both the Southeastern Regional Conclave as well as the International General Assembly, a comparable gathering in my fraternity to the General Conference of the UMC. I believe these experiences above would make me an ideal candidate for the 2020 General Conference Delegation.
Name: Lisbeth Ash  
Phone: 334.718.3159  
Email: LisbethA@aol.com  
Occupation: Homemaker

Briefly tell us about your family: I have been married 36 years to my husband Roben, a local physician. We have two sons who grew up in our church. The older son Evan is a Navy vet (he was a nuclear engineer) who lives in California with his wife. Our younger son Elliott is a college student, currently attending university in England. My husband and I grew up in Texas but have been in Alabama since 1990.

Present Local UMC Membership: Dothan First UMC

Dates of Present Membership: July 1990 to present

Previous Church(es) and Dates of Membership: Belmont UMC, Nashville, TN 1988 - July 1990, Austin Ave Methodist Church, Waco Texas 1963 - 1967 and attended 1976 - 1980 (while in college at Baylor University)

Please list any local church leadership positions held and the dates of terms:  
Board of Stewards, on and off over 29 years. Member of handbell choir and director of handbell choir (1990 - now). I was leader of children’s music 1990 - 2004 and also led childrens’ bell choirs.

Please list any district level leadership positions held and the dates of terms:  
I served as an at-large delegate from our district at annual conference. I trained for Courageous Conversations and led these sessions at several churches in our district.

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
I believe that since our community has blessed us in so many ways, I am called to give back as much as I can in terms of my time and talents. There are many needs in our area and besides my service in church, I’ve served on several boards over the years (group home for girls, community theater, etc) and currently serve on the board of an organization that provides the largest arts outreach in the state. We provide free dance instruction for over 10,000 children per week! I also was the state chair for a national organization for a 6 year period. Working on boards, especially in positions of leadership (officer) requires patience, institutional knowledge, attentiveness to governance, interpersonal skills and persistence. It’s critical to be prepared and to understand the mission of a group when serving. I believe I would make a good delegate first because I have the time and interest to devote to this service. My youngest child is in college and my time is now fully my own. I have to means such that serving is not a hardship. I have been following the process and procedures of General Conferences since 2008 and find it fascinating. I feel a calling from God to serve my denomination in a larger way and the time seems right for me to be able to fill this role as a delegate.
Name: Frank Moore  
Phone: 334.618.2104  
Email: frank@jfmoore.org  
Occupation: Retired - Former City Superintendent of Education

Briefly tell us about your family: Married to Rita Richburg Moore - 48 years; three children, two daughters and one son; six grandchildren, three girls and three boys.

Present Local UMC Membership: Daleville First UMC  
Dates of Present Membership: 1972 to present

Previous Church(es) and Dates of Membership: Sheffield First United Methodist Church; 1962-1972

Please list any local church leadership positions held and the dates of terms:  

Please list any district level leadership positions held and the dates of terms:  
Dothan District President United Methodist Men: 2011-2014; Dothan District Core Team: 2012-2015; District Nominating Committee: 2013-2015; Certified Lay Speaker: 2010 - current; District Lay Servant Ministries faculty: 2017

Please list any conference level leadership positions held and the dates of terms:  

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms:  

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
Chairperson of Daleville City Planning and Zoning Commission: 1996-2018; Former International President of The International Association of of Lions Clubs: 2001-2002; Board of Directors Army Aviation Museum Foundation: 1997-current. One of my favorite Bible verses is Proverbs 3:5-6- Trust in the Lord with all your heart; do not depend on your own understanding. Seek his will in all you do, and he will direct your paths. My faith is grounded in the love and grace of God, experienced through Jesus Christ, empowered by the Holy Spirit, given to us through God’s Grace. I believe my strengths are found in the ability to work with and among a diverse group of people and having effective communications skills. I believe in maintaining our core values and the doctrine of our faith found in the Book of Discipline of the United Methodist Church. I will work faithfully and prayerfully if called to serve our Conference.
Name: Tammy Palmer  
Phone: 334.790.7639  
Email: tammypalmer022563@gmail.com  
Occupation: House Wife

Briefly tell us about your family: Married, a mother of one, and grandmother of 2

Present Local UMC Membership: Mt. Carmel UMC, Ozark  
Dates of Present Membership: 1976 to present

Previous Church(es) and Dates of Membership: n/a

Please list any local church leadership positions held and the dates of terms:  
Choir Director - 1990 to present; Lay Leader - 2016 to present

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
I believe that it is duty as Christians to be the hands and foot for Christ. I feel I would be a good delegate, because the Bible directs my actions in all that I do.
Name: John Fuller  
Phone: 850.960.7186  
Email: arkady19us@yahoo.com  
Occupation: Clerk

**Briefly tell us about your family:** I am single but have a wonderful brother, sister, and father whom I love very much!

**Present Local UMC Membership:** Lynn Haven UMC

**Dates of Present Membership:** 2015 to present

**Previous Church(es) and Dates of Membership:** St Andrew UMC 1989-2015

Please list any local church leadership positions held and the dates of terms:  
Sunday School Teacher/Leader 2017-Present Lay Servant/Speaker 2017-Present

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
I am very interested in the stances the United Methodist Church maintains on various social issues and have a strong desire to contribute to the leadership of the mighty United Methodist Church as we strive to better serve our community and the world at large. I have a strong interest in servant leadership and with over twenty years in customer service interacting with people from every walk of life/philosophy I feel I would be an asset for General Conference in 2020!
**Name:** Kenneth Barnett  
**Phone:** 850.867.9464  
**Email:** kennyb2012@yahoo.com  
**Occupation:** System Engineer

**Briefly tell us about your family:** I have been married to my wife MaryBeth for 6 years and we have a son, 3, and daughter, 1

**Present Local UMC Membership:** St. Andrew UMC  
**Dates of Present Membership:** 2018 to present

**Previous Church(es) and Dates of Membership:** Living Way Charlotte NC, 2006-2010; Calvary Charlotte NC 2003-06; Wayside Chapel 1988-1999

**Please list any local church leadership positions held and the dates of terms:**  
Lay Leader 2018-present

**Please list any district level leadership positions held and the dates of terms:** n/a

**Please list any conference level leadership positions held and the dates of terms:** n/a

**Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms:** n/a

**Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:**  
I am a 30 year old member of the UMC and have views that the majority of younger members have. I love being a Methodist but find that the current path that we are taking will have a negative impact on the continuation of growth with future generations. The UMC was a church that stood for open hearts, minds and doors we need to go back to this. If a person wants to have a relationship with God who are we to stop that. Connecting people to Jesus should be our main priority and let God figure it out in the end. I would like to be a voice for the young generation of Methodists that feel like were are loosing our church.
Name: Philip Justiss  
Phone: 850.585.7948  
Email: pjustiss@gmail.com  
Occupation: Investment Banking

Briefly tell us about your family: As a cradle Methodist, I converted my former SBC wife, Lauren, prior to our wedding and she birthed and baptized four young Methodists, currently aged 2-11. Lauren is a semi-retired Kindergarten teacher and is quite active in the children’s ministry and everything else asked of her. Our children are active in sports and school, but especially church, as they comprise attendance in the nursery, the preschool ministry, the children’s ministry and the youth group.

Present Local UMC Membership: Point Washington UMC

Dates of Present Membership: 2011 to present

Previous Church(es) and Dates of Membership: Good Shepherd UMC (1988 approx -2004)  
Destin UMC (2004-2011)

Please list any local church leadership positions held and the dates of terms:  
Counsel Member Destin UMC 2005-07, Treasurer 2007 - 2011 and Finance Chair 2009 - 2011  
Counsel Member 2012 - 2014, Stewardship Chair 2015 - 2018, Finance Chair 2019 - current

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
I’ve been active in non-profits for many years including but not limited to Seaside Neighborhood School Board, Point Washington Medical Clinic Board, Sacred Heart Gulf Coast Foundation Board, Sacred Heart Foundation Emerald Coast Development Board, Take Stock in Children Mentor, and Little League Head Coach. I work to serve in the areas where I can maximize service to the least privileged and attempt to give voice to those who lack the resources to be properly heard.
Name: Carolyn Witten  
Phone: 850.227.4037  
Email: carolynwitten@gmail.com  
Occupation: Retired School Administrator

Briefly tell us about your family: When Fred and I married nineteen years ago, we had five adult children. Those children have given us eleven grandchildren, who are the joy of our golden years. We are both retired and spend much of our time and talent in service to our respective churches. Our children are scattered from Seattle to Orono, ME, to Lynn Haven and Port St. Joe. Holidays, that bring our children and GRANDS to our home, bring us tremendous joy.

Present Local UMC Membership: Port St. Joe First UMC

Dates of Present Membership: 1988 to present


Please list any local church leadership positions held and the dates of terms:  

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
I believe it vital that we be the hands and feet of Jesus in our communities. I have attempted to do this through years of involvement with ASC, Relay for Life, Membership on Life Management Centers, Bd. of Directors, and Gulf County, DEC. My strengths, including consensus building, organization, and respect for the views of others make me an ideal delegate. I am also a very good listener.
Name: Christine Jean
Phone: 850.265.4420
Email: cheav80210@gmail.com
Occupation: Pastor

Briefly tell us about your family: My husband is lovely, supportive, and wonderful

Present Local UMC Membership: Orange Hill UMC

Dates of Present Membership: 2018 to present

Previous Church(es) and Dates of Membership: New Vision UMC

Please list any local church leadership positions held and the dates of terms:
Certified Lay Speaker, Treasurer, worship leader when pastor was not there, choir member, Adult Sunday school leader, and children’s church leader

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:
Bereavement Support group leader for four year for Covenant Care in Panama City, FL also 11th Hour Volunteer
Name: John Moneyham  
Phone: 850.532.9794  
Email: john@jpmlawoffices.com  
Occupation: Attorney

Briefly tell us about your family: I have been happily married to my wife, Julie, for thirty years, and we are proud parents of two sons, ages 26 and 22.

Present Local UMC Membership: Forest Park UMC

Dates of Present Membership: 1989 to present

Previous Church(es) and Dates of Membership: Marianna First UMC-baptized as an infant and completed confirmation class in 1973 and remained a member there until 1989

Please list any local church leadership positions held and the dates of terms:  
President United Methodist Men 1996 to present  
Member Men’s Ministry Board 2011 to present  
Lay Delegate to Annual Conference 2012, 2013, 2014, 2016, 2018  
High School and College guys small group leader 2012-2016  
Member Staff Parish Relations Committee 2012 to present  
Member Finance Committee 2012 to present  
Leadership Giving Team chairperson 2014  
Stewardship Committee Chairperson one year in the 1990s  
Chairperson Finance Committee approx. three years in mid 1990s  
Chairperson Pastor Parish Relations Committee 1992  
Secretary United Methodist Men 1992 to 1995  
Sunday School Teacher from preschool through high school 1997 through 2011  
Lay Leader 2012-2014

Please list any district level leadership positions held and the dates of terms:  
Member Marianna/Panama City District Trustees 2018 to present  
Member District Incubator 2015 to 2016

Please list any conference level leadership positions held and the dates of terms:  
Member Committee on Resolutions and Petitions 2012 to present

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms:  
n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
I want to represent our conference by doing what is right according to a strict interpretation of Scripture. I will not vote based on church politics or the will of the church establishment. I pledge to be transparent and accountable. Seven delegates to the 2019 special called general conference would not agree to reveal how they voted at such conference. This is the exact opposite of the principles of transparency and accountability which were stressed repeatedly at our 2018 annual conference. I promise to have the courage, integrity and respect for each of your to tell anyone who asks how I feel about any issue, how I voted and the justification for any vote. I will not be swayed by any attempt to take our eyes off what God’s word says to try to make us conform to societal standards such as was the case with the precursor events to the special conference on human sexuality. Our church needs people who don’t go along to get along but stand up for what is right according to Scripture-I pledge to make every effort to be one of those people. Thank you for your consideration.
Name: Patricia Luna  
Phone: 334.202.9440  
Email: patluna@me.com  
Occupation: President of Compass Consultants LLC (I lead capital and stewardship campaigns for churches)

Briefly tell us about your family: I am a cradle Methodist. My great-grandfather helped found FUMC Florence, AL. My father was an officer in the Air Force so we traveled a lot and my mom and dad helped found St Mark UMC in Knoxville. Sadly, both of my parents passed away in the last few years.

Present Local UMC Membership: Point Washington UMC  
Dates of Present Membership: 2010 to present

Previous Church(es) and Dates of Membership: Member of Normandale UMC in 1992 which later merged with Whitfield UMC  
Member of FUMC Northport from 1964 to 1992  
Member of misc UMC’s as Dad was stationed in different cities

Please list any local church leadership positions held and the dates of terms:  
Building Chair - current, Study Committee - 2018, Finance Committee - numerous, Stewardship Chair - numerous, Administrative Board/Church Council - numerous, Prayer Team - numerous, Capital Campaign Chair - 2000-2003 at Whitfield and 2010-2013 at PWUMC, SS or small group teacher or leader - numerous

Please list any district level leadership positions held and the dates of terms:  
Taught at “Super Sunday” or other District or Conference events numerous times, Founder and Chair of Huntingdon College Midnight Breakfast until 2006

Please list any conference level leadership positions held and the dates of terms:  

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms:  

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
Chair and program writer for Epiphany Ministry (a ministry for juvenile offenders); Kairos Prison Ministry (Numerous leadership positions); Mission trips; Board member, leader and/or fundraiser for numerous organizations including Relay for Life, Cancer Society, Heart Association, Juvenile Diabetes Association, March of Dimes, Special Olympics, Cerebral Palsy Foundation, Salvation Army, Toys for Tots and Hurricane Michael Recovery. The UMC has been through a tumultuous time. As we try to find a way forward, it is very important to have experienced delegates that understand the UMC constitution, polity, good financial policy and process of General Conference. My goal as a delegate would be to be a unitive, positive and Christ-centered voice that helps lead our UMC into a future with hope as scripture promises. I will be leading a group on a pilgrimage to Iona (Scotland) during Annual Conference. I am so sorry I won’t be with you in person this year. This is first time I have not been at AC in over a decade.
Name: Notalsia Whiting  
Phone: 251.533.6013  
Email: notalsia9@gmail.com  
Occupation: Homemaker

Briefly tell us about your family: I am currently a stay at home mom, but I am a former Mortgage Loan Originator with First Federal Bank. I am a wife of 18 years and a mother of 4 beautiful children, 2 boys and 2 girls. I grew up in the African Methodist Episcopal church, but after finishing college, we moved to Mobile and have been attending Christ United Methodist for 14 years. My entire family serves in the church in some capacity weekly. My children are in the Puppet Ministry and my oldest son is a worship leader in Youth church. My oldest children are in the Handbell and Youth choirs and my youngest is in the Children’s choir. My husband and I lead a couples Sunday school class called “Transformed”. We also assist with Communion when needed. I love the Lord and I strive to demonstrate my faith through word and deed.

Present Local UMC Membership: Christ UMC

Dates of Present Membership: Officially in 2014, but have been active/attended since 2005, to present

Previous Church(es) and Dates of Membership: St. John A.M.E. Church 2000-2004 Parks Chapel A.M.E. Church 1981-2000

Please list any local church leadership positions held and the dates of terms: Lay Delegate to Annual Conference and Member At Large for the CUMC Leadership Committee 2018 to Currently Women’s Conference Committee 2012-2014 Sunday School leader 2016-Currently Worship Leader 2018-Currently United Methodist Women Mary & Martha Circle 2007-Currently Children’s Sabbath Chairman 2014

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate: The Lord said, “Be holy, for I am holy.” I believe we have a responsibility as United Methodists to be a light in a dark world, to be the salt of the earth. Many of the questions that we ponder are clearly written in the word of God, if only we read in addition to listening. I was raised in the African Methodist Episcopal church and was unable to find a suitable A.M.E. church home for my family in 2005. Therefore my husband and I decided to visit Christ United Methodist Church in Mobile, AL. Though we were minorities in the congregation, I heard the pure word of God being preached and that is one of things that has kept us here for 14 years. I want to see the United Methodist Church never lose its core beliefs, its core foundation. America is shifting more and more and I would like to uphold the Word of God and the core beliefs of our denomination. I want to be the salt. I want to ensure that my children will have a light to look to in the next 20 years, a solid church home. I believe I would be a good delegate because God has called me to church leadership, I did not call myself. I do not have my own agenda, only God’s. I am His child and I am not ashamed of the Gospel of Jesus Christ, for it is the power of God that brings salvation to everyone who believes. There are a lot of opinions, but only one truth and I am willing to fight the good fight of faith. I serve in many volunteer capacities throughout the year in my church. I serve with the youth ministry, adult ministries, and music ministries. I have been an America Reads tutor in the inner city schools of Birmingham, AL, a substitute teacher, and a Mortgage Loan Officer, and the one thing all of these jobs have in common is I’ve met people who need the Lord. I need to have a solid place to invite them to on Sunday mornings. People come to church looking for direction, hope, and encouragement. We need to be firm in our beliefs, so that we can provide guidance to the lost and the believer. I am willing to stand up for the faith of our local church and our Annual Conference. Indecisiveness on basic, fundamental Christianity can potentially lead to ineffectiveness in the world. We have a job to do, a God to glorify. I am a willing vessel. Send me.
Name: Clara Ester  
Phone: 251.509.2572  
Email: cester20@att.net  
Occupation: Retired as Director at Dumas Wesley Community Center 1970-2006  

Briefly tell us about your family: One Son, Reginald Ester

Present Local UMC Membership: Toulminville-Warren Street UMC

Dates of Present Membership: 1975 to present

Previous Church(es) and Dates of Membership: Centenary UMC, Memphis, TN - Birth until transferring to Toulminville-Warren St. UMC

Please list any local church leadership positions held and the dates of terms:  

Please list any district level leadership positions held and the dates of terms:  
Board of Ministry - 2011-present District Lay Leader - 2012- present Superintendency committee - 2012-present Board of Missions and Church Extension - 2012-present Nominations committee - 2012-present Board of Church Location and Building - 2012-present Trustee member of Dumas Wesley Community Center - Board member of Inner City Mission - 2012-present Committee member of Communities of Transformation - 2012-present

Please list any conference level leadership positions held and the dates of terms:  
Serve on Board of Laity - 2-12-present Serve on the Episcopacy committee 2012-present Serve on the Core Team - 2011-present Serve on the Nominations committee - 2012-pesent Serve on the United Methodist Women Executive Team - 2012-present Committee on Investigation - 2012-present

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms:  
Commissioned Deaconess - 1986 Chair National Board of Deaconess and Home Missioners - 2016-present National Vice President United Methodist Women - 2016-present Elected to Jurisdictional Conference - 2012 Elected to General Conference - 2016 Serve on UMW Charter for Racial Justice Team - 2012-present

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
I am a founding member of People United to Advance the Dream and Mobile, Habitat of Humanity, Inc. I am a lifelong member of the United Methodist Church and former Methodist Episcopal Church. Most of my life I have been involved with social justice concerns and working with those who are marginalized. I believe in the teachings of my Lord and Savior to love one another. My philosophy is to treat all God’s children as we want to be treated. My family has been a member of the Methodist connection even before my beginning. I love the United Methodist’s social principles, missions and connectional relationships we have around the world. I am proud to be with a denomination that supports and encourages the role of laity. I would love to have the opportunity to participate in the policy making decisions of our church. I believe there is room at the table for all God’s children. If we respect and value one another the doors will open wider and the sky will be our limit.
Name: Celeste Eubanks
Phone: 334.303.5088
Email: celeste@awfumc.org
Occupation: Director of Leadership Strategies - AWF Conference

Briefly tell us about your family: I am the youngest of two daughters born to Sam and Rozela Eubanks. I am single (never married) with no kids.

Present Local UMC Membership: St. John UMC
Dates of Present Membership: June 2011 to present

Previous Church(es) and Dates of Membership: Toulminville-Warren St. UMC - March 2004 - May 2011

Please list any local church leadership positions held and the dates of terms:
United Methodist Women - Circle President & Unit Vice-President (2016-2017)

Please list any district level leadership positions held and the dates of terms:

Please list any conference level leadership positions held and the dates of terms:

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms:
United Methodist Deaconess (2018-Present)

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:
I have been a member of The United Methodist Church for over 15 years and have served in a number of different roles - everything from the Conference Board of Ordained Ministry to the District Board of Ministry and Church Extension (district trustees). Likewise, I have served in various roles in the local church and community. The experience gained while serving in these various different roles has exposed me not only to the doctrine and polity of our denomination, but also to the history and Wesleyan theology that our church is based upon. This experience and knowledge makes me an ideal candidate to serve the Alabama-West Florida Conference as a lay delegate to the 2020 General Conference. Aside from exhibiting great leadership skills, I have a heart for people. Period. This is one of the main things that led me to become a Deaconess in the United Methodist Church. I spend a lot of my time serving the homeless and those living in all forms of poverty - financial, emotional, spiritual, etc. Over the last two years I have seen God move in my life like never before. I know without a shadow of a doubt that God has me right where He wants me to be so that I can be a blessing to His church, the Alabama-West Florida Conference, and to my community. I want to continue to live a life of “yes.” “Yes, God, I’ll go. Send me!” “If I can help somebody as I travel along...my living shall not be in vain.”
Montgomery-Opelika

Name: Nathan Dickson
Phone: 334.782.3288
Email: nathandickson@gmail.com
Occupation: Attorney

Briefly tell us about your family: I am married with two children. I am a lifelong United Methodist and the grandson and namesake of a Methodist preacher.

Present Local UMC Membership: Union Springs First UMC
Dates of Present Membership: 2005 to present

Previous Church(es) and Dates of Membership: St. Paul United Methodist Church, Ocean Springs, MS 1979-2005

Please list any local church leadership positions held and the dates of terms:

Please list any district level leadership positions held and the dates of terms:
District Committee on Superintendency Member 2014-present, Committee Chair 2018-present

Please list any conference level leadership positions held and the dates of terms:
Board of Ordained Ministry 2014-present, BOM Executive Committee 2016-present Conference CORE team member 2018-present Conference Team for Preaching Excellence 2018-present

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:
I have served my community as a member of my local school board, as founder of a local non-profit that has undertaken numerous initiatives in support of youth development, as president of our local bar association, as a youth sports coach, and as president of our city’s recreation board. I have also been involved with the Alabama State Bar in its Leadership Forum, its Young Lawyer’s Section Executive Committee, and its Small Firm and Solo division. I am a life-long United Methodist who cares deeply for our church. I believe passionately in our mission of creating disciples of Jesus Christ for the transformation of the world. Having served effectively at the local church and conference level for a number of years, I hope my knowledge of the church and its mission will allow me to be an effective delegate to do the work of the General Conference. Much of my professional work as an attorney involves conflict resolution and negotiated and mediated resolution of disputes. The professional skills I have developed in this area combined with a strong sense of grace and mission will allow me to serve our church well at General Conference.
Name: George Mingledorff  
Phone: 334.462.3940  
Email: gmingled@outlook.com  
Occupation: Retired - State of Alabama, Department of Revenue and U.S. Navy Reserve (Commander)

Briefly tell us about your family: Married to Sarah (50 years in August 2019), 2 adult children - Jason (married 14 years to Nicole - 3 sons), Lisa (married 22 years to Preston - 2 sons)

Present Local UMC Membership: Aldersgate UMC, Montgomery  
Dates of Present Membership: 1973 to present

Previous Church(es) and Dates of Membership: Perry Hill Road UMC, Montgomery, AL (1968-1973)

Please list any local church leadership positions held and the dates of terms:  
Church Lay Leader (2013-present) - numerous other times in prior years Chair, Church Council (2007-2012) Chair, Pastor-Parish Relations (early 2000’s) Co-Chair, Missions (early 2000’s) Finance Committee Chair (1985-1988) Lay Delegate to Annual Conference (1995-present) Sunday School Teacher - 30 years

Please list any district level leadership positions held and the dates of terms:  

Please list any conference level leadership positions held and the dates of terms:  

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
I have served on the Boards of Mary Ellen’s Hearth in Montgomery (6 years as Treasurer) and MACOA (Montgomery Area Council on Aging) - 3 years. These roles have helped me to have a special place in my heart for homeless mothers and their children as well as for the elderly in my community. I am an active participant and leader of numerous national and international mission trips for many years with my home church. I am deeply devoted to issues surrounding poverty and to the “least of these.” I am also an active member of the Wesleyan Covenant Association and served as a Montgomery chapter delegate to their inaugural legislative meeting in 2018. I consider myself as orthodox in my Biblical views and hold strongly to the Wesleyan doctrine as I understand it. Above all, I acknowledge the Lordship of Jesus Christ and His direction in my life to make disciples of Christ wherever He sends me and to demonstrate His unconditional love while doing so.
Name: Kipp Nelson
Phone: 205.218.0745
Email: knelson@firstchurchmiami.org
Occupation: Minister of Outreach and Evangelism

Briefly tell us about your family: I was born and raised in a devout United Methodist family. My mom and dad were faithful members of our local church and encouraged their three children to be actively involved in the life of faith. My grandmother was very active in the UMW of the North Alabama conference and she is the one who truly inspired me growing up. She taught me that faith is not a Sunday morning commitment, but a life-style and mindset. Though my grandmother is no longer here, she continues to be my source of strength and inspiration in my own faith.

Present Local UMC Membership: Auburn Wesley Parish

Dates of Present Membership: January 2013 to present

Previous Church(es) and Dates of Membership: Center Point First United Methodist Church, 1990-2000 Taylor Memorial United Methodist Church, 2000-2013

Please list any local church leadership positions held and the dates of terms:
Student Leadership Team at the Auburn Wesley Foundation, 2009-2012 Intern at the Auburn Wesley Foundation, 2012-2014 Student Pastor in the Auburn Wesley Parish, 2012-2014 Intern at Restoration UMC in Northern Virginia, 2015-2016 Minister of Outreach and Evangelism at FUMC Miami, 2017-present

Please list any district level leadership positions held and the dates of terms:
At-large district lay delegate to annual conference in 2014 and 2017

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:
I have been in the church my entire life and have been taught that the most integral part of being a Christian is loving God and neighbor. In every season of my life, I strive to love people despite our many differences. This is what I believe the family of God looks like. We live in a beautifully diverse world and God longs for us all to know the deep love of Christ. There is no label or difference that separates us from the love of God. I hope to help lead our church in more intentional relationships where the transformative love of God is revealed in our midst. I believe that each person is an image-bearer of God and we need to draw closer to each other rather than ostracizing one another. Over the past few years, I believe I have been able to engage in meaningful dialogue where the Holy Spirit has shown up in profound ways. As a person who feels deeply called to ministry, I long to live a life that is actively making disciples for the transformation of this broken church and world.
Montgomery-Prattville

Name: Robert Brooks, Jr.
Phone: 334.832.5521
Email: robertbrooksjr@bellsouth.net
Occupation: Safety Professional

Briefly tell us about your family: I grew up at Catoma Baptist Church. My grandparents were charter members. My parents still attend Catoma. When I was in my mid 20’s I started going to Frazier then moved to Burkville UMC. My parents are retired and have been married 61 years.

Present Local UMC Membership: Burkville UMC

Dates of Present Membership: 2001 to present

Previous Church(es) and Dates of Membership: Frazier and Catoma Baptist


Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:
I love to hear from others. I started a volunteer fire department, was the first fire chief and now president. I’ve been to Kenya twice on mission trips. I love to volunteer and help others.
Name: Tripp Gulledge  
Phone: 251.366.3018  
Email: rig0001@auburn.edu  
Occupation: Student

Briefly tell us about your family: My father, Rev. Rob Gulledge, is an Elder in this conference. My mother, Angie, works as a sales associate at Original Grace in Eclectic, and has served as an early childhood and elementary educator for many years. I am the eldest of three children; my sister Lily is a sophomore at Harvard University studying arts and sciences, and my brother Charlie is a sophomore at Elmore County High School in Eclectic, Alabama. We individually stay busy with campus leadership, music, or creative projects, and we enjoy spending our free time together playing board games, sharing a meal, or traveling.

Present Local UMC Membership: Eclectic UMC

Dates of Present Membership: July 1, 2015, upon my father’s appointment there

Previous Church(es) and Dates of Membership: Fairhope UMC (1996-2002, Government St. UMC (July 1, 2002-June 30, 2015)

Please list any local church leadership positions held and the dates of terms:  

Please list any district level leadership positions held and the dates of terms:  

Please list any conference level leadership positions held and the dates of terms: 

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: 
GC Reserve Delegate (2015-Present), SEJ Delegate (2015-Present), Board of Directors of Discipleship Ministries (2016-Present)

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
During this critical time in our beloved church, I believe I offer a valuable perspective. I represent a young generation that is counted on as the future of our church. Additionally, I offer the experience of several years attendance at annual conference that is rare but useful to someone of my age. I have participated in annual, jurisdictional, and general conference sessions, and have been exposed to a variety of points of view as we seek to discern God’s will for our church. I believe that my duties as a delegate require me to remain faithful to God’s church, God’s word, God’s people, but most importantly, God and God’s will. I will remain faithful to God and God’s word, both its commandments and its big picture narratives. It is my responsibility to seek the Will of God, the best for the church, and an honest representation of the will of this annual conference. It is my responsibility to continue in the disciplines which I practiced as a SEJ Delegate and GC Reserve Delegate: humble prayer, intense thoughtfulness, fasting, and scrupulous evaluation of Episcopal candidates and legislative proposals.
Name: Sheldon Martin  
Phone: 334.399.7435  
Email: sheldon.martin@icloud.com  
Occupation: Retail Store Owner

Briefly tell us about your family:

Present Local UMC Membership: Montgomery First UMC  
Dates of Present Membership: 1991 to present  
Previous Church(es) and Dates of Membership: n/a

Please list any local church leadership positions held and the dates of terms:  
Volunteer chaperone for youth ministry 2010-2014  
Young adult council and chair 2014 - present  
Administrative board member 2018- present

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:

I believe the future begins with us and ends with us. Whether it’s the future of our community or our church, successful change and progress will come only when the people who are the fabric of the community are involved. I was born, baptized and raised in First UMC Montgomery and that’s the very reason why I would make a good delegate. I am a small business owner, and I’m not going anywhere. I want to be a part of the future of the community and the church that I’m so passionate about. The only way for the community to prosper is if we serve the community in which we live. Which is why I dove right back into my city and church upon returning from college. I serve on several boards and community service organizations throughout the city as well as leadership within First UMC Montgomery. I believe giving back to the community that helped mold me into the adult I am today is my civic and moral duty. Let’s be real, the future of this community is young people. People aren’t going to live forever but it’s a pretty strong guarantee that we will be around for a while or at least I expect to be. As long as I’m here, I want to serve where I’ve been called: the community of the UMC Conference. I have the necessary leadership qualities to be an effective delegate for our church community. In addition, I believe I possess more drive and heart than most and will fight for what our conference deserves and needs to prosper and grow. Because the future is us.
Name: Mary Catherine Phillips  
Phone: 334.590.5641  
Email: marycatherine@awfumc.org  
Occupation: Director of Communications for the Alabama-West Florida Conference

Briefly tell us about your family: I am married to Scott Phillips. We will celebrate 17 years of marriage in April. We have one daughter, Sarah Elizabeth, who is six years old. My parents, Melba and Bill Richardson, are active United Methodists in this conference.

Present Local UMC Membership: Montgomery First UMC

Dates of Present Membership: 1986 to present

Previous Church(es) and Dates of Membership: Aldersgate UMC, ages 2-10 Trinity UMC (Homewood, AL), birth-2

Please list any local church leadership positions held and the dates of terms:  

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms:  
Director of Communications: 2001-present Conference cabinet: 2001-present AWF Core team: 2001-present On boarding team for pastors receiving new appointments

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms:  

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
After attending three general conferences as a communicator, I feel a calling to take the next step and make myself available to be a delegate to general conference. Our church is at a critical crossroads and has recently endured a significant amount of pain. As a communicator to a conference that has widely varying beliefs, I feel that I am able to listen to all voices at the table without making a decision on a piece of legislation prior to the conference. It is imperative that we listen and engage with one another before making blanket assumptions or decisions. I am an involved citizen in the Montgomery area and have recently been appointed to the Montgomery City Council ad hoc committee where we are exploring ways to make Montgomery a safer city. This appointment came from my willingness to be a voice and representative of hundreds of people while also listening to neighbors and city leaders. My primary goal in making myself available is to seek unity in our church while ensuring we do not cause harm or pain to those around us.
Name: Wesley Rhodes  
Phone: 251.589.9686  
Email: wjr0006@auburn.edu  
Occupation: Director of Youth Ministries, Cain’s Chapel UMC

Briefly tell us about your family: My wife, Leah Wilson Rhodes, is truly amazing and recently finished her master’s degree in Speech Pathology at Auburn University. We are newlyweds, less than 6 months and are dog parents to our dog, Lily. My father, Rev. Dave Rhodes, is an ordained elder in the Alabama West-Florida Conference in the UMC and currently serving Chickasaw UMC in the Mobile District. My mother, Elise Rhodes, is the best mom anyone could ever asked for. They’ve been married for 30 years! I have one brother Davis, who serves with UMVIM and does awesome mission work in Tanzania. I have two younger sisters, Katie and Sarah. Katie, who is working currently serving with AmeriCorps in Clarkston, Georgia and works with refugees from all over the world. Sarah is 16, in high school, and involved with so many awesome things like her youth group, school marching band, school track team, school volleyball team, JROTC, and she keeps my parents very busy. Leah, Davis, Katie and I all graduated from Auburn University so we aren’t only a UMC family but an “Auburn Family”. My parents raised us in the United Methodist Church as we have always been PKs and we are a really close family, even when we are spread across the globe.

Present Local UMC Membership: Cain’s Chapel UMC

Dates of Present Membership: May 2017 to present

Previous Church(es) and Dates of Membership: Chickasaw UMC, July 2012- May 2017  
Grove Hill UMC, October 2007- June 2012

Please list any local church leadership positions held and the dates of terms:  
Director of Youth Ministries, Cain’s Chapel UMC, June 2017- today  
Auburn Wesley Foundation Cooperative Parish Student Pastor, May 2016- May 2017  
Auburn Wesley Foundation Ministry Intern, August 2016- May 2017  
Auburn Wesley Foundation Student Council Fellowship Chair, April 2015- April 2016  
Auburn Wesley Foundation Discipleship Group Leader, August 2013-May 2017  
Auburn Wesley Foundation Freshman Community Leader, April 2014- April 2015  
Trinity UMC (Huntsville, AL) Youth Ministry Intern, Summer 2015  
Auburn Wesley Foundation Youth Caravan Member, Summer 2014  
New Hope UMC (Theodore, AL) Youth Ministry Intern, Summer 2013

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:  
I would be truly honored to serve as a delegate on behalf of the Alabama West Florida conference because it is the conference: I’ve always been a part of, received my call to ministry in, and discerned that call through service in local congregations and through the candidacy process. One day, I hope to serve in this conference as an Ordained Deacon and show the love of Christ to those in our area as this conference has done for so many years. While our conference, jurisdiction, and denomination has brought the gospel and the love of Christ to so many across the world, I believe that we could do even more and experience the kingdom of heaven here on earth in even greater ways. I have been working with young people in the UMC since 2013 and I have experienced the future of the church with them. Through these experiences, I believe that Jesus is leading our church into a wonderful future where the love of Jesus will be shared with more people than ever before and people no matter their background will be able to know the love of Jesus. Our denomination is facing some difficult challenges and we will have to work to find agreement in Christ so that we can continue to show the love of Jesus to our world amid theological differences. Whether it has been through my youth at Cain’s Chapel, the Auburn Wesley Foundation, my brother Davis’s ministry in Tanzania, or my father’s ministry as an elder in this conference, I’ve seen God use our church for amazing things. Micah 6:8 has always been a verse that I’ve been about and believe that our denomination should be about. If you choose me as your delegate, I will represent our conference in a way that seeks to act justly to all people, that loves mercy, and that will truly walk humbly with our God.
Name: Ryan Runager  
Phone: 256.221.1784  
Email: rrunage@emory.edu  
Occupation: Student at Candler School of Theology  

Briefly tell us about your family: I have a small, tight-knit family. It is my dad, Joey Runager, and my 19-year-old brother, Adam. My mom passed away during my freshman year at Huntingdon College and my grief truly catalyzed my discernment into seminary and ministry.  

Present Local UMC Membership: Montgomery First UMC  
Dates of Present Membership: 2015 to present

Previous Church(es) and Dates of Membership: n/a

Please list any local church leadership positions held and the dates of terms: I have held Youth, Children’s, and Pastoral Ministry Internships at First United Methodist, Montgomery

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate: Growing up Southern Baptist, I was raised to know and love Scripture. During my time at Huntingdon College, I chose to take my love of Scripture and be formed by the Wesleyan Tradition. First United Methodist Church Montgomery gave me a home I had never before experienced - one where my hard questions were encouraged and where God’s grace was prioritized above all. With a background in Communications, I am passionate about the ways messages are sent and received. Being an observer at the Special-Called General Conference made evident the ways in which we as a church speak words of unity, accountability, love, and grace, yet these messages are received as contradictory to one another. As a student at Candler School of Theology, a discussion among my peers is, “How is what we are learning relevant in our contexts as ministers?”, If we are to remain with integrity as a church, we must honor our global witness and hold space in which we prioritize relationships with our siblings in Christ with whom we disagree. We must accept that ministry is inherently contextual and honor that many in our contexts are not ready for their beliefs to be changed on certain issues. Changing beliefs should not be the primary goal. Our God is a relational God and relationships allow God to move. Relationships enable dialogue and trust that create environments where these messages of unity, accountability, love, and trust may become translatable and respected across languages, cultures, and beliefs. My prayer for our church who unashamedly claims connection and unity is that we through the work of the Holy Spirit create and sustain these relationships with our siblings in Christ here and across the globe. It is the only way forward.
Pensacola

Name: Dallas Gray
Phone: 850.582.4334
Email: tennismom8790@cox.net
Occupation: Business Owner

Briefly tell us about your family: My wife and I have 2 married daughters and 2 grandchildren

Present Local UMC Membership: Shalimar UMC

Dates of Present Membership: 1993 to present

Previous Church(es) and Dates of Membership: Calvary Baptist Church 1965 to 1993

Please list any local church leadership positions held and the dates of terms: n/a

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:
While being a christian all my life, in 2012 i was crushed by the death of my son. The Lord led me out of that valley and I promised him and my wife that I was going into his word and for the rest of my life I would abide in his words always knowing what he said about the issues that we face. I have walked this walk of faith for seven years now seeing his power and authority manifested in my life in many signs and wonders...Healing of diabetes, heart disease, vision restored and throwing away the glasses and contacts i had depended on for 37 years and much more. The Lord has let my testimony be a blessing to many in our church and if i can be a blessing as a rep I will do it.
Name: Gene Floore  
Phone: 850.830.9342  
Email: genefloore@cox.net  
Occupation: Real Estate Development

Briefly tell us about your family: Married to my wife Sharon for 21 years and live in Destin Florida

Present Local UMC Membership: Destin UMC

Dates of Present Membership: 1999 to present

Previous Church(es) and Dates of Membership: Beach Chapel-St. Joe Beach

Please list any local church leadership positions held and the dates of terms:

Please list any district level leadership positions held and the dates of terms:

Please list any conference level leadership positions held and the dates of terms:
Alabama-West Florida United Methodist Foundation Board of Directors 2006-present, Methodist Foundation Executive Board 2008-present, AWF Conference Council on Finance and Administration board member 2016-present, Asbury Seminary Foundation Board of Trustees 2008-present, Blue Lake Walk to Emmaus #195

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms:
Elected delegate to Jurisdictional Conference 2008, 2012 (reserve), and 2016: elected alternate reserve delegate to General Conference 2008, 2012, 1016

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate: 
I believe the teachings of Jesus Christ through Holy scripture should be the foundation of the Methodist Church. All decisions and policies created at Gen. Conf. should be based on the authority of scripture. In a world of changing values, the church should be a steady rock that transforms lives through the powerful word of God, instead of modifying the message to accommodate a changing society. Every time any person walks into a church, they should hear God’s truth and what is needed to transform their lives. The Church should NOT change the message of hope and salvation by adopting sin and incorporating that in our book of discipline. God’s message to his people has not changed in two thousand years. When God provides new instruction on how we should live our lives, then I would be ready to change the doctrine of the church. Until that time, let’s remain dedicated to the scripture and the truth the way God directed through his Holy Word. I would be Honored to Serve as your Delegate to General and Jurisdictional Conference during this very difficult time in our Church.
Name: Beverly Maddox
Phone: 850.261.7098
Email: beverlymaddox@yahoo.com
Occupation: Retired

Briefly tell us about your family: 2 sons, 1 daughter in law, 2 grandsons

Present Local UMC Membership: Clear Springs UMC
Dates of Present Membership: 1987 to present

Previous Church(es) and Dates of Membership: none, I have attended Clear Springs my entire life

Please list any local church leadership positions held and the dates of terms:
SPPR, Committee on Finance, Trustee, Worship, membership secretary, children’s church ministry, choir director, children’s special programs director, Sunday School teacher both adults and children,

Please list any district level leadership positions held and the dates of terms:

Please list any conference level leadership positions held and the dates of terms:
Conf. Core Team 2006 to Present, Conference Committee on Investigations 2006-2008, Committee on Episcopacy 2006-2010, 2008-present, Conference Lay Leader 2016 to present

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms:
Southeastern Jurisdictional Delegate 2008, General Conference Delegate 2012, 2016, 2019

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:
I believe I will make a good delegate for these reasons: I believe God’s Word is true, offers abundant grace and forgiveness of all sins, I believe that forgiveness is available when we confess, repent, and strive to live a holy life; I believe the Book of Discipline is in harmony with God’s word; I believe that a delegate should vote the will of the body that elects the delegate; I believe if the will of that body is against the beliefs and convictions of the delegate then the delegate should ask to be replaced on the delegation.
Name: Eric Turner
Phone: 850.420.4948
Email: eturner@hawks.huntingdon.edu
Occupation: Seminary Student

Briefly tell us about your family: My family has been a part of the Methodist Church since my grandfather moved to Florida 40+ years ago.

Present Local UMC Membership: Fort Walton Beach First UMC
Dates of Present Membership: 2013 to present

Previous Church(es) and Dates of Membership: n/a

Please list any local church leadership positions held and the dates of terms:
Youth Intern - Navarre UMC 2014/5
Youth Intern - Aldersgate UMC 2016
Missions Intern - St James UMC 2017

Please list any district level leadership positions held and the dates of terms: n/a

Please list any conference level leadership positions held and the dates of terms: n/a

Please list any jurisdictional and/or general conference level leadership positions held and the dates of terms: n/a

Please share any community service beliefs, philosophies, and reasons why you would make a good delegate:
I am committed to the integration of Christ’s Church into our local communities in a way in which we are able to address the suffering of all of God’s children. I am a committed United Methodist, a certified candidate, and a seminarian at Duke Divinity.
Conference Officers

Resident Bishop: David Graves  
4719 Woodmere Blvd, Montgomery, AL 36106  
bishop@awfumc.org

Conference Secretary: Rev. Ashley Davis  
4719 Woodmere Blvd, Montgomery, AL 36106  
ashley@awfumc.org  
Assistant Secretaries: Rev. Sheila Bates

Conference Registrar: Allison Posell  
allison.posell@gmail.com

Conference Coordinator: Rev. Julie Hare  
julie.hare@aumc.net

Conference Lay Leader: Beverly Maddox  
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beverly.maddox@yahoo.com

Conference Treasurer: Suzanne Krejcar  
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suzanne@awfumc.org

The Appointive Cabinet
Resident Bishop  District Superintendents  
Director of Ministerial Services/Assistant to the Bishop

The Extended Cabinet
The Resident Bishop  
The District Superintendents  
Director of Ministerial Services/Assistant to the Bishop  
Conference Lay Leader  
Conference Treasurer and Director of Administration  
Director of Communications  
Director of Connectional Ministries  
Director of Mission and Advocacy  
Director of Leadership Strategies  
Director of Congregational Development  
Director of Multicultural Ministries  
Coordinator of Hispanic Ministries
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**Montgomery-Prattville:**
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Email: mtptds@mpdumc.org
Administrative Assistant: Ashley Epler

**Pensacola:** Tim Trent, DS  P.O. Box 2727, Pensacola, FL 32513
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Email: admin@umcpensacoladistrict.org
Administrative Assistant: Brittany Morris
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luke@awfumc.org

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John Brooks, Director of Multicultural Ministries
Bill Kierce, Director of Congregational Development
Celeste Eubanks, Director of Leadership Strategies
Susan Hunt, Director of Mission and Advocacy
Martha Rovira, Coordinator of Hispanic Ministries
Sarah McWilliams, Conference Operations Coordinator
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celeste@awfumc.org
susan@awfumc.org
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sarah@awfumc.org

Sandy Gutting, Office Administrator
Fax: 334.274.1052
sgutting@mchsi.com

Office of Congregational Development
Katy Wrona, Director
katywrona.cot@gmail.com
Communities of Transformation

Methodist Archives Center
1500 E Fairview Ave, Montgomery, AL 36106
334.844.4413 • Fax: 334.263.4465
Stucker@hawks.huntingdon.edu
bdenton@hawks.huntingdon.edu
Frequent Contacts

Alabama Rural Ministry (ARM) http://www.arm-al.org
Birmingham-Southern College http://www.bsc.edu
Blue Lake United Methodist Assembly http://www.bluelakecamp.com
Credit Union http://www.unitedmethodistcu.com/main.php
Dumas Wesley http://www.dumaswesley.org
Huntingdon College http://www.huntingdon.edu
Inner City Mission http://mobileinnercitymission.blogspot.com
Lay Servant Ministries http://www.awfumc.org/layservantministries
Mary Ellen’s Hearth http://www.nellieburge.org
   at Nellie Burge Community Center
Methodist Homes Corporation http://methodisthomes.org
Milk and Honey http://www.milkandhoneyoutreach.org
Pensacola UM Community Ministries http://pumcm.org
The Ark http://www.thearkpcb.org
UMM http://www.awfumc.org/unitedmethodistmenumm
UMW http://www.awfumc.org/unitedmethodistwomenumw
United Methodist Children’s Home http://www.umch.net
United Methodist Foundation foundation@alwfumf.org
Correction To The JOURNAL

Errors are inevitable in any publication. If they are not corrected, it is probable they will be reprinted in subsequent editions of the Conference JOURNAL.

If you found an error in any Conference JOURNAL, please make a note of it using the form below(*). Said error will be reviewed.

JOURNAL Year(s): __________, __________, __________

The error is on page(s): __________ __________ __________

IT READS:
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

IT SHOULD READ:
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

After noting the correction, please email or mail to:

Alabama-West Florida Conference  
ATTN: JOURNAL EDITOR  
4719 Woodmere Boulevard  
Montgomery, AL 36106  
awfcrc@awfumc.org

(*) If needed please use a separate sheet of paper
### 2019 Annual Conference Tellers

#### Team A

<table>
<thead>
<tr>
<th>Clergy</th>
<th>Lay</th>
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<tr>
<td>Baypines</td>
<td>Denise Park</td>
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<td>Demopolis</td>
<td>Darryl Roberts</td>
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#### Team B

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