

CONFERENCE JOURNAL SUPPLEMENT

SEPTEMBER 28, 2024

THE JOURNEY TO
The Horizon

**HORIZON TEXAS
UNIFYING CONFERENCE**

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OFFICIAL JOURNAL

OF THE

September 28, 2024 Unifying Conference

OF THE

**CENTRAL TEXAS ANNUAL CONFERENCE,
NORTH TEXAS ANNUAL CONFERENCE, AND
NORTHWEST TEXAS ANNUAL CONFERENCE
OF
THE UNITED METHODIST CHURCH**

TO ESTABLISH THE

**HORIZON TEXAS ANNUAL CONFERENCE
OF
THE UNITED METHODIST CHURCH**

**Abilene, TX
September 28, 2024**

Kevin Walters, Editor

**Permanent records of the conference are located in
the Archives and History Depository. Current records are in possession
of the conference secretary in fireproof cabinets.**

**The Archives and History Depository for the Horizon Texas Conference is
The Horizon Texas Conference Archives & History Building,
2201 E. Park Row Dr., Arlington, Texas 76010**

Call to Conference



RUBEN SAENZ JR.
Resident Bishop

July 17, 2024

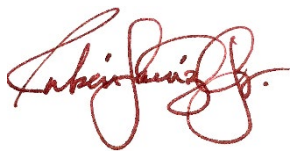
Dear Clergy and Laity of the [Central, North, and Northwest Texas] Annual Conferences,

In accordance with our standing rules and ¶603.5 of *The Book of Discipline of The United Methodist Church*, I hereby call for a special session of the Conferences to convene on September 28, 2024, beginning at 9:30 a.m. CDT. The special session will be conducted in person at the Abilene Convention Center (1100 N 6th St, Abilene, TX 79601) and shall include the following business:

- Act on the recommendations in the Unification Plan for the Central, North, and Northwest Texas Annual Conferences, which was affirmed at 100% by all three annual conferences, to form the Horizon Texas Conference.
- Consider and act on a report from the Transitional Nominating Committee.
- Consider and act on a 2025 budget for the Horizon Texas Conference.

Further information regarding the session and its business will be sent to the members of the Conferences and posted on the conference websites in the coming weeks.

Peace,



Bishop Ruben Saenz

Resident Bishop

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Roll of the Conference

PARTICIPATING LAY MEMBERS

First Name	Last Name	Conf.	Church
Anne	Aaron	NTC	First UMC, Wichita Falls
Courtney	Aberle	NTC	Suncreek UMC
Shirley	Adams	CTC	Lake Brownwood First UMC
Larry	Adams	CTC	Lake Brownwood First UMC
Virgil	Aldag	NTC	Lake Cities UMC
Mae	Alexander	NTC	Life Center UMC
Christy	Allen	NTC	Ridgewood Park UMC
Rebecca	Altizer	CTC	Saginaw UMC
Don	Ambrose	NTC	First UMC, Pilot Point
Bonnie	Ambrose	NTC	First UMC, Pilot Point
Susan	Anderson	NTC	Lake Cities UMC
Cat	Angeles	NTC	First UMC, McKinney
Adrienne	Ashford Thorp	CTC	Belton First UMC
Nancy	Ashmore	CTC	Revive UMC
Sandy	Athey	CTC	St. John the Apostle UMC
Carly	Atkins	NTC	Argyle UMC
Mona	Bailey	CTC	City Point UMC
Alex	Balch	CTC	Clifton First UMC
LeAnn	Barbee	NTC	First UMC, Paris
Erin	Barnes	CTC	Trinity UMC
Jeannie	Barrick	NWTC	St. John's UMC, Lubbock
Leo	Barrios	NTC	First UMC, Richardson
Elizabeth	Bass	CTC	Keller UMC
Susan	Beall	NTC	Whaley UMC
Kevin	Beall	NTC	Whaley UMC
Paul	Beck	NTC	Trietsch Memorial UMC
Cathy	Bell	NTC	Walnut Hill UMC
Wayne	Bennett	NTC	University UMC
Jana	Bentle	NWTC	Highland Heights, Sweetwater
Jackie	Berry	NWTC	St. Luke's UMC, Midland
Keith	Bierley	CTC	Keller UMC
Jay	Blakey	CTC	Keller UMC
Rita	Bonin	CTC	St. Mark UMC
Dianne	Boone	NTC	First UMC, Dallas
Brenda	Boss	CTC	Belton First UMC
Jeff	Bouis	NTC	Grace Avenue UMC
Pennie	Boyett	CTC	St. Barnabas UMC
James	Boyett	CTC	St. Barnabas UMC
Nancy	Brackeen	CTC	Wesley Chapel UMC - Gholson
Mary	Bray	CTC	Georgetown First UMC
Brenda	Breeden	NWTC	St. James, Abilene
Cathy	Bryan	NTC	Oak Lawn UMC
Rocky	Bryan	NWTC	Trent First UMC

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First Name	Last Name	Conf.	Church
Teresa	Bryan	NWTC	Trent First UMC
Michele	Bryant	NTC	Valley View UMC
Johnnie Sue	Bucek	CTC	Arlington First UMC
Jillian	Bunn	NTC	University Park UMC
Cheryl	Burge	NTC	Sadler UMC
David	Burke	CTC	Keller UMC
Kevin	Burns	NTC	First UMC, Richardson
Chris	Buse	CTC	Ferris Heights UMC
Nelson	Cain	NTC	Christ UMC, Plano
David	Cameron	CTC	Blum UMC
Kylie	Campbell	CTC	Burleson First UMC
Wendy	Campbell	NTC	Lovers Lane UMC
Jon	Campoverde	NTC	First UMC, Rockwall
Joanna	Cardoza	CTC	Arlington First UMC
Kenyaail	Carr	CTC	Harvest UMC
Patsy	Carrell	CTC	St. Paul UMC
Jackie	Carter	CTC	Covenant UMC
Mary	Casad	NTC	First UMC, Richardson
Aurora	Cepeda	CTC	St. Andrew's UMC, Killeen
Doug	Chadwick	NTC	First UMC, Denton
Erin	Chapman-Meyer	NTC	First UMC, Dallas
Angie	Christoffersen	NTC	Vista Ridge UMC
Kevin	Clanahan	NTC	First UMC, Plano
Anna	Clements	NTC	First UMC, Sachse
Lorene	Clerihew	CTC	Couts Memorial UMC
Pennie	Clevenger	NTC	Trinity UMC, Wichita Falls
Cliff	Coan	CTC	DeLeon First UMC
Carolyn	Cobb	NWTC	online membership through conference office
Cathy	Coberly	NWTC	Amarillo UMC
Jeannie	Cochran	CTC	Fort Worth First UMC
Ben	Cody	CTC	Hutto Discovery UMC
Drew	Cody	CTC	Hutto Discovery UMC
Melissa	Collett	NTC	Grace Avenue UMC
Tamika	Collins	CTC	Bedford First UMC
Sharon	Conger	CTC	Meadowbrook-Poly UMC
Jean	Conway	NTC	First UMC, Rockwall
Tom	Council	NTC	St. Stephen UMC
Wini	Council	NTC	St. Stephen UMC
Joyce	Craig	NTC	First UMC, Plano
Jordan	Cramer	NTC	First UMC, Commerce
Mike	Creagh	CTC	Ovilla UMC
Tracey	Croissant	NTC	Melissa UMC
Barb	Cromwell	CTC	Barlett First UMC
Eunice	Currie	CTC	McMillan UMC
Sarah	Curtis	NTC	Paris Wesley Center
Danny	Darr	CTC	Fort Worth First UMC
Jess	Davis	NTC	Sivells Bend UMC

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First Name	Last Name	Conf.	Church
Linda	Davis	CTC	St. Andrews UMC, Fort Worth
Viola	Dean	CTC	Morningside UMC
Mike	DeFord	NTC	Trietsch Memorial UMC
Greg	Dempsey	NWTC	Merkel First UMC
Candace	Dempsey	NWTC	Merkel First UMC
Kim	Desrosiers	CTC	China Spring UMC
Winston	Detrick-Kirkpatrick	CTC	St. Matthew UMC
Barbara	Dorff	NTC	Highland Park UMC
Jennifer	Dorsett	NTC	First UMC, Boyd
Bob	Douglas	NTC	Arapaho UMC
Duane	Drake	NTC	Asbury UMC
Spencer	Driver	CTC	China Spring UMC
Carolyn	Dugger	CTC	Killeen First UMC
Jerry	Dugger	CTC	Killeen First UMC
Ann	Dunkin	CTC	Fort Worth First UMC
C.W.	Eaker	NTC	Christ UMC, Farmers Branch
Linda	Easton	NTC	New Covenant UMC
Laulie	Eckeberger	NTC	Holy Covenant UMC
Charla	Edwards	NTC	First UMC, Duncanville
Kathi	Edwards	NWTC	Open Door UMC, Clyde
David	Edwards	CTC	Woori UMC
Bill	Elliott	NTC	Trinity UMC, Duncanville
Janis	Elliott	NTC	Trinity UMC, Duncanville
Bobby	Ellis	NTC	First UMC, The Colony
Rebecca	Engebretson	CTC	Keller UMC
Larry	Enzor	NTC	First UMC, Quinlan
Alina	Esquivel	NTC	First UMC, DeSoto
William	Evans	NTC	First UMC, Coppell
Dale	Evers	CTC	McGregor First UMC
Steven	Fagan	CTC	Fort Worth First UMC
Julie	Fagan	CTC	Fort Worth First UMC
Dave	Farish	NTC	Flower Mound UMC
Blanche	Farnam	NTC	Aldersgate UMC
VelvetLee	Finckbone	NWTC	St. John's UMC, Lubbock
Carla	Fink	CTC	Ash Lane UMC
Walter	Fish	NWTC	St. James, Abilene
Carol	Fisher	NTC	Chinn's Chapel UMC
John	Fisher	CTC	St. Philip's UMC
Bradley	Fletcher	CTC	Iredell First UMC
Mary	Foust	CTC	Bedford First UMC
Charles	Foust	CTC	Bedford First UMC
Deborah	Fung	CTC	Ovilla UMC
Sanford	Fung	CTC	Ovilla UMC
Jocelyn	Furr	NWTC	St. Paul, Abilene
Juanita	Garcia	NWTC	Highland Heights, Sweetwater
Mike	Garner	NTC	Ridgewood Park UMC
Bill	Gavitt	NTC	Greenland Hills UMC

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First Name	Last Name	Conf.	Church
BJ	Gavitt	NTC	Greenland Hills UMC
Sandi	Gehrke	NTC	First UMC, The Colony
Ben	Gilmore	NTC	First UMC, Grand Prairie
Evelyn	Glass	NTC	Trinity UMC, Duncanville
LaTonya	Glover	CTC	One Fellowship
Betsi	Goode	CTC	Arlington First UMC
Sherry	Graham	NWTC	St. James, Abilene
Lynne	Grandstaff	CTC	Red Oak First UMC
Terry	Grant	CTC	Benbrook UMC
David	Grant	CTC	Benbrook UMC
Janet	Gray	CTC	Arlington First UMC
Cathie	Green	NTC	Wheatland UMC
Barbara	Greene	CTC	St. Andrews UMC, Fort Worth
Jeff	Grieder	CTC	McGregor First UMC
Abbey	Griffin	CTC	Arborlawn UMC
Wes	Griffin	CTC	Arborlawn UMC
Diane	Griffin	CTC	Meadowbrook-Poly UMC
Cheryl	Griffin-Allison	NTC	Oak Lawn UMC
Pete	Gruber	CTC	Walnut Springs Memorial UMC
Janie	Gulley	NTC	Waples Memorial UMC
Jessica	Gutierrez	CTC	Western Hills UMC
Lauri	Hainsfurther	NTC	University Park UMC
Barbara	Haley	NTC	First UMC, Decatur
Priscilla	Hamilton	CTC	Wm. C. Martin UMC
Barbara	Hamm	NTC	The Woods UMC
Carol	Hampton	CTC	Fort Worth First UMC
Ronda	Hantz	CTC	City Point UMC
Julie	Harding	NTC	First UMC, Grand Prairie
Barbara	Hargrove	CTC	Revive UMC
Camille	Harmon	CTC	Georgetown First UMC
Carol	Harrell	CTC	Fort Worth First UMC
Mike	Harris	NTC	Plymouth Park UMC
Cynthia	Harry	NTC	Hamilton Park UMC
Maddie	Hatch	NTC	Button Memorial UMC
Linda	Hatchel	CTC	Woodway First UMC
Ann	Haynes	NTC	Christ UMC, Farmers Branch
Kelly	Head	NWTC	Trent First UMC
Jim	Hecht	NTC	Grace Avenue UMC
Sheryl	Helt	CTC	University UMC
Natalie	Hermes	NWTC	St. James, Abilene
Ty	Herring	CTC	Woodway First UMC
Sue	Herring	CTC	Woodway First UMC
Georgianne	Hewett	CTC	Georgetown First UMC
Jo	Heyduck	CTC	Crowley First UMC
Ciara	Hoovers	NTC	First UMC, Rockwall
Bill	Holcomb	NTC	Plymouth Park UMC
Carolyn	Hooper	NWTC	St. Luke's UMC, Midland

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First Name	Last Name	Conf.	Church
Sally	Hoover	NTC	Lakewood UMC
Tim	Hopson	NTC	First UMC, Plano
Laura	Hudec	NTC	Christ UMC, Plano
Marion	Hudson	CTC	St. Philip's UMC
Ryan	Hughes	CTC	Lakeside UMC
Barb	Hunsberger	CTC	St. Philip's UMC
Irma	Hunter	CTC	St. Luke UMC - Mexia
Phiebie	Hutchins	NTC	St. Luke "Community"
Ted	Hyde	NTC	Trietsch Memorial UMC
Bunny	Isaacs	CTC	Edge Park UMC
Don	Isaacs	CTC	Edge Park UMC
Kay	Jackson	CTC	St. John the Apostle UMC
Dorothy	James	NTC	Warren UMC, Dallas
Billy Joe	Jay	NWTC	Roscoe First UMC
Barbara	Johnson	NTC	Community UMC, Dallas
Leanne	Johnston	NTC	Community UMC of Krum
Wesley	Johnston	NTC	Community UMC of Krum
Kathy	Jones	NTC	Oak Lawn UMC
Tiffany	Jones	CTC	St. Andrew's UMC, Arlington
Alan	Jones	NWTC	St. James, Abilene
Roselle	Justo-Sales	NTC	Umpress Road UMC
Amanda	Keck	CTC	Colleyville First UMC
Keri	Keck	NTC	Grace Avenue UMC
Matt	Keck	NTC	Grace Avenue UMC
Eddie	Keith	CTC	St. Andrew's UMC, Arlington
Nanci	Kelly	NTC	First UMC, Bells
Terry	Kimbrough	NTC	First UMC, Burkburnett
Mike	Kinser	CTC	Couts Memorial UMC
Brenda	Kirven	CTC	Wesley Chapel, Pelham
Jeanne	Knauth	CTC	Florence UMC
Amelia	Kongaika	CTC	Wm. C. Martin UMC
Nick	Landis	CTC	Wellspring UMC
Enid	Lattier	NTC	First UMC, Lancaster
Carla	Leffert	NTC	Hamilton Park UMC
Ed	Leveille-Bonner	NTC	Grace UMC, Dallas
Kit	Lively	NTC	Grace UMC, Dallas
Carol	Loar	NTC	Market Street UMC
John	Lockwood	CTC	Benbrook UMC
Sally	Loebig	CTC	Bethel UMC, Weatherford
Janeva	Longacre	NTC	First UMC, Richardson
Ron	Lowrey	CTC	Hutto Discovery UMC
Nellie	Lucano	CTC	New Riverside UMC
Brenda	Lunsford	NTC	Pleasant Valley UMC
Ray	Maddox	NWTC	St. Paul, Abilene
Carolyn	Manuel	NTC	Trinity UMC, Duncanville
Laureen	Marcelino	CTC	Wesley Foundation, UTA
Eric	Markinson	NTC	Grace UMC, Dallas

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First Name	Last Name	Conf.	Church
Jean	Marsh	NWTC	St. Paul, Abilene
Carrie	Marshall	NTC	St. Luke "Community"
Nancy	Martin	CTC	Couts Memorial UMC
Patti	Martin	NTC	Plymouth Park UMC
Cindy	Martin	NWTC	St. John's UMC, Lubbock
Joaquin	Martinez	NTC	Casa Emanu-el UMC
Lori	Massey	NTC	First UMC, Bonham
Thalia	Matherson	NTC	Warren UMC, Dallas
Corliss	McBride	CTC	One Fellowship
James	McClellen	NTC	Wesley UMC, Greenville
Chris	McCormick	CTC	St. Mark UMC
Barbie	McDade-Moore	NTC	Community UMC, Dallas
Steve	McIver	CTC	Ferris First UMC
Greta	McKelvey	NTC	Warren Chapel UMC, Terrell
Anthony	McKnight	CTC	Red Oak First UMC
Brady	McQueeney	NTC	First UMC, Allen
Tony	Medauer	NWTC	Merkel First UMC
Josh	Medlock	NTC	First UMC, Garland
Sue	Mendoza	NTC	First UMC, Lancaster
Bob	Menton	CTC	Ash Lane UMC
Sandy	Mezanazi	CTC	Wm. C. Martin UMC
Suzi	Michell	CTC	St. Barnabas UMC
C.A.	Milam	CTC	Cogdell Memorial UMC
Marytom	Milam	CTC	Cogdell Memorial UMC
LeeAnn	Miller	NTC	First UMC, Burkburnett
Hannah	Miller	NTC	Waples Memorial UMC
Diane	Mims	NTC	Greenland Hills UMC
Nancy	Monroe	NTC	First UMC, Coppel
Sherry	Moore	CTC	Arlington Heights UMC
Robert	Moore	CTC	Arlington Heights UMC
Laura	Muller	NTC	First UMC, Sherman
James	Murphy	CTC	Sparks Memorial UMC
Nancy	Murphy-Chadwick	NTC	First UMC, Denton
Gerry	Nance	NTC	First UMC, Van Alstyne
Jerry	Neeley	CTC	DeLeon First UMC
Alison	Neighbors	NTC	Market Street UMC
Natalie	Nenovich	NTC	First UMC, Richardson
Mary	Nickson	NTC	Hamilton Park UMC
Julie	Noel	NTC	Highland Park UMC
Linda	Norman	NTC	Trietsch Memorial UMC
Elise	Odell	NTC	Holy Covenant UMC
Cathy	Olson	CTC	Arlington First UMC
Christopher	Olson	CTC	Arlington First UMC
Darrell	Ortiz	NTC	First UMC, Rowlett
Katherine	Owens	CTC	Central UMC
Becki	Ozmun	NTC	Walnut Hill UMC
George	Paris	CTC	St. Luke UMC

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First Name	Last Name	Conf.	Church
Linda	Parks	NTC	First UMC, Wichita Falls
Juliet	Patterson	NTC	St. Luke "Community"
Barry	Payne	CTC	Iredell First UMC
Tracey	Pearce	NTC	Trietsch Memorial UMC
Christine	Peirce	CTC	Arlington Heights UMC
Sarah	Pellikan	NTC	First UMC, Wichita Falls
Mary	Percifield	CTC	Alvarado First UMC
Rosemary	Perkins	CTC	Revelation Church
Mark	Petersen	NTC	Arapaho UMC
Lisa	Peterson	NWTC	Highland Heights, Sweetwater
Dana	Phillips	NTC	Trietsch Memorial UMC
Pam	Phinney	CTC	Hurst First UMC
Dave	Piekarski	NTC	Community UMC, Copeville
Dorothy	Pierce	NTC	Life Center UMC
Gary	Pitner	NWTC	Amarillo UMC
Carl	Pleasant	CTC	St. James UMC
Bella	Pluas	CTC	Western Hills UMC
Bill	Powell	CTC	Grace UMC
Cindy	Powell	CTC	Grace UMC
Aubrey	Presley	NTC	Caddo Mills UMC
Kathy	Priester	NTC	Wheatland UMC
Yvette	Pritchett	CTC	Hutto Discovery UMC
Dana	Proulx-Willis	NTC	First UMC, Garland
Lee	Putty	CTC	Hico First UMC
Cindy	Raines	CTC	Arlington Heights UMC
Meg	Ramos	NTC	Deaconess
Naomi	Rapp	NTC	Lovers Lane UMC
Sandi	Rebecsek	CTC	St. Philip's UMC
Sherry	Reinwald	CTC	St. Andrew's UMC, Arlington
Helen	Requilman	NTC	Faith UMC, Richardson
Carlos	Rickman	NTC	Wesley UMC, Greenville
Juanita	Rischer	CTC	Grace Methodist Metroplex
Yolanda	Rivera	NWTC	St. Luke's UMC, Midland
Susan	Roberts	NTC	Highland Park UMC
Kent	Roberts	NTC	Highland Park UMC
Christie	Roberts	CTC	Waples UMC
Beth	Robinson	CTC	Killeen First UMC
Aurora	Rodriguez	CTC	Hurst First UMC
Cynthia	Rodriguez	CTC	Hurst First UMC
Carol	Rogers	NTC	First UMC, Denton
Maggie	Rogers	NWTC	Forrest Heights, Lubbock
Bob	Roos	NTC	First UMC, Richardson
Frances	Rose	CTC	Clifton First UMC
Mae Frances	Rowlett	NTC	St. Luke "Community"
Patrick	Russell	CTC	Mt. Zion UMC
Tom	Sample	NTC	First UMC, Mt. Vernon
Marye	Scantlin	NTC	First UMC, DeSoto

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First Name	Last Name	Conf.	Church
Marshall	Scantlin	NTC	First UMC, DeSoto
Ernest	Scheihagen	NTC	Chapel Hill UMC
Sarah	Schneider	NTC	Custer Road UMC
Stefanie	Schutz	CTC	Wellspring UMC
Katerina	Scott	NWTC	St. Mark's UMC, Midland
Chris	Scudder	CTC	Rockbridge Church
Martha	Segundo	NTC	First UMC, Denton
James	Seigers	CTC	Laurel Street UMC
Marguerite	Shaw	NTC	First UMC, The Colony
Judy	Shoemaker	CTC	St. John the Apostle UMC
Ruth	Shugart	CTC	Ferris Heights UMC
Vanessa	Simon	NTC	St. Paul UMC, Dallas
Kim	Simpson	CTC	St. Barnabas UMC
Margie	Simpson	CTC	Watauga First UMC
Lisa	Smant	CTC	University UMC
Mars	Smietana	NTC	Denton Wesley Foundation
Mary Ann	Smith	NTC	First UMC, Lancaster
D'Andre	Smith	NTC	First UMC, Rowlett
Ken	Smith	CTC	Killeen First UMC
David	Smith	NTC	Spring Valley UMC
Vicki	Smith	CTC	Trinity UMC
Lonzetta	Smith-Allen	CTC	Grace Methodist Metroplex
Margie	Sorley	NWTC	St. John's UMC, Lubbock
Walter	Spears	CTC	Jean First UMC
Abby	Spears	CTC	Olney First UMC
Sue Ann	Spencer	NTC	Harless Memorial UMC
Ray	Sperring	CTC	Hurst First UMC
Cathy	Sperring	CTC	Hurst First UMC
Dee-Dee	Spivey	NTC	Hamilton Park UMC
Matt	Spletzer	CTC	Epworth UMC
Karen	Spruiell	NTC	First UMC, Iowa Park
Carolyn	Stephens	CTC	Fort Worth First UMC
Sandra	Stephenson	NWTC	Christ UMC, Levelland
Johnny	Stevens	CTC	Springtown UMC
Nancy	Stewart	CTC	Crowley First UMC
Richard	Stewart	NTC	St. Paul UMC, Dallas
Becky	Stith	CTC	Bruceville-Eddy UMC
Mike	Stroud	CTC	Burleson First UMC
Carolyn	Stroud	CTC	Graham First UMC
Michelle	Stubbs-Wood	NTC	Paris Wesley Center
Jana	Sult	CTC	Stephenville First UMC
Gary	Sult	CTC	Stephenville First UMC
Tyler	Sweatt	NTC	Fellowship UMC, Trophy Club
Len	Tatum	CTC	Grace UMC
David	Taylor	NTC	Trietsch Memorial UMC
Paula	Taylor	CTC	Woori UMC
Sara	Texada	NTC	Christ UMC, Farmers Branch

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First Name	Last Name	Conf.	Church
Debbie	Thies	NTC	First UMC, Terrell
Launny	Thies	NTC	First UMC, Terrell
Elizabeth	Thompson	NTC	St. Luke "Community"
Bill	Thorburn	CTC	Arborlawn UMC
Margie	Titus	NWTC	Visionary Hollowell Community Church, Midland
Stephen	Toal	NTC	Northaven UMC
Gretchen	Toler Debus	NTC	Oak Lawn UMC
Chris	Tong	CTC	Watauga First UMC
Sondra	Townsend	NTC	New World UMC
Jennifer	Trammell	CTC	China Spring UMC
Mark	Trammell	CTC	China Spring UMC
Dennie	Treat	NWTC	St. John's UMC, Lubbock
Amanda	Turner	CTC	Cleburne First UMC
Earl	Turner	NTC	The Woods UMC
Deborah	Vela	NTC	Elmwood-El Buen Samaritano UMC
Nancy	Vidad	CTC	Everman UMC
Jessica	Vittorio	NTC	First UMC, Dallas
Kelly	Wade	NTC	First UMC, Sulphur Springs
Juanda	Wallace	NTC	Warren UMC, Dallas
Jennifer	Wang	NTC	First UMC, Dallas
Claire	Ward	NTC	Plymouth Park UMC
Dwyane	Warneke	CTC	Central UMC
Pam	Washington	NTC	First UMC, Nocona
Faye	Watson	CTC	Morningside UMC
Jane	Weaver	NTC	Whaley UMC
Lynn	Whitcomb	CTC	Lake Shore UMC
Jerry	White	CTC	Keller UMC
Jordan	White	NTC	Paris Wesley Center
Cathy	Williams	CTC	West First UMC
Evelyn	Williams	NTC	First UMC, Lewisville
Steve	Williamson	NWTC	St. James, Abilene
Carol	Wilson	CTC	St. Paul UMC
Jim	Wilson	CTC	St. Paul UMC
Anniel	Winston-Hall	NTC	First UMC, Frisco
Suzanne	Winter	CTC	Epworth UMC
Suzanne	Wolverton	NTC	Grace Avenue UMC
Kenneth	Wolverton	NTC	Grace Avenue UMC
Shirley	Womack	NTC	First UMC, Rockwall
Larry	Womack	NTC	First UMC, Rockwall
Billy	Wood	NTC	First UMC, Alvord
Michelle	Wood	NTC	Paris Wesley Center
Ron	Worley	NTC	Prosper UMC
Frances	Yager	NTC	First UMC, Sachse
Diane	York	NTC	First UMC, Rockwall
Edwin	Youngblood	CTC	Dido UMC
Dawn	Youngblood	CTC	Dido UMC

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PARTICIPATING CLERGY MEMBERS

First Name	Last Name	Conf.	Church
Ann	Akin	NWTC	St. John's UMC, Lubbock
Chris	Allen	NTC	First UMC, Rockwall
JD	Allen	NTC	Chapel Hill UMC
Nancy	Allen	CTC	City Point UMC
John	Allen	NTC	Stonebridge UMC
Armando	Alvarado	CTC	New Riverside UMC
Dave	Andersen	NWTC	NWC Chief Financial and Benefits Officer
Kevin	Anderson	CTC	Alvarado First UMC
Felecia	Anderson	CTC	Revelation Church
Lesta	Anderson	NTC	The Village UMC
Tessa	Armes	NWTC	First UMC, Lubbock
Kay	Ash	NTC	Kessler Park UMC
Shera	Atkinson	NWTC	First UMC, Lubbock
Will	Atwood	NTC	First UMC, Bells
Roy	Atwood	NTC	First UMC, Dallas
Yohan	Baek	CTC	Taylor First UMC
Holly	Bandel	NTC	First UMC, Sachse
Paul	Barton	NTC	Casa Emanu-el UMC
Jeremy	Basset	NTC	First UMC, Whitewright
Jenny	Bates	NTC	Arapaho UMC
Paul	Bauernfeind	NWTC	First UMC, Lubbock
Mike	Baughman	NTC	General Board of Higher Education & Ministry
Edgar	Bazan	NTC	New World UMC
Ernest	Benson	CTC	St. Paul UMC, Georgetown
Anne-Marie	Berg	CTC	Colleyville First UMC
Kent	Berry	CTC	Oglesby First UMC
Martha	Bessac	CTC	Wellspring UMC
Mel	Bishara	CTC	St. Luke UMC
Cheryl	Bishop	NTC	First UMC, Richardson
Madison	Boboltz	CTC	Arlington First UMC
Scot	Bontrager	NTC	First UMC, Garland
Keith	Boone	NTC	First UMC, Dallas
Mitchell	Boone	NTC	First UMC, Dallas
Brian	Bosworth	NTC	Wesley UMC, Greenville
Michael	Bowie	NTC	National Director, Strengthening the Black Church
Lane	Boyd	NWTC	Amarillo UMC
Lynn	Brack	NWTC	Amarillo UMC
Harrell	Braddock	CTC	Olney First UMC
Judi	Brandt	NWTC	Forrest Heights, Lubbock
Lizz	Bridges	CTC	Academy 4, Director
Caleb	Brimmage	NTC	First UMC, Coppell
April	Bristow	NTC	Perkins School of Theology
Brad	Brittain	CTC	Round Rock First UMC
Brenda	Brooks Alexander	CTC	Fort Worth First UMC
Dave	Brower	CTC	Central UMC

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First Name	Last Name	Conf.	Church
Johnny	Brower	CTC	Hurst First UMC
Marianne	Brown-Trigg	CTC	Denton Wesley Foundation
Tommy	Brumett	NTC	First UMC, McKinney
Tim	Bruster	CTC	Revive UMC
Rhea	Bullock	NTC	First UMC, Kaufman
Anna	Bundy Hagler	NTC	First UMC, Dallas
Travis	Burdett	NTC	First UMC, Rowlett
George	Butler	NWTC	St. James, Abilene
Richie	Butler	NTC	St. Luke "Community"
Leslie	Byrd	CTC	New World UMC
Dennis	Camp	CTC	Bruceville-Eddy UMC
Mel	Caraway	NTC	Grace Avenue UMC
Karan	Carlton	NWTC	Amarillo UMC
Louis	Carr	CTC	Harvest UMC
Vic	Casad	NTC	First UMC, Richardson
Terry	Cashion	CTC	St. Andrew's UMC, Killeen
Julia	Castleman	NTC	Faith UMC, Richardson
Janet	Cavalier	NTC	First UMC, McKinney
Rhonda	Chambers	CTC	Saginaw UMC
Joe	Chamness	CTC	Edge Park UMC
Jen	Chickering	NTC	First UMC, Celina
Stella	Cho	NTC	Colleyville First UMC
Chuck	Church	NTC	Lake Cities UMC
Alan	Clark	CTC	Burleson First UMC
Craig	Clark	NTC	Granbury First UMC
Joseph	Clark	NTC	Wesley UMC, Sulphur Springs
Tim	Clifford	CTC	Arlington Heights UMC
Rosalyn	Clough-Hilburn	NTC	Wheatland UMC
Darrell	Coats	NTC	Extension Minister
Dana	Coker	NTC	First UMC, Whitesboro
Beverly	Connelly	CTC	Killeen First UMC
Yvonne	Coon	CTC	Hutto Discovery UMC
Mary Gean	Cope	CTC	Ferris First UMC
Stan	Copeland	NTC	Lovers Lane UMC
Jay	Cousino	NTC	Wesley UMC, Greenville
Edlen	Cowley	NTC	Metro District Superintendent
Colin	Craft	NTC	University Park UMC
Annela	Crawford	NTC	Glen Oaks UMC
Debby	Creagh	CTC	Ovilla UMC
Rich	Cromwell	CTC	Barlett First UMC
Jerome	Curry	CTC	St. Paul UMC, Georgetown
Tiffany	Danna	CTC	Boyd/Rhome
DeAndrea	Dare	CTC	Fort Worth First UMC
Becky	David Hensley	NTC	Illiff School of Theology (full-time student status)
Michael	Dawson	CTC	Colleyville First UMC
Liz	Delaney-Greenwell	NTC	HTC Crisis Resp. & Care Team Min. Coord.
Jake	Dickerson	NTC	First UMC, Whitesboro

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First Name	Last Name	Conf.	Church
Kenny	Dickson	NTC	King Of Glory Lutheran Dallas
Phil	Dieke	NTC	Austin Presbyterian Theological Seminary
Ben	Disney	CTC	Trinity UMC
Joy	Dister-Dominguez	CTC	HTC Director of Care and Healing
Holly	Dittrich	CTC	Couts Memorial UMC
Kyland	Dobbins	CTC	Burleson First UMC
Eric	Douglas	CTC	Rockbridge Church
Frank	Drenner III	NTC	Spring Valley UMC
Barbara	Dunlap	CTC	Sacred Worth Ministries
Blake	Durham	NWTC	St. Mark's UMC, Midland
Todd	Dyess	NWTC	Amarillo UMC
Bill	Eason	NTC	Fellowship UMC, Trophy Club
Archie	Echols	NWTC	Vigo Park
Laura	Echols-Richter	NTC	Grace Avenue UMC
Billy	Echols-Richter	NTC	Grace Avenue UMC
Kay	Eck	NTC	Lovers Lane UMC
Richard	Edwards	NWTC	Retired Elder
Kim	Eiffert	NTC	Grace Chapel UMC
Valarie	Englert	NTC	Grace UMC, Dallas
Eva	Englert-Jessen	NTC	Methodist Family Health- Little Rock, AR
Beth	Ensor	NTC	Lone Oak UMC
Josh	Esparza	NTC	First UMC, Allen
Michael	Evans	NTC	First UMC, Bonham
Beth	Evers	CTC	University UMC
Lucretia	Facen	NTC	St. Paul UMC, Dallas
Jacob	Fields	NTC	Trinity UMC, Wichita Falls
Sela	Finau	CTC	Western Hills UMC
David	Finley	NTC	First UMC, Denton
Sheila	Fiorella	CTC	Good Shepherd UMC
Andrew	Fiser	NTC	HTC Assoc. Dir.
Jeff	Fisher	NWTC	Grace Lubbock UMC
Sally	Fleming	CTC	Florence UMC
Christopher	Fletcher	NWTC	Jayton First UMC
Mike	Flynn	NTC	Christ UMC, Plano
Eric	Folkerth	NTC	Kessler Park UMC
Robyn	Ford	CTC	Bruceville-Eddy UMC
Amy	Forsythe-Alexander	CTC	Crowley First UMC
Monica	Frazier	NTC	First UMC, Dallas
Patty	Froehlich	NTC	First UMC, McKinney
Ryan	Galloway	NWTC	Grace Lubbock UMC
Matt	Gary	NWTC	Pastor
Sarah	Garza	CTC	Hurst First UMC
Matt	Gaston	NTC	First UMC, Plano
Quinton	Gibson, Sr.	CTC	Everman UMC
Stephania	Gilkey	NWTC	St. James, Abilene
Raegan	Gilliland	NTC	First UMC, Denton
Scott	Gilliland	NTC	First UMC, Denton

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First Name	Last Name	Conf.	Church
Pat	Ginn	NWTC	First UMC, Lubbock
Joy	Gonzalez	NTC	Lovers Lane UMC
Jim	Goodwin	CTC	St. Barnabas UMC
Allen	Goss	CTC	Cleburne First UMC
Mark	Grafenreed	NTC	St. Luke "Community"
Cory	Graham	NWTC	Eula First UMC
Jane	Graner	NTC	Trinity UMC, Duncanville
Rob	Grant	CTC	Hico First UMC
Jimmy	Greene	NTC	Faith UMC, Richardson
Rhonda	Greenwood	NWTC	Merkel First UMC
Rachel	Griffin-Allison	NTC	Oak Lawn UMC
Zhenya	Gurina-Rodriguez	CTC	Fort Worth First UMC
Martha	Hagan	NTC	Whaley UMC
Joyce	Hall	CTC	Perry Chapel
Jeff	Hall	NTC	Cochran Chapel UMC
Beate	Hall	NTC	Valley View UMC
Sam	Hamann	CTC	Center for Nonprofit Management
Shannon	Hamrick	NTC	The Center for Integrative Counseling and Psychology
John	Han	CTC	Ferris Heights UMC
Justin	Hancock	NTC	The Julian Way
Mary Beth	Hardesty-Crouch	NTC	First UMC, Allen
Christina	Hardy	NTC	Commerce Wesleyan Campus Director
Georgia	Harrison	NTC	First UMC, Wichita Falls
Ricky	Harrison	NTC	McMurry University
Melissa	Hatch	NTC	Button Memorial UMC
Daniel	Hawkins	CTC	Wm. C. Martin UMC
Chris	Hayes	CTC	Arlington First UMC
Molly	Hayes	CTC	Arlington First UMC
Donny	Haywood	NTC	First UMC, Archer City
Keith	Head	NTC	First UMC, Richardson
Sandy	Heard	NTC	First UMC, Heath
Betsey	Heavner	NWTC	St. John's UMC, Lubbock
Andrew	Hellmers	CTC	Watauga First UMC
Ron	Henderson	NTC	Custer Road UMC
Mary	Henderson	CTC	Gordon First UMC
Julie	Henson	NTC	First UMC, Bonham
Dan	Hernandez	CTC	Keller UMC
Rachel	Heyduck	CTC	Woodway First UMC
Steve	Heyduck	CTC	Woodway First UMC
Ken	Hildebrand	NTC	Collinsville UMC
Ann	Hitt	CTC	Annetta UMC
Pastor	Hobbs	CTC	St. Luke UMC - Mexia
Patrick	Hoffman	NTC	First UMC, Celina
Scott	Holcomb-McLain	NTC	Christ UMC, Farmers Branch
Larry	Holder	NWTC	Highland Heights, Sweetwater
Margaret	Holmes	CTC	Graford First UMC
Sukgyun	Hong	NTC	Fairview Korean UMC

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First Name	Last Name	Conf.	Church
Don	Hood	NTC	Faith UMC, Richardson
Clifton	Howard	CTC	CTC Assistant to the Bishop/COS
Thomas	Hudspeth	NTC	Lovers Lane UMC
Barry	Hughes	NTC	Suncreek UMC
Daniel	Humbert	NTC	Trietsch Memorial UMC
Erin Sloan	Jackson	CTC	New World UMC
Sumesh	Jacob	NTC	First UMC, Coppell
Derek	Jacobs	NTC	HTC Associate Director Leadership
Pavielle	Jenkins	NTC	First UMC, Richardson
Daewoo	Jeon	CTC	Woori UMC
Mitchell	Johnson	CTC	Grace Methodist Metroplex
Allie	Johnson	CTC	Keller UMC
Zebedee	Johnson	CTC	Alliance of Faith, Ennis
David	Johnson	NWTC	Round Rock First UMC
Jenna	Johnson	NTC	Wylie UMC
Jarrold	Johnston	NTC	Community UMC of Krum
DeDe	Jones	NTC	Lovers Lane UMC
Marcus	Jones	CTC	Wesley Foundation, UTA
Cheryl	Jones	NTC	First UMC, McKinney
Jerry	Jones	NTC	First UMC, Terrell
Clint	Jones	CTC	Stephenville First UMC
Marilyn	Jones	CTC	Stephenville First UMC
William	Keck	CTC	Colleyville First UMC
Beth	Kellner	NTC	Good Shepherd UMC
Cindy	Kennedy	NTC	First UMC, Pilot Point
Kaiya	Kershaw	CTC	DeLeon First UMC
Ryan	Kiblinger	CTC	Lakeside UMC
Jennifer	Kilpatrick	NTC	Lakewood UMC
Danielle`	Kim	NTC	First UMC, Coppell
Hyung	Kim	NTC	Grace UMC, Dallas
Daniel	Kim	NWTC	Korean, Lubbock
Cottrell	King	NTC	Highland Park UMC
Johnnie	Kirven	CTC	Mexia Union Memorial
Kory	Knott	NTC	Custer Road UMC
Rankin	Koch	CTC	St. James UMC
Kory	Koch	CTC	Oakdale UMC
Sung	Kwon	NTC	Immanuel Korean Mission Congregation
Joan	La Barr	NTC	First UMC, Coppell
Levy	Laguardia	NTC	Axe Memorial UMC
Kay	Lancaster	CTC	Arlington First UMC
Zack	Landis	NTC	University UMC
Billy	Lane	NTC	Camp Wisdom UMC
Sharon	Larkin	NTC	St. Luke "Community"
Rene	Lawson	NTC	St. Philip's UMC
Alyssa	Lawther	CTC	St. Barnabas UMC
Donita	Lea	NWTC	St. James, Abilene
David	Leach	CTC	Killeen First UMC

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First Name	Last Name	Conf.	Church
Susan	Leddy	NTC	First UMC, Bogata
Edward	Lee	NTC	Ladonia UMC
Pam	Lehman	NWTC	St. John's UMC, Lubbock
Andy	Lewis	NTC	HTC Assistant to Bishop / Chief of Staff
Chansoon	Lim	CTC	Covenant UMC
Macie	Liptoi	NTC	First UMC, McKinney
Patrick	Littlefield	NTC	Suncreek UMC
Aaron	Logan	NTC	First UMC, Henrietta
Tom	Long	NWTC	DS, NWTC and CTC North & West Districts
Kim	Long	CTC	Cleburne First UMC
Mike	Love	CTC	Watauga First UMC
Deana	Lowe	NTC	First UMC, Wolfe City
Randall	Lucas	NTC	St. Stephen UMC
Scott	Luginbill	NTC	First UMC, Richardson
Ken	Lunsford	CTC	Laurel Street UMC
Jeff	Lust	NTC	First UMC, Mt. Vernon
Samuel	Macias	CTC	River Oaks UMC
Kurt	Maerschel	NTC	JPS Hospital Fort Worth
Paul	Maletic	NTC	Flower Mound UMC
Joshua	Manning	NTC	Grace Chapel UMC
Isabel	Marquez	NTC	Oak Haven UMC
Sarah	Marsalis-Luginbill	NTC	First UMC, Richardson
Ben	Marshall	NTC	Northaven UMC
Karan	Marshall	NTC	Northaven UMC
Lance	Marshall	CTC	Fort Worth First UMC
Mike	Marshall	CTC	Fort Worth First UMC
Al	Martin	NWTC	Grace Lubbock UMC
Montreal	Martin	NTC	Warren UMC, Dallas
David	Martinez	CTC	General Board of Higher Education and Ministry
Debra	Mason	NTC	North Central District Superintendent
Lynda	Mayberry	NTC	St. Luke "Community"
Pat	McCain	CTC	Round Rock First UMC
Charles	McClure	CTC	Arlington Heights UMC
Jason	McConnell	NTC	Prosper UMC
Sean	McDonald	NTC	Munger Place UMC
Terre	McGill	CTC	Springtown UMC
Jaime	McGlothlin	CTC	Mexia First UMC
Alan	McGrath	CTC	Georgetown First UMC
Annie	McGregor Meek	NTC	Community UMC, Copeville
Alyce	McKenzie	NTC	Professor, Perkins School of Theology SMU
Kathy	McLean-Davis	NTC	Sivells Bend UMC
Bobby	McMillan	NWTC	St. John's UMC, Lubbock
David	McMinn	CTC	UT Austin Wesley Foundation
Peter	McNabb	NTC	First UMC, Sulphur Springs
Nick	McRae	NTC	First UMC, Decatur
Chad	McSwain	NTC	Melissa UMC
Katie	Meek	CTC	Global Ministries UMC

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First Name	Last Name	Conf.	Church
Jonathan	Mellette	CTC	Oak Park UMC
Kris	Melvin	NTC	First UMC, Van Alstyne
Chris	Mesa	CTC	Arborlawn UMC
Marsha	Middleton	NTC	First UMC, Grand Prairie
Gracie	Millard	NTC	Trietsch Memorial UMC
Michael	Miller	CTC	Eureka UMC
John	Miller	NWTC	McMurry University / St. Paul UMC, Abilene
Justin	Miller	NTC	Waples Memorial UMC
James	Minor	NTC	First UMC, Lancaster
Courtney	Mitchell	NTC	Buckingham UMC
Aryn	Mojica	CTC	Lakeview UMC
Robert	Monk	NWTC	St. Paul, Abilene
Carol	Montgomery	NTC	Transitional Leave
Don	Moore	CTC	Clifton First UMC
Geoffrey	Moore	NTC	Greenland Hills UMC
Heather	Moore	NTC	Perkins School of Theology
Jana	Morales	NTC	Stonebridge UMC
Tim	Morrison	NTC	Custer Road UMC
Elizabeth	Moseley	NTC	First UMC, Dallas
Corey	Moses	CTC	Wesley Foundation, Tarleton
Ruby	Moultrie	NWTC	Christ UMC, Levelland
Ngoni	Mukarakate	NTC	Lovers Lane UMC
Cheryl	Murphy	NTC	Holy Covenant UMC
Cheryl	Murray	NTC	First UMC, Commerce
Uwezo	Mwanjala	NTC	Lovers Lane UMC
Andy	Nelms	NTC	Walnut Hill UMC
Melissa	Nelms	NTC	Walnut Hill UMC
Connie	Nelson	NTC	Personal Leave
Lisa	Neslony	CTC	St. John the Apostle UMC
Katie	Newkirk	CTC	St. Paul UMC
Robert	Nimocks	CTC	Hurst First UMC
Buster	Noah	NTC	Blue Mound UMC
Dana	Norton	NTC	College Mound UMC
Andrew	Nunley	CTC	Bedford First UMC
Elnora	Nunnally	CTC	Bedford First UMC
Sharon	O'Connor	NTC	Custer Road UMC
Clayton	Oliphint	NTC	First UMC, Richardson
Ugonna	Onuoha	NTC	Children's Health Dallas Texas - Chaplain
Staci	Orr	NTC	Methodist Health System
Rosedanny	Ortiz	NTC	Spring Valley UMC
Tom	Palmer	NTC	First UMC, Coppell
Ken	Park	NTC	Umphress Road UMC
Karyl	Patredis	NTC	Grace Avenue UMC
Bryan	Patrick	CTC	Graham First UMC
Ramsey	Patton-Jay	NTC	Christ UMC, Plano
Carly	Payne	CTC	Trinity UMC
Denise	Peckham	NTC	First UMC, Sherman

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First Name	Last Name	Conf.	Church
Chelsea	Peddecord	NTC	Highland Park UMC
Jeffrey	Pehl	NTC	HTC Treasurer
Robert	Pelfrey	NWTC	St. Luke's UMC, Midland
Don	Pellikan	NTC	First UMC, Iowa Park
Lydia	Pellikan	NTC	Hospice Of Wichita Falls, Chaplain
Kristen	Perkins Glover	CTC	Cedar Springs UMC
Jonathan	Perry	NTC	Arapaho UMC
Kenneth	Peterson	NWTC	St. John's UMC, Lubbock
Don	Petty	CTC	Benbrook UMC
Bryant	Phelps	NTC	Hamilton Park UMC
Todd	Pick	CTC	Revive UMC
Jenn	Pick	CTC	Revive UMC
Stacey	Piyakhun	NTC	HTC Assoc. Dir. Center for Multiplication
Margaret	Pleasant	CTC	St. James UMC
Faiana	Prescott-Funaki	CTC	Wm. C. Martin UMC
Nathan	Presley	NTC	Caddo Mills UMC
Ed	Price	NTC	Chambersville UMC
Sheridan	Priddy	CTC	Alpha Omega Hospice, Chaplain
Maggie	Proshek	NTC	The Vinery
Tommy	Prudhomme	CTC	Salado UMC
Frank	Rahm	NTC	First UMC, Sherman
Bob	Rainey	CTC	Central UMC
Steve	Ramsdell	CTC	Killeen First UMC
David	Rangel	NTC	Custer Road UMC
David	Ray	CTC	McGregor First UMC
Michael	Redmond	CTC	Hurst First UMC
Clara	Reed	NTC	St. Luke "Community"
Stefani	Reed-Meyer	NTC	Faith UMC, Corinth
Daniel	Reeves	CTC	CTC Project Transformation Central Texas
Sharon	Reid	CTC	Trinity UMC
Don	Renshaw	NTC	First UMC, McKinney
Philip	Rhodes	CTC	CTC East District Superintendent
Tomeca	Richardson	CTC	McMillan UMC
Chris	Rickwartz	NTC	Asbury UMC
Deniece	Roane-Mason	NTC	Pleasant Valley UMC
Joel	Robbins	CTC	Aledo UMC
Christie	Robbins	CTC	Arborlawn UMC
Carol	Roberts	CTC	Lake Brownwood First UMC
Charles	Robinson	CTC	Cogdell Memorial UMC/Lakeshore UMC
Kantrice	Robinson	CTC	One Fellowship
Alexandra	Robinson	NTC	Flower Mound UMC
Ramiro	Rodriguez	CTC	City Point UMC
Owen	Ross	NTC	HTC Director of Multiplication
Michael	Rowe	NWTC	Grace UMC, Dalhart
Ruben	Saenz III	CTC	Genesis UMC
Todd	Salzwedel	NWTC	First UMC, Lubbock
Ernesto	Sanchez	NTC	First UMC, Aubrey

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First Name	Last Name	Conf.	Church
Fernando	Sanchez	NWTC	O'Donnell First UMC
Jim	Sanders	CTC	Millsap UMC
Kellie	Sanford	NTC	Prosper UMC
Louise	Schock	NWTC	Wellspring UMC
Christopher	Schoolcraft	NTC	First UMC, Lewisville
Chris	Schoolcraft	NTC	First UMC, Lewisville
Tina	Schramme	CTC	Georgetown First UMC
Kyren	Schultz	CTC	St. Philip's UMC
Nick	Scott	CTC	Arborlawn UMC
Meredith	Scruggs	CTC	Keller UMC
Valleri	Sewell	NTC	First UMC, Nocona
Jarrell	Sharp	NWTC	St. Luke's UMC, Midland
Nancy	Sherman Carter	NTC	Custer Road UMC
Phil	Shuler	CTC	Rosebud First UMC / Holland First UMC
Ashley Anne	Sipe	NTC	Vista Ridge UMC
Brad	Slaten	CTC	Grace UMC
Tanner	Smith	CTC	China Spring UMC
Ramon	Smith	CTC	Saginaw UMC
Jeff	Smith	CTC	Wellspring UMC
Leslie	Smith	NTC	Baylor Scott and White Health McKinney Medical Center
Abe	Smith	NTC	First UMC, McKinney
Katrina	Smith	NTC	First UMC, Paris
Taylor	Smith	NTC	First UMC, The Colony
Doris	Smith	NTC	Mt. Zion UMC
Haley	Smith	NWTC	Open Door UMC, Clyde
Wendell	Smith	NWTC	Visionary Hollowell Community Church, Midland
Kerry	Smith	NTC	White Rock UMC
Keith	Somerville	NTC	The Village UMC
Carol	Sparks	NTC	First UMC, Alvord
Amy	Spaur	NTC	Christ's Foundry Fellowship UMC
Rob	Spencer	NTC	Cultiv8Community
Jenny	Spidell	CTC	Arborlawn UMC
Brandie	Spletzer	CTC	Epworth UMC
Adam	Spore	NTC	First UMC, Gainesville
Mary	Spradlin	CTC	Arlington Heights UMC
Mark	Stamm	NTC	First UMC, Garland
Kristin	Steed	NTC	Christ UMC, Plano
Gary	Stephens	NTC	Transitional Leave
Jen	Stevens	NTC	Argyle UMC
Valerie	Stewart	CTC	Waxahachie First UMC
Joe	Stobaugh	NTC	University Park UMC
Kevin	Strempeke	NTC	Calvary UMC
Kathryn	Strempeke	NTC	First UMC, Paris
Josh	Stueve	NWTC	St. John's UMC, Lubbock
Beth	Stuyck	CTC	CTC Project Transformation Central Texas
Donna	Sutton	NTC	Arcy Hospice
Liz	Talbert	NTC	First UMC, Burkburnett

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First Name	Last Name	Conf.	Church
Dale	Tampke	NTC	Argyle UMC
Anthony	Tang	NTC	First UMC, Dallas
Katherine	Tang	NTC	First UMC, Dallas
Amy	Tate-Almy	CTC	City Point UMC
Yvonne	Taylor	CTC	University UMC
Anthoy	Taylor	CTC	Woori UMC
Mary	Teague	CTC	St. Matthew UMC
Danny	Tenney	CTC	CTC South & Central Districts Superintendent
Luke	Thomson	NTC	First UMC, Frisco
John	Thornburg	NTC	Life Center UMC
Maxwell	Tindall	CTC	Waples UMC
Bill	Titus	NWTC	Ropesville First UMC
Beverly	Titus	NWTC	Seagraves First UMC
Susan	Trammell	CTC	Keller UMC
Dave	Treat	NWTC	St. John's UMC, Lubbock
Jeannie	Trevino-Teddlie	CTC	City Point UMC
Lee	Trigg	CTC	Ash Lane UMC
Martha	Valencia	NTC	Elmwood-El Buen Samaritano UMC
Estee	Valendy	CTC	Keller UMC
Benjamin	Van Fleet	NWTC	St. Paul, Abilene
Christopher	Vaughan	NTC	Grace Avenue UMC
Kissa	Vaughn	CTC	St. Barnabas UMC
Doug	Vaughn	CTC	Summit HS, Mansfield ISD
Ed	Volfe	NTC	First UMC, McKinney
Kristen	Von Gonten	CTC	Hutto Discovery UMC
Brendan	Voss	CTC	St. John the Apostle UMC
Cassie	Wade	NTC	NTC East District Superintendent
Ryan	Wager	NTC	Oak Lawn UMC
Wayne	Walters	NTC	Market Street UMC
Silvia	Wang	NTC	Lake Highlands UMC
Rodney	Ward	NTC	Collinsville UMC
Donna	Ware	CTC	Wesley Memorial
Kristin	Warthen	CTC	St. Andrew's UMC, Arlington
Ginger	Watson	CTC	Meadowbrook-Poly UMC
Jana	Wear	CTC	Dido UMC
Preston	Weaver	NTC	First UMC, Cedar Hill
Audrua	Welch	NTC	Plymouth Park UMC
Boston	White	NTC	Aldersgate UMC
Pam	White	NTC	First UMC, Rowlett
Rodney	Whitfield	NTC	Aldersgate UMC
Brenda	Wier	CTC	Gordon First UMC
Ann	Willet	NTC	Northaven UMC
Bob	Williams	NTC	First UMC, Trenton
Angela	Williams	NTC	Life Center UMC
Alex	Williams	NTC	Ridgewood Park UMC
Emma	Williams	NTC	University Park UMC
Rick	Williamson	NTC	First UMC, Mesquite

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First Name	Last Name	Conf.	Church
Kevin	Wilson	CTC	Bristol UMC
Phyllis	Wilson	NTC	First UMC, Pilot Point
Meg	Witmer-Faile	CTC	HTC Multiplication Team, Research & Development
Marcus	Womack	NTC	Plymouth Park UMC
John	Woodard	CTC	Wesley Chapel UMC - Gholson
Jessica	Wright	NTC	Grace UMC, Sherman
Chris	Yost	NTC	First UMC, Rockwall
Dr. Scott	Youngblood	CTC	Saginaw UMC
Ed	Zarate	NTC	Northgate UMC
Pam	Zolczer	NTC	Verona UMC
Alison	Zollinger	CTC	Waxahachie First UMC

Daily Proceedings

MINUTES OF THE SEPTEMBER 28 UNIFYING CONFERENCE

**Abilene, Texas
September 28, 2024**

MORNING SESSION

The **Unifying Conference of the newly constituted Horizon Texas Conference of The United Methodist Church** was held on Saturday, **September 28, 2024**, in **Abilene, Texas**, at the **Abilene Convention Center**. **Bishop Ruben Saenz, Jr. presided**. Clergy and Laity from the Central Texas, North Texas, Northwest Texas legacy conferences met in a final step of unification following many months of preparatory work.

The theme for the conference was **“The Journey to The Horizon”** with the biblical motto being **“For we walk by faith, not by sight: -- 2 Corinthians 5:7 (NRSV).**

Page 3 of the pre-conference workbook named the **vision for the unifying conference**: *“As we launch the Horizon Texas Conference, we do so with a bold and adventurous spirit that embodies the idea of boundless missional possibilities and the active pursuit of aspirations without limits. In this moment, we are filled with hope and resolve. And as we leave this place, we will venture forth with faith, courage and enthusiasm toward God’s horizon and a world filled with love, justice and freedom that reflects God’s vision for all people.”*

Conference members enjoyed gathering music beginning at 9:16 am. At 9:31 am, **Alan Jones** led the conference members in singing “Amazing Grace.”

Bishop Saenz introduced himself to conference members, explaining that this was a special called session meeting for the purpose of unifying the three legacy conference. Bishop Saenz expressed excitement about possibilities ahead and indicated that he was looking forward to working alongside conference members, lay and clergy alike.

Bishop Saenz moved to offer the **Welcome**, explaining that the conference session complies with requirements for special sessions found in paragraph 603.5 of *the 2016 Book of Discipline of The United Methodist Church*. He explained that the day’s agenda was aggressive, and that there was much to accomplish during the day’s session.

Bishop Saenz then led conference members and guests in prayer, seeking God’s presence in their work together, and in every piece of legislation presented.

The unifying conference of the Horizon Texas Annual Conference of The United Methodist Church was **called to order at 9:39 am** by Bishop Ruben Saenz, Jr.

Bishop Saenz introduced **Bishop James Nunn**, retired bishop from the South Central Jurisdiction of the United Methodist Church, who had served as interim bishop for the legacy Northwest Texas Conference. Bishop Nunn extended blessings to conference members.

Rev. Tom Long, district superintendent of the Northwest Texas District, welcomed clergy and lay members to Abilene and to West Texas. He also expressed gratitude to the city of Abilene, St. Paul United Methodist Church (Abilene) and St. James United Methodist Church (Abilene), as well as to McMurry University for their partnership in hosting conference-related events.

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Bishop Saenz then introduced those seated with him on stage, including **Lisa Peterson** (Highland Heights), co- conference lay leader from the legacy Northwest Texas Conference; **Ciara Hoevers** (Rockwell, First), Young People's representative; **Kevin Walters** (Fort Worth, First) Conference Secretary; **Rev. Marsha Middleton** (Grand Prairie, First), assistant conference secretary; **Rev. Andy Lewis**, Assistant to the Bishop; **Marsha Thornton** (The Village), Parliamentarian; **Wilson Woods** (Arborlawn), Conference Chancellor; conference secretaries from the three legacy conferences, including **Rev. Clifton Howard**, Central Texas Conference, **Rev. Jeff Fisher**, Northwest Texas Conference, and **Rev. Kenny Dickson**, North Texas Conference.

As an act of centering worship, members of the conference session joined together in singing "My Hope is Built on Nothing Less."

Rev. Jeff Fisher (Lubbock, Grace), secretary of the legacy Northwest Texas Conference, moved forward with the organization of the conference session. He addressed the role of conference members for the unifying conference who were the same members making up the lay and clergy members from the three legacy conferences in June of 2024. He further stated that there are 492 clergy members of the unifying conference, including 128 clergy members classified as provisional members, associate members, clergy appointed under paragraph 346.2 of *The Book of Discipline of The United Methodist Church*, and Licensed Local Pastors serving both full-time and part-time. There are 448 lay members entitled to vote at this unifying conference.

Rev. Fisher moved that the agenda presented in the pre-conference workbook be adopted. The motion was seconded. Motion adopted. **Rev. Fisher** proceeded with additional organizing recommendations including setting the bar of the conference, nominating **Rev. Jana Wear** (Dido) as head teller, nominating **Dr. Kevin Walters** as Secretary of the Conference. **Rev. Fisher** moved the adoption of the three organizing recommendations. Seconded. Carried.

Rev. Bryant Phelps (Dallas, Hamilton Park) led an opening litany. **Rev. Todd Salzwedel** (Lubbock, First) led an opening prayer. **Alice Salzwedel** continued with a reading from Psalm 133. Conference members then joined in singing "Days of Elijah."

Rev. Tommy Prudhomme (Salado) took the floor as Chair of the Joint Standing Rules Committee. He introduced members of the committee to the conference members and then moved the approval of **Legislative Item #1: Standing Rules for the September 28, 2024, Joint Organizational Conference of the Central, North and Northwest Texas Conferences of The United Methodist Church**. He explained that the only legislation being considered today are the legislative items found within the pre-conference workbook and their related amendments. Additionally, no more than three speeches "for" and three speeches "against" an item will be entertained, with each speech lasting a maximum of three minutes. The rules for removing items from the consent calendar were reviewed. The motion was seconded by the floor and carried.

Rev. Prudhomme presented **Legislative Item #2: Pre-Conference Procedures for the 2025 Horizon Texas Annual Conference**, which entertained procedures regarding lay-clergy equalization and submission of matters to be voted on at the Annual Conference. The motion was seconded from the floor and carried.

Rev. Andy Lewis, Assistant to the Bishop of the Horizon Texas Annual Conference, presented the **consent calendar guidelines** for this Unifying Conference as well as the list of items proposed to be included in the consent calendar. Additionally, he explained the process for requesting that an item be removed from the consent calendar.

Rev. Lewis then presented **Legislative Item #3: Horizon Texas Annual Conference Structure and Nominations (Effective January 1, 2025)**. **Lewis** explained that the structure proposed contains 356

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distinct positions, the slate of which is found on page 21 of the pre-conference workbook. He described the care with which the nominating process had been implemented, noting that 23.4% of individuals on the slate are under thirty-five years-old, and that the slate reflects greater racial/ethnic representation than that found in our congregations. Rev. Lewis presented the following list of corrections to the slate and asked that he be contacted with any additional typographical errors or mistakes that may be noticed by conference members. Rev. Lewis provided the following updates to the report:

- The *Council on Young Adult Ministry* is moved to fall under the Multiply Jesus Followers Team
- Lisa Peterson is nominated to serve as Co-Lay Leader.
- Susie Breitling replaces Amber Miller on the conference nominating committee
- Kathy Edwards replaces Amber Miller on the committee on the episcopacy
- Yolanda Rivera replaces Robert Pelfrey in the Board of Ordained Ministry class of 2036
- Rev. Sarah Boyette to serve on the Maximize Care and Healing Team as an at-large community representative.
- Rev. Corey Moses to serve on the Commission on Equitable Compensation
- Kevin Walters to serve as Conference Secretary
- Rev. Marsha Middleton to serve as Assistant Conference Secretary
- Necia Dexter to serve ex officio with the Board of Pensions and Health Benefits because she is a Wespath board member.

Being no discussion, the slate of nominations was approved by the session. Bishop Saenz then prayed for those elected to serve.

Rev. Jeffrey Pehl, Chief Financial Officer and Treasurer of the Horizon Texas Conference, presented information regarding the structure of apportionments for congregations in the Horizon Texas Conference. The process of calculating apportionments to local congregations is undergoing significant change. All three legacy conferences making up the Horizon Texas Conference have historically based their calculations on local church expenditures to a great degree. A new formula is being proposed now because an expense-based policy is not as feasible now. The new policy, if adopted, will eliminate expense and church membership components, focusing instead on incoming funding from tithes and offerings, excluding memorial gifts and the proceeds from capital campaigns and the like. With property insurance now comprising a great deal of a congregation's expenses, the intent of a new apportionment policy is to minimize the need to use reserve funds. The formula proposed is comprised of offerings multiplied by the apportionment index, used as an applied percentage. Based upon statistics from lines 52 a, 52b, and 52c of the year-end reports, the applied percentage is currently 7.5%. Treasurer Pehl also noted that the Conference Council on Finance and Administration determined that churches would have apportionments go down by at least 3 percent but no more than 10 percent to ensure that all churches received some relief.

Rev. Pehl presented **Legislative Item #4: Apportionment Policy**. There was no discussion, and the item was approved.

Next, Rev. Dave Andersen, Northwest Texas Conference CFO and Treasurer, and Natalie Hermes (Abilene, St. James), chair of the Northwest Texas Conference Board of Pension and Health Benefits, led the conference in considering **Legislative Item #5: Joint Distributing Committee Recommendations Regarding Retirement and Benefits**.

The following background information was provided for conference members leading into the legislative item proper.

First, currently there are three pension plans within the denomination, all administered by Wespath. There is the **plan covering individuals with pre-1982 service years**. This plan provides support for the lifetime of clergy based on years-of-service. This has operated differently in the history of the three legacy annual conferences, with each having different rates. It is proposed by Wespath

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that the Horizon Texas Conference adopt the rate of \$875.00 per year-of-service. This amount will result in an increase for clergy in all three legacy conferences. Additionally, benefits to surviving spouses are proposed to be set at 75% of the clergy amount.

Secondly, there is the **Ministerial Protection Plan (MPP)**, a closed, defined-benefits, annuity-based plan which is expected to remain fully-funded unless something highly unusual occurs.

Finally, there is the **Clergy Retirement Security Program (CRSP)**, which has been in place since January of 2007 until the present, a defined benefit program providing lifetime benefits for clergy and spouses. For clergy under full-time appointment, this provides a defined benefit of \$450.00 per month, based on 3% of the clergy's pension plan compensation calculation.

Next, eligible clergy are covered by the **Comprehensive Protection Plan (CPP)**, a denominational plan providing limited death and disability benefits. The legislation at hand recommends that CPP benefits be mandatory to clergy appointed to serve $\frac{3}{4}$ time or more. Premiums for active participants will be billed directly to respective churches at the rate or 3% of the pension plan compensation amount.

Andersen presented information on the **post-retirement HRA**, with changes not to take effect for those retiring on or before December 31, 2024. It is expected that the rate will set at \$50.00 per year of denominational service up to a maximum of 30 years or \$1500 annually. Clergy and spouses who retire before the age of 65 will not receive a benefit until they enroll in Medicare.

Hermes presented information regarding health insurance coverage for active clergy. The three legacy conferences differ significantly in how this has been handled in the past. Beginning January 1, 2025, all full-time clergy will be required to participate, with only a few exceptions. Part-time clergy will not be eligible for coverage except for eighteen months of COBRA. Clergy over 65 years-old, still actively serving and not retired, will remain on HealthFlex until retirement. Additionally, local churches will be required to pay health insurance premiums whether or not clergy opt out of HealthFlex coverage. The monthly HealthFlex credit for clergy in 2025 will be \$1075.00. This is also the amount for which churches will be billed.

New enrollees in HealthFlex will be enrolled in the H2500 plan with Health Savings Account. All clergy are expected to participate in HealthFlex enrollment during the designated period. Those who are not enrolling will continue with the current plan in which they are enrolled.

Andersen shared the Joint Distributing Committee strongly encourages the HTC Board of Pension and Health Benefits to form a task force to explore the extension of coverage to families and clergy serving less-than-full-time.

Bishop Saenz stated that Legislative Item #5 was properly before the body and called for discussion. He recognized **Larry Adams** (Lake Brownwood First) who rose for a question. If a pastor is over the age of 65, will the congregation still be required to pay the \$1,075.00 per month? Andersen responded that, yes, payment would be required. Bishop Saenz recognized **Rev. Jacob Fields** (Wichita Falls, Trinity and Wesley), who asked about what happens to funds paid by local churches being served by a clergy person who has opted out of coverage. Would this money go to the clergy person, or would it be used for the pool out of which the insurance plan operates? Hermes indicated that the funding would go into the pool. All local congregations are billed \$1,075.00 monthly, with funds provided by congregations with non-participating clergy being used to cover the pool for disabled clergy and the like. Bishop Saenz recognized **Rev. Ashley Sipe** (Vista Ridge) who moved to amend item #2, page 35 of the pre-conference workbook. Bishop Saenz called for a standing break to confer and asked Sipe to provide her amendment in writing. He then recognized a series of questions.

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Rev. Carol Montgomery, clergy on transitional leave, rose to ask about what happens to clergy who are in between an appointment to extension ministry and transitional leave. Andersen answered that health coverage from the previous employer may be available through COBRA.

Rev. Justin Hancock (Julian Way) expressed his concern regarding his own situation. Because Rev. Hancock is covered by Medicaid, his salary in a ministry making up a suitable appointment would be higher than the minimum that he would be allowed to earn based on Medicaid regulations. He has found that the cost of health insurance is a barrier to deacons being hired by non-profit organizations.

While waiting for the amendment to be projected for conference members, **Bishop Saenz** announced that the current hurricane impacting the southeastern portion of the United States has claimed 52 lives at this point. The bishop offered prayer for victims of this storm, and victims of warfare in all locales.

Bishop Saenz referred the body to the Sipe amendment projected on the screen: "In the circumstance that a clergy opts out under eligible conditions, the clergy shall be reimbursed up to the cost of their health care premium secured through an alternate provider, not to exceed the premium credit. The remainder of the credit shall be credited to the conference."

Bishop Saenz clarified that with the Sipe amendment on the floor, all discussion and questions must pertain to the amendment only.

Rev. Jacob Fields (Wichita Falls, Trinity and Wesley), spoke in favor of the amendment.

Rev. Ken Park (Dallas, Umphress Road) announced a speech against the amendment. **Bishop Saenz** ruled the speech out of order.

Rev. Cory Knott (Custer Road) moved that the Sipe Amendment to Point 2 from the Active Health Benefits section of Legislative Item #5 be referred back to the Joint Distributing Committee for further study and possible future action (page 35 of pre-conference workbook). Seconded. Knott spoke to the motion, stating that he wonders whether or not the amendment is legal according to general church policy, suspecting that Wespath already has operational definitions for insurance eligibility. Referral will allow this to be further investigated.

Katerina Scott (Midland, St. Mark's) spoke in favor of the motion to refer.

Rev. Daniel Humbert (Trietsch Memorial) spoke in favor of the motion to refer.

Rev. Taylor Smith (First UMC, The Colony) spoke in favor of the motion to refer.

Rev. Kim Long (Cleburne, First) asked a question about which item specifically will be referred.

Bishop Saenz clarified and called for the vote on the motion to refer the Sipe Amendment to Point 2 from Legislative Item #5 on page 35 back to the joint committee. The motion to refer the Sipe Amendment to Point 2 back to the joint committee was approved.

Legislative Item #5 was before the floor and adopted.

Bishop Saenz welcomed **Dr. Sandra Hartford**, President of McMurry University who greeted conference members. The bishop mentioned that Dr. Hartford will be retiring at the end of this academic year.

Kevin Walters rose to offer announcements.

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Bishop Saenz recessed the conference at 11:34 PM for meetings and the lunch break.

AFTERNOON SESSION

The Horizon Texas Conference continued its unifying conference session following lunch with a call to order by **Bishop Ruben Saenz Jr.** at 1:32 PM.

Kylie Campbell (Burleson, First) led conference members in a centering litany. **Rev. DeDe Jones** (Lovers Lane) led in the singing of “Holy, Holy, Holy,” and prayer.

Rev. Roy Atwood (Dallas, First) led conference members in prayer, and all joined in singing the hymn “How Great Thou Art.”

Bishop Saenz introduced young people’s representatives **Isabella Pluas** (Western Hills) and **Leo Barrios** (Richardson, First) who were seated at the front table for the afternoon session. He then introduced co-conference lay leader **Kylie Campbell**.

Bishop Saenz clarified the actions of the body immediately before the lunch recess. The item that was referred to the committee was the Sipe Amendment.

Bishop Saenz called the **staff of the Horizon Texas Conference** to the stage to introduce them to the members. **Rev. Jacob Fields** (Wichita Falls, Trinity and Wesley) prayed for the conference and district staff.

Rev. Mike Baughman (GBHEM), rose to present **Legislative Item #6: Equitable Compensation (Effective July 1, 2025)** on behalf of the Joint Commission on Equitable Compensation. After explaining the item, Baughman moved its adoption. Bishop Saenz opened the floor for discussion.

Rev. Nathan Presley (Caddo Mills) asked a question. Rev. Baughman answered.

Bishop Saenz called for a vote on Legislative Item #6. Adopted.

Assistant to the Bishop Rev. Andy Lewis presented the **consent calendar** for consideration. No changes were requested according to the procedure outlined in the morning session. Rev. Lewis moved the adoption of the consent calendar. Bishop Saenz called for a vote. Adopted.

Christine Peirce (Arlington Heights), Director of Youth and Child Empowerment, rose to present **Legislative Item #7: Sexual Abuse Prevention Policy**. Ms. Peirce moved its adoption. Bishop Saenz opened the floor for discussion.

Rev. Isabel Marquez (Oak Haven) asked if the policies would be translated into Spanish. Ms. Peirce responded that translations would be pursued.

Rev. Jenny Bates (Arapaho) asked a question regarding gender-specific language in the policies. Ms. Peirce responded.

Rev. Leslie Smith (Baylor Scott and White Health McKinney Medical Center) asked a question about inclusion.

Rev. Heather Gottas Moore (Perkins) a member of the writing committee from which this legislation recommended that the group revisit the document for gender-neutral language in future revisions.

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Bishop Saenz suggested that the legislation be approved as it is presented at this time and then be referred back to the committee for work on updating language.

Rev. Julia Castleman (Richardson, First) asked a question. Ms. Peirce responded.

Bishop Saenz called for a vote on Legislative Item #7. Adopted.

Kim Simpson (St. Barnabas), **Rev. Richard Edwards**, and **Kenneth Wolverton** (Grace Avenue) presented **Legislative Item #8: Interim Policy Creation Procedure (effective January 1 – June 30, 2025)**. Bishop Saenz called for a vote. Adopted.

Rev. Jeffrey Pehl, Chief Financial Officer/Treasurer/and Chief Benefits Officer of the Horizon Texas Conference, presented **Legislative Item #9: Horizon Texas Conference Budget 2025**. Rev. Pehl explained the proposed budget noting the needed change from the morning session when they discovered that the *Discipline* requires general church budget contributions to be budgeted in full. This will require increasing the budget to \$15,322,000, which will reduce conference reserves by \$2,714,000. He invited **Gary Sult** (Stephenville, First) to move the necessary amendment to Legislative Item #9. Mr. Sult moved approval of the amended Legislative Item #9. Bishop Saenz ruled that they need to move the original Legislative Item #9 before amending it.

Kim Simpson (St. Barnabas) moved to amend Legislative Item #9 to include 100% apportionment payment to the General Church. Ms. Simpson spoke to the amendment. Bishop Saenz opened the floor for discussion.

Rev. Jacob Fields (Wichita Falls, Trinity and Wesley) asked a question about friendly amendments. Bishop Saenz responded.

Bishop Saenz called for a vote on the Simpson amendment. The amendment was approved. The amended legislative item #9 was brought for a vote. There was no discussion, and the item was approved as amended.

Rev. Molly Hayes (Arlington, First) presented **Resolution #1: Our International Mission Focus**. Bishop Saenz opened the floor for discussion.

Rev. Rachel Griffin-Allison (Dallas, Oak Lawn) moved an amendment include the words “as permitted by applicable laws” at the end of item #1 on page 49. Seconded. The amendment was approved. Rev. Griffin-Allison then moved an amendment to include the words “or other reputable agencies” at the end of item #3 on page 49. Seconded. The amendment was approved.

Bishop Saenz opened the floor for discussion on the amended Resolution #1. No discussion. Bishop Saenz called for a vote. The amended Resolution #1 was adopted.

Bishop Saenz called on **Rev. Ron Henderson** (Ret., Custer Road) who spoke about the **historic West Texas and Rio Grande Conferences**, which served as non-geographic conferences for all black and Spanish-Speaking congregations in the United Methodist Church for some time. Dr. Henderson pointed out that the Horizon Texas Conference continues a spirit of legacy as it serves multiethnic individuals and congregations in United Methodism.

Bishop Saenz agreed and recognized that **Rev. Paul Barton** (Casa Emanu-el), affiliate member of the North Texas legacy conference and of the Horizon Texas Conference, and member of the Rio Texas Conference, had been a member of the Rio Grande Conference prior to its merging with Southwest Texas Conference to become the Rio Texas Conference. Dr. Henderson led the conference in prayer for continued efforts at racial/ethnic inclusivity.

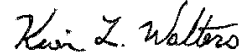
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Bishop Saenz recognized **Mary Nickson** (Hamilton Park) who had been seated on stage for the afternoon as the third conference co-lay leader.

Bishop Saenz then acknowledged all the people and groups that had worked diligently to help guide and unify the conferences into the Horizon Texas Annual Conference. After several announcements, Bishop Saenz **adjourned the September 28 Unifying Conference at 3:40 pm**, which then concluded with a service of Holy Communion.



Bishop Ruben Saenz Jr
President



Dr. Kevin L. Walters
Conference Secretary

Legislative Actions

LEGISLATIVE ITEM #1:

STANDING RULES FOR THE SEPTEMBER 28, 2024, JOINT ORGANIZATIONAL CONFERENCE OF THE CENTRAL, NORTH, AND NORTHWEST TEXAS CONFERENCES OF THE UNITED METHODIST CHURCH

[Passed by vote of the Unifying Conference on September 28, 2024]

WHEREAS, procedural rules are necessary for the efficient and effective conduct of a joint organizational conference;

THEREFORE, be it resolved that the following Standing Rules be adopted for this joint organizational conference:

- a. *Membership*. The membership of the joint organizational conference shall consist of the clergy and elected lay members of the most recent Annual Conferences of the Central Texas, North Texas, and Northwest Texas Conferences.
- b. *Business to be Considered*. The joint organizational conference shall have only such powers and shall conduct only such business as is stated in the call (*The Book of Discipline of the United Methodist Church, 2016 ¶603.5*). Thus, in the context of this joint organizational conference, the only matters to be voted upon will be those submitted by the appointed Unification Teams, and amendments proposed thereto.
- c. *Publication of Matters to be voted on*. Proposals for matters to be voted on from the Unification Teams shall be provided to members of the joint organizational conference through email and publication on each conference's website no later than two weeks before the joint organizational conference.
- d. *Submission of Proposals for Amendment*. Given the compressed schedule of the joint organizational conference, proposals to amend proposed matters to be voted on should be submitted to the Conference Secretary at the earliest possible time, preferably no later than the opening of the Conference.
- e. *Debate on Motions*. Debate on motions at the joint organizational conference will be limited as follows:
 - i. No more than three statements in favor and three statements against.
 - ii. No more than three minutes per statement.
- f. *Consent Calendar*. The joint organizational conference shall include a consent calendar. A minimum of five (5) voting members of the joint organizational conference may request removal of an item on the calendar by submitting the attached form to the Conference Secretary no later than 12:00 pm on the day of the conference.
- g. *Rules of Order*. To the extent not inconsistent with these Standing Rules, the business of the joint organizational conference shall be conducted according to the current edition of *Robert's Rules of Order*.

LEGISLATIVE ITEM #2:

PRE-CONFERENCE PROCEDURES FOR THE 2025 HORIZON TEXAS ANNUAL CONFERENCE

[Passed by vote of the Unifying Conference on September 28, 2024]

WHEREAS, procedural rules are necessary for the efficient and effective conduct of an annual conference; and

WHEREAS, certain procedural rules must be in place prior to an annual conference; and

WHEREAS, a complete set of procedural rules for the conduct of the 2025 Horizon Texas Annual Conference will be presented for adoption at the beginning of that Conference,

THEREFORE, be it resolved that the following rules related to pre-conference procedures be adopted for the 2025 Annual Horizon Texas Annual Conference:

- a. *Equalization*. For purposes of electing lay members to the 2025 Horizon Texas Annual Conference, each legacy conference shall follow the process in place as of its 2024 Annual Conference for equalization of lay and clergy members.
- b. *Procedure for Submitting Matters to be voted on at the Annual Conference*.
 - i. A Preliminary Workbook of matters to be considered by the Annual Conference shall be made available to the members of the Annual Conference no later than one month prior to the Annual Conference.
 - ii. To facilitate adequate notice and inclusion of proposed matters to be voted on in the Preliminary Workbook, all proposed matters to be voted on must be submitted to the Conference Secretary no later than 60 days prior to the Annual Conference to be considered at the Annual Conference, subject to iii. below.
 - iii. Proposed matters to be voted on submitted less than 60 days before the Annual Conference will only be considered at the Annual Conference if: (1) they are related to an event that has occurred less than 75 days before the Annual Conference, and (2) the proposal is duplicated and distributed to Annual Conference members no later than 24 hours prior to its consideration. This rule shall not be construed so as to preclude proper subsidiary motions or privileged motions.

LEGISLATIVE ITEM #3:

HORIZON TEXAS ANNUAL CONFERENCE STRUCTURE AND NOMINATIONS (EFFECTIVE JANUARY 1, 2025)

[Passed as amended by vote of the Unifying Conference on September 28, 2024]

“The purpose of the annual conference is to make disciples of Jesus Christ for the transformation of the world by equipping its local churches for ministry and by providing a connection for ministry beyond the local church; all to the glory of God.” (§601)

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“Annual conferences are permitted the flexibility to design conference and district structures in ways that best support the mission of making disciples of Jesus Christ.” (§610.1) Per Judicial Council Ruling 1198, when an annual conference designs a structure that combines various functions that are separately provided for in *The Book of Discipline of The United Methodist Church, 2016*, the annual conference must address how the requirements of *The Discipline* will be achieved in the alternate structure. Specifically, the annual conference must:

- Enumerate and assign all functions of boards, commissions and committees mandated by *The Discipline* to groups in the alternate structure;
- Articulate how all connectional relationships outlined in *The Discipline* will be maintained in the alternate structure in a clear and obvious way; and
- Meet all membership requirements for boards, commissions and committees mandated by *The Discipline* among the members of the groups in the alternate structure.

The Transitional Nominating Committee has populated the positions for the structure created by the Plan of Union of the Horizon Texas Annual Conference as required by *The Discipline*.

The following conference boards, commissions and committees have been formed as required by and plainly outlined in *The Discipline*:

- Council on Finance and Administration (§612)
- Commission on Equitable Compensation (§625)
- Board of Laity (§631)
- Board of Ordained Ministry (§635)
- Administrative Review Committee (§636)
- Committee on Episcopacy (§637)
- Episcopal Residence Committee (§638)
- Board of Pensions and Health Benefits (§639)
- Board of Trustees (§640)
- Commission on Archives and History (§641)
- Unifying Youth Council, which provides for the functions, meets all membership requirements and maintains the connectional relationships of the Conference Council on Youth Ministry (§649)
- Council on Young Adult Ministry (§650)
- Committee on Investigation (§2703.2(a) and §2703.2(b))

The following equivalent conference structures have been formed and fulfill all requirements of *The Discipline*:

- Multiply Jesus Followers Team
 - Maintains the connectional relationships between the General Board of Discipleship and the conference, district and local church; provides for the discipleship functions related to the objectives and scope of work of the General Board of Discipleship and fulfills the

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general responsibilities of the Conference Board of Discipleship as outlined in ¶630.1(a), (b), (e), (f), (i), ¶630.2, ¶630.3, ¶630.4, ¶630.5, ¶630.6.

- Provides for the functions of the Conference Committee on Ethnic Local Church Concerns (¶632); maintains the connectional relationships; and meets all membership requirements for the Conference Committee on Ethnic Local Church Concerns (¶632.3).
- Provides for the functions and general responsibilities of the Conference Board of Higher Education and Campus Ministry (¶634); maintains the connectional relationships; and meets all membership requirements for the Conference Board of Higher Education and Campus Ministry (¶634.3).
- Provides for the functions of support, nurture and growth of small membership churches and their relationships to the conference, districts, and other local churches (¶645); meets all membership requirements for the Conference Commission on the Small Membership Church (¶645.2).
- Championing Children and Youth
 - Fulfills the general responsibilities of the Conference Board of Discipleship as outlined in ¶630.1(c), (g), (h), ¶630.2 (c), (e).
- Maximize Care and Healing Team
 - Provides for the functions of the Conference Board of Church and Society (¶629); maintains the connectional relationships between the General Board of Church and Society and the conference, district, and local church; and meets all membership requirements for the Conference Board of Church and Society (¶629.2).
 - Fulfills the general responsibilities of the Conference Board of Discipleship as outlined in ¶630.1(d), ¶630.5 (h), ¶630.6 (f).
 - Provides for global ministries responsibilities related to the objectives and scope of work of the General Board of Global Ministries (¶633); maintains the connectional relationships; and meets all membership requirements for the Conference Board of Global Ministries (¶633.2 and ¶633.3).
 - Fulfills the responsibilities and membership requirements of the Committee on Parish and Community Development (¶633.5).
- Pursue and Embrace Diversity
 - Fulfills the function of the Conference Board of Global Ministries detailed in ¶633.4(b.36).
 - Provides for the functions of the Commission on Christian Unity and Interreligious Concerns (¶642); maintains the connectional relationships with the Council of Bishops; and meets all membership requirements for the Commission on Christian Unity and Interreligious Concerns (¶642.2).
 - Provides for the functions of the Conference Commission on Religion and Race (¶643); maintains connectional relationships; and meets all membership requirements of the Conference Commission on Religion and Race (¶643.2).

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- Provides for the functions of the Conference Commission on the Status and Role of Women (§644); maintains the connectional relationships; and meets all membership requirements of the Conference Commission on the Status and Role of Women (§644.2).
- Provides for the functions of the Conference Committee on Disability Concerns (§653); maintains the connectional relationships; meets all membership requirements for the Conference Committee on Disability Concerns (§653.1).
- Provides for the functions of the Conference Committee on Native American Ministry (§654); and maintains the connectional relationships.
- Tell Our Story Team
 - Provides for the functions of the Conference Commission on Communication (§646); maintains the connectional relationships; and meets all membership requirements of the Conference Commission on Communication (§646).

The following conference boards, commissions and committees have been formed in compliance with *The Discipline* to facilitate the work of the Horizon Texas Annual Conference:

- Lead Team
- Committee on Nominations
- Committee on Lay Servant Ministries (§631.6)
- Investment Management Committee
- Personnel Committee
- Standing Rules Committee

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Teams and Committees

	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	LEGACY CONF/DISTRICT
CORE LEADERSHIP TEAM						
Convener	Bishop Ruben Saenz Jr.		H/L	OA	E	
Assistant to the Bishop	Andy Lewis		C/A	A	E	NTC
Cabinet Representative	Tom Long		C/A	A	E	NWTC
Director of Multiplication	Owen Ross		C/A	A	E	NTC
Director of Diversity	Major Boglin		B/A	A	Laity	
Director of Care and Healing	Joy Dister-Dominguez		C/A	A	E	CTC
Director of Children and Youth	Christine Peirce		C/A	YA	Laity	CTC
Director of Communications	Pam Hughes		C/A	A	Laity	NTC
Director of Operations	Kevin Walters		C/A	A	Laity	CTC
CFO	Jeff Pehl		C/A	OA	E	NTC
Lay Leader (CTC)	Kylie Campbell	2028A	C/A	YA	Laity	CTC/East
Lay Leader (NTC)	Mary Nickson	2028A	B/A	A	Laity	NTC/Metro
Lay Leader (NWTC)	Lisa Peterson	2028A	C/A		Laity	NWTC
Chair, Multiply Jesus Followers	Kenneth Wolverton	2028A	C/A	OA	Laity	NTC/NC
Chair, Champion Children	Emma Williams	2028A	C/A	A	D	NTC/Metro
Chair, Pursue Diversity	Maria Dixon-Hall	2028A	B/A	A	D	NTC/Metro
Chair, Maximize Care	Shera Atkinson	2028A	C/A	OA	E	NWTC
Chair, Tell Our Story	Beth Stuyck	2028A	C/A	A	D	CTC/East
At-large Representative	David Kim	2028A	A/P	YA	Laity	NTC/Metro
At-large Representative	Isabella Pluas	2028A	H/L	Y	Laity	CTC/East
At-large Representative	Jeff Fisher	2028A	C/A	A	LP	NWTC
CCYAM Chair	to be selected by Council					
CUYC Representative	Emmy McCamant	2028A	C/A	Y	Laity	NTC/East
CONFERENCE NOMINATING COMMITTEE						
Assistant to the Bishop	Andy Lewis		C/A	A	E	NTC
	Philip Rhodes	2028A	C/A	A	E	CTC/East
	Edlen Cowley	2028A	B/A	A	E	NTC/Metro
	Tom Long	2028A	C/A	A	E	NWTC
	Debra Hobbs Mason	2028A	C/A	OA	E	NTC/NC
	Brenden Voss	2028A	C/A	YA	Laity	CTC
	Ann Cruz	2028A	H/L	A	Laity	CTC/East
	Kay Lancaster	2028A	C/A	OA	D	CTC
	Kantrice Robinson	2028A	B/A	A	E	CTC
	Ted Haynes	2028A	C/A	OA	Laity	NTC/East
	Anne Aaron	2028A	C/A	OA	Laity	NTC/NW
	Danielle Kim	2028A	A/P	YA	E	NTC
	Margie McNeir	2028A	C/A	OA	E	NWTC
	Gerald Gilkey	2028A	B/A	A	Laity	NWTC
	Karan Carlton	2028A	C/A	OA	E	NWTC
	Susie Breitling	2028A				

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MULTIPLY JESUS FOLLOWERS

Chair	Kenneth Wolverton	2028A	C/A	OA	Laity	NTC/NC
	Sarah Garza	2028A	C/A	A	D	CTC/East
	Sam Macias	2028A	H/L	A	E	CTC/East
	Jenn Pick	2028A	C/A	A	E	CTC/East
	Billy Echols-Richter	2028A	C/A	OA	E	NTC/NC
	Stella Cho	2028A	A/P	YA	E	NTC/NC
	William Gilkey	2028A	B/A	YA	Laity	NWTC
	Vondel Stevens	2028A	C/A	OA	LP	NWTC
	Ruby Moultrie	2028A	B/A	OA	LP	NWTC
Lay Leader, ex-officio	Mary Nickson	2028A	B/A	A	Laity	NTC/Metro
Lay Leader, ex-officio	Lisa Peterson	2028A	C/A		Laity	NWTC
Lay Leader, ex-officio	Kylie Campbell	2028A	C/A	YA	Laity	CTC/East
Cabinet Representative	Owen Ross		C/A	A	E	NTC/Metro
GBOD member	Kim Simpson		C/A	OA	Laity	CTC/East
GBOD member	Michael Bowie		B/A	OA	E	NTC/Metro
GBHEM member	Darlene Alfred		B/A	A	Laity	CTC/South
GBHEM member	David Martinez		H/L	A	E	CTC/East

BOARD OF LAITY

CTC Co-Lay Leader	Kylie Campbell (co-chair)	2028A	C/A	YA	Laity	CTC/East
NTC Co-Lay Leader	Mary Nickson (co-chair)	2028A	B/A	A	Laity	NTC/Metro
NWTC Co-Lay Leader	Lisa Peterson (co-chair)	2028A	C/A		Laity	NWTC
Associate Lay Leader	TBD	2028A				
NTC East District Lay Leader	Ted Haynes	2028A	C/A	OA	Laity	NTC/East
NTC East District Assoc. Lay Leader	Lori Massey	2028A	C/A	A	Laity	NTC/ East
NTC Metro District Lay Leader	Jennifer Wang	2028A	A/P	A	Laity	NTC/Metro
NTC North Central District Lay Leader	Tim Hopson	2028A	C/A	A	Laity	NTC/NC
NTC Northwest District Lay Leader	Anne Aaron	2028A	C/A	A	Laity	NTC/NW
CTC Central District Lay Leader	Larry Ketcham	2028A	CA	OA	Laity	CTC/Central
CTC East District Lay Leader	Jackie Carter	2028A	B/A	A	Laity	CTC/East
CTC North/West District Lay Leader	To Be Named by District	2028A				
CTC South District Lay Leader	Carolyn Dugger	2028A	C/A	OA	Laity	CTC/South
NWTC District Lay Leader	Gayland Daugherty	2028A	CA	OA	Laity	NWTC
President UWF	to be selected by UWF					
President UMM	to be selected by UMM					
President Young Adult Ministry Council	to be selected by Council					
Unifying Youth Council Leader	Moses Burdett		B/A	Y	Laity	NTC/NC
Chair Conf Committee on Lay Servant Ministries	Chris Buse	2028A	C/A	A	Laity	CTC/Central

LAY SERVANT MINISTRIES

Chair/Director of Lay Servant Ministries	Chris Buse	2028A	C/A	OA	Laity	NTC/N Central
NTC East District Director	Lori Massey	2028A	C/A	OA	Laity	NTC/East
NTC Metro District Director	Rodrick Dangerfield	2028A	B/A	A	Laity	NTC/Metro
NTC North Central District Director	Anniel Winston-Hall	2028A	B/A	OA	Laity	NTC/N Central
NTC Northwest District Director	Ray Morgan	2028A	C/A	OA	Laity	NTC/NW
CTC Central District Director	David Cameron	2028A	C/A	OA	Laity	CTC/Central

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CTC East District Director	Karen Goodwin	2028A	C/A	A	Laity	CTC/East
CTC North District Director	Rita Bonin	2028A	C/A	OA	Laity	CTC/North
CTC South District Director	Pat Broadstreet	2028A	C/A	OA	Laity	CTC/South
CTC West District Director	Rita Bonin	2028A	C/A	OA	Laity	CTC/West
NWTC District Director	Gayland Daugherty	2028A	C/A	OA	Laity	NWTC
Clergy	Terre McGill	2028A	C/A	A	LP	CTC/North
Clergy	Derek Jacobs	2028A	B/A	A	E	NTC
Clergy	Betsey Heavner	2028A	C/A	OA	D	NWTC

COUNCIL ON YOUNG ADULT MINISTRY

Niesha Jakes	2028A	B/A	YA	Laity	NTC/Metro
Taylor Smith	2028A	C/A	YA	E	NTC/NC
Rachel Risko	2028A	C/A	YA	Laity	NTC/East
Landon Cain	2028A	C/A	YA	Laity	NTC/West
Amanda Keck	2028A	C/A	YA	Laity	CTC/East
Joshua Bazar	2028A	C/A	YA	Laity	CTC/South
Marianne Brown-Trigg	2028A	B/A	YA	E	CTC/South
William Gilkey	2028A	B/A	YA	Laity	NWTC

BOARD OF ORDAINED MINISTRY

Cathy Olson	2028	C/A	A	Laity	CTC/East
Brad Brittain	2028	C/A	A	E	CTC/South
Royce Daugherty	2028	C/A	OA	Laity	NWTC
Kay Eck	2028	C/A	A	D	NTC/Metro
Matt Gaston	2028	C/A	OA	E	NTC/NC
Ron Henderson	2028	B/A	OA	E	NTC/Metro
Chansoon Lim	2028	A/P	A	E	CTC/East
Paul Maletic	2028	C/A	A	D	NTC/NC
Melissa McDuffee	2028	C/A	A	E	CTC/North
Peter McNabb	2028	C/A	OA	E	NTC/East
Bryan Patrick	2028	C/A	A	E	CTC/West
Lisa Peterson	2028	C/A	OA	Laity	NWTC
Kim Simpson	2028	C/A	OA	Laity	CTC/East
Wendell Smith	2028	B/A	A	LP	NWTC
Matt Ybanez	2028	H/L	A	D	CTC/East
Linda Parks	2028	C/A	OA	Laity	NTC/NW
Ann Willet	2028	C/A	OA	E	NTC/Metro
Ann Aiken	2032	C/A	OA	LP	NWTC
Edgar Bazan	2032	H/L	A	E	NTC/Metro
Mitchell Boone	2032	C/A	YA	E	NTC/Metro
April Bristow	2032	B/A	A	E	NTC/Metro
Brenda Brooks-Alexander	2032	B/A	A	AM	CTC/East
Kyland Dobbins	2032	B/A	A	E	CTC/East
Frank Drenner	2032	C/A	A	E	NTC
Beth Evers	2032	C/A	YA	E	NTC/East
Lucretia Facen	2032	B/A	A	E	NTC/Metro
Andy Nelms	2032	C/A	YA	E	NTC/Metro
Marcus Jones	2032	B/A	YA	E	CTC/East

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	Lance Marshall	2032	B/A	A	E	CTC/East
	John Miller	2032	C/A	A	E	NWTC
	Katie Newkirk	2032	C/A	A	E	CTC/East
	Mary Nickson	2032	B/A	A	Laity	NTC/Metro
	Amy Spaur	2032	C/A	YA	E	NTC/Metro
	Alan McGrath	2032	C/A	A	E	CTC/South
	Martha Valencia	2036	H/L	A	E	NTC/Metro
	Armando Alvarado	2036	H/L	OA	E	CTC/East
	Holly Brower	2036	C/A	A	Laity	CTC/East
	Jackie Carter	2036	B/A	A	Laity	CTC/East
	Robert Garza	2036	H/L	A	Laity	CTC/East
	Sam Hamann	2036	C/A	YA	D	CTC/East
	John Han	2036	A/P	A	E	CTC/Central
	Ricky Harrison	2036	C/A	YA	E	NTC/NW
	Ramsey Jay	2036	C/A	YA	E	NTC/METRO
	Allison Jean	2036	C/A	YA	E	NTC/Metro
	Randall Lucas	2036	C/A	A	E	NTC/Metro
	Yolanda Rivera	2036			Laity	NWTC
	Maggie Proshek	2036	A/P	YA	D	NTC/Metro
	Tomeca Richardson	2036	B/A	A	E	CTC/East
	Josh Stueve	2036	C/A	YA	E	NWTC
	Alex Williams	2036	C/A	YA	E	NTC/Metro
	Kim Long	2036	C/A	A	RE	CTC/North
Multiplication Team Representative	Derek Jacobs		B/A	A	E	NTC
Cabinet Representative	Philip Rhodes		C/A	A	E	CTC/East
Multiplication Team Assistant	Camale Allen		B/A	A	Laity	NTC

UNITED WOMEN OF FAITH

UNITED METHODIST MEN

CHAMPIONING CHILDREN AND YOUTH

Chair	Emma Williams	2028A	C/A	A	D	NTC/Metro
	Marilyn Jones	2028A	C/A	A	E	CTC/West
	Tanner Smith	2028A	C/A	YA	E	CTC/Central
	Betsy Spencer	2028A	C/A	A	Laity	CTC/East
	Ezri Gomez	2028A	H/L	YA	Laity	NTC/Metro
	Nucleus Johnson	2028A	B/A	YA	Laity	NTC/Metro
	Wendell Smith	2028A	B/A	A	LP	NWTC
	Tessa Armes	2028A	C/A	A	Laity	NWTC
	Ken Knight	2028A	C/A	A	Laity	NWTC
Unifying Youth Council Rep	Beau Wallace	2028A	C/A	Y	Laity	CTC/Central

UNIFYING YOUTH COUNCIL

	Isabella Pluas	2028A	H/L	Y	Laity	CTC/East
	Genevieve Thomason	2028A	C/A	Y	Laity	CTC/East
	Olivia Maeyaert	2028A	C/A	Y	Laity	CTC/Central
	Aaron McLennan	2028A	BA	Y	Laity	CTC/Central

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	Brody Schabow	2028A	C/A	Y	Laity	CTC/North
	Addison Weber	2028A	C/A	Y	Laity	CTC/North
	Jack Chaffin	2028A	C/A	Y	Laity	CTC/South
	Ana Douglas	2028A	C/A	Y	Laity	CTC/South
	Cadence Moses	2028A	C/A	Y	Laity	CTC/West
	Owen Wood	2028A	C/A	Y	Laity	CTC/West
	Clara Gibbs	2028A	C/A	Y	Laity	NTC/East
	Emmy McCamant	2028A	C/A	Y	Laity	NTC/East
	Leo Barrios	2028A	H/L	Y	Laity	NTC/Metro
	Karen Kamanda	2028A	B/A	Y	Laity	NTC/Metro
	Ciara Hoevers	2028A	C/A	Y	Laity	NTC/NC
	Keaton Melvin	2028A	C/A	Y	Laity	NTC/NC
	Weston Cain	2028A	C?A	Y	Laity	NTC/NW
	Heidi Hoffman	2028A	C/A	Y	Laity	NTC/NW
	Madison Armes	2028A	C/A	Y	Laity	NWTC
	Jack Fisher	2028A	C/A	YA	Laity	NWTC
	Kayla Uti	2028A	A/P	Y	Laity	CTC/East
	Jacqueline Myers	2028A	B/A	Y	Laity	NTC/Metro
	Emma Speight	2028A	B/A	Y	Laity	NTC/NC
	Moses Burdett	2028A	B/A	Y	Laity	NTC/NC
Adult	Tessa Armes	2028A	C/A	A	Laity	NWTC
Adult	Dakota Bybee	2028A	C/A	A	Laity	NWTC
Adult	Joseph Cisneroz	2028A	C/A	A	Laity	CTC/West
Adult	Rossie Jones	2028A	B/A	YA	Laity	CTC/East
Adult	D'Andre Smith	2028A	B/A	YA	Laity	NTC/NC
Adult	Sarah Schneider	2028A	C/A	YA	Laity	NTC/NC

MAXIMIZE CARE AND HEALING

Chair	Shera Atkinson	2028A	C/A	OA	E	NWTC
	Rebecca Altizer	2028A	C/A	A	Laity	CTC/East
	Daewoo Jeon	2028A	A/P	A	E	CTC/South
	Phil Dieke	2028A	C/A	A	D	NTC/Metro
	Albano Tayengo	2028A	B/A	A	E	NTC/Metro
	Keri Keck	2028A	C/A	A	Laity	NTC/NC
	Jason Valendy	2028A	C/A	A	E	CTC/East
	Royce Daugherty	2028A	C/A	OA	Laity	NWTC
	Jan Reed	2028A	C/A	OA	D	NWTC
Caretaker of God's Creation	Mel Caraway		C/A	OA	E	NTC/NC
UWFaith, Social Action	TBD					
UWFaith, Education	TBD					
Peace with Justice Coordinator	Phil Dieke	2028A	C/A	A	D	NTC/Metro
Conference Secretary of GM	Molly Simpson Hayes	2028A	C/A	A	E	CTC/East
GBGM member	Darlene Alfred		B/A	A	Laity	CTC/South
Director, Parish Development	Joy Dister-Dominguez	2028A	C/A	A	E	CTC
Chair, Parish Development and At-large Community Rep	Rachel Griffin-Allison	2028A	C/A	A	E	NTC/Metro
At-large Community Representative	Sarah Boyette			A	D	CTC

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PURSUE AND EMBRACE DIVERSITY

Chair	Maria Dixon-Hall	2028A	B/A	A	D	NTC/Metro
	Heather Gottas	2028A	C/A	A	D	NTC/Metro
	Yolanda Rivera	2028A	H/L	A	Laity	NWTC
	Chad Johnson	2028A	N/A	A	E	NTC/NW
	Ginger Watson	2028A	C/A	A	E	CTC/East
	Dee Dee Spivey	2028A	B/A	A	Laity	NTC/Metro
	Dee Weaver	2028A	H/L	OA	Laity	NTC/Metro
	Felicia Hopkins	2028A	B/A	OA	E	NWTC
	Nancy Vidad	2028A	A/P	A	Laity	CTC East
	Matthew Aquino	2028A	H/L	YA	Laity	CTC/South
Unifying Youth Council leader	Aaron McLennan	2028A	B/A	YA	Laity	CTC/Central
Conference Ecumenical Officer	Ginger Watson	2028A	C/A	A	E	CTC/East
WMC member	April Bristow	2028A	B/A	A	E	NTC/Metro
WCC delegate	Ginger Watson	2028A	C/A	A	E	CTC/East
WCC delegate	Marcus Jones	2028A	B/A	A	LP	NTC/NW
GCORR member	Clifton Howard	2028A	B/A	OA	E	CTC

TELL OUR STORY

Chair	Beth Stuyck	2028A	C/A	A	D	CTC/East
	Haley Smith	2028A	C/A	A	D	NWTC
	Margie Titus	2028A	B/A	OA	Laity	NWTC
	Aubrey Tillery	2028A	C/A	Y	Laity	NTC/Metro
	Ruben Alvarez	2028A	H/L	YA	E	NTC/Metro
	Anastasia Douglas	2028A	C/A	Y	Laity	CTC/South
	Daniel Hawkins	2028A	C/A	A	E	CTC/East
	Henry Masters	2028A	B/A	OA	RE	NTC/Metro
	Faiana Funaki	2028A	A/P	A	E	CTC/East
	Brooke Yrigoden	2028A	C/A	A	Laity	NTC/NC

STEWARDSHIP

COUNCIL ON FINANCE AND ADMINISTRATION

Laywoman	Dani Ramsey	2028A	C/A	A	Laity	NTC/Metro
Laywoman	Juliet Patterson	2028A	B/A	OA	Laity	NTC/Metro
Laywoman	Janet Peterson	2028A	C/A	A	Laity	NTC/Metro
Laywoman	Debbie Armstrong	2028A	C/A	A	Laity	CTC/East
Layman	Mike Jones	2028A	C/A	OA	Laity	NWTC
Layman	Tim Griffy	2028A	C/A	OA	Laity	NTC/Metro
Layman	Gary Sult	2028A	C/A	A	Laity	CTC/West
Layman	David Kim	2028A	A/P	YA	Laity	NTC/Metro
Clergy	Todd Salzwedel	2028A	C/A	A	E	NWTC
Clergy	Chris Dowd	2028A	C/A	A	E	NTC/NC
Clergy	Kyland Dobbins	2028A	B/A	A	E	CTC/East
Clergy	Sam Hamaan	2028A	C/A	YA	D	CTC/East
CFO (ex-officio)	Jeff Pehl		C/A	A	E	Metro

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GCFA member (ex-officio)	Lisa Gafford	C/A	A	Laity	CTC/East
Presiding Bishop (ex-officio)	Bishop Ruben Saenz Jr.	H/L	OA	E	
Cabinet Representative (ex-officio)	Edlen Cowley	B/A	A	E	NTC/Metro
DCM or equivalent (ex-officio)	Andy Lewis	C/A	A	E	NTC

INVESTMENT MANAGEMENT COMMITTEE

Conference CFA	to be selected by CFA					
Conference CFA	to be selected by CFA					
Conference BOPHB	to be selected by board					
Conference BOPHB	to be selected by board					
Conference Board of Trustees	to be selected by board					
Conference Board of Trustees	to be selected by board					
	Alan Martin	2028A	C/A	OA	Laity	CTC/East
	Kim Bird	2028A	C/A	A	Laity	NTC/Metro
	Kurt Maerschel	2028A	C/A	A	E	NTC/Metro
	John Allen	2028A	C/A	OA	E	NTC/NC
	Dave Andersen	2028A	C/A	OA	E	NWTC
	Gary Pitner	2028A	C/A	OA	Laity	NWTC

PERSONNEL COMMITTEE

Chair, Assistant to the Bishop	Andy Lewis		C/A	A	E	NTC
	Dave Farish	2028A	C/A	A	Laity	NTC/NC
	Deborah Vela	2028A	H/L	A	Laity	NTC/Metro
	Maria Reed	2028A	C/A	OA	Laity	CTC/East
	Betty Alexander	2028A	B/A	OA	Laity	CTC/East
	Sheila Warren	2028A	C/A	OA	Laity	NWTC
	Sandy Heard	2028A	C/A	A	E	NTC/NC
	Eddie Allsup	2028A	C/A	OA	E	NWTC
	Carly Payne	2028A	C/A	YA	E	CTC/East
	Jeff Smith	2028A	C/A	OA	E	CTC/South
	Pavielle Jenkins	2028A	B/A	YA	D	NTC/Metro

COMMITTEE ON ADMINISTRATIVE REVIEW

Member	Lane Boyd	2028A	C/A	OA	E	NWTC
Member	Bryant Phelps	2028A	B/A	YA	E	NTC/Metro
Member	Phyllis Barren	2028A	C/A	A	D	CTC/East
Alternate	Richard Edwards	2028A	C/A	OA	E	NWTC
Alternate	Ben Shinn	2028A	C/A	OA	RE	NTC/NC
Alternate	Mary Gean Cope	2028A	C/A	OA	RE	CTC/Central

COMMITTEE ON INVESTIGATION

Clergy Full Connection	Jennifer Kilpatrick	2028A	C/A	A	E	NTC/Metro
Clergy Full Connection	Sela Finau	2028A	A/P	A	E	CTC/East
Clergy Full Connection	Paul Bauernfeind	2028A	C/A	OA	E	NWTC
Clergy Full Connection	Doug Meyer	2028A	C/A	A	D	NTC/NC
Professing Lay Members	Jeff Bouis	2028A	C/A	A	Laity	NTC/NC
Professing Lay Members	Janie Gully	2028A	C/A	OA	Laity	NTC/NW
Professing Lay Members	Debbie Peacock	2028A	C/A	A	Laity	CTC/East

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Alternate Clergy Full Connection	Scott Richards	2028A	C/A	OA	E	NWTC
Alternate Clergy Full Connection	Carol Gibson	2028A	B/A	OA	E	CTC/East
Alternate Clergy Full Connection	Luther Henry	2028A	B/A	OA	RE	CTC/East
Alternate Professing Lay Member	Kim Desrosiers	2028A	C/A	A	Laity	CTC/Central
Alternate Professing Lay Member	Ben Davila	2028A	H/L	OA	Laity	CTC/East
Alternate Professing Lay Member	Sakari Spivey	2028A	B?A	YA	Laity	NTC/Metro
Alternate Professing Lay Member	Clay Johnson	2028A	C/A	A	Laity	NTC/East
Alternate Professing Lay Member	Linda Strothers	2028A	C/A	A	Laity	NWTC
Alternate Professing Lay Member	Larry Womack	2028A	C/A	OA	Laity	NTC/NC

COMMITTEE ON EPISCOPACY

Layman	Spencer Driver	2028A	C/A	YA	Laity	CTC/Central
Layman	Jack Fisher*	2028A	C/A	YA	Laity	NWTC
Layman	Fred Marsh	2028A	B/A	OA	Laity	NTC/Metro
Layman	Steve McIver	2028A	C/A	OA	Laity	CTC/Central
Laywoman	Mary Nickson	2028A	B/A	A	Laity	NTC/Metro
Laywoman	Kathy Edwards	2028A	C/A		Laity	NWTC
Laywoman	Kylie Campbell	2028A	C/A	YA	Laity	CTC/East
Laywoman	Deborah Vela*	2028A	H/L	A	Laity	NTC/Metro
Clergy	Kristen Warthen	2028A	C/A	A	E	CTC/East
Clergy	Stephania Gilkey	2028A	B/A	A	E	NWTC
Clergy	Katrina Smith*	2028A	C/A	A	D	NTC/East
Clergy	Jenna Johnson	2028A	C/A	A	E	NTC/NC
Clergy member SCJ Comm on Episcopacy NTC	Clayton Oliphant	2028A	C/A	A	E	NTC/Metro
Laity member SCJ Comm on Episcopacy NTC	Kelly Carpenter	2028A	C/A	A	Laity	NTC/Metro
Clergy member SCJ Comm on Episcopacy CTC	Tim Bruster	2028A	CA	OA	E	CTC
Laity member SCJ Comm on Episcopacy CTC	Kim Simpson	2028A	C/A	OA	Laity	CTC/East
Clergy member SCJ Comm on Episcopacy NWTC	Josh Stueve	2028A	C/A	YA	E	NWTC
Laity member SCJ Comm on Episcopacy NWTC	TBD				Laity	NWTC

EPISCOPAL RESIDENCE COMMITTEE

Chair or designate of Committee on Episcopacy	TBD
Chair or designate of Conference Board of Trustees	TBD
Chair or designate of Conference CFA	TBD

BOARD OF PENSION AND HEALTH BENEFITS

Andrew Brown-Trigg	2028A	C/A	YA	Laity	NTC/NC
Phil Bush	2028A	C/A	OA	Laity	NTC/Metro
Ted Haynes	2028A	C/A	OA	Laity	NTC/East
Jeanne Clark	2028A	C/A	OA	Laity	NTC/East
Natalie Hermes	2028A	C/A	OA	Laity	NWTC
Steve Heyduck	2028A	C/A	OA	E	CTC/Central
Kissa Vaughn	2028A	C/A	A	E	CTC/East
Barbara Dunlap	2028A	C/A	A	D	CTC/East
Austin Foster	2032A	C/A	YA	Laity	CTC/East

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	Fred Marsh	2032A	B/A	OA	Laity	NTC/Metro
	Alison Barley-Alvarado	2032A	C/A	A	Laity	CTC/East
	Katerina Scott	2032A	C/A	A	Laity	NWTC
	Phyllis Barren	2032A	C/A	A	D	CTC/East
	Estella Murray	2032A	B/A	OA	Laity	CTC/South
	Amy Tate-Almy	2032A	C/A	A	D	CTC/East
	Steve Langford	2032A	C/A	OA	RE	CTC/East
CFO (ex-officio)	Jeffrey Pehl		C/A	A	E	NTC/Metro
Cabinet Representative (ex-officio)	Debra Hobbs Mason		C/A	OA	E	NTC/NC
CFA rep (ex-officio)	to be selected by CFA					
GBOPHB member	Jessica Vittorio		CA	YA	Laity	NTC/Metro
Wespath Board	Necia Dexter				Laity	NTC
BOARD OF TRUSTEES						
	Lynne Grandstaff	2025A	C/A	OA	Laity	CTC/Central
	Stephania Gilkey	2025A	B/A	A	E	NWTC
	Lennox Alfred	2025A	B/A	A	Laity	CTC/South
	Dan Perkins	2026A	C/A	OA	Laity	NTC/East
	Chris Mesa	2026A	H/L	A	E	CTC/East
	Cindy Martin	2026A	C/A	OA	Laity	NWTC
	Misti Kingston	2027A	C/A	A	Laity	NWTC
	Cathy Sweeney	2027A	C/A	A	D	NTC/Metro
	Kelly Wade	2027A	C/A	OA	Laity	NTC/East
	Kelly Carpenter	2028A	C/A	A	Laity	NTC/Metro
	Richard Stewart	2028A	B/A	OA	Laity	NTC/Metro
	Marianne Brown-Trigg	2028A	C/A	YA	E	NTC/NC
COMMISSION ON EQUITABLE COMPENSATION						
Chair	Ramon Smith	2028A	B/A	A	E	CTC/East
	Josh Esparza	2028A	H/L	YA	E	NTC/NC
	Mike Rowe	2028A	C/A	A	LP	NWTC
	Michael Baughman	2028A	C/A	A	E	NTC/Metro
	David Pierkarski	2028A	B/A	A	Laity	NTC/NC
	Corey Moses	2028A		A	D	CTC/West
	Marsha Thornton	2028A	C/A	OA	Laity	NTC/Metro
	Shelby Farmer	2028A	B/A	A	Laity	NTC/East
Cabinet Representative	Cassie Wade		C/A	OA	E	NTC/East/NW
STANDING RULES COMMITTEE						
	Ryan Wager	2028A	C/A	A	LP	NTC/Metro
	Tommy Prud'homme	2028A	C/A	A	E	CTC/South
	Herman Totten	2028A	B/A	OA	Laity	NTC/NC
	Melissa Shamburger	2028A	C/A	A	Laity	CTC/East
	Jennifer Kilpatrick	2032A	C/A	A	E	NTC/Metro
	Colin McDonald	2032A	C/A	A	Laity	CTC/South
	Dorothy James	2032A	B/A	OA	Laity	NTC/Metro
	Mary Brooke Casad	2032A	C/A	OA	Laity	NTC/Metro

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OPERATIONS

ARCHIVES AND HISTORY	Calvin Scott	B/A	A	Laity	CTC
	Cindy Martin	C/A	OA	Laity	NWTC
	Greta McKelvey	B/A	OA	Laity	NTC/East
	Brenda Breeden	C/A	OA	Laity	NWTC
	Kristen Von Gonten	C/A	A	D	CTC/South
	Melissa Potter	C/A	AGE	Laity	NTC/NC

INDIVIDUAL ROLES

Conference Secretary	Kevin Walters	CA	A	Laity	CTC/East
Assistant Conference Secretary	Marsha Middleton			E	NTC/Metro
Conference Statistician	Jeffrey Pehl	CA	A	E	NTC/Metro
Chancellor	Wilson Woods	C/A	A	Laity	CTC/East
Treasurer	Jeffrey Pehl	CA	A	E	NTC/Metro

CAMPUS MINISTRY BOARDS

DENTON WESLEY FOUNDATION

Director	Marianne Brown-Trigg	
Associate Director	Jenny Bates	
	Kent Carpenter	2027
	Baranda Fermin	2026
	Boston White-Smith	2027
	David Finley	2027
	Dale Tampke	2027
	Sarah Roberts	2026
	Jane Graner	2027
	Karen Anderson-Lain	2025
	John Bell	2027
	John Radenmacher	2027
Conference Staff	Stacey Piyakhun	
Student	Tyler Moore	2025

PARIS WESLEY CENTER

Director ex-officio	Michelle Wood
President	Lisa Johnson
Treasurer	Diann Mason
Student Representative	Sarah Curtis
	Rev. Doris Smith
	Greg Hollje
	Marion Hutchison
	John Wright
	Michael Lee
	Dr. Rick Erickson
	Jordan White
District Superintendent ex-officio	Cassie Wade
HTC Staff ex-officio	Stacey Piyakhun

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SYNERGY WESLEY FOUNDATION

President	James Mitchell	2026	C/A
	Carolyn Kennigton	2026	C/A
	Larry George	2025	C/A
	Cammy Gaston	2026	C/A
	William Proshek	2025	C/A
	Charles Taylor	2026	C/A
	Mark Solomon Sr.	2026	C/A
	Scott Gilliland	2026	C/A
	Marilee Hayden	2025	C/A
Ex-officio	Leslee Light		C/A
Ex-officio	Brittany Melrose		C/A
Ex-officio	Jonathan Perry		C/A
Ex-officio	Stacey Piyakhun		C/A

TARLETON WESLEY FOUNDATION

	Sheridan Priddy	2024	C/A	YA	LP	CTC/West
	Frank Owsley	2025	C/A	OA	Laity	CTC/West
Board Chair	Eric Douglas	2025	C/A	A	E	CTC/South
Vice Chair	Marylin Jones	2025	C/A	A	E	CTC/West
	Gary Sult	2026	C/A	A	Laity	CTC/West
Faculty Advisor	Eilleen Faulkenberry		C/A	A	Laity	CTC/West
	Debbie Lincoln	2026	C/A	OA	Laity	
	Ben Sward	2026	C/A	A	Laity	CTC/West
	Steve Lively	2026	C/A	A	Laity	CTC/West
Alumni	Allison Clemons	2026	C/A	A	Laity	CTC/West
Staff ex-officio	Kelly Oliver		C/A	A	Laity	CTC/West
Student ex-officio	Brett Ross		C/A	YA	Laity	CTC/West
HTC Staff ex-officio	Stacey Piyakhun		C/A	A	E	NTC
Director ex-officio	Corey Moses		C/A	A	D	CTC/West

THE WICHITA FALLS WESLEY

Director ex-officio	Julia Puac-Romero
Chair	Zack Landis
Financial Chair	Jennifer Fleming
	John McLarty
	Katie Pryor
	Sarah Pellikan
	Marcy Brown-Marsden
District Superintendent ex-officio	Cassie Wade
HTC Staff ex officio	Stacey Piyakhun

WESLEY CAMPUS MINISTRIES TEXAS A&M COMMERCE

Chair President	Edgar Bazan	H/L	E
	Craig Clark	C/A	E
Secretary	Mariann Andrews	C/A	Laity

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	David Owsley		C/A		LP	
	Sharon Cramer		C/A		Laity	
	Carlos Rickman		H/L		Laity	
Treasurer/Financial Chair	Andrew Trigg		C/A		Laity	
	Same Caldwell		C/A		E	
	Cheryl Murray		C/A		E	
	Rita Sims		C/A		RE	
Ex-officio	Christina Hardy		B/A		LP	
District Superintendent ex-officio	Cassie Wade		C/A		E	
HTC Staff ex officio	Stacey Piyakhun		C/A		E	
WESLEY FOUNDATION AT TCU						
Director ex-officio	Eddie Kahler		C/A	A	E	CTC/East
Associate Director ex-officio	Hanna Newcomer Silva		C/A	YA	Laity	CTC/East
Student	Jessica Rowwe	2025	B/A	YA	Laity	
Student	Lucas Turner	2025	C/A	YA	Laity	
Student	Tyler Pham	2026		YA		
Chair	Lauren Hulcy	2025	C/A	YA	Laity	CTC/East
	Kailey Kelly	2025	C/A	YA	Laity	CTC/East
	Amber Benson	2025	C/A	A	Laity	CTC/East
	Kyle Roderick	2025	C/A	YA	Laity	CTC/East
	Steve Coffman	2026	C/A	A	Laity	CTC/East
	Christine Peirce	2026	C/A	A	Laity	CTC/East
	Armando Alvarado	2026	H/L	A	E	CTC/East
	Erin Kiel	2026	C/A	YA	Laity	NTC
	Samuel Macias	2026	H/L	A	E	CTC/East
	Lonzetta Allen	2026	B/A	A	Laity	CTC/East
	Sabrina Gordon	2027	C/A	YA	Laity	CTC/East
	Haley Bryant	2027	C/A	A	Laity	CTC/East
	Kelly Carpenter	2027	C/A	A	Laity	NTC
	Brad Stewart	2027	C/A	A	Laity	CTC/East
	Paul Massingill	2027	C/A	A	E	CTC/East
TCU Chaplain ex-officio	Todd Boling				E	TCU
District Superintendent ex-officio	Philip Rhodes		C/A	A	E	CTC/East
HTC Staff	Stacey Piyakhun		C/A	A	E	NTC
UTA WESLEY						
Director Non-voting	Marcus Jones		B/A	A	LP	CTC/East
Administrative Assistant Non-voting	Sarah Graves		C/A	A	Laity	CTC/East
Unity Coordinator Non-voting	Jesus Canales		H/L	A		Catholic
Student Intern	Derek Goodrich		C/A	YA	Laity	CTC/East
Chair	Kevin McGlaun		C/A	A	Laity	CTC/East
Treasurer	Dave Munson		C/A	A	Laity	CTC/East
Fundraising	Sarah Duer		C/A	A	Laity	CTC/East
Nominations	Vance Morton		C/A	A	Laity	CTC/East
Building and Grounds	Rollin Phipps		C/A	A		Presbyterian
	Michelle Frawley		C/A	A	Laity	CTC/East
	Madison Boboltz		C/A	A	PE	CTC/East

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	Thevnin Rumende	B/A	A	Laity	CTC/East
	Kristen Alley	B/A	A		Baptist
Student Board Member	Will Maberry	C/A	YA	Laity	NTC
HTC Staff	Stacey Piyakhun	C/A	A	E	NTC

LEGISLATIVE ITEM #4:

APPORTIONMENT POLICY

[Passed by vote of the Unifying Conference on September 28, 2024]

WHEREAS, all three legacy conferences of the Horizon Texas Annual Conference have calculated apportionments (sometimes called Shared Ministries or Connectional Mission Giving) largely based on individual church expenditures as reported to the conference, with different combinations of expenditure categories and timeframes. The challenging events of the past several years have negatively impacted both church attendance and revenues, whereas the expenses of operating the individual churches may have held flat, at best, or increased. An apportionment methodology based on expenditures becomes punitive in this environment. On the other hand, the methodology based on recent operating revenue envisioned for the Horizon Texas Annual Conference is cognizant of current trends in attendance and giving; and

WHEREAS, the goal in calculating apportionments is to present a sustainable method of calculation that is understandable and consistent in its financial impact on the local churches of the Horizon Texas Annual Conference. Local church vitality is a major goal of the new conference. The Horizon Texas Annual Conference desires an apportionment method that reduces apportionments to many local churches from the most recent apportioned amount. Any method chosen can result in an increase or decrease in a specific church's apportionments;

THEREFORE, BE IT RESOLVED, for 2025, the Apportionment Revenue Base is defined to include revenue items from the 2023 Local Church Report to their respective Annual Conferences (line numbers refer to data terms provided by the General Council on Finance and Administration of The United Methodist Church):

- 52.a – Amount received through pledges;
- 52.b – Amounts received from non-pledging, but identified givers; and
- 52.c – Amount received from unidentified givers.

The Apportionment Revenue Base above excludes other revenues reported on the statistical reports that reflect one-time activities and revenues not intended to support ongoing church operations and ministries, such as capital campaigns. Monies received from memorials, endowments, foundations, bequeaths and other similar instruments that are not directed toward ongoing church operations will be excluded;

BE IT FURTHER RESOLVED, for 2025, the percentage applied to the 2023 Apportionment Revenue Base for each local church shall be 7.5%. Differences in the Apportionment amount calculated for each local church are limited to a maximum increase of 10% or a maximum decrease of 20% when compared to the most recent year in which apportionments were billed;

BE IT FURTHER RESOLVED, the legacy conferences will create a line item for 2024 for the Local Church Report to collect income received from trusts, endowments, foundations, bequeaths and other similar instruments that are directed to the operational and missional activities of the local church.

LEGISLATIVE ITEM #5:

JOINT DISTRIBUTING COMMITTEE RECOMMENDATIONS REGARDING RETIREMENT AND BENEFITS

[Passed by vote of the Unifying Conference on September 28, 2024]

WHEREAS, the Central Texas Annual Conference, the North Texas Annual Conference, and the Northwest Texas Annual Conference formed a joint distributing committee pursuant to and organized as set forth in §1509 of The Discipline for the merger of the legacy conferences into the Horizon Texas Annual Conference (the “HTC Joint Distributing Committee”); and

WHEREAS, the HTC Joint Distributing Committee was convened, met, and evaluated the retirement and other accounts of the legacy conferences; and

WHEREAS, the HTC Joint Distributing Committee has made the following determinations and recommendations under The Discipline §1509.3 to the Board of Pension and Health Benefits, Board of Trustees, and the officers of the Horizon Texas Annual Conference,

THEREFORE, BE IT RESOLVED that this joint organizational conference hereby accepts the recommendations of the HTC Joint Distributing Committee and instructs the Board of Pension and Health Benefits, Board of Trustees, and the officers of the Horizon Texas Annual Conference to prepare and create policies, procedures, and strategies in accordance with the recommendations of the HTC Joint Distributing Committee as set forth herein:

- To develop policy, plan design and funding strategy for Retiree Health Care benefits.

Plan of Union: Wespath, through Willis Tower Watson (Via Benefits), coordinates the Post-Retirement Medical Benefit for the Central, North and Northwest Texas Conferences. Each conference currently has differences in the amount of the subsidy, eligibility requirements and assumed increases. There will not be any changes in the post-retirement medical benefits for retirees who retire on or before December 31, 2024, and their surviving spouses. All changes will be prospective and only apply to those who retire from the Horizon Texas Annual Conference after January 1, 2025.

- To simplify the process going forward regarding post-retirement medical benefits.

Subsidy should be set at \$50 per year of denominational service, up to a maximum of 30 years (\$1,500 maximum). Eligible clergy who retire before reaching age 65 and their spouses will not receive the supplement until enrolling in Medicare. Those who have already retired before age 65 will continue to be covered under their existing arrangements.

- To establish the Pre-82 Past Service Rate (PSR) and contingent annuitant percentage.

Plan of Union: After working closely with the actuaries from Wespath, we recommend that the PSRs for the three legacy conferences be equalized at \$875, effective January 1, 2026. The rates for 2025 have already been set at \$745 for Central Texas, \$767 for Northwest Texas, and \$866 for North Texas. During the transition period from 2025 to 2026, participants will see an increase in their PSR of 2% (NTC), 14% (NWTC), and 17% (CTC). In addition, the HTC Joint Distributing Committee recommends that the Contingent Annuitant percentage for the NTC increase from 70% to 75%, effective 1/1/2026, which will then match the rate for both CTC and NWTC participants. After equalization, an annual increase in the PSR of 1% is recommended, subject to the discretion of the Horizon Texas Annual Conference Board of Pension and Health Benefits and ratification by the Horizon Texas Annual Conference each year.

- To develop policy, plan design and funding strategy for Active Health Benefits.

Plan of Union: The HealthFlex plan managed by Wespeth provides uniform, high- quality health coverage for participants from all legacy conferences. However, HealthFlex premiums, premium credits charged to churches, coverage of various sub-categories of staff and other aspects of coverage vary greatly among the legacy conferences. Wespeth has calculated and provided the 2025 HealthFlex rates for a unified Horizon Texas Annual Conference. We recommend the following:

1. All clergy serving full-time in a local church or conference-office appointment will continue to be required to participate in HealthFlex. Part-time clergy currently enrolled in HealthFlex will no longer be eligible, except for 18 months of continuation coverage. Clergy actively working over the age of 65 will remain on HealthFlex and not be required to enroll in Medicare until they retire (no Small Employer Exception).
2. Clergy and lay conference staff will be allowed to opt out of HealthFlex coverage through an annual waiver under predefined Wespeth-approved circumstances (e.g., coverage provided through military health benefits, spouse's health plan or enrolled in Medicare/Medicaid). Churches and the conference will be required to pay the monthly billing rate attributable for those who opt out.
3. The monthly premium credit for 2025 of \$1,075 per eligible clergy should be billed to each individual church. Based on individual plan and health account selections, there may be additional charges billed to the local church that are the responsibility of the lay or clergy participant.
4. Clergy on the Comprehensive Protection Plan (CPP) under 65 years old should remain in HealthFlex.
5. Churches should continue to be allowed to include lay staff in HealthFlex through a sub-adoption agreement that the legacy conferences currently allow.
6. The default health plan selected for 2025 is the Employee Only H2500 with HSA (Health Savings Account), which will apply to all newly eligible participants who do not make an initial selection upon enrollment. Plan participants continue to have the ability to choose whichever plan is best for them.

The HTC Joint Distributing Committee strongly encourages the Horizon Texas Annual Conference Board of Pension and Health Benefits (BOPHB) to create a task force to explore providing additional health-benefits funding to families, expanding beyond the historical focus on individual coverage, and further encourages the future Horizon Texas Annual Conference Board of Pension and Health Benefits to consider expanding health insurance coverage to $\frac{3}{4}$ -time appointed ordained and local Pastors.

- To develop policy, plan design, and funding strategy for Clergy Retirement Security Program (CRSP) benefits.

Plan of Union: The CRSP pension program provides retirement benefits to two service cohorts: service from January 1, 2007, to December 31, 2013, and service from January 1, 2014, to current date. All legacy conferences currently cover eligible clergy serving at least $\frac{1}{2}$ time. Clergy with $\frac{1}{2}$ and $\frac{3}{4}$ time appointments can opt out of the CRSP plan; however, clergy with full-time appointments cannot opt out.

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CRSP Defined Benefit: Effective January 1, 2025, CRSP Defined Benefit for each clergy person will be billed at \$450 per month and CRSP Defined Contribution will be billed at 3% of plan compensation.

- To develop policy, plan design and funding strategy for CPP and UNUM.

Plan of Union: The Central, North and Northwest Texas Conferences all offer CPP, with variations in the coverage for $\frac{3}{4}$ time-appointed ordained and local pastors and those on voluntary leave (personal, family, or transitional). Coverage cannot be waived. There are currently variations in how the premium is covered, with conferences either charging churches directly at the rate of 3% of compensation (housing, plus cash salary) or including the premium in the conference expenditures apportioned to the churches.

Regarding CPP: Coverage be extended to all individuals at least $\frac{3}{4}$ time-appointed to a conference responsible appointment. Premiums for active participants to be billed directly to the respective churches at the rate of 3% of plan compensation.

- To develop policy for employee leave.

Regarding voluntary leave: Voluntary leave, including for personal, family, or transitional reasons, should be covered. Premiums for participants on voluntary leave are to be covered by the Horizon Texas Annual Conference and included in the amount apportioned to churches.

Regarding medical leave: Medical leave should be covered. Premiums for participants on medical leave should be covered by the Horizon Texas Annual Conference and included in the amount apportioned to churches.

- To continue to follow all restrictions on distributed funds previously held by the legacy conferences.

Post-retirement medical benefits (ViaBenefits) for clergy of the Northwest Texas Conference who retired prior to January 1, 2023, and active clergy with service prior to January 1, 2023, will be paid by the Funding Reserve Trust.

The Legacy Plan, Ministerial Pension Plan (MPP), which was replaced by the Clergy Retirement Security Program (CRSP) effective January 1, 2007. Existing MPP account holders will continue to have funds invested and receive benefits from the plan.

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LEGISLATIVE ITEM #6:

EQUITABLE COMPENSATION (EFFECTIVE JULY 1, 2025)

[Passed by vote of the Unifying Conference on September 28, 2024]

WHEREAS, the Commission on Equitable Compensation will not take office until January 1, 2025; and

WHEREAS, there is considerable work to be done to identify gaps and other considerations to bring about equity among clergy regardless of age, gender, or race;

THEREFORE, BE IT RESOLVED, that current minimum compensation base amounts from each legacy conference remain intact through the current appointment year, July 1, 2024 – June 30, 2025; and

BE IT FURTHER RESOLVED, that the Horizon Texas Annual Conference (HTC) conference accepts as policies the reports of the Joint Commission on Equitable Compensation effective July 1, 2025; and

BE IT FURTHER RESOLVED, that the HTC Commission on Equitable Compensation will bring a comprehensive plan for consideration at the 2025 annual conference to take effect January 1, 2026.

LEGISLATIVE ITEM #7:

SEXUAL ABUSE PREVENTION POLICY

[Passed by vote of the Unifying Conference on September 28, 2024]

WHEREAS, the Central, North and Northwest Texas Annual Conferences want to protect children, youth, and vulnerable adults under our care from sexual abuse; and

WHEREAS, the Unification Team endorsed a cross-conference workgroup, which examined existing policies among the three legacy conferences and current best practices; and

WHEREAS, this cross-conference workgroup produced a new “Children, Youth and Vulnerable Persons Abuse Prevention Policy” for local churches and district and conference events; and

WHEREAS, based on the work of this cross-conference workgroup, the Unification Team recommends that the Horizon Texas Annual Conference adopt the Children, Youth and Vulnerable Persons Abuse Prevention Policy;

THEREFORE, BE IT RESOLVED, that the Horizon Texas Annual Conference (HTC) adopt the Children, Youth and Vulnerable Persons Abuse Prevention Policy for local churches and district and conference events; and

BE IT FURTHER RESOLVED, that the HTC will implement this policy for all conference and district events effective January 1, 2025; and

BE IT FURTHER RESOLVED, that each church board of trustees present the Children, Youth and Vulnerable Persons Abuse Prevention Policy at its 2024 charge conference to be made effective no later than January 1, 2025.

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BE IT FURTHER RESOLVED, that the HTC intends to provide each church with access to a MinistrySafe training and tracking control panel through a conference-level subscription.

Rationale:

Purpose

Our calling and mandate are to ensure a safe haven for all of God's people.

Throughout the gospels, Jesus taught about providing a peaceable kingdom for all of God's people, including our most precious gifts, our children and youth (Matthew 5:9, Luke 18:15-17). The peaceable kingdom begins with sanctuary. Scriptures provide examples of how sanctuary is to be a community of protective nurture and harmony (Psalms 20:1-2, 27:4-5).

As Christians, we are called to create a protective environment in our ministries. They must be holy, safe, and protective communities for all of God's children, regardless of age or ability. The purpose of this policy is to address our communal responsibility for the well-being of children, youth, and vulnerable persons at all local churches and at all district or conference-sponsored events.

Objective

The Horizon Texas Annual Conference of The United Methodist Church recognizes the need to have a formal, written policy with procedures in place to:

- Help prevent the opportunity for the occurrence and/or the appearance of abuse of children, youth, and vulnerable persons;
- Help provide safeguards for workers from false accusations and/or suspicions;
- Hold accountable all those who minister in the name of Jesus Christ.

Policy Drafting Process

Workgroup members from across all three legacy conferences met over several months in early 2024 to evaluate existing policies across the three conferences and to draft a unified sexual abuse prevention policy for all churches in the HTC, as well as district and conference-sponsored events.

Members of the workgroup included:

- Tessa Armes, Northwest Texas Conference
- Joseph Bradley, North Texas Conference
- Rev. Holly Dittrich, Central Texas Conference
- Rev. Heather Gottas Moore, North Texas Conference
- Rev. Liz Greenwell, North Texas Conference,
- Jaime Montgomery, Northwest Texas Conference
- Christine Peirce, Central Texas Conference (Team Leader)
- Betsy Spencer, Central Texas Conference
- Rev. Emma Williams, North Texas Conference
- Rev. Faiana Prescott-Funaki, Central Texas Conference

Additional consultation was provided by Kevin Walters, HTC Director of Operations and CTC Safety System Administrator, and Gregory Love, an attorney and co-founder of MinistrySafe.

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LEGISLATIVE ITEM #8:

INTERIM POLICY CREATION PROCEDURE (EFFECTIVE JANUARY 1-JUNE 30, 2025)

[Passed by vote of the Unifying Conference on September 28, 2024]

WHEREAS, the Horizon Texas Annual Conference will be created on October 1, 2024, and, on January 1, 2025, will begin operations as the merged entity approved by this joint organizational conference; and

WHEREAS, the Unification Implementation Team and all of the Unification Sub-teams have worked diligently to think of all of the necessary decisions and resolutions required to operate the Horizon Texas Annual Conference; and

WHEREAS, it is impossible to consider every possible outcome; and

WHEREAS, the operations of the Conference should continue without the need for an additional special-called conference before the planned Annual Conference meeting,

BE IT RESOLVED, that in the interim period between January 1, 2025, and the first Horizon Texas annual conference, in the event of an issue of omission of decision or appropriate resolution from the Unifying Conference ("joint organizational conference"), or a conflict amongst the policies and procedures of the legacy conferences that have not been addressed by these joint organizational conference resolutions, this joint organizational conference authorizes the following procedure for creation of an appropriate Interim Policy: i) the Horizon Texas Annual Conference's Lead Team and its appropriate subject subcommittee shall review the omission or the subject policies or procedures and craft an Interim Policy that harmonizes the policies and the procedures of the legacy conferences; ii) the Interim Policy shall then be referred for approval to the appropriate committee as set forth in *The Book of Discipline of the United Methodist Church, 2016*; and iii) the Interim Policy shall then be referred to the Horizon Texas Annual Conference's Lead Team for approval. Upon approval by the HTC's Lead Team, the Interim Policy shall be communicated to the group(s) affected, through official conference channels and then presented at the Horizon Texas Annual Conference for final and further approval.

LEGISLATIVE ITEM #9:

HORIZON TEXAS ANNUAL CONFERENCE BUDGET 2025

[Passed by vote of the Unifying Conference on September 28, 2024 as amended.]

FROM:

Councils on Finance and Administration – Central, North and Northwest Texas Conferences of The United Methodist Church

LEGISLATION:

The Councils on Finance and Administration approved the budget below (shown in thousands) and recommend its acceptance by the HTC joint organizational conference.

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HTC Proposed 2025 Budget		
Strategic Priorities		
Multiplication	\$ 2,511	
Diversity and Cultural Engagement	\$ 127	
Children and Youth	\$ 927	
Care and Healing	\$ 217	
Communications	\$ 62	
Salaries and Benefits	<u>\$ 1,750</u>	
		\$ 5,594
District Operations		
Salaries and Benefits	\$ 1,593	
Travel and Mission	<u>\$ 475</u>	
		\$ 2,068
Conference HQ		
Operations	\$ 1,182	
Office Administration	\$ 96	
Stewardship	\$ 279	
Salaries and Benefits	<u>\$ 1,551</u>	
		\$ 3,108
General Conference		
	<u>\$ 2,276</u>	
		\$ 2,276
Total Expense Budget		\$ 13,046
Apportionment Income		<u>\$ 12,608</u>
Funded from Reserves		<u>\$ 438</u>

LEGISLATIVE ITEM #10:

GOVERNANCE AND ORGANIZATIONAL STRUCTURE

[Passed by vote of the Unifying Conference on September 28, 2024]

WHEREAS, the Plan of Union for the Central, North and Northwest Texas Conferences of The United Methodist Church was properly presented and approved at each of the respective 2024 Annual Conference sessions; and

WHEREAS, each respective conference approved a resolution entreating the South Central Jurisdiction of The United Methodist Church (SCJ) to take the following action during the 2024 SCJ Conference:

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to authorize the Horizon Texas Annual Conference (HTC) to commence operations as a fully unified conference of The United Methodist Church after the completion of the joint organizational conference, in accordance with the Plan of Union adopted by the Central, North and Northwest Texas Conferences during their respective 2024 Annual Conference sessions; and

WHEREAS, the SCJ affirmed the above action at the 2024 conference; and

WHEREAS, the Plan of Union provided that the HTC would be formed in Texas by approving and adopting rules, regulations and bylaws consistent with *The Discipline* and the laws of the state of Texas; and

WHEREAS, the Plan of Union provided that the assets, liabilities, and operations of the CTC, NTC and NWTC would merge into the HTC as soon as practicable; and

WHEREAS, *The Book of Discipline of The United Methodist Church, 2016*, provides as follows:

¶604. *Powers and Duties*—1. The annual conference, for its own government, may adopt rules and regulations not in conflict with *The Discipline* of The United Methodist Church, provided that in exercise of its powers, each annual conference shall act in all respects in harmony with the policy of The United Methodist Church with respect to elimination of discrimination. (See ¶ 4, Article IV.)

THEREFORE, BE IT RESOLVED, that this joint organizational conference authorizes the filing of the necessary formation documents with the Secretary of State of Texas and authorizes the Board of Trustees of the HTC to adopt bylaws for the HTC consistent with *The Discipline* and the State of Texas; and

BE IT RESOLVED, that the HTC Board of Trustees authorized by this joint organizational conference immediately begin to prepare for the transfer of operations, assets, and liabilities of the merging legacy conferences in conjunction with the HTC officers, committees, and councils in order to facilitate the full operations of the HTC on January 1, 2025 as set forth in the Plan of Union; and

BE IT FURTHER RESOLVED, that the HTC will be the sole member of the CTC, NTC and NWTC after January 1, 2025, and the Board of Trustees of the HTC will govern the remaining operations of the CTC, NTC and NWTC until their merger into the HTC is completed; and

BE IT FURTHER RESOLVED, that the HTC will be bound by the structure and governance as set forth in *The Discipline* and the Plan of Union, the Certificate of Formation of the Horizon Texas Annual Conference of The United Methodist Church and the Bylaws of the Horizon Texas Annual Conference of The United Methodist Church.

LEGISLATIVE ITEM #11:

BOARD OF ORDAINED MINISTRY POLICY

[Passed by vote of the Unifying Conference on September 28, 2024]

WHEREAS the Central, North and Northwest Texas Annual Conferences have distinct policies and procedures for clergy continuing education and spiritual formation requirements, distribution of Ministerial Education Funds for seminary/Course of Study or Advanced Course of Study (COS/ACOS) and continuing education, clergy sexual ethics, clergy ethics and parsonage review; and

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WHEREAS the responsibility of developing policies and procedures for the Horizon Texas Annual Conference (HTC) related to clergy continuing education and spiritual formation requirements, distribution of Ministerial Education Funds for seminary/Course of Study or Advanced Course of Study (COS/ACOS) and continuing education, clergy sexual ethics, and clergy ethics and parsonage review belongs in part to the HTC Board of Ordained Ministry (BOM); and

WHEREAS the HTC BOM will begin to function on January 1, 2025, and can reasonably be expected to present policies and procedures for clergy continuing education and spiritual formation requirements, distribution of Ministerial Education Funds for seminary/Course of Study or Advanced Course of Study (COS/ACOS) and continuing education, clergy sexual ethics, and clergy ethics and parsonage review in June 2025; and

WHEREAS the cabinet and clergy of the HTC will require guidance on the policies and procedures for clergy continuing education and spiritual formation requirements, distribution of Ministerial Education Funds for seminary/Course of Study or Advanced Course of Study (COS/ACOS) and continuing education, and parsonage review between January 1, 2025, and June 30, 2025; and

WHEREAS the cabinet and clergy of the HTC will require a consistent policy regarding clergy sexual ethics and clergy ethics between January 1, 2025, and June 30, 2025; therefore,

BE IT RESOLVED THAT from January 1, 2025 to June 30, 2025, clergy will adhere to the policies and procedures for clergy continuing education and spiritual formation requirements, distribution of Ministerial Education Funds for seminary/Course of Study or Advanced Course of Study (COS/ACOS) and continuing education, and parsonage review of the legacy conference to which they were a member of at the time of the Unification Conference held on September 28, 2024, and

BE IT FURTHER RESOLVED that, prior to January 1, 2025, and considering the policies of the Central, North and Northwest Texas Annual Conferences, the HTC BOM will determine a policy regarding clergy sexual ethics and clergy ethics to which the clergy will adhere between January 1, 2025 and June 30, 2025.

LEGISLATIVE ITEM #12:

EXPENSE POLICY

[Passed by vote of the Unifying Conference on September 28, 2024]

WHEREAS, the Central, North and Northwest Texas Conferences of The United Methodist Church have distinct policies and procedures for administering business expenses; and

WHEREAS, the Horizon Texas Annual Conference (HTC) Council on Finance and Administration (CFA) will begin to function on January 1, 2025, and can reasonably be expected to present an updated business expense policy to the HTC in June 2025; and

WHEREAS, the HTC staff (clergy and laity) and clergy and laity performing work at the conference level will conduct official business and require reimbursement for expenses incurred beginning January 1, 2025; and

WHEREAS, the responsibility of developing a single, new business expense policy for the HTC belongs in part to the HTC;

THEREFORE, BE IT RESOLVED, the legacy conferences' CFAs will continue to follow the expense reimbursement policy of their respective conference through December 31, 2024; and

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BE IT FURTHER RESOLVED, the legacy conferences' CFAs, in conjunction with the Stewardship Team, will develop a new business expense policy after the joint organizational conference. Once finalized, the legacy conferences' CFAs will formally vote to recommend the business expense policy to the HTC CFA, effective January 1, 2025.

LEGISLATIVE ITEM #13:

CLERGY MOVE POLICY

[Passed by vote of the Unifying Conference on September 28, 2024]

WHEREAS, the Central, North and Northwest Texas Annual Conferences have distinct policies and procedures for covering moving expenses of clergy in the itinerant appointive system ("moving policy"); and

WHEREAS, the responsibility of developing a moving policy for the Horizon Texas Annual Conference (HTC) belongs in part to the HTC Council on Finance and Administration (CFA); and

WHEREAS, the HTC CFA will begin to function on January 1, 2025, and can reasonably be expected to present a moving policy to the HTC in June 2025; and

WHEREAS, the cabinet and clergy of the HTC will require guidance on the moving policy between January 1, 2025, and June 30, 2025; therefore,

BE IT RESOLVED, from January 1, 2025, to June 30, 2025, for moves within the bounds of a single legacy conference, the moving policy of that legacy conference will be applied; and

BE IT FURTHER RESOLVED, from January 1, 2025, to June 30, 2025, for moves from one legacy conference to another, the cabinet will harmonize the moving policies of the legacy conferences involved in the most fair and equitable way possible.

LEGISLATIVE ITEM #14:

ESTABLISHING AN INVESTMENT COMMITTEE

[Passed by vote of the Unifying Conference on September 28, 2024]

FROM:

Councils on Finance and Administration – Central, North and Northwest Texas Conferences of The United Methodist Church

LEGISLATION:

The Councils on Finance and Administration move that an Investment Committee be established in accordance with *The Book of Discipline of the United Methodist Church, 2016* (§613).

LEGISLATIVE ITEM #15:

DESIGNATING HORIZON TEXAS ANNUAL CONFERENCE DEPOSITORIES

[Passed by vote of the Unifying Conference on September 28, 2024]

FROM:

Councils on Finance and Administration – Central, North and Northwest Texas Conferences of The United Methodist Church

LEGISLATION:

The Councils on Finance and Administration are hereby directed to evaluate and determine new depositories for the Horizon Texas Annual Conference, as stated in *The Book of Discipline of The United Methodist Church, 2016* (§ 616).

LEGISLATIVE ITEM #16:

RENTAL HOUSING ALLOWANCES FOR RETIRED OR DISABLED CLERGYPERSONS OF THE HORIZON TEXAS ANNUAL CONFERENCE

[Passed by vote of the Unifying Conference on September 28, 2024]

BACKGROUND: To be in compliance with the Internal Revenue Service as it relates to clergy housing, this joint organizational conference of the Central Texas Annual Conference, the North Texas Annual Conference, and the Northwest Texas Annual Conference (the “legacy conferences”), in accordance with its authority under the Plan of Union, must adopt the following resolutions relating to rental/housing allowances for active, retired, or disabled clergypersons of the legacy conferences or the Horizon Texas Annual Conference.

WHEREAS, the religious denomination known as The United Methodist Church (the “Church”), of which the legacy conferences are and the Horizon Texas Annual Conference will be 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-see IRS publication 517) who were or are duly ordained, commissioned or licensed ministers of the Church (“Clergypersons”); and

WHEREAS, the practice of the Church and of the legacy conferences was and is to provide active Clergypersons with a parsonage or a rental/housing allowance as part of their gross compensation; and

WHEREAS, pensions or other amounts paid to 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 previously recognized the legacy conferences as the appropriate organizations to designate a rental/housing allowance for Clergypersons who are or were members of this Conference and are eligible to receive such deferred compensation; and

WHEREAS, the joint organizational conference desires to continue this policy with the Horizon Texas Annual Conference,

NOW, THEREFORE, BE IT RESOLVED THAT an amount equal to 100% of the pension or disability payments received from plans authorized under *The Book of Discipline of the United Methodist*

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Church, 2016 (the “*Discipline*”), which includes all such payments from Wespeth during the year 2025 by each active, retired, or disabled Clergy person who is or was a member of the legacy conferences or a member of the Horizon Texas Annual Conference, be and hereby is designated as a rental/housing allowance for each such Clergy person; and

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

NOTE: The rental/housing allowance that may be excluded from a Clergy person’s gross income in any year for federal income (and, in most cases, state) 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 Clergy person’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 Clergy person to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year. The rental/housing allowance does not apply to the lay surviving spouse of a Clergy person. Each clergy person or former Clergy person is urged to consult with his or her own tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.

Resolutions

RESOLUTION #1:

OUR INTERNATIONAL MISSION FOCUS

[Passed by vote of the Unifying Conference on September 28, 2024]

We recognize, as United Methodists, that a major reality affecting many aspects of our common life is global migration. Global migration is defined as the movement of peoples (both individuals and groups) across international borders. Migration is a broad category which includes immigrants (people moving to a different country with the intent to settle permanently or temporarily). It also includes refugees, asylum seekers, and internally displaced persons. We acknowledge that our story as people of faith includes migrations, such as the exodus (no need to capitalize as event – only if the book is being cited) from Egypt, times of exile and return, as well as the missionary endeavors of Jesus, His disciples, Paul and others.

People today, as with our forebears in the faith, migrate to attain different ends. For some it is the prospect of a better life for themselves and their families, for others it is protection from conflict, violence, persecution, or fleeing the effects of natural disasters. Migration is now a global phenomenon. Roughly 3.6% of the global population is classified as “migrants,” which translates to 281 million people. Were they a nation to themselves, they would be the fourth largest by population, behind India, China, and the United States. Europe and Asia are home to the most international migrants, while Latin America and the Caribbean have the fastest growing international migrant populations. The United States has more international migrants than any other single country.

1. Whereas global migration patterns continue to impact communities worldwide, necessitating compassionate responses grounded in our faith values; and
2. Whereas millions of individuals are displaced annually due to conflict, persecution, poverty, and environmental factors, seeking refuge and opportunity in new lands; and
3. Whereas The United Methodist Church (UMC) affirms the dignity and worth of every individual regardless of nationality or migration status; and
4. Whereas United Methodist church-related organizations are actively engaged in supporting migrants and advocating for their rights; and
5. Whereas the General Board for Global Ministries supports migrant communities globally through humanitarian aid, development projects, and advocacy efforts, promoting social justice and reconciliation; and
6. Whereas The Horizon Texas Annual Conference wants to embrace a holistic approach by a missional focus on global migration, while allowing local churches to find their unique participation;

THEREFORE, BE IT RESOLVED THAT the Horizon Texas Annual Conference:

1. Commits to welcoming migrants, acknowledging their inherent dignity and right as people to move across borders.
2. Encourages local churches to continue to support the work of United Methodist church-related organizations and other non-profit organizations that support migration efforts.

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3. Strongly encourages partnership with migration organizations vetted through the General Board of Global Ministries.

Will provide implementation recommendations through the new Conference Board of Global Ministries at the 2025 annual conference, aimed at guiding focused efforts by Horizon Texas Annual Conference churches.

Reports

REPORT FROM THE NAMING SUB-TEAM

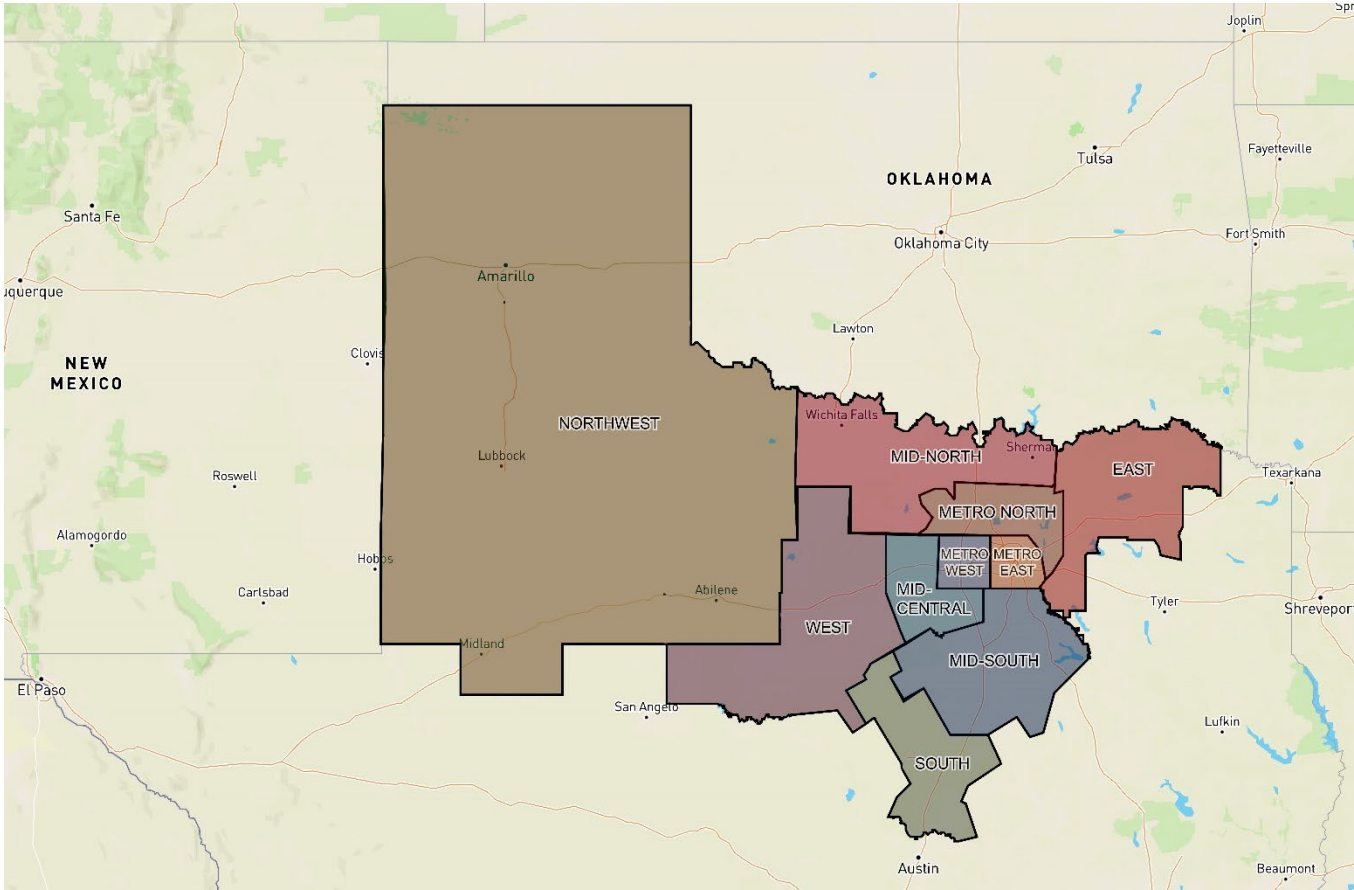
Naming the Districts of the Horizon Texas Annual Conference

As the Central, North and Northwest Texas Annual Conferences unify to become the Horizon Texas Annual Conference, districts will play a crucial role in fostering connection and providing training and missional opportunities. District names offer an opportunity to provide clarity and identity within the annual conference and can aid members in learning a new, expanded geography. In considering new names for the HTC districts, Naming Sub-Team members considered how best to introduce directional names for the districts, while simultaneously:

- Retaining names wherever possible,
- Eliminating duplicate names, and
- Avoiding repurposing names in a way that could lead to confusion in conducting conference business.

The Book of Discipline of the United Methodist Church, 2016 authorizes the bishop “to form the districts after consultation with the district superintendents” while giving the annual conference the authority to determine the number of districts (§415.4). In an effort to reflect the new conference’s geography and maintain consistency wherever possible, the bishop and the district superintendents, in collaboration with the Naming Sub-Team, have affirmed the following district names to be used effective January 1, 2025:

Current Name	HTC District Name
East District, CTC	Metro West District
East District, NTC	East District
Central District, CTC	Mid-South District
Lubbock District, NWTC	Northwest District
Metro District, NTC	Metro East District
North District, CTC	Mid-Central District
North Central District, NTC	Metro North District
Northwest District, NTC	Mid-North District
South District, CTC	South District
West District, CTC	West District



REPORTS OF THE JOINT COMMISSION ON EQUITABLE COMPENSATION

The Joint Commission on Equitable Compensation, hereby known as Joint Commission, has met as needed and has carried out its responsibilities of overseeing the minimum compensation program for the Horizon Texas Annual Conference (HTC). Recognizing that the HTC Commission on Equitable Compensation will not take office until January 1, 2025, and certain policies and base salaries need to be in place on June 30, 2025, when the legacy conferences minimum salaries expire, the following reports will:

1. Set the minimum compensation for clergy members of the conference;
2. Make a recommendation for funding the Equitable Compensation Fund in 2025;
3. Define eligibility requirements for subsidies to meet the minimum salary for pastors in charge; and
4. Identify gaps and other considerations when standardizing the practices of legacy conferences.

By this action, the incoming Commission on Equitable Compensation will work to bring a comprehensive plan for consideration at the HTC Annual Conference 2025, and that plan will take effect on January 1, 2026.

REPORT ONE: Schedule of Equitable Compensation for Clergy Members

These rates will be in effect July 1 - December 31, 2025. Legacy conferences' rates will stay in effect through June 30, 2025.

To bring the equitable compensation base salaries in line with the three legacy conferences, it was decided to use the base amounts of the NTC with an increase of 2.7% representing the projected cost of living increase for 2024. Therefore, the 2025 schedule of equitable compensation base amounts for the HTC clergy serving full time is set at:

Members in Full Connection	\$53,357
Provisional Members	\$53,357
Associate Members	\$53,357
Full-Time Local Pastors	\$47,116

Tenure Payments: Members in Full Connection, Associate Members and Full-time Local Pastors shall receive \$100 annually per service year after five years and up to 10 years. This shall include years served in their legacy conference.

Multi-charge stipend: Pastors serving multi-point charges shall receive \$200 annually additional for the second church and \$100 annually each for the third through the fifth additional churches.

The equitable compensation base amounts include

- Base salary
- Utilities paid by the local church
- Travel allowance and Pastor's account reimbursement with documentation
- Additional health premium above the premium contribution amount paid by the church and/or conference
- Subsidies received by the church from the conference, excluding any reimbursement for Annual Conference expenses

Housing is provided in a church-owned parsonage or a monthly housing allowance. Allowances should be equivalent to at least 35% of equitable compensation base.

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REPORT TWO: Funding the Equitable Compensation Subsidy

We recommend that the budget for equitable compensation assistance for churches be set at \$80,000 and to be funded by the conference operating budget.

REPORT THREE: Eligibility Requirements for Subsidy from Equitable Compensation Fund Clergy Eligibility

- Equitable Compensation subsidy is available to pastors in charge alone; however, full-time clergy serving in associate or staff positions are granted minimum equitable compensation base according to Judicial Council decision #807.
- The following full-time clergy are eligible for Equitable Compensation subsidy: Elders in Full Connection, Associate Members, Provisional Members and Full-time Local Pastors. In addition, qualifying clergy who are appointed less than full time under provisions of ¶338.2 of *The Book of Discipline 2016* are eligible at a subsidy rate equal to their appointed rate in quarter increments. For instance, a pastor serving at $\frac{3}{4}$ time is eligible for $\frac{3}{4}$ of the subsidy amount for full time appointments.
- While Deacons serving under full time appointment in a local church are not eligible to receive Equitable Compensation subsidy, they will be granted minimum equitable base amount according to the schedule of equitable compensation. Deacons who agree to serve in full-time appointments for less than minimum compensation must sign an agreement and a copy will be kept on file in the district office.
- Equitable Compensation subsidy is not available to HTC clergy appointed to another conference, nor is it available to members of other conferences serving under appointment in HTC.
- Pastors who decline an appointment which would reduce or eliminate compensation support are ineligible for tenure payments given for years of service.

Church Eligibility

- To receive Equitable Compensation subsidy, a congregation must have paid 100% of their apportionments (connectional giving, CMG) for the prior year and each year while receiving subsidy. When making application for equitable compensation subsidy, these churches agree to provide evidence of stewardship education and growth opportunities to reduce subsidy need.
- Churches are willing to be yoked with another church to receive Equitable Compensation subsidy.
- Churches must be willing to receive a pastor regardless of age, gender, or race to receive Equitable Compensation subsidy.
- Annual Equitable Compensation subsidy is reported during the Charge Conference to demonstrate efforts toward reducing subsidy support. Continued effective communication is essential with the pastor, congregation, district superintendent, and commission to ensure these congregations continue to be effective in forming Jesus followers who seek the loving, just and free world God imagines.

Subsidy Guidelines

- Equitable Compensation subsidies are short-term; therefore a church may receive subsidy no more than three years. A one-year extension may be granted by the commission with cabinet approval. In certain missional cases, this subsidy can be extended beyond these

terms with the approval by the commission in consultation with the cabinet and Multiplication Team.

- A subsidy amount may be granted up to 25% of minimum compensation base amount. To receive a subsidy, a pastor's housing allowance can be no more than 35% of base amount.
- Application must be submitted through district office and approval by the Commission on Equitable Compensation. The commission will notify the Stewardship Team to ensure payment is made accordingly.

REPORT FOUR: Gaps and Considerations

The Horizon Texas Annual Conference priorities to *maximize care and healing*, as well as *pursue and embrace diversity*, challenge our body of churches to take a holistic approach to equitable compensation. We recognize that our long history with inequity across gender, race-ethnicity, age, and sexual orientation must still be addressed. The fresh start of a new conference presents the opportunity to craft a more equitable future. We eagerly look forward with hope.

Rigorous research and analysis by Wespeth Benefits and Investment, reveals financial well-being is one of five interconnected aspects of clergy well-being that has declined for United Methodist clergy in the United States over at least ten years.¹ A growing wage gap among clergy² raises important questions for what equitable compensation might mean. Ensuring fair compensation for clergy embodies economic justice and cares for those who serve. While Clergy Average Compensation in the Horizon Texas Annual Conference is among the highest in our denomination, minimum salaries and housing allowances have not kept up with rising costs of living in the state of Texas.³

The Joint Commission's proposals for minimum salaries and housing allowances are intended as a stop-gap measure to care for clergy, hold sensitivity to the challenges of change involved in unification of three legacy conferences and provide necessary guidelines so that cabinet members and church leaders can properly care for clergy.

Our Joint Commission feels it is important to name the gaps in our work that come from two key limitations. First, we operated within a very limited window of time from jurisdictional approval of unification to our inaugural gathering. Second, our appointed committee lacked clergy of color, young clergy or licensed local pastors. Given those realities, we recommend that the HTC elect a more representative HTC Commission on Equitable Compensation to serve over the next quadrennium. Furthermore, we recommend that the newly elected Commission on Equitable Compensation conduct a rigorous analysis and share their findings at the 2025 Annual Conference regarding:

1. The nature of equity
2. Clergy compensation across our HTC
3. Variable costs of living across our HTC
4. Cost of living trends across Texas relative to Clergy compensation rates over time
5. Wage disparity by gender, race-ethnicity, age, and sexual orientation
6. Relevant denominational trends regarding clergy well-being

Financial well-being challenges for clergy are not unique to our conference. The HTC Commission on Equitable Compensation should have time to engage in generative conversation with not only

¹ <https://www.wespeth.org/assets/1/7/5991.pdf>

² *Clergy Compensation: National Trends and Local Realities*. Chaves, Mark & Eagle, Alison. Duke University <https://dukespace.lib.duke.edu/server/api/core/bitstreams/34a327c6-a06f-4709-b052-cb344e44566c/content>

³ Clergy salaries and minimum housing allowances across our three legacy conferences has remained relatively flat over the past decade, however, the cost of living in Texas from just January 2021 to June 2024 increased by \$1,040 per month or \$12,480 annually. (Source: *United States Congress Joint Economic Committee Texas Inflation Report* June 2024. <https://www.jec.senate.gov/public/index.cfm/republicans/texas-inflation-report/>)

members of the HTC, but also general agencies and leaders in other conferences who wrestle with present financial realities of The United Methodist Church.

In so doing, we pray that the Commission on Equitable Compensation for the HTC may make more robust policy recommendations in the years to follow so that we may move to a more equitable horizon with great hope.

REPORT ON CONFERENCE CAMPING MINISTRIES

A diverse group gathered to discuss camping ministries in three (soon to be one) annual conferences of the northern parts of Texas. All agreed that camping ministries are vital to the spiritual growth, transformative faith formation and personal development of all who participate. Further, camping ministries continue to be a pathway through which many are called toward ordained ministry. With our agreement on the importance of camping ministries, we explored the strengths, growing edges and our vision for going forward.

Strengths of Our Current Camping Ministries

Speaking into the strengths of our camping ministries came very easy to the group. We discussed how quickly camping connects our churches. Even despite vast distances, we are connected through camping. This connectionalism is what makes The United Methodist Church so strong and able to withstand the changing society and world around us. We firmly believe that camping ministry aids in this front. That said, we did express that it is often difficult to describe in words the magic that happens at camp.

We can speak, however, to the strong desire for camping opportunities across our conferences. Children, youth, whole families, adults, seekers – folks everywhere are looking for a chance to connect. We also believe that the desire for camping can be encouraged with one conference's strengths supporting another conference's growing edges. Further, the unique Wesleyan perspective that we can offer is a plus.

Important to note, we did recognize how fortunate we are to receive support and volunteers from our university systems, particularly, Glen Lake benefits from its relationship with McMurry University.

Growing Edges of Our Current Camping Ministries

It became immediately clear that all campsites are currently in need of financial support for updates, repairs, equipment, and other operational costs. On the camper side, it also became clear that camps are in need of funds to offer scholarships and support campers from diverse economic situations. Aligning ourselves with the bishop's strategic priority to "champion children and youth," it is our hope that camping ministries can receive the robust support it needs to serve the families of our unified conference.

Similar to churches, camps have also been affected by the general cultural attrition within faith communities. This prompted us to ask the questions: "Are we open enough? Do we have enough camping opportunities?" It is helpful to point out that the Northwest Texas Conference does not have any United Methodist campsites available; the lack of camping opportunities affects the ministries of the area. When there is a lack or limited amount of camping opportunities available, it not only limits the faith development of young people but for the church as a whole. There is further work to be done around what we currently offer in camping opportunities and what families are searching for in their faith journeys.

As we explored the questions above, it also became clear that camps at different campsites run very differently. It was decided that camps for summer 2025 should run following traditional patterns and models, which will give us additional time to assess which models of teaching are most effective.

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Ultimately, the sharing of registration, themes, curriculum, supplies, T-shirts and potentially teachers, counselors, and youth, will be the best use of our resources in the years to come.

Finances for Camping Ministries

As mentioned above, camps are run very differently at different campsites. This team recommends that the conference continue funding the camps in 2025 at levels comparable to the recent past, so that the camps can have what they need to do their ministry in 2025 and remain financially solvent.

Visions for the Future of Camping Ministries

Imagine that every bunk is full at every camp and we have too many volunteers ready to serve, what would that be like? What would it be like to reach more people, to fill the calendar with camping opportunities, to have more clergy involvement in camps, to focus on quality more than quantity and to become more accessible to all? Those are our hopes and dreams for camping ministries in the Horizon Texas Annual Conference. May it be said, may it be so.

The Big Questions

- Does the Horizon Texas Annual Conference need three campsites?
- Are the locations of our three campsites serving our Horizon Texas Annual Conference geographically?
- Why are camping ministries so important? And, if camping ministries are important, are we willing to commit to them in all ways?

REPORT ON COLLEGIATE MINISTRIES

Collegiate ministries offer a unique opportunity to multiply Jesus' followers through discipleship of young adults in a college setting as "the missional presence of The United Methodist Church on college and university campuses around the world."⁴ Collegiate ministry has three primary functions: extending the ministry of the local church to college students, working alongside student organizations to serve colleges and universities and connecting to the local church for service and outreach with young adults. Our collegiate ministries within the Horizon Texas Annual Conference provide spiritual formation and discipleship, safe spaces for community and mental health resources, resources for hot meals and free food and pastoral mentorship for young adults exploring a calling into ordained and lay ministry. They are an essential part of who we are together.

Collegiate Ministries within the Horizon Texas Annual Conference:

- Denton Wesley Foundation, Rev. Marianne Brown-Trigg (Director) and Rev. Jenny Bates (Associate Director)
- Paris Wesley Center, Michelle Wood (Director)
- Synergy Wesley Foundation, Brittany Melrose (Executive Director & Campus Minister)
- Tarleton Wesley Foundation, Rev. Corey Moses (Director)
- The Wesley House at SMU, director supplied by Highland Park United Methodist Church
- The Wichita Falls Wesley, Pastor Julia Puac-Romero (Director)
- Wesleyan Campus Ministry at Texas A&M Commerce (The Wesley @ TAMUC), Pastor Christina Hardy (Executive Director/Campus Minister)
- Wesley Foundation at TCU, Rev. Eddie Kahler (Director) and Hanna Sliva (Associate Director)
- United Christian Fellowship: Navarro College

⁴ <https://www.gbhem.org/education/collegiate-ministry/>

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- UTA Wesley, Rev. Marcus Jones (Director/Pastor)

United Methodist Universities within the Horizon Texas Annual Conference:

- McMurry University, Abilene, Rev. Ricky Harrison (Chaplain) and Rev. Dr. Russell Miller (Assistant Chaplain)
- Southern Methodist University, Dallas, Rev. Lisa Garvin (Chaplain)
- Southwestern University, Georgetown, Rev. Ron Swain (Chaplain)
- Texas Wesleyan University, Fort Worth, Rev. Gladys Childs (Chaplain)

Our collegiate ministries gathered in late July to continue a connection that had already been established across our legacy conferences. We will continue to gather for networking, strategy, and support as we begin this new chapter of our life together as Horizon Texas Annual Conference.

Horizon Texas Annual Conference Connection, Support and Strategy

Collegiate ministries connect to the Multiplication Team and the associate director of multiplication as the direct conference liaison for collegiate ministry. The Multiply Jesus Followers Team elected by the Annual Conference will fulfill the requirements of *The Book of Discipline of The United Methodist Church, 2016*, ¶ 634 for a board of higher education and collegiate ministry. An additional team will be formed by the Multiplication Team to focus on collegiate ministry. Each collegiate ministry's district superintendent will collaborate with the Multiplication Team as the collegiate ministry's representative to the bishop's appointive cabinet. These connections foster a spirit of collaboration, encouragement, and accountability. Collegiate Ministers will complete annual reports in collaboration with and for review by the Multiplication Team and other stakeholders.

The Horizon Texas Annual Conference is responsible for ensuring that each collegiate ministry has a board of directors "which provides for planning and implementing the ministry and the mission of the campus" (BOD, ¶ 634.d2). This board functions within a structure outlined in *The Book of Discipline*. Each board will maintain its own bylaws that reflect the mission field. Over the next several years, the updated bylaws for each collegiate ministry will be submitted to the Horizon Annual Conference for submission in the journal. While the collegiate ministry is responsible for nominating its board members, these nominations will be included for approval by the Horizon Texas Annual Conference and should consist of the following:

- At least 60% approved by the Annual Conference
- United Methodist clergy and laity represented as listed in the organization's by-laws
- Campus Minister or Executive Director, ex-officio
- Associate Director of Multiplication, ex-officio
- District Superintendent, as needed

The Multiplication Team will provide a pipeline to innovative church growth strategies and a connection to the Board of Ordained Ministry for candidates who identify a collegiate ministry as their home church.

Local Church Support is a Vital Component

Many universities within our new Horizon Texas Annual Conference do not have collegiate ministries. Using tools that help us assess the vitality of a mission field for a new church plant, we will begin to strategically evaluate these areas for the most fruitful growth opportunities. Our intention is to prioritize areas where existing United Methodist Churches can provide support and connection for collegiate ministry.

The local church is a vital component of campus ministry as it provides a pathway for collegiate ministers to build relationships that offer funding, board members and volunteers that support the ministry. Each local church, as encouraged by *The Book of Discipline*, should identify a collegiate ministry that is geographically closest to them to provide support through prayer, volunteerism, funding, and connection to young adults who may be attending that university.

Rev. Eddie Kahler, TCU Wesley, has produced a quick reference guide for the support that exists between our Wesley Foundations and local churches.

- How a Wesley supports a local church
 - Positive relationships with young adults
 - Opportunities for young adults to help serve on summer mission trips or church camps
 - Connection for alumni to local churches in the communities they relocate to or reside in
 - Raising of Christian leaders (both clergy and lay) to serve churches
- How a local church supports a Wesley
 - Financial donations or a meal sponsorship
 - Prayer partners
 - Support for Wesley mission trips (financially or going on trips together)
 - Connection to your future college students
 - Internships for college students

The Importance of the Collegiate Minister or Executive Director

Our Horizon Texas Annual Conference collegiate ministers might tell you this is extraordinarily rewarding and difficult work. As we walk alongside those discerning a call to ordained ministry, it is important to pay attention to those called to work in collegiate ministry settings. We will explore how to utilize the discernment tools from our church planting work to help assess clergy who want to explore this type of work. Additionally, we will continue to seek opportunities to place assistant directors at collegiate ministries to raise new generations of leaders for this ministry.

United Methodist Colleges within Horizon Texas Annual Conference

There are four United Methodist Universities within our Horizon Texas Annual Conference: McMurry University, Southern Methodist University, Southwestern University and Texas Wesleyan University. Each university has a unique set of governing documents that outline its affiliation with The United Methodist Church and works independently to determine how it will be in relationship with the conference in which it is located. The chaplains of our four Horizon Texas Annual Conference United Methodist universities have been invited to participate in networking and collegial relationships with the campus ministers of our conference. We will continue to explore ways to be in ministry and partnership with the chaplains of each of these universities. As has been the practice in our legacy conferences, Horizon Texas Annual Conference will continue to budget for apportioned financial support that goes directly to campus ministry at these United Methodist institutions.

Current Challenges of Funding and Building Maintenance

Collegiate ministry relies on funding from Horizon Texas apportionment dollars, grants, fundraisers and donations from churches and individuals. To equalize funding to each of our Horizon Texas Annual Conference campus ministries, the Multiplication Team budget at this Unifying Conference is based upon the most generous of our legacy funding models. This ensures that campus ministries will not receive a decrease in funding from 2024 to 2025. Adjustments will still need to be made to this budget in coming years. The Multiplication Team and the campus ministry team will work to present a unified funding model as a part of our report to the 2025 Annual Conference, which may include a period of transition to ensure that collegiate ministry boards have time to make budget adjustments as needed.

Collegiate ministers and the Multiplication Team will continue to explore the 'Sustainable Campus Ministry' resolution that was passed in our legacy conference as aspirational, in consultation with the Texas Methodist Foundation. Our intent is to present this resolution to the 2025 Annual Conference for approval by the Horizon Texas Annual Conference.

Significant challenges face each of our collegiate ministries as our buildings need repair and renovation and, in some cases, need to be bigger to continue our work. Of our 11 collegiate ministries in Horizon Texas Annual Conference, five own ministry buildings built as early as the 1950s, three own re-purposed houses, one meets in designated space in a local church, one rents a storefront near campus and one does ministry out of nearby local church. The Multiplication Team will begin to explore how some of our creative funding models utilized for new and revitalizing churches may be able to assist collegiate ministries in building repair and maintenance. Exploration may be done with organizations like Wesley Community Development to design a shared base architectural plan that may reduce the design portion of these expenses. The building needs of our collegiate ministries often exceed what they can raise.

Dreams Beyond Our Horizon

While we have yet to see the fullness of the vision, our collegiate ministers and chaplains have dreams to continue to grow this vital ministry. We dream of programs that would aid undergraduate students in entering the candidacy process for ordained ministry with pastoral internships. We dream of a regional gathering for college students where they can build community and network as God expands their horizons. We dream of a collegiate ministry summit, in addition to participation in UMCMA and Summer Institute, where we invite collegiate ministers and chaplains from around the nation to gather to learn and grow together. We dream of clear pathways through which Jesus' followers can journey from high school to collegiate ministries and local church leadership. It is too soon to see what might be from these exciting possibilities, but we are confident that God has great plans for us to multiply this good work.

REPORT OF THE CONFERENCE ARCHIVIST

Preserving the history of the Central, North and Northwest Texas Conferences is an important, as well as unending, aspect of the Horizon Texas Annual Conference. After working and speaking with archivists and historians of the three conferences I have developed a plan for how the archives will be continued to best support the mission.

All three archives will stop collecting records beginning January 1, 2025. However, that does not mean the archives will close. The archives will still have to work on getting their collections catalogued, as well as manage requests. North Texas Archives will stay at SMU, and I will work on creating an electronic archival database to replace and supplement the paper records currently used for the North Texas Conference Office Archives. I will be working with Lillie Walker and Frances Long on entering information into the system. Northwest Texas Archives will move and be cared for by McMurry University; Cindy Martin will organize that project and get the records ready to move and catalog. The Central Texas Conference records will stay in their current location and be the temporary housing location for the Horizon Texas Annual Conference records until a more permanent location is determined.

The Horizon Texas Annual Conference will have an electronic database, and some records will be taken from three conferences. These records will be the Journals and some committee records from all three conferences. I also plan to make sure that all three conference Journals are digitized for public use, as well as bringing over the West Texas Conference Journals our conferences may have. We will also bring over the last two years' worth of conference committee records to the Horizon Texas Annual Conference Archives. As the Central Texas Conference Archivist and now the Horizon Texas Conference Archivist, preserving our history to tell our story for future generations is of the utmost importance.

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REPORT ON DEMOGRAPHICS OF HTC NOMINATIONS

Ethnicity	People	Percentage
A/P Asian, Pacific Islander	13	3.7%
B/A Black	77	21.6%
C/A White	242	68.0%
H/L Hispanic/Latino	23	6.5%
N/A Native American	1	0.3%

Gender	People	Percentage
Female	189	53.1%
Male	167	46.9%

Age	People	Percentage
Youth (under 18)	29	8.2%
Young Adult (18-35)	54	15.2%
Adult (36-60)	173	48.6%
Older Adult (61+)	100	28.1%

Laity/Clergy	People	Percentage
Laity	184	51.7%
Clergy – All	172	48.3%
Clergy – Associate Member	1	0.3%
Clergy – Deacon	29	8.2%
Clergy – Elder	126	35.4%
Clergy – Local Pastor	10	2.8%
Clergy – Retired Elder	6	1.7%
Legacy Conference District	People	Percentage
CTC – East	74	20.8%
CTC – Central	15	4.2%
CTC – North	6	1.7%
CTC – South	19	5.3%
CTC – West	7	2.0%
CTC – Unspecified	10	2.8%
NTC – East	18	5.1%
NTC – Metro	81	22.8%
NTC – North Central	37	10.4%
NTC – Northwest	11	3.1%
NTC – Unspecified	13	3.7%
NWTC	63	17.7%
No District	2	0.6%

Note: 356 conference positions represented

REPORT ON CONFERENCE STAFFING

The purpose of the annual conference is to pursue our shared mission “by equipping its local churches for ministry and by providing a connection for ministry beyond the local church, all to the glory of God” (¶601). Conference staff is appointed and hired to enhance the capacity of the annual conference and fulfill this purpose. In other words, the role of conference staff is to equip local churches with valuable

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tools and resources for making disciples and to enhance the connection, including among local churches themselves, to maximize mutual support and collective impact.

In the Horizon Texas Annual Conference, the conference staff consists of teams, most of which are organized around and focused on the five missional priorities: Multiply Jesus Followers, Champion Children and Youth, Pursue and Embrace Diversity, Maximize Care and Healing and Tell our Story. In addition, there are Stewardship and Operations Teams to attend to the temporal needs of the conference, as well as those of local churches as needed/requested. Last, the Episcopal Office staff supports and extends the ministry of the bishop. The biblical basis and areas of responsibility for each of the Teams based on the missional priorities can be found on pages 36-41 of the [Unification Plan](#).

The roles and responsibilities of the conference staff as of September 1, 2024, as the Horizon Texas Conference is launched are outlined below.

Multiplication Team

- Director of Multiplication, Rev. Dr. Owen Ross - responsible for oversight of all areas that multiply Jesus followers.
- Associate Director of Leadership, Rev. Derek Jacobs - responsible for Board of Ordained Ministry, Clergy and Lay Development, and Lay Servant Ministries.
- Associate Director of Multiplication, Rev. Stacey Piyakhun - responsible for coordination of Multiplication Team systems and structures, church plants, development and innovation, and collegiate ministry.
- Research & Development, Rev. Meg Witmer-Faile - responsible for coaching, MissionInsite resourcing, and exploring new initiatives.
- Multiplication & Ethnic Ministries Coordinator, Jessica Vargas - responsible for ethnic ministries and clergy connection for these ministries, immigration, and planting projects grants.
- Leadership Coordinator, Camale Allen - responsible for candidate and ordinand files and coordination of all aspects of clergy and lay development.
- Associate Director of Planting/Planting Specialist (PT), Matt Temple - responsible for new church plants, stakeholder calls, and planter assessments/trainings.

Diversity and Cultural Engagement Team

- Director, Dr. Major Boglin – responsible for developing and executing a strategic plan to embed diversity, inclusion, and stakeholder engagement into the conference culture.
- Associate Director (part-time), Rev. Andrew Fiser – responsible for supporting the director in furthering the team's objectives by gathering data, evaluating it, and recommending necessary adjustments to address disparities in diversity, inclusion, and cultural engagement policies, practices, and procedures.

Child and Youth Empowerment Team

- Director, Christine Peirce - responsible for equipping local churches for Wesleyan faith formation and advocacy for children and youth well-being; camping and retreat ministries; developing systems for the development of children's ministers, youth workers, and youth leaders; initiatives to reach unchurched and under-represented children, youth, and families.
- Area Coordinators (part-time), TBD – strengthen the connection and support events, programs, and trainings at a more local level within the HTC.

Care and Healing Team

- Director, Rev. Joy Dister-Dominguez - supports the efforts and initiatives of clergy well-being, care, healing, and prayer; equips pastors and laity for the work of care and healing in their church and communities.
- Associate Director (PT), Rev. Andrew Fiser - responsible for inspiring, equipping, and facilitating ministries of justice, compassion, and mental health.
- Disaster Response Coordinator (part-time), Rev. Jeremy Basset - plans, organizes, and supervises early readiness, response and recovery efforts related to disasters occurring in the conference; develops and implements holistic “blue sky time” disaster-related ministries.
- Crisis Response and Care Team Coordinator (PT), Rev. Liz Greenwell - responsible for recruiting, training, and deploying individuals and teams in response to cases of sexual misconduct or other breaches of ethics in congregations to support the work of accountability and healing.
- Faith Community Nurse (grant funded position), Anna Lee – leads clergy health and well-being initiatives that support clergy and their communities.

Communications Team

- Director, Pam Hughes - leads communication strategy, including message and campaign planning, brand development, media relations and crisis communications.
- Media Production Specialist, Dustin Kaps - oversees production for multimedia products, including long- and short-form video, podcasts and emerging media, and some graphic design.
- Communications Associate, Trey West - manages social media presence, assists in email marketing and website updates, and helps to tell our story.

Stewardship Team

- Chief Financial Officer and Chief Benefits Officer, Rev. Jeffrey Pehl – responsible for budgets, expenditures, financial policy, benefits administration, financial strategy, and representative on various conference boards.
- Controller, Vicki McCarthy – responsible for expenditures, budget monitoring, and annual audits.
- Benefits Administrator, Shawn-Marie Riley – responsible for benefit enrollments / terminations, benefit billing, compensation form collection, service records / compensation reporting for clergy and lay, and resource for various conference boards.
- Senior Accountant, Scot Yarbrough – responsible for payroll, remittance, AR/AP help, and reports.
- AP/AR Specialist, Sheila Hayes – responsible for facilitating check requests, approvals, W9s, approval paths; apportionments; e-Bridge (electronic filing system); and worker’s comp invoicing.

Operations Team

- Director, Dr. Kevin Walters – responsible for conference property and developing efficient processes for our shared work.
- Information Technology Manager, Lisa Putnam – responsible for database design and software training.

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- Information Technology Analyst & Archivist, Calvin Scott – responsible for IT support and purchasing; archives and records retention.
- *Administrative Assistant / Events, Kofi Williams – responsible for event planning, support, and hospitality.
- *Administrative Assistant / Data and Stats, Glennis Eckels – responsible for database updates, conference reports and statistics.
- *Administrative Assistant / Generalist, Audrey Thompson – responsible for meeting scheduling, hospitality, and reception.
- Property Manager (PT), Tom Christian – responsible for closed church properties.

*Support the work of the five teams focused on the strategic priorities.

Episcopal Office

- Assistant to the Bishop and Chief of Staff, Rev. Andy Lewis – responsible for supporting the work of the bishop and cabinet; ensuring alignment, effectiveness, and collaboration among the Horizon Texas Conference teams; and overseeing strategic initiatives and projects.
- Executive Administrative Assistant, Deborah Meyer – responsible for coordinating and supporting the work of the bishop.

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HORIZON TEXAS ANNUAL CONFERENCE ORGANIZATIONAL CHART

Fort Worth and Plano Ministry Centers



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HORIZON TEXAS ANNUAL CONFERENCE ORGANIZATIONAL CHART

Conference Co-Lay Leaders and District Offices



REPORT OF THE INFORMATION TECHNOLOGY SYSTEMS SUB-TEAM

Following its report in the Unification Plan, the Information Technology Systems Sub-Team handed over its work to Horizon Texas Annual Conference staff to continue developing a plan to unify systems between the three conferences. Lisa Putnam, IT manager, and Calvin Scott, IT analyst and archivist, have collaborated to analyze existing systems and develop solutions to keep HTC operations running smoothly.

Early in the process, the IT Systems Sub-Team identified Salesforce as the preferred database for the HTC. This system will allow conference staff to maintain accurate data for all HTC churches, pastors, and other church leaders. The goal is to integrate existing data collection processes, such as charge conference reports and end-of-year reports, directly into the database. This will minimize manual data entry and ensure that conference and district staff can fully utilize submitted information to benefit individual churches as well as the wider connection.

The IT team has also determined that the HTC will lean more fully into Office 365 and related Microsoft tools to allow conference and district staff to collaborate more effectively. For example, staff can use Microsoft Teams to quickly chat in groups, share files, and meet virtually. Staff office phone numbers will likely also be migrated into Teams, which will allow staff to easily access their work phone number across devices and locations at a cost significantly lower than legacy phone systems. In addition, conference and district staff will store digital files primarily in cloud-based systems that are secure, easily accessible across devices and designed for collaboration.

The full transition of conference and district staff to the htcumc.org domain for Microsoft systems, including email addresses, should be complete by the end of 2024. The actual transition cannot begin until after the HTC is incorporated to allow for a significant non-profit discount. Following that, IT staff will transition all conference and district PCs into the new system. Until then, conference and district staff will continue to use legacy conference email addresses.

For the website, communications staff registered the htcumc.org domain several months ago. Since then, they have been analyzing legacy conference websites and crafting a plan for the new HTC website, which will be designed and organized with the end user in mind. The new website will launch at the start of the new year. Until then, essential information will be updated on the legacy conference websites.

REPORT OF THE OFFICE LOCATION SUB-TEAM

The Office Location Team (OLT) is exploring options for the Horizon Texas Annual Conference Board of Trustees' mid-term (July 2025-2027) and long-term (+2027) officing solutions for the HTC. It was clear to the OLT our short-term team should not make binding decisions about the final location of the HTC offices. There are two sites which will be maintained and operated until June 30, 2025.

1. The first is the current CTC Offices at Texas Wesleyan University in Fort Worth. The lease is prepaid through June 30, 2027. The OLT has engaged with Texas Wesleyan University to determine the viability of using the current CTC Conference Center past the June 30, 2027, expiration on the current lease.
2. The NTC Offices are located in Plano. The NTC site is owned by the NTC Trustees and the remaining loan is around 1 million dollars. While the markets fluctuate, based upon the commercial real estate broker's opinion, we may confidently value the property above 4 million dollars. At the current debts service rate, the site will be owned free and clear no later than 2029.

HTC members should expect a recommendation from the HTC Board of Trustees at the 2025 Annual Conference for the mid-term location of the Ministry Center. The OLT recommends one of the two existing sites above serve as the mid-term location. The OLT strongly recommends we do not maintain both existing sites any longer than necessary in order for the HTC to realize the cost savings our churches will gain in our unification.

Rev. Dr. Fred Bates, CTC Trustee Chair
Rev. Jeff Fisher, NWTC Trustee Chair
Rev. Chris Yost, NTC Trustee Chair

PROJECT TRANSFORMATION NORTH TEXAS AND CENTRAL TEXAS REPORT

The mission of Project Transformation is to transform communities by engaging children, college-age young adults and churches in purposeful relationships and we envision a world that is rooted in love, pursues the equity of all people and amplifies God's call on every life. Founded in 1998, Project Transformation North Texas is the original chapter of the organization organized under the North Texas Conference and then became a separate nonprofit organization in 2015. PT Central Texas was founded in 2016 and operates under the Central Texas Conference.

Project Transformation is important to the strategic priorities outlined by Bishop Ruben Saenz, and we specifically address the four priorities of: Multiply Jesus Followers, Champion Children and Youth, Pursue and Embrace Diversity, and Maximize Care and Healing. In the summer of 2024, Project Transformation North Texas had over 600 youth enroll in our program at nine sites. Three hundred sixty-one total youth grades 1-12 attended regularly, and over 90 college age young adults were employed to deliver the program in UMC churches located throughout the North Texas conference. Seven sites were in the metro Dallas area and PTNT had two satellite sites in Gainesville and Wichita

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Falls. Over 300 volunteers from UMC church partners provided 1:1 reading time with participants as well as providing meals for young adults.

PT Central Texas had over 170 youth enroll in our program at four sites. One hundred eighteen youth grades K-9 attended our program, and 18 college age young adults were employed to deliver the program in UMC churches located in the Central Texas Conference. Three of our sites provided program to elementary students K-6. Summer 2024 saw the launch of a new site dedicated to serving junior high youth grades 7-9. Over 200 volunteers from UMC partner churches provided 1:1 reading times with elementary participants, brought meals for young adults, helped with family fun nights, and helped mentor our young adults.

In 2024/25, Project Transformation North Texas will provide after-school programs at three sites serving up to 100 children in grades 1-5. Ten young adults have been hired to deliver the after-school program. In summer 2025, PTNT plans to have nine summer sites and 80-90 young adults serving to deliver the program.

In 2025, Project Transformation Central Texas plans to have four summer sites; three elementary and one junior high. PTCT plans to have 18-20 young adults serving to deliver the program.

PT North Texas and PT Central Texas will work jointly to put together a task force to look at possible plans for a merger of the two chapters, or for PT Central Texas to stay as an extension ministry of the conference or become a separate 501 (c) 3 organization. We will involve PT National, board members and key staff to look at all 3 options and the possible outcomes for each one and key steps involved. We will convene this task force in fall 2024 with a goal of having a plan forward by the end of 2025.

Both chapters are deeply grateful for the support of their conferences and look forward to working with the unified Horizon Conference to further the goals and mission of the United Methodist Church.

Video Highlights from PTNT and PT Central Texas



Project Transformation
North Texas



Project Transformation
Central Texas

REPORT REGARDING INCORPORATION OF DISTRICTS

The legal team has raised the issue of the inconsistency between the legacy conferences where district incorporation is concerned, and so discussion has been had among the Unification Implementation Team and the chairs of the Boards of Trustees regarding the duties, responsibilities, and liabilities of the districts of the new Horizon Texas Annual Conference.

The Unification Plan mentions on Page 26:

All districts will start fresh with no carryover of designated funds, except as discussed below. To maximize efficiency and manage costs across the conference, district funding and budgets will be managed and administered by the Horizon Texas Conference office.

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Right now, districts in the Northwest Texas Conference are incorporated, while only one district in the North Texas Conference (the Northwest District) is incorporated, and none of the Central Texas Conference districts are incorporated. *The Book of Discipline of The United Methodist Church, 206* provides in § 2518:

2. Any district conference or district union that owns property or has employees may be incorporated in its own name if permitted by local law. Unless the district conference or district union is incorporated in its own name, each district's board of trustees shall be incorporated.

The Unification Implementation Team and the Chairs evaluated several factors:

1. The idea of district incorporations is included in the *Discipline* in order to limit liability of the district staff, superintendents, and trustees for contracting, administration and finance. Under the Unification Plan, the assets of the districts will be transferred to the new HTC, and therefore the HTC will not hold assets held at the district level.
2. If some of the previous legal duties are assumed by the HTC office and the Council on Finance and Administration, then there is a reduced need to incorporate. Employees will be engaged at the HTC level and assigned to each district, and therefore risk for employment will be centered at the conference level, and policies/benefits/pay for staff employees will be consistent.
3. Other boards (such as the Board of Pensions or the HTC Board of Trustees) may need to be incorporated depending upon the decisions of the newly formed Board of Trustees, but most of the secular world-facing decisions will not be made at the district level, and consistency is important.
4. Finally, public records of UMC entities are under more threat than ever as the Texas court system struggles with a “neutral principles” analysis of religious organizations. Having entities with public articles of incorporation is an unnecessary danger to those who might see it as a way to gain advantage over the new conference. Therefore, not owning assets or employing staff at the district level and not incorporating at the district level may insulate the HTC from outside forces.

Therefore, the Unification Implementation Team recommends that the new districts of the Horizon Texas Annual Conference not be incorporated. If, in the future, it becomes necessary to incorporate districts, we recommend that all districts be incorporated.

REPORT REGARDING RELATED ENTITIES TO THE LEGACY CONFERENCES

The First Tier of Communication with the Related Entities

Clifton Howard compiled a list of entities that were historically connected to the legacy conferences (the “Related Entities”), including contact names and information, and sent an email to the Related Entities. The body of the email is:

As you may be aware, effective 1 January 2025, the Central, North, and Northwest Texas Conferences will begin operating as a new Annual Conference—the Horizon Texas Conference. The relationship between the current Conferences and your organization is highly valued.

We would like to be in conversation with you to ensure that any documentation or procedures will be completed prior to 1 January 2025 so as to avoid any interruption in our relationship. Elizabeth Basden (eli@basdenlaw.com) will contact you in the next week or two with more details.

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Please feel free to contact me at cliftonhoward@ctcumc.org to discuss this matter or if you have any questions. Thank you for your consideration. Shalom.

Most of the Related Entities received an email from Clifton by July 19 (we are still searching for some contact information for some entities). Some have responded already, and all responses were positive.

The Second Tier of Communication

Elizabeth Basden, the Unification counsel hired by the legacy conferences and the Horizon Texas Annual Conference (“Counsel”), will reach out to the Related Entities on the Second Communication. Prior to this communication, at the request of the Unification Implementation Team, counsel compiled all the public records available for the Related Entities to determine whether the Related Entities had historically amended their public records to either modify the relationship with The UMC or a legacy conference, eliminate the public record connection to The UMC or a legacy conference, or modify or eliminate mention of the *Book of Discipline* or a trust or reversionary provision.

Several of the Related Entities have recently amended their public records to distance themselves from a close relationship with the legacy conferences or The UMC, while others have simply changed ownership or historically modified their relationship with The UMC. Several have maintained their close connection with the legacy conferences or are financially supported through the legacy conferences.

The HTC Affiliation Plan

The Unification Implementation Team believes that—given the Unification Plan’s message regarding this season of change—the connections made with the Related Entities are important. The HTC wants to clarify, continue and cement the relationship between HTC and the Related Entities. There may be legal, ministerial and financial implications in any relationship between the HTC and the Related Entities; however, some of the Related Entities desire to be ‘all Methodist’ and create relationships with other non-UMC Methodists, and a decision regarding the HTC’s connection with those Related Entities or others that now have a much more “loose” connection needs to be made.

Recommendation

Prior to sending additional communication to the Related Entities, the Unification Implementation Team recommends that 1) substantial communication wait until after September 28; and 2) a coordinated strategy (with legal and ministry) determine a way forward with each Entity, based on the Entity’s own determination of its desired relationship with the HTC and UMC.

REPORT ON CONFERENCE STUDENT MINISTRIES

The collective efforts of all three conferences are dedicated to the continuous support of our students in the local church through inclusive faith formation.

In June, Joseph Bradley (NTC), Jaime Montgomery (NWTC), and Christine Peirce (CTC) submitted 24 students and six adults to the Nominations Committee for the Unifying Youth Council (UYC). This team consists of two youth from each existing district of the three legacy conferences and four students to develop an equitable representation that matches our greater community. Their work will align with the Director of Child and Youth Empowerment’s team (*names*).

The UYC will work to ensure that the youth conference leadership is constituted and functions according to *The Book of Discipline of The United Methodist Church, 2016* ¶ 649. Its primary goal will be to tap into the collective wisdom of youth and help offer their perspective on what they envision for all students in the Horizon Texas Conference. We have asked them to look at what they have already

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accomplished in their legacy conferences and then shift toward what they envision for all the students in the new Horizon Texas Conference.

Future plans for youth leadership and representation will be shared with the Horizon Texas Conference as they are decided. The outcome of their work is expected to be published in the preliminary report for 2025.

We are grateful for this team (by last name alpha order)

Name	Church	Legacy Conference	District/Role
Maddison Armes	FUMC Lubbock	NWTC	NWTC
Tessa Armes	FUMC Lubbock	NWTC	Adulte – NWTC
Leo Barrios	FUMC Richardson	NTC	Metro
Moses Burdett	FUMC Rowlett	NTC	At-Large North Central
Dakota Bybee	FUMC Lubbock	NWTC	NWTC
Weston Cain	FUMC Sherman	NTC	Northwest
Rossie Carroll	W.C. Martin	CC	Adult – CTC
Jack Chaffin	Little River Acade.	CTC	South
Joseph Cisneroz	CCYM	CTC	Adult – CTC
Ana Douglas	Rockbridge	CTC	South
Jack Fisher	FUMC Lubbock	NWTC	NWTC
Clara Gibbs	FUMC Paris	NTC	East
Ciara Hoevers	FUMC Rockwall	NTC	North Central
Heidi Hoffman	Whaley UMC	NTC	Northwest
Karen Kamanda	New Covenant	NTC	At-Large Metro
Olivia Maeyaert	Central	CTC	Central
Emmy McCamant	Mt. Vernon UMC	NTC	East
Aaron McLennan	One Fellowship	CTC	Central
Keaton Melvin	Van Alstyne	NTC	North Central
Cadence Moses	Stephenville	CTC	West
Jacqueline Myers	Arapaho UMC	NTC	At-Large Metro
Isabella Pluas	Western Hills	CTC	East
Brody Schabow	Couts	CTC	North
Sarah Schneider	Grace Ave. UMC	NTC	Adult – NTC
D'Andre Smith	FUMC Rowlett	NTC	Adult – NTC
Emma Speight	FUMC Rockwall	NTC	North Central
Genevieve Thomason	New World	CTC	East
Kayli Uti	W.C. Martin	CTC	At-Large East
Addison Weber	Springtown	CTC	North
Owen Wood	Stephenville	CTC	West

Policies

ABUSE PREVENTION POLICY, CONFERENCE EVENTS

[Passed by vote of the Unifying Conference on September 28, 2024]

**Horizon Texas Annual Conference
of The United Methodist Church**

**Conference and District Events
Children, Youth and Vulnerable Persons
Abuse Prevention and Protection Policy**

2025

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INTRODUCTION

Dear Volunteer or Staff Member,

The Horizon Texas Conference of the United Methodist Church (HTC) takes our responsibility to care for children, youth, and vulnerable adults very seriously. These policies and procedures are intended to facilitate a safe and nurturing environment in which children, youth, and vulnerable adults can grow in relationship with Jesus Christ. Our goal is to protect them, you, and the mission of the conference. Consequently, the HTC will strictly enforce these policies and procedures. After you have carefully read this policy manual, please sign and return the agreement form near the end.

PURPOSE, OBJECTIVE AND SCOPE

Purpose

Our calling and mandate is to ensure a safe haven for all of God's people.

Throughout the gospels, Jesus taught about providing a peaceable kingdom for all of God's people, including our most precious gifts, our children, and youth (Matthew 5:9, Luke 18:15-17). The peaceable kingdom begins with sanctuary. Scriptures provide examples of how sanctuary is to be a community of protective nurture and harmony (Psalms 20:1-2, 27:4-5).

As Christians, we are called to create a protective environment in our ministries. They must be holy, safe and protective communities for all of God's children, regardless of age or ability. The purpose of this policy is to address the communal responsibility of our children, youth, and vulnerable persons at all local churches, and at all district or annual conference sponsored events.

Objective

The HTC recognizes the need to have a formal, written policy with procedures in place in order to:

- help prevent the opportunity for the occurrence and/or the appearance of abuse of children, youth, and vulnerable persons
- help provide safeguards for workers from false accusations and/or suspicions
- hold accountable all those who minister in the name of Jesus Christ.

The following policies and procedures are intended to protect our children, youth, vulnerable persons, workers, employees, volunteers and the entire church body. Careful and confidential documentation is essential to show compliance with policies, to verify information as needed, and to have an accurate record in the case of an incident.

Policy Scope

This policy and its provisions shall apply to all workers, including all paid and unpaid persons, whether lay or clergy who have any direct or indirect contact with children, youth, and other vulnerable/protected persons who participate in any activities or events sponsored by the HTC.

This policy shall apply to all district and conference events. A local congregation may strengthen the Horizon Texas Conference policy but may not alter the minimum standards established by the Horizon Texas Conference or those standards mandated by the State of Texas' licensures. It is required that a review of this policy be conducted with all leaders by the Event Leader or Safety System Administrator prior to each event involving children, students, and vulnerable adults.

DEFINITIONS AND TERMS

Regarding Individuals/Persons:

- **Protected Persons:** all children, youth, and vulnerable adults participating in, and served by, programs and activities of the HTC.
- **Minor:** In the state of Texas, any person under 18 years of age and has never been married or declared an adult by a court.
- **Vulnerable Adult:** Any person 18 years or older who is in need of special care, support, or protection due to diminished physical, mental, or emotional capacities that increase the risk of maltreatment or abuse.
- **Adult:** anyone over 18 years of age and/or declared adult by a court.
- **Worker:** Any individual aged 18 years or older, whether paid or unpaid, who is involved in the leadership, supervision, or management of an event, program, or ministry that involves Protected Persons. All Workers must have completed the Abuse Prevention Certification process and remain current.
- **Event Leader:** Primary organizer and contact for any event or gathering
- **Safety System Administrator (SSA):** when used herein, refers to the person/s who is responsible for administering the Abuse Prevention system within the district or HTC.
- **Registered or Reported Sex Offender:** (UMC definition from GCSRW)- Someone who has admitted guilt to a sex offense or guilt has been proven. Sex Offender- In the state of Texas: An individual who has been convicted or adjudicated of a sexual offense as outlined in the Texas Penal Code and includes a wide range of offenses, from rape and sexual assault to possession of child sex-abuse material/child pornography. It extends beyond those incarcerated and includes individuals released on probation or parole.

Note: For HTC programming purposes, someone who has been arrested for or has charges pending for a sex offense should be kept from serving vulnerable persons until the criminal investigation has been completed and found not guilty. A similar protocol should pertain to those with charges for lesser sex offenses and/or those sex offenses settled through deferred adjudication, where/when records can be sealed or expunged.

- **Professional:** According to the state of Texas, a professional is any person licensed by the state or who works in a facility operated by the state who has direct contact with children in the course of their job. Clergy and staff in this policy are considered professionals.
Some examples are: doctors, nurses, medical aides and other health care workers, principals, teachers, aides and school personnel, coaches, child care staff, program staff serving children and youth, counselors, therapists, social workers, attorneys and law enforcement officers, clergy and church staff.
- **Mandatory Reporter:** According to the state of Texas, any person who has reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect by any person.

Regarding Abuse/ Misconduct:

- **Abuse:** any act or omission that endangers, injures, or impairs a person's physical, mental, emotional, or spiritual health; whether threatened or inflicted, intentional or due to negligence; adult to adult, adult to protected person, or protected person to protected person, protected person to adult.

Regarding Supervision

- **Two Worker Rule:** At any given time, there are two currently certified, unrelated adult Workers.
- **Conference Safety Committee:** This committee includes the Director of Child and Youth Empowerment, and representatives from across the conference including representation of children, youth, camping, and parents as selected by the Board of Trustees.

WORKER SCREENING AND TRAINING REQUIREMENTS

Careful screening of applicants is one way to prevent abuse. Screening calls for a careful gathering and review of information in search of those who can provide safe and caring supervision in a safe environment.

- **Church to Church and Church to Conference Workers**
 - A Worker who has been screened and trained through an HTC church can have their certification recognized for conference and district events if their church certifies to the HTC in writing that the Worker has completed and maintained all requirements. The Church-to-Church compliance form must be used for this purpose.
- **Application Requirements**
 - Applicant must have been an active participant for at least six months in an HTC church before serving in any area involving Protected Persons as a volunteer. Employees are exempt from this provision.
 - Applicant must sign a consent for background and reference checks.
 - Applicant must sign a statement as to whether or not they have ever been accused of, participated in, or been convicted of sexual misconduct.
- **Screening Requirements**
 - Multi-jurisdictional searches and sex offender background checks must be conducted on all employees and volunteers who work with Protected Persons. Workers who may drive Protected Persons should also have a motor vehicle records report.
 - A minimum of two references must be contacted for previous places served or worked. Emails and notes should be kept on file.
 - Persons with a criminal history of any of the following types of offenses shall not be allowed to serve in any ministry with Protected Persons:
 - Child abuse, whether physical, emotional, sexual, or neglectful
 - Violent offenses, including murder, rape, assault, domestic violence, etc.
 - A drug-related conviction within the five years immediately prior to application.

- Persons having a criminal history of DUI or DWI conviction within the ten years immediately prior to application shall not be allowed to act as a driver.
 - Deferred adjudications regarding any of the above.
- **Training Requirements**
 - Applicant must complete the MinistrySafe Sexual Abuse Awareness Training (live or online) or a Horizon Texas Conference approved alternative which should address the following:
 - The definition and recognition of child abuse
 - HTC policy and procedures on child abuse and the reasons for having them
 - Appropriate behavior for teachers and leaders of protected persons including appropriate interpersonal boundaries
 - Characteristics of an abuser, including addressing stereotypes and false narratives of a majority of abusers being unknown to the victim, and barriers
 - The grooming process, including behaviors that are not normal or acceptable
 - Key indicators of child sexual abuse, and includes regressive behaviors and key effects on the victim
 - Why protected persons do not report, including current reporting statistics
 - Abuse reporting responsibilities and procedures, including what requires reporting to supervisors and possibly outside authorities and education on the state requirement to report reasonable suspicion
 - Applicants must read the abuse prevention policy and receive training on procedures. The applicant must sign a statement that they have read the policy, received appropriate training, and agree to adhere to the policy.
- **Requirements to Maintain Certification**
 - Each year, Workers must review the abuse prevention policy, and sign a statement that they have read the policy, received appropriate training, and agreed to adhere to the policy
 - Background checks must be renewed every two years.
 - Workers must renew MinistrySafe Sexual Abuse Awareness Training (live or online) every two years.

SAFETY COMMITTEE

Safety committee

Recognizing the importance of providing and maintaining a safe environment for Protected Persons, the HTC trustees will appoint and maintain a Safety Committee, which will meet once each quarter.

Mission Statement

The purpose of the Safety Committee is to enable the HTC to carry out appropriate ministry activities while safeguarding program participants against emotional, physical or sexual abuse.

Composition

The HTC trustees will determine the composition of the Safety Committee. Attention should be given to include those from a diversity of ministry contexts and experiences.

Meetings

Meetings will be chaired by the Safety System Administrator (SSA) or another committee designee. Meetings of the Safety Committee will be held on a quarterly basis to discuss risk management practices and updates. The Safety Committee will also meet on an emergency basis upon the recommendation of a member or following the report of any incident or allegation.

Responsibilities

The Safety Committee will be charged with the following duties:

1. Applying existing policies and procedures related to the safety of Protected Persons and risk management issues.
2. Monitoring all ministries with Protected Persons for ongoing compliance with safety policies.
3. Making recommendations to the HTC trustees regarding safety issues.

PROCEDURES AND COMPLIANCE

Supervision Basics, Including Ratios

The HTC is committed to providing adequate supervision in ministries with Protected Persons.

- **Unrelated adults** - meaning more than one separation of family ties, therefore cannot be spouses, parent and child, or siblings

Ratios: Any required State of Texas childcare minimum standards must be followed. The chart below shows the minimum number of workers and the pattern required for care and supervision

Workers	Infants	Toddlers	Preschool	Elementary	Youth
2	5	8	10	15	30
3	7	12	15	22	45
4	10	16	20	30	60
5	12	20	25	37	75

Supervision of Protected Persons

Requirements:

- Two unrelated Workers must always be present and actively monitoring any rooms or areas with Protected Persons
- There should be two Workers per:
 - Every five infants (0-1 year)
 - Every eight toddlers (1-3 years)
 - Every 10 preschoolers (3-5 years)
 - Every 15 elementary school students (5-11 years)
 - Every 30 youth (12-18 years)
- For nursery care, at least one Worker should be present who is trained and certified in First Aid and CPR.
- Unauthorized visitors will not be allowed to remain at the event.

Whenever necessary:

- Any one-to-one mentoring or consulting shall be conducted in sight of another Worker.
- For youth (6th-12th): Understanding that there is safety in numbers, one Worker can be in contact with multiple youth so long as they are in line-of-sight of other Worker(s).
- Primary youth event leaders must be at least five years older than the oldest Protected Person being served, and all additional youth Workers must be one year post-high school or equivalent and five years older than the oldest Protected Person under their direct supervision.
- For groups larger than the ratio above students, a minimum of three unrelated Workers will supervise at the standard in the chart above.

Building Safety

The Event Leader must ensure that any area designated for ministries with Protected Persons is monitored during programming or classes. This will include unobserved monitoring of Workers and Protected Persons.

- After every programming event, Workers must ensure every room and restroom is checked prior to leaving.
- No Protected Person will ever be left unattended or unsupervised.
- Workers are prohibited from being alone with an individual Protected Person in any room or building. In the event a Worker finds himself/herself alone with a single Protected Person, that individual will take the Protected Person to a room or building occupied by others, or to a location easily observed by others

Examples: a Protected Person is the last to be picked up by a parent, move to an adjoining room where other workers are present. In the case of a Protected Person wishing individual conversation or counsel with a Worker, move to an adjoining room where other Workers are present.

- Workers are to circulate, watching Protected Persons, giving particular attention to the areas that are not easily seen from all viewpoints (Examples: under slides, in corners, behind structures, empty classrooms)
- Any two Protected Persons together in an unseen or less easily viewed area should be redirected to another, more open, area.

Restroom and Showering

Adult Restroom

Due to the nature and required privacy for adults to maintain the appropriate boundaries, it is highly recommended to have a restroom reserved as adults only for the term of the event. It is recommended to have clear signage for all Protected Persons and ways of notifying adults of the location.

Nursery children

Because nursery children may require complete assistance with their bathroom activities, all Workers will observe the following policies:

- Diapering
- Changing of diapers should be done in plain sight of another Worker.
- Children will never be left unattended on changing tables.
- Children should be re-diapered and re-clothed immediately upon the completion of changing their soiled diaper.
- Any special needs child, youth or vulnerable adult (over the age of 4 years) should be changed by the child's parent or legal guardian.
- Toilet training
- When young children are utilizing the bathroom, the door will be left partially open.
- Young children will never be left unmonitored in bathrooms.
- If a Worker must enter a single-use restroom or stall to assist a child, the door should remain open.
- Any assistance with the straightening or fastening of garments should be done in the presence of another Worker.

Elementary-age children

Elementary-age children may be accompanied to the restroom for supervision and assistance when needed. However, children should receive the minimum amount of assistance needed based upon their individual capabilities.

- A Worker should never be unmonitored with a child in the restroom.
- If a Worker must go into the restroom to check on an individual child, he or she should seek out another Worker to accompany him/her.
- If another Worker is not available to accompany, he/she should go to the exterior restroom door, knock, and ask if the child needs assistance. If the child requires assistance, the worker should leave the exterior bathroom door open when entering the bathroom area and try to

verbally assist the child in completing their activities, while the child remains behind the door of the bathroom stall.

- Any assistance with the straightening or fastening of garments should be done in the presence of another Worker.
- In public contexts, the "rule of three" - one Worker and at least two Protected Persons should be followed when going to the restroom.
- Be aware if a student repeatedly leaves to use the restroom and stays there for unusual periods of time. Report unusual behavior to a supervisor.

Showering

- Workers must shower separately (either at a different time or different location) from Protected Persons.
- When Protected Persons shower, a Worker should stand within earshot to assist, as needed.
- If the child requires assistance in the shower, the Worker should stand in the open doorway and try to verbally assist the child in completing their activities, while the child remains behind the door of the stall.
It is recommended that a second Worker be within line of sight at all times. It is also recommended that anytime safety is compromised in a situation like the one above or other times, please document with the designated leader(s) of your event.
- Any assistance with the straightening or fastening of garments should be done in the presence of another Worker.

Discipline Process

It is policy that Workers are prohibited from using physical discipline in any manner to manage the behavioral needs of Protected Persons. No form of physical discipline is acceptable. This prohibition includes spanking, slapping, pinching, hitting, or any other physical force as retaliation or correction for inappropriate behaviors by Protected Persons. Uncontrollable or unusual behavior should be reported immediately to parents/guardians and the Event Leader. Therefore, Event Leaders and Workers must always have contact information for each Protected Person.

For children, the following best practices are recommended:

- Children are to be disciplined using time-outs and other non-physical methods of behavior management once removed from other children.
- Verbally redirect the child before physically intervening. With younger children some physical redirection may be necessary (for example, removing a toy from the hands of a child that is hitting another).
- If the behavior does not cease, remove, or direct the child away from the group to a corner of the room where the group is meeting (avoid being alone with the child).
- Provide the child with a simple, understandable reason for the time-out, and provide the child with a clear explanation of your expectations. ("Jamie, you didn't stop hitting Chris when I asked you to, so you need to sit quietly in the blue chair for three minutes.") In addition, be verbally reassuring, as being removed from the group will likely upset the child. Do not physically hold the child in time-out.
- Provide the child with a chair to sit in or a "spot" to sit on (using a pillow, blanket, carpet square, etc.) until their time-out is complete.
- Follow the rule of thumb that a time-out is ineffective if it lasts longer than one minute for every year of the child's life (3 years old, 3 minutes).
- Monitor the child through the entire time-out without giving your undivided attention. For longer time-outs, give intermittent praise to reassure the child and keep them on task. ("Jamie, you're doing a great job of sitting quietly – just 2 more minutes.")
- Praise the child once he or she has completed the time-out and tell them that their reward is being able to rejoin the group. Remind them that repeating their initial behavior will result in further time-out. Follow this with praise.

For youth, the following best practices are recommended:

- If a youth is unruly or fails to comply with verbal warnings or instructions from Workers, that youth will be asked to leave (if not endangered by doing so), or the youth's parent/guardian will be contacted to pick up the youth. In the event of a fight or physical altercation, a Worker will verbally redirect students involved and will try to avoid physical intervention. Uncontrollable or unusual behavior should be reported immediately to parents/guardians and the Event Leader.

Illegal Substance Use

Intoxicants

Both Workers and Protected Persons are prohibited from the use, possession, or being under the influence of alcohol or any illegal drugs (including marijuana) while participating in any HTC-sponsored events, while traveling with Protected Persons, or while working with or supervising Protected Persons. Workers are responsible for monitoring Protected Persons. If a Worker encounters any alcohol or illegal drugs, the Worker must report to the Event Leader.

Tobacco Use and Vaping

HTC-sponsored events are tobacco-free. The HTC requires Workers to abstain from the use or possession of tobacco or vaping products while in the presence of Protected Persons or their parents/guardians, or during any HTC-sponsored events. If any Worker encounters a Protected Person using or in possession of tobacco or vaping products, they must report to the Event Leader.

Medication

Prescription medication will be given to a Protected Person by a Worker designated by the Event Leader with a doctor's prescription. All medication, including over-the-counter medication, must be in the original packaging, and a health information sheet must be signed by a parent or guardian. The only exceptions to this policy are diaper ointment and insect bite cream. Workers may keep their own prescription medication as long as it is kept away from all Protected Persons.

Release of Children Returning to Appropriate Adults

Release of Children

At any time that a child has been entrusted to our Workers, the HTC incurs responsibility for the safety and well-being of the child. Workers must act to ensure the appropriate supervision and safety of children in their charge. Workers are responsible for releasing children in their care only to parents, legal guardians, or other persons designated by parents or legal guardians at the close of HTC-sponsored events. It is presumed a person who drops off a child has the authority to pick up the child. In the event that Workers are uncertain of the propriety of releasing a child, they should immediately locate or contact the Event Leader before releasing the child.

Teen Drivers

Students who are licensed drivers will not be allowed to drive themselves from the event to an off-site HTC event. Occasional exceptions may be made in consultation between the Event Leader, Parents/Guardians, and student.

Sleeping Arrangements

General Requirements for all Overnight Events:

- All programmed overnights must be approved by the HTC Director of Child and Youth Empowerment and receive permission from parents.
- At least two screened, unrelated Workers (based on age-appropriate ratios) must be present for all overnight trips or events with Protected Persons.
- The Event Leader will carry signed permission slips, including permission for emergency care for each Protected Person.
- No overnights are allowed on district or conference property unless part of a ministry-sponsored event.
- No overnight between any Worker and an *unrelated* Protected Person may occur in any context. If family relationships exist wherein overnights may occur between 'family friends', these relationships must be communicated to a ministry supervisor.

- For any overnight event, the Event Leader will provide the parents/guardians with safety plan information (activity, travel, location, other groups present) before the event.
- Appropriate sleeping attire must be worn.
- There is *never* an appropriate time when *one* Worker should room with an unrelated Protected Person.

Additional considerations for dormitory or large room-style housing settings:

Requirements:

- As long as Protected Persons are awake, at least one Worker must also be awake and monitoring.
- "One-person-to-a-bag or blanket" rule. All Workers and Protected Persons will use single sleeping bags and/or blankets.

Whenever Possible:

- There should be at least one Worker of each gender identity represented among the youth participants. Care and attention should be given to the unique gender makeup of the group.
- At events where one gender identity is present, at least one of the Workers should be of the same gender identity as the Protected Persons present.
- At least two Workers should sleep in the same room as the full group of Protected Persons. They should choose spaces near doors, windows, or other entrances and exits. It is best for Workers not to congregate together but to be spread out throughout the room to be an established presence. However, the Worker's sleeping area should be a five-foot distance from the sleeping areas of the protected persons.

Additional considerations for hotel-style housing settings:

Requirements:

- All Workers will be in separate keyed rooms from Protected Persons.
- Workers will make random monitoring hall trips.
- One Protected Person per bed.

Whenever Possible:

- Hotel doors should open to an interior building, not to the outside.
- All hotel rooms should be on the same floor.
- At least one Worker room before the elevator/exit for Protected Persons.
- A Worker's room should be between two Protected Persons' rooms.
- Place tape over the door opening to confirm if Protected Persons have exited their rooms outside of expected hours.

Additional considerations for all gender sleeping arrangements:

Requirements:

- If possible, offer selection for parents to choose between the "cabin" that corresponds to the camper's gender, or select "all gender."
- Parents should be informed in advance of booking the trip if all gender sleeping will be possible.
- Protected Persons will sleep 5+ feet away from each other.
- Workers will sleep 10+ feet away from Protected Persons.

Additional considerations for personal home housing settings:

Requirements:

- Hosts of the home will be screened, even if they will not attend the overnight event.

Whenever Possible:

- Hosts of the home should sign a covenant regarding the safety of protected persons. This should include information regarding medications, drug paraphernalia, guns, alcohol storage, and pool access and safety.

Social Media and Digital Contact Post HTC Events

The HTC strongly recommends that these social media and digital communications practices are implemented in ways that best fit the HTC's ministry context.

Seeking to provide a safe environment for Protected Persons, it shall be within the scope of our ministry to educate parents/guardians, youth, and children on the safe use of social media platforms. It is recommended that parents/guardians always monitor their child's/student's social media interactions.

In today's digital age, the omnipresence of images on the internet raises critical considerations regarding privacy, consent, and long-term consequences, particularly for Protected Persons. Once an image is uploaded, it can propagate endlessly across various online platforms, often beyond the control of the individual who uploaded it. This perpetual visibility underscores the urgency of implementing robust safeguards to protect the privacy and dignity of Protected Persons, ensuring that their images are not exploited or used inappropriately. As responsible stewards of online content, it is imperative for individuals, organizations, and internet platforms to prioritize respect for privacy, obtain informed consent before sharing images, and empower minors with the tools and knowledge to navigate the digital landscape safely and securely.

For HTC events, a photography/videography release form for parent/guardian consent shall be part of the registration paperwork. HTC events shall also designate representatives to photograph and/or video during the event.

To the best of the HTC's ability:

1. Workers and any adults shall NOT use social media of any type to share photographs or video of Protected Persons anywhere on the internet except with specific written permission by 1) the HTC or designated media representatives; and 2) the parents/guardians of the Protected Persons.
2. Workers and any adults shall NOT post personal or identifying information of Protected Persons, with or without photos or videos, anywhere on the internet without specific written permission by 1) the HTC; and 2) the parents/guardians of the Protected Persons.
For example, pictures of Protected Persons will not have names posted or have parents "tagged." If a testimony of a Protected Person is used, source it as a camper or youth of XYZ camp or event name.
3. Workers and any adults shall NOT ask a Protected Person to be a "friend" using any type of social media, such as Facebook or others mentioned above. If a worker receives a "friend" request from a Protected Person, confirm that it is with the knowledge and permission of their parents/guardians. Keep conversations out of direct messages since this creates a one-on-one environment.
4. Workers and any adults shall NOT ignore or fail to act upon any material that raises suspicion that a Protected Person has been or will be abused/neglected/exploited. The Event Leader should be contacted immediately in compliance with Texas law and this policy. If the suspicion is determined after the event, any adults shall contact the chair of the HTC's Safety Committee.
5. Workers and any adults shall NOT use email, texting, phone calls, or other social media to communicate with Protected Persons in inappropriate ways. Inappropriate communication may involve, but is not limited to, discussions of a sexual nature, sexting, sharing inappropriate pictures (including but not limited to memes, pictures, GIFs, etc.), manipulation, harassment, intimidation, or grooming issues. Prolonged private discussions between an adult and a Protected Person are also inappropriate, much like it is inappropriate for a face-to-face discussion of this type to take place with no additional supervision. Therefore, direct digital conversations should be in group chats or group messaging. Conversations through social media should always be conducted by means that can be recoverable (e.g., email, text message, voicemail, Facebook). It is always strongly recommended that parents/guardians be aware of communication that exists between their child and any adult.
6. To the best of the conference's ability, special care should be used to protect the identity and images of foster children or children protected under a court order.

Transportation

Workers may, from time to time, be in a position to provide transportation for Protected Persons. The following requirements must be strictly observed when transporting Protected Persons to and from events:

- Drivers must have the proper training for volunteering and a background check that includes a motor vehicle record search. These documents should remain on file and up to date per HTC and insurance policy requirements.
- Drivers must have a valid driver's license for the vehicle being operated. For example, a commercial driver's license is required to drive a HTC bus with a certain number of seats. A copy of the driver's license should be on file in the HTC office.
- When a Protected Person is transported in any vehicle, the driver must be either the Protected Person's parent/guardian or a Worker.
- Drivers must meet the age and other requirements of the HTC insurance regulations.
- Protected Persons should be transported directly to their destination. Unauthorized stops in a non-public place must be avoided.
- Avoid transportation circumstances that leave only one Protected Person in transport.
- Avoid physical contact with Protected Persons while in vehicles.
- Absent an emergency, drivers may not use cell phones while transporting Protected Persons (other than navigation applications for directions). In an emergency, stop the vehicle to use the cell phone unless a stop cannot safely occur. Texting or other cell phone use is strictly prohibited while driving.
- In transportation, the **TWO-WORKER RULE** or **RULE OF THREE** must be followed.
- Never instruct a student to drive other students to a ministry event.
- Transport only the number of Protected Persons for whom you have seatbelts.
- Seatbelts must be worn at all times while in the vehicle.

When necessary

- Drivers should receive training for any HTC-owned vehicle being operated.
- Youth who drive their own vehicles should be reminded regularly of the importance of vehicle safety.
- Any use of a ride-share service should be scheduled by a parent or guardian and drop-off/pickup confirmed by the parent/guardian with the Event Leader.
- Vehicles used should be properly maintained and receive proper safety inspections.
- Emergency Procedures should be in place in the event that assistance is required while transporting Protected Persons.
- A protocol should be established for reporting and documenting any incidents or accidents that occur during transportation, including whom to notify and how to document the event.
- Care should be taken to make sure that accessibility is considered for transporting individuals who may need special accommodations.

REPORTING OF INCIDENTS/ABUSE

1. When a Worker suspects that abuse or any suspected violation of the Texas Penal Code is taking or has taken place, they must call 911 and report the abuse to the appropriate local law enforcement agency and/or the **Department of Protective and Regulatory Services (800-252-5400)**.
 - The Worker must contact the Event Leader immediately and cooperate fully with the investigation conducted by law enforcement officials or child protective services.
 - Texas Department of Family and Protective Services: 1-800-252-5400
www.dfps.state.tx.us/Contact_Us/report_abuse.asp
 - National Sexual Assault Hotline: 1-800-656-4673
2. If sexual assault, consider going to a Sexual Assault Nurse Examiner (SANE).
3. Address any needs the Protected Person may have, medical or otherwise.

4. Report to the Event Leader and the HTC Director of Youth and Children Empowerment.
5. Report to the parent(s) and/or legal guardians(s).
6. The person suspected of abuse (respondent) shall, if present, for the safety and well-being of the Protected Person(s), be removed with dignity from further contact with the Protected Person(s) until an appropriate investigation has taken place. The matter shall remain confidential. If the Event Leader is the respondent, then the report should be made to that person's supervisor.
7. Following the report of an incident, the Event Leader or supervisor shall speak with the alleged victim and document the report.
8. All such conversations shall be documented. Careful and confidential documentation is essential. The documentation should include the following:
 - The name of the Worker observing or receiving the disclosure of abuse, including the date, time, and place and any action taken by this person.
 - The alleged victim's name, age, and date of birth.
 - Any statement made by the alleged victim.
 - Name of the person suspected of abuse (respondent), the date, time, and place of any conversation, or any statement made by the person suspected of abuse (respondent).
 - Any action taken, i.e. suspension of the respondent.
 - The date and time of any call to the appropriate agency, name of worker spoken to, content of that conversation, and case number assigned.
 - The date and time of any call to a law enforcement agency, the name of the officer spoken to, and the content of that conversation.
9. Date and time of any other contacts made regarding this incident. Notify the HTC leadership and pertinent authorities immediately.
10. It shall be the goal to provide supportive care to both the victim and the respondent and to restore such persons to wholeness. Supportive care can include the procedures of the criminal justice system, provisions of the current *Book of Discipline of the United Methodist Church*, appropriate counseling referrals, and continued pastoral visitation.
11. Confirmed reports of conviction of abuse shall be retained by the HTC and shared with the Horizon Texas Conference Oversight Committee, or similar program, and file for future screening purposes.

Reporting Suspicious or Inappropriate Behaviors

The HTC is committed to providing a safe, secure environment for Protected Persons and their families. To this end, any report of inappropriate behaviors or suspicions of abuse will be taken seriously and will be reported, in accordance with this policy and state law, to the HTC's Safety Team and the Police Department, Child Protective Services, or other appropriate agencies.

An element of the safe environment referenced above includes the fostering of a culture of reporting relevant information to the HTC Director of Youth and Children Empowerment, a supervisor or a member of the HTC's Safety Team. Because sexual abusers 'groom' children for abuse, it is possible a Worker may witness behavior intended to 'groom' a Protected Person for sexual abuse. Workers are asked to report 'grooming' behavior, any policy violations, or any suspicious behaviors to the HTC Director of Youth and Children Empowerment, the Event Leader or a member of our Safety Team.

Reporting Policy Violations

In order to maintain a safe environment for Protected Persons, Workers must be aware of their individual responsibility to report any questionable circumstance, observation, act, omission, or situation that is a violation of these policies. All questions or concerns related to inappropriate, suspicious, or suspected grooming behavior should be directed to the HTC Director of Youth and Children Empowerment, an immediate Event Leader of the sponsored event or the Safety Team.

Consequences of Violation

Any person accused of committing a prohibited act or any act considered by the HTC to be harmful to a Protected Person will be immediately suspended from participation in HTC-sponsored events. This suspension will continue during any investigation by law enforcement or Child Protective agencies.

Any person found to have committed a prohibited act should be prohibited from future participation as a Worker in all activities and programming that involves Protected Persons at an HTC-sponsored event. If the person is a staff member or employee, such conduct may also result in termination of employment from the HTC.

Failure to report a prohibited act to the designated person is a violation of this policy and grounds for termination of employment of a staff member or employee. Volunteers who fail to report a prohibited act may be restricted from participation in any activities involving Protected Persons at HTC-sponsored events.

Reporting Suspicions of Abuse to Law Enforcement Agencies

Under Texas law (Texas Family Code — Chapter 261), all adults are required to report suspicions of child abuse or neglect to the appropriate authorities. It is not the job of the worker to try and investigate suspicions or allegations. Suspicions and information regarding child abuse/neglect shall immediately be turned over to the proper authorities to investigate. This responsibility is not discharged until the matter is actually reported. Accordingly, all workers of the HTC are required to report suspicions of child abuse or neglect. This also applies to situations where a Worker hears second-hand information from another child, youth, or adult.

A Worker must report to an immediate supervisor or the HTC Director of Youth and Children Empowerment and may allow supervisory personnel to make the appropriate report to law enforcement agencies on his or her behalf. In no way is any provision in this policy meant to discourage any Worker from personally reporting a suspicion of abuse or neglect to the appropriate law enforcement agencies. If the matter is communicated to a supervisor, it remains the underlying Worker's responsibility to ensure the matter is reported to the appropriate authority.

Workers at HTC-sponsored events are required to report any inappropriate behavior or policy violation to the HTC Director of Youth and Children Empowerment, the immediate supervisor of the area, the Event Leader, or a member of the Safety Team. These are behaviors that do not necessarily rise to the level of suspicion of abuse or neglect but DO constitute behaviors that should be communicated to leadership.

Licensed Professionals

Different obligations may exist if the worker is a 'professional'. Under Texas law, a professional who has cause to believe that a child has been or may be abused or neglected must make a report no later than 48 hours after the professional first suspects that the child has been or may be abused or neglected and may not delegate to or rely on another person to make the report. Under Texas law, a "professional" includes any individual who is licensed or certified by the state. Also included are workers who, in the normal course of his or her duties in a program or facility for which licensure is required and has direct contact with children. Professionals include:

- Teachers or daycare employees
- Nurses, doctors, or employees of a clinic or health-care facility that provides reproductive services
- Juvenile probation officers or juvenile detention or correctional officers

Supervisor Response

Workers — whether or not a professional — are required to verbally report an incident to supervisory staff as soon as possible after the incident. After receiving a report from a worker in a ministry with Protected Persons, the Event Leader will speak with the person or volunteer to whom the Protected Person spoke in order to get detailed information about the entire conversation. The HTC Director of Youth and Children Empowerment will be notified as soon as reasonably possible.

If appropriate, the HTC Director of Youth and Children Empowerment or the Event Leader will inform the appropriate law enforcement agencies or Child Protective Services. The HTC's Safety Team will take appropriate action on behalf of the HTC when a report of abuse occurs.

COMMUNICATION POLICY ON MEDIA COVERAGE OF INCIDENTS INVOLVING PROTECTED PERSONS

Do not give out any information; simply state that all inquiries will be answered through the Office of the Bishop.

Media Relations Protocol

The Bishop, Conference Chancellor and Assistant to the Bishop shall be informed of all investigations or allegations of abuse. If investigations or allegations of abuse should come to the attention of the media, a response shall come from the Office of the Bishop.

The primary objective of this communication policy is to ensure the protection, privacy and well-being of Protected Persons involved in incidents, while also maintaining transparency and accountability to the public.

Guiding Principles

- The welfare and privacy of Protected Persons involved in incidents takes precedence over media coverage considerations.
- Respect the privacy rights of Protected Persons and their families, including avoiding the disclosure of identifying information unless consent is obtained or it is deemed necessary for public safety.
- Provide accurate and timely information to the media while being transparent about limitations imposed by legal, ethical and safety considerations.
- Communicate with empathy and sensitivity towards Protected Persons and their families, recognizing the potential psychological impact of media coverage on them.
- Ensure compliance with relevant laws, regulations and industry standards regarding the protection of Protected Persons and the dissemination of information.

Recommendations for response include but not limited to:

- Designate a spokesperson or communications team responsible for interacting with the media regarding incidents involving Protected Persons.
- Initial response should also come from the Office of the Bishop and emphasize the protection of the Protected Persons involved and the ongoing investigation, if applicable.
- Interviews and statements should only be conducted with the consent of the Bishop's office and the Protected Person's legal guardians, prioritizing the well-being and best interest for the Protected Person.
- Manage media access to the Protected Persons in a manner that minimizes disruption and potential harm, considering factors such as age, emotional state and legal considerations.

Recommended content guidelines includes but not limited to:

- Refrain from sensationalizing incidents involving Protected Persons, and exercise caution in selecting language and visuals to minimize distress to affected individuals.
- Conceal or blur the faces, voices and other identifying features of Protected Persons in media coverage, unless authorized by their legal guardians or required by law enforcement.
- Include educational messages or resources in media coverage to raise awareness about adult or child protection issues and support services available to Protected Persons and their families.

- Monitor and moderate social media platforms to prevent the spread of misinformation or harmful content related to incidents involving Protected Persons.
- Cooperate with external oversight bodies, such as regulatory agencies, adult or child protection authorities, to ensure compliance with legal and ethical standards in media coverage of incidents involving Protected Persons.

Education and Training

It is recommended that the Horizon Texas Conference provide training and educational resources to staff involved in media relations to ensure compliance with this policy and promote best practices in communicating about incidents involving Protected Persons. It is recommended that the Horizon Texas Conference hold individuals and organizations accountable for adhering to this communication policy. It is also recommended that each local church of the Horizon Texas Conference adopts this communication policy and expands it as needed to better serve and protect their ministry context. This communication policy aims to strike a balance between the public's right to information and the protection of Protected Persons' rights and well-being. By following these guidelines, we can fulfill our responsibilities to both the community and the individuals involved in sensitive incidents.

STATEMENT OF ACKNOWLEDGEMENT AND AGREEMENT

I have received and read a copy of these Policies and Procedures and understand the importance of the material. I agree to abide by these policies and procedures while serving or working at the HTC.

I understand the policies and procedures may be modified, amended, revised, or eliminated by the HTC. Any changes will be made public.

I understand I may choose to end my employment or voluntary service at any time. (If possible, I will provide two weeks' notice to my supervisor).

I acknowledge and understand that these policies and procedures in no way express or imply a contractual employment relationship between me and the HTC. If applying as a volunteer, I acknowledge and agree that I will receive no monetary compensation for hours worked.

I understand it is my responsibility to review new policies and procedures which may be created and distributed as well as policies and procedures that are changed or deleted.

I acknowledge receipt of these policies and procedures.

Worker's Name (Please Print)

Worker's Signature

Date: _____

ABUSE PREVENTION POLICY, LOCAL CHURCH

[Passed by vote of the Unifying Conference on September 28, 2024]

**Horizon Texas Annual Conference
of The United Methodist Church**

**Local Church
Children, Youth and Vulnerable Persons
Abuse Prevention and Protection Policy**

2025

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INTRODUCTION

Dear Volunteer or Staff Member,

At our church, we take our responsibility to care for children, youth, and vulnerable adults very seriously. These policies and procedures are intended to facilitate a safe and nurturing environment in which children, youth, and vulnerable adults can grow in relationship with Jesus Christ. Our goal is to protect them, you, and the mission of this church. Consequently, this church will strictly enforce these policies and procedures. After you have carefully read this policy manual, please sign and return the agreement form near the end.

PURPOSE, OBJECTIVE AND SCOPE

Purpose

Our calling and mandate is to ensure a safe haven for all of God's people.

Throughout the gospels, Jesus taught about providing a peaceable kingdom for all of God's people, including our most precious gifts, our children, and youth (Matthew 5:9, Luke 18:15-17). The peaceable kingdom begins with sanctuary. Scriptures provide examples of how sanctuary is to be a community of protective nurture and harmony (Psalms 20:1-2, 27:4-5).

As Christians, we are called to create a protective environment in our ministries. They must be holy, safe and protective communities for all of God's children, regardless of age or ability. The purpose of this policy is to address the communal responsibility of our children, youth, and vulnerable persons at all local churches, and at all district or annual conference sponsored events.

Objective

This church recognizes the need to have a formal, written policy with procedures in place in order to:

- help prevent the opportunity for the occurrence and/or the appearance of abuse of children, youth, and vulnerable persons
- help provide safeguards for workers from false accusations and/or suspicions
- hold accountable all those who minister in the name of Jesus Christ.

The following policies and procedures are intended to protect our children, youth, vulnerable persons, workers, employees, volunteers and the entire church body. Careful and confidential documentation is essential to show compliance with policies, to verify information as needed, and to have an accurate record in the case of an incident.

Policy Scope

This policy and its provisions shall apply to all workers, including all paid and unpaid persons, whether lay or clergy who have any direct or indirect contact with children, youth, and other vulnerable/protected persons who participate in any activities or events sponsored by this church.

This policy shall apply to all church activities. A local congregation may strengthen the Horizon Texas Conference policy but may not alter the minimum standards established by the Horizon Texas Conference or those standards mandated by the State of Texas' licensures. It is required that a review of this policy be conducted with all leaders prior to each event involving children, students, and vulnerable adults by the Safety System Administrator or Event Leader.

DEFINITIONS AND TERMS

Regarding Individuals/Persons:

- **Protected Persons:** all children, youth, and vulnerable adults participating in, and served by, programs and activities of this church.
- **Minor:** In the state of Texas, any person under 18 years of age and has never been married or declared an adult by a court.
- **Vulnerable Adult:** Any person 18 years or older who is in need of special care, support, or protection due to diminished physical, mental, or emotional capacities that increase the risk of maltreatment or abuse.
- **Adult:** anyone over 18 years of age and/or declared adult by a court.
- **Worker:** Any individual aged 18 years or older, whether paid or unpaid, who is involved in the leadership, supervision, or management of an event, program, or ministry that involves Protected Persons. All Workers must have completed the Abuse Prevention Certification process and remain current.
- **Event Leader:** Primary organizer and contact for any event or gathering
- **Safety System Administrator (SSA):** when used herein, refers to the person/s who is responsible for administering the Abuse Prevention system within the church.
- **Registered or Reported Sex Offender:** (UMC definition from GCSRW)- Someone who has admitted guilt to a sex offense or guilt has been proven. Sex Offender- In the state of Texas: An individual who has been convicted or adjudicated of a sexual offense as outlined in the Texas Penal Code and includes a wide range of offenses, from rape and sexual assault to possession of child sex-abuse material/child pornography. It extends beyond those incarcerated and includes individuals released on probation or parole.

Note: For church programming purposes, someone who has been arrested for or has charges pending for a sex offense should be kept from serving vulnerable persons until the criminal investigation has been completed and found not guilty. A similar protocol should pertain to those with charges for lesser sex offenses and/or those sex offenses settled through deferred adjudication, where/when records can be sealed or expunged.

- **Professional:** According to the state of Texas, a professional is any person licensed by the state or who works in a facility operated by the state who has direct contact with children in the course of their job. Clergy and staff in this policy are considered professionals.

Some examples are: doctors, nurses, medical aides and other health care workers, principals, teachers, aides and school personnel, coaches, child care staff, program staff serving children and youth, counselors, therapists, social workers, attorneys and law enforcement officers, clergy and church staff.

- **Mandatory Reporter:** According to the state of Texas, any person who has reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect by any person.

Regarding Abuse/ Misconduct:

- **Abuse:** any act or omission that endangers, injures, or impairs a person's physical, mental, emotional, or spiritual health; whether threatened or inflicted, intentional or due to negligence; adult to adult, adult to protected person, or protected person to protected person, protected person to adult.

Regarding Supervision

- **Two Worker Rule:** At any given time, there are two currently certified, unrelated adult Workers.
- **Safety Committee:** A Committee including the senior pastor, Safety System Administrator, and at least three other non-related adults who help guide and interpret the Abuse Prevention program in the church

WORKER SCREENING AND TRAINING REQUIREMENTS

Careful screening of applicants is one way to prevent abuse. Screening calls for a careful gathering and review of information in search of those who can provide safe and caring supervision in a safe environment. It is the Safety Systems Administrator (SSA) primary work to maintain files for each potential worker or worker and for the SSA or team to review.

- **Application Requirements**
 - Applicant must have been an active participant for at least six months in the church before serving in any area involving Protected Persons as a volunteer. Employees are exempt from this provision.
 - Applicant must sign a consent for background and reference checks.
 - Applicant must sign a statement as to whether or not they have ever been accused of, participated in, or been convicted of sexual misconduct.
- **Screening Requirements**
 - Multi-jurisdictional searches and sex offender background checks must be conducted on all employees and volunteers who work with Protected Persons. Workers who may drive Protected Persons should also have a motor vehicle records report.
 - A minimum of two references must be contacted for previous places served or worked. Emails and notes should be kept on file.
 - Persons with a criminal history of any of the following types of offenses shall not be allowed to serve in any ministry with Protected Persons:
 - Child abuse, whether physical, emotional, sexual, or neglectful
 - Violent offenses, including murder, rape, assault, domestic violence, etc.
 - A drug-related conviction within the five years immediately prior to application.
 - Persons having a criminal history of DUI or DWI conviction within the ten years immediately prior to application shall not be allowed to act as a driver.
 - Deferred adjudications regarding any of the above.
- **Training Requirements**
- Applicant must complete the MinistrySafe Sexual Abuse Awareness Training (live or online) or a Horizon Texas Conference approved alternative which should address the following:
 - The definition and recognition of child abuse
 - Church policy and procedures on child abuse and the reasons for having them
 - Appropriate behavior for teachers and leaders of protected persons including appropriate interpersonal boundaries
 - Characteristics of an abuser, including addressing stereotypes and false narratives of a majority of abusers being unknown to the victim, and barriers
 - The grooming process, including behaviors that are not normal or acceptable

- Key indicators of child sexual abuse, and includes regressive behaviors and key effects on the victim
- Why protected persons do not report, including current reporting statistics
- Abuse reporting responsibilities and procedures, including what requires reporting to supervisors and possibly outside authorities and education on the state requirement to report reasonable suspicion
- Applicants must read the abuse prevention policy and receive training on procedures. The applicant must sign a statement that they have read the policy, received appropriate training, and agree to adhere to the policy.
- **Requirements to Maintain Certification**
 - Each year, Workers must review the abuse prevention policy, and sign a statement that they have read the policy, received appropriate training, and agreed to adhere to the policy
 - Background checks must be renewed every two years.
 - Workers must renew MinistrySafe Sexual Abuse Awareness Training (live or online) every two years.

SAFETY COMMITTEE

Safety committee

Recognizing the importance of providing and maintaining a safe environment for Protected Persons, our church will appoint and maintain a Safety Committee, which will meet once each quarter.

Mission Statement

The purpose of the Safety Committee is to enable our church to carry out appropriate ministry activities while safeguarding program participants against emotional, physical or sexual abuse.

Composition

The Safety Committee includes the following members*:

1. The Safety System Administrator (SSA), who may also hold one of the following titles
 2. the Senior Pastor or other clergy staff assigned by the Senior Pastor
 3. the Children's Director (staff or volunteer)
 4. the Student Ministries Director (staff or volunteer)
 5. a member of Staff Parish Relations Committee
 6. a member from the Board of Trustees
 7. other optional members that may be determined by our church leadership
- (*These positions or titles may vary depending on the structure or reporting relationships within a church body.)

Meetings

Meetings will be chaired by the Safety System Administrator (SSA) or another committee designee. Meetings of the Safety Committee will be held on a quarterly basis to discuss risk management practices and updates. The Safety Committee will also meet on an emergency basis upon the recommendation of a member or following the report of any incident or allegation.

Responsibilities

The Safety Committee will be charged with the following duties:

1. Applying existing policies and procedures related to the safety of Protected Persons and risk management issues.
2. Monitoring all ministries with Protected Persons for ongoing compliance with safety policies.
3. Making recommendations to our Church Council regarding safety issues.

PROCEDURES AND COMPLIANCE

Supervision Basics, Including Ratios

This church is committed to providing adequate supervision in ministries with Protected Persons.

- **Unrelated adults** - meaning more than one separation of family ties, therefore cannot be spouses, parent and child, or siblings

Ratios: Any required State of Texas childcare minimum standards must be followed. The chart below shows the minimum number of workers and the pattern required for care and supervision

Workers	Infants	Toddlers	Preschool	Elementary	Youth
2	5	8	10	15	30
3	7	12	15	22	45
4	10	16	20	30	60
5	12	20	25	37	75

Supervision of Protected Persons

Requirements:

- Two unrelated Workers must always be present and actively monitoring any rooms or areas with Protected Persons
- There should be two Workers per:
 - Every five infants (0-1 year)
 - Every eight toddlers (1-3 years)
 - Every 10 preschoolers (3-5 years)
 - Every 15 elementary school students (5-11 years)
 - Every 30 youth (12-18 years)
- For nursery care, at least one Worker should be present who is trained and certified in First Aid and CPR.
- Unauthorized visitors will not be allowed to remain at the event.

Whenever necessary:

- Any one-to-one mentoring or consulting shall be conducted in sight of another Worker.
- For youth (6th-12th): Understanding that there is safety in numbers, one Worker can be in contact with multiple youth so long as they are in line-of-sight of other Worker(s).
- Primary youth event leaders must be at least five years older than the oldest Protected Person being served, and all additional youth Workers must be one year post-high school or equivalent and five years older than the oldest Protected Person under their direct supervision.
- For groups larger than the ratio above students, a minimum of three unrelated Workers will supervise at the standard in the chart above.

Building Safety

The Event Leader must ensure that any area designated for ministries with Protected Persons is monitored during programming or classes. This will include unobserved monitoring of Workers and Protected Persons.

- After every programming event, Workers must ensure every room and restroom is checked prior to leaving.
- No Protected Person will ever be left unattended or unsupervised.
- Workers are prohibited from being alone with an individual Protected Person in any room or building. In the event a Worker finds himself/herself alone with a single Protected Person,

that individual will take the Protected Person to a room or building occupied by others, or to a location easily observed by others

Examples: a Protected Person is the last to be picked up by a parent, move to an adjoining room where other workers are present. In the case of a Protected Person wishing individual conversation or counsel with a Worker, move to an adjoining room where other Workers are present.

- Workers are to circulate, watching Protected Persons, giving particular attention to the areas that are not easily seen from all viewpoints (Examples: under slides, in corners, behind structures, empty classrooms)
- Any two Protected Persons together in an unseen or less easily viewed area should be redirected to another, more open, area.

Restroom and Showering

Adult Restroom

Due to the nature and required privacy for adults to maintain the appropriate boundaries, it is highly recommended to have a restroom reserved as adults only for the term of the event. It is recommended to have clear signage for all Protected Persons and ways of notifying adults of the location.

Nursery children

Because nursery children may require complete assistance with their bathroom activities, all Workers will observe the following policies:

- Diapering
- Changing of diapers should be done in plain sight of another Worker.
- Children will never be left unattended on changing tables.
- Children should be re-diapered and re-clothed immediately upon the completion of changing their soiled diaper.
- Any special needs child, youth or vulnerable adult (over the age of 4 years) should be changed by the child's parent or legal guardian.
- Toilet training
- When young children are utilizing the bathroom, the door will be left partially open.
- Young children will never be left unmonitored in bathrooms.
- If a Worker must enter a single-use restroom or stall to assist a child, the door should remain open.
- Any assistance with the straightening or fastening of garments should be done in the presence of another Worker.

Elementary-age children

Elementary-age children may be accompanied to the restroom for supervision and assistance when needed. However, children should receive the minimum amount of assistance needed based upon their individual capabilities.

- A Worker should never be unmonitored with a child in the restroom.
- If a Worker must go into the restroom to check on an individual child, he or she should seek out another Worker to accompany him/her.
- If another Worker is not available to accompany, he/she should go to the exterior restroom door, knock, and ask if the child needs assistance. If the child requires assistance, the worker should leave the exterior bathroom door open when entering the bathroom area and try to verbally assist the child in completing their activities, while the child remains behind the door of the bathroom stall.
- Any assistance with the straightening or fastening of garments should be done in the presence of another Worker.
- In public contexts, the "rule of three" - one Worker and at least two Protected Persons should be followed when going to the restroom.
- Be aware if a student repeatedly leaves to use the restroom and stays there for unusual periods of time. Report unusual behavior to a supervisor.

Showering

- Workers must shower separately (either shower at a different time in the same shower or the same time but different shower facility) from Protected Persons.
- When Protected Persons shower, a Worker should stand within earshot to assist, as needed.
- If the child requires assistance in the shower, the Worker should stand in the open doorway and try to verbally assist the child in completing their activities, while the child remains behind the door of the stall.

It is recommended that a second Worker be within line of sight at all times. It is also recommended that anytime safety is compromised in a situation like the one above or other times, please document with the designated leader(s) of your event.

- Any assistance with the straightening or fastening of garments should be done in the presence of another Worker.

Discipline Process

It is policy that Workers are prohibited from using physical discipline in any manner to manage the behavioral needs of Protected Persons. No form of physical discipline is acceptable. This prohibition includes spanking, slapping, pinching, hitting, or any other physical force as retaliation or correction for inappropriate behaviors by Protected Persons. Uncontrollable or unusual behavior should be reported immediately to parents/guardians and the Event Leader. Therefore, Event Leaders and Workers must always have contact information for each Protected Person.

For children, the following best practices are recommended:

- Children are to be disciplined using time-outs and other non-physical methods of behavior management once the child is removed from others.
- Verbally redirect the child before physically intervening. With younger children some physical redirection may be necessary (for example, removing a toy from the hands of a child that is hitting another).
- If the behavior does not cease, remove, or direct the child away from the group to a corner of the room where the group is meeting (avoid being alone with the child).
- Provide the child with a simple, understandable reason for the time-out, and provide the child with a clear explanation of your expectations. ("Jamie, you didn't stop hitting Chris when I asked you to, so you need to sit quietly in the blue chair for three minutes.") In addition, be verbally reassuring, as being removed from the group will likely upset the child. Do not physically hold the child in time-out.
- Provide the child with a chair to sit in or a "spot" to sit on (using a pillow, blanket, carpet square, etc.) until their time-out is complete.
- Follow the rule of thumb that a time-out is ineffective if it lasts longer than one minute for every year of the child's life (3 years old, 3 minutes).
- Monitor the child through the entire time-out without giving your undivided attention. For longer time-outs, give intermittent praise to reassure the child and keep them on task. ("Jamie, you're doing a great job of sitting quietly – just 2 more minutes.")
- Praise the child once he or she has completed the time-out and tell them that their reward is being able to rejoin the group. Remind them that repeating their initial behavior will result in further time-out. Follow this with praise.

For youth, the following best practices are recommended:

- If a youth is unruly or fails to comply with verbal warnings or instructions from Workers, that youth will be asked to leave (if not endangered by doing so), or the youth's parent/guardian will be contacted to pick up the youth. In the event of a fight or physical altercation, a Worker will verbally redirect students involved and will try to avoid physical intervention. Uncontrollable or unusual behavior should be reported immediately to parents/guardians and the Event Leader.

Illegal Substance Use

Intoxicants

Both Workers and Protected Persons are prohibited from the use, possession, or being under the influence of alcohol or any illegal drugs (including marijuana) while participating in any church-sponsored events, while traveling with Protected Persons, or while working with or supervising Protected Persons. Workers are responsible for monitoring Protected Persons. If a Worker encounters any alcohol or illegal drugs, the Worker must report to the Event Leader.

Tobacco Use and Vaping

Church-sponsored events are tobacco-free. The church requires Workers to abstain from the use or possession of tobacco or vaping products while in the presence of Protected Persons or their parents/guardians, or during any church-sponsored events. If any Worker encounters a Protected Person using or in possession of tobacco or vaping products, they must report to the Event Leader.

Medication

Prescription medication will be given to a Protected Person by a Worker designated by the Event Leader with a doctor's prescription. All medication, including over-the-counter medication, must be in the original packaging, and a health information sheet must be signed by a parent or guardian. The only exceptions to this policy are diaper ointment and insect bite cream. Workers may keep their own prescription medication as long as it is kept away from all Protected Persons.

Release of Children Returning to Appropriate Adults

Release of Children

At any time that a child has been entrusted to our Workers, the church incurs responsibility for the safety and well-being of the child. Workers must act to ensure the appropriate supervision and safety of children in their charge. Workers are responsible for releasing children in their care only to parents, legal guardians, or other persons designated by parents or legal guardians at the close of church-sponsored events. It is presumed a person who drops off a child has the authority to pick up the child. In the event that Workers are uncertain of the propriety of releasing a child, they should immediately locate or contact the Event Leader before releasing the child.

Teen Drivers

Students who are licensed drivers will not be allowed to drive themselves from the church to an off-site church event. Occasional exceptions may be made in consultation between the Event Leader, Parents/Guardians, and student.

Sleeping Arrangements

General Requirements for all Overnight Events:

- All programmed overnights must be approved by a Ministry Supervisor (senior pastor, etc.) and receive permission from parents.
- At least two screened, unrelated Workers (based on age-appropriate ratios) must be present for all overnight trips or events with Protected Persons.
- The Event Leader will carry signed permission slips, including permission for emergency care for each Protected Person.
- No overnights are allowed on church property unless part of a ministry-sponsored event.
- The senior pastor or designated staff member will approve all overnight events.
- No overnight between any Worker and an *unrelated* Protected Person may occur in any context. If family relationships exist wherein overnights may occur between 'family friends', these relationships must be communicated to a ministry supervisor.
- For any overnight event, the Event Leader will provide the parents/guardians with safety plan information (activity, travel, location, other groups present) before the event.
- Appropriate sleeping attire must be worn.
- There is *never* an appropriate time when *one* Worker should room with an unrelated Protected Person.

Additional considerations for dormitory or large room-style housing settings:

Requirements:

- As long as Protected Persons are awake, at least one Worker must also be awake and monitoring.
- "One-person-to-a-bag or blanket" rule. All Workers and Protected Persons will use single sleeping bags and/or blankets.

Whenever Possible:

- There should be at least one Worker of each gender identity represented among the youth participants. Care and attention should be given to the unique gender makeup of the group.
- At events where one gender identity is present, at least one of the Workers should be of the same gender identity as the Protected Persons present.
- At least two Workers should sleep in the same room as the full group of Protected Persons. They should choose spaces near doors, windows, or other entrances and exits. It is best for Workers not to congregate together but to be spread out throughout the room to be an established presence. However, the Worker's sleeping area should be a five-foot distance from the sleeping areas of the protected persons.

Additional considerations for hotel-style housing settings:

Requirements:

- All Workers will be in separate keyed rooms from Protected Persons.
- Workers will make random monitoring hall trips.
- One Protected Person per bed.

Whenever Possible:

- Hotel doors should open to an interior building, not to the outside.
- All hotel rooms should be on the same floor.
- At least one Worker room before the elevator/exit for Protected Persons.
- A Worker's room should be between two Protected Persons' rooms.
- Place tape over the door opening to confirm if Protected Persons have exited their rooms outside of expected hours.

Additional considerations for all gender sleeping arrangements:

Requirements:

- If possible, offer selection for parents to choose between the "cabin" that corresponds to the camper's gender, or select "all gender."
- Parents should be informed in advance of booking the trip if all gender sleeping will be possible.
- Protected Persons will sleep 5+ feet away from each other.
- Workers will sleep 10+ feet away from Protected Persons.

Additional considerations for personal home housing settings:

Requirements:

- Hosts of the home will be screened, even if they will not attend the overnight event.

Whenever Possible:

- Hosts of the home should sign a covenant regarding the safety of protected persons. This should include information regarding medications, drug paraphernalia, guns, alcohol storage, and pool access and safety.

Social Media and Digital Contact Policies

The church strongly recommends that these social media and digital communications practices are implemented in ways that best fit the church's ministry context.

Seeking to provide a safe environment for Protected Persons, it shall be within the scope of our ministry to educate parents/guardians, youth, and children on the safe use of social media platforms. It is recommended that parents/guardians always monitor their child's/student's social media interactions.

In today's digital age, the omnipresence of images on the internet raises critical considerations regarding privacy, consent, and long-term consequences, particularly for Protected Persons. Once an

image is uploaded, it can propagate endlessly across various online platforms, often beyond the control of the individual who uploaded it. This perpetual visibility underscores the urgency of implementing robust safeguards to protect the privacy and dignity of Protected Persons, ensuring that their images are not exploited or used inappropriately. As responsible stewards of online content, it is imperative for individuals, organizations, and internet platforms to prioritize respect for privacy, obtain informed consent before sharing images, and empower minors with the tools and knowledge to navigate the digital landscape safely and securely.

For church events, a photography/videography release form for parent/guardian consent shall be part of the registration paperwork. Church events shall also designate representatives to photograph and/or video during the event.

To the best of the church's ability:

1. Workers and any adults shall NOT use social media of any type to share photographs or video of Protected Persons anywhere on the internet except with specific written permission by 1) the church or designated media representatives; and 2) the parents/guardians of the Protected Persons.
2. Workers and any adults shall NOT post personal or identifying information of Protected Persons, with or without photos or videos, anywhere on the internet without specific written permission by 1) the church; and 2) the parents/guardians of the Protected Persons. *For example, pictures of Protected Persons will not have names posted or have parents "tagged." If a testimony of a Protected Person is used, source it as a camper or youth of XYZ camp or event name.*
3. Workers and any adults shall NOT ask a Protected Person to be a "friend" using any type of social media, such as Facebook or others mentioned above. If a worker receives a "friend" request from a Protected Person, confirm that it is with the knowledge and permission of their parents/guardians. Keep conversations out of direct messages since this creates a one-on-one environment.
4. Workers and any adults shall NOT ignore or fail to act upon any material that raises suspicion that a Protected Person has been or will be abused/neglected/exploited. The Event Leader should be contacted immediately in compliance with Texas law and this policy. If the suspicion is determined after the event, any adults shall contact the chair of the church's Safety Committee.
5. Workers and any adults shall NOT use email, texting, phone calls, or other social media to communicate with Protected Persons in inappropriate ways. Inappropriate communication may involve, but is not limited to, discussions of a sexual nature, sexting, sharing inappropriate pictures (including but not limited to memes, pictures, GIFs, etc.), manipulation, harassment, intimidation, or grooming issues. Prolonged private discussions between an adult and a Protected Person are also inappropriate, much like it is inappropriate for a face-to-face discussion of this type to take place with no additional supervision. Therefore, direct digital conversations should be in group chats or group messaging. Conversations through social media should always be conducted by means that can be recoverable (e.g., email, text message, voicemail, Facebook). It is always strongly recommended that parents/guardians be aware of communication that exists between their child and any adult.
6. To the best of the church's ability, special care should be used to protect the identity and images of foster children or children protected under a court order.

Transportation

Workers may, from time to time, be in a position to provide transportation for Protected Persons. The following requirements must be strictly observed when transporting Protected Persons to and from events:

- Drivers must have the proper training for volunteering and a background check that includes a motor vehicle record search. These documents should remain on file and up to date per church and insurance policy requirements.

- Drivers must have a valid driver's license for the vehicle being operated. For example, a commercial driver's license is required to drive a church bus with a certain number of seats. A copy of the driver's license should be on file in the church office.
- When a Protected Person is transported in any vehicle, the driver must be either the Protected Person's parent/guardian or a Worker.
- Drivers must meet the age and other requirements of the church insurance regulations.
- Protected Persons should be transported directly to their destination. Unauthorized stops in a non-public place must be avoided.
- Avoid transportation circumstances that leave only one Protected Person in transport.
- Avoid physical contact with Protected Persons while in vehicles.
- Absent an emergency, drivers may not use cell phones while transporting Protected Persons (other than navigation applications for directions). In an emergency, stop the vehicle to use the cell phone unless a stop cannot safely occur. Texting or other cell phone use is strictly prohibited while driving.
- In transportation, the **TWO-WORKER RULE** or **RULE OF THREE** must be followed.
- Never instruct a student to drive other students to a ministry event.
- Transport only the number of Protected Persons for whom you have seatbelts.
- Seatbelts must be worn at all times while in the vehicle.

When necessary

- Drivers should receive training for any church-owned vehicle being operated.
- Youth who drive their own vehicles should be reminded regularly of the importance of vehicle safety.
- Any use of a ride-share service should be scheduled by a parent or guardian and drop-off/pickup confirmed by the parent/guardian with the Event Leader.
- Vehicles used should be properly maintained and receive proper safety inspections.
- Emergency Procedures should be in place in the event that assistance is required while transporting Protected Persons.
- A protocol should be established for reporting and documenting any incidents or accidents that occur during transportation, including whom to notify and how to document the event.
- Care should be taken to make sure that accessibility is considered for transporting individuals who may need special accommodations.

REPORTING OF INCIDENTS/ABUSE

1. When a Worker suspects that abuse or any suspected violation of the Texas Penal Code is taking or has taken place, they must call 911 and report the abuse to the appropriate local law enforcement agency and/or the **Department of Protective and Regulatory Services (800-252-5400)**.
 - The Worker must contact the Event Leader immediately and cooperate fully with the investigation conducted by law enforcement officials or child protective services.
 - Texas Department of Family and Protective Services: 1-800-252-5400
www.dfps.state.tx.us/Contact_Us/report_abuse.asp
 - National Sexual Assault Hotline: 1-800-656-4673
2. If sexual assault, consider going to a Sexual Assault Nurse Examiner (SANE).
3. Address any needs the Protected Person may have, medical or otherwise.
4. Report to the Event Leader.
5. Report to the parent(s) and/or legal guardians(s).
6. The person suspected of abuse (respondent) shall, if present, for the safety and well-being of the Protected Person(s), be removed with dignity from further contact with the Protected Person(s) until an appropriate investigation has taken place. The matter shall remain confidential. If the Event Leader is the respondent, then the report should be made to that person's supervisor.
7. Following the report of an incident, the Event Leader or supervisor shall speak with the alleged victim and document the report.

8. All such conversations shall be documented. Careful and confidential documentation is essential. The documentation should include the following:
 - The name of the Worker observing or receiving the disclosure of abuse, including the date, time, and place and any action taken by this person.
 - The alleged victim's name, age, and date of birth.
 - Any statement made by the alleged victim.
 - Name of the person suspected of abuse (respondent), the date, time, and place of any conversation, or any statement made by the person suspected of abuse (respondent).
 - Any action taken, i.e. suspension of the respondent.
 - The date and time of any call to the appropriate agency, name of worker spoken to, content of that conversation, and case number assigned.
 - The date and time of any call to a law enforcement agency, the name of the officer spoken to, and the content of that conversation.
9. Date and time of any other contacts made regarding this incident. Notify the church leadership and pertinent authorities immediately.
10. It shall be the goal to provide supportive care to both the victim and the respondent and to restore such persons to wholeness. Supportive care can include the procedures of the criminal justice system, provisions of the current *Book of Discipline of the United Methodist Church*, appropriate counseling referrals, and continued pastoral visitation.
11. Confirmed reports of conviction of abuse shall be retained by the church and shared with the Horizon Texas Conference Oversight Committee, or similar program, and file for future screening purposes.

Reporting Suspicious or Inappropriate Behaviors

The church is committed to providing a safe, secure environment for Protected Persons and their families. To this end, any report of inappropriate behaviors or suspicions of abuse will be taken seriously and will be reported, in accordance with this policy and state law, to our church's Safety Committee and the Police Department, Child Protective Services, or other appropriate agencies.

An element of the safe environment referenced above includes the fostering of a culture of reporting relevant information to a supervisor or a member of our church's Safety Committee. Because sexual abusers 'groom' children for abuse, it is possible a Worker may witness behavior intended to 'groom' a Protected Person for sexual abuse. Workers are asked to report 'grooming' behavior, any policy violations, or any suspicious behaviors to the Event Leader or a member of our Safety Committee.

Reporting Policy Violations

In order to maintain a safe environment for Protected Persons, workers must be aware of their individual responsibility to report any questionable circumstance, observation, act, omission, or situation that is a violation of these policies. All questions or concerns related to inappropriate, suspicious, or suspected grooming behavior should be directed to an immediate Event Leader of the sponsored event or the Safety Committee.

Consequences of Violation

Any person accused of committing a prohibited act or any act considered by the Church to be harmful to a Protected Person will be immediately suspended from participation in church-sponsored events. This suspension will continue during any investigation by law enforcement or Child Protective agencies.

Any person found to have committed a prohibited act should be prohibited from future participation as a Worker in all activities and programming that involves Protected Persons at a church-sponsored event. If the person is a staff member or employee, such conduct may also result in termination of employment from the church.

Failure to report a prohibited act to the designated person is a violation of this policy and grounds for termination of employment of a staff member or employee. Volunteers who fail to report a prohibited

act may be restricted from participation in any activities involving Protected Persons at church-sponsored events.

Reporting Suspicions of Abuse to Law Enforcement Agencies

Under Texas law (Texas Family Code — Chapter 261), all adults are required to report suspicions of child abuse or neglect to the appropriate authorities. It is not the job of the worker to try and investigate suspicions or allegations. Suspicions and information regarding child abuse/neglect shall immediately be turned over to the proper authorities to investigate. This responsibility is not discharged until the matter is actually reported. Accordingly, all workers of the church are required to report suspicions of child abuse or neglect. This also applies to situations where a Worker hears second-hand information from another child, youth, or adult.

A Worker must report to an immediate supervisor, ministry director, or the pastor, and may allow supervisory personnel to make the appropriate report to law enforcement agencies on his or her behalf. In no way is any provision in this policy meant to discourage any Worker from personally reporting a suspicion of abuse or neglect to the appropriate law enforcement agencies. If the matter is communicated to a supervisor, it remains the underlying Worker's responsibility to ensure the matter is reported to the appropriate authority.

Workers at church-sponsored events are required to report any inappropriate behavior or policy violation to the immediate supervisor of the area, the Event Leader, or a member of the Safety Committee. These are behaviors that do not necessarily rise to the level of suspicion of abuse or neglect but DO constitute behaviors that should be communicated to leadership.

Licensed Professionals

Different obligations may exist if the worker is a 'professional'. Under Texas law, a professional who has cause to believe that a child has been or may be abused or neglected must make a report no later than 48 hours after the professional first suspects that the child has been or may be abused or neglected and may not delegate to or rely on another person to make the report. Under Texas law, a "professional" includes any individual who is licensed or certified by the state. Also included are workers who, in the normal course of his or her duties in a program or facility for which licensure is required and has direct contact with children. Professionals include:

- Teachers or daycare employees
- Nurses, doctors, or employees of a clinic or health-care facility that provides reproductive services
- Juvenile probation officers or juvenile detention or correctional officers

Supervisor Response

Workers — whether or not a professional — are required to verbally report an incident to supervisory staff as soon as possible after the incident. After receiving a report from a worker in a ministry with Protected Persons, the Event Leader will speak with the person or volunteer to whom the Protected Person spoke in order to get detailed information about the entire conversation. The pastor will be notified as soon as reasonably possible.

If appropriate, the Event Leader will inform the appropriate law enforcement agencies or Child Protective Services. The church's Safety Committee will take appropriate action on behalf of the church when a report of abuse occurs.

STATEMENT OF ACKNOWLEDGEMENT AND AGREEMENT

I have received and read a copy of these Policies and Procedures and understand the importance of the material. I agree to abide by these policies and procedures while serving or working at this church.

I understand the policies and procedures may be modified, amended, revised, or eliminated by this church. Any changes will be made public.

I understand I may choose to end my employment or voluntary service at any time. (If possible, I will provide two weeks' notice to my supervisor).

I acknowledge and understand that these policies and procedures in no way express or imply a contractual employment relationship between me and this church. If applying as a volunteer, I acknowledge and agree that I will receive no monetary compensation for hours worked.

I understand it is my responsibility to review new policies and procedures which may be created and distributed as well as policies and procedures that are changed or deleted.

I acknowledge receipt of these policies and procedures.

Worker's Name (Please Print)

Worker's Signature

Date: _____