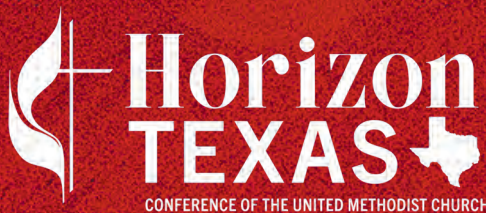

one

with Christ
with each other
in ministry to all the world

Conference Journal 2025



OFFICIAL JOURNAL
OF THE
Horizon Texas Annual Conference
OF
THE UNITED METHODIST CHURCH

BEING THE
First annual session since the unification of
The Central Texas Annual Conference,
The North Texas Annual Conference, and
The Northwest Annual Texas Conference

Dallas, Texas
June 8-10, 2025

BISHOP RUBEN SAENZ JR
Presiding

Conference Secretary and Editor
Kevin Walters

Assistant Secretary
Rev. Marsha Middleton

Permanent records of the conference are located in
the Horizon Texas Conference Archives.
2201 E. Park Row Dr., Arlington, Texas 76010



BISHOP RUBEN SAENZ JR
Bishop, Horizon Texas Episcopal Area
The United Methodist Church



APPOINTIVE CABINET

Back Row: Danny Tenney, Owen Ross, Philip Rhodes, Tom Long
Front Row: Debra Hobbs Mason, Andrew Lewis, Bishop Ruben Saenz Jr,
Cassandra Wade, Edlen Cowley



EXTENDED CABINET

Back Row: Pam Hughes, Kevin Walters, Danny Tenney, Owen Ross, Jeffrey Pehl, Philip Rhodes, Major Boglin, Tom Long, Kylie Campbell, Joy Dister-Dominguez

Front Row: Debra Hobbs Mason, Andrew Lewis, Bishop Ruben Saenz Jr, Cassandra Wade, Edlen Cowley

Not Pictured: Natalie Hermes, Mary Nickson, Christine Peirce



ELDERS AND DEACONS IN FULL CONNECTION

Back Row: Madison Boboltz, Travis Burdett, Katrina Culberson Smith, Rhonda Chambers, Tanner Smith, John Philip Antinone, Anne-Marie Berg, Kyren Schultz, Joseph Stobaugh, Beate Hall, Timothy Clifford, Daniel Reeves, Kaitlyn Shannon, Kristen Von Gonten, Sean McDonald, Caleb Brimmage

Seated: Elizabeth Bridges, Allie Johnson, Bishop Ruben Saenz Jr., Courtney Mitchell, Kathleen Lamoureux



COMMISSIONED ELDERS AND DEACONS

Back Row: Jason Chavarria, Anna Shipley, Julia Castleman, Jeff Fisher, Michelle Stubbs-Wood, Julie Harding, Brooke Gibson, Evve Kuykendall, Laulie Eckeberger

Seated: Staci Orr, Adam Lubbers, Bishop Ruben Saenz Jr., Jordan Cramer, Sarah Porter



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Mission, Vision, and Priorities

Our Mission

The mission of the people, churches, and support organizations of the Horizon Texas Conference of The United Methodist Church is to **Make Disciples of Jesus Christ for the Transformation of the World**. This mission is our grace-filled response to the reign of God in the world, which is fully embodied in the life, death, and resurrection of Jesus Christ and experienced today in the ongoing creation of a new people by the Holy Spirit.

Our Vision

We are followers of Jesus seeking the loving, just and free world God imagines for all people.

Our Strategic Priorities



Roll of the Conference

CLERGY MEMBERS PARTICIPATING

Name	Desg.	Appointment	Clergy District
Alexander, Michael K.	RE		Metro West District
Allen Jr., John F.	FE	Stonebridge UMC	Metro North District
Allen, Christopher L.	RE		Metro North District
Allen, Doyle R.	RE		Mid-South District
Allen, James David	FE	Chapel Hill UMC	Metro East District
Alvarado Jr., Armando	FE	Horizon Texas Conference	Metro West District
Anderson, Joy	RD		Metro East District
Anderson, Lesta Earl	PL	The Woods UMC	Metro East District
Arellano-Davis, Laura M.	FE	TIRR Memorial Hermann	Metro West District
Ash, Kay	FD	Kessler Park UMC	Metro East District
Atkinson, Shera J.	FE	First UMC, Lubbock	Northwest District
Atwood, Roy	FE	First UMC, Dallas	Metro East District
Atwood, William	FL	First UMC, Bells & First UMC, Whitewright	Mid-North District
Bandel, Holly Gaskill	FE	First UMC, Sachse	Metro North District
Barnes, Erin Marie	PL	Open Table UMC Mansfield	Metro West District
Barren, Phyllis	FD	First UMC, Fort Worth	Metro West District
Barrett Murraine, Nelda	FD	First UMC, Kennedale	Metro West District
Bates, Jennifer Lynn	PD	Arapaho UMC & Denton Wesley Foundation	Metro East District
Baughman, Michael	FE	Bonton Farms	Metro East District
Bazan-Garza, Edgar	FE	First UMC, Celina	Metro North District
Benson, Ernest Alan	RE	St. Paul UMC, Georgetown	South District
Berg, Anne-Marie	FE	First UMC, Colleyville	Metro West District
Berry, John Kent	RE	First UMC, Oglesby	Mid-South District
Bessac, Martha S.	RE		South District
Betz, Katherine	RD		Metro East District
Biggerstaff, Josephine M.	RD		Metro East District
Biggs-Scribner, Glen Lee	FD	First UMC, Bedford	Metro West District
Bishara, Kamal N.	RE	First UMC, Bedford	Metro West District
Bishop, Cheryl Mickay	FL	First UMC, Richardson	Metro East District
Boboltz, Madison Angeline	FE	First UMC, Arlington	Metro West District
Bontrager, Scot	FE	First UMC, Garland	Metro East District
Boone, Keith Payne	RE		Metro East District
Boone, Mitchell	FE	First UMC, Dallas	Metro East District
Bosworth, Brian	FE	Wesley UMC, Greenville	East District
Boyd, William P.	RE		Metro West District
Boyette, Sarah Melissa	FD	First UMC, Hurst	Metro West District
Braddock Jr., Walter H.	FE	First UMC, Jean & First UMC, Olney	West District
Brennan, William M.	RE	St. Matthew UMC	Metro West District
Brice, Brian Paul	PL	First UMC, Hamilton & Gustine UMC	South District
Bridges, Elizabeth Ann	FD	Academy 4	Metro West District

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Name	Desg.	Appointment	Clergy District
Brimmage, Caleb Forrest	FD	First UMC, Coppell	Metro North District
Bristow, April Johnson	FE	SMU Perkins	Metro East District
Brittain, Bradley Thornton	FE	First UMC, Round Rock	South District
Brooks-Alexander, Brenda	AM	First UMC, Fort Worth	Metro West District
Brooks-Sanford, Shelly A.	RE		Mid-South District
Brower IV, John Ridge	FE	First UMC, Hurst	Metro West District
Brower, Michael David	FE	Central UMC, Waco	Mid-South District
Brown-Trigg, Marianne	FE	Denton Wesley Foundation	Metro North District
Brumett, Thomas O.	FE	First UMC, McKinney	Metro North District
Bruster, Timothy K.	RE		Metro West District
Buchele, Steven W.	FE	Mission Training International	South District
Bullock, Matthew Rhea	FL	First UMC, Kaufman	East District
Burdett, Travis Netherton	FE	Wesley at ETAMU	East District
Butler, Richie	FE	St. Luke "Community" UMC	Metro East District
Butts, Walter	FE	Axe Memorial UMC	Metro East District
Byrd, Leslie Kay	FE	New World UMC, Arlington	Metro West District
Caraway, Melton H.	RE		Metro North District
Carr II, Louis C.	FE	Campus Drive Community Church	Metro West District
Casad, Victor E.	RE		Metro East District
Cashion, Terry Wayne	FL	First UMC, Nolanville & St. Andrew's UMC, Killeen	South District
Castleman, Julia	PE	First UMC, Richardson	Metro East District
Cavalier, Janet	RD		Metro North District
Chambers, Rhonda Ann	FE	Saginaw	Metro West District
Chamness, Joe G.	FE	Edge Park UMC	Metro West District
Chapman, Deborah	RD		Metro North District
Chickering, Jennifer D.	FD	Beyond Local Church	Metro North District
Cho, Daniel Jae Jun	PE	Vanderbilt	Metro East District
Cho, Stella Eunbyul	PE	First UMC, Colleyville	Metro West District
Chraska, Karen L.	FD	Trietsch Memorial UMC	Metro North District
Christenberry, Lauren Elizabeth	FE	St. Mark UMC, Cleburne	Mid-Central District
Church, Charles	FE	Lake Cities UMC	Metro North District
Clark Gibson, Brooke Adrienne	PD	Greenland Hills UMC	Metro East District
Clark, Alan Wayne	FD	First UMC, Burleson	Metro West District
Clark, Christopher Craig	FE	First UMC, Granbury	Mid-Central District
Clark, Joseph Miller	PL	Wesley UMC, Sulphur Springs	East District
Clifford, Timothy Wayne	FE	Arlington Heights	Metro West District
Coder, Alice G.	RE		Metro North District
Coker, Dana	FE	First UMC, Whitesboro	Mid-North District
Connelly, Beverly	FE	First UMC, Killeen	South District
Conner, James David	RE		South District
Cope, Mary Gean J.	RE	First UMC, Ferris	Mid-South District
Corazao, Marc	FE	Forest Hill UMC, Honey Grove & Roxton UMC	East District
Cousino, Jay	FE	Ferris Heights UMC	Mid-South District
Cowley, Edlen O.	FE	Munger Place Church Inc.	Metro East District

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Name	Desg.	Appointment	Clergy District
Cox, Charles E.	RE		Metro East District
Craft, Colin Michael	PE	University Park UMC	Metro East District
Crawford, Annelda	RE	Glen Oaks UMC	Metro East District
Creagh, Deborah	FE	Ovilla UMC	Mid-South District
Cress, Caitlin Cheramy	PL	New World UMC, Arlington	Metro West District
Cromwell, Richard Lee	RE	Little River UMC & First UMC, Bartlett	South District
Crumpton, Debra M.	RE		Metro West District
Curry, Jerome Lashon	PL	St. Paul UMC, Georgetown	South District
Danna, Tiffany	FE	First UMC, Jacksboro	Mid-North District
David Hensley, Rebecca	FD	Beyond Local Church	Metro East District
Dawson, Michael D.	FE	First UMC, Colleyville	Metro West District
Delaney-Greenwell, Elizabeth	PL	Horizon Texas Conference	Metro North District
Dickerson, Jacob Zane	PL	First UMC, Whitesboro	Mid-North District
Dierolf, Brian	FE	First UMC, Farmersville	Metro North District
Dietz, Dyan	FE	Trinity UMC, Denton	Metro North District
Disney, Ben R.	FE	Trinity UMC, Arlington	Metro West District
Dister-Dominguez, Joy Woodland	FE	Horizon Texas Conference	Metro West District
Dittrich, Holly C.	FE	Couts Memorial UMC	Mid-Central District
Dobbins, Kyland C.	FE	First UMC, Burleson	Metro West District
Douglas, Eric Scott	FE	Rockbridge Church, A United Methodist Community	South District
Dowd, Chris	FE	Christ UMC, Plano	Metro North District
Drenner III, Frank Edward	FE	Spring Valley UMC	Metro East District
Dunlap, Barbara	FD	Sacred Worth Ministries	Metro West District
Durham, William Blake	FE	St. Mark's UMC, Midland	Northwest District
Eason, William Wayne	FE	Fellowship UMC, Trophy Club	Metro North District
Echols, Archie E	RE	First UMC, Vigo Park	Northwest District
Echols, Daniel	RE		Northwest District
Echols-Richter, Laura	AM	Grace Avenue UMC	Metro North District
Eck, Kay DeBlance	FD	Lovers Lane UMC	Metro East District
Eckeberger, Laurie Dee	PD	Holy Covenant UMC	Metro East District
Eiffert, Kimberly Anne	PE	Grace Chapel UMC	Metro North District
Emerick, Craig L.	RE		Metro East District
Englert, Valarie	FE	New World UMC, Garland	Metro East District
Esparza, Joshua	FE	Threshold Therapy	Metro North District
Evers, Beth	FE	University UMC, Fort Worth	Metro West District
Facen, Lucretia	FE	Metro East District	
Faile, Thomas M.	RE		Metro West District
Fields, Jacob Wesley	FL	First UMC, Gainesville	Mid-North District
Fields, Margret L.	FE	Project 44	Metro West District
Finley, David Taylor	PD	Beyond Local Church	Metro North District
Fiorella, Sheila M.	FE	Church of the Good Shepherd UMC	Metro West District
Fiser, Andrew	FE	Horizon Texas Conference	Metro East District
Fisher, Jeffrey Miles	PE	Grace UMC, Lubbock	Northwest District
Fleming, John Stephen	FE	Oregon-Idaho Conference	Mid-North District
Fleming, Sally A.	FE	Florence UMC	South District

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Name	Desg.	Appointment	Clergy District
Flynn, Michael	FD	Christ UMC, Plano	Metro North District
Folkerth, Eric	FE	Kessler Park UMC	Metro East District
Ford, Robyn LuAnn	PL	Bruceville-Eddy UMC	South District
Forsythe-Alexander, Amy K.	FE	First UMC, Crowley	Metro West District
Frazier, Monica	PE	First UMC, Dallas	Metro East District
Froehlich, Patricia	RD	First UMC, McKinney	Metro North District
Funaki, Faiana Prescott	FE	William C. Martin UMC	Metro West District
Gallaway, Tamara L.	FE	Beyond Local Church	East District
Galloway, Ryan	PE	Wesley UMC, Greenville	East District
Gary, Matthew Sheldon	RE	Oklahoma Conference	Northwest District
Garza, Sarah Jean	FD	First UMC, Hurst	Metro West District
Gaston, Leslie Camille	RE		Metro North District
Gaston, Matthew F.	FE	First UMC, Plano	Metro North District
George, Larry W.	RE		Metro East District
Gibson, Carol D.	FE	St. Andrews UMC, Fort Worth	Metro West District
Gilkey, Stephanian Ann	FE	St. James UMC, Abilene	Northwest District
Gilliland, Raegan	FE	First UMC, Denton	Metro North District
Gilliland, Scott	FE	First UMC, Denton	Metro North District
Glover, Kristen	PE	Cedar Springs UMC & First UMC, Gordon	West District
Goforth, Abril	FE	First UMC, Duncanville	Metro East District
Gonzalez, Joy	FE	Lovers Lane UMC	Metro East District
Goodwin, James Gordon	FL	St. Barnabas UMC	Metro West District
Grace, Jonathan Lee	FE	Northern Illinois Conference	Metro East District
Graner, Jane	FE	Trinity UMC, Duncanville	Metro East District
Grant, C. David	RE		Metro East District
Green, Thomas Andrew	PL	First UMC, Archer City	Mid-North District
Greene, Jimmy	FE	Faith UMC, Richardson	Metro East District
Greenwaldt, Karen A.	RE		Metro West District
Greenwood, Lisa	FE	Texas Methodist Foundation	Metro East District
Greenwood, Rhonda Mae	RA	First UMC, Merkel	Northwest District
Griffin-Allison, Rachel	FE	Oak Lawn UMC	Metro East District
Gurina-Rodriguez, Evgenia	FE	Louisville Presbyterian Theological Seminary	Metro West District
Gurley Jr., Derrel G.	RE		Metro West District
Hackler, Jerod Scott	PL	New Riverside UMC	Metro West District
Hagan, Martha Louise	FL	Trinity UMC & Wesley UMC, Wichita Falls	Mid-North District
Hagler, Anna Bundy	FD	First UMC, Dallas	Metro East District
Hall, Beate Jane	FE	First UMC, Mineral Wells	West District
Hall, Beate Jane	FE	Palo Pinto UMC	West District
Hall, Jeffrey	FE	Cochran Chapel UMC	Metro East District
Hall, Joyce Evelyn	PL	Perry Chapel	Mid-South District
Hamann, Samuel	FD	Center for Nonprofit Management	Metro West District
Hamrick, Shannon	FD	Center for Integrative Counseling	Metro East District
Han, Jangtak	FE	First UMC, Mesquite	Metro East District
Hardesty-Crouch, Brian L.	FE	Holy Moments	Metro North District

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Name	Desg.	Appointment	Clergy District
Hardesty-Crouch, Mary Beth	FE	First UMC, Allen	Metro North District
Hardy, Christina M.	PL	Community UMC, Dallas	Metro East District
Harris, Todd	FE	Beyond Local Church	Mid-North District
Harrison IV, Richard	FE	McMurry University	Mid-North District
Harrison, Georgia	FD	First UMC, Wichita Falls	Mid-North District
Hatch, Melissa	FE	Whaley UMC	Mid-North District
Hawkins, Daniel Koos	FE	William C. Martin UMC	Metro West District
Hawkins, Rick L.	RE		Metro North District
Hayes, Christopher J.	FE	Texas Health	Metro West District
Haynes, Michael	RE		Metro North District
Head, Keith L.	RE		Metro East District
Heard, Sandra Anne	FE	Christ UMC, Farmers Branch	Metro East District
Hellmers, Andrew Gregory	PL	First UMC, Watauga	Metro West District
Henson, Julie Richter	FE	First UMC, Bonham	East District
Hernandez, Daniel Joseph	PL	Keller West UMC	Metro West District
Heyduck, Rachel Marie	FD	Oceans Behavioral Hospital	Mid-South District
Heyduck, Steven C.	FE	First UMC, Woodway	Mid-South District
Hilburn, Rosalyn	PL	Wheatland UMC	Metro East District
Hildebrand, Christina	FE	First UMC, Rockwall	Metro North District
Hildebrand, Kenneth D.	RE		Mid-North District
Hill, Marjorie Bishir	RD		Metro North District
Hitt, Lawanda Ann	RE		Mid-Central District
Hoffman, Patrick	FE	First UMC, Belton	South District
Hoke, Daniel L.	RE	Old Saltillo UMC	East District
Holcomb-McLain, Scott	RE		Metro East District
Holder, Larry Hillman	RE	Highland Heights UMC, Sweetwater	Northwest District
Hopkins, Felicia Pringle	RE	Open Door UMC, Clyde	Northwest District
House, Michael A.	RE	Northaven UMC	Metro East District
Howard, Clifton O.	RE		Metro West District
Hudspeth, Tom	FE	SEEDS	Metro East District
Hughes, Barry	FE	Suncreek UMC	Metro North District
Humbert, Daniel Drew	FE	Trietsch Memorial UMC	Metro North District
Hutchison, William Mark	FL	Martin Memorial UMC, First UMC, Powderly, & Belk UMC	East District
Irish, Johnny R.	RE		Mid-North District
Jackson, Erin Sloan	FD	Munger Place Church Inc.	Metro East District
Jacobs, Derek	FE	Horizon Texas Conference	Metro East District
Jean, Allison	FE	First UMC, Richardson	Metro East District
Jenkins, Pavielle Chriss	FD	First UMC, Richardson	Metro East District
Johnson, Allie Grace	FE	Keller West UMC	Metro West District
Johnson, Chad Taylor	FE	Amarillo UMC	Northwest District
Johnson, David Kenneth	FE	First UMC, Round Rock	South District
Johnson, Jenna Morrison	FE	Wylie UMC	Metro North District
Johnston, Jarrod	FE	Community UMC of Krum	Metro North District
Jones, Cheryl	RE		Metro North District
Jones, Clinton Daniel	FE		West District
Jones, DeLana Lorene	FL	Lovers Lane UMC	Metro East District

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Name	Desg.	Appointment	Clergy District
Jones, Marcus Montell	FL	Huston-Tillotson University	Metro West District
Jones, Marilyn L.	FE	First UMC, Stephenville	West District
Jones, Shonda	FE	Wake Forest University	Metro East District
Kahler III, Edward Peter	FE	TCU Wesley Foundation	Metro West District
Keck, William Ross	PE	First UMC, Colleyville	Metro West District
Kershaw, Kaiya R.	FE	First UMC, De Leon & Morton Chapel UMC	West District
Kilpatrick, Jennifer	FE	Lakewood UMC	Metro East District
Kim, Danielle Buwon	FE	First UMC, Coppell	Metro North District
King, Cottrell	FE	Highland Park UMC	Metro East District
Kirven, Johnnie James	PL	Union Memorial Mexia & Wesley Chapel UMC, Pelham	Mid-South District
Klein, Shandon Chasity	PE	Minnesota Conference	Metro East District
Knott, Kory	FE	Custer Road UMC	Metro North District
Koch, Spencer Kory	FE	CCS Hospice	West District
Kwon, Sung Chol	FE	Immanuel Korean Mission Congregation	Metro East District
La Barr, Joan Gray	RE		Metro North District
Laguardia, Levy E.	RE		Metro East District
Lake, Sheri Suzanne	FD	Medical City	Metro East District
Lamoureux, Kathleen Elizabeth	FE	Mountain Sky Conference	South District
Lancaster, Kay L.	RD	First UMC, Arlington	Metro West District
Lancaster, Sarah H.	RE		Metro East District
Landis, Gayle	RE		Metro North District
Landis, Zachary Brian	FE	University UMC, Wichita Falls	Mid-North District
Lane, Billy Burshun	PL	Warren UMC, Dallas	Metro East District
Larkin, David Howard	PL	First UMC, Sulphur Springs	East District
Larkin, Sharon LaJoyce	FL	St. Luke "Community" UMC	Metro East District
Lawson, Rene P.	FE	St. Philip's UMC, Garland	Metro East District
Lawther, Alyssa Diane Coady	PE	St. Barnabas UMC	Metro West District
Lea, Donita Ruth	FL	Beyond Local Church	Northwest District
Leach, David Douglas	RE	Rio Texas Conference	South District
Leddy, Susan Butler	FL	McKenzie Memorial UMC, Clarksville, First UMC, Bogata, & Shady Grove UMC	East District
Lee, Donald	RE		Metro North District
Lessner, David	FE	First UMC, Arlington	Metro West District
Lewis, Andrew Joseph	FE	Horizon Texas Conference	
Lim, Chansoon	FE	Covenant UMC	Metro West District
Littlefield, Patrick	FE	Suncreek UMC	Metro North District
Logan, Aaron	FE	First UMC, Henrietta	Mid-North District
Lohoefer, Stephen	FE	The Grove UMC	Metro East District
Long, Kimberly Liane	FE	Beyond Local Church	Mid-Central District
Long, Thomas Joel	FE	Northwest District, Mid-Central District, West District	
Love, Michael Harry	RE		Metro West District
Lowe, Deana Beth	PL	Ector UMC & First UMC, Wolfe City	East District
Lubbers, Adam Stephen	PD	Children's Medical Center	Metro East District

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Name	Desg.	Appointment	Clergy District
Lucas, Keri Lynn	FE	McKenzie UMC, Honey Grove	East District
Lucas, Randall	FE	St. Stephen UMC	Metro East District
Luginbill, Scott Edward	AM	First UMC, Richardson	Metro East District
Lust, Jeff	FE	First UMC, Mt. Vernon	East District
Lyle, Katherine Glaze	RE		Metro East District
Magallanes, Hugo	FE	SMU	Metro East District
Manning, Joshua	FE	Grace Chapel UMC	Metro North District
Marks, Timothy E.	RE	First UMC, DeSoto	Metro East District
Marquez, Maria Isabel	FL	Oak Lawn UMC	Metro East District
Marsalis-Luginbill, Sarah Ann	FD	First UMC, Richardson	Metro East District
Marshall, Karan	RD		Metro East District
Marshall, Lance	FE	First UMC, Fort Worth	Metro West District
Marshall, Michael L.	FE	First UMC, Fort Worth	Metro West District
Martin, Albert Lynn	FE	Horizon Texas Conference	Northwest District
Martin, Kenneth Dwayne	PL	Forest Hill UMC, Fort Worth & Everman UMC	Metro West District
Martin, Mary	FL	Methodist Health System	Metro North District
Mason, Debra Hobbs	FE	Horizon Texas Conference	Metro East District
Mason, Deniece Roane	FL	Pleasant Valley UMC	Metro North District
Masters Sr., Henry L.	RE		Metro East District
Masters, S. Dianna	RE		Metro East District
Mauldin, William	FD	First UMC, Cleburne	Mid-Central District
McCain, Steven Patrick	FE	First UMC, Round Rock	South District
McConnell, Jason	FE	Prosper UMC	Metro North District
McDonald, Colin Myrl	PL	Journey of Faith UMC, Round Rock	South District
McDonald, Sean Andrew	FE	Munger Place Church Inc.	Metro East District
McDuffee, Melissa M.	FE	First UMC, Cleburne	Mid-Central District
McGill, Terre D.	PL	First UMC, Springtown	Mid-Central District
McGlothlin, Jaime Lee	PE	First UMC, Mexia	Mid-South District
McGrath, Alan S.	FE	First UMC, Georgetown	South District
McKenzie, Alyce M.	FE	SMU	Metro North District
McLarty, John	FE	First UMC, Wichita Falls	Mid-North District
McMinn, David Allab	FE	UT Austin Wesley Foundation	South District
McNabb, Peter H.	FE	First UMC, Heath	Metro North District
McRae, Nicholas Jarome	FE	First UMC, Decatur	Mid-North District
McSwain, Chad	FE	Melissa UMC	Metro North District
Meek, Katherine A.	FE	Revive UMC	Metro West District
Mellette, Jonathan F.	FE	Oak Park UMC, Temple	South District
Melvin, Kristopher Michael	FL	First UMC, Van Alstyne	Mid-North District
Mesa, Christopher J.	FE	Arborlawn UMC	Metro West District
Meyer, Douglas Alan	RD		Metro North District
Middleton, Marsha Engle	FE	First UMC, Grand Prairie	Metro East District
Millard, Grace	FE	Trietsch Memorial UMC	Metro North District
Miller, John B. Faulkenberry	FE	St. Paul UMC, Abilene & McMurry University	Northwest District
Miller, Justin A.	FE	Waples Memorial UMC	Mid-North District
Miller, Michael J	RE	Sadler UMC	Mid-North District

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Name	Desg.	Appointment	Clergy District
Mitchell, Courtney Patrick	FE	Buckingham UMC	Metro East District
Mitchell, Penny	RE	New Covenant UMC	Metro East District
Mojica, Aryn Nicole	PL	Lakeview UMC, Waco & Elm Mott UMC	Mid-South District
Mollet Jr., John Talbot	RE		Metro West District
Montgomery, Carol	FE	Congregational Engagement Partners	Metro East District
Moore Jr., Donald V.	FE	First UMC, Clifton & Memorial UMC of Walnut Springs	Mid-South District
Moore, Geoffrey	FE	Greenland Hills UMC	Metro East District
Moore, Heather Gottas	FD	SMU Perkins	Metro East District
Morales, Jana Michelle Lunardon	FL	Stonebridge UMC	Metro North District
Morrison, Timothy	FD	Custer Road UMC	Metro North District
Moseley, Elizabeth	FD	First UMC, Dallas	Metro East District
Moses, Corey	FD	Tarleton University Wesley Foundation	West District
Moultrie, Ruby L	RA	Christ UMC, Levelland	Northwest District
Mukarakate, Ngonidzaishe	FE	Lovers Lane UMC	Metro East District
Murphy, Cheryl	FE	Holy Covenant UMC	Metro East District
Murphy, James Marcus	FL	First UMC, Hico	Mid-South District
Murphy, James Marcus	FL	First UMC, Iredell	Mid-South District
Mwanjala, Uwezo	PE	Lovers Lane UMC	Metro East District
Nelms, Andy	FE	First UMC, Rowlett	Metro North District
Nelms, Melissa	FE	First UMC, Rowlett	Metro North District
Nelson, Connie L.	RE		Metro East District
Neslony, Lisa L.	FE	St. John the Apostle	Metro West District
Newkirk, Katie Linn Lewis	FE	St. Paul UMC, Hurst	Metro West District
Newsome, Katie	FE	Union Mission Congregation	Metro East District
Nimocks IV, Robert F.	RE		Metro West District
Noll, Caroline	FD	Children's Health	Metro East District
Norton, Dana	FE	College Mound UMC	East District
Nunley III, Andrew	FE	First UMC, Cedar Hill	Metro East District
Nunnally, Elnora M.	RE		Metro West District
O'Connor, Sharon E.	FE	Custer Road UMC	Metro North District
Oliphint, Clayton	FE	First UMC, Richardson	Metro East District
Orr, Staci	PD	Methodist Medical Center	Metro North District
Ortiz, Rosedanny	FL	Agape Memorial UMC	Metro East District
Owens, Zachary	PL	Central UMC, Waco	Mid-South District
Palmer, Thomas O.	RE		Metro North District
Park, Kenneth Kyoungwon	FE	Umphress Road UMC	Metro East District
Parr, Greg Lee	FL	Forestburg UMC	Mid-North District
Patredis, Karyl Sibley	PE	Grace Avenue UMC	Metro North District
Patrick, J Bryan	FE	First UMC, Graham	West District
Patton, Ramsey	FE	Christ UMC, Plano	Metro North District
Payne, Carly	FE	Trinity UMC, Arlington	Metro West District
Peckham, Denise	FE	First UMC, Sherman	Mid-North District
Peddecord, Chelsea P.	FD	Highland Park UMC	Metro East District
Pehl, Jeffrey	FE	Horizon Texas Conference	Metro East District
Pelfrey, Robert Christopher	FE	St. Luke's UMC, Midland	Northwest District

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Name	Desg.	Appointment	Clergy District
Pellikan, Donald	FE	Asbury UMC	Metro North District
Pellikan, Lydia	FD	Hospice of Wichita Falls	Mid-North District
Phelps, Bryant X.	FE	Hamilton Park UMC	Metro East District
Piyakhun, Stacey	FE	Horizon Texas Conference	Metro North District
Porter, Sarah B.	PE	Bethel UMC & Annetta UMC	Mid-Central District
Pratt Jr., Lewis Bayard	RE		Metro West District
Presley, Nathan Charles	FL	Caddo Mills UMC & Lone Oak UMC	East District
Price, Grady Edwin	PL	Cottage Hill UMC & Chambersville UMC	Metro North District
Proshek, Margaret Kay	FD	The Vinery	Metro East District
Prud'homme, John Tommy	FE	Salado UMC	South District
Puac-Romero, Julia	FL	Wesley Foundation at Wichita Falls	Mid-North District
Rahm, Frank	FE	First UMC, Lancaster & Alliance of Faith UMC, Ennis	Metro East District
Rangel, David	FE	Custer Road UMC	Metro North District
Rasmussen, Paul L.	FE	Highland Park UMC	Metro East District
Ray, David J.	FE	First UMC, McGregor & St. Paul UMC, Temple	Mid-South District
Reed, Clara	RE		Metro East District
Reed, Janet Kay	RA		Northwest District
Reed, Ray D.	RE	Tolar UMC	Mid-Central District
Reed-Meyer, Stefani	FE	Faith UMC, Corinth	Metro North District
Reeves, Daniel	FE	Project Transformation Greater Tarrant	Metro West District
Renshaw Jr., Donald F.	RE	First UMC, McKinney	Metro North District
Rhodes, Philip M.	FE	Metro North District	
Richardson, Tomeca L.	FE	Morningside UMC & McMillan UMC	Metro West District
Rickwartz, Chris	FE	First UMC, Sulphur Springs	East District
Roberts, Carol M.	FE	First UMC, Lake Brownwood	West District
Roberts, Jessica Lynn	PL	Blum UMC & Covington UMC	Mid-South District
Roberts, John Andrew	FE	Lake Highlands UMC	Metro East District
Roberts, LaTasha Kayrette	PL	Hamilton Park UMC	Metro East District
Roberts, Sarah	FD	Mosaic Realty	Metro North District
Robinson, Charles Anthony	FE	Walnut Hill UMC	Metro East District
Robinson, Kantrice	PE	St. Paul UMC, Dallas	Metro East District
Rodriguez, Ramiro	FE	City Point UMC	Metro West District
Ross, Owen	FE	First UMC, Coppell	Metro North District
Rowe, Michael Dave	FL	Grace UMC, Dalhart	Northwest District
Saenz III, Ruben	FL	Genesis UMC	Metro West District
Salzwedel, Todd Ryan	FE	First UMC, Lubbock	Northwest District
Schock, Louise Kelser	RD		Northwest District
Schramme, Tina R.	FE	First UMC, Georgetown	South District
Schultz, Kyren Kristina	FE	St. Philip's UMC, Round Rock	South District
Scott, Nicholas Wade	FE	Arlington Heights	Metro West District
Scrivener, Randall B.	RE		South District
Scruggs, Meredith	FE	Keller UMC	Metro West District
Sewell, Valleri Jean	PE	First UMC, Nocona	Mid-North District
Shannon, Kaitlynn Michelle	FE	Troy UMC	South District

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Name	Desg.	Appointment	Clergy District
Shepherd, Gale W.	RD		Metro West District
Sherman-Carter, Nancy	FE	Beyond Local Church	Metro North District
Shinn Jr., Benjamin J.	RE		Metro North District
Shipley, Anna Leone	PD	First UMC, Belton & Belton United Wesley Foundation	South District
Simpson Hayes, Molly Katherine	FE	First UMC, Arlington & US Air Force	Metro West District
Sipe, Ashley Anne	FE	Vista Ridge UMC	Metro North District
Slaten, Charles B.	FE	Grace UMC, Copperas Cove	South District
Smith Sr., Ramon F.	FE	Saginaw	Metro West District
Smith, Carlene Taylor	PL	Mt. Zion UMC, Paris	East District
Smith, Doris	PL	Camp Wisdom UMC	Metro East District
Smith, Haley	PD	Open Door UMC, Clyde	Northwest District
Smith, Jeffrey A.	FE	Wellspring UMC, Georgetown	South District
Smith, Katrina Marie Culberson	FD	First UMC, Paris	East District
Smith, Kerry	FE	White Rock UMC	Metro East District
Smith, Leslie A.	FE	Creekwood UMC	Metro North District
Smith, Tanner Joseph	FE	China Spring UMC	Mid-South District
Smith, Taylor	FE	First UMC, The Colony	Metro North District
Smith, Wendell	PL	Visionary Hollowell Community UMC, Midland	Northwest District
Spaur, Amy	FE	Christ's Foundry Fellowship UMC	Metro East District
Spencer Jr., Robert Lee	RE		Metro East District
Spidell, Jennifer Johnson	PD	Arborlawn UMC	Metro West District
Spletzer, Brandie	FE	Epworth UMC	Metro West District
Spore, Adam	FE	First UMC, Waxahachie	Mid-South District
Spore, Roy L.	RE	Friendship UMC	Mid-North District
Spradlin, Mary K.	FE	South District & Mid-South District	
Stamm, Mark W.	RE		Metro North District
Steed, Kristin Nicole	PE	Christ UMC, Plano	Metro North District
Stephens, Gary Boyd	FD	Methodist Health System	Metro North District
Stevens, Joanie Vondel	PL	St. Paul UMC, Pampa	Northwest District
Stobaugh, Joseph Phillip	FE	University Park UMC	Metro East District
Strempeke, Kathryn Taylor	FE	First UMC, Paris	East District
Strempeke, Kevin	FE	Calvary UMC	East District
Stueve, Joshua Glenn	FE	St. John's UMC, Lubbock	Northwest District
Stuyck, Beth	FD	Project Transformation Greater Tarrant	Metro West District
Summerlin, Travis L.	FE	Tenth Street UMC & Thrall UMC	South District
Sweeney, Cathy R.	FD	Arapaho UMC	Metro East District
Talbert, Elizabeth	FE	First UMC, Burkburnett	Mid-North District
Tampke, Dale Russell	FL	Argyle UMC	Metro North District
Tate-Almy, Amy A.	FD	Texas Wesleyan University	Metro West District
Tayengo, Albano	FE	Oak Haven UMC	Metro East District
Taylor, Mayme	PE	One Fellowship UMC	Mid-South District
Teague, Mary Elizabeth	FL	St. Matthew UMC & Texas Health	Metro West District
Tenney Jr., Daniel W.	FE	Metro West District	
Thomas, Timothy G.	RE		Metro West District

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Name	Desg.	Appointment	Clergy District
Thompson, Blair	FE	Texas Methodist Foundation	Metro North District
Thomson, Luke Roger	FL	First UMC, Frisco	Metro North District
Tindall, Maxwell Logan	PL	Waples UMC	Mid-Central District
Titus, Beverly Jo	RE	First UMC, Seagraves	Northwest District
Titus, William Ray	RE	First UMC, Ropesville	Northwest District
Trevino-Teddle, Jeannie	RD		Metro West District
Trigg IV, William Lee	FE	Ash Lane UMC, Euless	Metro West District
Tuggle, Matthew A.	FE	Highland Park UMC	Metro East District
Valencia, Martha	FE	Elmwood-El Buen Samaritano UMC	Metro East District
Valendy, Estee	FE	Beyond Local Church	Metro West District
Valendy, Jason M.	FE	Keller West UMC	Metro West District
Van Fleet, Benjamin Jeffrey	FE	St. Paul UMC, Abilene	Northwest District
Vaughan, Christopher	FE	Grace Avenue UMC	Metro North District
Vaughn, Kirsten H.	FE	St. Barnabas UMC	Metro West District
Vaughn, Robert Douglas	FD	Mansfield ISD	Metro West District
Volve, Edilson	FE	First UMC, McKinney	Metro North District
Von Gonten, Kristen Ruth	FD	The Wesleyan	South District
Voss, Brendan Carl	PD	St. John the Apostle	Metro West District
Wade, Cassandra	FE	Mid-North District & East District	
Wager, Ryan Stewart	PL	Oak Lawn UMC	Metro East District
Waitschies, Thomas W.	FE	Preston Hollow UMC	Metro East District
Walden, Kyle William	FE	New England Conference	Metro North District
Walker, Darren	RE		West District
Wallace, Rodney C.	RE		Metro East District
Walters, Wayne ONeal	FL	Market Street UMC	East District
Wang, Silvia	FE	Beyond Local Church	Metro East District
Warden, Patricia G.	RE		South District
Warthen, Kristin	FE	St. Andrew's UMC, Arlington	Metro West District
Wear, Jana Dephaun	FE	Dido UMC	Metro West District
Weaver, Preston	RE	Grace UMC, Dallas	Metro East District
Welch, Audrua Lavette	FL	Plymouth Park UMC	Metro East District
White, Boston	FL	Aldersgate UMC	Metro North District
White, Pam	FE	SMU Perkins	Metro North District
Whitehead, Donna E.	RE	Lovers Lane UMC	Metro East District
Whitehead, Glenda D.	FE	Journey of Faith UMC, Round Rock	South District
Whitfield, Rodney	FE	Aldersgate UMC	Metro North District
Wickware, Jackie	FE	Highland Hills UMC	Metro East District
Wier, Brenda W.	RD		West District
Willet, Ann	FE	Northaven UMC	Metro East District
Williams, Alex	FE	Creekwood UMC	Metro North District
Williams, Angela Rose	FE	Life Center UMC	Metro East District
Williams, Emma	FD	University Park UMC	Metro East District
Williams, Robert Alan	AM	First UMC, Trenton	East District
Williamson, Richard	RE		Metro East District
Wilson, Kellie Lynn	FL	Prosper UMC	Metro North District
Wilson, Kevin R.	FE	First UMC, Red Oak & Bristol UMC	Mid-South District

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Name	Desg.	Appointment	Clergy District
Witmer-Faile, Margaret	RE		Metro West District
Womack, Marcus	FE	Plymouth Park UMC	Metro East District
Woodard, John W.	FE	First UMC, West & Wesley Chapel UMC, Gholson	Mid-South District
Woods II, James Earl	PL	First UMC, McKinney	Metro North District
Wright, Jessica	FE	Grace UMC, Sherman	Mid-North District
Ybanez, Matthew W.	FD	First UMC, Hurst	Metro West District
Youngblood, Scott	RE	Western Hills	Metro West District
Zarate, Edwin	FE	Northgate UMC	Metro East District

LAY MEMBERS PARTICIPATING

Last Name	First Name	Church Name	District
Aaron	Anne	First Wichita Falls	Mid-North
Aberle	Courtney	Suncreek	Metro North
Adams	Larry	First Lake Brownwood	West
Adams	Tyrone	St. Paul Georgetown	South
Aga	Bobby	First UMC Kaufman	East
Ahrens	James	Ovilla	Mid-South
Akins	Peggy	First Mesquite	Metro East
Aldag	Virgil	Lake Cities	Metro North
Alexander	Aleta	St. Paul Abilene	Northwest
Alexander	Betty	St. Andrew's Arlington	Metro West
Alexander	Mae	Life Center	Metro East
Alfred	Darlene	Salado	South
Allison	Linda	First Trenton	East
Altizer	Rebecca	Saginaw UMC	Metro West
Ambrose	Bonnie	First Pilot Point	Metro North
Ambrose	Donald	First Pilot Point	Metro North
Anderson	Art	Northaven	Metro East
Anderson	Debbie	First Mesquite	Metro East
Angeles	Cat	First McKinney	Metro North
Angeles	Jon	First McKinney	Metro North
Anthony	D'Lene	Keller	Metro West
Armes	Madison	First Lubbock	Northwest
Ashby	Gloria	Prosper	Metro North
Ashmore	Nancy	Revive	Metro West
Athey	Sandy	St. John the Apostle Arlington	Metro West
Atkinson	Joshua	Florence	South
Atkinson	Marj	Lake Highlands	Metro East
Auld	Joan	Epworth UMC	Metro West
Bailey	Mona	City Point	Metro West
Balch	Alex	First Clifton	Mid-South
Balsamo	Tracey	First Celina	Metro North
Bando	Kasi	Faith UMC	Metro North
Barbee	LeAnn	First Paris	East
Barela	Lisa	St. Paul Abilene	Northwest
Barley	Amy	Prosper	Metro North
Barrick	Jeannie	St. John's Lubbock	Northwest
Barrios	Christopher	First Richardson	Metro East
Barrios	Dan	First Richardson	Metro East
Barton	Shirley	Community Dallas	Metro East
Bass	Elizabeth	Keller	Metro West
Baughman	Thomas	Oak Lawn UMC	Metro East
Bedford	Jimmye	Oak Park Temple	South
Bedford	Misti	Oak Park Temple	South
Bell	Cathy	LL/Walnut Hill	Metro East
Bell-Sapp	Dena	College Mound	East

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Last Name	First Name	Church Name	District
Bennett	Wayne	University UMC (Wichita Falls)	Mid-North
Berry	Vicki	First Oglesby	Mid-South
Bertram	Rodney	University Wichita Falls	Mid-North
Bierck	Laura	First Richardson	Metro East
Billingsley	Elizabeth	First Lake Brownwood	West
Bird	Annette	First Richardson	Metro East
Bird	Morgan	Salado	South
Bishop	Brayden	Custer Road	Metro North
Bishop	Gloria	First Rockwall	Metro North
Bishop	Kim	First Celina	Metro North
Blackman	Bonnie	Highland Park	Metro East
Bloodworth	Jerry	First Hamilton	South
Bonin	Rita	St. Mark Cleburne	Mid-Central
Bonner	Nathaniel	St. Paul UMC	South
Booker	Petrella	Highland Park	Metro East
Boone	Dianne	First Dallas	Metro East
Bootman	Barbara	Stonebridge	Metro North
Boss	Brenda	First Belton	South
Bouis	Deborah	Grace Avenue	Metro North
Bouis	Jeff	GA/Grace Chapel	Metro North
Boyd	Tamra	Amarillo	Northwest
Brackeen	Nancy	Wesley Chapel Gholson	Mid-South
Brannon	Kim	University Park	Metro East
Branson	Cindy	Aldersgate Carrollton	Metro North
Bray	Laura	First Richardson	Metro East
Bray	Mary	First Georgetown	South
Breeden	Brenda	St. James Abilene	Northwest
Breitling	Michael	Grace Dalhart	Northwest
Breitling	Susan	Grace Dalhart	Northwest
Brennan	Jackie	St. Matthew Fort Worth	Metro West
Bridegam	Rae	First Watauga	Metro West
Broadstreet	Patricia	Florence	South
Brooks	Terrika	Campus Drive UMC	Metro West
Bryan	Cathy	Oak Lawn	Metro East
Bryant	Michele	Valley View	Mid-North
Bucek	Johnnie Sue	First Arlington	Metro West
Buchanan	Alan	Argyle	Metro North
Buford	Mark	First Garland	Metro East
Bulls	Shelley	First Paris	East
Bunn	Jillian	University Park	Metro East
Burke	Doris	Life Center	Metro East
Burns	Kevin	First Richardson	Metro East
Buse	Christine	Ferris Heights	Mid-South
Byrd	Salina	First Sherman	Mid-North
Cacy	Tyson	First Stephenville	West
Cain	Landon	First Sherman	Mid-North
Cain	Nelson	Christ Plano	Metro North

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Last Name	First Name	Church Name	District
Cain LeBlanc	Darlene	St. Paul Dallas	Metro East
Cairy	Lisa	First UMC Duncanville	Metro East
Cameron	David	Blum	Mid-South
Campbell	Kylie	First Burleson	Metro West
Campbell	Wendy	Lovers Lane	Metro East
Campisi	Beverly	Grace Lubbock	Northwest
Capener	Pam	Christ Farmers Branch	Metro East
Carlton	Micah	Grace Avenue	Metro North
Carpenter	Deanna	GA/Grace Chapel	Metro North
Carpenter	Kelly	Union Mission Congregation	Metro East
Carpenter	Lance	GA/Grace Chapel	Metro North
Carter	Jocqueline	Covenant	Metro West
Casad	Mary Brooke	First Richardson	Metro East
Cashion	Nikki	St. Andrew's Killeen	South
Champagne	Steve	Christ Plano	Metro North
Chapa-Iglehart	Vanessa	Lakeview Waco	Mid-South
Chapman-Meyer	Erin	First Dallas	Metro East
Christley	Pat	Spring Valley	Metro East
Christoffersen	Angela	Vista Ridge	Metro North
Churchill	Laura	Arapaho	Metro East
Clanahan	Kevin	First Plano	Metro North
Clark	Amanda	Wesley Sulphur Springs	East
Clark	Kenneth	St. Paul Abilene	Northwest
Clark	Patty	Trinity Denton	Metro North
Clements	Anna	First Sachse	Metro North
Clements	Meleasa	Revive	Metro West
Clerihew	Lorene	Couts Memorial	Mid-Central
Clevenger	Pennie	Trinity Wichita Falls	Mid-North
Clifton	Megan	Arlington Heights	Metro West
Coan	Cliff	First DeLeon	West
Cochran	Jeanne	First Fort Worth	Metro West
Coffman	Ellen	First Fritch	Northwest
Collett	Cary	Munger Place	Metro East
Collett	Melissa	GA/Grace Chapel	Metro North
Collins	Demetria	Life Center	Metro East
Collins	Sylvia	Community Dallas	Metro East
Collins	Tamika	First Bedford	Metro West
Condra	Debbie	First Lubbock	Northwest
Conger	Sharon	Meadowbrook-Poly	Metro West
Conway	Jean	First Rockwall	Metro North
Cooper	Heidi	Journey of Faith	South
Cottongame	Gaylynn	First Ferris	Central
Council	Tom	St. Stephen Mesquite	Metro East
Council	Winifred	St. Stephen Mesquite	Metro East
Cowlishaw	Patrick	Highland Park	Metro East
Cowlishaw	Patrick	Highland Park	Metro East
Cox	Pamela	First Rowlett	Metro North

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Last Name	First Name	Church Name	District
Crain	Terry	Salado	South
Crawley	Valezka	Lakeview Waco	Mid-South
Crittenden	Dave	First Grand Prairie	Metro East
Croissant	Tracey	MCK/Melissa	Metro North
Crouch	Timothy	First Denton	Metro North
Cruz	Ann Marie	New Riverside	Metro West
Cuellar	Greta	First Gainesville	Mid-North
Currie	Eunice	McMillan UMC	Metro West
Currier	Barbara	Northaven	Metro East
Curry	John	St. Paul, Pampa UMC	Northwest
Curtis	Sarah	Paris Wesley Center	East
Danna	Joseph	First Boyd	Mid-North
Darden	Carolyn	First Lubbock	Northwest
Davis	Magan	First Jacksboro	Mid-North
Davis	Margaret A	Arapaho	Metro East
Deal	Patricia	First Wichita Falls	Mid-North
Dean	Viola	Morningside	Metro West
DeFord	Mike	Trietsch Memorial	Metro North
Dempsey	Candace	First Merkel	Northwest
Dempsey	Gregory	First Merkel	Northwest
Desrosiers	Kimberly	China Spring	Mid-South
Dickel	Margaret	Custer Road	Metro North
Dickey	Kathy	Ovilla	Mid-South
Dirks	Carol	GA/Grace Chapel	Metro North
Dobbs	Judy	MCK/Melissa	Metro North
Dombrowski	Christine	Highland Park	Metro East
Dorff	Adelaide	McKinney First	Metro North
Dorff	Barbara	Highland Park	Metro East
Dorff	Michael	First UMC McKinney	Metro North
Dorrell	James	Arlington Heights	Metro West
Douglas	Anastasia	Rockbridge Church	South
Doyle	Carolyn	St. Paul Dallas	Metro East
Doyle	Gary	St. Philip's Garland	Metro East
Drake	Duane	Denton Asbury	Metro North
Drummond	John	Good Shepherd	Metro North
Dugger	Carolyn	First Killeen	South
Duncan	Michell	Axe Memorial	Metro East
Dunkin	Ann	First Fort Worth	Metro West
Dupree	Terri	St. Andrews UMC	Metro West
Eaker	Charles	Christ Farmers Branch	Metro East
Easton	Linda	New Covenant	Metro East
Edwards	Charla	First Duncanville	Metro East
Edwards	David	Woori	South
Edwards	Kathi	Open Door Clyde	Northwest
Eisenmann	Mary	Christ Farmers Branch	Metro East
Eismann	Mary	Christ UMC	Metro East
Elliott	Janis	Trinity Duncanville	Metro East

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Last Name	First Name	Church Name	District
Elliott	William	Trinity Duncanville	Metro East
Ellis	Bobby	First The Colony	Metro North
Ellis	Kami	Christ Plano	Metro North
Elms	Linda	Amarillo	Northwest
Engebretson	Rebecca	Keller	Metro West
Escamilla	Gilbert	Casa Emanu-el	Metro East
Esquivel	Alina	First DeSoto	Metro East
Evers	Dale	First McGregor	Mid-South
Fagan	Julienne	First Fort Worth	Metro West
Fagan	Steven	First Fort Worth	Metro West
Fancher	Loni	First Arlington	Metro West
Farish	Stephen	Flower Mound	Metro North
Farmer	Shelby	Caddo Mills	East
Ferguson	Tyler	White Rock	Metro East
Fiorella	Russell	Good Shepherd Arlington	Metro West
Fish	Walter	St. James Abilene	Northwest
Fisher	Carol	Chinn's Chapel	Metro North
Fisher	Carol	Chinn's Chapel	Metro North
Fisher	Jack	Grace Lubbock	Northwest
Fisher	John	St. Philip's Round Rock	South
Fleming	Melissa	First Sachse	Metro North
Fletcher	Barry	Iredell	Mid-South
Fletcher	Bradley	Iredell	Mid-South
Flynt	Bonnie	St. Barnabas UMC	Metro West
Folds	Matthew	First Rockwall	Metro North
Fonteneaux	Linda	The Village	Metro East
Ford	Ellen	University Park	Metro East
Ford	Jim	Lake Cities	Metro North
Ford	Peggy	Bruceville-Eddy	South
Forrester	Chrystal	First McKinney	Metro North
Forrester	Monty	First McKinney	Metro North
Frantz	Kaitlyn	Union Mission Congregation	Metro East
Frantz	Tonya	First Burleson	Metro West
Freeman	Vonda	Forest Hill	Metro West
Gallman	Carol	Custer Road	Metro North
Galloway	Kacie	First Colleyville	Metro West
Galvan	David	Argyle UMC	Metro North
Gamble	Trudy	First Lubbock	Northwest
Garcia	Juanita	Highland Heights Sweetwater	Northwest
Garcia	Sharon	First, Mineral Wells	West
Garelick	Carol	First Nolanville	South
Garry	Natalie	First Duncanville	Metro East
Gaskill	Donna	First Plano	Metro North
Gautier	Johnnye	First Hamilton	South
Gavitt	B. J.	Greenland Hills UMC	Metro East
Gavitt	Bill	Greenland Hills UMC	Metro East
Gehrke	Sandri	First The Colony	Metro North

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Last Name	First Name	Church Name	District
Gigliotti	Scott	New World Arlington	Metro West
Gilkey	Gerald	St. James Abilene	Northwest
Ginn	Martha	First Lubbock	Northwest
Glass	Evelyn	Trinity Duncanville	Metro East
Glover	LaTonya	One Fellowship	Mid-South
Goetze	Jim	First Iowa Park	Mid-North
Goin	Melinda	Grace Sherman	Mid-North
Gomez	Ezri	University Park	Metro East
Gonzales	Melissa	Genesis	Metro West
Goode	Betsi	First Arlington	Metro West
Goodman	Deanna	First Coppel	Metro North
Goodrich	Derek	UTA Wesley	Metro West
Goodwin	Karen	St. Barnabas	Metro West
Grandstaff	Lynne	First Red Oak	Mid-South
Grant	David	Benbrook UMC	Metro West
Grant	Terry	Benbrook UMC	Metro West
Gray	Anne	First Arlington	Metro West
Greene	Barbara	St. Andrews Fort Worth	Metro West
Greer	Holden	University Park	Metro East
Gregory	Vicki	First, Mineral Wells	West
Grieder	Jeff	First McGregor	Mid-South
Griffeth	Mary	First Mesquite	Metro East
Griffeth	Richard	First Mesquite	Metro East
Griffin	Diane	Meadowbrook-Poly	Metro West
Griffin-Allison	Cheryl	Oak Lawn	Metro East
Gunn	Debby	New World Arlington	Metro West
Haggard	Peggy	Gustine	South
Hainsfurther	Lauri	University Park	Metro East
Halbert	Kara	First Heath	Metro North
Haley	Barbara	First Decatur	Mid-North
Haley	Steven	First Belton	South
Hankinson	Gail	St. Luke's UMC	Northwest
Hanning	Rick	First Sulphur Springs	East
Hanson	Jen	Northaven	Metro East
Hanson Roberts	Laurie	Grace Avenue	Metro North
Hantz	LaRonda	City Point	Metro West
Hargrove	Barbara	Revive	Metro West
Harkey	Dana	Highland Park	Metro East
Harkey	Jack	Highland Park	Metro East
Harmon	Laurette	St. Paul Dallas	Metro East
Harris	Mike	Plymouth Park	Metro East
Harrison	Paula	First Richardson	Metro East
Harry	Cynthia	Hamilton Park	Metro East
Harry	Dwight	Hamilton Park	Metro East
Hatch	Madeline	Whaley	Mid-North
Hatchel	Linda	First Woodway	Mid-South
Hayes	Delanzia	Walnut Hill UMC	Metro East

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Last Name	First Name	Church Name	District
Haynes	Ann	Christ Farmers Branch	Metro East
Haynes	Ted	First Winnsboro	East
Head	Robbie	First Deport	East
Hecht	Jim	Grace Avenue	Metro North
Helmer	Holly	First Woodway	Mid-South
Helt	Sheryl	University Fort Worth	Metro West
Henderson	Saundré	Hamilton Park	Metro East
Hermes	Natalie	St. James Abilene	Northwest
Herron	Nicole	First Allen	Metro North
Hester	Betty	Troy	South
Hester	Lindsey	Troy	South
Hewett	Georgianne	First Georgetown	South
Heyduck	Eliza	First Woodway	Mid-South
Heyduck	Jo Dee	First Crowley	Metro West
Hicks	Adeline	Denton Wesley Foundation	Metro North
Hicks	Chonda	Mount Zion UMC	East
Hilburn	Carla	Argyle	Metro North
Hill	Susan	First Colleyville	Metro West
Hinds	Ron	First Coppell	Metro North
Hoffman	Emily	Whaley	Mid-North
Hoffman	Heidi	Whaley	Mid-North
Hokett	Gloria	McKenzie UMC (Honey Grove)	East
Holcomb	Bill	Plymouth Park	Metro East
Holder	Liz	First Round Rock	South
Hooks	Betsy	First Henrietta	Mid-North
Hooks	David	First Henrietta	Mid-North
Hooper	Carolyn	St. Luke's Midland	Northwest
Hopson	Tim	First Plano	Metro North
Horton	John	Flower Mound	Metro North
House	Jill	First Cleburne	Mid-Central
Hudec	Laura	Christ Plano	Metro North
Hudson	Marion	St. Philip's Round Rock	South
Hunsberger	Barbara	St. Philip's Round Rock	South
Hunte	Deborah	Grace Metroplex	Metro West
Hunter	Irma	St. Luke UMC	South Central
Hutchins	Phiebie	St. Luke "Community"	Metro East
Hutchison	Marion	First UMC Powderly	East
Irwin	Ann	First Crowley	Metro West
Isaacs	Donald	Edge Park	Metro West
Isaacs	Tempie	Edge Park	Metro West
Jacks, Jr	Frank	Wellspring Georgetown	South
Jackson	Kay	St. John the Apostle Arlington	Metro West
Jaime-Poovey	Kai	Pleasant Valley Sachse	Metro North
Jenkins	Orville	St. Barnabas	Metro West
Jennings	Carol	Journey of Faith UMC	South
Jensen	Donna	First Belton	South
Johnson	Barbara	Community Dallas	Metro East

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Last Name	First Name	Church Name	District
Johnson	Lisa	First Paris	East
Johnson	Marcus	Community Dallas	Metro East
Johnston	Leanne	Community Krum	Metro North
Johnston	Wesley	Community Krum	Metro North
Jones	Jalen	St. Andrew's Arlington	Metro West
Jones	Jaycielle	The Village UMC	Metro East
Jones	Kathy	Oak Lawn	Metro East
Kamath	Susan	MCK/Melissa	Metro North
Kappel	Jana	St. Paul Abilene	Northwest
Keck	Keri	GA/Grace Chapel	Metro North
Keck	Matthew	Grace Avenue	Metro North
Kelley	Ken	Kessler Park	Metro East
Kelley	Nancy Colleen	Kessler Park	Metro East
Kelly	Nanci	First Bells	Mid-North
Kemp	David	First Commerce	East
Kemp	Susie	First Coppell	Metro North
Key	Jordan	First Waxahachie	Mid-South
Kilgore	Charles	Saginaw	Metro West
Kincaid	Jeremy	Prosper	Metro North
King	Rodd	Custer Road	Metro North
Kinser	Michael	Couts Memorial	Mid-Central
Kirspel	Laura	First UMC Colleyville	Metro West
Kirven	Brenda	First Waxahachie	Mid-South
Kistler	Aubrey	Arborlawn	Metro West
Knagg	Beatrice	Axe Memorial	Metro East
Knauth	Jeanne	Florence	South
Knight	Charian	St. Andrews Fort Worth	Metro West
Knox	Richard	St. John the Apostle Arlington	Metro West
Komandosky	Edmond	Tenth Street	South
Komandosky	Susan	Thrall	South
Koo	Ron	Arapaho	Metro East
Kozack	Jackson	First Arlington	Metro West
Kuizon	Laureen	UTA Wesley	Metro West
Laird	Susan	First Frisco	Metro North
Lambden	Troy	First Graham	West
Landis	Nick	Wellspring Georgetown	South
Lane	Kristen	GA/Grace Chapel	Metro North
Lantrip	Tonya	First Gordon	West
Lawson	Pamela	St. Philip's Garland	Metro East
Lawther	Kevin	St. Barnabas	Metro West
Lawton	Karen	Ferris Heights	Mid-South
Leaverton	Cindy	First Henrietta	Mid-North
Lee	Michael	Mt. Zion Paris	East
Leffert	Carla	Highland Park	Metro East
Lengyon	Etheleen	Glen Oaks	Metro East
Lessner	Henry	First Allen	Metro North
Leveille	Edward	Grace Dallas	Metro East

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Last Name	First Name	Church Name	District
Link	Michael	Aldersgate Carrollton	Metro North
Lister	Deborah	First Lancaster	Metro East
Lively	Amelia	Grace Dallas	Metro East
Livingston	Amanda	Springtown	Mid-Central
Lobdell	Geraldine	Rhyme	Mid-North
Lochhead	Randy	First UMC Terrell	East
Loebig	Sally	Bethel Weatherford	Mid-Central
Loeffler	Paul	First Mexia	Mid-South
Logan	Abby	First Henrietta	Mid-North
Logan	Maddy	First Henrietta	Mid-North
Long	Lisa	Central UMC	Central
Long	Mark	Central UMC	Central
Longacre	Janeva	First Richardson	Metro East
Lopez	Margaret	Sivells Bend	Mid-North
Loughan	Dora	Good Shepherd Arlington	Metro West
Lucano	Nellie	New Riverside	Metro West
Lunsford	Brenda	Pleasant Valley Sachse	Metro North
Lusk	Daphne	Life Center	Metro East
Mackinson	Shari	University Fort Worth	Metro West
Maddox	Ray	St. Paul Abilene	Northwest
Major	Patricia	Greenland Hills UMC	Metro East
Manuel	Carolyn	Trinity Duncanville	Metro East
Markinson	Eric	Grace Dallas	Metro East
Marsh	Fred	Hamilton Park	Metro East
Marsh	Jean	St. Paul Abilene	Northwest
Marshall	Carrie J.	St. Luke "Community"	Metro East
Martin	Cindy	St. John's Lubbock	Northwest
Martin	Nancy	Couts Memorial	Mid-Central
Martin	Patti	Plymouth Park	Metro East
Martinez	Joaquin	First Grand Prairie	Metro East
Martz	Jorden	First Hurst	Metro West
Massey	Lori	First Bonham	East
Matthews	Jessica	Hutto Discovery	South
Matus	Marcia	New Covenant	Metro East
Maynard	Glenda	First Fort Worth	Metro West
Mays	Kerry	Flower Mound	Metro North
McAdoo	Cody	Preston Hollow	Metro East
McAvey	Rich	First Georgetown	South
McBride	Corliss	One Fellowship	Mid-South
McCauley	Rexanne	First Sulphur Springs	East
McChesney	Elizabeth	Rockbridge Church	South
McClellen	James	Wesley Greenville	East
McCormick	Chris	St. Mark Cleburne	Mid-Central
McCosky	Brian	St. Matthew UMC Fort Worth	West
McCurley	Mary Jo	University Park	Metro East
McCutcheon	Rod	First Whitesboro	Mid-North
McIver	Sharon	Ferris Heights	Mid-South

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Last Name	First Name	Church Name	District
McIver	Steve	First Ferris	Mid-South
McKibben	Crystal	Western Hills UMC	Metro West
McKnight	Anthony	First Red Oak	Mid-South
McNeely	Gene	Tolar	Mid-Central
McNeely	Patricia	Tolar	Mid-Central
Mellott	Lisa	Dido	Metro West
Melrose	Brittany	Synergy Wesley Foundation	Metro East
Melvin	Keaton	First Van Alstyne	Mid-North
Menton	Bob	Ash Lane	Metro West
Michell	Suzi	St. Barnabas	Metro West
Miller	Hannah	Waples Memorial	Mid-North
Miller	LeeAnn	First Burkburnett	Mid-North
Miller	Sandra	First Rowlett	Metro North
Mims	Diane	Greenland Hills	Metro East
Minnis	Shelley	Lakeway	Mid-North
Mitchell	Courtney	St. James Temple	South
Mitchell	Candice	First Jacksboro	Mid-North
Mochel	Douglas	Revive	Metro West
Mohair	Brandon	The Village	Metro East
Monroe	John	First Cedar Hill	Metro East
Monroe	Melissa	First Coppell	Metro North
Monroe	Nancy	First Coppell	Metro North
Moomau	Julia	First Coppell	Metro North
Moore	January	First Waxahachie	Mid-South
Moore	Margo	White Rock	Metro East
Moreno Leal	Indira	Axe Memorial	Metro East
Morgan	Raymond	Friendship	Mid-North
Moriba	Solomon	Genesis UMC	Metro West
Morton	Lucas	First Arlington	Metro West
Moshier	Brian	Flower Mound	Metro North
Mosley	Yvonne	Woods UMC	Metro East
Mower	Paula	First Gordon	West
Munden	Michael	St. Stephen Mesquite	Metro East
Murphy-Chadwick	Nancy	First Denton	Metro North
Myers	Jazmon	Lakeview Waco	Mid-South
Myers	Ken	Saginaw	Metro West
Nealy	Beatrice	St. Luke "Community" UMC	Metro East
Neeley	Jerry	First DeLeon	West
Neighbors	Alison	Market Street	East
Nenovich	Natalie	First Richardson	Metro East
Newton	Janet	First Round Rock	South
Nichols	Nathan	First Dallas	Metro East
Nickson	Mary	Hamilton Park	Metro East
Niedecken	Gretchen	First Mexia	Mid-South
Noblett	Leanna	Arborlawn	Metro West
Noel	Julie	Highland Park	Metro East
Nokes	Laura	Trietsch Memorial	Metro North

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Last Name	First Name	Church Name	District
Nokes	Laura	Trietsch Memorial	Metro North
Noll	Bennett	First Garland	Metro East
Norman	Linda	Trietsch Memorial	Metro North
Novelo	Jill	First Hurst	Metro West
Nunley	Abraham	First Bedford	Metro West
O'Connor	Mary	Ridgewood Park	Metro East
O'Connor	Patrick	Custer Road	Metro North
Odell	Elise	Holy Covenant	Metro East
Olson	Christopher	First UMC Arlington	Metro West
Ono	Jana	Dido	Metro West
Ortiz	Darrell	First Rowlett	Metro North
Osminski	Sarah	Pleasant Valley Sachse	Metro North
Oster	Landen	First Dallas	Metro East
Otto	Michelle	First UMC Colleyville	Metro West
Owens	Katherine	Central Waco	Mid-South
Paris	George	St. Luke Haltom	Metro West
Paris	Mary	St. Luke Haltom	Metro West
Parker	Mary	The Woods	Metro East
Parker-Braun	Emerson	Oak Lawn	Metro East
Parks	Linda	First Wichita Falls	Mid-North
Partain	Lynn	Creekwood	Metro North
Patton	Becca	First Richardson	Metro East
Pearce	Tracey	Trietsch Memorial	Metro North
Peirce	Christine	Arlington Heights	Metro West
Pena	Clelia	Arapaho	Metro East
Pendleton	Yolanda	First Garland	Metro East
Pepper	Lexi	Wesley Foundation at TCU	Metro West
Perkins	Daniel	Wesley Greenville	East
Perkins	Rosemary	Revelation Church	Mid-South
Peterson	Lisa	Highland Heights Sweetwater	Northwest
Phillips	Dana	Trietsch Memorial	Metro North
Phinney	Pam	First Hurst	Metro West
Piekarski	David	Community Copeville	Metro North
Pierce	Dorothy	Life Center	Metro East
Pitner	Gary	Amarillo	Northwest
Piyakhun	Keith	MCK/Melissa	Metro North
Pleasant	Carl	St. James Temple	South
Pluas	Isabella	Western Hills	Metro West
Pogue	Gina	St. Stephen Mesquite	Metro East
Pond	Stephanie	The Woods	Metro East
Pontius	Dale	Saginaw	Metro West
Potter	Elizabeth	Vista Ridge	Metro North
Potter	Grace	Vista Ridge	Metro North
Powell	Cynthia	Grace Copperas Cove	South
Powell	David	First Allen	Metro North
Powell	William	Grace Copperas Cove	South
Presley	Aubrey	Caddo Mills UMC	East

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Last Name	First Name	Church Name	District
Price	Sara	First Celina	Metro North
Prickett	Charles	First Wichita Falls	Mid-North
Pritchett	Yvette	Hutto Discovery	South
Pryor	Katie	St. Luke "Community"	Metro East
Ragsdale	Loretta	St. Paul UMC Hurst	Metro West
Ramos	Omega Lee	Umphress Road	Metro East
Rapp	Naomi	LL/Walnut Hill	Metro East
Ray	Joyce	First Lubbock	Northwest
Ray	Kevin	Journey of Faith	South
Raymond	Cassie	Troy	South
Reed	Mary Ann	Keller	Metro West
Reeves	Julie	Northaven	Metro East
Reilly	Brian	Stonebridge	Metro North
Reindel	Aaron	First Dallas	Metro East
Reinwald	Sherry	St. Andrew's Arlington	Metro West
Renfro	Cheryl	First Decatur	Mid-North
Renfro	Fred	First Decatur	Mid-North
Requillman	Helen	Faith	Metro East
Ricoy	Erica	First Mexia	Mid-South
Ringholm	Elisa	LL/Walnut Hill	Metro East
Rischer	Juanita	Grace Metroplex	Metro West
Risko	Rachel	Market Street	East
Risko	Robert	Market Street	East
Rivera	Yolanda	St. Luke's Midland	Northwest
Rives	Cynthia	First Denton	Metro North
Roberts	Christie	Waples	Mid-Central
Roberts	Kent	Highland Park	Metro East
Roberts	Susan	Highland Park	Metro East
Robinson	Elizabeth	First Killeen	South
Robinson	Ruth Coe	Hamilton Park	Metro East
Rodriguez	Aurora	First Hurst	Metro West
Rodriguez	Cynthia	First Hurst	Metro West
Rogers	Maggie	Forest Heights UMC	Northwest
Romine	Bryon	First Dallas	Metro East
Roos	Bob	First Richardson	Metro East
Rose	Frances	First Clifton	Mid-South
Rosson	Sage	Whaley	Mid-North
Rosson	Skylyn	Whaley	Mid-North
Rowlett	Mae	St. Luke "Community"	Metro East
Ruddell	Dick	Genesis UMC	Metro West
Sales	Roselle	Umphress Road	Metro East
Sample	Thomas	First Mt. Vernon	East
Samuels	Shelly	St. Mark Cleburne	Mid-Central
Schabow	Brody	Couts Memorial	Mid-Central
Schindler	Shane	Poetry	East
Schrott	Bruce	First Georgetown	South
Schutz	Stefanie	Wellspring UMC	South

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Last Name	First Name	Church Name	District
Scott	Katerina	St. Mark's Midland	Northwest
Sears	Ruth	First Rockwall	Metro North
Segundo	Martha	First Denton	Metro North
Sewell	Shelby	First Nocona	Mid-North
Sharpe	Leodis	Arapaho	Metro East
Shaw	Marguerite	First The Colony	Metro North
Shead	Quanna	Warren Dallas	Metro East
Shead	Quanna	Warren Dallas	Metro East
Sheerin	Miles	Bristol	Mid-South
Shell	John	First Plano	Metro North
Sherrill	Steve	New World Arlington	Metro West
Sherrill	Vanette	New World Arlington	Metro West
Shoemaker	Judy	St. John the Apostle Arlington	Metro West
Shugart	Ruth	Ferris Heights	Mid-South
Shute	Brenda	Highland Park	Metro East
Simmons	Jennifer	Calvary	East
Simms	Ms. Betty	St. Luke "Community"	Metro East
Simon	Vanessa	St. Paul Dallas	Metro East
Simpson	Kim	St. Barnabas	Metro West
Smant	Ethan	University Fort Worth	Metro West
Smant	Lisa	University Fort Worth	Metro West
Smidt	Roger	First McKinney	Metro North
Smith	Austin	Custer Road	Metro North
Smith	D'Andre	First Rowlett	Metro North
Smith	David	Spring Valley	Metro East
Smith	Jared	Aldersgate Carrollton	Metro North
Smith	Julia	Christ Farmers Branch	Metro East
Smith	Leigh	Lake Highlands UMC	Metro East
Smith	Thomas	First Coppell	Metro North
Smith	Vicki	Trinity Arlington	Metro West
Sorley	Marjorie	St. John's Lubbock	Northwest
Spears	Walter	First Olney	West
Sperring	Catherine	First Hurst	Metro West
Sperring Jr	Raymond	First Hurst	Metro West
Spivey	Dee-Dee	Hamilton Park	Metro East
Spletzer	Sam	Epworth UMC	Metro West
Spoonts	Debbie	Good Shepherd Arlington	Metro West
Spradlin	Hallie	Arlington Heights	Metro West
Springer	Mike	Wm. C. Martin	Metro West
Standifer	Misty	Prosper	Metro North
Stelly	Julie	Creekwood	Metro North
Stephenson	Aimee	Rockbridge Church	South
Stewart	Brad	Arborlawn	Metro West
Stewart	Dee Dee	First Colleyville	Metro West
Stewart	Nancy	First Crowley	Metro West
Stewart	Richard	St. Paul Dallas	Metro East
Stith	Becky	Bruceville-Eddy	South

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Last Name	First Name	Church Name	District
Stobaugh	Eleanor	Denton Wesley Foundation	Metro North
Stoel	Jill	First Plano	Metro North
Stole	S	Arapaho	Metro East
Stouffer	Kennedy	Waxahachie First UMC	Mid-South
Stratton	Osby	St. Paul UMC Georgetown	Mid-South
Stratton	Wanda	St. Paul UMC	South
Stroud	Carolyn	First Graham	West
Stroud	Mike	First Burleson	Metro West
Sult	Gary	First Stephenville	West
Sult	Jana	First Stephenville	West
Sweatt	Tyler	Trophy Club Fellowship	Metro North
Talbert	Tom	First Burkburnett	Mid-North
Tatum	Lennon	Grace Copperas Cove	South
Taylor	David	Trietsch Memorial	Metro North
Taylor	Mary Ann	First Rowlett	Metro North
Taylor	Suzanne	MCK/Melissa	Metro North
Teeter	Aubrey	Blue Mound	Metro North
Terrell	Laurence	First Round Rock	South
Texada	Sara	Christ Farmers Branch	Metro East
Thompson	Elizabeth	St. Luke "Community"	Metro East
Thompson	Richard	First Round Rock	South
Thorburn	Bill	Arborlawn UMC	Metro West
Thorpe	Melanie	First Frisco	Metro North
Tillery	Hailey	Ridgewood Park	Metro East
Titus	Margie	Visionary Hollowell Community Midland	Northwest
Toal	Stephen	Northaven	Metro East
Toler Debus	Gretchen	Oak Lawn	Metro East
Tong	Chris	First Watauga	Metro West
Tong	Kim	First Watauga	Metro West
Totten	Herman	Trinity Denton	Metro North
Townsend	Sondra	New World Garland	Metro East
Trammel	Jennifer	China Spring	Central
Trammel	Mark	China Spring	Central
Trask	Helayna	Wylie	Metro North
Turner	Earl	The Woods	Metro East
Uasi	Afu	Wm. C. Martin	Metro West
Uasi	Mele Lupe	Wm. C. Martin	Metro West
Upchurch	Christina	First Waxahachie	Mid-South
Vann	Vicky	Buckingham	Metro East
Vasquez	Roland	Agape Memorial	Metro East
Vela	Deborah	Elmwood-El Buen Samaritano	Metro East
Vidad	Nancy	Everman	Metro West
Villines	Anna	Market Street	East
Vittorio	Jessica	First Dallas	Metro East
Vonner	Sally	First Grand Prairie	Metro East
Wade	Kelly	First Sulphur Springs	East

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Last Name	First Name	Church Name	District
Walden	Charlie	Northgate	Metro East
Waldrum	Shirley	Friendship	Mid-North
Walker	Bob	First Cleburne	Mid-Central
Walker	Jane	First Cleburne	Mid-Central
Walker	Kim	Calvary UMC	East
Walker	Vernadette	St. Paul Georgetown	South
Wallace	Beau	First Clifton	Mid-South
Wallace	Juanda	Warren Dallas	Metro East
Wallace	Susie	First Archer City	Mid-North
Walters	Kevin	First Fort Worth	Metro West
Walton	Jeffrey	The Gathering	Metro North
Wang	Jennifer	First Dallas	Metro East
Ward	Emma	Springtown	Mid-Central
Watson	Alicia	First Rowlett	Metro North
Watson	Faye D.	Morningside	Metro West
Watson-Ferris	C. Dessa	Cochran Chapel	Metro East
Watt	Chad	First Dallas	Metro East
Weaver	Rick	Wm. C. Martin	Metro West
Welton	Fannette	First Hurst	Metro West
West	Sherry	St. Luke UMC	Mid-South
Whitcomb	Lynn	Lake Shore	Mid-South
Whittingham	Patricia	St. Andrew's Killeen	South
Whittle	Clyde	Covenant	Metro West
Wigant	Candace	First Garland	Metro East
Williams	Brenda	Open Door Clyde	Northwest
Williams	Cathy	First West	Mid-South
Williams	Dashe	Pleasant Valley Sachse	Metro North
Williams	Evelyn	First Lewisville	Metro North
Williams	Fredie	St. Paul Dallas	Metro East
Williams	James	Custer Road	Metro North
Williams	Marian	St. Luke "Community"	Metro East
Williamson	Steve	St. James Abilene	Northwest
Willmann	Anne	First Sulphur Springs	East
Wilson	Amy	Christ Plano	Metro North
Wilson	Carol	St. Paul Hurst	Metro West
Wilson	Diana	University Park	Metro East
Wilson	James	St. Paul Hurst	Metro West
Winkler	Ronald	First McKinney	Metro North
Winston-Hall	Anniel	First Frisco	Metro North
Winters	Suzanne	Epworth UMC	Metro West
Wolverton	Kenneth	GA/Grace Chapel	Metro North
Wolverton	Suzanne	Grace Avenue	Metro North
Womack	Larry	First Rockwall	Metro North
Womack	Shirley	First Rockwall	Metro North
Worley	Ron	Prosper	Metro North
Wyatt	Nanette	First West	Mid-South
Yadav	Trining	Umphress Road	Metro East

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Last Name	First Name	Church Name	District
Yager	Frances	First Sachse	Metro North
Young	Taylor	Keller	Metro West
Zarate	Janice	Northgate	Metro East
Ziegner	Jonathan	First Lubbock	Northwest
Ziegner	Mitzi	First Lubbock	Northwest

Daily Proceedings

MINUTES OF THE FIRST SESSION OF THE HORIZON TEXAS CONFERENCE

Southern Methodist University
Dallas, Texas
June 8-10, 2025

The **2025 Annual Conference of the Horizon Texas Conference of the United Methodist Church** began on **Sunday, June 8, 2025**, with separate clergy and laity sessions in the afternoon and opening worship in the evening. Business sessions began **Monday, June 9, 2025, at 8:30 AM** and extended through **Tuesday, June 10, 2025, at 5:00 PM**.

This is the first regular conference session of the newly constituted Horizon Texas Conference of The United Methodist Church and therefore holds historical significance. The Horizon Texas Conference comprises the legacy Central Texas Conference, the legacy North Texas Conference, and the legacy Northwest Texas Conference.

Business Session 1 **Monday, June 9, 2025** **8:30 AM**

A **praise team**, comprised of clergy and others from HTC congregations, led conference members in singing “Make Us One.” They followed this with a rendition of “Do What You Want.”

Bishop Ruben Saenz, Jr., presiding Bishop of the Horizon Texas Conference of The United Methodist Church, welcomed conference members and guests and opened the conference with prayer.

Bishop Saenz introduced **Dr. Jay C. Hartzell, the new President of Southern Methodist University**, who addressed members of the conference, bringing greetings from SMU.

Bishop Saenz then recognized the service of previous bishops who have served the legacy conferences that have joined together as The Horizon Texas Conference. **Bishop James “Jimmy” Nunn** was not present. Bishop Saenz introduced **Bishop Michael McKee**, who served as the bishop of the legacy North Texas Conference. Bishop McKee briefly addressed the conference, making special note of the significance of the growing number of young clergy in the legacy North Texas Conference during his tenure.

Bishop Saenz then introduced **those sitting on the stage with him** for the morning session, including **Lizzie Potter** (Vista Ridge), a rising high school senior at Lewisville, Co-Lay Leader of the Horizon Texas Conference **Kylie Campbell** (Burleson: First), Conference Secretary **Kevin Walters** (Fort Worth: First) who also serves as the Director of Operations for the Horizon Texas Conference, Assistant to the Conference Secretary **Rev. Marsha Middleton** (Grand Prairie First), Assistant Conference Secretary **Pastor Sharon Larkin** (St. Luke “Community”), Parliamentarian **Marsha Thornton** (The Village), and Assistant to the Bishop and Chief of Staff **Rev. Andy Lewis**. The bishop also recognized various categories of conference members, including young people, those attending their first annual conference, and those attending annual conferences for the tenth, twentieth, thirtieth, and fortieth times.

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Kevin Walters, in his capacity as Secretary of The Horizon Texas Conference, rose to lead in the **process of organizing conference members for business**.

Voting members participating in this annual conference session of the HTC total 1273, with 585 of those being clergy and 688 being laity. These individuals comprise the official roll within the Horizon Texas Annual Conference for the 2025 session. Walters moved the adoption of the report regarding voting members. Bishop Saenz called for the vote, and the report was adopted.

Walters moved the establishment of the bar of the annual conference, which was set as the first floor of McFarlin Auditorium, and several specific sections in the balcony. After some clarification, the bishop called for approval. The bar of the conference was approved by acclamation.

Walters reviewed **the voting rules** found on pages 26 through 28 of the preliminary workbook. Members were reminded that the color of one's name badge indicated the kind of voting in which one was authorized to participate. Bishop Saenz called for approval of the rules for voting members, and the document was approved by acclamation.

Next, Walters reviewed the **process for addressing this conference session**. Those present with the privilege of voice are to move toward a microphone, state their name, their gender, their race or ethnicity, their congregation or their appointment beyond the local church, whether they are lay or clergy and, in the case of clergy, their clergy category (i.e. Deacon in Full Connection, Provisional Elder, Licensed Local Pastor serving full time, etc.). Walters announced that members of the **Commission on the Status and Role of Women** and members of the **Commission on Religion and Race** would be monitoring the inclusivity of participants. Summary reports will be offered to conference members periodically.

Walters then moved the adoption of section two of paragraph B, items 4 through 7 of the proposed standing rules of the Horizon Texas Conference (p. 144 in the preliminary workbook) regarding the handling of conference business. These rules covered the debate process on motions, the consent calendar and its related process, voting requirements, and the use of *Robert's Rules of Order*. Debate on each motion will be limited to three speeches in favor of the motion and three speeches against the motion, with each speech limited to a maximum of three minutes. Approval of the consent calendar will require more than 50% of the votes cast, and changes to the standing rules for this conference session will require a two-thirds majority vote of the votes cast. The current version of *Robert's Rules of Order* will be used for business not addressed explicitly within the Standing Rules. The motion was seconded from the floor. The motion carried.

Walters then moved that the proposed agenda found on pages 22 and 23 of the preliminary workbook be adopted as the agenda of the business sessions. The motion carried.

Rev. Andy Lewis, Assistant to the Bishop and Chief of Staff for the Horizon Texas Conference, rose to explain the **consent calendar process** as outlined on page 24 of the Preliminary Workbook. He also pointed out that the consent calendar items could be found on page 25. Two items have been removed from the consent calendar as of Monday morning. These include legislative items 2025-06: Sexual Ethics Policies and Procedures, and 2025-07: Discontinuation of United Campus Fellowship Wesley Foundation: Navarro College. Lewis noted that legislative items 8, 15, 31, and 32 are no longer included in the consent calendar. The form and procedure to request the removal of an item from the consent calendar could be found in the preliminary workbook on page 365. The request must be submitted to the conference secretary, Kevin Walters, by noon on Monday, June 9.

Kevin Walters was recognized again to offer announcements:

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Bishop Saenz thanked Walters and Lewis for the information provided and introduced **Kylie Campbell** (Burleson: First), who presented the **Laity Address**.

Lizzy Potter (Vista Ridge) was recognized to offer the **Youth Address** on behalf of the youth leadership of the Horizon Texas Conference.

Kathi Edwards (Clyde: Open Door) rose to give the **Episcopacy Committee Report**. Additional members of the committee joined her on stage. A written report was included in the preliminary workbook on page 256. Edwards invited the other committee officers to introduce themselves. **Kim Simpson** (Arlington: St. Barnabas) introduced herself as vice-chair, and **Rev. Kristin Warthen** (Arlington: St. Andrews) introduced herself as secretary. Members of the Horizon Texas Conference are asked to pray regularly for Bishop Saenz, his spouse, Mayé, and his family. **Mayé Saenz** briefly addressed the conference and surprised the bishop by inviting half of their children and several grandchildren onto the stage. Bishop Saenz, as well as conference members, received this with joy.

Young adults from the Horizon Texas Conference led conference members in prayer and an opening litany in preparation for the service of Holy Communion to follow the Episcopacy Report.

Bishop Ruben Saenz took the floor to offer the **Episcopal Address**. He stated that conference members are not only here to conduct business, but to bear witness and testify to the resilience of United Methodists who gather as one with Christ, one with each other, and one in ministry to all the world.

Bishop Saenz assured conference members that he sees their weariness, recognizing the time of uncertainty and loss they have endured. He offered assurance that the hardship suffered by so many “is being redeemed,” and that God has been present in every moment of our journey. He reminded the HTC that God is still at work among us, and that our hope is rooted in Jesus Christ, not in wishful thinking. God continues to call us beyond ourselves. Through the cross and resurrection, we are one. God is repairing the breaches and healing the brokenness so that we can be the church that the world needs now, a people of hope, love, and unwavering commitment to the gospel.

The bishop reminded conference members of the five pillars around which ministry is being organized in the Horizon Texas Conference. Together, by God’s grace, we are:

- Multiplying Jesus’ followers
- Championing Children and Youth
- Maximizing Christ’s Care and Healing
- Embracing Diversity
- Telling Our Story

The bishop informed conference members of a special opportunity regarding the United Methodist presence in Honduras. This includes twenty-one congregations and the John Wesley Cultural and Education Center. The HTC will have opportunities to discover what ministry in Central America looks like.

Bishop Saenz ended the Episcopal Address with the Wesleyan reminder, “Best of all, God is with us.” The address was received with a standing ovation from members of the conference.

The bishop’s address was followed by a **service of Holy Communion** with Bishop Saenz presiding. Following the liturgy prepared especially for this occasion, conference members and guests received the invitation to the table. They joined together in the prayer of confession and the passing of the peace, and then, along with Bishop Saenz and other leaders, offered the Great Thanksgiving and the Lord’s Prayer to God. The elements of Holy Communion were then distributed to conference members.

Rev. Tod Bolsinger took the floor to offer the first keynote address entitled “Leading into Uncharted Territory,” an informative and entertaining retelling of some of the insights from his book *Canoeing the Mountains: Christian Leadership in Uncharted Territory* (IVP, 2015). Bolsinger asked conference members, “What’s your leadership superpower?” and “What happens when what we’ve always done no longer works?” Bolsinger points to the need for “wholehearted leaders” who can fully embrace “learning, loss, and resilience.”

Rev. Beth Evers (Fort Worth: University), **Chair of the Board of Ordained Ministry**, came forward to present the **Board of Ordained Ministry Report** along with other leaders representing the Board of Ordained Ministry. She began by recognizing BOM members, the executive committee, and **Camale Allen, Leadership Coordinator**. Evers continued by explaining the significant scope and nature of the Board of Ordained Ministry’s work.

Rev. Ann Willet (Northaven), **Chair of Credentialing** for the Board of Ordained Ministry, came forward to present those to be commissioned that evening at the Service of Commissioning and Ordination. **New Provisional Deacons** are Jason Chavarria, Brooke Clark Gibson, Laurie Eckeberger, Julie Harding, Adam Lubbers, Staci Orr, Anna Shipley, and Michelle Wood. **New Provisional Elders** include Julia Castleman, Jordan Cramer, Jeffrey Fisher, Evve Kuykendall, and Sarah Porter.

Rev. Maggie Proshek (Ext.: The Vinery), **Chair of the Order of Deacons**, presented those being ordained as deacons and being received into full conference membership. These include Elizabeth “Lizz” Bridges, Caleb Brimmage, Katrina Culberson Smith, and Kristen Von Gonten.

Rev. Josh Stueve (Lubbock: St. John’s), **Chair of the Order of Elders**, presented the following who are being ordained as elders and received into full conference membership: Philip “Phil” Antinone, Anne-Marie Berg, Madison Boboltz, Travis Burdett, Rhonda Chambers, Timothy “Tim” Clifford, Beate Hall, Allie Johnson, Kathleen “Katie” Lamoureux, Sean McDonald, Courtney Mitchell, Daniel Reeves, Kyrin Schultz, Kaitlynn Shannon, Tanner Smith, and Joseph “Joe” Stobaugh. Stobaugh is transferring to the Order of Elders from the Order of Deacons.

Pastor Marcus Jones, **Chair of the Fellowship of Local Pastors and Associate Members**, presented **Scott Luginbill** as a new **Associate Member** of the Horizon Texas Conference.

Bishop Saenz announced that these individuals make up the first group of ordinands, commissionees, those being recognized from the Horizon Texas Conference. Conference members received this news with enthusiastic applause. He thanked the Board of Ordained Ministry for their work.

Bishop Saenz recognized **clergy transferring into the Horizon Texas Conference from other United Methodist conferences**, including **Lee Biggs-Scribner** transferring in from the Oklahoma Annual Conference, **Ngoni Mukarakate** transferring from the Zimbabwe East Annual Conference, **Robert Pelfrey** transferring in from the New Mexico Annual Conference, and **Albano Tayengo** transferring in from the West Angola Annual Conference.

Rev. Alan McGrath (Georgetown: First) presented **those who are retiring**. After offering prayer, he invited new retirees to come forward as their name was called, along with their years of service.

Associate Member:

- Rhonda Greenwood with 23 years of service.

Local Pastor:

- Debbie Lyons with 22 years of service.

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Deacons in Full Connection:

- Meredith Bell with 20 years of service
- Susan Bryan with 20.5 years of service.
- Marjorie Bishir Hill with 13.25 years of service
- Page Hines with 24.75 years of service
- Thomas “Tom” McDermott with 37.5 years of service
- Douglas “Doug” Meyer with 45 years of service

Elders in Full Connection:

- Kamal “Mel” Bishara with 28.75 years of service
- Shelley Brooks-Sanford with 32 years of service
- Darrell Coats with 48 years of service
- Stanley Copeland with 47 years of service
- Daniel Echols with 33 years of service
- Robert Ewing with 41 years of service
- Matthew Gary with 22.75 years of service
- Matt Hall with 30 years of service
- Rick Hawkins with 42 years of service
- Ann Hitt with 31 years of service
- Scott Holcomb-McLain with 36 years of service
- Clifton Howard with 41 years of service
- Levy LaGuardia with 50 years of service
- Sarah Lancaster with 28 years of service
- Jannette Miller with 12.5 years of service
- Jeffrey Miller with 35 years of service
- Terry Ann Moore with 32.5 years of service (note: Rev. Moore died just after her retirement)
- Connie Nelson with 27.75 years of service
- Jorge Ochoa with 26 years of service
- Tom Palmer with 40 years of service
- Rob Spencer with 35 years of service
- Mark Stamm with 46 years of service
- Kevin Tully with 45 years of service
- Richard “Rick” Williamson with 10 years of service
- Meg Witmer-Faile with 21 years of service

Mary Nickson (Hamilton Park), Co-Lay Leader of the HTC, led conference members in a **litany of blessing** for the first retiring class of the Horizon Texas Conference. Stoles were passed from new retirees to new ordinands.

Bishop Saenz reported that this year’s retirees have offered **962.75 years of service** in ministry. Members of the conference received this news with enthusiastic applause.

Pastor Marcus Jones presented scholarships on behalf of the Scholarship Committee of the Board of Ordained Ministry. Jones invited those receiving scholarships to come forward as their name was called. The Guy E. And Ama L. Perdue Memorial Scholarship is awarded to **Jake Dickerson**. The Avinelle McWhirter Ogle Memorial Scholarship is awarded to **Brian Brice**. The Sowell Scholarship is awarded to **Allison Richard**. The Strayhorn Seminary Scholarship is awarded to **Jordan Martz**. The Pat Stroman Memorial Scholarship is awarded to **Jae Jun (Daniel) Cho**.

Marcus Jones then announced that **Rachel Risko** would be awarded the Karen A. Greenwaldt Scholarship and The William M and Laura Jean Greenwaldt Scholarships. Jones asked Bishop Saenz for a moment of personal privilege to recognize **Rev. Karen A. Greenwaldt**, who rose to speak to this scholarship. Greenwaldt stated that she lives in Granville, Ohio, and her charge conference membership is now at First UMC, Fort Worth. On June 3, 1975, she was the first woman in the Central Texas Conference to be ordained a (transitional) deacon. She stated that she hopes to make it three more years so she can celebrate being an ordained elder for fifty years. Greenwaldt explained that the scholarship is funded from a monetary gift she received upon retirement as General Secretary of the General Board of Discipleship. The scholarship's intent is to assist a woman from the Horizon Texas Conference to attend Perkins School of Theology.

Beth Evers capped off the Board of Ordained Ministry Report by encouraging conference members to attend the Commissioning and Ordination Service that evening.

Bishop Saenz called on **Conference Secretary Kevin Walters** for announcements prior to breaking for lunch. Among other items, he reported that the conference **offering for camp scholarships** was up to \$17,133. Bishop Saenz invited **Pastor Sharon Larkin** (St. Luke "Community") to offer the prayer prior to the lunch break. After the prayer, conference members were encouraged to return by 1:30 PM to continue business in the afternoon session. The conference was in recess at 12:19 PM.

Business Session 2 **Monday, June 9, 2025** **1:30 PM**

Gathering music was led by the praise team, and conference members joined in singing "Down by the Riverside," "Blessed Assurance," and "This Little Light of Mine."

Dr. John Miller (Abilene: St. Paul) opened the afternoon session with prayer.

Bishop Saenz introduced those sitting on the stage with him during the afternoon session, including **Wesley Johnston**, a rising eighth grader from Krum, Community UMC and Co-Lay Leader **Natalie Hermes** from Abilene, St. James UMC.

Bishop Saenz announced that one of the blessings of unification is having McMurry University within the boundaries of the Horizon Texas Conference. The University will be a great resource to the conference. **McMurry University's president Dr. Lynne Murray** could not be present in person but that she provided a video to show to the conference members.

Bishop Saenz then gave an enthusiastic welcome to **Dr. Bryan Stone, the new Dean of Perkins School of Theology**. Dr. Stone comes to Perkins after previously serving at Boston University School of Theology. Bishop Saenz expressed excitement that Dr. Stone will help Perkins partner with the congregations of the HTC to help equip both clergy and laity for ministry. Dr. Stone welcomed conference members to Southern Methodist University, his alma mater, and brought greetings from the faculty, students, staff, and executive Board of Perkins.

The General Conference Delegation was called forward to offer its report, and Bishop Saenz asked for **conference tellers to distribute ballots** as delegation members moved toward the front of the auditorium.

Bishop Saenz explained the **significance and process of voting on constitutional amendments** to the conference members. At General Conference 2024, several constitutional amendments were adopted by the voting body. Now it is the work of the United Methodist Church to ratify these decisions. Bishop Saenz noted that at the end of voting, the results will not be immediately reported to the annual

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conference. Results of this vote concerning ratification of these constitutional amendments will be presented after the Council of Bishops meets in the fall. At that time, all the votes from all the conferences will be tallied and reported to the church at large.

Rev. Tim Bruster (Ret., Azle: Revive) began the report, stating that the lay and clergy heads of the legacy conference delegations are presenting this report together. He expressed appreciation for the hard work offered by all delegation members. Bruster called attention to **Legislative Item 2025-02: Proposal to Conduct Elections for Delegates to the 2028 General Conference at the 2027 Horizon Texas Annual Conference Session**. This is an item on the consent calendar, and conference members can find the rationale in the document.

Bruster continued by discussing the vote on ratification of the **four constitutional amendments**.

Kelly Carpenter (Dallas: Union) rose to present **highlights of the first constitutional amendment, which deals with regionalization**.

Rev. Josh Stueve (Lubbock: St. John's UMC) then presented **information regarding the second constitutional amendment, which deals with inclusiveness of the church**.

Rev. Clayton Oliphant (Richardson: First) presented **information on the third constitutional amendment, which focuses on racial justice**.

Kim Simpson (Arlington: St. Barnabas) provided conference members with information on the **fourth constitutional amendment**, which clarifies educational requirements for local pastors elected as delegates to General, Jurisdictional, or Central conferences.

Bishop Saenz asked if there were questions for information.

Rev. Jenny Bates (Arapaho and Denton Wesley Foundation) requested clarification on whether provisional clergy and licensed local pastors are permitted to vote on constitutional amendments. After consultation, Bishop Saenz directed the attention of conference members to page 26 of the preliminary workbook, which describes badge colors and their relationship to voting eligibility. He asked conference members to check the color of their badges. Conference members with blue badges and green badges are eligible to vote, while those with yellow badges or pink badges are not eligible.

Bishop Saenz led the conference in **voting on the four constitutional amendments**. He opened the ballot for constitutional amendment number 1, dealing with regionalization. The ballot was then closed. The ballot dealing with the second constitutional amendment, the inclusive nature of the church was opened. The ballot was closed. Bishop Saenz opened the ballot for the third constitutional amendment dealing with racial justice. The ballot was closed. Finally, the final ballot on the fourth constitutional amendment related to clergy delegates. The ballot was closed.

Bishop Saenz expressed his appreciation to the 2020/2024 General Conference delegates who dedicated many years of service to their appointed tasks. As tellers collected ballots, the bishop stated that **Rev. Tod Bolsinger** will offer his second keynote address shortly. In the meantime, he asked **Jeffrey Pehl** to come forward to present a preliminary report of the 2026 budget.

The bishop recognized **Pastor Nathan Presley** (Caddo Mills) who asked a question regarding a constitutional amendment. At the invitation of Bishop Saenze, Kim Simpson responded.

Rev. Jeffrey Pehl, Chief Financial Officer/Treasurer/Chief Benefits Officer, introduced **Gary Sult** (Stephenville, First), **Chair of the Council on Finance and Administration**. Sult thanked local churches

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for their hard work in sending apportionments/connectional mission(al) giving, and in praying for the Horizon Texas Conference. He indicated that information on the 2026 preliminary budget is found in the preliminary workbook on pages 94 -99. This includes the formula for local church apportionments. **Jeffrey Pehl** returned to complete the preliminary budget report.

Next, Saenz directed the attention of the conference to the time remaining in the afternoon session. Keynote speaker **Tod Bolsinger** needs to be on a flight at a given time, so there is a hard stop for him since he is moving into his workshop. As time permits, the conference will also process one or two items from tomorrow's agenda.

The bishop recognized **Andy Lewis** for the **report on nominations**. Lewis thanked members of the conference nominating committee, advised that newly-nominated individuals are printed in bold type, and announced a change in the cabinet representative for the Board of Pension and Health Benefits, which should now be **Rev. Danny Tenney**. Lewis pointed out the intentional diversity in those serving various positions in the HTC and encouraged those wanting to serve in the future to submit a profile sheet for the 2026 process when it comes out in September on the new website. The deadline to complete the form is mid-January 2026. Bishop Saenz called for the vote by show of hands, and the nominations report was approved for 2026.

Kelly Wade (Sulfur Springs: First) came forward to present **legislation related to the location and property for the Horizon Texas Conference office** from the conference **Board of Trustees (Legislative item 2025-15)**. The bishop called for a vote by show of hands, and resolution 2025-15 was adopted.

Bishop Saenz called for **Tod Bolsinger** to bring the **second Keynote address**, "Leading Through Resistance: Surviving and Thriving Through Sabotage."

Following Bolsinger's presentation, Bishop Saenz called on **Rev. Nick McRae** (Decatur: First), **coordinator for the resolution working groups**. McRae explained that this process allows conference members to receive resolutions on the floor that are as strong as possible and that revisions to some resolutions could be made coming out of this afternoon's working groups.

Bishop Saenz then asked those presenting Toolbox Sessions to come forward, and they introduced their workshops in turn. **Rev. Stacey Piyakhun** (HTC Director of Multiplication) came forward to describe her session, "**Made to Multiply.**" **Trey West** (HTC Communications Associate) described his session on "**Telling our Story in the Digital Age: Limitless Paper in a Paperless World.**" **Rev. Joy Dister-Dominguez** (HTC Director of Care and Healing) will maximize care and expand healing by discussing the **theology and theory of care and healing, as well as practical tools** that can cultivate a culture of care and healing in churches and communities. **Christine Peirce** (HTC Director of Child and Youth Empowerment) described her workshop on **The Jeremiah Project**, focusing on what students have done and their vision of leadership. **Major Boglin** (HTC Director of Diversity and Cultural Engagement) is leading a workshop on how local church leaders can **develop environments of belonging and inclusion**. **Rev. Jeffrey Pehl** (HTC Director of Stewardship) will lead a workshop focused on the budget for those who want to learn more or who have questions. Finally, conference speaker **Tod Bolsinger** will be leading a workshop digging more deeply into his work.

Bishop Saenz recognized **Kevin Walters** (Fort Worth: First) to make announcements.

Bishop Saenz recognized **Matthew Folds**, a rising eighth-grade youth from Rockwall First, to offer the closing prayer for the session.

The Horizon Texas Conference was adjourned and will be reconvened on Tuesday, June 10, at 8:30 AM.

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Business Session 3 Tuesday, June 10, 2025 8:30 AM

The third business session of the 2025 Horizon Texas Annual Conference began with gathering music provided by **Phiebie Hutchins** and **Monya Logan**, both from St. Luke “Community” UMC in Dallas.

Bishop Ruben Saenz opened the session with prayer and introduced **Rev. Mary Spradlin** (Fort Worth: Arlington Heights) as preacher for the 2025 Memorial Service. **Rev. Edgar Bazan-Garza** (Garland: New World) read the scripture lesson from 2 Timothy 1:1-14. Spradlin’s sermon was entitled “Because They Believed.” The service highlighted music offered by the music ministry of St. Luke “Community” UMC, and conference members joined together singing *When We All Get to Heaven* and *It is Well with My Soul*. Chairs of the Orders and Fellowship, Rev. Josh Stueve, Rev. Maggie Proshek, and Pastor Marcus Jones, led the acts of remembrance for clergy and clergy spouses.

The following were remembered in joyful yet solemn celebration:

Mrs. Jackie McAlpin Blair
Mr. Marshall Blakely
Mr. Kurt Martin Brandt
Rev. Kenneth E. Carter, Jr.
Mrs. Eleanor Cozad Cherryholmes
Rev. Weldon Sam Crowley
Rev. Hugh B. Daniel
Pastor Larry Dean Davis
Mrs. Jacqueline Louise Davison
Rev. Watt William Dozier
Mrs. JoAnn McCasling Ewing
Mrs. Dorris Vivian Ferrell
Mrs. Melissa Ann Fletcher
Rev. Jackie McCellen Gause
Rev. Herbert Lee Griffin, Jr.
Mrs. Mary Ann Gullette
Mrs. Dorothy S. Huffstutler
Rev. William Henry Jacobs
Rev. Terry Ann Moore
Rev. Byron Davis Myrick

Rev. Michael Loy Nichols
Rev. Danny Jake Niedecken
Mrs. Carolyn Ruth Patton
Mrs. Mary Jane Dickson Ramsey
Mrs. Donna Kelley Reeves
Rev. Robert Jack Riley
Rev. William Weldon Rives
Mrs. Martha Ann Robb
Rev. Bryce Clark “Pete” Robertson
Mrs. Rowena Ruth T. Rucker
Pastor Ruth Anne Saegesser
Rev. Dr. Norma Saenz Salinas
Rev. Wilma H. Smiley-Tune
Pastor Carl Haines Sterling
Rev. James Edwin Tims
Rev. Susan May Trammell
Mrs. Mary Elizabeth Williams-Ewing
Rev. David Keith Wiseman
Mrs. Stella Perl Campbell Wooten

The service also included acts of remembrance for laity from all ten districts of the Horizon Texas Conference. Conference members stood as their district was named, and a bell tolled for laity from congregations in that district who had died in the past year.

After a brief standing break, Bishop Saenz recognized **Pam Hughes** (HTC Director of Communications). Hughes reported that technical difficulties have prevented the use of video footage during the business sessions; however, retiree and ordinand videos will be on both the website and on the HTC YouTube channel. She encouraged conference members to watch these outstanding videos.

Bishop Saenz introduced those sitting with him on the stage for this session. Co-Lay Leader of the HTC, **Dr. Mary Nickson** (Dallas: Hamilton Park), and **Nattie Arms** (Lubbock: First).

Bishop Saenz recognized **Andy Lewis** to introduce the **Combined HTC Directors Report**. Conference directors provided brief updates on their ministry areas, including **Christine Peirce**, Director of Child and Youth Empowerment; **Owen Ross**, Director of Multiplication; **Pamela Hughes**, Director of Communications; Joy **Dister-Dominguez**, Director of Care and Healing; and **Major Boglin**, Director of Diversity and Cultural Engagement. Following the report Bishop Saenz recognized the personnel comprising the **conference and district staff**, and many of them stood before members of the conference as they were greeted with cheers and applause.

Andy Lewis came forward to present the **consent calendar**, including the items found on page 25 of the preliminary workbook. As reported yesterday, items 6 and 7 were removed from the consent calendar previously. No additional items were removed. Bishop Saenz called for the vote, and the consent calendar was approved.

Beth Evers (Fort Worth: University), in her capacity as Chair of the Board of Ordained Ministry, brought **Legislative Item 2025-06: Sexual Ethics Policies and Procedures** to the annual conference for action. Evers stated that, since the implementation of the original sexual ethics policy in February of 2025, three modifications are proposed.

1. p. 75, line 27: adds a phrase specifically stating that it is the “standing practice” of the HTC “to protect vulnerable adults...” This modification intends to add language that aligns the statement with the conference’s core value of protecting vulnerable adults.
2. p. 78, line 34: deleting line 34 and replacing the wording with “5. Submit to a criminal history and motor vehicle check every two years.” This modification intends to specify the addition of a motor vehicle check in addition to a criminal history check every two years beginning January of 2027. The verbiage also specifies the date on which the HTC will begin covering costs for these checks.
3. p. 86, line 10: adding “and/or board of ordained ministry continuing education grants” to the current wording about paying for the Lewis Center training.

Bishop Saenz called for the vote. Item 2025-06 was approved.

Further, **Evers** added the following motion: “I move that the Center for Multiplication of the Horizon Texas Conference create[s] a reimbursable grant effective until December 31, 2026 for clergy appointed to attend school, appointed to extension ministry, or appointed to a local church that provides an accountable reimbursement plan of less than \$1,000 per year[,] by which these clergy may apply for reimbursement for the expense of completing the background check required by the sexual ethics policies and procedures.” Evers requested to speak to the motion provided it received a second. The motion was seconded from the floor. Evers stated that the motion creates a reimbursable grant to cover the costs of the background check required by the policy for clergy in appointments for which the cost of these screenings may cause a financial burden. The motion limits the availability of funds until December 31, 2026, since the policy states that the conference will begin funding these screenings for all clergy beginning January 1, 2027.

Bishop Saenz called for the vote, and the Evers motion was adopted.

Bishop Saenz recognized **Rev. Tommy Prudhomme** (Salado), **Chair of the Standing Rules Committee**. Prudhomme thanked those serving on the committee and stated that the Standing Rules are found beginning on pages 133 through 144 in the preliminary workbook. **Legislative Item 2025-32 Standing Rules** recommends a modification to page 144, subsection b, part ii (related to “Submission of Proposals for Amendment”). The committee wanted to remove the last sentence, which initially states, “Such resolutions shall not be subject to a vote less than 24 hours after submission.” This modification is proposed because the current wording is inconsistent with the resolution working group process. Prudhomme moved approval of the Item 2025-32 as modified.

Bishop Saenz recognized **Bill Gavitt** (Dallas: Greenland Hills). Gavitt stated that it was difficult to hear in the back and requested that the volume be turned up in the back of the main floor auditorium.

Bishop Saenz then called for the vote on Item 2025-32 with the modification in place. The standing rules were adopted as modified.

Rev. Stacey Piyakhun was recognized to present **Legislative Item 2025-07: Discontinuation of United Campus Fellowship Wesley Foundation: Navarro College**. Piyakhun and **Kenneth Wolverton** (Grace Avenue) brought the resolution on behalf of the Multiply Jesus Followers Team. The motion was seconded.

Rev. Joy Dister-Dominguez (Director of Care and Healing) was recognized for a speech in favor. **Pastor Marcus Jones** was recognized spoke against the item. **Rev. Derek Jacobs** (Associate Director of Leadership) was recognized for a speech in favor of the motion. **Bill Gavitt** (Dallas: Greenland Hills) was recognized and asked a question. Stacey Piyakhun answered. Bishop Saenz recognized **Rev. Clifton Howard** (Ret. Fort Worth: Harvest) who moved that the Center for Multiplication pursue every effort to continue a campus ministry at Navarro and report its progress to the meeting of the Horizon Texas Conference in 2026. Bishop Saenz ruled Howard's motion out-of-order because there was a motion currently on the floor. **Lynn Whitcomb** (Lakeshore) was recognized for a question. Piyakhun answered. Piyakhun then asked the bishop if she could offer a response to Howard's motion. He agreed. She responded. **Leo Barrios** (Richardson: First) asked a question. **Piyakhun** responded. Bishop Saenz stated that he was **counting Dr. Howard's motion and comments as a speech opposing the main motion**. He then recognized **Rev. Keri Lynn Lucas** (Honey Grove: McKenzie) who made a point of order, asking for the chair to pause in the voting process to wait for the ASL interpretation to finish. Bishop Saenz expressed appreciation for the reminder. **Rev. Michelle Stubbs-Wood** (Paris Wesley Center) moved to table the resolution until after the lunch break. Motion was seconded from the floor. The motion failed. The bishop recognized **Hannah Newcomer Sliva** (TCU Wesley) for a speech against the motion. **Rev. Stan Copeland** (Ret.) asked a question. **Kenneth Wolverton** responded. **Rev. Christ Yost** (Rockwall: First) asked a question. **Piyakhun** responded. **Rev. Edlen Cowley** (Metro East District Superintendent) rose to call the question. Seconded. Bishop Saenz called for a vote to call the question. Approved. Bishop Saenz called for a vote on **Item 2025-07. Adopted**.

Andy Lewis introduced the **process of bringing fifteen items to the floor** of the annual conference for consideration. He explained the working groups that met on Monday to refine resolutions before they are presented to the entire body. Six different groups made up of members of the annual conference gathered to dialogue and debate with the authors of these resolutions with the purpose of refining each one. For each resolution, the author will present their resolution, and then the convenor of the working group will offer a summary of the work conducted in the group. They will also share the outcome of a straw poll vote to gauge support for the resolution.

Bishop Saenz recognized **Leanne Johnston** (Krum: Community) who asked if the conference could pray following the vote to close a campus ministry. Bishop Saenz agreed and invited Johnston to pray. She offered a prayer for the conference, the campus, the leadership, the students, the future, and all involved.

Rev. Eric Douglas (Cedar Park, Rockbridge) introduced **Item 2025-50: Resolution on a Permanent Fund for Campus Ministry**. Working group convenor **Rev. Danielle Buwon Kim** (Coppell: First) presented their report. The working group affirmed this resolution with twenty-one people in support, three in opposition, and four abstaining. **Adeline Hicks** (Denton Wesley Foundation) rose to speak in favor of the resolution. **Jessica Matthews** (Hutto: Discovery) spoke in favor of the resolution. **Rev. Beate Hall** (Valley View) spoke in favor of the resolution. **Rev. Scott Gilliland** (Denton: First) asked a question. Douglas responded. **Rev. Owen Ross** (Director of Multiplication) moved to **"amend** the main motion on lines 20 and 21 by striking

the words “the Texas United Methodist Ministry Permanent Fund” and replace them with “a Horizon Texas Conference interest-bearing designated fund established for the benefit of Horizon Texas campus ministries.” Seconded. Ross offered a speech in favor of the amendment. **Rev. David McMinn** (Texas Wesley at UT) spoke against the amendment. **Rev. Travis Burdett** (Rowlett: First) spoke against the amendment. **Rev. Marianne Brown-Trigg** (Denton Wesley Foundation) spoke against the amendment. Bishop Saenz noted that there had been three speeches opposed to the Ross amendment. There is an Order of the Day scheduled for 11:45. The conference will resume this discussion when resolution work resumes after lunch. He asked those at the microphones to take their seats.

The bishop recognized **Rev. Lisa Greenwood** (Ext., Arapaho), president and CEO of Texas Methodist Foundation and Wesleyan Impact Partners for the TMF report.

Bishop Saenz called on **Kevin Walters** for announcements. Walters then invited **Rev. Tom Hudspeth** (Walnut Hill) to present a courtesy item—**Resolution Honoring 25 Years of Deaf Ministry at Lovers Lane UMC and Support for Seeds**. Bishop Saenz invited conference members to affirm the resolution. The bishop then recognized **Ron Koo** (Arapaho) for a statement in favor of the resolution.

Rev. Erin Sloan Jackson (Dallas: Munger Place) offered the prayer before the noon meal. Bishop Saenz recessed the meeting at 12:08 pm.

Business Session 4 **Tuesday, June 10, 2025** **1:30 PM**

As members of the conference convened, gathering music was provided by **Custer Road en Español**.

Rev. Kory Knott (Custer Road) gave the opening prayer.

Bishop Saenz called the conference to order for the final business session of 2025. He recognized those sitting on the stage with him, including **Leo Barrios** (Richardson: First) and **Natalie Hermes** (Abilene: St. James), Co-Conference Lay Leader.

Bishop Saenz indicated that the conference still had business to conduct, and that there is an Order of the Day scheduled at 4:30 PM for closing worship. As chair, the bishop requested that those presenting resolutions, along with chairs of the resolution committees, limit their remarks to two minutes. The bishop encouraged conference members to complete the work at hand so everyone can feel good about what the Spirit is doing in the session today.

The next item on the agenda was the **Deaconess and Home Missioner Report**, and the **commissioning of Janice Chaarmi G. Rufino Zarate** as a deaconess in the Horizon Texas Conference of The United Methodist Church. **Kaitlyn Frantz** (Union, Deaconess, Children’s Health) introduced fellow deaconesses **Dee-Dee Spivey** (Hamilton Park), serving as a special education teacher, **Janice Zarate** (Northgate), and **Kathi Edwards** (Clyde: Open Door). Frantz expressed delight at the opportunity to share about the calling of deaconesses and home missioners in the greater United Methodist Church. Bishop Saenz remarked that he had a great appreciation for the ministry of deaconesses and home missioners. **The bishop then commissioned Janice Chaarmi G. Rufino Zarate as a deaconess in The United Methodist Church.** Conference members responded with a standing ovation and applause.

Bishop Saenz called for the **Clergy Spouses Report**. A group of clergy spouses gathered on the stage, and **Alyssa Womack** presented their report.

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Bishop Saenz called for the **award presentations** to be made. **Rev. Stacey Piyakhun** (Incoming Director of Multiplication) presented the **Francis Asbury Award**, which recognizes United Methodist individuals who have made significant contributions to fostering United Methodist ministries and higher education at local, district, or annual conference levels. **The Francis Asbury Award is presented to Morgan Garrett, a student at Southwestern University.**

Rev. Owen Ross (Director of Multiplication) announced that **Rev. Kay Ash** of **Kessler Park** had been awarded the **Harry Denman Award in Evangelism** for Clergy. **Rev. Eric Folkerth** (Dallas: Kessler Park) accepted the award on her behalf. **Natalie Hermes** (Abilene: St. James) presented the **Harry Denman Award in Evangelism** for Laity to **Kim Beck** from **Trietsch Memorial UMC** for her work supporting neighbors experiencing homelessness. **Rev. Emma Williams** (University Park) presented the **Harry Denman Award in Evangelism** for Youth to **Keyton Melvin** from **First UMC of Van Alstyne** for his work connecting with young people.

Diana Sanchez-Bushong, Executive Director of Worship Ministries and Director of Music Ministries at Discipleship Ministries, introduced the **2025 One Matters Discipleship Award**, which recognizes churches that have moved from zero baptisms and zero professions of faith into a new season of fruitfulness. **Rev. Owen Ross** (Director of Multiplication) presented the award to **Walnut Hill and Lovers Lane UMC**.

Rev. Billy Echols-Richter (Grace Avenue) and **Rev. Laura Echols-Richter** (Grace Avenue) presented the **Morris Walker Award** to **Kenneth Wolverton** (Grace Avenue) for his outstanding work as a layperson.

Bishop Saenz remarked that these significant ministries are just a sampling of all that is going on in our churches every day, decade after decade. He named the **Missional Priority Awards**, which recognize churches in our conference who are multiplying Jesus followers, championing children and youth, maximizing care and healing, pursuing and embracing diversity, and telling our story. Each DS was asked to identify those doing exceptional work in these areas and they were recognized at our district conferences. He asked those receiving Missional Priority Awards to stand where they were so that they could be recognized.

Bishop Saenz then introduced the report from the **Honduras Mission** and **Milton Ilovaes, Volunteers in Mission Coordinator from the Board of Global Ministries serving in Honduras**.

Kelly Wade (Sulphur Springs: First), **Chair of the Conference Trustees**, presented the **Trustees' report**.

Rev. Jeffrey Pehl (HTC CFO/Treasurer/CBO) came forward with the **report from the Board of Pension and Health Benefits (BPHB)**. Pehl provided an overview of the forthcoming report. He then called on **Phil Bush, Chair of BPHB**, for the board's report. **Pehl** next invited **Pete Hang** from Wespeth to present information regarding Compass, the new clergy retirement plan.

Rev. Pehl then introduced **Legislative Item 2025-08: 2026 Horizon Texas Conference Budget** as presented by the Conference Council on Finance and Administration (CF&A). **Chair Gary Sult** (Stephenville: First), moved the adoption of the 2026 budget as presented. Bishop Saenz called for the vote, and **it was adopted**.

Bishop Saenz recognized **Rev. Edlen Cowley** (Metro East District Superintendent) moved to temporarily amend the standing rules to limit speeches to two minutes, limit the number of speeches to two, and limit the total debate on all resolutions to no more than ten minutes, including all subsidiary and incidental motions. Seconded. The bishop called for the vote, and the motion was adopted.

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The bishop recognized **Rev. Owen Ross** (Director of Multiplication) who stated that, after meeting with Eric Douglas (the maker of the main motion) and all the persons standing with him, he **requests consent from the body to withdraw his amendment in order to make a new amendment**. There was a second from the floor. Bishop Saenz called for the vote as follows: “If you will support the motion to withdraw the first motion to amend and hear the second motion to amend, raise your hand.” The motion carried.

In reference to **Legislative Item 2025-50**, Ross moved that on line 19 where it says that “the annual conference will invest 10%,” strike that 10 and add “**5% of any net proceeds from the sale of the closed church property acquired by the conference in accordance with paragraph 2549 into the Texas United Methodist Campus Ministry Permanent Fund.**” Now this will be added: “**Pending at least one additional annual conference making a comparable commitment,**” and then “**adding 5% to a Horizon Texas Conference interest-bearing designated fund established for the benefit of Horizon Texas Conference campus ministries.**” Seconded. Ross spoke to his motion. The bishop asked if there was any discussion. Bishop Saenz recognized **Pastor Maxwell Tindall** (Waples) brought a **point of parliamentary inquiry**. He understood that the maker of the original motion has the first opportunity to speak to an amendment after the amendment is presented. If this is true, he asked to hear Eric Douglas address the amendment. The bishop received the point and asked for Douglas to respond to the amendment. **Douglas** replied that he had lunch together with Owen Ross and Marianne Brown-Trigg, and all three parties agreed to support Owen Ross’ new amendment to the main motion. Bishop Saenz recognized **Rev. Kevin Tully** (Waxahachie: First) who asked a question. Ross responded. Bishop Saenz recognized **Rev. Caleb Brimage** (Coppell: First) asked a question. **Marianne Brown-Trigg** responded. Bishop Saenz called for the vote on the Ross amendment. The amendment carried. Bishop Saenz called for the vote on **Legislative Item 2025-50 as amended**. The item was approved.

The next resolution being considered was **Legislative Item 2025-51: Resolution to Create Horizon Texas Conference Parental Leave Policy**. **Rev. Barbara Dunlap** (Ext., Sacred Worth Ministries) introduced the item. **Rev. Benji Vanfleet** (Abilene: St. Paul) reported on behalf of the resolution working group. The group, comprising twenty-one people from all three legacy conferences, unanimously voted in favor of recommending that this resolution be adopted by this body. Bishop Saenz opened the floor for discussion. **Pastor Boston White** (Carrollton: Aldersgate) spoke in favor of the motion. **Rev. Marcus Womack** (Irving: Plymouth Park) spoke in favor of the motion. The bishop received a motion from the floor to **call the question**, and he called for the vote. **Approved**. Bishop Saenz called for a vote on **Item 2025-51. Approved**.

Bishop Saenz directed the attention of conference members to **Legislative Item 2025-52: Resolution on Bathroom Accessibility**.

The bishop recognized **Holden Greer** (Dallas: University Park) who asked a question. Bishop Saenz responded. Greer moved to suspend the standing rules to extend the time for debate to fifteen minutes to permit individuals to access the podium. The bishop called for the vote. The motion was not adopted.

Rev. Marianne Brown-Trigg (Denton Wesley Foundation) moved that the conference take up Item 2025-62 on the safety and dignity of trans persons in place of Item 2025-52, her resolution on bathroom access. After seeking clarification from the maker of the motion, Bishop Saenz stated that the resolutions are set in the order they are received and presented in the preliminary workbook accordingly. **The motion is to take up Resolution 2025-62: Resolution on the Dignity and Safety of Trans Persons in place of Resolution 2025-52: Resolution on Bathroom Accessibility**. He called for a vote. **Approved**.

Item 2025-62 was now up for consideration. **Rev. Geoffrey Moore** (Dallas: Greenland Hills) rose as one of two authors of **Item 2025-62: Resolution on the Dignity and Safety of Trans Persons**. He moved the proposed resolution as amended on the conference website. Specifically, line 13 on page 171 is amended at the end after the word “trans” to insert “non-binary and gender expansive.” Lines 19 and 20

on page 171 are amended after the parenthetical reference to the *Book of Discipline* to read “We do not consider gender affirming care child abuse and will not report it as such because of our convictions of faith, and in not reporting, we do not violate current mandatory reporting laws in Texas.” **Rev. Keri Lynn Lucas** (Honey Grove: McKenzie) reported on behalf of the resolution working group. One member abstained from voting. All other votes were in favor of recommending this resolution. Bishop Saenz asked for discussion. There being none, he called for the vote. The resolution was adopted.

Arriving at **Legislative Item 2025-53: Affirming the Net-Zero Commitment of the Boards, Agencies, Council of Bishops, and General Conference of The United Methodist Church**, Bishop Saenz informed members of the conference that this item will be bundled together with the following:

Item 2025-54: Affirming Church Land Use and the Harmony of Creation, United Methodist Book of Resolutions Par. 1214, Item 2025-55: Affirming the Formation of Green Teams in the Horizon Texas Annual Conference, and Item 2025-57: Affirming the 2024 General Conference Call to Action for The United Methodist Church to Urgently Transition to Clean Energy. Bishop Saenz noted that **Item 2025-56: Resolution in Support of Solar and Solar Funding in the Horizon Texas Conference** would be handled separately. Author of these resolutions, **Rev. Mel Caraway** (Ret., Grace Avenue) addressed the conference on the bundled resolutions. He noted that the first of the resolutions (Item 2025-53), the Net-Zero resolution, has no changes. The second resolution on affirming church land use (Item 2025-54) is amended as follows. The second resolved clause is changed slightly, and the last paragraph of the resolution is moved to the seventh paragraph before the “resolved” clauses. The green team resolution (Item 2025-55) has no changes. The clean energy resolution (Item 2025-57) has a minor change in which the word “task force” changes to the word “subgroup,” and the deletion of the remainder of the first sentence in that resolved clause. Caraway informed the body that these are all on the conference website with the changes. **Ted Haynes** (Winnsboro: First) addressed the conference on behalf of the resolution working group. The group voted on these four items as a bundle, and the results were eighteen for and one against, with no abstentions. Bishop Saenz called for the vote on the bundled resolutions, and **all four were adopted as presented.**

The conference then moved to **Item 2025-56.** **Caraway** moved the adoption of this resolution with one minor change. The second “whereas” clause has been eliminated except for the first sentence. So, it will read “whereas transitioning from fossil gas to solar power is a fast track to reduce emissions,” put a period after that. The rest of that paragraph is eliminated. **Haynes** stated that sixteen voted for the resolution and three voted against it. Bishop Saenz called for a vote on **the amended Item 2025-56 in support of solar and solar funding. The resolution was adopted.**

The next item on the agenda was **Legislative Item 2025-58: A Resolution on United Methodist Immigration Response.** **Rev. Amy Spaur** (Dallas, Christ Foundry), one of the authors, presented the legislation. **Sally Vonner** (Grand Prairie: First) spoke as convenor of the resolution working group. Of the thirty-seven people in the room at the time, thirty-three voted in favor of this resolution and zero voted against it. Bishop Saenz called for the vote on the resolution as amended on the conference website. The resolution was **adopted.**

The next item on the agenda was **Legislative Item 2025-59: Resolution on Clergy Health Insurance.** **Rev. Eric Douglas** (Cedar Park: Rockbridge) spoke as the author of the resolution and noted an amendment. **Rev. Danielle Buwon Kim** (Coppell: First), reported on behalf of the working group. The resolution working group affirmed the resolution with twenty-one people affirming, zero people opposing, and one person abstaining from the vote. Bishop Saenz called for the vote on **Item 2025-59 as amended.** The resolution was **adopted.**

Legislative Item 2025-60: Resolution on the Genocide of Palestinian People was next on the agenda. **Rev. Becky David Hensley** (Ext. Dallas, First), one of the authors, presented the item. Sally Vonner (Grand Prairie: First) presented the working group’s report. Of the thirty people in the room at the time, twenty

voted “yes” for the resolution, nine voted “no,” and one abstained. Bishop Saenz stated that the motion was properly before the body and recognized **Fred Renfro** (Decatur: First) **spoke in opposition to the resolution**. **Walter Fish** (Abilene: St. James) also **spoke in opposition to the resolution**. **Rev. William Atwood** (Denison: Waples Memorial, Ector, and Bells) **spoke in favor of the resolution**. **Casey Galloway** (Colleyville: First) **spoke in favor of the resolution**. A speaker was recognized. When the bishop asked the reason, the man stated that he wanted to speak against the resolution, but Bishop Saenz ruled the speech out of order because two speeches had already been made against the motion. **Thomas Bachmann** (Dallas: Oak Lawn) moved to amend Item 2025-60 to add state-level representatives and senators. **Hensley accepted Bachmann’s proposal as a friendly amendment**. Prior to the vote Bishop Saenz led the conference in a prayer for the healing of the nations. He called for the **vote on resolution 2025-60 as amended**. The resolution was **adopted**.

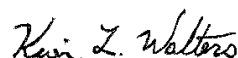
Next on the agenda was **Legislative Item 2025-61: One Body, Many Parts: Our Commitment to Diversity in the Church, the Body of Christ**. **Rev. Heather Moore** (Ext. Perkins School of Theology), spoke to the resolution. **Rev. Benji VanFleet** (Abilene: St. Paul) spoke as convenor of the resolution working group that discussed this resolution. Twenty-one people voted unanimously in favor of recommending this resolution to be adopted by the conference body. Bishop Saenz stated that **Resolution 2025-61** was before the body. The resolution was **adopted**.

The bishop then indicated that the conference was returning to **Resolution 2025-52: Resolution on Bathroom Accessibility**. **Rev. Marianne Brown-Trigg** (Denton Wesley Foundation) spoke to the resolution. **Rev. Keri Lynn Lucas** (Honey Grove: McKenzie) spoke as the convenor of the working group, which recommended this resolution unanimously. Bishop Saenz stated that **Resolution 2025-52 on Bathroom Accessibility** was before the body. The resolution was **adopted**.

Bishop Saenz announced that the conference had concluded the agenda for the business sessions of annual conference. He celebrated the good work and important decisions made by the body of the Horizon Texas Conference. The conference was adjourned following the closing worship service.



Bishop Ruben Saenz Jr
President



Dr. Kevin L. Walters
Conference Secretary

Business of the Annual Conference

The Minutes of the Horizon Texas Annual Conference

Held in Dallas, Texas

From June 8, 2025, through June 10, 2025

Bishop Ruben Saenz Jr Presiding

Date When Organized: September 28, 2024

Number of This Session: 1

PART I: ORGANIZATION AND GENERAL BUSINESS

1. Who are elected for the quadrennium (§603.7, 619)

Secretary: Kevin Walters

Mailing Address: PO Box 50517, Fort Worth, TX 76105

Telephone: 972.526.5000

Email: kevinwalters@htcumc.org

Statistician: Jeffrey Pehl

Mailing Address: PO Box 50517, Fort Worth, TX 76105

Telephone: 972.526.5000

Email: jeffreypehl@htcumc.org

Treasurer: Jeffrey Pehl

Mailing Address: PO Box 50517, Fort Worth, TX 76105

Telephone: 972.526.5000

Email: jeffreypehl@htcumc.org

2. Is the Annual Conference incorporated (§603.1): Yes
3. Bonding and auditing:

Which officers handling funds of the conference have been bonded, and indicate amount bonded (§618, 2511)

The conference maintains a crime insurance policy that extends to all conference employees and officers with \$3 million per occurrence coverage.

Have the books of said officers or persons been audited (§617, 2511): **Yes**

4. Who has been assigned or elected for the agencies listed below?

Please list the information for elected chairpersons for the mandated structures listed below:

Structure	Chairperson	Mailing Address	Phone Number	Email
Conference Council on Finance and Administration (§611)	Gary Sult	PO Box 50517 Fort Worth, TX 76105	972.526.5000	gsult@bmy-cpa.com

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Structure	Chairperson	Mailing Address	Phone Number	Email
Conference Board of Ordained Ministry (§634)	Beth Evers	PO Box 50517 Fort Worth, TX 76105	972.526.5000	bevers@uumcfw.com
Conference Board of Pensions (§638)	E. Philip Bush	PO Box 50517 Fort Worth, TX 76105	972.526.5000	epbush@lockelord.com
Board of Trustees of the Annual Conference (§641, §2512)	Kelly Wade	PO Box 50517 Fort Worth, TX 76105	972.526.5000	wadekellyd@gmail.com
Conference Committee on Episcopacy (§636)	Kathi Edwards	PO Box 50517 Fort Worth, TX 76105	972.526.5000	kathi.smith.edwards@gmail.com
Conference Administrative Review Committee (§635)	Bryant Phelps	PO Box 50517 Fort Worth, TX 76105	972.526.5000	b.phelps@theparkumc.org
United Women in Faith (United Methodist Women) (§647)	Wendy Campbell	PO Box 50517 Fort Worth, TX 76105	972.526.5000	wjpc.uwf@gmail.com
General Commission on United Methodist Men (§648)	TBD	PO Box 50517 Fort Worth, TX 76105	972.526.5000	
Conference Commission on Archives and History (§641)	Cindy Martin	PO Box 50517 Fort Worth, TX 76105	972.526.5000	cindylmartin@att.net

Indicate the name of the agency (or agencies) and the chairperson(s) in your annual conference who is (are) responsible for the functions related to each of the following general church agencies (§610.1):

General Agency	Conference Agency	Chairperson	Mailing Address	Phone Number	Email
Conference Board of Church and Society (§628)	Care & Healing Team	Shera Atkinson	PO Box 50517 Fort Worth, TX 76105	972.526.5000	satkinson@fumc.com

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General Agency	Conference Agency	Chairperson	Mailing Address	Phone Number	Email
Conference Board of Discipleship (¶629)	Multiply Jesus Followers Team	Kenneth Wolverton	PO Box 50517 Fort Worth, TX 76105	972.526.5000	krwolver@gmail.com
Conference Board of Global Ministry (¶632)	Care & Healing Team	Shera Atkinson	PO Box 50517 Fort Worth, TX 76105	972.526.5000	satkinson@fumc.com
Conference Board of Higher Education and Ministry (¶633)	Multiply Jesus Followers Team	Kenneth Wolverton	PO Box 50517 Fort Worth, TX 76105	972.526.5000	krwolver@gmail.com
Christian Unity and Inter-religious (¶642)	Pursue and Embrace Diversity Team	Maria Dixon-Hall	PO Box 50517 Fort Worth, TX 76105	972.526.5000	madixon@mail.smu.edu
Commission on Religion and Race (¶643)	Pursue and Embrace Diversity Team	Maria Dixon-Hall	PO Box 50517 Fort Worth, TX 76105	972.526.5000	madixon@mail.smu.edu
Conference Commission on the Status and Role of Women (¶644)	Pursue and Embrace Diversity Team	Maria Dixon-Hall	PO Box 50517 Fort Worth, TX 76105	972.526.5000	madixon@mail.smu.edu
Commissions on Communications (¶646)	Tell Our Story Team	Beth Stuyck	PO Box 50517 Fort Worth, TX 76105	972.526.5000	BethStuyck@htcumc.org

Indicate the conference agencies/organizations and chairperson(s) or equivalent responsible for the following functions:

General Agency / Organization	Name of Agency	Chairperson	Mailing Address	Phone Number	Email
Committee on Criminal Justice and Mercy Ministries (¶657)	Care & Healing Team	Shera Atkinson	PO Box 50517 Fort Worth, TX 76105	972.526.5000	satkinson@fumc.com
Committee on Disability Concerns (¶653)	Pursue and Embrace Diversity Team	Maria Dixon-Hall	PO Box 50517 Fort Worth, TX 76105	972.526.5000	madixon@mail.smu.edu
Commission on Equitable Compensation (¶624)	Same	Ramon Smith	PO Box 50517 Fort Worth, TX 76105	972.526.5000	ramon@saginawumc.org
Conference Board of Laity (¶630)	Multiply Jesus Followers Team	Kenneth Wolverton	PO Box 50517 Fort Worth, TX 76105	972.526.5000	krwolver@gmail.com

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General Agency / Organization	Name of Agency	Chairperson	Mailing Address	Phone Number	Email
Committee on Native American Ministry (¶1654)	Pursue and Embrace Diversity Team	Maria Dixon-Hall	PO Box 50517 Fort Worth, TX 76105	972.526.5000	madixon@mail.smu.edu
Conference Commission on Small Membership Church (¶1645)	Multiply Jesus Followers Team	Kenneth Wolverton	PO Box 50517 Fort Worth, TX 76105	972.526.5000	krwolver@gmail.com
Conference Council on Youth Ministry (¶1649)	Champion Children & Youth	Emma Williams	PO Box 50517 Fort Worth, TX 76105	972.526.5000	ewilliams@upumc.org
Conference Council on Young Adult Ministry (¶1650)	Multiply Jesus Followers Team	Kenneth Wolverton	PO Box 50517 Fort Worth, TX 76105	972.526.5000	krwolver@gmail.com
Director of Connectional Ministries (¶1608)		Andy Lewis	PO Box 50517 Fort Worth, TX 76105	972.526.5000	andylewis@htcumc.org
Conference Chancellor		Wilson Woods	PO Box 50517 Fort Worth, TX 76105	972.526.5000	andylewis@htcumc.org
Conference Journal Editor		Kevin Walters	PO Box 50517 Fort Worth, TX 76105	972.526.5000	kevinwalters@htcumc.org
Conference Communicator		Pam Hughes	PO Box 50517 Fort Worth, TX 76105	972.526.5000	pamhughes@htcumc.org

List any chairperson and accompanying information for persons elected to the following district boards and committees:

East District

Boards/Committees	Chairperson	Mailing Address	Phone Number	Email
District Boards of Church Location & Building (¶12519)	Debbie Lyons	301 Church St, Ste. B, Sulphur Springs, TX 75482	903-439-1117	debbie.a.lyons@gmail.com
Committees on District Superintendency (¶1669)	John McLarty	301 Church St, Ste. B, Sulphur Springs, TX 75482	903-439-1117	jmclarty@fumcwf.org
District Committees on Ordained Ministry (¶1666)	Kathryn Strempe	301 Church St, Ste. B, Sulphur Springs, TX 75482	903-439-1117	kathryns@firstmethodistparis.org

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Metro East District

Boards/Committees	Chairperson	Mailing Address	Phone Number	Email
District Boards of Church Location & Building (¶2519)	Jennifer Kilpatrick	399 West Campbell Road Suite 200b Richardson, TX 75080	214-941-7712	pastorjen@lumcdallas.org
Committees on District Superintendency (¶669)	Andy Roberts	399 West Campbell Road Suite 200b Richardson, TX 75080	214-941-7712	andyr@lhumc.com
District Committees on Ordained Ministry (¶666)	Cheryl Murphy	399 West Campbell Road Suite 200b Richardson, TX 75080	214-941-7712	cmurphy@hcumc.org

Metro North District

Boards/Committees	Chairperson	Mailing Address	Phone Number	Email
District Boards of Church Location & Building (¶2519)	Kory Knott	3160 E. Spring Creek Pkwy., Plano, TX 75074	469-342-6864	kknott@crumc.org
Committees on District Superintendency (¶669)	William Echols-Richter	3160 E. Spring Creek Pkwy., Plano, TX 75074	469-342-6864	billy@graceavenue.org
District Committees on Ordained Ministry (¶666)	Thomas O. Brumett	3160 E. Spring Creek Pkwy., Plano, TX 75074	469-342-6864	tbrumett@sharingtheheart.org

Metro West District

Boards/Committees	Chairperson	Mailing Address	Phone Number	Email
District Boards of Church Location & Building (¶2519)	Chris Mesa	PO Box 50517 Fort Worth, TX 76105	817-945-6508	chris@arborlawnumc.org
Committees on District Superintendency (¶669)	Ramon Smith	PO Box 50517 Fort Worth, TX 76105	817-945-6508	ramon@saginawumc.org
District Committees on Ordained Ministry (¶666)	Amy Forsythe-Alexander	PO Box 50517 Fort Worth, TX 76105	817-945-6508	amy@crowleyumc.com

Mid-Central District

Boards/Committees	Chairperson	Mailing Address	Phone Number	Email
District Boards of Church Location & Building (¶2519)	Holly Dittrich	PO Box 50517 Fort Worth, TX 76105	817-945-6544	holly@coutsumc.org
Committees on District Superintendency (¶669)	TBD	PO Box 50517 Fort Worth, TX 76105	817-945-6544	

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Boards/Committees	Chairperson	Mailing Address	Phone Number	Email
District Committees on Ordained Ministry (¶666)	Marilyn Jones	PO Box 50517 Fort Worth, TX 76105	817-945-6544	pastor@fumcstephenville.org

Mid-North District

Boards/Committees	Chairperson	Mailing Address	Phone Number	Email
District Boards of Church Location & Building (¶2519)	Larry Parks	301 Church St, Ste. B, Sulphur Springs, TX 75482	903-439-1117	lwparks52@aol.com
Committees on District Superintendency (¶669)	John McLarty	301 Church St, Ste. B, Sulphur Springs, TX 75482	903-439-1117	jmclarty@fumcwf.org
District Committees on Ordained Ministry (¶666)	Georgia Harrison	301 Church St, Ste. B, Sulphur Springs, TX 75482	903-439-1117	gharrison@fumcwf.org

Mid-South District

Boards/Committees	Chairperson	Mailing Address	Phone Number	Email
District Boards of Church Location & Building (¶2519)	Jeff Smith	PO Box 50517 Fort Worth, TX 76105	817-945-6509	smithj@wellumc.org
Committees on District Superintendency (¶669)	Beverly Connelly	PO Box 50517 Fort Worth, TX 76105	817-945-6509	beverly.connely@fumc-killeen.org
District Committees on Ordained Ministry (¶666)	Don Moore	PO Box 50517 Fort Worth, TX 76105	817-945-6509	donmoore.unitedmethodist@gmail.com

Northwest District

Boards/Committees	Chairperson	Mailing Address	Phone Number	Email
District Boards of Church Location & Building (¶2519)	Holly Dittrich	PO Box 50517 Fort Worth, TX 76105	817-945-6544	holly@coutsumc.org
Committees on District Superintendency (¶669)	TBD	PO Box 50517 Fort Worth, TX 76105	817-945-6544	
District Committees on Ordained Ministry (¶666)	Josh Stueve	PO Box 50517 Fort Worth, TX 76105	817-945-6544	clergy@stjohnslubbock.org

South District

Boards/Committees	Chairperson	Mailing Address	Phone Number	Email
District Boards of Church Location & Building (¶2519)	Jeff Smith	PO Box 50517 Fort Worth, TX 76105	817-945-6509	smithj@wellumc.org

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Boards/Committees	Chairperson	Mailing Address	Phone Number	Email
Committees on District Superintendency (¶669)	Beverly Connelly	PO Box 50517 Fort Worth, TX 76105	817-945-6509	beverly.connelly@fumc-killeen.org
District Committees on Ordained Ministry (¶666)	Jonathan Mellette	PO Box 50517 Fort Worth, TX 76105	817-945-6509	jonathan@mellette.net

West District

Boards/Committees	Chairperson	Mailing Address	Phone Number	Email
District Boards of Church Location & Building (¶2519)	Holly Dittrich	PO Box 50517 Fort Worth, TX 76105	817-945-6544	holly@coutsumc.org
Committees on District Superintendency (¶669)	TBD	PO Box 50517 Fort Worth, TX 76105	817-945-6544	
District Committees on Ordained Ministry (¶666)	Marilyn Jones	PO Box 50517 Fort Worth, TX 76105	817-945-6544	pastor@fumcstephenville.org

List any other councils, boards, commissions, or committees with persons appointed or elected in the annual conference:

Structure	Chairperson	Mailing Address	Phone Number	Email

5. Please affirm the secretaries, treasurers, and statisticians kept and reported their respective data in accordance with the prescribed formats (¶606.8)? Yes

6. What is the schedule of minimum base compensation for clergy for the ensuing year (¶¶342, 624.3):

	Full Members	Associate Members	Provisional Members	Local Pastors
Full Time	\$53,357	\$49,089	\$49,089	\$47,116
¾ Time	\$40,018	\$36,817	\$36,817	\$35,337
½ Time	\$26,679	\$25,545	\$25,545	\$23,558
¼ Time	\$13,339	\$12,272	\$12,272	\$11,779

7. What amount has been apportioned to the pastoral charges within the conference to be raised for the support of the district superintendents for the ensuing year (¶614.1a)? \$ TBD

8.

a) What amount has been apportioned to the pastoral charges within the conference to be raised for the support of the pension and benefit programs of the conference for the ensuing year (¶¶614.1d, 638.25, 1507)? \$ 0

b) What are the apportionments to this conference for the ensuing year

(1) For the World Service Fund	\$ 1,124,233
(2) For the Ministerial Education Fund	\$ 379,713

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(3) For the Black College Fund	\$ 151,464
(4) For the Africa University Fund	\$ 33,897
(5) For the Episcopal Fund	\$ 332,931
(6) For the General Administration Fund	\$ 133,493
(7) For the Interdenominational Cooperation Fund	\$ 29,696

9. List all conference and district lay leaders (§§603.9, 660):

a) Conference lay leader:

Name	Position Title	Mailing Address	Phone Number	Email
Mary Nickson	Co-Lay Leader	PO Box 50517 Fort Worth, TX 76105	972.526.5000	marynickson@htcumc.org
Kylie Campbell	Co-Lay Leader	PO Box 50517 Fort Worth, TX 76105	972.526.5000	kyliecampbell@htcumc.org
Mike Jones	Co-Lay Leader	PO Box 50517 Fort Worth, TX 76105	972.526.5000	mikejones@htcumc.org

b) Associate conference lay leaders:

Name	Position Title	Mailing Address	Phone Number	Email
None				

c) District and associate district lay leaders. Please be sure to add the district name to each:

Name	District	Position Title	Mailing Address	Phone Number	Email
Ted Haynes	East District	District L.L.	PO Box 50517 Fort Worth, TX 76105	972.526.5000	mtedhaynes@gmail.com
Jennifer Wang	Metro East District	District L.L.	PO Box 50517 Fort Worth, TX 76105	972.526.5000	jennifer@wang.net
Tim Hopson	Metro North District	District L.L.	PO Box 50517 Fort Worth, TX 76105	972.526.5000	timhopson.th@gmail.com
Jackie Carter	Metro West District	District L.L.	PO Box 50517 Fort Worth, TX 76105	972.526.5000	jatkinscarter@gmail.com
TBD	Mid-Central District	District L.L.	PO Box 50517 Fort Worth, TX 76105	972.526.5000	
Anne Aaron	Mid-North District	District L.L.	PO Box 50517 Fort Worth, TX 76105	972.526.5000	anne.aaron@ymail.com
Larry Ketcham	Mid-South District	District L.L.	PO Box 50517 Fort Worth, TX 76105	972.526.5000	lketcham@digitex.net

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Name	District	Position Title	Mailing Address	Phone Number	Email
Lisa Peterson	Northwest District	District L.L.	PO Box 50517 Fort Worth, TX 76105	972.526.5000	NorthwestLSM@horizontexas.org
Carolyn Dugger	South District	District L.L.	PO Box 50517 Fort Worth, TX 76105	972.526.5000	dugger_carolyn@outlook.com
TBD	West District	District L.L.	PO Box 50517 Fort Worth, TX 76105	972.526.5000	

PART II: ORGANIZED AND CLOSED CHURCHES

Number of districts: 10

Number of charges/circuits: 320

Number of organized churches: 377

Number of preaching places: None

10. List local churches which have been:

- a) Organized or continued as **New Church Starts** (§259.1). Continue to list congregations here until listed in questions 10. c, d, e, or f. Only add church type if blended congregations, fresh expressions, new faith community, or other established type.

GCNO	Church Name	District	Mailing Address	Physical Address	Phone Number	Date Founded	Church Type
140599	The Seed	Metro East	1700 W Kingsley Rd, Garland, TX 75041	1700 W Kingsley Rd, Garland, TX 75041		2023	
731277	Christ's Foundry Fellowship	Metro East	9891 Webb Chapel Road, Dallas, TX 75220	9891 Webb Chapel Road, Dallas, TX 75220		2006	
740363	Community Krum	Metro North	1001 E. McCart St., Krum, TX 76249	1001 E. McCart St., Krum, TX 76249		2024	
140978	Open Table	Metro West	c/o Trinity Grace Church, 1200 Clover Hill Rd, Mansfield, TX 76063	c/o Trinity Grace Church, 1200 Clover Hill Rd, Mansfield, TX 76063		2025	

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GCNO	Church Name	District	Mailing Address	Physical Address	Phone Number	Date Founded	Church Type
140400	The Gathering	Metro North	118 West 2nd St., Anna, TX 75409	PO Box 245, Anna, TX 75409		2022	
140227	Woori	South	4710 E Rancier Ave, Killeen, TX 76543	4710 E Rancier Ave, Killeen, TX 76543		2021	

b) Organized or continued as Mission Congregations (§259,1a). Continue to list congregations here until listed in questions 10.c, d, e, or f:

GCNO	Church Name	District	Mailing Address	Physical Address	Phone Number	Date Founded
	French Speaking Church at St. Luke, Ft Worth	Metro West	3200 Denton Hwy., Fort Worth, TX 76117	3200 Denton Hwy., Fort Worth, TX 76117		2014
739318	Immanuel Korean Mission Congregation	Metro East	2536 Valley View, Farmers Branch, TX 75234	2536 Valley View, Farmers Branch, TX 75234		2021
738427	Kirkwood Casa De Dios Huerto De Oracion	Metro East	2232 W. 5th St., Irving, TX 75060	2232 W. 5th St., Irving, TX 75060		2019
	Misión Esperanza	Metro East	2201 E Park Row, Arlington, TX 76010	2201 E Park Row, Arlington, TX 76010		2015
739592	Union Mission Congregation	Metro East	3705 Cedar Springs Rd, Dallas, TX 75219	3705 Cedar Springs Rd, Dallas, TX 75219		2021
733298	Wesley	Metro West	2201 E Park Row, Arlington, TX 76010	2201 E Park Row, Arlington, TX 76010		2011

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c) Organized or continued Satellite Congregations (§247.23). Continue to list here until listed in questions 10.a, d, e, or f:

GCNO	Church Name	Parent Church	District	Mailing Address	Physical Address	Phone Number	Date Launched
738212	Grace Chapel	Grace Avenue	Metro North	300 Denton Way, Prosper, TX 76227	300 Denton Way, Prosper, TX 76227		2010
739717	The Grove	Highland Park	Metro East	4525 Rickover Dr., Dallas, TX 75244	4525 Rickover Dr., Dallas, TX 75244		2017
738848	Walnut Hill	Lovers Lane	Metro East	10066 Marsh Ln., Dallas, TX 75229	10066 Marsh Ln., Dallas, TX 75229		2020
731255	Melissa	First McKinney	Metro North	3851 McKinney St., Melissa, TX 75454	3851 McKinney St., Melissa, TX 75454		2011

d) Organized as Chartered (§259.5-10):

GCNO	Church Name	District	Mailing Address	Physical Address	Phone Number	Date Chartered
738542	Munger Place	Metro East	5200 Bryan St., Dallas, TX 75206	5200 Bryan St., Dallas, TX 75206		11/01/2024

e) Merged (§§2546, 2547). Remember to indicate if this is a consolidated or consumed merger type:

United Methodist with United Methodist:

GCNO	Name of First Church	GCNO	Name of Second Church	New GCNO	Name of Merged Church	District	Date Merged	Merger Type
733950	Campus Drive UMC	730342	Harvest UMC	733950	Campus Drive UMC	Metro West	4/6/25	Consolidation
740421	Button Memorial UMC	742998	Grace Avenue UMC	742998	Grace Avenue UMC	Metro North	6/1/2025	Consumed
736326	Lakeshore UMC	736224	Cogdell Memorial UMC	141242	Our New Church UMC	Mid-South	7/1/2025	Consolidation

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United Methodist with Interdenominational. The newly merged church will receive a new GCNO:

GCNO	Name of First Church	Name of Second Church	Denomination	Name of Merged Church	District	Date Merged	Merger Type
None							

- f) Discontinued, abandoned, withdrawn, unreported disaffiliated 2023 action's (§1641), separated, exigent circumstances or financial. Include the reason for closure for each church listed.

(1) New Church Start (§259.1)

GCNO	Church Name	District	Charge	Date Closed	Reason for Closure
746325	Iglesia Metodista Unida Vida Abundante	Northwest	Iglesia Metodista Unida Vida Abundante	6/25/2025	Discontinued
140334	723	Metro East	LL/723	7/1/2024	Discontinued

(2) Mission Congregation (§259.1a)

GCNO	Church Name	District	Charge	Date Closed	Reason for Closure
None					

(3) Satellite Congregation (§249.22)

GCNO	Church Name	District	Charge	Date Closed	Reason for Closure
None					

(4) Chartered Local Church (§259.5)

GCNO	Church Name	District	Charge	Date Closed	Reason for Closure
743468	Cumby UMC	East	Cumby	9/30/2024	Discontinued
738278	St. Mark's UMC	Metro East	St. Marks Mesquite	11/3/2024	Discontinued
732716	Lakeside UMC	Mid-South	Lakeside	12/31/2024	Discontinued
742577	First UMC, Tom Bean	Mid-North	First Tom Bean	12/13/2024	Discontinued
734475	Laurel Street UMC	West	Laurel Street	12/15/2024	Discontinued
752053	Wayside UMC	Northwest	Wayside	2/2/2025	Discontinued

- g) Readmission of Disaffiliated Church to the UMC (§2553). Churches will receive a new GCNO for the newly admitted church:

Church Name	District	Old GCNO	Charge	Mailing Address	Physical Address	Date Readmitted
None						

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h) Moved physical location and indicate new address:

GCNO	Church Name	District	Mailing Address	Physical Address	Date Relocated
738212	Grace Chapel	Metro North	300 Denton Way, Prosper, TX 76227	300 Denton Way, Prosper, TX 76227	11/2024

i) Changed name of church – For example, "First" to "Trinity":

GCNO	Former Name	New Name	Mailing Address	Physical Address	District	Effective Date
141242	Our New Church UMC	Hillside UMC	1201 W Hwy 6, Waco, TX 76712	1201 W Hwy 6, Waco, TX 76712	Mid-Central	11/2025

j) Transferred this year into this conference from other United Methodist conference(s) and include membership (¶¶42, 260)

GCNO	Church Name	Membership	Sending Conference
None			

k) What cooperative parishes in structured forms have been established (¶206)

GCFA Parish Number	Local Parish Number	Parish Name	GCNO	Church Name	District
None					

l) Organized or continued as Wesley Foundations:

GCNO	Church Name	District	Mailing Address	Physical Address	Phone Number	Date Founded
140959	Belton United Wesley Foundation	South	205 E 3rd Ave, Belton, TX 76513	205 E 3rd Ave, Belton, TX 76513		
739364	Denton Wesley Foundation	Metro North	1501 Maple St. Denton, TX 76201	1501 Maple St. Denton, TX 76201		
140962	Paris Wesley Foundation	East	1130 24th Street SE Paris, TX 75460	1130 24th Street SE Paris, TX 75460		
655710	SMU Wesley Foundation	Metro East	3220 Daniel Ave Dallas, TX 75205	3220 Daniel Ave Dallas, TX 75205		
655708	Synergy Wesley Foundation	Metro East	3000 Northside Blvd, Suite 2-116 Richardson, TX 75080	3000 Northside Blvd, Suite 2-116 Richardson, TX 75080		
122673	Tarleton Wesley Foundation	West	1140 W Tarleton Blvd, Stephenville, TX 76401	1140 W Tarleton Blvd, Stephenville, TX 76401		
122291	TCU Wesley Foundation	Metro West	2750 W Lowden St Fort Worth, TX 76109	2750 W Lowden St Fort Worth, TX 76109		

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GCNO	Church Name	District	Mailing Address	Physical Address	Phone Number	Date Founded
121357	UTA Wesley Foundation	Metro West	311 UTA Blvd Arlington, TX 76010	311 UTA Blvd Arlington, TX 76010		
739455	Wesley at ETAMU	East	1504 Lee St. Commerce, TX 75428	1504 Lee St. Commerce, TX 75428		
739397	Wesley Foundation at Wichita Falls	Mid-North	3405 Taft Blvd. Wichita Falls, TX 76308	3405 Taft Blvd. Wichita Falls, TX 76308		
133554	UCF Wesley at Navarro	Mid-South	PO Box 50517 Fort Worth, TX 76105	3301 W 7 th Ave Corsicana, TX 75110		

11. List all Ecumenical Shared Ministries in the conference (§§207, 208)

a) Federated church

GCNO Number	Name	District	Shared Denomination(s)
None			

b) Union Church

GCNO Number	Name	District	Shared Denomination(s)
None			

c) Merged Church

GCNO Number	Name	District	Shared Denomination(s)
None			

d) Yoked Parish

GCNO Number	Name	District	Shared Denomination(s)
None			

12. What changes have been made in districts and charge lines? Please list the GCNO beside each church name.

a) District Move Changes

GCNO Number	Church Name	Old District	New District
None			

b) Alignment/Charge Line Changes

GCNO Number	Name	District	Old Charge	New Charge
743457	Martin Memorial	East	North Lamar Parish	Martin Memorial 9/1/25
739400	First Lancaster	Metro East	First Lancaster/Grace Dallas	First Lancaster 6/4/25
738347	Grace Dallas	Metro East	First Lancaster/Grace Dallas	Grace Dallas 6/4/25

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GCNO Number	Name	District	Old Charge	New Charge
741983	Honey Grove McKenzie	East	Honey Grove McKenzie/Forest Hill	Honey Grove McKenzie 11/1/2024
742076	Forest Hill	East	Hone Grove McKenzie/Forest Hill	Forest Hill Honey Grove 11/1/2024
752020	First Vigo Park	Northwest	First Vigo Park/Wayside	First Vigo Park 2/1/2025
75203	First Wayside	Northwest	First Vigo Park/Wayside	Wayside 2/1/2025

PART III: PERTAINING TO ORDAINED AND LICENSED CLERGY

Note: A (v) notation following a question in this section signifies that the action or election requires a majority vote of the clergy session of the annual conference. If an action requires more than a simple majority, the notation (2/3v 3v) or (3/4v 4v) signifies that a two-thirds or three-fourths majority vote is required. Please be sure to indicate credentials. Indicate credentials of persons in Part III: FD, FE, PD, PE, and AM, when requested.

13. Are all the clergy members of the conference blameless in their life and official administration (¶¶604.4, 605.7) ___X___ Yes, except for those on file in the bishop's office.

14. Please list information regarding elected chairpersons for the following Committees:

Committee	Chairperson	Mailing Address	Phone Number	Email
The Administrative Review Committee (¶635)	Doug Meyer	PO Box 50517 Fort Worth, TX 76105	972.526.5000	doug@tmumc.org
The Conference Relations Committee of the Board of Ordained Ministry (¶634.1d)	Alan McGrath	PO Box 50517 Fort Worth, TX 76105	972.526.5000	alan@fumcgt.org
The Committee on Investigation (¶2703)	Bryant Phelps	PO Box 50517 Fort Worth, TX 76105	972.526.5000	b.phelps@theparkumc.org

15. List all certified candidates (¶¶ 310, 313, 314). List alphabetically

NOTE: Everyone who wants to become an LP, PE, or PD must first become a certified candidate.

a) List individuals currently certified as candidates for ordained or licensed ministry:

Last Name	First Name	Middle Name	District	Date Certified	Last Recertification
Afon	Eno	Edet Adetoye	Metro West	02/10/2022	
Amsberry	Rick		Metro East	2022	
Anguiano	Frank		Northwest		
Aquino	Mathew		West	2025	
Armes	Tessa		Northwest		

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Last Name	First Name	Middle Name	District	Date Certified	Last Recertification
Baker	Amber		Metro North		
Balch	Alex		Mid-South	Spring 2025	
Bamihe	Rocio		Metro East		
Bond	Courtney		Metro East	2022	
Bryant	Haley		Metro West	2025	
Burns	Kevin		Metro East	2023	
Bybee	Dakota		Northwest		
Campoverde	Jon		Metro North	2023	2025
Castle	Colton		Metro East		
Collins	Demetria		Metro East	2024	
Collins	Tamika		Metro West	2025	
Corder	Paul		South	02/02/2021	
Cowley	Sara		Metro East	2022	
Craft	Macy		Metro West	2025	
Emery	Haven		Metro East		
Fancher	Loni		Metro West	2025	
Foster	Allison		Metro East	2024	
Garcia	Miguel		Metro East		
Goldsmith	Allison		Metro North	2023	2025
Hardy	Christina		East	2023	
Henry	Pauline		Metro North	2024	2025
Holland	Christopher	Lee	Northwest	09/1/2012	
Howard	Craig		Metro East		
Kemp	David		East	2019	2024
Kuizon	Laureen	Marcelino	Metro West	2025	
Malave-Perez	Sylvia	E.	Northwest	03/2019	
Martz	Jorden		Metro West	2025	
McDaniel	Chrischeryl		Metro East	2024	
Moore	Margo		Metro East	2024	
Morrow	Jordan		West	2025	
Murphy	James		South	02/01/2024	
Nenovich	Natalie		Metro East		
Newcomer	Hanna	Silva	Metro West	2025	
Oliva Salsas	Lisa Marie		Metro West	2025	
Ondieki	Alice		Metro East	2022	
Owens	Zachary		Mid-South	01/25/2024	
Perez	Carmen		Metro East	2018	
Reddoch	Amy		Metro North	2024	2025
Reindel	Aaron		Metro East		
Richard	Allison		Northwest		
Risko	Rachel		East	2023	2024
Smant	Lisa		Metro West	01/25/2024	
Sweatt	Tyler		Metro North	2023	2025
Taylor	Suzanne		Metro North		
Teller	Carrie		Metro East	2021	

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- b) List certified candidates have transferred into your Annual Conference from another Annual Conference

Last Name	First Name	Middle Name	Transferring Conference	Date Certified	Date Accepted in your AC	Last Recertification Date
Cutrone	Ethan		TAC			

- c) List of individuals whose candidacy for ordained or licensed ministry has been accepted by a District Committee on Ordained Ministry in another annual conference:

Last Name	First Name	Middle Name	Receiving Conference	Date Originally Certified/Year	Date Accepted by District in Other Conference
Mollenkamp	Hannah	Phillips	N. Illinois	2022	2024
Richards	Adam		Alaska	2021	2024

- d) List individuals discontinued as certified candidates for licensed or ordained ministry (3/4v)

Last Name	First Name	Middle Name	District	Date Certified	Date Discontinued
Bartholomew	Kenna		Metro North	5/5/2022	5/15/2025
Bedu-Addo	Jocelyn		Metro West		8/12/2024
Blankenship	Erin		East		11/1/2024
Laddusaw	Sarah	Michelle	Metro North	5/11/2023	4/3/2025
McQueeney	Brady		Metro North	12/8/2022	5/15/2025
Power	Alyssum		Metro West		9/5/2024
Pyland	Gary		Metro East	5/1/2023	4/7/2025
Suh	Soohyun		Metro North	5/11/2023	5/15/2025
Taylor	Anthony		South	2024	7/1/2025
Taylor	Paula		South	2024	7/1/2025

- e) List certified candidates who have been reinstated into your Annual Conference (3/4v)

Last Name	First Name	Middle Name	Date Discontinued	District	Date Reinstated
NONE					

16. List individuals who have completed the studies for the license as a local pastor, are approved, but are not currently appointed (§315). Indicate for each person the year the license was approved: (3/4v). List alphabetically.

Last Name	First Name	Middle Name	District	Year Licensed Approved	Course of Study/ Courses Completed	Last Renewal Date
Anderson	Dawn*		Metro East	2009	M. Div., Brite 2010	2023
Bell	George "Randy"	Randal	Mid-Central	2018	8 courses	2022

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Last Name	First Name	Middle Name	District	Year Licensed Approved	Course of Study/ Courses Completed	Last Renewal Date
Christian	Paige*		Metro North	2015	Completed Basic COSS, 20 classes	2025
Davis II	Robert*		Metro East	2006	M. Div., Perkins 2005	
Holland	Christopher	Lee	Northwest	2013		
Jerue	Roy		Metro East	2015	Basic COS, 13 of 20	2022
Klein	Katie*		Metro North	2005	M. Div., Brite Divinity 2010	2025
Malave-Perez	Sylvia	E	Northwest	2019		
Rios	Eliana		Metro East	2019	Basic COS, 1 of 20 (Attending UTA – pursuing undergrad)	
Rios	Juan		Metro East	2019	Basic COS, 1 of 20	
Russell	Nancy		East	2013	Basic COS, 10 of 20	2024
Shockley	Kathryn		Metro North	2012	Basic COS, 20 of 20	2025
Teller	Carrie		Metro East	2022	M.Div., Perkins	2023
Truong Nguyen	Phillip		Metro North	2009	Credit for 18 COSS Classes	2025
Yun	So Young		Metro East	2016	Basic COS, 3 of 20	

17. Who are approved and appointed as:

NOTE: For each person, please indicate the first year the license was awarded and the progress each has made within the course of study or the name of the seminary in which they are enrolled. In addition, indicate with an asterisk those who have completed the five-year course of study or the M.Div. (§319.4)

NOTE: Persons on this list must receive an episcopal appointment. (3/4 v) List alphabetically.

a) Full-time local pastors (§318.1)

Last Name	First Name	Middle Name	District	First Year License Awarded	Course of Study/Courses Completed	Last Renewal Date
Alvarez Bencomo	Ruben		Metro East	2020	Basic COS, 2 of 20	2023
Atwood	William*		Mid-North	2021	M. Div., Perkins 2021	2024
Bishop	Cheryl	Mickay	Metro East	2023	Basic COS, 7 of 20	2023

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Last Name	First Name	Middle Name	District	First Year License Awarded	Course of Study/Courses Completed	Last Renewal Date
Brownstead	Betty*		Metro North	2024	¼	MDiv Perkins 2010
Bullock	Matthew	Rhea	East	2020	M.Div. from non-University Senate-approved seminary	2023
Cashion	Terry*	Wayne	South	2014 Texas Annual, 2020 New England, 2022 CTC	Perkins, M. Div., 2018	4/25/2024
Conner	Sheridan (Priddy)*	Nicole	West	2021	Perkins, M. Div., 2023	8/24/2023
Fields	Jacob*	Wesley	Mid-North	2024	M.Div., Perkins	2024
Goodwin	James	Gordon	Metro West	2020	6 courses Basic COS	4/18/2024
Hagan	Martha*	Louise	Mid-North	2018	Completed Basic COS, 20 classes	2023
Huitt	David*	Raus	Metro West	2023	Phillips Theological Seminary, M. Div., 2018	4/18/2024
Hutchison	William*	Mark	East	2001	M. Div., Perkins 2000	2024
Jones	DeLana "DeDe"	Lorene	Metro East	2020	Basic COS, 19 of 20	2023
Jones	Marcus*	Montell	Metro West	2017 NTX; 2022 CTC	Perkins, M. Div., 2016	4/18/2024
Larkin	Sharon	LaJoyce	Metro East	2019	Basic COS, 19 of 20	2023
Leddy	Susan	Butler	East	2013	*Completed Basic COS	2023
Lopez	Inakis	(no middle name)	Northwest	2020	Completed one COS year	
Marquez	Maria "Isabel"	Isabel	Metro East	2022	M.Div., Iliff - In process	2023
Martin	Mary*		Metro North	2008	MDiv Perkins 2011	2025
Mason	Deniece*	Roane	Metro North	2012	Completed Basic COS, 20 classes	2025
Melvin	Kristopher*	Michael	Mid-North	2014	Completed Basic COS, 20 classes	2024

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Last Name	First Name	Middle Name	District	First Year License Awarded	Course of Study/Courses Completed	Last Renewal Date
Morgan	Dallen*	Kay	Metro North	2017	MDiv Perkins 2017	2025
Morales	Jana*	Michelle Lunardon	Metro North	2013	Completed Basic COS, 20 classes	2025
Murphy	James	Marcus	South	2024		
Ortiz	Rosedanny*		Metro East	2020	M.Div., Perkins	2021
Parr	Greg*	Lee	Mid-North	2013	Completed Basic COS, 20 classes	2024
Pleasant	Margaret	Lorine	South	2024		2025
Presley	Nathan	Charles	East	2015	M.Div., Perkins	2024
Puac Romero	Julia*		Mid-North	2024	M.Div., Garrett	2024
Rentie	Caesar*	H.	Metro East	2003	Completed Basic COS, 20 classes, Advanced COS, 12 classes	2023
Rowe	Michael	Dave	Northwest	2024		
Saenz, III	Ruben*		Metro West	2014 Rio TX; 4-18-2024 Accepted into CTC	Perkins, M. Div., 2024	4/18/2024
Sanford	Kellie*	Lynn	Metro North	2017	M. Div., Perkins 2017	2025
Stevens	Jennifer	Tolin	Metro North	2021	Basic COS 8 of 20	2024
Stewart	Valerie "Val"*	Ford	Mid-South	2018	Basic COS Complete	2025
Tampke	Dale*	Russell	Metro North	2019	Basic COS 20 of 20	2025
Teague	Mary*	Elizabeth	Metro West		MDiv Perkins 2018	2025
Test	Lisa*	Dodd	Metro North	2019	M.Div., Perkins 2016	2025
Thomson	Luke*	Roger	Metro North	2023	M.Div., Perkins	2025
Walters	Wayne*	ONeal	East	2014	M.Div., Brite Divinity 2020	2024
Welch	Audrua	Lavette	Metro East	2019	Basic COS Complete	2024

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b) Part-time local pastors (§318.2) Show the fraction of full-time in one-quarter increments:

Last Name	First Name	Middle Name	District	First Year License Awarded	Fraction of time to be served	Course of Study/ Courses Completed	Last Renewal Date
Afon	Eno	Edet Adetoye	Metro West	2025	1/2		
Anderson	Lesta	Earl	Metro East	2015	3/4	Basic COS, 4 of 20	2023
Aquino	Matthew	Miguel	West	2025	1/2		
Barnes	Erin	Marie	Metro West	2025	1/2	MDiv Perkins	2025
Beltre	Manuel	V.	Metro East	2020	3/4	Basic COS, 2 of 20	2022
Brice	Brian	Paul	South	2018	1/2	Asbury Theological Seminary	2025
Chapman – Trick	Katy	Amber	Metro West	2021	1/4	Brite Divinity School	2024
Clark	Joseph	Miller	East	2023	3/4	Basic COS, 3 of 20	2025
Clifford	Patrick “Andrew”	Andrew	Metro North	2015	1/4	Basic COS, 11 of 20	2025
Cress	Catlin	Cheramy	Metro West	2024	1/2	Perkins School of Theology	no renewal needed – interview referral to BOM
Curry	Jerome	Lashon	South	2024	1/4		2025
Delaney-Greenwell	Elizabeth “Liz”*		Metro North	2007	1/4	Completed Basic COS, 20 classes	2025
Dickerson	Jacob	Zane	Mid-North	2022	3/4	M.Div., Duke – In process	2024
Evans	Michael	Scott	East	2021	1/4	Basic COS 1 of 20	2025
Ford	Robyn	LuAnn	South	2015	1/2	14 courses Basic COS	2025
French	Natacha “Lucia”	Lucia	Metro East	2012	1/2	*Completed Basic COS, 20 classes Advanced COS, 4 classes	2022
Graham	Michael	Cory	Northwest	2013	1/4		

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Last Name	First Name	Middle Name	District	First Year License Awarded	Fraction of time to be served	Course of Study/ Courses Completed	Last Renewal Date
Green	Thomas "Tag"	Andrew	Mid-North	2018	1/2	COS 20 of 20	4/18/2024
Hackler	Jerod "Scott"	Scott	Metro West	2023	1/2	M.Div., Brite Divinity School (in process)	2025
Hall	Joyce	Evelyn	Central	2017	1/4	6 courses Basic COS	2025
Hardy	Christina*	M.	East	2023	1/2	M. Div., Perkins 2022	2024
Hellmers	Andrew	Gregory	Metro West	2023	1/2	Brite Divinity School	4/10/2025
Hernandez	Daniel	Joseph	Metro West	2022	3/4	4 courses Basic COS	4/10/2025
Hilburn	Rosalyn		Metro East	2014	1/2	Basic COS, 3 of 20	2022
Hobbs	Jerome	Bernard	Mid-South	2024	1/4		2025
Johnson	Mitchell		Metro West	2020	1/4	0 courses Basic COS	4/26/2023
Jones	Bettye	Anne	Mid-North	2020	1/2	Basic COS, 5 of 20	2024
Kirven	Johnnie	James	Mid-South	2018	1/4	4 courses Basic COS	2025
Kronk	Shanna	Lea	Mid-North	2020	3/4	Basic COS, 2 of 20	2024
Labrador	Vladimir		Northwest	2016	3/4		
Lane	William "Billy"	Burshun	Metro East	2020	1/2	Basic COS, 5 of 20	
Larkin	David	Howard	East	2024	1/4		
Lowe	Deana	Beth	East	2016	1/2	Basic COS, 11 of 20	2023
Martin	Kenneth	Dwayne	Metro West	2023	1/2	Beginning COS Summer 2025	4/10/2025
McAfee	Christopher "Chris"	John	Metro West	2022	1/4	2 Basic COS	4/10/2025
McDonald	Colin	Myrl	South	2022	1/2	4 courses Basic COS	2025

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Last Name	First Name	Middle Name	District	First Year License Awarded	Fraction of time to be served	Course of Study/ Courses Completed	Last Renewal Date
McGill	Terre*	D.	North	2015	$\frac{3}{4}$	Basic COS complete	4/16/2024
Mojica	Aryn	Nicole	Mid-South	2017	$\frac{3}{4}$	18 courses Basic COS MDiv	4/25/2024
Moore	Margo	Lee	Metro East	2025	$\frac{1}{4}$		
Moore	Michael*	Dennis	East	2007	$\frac{1}{2}$	M. Div., Perkins 2010	2024
Owens	Zachary*	Osric	Mid-South	2025	$\frac{1}{2}$	Perkins School of Theology	2025
Price	Grady "Ed"	Edwin	Metro North	2017	$\frac{1}{2}$	Basic COS, 10 of 20	2025
Roberts	Jessica	Lynn	Mid-South	2022	$\frac{1}{2}$	Basic COS, 5 of 20	2025
Roberts	LaTasha	Kayrette	Metro East	2024	$\frac{1}{4}$		
Rodriguez	Aurora		Metro West	2025	$\frac{1}{2}$	Beginning COS 2025	
Sanchez, Sr.	Jesse	Richard	Metro East	2017	$\frac{1}{2}$	Basic COS, 4 of 20	2022
Scheller	Michael (Joel)*	Joel	Metro North	2013	$\frac{1}{2}$	Completed Basic COS, 20 classes	2025
Segundo	Martha	Imelda	Metro North	2018	$\frac{1}{4}$	Basic COS, 13 of 20	2025
Smith	Carlene	Taylor	East	2025	$\frac{1}{2}$		
Smith	Doris*		Metro East	2013	$\frac{1}{2}$	Completed Basic COS, 20 classes	2024
Smith	Wendell		Northwest	2018	$\frac{1}{4}$		
Stevens	Joanie	Vondell	Northwest	2016	$\frac{1}{2}$		
Taylor	Anthony	Lee	South	2025	$\frac{1}{4}$		
Taylor	Paula	Jean	South	2025	$\frac{1}{4}$		
Tindall	Maxwell	Logan	Mid-South	2024	$\frac{1}{4}$		2025
Wager	Ryan	Stewart	Metro East	2024	$\frac{1}{2}$	Basic COS, 4 of 20	2022
Ward	Rodney*	Bruce	Mid-North	2014	$\frac{1}{4}$	M. Church Ministry Perkins 2011	2024

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Last Name	First Name	Middle Name	District	First Year License Awarded	Fraction of time to be served	Course of Study/ Courses Completed	Last Renewal Date
White	Boston*	Raeneil	Metro North	2020	$\frac{3}{4}$	M. Div., Brite 2022	2025
Wilkins Sr.	James*	David	East	2008	$\frac{1}{2}$	Completed Basic COS, 20 Classes	2024
Woods II	James*	Earl	Metro North	2013	$\frac{1}{2}$	DMin, Perkins, 2018	2025
Wright III	Stephen	Holt	East	2024	$\frac{1}{2}$	Basic COS, 3 of 20	2024
Zolczer	Pam*	H.	Metro North	2024	$\frac{1}{4}$	M. Div., Perkins	2025

- c) Students from other annual conferences or denominations serving as local pastors and enrolled in a school of theology listed by the University Senate (§1318.5)

Last Name	First Name	Middle Name	First Year License Awarded	Seminary	Home Conference
NONE					

- d) Students who have been certified as candidates in your annual conference and are serving as local pastors in another annual conference while enrolled in a school of theology listed by the University Senate (§1318.3)

Last Name	First Name	Middle Name	Serving Conference	Enrolled Seminary	Last Renewal Date
NONE					

- e) Persons serving as local pastors while seeking readmission to conference membership (§§366.4, 367, 368, 369.3) (If not in this conference indicate name of conference where serving.)

Last Name	First Name	Middle Name	Serving Conference	Course of Study/Seminary
NONE				

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- f) Who are approved for an annual extension beyond the prescribed limit of time of completed Course of Study as recommended by DCOM and BOM (§318.3) (v)?

(1) Full Time

Last Name	First Name	Middle Name	Year Licensed	Course of Study/ Courses Completed
NONE				

(2) Part Time

Last Name	First Name	Middle Name	Year Licensed	Course of Study/ Courses Completed
Anderson	Lesta	Earl	2015	4 of 20

g) Retired Local Pastors Under Appointment

Last Name	First Name	Middle Name	District	First Year License Awarded	Course of Study/Courses Completed	Last Renewal Date	Fraction of Time to be Served
Coleman	Larry*	Gene	Mid-North	2001	Completed COS, 20 classes		1/2
Colgrove	Jerry*		East	2003	Completed COS, 20 classes	2024	1/4
Cloyd	Jack	Richard	Mid-North				1/2
Goss	Susan	Jean	East	2008	M.Div. Perkins 2008		1/4
Holmes	Margaret (Marge)*	Anne	West	2001	M. Div., 1986	Retired 2020	1/4
Jordan	Juanelle	Brown	Northwest	2009		2022	1/4
Lee	Edward*	Dale	East	2000	M. Div., Perkins 2006	2023	1/2
Lyons	Debra "Debbie"	A.	East	2006	Basic COS, 2 of 20	2024	Full time
Mayberry	Lynda*		Metro East	2012	M.Div., Perkins 2012		3/4
McGarvey, Jr.	Donald "Paul"*	Paul	Metro North	2004	M.Div.	2025	Full time
Miller	Michael	William	Mid-South	2023	Beginning COS Spring 2024	2025	1/4

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Last Name	First Name	Middle Name	District	First Year License Awarded	Course of Study/Courses Completed	Last Renewal Date	Fraction of Time to be Served
Moore	Maxie*		Metro North	2002	Completed COS, 20 classes	2025	1/4
Noah, Jr.	Emeral "Buster" *	ODell	Metro North	2014	M.Div.	2025	1/2
Orr, Jr.	Feddie	B.	Mid-North	2012	Basic COS 18 of 20		1/4
Palmer	Thomas*	Earl		1999	Completed Basic COSS, 20 classes	2025	1/4
Pearce	Louis*	Albert	Mid-North	1999	M. Religious Edu from OKC University. Completed COS and Advanced COS	2023	1/2
Reid	Sharon*		Metro West	2003	Basic COS complete	04/18/2024	1/4
Turk	Robert "Bob" *	Arthur	Metro North	2000	Completed Basic COSS, Adv COSS, 4 classes	2025	1/4
Williams	Louella*		East	2007	Completed COS, 20 classes	2023	1/4

18. List individuals who are discontinued as local pastors (§320.1). List alphabetically.

Last Name	First Name	Middle Name	Date Discontinued
Anderson	Felecia	Denise	7/1/2025
Blankenship	Erin		11/1/2024
Harmon	Ashley "Ash"	D.	11/4/2024
Johnson	Zebedee		7/1/2025 withdrew
Kirkland	Cameron	Paul	1/1/2024 (not previously reported)

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19. List individuals reinstated as local pastors (§320.4) (v) List alphabetically

Last Name	First Name	Middle Name	Date Discontinued	Reinstated Effective Date	Course of Study/ Seminary
Cloyd	Jack (Retired LP)	Richard	11/15/2023	5/8/25	COS Completed
Larkin	David	Howard	02/11/2019	11/1/2024	Basic COS, 6 of 20

20. List ordained ministers or provisional members from other annual conferences or Methodist denominations who are approved for appointment in the Annual Conference while retaining their conference or denominational membership (§§331.4, 346.1). List alphabetically

a) Annual Conferences

Last Name	First Name	Middle Name	Home Conference	Clergy Status	Year When Service in Your AC began	Year Approved
Armendariz	Amber	Lee	New Mexico	OL	2025	
Barrett, Sr.	Daniel	Ray	Texas	ROE	2021	
Basset	Jeremy	Micheal	Oklahoma	ROE	2021	
Chapman	Sylvanus	Africanus	Sierra Leone	OE	2021	
Gonzales, Jr.	Eutimio	S.	Rio Texas	OR	2014	
Grafenreed	Mark	Casselle	Texas	OE	2024	
Kim	Changsu		Great Plains	OE	2025	2025
Kim	Daniel		Great Plains	FE	2020	
Lowe	Jessica	Ann	Louisiana	OE	2024	
McGregor Meek	Annie	Joann	Arkansas	OP	2024	
Nassef	Maurine	Kehoe	Virginia	OE	2025	2025
Petersen	Jessica (3/4 time)	Anne	Rio Texas	OD (§331.8)	2021	
Rainey	William	Howard Tucker	Mississippi	OP	2025	
Rester Jr	Thomas "Eddie"	Edwin	Mississippi	OE	2025	
Sanchez	Fernando	P.	Rio Texas	AM	2018	
Somerville	Keith	Lawrence	Texas	OE	2024	
Tang	Anthony	James	Desert Southwest	OE	2023	

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b) Other Methodist Denominations

Last Name	First Name	Middle Name	Denomination	Clergy Status	Year When Service in your AC began	Year Approved
Hong	Sukgyun		Korean Methodist Church	OE	2021	
Macias	Samuel "Sam"		Iglesia Metodista de Mexico A. R.	OM (¶346.1)	OM (¶346.1)	
Sanchez	Ernesto		Puerto Rico Methodist Church	OE	2022	
Yenn-Batah	Jackson		CME	OM (¶346.1)	OM (¶346.1)	

21. List clergy in full connection appointed to a missionary conference who is considered an affiliated member of the missionary conference while retaining membership in their home conference. (¶586.4b) List alphabetically.

Last Name	First Name	Middle Name	Missionary Conference	Clergy Status	Year affiliate membership began
NONE					

22. List what clergy in good standing in other Christian denominations who have been approved to serve appointments or ecumenical ministries within the bounds of the Annual Conference while retaining their denominational affiliation (¶¶331.4, 346.1) (v) Designate with an asterisk those who have been accorded voting rights within the annual conference. Indicate credential. List alphabetically.

Last Name	First Name	Middle Name	Clergy Status	Denomination	Year When Service in your AC began
Jacob	*Sumesh		OF	Church of North India	2020

23. List individuals who are affiliate members: List alphabetically. Be sure to indicate the annual conference or denomination where membership is held.

a) With vote (¶586.4b) (v)

Last Name	First Name	Middle Name	Member Conference/Denomination	First Year of Affiliation
NONE				

b) Without vote (¶348) (2/3v)

Last Name	First Name	Middle Name	Member Conference/Denomination	First Year of Affiliation
Garvin	Elisabeth (Lisa)		Mississippi	2021

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Last Name	First Name	Middle Name	Member Conference/ Denomination	First Year of Affiliation
Keck	Andy		North Carolina	2018
Nelms Chastain	Emily		North Alabama	2025
Recinos	Harold (Hal) J.		Baltimore-Washington	2013
Tang	Katherine		Desert Southwest	2023

24. List persons elected as associate members ¶321 (3/4v) In addition, if persons have been admitted by another annual conference as a courtesy to your conference, please indicate the name of the accepting conference and date of admission if applicable. List alphabetically.

Last Name	First Name	Middle Name	Accepting Conference	Date of Admission
Luginbill	Scott	Edward		07/01/2025

25. List individuals Who are newly elected as provisional members and what seminary they are attending, if in school (under ¶¶322.4, 324, 325). List alphabetically.)

a) Provisional Deacons under the provisions of ¶ 324.4b (3/4v)

Last Name	First Name	Middle Name	Seminary
Chavarria	Jason		SMU Perkins School of Theology
Clark Gibson	Brooke	Adrianne	SMU Perkins School of Theology
Eckeberger	Laulie	Dee	SMU Perkins School of Theology
Harding	Julie	Renea	SMU Perkins School of Theology
Lubbers	Adam	Stephen	SMU Perkins School of Theology
Orr	Staci		SMU Perkins School of Theology
Shipley	Anna	Leone	SMU Perkins School of Theology
Wood	Michelle		Wesley Theological Seminary

b) Provisional Elders under the provisions of ¶ 324.4a (3/4v)

Last Name	First Name	Middle Name	Seminary
Castleman	Julia		SMU Perkins School of Theology
Cramer	Jordan	Lucas	Iliff School of Theology
Fisher	Jeffrey	Miles	United Theological Seminar
Kuykendall	Evve	Dustin	Brite Divinity
Porter	Sarah	B.	SMU Perkins School of Theology

26. List individuals who are continued as provisional members, and what seminary they are attending, if in school (¶¶326, 327v). List alphabetically

a) In preparation for ordination as a deacon or elder (¶326)

Last Name	First Name	Middle Name	Clergy Status	Commission Year	Seminary
Bates	Jennifer	Lynn	PD	2024	Brite
Cho	Jae Jun "Daniel"		PE	2024	Perkins
Cho	Eunbyul "Stella"		PE	2024	Perkins
Craft	Colin	Michael	PE	2024	Perkins

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Last Name	First Name	Middle Name	Clergy Status	Commission Year	Seminary
Eiffert	Kimberly	Anne	PE	2024	Iliff
Finley	David	Taylor	PD	2018	Perkins
Frazier	Monica		PE	2024	Notre Dame + ACOS
Galloway	Ryan*		PE	2024	Brite M.Div. 2024
Glover	Kristen		PE	2024	Brite
Keck	William "Will"	Ross	PE	2024	Perkins, M. Div., 2023
Klein	Shandon	Chasity	PE	2024	Perkins
Lawther	Alyssa	Diane Coady	PE	2024	Perkins, M. Div., 2024
Mwanjala	Uwezo		PE	2023	Perkins
McGlothlin	Jaime	Lee	PE	2023	Truett, M. Div., 2008, Duke, D. Min., 2024; converted to COS and ACOS
Patredis	Karyl	Sibley	PE	2024	Perkins
Robinson	Kantrice		PE	2024	Perkins, M.Div., 2016
Sewell	Valleri*	Jean	PE	2024	Brite M.Div. 2021
Smith	Haley	DeAnna	PD	2024	Ashbury Theological
Spidell	Jennifer	Johnson	PD	2023	Perkins, M. Div.
Steed	Kristin	Nicole	PE	2024	Perkins
Taylor	Mayme "Yvonne"		PE	2023	Brite, M. Div., 2022
Voss	Brendan	Carl	PD	2024	Yale Divinity, M. Div., 2021

b) Provisional deacons who became provisional elders (v)

Last Name	First Name	Middle Name
NONE		

c) Provisional elders who became provisional deacons (v) Be sure to indicate year.

Last Name	First Name	Middle Name	Year
NONE			

d) Provisional members who transferred from other conferences or denominations (§347.1) (v)

Last Name	First Name	Middle Name	Clergy Status	Commission Year	Seminary	Previous Conference/ Denomination
NONE						

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27. List ordained clergy that have been received from other Christian denominations (§347.3). List alphabetically. In addition, if persons have been admitted by another annual conference as a courtesy to your conference, please indicate the name of the accepting conference and date of admission if applicable.

a) As provisional members (§347.6a) (v)

Last Name	First Name	Middle Name	Clergy Status	Date Received	Previous Denomination	Accepting Conference	Date of Admission
NONE							

b) As local pastors (§347.3) (v)

Last Name	First Name	Middle Name	Clergy Status	Date Received	Previous Denomination	Accepting Conference	Date of Admission
NONE							

28. List ordained clergy, coming from other Christian denominations, have had their orders recognized (§347). List alphabetically.

Last Name	First Name	Middle Name	Clergy Status	Date Received	Previous Denomination
NONE					

29. List persons elected as members in full connection. List alphabetically. In addition, list members in full connection that have been admitted by another annual conference as a courtesy to your conference, indicating the name of the accepting conference and date of admission, if applicable

a) Deacons (§330) (3/4v)

Last Name	First Name	Middle Name	Accepting Conference	Date of Admission
Bridges	Elizabeth	Ann		07/01/2025
Brimmage	Caleb	Forrest		07/01/2025
Culberson Smith	Katrina	Marie		07/01/2025
Von Gonten	Kristen	Ruth		07/01/2025

b) Elders (§335) (3/4v)

Last Name	First Name	Middle Name	Accepting Conference	Date of Admission
Antinone	John "Phil"	Philip		07/01/2025
Berg	Anne-Marie			07/01/2025
Boboltz	Madison	Angeline		07/01/2025
Burdett	Travis	Netherton		07/01/2025
Chambers	Rhonda	Ann		07/01/2025
Clifford	Timothy "Tim"	Wayne		07/01/2025
Hall	Beate	Jane		07/01/2025
Johnson	Allie	Grace		07/01/2025
Lamoureux	Kathleen "Katie"	Elizabeth		07/01/2025
McDonald	Sean	Andrew		07/01/2025

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Last Name	First Name	Middle Name	Accepting Conference	Date of Admission
Mitchell	Courtney	Patrick		07/01/2025
Reeves	Daniel			07/01/2025
Schultz	Kyren	Kristina		07/01/2025
Shannon	Kaitlynn	Michelle		07/01/2025
Smith	Tanner	Joseph		07/01/2025
Stobaugh	Joseph "Joe"	Phillip		07/01/2025

30. List persons ordained as deacons and which seminary awarded their degree. If their master's degree is not from a seminary, at which seminary did they complete the basic graduate theological studies: List alphabetically. In addition, list those ordained as deacons that have been admitted by another annual conference as a courtesy to your conference, indicating the name of the accepting conference and date of admission if applicable.

a) After provisional membership (§330) (3/4v)

Last Name	First Name	Middle Name	Seminary	Accepting Conference	Date of Admission
Bridges	Elizabeth "Lizz"	Ann	Perkins		2025
Brimmage	Caleb	Forrest	Perkins		2025
Culberson Smith	Katrina	Marie	Perkins		2025
Von Gonten	Kristen	Ruth	Perkins		2025

b) Transfer from elder (§309) (3/4v)

Last Name	First Name	Middle Name	Seminary	Accepting Conference	Date of Admission
NONE					

31. List individuals who are ordained as elders and what seminary awarded their degree. List alphabetically.

a) After provisional membership (§335) (3/4v)

Last Name	First Name	Middle Name	Seminary
Antinone	John "Phil"	Philip	Yale Divinity, M.Div., 2022
Berg	Anne-Marie		Perkins, M.Div., 2023
Boboltz	Madison	Angeline	BU School of Theology, M. Div, 2023
Burdett	Travis	Netherton	Brite Divinity School, M.Div., 2009
Chambers	Rhonda	Ann	2023
Clifford	Timothy "Tim"	Wayne	Perkins, M.Div. 2021
Hall	Beate	Jane	Perkins, M.Div. 2020
Johnson	Allie	Grace	Perkins, M.Div. 2021
Lamoureux	Kathleen "Katie"	Elizabeth	Austin Presbyterian Theological Seminary M. Div., 2023

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Last Name	First Name	Middle Name	Seminary
McDonald	Sean	Andrew	Perkins, M.Div. 2022
Mitchell	Courtney	Patrick	Perkins, M.Div. 2023
Reeves	Daniel		Tyndall Theological, M. Div, Perkins, D. Min 2022
Schultz	Kyren	Kristina	Iliff, M. Div. 2023
Shannon	Kaitlynn	Michelle	Perkins, M.Div. 2022
Smith	Tanner	Joseph	Perkins, M.Div. 2023

b) Transfer from deacon (§309) (3/4v)

Last Name	First Name	Middle Name	Seminary
Stobaugh	Joseph “Joe”	Phillip	General Theological Seminary (DMin)

32. What provisional members, previously discontinued, are readmitted (§365) (v) List alphabetically

Last Name	First Name	Middle Name	Prior Clergy Status	Effective Date of Discontinue	§ or Reason (Note)
NONE					

33. List individuals who are readmitted (§§365-369 [v], §369 [2/3v]). List alphabetically.

Last Name	First Name	Middle Name	Prior Clergy Status	New Clergy Status	Date Left Conference	Effective Date of Readmission	§ or Reason (Note)
NONE							

34. List individuals who have returned to the effective relationship after voluntary retirement (§358.7): (v) List alphabetically.

Last Name	First Name	Middle Name	Prior Clergy Status	New Clergy Status	Date Left Conference	Effective Date of Readmission	§ or Reason (Note)
NONE							

35. List individuals who have been received by transfer from other annual conferences of The United Methodist Church (§§347.1, 416.5, 635.2n). List alphabetically. (v)

Last Name	First Name	Middle Name	Clergy Status	Previous Conference	Date of Transfer
Biggs-Scribner	Glen “Lee”	Lee	FD	Oklahoma	07/01/2025
Mukarakate	Ngonidzaishe “Ngoni”		FE	Zimbabwe East	07/01/2025
Pelfrey	Robert	Christopher	FE	New Mexico	07/01/2025
Tayengo	Albano	Nunulo	FE	West Angola	07/01/2025

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36. List individuals who are transferred in from other Methodist denominations (§§347.2, 346.2). List alphabetically. Indicate credential.

Last Name	First Name	Middle Name	Receiving Clergy Status	Previous Methodist Denomination	Date of Transfer
NONE					

37. List individuals who have been ordained as a courtesy to other conferences, after election by the other conference. List alphabetically. If your conference has admitted or ordained persons as a courtesy to another conference, please list these persons below. Such courtesy elections or ordinations do not require transfer of conference membership.

a) Deacons

Last Name	First Name	Middle Name	Member Conference	Accepting Conference	Date of Admission
NONE					

b) Elders

Last Name	First Name	Middle Name	Member Conference	Accepting Conference	Date of Admission
NONE					

38. List individuals who have been transferred out to other annual conferences of The United Methodist Church (§416.5).

Last Name	First Name	Middle Name	Clergy Status	New Conference	Date of Transfer
Clark	Nancy "Michelle"	Michelle	Certified Candidate/PL	Mountain Sky	08/22/2024
Dalco	Bryan	K.	FE	Louisiana	07/01/2025
Ilunga	Ngoy "Nadine"		FE	Iowa	01/01/2025
Lawrence	William	B.	FE	North Carolina	07/01/2025
McKeller	Stephanie "Evey"	Evelyn	FD	Oregon-Idaho	07/01/2025
Miller	Sarah Howe	E.	FE	Oklahoma	07/01/2025
Sims	Troy		FD	Virginia	07/01/2025
Stoker	Andrew "Andy"		FE	New Mexico	07/01/2025
Young	Adam		FE	Oklahoma	07/01/2025

39. List individuals who are discontinued as provisional members (§327) (v). List alphabetically.

a) By expiration of eight-year time limit (§ 327)

Last Name	First Name	Middle Name	Provisional Clergy Status (PE or PD)	Year Became Provisional
NONE				

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b) By voluntary discontinuance (§ 327.6) (v)

Last Name	First Name	Middle Name	Provisional Clergy Status (PE or PD)	Year Became Provisional
Byrd	Laura	W.	PE	2022
Burke	Robert	Eugene	PE	2023
Fields	Jacob	Wesley	PE	2018

c) By involuntary discontinuance (§ 327.6) (v)

Last Name	First Name	Middle Name	Provisional Clergy Status (PE or PD)	Year Became Provisional
NONE				

d) By reaching Mandatory Retirement Age (§ 327.7)

Last Name	First Name	Middle Name	Provisional Clergy Status (PE or PD)	Year Became Provisional
NONE				

40. List individuals who have had their conference membership terminated. List alphabetically

a) By withdrawal to unite with another denomination (§361.1, .4)

Last Name	First Name	Middle Name	Date Effective	Prior Clergy Status	New Reported Denomination
Boren	Don	Carl	05/01/2025	FE	N/A
Couch	Billie	John	12/06/2024	RE	unknown
Cox	Charles	A.	07/03/2024	RE	Independent
Dunaway	Ronnie	Wayne	01/01/2023 not prev rptd	FE/HL	unknown
Galloway	Jerry	Phillip	02/01/2025	FE	GMC
Garrett	Jeff		07/08/2024	FE	GMC
Green	Keva		04/01/2025	RE	Independent
Holland	Wesley	Lewis	07/01/2025	FE	GMC
Hodges	T.D. "Skip"		07/01/2024	RE	unknown
Ingram	Krista	D	08/09/2024	FE	GMC
Kiblinger	Ryan	Blair	12/31/2024	FE	GMC
Kirk	Robert	Martin	07/12/2024	RE	unknown
Medley	Tommy	Ray	12/31/2024	FE	Independent
Miller	William "Doug"	Douglas	12/31/2024	RE	GMC
Orozco	Luis	Antonio	01/01/2023 not prev rptd	AM/HR	unknown
Putnam	James	Wesley	01/01/2024	RE	unknown
Riano	Jorge Luis	Jorge	07/01/2025	AM	unknown
Suche, Jr.	Henry	R.	5/30/2024	RE	GMC

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b) By withdrawal from the ordained ministerial office (§361.2, .4)

Last Name	First Name	Middle Name	Date Effective	Prior Clergy Status
Frankie	Rita	Ellison	5/31/2023 not prev rptd	DR
Parker	Payton		07/01/2024	FE
Sparks	Terry	Ann	01/01/2023 not prev rptd	RE

c) By withdrawal under complaints or charges (§§361.3, .4; 2720.2)

Last Name	First Name	Middle Name	Date Effective	Prior Clergy Status
Haywood	Donald	Keith	04/01/2025	FE

d) By trial (§2713)

Last Name	First Name	Middle Name	Date Effective	Prior Clergy Status
NONE				

41. List individuals suspended under the provisions of §§363.7, 2704.2c or 2711.3). List alphabetically.

Last Name	First Name	Middle Name	Date Effective	End Date (if applicable)	Clergy Status
Fiedler	John	F.	05/02/2025		RE
Haywood	Donald	Keith	03/22/2025	04/01/2025	FE
Martin	Montreal		01/10/2025	03/09/2025	OE

42. List members of your annual conference who have died during the year. List alphabetically.

Last Name	First Name	Middle Name	Date of Birth	Date of Death	Clergy Status
Alldredge	Ethel		11/11/1914	05/12/2003 not prev rptd	DR
Atkinson	Marilyn		01/23/1931	05/07/2024	
Brinson	Dolan	Artwell	03/29/1934	01/01/2021 not prev. rptd.	RL
Carter, Jr.	Kenneth	Eugene	02/18/1935	04/06/2025	RE
Crowley	Dr. Weldon	Sam	07/01/1935	8/25/2024	RE
Crumpton	Larry		12/17/1937	7/16/2019 (not prev. reported)	RA
Daniel	Hugh	Bowlin	07/29/1928	03/08/2025	RE
Davis	Larry	D	10/31/1950	03/10/25	RL
Dominguez	Jackie	Joe	06/03/1955	04/10/2025	RL
Dozier	Watt	William	11/18/1941	01/18/2025	RE
Gause	Jackie	McClellan	09/20/1934	02/25/2025	RD
Griffin, Jr	Herbert	Lee	02/02/1961	01/06/2025	FE
Holt	Irl	Neil	04/26/1934	09/12/2024	RL
Howard Jr.	Wesley	Allen	02/21/1937	06/18/2025	RE
Hunt	Henry	Lamar	12/13/1932	12/11/2015 (not prev. reported)	RE
Jacobs	William	Henry	05/05/1931	01/18/2025	RE
Jordan	Carolyn	Snyder	02/23/1936	06/05/2024	RL

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Last Name	First Name	Middle Name	Date of Birth	Date of Death	Clergy Status
May	Lee	Yeager		09/09/2015 (not prev reported)	DR
Marney	Benjamin	B	06/06/1931	05/27/2025	RE
Meredith	Lawrence		08/14/1928	05/29/2025	RE
Moore	Terry	Ann	08/26/1960	1/4/2025	RE
Myrick	Byron	Davis	05/11/1937	12/11/2024	RE
Nichols	Michael	Loy	12/06/1947	01/03/2025	RE
Niedecken	Danny	Jake	11/04/1944	11/20/2024	RE
Reed	Cecil	D.	02/16/1927	06/24/2025	RE
Riley	Robert	Jack	07/12/1930	07/04/2024	RE
Rives	William	Weldon	11/15/1931	04/28/2025	RE
Robertson	Bryce "Pete"	Clark	07/10/1930	06/06/2024	RE
Saegesser	Ruth	Anne	08/20/1947	11/25/2024	RL
Salinas	Norma	Saenz	10/07/1945	7/19/2024	RE
Sims	Alice	Pauline	03/04/1940	05/28/2024	RE
Smiley-Tune	Wilma	H.	02/12/1937	2/15/25	RE
Sterling	Carl	Haines	08/06/1940	08/17/2024	RL
Tims	James	Edwin	07/25/1927	10/23/2024	RE
Trammell	Susan		05/11/1942	03/29/2025	RE
Weathers	Bob	F.	09/09/1932	05/10/2025	RE
Wiseman	David	Keith	01/17/1935	7/18/2024	RE

43. List clergy members who have received appointments in other Annual Conferences of The United Methodist Church while retaining their membership in this Annual Conference. List alphabetically.

a) Provisional or ordained members (elders and deacons) (§§331.4, 346.1)

Last Name	First Name	Middle Name	Clergy Status	Conference Where Appointed	Appointment /Time	Effective Date of Appointment
Englert-Jessen	Eva	Lorraine	FD	Arkansas		07/01/2019
Fleming	John	Stephen	FE	Oregon-Idaho		07/01/2020
Gary	Matthew	Sheldon	RE	Oklahoma		03/01/2023
Grace	Jonathan	Lee	FE	Northern Illinois		07/01/2024
Hancock	Justin	Michael	FD	Great Plains		10/01/2020
Ju	Yohan		FE	Korea		07/01/2023
Klein	Shandon	Chasity	PE	Minnesota		07/01/2024
Lamoureux	Kathleen "Katie"	Elizabeth	PE	Mountain Sky		07/01/2024
Leach	David	Douglas	RE	Rio Texas		07/01/2024
Lee	Jin Hee		FE	New England		07/01/2023
McMinn	David	Allab	FE	Rio Texas		07/01/2020
Miriti	Mary	Ncurubi	FE	Oklahoma		07/01/2025
Poole	Marsha	Kimberly	RE	Alaska		07/01/2022
Stoker	Andrew	Craig	FE	New Mexico		12/01/2023
Tyler	Andrew "Andy"	Mills	FE	New England		07/01/2023

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Last Name	First Name	Middle Name	Clergy Status	Conference Where Appointed	Appointment /Time	Effective Date of Appointment
Walden	Kyle	William	FE	New England		07/01/2021

b) Local Pastors are Serving on Loan (§18.4)

Last Name	First Name	Middle Name	Clergy Status	Conference Where Appointed	Appointment /Time	Effective Date of Appointment
Jones	Marcus	Montell	Local Pastor	Rio Texas		02/01/2025

c) Associated Members (§46.1)

Last Name	First Name	Middle Name	Clergy Status	Conference Where Appointed	Appointment /Time	Effective Date of Appointment
NONE						

d) Affiliated Members appointed to missionary conference with vote. (§86)

Last Name	First Name	Middle Name	Clergy Status	Conference Where Appointed	Appointment /Time	Effective Date of Appointment
NONE						

44. List provisional, ordained members or associate members on leave of absence and for what number of years consecutively has each held this relation (§54). Indicate credential and record Charge Conference where membership is held. List alphabetically

a) Voluntary Leave of Absence

(1) 5 years or less (§542a-b, 3) (v)

Last Name	First Name	Middle Name	Clergy Status	Date Effective	Type of Leave	Charge Conference
Alexander	Creighton	Drew	FE	09/01/2024	Family	
Baek	Hyeongdong "Yohan"		FE	05/1/2025	Family	South
Coon	Yvonne	M.	FE	05/01/2025	Personal	South
Farrer	Jonathan "Jon"	M.	FE	07/01/2021	Personal	Unknown
Gallaway	Tamara	L.	FE	05/01/2024	Personal	Christ UMC Plano
Jones	Clinton "Clint"	Daniel	FE	10/01/2023	Personal	FUMC Stephenville
Long	Kimberly "Kim"	Liane	FE	07/01/2022	Personal	FUMC Cleburne
Self-Ransdell	Katherine		FE	10/1/2019	Family	
Silvestri	Lori	Jo	FD	9/1/2024	Personal	

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Last Name	First Name	Middle Name	Clergy Status	Date Effective	Type of Leave	Charge Conference
Steiner (Burton)	Dina		FD	07/01/2023	Personal	Stonebridge McKinney
Valendy	Estee		FE	07/01/2024	Personal	Keller UMC
Wang	Silvia		FE	4/1/2025	Personal	Richardson First
Watson - Martin	Elizabeth		FE	9/1/2024	Family	
White	Adam		FD	05/01/2024	Personal	FUMC Plano

(2) more than 5 years (§3543.2a-b, 3) (2/3v)

Last Name	First Name	Middle Name	Clergy Status	Date Effective	Type of Leave	Charge Conference
Anderson	Gena	S.	FE	07/01/2019	Personal	First UMC, Fort Worth
Bakker	Shawn		FD	05/01/2017	Personal	
Bonnell	David	Charles	FE	07/01/2016	Personal	
Green	Michael	A.	FE	08/01/2011	Personal	
Greene	Michael		FD	07/01/2019	Personal	
Joyner	Ashleigh		FE	11/01/2018	Personal	
Rodden	Michael "Mike"	J.	FE	08/01/2018	Personal	In Santa Fe New Mexico
Sherman-Carter	Nancy		FE	07/01/2017	Personal	Custer Road UMC

b) Transitional Leave (§354.2c)

Last Name	First Name	Middle Name	Clergy Status	Date Effective	End Date	Charge Conference
Chickering	Jennifer	D.	FD	12/01/2024		
Finley	David	Taylor	PD	06/01/2025		Christ UMC Plano
Hensley	Rebecca	David	FD	7/1/2025		
Heyduck	Rachel	Marie	FD	07/01/2024	07/01/2025	
Scott	Jennifer		FD	10/01/2024		University Park UMC
Smith	Leslie	A.	FE	03/10/2025	06/30/2025	
Stephens	Gary	B.	FD	07/01/2024	03/31/2025	

c) Involuntary

(1) Involuntary Leave (§ 355) (2/3v)

Last Name	First Name	Middle Name	Clergy Status	Date Effective	End Date	Charge Conference
NONE						

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(2) Ad Interim Involuntary Leave (JCD 1355) (v) List alphabetically.

Last Name	First Name	Middle Name	Clergy Status	Date Effective	End Date	Charge Conference
NONE						

45. List individuals who are granted sabbatical leave (§1352) (v). List alphabetically.

Last Name	First Name	Middle Name	Clergy Status	Date Effective	End Date	Charge Conference
NONE						

46. List individuals granted medical leave due to medical or disabling conditions (§1357) (v). List alphabetically

Last Name	First Name	Middle Name	Clergy Status	Date Effective	End Date	Charge Conference
Caldwell	Samuel	L.	FE	07/01/2022		Wesley UMC Greenville
Colwell	Terry	Lynn	FE	06/01/2004		Unknown
Erwin	John	Drew	FE	01/16/2022		
Garza	Maricela	Iglesias	AM	07/01/2022		FUMC, Merkel
Greanead	Veronica		FE	07/01/2020		Forestburg UMC
Harris	Todd		FE	08/01/2024		FUMC Wichita Falls
Jarrell	Johnny "Tim"	Timothy	FE	07/01/2024		Counts Memorial UMC - Weatherford
Kirk-Hall	Denise		FE	01/01/1999		Arlington Heights UMC
Lea	Donita	Ruth	LP	07/01/2023		St. James UMC, Abilene
Moore	Terry	Ann	FE	1/1/2011	Retired 12/31/2024 Deceased 01/4/2025	
Parson	Samantha		FE	07/01/2021		
Phillips	Donald "Mark"	Mark	FE	6/1/1999		
Zollinger	Alison	Michelle	FE	05/01/2020		FUMC Waxahachie

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47. List members in full connection who have been retired (§358): List alphabetically - If retiring in the interim between conference sessions (§358.2d), indicate the effective date of retirement. (Under §358.1, no vote required; under §358.2, v; under §358.3, v 2/3)

Deacons

a) This year

Last Name	First Name	Middle Name	Effective Date
Bell	Meredith	Remington	06/01/2025
Bryan	Susan		07/01/2025
Hill	Marjorie	Bishir	10/01/2024
Hines	Deborah "Page"	Page	01/01/2025
McDermott	Thomas "Tom"	Snyder	05/1/2025
Meyer	Douglas "Doug"	Alan	07/01/2025

b) Previously

Last Name	First Name	Middle Name	Effective Date
Adair	Sharon		06/01/2006
Anderson	Joy		07/01/2018
Bennett	Nancy	L.	06/01/2000
Betz	Katherine		03/01/2016
Biggerstaff	Josephine	M.	06/01/2005
Bridger-Coffman	Bonnie	B.	07/01/2022
Cameron	David	Lynn	1/1/2014
Cameron	Jimmy	Ralph	7/1/2012
Cate	Suzanne	B.	12/31/2013
Cavalier	Janet		07/01/2023
Chapman	Deborah		06/01/2022
Crowell	Betty	D.	07/01/2012
Dahl	Dorothy		08/31/1997
Davidson	Veronica	G.	07/01/2021
Edwards	Barbara	Jean	06/01/2004
Freeto	Linda	J.	07/01/2014
Froehlich	Patricia		07/01/2022
Froman	Nancy		08/01/2022
Georg	Miriam	J.	03/01/2020
Grable	Patricia	L.	12/01/2019
Granderson	Sheila	Karen	09/01/2011
Heavner	Betsy	C.	1/31/2015
Heislen	Terrance		07/01/2019
Holloway	Judy	Marie	04/15/2014
Johnson	Gordon	C.	07/01/2016
Johnson	Kathryn	E.	10/01/2011
Jones	Terry		01/01/2017
Lancaster	Kay	L.	07/01/2024
Lyford	Nicki	T.	09/01/2017
Marshall	Karan		07/01/2011
McKay	Paul		07/01/2017
McKee	Donna	D.	07/01/2023

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Last Name	First Name	Middle Name	Effective Date
Nichols	Melissa	A.	06/01/2008
Phillips	Dawne	Hood	12/31/2017
Roby	Linda		12/01/2017
Rothe	Laura		07/01/2018
Schock	Louise	Kelser	7/1/2000
Shepherd	Gale "Dub"	W.	04/01/2016
Smiley	Diane	E.	06/01/2005
Smith	Marisue	Pounders	6/1/2003
Springer	Beverly	L.	03/31/2019
Squires	Sarah	B.	07/01/2018
Stephens	Joyce	Leslie	12/31/2007
Stevens	Robin	L.	02/10/2014
Trevino-Teddle	Jeannie		01/01/2014
Wier	Brenda	W.	12/31/2010
Wilson	Phyllis	Clower	09/01/2018
Wolfe	Jayne	Coffman	07/01/2009
Woods	Natalie		11/30/2013

Elders

a) This year

Last Name	First Name	Middle Name	Effective Date
Bishara	Kamal "Mel"	N.	07/01/2025
Brooks-Sanford	Shelly	A.	06/01/2025
Coats	Darrell		07/01/2025
Copeland	Stanley		07/01/2025
Echols	Daniel		05/01/2025
Ewing	Robert	F.	03/01/2025
Fiedler	John	F.	01/01/2025
Gary	Matthew	Sheldon	02/01/2025
Hall	Matt	W.	07/01/2025
Hawkins	Rick	L.	07/01/2025
Hitt	Lawanda "Ann"	Ann	07/01/2025
Holcomb-McLain	Scott		07/01/2025
Howard	Clifton	O.	10/01/2024
Laguardia	Levy	E.	07/01/2025
Lancaster	Sarah	H.	07/01/2025
Miller	Jannette	A.	12/31/2024
Miller	Jeffrey	A.	09/01/2024
Moore	Terry	Ann	01/01/2025 deceased 01/04/2025
Nelson	Connie	L.	02/01/2025
Ochoa	Jorge	Luis	09/01/2024
Palmer	Thomas "Tom"	O.	07/01/2025
Spencer, Jr.	Robert "Rob"	Lee	09/01/2024
Stamm	Mark	W.	06/01/2025
Tully	Mark "Kevin"	Kevin	07/01/2025
Williamson	Richard "Rick"		07/01/2025

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Last Name	First Name	Middle Name	Effective Date
Witmer-Faile	Margaret “Meg”		01/01/2025

b) Previously

Last Name	First Name	Middle Name	Effective Date
Abbott Jr.	Horace	O.	6/5/1986
Abbott	Thomas “Mark”	Mark	08/01/2014
Adamson	Georgia	Lee	07/01/2017
Adkins	Brenda		01/01/2016
Adkins	David	W.	07/01/2016
Adrian	Peter	V.	7/1/2018
Albertson	Ronald “Ron”	W.	07/01/2014
Alden	Elizabeth “Betsy”	C.	06/01/2007
Alexander	Mark	Linley	7/01/2022
Alexander	Michael “Mike”	K.	02/01/2023
Allen	Christopher	L.	01/01/2022
Allen	Doyle	R.	06/01/2009
Allen	Nancy	E.	06/01/2013
Allsup	Carl “Eddie”	Edward	6/1/2008
Andersen	David	W.	7/01/2022
Andrews	Andy	S.	06/01/2008
Austin	Dara	E.	01/01/2022
Bade	Dennis	Lee	6/1/2004
Bailey	Charles	Raymoth	07/01/2019
Baird	John	Michael	7/1/2011
Ballard	Ronald	Doyle	06/01/2002
Barker	Wilson	Roger	06/01/2006
Barton	Ann		07/01/2013
Bassford	Virginia ‘Ginger’	O.	02/01/2021
Bauernfeind	Paul	Edward	7/01/2019
Bearden	Leighton	H.	07/01/2012
Beavers	Jay	L.	06/01/2008
Beckling	Tae Sun		12/31/2016
Beckling, Jr.	John	Martin	12/31/2016
Beghtel-Mahle	Pat		07/01/2010
Benson	Ernest	Alan	12/31/2014
Benson	Laura	J.S.	07/01/2019
Benson	Lyle		07/01/2018
Benton	Robert	Dan	01/01/2012
Berry	Ava	Burdine	7/1/2011
Berry	John	Kent	01/01/2017
Bessac	Martha	S.	06/01/2010
Bingman	Cathy	Ann	08/01/2019
Birdsong	Fred	Lee	07/01/1995
Blackmon, Sr.	Darrel	Glen	07/01/2012
Blancett	E. F. “Skip”		10/01/2011
Blanton	Georjean	H.	09/01/2011
Bond	George	Doherty	10/01/2013
Boone	Keith	Payne	07/01/2020

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Last Name	First Name	Middle Name	Effective Date
Boren	Kathryn	Diane	7/1/2021
Bowden	James	Bradley	01/01/2021
Bowen	Gary	Starr	07/01/2019
Boyd	Charles	Lane	7/1/2011
Boyd	William “Bill”	P.	09/01/2019
Bradley	Milana	Louise	04/01/2011
Brennan	William “Max”	M.	07/01/2015
Brittain	Grady	B.	06/01/2007
Brown Jr.	Jim	Kimmel	03/01/2006
Browning	Tommie	Max	6/1/2004
Bruff	Rebecca	Frank	07/01/2021
Bruster	Timothy “Tim”	K.	07/01/2022
Burton	Larry	Jack	7/1/2014
Busby	Jack	P.	07/01/1992
Bush	Robert	I.	6/15/1997
Bussey	Tera	Elaine	7/31/2014
Butler	George	Winston	1/1/2008
Caddell	Carroll	A.	6/1/2003
Callahan	Kennon	L.	12/31/1996
Camp	Charles	Dennis	06/01/1996
Campbell	Robert	Louis	06/01/2006
Caraway	Melton	H.	07/01/2015
Cardwell	Ann		06/15/1998
Carlton	Karan	Ann	7/1/2019
Carmichael	Joe		07/01/2014
Carnahan	Charles	R.	01/01/2016
Carpenter	Bruce	Edwin	07/01/2018
Carr	David	Michael	07/01/2014
Cary	Lee	D.	12/15/1996
Casad	Victor	E.	07/01/2021
Ceballos, Jr.	David	Michael	7/1/2019
Chambers	Jacquetta “Jackie”	D.	02/01/2020
Chamness	Gene	A.	06/01/1991
Chandler	Jim	David	01/01/2013
Chappell	Steven	Thomas	7/1/2022
Choyce	Joan	P.	01/01/2002
Clifford	John	F.	06/01/2013
Cobb	Norman	H.	1/27/2007
Coder	Alice	Gant	07/01/2017
Cole	James	Kenneth	6/1/2004
Cole III	John	Wallace	05/01/2021
Colon-Colon	Hector	L.	10/31/2019
Conner	James “Jim”	David	07/01/2019
Connolly	Thomas	Edward	06/01/2012
Cope	Mary Gean	J.	07/01/2022
Copeland	Stanley		07/01/2025
Cotton	Willard “Will”	N.	07/01/2024
Cox	Charles	E.	06/01/2008
Craig	William	Mark	07/01/2013

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Last Name	First Name	Middle Name	Effective Date
Crawford	Annelda	J.	07/01/2019
Crouch, Jr.	Herbert	Lee	6/1/1993
Cromwell	Richard	Lee	07/01/2013
Crumpton	Debra	M.	07/01/2022
Cupples	Keith	James	12/31/2008
Curry	William	Craig	7/1/2020
Dack	Cindy	T.	06/01/2023
Dalton	Daniel	Frank	06/01/2008
Dangerfield	Harold	G.	07/01/2020
Daniels	Jack	Kyle	06/01/1997
Daves	Michael	D.	06/01/1999
Deane	Edmund	B.	06/15/1996
DeStefano	Nancy	M.	01/01/2017
Dillard	John	W.	7/1/2013
Dirk	John	Arthur	07/01/2017
Doyle	James "Rick"	Richard	7/1/2014
Dugger	Benjamin	Connally	06/01/2010
Dunagin	Richard	L.	07/01/2014
Durham Jr.	Frederick	L.	7/1/2014
Dyess	Tony	Todd	7/1/2011
Echols	Archie	E.	7/1/2012
Eckstein	Jon	Michael	07/01/2015
Edwards	Richard	Wayne	7/1/2016
Elledge	Bettye	L.	12/31/2004
Elswick, Jr.	E. B.		10/01/1999
Emerick	Craig	Lewis	07/01/2009
Escalera	Javier	Q.	02/01/2021
Fade	Reid		7/1/2018
Faile	Thomas	Michael	06/01/2012
Farris	Larry	Don	9/11/2017
Fergeson	David	M.	07/01/2023
Fisk	George	C.	07/01/2014
Flanagan	Nathan	Cleon	06/01/1995
Freeto	Carl	N.	07/01/2014
Fuqua	Robert	Verne	06/01/1994
Gaston	Leslie "Cammie"	Camille	01/01/2024
George	Larry	Wayne	07/01/2017
Gibson	Jack	Miller	07/01/1995
Gibson, Sr.	Quinton	Jeriel	07/01/2018
Gilliam	Beverly	Delores	07/01/2017
Ginn	Kenneth	Pat	1/1/2002
Godbold	Elizabeth "Betsy"	Spell	07/01/2015
Gondol	John	Dennis	6/1/2007
Goodrich	Paul	Q.	7/1/2017
Goodwin, Jr.	Walter	James	1/1/2011
Goolsby	Joe	Edwin	6/1/2007
Goss	James	Allen	05/31/2009
Gould	Paul	A.	07/01/2023
Graff	Charles "Chuck"	T.	07/01/2019

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Last Name	First Name	Middle Name	Effective Date
Grant	Carl	David	07/01/2022
Grant	George	Allen	07/01/2015
Green	Joel	B.	07/01/2022
Greenwaldt	Karen	A.	12/31/2013
Gregory	Cecil “Marv”	Marvin	7/1/2016
Grisham	William	E.	06/01/1993
Grogan	Rebecca		07/01/2024
Grubb	Lawrence	B.	11/01/1997
Guier III	Marvin	L.	7/1/2019
Gurley, Jr.	Derrel	Gene	07/01/2018
Gutierrez	Raul	R.	07/01/2022
Guttierrez II	Milton	P.	07/01/2011
Hagmann	Ann	A.	08/01/2016
Hamrick	Marty	Joe	7/1/2011
Hannah	Joseph	Michael	08/31/2011
Hardaway	Sara	J.	04/01/2017
Hargrove	Sammy	A.	11/01/2005
Harrington	John	Brooks	11/01/2021
Harris	Dennis		01/01/1997
Hart	Ray	Lee	6/01/1989
Haynes	Michael	C.	06/01/2001
Head	Keith	L.	07/01/2013
Hedges, Jr.	Howard	P.	07/01/2014
Henderson	Doyle	Steven	7/1/2009
Henderson	Homer	Dimon	6/1/1989
Henderson	Ronald	Dimon.	06/01/2004
Henry, Sr.	Luther	W.	06/01/2006
Hildebrand	Kenneth	D.	2/1/2017
Hippman	Sandra	E.	06/01/2012
Hix	Catherine	Peden	06/01/2003
Hodge	Jesse	Lynn	06/01/2005
Hoffman	Cal	Van	07/01/2018
Hoke	Daniel	Leppin	6/1/2008
Holbert	Diana	B.	07/01/2011
Holbert	John	Charles	06/01/2012
Holden, Jr.	Richard	Ellis	06/01/1988
Holder	Larry	Hillman	7/1/2018
Holland	Lewis	Cass	6/1/2004
Holland, Jr.	Charles	L.	06/01/2001
Holloway	Robert “Bob”	W.	07/01/2017
Holmes, Jr	Zan	W.	06/01/2002
Hopkins	Felicia	Pringle	7/1/2024
Horn	Wendell	Lewis	7/1/2021
Horton	Deborah “Decee”	W.	07/01/2015
Horton	Leslie	Jay	01/01/2010
Hosemann-Butler	Anna		07/01/2017
House	Michael	A.	02/01/2012
Howard, Jr.	Wesley	A.	06/01/2001
Hubbard	Gary	Lee	07/01/2010

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Last Name	First Name	Middle Name	Effective Date
Huber	Ruth		07/01/2012
Hull	Rebecca	Ann Ness	07/01/2019
Humphries	Joan	H.	06/01/2007
Hunt	Dale	C.	06/15/1997
Irish	Johnny	R.	6/1/2004
Jackson	Michael	R.	01/06/2006
James	Larry		07/01/2022
Janovec	Leslie	A.	11/01/2020
Jeane	Marty	K.	07/01/2011
Johnson	Leonard	A.	12/31/2007
Jones	Cheryl	A.	07/01/2022
Judy	Dwight	Henry	07/01/2009
Keith	Sandra	Fay	01/01/2012
Kelley	Robert	Parks	07/01/2011
Kelley	Ronald	Wayne	06/01/2005
Key, Sr.	Sylvester		07/01/2018
Kiesling	Chris	Alan	7/1/2023
Kilbourne	Kent		06/01/2013
Kile	Wanda	G.	06/06/2005
Kirby, Jr.	James	E.	06/15/1996
Koch	Rankin	H.	06/01/2013
Koo	Bon	Woong	06/01/2000
Kotey	Janette	C.	01/01/2019
Kreitner-Collins	Janice	M.	10/01/2005
Kruger	Larry	H.	07/01/2010
Kugel	Elizabeth	E.	06/01/2003
Kuhlbars	Richard	Arden	06/01/2008
La Barr	Joan	Gray	09/01/2010
La Barr	William	E.	07/01/2019
Landis	Gayle		9/1/2020
Langford	Alvan "Steve"	Stephen	07/01/2019
Lartey	Kwame	O.	06/01/2002
Latham	Steven	Scott	6/1/2000
Le	Mai		10/01/2020
Leach	David	Douglas	07/01/2022
Lee	Donald		07/01/2024
Lee	Ouida		7/1/2019
Lee, Jr.	Robert	W.	1/15/2002
Lehman	Pamela	Ann	7/1/2018
Lindh	JoNell		07/01/2013
Lindley	Robert	Myles	1/1/2023
Linnstaedt	Robert	B.	07/01/2024
Loggins	John	Howell	06/01/2012
Long	Katherine "Katie"	F.	06/01/2017
Long, Jr.	Frank	Gifford	07/01/2015
Longsworth	William		09/30/2008
Love	Michael "Mike"	Harry	07/01/2022
Lovett-Porr	Jane	B.	06/01/2001
Lovin	Robin	W.	07/01/2013

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Last Name	First Name	Middle Name	Effective Date
Lucas	Barbara	B. Gaugl	06/01/2000
Luper	Denise	A.	10/01/2023
Lydick	Sandra	J.	10/10/2005
Lyle	Katherine	Glaze	07/01/2011
Macalik	Tolli	A.	07/01/2023
Mang	Richard “Rick”	R.	11/01/2022
Marcum	Barbara	Weems	06/01/2017
Marcum	Edwin “Eddie”	Mills	6/1/2012
Marcum	Walt	W.	07/01/2021
Marshall	Benjamin	R.	06/15/2000
Martin	Howard	H.	07/01/2022
Masters, Sr.	Henry	L.	07/01/2014
Masters	S. Dianna		07/01/2020
Matsler	Jeff	Scott	9/1/2021
Matthews	John	William	06/15/1997
May	Jeff	Stinson	07/01/2024
McClure	Charles	L.	06/06/2005
McDermott	Linda	F.	05/01/2023
McGaughey	Arthur “Ernie”	Earnest	6/1/1990
McGuire-Fortner	Mary	Esther	07/01/2019
McKiddy	Claude	Anton	07/01/2011
McKinney	John	Eric	01/01/2007
McKnight	Thomas	R.	07/01/2019
McLain	Arville	Eugene	07/01/2015
McLean-Davis	Kathy		7/1/2019
McLemore	Timothy	E.	01/01/2023
McManus	Ronnie		07/01/2017
McMillan	Bobby	Joe	08/01/2002
McNabb	Jack	D.	06/15/1993
McNeil	Jacklyn	Ann	2/8/2023
McNeir	Marjorie	E.	06/01/2002
McPherson	Brian	Glenn	07/01/2020
McPherson	J. Mac		12/31/1997
Medlock	Landrum	Leslie	06/01/2007
Mercer	Philip	D.	06/01/2002
Messer	Robert	E.	06/01/1998
Milam	David	E.	5/28/1975
Milam	Susan “Su”		07/01/2016
Miller	Johnny	Frank	07/01/2015
Miller	Michael	J.	7/1/2013
Millican	Edgar	B.	06/01/2008
Minor	James	I.	07/01/2019
Minor	Sandra	A.	08/01/2015
Mitchell	Ardith	Marie	07/01/2018
Mitchell	Linda	Susan	06/01/2012
Mitchell	Penny		07/01/2023
Moen	Elizabeth		09/01/2022
Mollet, Jr.	John	Talbot	07/01/2017
Monk	Robert	Clarence	06/01/1995

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Last Name	First Name	Middle Name	Effective Date
Moore	Jerry	Lee	12/01/2021
Moore	Lynn	David	06/01/2012
Moore	Mark	Thomas	7/1/2021
Mordecai	Cathy	L.	11/01/2020
Mosser	David	Neil	01/01/2023
Munger	G. Alan		07/01/2019
Na	Jung	Yong	06/01/2007
Nance	Stephen "Steve"	W.	11/01/2022
Neal, Jr.	Charles	A.	06/15/1998
Nealy	Chauncey	S.	07/01/2014
Newton, Jr.	James "Jim"	Nowell	01/01/2011
Nimocks, IV	Robert	F.	06/01/2013
Noblin	Glenn	Alford	06/01/2006
Norman	James	Neil	07/01/2014
Norman	Wayne	Loyd	06/01/1997
Nunnally	Elnora	M.	10/01/2012
Odom, Jr.	Elzie	D.	07/01/2023
Odom	Janet	Bell	07/01/2018
Orman	Susanne	Marie	08/01/2008
Ozier	James	P.	07/01/2017
Ozmer	Harvey	L.	06/01/2011
Pacheco	Beatriz	E.	03/01/2024
Page	Calvin		02/13/2012
Pankey	Hugh	Arthur	01/01/2009
Patterson	Sheron	C.	07/01/2024
Paxton	Allyson	Louise Dozier	05/01/2019
Payne III	E.C. "Buddy"		7/1/2020
Peel, Jr.	John	J.	07/01/2013
Peterson	Kenneth	Leon	7/1/2019
Pierce	Charles	Nelson	12/31/2014
Pierce	James	Clifton	07/01/2019
Pike	Donald	M.	06/01/1998
Pool	Joe	C.	07/01/2024
Poole	Marsha	Kimberly	01/01/2001
Poole	Morris	Olyn	8/1/2014
Porter	James	R.	06/01/2010
Porter	Paul	E.	07/01/2019
Powell	James	Edward	07/01/2020
Pratt, Jr.	Lewis	Bayard	07/01/2020
Presley	Diane	Stanley	07/01/2017
Proctor-Smith	George	L.	01/01/2006
Puckett	Joyce	Elaine	07/01/2018
Purkey	Walter	Ross	07/01/2009
Rainey	Robert "Bob"		07/01/2023
Ramsdell	Stephen	K.	07/01/2017
Rankin	Stephen		07/01/2021
Ratcliff, Jr.	Eugene "Gene"	Edward	07/01/2023
Redd	Charles "Mike"	Michael	09/01/2018
Redmond	James	Michael	07/01/2019

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Last Name	First Name	Middle Name	Effective Date
Reed	Clara	M.	07/01/2018
Reed	Ray	Dean	08/01/2017
Reed	Richard	A.	07/01/2022
Reedy	Judith		07/01/2016
Renshaw, Jr.	Donald	F.	06/15/1999
Richards	Gregory	Scott	07/01/2023
Rider	Dale	W.	06/01/1999
Riggsby	Deborah	A.	07/01/2019
Roark	Marvin	Lee	6/1/1999
Robb	Susan	G.	07/01/2021
Robbins	Thomas	Q.	06/01/2008
Robertson	Dixie	Lou	7/1/2018
Robertson	Eugene	Barron	06/01/1998
Robertson	Johnny	Terry	7/1/2013
Robertson	Sharon	D.	06/01/2011
Rogers	Steven "Steve"	Lee	6/1/2009
Rosenburg	John	C.	07/01/2011
Rosset	Kristie	Noerrlinger	07/01/2015
Rothe	Eric	V.	07/01/2018
Rudewick	Robert "Rudy"	E.	07/01/2017
Salley	Henry	Lewis	6/1/2002
Sanders, Jr.	James	A.	06/06/2005
Sanders	John	Howard	7/1/2020
Sansom	Jimmy	Carl	07/01/2019
Sawyer	Boyd	Mack	06/01/2007
Schade	Kathye	A.	07/01/2021
Schaefer	Richard	E.	06/01/2001
Schaub	John	Walker	06/01/2001
Schiffman	Marilyn	Ruth	07/01/2015
Schultz	Dale	A.	10/01/2022
Scott	Donald "Don"	F.	07/01/2016
Scrivener	Randall "Randy"	B.	07/01/2023
Scroggs	Donald	Howard	07/01/2018
Seuser	Kent		08/31/2009
Shaddox	Billy	M.	07/01/2016
Sharp	Jarrell	Howard	06/01/1997
Shawver	R.	David	11/01/2001
Shinn, Jr.	Benjamin	J.	07/01/2012
Shipman	Namiqa	Marion Ardhuerumly	07/01/2024
Shuler	Philip	L.	06/01/2004
Simmons	Jerry	Matthews	06/01/2008
Smart	Eddie		06/01/2011
Smith	Eric	Earl	03/31/2017
Smith	Jodi		02/01/2021
Somers-Clark	Carole		07/01/2014
Soper	John	B.	07/01/2016
Soper	Martha	Anne	02/01/2021
Sowell	Annette	R.	06/01/2007
Sowell, Jr.	Jesse	J.	06/01/2003

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Last Name	First Name	Middle Name	Effective Date
Spore	Roy	Lee	07/01/2015
Stabile	Joseph	B.	07/01/2020
Stark	Richard	P.	07/01/2010
Steele	Margie	K.	07/01/2020
Stephens, Jr.	Harrell "Steve"	Edward	07/01/2017
Stevens	Ann	L.	06/01/2001
Stewart	Montie	W.	7/1/1992
Stice	Noah	Lloyd	7/1/2014
Stone	Robert	E.	09/01/2012
Strayhorn	Billy	Dean	07/01/2015
Strickland, II	George	E.	06/01/2005
Sutton	George	Mimms	03/01/2012
Tamkin	Connie	Lynn Millsap	07/01/2019
Taylor	John	Earl	06/15/1998
Thomas	Christy		12/31/2013
Thomas	Edward	Madoc	02/01/2006
Thomas	Nona	Cranfill	07/01/1994
Thomas	Timothy	G.	06/01/2010
Thomson	Thomas	Hubert	06/01/2002
Thorell	Carl	L.	07/01/2012
Thornburg	John	Douglas	07/01/2020
Thornton	John	M.	07/01/2014
Thresher	Patricia	Piron	07/01/2022
Tinsley	Larry	D.	07/01/2017
Titus	Beverly	Jo	07/01/2011
Titus	William	Ray	06/01/2001
Topper	George	G.	07/01/1991
Torpy	Arthur "Art"	A.	02/01/2020
Tran	Sanh	Van	07/01/2016
Treat	David	Ralph	06/01/2001
Tull	Justin	Wade	06/01/2006
Turner	Lianne	M.	01/01/2023
Turner	Robert	M.	06/01/1988
Tye	Beverly	S.	02/01/2011
Underwood	Donald "Don"	W.	01/01/2021
VanGiesen	Duane	L.	07/01/2009
Van Zile	Larry	Matthew	06/01/2007
Wade	John	Robert	07/01/2014
Wade	William	Jacob	06/01/2004
Wagner	Ronda	Jean	06/01/1994
Wagoner	John	William	06/01/2004
Walker	Darren		07/01/2024
Walker	Michael	W.	02/15/2002
Walker	Robert	Morgan	12/31/2008
Walker	Timothy	Crawford	03/31/2017
Wallace	John	P.	07/01/2019
Wallace	Rodney	Carrol	07/01/1995
Walt	Earnest		06/01/2001
Warden	Patricia	G.	07/01/2024

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Last Name	First Name	Middle Name	Effective Date
Warden	Robert	Clyde	01/01/2021
Ware	Donna	J.	07/01/2016
Waser	Patricia "Patti"	R.	08/01/2012
Weaver	Preston		01/01/2017
Weber	David	B.	07/01/2017
Weilage	Woodrow	A.	07/01/2011
Whitbeck	Gary	A.	01/01/2008
Whitehead	Donna	Edwards	01/01/2011
Whittemore	Claude	Patrick	12/31/2016
Wiese	Mary	Sharon O'Quinn	07/01/2011
Wild	Randy	Mel	07/01/2018
Wilkinson	Dennis	A.	07/01/2013
Williams	Wallace	A.	07/01/2021
Williams	Wilson	Clark	06/01/2007
Wilson	Robert "Ted"	Ted	07/01/2012
Wines	Alphonetta "Alfie"	B.	07/01/2017
Winslow	Fred	A.	11/01/2007
Womack	J.	Clay	07/01/2017
Wood	William	Charles	05/15/2015
Woods	Carol		07/01/2016
Woods	Nancy		07/01/2016
Woodward	Jane	Elizabeth	07/01/2018
Yates	George	Riley	06/02/1984
Yeager	Don	H.	7/1/2019
York	Nancy	Lu	01/01/2008
Young	Brian	Allen	01/01/2018
Youngblood	Scott		07/01/2018
Zinser	Joseph	R.	01/01/2020
Zirkle	Jeffrie	Van	07/01/2017

48. List associate members who have retired (§358). List alphabetically. If retiring in the interim between conference sessions (§358.2d), indicate the effective date of retirement.) (Under §358.1, no vote required; under §358.2, v; under §358.3, v 2/3)

a) This year

Last Name	First Name	Middle Name	Effective Date
Greenwood	Rhonda	Mae	10/01/2024

b) Previously

Last Name	First Name	Middle Name	Effective Date
Bell Blakely	Althea	Denise	07/01/2020
Campbell	Elwin (Sam)	N.	12/31/2013
Carter	Daniel	Bradley	07/01/2014
Cheshire	Jerry	Don	01/01/2021
Cox	Steven	Derald	01/01/2010
Dorn	John	Melvin	06/01/2005
Gaines	Stephen	Wayne	01/01/2024
Guest	James	Alexander	07/01/2013

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Last Name	First Name	Middle Name	Effective Date
Haynes	James	L.	05/31/2006
Haynes	Lavelle	M.	10/01/2003
Haynes	Samuel	Thacker	07/01/2022
Hunsaker	Robert	Perry	07/01/2014
Kinder	Don	Stanley	07/01/2014
Modgling	Phyllis		06/01/2009
Moore	Nancy	Sharon	07/01/2012
Moultrie	Ruby	L.	07/01/2024
Reed	Janet	Kay	07/01/2012
Willis	Ted	R.	07/01/2017
Young	Robyn	Sue	07/01/2022

49. Who have been recognized as retired local pastors? (§320.5) List alphabetically.

a) This year

Last Name	First Name	Middle Name	Effective Date
Ensor	Virginia	Beth	07/01/2020 (not prev. reported)
Jordan	Juanelle	Brown	07/01/2022 not prev rptd
Lyons	Debra "Debbie"	A	07/01/2025

b) Previously

Last Name	First Name	Middle Name	Effective Date
Bailey	Paul		07/01/2009
Bentley	Joseph "Joe"	Leroey	06/01/1990
Blum	Robert "Rob"	Glenn	7/1/2016
Brannan	Richard		06/01/2003
Burnette	Danny		06/01/2005
Butts	Nancy		08/01/1994
Campbell	Vivian	E.	07/01/2018
Carmicle	Linda		06/01/2007
Cates	Dennis	Lynn	07/01/2013
Cloyd	Jack	Richard	07/01/2021
Coleman	Larry		07/01/2015
Colgrove	Jerry		07/01/2014
Conatser	Dan		07/01/2023
DeBord	Bert	A.	07/01/2015
Edwards	Janet	Pauline	02/01/2019
Fisher	Albert		07/01/2012
Franck	June		07/01/2019
Goodrich	Gordon	Dave	12/31/2017
Gowling	John		07/01/2012
Grant	Darlene	L.	08/31/2014
Gross	Susan	Jean	07/01/2019
Henderson	Mary	Nell	07/01/2024
Holmes	Margaret "Margie"	Anne	07/01/2020
Hood	Don		07/01/2018

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Last Name	First Name	Middle Name	Effective Date
Hord	Kay		07/01/2011
Johnston	Donna		06/01/2008
Jones	LaQuita		01/01/2024
Knox	Steve		07/01/2021
Lane	Jerry	Ross	07/01/2016
Langdon	Michael		07/01/2018
Lee	Edward	Dale	12/01/2022
Lewis	Bill	A	07/01/2019
Lunde	Walt		07/01/2016
Lunsford	Kenneth	Wayne	07/01/2015
Manney	William “Bill”	Paul	7/1/2014
Marcum	Linda		07/01/2013
May	Debra		07/01/2019
Mayberry	Lynda		07/01/2019
McCracken	Joseph	B.	07/01/2017
McGarvey, Jr.	Donald	Paul	07/01/2019
Millard	Mona		07/01/2016
Miller	Michael	William	07/01/2024
Montoya	David	Keith	10/01/2018
Moore	Maxie		07/01/2020
Morton	Delores		09/01/2021
Morton	Kevin L.	L.	06/30/2021
Mott	Marvin	L.	12/31/2007
Nascimento	Carlos		12/01/2015
Noah, Jr.	Emeral	ODell	09/01/2021
Olsen	Beverly		07/01/2023
Orr Jr.	Freddie		08/01/2023
Partridge	Cathy		02/01/2020
Pearce	Louis		07/01/2013
Pitts	Maxyne	Diane	09/12/2022
Ramirez	Roberto		06/15/1996
Rathbun	Larry		07/11/2017
Reid	Sharon		04/01/2023
Reynolds	Eldon		07/01/2017
Richardson	John		07/01/2016
Rodriguez	Patricia	Boone	08/02/2023
Shed	Sylvesta		07/01/2018
Sivils	Bob	R.	07/01/2009
Sorrells	Kermit		06/01/2000
Stobaugh	Phillip		07/01/2024
Summers	Nancy	Tribble	06/01/2011
Trimble	Timothy	Lee	7/1/2022
Turk	Robert	Arthur	07/01/2010
Welch	Sharon		07/01/2011
Welch	Stanley		07/01/2011
Williams	Eston		01/01/2019
Williams	Louella		07/01/2023
Wimberly	Linda	Kay	07/01/2023
Yunker	David	A.	07/01/2014

50. What is the number of clergy members of the Annual Conference:

- a) By appointment category and conference relationship

NOTES:

- (1) Where applicable, the question numbers on this report form corresponding to each category have been placed in parenthesis following the category title. Where these question numbers appear, the number reported in that category should agree with the number of names listed in the corresponding questions.
- (2) For the three categories of Appointments to Extension Ministries, report as follows:
 - a. ¶344.1a, c): the number of clergy members appointed within United Methodist connectional structures, including district superintendents, or to an ecumenical agency.
 - b. ¶344.1b): the number of clergy members appointed to extension ministries, under endorsement by the Division of Chaplains and Related Ministries of the General Board of Higher Education and Ministry.
 - c. ¶344.1d): the number of clergy members appointed to other valid ministries, confirmed by a two-thirds vote of the Annual Conference.

Note: Report those in extension ministry in one category only.

See the Discipline paragraphs indicated for more detailed description of these appointment categories.

Note: Those approved to serve as a local pastor, but not currently under appointment, are not counted as clergy members of the conference.

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Categories	Deacons in Full Connection	Elders in Full Connection	Provisional Deacons	Provisional Elders	Associate Members & Affiliate Members With Vote	Full- time Local Pastors	Part- time Local Pastors
Pastors and deacons whose primary appointment is to a Local Church (¶¶331.1a, 339) (q72) (q73)	29	227	9	19	5	36	72
Appointments to Extension Ministries (¶317,331.1b; 344.1a, c) (q75a)	10	31	1			2	
Appointments to Extension Ministries (¶317, 331.1b; 344.1b) (q75b)	1	10				2	
Appointments to Extension Ministries (¶317.1; 331.1b; 344.1d) (q75c)	16	22	2	1		4	
Appointments to Attend School (¶331.1d) (q76)				1			
Appointed to Other Annual Conferences (q43)	1	11		1			
On Leave of Absence (q44a1, 2) (q44c1,2) Personal	5	13					
On Leave of Absence (q44a1, 2) (q44c1,2) Family		4					
On Sabbatical Leave (q45)							
On Medical Leave (q46)		10			1	1	
On Transitional Leave (q44b)	3		1				
Retired (q47,48,49,53,56,70)	55	485			20	59	9
Total Number, Clergy Members	120	813	13	22	26	104	81
Grand Total, All Conference Clergy Members	1,179						

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- b) By gender and racial/ethnic identification? (NOTE: See the instruction for item 57 for guidelines to assist in the racial/ethnic identification count.)

Clergy Demographics									
		Categories							
		Asian	Black	Hispanic	Native American	Pacific Islander	White	Multi-Racial	Total Number Clergy Members
Deacons in Full Connection	Male	1	1	1			27	1	31
	Female	1	6	1			81		89
	Nonbinary								
Elders in Full Connection	Male	15	37	15	1		481	2	551
	Female	5	26	3	1	2	224	1	262
	Nonbinary								
Provisional Deacons	Male			1			2	1	4
	Female						9		9
	Nonbinary								
Provisional Elders	Male	1	1				6		8
	Female	1	3				10		14
	Nonbinary								
Associate Members	Male						14		14
	Female		3	1			8		12
	Nonbinary								
Affiliate Members with Vote	Male								
	Female								
	Nonbinary								
Full time Local Pastors	Male		3	6			48		57
	Female		3	3			41		47
	Nonbinary								
Part-time Local Pastors	Male		12	4	1		29		46
	Female		9	2			24		35
	Nonbinary								
Grand Total, All Conference Clergy Members*									1,179

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PART IV: HONORABLE LOCATION

51. List individuals granted honorable location (§359.1) List alphabetically.

a) This year (v)

Last Name	First Name	Middle Name	Clergy Status	Charge Conference Membership	Date Effective
NONE					

b) Previously

Last Name	First Name	Middle Name	Year Originally Granted	Status	Charge Conference Membership	Year of Most Recent Report
Acton	Mariana		2010	FD	FUMC Allen	
Ahn	Kyu	Chin	2011	FE	Korean Methodist Church in Korea	
Andrews	Sharon	W.	1998	N/A		
Bell	Sharon	Pauline	2012	FE	Wesley Memorial UMC, Cleburne	2014
Benedicto	Teri	H.	2006	AM	FUMC Bedford/Stonebridge UMC McKinney	2014
Black	Clifford	M.	1990	N/A		
Black	J.	David	1976	N/A	First Dallas	
Bright	Diane		2014	FD	St. Andrews UMC	Has not reported
Chambers	Paula		2019	FD		
Cryan	Charles		1980	N/A		
Faram	Joseph	Dee	1988	N/A	Ridgewood Park UMC	
Flynn	Michael		1977	N/A		
Galaviz	Sarah	Leach	2013	FD	FUMC Arlington	Has not reported
Holcomb-McLain	Pam		2005	N/A	Christ Farmer's Branch	
Johnson	John		2012	FE	Aldersgate UMC	
Long	Mark		2012	FE	FUMC McKinney	
Mahon	Philip	M.	1987	N/A	Suncreek UMC	
Martin	James	Doyle	1944	FE	St. James Abilene	
Meyer	Wendy	Curran	2018	FE	Trietsch Memorial	
Moore	Monty		2019	N/A	Grace Avenue	
Ownbey	Fletcher		1984	N/A		
Pan	Pa	Nous	1997	N/A	Highland Park UMC	
Parsons	Terry	T.	1985	N/A	FUMC Richardson	
Rindfuss	Richard		2021	FE	FUMC Richardson	
Roberts	Dan	W.	2010	FE	Unknown	2010

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Last Name	First Name	Middle Name	Year Originally Granted	Status	Charge Conference Membership	Year of Most Recent Report
Seawell	Philip		2013	FD	FUMC Round Rock	Has not reported
Smith	Don		2013	FE	Wildwood UMC	Has not reported
Spalding	Michael	E.	1977	FE	Meadowbrook UMC	2012
Underwood	Ronald		1977	N/A	FUMC Gainesville	

52. List individuals on honorable location who are appointed ad interim as local pastors (§358.2) Indicate date and appointment.

Last Name	First Name	Middle Name	Appointment	Year Originally Granted Location
NONE				

53. List individuals who have been granted the status of honorable location—retired (§358.3):

a) This year (v)

Last Name	First Name	Middle Name	Clergy Status	Year Honorable Location Originally Granted	Charge Conference Membership
NONE					

b) Previously

Last Name	First Name	Middle Name	Clergy Status	Year Honorable Location Originally Granted	Charge Conference Membership
Andersen, Jr.	Carl	Madsinius	FE		Lubbock, FUMC
Augustine	Louis		FE	06/01/2010	Wesley UMC, Waco
Boeglin	Suzanne		FE	2010	Arborlawn UMC
Brown	Joseph	Wesley	FE	6/1/2003	
Burris	Sarah	Collins	FE	06/01/2003	FUMC Belton
Downing	Thomas	W.		2012	
Flick	Thomas	L.	FE	2015	FUMC Franklin, NC
Grigsby	John	R.	FE	2015	FUMC Fort Worth
Hicks	John		FE	2015	FUMC Mount Vernon
Hicks	John		FE	2015	FUMC Mt. Vernon
Hudson	Philip	G.		2006	

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Last Name	First Name	Middle Name	Clergy Status	Year Honorable Location Originally Granted	Charge Conference Membership
Jordan	Cheryl		FE	2014	Northaven UMC
Kelley	Donald	C.	FE	06/01/2002	Wellspring UMC, Georgetown
Kincaid	Gary	W.	FE	2014	
Kirk	Kenneth	James	FE	6/1/98	
Love	Stephen			2005	
Moxley	Russell		FE	2016	West Jefferson UMC, NC
Nevil	William	R.		2013	
Peterson-Stellar	Katie		FE	06/01/2012	FUMC Arlington
Schade	Jay		FE	2014	Journey of Faith, Round Rock
Snodgrass	Clarence			2013	
Van Rite	James		FE	06/01/1989	Ash Lane UMC
Venable	Stephen	Fletcher	FE	7/1/2012	
Watkins	Linda	M.		2005	
Wheeler	Lanny	Joe	FE	4/1/1995	Lubbock, St. John's UMC
Withrow	Norma	Meyer		2006	
Woods	Roger		FE	2015	

54. Who have had their status as honorable located orders terminated (§358.2) (v)

Last Name	First Name	Middle Name	Date Effective	Prior Clergy Status
NONE				

PART V: ADMINISTRATIVE LOCATION

55. List individuals placed on administrative location (§359). List alphabetically

a) This year (v)

Last Name	First Name	Middle Name	Date Effective	Charge Conference Membership
NONE				

b) Ad Interim Administrative Location (v)

Last Name	First Name	Middle Name	Date Effective	Charge Conference Membership
NONE				

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c) Previously

Last Name	First Name	Middle Name	Year Originally Placed	Charge Conference Membership	Year of Most Recent Report
Johnson	Rezolia		06/14/2021	Unknown	Has not reported
Turner	Gale (Nealy)		02/01/2017	FUMC Cleburne	2023

56. Please list individuals granted the status of administrative location—retired (§358.3):

a) This year (v)

Last Name	First Name	Middle Name	Clergy Status	Year Administrative Location Originally Granted	Charge Conference Membership
NONE					

b) Previously

Last Name	First Name	Middle Name	Clergy Status	Year Administrative Location Originally Granted	Charge Conference Membership
NONE					

57. List individuals who have had their status as administrative located orders terminated (§358.2) (v)

Last Name	First Name	Middle Name	Date Effective	Prior Clergy Status
NONE				

PART VI: CERTIFICATION IN SPECIALIZED MINISTRY

Note: Indicate the credentials of persons in Part III: FD, FE, PD, PE, AM, FL, PL, and LM. List alphabetically

58. List the candidates in process for certification in specialized ministry:

Last Name	First Name	Middle Name	Clergy/Lay Status	Specialized Ministry
Andrews	Theodora		Lay	Older Adult
Atkins	Stacey		Lay	Spiritual Formation
Balbaugh	Robby		Lay	Youth Ministry
Beggs	Mark	D.	Lay	Church Music
Bell	Matthew		Lay	Youth
Boyle	Chris		Lay	Youth
Britt	Blake		Lay	Youth Ministry
Brown	Diane	P.	Lay	Church Music
Brown	Jennifer		Lay	Children
Burden	Susan	G.	Lay	Children
Castillo	Sharma		Lay	Youth Ministry
Condrey	Claire		Lay	Youth Ministry
Daniel	Amanda		Lay	Youth Ministry
Donato	Dylan	di	Lay	Youth
Franklin	Michael		Lay	Youth Ministry
Garen	Jennifer		Lay	Spiritual Formation
Givens	Elizabeth		Lay	Children's Ministry
Hodges	Christopher		Lay	Youth
Ketner	Marcia		Lay	Youth
Lawther	Alyssa		PE	Children's Ministry
Lubbers	Adam		Lay	Youth
McConnell	Susan		Lay	Youth Ministry
Miler	Timothy		Lay	Youth Ministry
Nelson	Charlene		Lay	Children
Pimentel	Pres	Ida	Lay	Christian Education
Richards Bim	Mara		Lay	Spiritual Formation
Rowan	Sheila		Lay	Older Adult
Smith	D'Andre		Lay	Youth
Trank	Molly		Lay	Christian Education
Welch	Brittani		Lay	Youth

59. List individuals certified in specialized ministry. List the areas of specialized ministry.

Last Name	First Name	Middle Name	Clergy/Lay Status	Specialized Ministry
Albert	Dorian		Lay	Youth
Alexander	Bradley		Lay	Youth Ministry
Ash	Virginia	Kay	FD	Children/Christian Education
Bauman	Ellen		Lay	Christian Education
Biggerstaff	Jo		RD	Christian Education

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Last Name	First Name	Middle Name	Clergy/Lay Status	Specialized Ministry
Birkholz	Kay		Lay	Christian Education
Bolding	Margaret		Lay	Music Ministry
Bouton	Christine		Lay	Church Music
Chapman	Debbie		RD	Church Music
Chraska	Karen		FD	Church Music
Farrar	Carol	R.	Lay	Music Ministry
Frantz	Tonya		Lay	Christian Education
Froman	Nancy		RD	Christian Education
Glass	Evelyn		Lay	Christian Education
Harrison	Georgia		FD	Youth
Jackson	Erin		FD	Youth Ministry
La Barr	Joan	Gray	RE	Christian Communication
Welch	Audrua		FL	Youth Ministry
Marshall	Karan		RD	Christian Education
Marshall	Mary Ann		Lay	Music
McGill	Terre		PL	Christian Education
Miller	William	H.	Lay	Music Ministry
Morrison	Tim		FD	Church Music
Partin	Mary	Nell	Lay	Christian Education
Vaughn	Robert	Douglas	FD	Youth Ministry
Williams	Kelly		Lay	Christian Education
Wooden Painchaud	Laura	Celeste	Lay	Children's Ministry & Christian Education

60. List individuals are transferred in as a certified person in specialized ministry.

Last Name	First Name	Middle Name	Clergy/Lay Status	Specialized Ministry
Braem	Kathy		Lay	Children
Hale	Susan		Lay	Christian Education
Hassell	Kristy		Lay	Church Music
Heislen	Terry		Clergy	Church Music
Jacob	Alison		Lay	Children/Christian Education
Welden	Jennifer		Lay	Children/Christian Education

61. List individuals who transferred out as a certified person in specialized ministry

Last Name	First Name	Middle Name	Clergy/Lay Status	Specialized Ministry	Receiving Conference
NONE					

62. List individuals who have been removed as a certified person in specialized ministry

Last Name	First Name	Middle Name	Clergy/Lay Status	Specialized Ministry
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Braem	Kathy		Lay	Children
Hale	Susan		Lay	Christian Education
Hassell	Kristy		Lay	Church Music
Heislen	Terry		Clergy	Church Music
Jacob	Alison		Lay	Children/Christian Education
Welden	Jennifer		Lay	Children/Christian Education

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PART VII: ASSIGNED LAITY

63. List individuals who are laity serving within your Annual Conference.

a) Certified Lay Ministers (§ 268, and 666.10) (List alphabetically, by district)

Last Name	First Name	Middle Name	District	Date of Certification	End Date of Certification	Last Recertification
Aldag	Virgil		Metro North	2010		2023
Doke	Sarah		East	2020		2024
Harry, Sr.	Dwight	V.	Metro East	2016		2021
Massey	Lori		East	2010		2024
Peterson	Lisa		Northwest			
Pierce	Dorothy		Metro East	2017		2021
Strickland	Abigail		East	2023		2024
Swinnors	Betty		East	2024		

b) DS Assigned Lay supply (SY - SUPPLIED/HIRED/ASSIGNED) List alphabetically.

Last Name	First Name	Middle Name	District	Date Assigned	Fraction of Time to be Served	End Date
Anderson	Felecia	Denise	Mid-South	09/01/2024	¼ time	07/01/2025 discontinued
Fletcher	Christopher		Northwest	02/05/2023	¼ time	
Gulley	Barney		Mid-North	07/01/2025	¼ time	
Hobbs	Jerome	Bernard	South	07/01/2023	¼ time	Certified 01/25/2024 PL 09/01/2024
Pleasant	Margaret		South	07/01/2023	Full time	Certified 02/01/2024 FL 09/01/2024
Russell	Patrick		South	07/01/2022	¼ time	Attended OTMS 08/06/2022
Salas	Lisa	Marie Olivia	Metro West	07/01/2024	¼ time	PL 1/1/2025
Schindler	Shane	Lee	East	07/01/2025	¼ time	
St. Clair	Melvin	Howard	East	02/01/2025	¼ time	
Tindall	Maxwell		North	2024	½ time	PL 09/01/2024

PART VIII: DIACONAL MINISTERS

Paragraph numbers in questions 66-72 refer to the 1992 *The Book of Discipline*. List alphabetically

64. List individuals transferred in as diaconal ministers (§312)

Last Name	First Name	Middle Name	Previous Annual Conference	Date
Zarate	Janice	Chaarmi	Philippines	07/01/2025

65. List individuals who transferred out as diaconal ministers (§312)

Last Name	First Name	Middle Name	Receiving Annual Conference	Date
NONE				

66. List individuals whose conference relationship as diaconal ministers was terminated by Annual Conference action (§313.3) (Under §313.3a, no vote; under §313.3b, v 2/3)

Last Name	First Name	Middle Name	Date Effective
NONE			

67. List diaconal ministers granted leaves of absence under §313.1a, c, d) (disability, maternity/paternity, study/sabbatical, or personal leave) (v)

Last Name	First Name	Middle Name	Type of Leave	Date Originally Granted
Gilliland	Dawn		Personal	06/01/2011

68. List diaconal ministers granted extended leave (§313.1e)

Last Name	First Name	Middle Name	Date Originally Granted
NONE			

69. List individuals who have returned to active status from extended leave (§313.1e) (v)

Last Name	First Name	Middle Name	Date Originally Granted
NONE			

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70. List individuals who have taken the retired relationship to the Annual Conference as diaconal ministers (§1313.2): (Under §1313.2b, v 2/3)

a) This year

Last Name	First Name	Middle Name	Date Effective
Edwards	Kathi		07/01/2025

b) Previously

Last Name	First Name	Middle Name	Date Effective
Adams	Frankie	Jeanne	06/01/1994
Ashley	Grace	E.	12/31/2005
Baker	Philip	Eldrige	06/30/1994
Belshe	Carolyn	S.	07/01/2011
Elms	Linda		07/01/2016
Hardaway	Royce		06/30/1994
Love	Ann		06/15/2002
Manning	Doris	V.	06/01/2004
Palmquist	Richard		06/01/1996
Peyron	Opal		07/01/1991
Pittman	Frances "Francie"	Ann	08/01/2009
Wiksten	Jan		07/01/1995
Willis	Joyce	Melinda	07/01/2018

PART IX: APPOINTMENTS AND CONCLUDING BUSINESS

71. List individuals approved for less than full-time service

- a) What associate members and elders (full and provisional) are approved for appointment to less than full-time service, what is the total number of years for which such approval has been granted to each, and for what fraction of full-time of service (in one-quarter, one-half, or three-quarter increments) is approval granted (§§338.2, 342.2, 1506) (v 2/3, after 8 years v 3/4)

Last Name	First Name	Middle Name	Clergy Status	Appointment	Total number of years	Start date of First year Appointed	Fraction of Full-Time Service	Requested Leave by (pastor, Bishop, DS)
Bates, Jr.	Fred		FE	Grace Metroplex	5	01/01/2022	3/4	
Corazao	Marc		FE	Roxton & Forest Hill Honey Grove	1	06/01/2025	3/4	
Fleming	John	Stephen	FE	Oak Grove UMC (Oregon-Idaho Conference)	2	07/01/2024	One-Half	
Kwon	Sung Chol		FE	Immanuel Korean Mission Congregation	11	12/08/2015	Three-Quarter Time	
Wear	Jana	Dephaun	FE	Dido	9	01/01/2017	1/2	
Whitgrove	Terri	Hale	FE	Freiburg Cooper	2	07/01/2023	One-Quarter Time	

- b) What deacons in full connection and provisional deacons are approved for appointment to less than full-time service (§331.3)

Last Name	First Name	Middle Name	Clergy Status	Appointment	Start date of First year Appointed	Fraction of Full-Time Service
Barrett Murraine	Nelda		FD	First Kennedale	12/01/2014	1/2
Biggs-Scribner	Glen	Lee	FD	First Bedford	07/01/2025	1/2
Clark Gibson	Brooke	Adrianne	PD	Greenland Hills. Assoc	07/01/2025	1/2
Corna	David	Alan	FD	First Round Rock, Assoc	02/01/2024	1/2

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Last Name	First Name	Middle Name	Clergy Status	Appointment	Start date of First year Appointed	Fraction of Full-Time Service
Garza	Sarah	Jean	FD	First Hurst, Assoc	07/01/2021	¾
Hamrick	Shannon		FD	Center for Integrative Counseling 344.1d	07/01/2022	¼
Harding	Julie	Renea	PD	First Grand Prairie, Assoc	07/01/2025	½
Proshek	Margaret	Kay	FD	The Vinery, Prog Dir 344.1d	02/01/2024	½
Shulman	Allison "Allie"	Anne	FD	HP/The Grove Assoc	09/01/2024	¾
Stephens	Gary	Boyd	FD	344.1d Extension Ministry	04/01/2025	½
Voss	Brendan	Carl	PD	St. John the Apostle Arlington, Assoc	07/01/2024	¾

72. Who has been appointed as interim pastors under the provisions of ¶338.3 since the last session of the annual conference, and for what period?

Last Name	First Name	Middle Name	Appointment	Start Date	End Date
Hardesty-Crouch	Brian		MCK/Melissa	05/06/2024	06/30/2024
Head	Keith		Terrell UMC	05/19/2025	07/01/2025
MacLagen (Lay)	David		Petrolia UMC	02/01/2024	02/29/2024
Shinn, Jr.	Benjamin	J.	FUMC Celina	09/01/2024	06/30/2025

73. What elders, deacons (full connection and provisional), associate members, local and supply pastors are appointed to ministry to the local church and where are they appointed for the ensuing year Attach a list. This is your appointment booklet.

74. What changes have been made in appointments since the last annual conference session? Attach list. Include and identify Appointments to Extension Ministries. Give effective dates of all changes. These are your interim appointments.

Last Name	First Name	Middle Name	Date Effective	District	From (charge/appt)	To (Charge/appt)
Ensor	Virginia	Beth	07/01/20	East NTC	Lone Oak 1/2	RETIRED LP -Lone Oak 1/2
Colgrove	Jerry		07/09/24	East NTC	Detroit-Martin Memorial & Woodland 1/4	Woodland 1/4

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Last Name	First Name	Middle Name	Date Effective	District	From (charge/appt)	To (Charge/appt)
Mwanjala	Uwezo		07/12/24	Metro NTC	Personal Leave	Lovers Lane Assoc Full Time
Brown	Kevin		07/24/24	Central CTC	Director, UCF, Navarro College (OF)	No record of appointment (OF)
Antinone	John	Philip	08/01/24	East CTC	Chaplain, West Haven CT VA Hospital 344.1b	Chaplain, Christus Health Children's Hospital San Antonio TX 344.1b
Grafenreed	Mark	Casselle	08/01/24	Metro NTC	Texas Conf. – Appointed to attend school	St. Luke "Community" Assoc. ¾ 346.1
Harris	Todd		08/01/24	Northwest NTC	NTC Transitions	Medical Leave 357
Morgan	Dallen	Kay	08/01/24	North Central NTC	Anna NEW Church Start The Gathering PL 3/4	The Gathering (NCS) Senior Pastor PL 3/4
Roberts	LaTasha	Kayrette	08/01/24	Metro NTC	No appointment	Hamilton Park Assoc ¼ PL
Wager	Ryan	Stewart	08/01/24	Metro NTC	Oak Lawn Assoc. ¼ PL	Oak Lawn Assoc. ½ PL
Martin	Mary		08/06/24	North Central NTC	No record of appointment, Local Pastor	Chaplain, Methodist Health System 344.1d
Ingram	Krista	D.	08/09/24	North CTC	Chaplain, US Air Force 344.1b	Withdrawn 360.1
Martin	Mary		08/26/24	North Central NTC	No record of appointment	Chaplain, Methodist Health System Full Time FL 344.1d
Bruster	Timothy	K	08/31/24	East CTC	CTC Exec Dir Administration/Benefits Officer 344.1	Retired Elder
Alexander	Creighton	Drew	09/01/24	Abilene NWTX	346.1 North Carolina Conf.	Family Leave
Anderson	Felecia	Denise	09/01/24	Central CTC	SY Revelation, Waco 1/4	PL Revelation, Waco 1/4
Chapman Trick	Katy		09/01/24	East CTC	St. Barnabas Assoc 1/2	St. Barnabas Assoc. 1/4
Curry	Jerome	Lashon	09/01/24	South CTC	No appointment	PL St. Paul, Georgetown Assoc. 1/4
Hobbs	Jerome	Bernard	09/01/24	Central CTC	SY St. Luke Mexia 1/4	PL St. Luke Mexia 1/4
Hutchison	William	Mark	09/01/24	East NTC	North Lamar Parish: Belk/First Powderly Full Time FL	North Lamar Parish: Belk/First Powderly/ Martin Memorial Full Time FL
Meek	Annie	Mary Joann McGreggor	09/01/24	North Central NTC	Arkansas Conf. Transitional Leave	Community Copeville ½ Senior 346.1
Miller	Jannette	A.	09/01/24	Central CTC	China Spring	Personal Leave
Miller	Jeffrey	A.	09/01/24	South CTC	First Belton	Retired Elder
Ochoa	Jorge	Luis	09/01/24	Lubbock NWTX	NWTC Director of Hispanic/Latino Movement	Retired Elder

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Last Name	First Name	Middle Name	Date Effective	District	From (charge/appt)	To (Charge/appt)
Patton	Ramsey		09/01/24	North Central NTC	Highland Park Assoc. Full Time	Christ Plano Assoc. Full Time
Pleasant	Margaret		09/01/24	South CTC	SY St. James, Temple 1/4	FL St. James, Temple Full Time
Scroggs	Donald	H.	09/01/24 – 10/31/24	South CTC	Retired Elder	Intentional Interim First Belton
Shinn, Jr.	Benjamin	J.	09/01/24 – 06/30/25	North Central NTC	Retired Elder	Intentional Interim First Celina
Shulman	Allison	Anne	09/01/24	Metro NTC	Highland Park/The Grove Assoc Full Time	Highland Park/The Grove Assoc 3/4
Silvestri	Lori	Jo	09/01/24	East CTC	Soulshine 344.1d	Personal Leave
Smith	Tanner	Joseph	09/01/24	Central CTC	China Spring, Assoc.	China Spring Interim Senior Pastor
Spencer, Jr.	Robert	Lee	09/01/24	Metro NTC	Director, Cultiv8 Foundation 344.1d	Retired Elder
Taylor	Paula	Jean	09/01/24	South CTC	No appointment	PL Woori Assoc. 1/4
Tindall	Maxwell		09/01/24	North CTC	SY Waples 1/4	PL Waples 1/4
Watson-Martin	Elizabeth		09/01/24	East CTC	VP, Texas Health Resources 344.1b	Family Leave
Niedecken	Danny	J.	09/15/24	Central CTC	Sparks Memorial 1/4	Retired Elder
Rothe	Laura		09/23/25	Northwest NTC	Retired Deacon	First Jacksboro Assoc. 1/2
Barnes	Erin		10/01/24	East CTC	No appointment	PL Trinity Arlington Assoc. 1/4
Bishir Hill	Marjorie		10/01/24	North Central NTC	Personal Leave	Retired Deacon
Butts	Walter “Wally”		10/01/24	Metro NTC	NTC Transitions	First Lancaster 1/2
Byrd	Laura	W.	10/01/24	North Central NTC	Grace Ave, Assoc	NTC Transitions
Cress	Caitlin	Cheramy	10/01/24	East CTC	No appointment	PL New World Arlington Assoc 1/2
Greenwood	Rhonda	Mae	10/01/24	Abilene NWTX	AM - First Merkel Full Time	RA – First Merkel 1/2
Howard	Clifton	O.	10/01/24	East CTC	CTC Assistant to the Bishop/CEO	Retired Elder
Murphy	James	Marcus	10/01/24	Central CTC	No appointment	PL Sparks Memorial 1/4
Scott	Jennifer		10/01/24	Metro NTC	University Park, Assoc.	Transitional Leave
Taylor	Anthony	Lee	10/01/24	South CTC	No appointment	PL Woori Assoc. 1/4
Von Gonten	Kristen	Ruth	10/01/24	South CTC	Hutto Discovery Assoc. 3/4	Chaplain, The Wesleyan Georgetown 331.1a(3)
Larkin	David	Howard	10/31/24	East NTC	Discontinued Local Pastor	Reinstated Local Pastor
Brownsted	Betty	Jane	11/01/24	Metro NTC	Local Pastor, No record of appointment	Chaplain, Baylor Scott & White Medical Ctr, Plano 344.1b
Fields	Margret	L.	11/01/24	East CTC	First Burleson, Assoc.	Director, Project 44 344.1d
Hoffman	Patrick		11/01/24	South CTC	NTC-First Celina	CTC First Belton 346.1
Larkin	David	Howard	11/01/24	East NTC	No record of appointment	Sulphur Springs Assoc 1/4

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Last Name	First Name	Middle Name	Date Effective	District	From (charge/appt)	To (Charge/appt)
Lucas	Keri Lynn		11/01/24	East	Honey Grove McKenzie/Forest Hill	Honey Grove McKenzie & Cultiv8 344.1d
Scroggs	Donald	H.	11/01/24	South CTC	Intentional Interim First Belton	Retired Elder
Harmon	Ashley "Ash"	D.	11/04/24	Metro NTC	St. Marks Mesquite 1/4	Local Pastor Discontinued
Koch	Spencer	Kory	11/17/24	West CTC	Oakdale/Hannibal ¼ and Chaplain, CCS Hospice 3/4 344.1d	Chaplain, CCS Hospice 344.1d Full Time
Casad	Victor	E.	12/01/24 – 01/25/25	Metro East	Retired Elder	Intentional Interim-Decatur 1/2
Chickering	Jennifer	D.	12/01/24	North Central NTC	First Celina, Assoc. 3/4	Transitional Leave
Franklin	Lara	Whitley	12/01/24	East CTC	Transitional Leave	Asylum Hill Congregational Church (UCC), Hartford CT 344.1d
Jackson	Erin	Sloan	12/01/24	Metro NTC	New World Arlington Assoc.	NTC 346.1-Munger Place Assoc.
Lunsford	Kenneth	W.	12/14/24	West CTC	Laurel Street Dublin	Retired Local Pastor, not appointed
Hall	Darrell		12/28/24	East NTC	Mulberry 1/4	SY No record of appointment
Medley	Tommy	Ray	12/31/24	Northwest NTC	Retired Elder	Withdrawn 360.1
MERGE OF NWTX, NT, CTC	ALL APPOINTMENTS		01/01/25		NWTX, NT, CTC	Horizon Texas Conference
			01/01/25	East NTC	East HTC	
			01/01/25	Metro NTC	Metro East HTC	
			01/01/25	North Central NTC	Metro North HTC	
			01/01/25	Northwest NTC	Mid-North HTC	
			01/01/25	East CTC	Metro West HTC	
			01/01/25	North CTC	Mid-Central HTC	
			01/01/25	Central CTC	Mid-South HTC	
			01/01/25	South CTC	South HTC	
			01/01/25	West CTC	West HTC	
			01/01/25	Lubbock NWT	Northwest HTC	
Anderson	Dawn		01/01/25	Metro East	Lovers Lane UMC	No appointment, approved LP
Barton	Paul		01/01/25	Metro East	Casa Emanu-el ¾ 346.1	Casa Emanu-el ½ 346.1
Cho	Eunbyul "Stella"		01/01/25	Metro West	First Colleyville Assoc FT	Personal Leave
Echols	Abbey		01/01/25	Mid-North	First Sherman Assoc 3/4	First Sherman Assoc Full Time
Fielder	John		01/01/25	Metro East	Highland Park Assoc	Retired Elder
Henderson	Ronald	D.	01/01/25 – 03/02/25	Metro East	Retired Elder	Intentional Interim Cochran Chapel
Hines	Deborah	Page	01/01/25	South	Personal Leave	Retired Deacon

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Last Name	First Name	Middle Name	Date Effective	District	From (charge/appt)	To (Charge/appt)
Hood	Don		01/01/25	Metro East	First Richardson Assoc 1/2	Retired Local Pastor
Ilunga	Ngoy	Nadine	01/01/25	Northwest	Iowa Conference 346.1	Transfer to Iowa Confer 416.5
Kiblinger	Ryan		01/01/25	Mid-South	Lakeside, Streetman	Withdrawn 360.1
Kim	Hyung Seop		01/01/25	Metro East	Grace Dallas, Assoc 3/4	Personal Leave
Long	Thomas	Joel	01/01/25	Northwest	NWTX Conference District Superintendent	District Superintendent Northwest, West, and Mid-Central Districts FT 344.1a(1)
Miller	Jannette	A.	01/01/25	Metro East	Personal Leave	Retired Elder
Moore	Terry	Ann	01/01/25	Metro East	Medical Leave	Retired Elder
Nassef	Marianne	Kehoe	01/01/25	Metro North	Virginia Conference	346.1 OE Christ Plano, Assoc. 1/4
Nixon	Andrew		01/01/25	Metro East	Munger Place	HTC Transitions
Owens	Zachary		01/01/25	Mid-South	No appointment	Central, Waco Assoc. 1/2
Petersen	Jessica	Anne	01/01/25	South	OPD 346.1 Wellspring, Georgetown Assoc. 3/4	OD 346.1 Wellspring, Georgetown Assoc. 3/4
Roberts	Sarah	Elizabeth	01/01/25	North Central	Personal Leave	Mosaic Realty 344.1d
Voss	Brendan	Carl	01/01/25	Metro West	St. John the Apostle Assoc Full Time	St. John the Apostle Assoc 3/4
Witmer-Faile	Margaret "Meg"		01/01/25	Metro West	HTC-Research & Development Promote, Ctr for Multiplication	Retired Elder
Kim	Hyung Seop		01/06/25	Metro East	Personal Leave	Grace Dallas, Assoc. 3/4
Cho	Eunbyul "Stella"		01/10/25	Metro West	Personal Leave	First Colleyville Assoc FT
Casad	Victor	E.	01/26/25	Metro East	Intentional Interim-Decatur 1/2	Retired Elder
Austin	Dara	E.	02/01/25	Metro East	Retired	Lovers Lane, Assoc 1/4
Burris	Dretha		02/01/25	Metro North	Retired	Withdrawn 320.1
Byrd	Laura	W.	02/01/25	Metro North	HTC (NTC) Transitions	Provisional Elder Withdrawn 327.6
Cowley	Edlen	O.	02/01/25	Metro East	HTC Metro East District Superintendent 344.1a(1)	HTC Metro East DS ½ 344.1a(1) and Munger Place Sr. Pastor 1/2
Echols	Archie	E.	02/01/25	Northwest	First Vigo Park/Wayside 1/2	First Vigo Park 1/4
Galloway	Jerry	P.	02/01/25	Metro West	Retired Elder (CTC)	Withdrawn 360.1
Gary	Matthew	Sheldon	02/01/25	North Central	OK Conf. 346.1 Perry/First Morrison	Retired Elder , OK Conf. 346.1 Perry/First Morrison
Jones	Marcus	Montell	02/01/25	Metro West	Director, UTA Wesley Foundation 344.1a(3)	Dir. UTA Wesley Found. ½ 344.1a(3) & Chaplain, Huston-Tillotson Univ ½

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Last Name	First Name	Middle Name	Date Effective	District	From (charge/appt)	To (Charge/appt)
Martin	Albert "Al"	Lynn	02/01/25	Northwest	Grace, Lubbock Assoc.	HTC-Experimentation Catalyst, Ctr for Multiplication 344.1a(1)
Nelson	Connie	L.	02/01/25	Metro East	Personal Leave	Retired Elder
Nixon	Andrew		02/01/25	Metro East	Munger Place	HTC Transitions
St. Clair	Melvin	Howard	02/01/25	East	No appointment	SY Mulberry 1/4
Teague	Mary	Elizabeth	02/01/25	Metro West	St. Matthew, Ft. Worth Assoc. ½ PL	St. Matthew, Ft. Worth ½ & Chaplain, Texas Health Harris Methodist ½ FL
Galloway	Jerry		02/14/25	Metro West	Retired Elder	Withdrawn 360.1
Ewing	Robert	F.	03/01/25	Metro West	Family Leave	Retired Elder
Smith	Tanner	Joseph	03/01/25	Mid-South	Interim Senior Pastor China Spring	Senior Pastor China Spring
Henderson	Ronald	D.	03/03/25	Metro North	Intentional Interim Cochran Chapel	Retired Elder
Smith	Leslie	A.	03/10/25	Metro North	Chaplain, Baylor Scot & White McKinney 344.1b	Transitional Leave
Allen	Doyle	R.	04/01/25 – 06/30/25	Metro East	Retired Elder	Intentional Interim-Community Dallas 1/2
Green	Keva		04/01/25	Metro North	Retired	Withdrawn 361.1
Haywood	Donald	Keith	04/01/25	Mid-North	Archer City	Withdrawn 361.3
Martin	Montreal		04/01/25	Metro East	Warren, Dallas/Community, Dallas	OF-No appointment in HTC.
Patridge	Cathy		04/01/25 – 06/30/25	East	Retired Local Pastor	Intentional Interim First Archer City 1/2
Stephens	Gary	Boyd	04/01/25	Metro North	Transitional Leave	Chaplain, Methodist Richardson Medical Ctr ½ 331.1b
Wang	Sylvia		04/01/25	Metro East	Lake Highlands Assoc.	Personal Leave
Baek	Hyeong-Dong "Yohan"		05/01/25	South	First Taylor	Family Leave
Barnes	Erin	Marie	05/01/25	Metro West	Trinity Assoc. 1/4	Open Table Mansfield (NCS) 1/2
Boren	Donald	Carl	05/01/25	Northwest	NTX Consultant 344.1d	Withdrawn 346.1
Clifford	John	F.	05/01/25 – 05/30/25	South	Retired Elder	Intentional Interim-First Taylor 1/4
Coon	Yvonne	M.	05/01/25	South	Hutto Discovery	Personal Leave
Echols	Daniel		05/01/25	Northwest	EscapingThe.com Counseling Services 344.1d	Retired Elder
Finau	Sela	E.	05/01/25	South	Western Hills	First Taylor
Gibbs	Steven		05/01/25	East	Certified Lay Minister Wilson Chapel/First Rosser	Retired Certified Lay Minister, no record of appointment
Gross	Susan	Jean	05/01/25	East	Retired Local Pastor	RLP-Wilson Chapel/First Rosser 1/4

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Last Name	First Name	Middle Name	Date Effective	District	From (charge/appt)	To (Charge/appt)
Jones	Marcus	Montell	05/01/25	Metro West	Dir. UTA Wesley Found. ½ 344.1a(3) & Chaplain, Huston-Tillotson Univ 1/2	Chaplain, Huston-Tillotson Univ. Full Time
Kuykendall	Evve	Dustin	05/01/25	Metro West	Not appointed	Director, UTA Wesley Foundation 344.1b
McDermott	Thomas	Snyder	05/01/25	Metro West	First Fort Worth Assoc.	Retired Deacon
Rester, Jr.	Thomas “Eddie”	Edwin	05/01/25	Metro East	Mississippi Conf.	Lovers Lane 346.1
Youngblood	Scott		05/01/25 – 05/30/25	Metro West	Retired Elder, not appointed	Intentional Interim, Western Hills 1/2
Winslow	Fred		05/01/25 – 06/30/25	South	Retired Elder	Intentional Interim – Hutto Discovery 1/4
Bell	Meredith	Remington	06/01/25	Mid-South	Bell Ministry	Retired Deacon
Brooks-Sanford	Shelly	A.	06/01/25	Mid-South	GB Pension & Health Benefits	Retired Elder
Clifford	John	F.	06/01/25	South	RE Intentional Interim First Taylor	Retired Elder
Cloyd	Jack		06/01/25	Mid-North	Withdrawn Retired Local Pastor	Reinstated Retired Local Pastor
Corazao	Marc		06/01/25	East	Personal Leave	Forest Hill Honey Grove ¼ 338.2
Esparza	Joshua		06/01/25	Metro North	First Allen Assoc.	Counselor, Threshold Therapy 344.1d
Finley	David	Taylor	06/01/25	Metro North	First Denton Assoc	Transitional Leave
Hatch	Melissa		06/01/25	Metro North	Button Memorial	HTC Transitions
King	Cottrell		06/01/25	Metro East	Highland Park Assoc.	Highland Park Assoc, & Austin Street Center 344.1d
Spidell	Jennifer	Johnson	06/01/25	Metro West	Arborlawn/River Oaks Assoc. 3/4	Arborlawn/River Oaks Assoc. Full Time
Stamm	Mark	W.	06/01/25	Metro North	Prof., SMU Perkins School of Theology 344.1a(3)	Retired Elder
White	Pam		06/01/25	Metro North	First Rowlett	Director, Intern Prog. SMU Perkins 344.1a(3)
Youngblood	Scott		06/01/25	Metro West	RE Intentional Interim, Western Hills 1/2	RE Western Hills, Senior Pastor 1/2
Allen	Doyle		07/01/25	Mid-South	RE Intentional Interim Community Dallas	Retired Elder
Barton	Paul		07/01/25	Metro East	Casa Emanu-el ½ 346.1	No appointment in HTC
Grant, Jr.	Robert	Wilson	07/01/25	Mid-South	(OE-Mississippi) First Hico/First Iredell	No appointment in HTC

75. What clergy members are appointed to extension ministries for the ensuing year?

- a) Within the connectional structures of United Methodism (§344.1a, c) **See appointment list.**
- b) To ministries endorsed by the Board of Higher Education and Ministry (344.1b) **See appointment list**

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c) To other valid ministries under the provisions of ¶344.1d (v 2/3) **See appointment list**

76. Who are appointed to attend school (¶416.6) (List alphabetically all those whose prime appointment is to attend school.)

Last Name	First Name	Middle Name	Clergy Status	School
Cho	Jae Jun “Daniel”		PE	Vanderbilt

77. Where are the diaconal ministers appointed for the ensuing year (¶310) [1992 Discipline]? **See appointment list.**

78. What other personal notations should be made (Include such matters as changes in pension credit (¶638.9), corrections or additions to matters reported in the "Business of the Annual Conference" form in previous years, and legal name changes of clergy members and diaconal ministers.)

- Hagan-Smith, Martha; legal name is Hagan, Martha
- Ensor, Virginia “Beth” – Listed as part-time local pastor in the 2020-2024 NTC BAC, but she is a retired local pastor under appointment. Date of retirement is 7/1/2020.
- Graham, Forrest Duncan– The 2024 NTC BAC (question 49d) listed Rev. Graham as a Previous Retired Elder. He withdrew membership 10/02/2023. He should not have appeared in the 2024 Journal.
- Frankie, Rita Ellison, Retired Diaconal – 2023-2024 NWTX BAC correction, withdrawn from UMC 05/31/2023.
- Sparks, Terry Ann, RE – 2023-2024 NWTX BAC correction, withdrawn ¶360.2 Book of Discipline 2016
- Putnam, James Wesley, RE – 2024 NWTX BAC correction, withdrawn ¶360.1
- Dunaway, Ronnie Wayne, HR/FE – 2023-2024 NWTX BAC correction, withdrawn ¶360.1
- Orozco, Luis Antonio, HR/AM – 2023-2024 NWTX BAC correction, withdrawn ¶360.1
- Jordan, Juanelle Brown, PL – 2022-2024 NWTX BAC correction, Retired Local Pastor 07/01/2022
- May, Lee Yeager, DR – 2015-2024 NWTX BAC correction, deceased 09/09/2015 date of birth unknown.
- Crumpton, Larry, RL – 2020-2024 NWTX BAC correction, deceased 07/16/2019 date of birth 12/17/1937
- Alldredge, Ethel, DR – 2003-2024 CTC BAC correction, deceased 05/12/2003 date of birth 11/11/1914
- Gravley, Paul Nathan FE – 11/01/2023 CTC Interim Appointment from President/CEO, Texas Center for Arts & Academics 344.1b to CEO, Didlake, Manassas VA 344.1b
- Hancock, Justin Michael FE – 2021 – 2024 NTC BAC correction, was not appointed 346.1 to Great Plains, should be 344.1d appointed to other valid extension ministry.

79. Where and when shall the next Conference Session be held (¶603.3,4)

Wichita Falls, Multi-Purpose Event Center May 31 – June 3, 2026

Appointments

AF	Affiliate Clergy Member (§344.4)
AL	Administrative Location (§359)
AM	Associate Member (§§322, 369.1, 635.2h)
DC	Deaconess (§1913.5)
DM	Diaconal Minister (2004 <i>Discipline</i> ; §369.1)
DR	Retired Diaconal Minister (consecrated 1992 or earlier) (§357)
FD	Deacon in Full Connection (§330)
FE	Elder in Full Connection (§335)
FL	Full Time Local Pastor (§318.1)
HL	Honorable Location (§359.1)
HM	Home Missioner (§1913.5)
HR	Honorable Location Retired (§359.3)
LM	Certified Lay Minister (§268)
OA	Associate Member of other Annual Conference (§346.1)
OD	Deacon member of other Annual Conference (§§331, 346.1)
OE	Elder Member of other Annual Conference or other Methodist Denomination (§346.1)
OF	Full Member of Other Denomination (§346.2)
OFD	Full Connection Deacon of other Annual Conference
OFE	Full Connection Elder of other Annual Conference
OL	Local Pastors on Loan (§318.4)
OM	Other Methodist Denominations (§346.1)
OP	Provisional Member of other Annual Conference (§346.1)
OPD	Provisional Deacon of other Annual Conference
OPE	Provisional Elder of other Annual Conference
OR	Retired Member of other Annual Conference
ORD	Retired Deacon of other Annual Conference
ORE	Retired Elder of other Annual Conference
ORL	Retired Local Pastor of other Annual Conference
PD	Provisional Deacon (§§324, 325)
PE	Provisional Elder (§§324, 325)
PL	Part Time Local Pastor (§318.2)
RA	Retired Associate Member (§357)
RD	Retired Deacon in Full Connection (§357)
RE	Retired Full Elder (§357)
RL	Retired Local Pastor (§320.5, 327.7)
RP	Retired Provisional Member (§357) (prior to January 1, 2013)
SL	Student Local Pastor (§634)
SY	Assigned Lay Supply (not a <i>Disciplinary</i> code, used by GCFA for assigned people.)

Number of times appointed are shown as of 7/1 of the current year. This number may reflect changes in a charge alignment, status (e.g., active to retired), or percentage of appointment. This number is not related to or affects years of service.

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EAST DISTRICT

District Superintendent

Cassandra Wade

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<u>Appointment</u>	<u>Position</u>	<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>Yr</u>
Aley	Senior	Swinners, Betty	LM	1/4	5
Birthright	Senior	Wright III, Stephen	PL	1/4	2
Blossom: Firs	Senior	Strickland, Abby	LM	1/4	3
Bogata: First	Senior	Leddy, Susan	FL	1/4	4
Bonham: First	Senior	Henson, Julie Richter	FE	Full	2
	LM	Massey, Lori	LM	N/A	5
Caddo Mills	Senior	Presley, Nathan	FL	3/4	3
Clarksville: McKenzie Memorial	Senior	Leddy, Susan	FL	1/2	3
Clarksville: St. Paul	Senior	Jackson, Johnny	ROL	1/4	3
College Mound	Senior	Norton, Dana	FE	Full	3
Commerce: First	Senior	Murray, Cheryl	FE	Full	4
Crandall	Senior	Wilkins, James	PL	1/2	20
Deport: First	Senior	Strickland, Abby	LM	1/2	5
Bagwell: Woodland	Senior	Colgrove, Jerry	RL	1/4	2
Ector	Senior	Lowe, Deana	PL	1/4	1
Eustace: Market Street	Senior	Walters, Wayne	FL	Full	3
Greenville: Wesley	Senior	Bosworth, Brian	FE	Full	2
	Assoc	Galloway, Ryan	PE	Full	1
Honey Grove: Forest Hill	Senior	Corazao, Marc	FE	1/4	338.2 1
Honey Grove: McKenzie	Senior	Lucas, Keri Lynn	FE	Full	2
Kaufman: First	Senior	Bullock, Matthew Rhea	FL	Full	4
Ladonia/Pecan Gap	Senior	Lee, Edward	RL	1/2	4
Lone Oak	Senior	Presley, Nathan	FL	1/4	1
Mt. Vernon: First	Senior	Lust, Jeff	FE	Full	2
Mulberry	Senior	St. Clair, Melvin Howard	SY	1/4	2
North Lamar Parish: First	Senior	Hutchison, William Mark	FL	Full	23
Powderly/Belk					
Oak Grove: Wilson Chapel/First	Senior	Gross, Susan	RL	1/4	2
Rosser					
Paris: Calvary	Senior	Strempeke, Kevin	FE	Full	4
Paris: First	Senior	Strempeke, Kathryn Taylor	FE	Full	4
	Assoc	Smith, Katrina	FD	Full	4
Paris: Mt. Zion	Senior	Smith, Carlene Taylor	PL	1/2	1
Pattonville: Shady Grove	Senior	Leddy, Susan	FL	1/4	8
Poetry	Senior	Schindler, Shane Lee	SY	1/4	1
Quinlan: First	Senior	Barrett, Daniel	ROE	1/4	5
Roxton	Senior	Corazao, Marc	FE	1/2	338.2 1
Old Saltillo	Senior	Hoke, Daniel L.	RE	1/4	4
Sulphur Bluff/Tira	Senior	Wright III, Stephen	PL	1/4	3
Sulphur Springs: First	Senior	Rickwartz, Chris	FE	Full	1
	Assoc	Larkin, David	PL	1/4	318.2 2
Sulphur Springs: Wesley	Senior	Clark, Joseph M.	PL	3/4	3
Terrell: First	Senior	Jones, Jerry L.	FE	Full	3
Terrell Warren Chapel	Senior	Jackson, Johnny	ROL	1/4	3
Trenton: First	Senior	Williams, Robert Alan	AM	Full	3
Virginia Point	Senior	Williams, Louella	RL	1/4	3
Windom	Senior	Evans, Michael	PL	1/4	7

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Winnsboro: First	Senior	Lyons, Debra A.	RL	Full	9
Winnsboro: Tinney Chapel	Senior	Moore, Michael D.	PL	1/2	8
	LM	Doke, Sarah	LM	N/A	5
Wolfe City: First	Senior	Lowe, Deana	PL	1/4	1

APPOINTMENTS TO EXTENSION MINISTRIES

<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Appointment</u>	<u>Yr</u>
Burdett, Travis	FE	Full	344.1a(1)	Director, Wesley at ETAMU	1
Lucas, Keri Lynn	FE	N/A	344.1d	Cultiv8 Foundation	2
Wood, Michelle	PD	Full	344.1a(1)	Director Paris Wesley Foundation	1

METRO EAST DISTRICT

District Superintendent Lucretia Facen 1

<u>Appointment</u>	<u>Position</u>	<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Yr</u>
Carrollton: Holy Covenant	Senior	Murphy, Cheryl	FE	Full		6
	Assoc	Eckeberger, Laurie Dee	PD	Full		1
Cedar Hill: First	Senior	Nunley III, Andrew	FE	Full		1
Dallas: Agape Memorial	Senior	Ortiz, Rosedanny	FL	Full		1
Dallas: Camp Wisdom	Senior	Smith, Doris	PL	1/2		1
Dallas: Casa Emanu-el	Senior	Escalera, Javier Q.	RE	1/2		1
Dallas: Christ's Foundry Fellowship	Senior	Spaur, Amy	FE	Full		9
	Assoc	French, Natacha Lucia	PL	1/2		14
Dallas: Cochran Chapel	Senior	Hall, Jeffrey	FE	Full		10
Dallas: Cockrell Hill	Senior	Sanchez, Jesse	PL	1/2		3
Dallas: Community	Senior	Hardy, Christina	PL	1/2		1
Dallas: Elmwood-El Buen Samaritano	Senior	Valencia, Martha	FE	Full		9
Dallas: First	Senior	Boone, Mitchell	FE	Full		4
	Assoc	Atwood, Roy	FE	Full		3
	Assoc	Frazier, Monica	PE	Full		2
	Assoc	Hagler, Anna Bundy	FD	Full		5
	Assoc	Moseley, Elizabeth	FD	Full		4
	Assoc	Tang, Anthony	OE	Full	346.1	3
Dallas: Glen Oaks	Senior	Crawford, Annelda	RE	1/2		7
Dallas: Grace	Senior	Weaver, Preston	RE	1/2		1
Dallas: Greenland Hills	Senior	Moore, Geoffrey	FE	Full		2
	Assoc	Clark Gibson, Brooke Adrienne	PD	1/2	331.3	1
Dallas: Hamilton Park	Senior	Phelps, Bryant X.	FE	Full		2
	LM	Harry, Dwight	LM	N/A		10
	Assoc	Roberts, LaTasha	PL	1/4		2
Dallas: Highland Hills	Senior	Wickware, Jackie	FE	Full		7
Dallas: Highland Park	Senior	Rasmussen, Paul L.	FE	Full		13
	Assoc	King, Cottrell	FE	Full		7
	Assoc	Marcum, Walt W.	RE	Full		5
	Assoc	May, Camille	FD	Full		8
	Assoc	Peddecord, Chelsea P.	FD	Full		6
	Assoc	Rainey, William Howard Tucker	OP	Full	346.1	1
	Assoc	Roby, Linda	RD	1/2		3

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	Assoc	Smith, James Abram	FE	Full	1
	Assoc	Tuggle, Matthew A.	FE	Full	14
Dallas: HP/The Grove	Assoc	Lohoefer, Stephen	FE	Full	10
	Assoc	Shulman, Allison	FD	3/4	331.3 2
Dallas: Kessler Park	Senior	Folkerth, Eric	FE	Full	7
	Assoc	Ash, Kay	FD	Full	9
Dallas: Lake Highlands	Senior	Roberts, John Andrew	FE	Full	4
Dallas: Lakewood	Senior	Kilpatrick, Jennifer	FE	Full	4
Dallas: Lovers Lane	Senior	Rester Jr, Thomas Edwin	OE	Full	346.1 2
	Assoc	Austin, Dara E.	RE	1/4	2
	Assoc	Eck, Kay DeBlance	FD	Full	16
	Assoc	Gonzalez, Joy	FE	Full	3
	Assoc	Jones, DeLana	FL	Full	2
	Assoc	Mukarakate, Ngonidzaishe	FE	Full	347.1 1
	Assoc	Mwanjala, Uwezo	PE	Full	2
	Assoc	Whitehead, Donna E.	RE	3/4	11
Dallas: LL/Walnut Hill	Senior	Robinson, Charles Anthony	FE	Full	1
Dallas: Munger Place	Senior	Cowley, Edlen O.	FE	Full	1
	Assoc	Jackson, Erin Sloan	FD	Full	2
	Assoc	McDonald, Sean	FE	Full	3
Dallas: Northaven	Senior	Willet, Ann	FE	Full	6
	Assoc	House, Michael A.	RE	1/4	3
Dallas: Oak Lawn	Senior	Griffin-Allison, Rachel	FE	Full	9
	Assoc	Marquez, Isabel	FL	Full	3
	Assoc	Wager, Ryan	PL	1/2	2
Dallas: Preston Hollow	Senior	Waitschies, Thomas W.	FE	Full	8
Dallas: Ridgewood Park	Senior	Nixon, Andrew	FE	Full	1
Dallas: St. Luke "Community"	Senior	Butler, Richie	FE	Full	6
	Assoc	Grafenreed, Mark	OE	3/4	346.1 2
	Assoc	Larkin, Sharon	FL	Full	7
	Assoc	Mayberry, Lynda	RL	3/4	7
Dallas: St. Paul	Senior	Robinson, Kantrice	PE	Full	1
Dallas: Spring Valley	Senior	Drenner III, Frank Edward	FE	Full	3
Dallas: Umphress Road	Senior	Park, Kenneth Kyoungwon	FE	Full	6
Dallas: Union Mission	Senior	Newsome, Katie	FE	Full	5
Dallas: University Park	Senior	Stobaugh, Joseph	FE	Full	6
	Assoc	Craft, Colin	PE	Full	2
	Assoc	Williams, Emma	FD	Full	4
Dallas: Warren	Senior	Lane, Billy B.	PL	1/2	1
Dallas: Wheatland	Senior	Hilburn, Rosalyn	PL	1/2	5
Dallas: White Rock	Senior	Smith, Kerry	FE	Full	4
	Assoc	Moore, Margo Lee	PL	1/4	1
	Assoc	Palmer, Thomas E.	RL	1/4	4
DeSoto: Life Center	Senior	Williams, Angela Rose	FE	Full	2
	LM	Pierce, Dorothy	LM	N/A	9
DeSoto: First DeSoto	Senior	Marks, Timothy E.	FE	Full	4
DeSoto: The Village	Senior	Somerville, Keith	OE	Full	346.1 2
Duncanville: First	Senior	Goforth, Abril	FE	Full	6
Duncanville: Trinity	Senior	Graner, Jane	FE	Full	7
Farmers Branch: Chapel Hill	Senior	Allen, James David	FE	Full	7
Farmers Branch: Christ	Senior	Heard, Sandra Anne	FE	Full	1
Farmers Branch: Immanuel	Senior	Kwon, Sung Chol	FE	3/4	338.2 5

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Korean Mission Congregation

Garland: Axe Memorial	Senior	Butts, Walter	FE	Full	1
Garland: AM/The Seed	Assoc	Alvarez Bencomo, Ruben	FL	Full	3
Garland: Buckingham	Senior	Mitchell, Courtney	FE	Full	3
Garland: First	Senior	Bontrager, Scot	FE	Full	4
Garland: New World	Senior	Englert, Valarie	FE	Full	1
Garland: St. Philip's	Senior	Lawson, Rene P.	FE	Full	9
Grand Prairie: First	Senior	Middleton, Marsha Engle	FE	Full	4
	Assoc	Harding, Julie Renea	PD	1/2	331.3 1
Grand Prairie: The Woods	Senior	Anderson, Lesta	PL	3/4	3
Irving: Kirkwood Casa De Dios	Senior	Beltre, Manuel	PL	3/4	7
Huerto De Oracion					
Irving: Northgate	Senior	Zarate, Edwin	FE	Full	4
Irving: Oak Haven	Senior	Tayengo, Albano	FE	Full	347.1 1
Irving: Plymouth Park	Senior	Womack, Marcus	FE	Full	7
	Assoc	Welch, Audruea	FL	Full	7
Lancaster: First	Senior	Rahm, Frank	FE	3/4	1
Mesquite: First	Senior	Han, Jangtak	FE	Full	1
	Assoc	Chapman, Sylvanus Africanus	OE	1/4	346.1 5
Mesquite: St. Stephen	Senior	Lucas, Randall	FE	Full	2
Richardson: Arapaho	Senior	Perry, Jonathan	FE	Full	2
	Assoc	Bates, Jennifer	PD	1/2	2
	Assoc	Sweeney, Cathy R.	FD	Full	5
Richardson: Faith	Senior	Greene, Jimmy	FE	Full	10
Richardson: First	Senior	Oliphint, Clayton	FE	Full	25
	Assoc	Bishop, Cheryl	FL	Full	3
	Assoc	Castleman, Julia	PE	Full	3
	Assoc	Jean, Allison	FE	Full	4
	Assoc	Jenkins, Pavielle Chriss	FD	Full	9
	Assoc	Luginbill, Scott Edward	AM	Full	4
	Assoc	Marsalis-Luginbill, Sarah Ann	FD	Full	5
Sunnyvale: New Covenant	Senior	Mitchell, Penny	RE	1/2	3

APPOINTMENTS TO EXTENSION MINISTRIES

<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Appointment</u>	<u>Yr</u>
Bates, Jennifer	PD	1/2	344.1a(1)	Denton Wesley Foundation-Assoc. Dir.	2
Baughman, Michael	FE	Full	344.1d	VP Social Impact Retail-Bonton Farms Dallas	1
Bowie Jr., Michael L.	FE	Full	344.1a(2)	Director, SBC 21, GBOD	6
Bristow, April Johnson	FE	Full	344.1a(3)	Assoc Dir Interns & Advising, SMU Perkins	3
Cho, Daniel Jae Jun	PE	Full	337.3(b)	Student, Vanderbilt	2
Dickson, Kenneth R.	FE	Full	344.1c	King of Glory Lutheran Interim	5
Dieke, Phillip	FD	Full	344.1d	Austin Presbyterian Theo Seminary	4
Fadel, Erika	FE	Full	344.1a(3)	Director Career Services, SMU	9
Fiser, Andrew	FE	Full	344.1a(1)	Assoc Dir, Care & Healing/Diversity & Cultural Engagement	2
Greenwood, Lisa	FE	Full	344.1d	Texas Methodist Foundation	15
Hall, Maria Dixon	FD	Full	344.1a(3)	Chief Diversity Officer/Sr Adv. SMU	12
Hamrick, Shannon	FD	1/4	331.3; 344.1d	Center for Integrative Counseling	4
Hancock, Justin	FD	Full	344.1d	The Julian Way	2
Hudspeth, Tom	FE	Full	344.1d	President, SEEDS	1
Jacobs, Derek	FE	Full	344.1a(1)	Assoc Director of Leadership	2

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					Multiplication	
Jones, Evan	FD	Full	344.1d		Hugs Cafe	3
Jones, Shonda	FE	Full	344.1a(3)		Wake Forest University, NC	5
King, Cottrell	FE	N/A	344.1d		Austin Street Center	2
Lake, Sheri Hollingsworth	FD	Full	331.1a		Chaplain, Medical City Arlington	6
Lubbers, Adam	PD	Full	344.1d		Chaplain, Children's Medical Center Dallas	1
Magallanes, Hugo	FE	Full	344.1a(3)		Assoc Dean, SMU Perkins	3
Magallanes-Coronado, David	FD	Full	331.1a		Stuff You Can Use	5
Magruder, Wesley	FE	Full	344.1d		Church World Service	3
Montgomery, Carol	FE	Full	344.1a(1)		President, Congregational Engagement Partners	1
Moore, Heather Gottas	FD	Full	344.1a(3)		Assoc Dir Recruitment & Admissions, SMU Perkins	3
Noll, Caroline	FD	Full	344.1d		Children's Health, Spiritual Care	4
Onuoha, Ugonna	FD	Full	331.1a		Chaplain, Children's Med Ctr, Dallas	16
Pehl, Jeffrey	FE	Full	344.1a(1)		Treasurer-CFO/CBO	3
Proshek, Margaret Kay	FD	1/2	331.7; 344.1d		The Vinery, Prog Dir	3
Qazilbash, JamesPaul	FD	Full	344.1d		Children's Medical Center Chaplain	4
Rentie, Caesar H.	FL	Full	337.3		VP Pastoral Care, Meth. Health System	13
Rieger, Joerg	FE	Full	344.1a(3)		Professor, Vanderbilt, Nashville, TN	10
Sobczak, Stephen	FD	Full	331.1a		Cook Children's Med Ctr Chaplain	6
Thompson, Blair	FE	Full	344.1d		Texas Methodist Foundation	6
Wright Jr., Harry S.	FE	Full	344.1d		Franke at Seaside, Chaplain	4

METRO NORTH DISTRICT

District Superintendent Philip Rhodes 1

<u>Appointment</u>	<u>Position</u>	<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>Yr</u>
Allen: Creekwood	Senior	Williams, Alex	FE	Full	1
	Assoc	Smith, Leslie A.	FE	Full	1
Allen: First	Senior	Hardesty-Crouch, Mary Beth	FE	Full	7
	Assoc	Moore, Maxie	RL	1/4	6
Allen: Suncreek	Senior	Hughes, Barry	FE	Full	10
	Assoc	Guttierrez II, Milton P.	RE	1/2	15
	Assoc	Littlefield, Patrick	FE	Full	5
Anna: The Gathering	Senior	Morgan, Dallen	FL	Full	1
Argyle	Senior	Tampke, Dale	FL	Full	2
	Assoc	Stevens, Jennifer Tolin	FL	Full	5
Aubrey: First	Senior	Sanchez, Ernesto	OM	3/4	2
Aldersgate Carrollton	Senior	Whitfield, Rodney	FE	Full	8
	Assoc	White, Boston	FL	3/4	5
Celina: First	Senior	Bazan-Garza, Edgar	FE	Full	1
Community Copeville	Senior	McGregor Meek, Annie Mary	OP	1/2	346.1 2
First Coppell	Senior	Ross, Owen	FE	Full	1
	Assoc	Brimmage, Caleb	FD	Full	3
	Assoc	Jacob, Sumesh	OF	Full	346.2 6
	Assoc	Kim, Danielle Buwon	FE	Full	2
Corinth: Faith	Senior	Reed-Meyer, Stefani	FE	Full	3
Denton: Asbury	Senior	Pellikan, Donald	FE	Full	1

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Denton: Blue Mound	Senior	Noah, Emeral	RL	1/2	3
Denton: Cooper Creek	Senior	Scheller, Michael Joel	PL	1/4	9
Denton: First	Senior	Gilliland, Raegan	FE	Full	2
	Senior	Gilliland, Scott	FE	Full	2
	Assoc	Segundo, Martha	PL	1/4	1
Denton: Trinity	Senior	Dietz, Dyan	FE	Full	6
Fairview Korean	Senior	Hong, Sukgyun	OE	Full	346.1 3
Farmersville: First	Senior	Dierolf, Brian	FE	Full	5
Flower Mound: Flower Mound	Senior	Robinson, Alexandra	FE	Full	7
	Assoc	Maletic, Paul	FD	Full	4
Flower Mound: Trietsch Memorial	Senior	Humbert, Daniel Drew	FE	Full	13
	Assoc	Chraska, Karen L.	FD	Full	29
	Assoc	Millard, Grace	FE	Full	4
Frisco: First	Senior	Thomson, Luke	FL	Full	1
Frisco: Grace Avenue	Senior	Echols-Richter, William	FE	Full	28
	Assoc	Echols-Richter, Laura	AM	Full	20
	Assoc	Lowe, Jessica	OE	Full	346.1 2
	Assoc	Patredis, Karyl	PE	Full	2
	Assoc	Vaughan, Christopher	FE	Full	5
Heath: First	Senior	McNabb, Peter H.	FE	Full	1
Krum: Community	Senior	Johnston, Jarrod	FE	Full	3
Lake Cities	Senior	Church, Charles	FE	Full	6
	LM	Aldag, Virgil	LM	N/A	17
Lewisville: Chinn's Chapel	Senior	McGarvey, Paul	RL	Full	7
Lewisville: First	Senior	Schoolcraft, Chris	FE	Full	6
Lewisville: Vista Ridge	Senior	Sipe, Ashley Anne	FE	Full	5
Lucas: Good Shepherd	Senior	Kellner, Elizabeth	FE	Full	2
McKinney: Chambersville	Senior	Price, Grady Edwin	PL	1/2	6
McKinney/Cottage Hill Celina McKinney: First	Senior	Brumett, Thomas O.	FE	Full	19
	Assoc	Clifford, Patrick Andrew	PL	1/4	5
	Assoc	Froehlich, Patricia	RD	1/4	4
	Assoc	Renshaw Jr., Donald F.	RE	1/4	4
	Assoc	Schultz, Courtney	FE	Full	1
	Assoc	Volfe, Edilson	FE	Full	7
	Assoc	Woods, James	PL	1/2	13
	Assoc	McSwain, Chad	FE	Full	2
McKinney: MCK/Melissa	Senior	Allen Jr., John F.	FE	Full	3
McKinney: Stonebridge	Assoc	Morales, Jana Lunardon	FL	Full	11
	Senior	Kennedy, Cynthia	FE	Full	6
Pilot Point: First Pilot Point	Senior	Dowd, Chris	FE	Full	6
Plano: Christ	Emeritus	Underwood, Donald W.	RE	Full	6
	Assoc	Flynn, Michael	FD	Full	9
	Assoc	Nassef, Marianne Kehoe	OE	1/4	346.1; 2 338.2
	Assoc	Patton, Ramsey	FE	Full	2
	Assoc	Steed, Kristin	PE	Full	2
Plano: Custer Road	Senior	Knott, Kory	FE	Full	13
	Assoc	Gibson, Jack M.	RE	1/2	31
	Assoc	Morrison, Timothy	FD	Full	30
	Assoc	O'Connor, Sharon E.	FE	Full	13
	Assoc	Rangel, David	FE	Full	7

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	Assoc	Wallace, John	RE	1/2	6
Plano: First	Senior	Gaston, Matthew F.	FE	Full	10
	Assoc	Reedy, Judith	RE	1/2	7
Prosper	Senior	McConnell, Jason	FE	Full	13
	Assoc	Wilson, Kellie Lynn	FL	Full	5
Prosper: GA/Grace Chapel	Assoc	Manning, Joshua	FE	Full	5
	Assoc	Eiffert, Kimberly	PE	Full	2
Rockwall: First	Senior	Yost, Christopher	FE	Full	2
	Assoc	Hildebrand, Christina	FE	Full	20
Rowlett: First	Senior	Nelms, Andy	FE	Full	1
	Senior	Nelms, Melissa	FE	Full	1
Sachse: First	Senior	Bandel, Holly Gaskill	FE	Full	3
Sachse: Pleasant Valley	Senior	Mason, Deniece Roane	FL	Full	10
Sanger: First	Senior	Sanchez, Ernesto	OM	1/4	2
Ponder: Stony	Senior	Scheller, Michael Joel	PL	1/4	13
The Colony: First	Senior	Smith, Taylor	FE	Full	4
Fellowship Trophy Club	Senior	Eason, William Wayne	FE	Full	5
	Assoc	Chavarria, Jason	PD	Full	1
	Assoc	Turk, Robert	RL	1/4	16
Verona	Senior	Zolczer, Pam H.	PL	1/4	8
Wylie	Senior	Johnson, Jenna Morrison	FE	Full	3

APPOINTMENTS TO EXTENSION MINISTRIES

<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Appointment</u>	<u>Yr</u>
Brownsted, Betty Jane	FL	Full	344.1b	Baylor Scott & White, Plano Chaplain	2
Brown-Trigg, Marianne	FE	Full	344.1a(1)	Director, Denton Wesley Foundation	6
Collinsworth, Janet	FD	Full	331.1b	Agape Resource & Assist. Ctr	13
Delaney-Greenwell, Elizabeth	PL	1/4	318.2	Crisis Response & Care Ministry Coord	2
Esparza, Joshua	FE	Full	344.1d	Counselor, Threshold Therapy	2
Hardesty-Crouch, Brian L.	FE	Full	344.1d	Holy Moments	2
Lewis, Andrew Joseph	FE	Full	344.1a(1)	Asst to the Bishop/Chief of Staff	9
Martin, Mary	FL	Full	344.1d	Methodist Health System, Chaplain	2
Mason, Debra Hobbs	FE	Full	344.1a(1)	Assoc Dir Strategic Initiatives	1
McKenzie, Alyce M.	FE	Full	344.1a(3)	Professor, SMU Perkins	19
Orr, Staci	PD	Full	344.1d	Chaplain, Meth Med Ctr Richardson	5
Piyakhun, Stacey	FE	Full	344.1a(1)	Director of Multiplication	1
Roberts, Sarah	FD	Full	344.1d	Mosaic Realty	2
Stephens, Gary B.	FD	1/2	344.1d	Chaplain-Methodist Richardson Medical Ctr	2
Sutton, DonnaLea	FE	Full	344.1d	Arcy Healthcare, Flower Mound	8
Test, Lisa	FL	Full	318.1; 344.1b	VNA Hospice/Chaplain, TX Health	7
White, Pam	FE	Full	344.1a(3)	Director of Intern Prog, SMU Perkins	2

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METRO WEST DISTRICT

District Superintendent Danny Tenney 1

<u>Appointment</u>	<u>Position</u>	<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>Yr</u>
Arlington: Covenant	Senior	Lim, Chansoon	FE	Full	7
Arlington: Epworth	Senior	Spletzer, Brandie	FE	Full	4
Arlington: First	Senior	Lessner, David	FE	Full	1
	Assoc	Boboltz, Madison	FE	Full	3
	Assoc	Lancaster, Kay L.	RD	3/4	17
	Assoc	Simpson Hayes, Molly	FE	3/4	1
Arlington: Good Shepherd	Senior	Fiorella, Sheila M.	FE	Full	3
Arlington: Mision Esperanza	TBD	TBS, Metro West District	TBS	TBD	2
Arlington: New World	Senior	Byrd, Leslie Kay	FE	Full	7
	Assoc	Cress, Caitlin Cheramy	PL	1/2	2
Arlington: St. Andrew's	Senior	Warthen, Kristin	FE	Full	4
Arlington: St. Barnabas	Senior	Vaughn, Kirsten H.	FE	Full	4
	Assoc	Chapman-Trick, Katy Amber	PL	1/4	3
	Assoc	Goodwin, James Gordon	FL	Full	6
	Assoc	Lawther, Alyssa Diane Coady	PE	Full	5
Arlington: St. John the Apostle	Senior	Neslony, Lisa L.	FE	Full	6
	Assoc	Voss, Brendan Carl	PD	3/4	2
Arlington: Trinity	Senior	Disney, Ben R.	FE	Full	4
	Assoc	Payne, Carly	FE	Full	3
	Assoc	Reid, Sharon	RL	1/4	4
Arlington: Wesley	Senior	Yenn-Batah, Jackson	ORM	1/2	346.1 8
Azle: Revive	Senior	Meek, Katherine A.	FE	Full	1
Bedford: First	Senior	Bishara, Kamal N.	RE	1/4	1
	Assoc	Biggs-Scribner, Glen L.	FD	1/2	1
Bedford: Wm. C. Martin	Senior	Hawkins, Daniel Koos	FE	Full	4
	Assoc	Funaki, Faiana Prescott	FE	Full	7
Benbrook	Senior	Petty, David	FE	Full	8
First Burleson	Senior	Dobbins, Kyland C.	FE	Full	4
	Assoc	Clark, Alan Wayne	FD	Full	9
First Colleyville	Senior	Dawson, Michael D.	FE	Full	16
	Assoc	Berg, Anne-Marie	FE	Full	4
	Assoc	Cho, Stella Eunbyul	PE	Full	2
	Assoc	Keck, William Ross	PE	Full	2
First Crowley	Senior	Forsythe-Alexander, Amy K.	FE	Full	7
Euless: Ash Lane	Senior	Trigg IV, William Lee	FE	Full	6
Everman: Everman/Forest Hill	Senior	Martin, Kenneth Dwayne	PL	1/2	1
	Assoc	Afon, Eno Edet Adetoye	PL	1/2	1
Fort Worth: Arborlawn/River Oaks	Senior	Mesa, Christopher J.	FE	Full	9
	Assoc	Macias, Samuel	OM	Full	346.1 3
	Assoc	Robbins, Christie	FE	Full	7
	Assoc	Spidell, Jennifer Johnson	PD	Full	2
Fort Worth: Arlington Heights	Senior	Scott, Nicholas Wade	FE	Full	1
	Assoc	Clifford, Timothy Wayne	FE	Full	3
Fort Worth: Christ Fort Worth	Senior	Salas, Lisa Marie Olivia	PL	1/4	2
Fort Worth: Dido	Senior	Wear, Jana	FE	1/2	10
Fort Worth: Edge Park	Senior	Chamness, Joe G.	FE	Full	7
Fort Worth: First	Senior	Marshall, Lance	FE	Full	11

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	Assoc	Barren, Phyllis	FD	Full	22
	Assoc	Brooks-Alexander, Brenda	AM	Full	4
	Assoc	Marshall, Michael L.	FE	Full	18
	Assoc	Pick, Jennifer Lynne	FE	Full	1
Fort Worth: Genesis	Senior	Saenz III, Ruben	FL	Full	2
Fort Worth: Grace	Senior	McAfee, Christopher J.	PL	1/4	5
Fort Worth: Grace Metroplex	Senior	Bates Jr., Fred	FE	3/4	338.2 15
	Assoc	Johnson, Mitchell	PL	1/4	2
Fort Worth: Morningside/McMillan	Senior	Richardson, Tomeca L.	FE	Full	11
Fort Worth: Meadowbrook-Poly	Senior	Watson, Ginger J.	FE	Full	8
Fort Worth: New Riverside	Senior	Hackler, Scott	PL	1/2	1
	Senior	Rodriguez, Aurora	PL	1/2	1
Fort Worth: St. Andrews	Senior	Gibson, Carol D.	FE	Full	21
Fort Worth: St. Matthew	Senior	Brennan, William M.	RE	Full	45
	Assoc	Teague, Mary Elizabeth	FL	1/2	2
Fort Worth: University	Senior	Evers, Beth	FE	Full	15
Fort Worth: Western Hills	Senior	Youngblood, Scott	RE	1/2	2
Haltom City: St. Luke	Senior	Pick, Todd Raymond	FE	Full	1
Hurst: First	Senior	Brower IV, John Ridge	FE	Full	2
	Assoc	Boyette, Sarah Melissa	FD	Full	5
	Assoc	Garza, Sarah	FD	3/4	331.3 5
	Assoc	Ybanez, Matthew W.	FD	Full	18
Hurst: St. Paul	Senior	Newkirk, Katie Linn Lewis	FE	Full	4
Keller	Senior	Valendy, Jason M.	FE	Full	7
	Assoc	Hernandez, Daniel J.	PL	3/4	4
	Assoc	Johnson, Allie Grace	FE	Full	3
	Assoc	Scruggs, Meredith	FE	Full	2
First Kennedale	Senior	Barrett Murraine, Nelda	FD	1/2	331.3 12
Mansfield: Open Table	Senior	Barnes, Erin	PL	1/2	2
North Richland Hills: City Point	Senior	Rodriguez, Ramiro	FE	Full	2
Saginaw	Senior	Smith Sr., Ramon F.	FE	Full	5
	Assoc	Chambers, Rhonda Ann	FE	Full	3
First Watauga	Senior	Hellmers, Andrew Gregory	PL	1/2	3

APPOINTMENTS TO EXTENSION MINISTRIES

<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Appointment</u>	<u>Yr</u>
Alvarado Jr., Armando	FE	Full	344.1a(1)	Assoc Director of Multiplication	1
Antinone, John Philip	FE	Full	344.1b	Christus Health Children's Hospital, San Antonio	2
Arellano-Davis, Laura M.	FE	Full	344.1b	TIRR Memorial Hermann, Houston	9
Barrow, Mary Ellen Johnson	FE	Full	344.1a(4)	Pastoral Mgr., THR Harris Methodist Southwest	13
Baumgartner, Lisa A.	FE	Full	344.1a(4)	Chaplain, Our Lady of the Lake Hospital, Louisiana	16
Bridges, Elizabeth Ann	FD	Full	331.1b	Director, Academy 4	2
Childs, Gladys	FE	Full	344.1d	Chaplain-Texas Wesleyan University	3
Dare, DeAndrea	FE	Full	344.1d	Director, A Memory Grows	11
Dister-Dominguez, Joy	FE	Full	344.1a(1)	Director, Care and Healing	2
Dunlap, Barbara	FD	Full	344.1a(4)	Sacred Worth Ministries	5
Fields, Margret L.	FE	Full	344.1d	Director, Project 44	2
Franklin, Lara Whitley	FE	N/A	344.1d	Assoc. Pastor, Asylum Hill Congregational Church (UCC), Hartford, CT	2

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Gravley, Paul Nathan	FE	Full	344.1b	Didlake, Manassas VA	3
Gurina-Rodriguez, Evgenia	FE	Full	344.1d	Director of DMin-Louisville Presbyterian Theological Seminary	1
Hamann, Samuel	FD	Full	344.1d	Center for Nonprofit Management	4
Hanshaw, Mark E.	FE	Full	344.1d	Gen. Counsel & Provost-Cumberland University, TN	4
Hayes, Christopher J.	FE	Full	344.1d	Chaplain, Texas Health Fort Worth	1
Huitt, David Raus	FL	Full	344.1d	Chaplain, JPS Hospital Fort Worth	4
Jones, Marcus	FL	Full	344.1a(3)	Chaplain, Huston-Tillotson Univ	2
Kahler III, Edward Peter	FE	Full	344.1b	Director, Wesley Foundation TCU	6
Kuykendall, Evve Dustin	PE	Full	344.1b	Director, UTA Wesley Foundation	2
Lutes, Allen Charles	FD	Full	331.1a; 331.4	Minister of Outreach-Univ Christian Church, Ft Worth	3
Martinez, David	FE	Full	344.1a(2)	Exec Dir Contextual Leadership Dev - GBHEM	14
Reeves, Daniel	FE	Full	344.1b	Program Director, Greater Tarrant Project Transformation	3
Simpson Hayes, Molly	FE	1/4	344.1b	Chaplain, USAF	1
Stuyck, Beth	FD	Full	331.1b	Director of Operations, Greater Tarrant Project Transformation	9
Tate-Almy, Amy A.	FD	Full	344.1d	Texas Wesleyan University, Development Officer	4
Teague, Mary Elizabeth	FL	1/2	318.1	Chaplain, Texas Health Harris Methodist	2
Vaughn, Robert Douglas	FD	Full	331.1b	Mansfield ISD - Summit High School, Arlington, TX	4

MID-CENTRAL DISTRICT

District Superintendent Tom Long 2

<u>Appointment</u>	<u>Position</u>	<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Yr</u>
Aledo	Senior	Robbins, Joel Mark	FE	Full		6
First Alvarado	Senior	Anderson, Kevin Dwaine	FE	Full		2
Annetta/Bethel Weatherford	Senior	Porter, Sarah B.	PE	Full		1
Cleburne: First	Senior	McDuffee, Melissa M.	FE	Full		3
	Assoc	Mauldin, William	FD	Full		5
Cleburne: St. Mark	Senior	Christenberry, Lauren Elizabeth	FE	Full		3
Cleburne: Wesley Memorial	TBD	TBS, Mid-Central	TBS	TBD		1
Granbury: First	Senior	Clark, Christopher Craig	FE	Full		2
Granbury: Waples	Senior	Tindall, Maxwell	PL	1/4		2
Millsap	Senior	Sanders Jr., James A.	RE	1/2		22
Springtown: First	Senior	McGill, Terre D.	PL	3/4		4
Tolar	Senior	Reed, Ray D.	RE	1/4		2
Weatherford: Coutts Memorial	Senior	Dittrich, Holly C.	FE	Full		4

APPOINTMENTS TO EXTENSION MINISTRIES

<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Appointment</u>	<u>Yr</u>
Bellamy, Bryan	FE	Full	344.1b	Director, Clinical Analytics, New Directions Behavioral Health	5

MID-NORTH DISTRICT

District Superintendent Cassandra Wade 2

<u>Appointment</u>	<u>Position</u>	<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>Yr</u>
Alvord: First	Senior	TBS, Mid-North District	TBS	1/4	1
Archer City: First	Senior	Green, Thomas Andrew	PL	1/2	318.2 1
Bells: First	Senior	Atwood, William	FL	1/2	2
Boyd: First/Rhome	Senior	Sparks, Carol	FE	Full	1
Burkburnett: First	Senior	Talbert, Elizabeth	FE	Full	13
Collinsville	Senior	Ward, Rodney	PL	1/4	2
Decatur: First	Senior	McRae, Nicholas Jarome	FE	Full	4
Denison: Harless Memorial	Senior	Alegria, Frank	FE	1/4	2
Denison: Haven Chapel	Senior	Lee, Ouida	RE	1/4	4
Denison: Waples Memorial	Senior	Miller, Justin A.	FE	Full	6
	Assoc	Orr, Freddie	RL	1/4	1
Electra: First	Senior	Lee, Robert W.	RE	3/4	25
Forestburg	Senior	Parr, Greg	FL	Full	6
Friberg-Cooper	Senior	Whitgrove, Terri Hale	FE	1/4	338.2 3
Gainesville: First	Senior	Fields, Jacob	FL	Full	1
Gainesville: Sivells Bend	Senior	Gulley, Barney	SY	1/4	1
Gainesville: Whaley	Senior	Hatch, Melissa	FE	Full	1
Henrietta: First	Senior	Logan, Aaron	FE	Full	5
Iowa Park: First	Senior	Kronk, Shanna	PL	1/2	1
Jacksboro: First	Senior	Danna, Tiffany	FE	Full	1
	Assoc	Rothe, Laura	RD	1/2	2
Nocona: First	Senior	Sewell, Valleri	PE	Full	5
Petrolia	Senior	Jones, Bettye	PL	1/2	6
Pottsboro: Lakeway	Senior	Alegria, Frank	FE	Full	6
Sadler	Senior	Miller, Michael J	RE	1/4	4
Saint Jo: First/Montague	Senior	Coleman, Larry	RL	1/2	11
Sherman: First	Senior	Peckham, Denise	FE	Full	7
	Assoc	Echols, Abbey	FD	Full	2
Sherman: Friendship	Senior	Spore, Roy L.	RE	1/2	11
Sherman: Grace	Senior	Wright, Jessica	FE	Full	3
Valley View	Inten	Cloyd, Jack Richard	RL	1/2	320.5c 1
	Interim				
Van Alstyne: First	Senior	Melvin, Kristopher Michael	FL	Full	3
Whitesboro: First	Senior	Coker, Dana	FE	Full	2
	Assoc	Dickerson, Jake	PL	3/4	4
Whitewright: First	Senior	Atwood, William	FL	1/2	1
Wichita Falls: Beverly Drive	Senior	Kronk, Shanna	PL	1/4	1
Wichita Falls: First	Senior	McLarty, John	FE	Full	9
	Assoc	Harrison, Georgia	FD	Full	15
Wichita Falls: Mt. Calvary-Falls Chapel	Senior	Pearce, Louis	RL	1/2	12
Wichita Falls: Trinity/Wesley	Senior	Hagan, Martha	FL	Full	1
Wichita Falls: University	Senior	Landis, Zachary Brian	FE	Full	5

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APPOINTMENTS TO EXTENSION MINISTRIES

<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Appointment</u>	<u>Yr</u>
Basset, Jeremy	ROE	3/4	346.1; 344.1a(1)	Disaster Response Coordinator-Care and Healing	1
Cobb, Jennifer Griffith	FE	Full	344.1b	Houston Methodist, Director Spiritual Care	4
Harrison IV, Richard	FE	Full	344.1a(3)	McMurry University Chaplain	3
Pellikan, Lydia	FD	Full	331.1a	Hospice of Wichita Falls	12
Puac-Romero, Julia	FL	Full	337.3	Midwestern State Wesley Fnd Director	4

MID-SOUTH DISTRICT

District Superintendent Mary Spradlin 1

<u>Appointment</u>	<u>Position</u>	<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Yr</u>
China Spring	Senior	Smith, Tanner Joseph	FE	Full		2
Clifton/Memorial Walnut Springs	Senior	Moore Jr., Donald V.	FE	Full		4
Covington/Blum	Senior	Roberts, Jessica Lynn	PL	1/2		3
Perry Chapel	Senior	Hall, Joyce	PL	1/4		12
Ennis: Alliance of Faith	Senior	Rahm, Frank	FE	1/4		1
Eureka	Senior	Miller, Michael William	RL	1/4		3
First Ferris	Senior	Cope, Mary Gean J.	RE	1/4		2
Hico: Hico/Iredell	Senior	Murphy, James Marcus	FL	Full		1
First McGregor and St. Paul Temple	Senior	Ray, David J.	FE	Full		4
Mexia: First	Senior	McGlothlin, Jaime Lee	PE	Full		4
Mexia: St. Luke	Senior	Hobbs, Jerome Bernard	PL	1/4		2
Mexia: Mexia Union	Senior	Kirven, Johnnie James	PL	1/4		4
Memorial/Pelham Wesley Chapel						
First Oglesby	Senior	Berry, John K.	RE	Full		3
Ovilla	Senior	Creagh, Deborah	FE	Full		3
Red Oak/Bristol	Senior	Wilson, Kevin R.	FE	Full		4
Waco: Central	Senior	Brower, Michael David	FE	Full		4
	Assoc	Owens, Zachary	PL	1/2		2
Waco: Our New Church	Senior	Cramer, Jordan Lucas	PE	Full		1
Waco: Lakeview/Elm Mott	Senior	Mojica, Aryn Nicole	PL	3/4		10
Waco: One Fellowship	Senior	Taylor, Mayme "Yvonne"	PE	Full		1
Waco: Revelation Church	Senior	Wines, Alphonetta B.	RE	1/4		1
Waco: Sparks Memorial	Senior	Freeto, Carl N.	RE	1/4		1
Waxahachie: Ferris Heights	Senior	Cousino, Jay	FE	Full		1
Waxahachie: First	Senior	Spore, Adam	FE	Full		1
	Assoc	Stewart, Valerie Ford	FL	Full		8
West: West/Gholson Wesley Chapel, Waco	Senior	Woodard, John W.	FE	Full		4
First Woodway	Senior	Heyduck, Steven C.	FE	Full		3

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APPOINTMENTS TO EXTENSION MINISTRIES

<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Appointment</u>	<u>Yr</u>
Heyduck, Rachel	FD	Full	331.1c	Therapist, Oceans Behavioral Hospital-Waco	1
Simpson, Molly Elizabeth	FE	1/2	344.1d	Baylor University	3

NORTHWEST DISTRICT

District Superintendent Tom Long 2

<u>Appointment</u>	<u>Position</u>	<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Yr</u>
Abilene: St. James	Senior	Gilkey, Stephanie Ann	FE	Full		3
Abilene: St. Paul	Senior	Van Fleet, Benjamin Jeffrey	FE	Full		4
	Assoc	Miller, John B. Faulkenberry	FE	1/4		10
Amarillo:	Senior	Johnson, Chad Taylor	FE	Full		1
Open Door Clyde	Senior	Hopkins, Felicia Pringle	RE	1/2		2
	Senior	Kim, Hyung Seop	FE	Full		1
	Assoc	Smith, Haley	PD	1/4		2
Grace Dalhart	Senior	Rowe, Michael	FL	Full		2
First Eula	Senior	Graham, Michael Cory	PL	1/4		8
First Fritch	Senior	Cheshire, Jerry Don	RA	1/4		2
San Pablo Hereford	Senior	Labrador, Vladimir	PL	3/4		7
First Jayton	Senior	Fletcher, Christopher	SY	1/4		4
Christ Levelland	Senior	Moultrie, Ruby L	RA	1/2		2
Lubbock: First	Senior	Salzwedel, Todd Ryan	FE	Full		6
	Assoc	Atkinson, Shera J.	FE	Full		18
Lubbock: Forrest Heights	Senior	Brandt, Judith	FE	1/2		2
Lubbock: Grace	Senior	Fisher, Jeffrey Miles	PE	Full		2
Lubbock: Korean	Senior	Kim, Daniel	OE	3/4	346.1	6
Lubbock: St. John's	Senior	Stueve, Joshua Glenn	FE	Full		4
	Assoc	Akin, Ann Allison	AM	1/4		29
Lubbock: Templo Nazaret	Senior	Gonzales Jr, Eutimio S.	OR	1/4	346.1	6
First Merkel	Senior	Greenwood, Rhonda Mae	RA	1/2		15
Midland: St. Luke's	Senior	Pelfrey, Robert Christopher	FE	Full		1
Midland: St. Mark's	Senior	Durham, William Blake	FE	Full		2
Midland: Visionary Hollowell	Senior	Smith, Wendell	PL	1/4		12
Community						
O'Donnell/Draw	Senior	Sanchez, Fernando P.	OA	Full	346.1	8
Pampa: St. Paul	Senior	Stevens, Joanie Vondel	PL	1/2		11
Plainview: San Juan	Senior	Lopez, Inakis	FL	3/4		6
First Ropesville	Senior	Titus, William Ray	RE	1/2		6
First Roscoe	Senior	Jordan, Juanelle Brown	PL	1/4		4
First Seagraves	Senior	Titus, Beverly Jo	RE	1/4		15
Sweetwater: Highland Heights	Senior	Holder, Larry Hillman	RE	1/4		8
Trent	Senior	Peterson, Lisa	LM	1/4		5
Tulia: El Buen	Senior	Lopez, Inakis	FL	1/4		6
First Vigo Park	Senior	Echols, Archie E	RE	1/4		2

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APPOINTMENTS TO EXTENSION MINISTRIES

<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Appointment</u>	<u>Yr</u>
Akin, Ann Allison	AM	3/4	344.1d	LPC, Prof Counseling Ministries	16
Brandt, Judith	FE	1/2		Forrest Heights Lubbock/Chaplain, Covenant Hospital-	2
Gary, Matthew Sheldon	RE	Full	344.1a(1)	Perry/Morrison Ok Conf	2
Hestand, David Lee	FE	Full	344.1d	Chaplain, Corrections Corporation of America	2
Martin, Albert Lynn	FE	Full	344.1a(1)	Experimentation Catalyst, Center for Multiplication	2
Miller, John B. Faulkenberry	FE	3/4	344.1a(3)	Professor of Religion - McMurry University	10
Moore, Steven Gary	FE	Full	344.1d	MJ Murdock Charitable Trust	20
Raspberry, Todd Wrinkle	FE	Full	344.1d	West Texas A&M Vice President of Institutional Advancement	8
Smith, Haley	PD	3/4	344.1c	Director, Wesley Community Group	2

SOUTH DISTRICT

District Superintendent Mary Spradlin 1

<u>Appointment</u>	<u>Position</u>	<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Yr</u>
Belton: First	Senior	Hoffman, Patrick	FE	Full		2
	Assoc	Shipley, Anna Leone	PD	1/4		1
Belton: Mt. Zion	Senior	Russell, Patrick	SY	1/4		4
Cedar Park: Rockbridge Church	Senior	Douglas, Eric Scott	FE	Full		4
Grace Copperas Cove	Senior	Slaten, Charles B.	FE	Full		4
Eddy: Bruceville-Eddy	Senior	Ford, Robyn LuAnn	PL	1/2		8
Florence	Senior	Fleming, Sally A.	FE	Full		3
Georgetown: First	Senior	McGrath, Alan S.	FE	Full		5
	Assoc	Schramme, Tina R.	FE	Full		4
Georgetown: St. Paul	Senior	Benson, Ernest Alan	RE	1/4		5
	Assoc	Curry, Jerome Lashon	PL	1/4		2
Georgetown: Wellspring	Senior	Smith, Jeffrey A.	FE	Full		14
	Assoc	Petersen, Jessica Anne	OD	3/4	346.1	5
Hamilton First/Gustine	Senior	Brice, Brian Paul	PL	1/2		4
Holland/Rosebud	Senior	Shuler Jr., Philip L.	RE	1/2		19
Hutto Discovery	Senior	Kim, Changsu	OE	Full	346.1	1
Killeen: First	Senior	Connelly, Beverly	FE	Full		2
Killeen: St. Andrew/Nolanville	Senior	Cashion, Terry	FL	Full		3
	Assoc	Taylor, Anthony Lee	PL	1/4		2
	Assoc	Taylor, Paula Jean	PL	1/4		2
Little River: Little River/Bartlett	Senior	Cromwell, Richard Lee	RE	1/4		4
Round Rock: First	Senior	Brittain, Bradley Thornton	FE	Full		4
	Assoc	Corna, David Alan	FD	1/2		3
	Assoc	Johnson, David Kenneth	FE	Full		8
	Assoc	McCain, Steven Patrick	FE	Full		8
Round Rock: Journey of Faith	Senior	Whitehead, Glenda D.	FE	Full		22
	Assoc	Liptoi, Macie A.	FE	Full		1
	Assoc	McDonald, Colin Myrl	PL	1/2		5
Round Rock: St. Philip's	Senior	Schultz, Kyren Kristina	FE	Full		3
	Senior	Prud'homme, John Tommy	FE	Full		4

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Taylor: First	Senior	Finau, Sela E.	FE	Full	2
Taylor: Tenth Street/Thrall	Senior	Summerlin, Travis L.	FE	Full	21
Temple: Oak Park	Senior	Mellette, Jonathan F.	FE	Full	11
Temple: St. James	Senior	Pleasant, Margaret	FL	Full	2
Troy	Senior	Shannon, Kaitlynn	FE	Full	4

APPOINTMENTS TO EXTENSION MINISTRIES

<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Appointment</u>	<u>Yr</u>
Buchele, Steven W.	FE	Full	344.1b	Director, Mission Training International	14
Shipley, Anna Leone	PD	3/4	331.1a	Director, Belton United Wesley Foundation	1
Von Gonten, Kristen Ruth	FD	Full	331.1a	The Wesleyan, Georgetown	2

WEST DISTRICT

District Superintendent Tom Long 2

<u>Appointment</u>	<u>Position</u>	<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Yr</u>
Brownwood: First Lake	Senior	Roberts, Carol M.	FE	Full		7
Brownwood						
DeLeon: DeLeon/Morton Chapel	Senior	Kershaw, Kaiya R.	FE	Full		5
Gordon/Cedar Springs	Senior	Glover, Kristen	PE	Full		2
First Graford	Senior	Holmes, Margaret Anne	RL	1/4		3
First Graham	Senior	Patrick, J Bryan	FE	Full		3
Mineral Wells First/Palo Pinto	Senior	Hall, Beate	FE	Full		1
Olney/Jean	Senior	Braddock Jr., Walter H.	FE	Full		14
Stephenville: First	Senior	Jones, Marilyn L.	FE	Full		4
Stephenville: Oakdale/Hannibal	Senior	Aquino, Mathew	PL	1/2		1

APPOINTMENTS TO EXTENSION MINISTRIES

<u>Name</u>	<u>Rel</u>	<u>Time</u>	<u>¶</u>	<u>Appointment</u>	<u>Yr</u>
Koch, Spencer Kory	FE	Full	344.1d	CCS Hospice, Dublin	3
Moses, Corey	FD	Full	344.1b	Dir. Wesley Foundation: Tarleton University	9
				Stephenville	
Newhouse, Ronald W.	FE	Full	344.1d	Long Walk Home	2
Priddy, Sheridan Nicole	FL	Full	344.1d	Chaplain, Hendrick Medical Center	1

SPECIAL APPOINTMENTS

APPOINTMENT TO ANOTHER ANNUAL CONFERENCE (¶346.1)

Englert-Jessen, Eva L.	FD	Full	346.1; 331.1a	Methodist Family Health, AR	5
Fleming, John	FE	1/2	346.1; 338.2	Oregon-Idaho Conference	2
Grace, Jonathan	FE	Full	346.1	Northern Illinois Conference	2
Ju, Yohan	FE	Full	346.1	Pastor, Chundong Methodist Church, South Korea	2
Klein, Shandon	PE	Full	346.1	Minnesota Conference	2
Lamoureux, Kathleen	FE	Full	346.1	Mountain Sky-Conf CRM & Fruita UMC	2
Leach, David Douglas	RE	1/4	346.1; 331.8	Pastor, Kempner UMC, Rio Texas	2

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				Conference	
Lee, Jin Hee	FE	1/2	346.1; 338.2	New England Conference	3
McMinn, David A.	FE	Full	346.1; 331.8	Dir. UT Austin Wesley Foundation, Rio Texas Conf	6
Miriti, Mary Ncurubi	FE	Full	346.1	OK Conf 346.1-Woodward Faith/Woodward New Horizon	1
Rivera, Brenda Suzy	FE	Full	346.1; 331.8	Program Dir-Friendship Service Center, 25 Inc, New Britain CT	25
Stoker, Andrew	FE	Full	346.1	New Mexico Conference	3
Tyler, Andrew M.	FE	Full	346.1	Pastor-North Haverhill, Woodsville & Warren UMC's New England Conf	3
Walden, Kyle William	FE	Full	346.1	New England Conference	5

MILITARY CHAPLAINS

Hamilton, Nicholas	344.1b	US Air Force	MIDC	4
O'Riley, Christopher R.	344.1b	US Navy	METN	7

PERSONAL LEAVE OF ABSENCE (§353.2a, 354.2 (2020/2024))

Anderson, Gena S.	FE	MET
Bakker, Shawn	FD	METE
Bonnell, David Charles	FE	NWEST
Coon, Yvonne M.	FE	SOUTH
Farrer, Jonathan M.	FE	MET
Gallaway, Tamara L.	FE	EAST
Gilliland, Dawn	DM	MIDS
Green, Michael A.	FE	EAST
Greene, Michael	FD	METE
Jones, Clinton Daniel	FE	SOUTH
Joyner, Ashleigh	FE	METN
Long, Kimberly Liane	FE	MIDC
Rodden, Michael J.	FE	MET
Sherman-Carter, Nancy	FE	METN
Silvestri, Lori Jo	FD	MET
Steiner, Dina	FD	METN
Valendy, Estee	FE	MET
Wang, Silvia	FE	METE
White, Adam	FD	METN

FAMILY LEAVE OF ABSENCE (§353.2b, 354.2b (2020/2024))

Alexander, Creighton Drew	FE	NWEST
Ransdell, Kathryn Self	FE	METE
Watson Martin, Elizabeth	FE	MET

TRANSITIONAL LEAVE (§353.2c, 354.2c (2020/2024))

Chickering, Jennifer D.	FD	METN
David Hensley, Rebecca	FD	METE
Finley, David Taylor	PD	METN
Scott, Jennifer	FD	METE

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MEDICAL LEAVE (§356, 357 (2020/2024))

Caldwell, Samuel L.	FE	EAST
Colwell, Terry Lynn	FE	MIDS
Erwin, John Drew	FE	NWEST
Garza, Maricela Iglesias	AM	NWEST
Greanead, Veronica	FE	MIDN
Harris, Todd	FE	MIDN
Jarrell, Johnny Timothy	FE	MIDS
Kirk-Hall, Denise	FE	MET
Lea, Donita Ruth	FL	NWEST
Parson, Samantha	FE	MIDN
Phillips, Donald Mark	FE	NWEST
Zollinger, Alison Michelle	FE	MIDS

CLERGY RETIREMENT (§357)

Bell, Meredith Remington	RD	6/1/2025
Bishara, Kamal N.	RE	7/1/2025
Brooks-Sanford, Shelly A.	RE	6/1/2025
Bryan, Susan	RD	7/1/2025
Coats, Darrell	RE	7/1/2025
Copeland, Stanley	RE	7/1/2025
Echols, Daniel	RE	5/1/2025
Ewing, Robert F.	RE	3/1/2025
Gary, Matthew Sheldon	RE	2/1/2025
Greenwood, Rhonda Mae	RA	10/1/2024
Hall, Matt W.	RE	7/1/2025
Hawkins, Rick L.	RE	7/1/2025
Hill, Marjorie Bishir	RD	10/1/2024
Hines, Deborah P.	RD	12/31/2024
Hitt, Lawanda Ann	RE	7/1/2025
Holcomb-McLain, Scott	RE	7/1/2025
Howard, Clifton O.	RE	10/1/2024
Laguardia, Levy E.	RE	7/1/2025
Lancaster, Sarah H.	RE	7/1/2025
McDermott, Thomas	RD	5/1/2025
Meyer, Douglas A.	RD	7/1/2025
Miller, Jannette A.	RE	1/1/2025
Miller, Jeffrey A.	RE	9/1/2024
Nelson, Connie L.	RE	2/1/2025
Ochoa, Jorge Luis	RE	9/1/2024
Palmer, Thomas O.	RE	7/1/2025
Spencer Jr., Robert Lee	RE	9/1/2024
Stamm, Mark W.	RE	6/1/2025
Tully, Mark	RE	7/1/2025
Williamson, Richard	RE	7/1/2025
Witmer-Faile, Margaret	RE	12/31/2024

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LOCAL PASTOR RETIREMENT (¶1320.5)

Lyons, Debra A. 7/1/2025

DIACONAL RETIREMENT

Edwards, Kathi 7/1/2025

CLERGY TRANSFERS OUT

Dalco, Bryan K.	FE
Howe Miller, Sarah E.	FE
Ilunga, Ngoy	FE
Lawrence, William B.	RE
Maerschel, Kurt Georg	FE
McKellar, Stephanie	FD
Sims, Troy	FD
Young, Adam	FE

DEACONESS AND HOME MISSIONERS

Ballesteros, Jonah	HM	N/A	1913	Leave of Absence	2
Frantz, Kaitlyn	DC	N/A	1913	Chaplain, Children's Health Dallas	2
Justo-Sales, Roselle E.	DC	N/A	1913	Deaconess-Inspired Vision Elem.	6
Ramos, Omega Lee S.	DC	Full	1913	Feliza-Honorio Sagun Groundwork Fdtn	3
Spivey, Dee Dee	DC	N/A	1913	Special Ed Inclusion Teacher, Garland ISD	1
Zarate, Janice Chaarmi	DC	Full	1913	Admin. Asst.-Fresenius Medical Care	1



Reports

CONFERENCE REPORTS

LEAD TEAM

REV. ANDY LEWIS, ASSISTANT TO THE BISHOP

The Unification Plan for the Horizon Texas Conference states that the Lead Team will oversee the implementation of the decisions of the Horizon Texas Annual Conference working through conference teams and departments. The roles of the Lead Team will be accountability, advocacy, goal-setting, planning, coordination, communications, and decision-making between annual conference sessions, as permitted by the *Discipline*.

The Lead Team gathered via Zoom on January 16th for a brief orientation and to receive a presentation by Rev. Beth Evers (BOM Chair) and Rev. Liz Greenwell (Crisis Response and Care Ministry Coordinator) of the HTC Board of Ordained Ministry Sexual Ethics Policy. A motion to adopt the policy as an interim decision between sessions of annual conference was approved.

The Lead Team gathered again via Zoom on April 7th. The agenda included a presentation by Kenneth Wolverton outlining the core responsibilities of the HTC Lead Team: amplify strategic impact; leverage resources for maximum impact; ensure unity and effective governance; and future-proof the church. In this meeting, the Lead Team focused on the first core responsibility, amplify strategic impact, by hearing reports from the conference departments about what has been happening in their areas, their key goals, and how Lead Team members could best provide support. Lead Team members were charged with discerning which department they feel called to come alongside and support. Rev. Jeff Pehl (CFO/Treasurer) also shared a presentation about the proposed conference budget for 2026, and Lead Team members were given the opportunity to provide feedback.

At the April meeting, the Lead Team approved the following motions as interim decisions between sessions of annual conference:

- Hold the 2026 meeting of the HTC in Wichita Falls at the Multi-Purpose Event Center on May 31 – June 3, 2026.
- Add the Conference Treasurer and a cabinet representative as ex officio members of the Investment Management Committee.

MULTIPLICATION

REV. STACEY PIYAKHUN, DIRECTOR

Listening, Learning, and Leading Together

In August, a team from Multiplication embarked on a Central Texas listening tour. Over twenty churches were visited from Round Rock to Fort Worth, spending intentional time with pastors and lay leaders. We laughed, cried, prayed, and dreamed together. These conversations unearthed grassroots insights, revealed emerging ministries, and offered strategic direction for planting new initiatives—evidence of God’s “streams in the desert” already forming among us. The Multiplication team remains committed to a culture of prayer and learning that keeps us intentionally listening for what God is doing in the mission field of the Horizon Texas Conference.

The Pastor’s Transition Seminar, developed in collaboration with the Care and Healing team, offered practical tools and spiritual guidance for pastors and congregations experiencing leadership transitions.

Through two interactive sessions— “Leaving Well” and “Transitioning In”—pastors and laity were equipped to navigate change with grace and intentionality. Participation across the conference was strong, reflecting our shared desire to lead, serve, and grow together as one body of Christ.

The Horizon Texas Conference held our first-ever Clergy Retreat and Covenant Day—sacred times of renewal and connection. Led by author Hesha Abrams through her work *Finding Sacred Calm*, these gatherings strengthened our commitment to live and lead with integrity, balance, and grace.

Equipping Leaders for the Church that is Becoming

We relaunched the Discernment Academy, a six-week journey for emerging leaders to uncover their leadership strengths, intercultural competencies, and adaptive capacities. Eighteen of twenty-six participants completed the program, and seven leaders underwent planter assessments. These pathways build our pipeline for new faith communities and innovative ministry spaces across the conference.

Church planting methodology was embedded into our clergy residency program for the first time. Residents engaged in contextual listening, mission-centered ecclesiology, and interactive design thinking exercises—preparing them to lead churches that respond to the needs of their communities with creativity and faithfulness.

We trained twelve new clergy coaches, with a new coaching season launching in late summer to support first-time pastors, residents, clergy of color, and clergywomen. These relationships are vital for encouragement, accountability, and flourishing leadership. Coaching is one of the ways that the vast geography of our conference becomes a bit smaller as clergy connect through coaching covenants.

Through the Board of Ordained Ministry (BOM), candidacy interviews have continued with intentionality and grace, guiding candidates through sacred seasons of discernment. We have expanded the use of BOM scholarships, grants, and Course of Study support, removing financial barriers to theological education and affirming our shared call to walk alongside every emerging leader.

To streamline our operations and improve access, we transitioned to Box.com for candidacy documents, complete with district-specific folders and comprehensive training for administrators and candidates. We also implemented JotForm for more accessible applications and continued managing candidate background checks and psychological assessments. For more information on the work of the Board of Ordained Ministry, please reference their separate report.

Innovation for Multiplication

Our Genesis Cohort relaunched this year, bringing together planters and innovators through an intensive and six-month experience shaped by three rhythms: listening, connecting, and gathering. Participants explored how to form and sustain faith communities that reflect Christ’s love in new and compelling ways.

We are in the process of preparing a new learning management system (LMS) called Portico. Designed to provide on-demand training for clergy and lay leaders, we are piloting content now with a full launch for the conference in the coming months. Portico access is expected to be \$10 per user, and training will be open with a vast variety of content, including connections to work prepared by other annual conferences.

We continue to host quadmester stakeholder meetings and bi-monthly coaching check-ins for our church starts and planters. Currently, thirty-six churches projects across the conference are being supported (spiritually and/or financially), each rooted in innovation and missional thinking.

Despite weather-related challenges shifting our in-person Vision Day to a virtual gathering, the event proved fruitful in team-based vision casting and collaboration. Local church teams were energized and inspired to move forward in unity.

New Life and New Expressions

Our legacy conferences had three different ways of supporting and celebrating the new things clergy and laity are doing within their mission field to multiply Jesus followers. A strategic team has been working hard to provide a structure for our New Expressions program that is launching with this Annual Conference. You can learn more about New Expressions in the separate report in the journal or at our Multiplication table display.

We continue to witness new churches, mergers, adoptions, revitalizations, and legacy ministries that reflect God's dream of a loving, just, and free world for all people. The launch of the Strategic Priority Champions initiative aims to identify where God is already moving in our five strategic areas and ensure alignment between vision and action.

A new pool of intentional interim ministers is being built and trained, ready to serve congregations in transition with wisdom and care. Meanwhile, through a partnership with the Black Church Academy, we have engaged a dedicated consultant/coach to walk alongside our African American churches—honoring their legacy and empowering their future.

Ministry Among the Next Generation

Collegiate ministry continues to be a vital part of our discipleship ecosystem. This summer, the Belton United Wesley near the University of Mary Hardin-Baylor will resume work on a foundation set before unification. A \$50,000 contribution was also made to a new statewide campus ministry endowment, developed in partnership with other Texas conferences and the Texas Methodist Foundation. You will find more information on the scope of collegiate ministries in that journal section. As of July, we have nine conference-based campus ministries, four United Methodist institutions, and two church-based campus ministries directly connected to specific college campuses.

In support of rising leaders, we are developing the Young People of Color Fellowship, set to launch in July 2025. This two-year journey will offer immersive ministry experiences and vocational discernment for laity ages 17–30, building a new generation of leaders shaped by faith, justice, and compassion.

Worship, Prayer, and Cultural Connection

We gathered for the Asian American and Pacific Islander (AAPI) Worship Service on March 2, 2025, at Axe Memorial UMC—a vibrant celebration of faith through the lens of AAPI cultures and traditions. Later that month, we hosted the bishop's bilingual immigration prayer service at Vida Abundante in Lubbock. These sacred gatherings were powerful reminders of the Spirit's work in and through diverse communities across our conference. You can tentatively save the date for the next AAPI worship service on April 26, 2026, with more information coming soon.

Looking Ahead

As we move forward, Multiplication remains grounded in our shared vision: to seek the loving, just, and free world God imagines for all people. From church plants and collegiate ministries to worship services to clergy/laity training and leadership development, we are witnessing a conference alive with the Spirit—responding boldly to God's new thing.

Let us go forward together—equipped, connected, and rooted in love—as the Horizon Texas Conference continues to be the Church God is building for this moment and the ones to come.

New Expressions Report

As the three legacy conferences merged and became one unified conference, we realized that some work needed to be done in “Fresh Expressions” and “New Faces in New Spaces.” Each conference had been doing similar yet different things with regards to connecting with people outside the walls of the church. As we gathered a team together from across the conference, we decided to call our work “New Expressions.” We can up with vision and mission statements that were vital in guiding us.

- **Vision:** “We envision a future where every congregation in the Horizon Texas Conference empowers its members to reach out to their distinct communities. By embracing innovative and transformative faith practices, they will foster Christ’s unity, compassion, and hope across all divides.”
- **Mission:** “We aim to empower and prepare members of every congregation within the Horizon Texas Conference to actively engage their distinct communities. Embracing the belief that all are called to participate, we foster a cooperative environment where everyone is inspired to contribute to creative and transformative faith practices. United, we promote Christ’s unity, compassion, and hope across all divides.”

We believe that transformation happens within community. We believe that discipleship happens within community. With that in mind, we established some core values that will guide our work. They are:

- **Empowerment:** Equipping laity to be active leaders in their faith and community through new ministries.
- **Innovation:** Opening congregations to new ideas and fostering creative expressions of faith in unique contexts.
- **Unity:** Promoting collaboration within a congregation and partnering with other congregations.
- **Inclusivity:** Embracing the diversity of all congregations and their communities.
- **Compassion:** Keeping the heart of Jesus as the guide for every New Expression.
- **Hope:** Seeking God-sized vision for seasons of renewal, restoration, and transformation.
- **Integrity:** Maintaining an authentic witness of Jesus Christ with new faces in new spaces.
- **Resilience:** Embracing both successes and failures and celebrating the journey of learning.
- **Discernment:** Actively praying and aligning our efforts with what God is already doing in the world.
- **Cultural Humility:** Having curiosity and respect for unique cultures that are different from our own.

As we strive to empower and prepare our congregations to do this new work, we have established two levels of grants. The first is an entry level “micro grant” designed to help churches launch new innovative discipleship outreaches in their current contexts. The second, larger grant is a matching grant intended to help further the work of those new works that have begun to gain some traction.

We are also in the process of identifying clergy and lay leaders in each district that can act as multipliers or catalysts within this new structure. We would like to gather like-minded leaders on a regular basis so that they may be coached and share best practices with their district colleagues in a working cohort.

We have also begun conversations with Perkins Theological Seminary in how we can resource the conference with information and classes that will better equip us to do this important work.

The ACE Initiative – Accelerated Church Expansion

Overview

The ACE initiative was developed to take advantage of assets that have been accumulated within the Conference to create a self-sustainable program that will allow us to rapidly expand United Methodist churches within high growth – low UMC presence areas while minimize the overall risks associated with buying land and building churches. The initiative will be a joint effort between Multiplication, the Horizon Texas Conference, Texas Methodist Foundation, and ACE sending campuses.

Primary Goals

The ACE Initiative has five primary goals as follows:

1. To rapidly expand churches within high growth-low UMC presence areas
2. To form partnerships between the conference, TMF, and sending campuses to purchase land and build a phase one building immediately
3. To lay out a ten-year business plan, along with a review board to make necessary changes, to celebrate wins, or if necessary to quickly stop the effort to minimize financial impact
4. To empower key process owners to move quickly to take advantage of market opportunities
5. To create a financial approach that maximizes the use of the conference's asset pool while allowing the new ACE campuses the time to build their congregation in a way that allows the program to be self-funding for future church starts

How does it work

The ACE initiative is designed to work within a predetermined four phase process as follows:

- **Phase 1** involves assessment, approval, and agreement. Key tasks include approving a Sending Campus, defining the ACE new campus mission field, developing a ten-year plan concept, completing a risk/reward agreement, planning capital campaigns, and securing approvals from TMF, the Stewardship Team, and the ACE sending campus.
- **Phase 2** focuses on land acquisition and constructing the first building. Tasks include securing 120-day preliminary land contracts, completing civil engineering and utility work, finalizing the building design within the master plan, recommending and approving the land location, purchasing land through TMF, and starting construction. **All legal documents are completed by the end of Phase 2.**
- **Phase 3** spans nine years following building completion. Key activities include the conference servicing the TMF note using the asset pool, the ACE sending and new campuses growing the congregation, conducting capital campaigns to reduce principal debt, the ACE congregation (new and/or all campuses) gradually assuming service payments over years 1-9, and quarterly reviews by the review board to celebrate progress, adjust, or halt efforts if needed.
- **Phase 4** marks the completion of the ACE Initiative, either after successfully completing the eight-year program or if efforts are halted. This phase addresses repayment of debts and management of existing assets, guided primarily by the risk/reward agreement established in Phase 1.

Why we believe this is a way forward

We believe the ACE Initiative has strong potential for success due to several key factors: leveraging multi-site churches, establishing new campus teams, implementing a robust business plan, involving a review board, acting swiftly to secure land opportunities, adopting a “fail fast and less expensive” strategy, ensuring new campuses reach critical mass before incurring debt, employing a self-funding process, and fostering a shared risk/reward model that promotes the principle of “involvement equals commitment.”

Overview of Collegiate Ministry Structure, Roles & Responsibilities

The Horizon Texas Conference recognizes the significance of collegiate ministry in the broader discipleship process within our conference. Young adults in undergraduate programs experience rapid development in various aspects of life, and collegiate ministries provide a space where faith formation evolves alongside personal and academic growth. The following structure outlines the roles and responsibilities within collegiate ministry, ensuring a supportive environment for faith development during this critical time.

Types of Collegiate Ministry

Collegiate ministry takes various forms within the Horizon Texas Conference, including:

- **Wesley Foundations:** Conference-supported ministries located near public universities, focused on discipleship, worship, and mission engagement.
- **Church-Based Campus Ministries:** Local church-led ministries that provide faith communities for students through small groups, worship, and outreach.
- **Chaplaincy at United Methodist Colleges and Universities:** Ministries integrated into UM-affiliated schools, supporting students and faculty in faith development.
- **Ecumenical Campus Ministries:** Collaborative efforts with multiple denominations to provide spiritual support for students on campus.

Collegiate Ministry Stakeholders

- **Campus Ministry Board of Directors:** Oversees vision, goals, administration, finances, and staffing
- **District Superintendent:** Provides leadership over personnel and property matters, advocates for ministry within the district
- **Horizon Texas Conference Multiplication and Multiply Jesus Followers Team:** Manages funding, provides resources, evaluates ministry impact
- **Campus Ministers:** Serve as missionaries on college campuses, making disciples and nurturing Christian leadership
- **Student Leadership Team and Interns:** Support operational effectiveness of ministries
- **Horizon Texas Conference Cohort of Collegiate Ministers and Chaplains:** Provides a collaborative support network
- **Local Churches and Supporting Partners:** Offer essential resources for sustaining campus ministries
- **Universities and Colleges:** Provide additional funding and institutional resources
- **Alumni:** Support ministries through engagement and financial investment

Guidelines for Hiring and Appointing a Campus Ministry Director

- **Approval and Posting:** Bishop-approved positions posted for clergy and lay candidates
- **Bylaws Review:** Reviewed by board chair, Multiplication, and district superintendent
- **Appointive Process:** Collaboration between district superintendent and board of directors
- **Application Review:** Conducted by an interview team, including student representatives
- **Interviews and Selection:** Final selection presented to the cabinet and bishop for appointment

Documents, Property, and Shared Church Space

- **Certificate of Formation:** Reviewed every five years and updated as needed
- **Bylaws:** Board-approved updates submitted annually for review
- **Warranty Deeds:** Reviewed every five years with updated copies maintained by the conference
- **Memoranda of Understanding (MOUs) for Shared Space:** Agreements reviewed annually
- **Building Maintenance:** Managed by the board of directors, with major expenses planned collaboratively
- **Renovation and Construction:** Submitted to the district board of location for approval

Definitions and Operational Distinctions

Collegiate ministry is a mission-oriented outreach, distinct from a local church, with different growth strategies, funding sources, and leadership structures. It aims to:

- Reach new people for Christ
- Cultivate lifelong discipleship
- Develop Christian leaders
- Bridge young adults to congregational life

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- Bear witness to God's love on campus

Financial and Structural Considerations

- **Funding Models:** Multi-year support agreements, diversified income streams
- **Evaluation and Supervision:** Regular assessments by conference teams
- **Property Management:** Ministries hold deeds under trust clauses, with master plans for improvements
- **Development Strategies:** Collaborative fundraising and donor engagement

Five-Year Vision for Campus Ministry (2030 Goals)

- **Sustainability:** Strengthen financial stability through diversified funding sources.
- **Spiritual Growth and Discipleship:** Increase student participation in faith-based activities and leadership roles.
- **Leadership Development:** Build a pipeline of campus ministers and church leaders.
- **Diversity and Inclusion:** Ensure ministries reflect the student demographics of their campuses.
- **Alumni and Church Connection:** Create pathways for students to transition into church life post-graduation.

Assessing New Campus Ministry Sites

Factors for assessment:

- Congregations with significant college-aged populations
- Existing United Methodist presence on campus
- Local church engagement and investment
- Demographic and geographic reports
- Campus ministry audits

Necessary Resources for a New Ministry

- Local church support
- Committed student participants
- A dedicated campus minister

Closing a Campus Ministry

Required Information

- Status reports on impact metrics (e.g., baptisms, student engagement, funding)
- Timeline for evaluation and interventions
- Strategy for connecting students with other ministries
- Plan for interim leadership during transitions

Actions

- Final vote from the Multiplication Team
- Approval from the annual conference
- Designation of sale proceeds for future campus ministry support

This document serves as a foundation for sustaining and expanding collegiate ministries within the Horizon Texas Conference, ensuring a lasting impact on the faith development of young adults.

Young Adult Council Annual Report

Since December 2024, the Horizon Texas Conference Young Adult Council has been engaged in meaningful conversations and practical efforts centered around one major goal: strengthening the

connection between young adults, their local churches, and their communities. Our work has focused on a few key areas:

- **Increasing Young Adult Involvement:** We have encouraged and supported local initiatives that invite young adults into deeper roles within the life of the church and its outreach efforts.
- **Collaboration and Shared Resources:** We have emphasized collaboration between council members and their churches to share resources, energy, and ideas for greater collective impact.
- **Building Foundations:** Rather than rushing to programs or events, we have intentionally centered our work around foundational practices that sustain young adult ministry over time.

Focus on Restorative Justice Circles

One of the most meaningful developments this year was the creation and adaptation of a Restorative Justice Circle model, led by Rachel Risko, a member of the Young Adult Council. These Restorative Justice Circles are typically used within the educational school system. They are designed as a safe space for students to have autonomy and be given a voice where they may not feel heard in other spaces. In young adult ministry, Restorative Justice Circles can be designed to:

- Open space and give voice for young adults to express their beliefs and feelings safely.
- Foster deep listening and bridge generational gaps by encouraging mutual understanding.
- Create community over shared church trauma among young adults by uniting them through shared experiences and supporting one another through faith and belonging.

Restorative Justice Circles offer autonomy, respect, trust, and an opportunity to hear multiple perspectives in a structured, respectful safe environment. While used mainly in the school system, this Social Justice model can be used in a similar manner in both young adult ministry and in the ministry of the church. This Restorative Justice Circle model provides a vital tool for churches seeking to better engage young adults and foster intergenerational community.

To inquire about hosting a Restorative Justice Circle in your congregation, please visit: <https://thedentonwesley.org/circles/>.

Our Vision Moving Forward

Our hope for young adults across the Horizon Texas Conference is that they will feel useful, needed, and valued—not simply shepherded into predefined roles. We envision a church where young adults are recognized as a vital part of the ecosystem, using their voices, leadership, and gifts to help shape the church's future.

We seek to create space where young adults can receive and adapt the best of what the church has preserved, bringing it into their lives in ways that are meaningful and lifegiving today.

We believe that by showing up, listening well, and working together, we can help build a church where young adults — and everyone — can grow and thrive.

MULTIPLY JESUS FOLLOWERS TEAM

KENNETH WOLVERTON, CHAIR

The Multiplying Jesus Followers Team was created as a part of the Horizon Texas Conference Unification Plan. The team and its inaugural members were voted on by the Unifying Conference held in September of 2024. We held our first organizing meeting on March 19th, 2025.

The purpose of the Multiplying Jesus Followers Team as defined by the unification is to equip existing Christ-followers to multiply themselves in a world where Christendom is collapsing, and the landscape of the church has changed. The focus of this team is congregational and leadership development.

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Congregational development includes the revitalization of existing churches and the creation of new churches, collegiate ministries, and other faith communities. Leadership development includes strengthening ministries of laity. We also recruit, credential, equip and support clergy and those in professional ministry.

As part of our organizing meeting, the Multiplying Jesus Followers Team has established three key roles within the Horizon Texas Conference:

1. Advisory and Strategic Support for the Multiplication Team
2. We will serve as both an advisory and working board for the Conference Multiplication Team, meeting every four months to provide strategic guidance and insights on their objectives and key results (OKRs). Additionally, we will engage in Temporary Strategic Teams as needed, leveraging our collective expertise to further HTC's mission. Our first strategy session was held in May 2025, and we look forward to shaping impactful initiatives.
3. Strengthening Connections Across Horizon Texas Teams
4. Our team will act as a bridge between various Horizon Texas teams, fostering collaboration and support. We will serve as liaisons for the Board of Laity, Lay Servant Ministries, Board of Ordained Ministry, United Women in Faith, United Methodist Men, and the Young Adult Council. We will continue to proactively reach out to the chairs of these committees to explore opportunities for partnership and support.
5. Advocating for Essential but Unstructured Ministry Areas
6. Recognizing the importance of areas outlined in the Book of Discipline that currently lack dedicated teams within HTC, we have committed to serving as advocates for these vital functions. This includes the Board of Discipleship, Ethnic Local Church Concerns, Higher Education and Campus Ministries, Small Membership Church, and Older Adult Ministries. We will evaluate these ministries and assign key members to champion their advancement within the conference.

Though our team is still in its early stages, we are eager to collaborate with the Multiplication Team and other Horizon Texas Conference teams to drive progress in critical areas such as leadership development, church planting, revitalization, coaching, campus ministries, and ethnic ministries.

If you have insights, concerns, or ideas in any of these areas, we welcome your input as we work together to strengthen and expand our ministry efforts. Please email your thoughts to Multiplication@htcumc.org.

BOARD OF LAITY

DR. MARY NICKSON, CONFERENCE CO-LAY LEADER

Over the last nine months, I have been charged with observing and connecting with people who represent the vastness of the new Horizon Texas Conference (HTC) of the United Methodist Church. The experiences have further revealed the beauty of GOD in all the diversity that the world has to offer. In all the individual encounters the successes and struggles of the beloved community of humanity have given me hope in an environment projected as caustic, individualistic, and materialistic.

Beginning last September, the Laity Session of the Annual Conference, was held in Abilene, TX at St. Paul UMC. The laity of the church provided an inviting setting at the 100-year-old church, along with radical hospitality to accommodate clergy and laity from throughout the unified conferences. Some comments from the laity expressing expectations for the Horizon Texas Conference included:

- **Unity in Spirit**
- **Love and acceptance of All**
- **Hope for connections for peace and for God's work in the world**
- **Prayers that laity will continue to be equipped and empowered to serve**
- **Fellowship, Perseverance, Joy, Stability, Openness and Solvency**

- **Love, Grace, Comfort, Understanding, Transformational Worship**

As Conference Co-Lay Leader, along with Kylie Campbell, I witnessed the manifestation of these characteristics and qualities during the devotional at the laity session by Chris Buse, the HTC Director of Lay Servant Ministries, who led the opening worship. The fulfillment of the expectations was represented in the presentations given by Ken Wolverton and Kim Simpson, laity from the legacy North Texas and Central Texas Conferences, regarding the work to make the unification of three legacy conferences into the Horizon Texas Conferences happen.

In November, the United Women in Faith met in Abilene at McMurry University for the Inaugural annual meeting with a focus on promoting a “New Dawning” (Proverbs 4:25-26) throughout the Horizon Texas Conference. The women represented laity that were working within their churches to support local, national and international programs designed to address the needs of women and children as spoken by Jesus in Matthew 45:25. The president of the United Women in Faith, Wendy Campbell, along with the vice president, Brenda Breeden reach lay women all over the HTC with a weekly webpage that promotes becoming a part of a sisterhood encouraged to “Make a Difference” by *putting “faith, hope and love into action; being intentional about addressing the injustices of racism and deepening our faith through spiritual practices.*

In January and February, the Horizon Texas Conference Associate Director of Leadership, Multiplication Team, Rev. Derek Jacobs coordinated efforts to make available to laity a national presenter, Heshe Abrams, author of *Holding the Calm*, a virtual laity covenant program, *Finding the Sacred Calm*. A follow-up to this program was given by Kim Brannon, past legacy North Texas Conference Lay Leader who offered training sessions on managing conflict in February 2025.

It was a blessing to meet and worship with HTC laity again in March 2025, for the third annual ***Altogether Worthy*** - Women’s Retreat, at Prothro Center in Dennison, TX, where the text for the weekend was John 4:1-42. Lay women from across the HTC were equipped by women clergy and Rev. Joy Dister-Dominguez, Director of Care and Healing, to lead Saturday morning worship and to facilitate listening circles encouraging expressions of social and emotional concerns from over one hundred women present for a weekend. Billie J. Tuttle, a lay person from Colleyville was the listening circle facilitator for my group. She was caring and supportive about making the group a safe place for participants.

Finally, the Board of Laity (BOL) met to report that laity training had been offered in most of the districts in the Horizon Texas Conference of the United Methodist Church. District lay leaders shared that members are eager to get training to work on various committees and outreach ministries within their Churches. Information was shared about two recognition awards to be given at Annual Conference 2025. The Harry Denman Evangelism Award and the Morris Wallker Award. The award winners will be recognized at the Annual Conference 2025 and at the virtual Laity Session in June. Laity will gather for worship, fellowship, and fun at First UMC Richardson, Sunday, June 8, 2025, from 3:30 to 5 pm where we will be **“ONE with Christ, ONE with each other, and, ONE in ministry to all the world.”**

LAY SERVANT MINISTRIES

CHRIS BUSE, CONFERENCE DIRECTOR OF LAY SERVANT MINISTRIES

The primary focus on Lay Servant Ministries (LSM) is to equip and empower church laity to respond to God’s call to serve others in mission and ministry. Lay Servant Ministries traces its roots to the earliest years of Methodism when John Wesley authorized lay assistants, or exhorters, to preach and lead worship when clergy were unavailable. As the church continued to grow and evolve, the ministry of the laity also expanded. Lay Servant Ministries is a leadership development program to empower and equip laypersons

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as effective leaders. LSM helps people to recognize and use their spiritual gifts through leading, caring and communicating.

As we started this year as the Horizon Texas Conference, Lay Servant Ministries began its work to unify and celebrate the gifts of each of its members and to broaden opportunities for leadership development throughout the conference. The Horizon Texas Conference LSM team consists of many dedicated, skilled leaders who represent a variety of backgrounds and experiences. They are deeply committed to offering the laity of our conference a wide range of classes and training opportunities throughout the entire year. Our district directors and class facilitators are not only talented instructors; they often go the second mile to respond to the needs of others throughout their communities. Their stories of faith and witness through their living examples provide a beautiful backdrop for their witness as servant leadership.

Our leadership team is made even stronger by the support we receive from the three clergy representatives on our leadership team. Their willingness to guide, respond, and assist all our efforts has helped us expand our vision and look for new ways to broaden our footprint throughout the conference. Our goal is to become a body of servants who our conference will turn when looking for leaders with vision and a sense of purpose. Our clergy representatives are helping us increase our visibility and deepen our commitment to accountability and authenticity.

Already in the first months as a young, expanding conference, LSM has facilitated a variety of classes, and the number of classes planned for this upcoming year continues to grow. Information for all classes can be found on the conference calendar. Additional information about upcoming classes will be published in the district newsletters and distributed regularly to all known active LSM participants via email.

We have worked tirelessly to gather information available through the 2024 charge conference reports from all our legacy conferences to compile a consolidated database which can be shared by all district directors. Our goal is to provide a library of information which can be shared by all district directors so that all districts have access to resources, tools, and information which will equip them to be effective in their ministries with the lay servants in their district and throughout our conference.

Another important task our conference LSM committee has undertaken is unifying the policies and guidelines from our legacy conferences into one cohesive set of policies and guidelines that will serve the needs of our entire conference of lay servants. This process remains in its early formative stages. As we grow in our awareness of each other's experiences and resources, we increase in our appreciation of each other and become better equipped to provide for the vast range of needs throughout our conference.

The beginning step for all certifications through LSM is certified lay servant. Each certified lay servant has taken the Basic LSM class and at least one advanced LSM class. They must keep their certification current by taking at least one approved advanced LSM class every three years. Certified lay speakers and certified lay ministers must also retain their status as certified lay servant current and meet additional requirements for renewal of their certifications. At this stage of our information gathering, we celebrate a total of 234 certified lay servants in the Horizon Texas Conference. This number includes fourteen certified lay speakers and ten certified lay ministers.

In Isaiah 43:19 (CEB) God says, "Look! I'm doing a new thing. Now it sprouts up, don't you recognize it?" Lay Servant Ministries is staying alert and looking for what God is doing new in our midst. We remain ready to respond with gratitude and thankfulness for what God has already done and will continue to do as we go forward in our ministry in this new conference.

BOARD OF ORDAINED MINISTRY

REV. BETH EVERS, CHAIR

The Board of Ordained Ministry (BOM) recruits, trains, mentors, credentials, and equips certified, licensed, and ordained individuals for fruitful ministry through the United Methodist Church. The work of the Board of Ordained ministry extends beyond interviewing candidates for commissioning and ordination, and the Horizon Texas Conference BOM has embraced the fullness of their work.

The work of the Horizon Texas Conference BOM began before the lay and clergy members officially took their positions on January 1, 2025. One year prior, in January 2024, the Board of Ordained Ministry Unification Task Force was named and began the work of developing systems, plans, and processes for the HTC BOM. The task force openly shared legacy conferences' processes and worked to create plans for the HTC BOM that honored the cultures of all three legacy BOMs while allowing the Holy Spirit to guide them toward a new expression of the BOM for the Horizon Texas Conference. Because of the Unification Task Force's hard work, collaboration, and Spirit-led creativity, the HTC BOM was able to continue its important work as the newly appointed board members took their positions.

The following are highlights of the HTC Board of Ordained Ministry's work:

Examination and Credentialing of Clergy Candidates

In November 2024, the legacy North Texas Conference and Central Texas Conference Boards of Ordained Ministry interviewed and recommended four individuals for ordination and full membership as deacons and fifteen individuals for ordination and full membership as elders. In February 2025, the HTC BOM interviewed and recommended one individual to become an associate member, eight individuals for commissioning and provisional membership as deacons and five individuals for commissioning and provisional membership as elders. Additionally, the BOM interviewed and recommended one full deacon for ordination as a full elder.

In March 2025, the BOM interviewed twenty-two commissioned clergy members as they continue through their ordination journey. These robust conversations are designed to help candidates identify ministry strengths and opportunities for growth as they further develop their ministry skills and prepare for ordination.

Aligning the Clergy Preparation and Examination Process

The Board of Ordained Ministry's work includes many partners. local churches, district superintendents, district administrators, district committees on ministry, conference staff members, mentors, licensing school instructors, and residency program team members all work together to recruit, train, equip, and examine candidates for lay, licensed, and ordained ministry. Unifying three strong boards of ordained ministry has provided the Horizon Texas Conference with the opportunity to consider these processes from A-Z. Through the incredible work of many dedicated leaders, we are combining new ideas with the best of our legacy conference processes to create systems and opportunities designed to promote transforming ministries and ministers of the Gospel.

Cultural Competency

The Pursuing and Embracing Diversity Team of the BOM has partnered with the Diversity and Cultural Engagement Team to help improve the BOM's cultural competency and awareness of unconscious biases. Dr. Major Boglin provided the BOM with a video and written resources that taught about subtle acts of exclusion and how the BOM can create safer and more inclusive meetings, interviews, and events for all people. The BOM is committed to additional trainings and accountability as it actively pursues and embraces diversity.

Equipping Clergy for Lifelong Ministry

The Board of Ordained Ministry seeks to assist clergy in life-long learning, spiritual formation, and healthy boundaries. The BOM has proposed four conference-wide policies to further this work:

- HTC Sexual Ethics Policy
- Clergy Scholarships and Grant Policy
- Clergy Vacation Policy
- Clergy Professional Development and Spiritual Formation Policy

These policies are designed to help congregations encourage the healthy boundaries, spiritual formation, continuing education, and Sabbath-keeping of our clergy. Through these policies, clergy are offered access to resources, financial assistance, and set-aside time for spiritual, physical, and emotional health.

A Word of Gratitude

The work of the Board of Ordained Ministry is remarkable. It is a great responsibility to walk with people through discernment of their call, to help prepare clergy for the rigors of ministry, and to say with confidence to the bishop, cabinet, and local churches that individuals are prepared for licensed and ordained ministry. We are incredibly aware of the trust that is instilled in the Board of Ordained Ministry. Our work is holy; our task is sacred, and we undertake it prayerfully.

This work cannot be done without the wisdom and talent of an incredible team. Thank you to the lay and clergy members of the BOM. They give hours and days toward this work and take it very seriously. Thank you to Rev. Philip Rhodes for serving as the cabinet representative to the Board of Ordained Ministry. We are grateful for his wisdom, insight, and care for this work.

Thank you to our incredible Executive Committee: Rev. Kay Eck, Dr. Mary Nickson, Rev. Ann Willet, Rev. Alan McGrath, Rev. Kim Long, Rev. Matt Ybañez, Dr. Edgar Bazan, Rev. Marcus Jones, Rev. Maggie Proshek, and Rev. Josh Stueve. They exemplify dedicated service to their individual work with the BOM. They have also modeled tremendous collaboration as we live into our work as the Horizon Texas Conference BOM.

We are incredibly grateful for the staff support of the Multiplication Team. Rev. Derek Jacobs provides resources and opportunities that continually challenge the BOM to improve its service to the candidates for ministry and the annual conference. Ms. Camale Allen deserves more appreciation than we could possibly give. She has dedicated herself to the Board of Ordained Ministry with her detailed work, compassionate heart, creative ideas, and willingness to go beyond what is asked or expected of her. Camale has learned the complex language and processes of the BOM with grace and skill; her kindness shows God's love in even the busiest seasons.

The work of the BOM is inspiring and life-giving. It is a joy to share a brief description of this year's accomplishments of the Horizon Texas Conference Board of Ordained Ministry. Thank you.

ORDER OF DEACONESS/HOME MISSIONER

DEACONESS KAITLYN FRANTZ, CHAPLAIN AT CHILDREN'S MEDICAL CENTER

DEACONESS ROSELLE JUSTO, TEACHER AT INSPIRED VISION ELEMENTARY/ EARLY EDUCATION
CENTER

DEACONESS JANICE ZARATE, ADMIN ASSISTANT/KIDNEY CARE ADVOCATE AT FRESENIUS
MEDICAL CARE

Our movement's history

The earliest known usage of the term deaconess comes from Paul's letter to the Romans, when he wrote: "I commend to you our sister Phoebe, a deaconess of the church at Cenchreae, that you may receive her in the Lord as befits the saints, and help her in whatever she may require from you, for she has been a

helper of many and of myself as well” (Romans 16:1-2). The Methodist deaconess movement in the United States began when Lucy Rider Meyer and her husband started the first deaconess training school in Chicago in 1885. In 1888, the General Conference of the Methodist Episcopal Church officially recognized the Office of Deaconess, and the office has remained active ever since. Methodist deaconesses in the late 19th and early 20th centuries are credited with starting schools and hospitals in communities where they did not previously exist, and the need for such ministries was great. Deaconesses often worked under harsh conditions and in cutting-edge ministries of social service on behalf of women, children, and youth. They were courageous and set the path for many institutions in social service around the country today. Deaconesses and home missionaries continue this legacy of serving in cutting edge ministries of love, justice, and service today. We serve in a variety of ministry settings including health/wellness, law, education, advocacy, and social service.

At the General Conference in 1988, when the category of home missionary was eliminated in The United Methodist Church, there was no place for laity who identify as men to live out a recognized calling to lifetime service. This led to the establishment of the home missionary category of service, the equivalent to deaconesses, at the 2004 General Conference. Legislation was passed at General Conference 2016 to make the Office of Deaconess and Home Missioner an official order within The United Methodist Church. The Order of Deaconess and Home Missioner is one of three orders of ministry in The United Methodist Church serving alongside the Orders of Elder and Deacon and is the only order for laity. Deaconesses and home missionaries feel called by God to a full-time vocation in service with those who are marginalized and in need in the world today.

“Deaconesses and home missionaries function through diverse forms of service directed toward the world to make Jesus Christ known in the fullness of God’s ministry and mission, which mandate followers to:

- a) Alleviate suffering
- b) Eradicate causes of injustice and all that robs life of dignity and worth
- c) Facilitate the development of full human potential
- d) Share in the building global community through the church universal.”

Our Ministries Vary. Our Call to Service Binds Us.

The Horizon Texas Conference has six active deaconess/home missionaries serving under appointment and two deaconess/home missionaries in retired relationship. We serve in a variety of ministry settings including healthcare, education, chaplaincy, outreach, and missions. Our ministries vary but our call to love, justice and service binds us as a covenant community.

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

In 2024, the Office of Deaconess and Home Missioners hosted four in-person and seven virtual discernment events, facilitated intersectional justice education training events, met for advent and Lenten studies, and consecrated twenty-seven new deaconesses and home missionaries while recognizing four transferring deaconesses from the Philippines.

Is this the Call for you?

Is this a Call for you? If so, there is an opportunity to be a part of a supportive community in relationship with The United Methodist Church as a deaconess or home missionary. Discernment events are held at various times throughout the year. The deaconess/home missionary discernment event is an opportunity to explore God's call to vocational ministry. If this calling is for you or someone you know, we want to hear from you!

Website: <https://uwfaith.org/what-we-do/deaconess-and-home-missioner/>

Email: deaconess@uwfaith.org , Call: 1-332-240-3898

WESLEY FOUNDATIONS & CAMPUS MINISTRY

BELTON UNITED WESLEY FOUNDATION

BELTON, TEXAS

United Wesley continues to grow as a vital campus ministry rooted in connection, collaboration, and community. Serving students at the University of Mary Hardin-Baylor, United Wesley is a partnership between Belton First United Methodist Church, the Horizon Texas Conference, and a committed board of clergy and lay leaders. Over the past year, the rhythm of weekly College Lunch, headed up by Jack Sykes, continues strong and seeks to explore new partnerships with local congregations, and begun laying the groundwork for expanded student engagement in the 2025–2026 school year.

We are excited to welcome **Rev. Anna Shipley** as the new **Executive Director of Belton United Wesley**, beginning **July 1, 2025**. Anna brings a wealth of experience in innovative ministry, program development, and community outreach, with a deep passion for creating spaces where students can explore their faith, build meaningful relationships, and grow in leadership. As we enter the 2025–2026 school year, our vision remains steadfast: cultivating a welcoming, ecumenical Christian community where students can connect, serve, and be transformed.

In the most recent board meeting, several key steps were identified to position the ministry for growth and long-term sustainability:

- A **transition team** will work alongside Anna through summer 2025 to support onboarding and ensure a smooth leadership transition.
- We are strengthening **collaboration with College Lunch** to expand outreach and deepen relationships with students in meaningful and consistent ways.
- Steps are being taken to **officially recognize United Wesley as a student organization** on campus, building on already established faculty partnerships at UMHB.
- The board is taking steps to **clarify roles, expand membership**, and create a shared annual rhythm of communication, fundraising, and student engagement.
- We continue to strengthen **relationships with local churches**, especially as partners in providing meals, prayer, and relational presence.
- Plans are underway to **launch a listening campaign** in Fall 2025 to hear directly from students and discern how the ministry can respond to current needs and opportunities.

With a renewed commitment to its mission, the Belton United Wesley Foundation is poised to create a lasting impact on students at the University of Mary Hardin-Baylor, providing a space where faith, community, and service intersect. We remain deeply grateful for the support of our board, local churches, ministry partners, and the Horizon Texas Conference as we move forward in faith and mission together.

ARTICLES OF INCORPORATION OF BELTON UNITED WESLEY FOUNDATION

ARTICLE 1: NAME

The name of this nonprofit corporation shall be "Belton United Wesley Foundation"

ARTICLE 2: REGISTERED AGENT

The initial business address of the registered office of the corporation is 205 E Third Ave Belton, TX 76513 and the name of the registered agent shall be Rev. Anna Shipley or his/her successor in the role of Director.

ARTICLE 3: MANAGEMENT

The management of the affairs of the corporation is vested in the board of directors. The number of directors constituting the initial board of directors and the names and addresses of the persons who are to serve as directors until the first annual meeting of members or until their successors are elected and qualified are as follows:

Rev. Rachel Harber	6 N Sherwood Dr. Belton, TX 76513
Rev. Tommy Prud'homme	514 Rose Way, Salado, TX 76571
Rev. Kristen Von Gonten	686 Lost Arrow Trail, Belton, TX 76513
Dr. Michelle Roueché	2306 Red Rock Dr. Belton, TX 76513

ARTICLE 4: MEMBERSHIP

The nonprofit corporation will have no members.

ARTICLE 5: PURPOSE

The nonprofit corporation is organized for the following purposes:

The Belton United Wesley Foundation is organized exclusively for charitable, religious, educational, or scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

ARTICLE 6: PROHIBITIONS AND LIMITATIONS

No part of the net earnings of the organization shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the exempt purposes of the organization. No substantial part of the activities of the organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision herein, this organization shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this organization.

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ARTICLE 7: ORGANIZATION

In furtherance of its exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, the organization is organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of the Horizon Texas Annual Conference of the United Methodist Church.

At all times, at least sixty percent (60%) of the members of the organization's Board of Directors must be elected by the Horizon Texas Annual Conference of the United Methodist Church, an organization required to act in accordance with The Book of Discipline of The United Methodist Church.

ARTICLE 8: DISSOLUTION

Upon the dissolution of the organization, all assets of the organization remaining after all liabilities and obligations of the organization have been paid, satisfied, and discharged, will be transferred, conveyed, and distributed to the Horizon Texas Annual Conference of the United Methodist Church.

If on the date of such proposed distribution, the Horizon Texas Annual Conference of the United Methodist Church is no longer in existence or does not qualify for exempt status under section §501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, the assets of the organization shall be transferred, conveyed, and distributed to the United Methodist entity (the "Successor Organization") entitled under *The Book of Discipline of The United Methodist Church*, or by other General Conference, Jurisdictional Conference, Annual Conference, or District action, to receive the assets of the Horizon Texas Annual Conference of the United Methodist Church upon its dissolution. If pursuant to the preceding paragraphs, the organization's assets are to be distributed to the Successor Organization, but on the date of the proposed distribution, the Successor Organization is no longer in existence or does not qualify for exempt status under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, the assets of the organization shall be transferred, conveyed, and distributed to such other United Methodist related organization(s) as may be specified in, or provided for, under a Plan of Distribution adopted by this organization; provided, however, that in any event, each such distribute organization shall be exempt under the provisions of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

ARTICLE 9: ANTI-AMENDMENT

Any amendments to the following provisions shall require the approval of the Horizon Texas Annual Conference of the United Methodist Church:

ARTICLE 5: PURPOSE,
ARTICLE 6: PROHIBITIONS AND LIMITATIONS,
ARTICLE 7: ORGANIZATION,
ARTICLE 8: DISSOLUTION, and
ARTICLE 9: ANTI-AMENDMENT.

BYLAWS OF THE BELTON UNITED WESLEY FOUNDATION

ARTICLE I: NAME

This body shall be called the Belton United Wesley Foundation, a campus ministry related to and supported by the United Methodist Church and related to ecumenical partners.

ARTICLE II: RULES OF GOVERNANCE

Section 1: Prohibitions and Limitations

No part of the net earnings of the Belton United Wesley (the organization) shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the exempt purposes of the organization. No substantial part of the activities of the organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision herein, this organization shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this organization.

Section 2: Relationship to the Horizon Texas Conference of the United Methodist Church

In furtherance of its exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, the organization is organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of the Horizon Texas Conference and is operated, supervised or controlled by the Horizon Texas Conference.

Section 3: Dissolution

Upon the dissolution of the organization, all assets of the organization remaining after all liabilities and obligations of the organization have been paid, satisfied, and discharged, will be transferred, conveyed, and distributed to the Horizon Texas Conference.

If on the date of such proposed distribution, the Horizon Texas Conference is no longer in existence or does not qualify for exempt status under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, the assets of the organization shall be transferred, conveyed, and distributed to the United Methodist entity (the "Successor Organization") entitled under *The Book of Discipline of The United Methodist Church*, or by other General Conference, Jurisdictional Conference, Annual Conference, or District action, to receive the assets of the Horizon Texas Conference upon its dissolution.

If pursuant to the preceding paragraphs, the organization's assets are to be distributed to the Successor Organization, but on the date of the proposed distribution, the Successor Organization is no longer in existence or does not qualify for exempt status under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, the assets of the organization shall be transferred, conveyed, and distributed to such other United Methodist related organization(s) as may be specified in, or provided for, under a Plan of Distribution adopted by this organization; provided, however, that in any event, each such distribute organization shall be exempt under the provisions of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Section 4: Anti-Amendment

Any amendments to the following provisions shall require the approval of the Horizon Texas Conference:

Article II: Section 1: Prohibitions and Limitations

Article II: Section 2: Relationship to the Horizon Texas Conference

Article II: Section 3: Dissolution

Article II: Section 4: Anti-Amendment

Article III: Section 4: Organizational Purpose Statement

ARTICLE III: AUTHORITY AND PURPOSE OF THE BOARD OF DIRECTORS

Section 1: Authorization

The Board of Directors is authorized by the General Conference of the United Methodist Church as set forth in The Book of Discipline of the United Methodist Church.

Section 2: Responsibility

The Board of Directors shall be responsible for the direction and administration of the Belton United Wesley Foundation. In accordance with *The Book of Discipline of the United Methodist Church* and the policies and standards established by the Center for Multiplication, Horizon Texas Conference (or successor in function).

Section 3: Purpose of Directors

The purpose of the Board of Directors is to carry out the directives of the Charter, excluding the holding and transferring of Property, which is retained by the Trustees of the Corporation.

Section 4: Organizational Purpose Statement

The Belton United Wesley is organized exclusively for charitable, religious, educational, or scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Section 5: Organizational Mission Statement

The Belton United Wesley Foundation is a campus ministry that provides an ecumenical Christian organization where students at the University of Mary-Hardin Baylor can gather in community, grow in faith, and learn to be of service to the world in a safe and spiritual place.

ARTICLE IV: MEMBERSHIP

Section 1: Nominations

The membership of the Board of Directors shall be elected annually by the Horizon Texas Conference of the United Methodist Church. Nominations for election shall be submitted by the Board of Directors' Board Governance Committee subject to approval by the Horizon Texas Conference Nominating Committee. The Board's Nominating Committee shall submit its slate of nominations to be approved at the spring meeting of the Board of Directors. The Board of Directors shall submit a final slate of nominations to the Horizon Texas Conference Nominating Committee by April 1. After approval by the Horizon Texas Conference, the Board Governance Committee shall nominate all officers, committee chairpersons, and committee members.

Section 2: Elected Members

Twelve members shall be elected to three-year terms, plus up to two students for a one-year term. A simple majority of members shall be active members within the United Methodist Church. The Board of Directors shall submit annually to the Center for Multiplication (or successor in function) a list of persons for election by Annual Conference as members for the coming year. The Board may fill vacancies for unexpired terms with prior approval by the Center for Multiplication (or successor in function). Persons shall be elected in three classes, except that those elected to replace members who did not complete their terms shall be eligible to be elected for a three-year term. Persons may not be re-elected to the Board for at least one year after leaving Board service. This limit on tenure may be waived by the Board, with approval of the Center for Multiplication (or successor in function), if, after a reasonable search, a suitable person cannot be found to fill the office, or this is deemed important for missional reasons. This should be an exception and not a pattern.

The Board's elected members must have:

- a. At least two current or former UMHB Faculty or staff members,

- b. At least two United Methodist clergy, designated by the Nominating Committee included in the classes
- c. At least two non-Methodist members from ecumenical partners

Section 3: Ex-officio Members

Ex-officio members shall include the following:

- a. Horizon Texas Conference Director or Associate Director of Multiplication (or successor in function)
- b. District Superintendent, South District
- c. Belton United Wesley Campus Minister
- d. Such ex-officio members as required by The Book of Discipline of the United Methodist Church

Section 4: Term of Service

Term of service begins July 1 and ends June 30. The term of service for members of the Board shall be three years, with respect to the following limitations:

- a. No one shall serve more than two consecutive terms; however, the two consecutive term limit may be waived with the approval of the Center for Multiplication (or successor in function). in order to carry on the necessary work of the Board of Directors, if after a reasonable search, no willing and suitable person has been found to fill a necessary office of the Board.
- b. Re-election to the Board after serving two consecutive terms can occur after one full year has elapsed.

Section 5: Voting

Each Ex-Officio Member and each Elected Member shall be entitled to one vote, excluding Belton United Wesley Foundation staff. *Roberts Rules of Order* shall govern the conduct of any meeting of the Board except that in all cases the board members present, virtually or in body and voting at a regular or called meeting shall constitute a quorum. In matters of buying and selling property, a simple majority of the membership of the Board shall constitute a quorum (2016 *Book of Discipline* ¶2532)

Section 6: Attendance

Any elected member of the Board who misses two consecutive regular meetings of the Board without an excused absence will be contacted by the Board Governance Committee regarding his/her intention to remain on the Board.

Section 7: Vacancies

Vacancies in the elected membership which occur between Annual Conferences may be filled by the Belton United Wesley Foundation Board of Directors Board Governance Committee subject to approval by the Board of Directors.

ARTICLE V: ORGANIZATION

Section 1: Officers

The Board shall elect from its membership the following officers: Chairperson, Vice Chairperson, Secretary, Treasurer. Officers shall be elected for a two-year term at the December meeting of the Board of Directors. The term of office shall be from July 1 through June 30.

Officers may succeed themselves, but their tenure of office shall not exceed four years. The four-year limit on tenure in office may be waived in order to carry on the necessary work of the Board of Directors, if after a reasonable search, no willing and suitable person has been found to fill a necessary office of the Board.

Section 2: Executive Committee

The Executive Committee shall be made up of the following individuals: elected officers of the Board, one student representative selected by the student members of the Board, Horizon Texas Conference Director or Associate Director of Multiplication, the South District Superintendent, and the Campus Minister of the Belton United Wesley Foundation.

Section 3: Standing Committees

There shall be the following Standing Committees: Staff-Parish Relations, Finance, and Trustees. The Chairperson of the Board may appoint other committees and task forces as he/she deems advisable. Task forces shall serve until the completion of their task.

Section 4: Meetings

The Board shall meet four times per year on dates to be determined by the Executive Committee. The Executive Committee shall meet as needed upon call of the Chair.

Standing Committees shall meet as needed under the direction of their Chairperson. Unscheduled meetings may be called by the Campus Ministry Director, Chairperson of the Board, or the Horizon Texas Conference Center for Multiplication or successor in function.

Electronic Meetings

- a. Meetings and business of the United Wesley Board of Directors may be conducted electronically. Electronic meetings shall be in harmony with all rules adopted by the body to govern in-person meetings and ensure that all members retain voice and vote.
- b. Annual Meeting
- c. The annual meeting of the Board of Directors shall be held during the month of January, at which they shall elect officers and transact such other business as shall come before the meeting. The time and place of the annual meeting of the Board of Directors may be changed by resolution of the Board of Directors.

ARTICLE VI: RESPONSIBILITIES OF THE BOARD

It shall be the responsibility of the Board to plan, review, and promote the ministry of the Belton United Wesley Foundation. It shall hear, consider, and decide upon the reports and recommendations from the committees. The Board shall have authority to determine the number of staff members. Any selection of an ordained United Methodist clergy person to the staff of the Belton United Wesley Foundation is subject to the appointment by the Bishop of the Horizon Texas Conference of the United Methodist Church.

Section 1: Trustees

The Board of Trustees/Trustees of the Belton United Wesley Foundation, per our Bylaws and *The Book of Discipline of the United Methodist Church*, are the Board of Directors of the Belton United Wesley Foundation. ¶2507 states – The Terms Trustee, Trustees, and Board of Trustees – Trustee, trustees, and board of trustees, as used herein or elsewhere in The Discipline, bylaws, and this document, may be construed to be synonymous with director, directors and board of directors applied to corporations.

- a. Have responsibility to the Board of Directors for the care and maintenance of all property held in trust by the Belton United Wesley Foundation for the Horizon Texas Annual Conference.
- b. Review the adequacy of the property, liability, and crime insurance coverage annually and establish policies on the use of property by outside organizations.
- c. Review and propose policies to the Board in matters relating to legal obligations or actions regarding the ministry.

Section 2: Officers

- a. **Chairperson:** The Chairperson shall preside at the meetings of the Board of Directors and shall serve as an ex-officio member of all committees. He/she shall perform such duties as usually pertain to the office of Chairperson.
- b. **Vice Chairperson:** The Vice Chairperson shall preside in the absence of the Chairperson and shall perform such duties which usually pertain to the office of Vice Chairperson.
- c. **Secretary:** The Secretary shall keep minutes of all meetings of the Board of Directors and shall distribute copies to each member of the Board at the next meeting. He/she shall also receive copies of the minutes of any committees and shall perform such additional duties as usually pertain to the office of Secretary.
- d. **Treasurer:** The Treasurer shall be responsible for the accounting of all funds received by the Corporation. Responsibility for the keeping of current records may be designated to a responsible party by the Board. The Treasurer will be responsible for the presentation of an annual audit at the Spring board meeting.

Section 3: Standing Committees

- 1) The **Staff/Parish Relations Committee** has dual functions related to matters of staff and Campus Minister.
 - a) **Personnel Functions:** The committee shall counsel with members of the staff concerning salary, vacations, performance, and related matters, and shall make recommendations to the Board.
 - b) **Staff Parish Relations Functions:**
 - i) To counsel with the Campus Minister on matters pertaining to his/her relationship to the campus community, setting goals, objectives, and priorities.
 - ii) To confer and counsel with the Campus Minister concerning conditions which affect relationships with staff and constituents.
 - iii) To evaluate annually the effectiveness of the Campus Minister using recommended materials.
 - iv) To consult on matters pertaining to salary, travel expenses, vacation, health and life insurance, pension, continuing education, housing, and other practical matters affecting the work and families of the Campus Minister and staff, and to make annual recommendations regarding such matters to the Board of Directors.
 - v) To serve in an advisory capacity to the Multiplication Team (or successor in function)., District Superintendent and Bishop in regard to securing and retaining clergy leadership when applicable.
 - vi) To recommend to the Board of Directors, annually, after consultation with the Campus Minister, the professional and other staff positions needed to carry out the work of the ministry of the campus community.
 - c) The SP/R committee shall meet quarterly to carry out its functions with additional meetings called as necessary.
- 2) The **Finance Committee** shall be responsible for the overseeing of the financial affairs of the Belton United Wesley Foundation.
 - a) The committee shall recommend annually a budget to the Board of Directors after consultation with the Campus Minister.

The committee shall make a full presentation of the financial needs of the Belton United Wesley Foundation to the Board of Directors.

ARTICLE VII: RESPONSIBILITIES OF THE BOARD MEMBERS

Section 1: Committee Membership

Each elected member of the Board shall be assigned responsibility to serve on at least one of the standing committees or one task force assigned by the Chairperson. Ex-officio members of the Board are not required to serve on a standing committee but may do so if they choose to.

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Section 2: Accountability

Each Board member is responsible for being a source of accountability for the Belton United Wesley Foundation through the Committee on which they serve and through the Board as a whole.

Section 3: Interpretation

Each Board member is responsible for interpreting the work of the Belton United Wesley Foundation to local churches, church school classes, and other groups in the Horizon Texas Conference of the United Methodist Church.

Section 4: Reports from the Campus Minister

Whereas the Campus Minister shall be responsible for the execution and specific details of the ministry of the Belton United Wesley Foundation, he/she shall inform Board members of the programs and activities of the ministry by means of reports at regular meetings and other appropriate occasions.

ARTICLE VIII: BUDGET AND FINANCE

Section 1: Responsibility

It is the responsibility of the Board to make a full presentation of the financial needs of the Belton United Wesley Foundation to the appropriate funding agencies of the United Methodist Church, requesting financial support.

Section 2: Budget Preparation

- 1) In September, the Campus Minister will prepare and submit a proposed budget to the Finance Committee.
- 2) By the end of October, the Finance Committee will have prepared and submitted a proposed budget for the coming year to the Board.

Section 3: Fiscal Procedures

Each line item in the budget will be uniquely identified. Whenever checks are written, they will carry this unique identification for reference back to the budget. Any expenditure over the budgeted amount will be approved by the Board.

Section 4: Capital Equipment

Items of capital equipment will be approved by the Executive Committee prior to purchase. Capital equipment is defined as items costing more than \$1,000 or having a useful life of two years or more.

ARTICLE IX: RATIFICATION AND ALTERATIONS

Changes in these bylaws or other actions to implement the work of this corporation must have prior approval by the Horizon Texas Conference Multiplication Team (or successor in function) or have the bishop's prior approval before being considered adopted. After this approval, a majority vote of a quorum of the Board of Directors is needed.

DENTON WESLEY FOUNDATION

DENTON, TEXAS

MARIANNE BROWN-TRIGG, DIRECTOR

Greetings from the Denton Wesley Foundation! We are a campus ministry that exists to embody Christ's radical love on campus and empower faithful young leaders at University of North Texas, Texas Woman's University, and North Central Texas College. Our 2024-2025 school year has been full of beautiful yet challenging moments of discipleship and community care. We serve campus through feeding ministries, free groceries, public witness, and community care, alongside our weekly programming of worship, Bible study with communion, community groups, and leadership development opportunities.

Our Open Doors program provides free groceries and lunch. This year we have added opportunities for students to learn about community services and organizations, including voting rights information and NARCAN training, to build connections with people in our community who have the same compassionate care for our neighbors as our students do. This year, we noticed a higher rate of international students visiting our Shiloh pantry, mostly from India and other Southwest Asian countries. We are looking into ways to better meet their cultural and dietary needs better. Our connections with local churches have continued to help our pantry flourish and grow—financial donations and physical items from food drives have allowed us to serve more students than ever before in our food pantry this year!

We have explored new ways to promote the holistic flourishing of our students this past year. One of our largest and most successful projects was a month-long campaign for National Sexual Health Awareness Month. Our programming included worship and Bible studies around relationships and sexual health, encouraging our students to care for their bodies and the bodies of others. We partnered with community organizations like the Denton County Public Health Department to teach the students about safe sex practices and testing. We brought in sexual health educators, including Dylan Kapit, a sex and disability expert, and the Rev. Heather Gottas Moore. Through this programming we met new students who were intrigued by the idea of a church space talking about sexual health positively. This program was supported by a grant from the Evangelical Lutheran Church in America, one of the many blessings of our partnership with the ELCA Synod of North Texas and North Louisiana as their endorsed campus ministry in Denton.

Our free mental health program, in partnership with the Synergy Wesley, UTA Wesley, and Paris Wesley, has allowed many under-served students access the therapy and spiritual direction, as well as lift the stigma around mental health care through community workshops on topics such as managing boundaries in family relationships and coping with adverse religious experiences. We have found this support is crucial as our students continue to face challenges like the elimination of DEI and education funding. The program was launched through a grant from the Texas Methodist Foundation. We would love to partner with congregations and other organizations to help us maintain it in coming years.

We are so grateful for the local churches that have supported our ministry this year: Argyle UMC, First Lewisville, Community UMC, Trinity UMC, St. Andrews UMC, Cooper Creek UMC, First Denton, First The Colony, Faith UMC, First Frisco, Aldersgate UMC, and Lake Cities UMC.

RESTATED CERTIFICATE OF FORMATION FOR THE DENTON WESLEY FOUNDATION, INC.

ARTICLE ONE

The name of the Corporation is DENTON WESLEY FOUNDATION, INC.

ARTICLE TWO

The Corporation is a non-profit Corporation, with no capital stock.

ARTICLE THREE

The period of its duration is perpetual.

ARTICLE FOUR

The corporation is organized exclusively for charitable, religious, educational, or scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

ARTICLE FIVE

The street address of the registered office of the corporation is 1501 Maple Street, Denton, TX, and its registered agent is the chair of the board of directors.

ARTICLE SIX

The number of Directors constituting the Board of Directors is ten and the names and addresses of the persons who are to serve as the Directors are:

Karen Anderson-Lain, 3904 Kirby Drive, Denton, TX, USA 76210

Dale Tampke, 2054 Scripture, Denton, TX, USA 76201

Kent Carpenter, 3006 Manor Court North, Denton, TX, USA 76210

Leanne Johnston, 1507 Woodmere Dr, Krum, TX, USA 76249

Jane Graner, 2400 Stonegate Circle, Denton, TX, USA 76205

Sarah Roberts, 1273 Bedford Lane, Lewisville, TX, USA 75077

David Finley, 2705 Wexford Dr., Plano, TX, USA 75093

John Bell, 2502 Sherwood St, Denton, TX 76209

John Radenmacher, 820 Lake Park Drive, Denton TX

Boston White, 1109 Wintercreek Dr. Denton, TX 76210

Baranda Fermin, 1800 Main St. # 1301, Dallas, TX 75201

ARTICLE SEVEN

The name and street address of each incorporator is:

Karen Anderson-Lain, Chair, 3904 Kirby Drive, Denton, TX, USA 76210

Dale Tampke, Treasurer, 2054 Scripture, Denton, TX, USA 76201

Kent Carpenter, Facilities Chair, 3006 MANOR COURT NORTH, Denton, TX, USA 76210

Leanne Johnston, Secretary, 1507 Woodmere Dr, Krum, TX, USA 76249

ARTICLE EIGHT

The corporation has no “Members”

The corporation owns the property located at 1501 Maple Street, Denton, TX.

ARTICLE NINE

Any amendments to the following provisions shall require the approval of the Horizon Texas Annual Conference: Article 4, Article 9.

BYLAWS OF THE DENTON WESLEY FOUNDATION

Updated: March 2024

Article One: OFFICES

- 1) Principal Office. The principal office of the Corporation of the State of Texas shall be: 1501 Maple Street, Denton, TX 76201.
- 2) Other Offices. The Corporation may have such other offices as the Board of Directors may determine or as the affairs of the Corporation may from time to time require.
- 3) Registered Office and Registered Agent. The Corporation shall have and continuously maintain in the State of Texas a registered office, and a registered agent whose office is identical with such registered office, as required by the Texas Non-Profit Corporation Act. The registered agent may be the Executive Director/Campus Minister or any member of the Board of Directors and must be an individual rather than an entity or corporation. Additionally, the registered office may not be a post office box but must be an address at which mail can be delivered. The registered agent may use their personal home address, and the registered agent and registered office may be changed by the Board of Directors or Campus Minister by filing Form 801 (Periodic Report of a Nonprofit Corporation) on the Texas Secretary of State website.
- 4) Purpose. The Denton Wesley Foundation is organized exclusively for charitable, religious, educational, or scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code. In furtherance of its exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, the organization is organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of the Horizon Texas Annual Conference (herein The Annual Conference).

Article Two: BOARD OF DIRECTORS

- 1) General Powers. The affairs of the Corporation shall be managed by its Board of Directors. It shall be the responsibility of the Board of Directors to oversee, set policy, advise, review, and promote - including raising funds, supporting with presence, and acting as advocate with local congregations, the Annual Conference, and the community - the Denton Wesley Foundation at the University of North Texas, Texas Woman’s University, and North Central Texas College, in accordance with the mission and policies of the agency of oversight for campus ministry of the Annual Conference.
- 2) Annual Election. The members for each ensuing year shall be elected by the then-current Board of Directors of the Corporation at the semi-annual meeting in June of the Board of Directors by a majority vote of the members present, or a majority vote, electronically administered, of total members. The method of voting shall be determined by a majority vote of members present. At all times, at least sixty percent (60%) of the members of the organization’s Board of Directors must be elected by The Annual Conference, an organization required to act in accordance with *The Book of Discipline of The United Methodist Church*.

- 3) Special Elections. Special Elections may be called by the Board Chair, Executive Director, or Board of Directors at any time to fill vacancies or to increase the membership of the Board of Directors. The place and time for conducting such special elections shall be determined under 2.06 of these Bylaws.
- 4) Number, Tenure, and Qualifications.
 - a) The number of members shall not be less than seven (7), nor more than fifteen (15) voting members, as the Board of Directors shall determine. Each member shall hold office for a period of three (3) years (unless the Board of Directors has decided to reduce the number of members and for this reason has elected no successor to the position available.) Members shall be elected in yearly “rotating classes” with terms of service beginning on August 1. Each member may be nominated and approved to serve one (1) successive term of office. Service as a member shall not exceed a total of six (6) years in office without a break in service of at least twelve (12) months. Any additional terms of service are also restricted to a maximum of two (2) terms or six (6) consecutive years of service, followed by a minimum twelve-month break in service.
 - b) Student Members. In addition to members designated above, there shall be appointed two (2) Student Members who serve as voting members of the Board of Directors. Students of UNT, TWU, and/or NCTC who have been participants in the ministry of the Denton Wesley Foundation during the year prior to elections are eligible to serve. Each Student Member may be nominated and approved to serve two (2) successive terms of office of one (1) year each. Service as a Student Member shall not exceed a total of three (3) years in office without a break in service. An individual may be re-appointed by the Board after a break in service of at least twelve (12) months. Student members shall be elected yearly with terms of service beginning on August 1.
- 5) Non-Voting Members (or, Board of Advisors). The number of non-voting (ex officio) members shall not be less than four (4) and no more than ten (10). Non-voting members include paid staff members of the Denton Wesley Foundation: the Campus Minister/Executive Director, the Ministry Administrator, and the Financial Director, as well as the Annual Conference staff members overseeing campus ministry, appointed as ex-officio Board members by virtue of their office. These members are exempt from term limits. Additionally, non-voting members may be elected to comprise a Board of Advisors affiliated with the respective Denton Wesley Foundation colleges and universities, as well as area Conference, church, and community leaders. The Board of Advisors will be nominated and approved by voting members of the Board of Directors to serve in an ex officio/advisory capacity as determined by organization needs. The terms of service will also commence on August 1 for a three-year term of office. An ex-officio Board member may be reappointed by a vote of the Board of Directors for up to three (3) consecutive terms, not to exceed a total of nine (9) years in office without a break in service. An individual may be reappointed by the Board after a break in service of at least twelve (12) months.
- 6) Financial Giving and Support. Members of the Board of Directors and/or Board of Advisors are expected to attend regular Board Meetings and a minimum of two (2) Denton Wesley Foundation events per school year (August-May). Additionally, the Denton Wesley Foundation Board of Directors and/or Board of Advisors shall be a giving Board, with the expectation that each member shall, unless extenuating circumstances shall prevent it, give annually in financial donations to the ministry of the Denton Wesley Foundation.
- 7) Meetings. Semi-annual meetings of the Board of Directors shall be held without other notice than this bylaw. The Board of Directors may provide, by resolution, the time and place, either in Texas or outside. Additional meetings may be held with or without notice other than resolution. The Board shall meet a minimum of three (3) times in a calendar year. All meetings are considered “closed” unless the opening of meetings is approved by a majority vote of a quorum of members.
 - a) Semi-annual meeting held in the spring is to focus on elections to the Board of Directors and other business that comes before the board.
 - b) Semi-annual meeting held in the fall is to focus on adoption of next year’s budget and other business that comes before the board.

- 8) **Special Meetings.** Special meetings of the Board of Directors may be called by or at the request of the Board Chair, Executive Director, or any two members. The person or persons authorized to call special meetings of the Board may select any place, in or outside of Texas.
- 9) **Notice.** Notice of any special meeting of the Board of Directors shall be given at least five (5) days prior to the meeting by written notice delivered personally or sent by US mail or email to each member at his/her address shown by the records of the Corporation. If mailed, such notice will be deemed received when deposited in the United States mail in a sealed envelope so addressed, with postage thereon prepaid. If notice is given by email, it shall be deemed to be received when sent to the receiver. Any member may waive notice of any meeting. Attendance at any meeting shall constitute a waiver of notice of such meeting, except where a member attends a meeting for the express purpose of objecting to the transaction of any business of such meeting not lawfully called or convened. The business to be transacted at any regular or special meeting need not be specified in the notice or waiver of notice of such meeting, unless specifically required by law.
- 10) **Quorum.** A quorum of all voting members of the Board of Directors may be required for certain resolutions to pass. A majority is defined as 50% plus one (1) of the voting members. However, in the absence of a quorum at any given meeting, the members present may pass a resolution to carry out specifically-named business requiring a vote by either of two alternative methods:
 - a) **Majority of Present Members.** In this method, a resolution shall pass by majority vote of present members.
 - b) **Electronic Ballot.** In this method, a resolution shall pass by majority vote of present members and votes taken via email or other electronic communication. If this method is chosen, notice of an electronic vote must be communicated to all members of the Board of Directors within twenty-four (24) hours of the Board meeting, and voting shall close within forty-eight (48) hours of said communication.
- 11) **Manner of Acting.** The act of a majority of voting members present at a meeting at which a quorum is present shall be the act of the Board of Directors unless the act of a greater number is required by law or by these Bylaws, or unless an alternative method of decision-making is resolved by a majority of voting members present at a meeting to be appropriate. (See 2.08 of these Bylaws.)
- 12) **Vacancies.** Any vacancy occurring on the Board of Directors, or any vacancy to be filled by an increase in the number of members, shall be filled by the affirmative vote of a majority of the remaining members unless the Board of Directors has determined to reduce the number of members and for this reason elects no successor. A member elected to fill a vacancy shall be elected for the unexpired term of their predecessor in office.
- 13) **Compensation.** Members, as such, shall not receive any stated salaries for their services; but by resolution of the Board of Directors, any member may be reimbursed for reasonable expenses incurred in attending any regular or special meeting of the Board, and may be indemnified for expenses incurred in connection with any claim asserted against the member, by action in court or otherwise, by reason of serving as a member, except in relation to matters to which the member is guilty of negligence or misconduct in respect of the matter in which indemnity is sought. Nothing herein contained shall be construed to preclude any member from serving the Corporation in any other capacity and receiving compensation thereof.
- 14) **Action by Directors without A Meeting.** Any action required by law to be taken at a meeting of the Board of Directors or any action which may be taken at a meeting of the members may be taken without a meeting if consent in writing setting forth the action taken shall be signed by all of the members.
- 15) **Removal.** Any member may be removed by the Board of Directors whenever in its judgment the best interest of the Corporation would be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the member so removed.

Article Three: OFFICERS

- 1) Officers. The Officers of the Corporation shall be Chair, Finance Chair, Personnel Chair, Development Chair, and other officers as may be elected in accordance with the provisions of this article. The Board of Directors may elect or appoint other such officers, including a Facilities Chair, as it shall deem desirable, such officers to have the authority and perform the duties prescribed, from time to time, by the Board of Directors. Additionally, the Ministry Administrator, should there be such a staff position, shall serve as Secretary. In the absence of a Ministry Administrator staff position, the position of Secretary shall be an elected officer position. The Chair and Secretary may not be shared positions.
- 2) Election and Term of Office. The Officers of the Corporation shall be elected by the Board of Directors at the regular annual meeting of the Board of Directors and shall serve one-year terms. If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as possible. New offices may be created and filled at any meeting of the Board of Directors. Each officer shall hold office until their successor, if any shall have been duly elected and shall have qualified.
- 3) Removal. Any officer elected and appointed by the Board of Directors may be removed by the Board of Directors whenever in its judgment the best interest of the Corporation would be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the officer so removed.
- 4) Vacancies. A vacancy occurring in any office due to death, resignation, removal, disqualification, or other cause, may be filled by the Board of Directors for unexpired portion of the term of office left vacant.
- 5) Chair. The Chair shall be the principal executive officer of the Corporation and shall, in general, supervise and control all of the business and affairs of the Corporation. They shall preside at all meetings of the Board of Directors. They may sign, with the Campus Minister or any other proper officer of the Corporation authorized by the Board of Directors to so act, any deeds, mortgages, bonds, contracts, or other instruments that the Board of Directors has authorized, generally or specifically, to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors, by these Bylaws or by statute to some other officer or agent of the Corporation; and, in general, they shall perform all duties incident to the office of President and such other duties as may be prescribed by the Board of Directors from time to time.
- 6) Finance Chair. If required by the Board of Directors, the Finance Chair shall give bond for faithful discharge of their duties in such sum and with such surety or sureties as the Board of Directors shall determine. They shall have charge and custody of and be responsible for all funds and securities of the Corporation, in partnership with the Finance Director as paid staff of the Denton Wesley Foundation, if such a position is filled. They shall receive and gift receipt of monies due and payable to the Corporation from any source whatsoever and deposit all such monies in the name of the Corporation in such banks, trust companies, or other depositories as shall be selected by the Board of Directors.; and in general, perform all the duties incident to the office of the Finance Chair and such other duties as from time to time may be assigned to them by the Chair, Finance Director, or Board of Directors. The Finance Chair also serves as Chair of the Finance Committee.
- 7) Secretary. The Secretary shall sign the minutes of the meetings of the Board of Directors; see that all notices are duly given in accordance with the provisions of these Bylaws or as required by law; be custodian of the corporate records and of the seal of the Corporation and see that the seal of the Corporation is affixed to all documents which may be executed on behalf of the Corporation under its seal as duly authorized by the provisions of these Bylaws; and, in general, perform all duties incident to the office of the General Counsel/Secretary and such other duties as from time to time may be assigned to them by the Chair or by the Board of Directors.
- 8) Personnel Chair. The Personnel Chair shall organize search committees to fill staff vacancies, approve or confirm the hire of new staff, conduct exit interviews with staff upon their vacating of previously-held positions, advise the oversight of personnel of the Corporation, and attend to complaints and issues pertinent to the positions of staff of the Denton Wesley Foundation. In the event that it is determined that complaints and issues warrant the attention of the Board of Directors, the Personnel Chair shall organize a discernment committee, conduct interviews, and make

recommendations to the Board and staff upon how best to proceed with action, including but not limited to various interventions, job training, and termination of employment.

- 9) Development Chair. The Development Chair shall aid in fundraising, volunteer recruitment, networking, sponsorship, and marketing efforts to increase community support of the Denton Wesley Foundation. Additionally, the Development Chair shall assist in the writing of grants and application for funding and various forms of assistance for the Corporation, as well as advise the use of funds raised for the development of the mission and reach of the Denton Wesley Foundation. The Development Chair shall work in concert with the Campus Minister and communicate clearly and regularly regarding efforts, partnerships, and commitments made on behalf of the Denton Wesley Foundation.
- 10) Director. The Director of the Denton Wesley Foundation shall be appointed by the Resident Bishop of The Annual Conference or hired by the designated conference center in accordance with the Discipline of the United Methodist Church.

Article Four: COMMITTEES

- 1) Committees of Directors. The Board of Directors by resolution adopted by a majority of the members in office may designate one or more committees of directors, which committees, to the extent provided in said resolution, shall have and exercise the authority of the Board of Directors in the management of the Corporation. Each such committee shall consist of two or more directors. The designation of such committees and the delegation thereto of authority shall not operate to relieve the Board of Directors, or any individual director, or any responsibility imposed on it or them by law.
- 2) Advisory Committees (see Article Two, Section 5). Advisory Committees not having and exercising the authority of the Board of Directors in the management of the Corporation may be designated and appointed by resolution adopted by a majority of the directors present at a meeting at which a quorum is present, or by resolution otherwise adopted via rules as stated in Article Two, Sections 10 and 11. Except as otherwise provided in such resolution, members of each such advisory committee need not be members of the Board of Directors. (State any special qualifications for advisory board members.) Any member thereof may be removed by the person or persons authorized to appoint such member whenever in their judgment the best interests of the Corporation shall be served by such removal.

The purpose of the advisory committees shall be:

- a) To advise and guide the Board of Directors and officers of the Corporation in those areas in which the advisory committee members have a particular competence.
 - b) To counsel the Board of Directors in matters concerning charitable, educational, and ministerial needs in the school districts and communities which this Corporation is formed to serve.
 - c) To counsel the Board and officers of the Corporation in the management of its fiscal affairs.
 - d) To assist in fundraising and public relations activities.
- 3) Nominating Committee. At the regular meeting of the Board of Directors, preceding the semi-annual meeting held in June, the Board Chair shall appoint a nominating committee of 3 to 5 Board members, including the Campus Minister, to recommend to the Board, at its semi-annual June meeting, a slate of Board members.
 - 4) Term of Office. Each member of a Board of Directors' shall continue as such until the next annual meeting of the Board members and until their successor is appointed, unless the committee shall be sooner terminated, or unless such member be removed from such committee, or unless such member shall cease to qualify as a member thereof.
 - 5) Chair. Unless otherwise designated by these Bylaws, one or more members of each committee shall be appointed chair, or co-chair, by the person or persons authorized to appoint the members thereof.
 - 6) Vacancies. Vacancies in the membership of any committee may be filled by appointments made in the same manner as provided in the case of the original appointments.
 - 7) Quorum. Unless otherwise provided in the resolution of the Board of Directors designating a committee, a majority of the committee present shall constitute a quorum and the act of the majority

of the voting members present at a meeting at which a quorum is present shall be the act of the committee.

- 8) Rules. Each committee may adopt rules for its own government not inconsistent with these Bylaws or with rules adopted by the Board of Directors.
- 9) Giving. Each member shall be expected to give their support to the Denton Wesley Foundation by means of volunteering, attending events, and donating financially to the mission of the Corporation. Each member shall commit to annual giving or to fundraising through their own individual networks and efforts.

Article Five: MISSION AND MAJOR POLICIES

- 1) Mission Statement. The Board of Directors shall confirm the mission of the Denton Wesley Foundation and publish a written mission statement that aligns with the mission and oversight of the United Methodist Church. This mission statement shall be reviewed and reaffirmed from time to time as is deemed appropriate by the Board of Directors.
- 2) Policy Related to the Carrying of Firearms. In accordance with the Book of Resolutions for the United Methodist Church, Resolution 5011, The Board of Directors has formally affirmed that the Denton Wesley Foundation is officially declared a weapon-free zone. This policy prohibits both the open and concealed carrying of firearms on the property, including the buildings, of the Denton Wesley Foundation. The Denton Wesley Foundation will provide notice of this policy by posting signs as required by Texas law. {See Texas Penal Code Ann. 30.06, 30.07m 46.035(b)(6) and 46.035(i).}

Article Six: CONTRACTS, CHECKS, DEPOSITS, AND FUNDS

- 1) Contracts. The Board of Directors may authorize any officer(s) or agent(s) of the Corporation, in addition to the officers so authorized by these Bylaws, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation in accordance with the Discipline of the United Methodist Church, and such authority may be general or confined to specific instances.
- 2) Checks, Drafts, or Orders for Payment. All checks, drafts, or orders for payment of money, notes, or other evidences of indebtedness issued in the name of the Corporation shall be signed by such officer(s), or agent(s), of the Corporation and in such manner as shall from time to time be determined by resolution of the Board of Directors. In the absence of such determination by the Board of Directors, such instruments shall be signed by the Chair and countersigned by the Finance Chair of the Corporation.
- 3) Deposits. All funds of the Corporation shall be deposited from time to time to the credit of the Corporation in such banks, trust companies, or other depositories as the Board of Directors may select.
- 4) Gifts. The Board of Directors may accept, on behalf of the Corporation, any contribution, gift, bequest, or devise for the general purposes, or for any special purpose, of the Corporation.

Article Seven: MISCELLANEOUS

- 1) Books and Records. The Corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its Board of Directors and committees having any authority of the Board of Directors. There shall be an independent audit of the books at least every three (3) years by an authorized, outside auditor, hired by the Board of Directors. The Committee on Finance shall provide a policy manual for the receipt and disbursement of funds.
- 2) Fiscal Year. The Board of Directors may select the fiscal year of the Corporation.
- 3) Corporate Seal. The Board of Directors shall provide a corporate seal in such form as it deems appropriate.
- 4) Waiver of Notice. Whenever any notice is required to be given under the provisions of the Texas Non-Profit Corporation Act or under the provisions of the Articles of Incorporation of these Bylaws, a waiver thereof in writing, signed by the person or persons entitled to such notice either before or after

the occurrence of the event or transaction described therein shall be deemed equivalent to the giving of the required notice.

- 5) Prohibitions and limitations. No part of the net earnings of the organization shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the exempt purposes of the organization. No substantial part of the activities of the organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision herein, this organization shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this organization.
- 6) Indemnification.
 - a) The Corporation shall indemnify any person who was or is a party or threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative (other than action by or in the right of the Corporation) by reason of the fact that they are or were a director, officer, employee, or agent of the Corporation, or are or were serving at the request of the Corporation as a director, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise, against expenses (including attorney's fees), judgments, fines, and amounts paid in settlement actually and reasonably incurred by them in connection with such action, suit, or proceeding if they acted in good faith and in a manner they reasonably believed to be in or not opposed to the best interests of the Corporation, and, with respect to any criminal action or proceeding, had no reasonable cause to believe their conduct was unlawful.
 - b) The Corporation shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action or suit by or in the right of the Corporation to procure a judgment in its favor by reason of the fact that they are or were a director, officer, employee, or agent of the Corporation, or are or were serving at the request of the Corporation as a director, officer, employee, or agent of another corporation, partnership, joint venture, trust, or other enterprise against expenses (including attorneys' fees) actually and reasonably incurred by them in connection with the defense or settlement of such action, or suit, if they acted in good faith and in a manner they reasonably believed to be in or not opposed to the best interests of the Corporation, provided, however, that no indemnification shall be made in respect of claim, issue, or matter as to which such person shall have been adjudged to be liable for negligence or misconduct in the performance of their duty to the Corporation except to the extent that the court in which such action or suit was brought shall determine upon application that, despite adjudication of liability, but in view of all circumstances of the case, such person is fairly and reasonably entitled to indemnity for such expenses which such court shall deem proper.
 - c) The termination of any action, suit or proceeding by judgment, order settlement, conviction, or upon plea of nolo contendere or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner which they reasonably believed to be in or not opposed to the best interest of the proceeding, had reasonable cause to believe that their conduct was unlawful.
 - d) Expenses incurred in defending a civil or criminal action, suit, or proceeding may be paid by the Corporation in advance of the final disposition of such action, suit, or proceeding upon receipt of an undertaking by or on behalf of the director, officer, employee, or agent to repay such amount unless it shall ultimately be determined that they are entitled to be indemnified by the Corporation as authorized in this section.
 - e) The indemnification hereunder shall be made only upon a determination in the specific case that indemnification is proper under the substantive standards established hereunder. Such determination shall be made by the Board of Directors by a majority vote of a quorum consisting of members who were not parties to such action suit.

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- 7) **Dissolution.** Upon the dissolution of the organization, all assets of the organization remaining after all liabilities and obligations of the organization have been paid, satisfied, and discharged, will be transferred, conveyed, and distributed to the Annual Conference. If on the date of such proposed distribution, the Annual Conference is no longer in existence or does not qualify for exempt status under §501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, the assets of the organization shall be transferred, conveyed, and distributed to the United Methodist entity (the “Successor Organization”) entitled under The Book of Discipline of The United Methodist Church, or by other General Conference, Jurisdictional Conference, Annual Conference, or District action, to receive the assets of the Annual Conference upon its dissolution. If pursuant to the preceding paragraphs, the organization’s assets are to be distributed to the Successor Organization, but on the date of the proposed distribution, the Successor Organization is no longer in existence or does not qualify for exempt status under §501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, the assets of the organization shall be transferred, conveyed, and distributed to such other United Methodist related organization(s) as may be specified in, or provided for, under a Plan of Distribution adopted by this organization; provided, however, that in any event, each such distributee organization shall be exempt under the provisions of §501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.
- 8) **Power to Amend Bylaws.** The Bylaws of the Corporation may be amended, repealed, or added to, or new Bylaws may be adopted, by the affirmative vote of three-fourths ($\frac{3}{4}$) of the voting members present at a meeting at which a quorum is present, or by other means of voting permitted in Article 2, Sections 10 and 11, and when the proposed amendments have been set forth verbatim in the notice of such meeting.
- 9) **Anti-Amendment Clause.** Any amendments to the following provisions shall require the approval of the Annual Conference:
 - Article 1, Paragraph 4 (Purpose)
 - Article 2, Paragraph 2 (Annual Election)
 - Article 7, Paragraph 5 (Prohibitions and Limitations)
 - Article 7, Paragraph 7 (Dissolution).
 - Article 7, Paragraph 9 (Anti-Amendment Clause.)

The foregoing Bylaws were duly adopted by the Board of Directors at its regular meeting on the date indicated below.

Dated: March 2024

Rev. Marianne Brown-Trigg
Campus Minister

Dr. Karen Anderson-Lain
Second Witness

PARIS WESLEY CENTER
PARIS, TEXAS
MICHELLE STUBBS-WOOD, DIRECTOR

Hello, Annual Conference 2025! Paris Wesley Center is a campus faith community in Paris, TX committed to journeying together, boldly questioning and deepening our beliefs, and living in a way that makes the world more like God’s dream.

Paris Wesley Center creates a space where diverse students come together and are transformed by one another and God in their midst. Throughout the week, students are gathering between classes, playing together, encouraging one another, and inviting their friends to join them. Every semester, including summer term, student interns are hired to cultivate and grow their leadership capacity through leading fun events, connecting students with needed resources, and facilitating small group discussions on mental health, world religions, the Bible, and life skills. The Open Table Bible Study has created space for some meaningful conversations, spiritual growth, and collective learning. In partnership with the Denton Wesley Foundation, Synergy Wesley, and the UTA Wesley, through a grant from the Texas Methodist Foundation, our students have been able to access free counseling. This has made a profound impact on their lives and ability to thrive during college. The students were also able to attend a retreat at Prothro focused on discernment with college students from these other Wesley campus ministries. Everyone from our group hopes to continue this gathering in the future!

Last year, the Paris Wesley Center served over 2,600 meals during Thursday free lunches. The Paris Wesley Center also has a food pantry, which is treated as "walking into your home kitchen" to lessen any stigma around using extra support. Shelf stable meals, snacks, drinks, and freezer meals are available for students whenever the building is open. Students are also able to prepare meals in the Paris Wesley Center kitchen.

The Loads of Love Laundry has been one of the best investments we have made in the life of our students. Through offering free laundry, we have become a part of students' weekly life rhythms in a new way. This provides regular opportunities to build relationships and offer socio-emotional and spiritual support. Approximately 2,000 loads of laundry have been washed here over the course of a year. Local churches have been extremely generous in donating laundry detergent as well, which is one more way that students experience the people of God exuding God's prevenient grace and impacting their lives in tangible ways.

The Wesley Center is an inclusive community of students who gather together to support one another through life, and it is growing quickly. We know that God is present and working in the lives of our students and we will continue creating spaces where that is cultivated and celebrated! The Paris Wesley Center cares for Paris Junior College students, through seeking to meet their holistic needs, so that they can be fully equipped to become the strong community leaders our world desperately needs. For more information, contact Michelle Stubbs-Wood at director@pariswesleycenter.org.

BY-LAWS OF THE PARIS WESLEY CENTER

ARTICLE I: BOARD OF DIRECTORS

Section A: Responsibilities

1. It shall be the responsibility of the Board of Directors (Board) generally to oversee, set policy, advise, review, and promote- including raising funds and acting as advocate with local congregations, the Horizon Texas Conference (HTC) of the United Methodist Church (UMC), and with the Paris community- the Paris Wesley Center in accordance with the mission and policies of the HTC agency of oversight for campus ministry.
2. Each Board member may be chosen to serve on a standing committee, ad hoc committee and/or task force as needed.
3. The Board is responsible for interpreting the work of the Paris Wesley to local congregations, church school classes, university campus ministries to which Paris Junior College (PJC) students may transfer, and other groups and organizations in the Paris area and East District UMC.

Section B: Membership

1. The Board shall be comprised of no less than seven (7) members and no more than twenty (20), including students and ex-officio members. Ex-officio members shall have all the rights usually accorded regular members except the privilege of voting. The Board should consist of interested, talented individuals who have a passion for campus ministry. A well-rounded board ought to include:
 - a. Advocates for this ministry in the community, with area churches, and the HTC
 - b. Those with a vision for reaching community college students of all ages
 - c. Those with a passion for community college students' spiritual growth
 - d. Innovative individuals who take initiative
 - e. Those who are connected in the life of the Paris area, East District, or HTC UMC.
 - f. Those who are, will and have an ability to work with students
 - g. Those with grant writing experience
 - h. Those with fundraising experience
 - i. Mission/outreach-minded individuals
 - j. Those with experience in the development, care, and use of facilities for ministry
2. The Board shall be comprised of persons from the categories listed below.
 - a. Regular membership: (no less than one of each of the following)
 - i. East District clergy
 - ii. Paris area laity
 - iii. PJC faculty/staff
 - iv. PJC students
 - b. Ex-officio membership:
 - i. Director of Campus Ministry
 - ii. East District Superintendent
 - iii. HTC Conference Representative
3. Except for student and ex-officio members, Board members shall serve as classes in three-year staggered terms as per a published schedule.
4. Any Board vacancies that may occur shall be filled at the earliest possible meeting of the Board. The standard nomination and election process shall be used to select replacements.

Section C: Officers

1. There shall be four officers:
 - a. Chairperson
 - b. Vice-Chairperson
 - c. Secretary
 - d. Treasurer
2. The duties of these officers shall be those customarily assigned to the respective office held. The Board may change these duties as needed.
3. Board officers and members are expected to attend monthly board meetings regularly. If an officer or member is absent for more than six of the annual twelve meetings, the officer or member may be asked to resign so that he/she may be replaced on the Board.
4. Board officers, except student members, shall serve for a term of three years, with staggered expirations as outlined by the Board Schedule. New officers should be elected before the April 1 deadline of each year for reporting before the Annual Conference.
5. Election of officers shall ordinarily occur as follows:
 - a. The nominating committee will submit a slate of candidates for expired member positions to the Board at the March meeting each year. The Chair shall accept further nominations from the floor.
 - b. After nominations are declared closed, the Board shall vote on candidates for each position, in the March meeting, with a simple majority of those present needed to elect members.

Section D: Committees

1. There shall be three (3) Standing Committees: Executive (Paris Wesley Center Director and Officers of the Board), Nominating, and the Property and Facilities.
2. The Executive Committee shall be comprised of the Board officers, chairpersons of the Nominating and Property and Facilities Committees, and Director of Campus Ministry.
 - a. The Executive Committee is empowered to act on routine matters on behalf of the Board between Board meetings, and on other matters when timeliness is required. Like other decisions of the Board, those of the Executive Committee are subject to reconsideration when the full Board next meets.
 - b. The Committee shall monitor progress on authorized projects and business matters and set the agenda for meetings of the full Board.
 - c. The Executive Committee shall annually develop and submit to the Board a budget for the next fiscal year.
3. The Nominating Committees shall meet as the Board may require, but no less than once a year to nominate officers and members for the succeeding year. Such meeting shall take place at least two weeks prior to the meeting at which officers and new members will be elected.
4. The Property and Facilities Committee shall meet as needed, but at least twice annually, to assess the condition of the facilities and property of the WCMC and make recommendation to the Board for repairs and/or renovation and/or change in policies regarding building and grounds use.
5. When needed, an ad hoc committee or task force may be appointed by the Chairperson or elected by the Board.

Section E: Rules for Conduct of Board and Committee Meetings

Business meetings of the Board and its committees shall be conducted in accordance with *Robert's Rules of Order, Revised*.

ARTICLE II: DIRECTOR OF CAMPUS MINISTRY

1. The Director of Campus Ministry (Director) shall serve at the discretion of the HTC by appointment or assignment of the bishop and cabinet.
2. The Director shall serve as the chief executive officer of the Paris Wesley with the responsibility to direct and administer the specific details of the ministry as generally defined by the Board of Higher Education and Campus Ministry of the HTC and the policies of the Paris Wesley Board.
3. The Director shall serve in an advisory relationship to the Board and all committees.
4. The Director shall submit to an annual Board evaluation of his/her ministry.

ARTICLE III: AMENDMENTS

1. Amendments may be made to these by-laws at any meeting of the Board.
2. Proposed amendments and a rationale for adoption must be submitted in writing to Board members at least ten (10) days prior to the meeting at which the amendment is to be considered.
3. To become law, the amendment must receive a two-thirds majority vote of the Board members. For this purpose, the Chairperson shall accept any proxy votes offered prior to the time the Chairperson calls for a vote.
4. Amendments that pass shall become effective immediately after adoption.

Adopted this 17th day of March 2025, by the Board of Directors of the Paris Wesley Center.

SYNERGY WESLEY FOUNDATION (UTD/DALLAS COLLEGE/COLLIN COLLEGE)

RICHARDSON, TEXAS

BRITTANY MELROSE, EXECUTIVE DIRECTOR AND CAMPUS MINISTER

Synergy Wesley Foundation provides supportive space for college students to build authentic relationships and community, grow in faith through worship and discussion, discover their gifts, discern their vocational call, develop as Christian leaders, and serve alongside their neighbors to transform the world. Our programming includes weekly worship, Bible study, retreats, praise band, volunteering, fellowship events at the center of campus, free weekly meals, and leadership development programs. Over the past year we served in ministry with more than two hundred college students, with fifty-five students involved at a deep and consistent level across multiple campuses. Thanks to a generous grant from Texas Methodist Foundation to support college students' mental and spiritual health, we have provided more than 350 individual therapy and spiritual direction sessions for students, plus group work and retreats at the Prothro Center at Lake Texoma. Last Fall, we expanded this initiative to serve students from nine Horizon Texas Conference area colleges and universities in partnership with Denton Wesley Foundation, UT-Arlington Wesley Foundation, and Paris Wesley Center, culminating in a group retreat with these three Wesley Foundations, along with ongoing individual sessions and group work by therapists and spiritual directors for college students across the Horizon Texas Conference.

Texas Senate Bill 17 went into effect in 2024 and effectively banned all diversity, equity, and inclusion programs at Texas public colleges and universities. This resulted in the closing of the multicultural center, gender center, and other diversity offices on our campuses, and limited or eliminated access to resources for vulnerable students on the margins. In our commitment to our baptismal vows, Synergy Wesley accepts the freedom and power God gives us to resist evil, injustice, and oppression in all forms; and in accordance with our UMC Social Principles, we are called to work toward societies in which each person's value is recognized, maintained, and strengthened. We are partnering with student groups on our campuses and empowering student leaders to sustain programs for diversity and belonging, promoting the retention, success, and well-being of all students.

We are so thankful for the support of the Horizon Texas Conference and our partner churches and organizations, including Arapaho UMC, First Richardson, Chapel Hill UMC, Cochran Chapel UMC, Holy Covenant UMC, Aldersgate UMC, First Dallas, Trinity UMC Duncanville, Christ UMC Plano, General Board of Discipleship, Black Tie Dinner, and Texas Methodist Foundation. We would love to include your church in this list next year! To partner with Synergy Wesley Foundation, you can contact our campus minister at Brittany@SynergyWesley.org or visit SynergyWesley.org or [@SynergyWesley](https://www.instagram.com/SynergyWesley) on social media. We would love to work with you to reach and grow a rising generation of young Christian leaders for the transformation of the world!

BY-LAWS OF THE SYNERGY WESLEY FOUNDATION

ARTICLE I: NAME and LOCATION

This body shall be called the Synergy Wesley Foundation herein called the Foundation. The location of this Foundation shall be in Dallas County, Texas.

ARTICLE II: AUTHORITY

The Foundation is a non-profit, domestic charitable corporation associated with the Horizon Texas Conference of the United Methodist Church and deriving its non-profit 501(c)(3) status from the General Board of the United Methodist Church. It shall have no stockholders.

Purpose. Synergy Wesley Foundation is organized exclusively for charitable, religious, educational, or scientific purposes, including, for such purposes, the making of distributions to

organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

In furtherance of its exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, the organization is organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of Horizon Texas Conference of the United Methodist Church and is operated, supervised or controlled by the Horizon Texas Conference of the United Methodist Church.

Prohibitions and Limitations. No part of the net earnings of the organization shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the exempt purposes of the organization. No substantial part of the activities of the organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision herein, this organization shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this organization.

Appointments. At all times, at least sixty percent (60%) of the members of the organization's Board of Directors must be elected by the Horizon Texas Conference of the United Methodist Church, an organization required to act in accordance with The Book of Discipline of The United Methodist Church.

Dissolution. Upon the dissolution of the organization, all assets of the organization remaining after all liabilities and obligations of the organization have been paid, satisfied, and discharged, will be transferred, conveyed, and distributed to the Horizon Texas Conference of the United Methodist Church.

If on the date of such proposed distribution, the Horizon Texas Conference of the United Methodist Church is no longer in existence or does not qualify for exempt status under §501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, the assets of the organization shall be transferred, conveyed, and distributed to the United Methodist entity (the Successor Organization") entitled under *The Book of Discipline of The United Methodist Church*, or by other General Conference, Jurisdictional Conference, Annual Conference, or District action, to receive the assets of the Horizon Texas Conference of the United Methodist Church upon its dissolution.

If pursuant to the preceding paragraphs, the organization's assets are to be distributed to the Successor Organization, but on the date of the proposed distribution, the Successor Organization is no longer in existence or does not qualify for exempt status under §501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, the assets of the organization shall be transferred, conveyed, and distributed to such other United Methodist related organization(s) as may be specified in, or provided for, under a Plan of Distribution adopted by this organization; provided, however, that in any event, each such distributee organization shall be exempt under the provisions of §501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Anti-Amendment Clause. Any amendments to the above provisions shall require the approval of the Horizon Texas Conference of the United Methodist Church.

Article III: MISSION

The mission is to provide a safe place for college students to discover and live out their faith as disciples of Jesus Christ with a commitment to leadership development, progressive theology, inclusiveness, missions, and community.

ARTICLE IV: BOARD OF DIRECTORS

The nature of the Foundation shall be defined and evaluated by the Board of Directors herein called the Board.

ARTICLE V: MEMBERSHIP

The membership shall be defined as members of the Board. The members shall receive no salary. However, a member may be reimbursed for expenses incurred in the performance of duties or for contracted services.

Elections. The Board members for each year shall be elected by the current Board of Directors at the spring meeting upon recommendation from the Executive Committee. The board may fill vacancies or increase membership at any meeting.

Number, Tenure and Qualifications. The number of members of the Board shall not be less than seven (7) nor more than twenty-one (21), excluding Ex-Officio members. Each member of the Board shall hold office for a period of three (3) years. Directors shall be elected in yearly "rotating classes" with terms of service beginning June 1st of that year. Terms can be repeated consecutively and indefinitely.

Membership shall include at least:

- a. Five (5) United Methodist members
- b. Ex-Officio Members (who have voice but no vote) are:
 - i. Executive Director of the Foundation
 - ii. District Superintendent of the Metro West District of the Horizon Texas Conference
 - iii. Director of Multiplication of the Horizon Texas Conference and/or her/his representatives.

Absences. Any member of the Board who has three unexcused absences in their term will no longer be on the board.

Resignations. A member may resign by notifying the president in writing.

ARTICLE VI: ORGANIZATION

1. **Officers:** The Board shall elect annually from its membership the following officers: President, Vice President, and Secretary.

The President shall preside at all meetings, shall exercise general supervision over the work of the Board and appoint committee members in consultation with committee chairs.

The Vice-President shall assume the duties of the President during that person's absence and assume any other duties the president requests.

The Secretary shall keep the minutes of Board meetings and shall provide copies to board members. The secretary shall also keep minutes of executive committee meetings. The secretary shall handle official correspondence for the board.

2. Committees

The Executive Committee shall be composed of the President, Vice President, Secretary, Chairperson of the Personnel Committee and Executive Director.

The Executive Committee shall appoint committee chairs, manage activities delegated by the board in consultation with the relevant committee chair, and supervise activities between meetings of the Board. There shall be a regular budget established by the Executive Committee, approved by the Board, administered by the Executive Director, and supervised by the Executive Committee.

The Personnel Committee shall: (1.) Counsel with the Executive Director on matters pertaining to the Foundation's relationship to the campus community. (2.) Perform an annual evaluation of the Executive Director using recommended materials. (3) Consult on matters pertaining to salary, travel expense, vacation, health and life insurance, benefits, pension, continuing education, housing, and other practical matters. (4.) Make annual budget recommendations to the Board. (5) Consult with the Director of the Center for Multiplication in regard to securing, retaining, or replacing the Executive Director. (6) The Executive Director will be present at all meetings of the personnel committee.

The Audit Committee shall perform or have performed an annual audit of the foundation's finances and report to the board.

The Facilities Committee shall be responsible for the facility: budgeting for and supervising any alterations or repairs, and planning for the maintenance.

Other Committees: The President of the Board may appoint other committees as s/he deems advisable. Ad hoc committees shall serve until the completion of their task.

ARTICLE VII: MEETINGS

The meetings of the Board may be conducted in person, conference calls, or web-based. The Board of Directors shall meet at least two times a year and more often if necessary. The spring and fall meetings shall be in person meetings. The others may be conducted in a method selected by the President. The Executive Committee shall meet as needed. The committees shall meet at the discretion of their Chairs. At the written request of three members, the president shall call a special meeting.

Notice of board meetings shall be given to members 14 days in advance.

A quorum for a meeting of the Board shall be a majority of its membership, and a quorum must be present for any actions to be taken by the board. Decisions shall be made by votes of a simple majority of those present. In the event of an email vote, a majority of the members is required to take action.

ARTICLE VIII: RESPONSIBILITIES OF THE BOARD

It shall be the responsibility of the Board to plan, review, support and promote the mission of the Foundation. It shall provide fiduciary oversight of the Foundation.

The board may authorize any officer or agent to enter into a contract.

ARTICLE IX: RESPONSIBILITIES OF THE BOARD MEMBERS

Each Board member shall serve on a Board committee.

Each Board member is responsible for being a source of accountability for the Foundation through the committee on which they serve and through the Board as a whole.

Each Board member is responsible for promoting the work of the Foundation to the local Church, Sunday school classes, individuals, alumni, and other groups in which they affiliate.

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Each Board member is to support the Foundation through their prayers, presence at meetings, talents, and financial support.

ARTICLE X: RESPONSIBILITIES OF THE EXECUTIVE DIRECTOR

The Executive Director shall be responsible for the programs of the Foundation's ministry among students, shall supervise any additional staff members, shall authorize budget expenditures within limits set by the Board, shall serve as the principal liaison with the Horizon Texas Conference and any strongly affiliated churches such as Arapaho UMC, shall report to the Board on any issues that significantly affect the Foundation and its mission, shall create projections and plans for the Foundation's future and report on successes or failures of past initiatives.

ARTICLE XI: REVIEW

These Bylaws shall be reviewed at least once every three years by a committee appointed by the President with any recommended amendments presented to the Board.

ARTICLE XII: AMENDMENTS

Amendments may be made at any regular or called Board meeting. Notification in writing of amendments must be made available to members of the Board fourteen (14) days prior to the meeting in which they will be considered. Adoption of amendments will be by two-thirds vote of members of the entire board in person or by proxy.

ARTICLE XIII: INDEMNIFICATION OF OFFICERS AND DIRECTORS

Each Board member or former Board member shall be indemnified by the Corporation against expenses reasonably incurred including, but not limited to, any judgment rendered against time, attorney's fees, and court costs, by her/him in connection with any action or suit, or proceeding to which s/he may be made a party by reason of her/him being or having been a Board member of the Corporation, except in relation to matters as to which s/he shall be finally adjudged in such action, suit or proceeding to be liable for gross negligence or misconduct in the performance of her/his duty as such Board member. Such right of indemnification shall not be deemed exclusive of any other rights to which such Board member may be entitled as a matter of law, or under any Bylaw, agreement, vote of members, or otherwise; and the Corporation shall exercise the power to indemnify any such Board member to the fullest extent to which such power of indemnification is permitted to be exercised under the Texas Non-Profit Corporation Act. The Corporation may pay in advance any expense (including attorney's fees) which may become subject to the indemnification hereunder.

ARTICLE XIV: RULES OF ORDER

The rules contained in Robert's "Rules of Order Revised" shall govern this organization in all cases to which they are applicable and in which they are consistent with these Bylaws.

Revised March 11, 2025

WESLEY FOUNDATION AT TARLETON STATE UNIVERSITY

STEPHENVILLE, TEXAS

COREY MOSES, CAMPUS PASTOR/DIRECTOR

The purpose of the Wesley Foundation is to create a community of faith to develop students of Tarleton State University as disciples of Jesus Christ. We are creating leaders that are desperately needed in order to transform the Church and the world. We do this by providing a community for the students allowing them to determine their beliefs in a safe space and community so that they can be more like Christ as they love God, serve others and live righteously.

While we do continue to engage with students in our conventional ways of Free Lunch, Bible Study, Dinner-Church, Mission trips, and community building events and activities, we are also working to intentionally expand our reach in more “out of the box” endeavors. Our goal is to work to bridge the gap between the world of Tarleton State University and the church. More times than not, when we meet students for the first time, their response is not the most open to involvement in a faith-based community. This can be the case for several different reasons. As a result, we want to invest in those around us, and work to build an authentic community through cultivation of meaningful, intentional relationships.

Our Nerd Ministry continues to be a constant thread of engagement and community building for us. Over the past year, we’ve our students navigate major identity, various mental health crises, the first time experience the grief of a grandparent’s death, and loss of a job to name a few. The relationships built over the shared interest of video games is what lead us to be able to walk our students through these (sometimes) tectonic events in their lives.

At the Wesley, we have groups that meet online together to build relationships over gaming together, chat sessions over Discord, movies, anime, tabletop games, and of course... food! Through these endeavors as well as our more conventional methods mentioned above, relationships are not just formed but deepened and community emerges. In fact, we even have had students continuing to engage with us in person as a result of their first meeting us online!

This year we began working toward a new initiative as well. In the Fall, we brought Mathew Aquino on staff as the Ministry Coordinator. Mathew graduated from Tarleton in May of 2024 with a degree in Psychology and is passionate about “reversing church hurt,” pulling on his own experiences in the area, and has done great work on this project!

The mental health initiative’s purpose is to equip students with the experiences and coping skills to properly manage the day-to-day stressors of making the transition from young adolescence to adulthood. Every other Monday, we host a specific discussion or event to get the students involved from discussions about setting healthy boundaries to having karaoke nights to overcome our anxieties and getting closer to one another over a meal. This program is meant not to be a replacement for therapy or the services already available to Tarleton students but rather to supplement those services and create a safe space for our students.

WESLEY FOUNDATION AT TEXAS CHRISTIAN UNIVERSITY

FORT WORTH, TEXAS

EDDIE KAHLER, DIRECTOR OF CAMPUS MINISTRY

TCU Wesley guides young adults toward a lifelong journey of discipleship by fostering their faith, supporting their vocational discernment, and engaging them in community, service, and justice. Our hope is that by graduation, every student will:

1. Be able to articulate their life story through the lens of the gospel.
2. Develop a deep and personal connection with God through Scripture.
3. Feel confident in their ability to pray.
4. Cultivate a lasting desire for community, service, and justice.

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Over the past three years, our impact has been evident:

- 96% of graduates report they can express how Christ has shaped their lives.
- 80% feel a deep connection to scripture.
- 92% feel confident in prayer.
- 96% seek community, service opportunities, and ways to work for justice in their future.

A May 2025 graduate shared, *“Wesley has supported me for so long and will always be an example of what I need and look for in community. Christ has worked through me and led me to Wesley—I know it.”* Another graduating senior reflected, *“Wesley helped me find ways to engage in community-based events, and I now feel equipped to create those opportunities when needed. I hope to find a church where I can serve.”*

The impact of TCU Wesley is evident, as we not only guide young adults in developing a lifelong faith but also emphasize the essential role of local congregations in sustaining their discipleship beyond college. We are incredibly grateful for the support of the annual conference, local churches, clergy, laity, alumni, and everyone who helps make it possible for our graduates to continue their faith journey in vibrant church communities. Thank you!

This past year, TCU Wesley welcomed sixteen new students into our regular faith community while bidding farewell to eleven graduates—over half of whom are already actively involved in local churches alongside their service at Wesley.

Our culture continues to be rooted in discipleship and service. Every member of our leadership team engages in one-on-one scripture study with our ministers. Our students have stepped into leadership roles by serving at Bridgeport's Youth Winter Camp, leading worship for local youth groups, and volunteering for D-NOW Weekends within our conference. Additionally, six students spent their summers working at church camps or in ministry internships to deepen their faith and leadership experience.

As TCU's campus rapidly expands, Wesley is preparing for new opportunities to connect with students. The East End Dining Hall and residence halls, located directly across from our building, soft-launched in January 2025, with full operations beginning in August. With even more dorms slated for construction next to TCU Wesley, we are engaged in strategic planning to position ourselves for the best opportunity to reach students and share the gospel of God's abundant and transformative grace.

We are deeply grateful for your trust and partnership in this work. The impact we have in guiding young adults toward lifelong discipleship in Jesus would not be possible without the support of the Horizon Texas Conference and the many individuals who offer their prayers, resources, time, and energy to make a lasting difference. Thank you!

BYLAWS OF THE WESLEY FOUNDATION AT TEXAS CHRISTIAN UNIVERSITY

ARTICLE I: NAME

This body shall be called the Board of Directors of the Wesley Foundation at Texas Christian University (TCU), a campus ministry related to and supported by the United Methodist Church. The organization also is referred to as “TCU Wesley” and “T C U Wesley Foundation.”

ARTICLE II: RULES OF GOVERNANCE

Section 1: Prohibitions and Limitations

No part of the net earnings of the Wesley Foundation at TCU (the organization) shall inure to the benefit of, or be distributable to its members, trustees, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the exempt purposes of the organization. No substantial part of the activities of the organization shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provision herein, this organization shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this organization.

Section 2: Relationship to the Horizon Texas Conference of the United Methodist Church

In furtherance of its exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, the organization is organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of the Horizon Texas Conference and is operated, supervised or controlled by the Horizon Texas Conference.

Section 3: Dissolution

Upon the dissolution of the organization, all assets of the organization remaining after all liabilities and obligations of the organization have been paid, satisfied, and discharged, will be transferred, conveyed, and distributed to the Horizon Texas Conference.

If on the date of such proposed distribution, the Horizon Texas Conference is no longer in existence or does not qualify for exempt status under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, the assets of the organization shall be transferred, conveyed, and distributed to the United Methodist entity (the "Successor Organization") entitled under *The Book of Discipline of The United Methodist Church*, or by other General Conference, Jurisdictional Conference, Annual Conference, or District action, to receive the assets of the Horizon Texas Conference upon its dissolution.

If pursuant to the preceding paragraphs, the organization's assets are to be distributed to the Successor Organization, but on the date of the proposed distribution, the Successor Organization is no longer in existence or does not qualify for exempt status under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, the assets of the organization shall be transferred, conveyed, and distributed to such other United Methodist related organization(s) as may be specified in, or provided for, under a Plan of Distribution adopted by this organization; provided, however, that in any event, each such distribute organization shall be exempt under the provisions of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Section 4: Anti-Amendment

Any amendments to the following provisions shall require the approval of the Horizon Texas Conference:

Article II: Section 1: Prohibitions and Limitations

Article II: Section 2: Relationship to the Horizon Texas Conference

Article II: Section 3: Dissolution

Article II: Section 4: Anti-Amendment

Article III: Section 4: Organizational Purpose Statement

ARTICLE III: AUTHORITY AND PURPOSE OF THE BOARD OF DIRECTORS

Section 1: Authorization

The Board of Directors is authorized by the General Conference of the United Methodist Church as set forth in The Book of Discipline of the United Methodist Church.

Section 2: Responsibility

The Board of Directors shall be responsible for the direction and administration of the Wesley Foundation at Texas Christian University. In accordance with *The Book of Discipline of the United Methodist Church* and the policies and standards established by the Horizon Texas Conference Multiplication Team.

Section 3: Purpose of Directors

The purpose of the Board of Directors is to carry out the directives of the Charter, excluding the holding and transferring of Property, which is retained by the Trustees of the Corporation.

Section 4: Organizational Purpose Statement

The Wesley Foundation at TCU is organized exclusively for charitable, religious, educational, or scientific purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Section 5: Organizational Mission Statement

TCU Wesley leads young adults toward lifelong discipleship of Jesus by nurturing their faith development, supporting their vocational exploration, and engaging them in community, service, and justice.

ARTICLE IV: MEMBERSHIP

Section 1: Nominations

The membership of the Board of Directors shall be elected annually by the Horizon Texas Conference of the United Methodist Church. Nominations for election shall be submitted by the Board of Directors' Board Governance Committee subject to approval by the Horizon Texas Conference Nominating Committee. The Board's Nominating Committee shall submit its slate of nominations to be approved at the spring meeting of the Board of Directors. The Board of Directors shall submit a final slate of nominations to the Horizon Texas Conference Nominating Committee by April 1. After approval by the Horizon Texas Conference, the Board Governance Committee shall nominate all officers, committee chairpersons, and committee members.

Section 2: Elected Members

Fifteen members shall be elected to three-year terms, plus up to three students for a one-year term. A simple majority of members shall be active members within the United Methodist Church. The Board of Directors shall submit annually to the Multiplication Team a list of persons for election by Annual Conference as members for the coming year. The Board may fill vacancies for unexpired terms with prior approval by the Multiplication Team. Persons shall be elected in three classes, except that those elected to replace members who did not complete their terms shall be eligible to be elected for a three-year term. Persons may not be re-elected to the Board for at least one year after leaving Board service. This limit on tenure may be waived by the Board, with approval of the Multiplication Team, if, after a reasonable search, a suitable person cannot be found to fill the office, or this is deemed important for missional reasons. This should be an exception and not a pattern.

The Board's elected members must have:

- a) At least two current TCU Faculty or staff members,
- b) At least two United Methodist clergy from the Horizon Texas Conference, designated by the Nominating Committee included in the classes

Section 3: Ex-officio Members

Ex-officio members shall include the following:

- c) Associate Director of Multiplication, or successor.
- d) District Superintendent, Metro West
- e) TCU Wesley Foundation Campus Minister
- f) University Chaplain, Texas Christian University
- g) Such ex-officio members as required by *The Book of Discipline of the United Methodist Church*

Section 4: Term of Service

Term of service begins July 1 and ends June 30. The term of service for members of the Board shall be three years, with respect to the following limitations:

- a) No one shall serve more than two consecutive terms; however, the two consecutive term limit may be waived with the approval of the Multiplication Team in order to carry on the necessary work of the Board of Directors, if after a reasonable search, no willing and suitable person has been found to fill a necessary office of the Board.
- b) Re-election to the Board after serving two consecutive terms can occur after one full year has elapsed.

Section 5: Voting

Each Ex-Officio Member and each Elected Member shall be entitled to one vote, excluding TCU Wesley Foundation staff. Roberts Rules of Order shall govern the conduct of any meeting of the Board except that in all cases the board members present and voting at a regular or called meeting shall constitute a quorum. In matters of buying and selling property, a simple majority of the membership of the Board shall constitute a quorum (2012 Book of Discipline ¶2532)

Section 6: Attendance

Any elected member of the Board who misses two consecutive regular meetings of the Board without an excused absence will be contacted by the Board Governance Committee regarding their intention to remain on the Board.

Section 7: Vacancies

Vacancies in the elected membership which occur between Annual Conferences may be filled by the Wesley Foundation Board of Directors Board Governance Committee subject to approval by the Board of Directors.

ARTICLE V: ORGANIZATION

Section 1: Officers

The Board shall elect from its membership the following officers: Chairperson, Vice Chairperson, Secretary, Treasurer. Officers shall be elected for a two-year term at the December meeting of the Board of Directors. The term of office shall be from July 1 through June 30th.

Officers may succeed themselves, but their tenure of office shall not exceed four years. The four-year limit on tenure in office may be waived in order to carry on the necessary work of the Board of Directors, if after a reasonable search, no willing and suitable person has been found to fill a necessary office of the Board.

Section 2: Executive Committee

The Executive Committee shall be made up of the following individuals: elected officers of the Board, one student representative selected by the student members of the Board, Associate Director of Multiplication, the Metro West District Superintendent, and the Campus Minister of the Wesley Foundation.

Section 3: Standing Committees

There shall be the following Standing Committees: Staff-Parish Relations, Building and Properties, Finance and Development, and Board Governance. The Chairperson of the Board may appoint other committees and task forces as necessary. Task forces shall serve until the completion of their task.

Section 4: Meetings

The Board shall meet four times per year on dates to be determined by the Executive Committee. The Executive Committee shall meet as needed upon call of the Chair. Standing Committees shall meet as needed under the direction of their Chairperson. Unscheduled meetings may be called by the Campus Ministry Director, Chairperson of the Board, or the Associate Director of Multiplication or successor office.

ARTICLE VI: RESPONSIBILITIES OF THE BOARD

It shall be the responsibility of the Board to plan, review, and promote the ministry of the Wesley Foundation at TCU. It shall hear, consider, and decide upon the reports and recommendations from the committees. The Board shall have authority to determine the number of staff members. Any selection of an ordained United Methodist clergy person to the staff of the Wesley Foundation is subject to the appointment by the Bishop of the Horizon Texas Conference of the United Methodist Church.

Section 1: Trustees

The Board of Trustees/Trustees of the Wesley Foundation, per our Bylaws and The Book of Discipline of the United Methodist Church, are the Board of Directors of the TCU Wesley Foundation. ¶2507 states – The Terms Trustee, Trustees, and Board of Trustees – Trustee, trustees, and board of trustees, as used herein or elsewhere in The Discipline, bylaws, and this document, may be construed to be synonymous with director, directors and board of directors applied to corporations.

- a) Have responsibility to the Board of Directors for the care and maintenance of all property held in trust by the TCU Wesley Foundation for the Central Texas Annual Conference.
- b) Review the adequacy of the property, liability, and crime insurance coverage annually and establish policies on the use of property by outside organizations.
- c) Review and propose policies to the Board in matters relating to legal obligations or actions regarding the ministry.

Section 2: Officers

- a) **Chairperson:** The Chairperson shall preside at the meetings of the Board of Directors and shall serve as an ex-officio member of all committees. The Chairperson shall perform such duties as usually pertain to the office of Chairperson.
- b) **Vice Chairperson:** The Vice Chairperson shall preside in the absence of the Chairperson and shall perform such duties which usually pertain to the office of Vice Chairperson.
- c) **Secretary:** The Secretary shall keep minutes of all meetings of the Board of Directors and shall distribute copies to each member of the Board at the next meeting. The Secretary shall also receive copies of the minutes of any committees and shall perform such additional duties as usually pertain to the office of Secretary.
- d) **Treasurer:** The Treasurer shall be responsible for the accounting of all funds received by the Corporation. Responsibility for the keeping of current records may be designated to a responsible

party by the Board. The Treasurer will be responsible for the presentation of an annual audit at the Spring Board meeting.

Section 3: Standing Committees

- 1) The Staff/Parish Relations Committee has dual functions related to matters of staff and Campus Minister.
 - a) Personnel Functions: The committee shall counsel with members of the staff concerning salary, vacations, performance, and related matters, and shall make recommendations to the Board.
 - b) Staff Parish Relations Functions:
 - i) To counsel with the Campus Minister on matters pertaining to his/her relationship to the campus community, setting goals, objectives, and priorities.
 - ii) To confer and counsel with the Campus Minister concerning conditions which affect relationships with staff and constituents.
 - iii) To evaluate annually the effectiveness of the Campus Minister using recommended materials.
 - iv) To consult on matters pertaining to salary, travel expenses, vacation, health and life insurance, pension, continuing education, housing, and other practical matters affecting the work and families of the Campus Minister and staff, and to make annual recommendations regarding such matters to the Board of Directors.
 - v) To serve in an advisory capacity to the Associate Director of Multiplication, District Superintendent and Bishop in regard to securing and retaining clergy leadership when applicable.
 - vi) To recommend to the Board of Directors, annually, after consultation with the Campus Minister, the professional and other staff positions needed to carry out the work of the ministry of the campus community.
 - c) The SP/R committee shall meet quarterly to carry out its functions with additional meetings called as necessary.
- 2) **The Building and Properties Committee** shall periodically inspect the Wesley Foundation facilities and make recommendations to the Board for their care and maintenance. The committee shall make recommendations concerning facilities to ensure their consonance with the program structure of the ministry and shall recommend to the Board guidelines for building use.
- 3) **The Finance and Development Committee** shall be responsible for the overseeing of the financial affairs of the Wesley Foundation at TCU. The committee shall also oversee the development plan for the Wesley Foundation. It shall consult with the Campus Minister on both short-term and long-term planning for the financial well-being to support both current and future financial needs.
 - a) The committee shall recommend annually a budget to the Board of Directors after consultation with the Campus Minister.
 - b) The committee shall make a full presentation of the financial needs of the Wesley Foundation to the Board of Directors.
 - c) The Board Governance Committee shall have the following responsibilities: recommend nominees to the Board each year, nominate the officers of the Board, fill any vacancies that occur during the year, provide orientation for all new members of the Board, contact members who miss two consecutive meetings without excused absences to gauge their intention going forward, and assess needs for ongoing training for Board members.

ARTICLE VII: RESPONSIBILITIES OF THE BOARD MEMBERS

Section 1: Committee Membership

Each elected member of the Board shall be assigned responsibility to serve on at least one of the standing committees or one task force assigned by the Chairperson. Ex-officio members of the Board are not required to serve on a standing committee but may do so if they choose to.

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Section 2: Accountability

Each Board member is responsible for being a source of accountability for the Wesley Foundation through the Committee on which they serve and through the Board as a whole.

Section 3: Interpretation

Each Board member is responsible for interpreting the work of the Wesley Foundation to local churches, church school classes, and other groups in the Horizon Texas Conference of the United Methodist Church.

Section 4: Reports from the Campus Minister

Whereas the Campus Minister shall be responsible for the execution and specific details of the ministry of the Wesley Foundation, the Campus Minister shall inform Board members of the programs and activities of the ministry by means of reports at regular meetings and other appropriate occasions.

ARTICLE VIII: BUDGET AND FINANCE

Section 1: Responsibility

It is the responsibility of the Board to make a full presentation of the financial needs of the Wesley Foundation to the appropriate funding agencies of the United Methodist Church, requesting financial support.

Section 2: Budget Preparation

- 1) In September, the Campus Minister will prepare and submit a proposed budget to the Finance and Development Committee.
- 2) By the end of October, the Finance and Development Committee will have prepared and submitted a proposed budget for the coming year to the Board.
- 3) By mid-December, the Board will have voted on and approved a budget for the coming year.

Section 3: Fiscal Procedures

Each line item in the budget will be uniquely identified. Whenever checks are written, they will carry this unique identification for reference back to the budget. Any expenditure over the budgeted amount will be approved by the Board.

Section 4: Capital Equipment

Items of capital equipment will be approved by the Executive Committee prior to purchase. Capital equipment is defined as items costing more than \$500.

Section 5: Financial Support from Board Members

Each board member is responsible for either giving, raising, or contributing in-kind donations to be contributed to the general fund of the TCU Wesley. This amount is set and reviewed each year by the Executive Committee. Financial support from the entire Board of Directors enables the organization to make strong appeals in securing grants and funding from outside sources.

ARTICLE IX: RATIFICATION AND ALTERATIONS

Changes in these bylaws or other actions to implement the work of this corporation must have prior approval by the Horizon Texas Conference Multiplication Team or have the bishop's prior approval before being considered adopted. After this approval, a majority vote of a quorum of the Board of Directors is needed.

Subject to ratification by the Horizon Texas Conference June 8-10, 2025.

Adopted at the March 6, 2025 meeting of the TCU Wesley Board of Directors.

Approved by Rev. Stacey Piyakhun, Associate Director of Multiplication, on March 5, 2025.

WESLEY FOUNDATION AT UNIVERSITY OF TEXAS AT ARLINGTON

ARLINGTON, TEXAS

MARCUS JONES, DIRECTOR OF CAMPUS MINISTRY

As I reflect on my final year as Executive Director of the UTA Wesley Foundation, my heart is full of gratitude for what we have accomplished together. This community has shown remarkable resilience, creativity, and dedication to our mission of fostering a Beloved Community through an open, inclusive, and affirming discipleship pathway. In 2023 we began our Beloved Community Initiative with the help and support of a collaborative grant from the Central Texas Conference and the East District Office, respectively. This initiative is the catalyst and foundation of our social engagement for our ministry.

Our Year in Review

International Student Outreach

Our year of service and engagement begins with **Big Howdy Furniture Giveaway** where we served 181 international students. This is a decades long partnership with International Student Services (ISI), a campus ministry focusing on the needs and ministry of our international students at UTA. Watching our volunteers and members of our board of directors help these students find essential items for their new homes was a joy to witness and reminds us that our connections with our international community is important to the global outreach of the United Methodist Church. This outreach has contributed to a number of students finding community at The Wesley during the school year.

Celebrations and Collaborations

Our **Dia de los Muertos Celebration** exceeded all our expectations this year. Led by our Unity Coordinator, Jesus Caneles, we worked alongside 10-plus student organizations and welcoming more than 200 attendees to this cultural celebration showing the power of partnership and collaboration. The altar, the stories shared, and the sense of community created that evening embodied everything we have hoped to cultivate during my time here. This event helped cultivate a stronger and more positive relationship with the University through their student programming and engagement departments.

Following the success and impact of Die de los Muertos, our **Black History Month Celebration** continued to strengthen our collaborations with student organizations on campus with partnership with several Black student organizations, including NAACP and the University's Intercultural Engagement Center. Watching student-led band, the vibrant conversations about heritage, faith, and justice gave us immense hope for the future of our ministry and its impact with cultural engagement on campus.

The last of our Beloved Community Initiative engagement this year was our **Women's Empowerment** event. Bringing together students, community leaders, and women UMC pastors created powerful mentoring relationships that I believe will bear fruit for years to come. Watching our women student leaders find their voices and step into leadership has been a great joy to behold. We partnered a few women organizations on campus and even had a sponsorship with Door Dash to have Crumbl Cookies for our guests.

Community Support and Service

Our **Tuesday Night Dinners** have always held a special place in the life of the Wesley. This year, we had over 15 Sunday school classes and churches provide weekly meals, ensuring that every Tuesday night of the school year was covered. These gatherings have never just been about food—they have been about creating space for authentic community. Some of my favorite memories involve conversations over these

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meals, watching strangers become friends and friends become family as our churches lean into what the UTA Wesley is all about.

Student Leadership Development

I could not be prouder of our student LEAD team. They have shown remarkable creativity, commitment, and care for their peers. They have truly owned this ministry, and their growth as leaders gives me tremendous confidence in the future of the Wesley. Working alongside these young adults has been the greatest privilege any director could ask for.

Looking Forward

As I prepare to pass the torch to Rev. Evve Kuykendall on May 1, 2025, I do so with confidence that the UTA Wesley Foundation will continue to thrive. The foundation we have built together—focused on inclusivity, service, and spiritual growth—provides a strong platform for the ministry's next chapter.

I believe the Wesley Foundation is positioned to:

- Further expand intercultural programming and partnerships
- Enhance student leadership development initiatives
- Deepen connections with local churches and community organizations
- Continue creating inclusive spaces for spiritual growth and community building

I want to express my deepest gratitude to everyone who has made this ministry what it is today—our phenomenal student leaders and staff, our dedicated board of directors, the diverse student organizations we've collaborated with, and the generous local churches and community partners who have supported us in countless ways. I leave this role with a full heart, knowing that the connections we have made and the community we have built together will continue to flourish under Rev. Kuykendall's capable leadership. It has been the honor of my life to serve alongside each of the other campus ministers of the Horizon Texas Conference and look forward to the variety of ways our ministries continue to intersect.

WESLEY FOUNDATION OF WICHITA FALLS

WICHITA FALLS, TEXAS
REV. JULIA PUAC-ROMERO, DIRECTOR

Over the past year, the Wesley Foundation of Wichita Falls has experienced significant growth in various areas. Many of these changes reflect the fruitful season of ministry that has emerged from seeds we planted earlier, now maturing and bearing fruit. The best way to describe these changes is through our student ministry, particularly how we have continued to reach out to various student groups.

This year, we saw several of our international students, who regularly attended our weekly free lunch, graduate, along with a number of other regular students, including one of our interns, Jordan Crawford, who is now serving as a part-time youth director within the Horizon Texas Conference.

At the same time, we welcomed nearly eighteen new students to our regular gatherings and strengthened our relationship with the Midwestern State University Texas Football team. Last year, we began rebuilding our connection with MSU Texas through our male-engagement intern, Jordan Crawford, and started laying the foundation for a deeper relationship with student-athletes. We have continued nurturing this connection through our new male-engagement intern, who is also a member of the football team. Our relationship with the football team has grown significantly, as evidenced by the Ash Wednesday service, where we were able to fill four pews with football players and one pew with non-athlete students at University United Methodist Church of Wichita Falls. This partnership has also allowed us to create a ministry environment that provides the football team with the opportunity to be seen for more than just their athletic achievements.

This growth has paved the way for more meaningful conversations. Last fall, our innovative ministries coordinator launched a new women's group called "S.W.I.S.H. (Serving Women Inspiring Self-Honor)." The group's first event was a Women's Brunch held the Sunday after the election season, featuring Major Rev. Dr. Kimberly Hall, Deputy Wing Chaplain at Sheppard Air Force Base (Baltimore-Washington Conference, Elder), as the guest speaker. This event created an opportunity for young women in our community to envision themselves in leadership roles within ministry settings.

Throughout the year, we served approximately 1,600 meals to students via our free lunch program on Thursdays and Wednesday night Bible study. We consistently interacted with around seventy-five students each week, maintaining a vibrant student group during our intimate Bible study nights. These ongoing connections support our vision of creating a radically inclusive community centered on building Christ-followers and extending hospitality to our neighbors.

In addition, we have worked to strengthen relationships with local churches in the Wichita Falls community. This collaboration led to our first successful golf tournament fundraiser last fall. The local churches have also been vital in supporting our students by providing free lunches and keeping the Wesley Food Pantry stocked throughout the school year.

UNITED WOMEN IN FAITH (UWFAITH)

WENDY CAMPBELL, PRESIDENT

As the Horizon Texas Conference organization of United Women in Faith (UWFaith), we believe love in action can change the world. Our beliefs bring us together, and our spirituality pushes us to do more to advocate for and support ministry with the oppressed and dispossessed, with special attention to the needs of women, children and youth; to build a supportive community among women; and to foster spiritual growth and soul care, mission education and Christian social involvement. We welcome all women of faith to join with us. We have no age or church membership requirements.

To become the unified Horizon Texas Conference, UWFaith leaders from our three legacy conferences met regularly through 2024, along with sub-teams for treasurers, nominations, and standing rules. Our Inaugural Event was held on November 9th at McMurry University in Abilene to adopt the new by-laws and elect new officers for 2025. Sally Vonner, United Women in Faith CEO and General Secretary, was our keynote speaker and other UWFaith leaders from beyond the Horizon Texas Conference joined us, too. Several from the bishop's cabinet, including district superintendents, also celebrated with us.

Like the church, UWFaith is a connectional ministry. Individual members who nurture each other, volunteer, and donate are the core of our organization. Those without a local church-based unit connect and enjoy fellowship through virtual programming, such as book clubs and Soul Care Mini-Retreats, and attend conference and district events. Each local UWF group has inspiring and educational programming, mission activities, and a budget that financially supports their local missions and a Pledge to Mission sent to district, conference and national UWFaith. **We welcome individuals and local churches wanting to get involved. Please contact us at info@UWFaithHTC.org**

The year's positive impact programming:

- With just two weeks in office, we connected with women all over the vast new conference by hosting **Local Officer Training (January 2025)**. A virtual training session was presented for each of eleven local roles, with over four hundred trainings that day. Women connected with their officer counterparts and learned best practices together.

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- **Texas UWF Legislative Event (January 2025 in Austin)** - UWFaith from across Texas partnered with Texas Impact to learn about current public policy issues. Participants made legislative visits and advocated for economic justice, human rights, climate justice, and civic participation for all Texans. Horizon Texas was the conference with the most in-person participants at this statewide event!
- **Charter for Racial Justice Event: "Welcome Home" (February 2024 in Fort Worth)**. This in-person and live streamed event featured three topics and speakers on immigration, disparities in maternal health and the school to prison pipeline. Workshops, discussions and displays underscored how we can all be a force for change. There were over 150 in attendance and seventy watched the livestream which is now available on our YouTube channel.
- **Soul Care Mini-Retreats** – are held on 5th Thursdays and corporate prayer, insight, group discussion, and time for individual engagement with the topic. There is also an optional half-hour guided prayer and contemplation session.
- **Virtual Book Clubs** – create community and use books listed in the UWFaith Reading Program catalog. Both book clubs meet monthly, one on the second Friday in the afternoon, and the other on the third Monday evening. These are open to all. Details can be found at uwfaithhtc.org/book_club
- **UWFaith Luncheon at Annual Conference (June 2025 at SMU, Dallas) "Practicing Hope through Social Justice,"** All are invited. Sally Vonner, UWFaith CEO, speaker.
- **Mission u "Practicing Hope" (July 2025 at McMurry University, Abilene)** We will gather for fellowship and inspiration with young HTC clergywomen leading our national study at this three-day event. There will be five classes with one in Spanish. Two virtual classes will be offered later in the summer of 2025.
- **District Events (Fall 2025)**
- **Spiritual Growth Retreat (October 2025, location TBA)**
- **HTC UWFaith First Annual Meeting (early 2026, location TBA)**

Our **2025 Mission Project** is **The Jerri Savuto Center for Girls in rural Kenya** which provides a home and support for girls escaping FGM (female genital mutilation) and forced early marriage. The mission was started in 2020 as a partnership with women in Texas and now has seventy-two girls attending school and thriving. There are fifty-two living at the center's two campuses with twenty more attending secondary school. Our 2025 Mission Goal is to raise \$20,000 to build a security fence to keep the girls safe from those who could come and force them to return to unsafe situations. Our support will make a big impact!

The HTC United Women in Faith budget for the 2025 calendar year is just over \$155,000. About \$116,000 will go directly to unrestricted mission and supplemental giving that impacts lives locally, regionally, nationally, and globally. The balance of the budget will fund educational programming, member and leadership development, and administration costs.

Our weekly HTC UWFaith newsletter promotes mission and UWFaith events, inspires advocacy, provides programming ideas, mission updates, book reviews, and a soul care blog. Learn all about us on **our up-to-date website** with ways to get involved, program and training resources, advocacy links, our annual mission project details, a calendar full of information, store to buy UWFaith T-shirts and more. **Learn more, connect with us, and join our newsletter list at www.UWFaithHTC.org**

CHAMPIONING CHILDREN AND YOUTH

CHRISTINE PEIRCE, DIRECTOR

This year began before we had a Director of Children and Youth Empowerment. Our team is grateful for the work of the volunteer leaders in all three legacy conference who stepped in to run retreats, leadership, and more including Christy Allen, Tessa Armes, Kay Ash, Rossie Carroll, Joseph Cisneroz, Colin Craft, Addie Faile, Jen Hanson, Deidre Imthurn, Patrick Littlefield, Natalie Nenovich, CJ Rice, Amy Ruppertsberg, Sarah Schneider, Katie Skertich, D'Andre Smith, and many whose work behind the scenes was not seen but greatly appreciated.

Within Championing Children and Youth, there are six big pieces to our puzzle: children, youth, youth leadership, directors, camp, and parents—some overlap, as all good integrated work should.

THE TEAM

Our first step was to hire Area Coordinators whose primary task was to reach out and connect with the churches in their area, especially including the part-time, volunteer, and multi-hat pastors who are all trying to ensure children and youth are cared for in their church. Their job includes ensuring communication and connection is consistent, supporting and/or creating area events that build children, youth, directors, volunteers, and families, and aiding in directing the conference's work to support the needs of those on the ground. At this time, we have hired five, knowing we will open up our application again to ensure we are covering all areas:

- Tessa Armes - Lubbock - Children's - Large Church work with small church mentality and application, also family ministry for in home
- Julia Castleman - Richardson - Youth - Large and Small church experience, good work with resiliency and volunteers
- Jen Chickering - Belton - Children, Youth, Families, Camping, Curriculum - small church experience, reading the culture and helping discern church needs, writing curriculum for this moment
- Abigail Harrison - Abilene - Youth, recently added children, family, and whole life formation - predominantly larger churches, understanding life-long growth models.
- Bill Mauldin - Cleburne - Children, Youth, and Families, expertise includes the stages of faith development and intergenerational church models.

TWO BIG TASKS BEFORE US

Our first big task is to ensure our camps are financially sound and supported as we move into the next camping era. In speaking with UMC Retreat Ministries, we aim to have 20 percent of operating costs from direct supporters. All three camps have rich histories and have touched many lives. This work will be long-term; we hope to continue building a relationship between camper, family, and camp.

Our second big task is a learning management system that allows everyone in our conference training to be great volunteers and directors and access to free UMC curriculum. We also want to use it to equip our youth, parents, and anyone else looking to understand better how to grow together in faith. The learning management system and courses will be a slow rollout coupled with the Multiplication Team, but we hope to have six youth-related and two parent/volunteer/director/pastor related by the beginning of summer.

Both of these tasks will set our conference up for future growth and development at the local and greater level, enhancing our connection and the ministry of this generation as they grow and eventually raise the next.

CHILDREN

While our children's work at the conference and connectional level continues to utilize camp (both Bridgeport and Glenlake) as one of the most significant tools for Bible Camp/Camp Bible, Confirmation Camp, and summer camp, we are working to invest in local church programs for children. In the fall, we will launch cohorts specifically for children, their workers, and their families, including:

- Prototyping Workshop to try new things in ministry
- Crafting at-home faith rhythms for families
- Everything a Child Should Experience in the UMC Church

The prototyping workshop will require the most extended commitment, beginning in August and lasting through March, walking directors, pastors, or dedicated volunteers through a process to discern and design an event to prototype that meets the needs of their community. Prototyping will be limited to ten churches or fewer, and preferably with a diverse representation across our conference. The other cohorts will take one to two months to dive deep into practices at home. The second two cohorts are open to anyone.

YOUTH AND YOUTH LEADERSHIP - from the notes of Maddie Armes

The Unifying Youth Council, a one-year task force, met online November 2, 2025, and in person February 28-March 2, 2025, to design from the bones of CCYM (Conference Council on Youth Ministry) and CYLP (Conference Youth Leadership) the Conference Youth Leadership Council (no acronym). This group completed designing what youth leadership should look like in our new conference. The students created a framework to ensure access to leadership for any youth at any church in our newly gigantic conference.

Students selected Jeremiah 1:7, CEB, as their focus scripture for their work and the work of youth leadership moving forward.

But Yahweh said to me, "Don't say, I am a child;" for you must go to whomever I send you, and you must say whatever I command you.

Their choice was intentional: God mandated Jeremiah to "go" and "say" where and what God told him, despite his age. The youth agreed that this is their role in this world and this church.

They designed three tiers of leadership with youth having ownership and investment into the church's activities with grace while they learn and try, and support when they may need a little help.

They identified three layers of leadership - and the first is the most important. The first layer is local. Youth must have access to training to equip them to speak, pray, sit on councils, etc. They recognize that this work is offered by Lay Servant Ministries and our district trainings for committees, so we will be working with both entities to ensure the curriculum mirrors and informs the youth in a very accessible way. Youth wanted training to feel equipped and give them confidence and space to practice it. Ideally, the LMS will be used well in this work so students can access it anywhere in the conference and at any time.

The second layer is area work which includes junior counselors at camp, helping plan events like Midwinter, Bishops Rally, service days, and more. This layer is not things for the entire conference to come together because the conference is too big for that commitment for many. Still, youth, with adult consultation, can opt into what they feel comfortable doing within their area and available time. Each youth and church can determine what their "area" limitations are by their attendance and connection. Participation in this level requires involvement in the local levels but is not limited to participation in the youth program, since not all churches have youth programs.

Third is conference-wide work and is mainly annual conference representation, on councils, and more. Participation in this tier also requires involvement at the local level because the church is most tangible at the local church level. This annual conference will host thirty-one youth representatives and an additional fifteen youth watchers to learn what the annual conference looks like and means.

Each of these tiers places the youth leaders with the responsibility to ensure the church has younger voices guiding the work, take part in planning activities and projects that interest youth, support the voices of other youth, cooperate with boards and agencies for the annual conference, and encourage youth to join in the work of the annual conference. In addition, their work will transition students to adult leadership by giving them the resources within the connectional system for warm welcomes for whatever comes after youth.

The group will utilize video calls to connect all the people who live far away and incorporate them into the planning, ensuring youth are not limited because of their location or distance. They will help share the opportunities across the conference and offer opportunities to come together and host monthly conversations. They will also have at least one overnight event, if not more.

Youth leadership will work on skills including invitation and hospitality, bravery, service, and active participation while equipping youth to step into roles that they previously may have thought were out of reach. They intend to use videos and social media to share or invite people in to be part of change, recognizing that their dream for the conference is to bring different experiences, fully take in opinions, allow space for youth to take a stand and use their voice. They want everyone to see the leadership potential in youth and for youth to see it in themselves.

Issues they want help to address in their local church include their hope to address include worship as the number one priority and passion for all people, encourage guardians to join in for youth events, create safe spaces so people know God is still there, help with mental health, ensure LGBTQ+ inclusion, and speak out against gun violence. At the conference level, they want to provide a diverse representation of youth, including those from different church sizes and types of locations, as well as all other markers for diversity. Youth leadership will work to ensure all speaking positions at camp that can be are done by youth, taking lead in curriculum development for Midwinter at Bridgeport and hopefully other opportunities, and address how to ensure all who want to go to camp can attend, no matter the distance or cost.

DIRECTORS

Connection for directors is hard for many, but it is the best way to ensure best practices across the board. While we continue to offer mentorship pairings of fresher directors with more experienced and Holy Clubs that add an accountability and learning layer, we recognize that the reach of the conference office is limited if we aren't on the ground where our children, youth, directors, and families are. The majority of our coordinators bring work across the legacy conference lines. All have experience, and many have participated in formal or informal mentorship programs for newer directors. Anytime we refer to a team, it is these five plus Christine Peirce.

One productive piece that continues to grow and flourish is our participation in the Perkins School for Children and Youth Ministry and our conference, A Time for Children and Youth. Both opportunities provide directors with continuing education and growth. The first offers much bigger groups and many workshops; the second provides a smaller and more intimate work together to craft things churches can take home and use immediately with little preparation. We are already looking toward our fall A Time for Children and Youth, and in recognizing the size of our conference, we are exploring somewhere to host further south or west of Pottsville.

BEYOND THE CHURCH

Camping is the most visible and tangible of our work. We are working to get alternate funding options to support the work and improvement of all our camps. Camp will continue with Bible, Confirmation, Midwinter/Winter, and summer camps. Still, we are looking to expand that work and include Cultiv8 Community, mission trips, and more in how we utilize creation in the outdoors and new people to grow our faith.

In addition, the team is also working on take-home prayers for parents while their children and youth are at camp, possibly with automated emails, and take-home rhythms for families to do together. Rhythms mean ideas of how to recreate Morning Watch or Turner Steps, mealtime prayers, FOB/feet on bed/Siesta/ break in the afternoon, intentional conversations about faith, or prayer before bed. It may mean lighting a candle or tracing a labyrinth. It may be as tangible as teaching them the Shema as it was updated by Jesus through objects or hand motions to remind them how to love God with all their heart, mind, soul, and strength and love their neighbor as self.

GUARDIANS

Guardians are the most significant piece of our puzzle, and that is why we intentionally build the other pieces so that the family can grow in faith together. We recognize that not all adults in the home are the parents, and we intend to support all who are part of the faith cultivation for each person. Everything we plan for children and youth is carefully considered in how we can ensure connection to adults and community in homes and around it.

One aspect of the LMS plan is to offer quick 10-minute lessons on small ways to have conversations with children and youth, empowering these adults to feel encouraged, equipped, and empowered to do the work in their home, together.

JOINT TASK FORCE CAMPING MINISTRY - by Natalie Nenovich

This report represents the continued work of the Joint Task Force on Camping Ministry, building upon last year's efforts in budgeting and expanding to include direct giving strategies from churches and individuals. Including camp directors in the task force ensures we are working with the most up-to-date information. This task force included camp directors, board members of the camps, and key stakeholders, including Kay Ash, Tom Christian, Stephanie Gilkey, Paul Maletic, Daran Miller, Natalie Nenovich, and CJ Rice.

EMERGING NEEDS AND VISION

Camping ministries are facing a range of pressing needs, beginning with infrastructure improvements such as updated buildings, reliable hot water, and air conditioning to enhance the comfort and safety of campers. Equally important is the need for expanded staffing, including facilitators, summer interns, and discipleship leaders, to sustain high-quality spiritual programming. All camps operate near the financial break-even point, underscoring the urgency of achieving long-term economic sustainability. The group highlighted the value of camping as a visible and impactful use of apportionment dollars that should encourage broader support. Mission Days and other hands-on volunteer efforts also provide cost-effective ways to address maintenance and improvement projects across camp facilities.

Main needs:

- Facility infrastructure improvements (buildings, hot water, air conditioning)
- Staffing support: additional facilitators, summer interns, discipleship staff
- Striving for financial sustainability—work beyond breaking even
- Emphasizing camping as a tangible expression of apportionment dollars at work
- Leveraging volunteer efforts during Mission Days and supporting hands-on projects.

YOUTH ENGAGEMENT AND VOLUNTEER COORDINATION

College-age mission groups and organizations such as the Sawdust Brothers and the Methodist Nomads offer valuable support to camping ministries through skilled labor and spiritual mentorship. To fully leverage these resources, there is a need for a comprehensive directory of conference-wide skills and connections that can strengthen and expand the volunteer network. Additionally, improving communication through practical guides—such as how to attend, pack for, or volunteer at camp—can increase awareness and participation. Sharing stories of transformation, particularly from CYLP youth, can further highlight the profound spiritual impact of camping ministries and inspire broader engagement.

SPIRITUAL AND PHYSICAL INVESTMENT

The Sacred Spaces and Sacred Playgrounds initiatives require significant upfront investment but promise long-term returns in ministry impact and sustainability. Maintaining the existing infrastructure while expanding facilities to accommodate future growth and evolving ministry needs is a key priority. To support these efforts, greater visibility at the conference level is essential—both to inspire financial support through storytelling and to highlight the transformative impact of camping, including calls to ministry that originate in these sacred settings.

CAMP-SPECIFIC HIGHLIGHTS

BRIDGEPORT

Bridgeport has demonstrated strong spiritual programming and has effectively implemented a unified curriculum that continues to foster growing engagement in the post-COVID era. However, there are clear opportunities for improvement, particularly in enhancing recreation areas, updating worship technology, and creating flexible indoor spaces for various group activities. Consistent staffing and leadership development for returning campers are vital to sustaining momentum and deepening discipleship. Despite these strengths, physical limitations—such as inadequate rooming and outdated recreational equipment—currently restrict the camp’s capacity for growth.

GLEN LAKE

Glen Lake has experienced improved financial awareness and a noticeable increase in engagement from local churches, reflecting a growing commitment to the camping ministry. The bishop’s strong support has injected fresh energy into the program, encouraging more involvement from United Methodist congregations and volunteers. While momentum is building, the camp’s internship program and staff training processes need restructuring and further investment to ensure sustainability and effectiveness moving forward.

PROTHRO

Prothro has significant potential for expansion, with unused land available and a vision to develop a large group facility that could better serve growing needs. However, the current camp layout presents challenges that limit its effectiveness, particularly for youth programming. Leadership is exploring partnerships with local school districts to offer day camps, which could increase community engagement. Additionally, opportunities for improving sustainability and generating rental income are considered as part of long-term planning.

ABILENE - CAMPING WITHOUT A CONFERENCE CAMP

The Abilene area faces significant challenges due to long travel distances, which hinder participation from specific regions. A small group was organized and rented cabins at a nearby Baptist facility in 2024. This experience underscores the importance of increasing local accessibility and introducing greater flexibility in camp formats to better serve geographically dispersed communities.

ENGAGING LARGER CHURCHES

Larger congregations face challenges in fully participating in the camping ministry due to limited space and inflexible scheduling. Current capacity constraints make accommodating groups of over one hundred campers difficult, often discouraging full engagement. Expanding the camp calendar and physical capacity would create more opportunities for involvement and strengthen conference-wide participation.

STAFFING AND VISION CONTINUITY

There is a pressing need for stronger staff support and improved coordination between individual camps and conference-level leadership. This collaboration is essential for ensuring mission, vision, and operations alignment across all sites. Additionally, there are valuable opportunities to deepen investment in spiritual leadership and discipleship roles, which are central to the transformative mission of camp ministries. Ongoing attention is also required to ensure that the physical infrastructure evolves alongside the ministry's growing and changing needs.

As this report demonstrates, the work of the Joint Task Force on Camping Ministry has grown beyond financial planning into a holistic vision for the future of United Methodist camping. Each camp offers unique strengths and faces particular challenges, but together, they form a vital network for transformational discipleship across the conference. With renewed engagement from churches, growing youth participation, and expanding volunteer partnerships, the path forward is full of promise. However, the sustainability of these ministries depends on our shared investment in infrastructure, leadership, and telling the powerful stories of spiritual transformation that happen in these sacred spaces.

It will be crucial to foster deeper collaboration between conference leadership and camp staff, increase visibility and funding through strategic communication, and address facility and staffing needs with urgency. Camping remains one of our connectional ministry's most tangible and life-changing expressions. By working together, we can ensure that these sacred places continue to grow, thrive, and shape generations of disciples for years to come.

CHILDREN, YOUTH, AND PROTECTED PERSONS

It is important to secure the children, youth, and protected people to have an intentionally safe environment to learn how to be a disciple of Jesus Christ.

In September 2024, the Children, Youth, and Protected Persons Abuse Prevention task force put forward the combined policy at the Horizon Texas Conference Unifying Conference. It was approved with suggested editorial pieces including inclusive language and a request for translation.

This work will be edited and reviewed by the task force selected by the Championing Children and Youth Committee to ensure the policy is applicable and protective.

As of January 1, all churches are to be using the [local church policy](#). They are to require Ministry Safe training every two years, run multi-jurisdictional background checks on all volunteers or employees every two years, and check a minimum of at least two references.

The system's training specifically equips people to prevent sexual abuse and provides tools to help churches monitor compliance.

Questions about the policy can be directed to Christine Peirce, christinepeirce@htcumc.org. All notes will be added to the document for the Championing Children and Youth Committee's task force to address when they meet in the fall.

It is only through our consistent work to protect all in our community that be the followers of Jesus seeking the loving, just, and free world God imagines for all people, including our children, youth, and protected persons.

BRIDGEPORT CAMP AND CONFERENCE CENTER

BEAU TAFT, EXECUTIVE DIRECTOR

2024 was a continued year of vision and planning at Bridgeport Camp and Conference Center (BCCC). We are excited about the new possibilities of addressing concerns with facility upgrades and updates, as well as continuing to provide great camps and places for people and churches to meet for retreats and activities to continue growing in their ministries. Whether it is at our camps or through the retreats that use our space, our camp continues to be a place where faith formation happens.

2024 was an equally eventful year for reservations at our facility. We continued our busy non-summer schedule with fifty-four events held from January to June before camps start, then starting again in August until the end of the year, with over 3400 people attending these events. Conference groups made up the majority of events, but we had great turnout from groups outside our conference as well. Some of these groups include other Christian and religious organizations, university retreats, family reunions, local school events, weddings, and sports banquets.

The conference summer camps were restructured a bit as we adjust to our new conference and where Bridgeport Camp fits into the new boundaries and new facilities that are now part of our family. We also had SEEK (Summer Events for Exceptional Kampers) Camps, and a full week of Project Transformation Camp in August. This gave us a smaller number of summer attendance than we have been accustomed to, but we still had almost 700 campers, including SEEK and Project Transformation, and about 275 volunteer leaders that helped make this another incredible year of camping ministries.

As we look to the future and the improvements that need to be made here at BCCC, we covet your prayers and continued support as we continue to move forward to better serve all our guests.

GLEN LAKE CAMP AND RETREAT CENTER

DARAN MILLER, EXECUTIVE DIRECTOR

Wow! What an incredible year of celebrating eighty-five years of Glen Lake Camp and Retreat Center! Our October celebration brought together past campers, summer staff, directors, full-time staff, families, and friends. It was a beautiful reminder of just how many lives have been transformed by coming through our front gates.

Over the decades, Glen Lake has become a sacred space, where countless stories of transformation, calling, healing, and connections have begun. This year we had the privilege of hearing some of those stories:

- “It was here I first discovered I truly was loved unconditionally. I felt the call to be a pastor. It was here where I brought my children to help them know God’s love and it was here that I came for spiritual direction when I was lost. I love this camp!”
- I appreciate the sacredness of the spaces at Glen Lake. No matter what event I attend or who I attend with, special memories are made and special moments are experienced!”
- “My favorite memories are making friendship bracelets for my friends and my counselor, and Siceloff for Summer Staff Happening, along with being a summer staffer from 2001 - 2004!”
- “A few of my favorite memories from camp are seeing faces of familiar campers year after year. Time spent talking, small groups, singing, and time in silent reflection. Having adults willing to

talk, listen, and mentor. When serving on summer staff, everything I needed to know I learned at Glen Lake Camp.”

- “A song I remember is called ‘Dem Bones’. W.C Taylor, the director of the camp, always led the singing and the bonfires. The swimming pool was also a good memory filled with tons of splashing.”
- “I remember the many trips to Glen Lake Camp to drop off and pick up some hyper-excited kids and now grandkids... beginning 40 years ago!”

These are just a few of the powerful memories that highlight the ongoing impact of Glen Lake Camp. It speaks directly to why we exist: to make disciples of Jesus Christ for the transformation of the world. Camp is a place where campers encounter Christ - some for the first time, others in deeper, more meaningful ways. Many of our former campers and summer staff received their call to ministry right here. Others left camp equipped to live as everyday disciples bringing light into schools, homes, workplaces, and churches.

We cannot do this ministry without you, our local churches. Campers spend a week here at camp, but the rest of the year, they are with you. This is why the connection between camp and your church is essential. Together, we are raising up the next generation of Christ followers. This year, as we live into the Horizon Conference strategic priorities, especially Championing Children and Youth, we have built strong partnerships with churches through our summer camp model. Our amazing program team has put together a “Team” or “Deans” for each week to help lead. These leaders are recruiting volunteers from their churches and other churches to serve alongside our college-aged summer staff - staying in cabins with campers, leading small groups, and walking in ministry together. This partnership is helping form intergenerational relationships that will ripple far beyond a week of camp.

We have been blessed by 85 years of growth, thanks to the generosity and commitment of individuals and churches. Over 35 years ago, Glen Lake saw major expansions by adding a new gym, chapel, dining hall, lodges, cabins, and our beloved water park. Now, the time has come to reinvest in this ministry’s infrastructure by building a new waterpark, upgrading our existing facilities, and creating new features that support spiritual formation and ministry growth. With over 8000 guests coming through our camp each year, we want to ensure every camper and guest experience a safe, inspiring, and Christ-centered environment.

How you can partner with us:

- 1) Pray - For our campers, summer staff, volunteers, and the partnership between churches and Glen Lake.
- 2) Send Campers - Encourage families in your church to register, or sponsor campers from partner churches if you do not have children/youth.
- 3) Recruit Leaders - Help us find college-aged young adults and adult volunteers to serve as volunteers or staff in cabins.
- 4) Give Generously - Your financial support is key to upgrading our facilities and continuing this life-changing ministry.

We are deeply honored to serve your congregations and to stand beside you in ministry. Thank you for being part of this amazing eighty-five-plus-year story that is still going strong. We are full of anticipation for what God will do this summer and in the years to come.

PROTHRO CENTER AT LAKE TEXOMA

CLIFF DYER, EXECUTIVE DIRECTOR

2024 was another great year! As a host site to numerous events, with different programs being brought in, we pride ourselves in being able to adapt to each group's ideas. Our 2024 goal was to focus our attention on what it truly means to "retreat", and how we could add that aspect to even the most formal events. With our one hundred acres of deep forest, lake views, amazing wildlife, beach fronts, tree canopy, and natural beauty, we want for every person that steps on our grounds to feel God's peaceful presence. We do this by drawing your eye to the outdoors, creating private spaces for people to get away from the business of today's world, and adding subtle reminders of what we stand for. Indoor spaces can be replicated, but landscapes are truly unique. This year, we continued to find those places and make them as comfortable and inviting as we can. Adding new canopy structures and seating areas to our beach areas and stone patios have provided a big face lift to those areas. We continued to host many conference outings, weddings, SEEK CAMPS, staff retreats, band retreats, cheer retreats, and banquets.

To add to the character of our cabins, we decided to go away from the uniform look of green and tan buildings and give each cabin its own personality. Coastal farmhouse colors – soft yellows, nautical blues, and easy-going whites were added to tie our property into our lake theme.

We have grown so much of the past decade. With an open mind, The Prothro Center has listened and executed ways to make our location one of the most desired places to visit. From our kitchen providing specific dietary needs... to adding queen beds to each private room, our focus has always been on our guests and their comfort. We recognized a need for family growth and provided a safe and naturally intriguing place to spend time quality time together, without distraction.

The Prothro Center is proud to be a great reflection of the United Methodist Church, and we are so appreciative for the support shown on its behalf.

MAXIMIZE CARE AND HEALING

REV. JOY DISTER-DOMINGUEZ, DIRECTOR

Overview

Care and healing are at the heart of Christ's ministry and must therefore be central to the church's identity and mission. As followers of Jesus seeking the loving, just, and free world God imagines for all people, our strategic priority to "Maximize Care and Healing" embodies this vision in tangible ways. We recognize "care ministry" is not as merely one ministry among many but as the foundational stream from which all our other work flows. By creating spaces for healing and providing opportunities for people to connect with Christ on their healing journey, we make God's vision for a loving and just world a reality in people's lives.

Jesus exemplified a revolutionary pattern of care that challenged the social norms of his time, consistently valuing those on the margins and showing compassion to the excluded. His approach was holistic—addressing body, mind, and spirit as an interconnected whole—and focused on restoring community. This reflects the loving, just, and free world that God imagines. Following Jesus' example, our approach encompasses the whole person through compassion ministries, justice work, mental wellness initiatives, disaster response, conflict management, prayer initiatives, clergy well-being, and pastoral care support.

Cultivating a culture of care requires teamwork and collaboration. Expecting pastors alone to undertake this work is neither biblical nor practical. The laity are gifted and called to lead, just as Jesus sent His followers into communities to proclaim the good news, feed, and heal. This work necessitates that

everyone in the church move in the same direction, supported by interconnected systems that maximize our care and healing potential. “Maximize” does not mean adding and doing “more” but instead evaluating what is most needed for this season, bringing ineffective ministries to a conclusion, and going deeper to be fruitful to make a more significant impact. Like Jesus’ words, “I haven’t come to do away with the law, but to fulfill it.” (Matthew 5:17) We are called to fulfill or maximize a deeper understanding of care and healing, to be more inclusive in our holistic response to all of creation.

This strategic priority naturally intertwines with our overall vision and other strategic priorities. By cultivating a culture and demonstrating genuine, holistic support, we enable others to experience the loving, just, and free world God imagines for all people. This approach multiplies disciples of Jesus, champions and includes children and youth, recognizes their importance in the kin-dom of God, and actively seeks to embrace diversity with inclusion as the goal. We are motivated to share our story of transformation and healing so that others may turn their hearts toward Christ and do likewise.

In the past year, the Care and Healing Team has focused on the following areas of ministry:

- Equipped and encouraged pastors and local churches through regional care training, grant programs for innovative, inclusive ministry and outreach, and spiritual growth and healing opportunities.
- Intentional relationship building of clergy to support well-being while developing a faith community nursing position to address clergy health and well-being needs.
- Assessed and strengthened interfaith organizing efforts across metro areas, connecting churches with organizations addressing common goals for marginalized communities.
- Provided grant support to community care partnerships and convened a working group to support immigrant communities and educational initiatives.
- Completed recovery projects in Jacksboro, and secured UMCOR funding for Valley View tornado recovery while developing a new model for church-based disaster ministry focusing on resilient communities.
- Expanded the Blue Christmas Campaign and enhanced an online resource, OfferHopeNow.com, connecting people with support services year-round, including support with a prayer and care platform responding to needs within existing conference ministries and the communities we serve.
- Renewed partnership with the UMC in Honduras through leadership development, support of education initiatives, and collaboration with medical ministries.
- Expanded crisis response teams across the conference while developing resources and training district point persons to help congregations navigate conflict constructively.

We give thanks to God for the holy honor of serving in this capacity and look to the future with hope and excitement about how this ministry will continue to evolve and impact lives across our conference. Our dedication to maximizing care and healing remains steadfast as we strive to embody Christ’s compassion. We move forward with deep gratitude for all who have contributed their gifts—both clergy and laity—and with full confidence that God walks alongside us, guiding our efforts and empowering our service. Together, under the Holy Spirit’s direction, we will keep transforming our churches and communities as we follow Jesus in creating the loving, just, and free world God imagines for all people.

Care and Healing Clergy Survey and Initial Follow-Up

In July 2024, a survey was emailed to all active clergy of the three legacy conferences. We received a response rate of 34%, which provided a baseline understanding of how clergy feel cared for, what factors contribute to those feelings, and what resources would be beneficial to support them as clergypersons and their communities. On a scale of one being none/very little, three being neutral, and five being well cared for, the average response was 3.09.

According to the survey results, the five most important areas of care and healing that the conference should focus on to provide the most effective education and support for clergypersons, ranked in order of preference, are as follows:

1. Clergy Care and Well-Being
2. Mental and Emotional Health
3. Conflict Resolution
4. Training and Equipping Laity in Care, Healing, and Prayer
5. Spiritual Retreats for Clergy

Respondents highlighted the five most important areas of care and healing that the conference should prioritize to deliver the most effective education and support for congregations and the community, ranked in order of selection, are as follows:

1. Mental and Emotional Health
2. Training and Equipping Laity in Care, Healing, and Prayer
3. Developing Community Partnerships
4. Grief Support
5. Conflict Resolution

This initial survey has informed our immediate work, resulting in the establishment of four grief retreats for clergy in The Horizon Texas Conference, led by Rev. Dr. Vicki Johnson. This one-day retreat in the fall of 2024 in Keller, Waco, Dallas, and Lubbock, helped clergy consider ways to faithfully tend to their own grief and mental wellness while teaching and encouraging congregations to do the same. It was a powerful experience to discuss crafting rituals for mourning and share experiences and resources for grieving well.

In response to the expressed need for enhanced "Clergy Care and Well-Being," we established a comprehensive prayer and care form that is widely advertised through our conference channels and the "Notes for a New Day" publication, which efficiently captures both internal clergy life concerns and external community prayer requests. This system has created a vital bridge connecting those in need with appropriate community resources while also fostering a culture that acknowledges and addresses the sometimes-overlooked well-being of our clergy members. By implementing this structured approach to clergy care, we have established a sustainable framework that responds to immediate concerns and enables us to follow up effectively and connect requests with the local church, ultimately strengthening the churches we serve.

Cultivating a Culture of Care

Clergy have identified the training and development of care, healing, and prayer ministries as essential for congregations and the communities they serve. While we have initiated a Care and Healing Ministry Inventory, the initial assessment has categorized the needs by region to address the most pressing training requests. Over the past year, we conducted three two-day care seminars in English in Granbury, Georgetown, and Lubbock, training 121 individuals from thirty-seven different churches. The training, facilitated by The Caring Congregation, focused on the fundamentals of our theological understanding of care, healing, and prayer and the basics of listening, establishing boundaries, conducting visitation, and recruiting and creating documentation systems. It also addressed team development, need evaluation, and the implementation of care systems to meet church and community needs, fostering a culture of care.

The process of praying and dreaming to create one-year, two-year, three-year, four-year, and five-year plans requires evaluation, discernment, and time. Ecclesiastes 3:1 reminds us, "To everything there is a season and a time for every purpose..." This means some care and healing ministries that served the

church and community years ago may no longer be effective or needed in this season and may need to come to a close, while celebrating the fruitfulness of what was. This provides space to go deeper, maximize what is fruitful, and expand what is most necessary in this season. It's not about "doing more" but rather about being more effective. Evaluation must be ongoing, and each church and ministry should assess what makes sense for this season. Bringing church leaders together for a two-day training fosters faithful conversations to consider what God is calling us to prayerfully.

Developing care teams is a process that requires intentionality and planning; many of our churches are in this initial phase. In September 2025, we will host a two-day training in English at University Park UMC in Dallas and in Spanish at La Fundación de Cristo in Dallas, facilitated by The Caring Congregation, for clergy and lay leaders. The Spanish training will be the first of its kind in the country, and contextual changes have been made to address the needs of our Hispanic congregations. Whether a church has a well-established care team that requires a refresher for new members or is unsure where to begin, this comprehensive fundamentals training will invite participants to evaluate how God is calling them to cultivate a culture of care in their church and community. It organizes, encourages, and liberates the laity to be the church outside the walls, care for those on the margins, provide healing to the disenfranchised, and meet people where they are within each community context. It's not about creating a "care club" for oneself but about training the laity to multiply followers of Jesus and complement evangelism and hospitality efforts to exemplify care and healing like Jesus.

Care and Healing Grants

The team is launching the Care and Healing Grant program in Spring 2025 rooted in the belief that United Methodists who are connected with their local communities can be powerful forces for creativity, compassion, and justice. The conference has the opportunity to help United Methodists connect the dots through training and locating financial support to accomplish the great work God sets before them and their neighbors. The grant process is designed to maximize care and healing by emboldening local churches to love their neighbors through practices and relationships that embody a holistic vision of care and healing with compassionate care, community organizing, courageous witness, and anti-racism.

Applications will be evaluated according to how they intend to live into our "ministry with" values:

- Ongoing relationships: Build on-going relationships with and among neighbors and be in a community with them as opposed to short-term, one-time contact.
- Mutuality: Engage in a spirit of mutuality and deep listening, eager to understand and recognize neighbors' gifts, dreams, skills, etc. and assuming that we have things to learn and gain from neighbors.
- Strength-based: Partnering with neighbors and honoring their often-undervalued talents, dreams, and connections without doing what they can do for themselves.
- Systems over symptoms: Address the systems that perpetuate suffering, including racial inequity, rather than only deal with the symptoms.
- Collaborative: Leverage the gifts and relationships of local community partners.

Start-up grants of up to \$1,000 will be offered through an abbreviated process for new ministries and a rolling deadline. Expansion Grants of up to \$5,000 will be available for expanding on existing proven ministry or relationships with a rolling deadline. Funds may be offered as a matching grant to incentivize local fundraising development and buy-in. All grants are offered as a one-time, not ongoing commitment. The Associate Director, Rev. Andrew Fiser, will offer co-active coaching or suggest another coach, connections with relevant ministry leaders, or other actions to prepare them for a successful application and action.

2024 Grant Recipients

- Navigator Korean Gathering, Lake Cities UMC (Lake Dallas) \$1,000 for Korean immigrant-led outreach ministry to connect with, support, and invited to worship community recent immigrants from South Korea.
- Be the Church Sunday, Holy Covenant UMC (Carrollton) \$1,000 for off-campus outreach event to strengthen partnerships by working with Carrollton-Farmer's Branch ISD to make campus improvements and Metrocrest Services to make senior hygiene kits.
- Community VBS, Community UMC (Krum) \$2,500 for new church start filling community need and building neighbor relationships through VBS coordinated to begin after dismissal of Krum ISD's Summer Program.
- The Filling Station, Wheatland UMC (Dallas) \$4,000 for making food ministry and resale shop space ready for ministry in a diverse, under-resourced community.
- Adulting 101, Walnut Hill Church a Ministry of Lovers Lane UMC (Dallas) \$1,000 for supportive programming requested by students experiencing homelessness and staff of nearby Thomas Jefferson High School.
- Sensory Space – Trinity UMC (Arlington) \$500 to adapt worship spaces for the sensory needs of children and young adults and offer learnings for other HTC churches.
- Trauma Informed Music Ministry \$1,050 in collaboration with Empowering Children and Youth and Nicole Melrose of Stringrise for clergy training on lessons from trauma-informed research and practice for worship and other healing ministry spaces.

Faith-Based Community Organizing

The Care and Healing team is assessing how churches across the metro areas of the HTC are already connected to interfaith/ecumenical organizing efforts. Beginning with Dallas County, the team investigated the state of organizing and saw an opportunity to encourage churches to engage with Dallas Area Interfaith (DAI). Working with the DAI staff, we have encouraged eight congregations to learn about organizing through experiencing events focusing on finding solutions to local issues affecting immigrants, building affordable housing, and increasing the availability of quality early childhood education. We are networking with church leaders in other metro areas across the HTC to assess opportunities to build stronger interfaith/ecumenical relationships to achieve common goals with and for the impoverished and the marginalized in our communities.

Community Care Partners

The Care and Healing Team provided budgeted grant funds to four legacy partners who help our churches extend their work into the public sphere through compassion, justice, and relationships:

- Justice for our Neighbors – North Central Texas (\$20,000) offers free and affordable, high-quality immigration legal services, provides education to the public, and engages in advocacy with and for our immigrant neighbors.
- Cultiv8 Community (\$15,000) connects neighbors to neighbors, engage people with nature, and restore life-giving habitats. Cultiv8 focuses on nature camps for rural children, respite experiences for clergy and rural leaders, creating affordable rural housing, and helping landowners reclaim their space for native habitat restoration.
- Good Neighbor Experiment from The Neighboring Movement (\$7,000) A coaching and cohort experience offering practical resources to connect churches with their communities using Asset Based Community Development.
- Texas Impact (\$2,000, plus \$25,000 from General Board of Church and Society) collaboration to engage United Methodist Texans and other Texans of faith in advocacy for public policies that advance the social principles of the United Methodist Church, particularly related to immigration and public education.

Blue Christmas and OfferHopeNow.com

In 2024, we sought to expand the reach of the Blue Christmas Campaign, which began in 2023, with churches hosting Comfort and Joy / Blue Christmas Services to involve even more churches with enhanced resources through OfferHopeNow.com. The campaign involved eighty-four churches in collaboration with the districts and the Tell Our Story Team. Participating churches entered their service information, creating a Google map for the website to help community members find nearby services. This website and campaign information were shared with local media organizations which featured the story and sites in print and online media. OfferHopeNow.com will continue as an external website for HTC constituents to share ways to find help throughout the year. The 2025 Blue Christmas Campaign will include offerings earlier in the year to accommodate planning needs and incorporate feedback from local church leaders.

Immigration Working Group

A change in US presidential administrations has intensified the targeting of immigrant communities for harassment and deportation. The Care and Healing Team convened a small working group comprising individuals who work alongside immigrants and legal aid ministries to determine the best ways to offer support to immigrants who are HTC constituents and neighbors. The working group shared resources for addressing the needs related to "Know Your Rights" seminars, navigating potential law enforcement raids, and connections to organizations that provide legal aid or support for the families of those who are taken into custody or deported. This group is evaluating its next steps to enhance understanding of immigration issues in various dominant cultural settings at the conference, exploring possible Courts and Ports learning experiences in Dallas and along the US-Mexico border.

Clergy Health Initiative/Faith Community Nursing

Research from Wespeth Benefits and Investments (Wespeth) showed a steady decline in clergy health for the past decade. In response, the legacy North Texas Conference (NTC) partnered with the Faith Community Nursing Program at Methodist Health System, with funding from the Golden Cross Division Board, to fund a faith community nurse position to walk with clergy of the NTC to improve health and wellbeing. Anna Lee, BSN, RN, was hired and began this work in May 2024.

A comprehensive community health assessment of legacy NTC clergy was conducted in the summer of 2025. This assessment included a survey with a 47% response rate, eight (8) listening sessions, and fifteen key-informant interviews. The findings revealed that clergy's most significant health needs are work/life balance, nutrition, and exercise. The assessment also identified themes of grief, frustration, and stress related to disaffiliation and unification.

The data was compiled in a report presented to the bishop and extended cabinet in August 2024 and clergy at the clergy retreat in September 2024. The priorities identified were programming to address these needs and trust-building with the expanding conference.

To build trust with clergy across the Horizon Texas Conference, attendance at four grief retreats served as a resource. Coverage expanded to approximately 650 clergy with the formation of the Horizon Texas Conference on January 1, 2025. Since then, four wellness webinars and an eight-week partnership with Texas A&M AgriLife Extension Expanded Family Nutrition Education Program (EFNEP), which included classes on nutrition and exercise, have been offered to the HTC clergy. In March 2025, two breakout sessions were presented at the Women's Retreat "Altogether Worthy." The presentation "Your Health is Worth It!" utilized the Church Health Memphis Model for Healthy Living and was attended by nine participants. Phone calls and email correspondence with individual clergy have begun to foster trust and connection throughout the conference.

In September 2024, the Golden Cross Division Board funded the Clergy Health Initiative again from May 1, 2025, to September 30, 2025. We are grateful for this partnership and continue to pray about the best ways to serve clergy well-being and the local church.

Disaster Response

Shortly after finishing our long-term recovery effort in Jacksboro, we encountered another storm-related event in Valley View, TX. A tornado inflicted severe damage on over three hundred homes a few miles south of the city. The impacted community mainly consists of manufactured homes and has limited financial resources.

After extensive discussion and consultation with UMCOR, we have once again been entrusted with a grant to assist in the recovery work. This work will differ significantly from the earlier efforts in Jacksboro. We will not deploy volunteer teams, as most homeowners needing assistance will either undertake the labor themselves or require contractors.

Furthermore, due to financial constraints, we will be replacing mobile homes with mobile homes. While this is not ideal, we have secured resources through UMCOR to provide storm shelters for affected homeowners. This will enhance safety and resilience for homeowners as they face potential future storm events. We can be proud of and grateful for our partnership with UMCOR in finding creative ways to strengthen affected communities through compassionate listening and innovative funding.

As we cope with the ongoing threat of severe weather within our borders and our new Horizon Texas conference faces the challenge of establishing an effective ministry response, the Conference Disaster Response Coordinator, Rev. Jeremy Basset, has been assigned a broader role to develop a more efficient ministry of response, readiness, and resiliency. Churches are being recruited in an initial phase to test and refine this new model, which will eventually be launched to all interested churches. The focus will be on local churches engaging in an ongoing ministry that does not depend solely on disasters to activate participation. District hubs will be created to train, encourage, and assist churches in a holistic ministry that fosters more resilient communities, better equipped to deal with and respond to disasters.

Crisis Response and Care Ministry (CRCM) for Congregational Crises

The Crisis Response and Care Ministry (formerly known as CART 2012-2024) is a trauma-ready team of clergy and laity prepared to engage in assessment, intervention, and healing care for congregations facing a misconduct allegation or crisis. The CRCM also administers trained Resource Persons for one-to-one advocacy and care, along with resources for prevention and preparedness. Rev. Liz Greenwell continues to serve as the CRCM Coordinator.

To serve the Horizon Texas Conference (HTC), the process of building teams in the legacy Central Texas Conference and legacy Northwest Texas Conference region has begun. Three Team Leaders have been recruited and trained to lead congregational crisis response in each legacy conference area and assist in recruiting clergy and laity to serve on each team: Rev. Doris Smith- Metro East, Metro North, East, and Mid-North Districts; Rev. Dr. Shera Atkinson- Mid-Central, Northwest, and West Districts; and Rev. Barbara Dunlap- Metro West, South, and Mid-South Districts.

In 2024, fourteen churches received consultation, resources, and assistance with local church policy development; additionally, two Resource Persons were deployed for advocacy and support. From January to April 2025, five churches have been served, two of which involved the full services of the CRCM Response Team and the deployment of three Resource Persons. The conference also benefited from the CRCM Coordinator's participation in the development of the new HTC Sexual Ethics and Child and Youth Safety Policies, as well as supporting Kim Brannon in creating a separate conflict resolution program for HTC. The goals of the CRCM for the upcoming year are to complete the establishment of

Response Teams in the legacy conference regions and to provide resources for laity, clergy, local churches, and district superintendents through the new HTC website.

Conflict Resolution and Transformation

The Crisis Response and Care Ministry (CRCM) has developed a comprehensive support system for clergy and congregational leaders facing conflict. Through three strategic initiatives, the team has created pathways toward healthier engagement and reconciliation across the conference.

Following mediator Heshia Abrams's January 2025 Covenant Day presentations, the CRCM team expanded educational opportunities through virtual sessions led by Conflict Specialist Kim Brannon. These sessions attracted forty-eight clergy and lay leaders who learned and practiced tools for difficult conversations and conflict de-escalation. Participants gained practical skills in a supportive environment, building confidence in addressing conflict constructively.

Simultaneously, a resource list of conflict transformation tools was developed to be available on the Horizon Texas Conference website. This curated collection provides clergy and congregations with access to best practices and intervention strategies, with the CRCM team committed to regularly updating these resources.

We also established a network of conflict transformation district point persons—gifted laity selected from each district who have received training to support churches during times of tension. These individuals serve as non-anxious presences in potentially volatile situations, ready to facilitate challenging conversations or provide third-party participation when needed.

Through education, accessible resources, and trained local support, the CRCM team has created an infrastructure that acknowledges conflict as a natural part of community life while providing tools for transformation. As these efforts take root, congregations are discovering that conflict, when approached with proper support, can become an opportunity for growth and deeper community.

Women's Retreat

The Horizon Texas Conference helped to sponsor the third annual "Altogether" Women's Retreat at Prothro Center, March 7-9, 2025, continuing a tradition adopted from the legacy Central Texas Conference. Led by volunteer retreat leaders Rev. Katie Newkirk, Rev. Erin Sloan Jackson, Rev. Joy Dister-Dominguez, Rev. Melissa McDuffee Beal, and Rev. Sandy Heard, the event brought together 120 women from across the conference during International Women's Day weekend.

This year's theme, "Altogether Worthy," centered on the woman at the well narrative in John 4, exploring how Jesus offers living water—restoration, identity, and spiritual renewal. Rev. Dr. Jaime Clark-Soles delivered transformative teaching as the featured preacher and teacher, while the retreat created space for worship, community building, and meaningful connections among attendees.

The gathering served as a powerful vehicle for discipleship development, providing women with tools and inspiration to deepen their spiritual journey. Particularly significant was how the retreat fostered connections among women from all three legacy conferences—North Texas, Central Texas, and Northwest Texas—creating new relationships that transcended former conference boundaries and strengthened the unified Horizon Texas Conference.

As one participant reflected, "We discovered that celebration isn't just for the big moments—it's found in shared vulnerability, quiet revelations, and the holy space between hearts opening to one another." The weekend successfully integrated times of retreat, healing, and shared experiences, equipping participants to return to their communities with renewed spiritual energy and a deeper understanding of their worth in Christ.

Strengthening the Connection: A Hopeful Partnership with the UMC in Honduras

In a joyful sign of renewed connection and an ongoing mission, a team from the Horizon Texas Conference traveled to Honduras this spring to participate in the first in-person annual conference of the United Methodist Mission in Honduras since the COVID-19 pandemic. Representing us were Bishop Ruben Saenz Jr., Rev. Jeremy Basset, Rev. Amy Spaur, Rev. Lisa Neslony, Rev. Molly Hayes, and Christine Peirce.

This gathering marked a significant milestone in the life of the Honduran Mission, which continues to grow in both faith and witness. At the request of local leadership, the visiting team conducted workshops and teaching sessions for both clergy and laity on topics including United Methodist polity, Wesleyan theology, faith formation, and discipleship. These moments of shared learning strengthened relationships and provided space for mutual encouragement across cultural and geographic boundaries.

One of the highlights of the visit was the time spent at the Juan Wesley School in Ciudad España, a vital ministry providing education and spiritual development to children in the area. The school's vibrant classrooms and faithful leadership serve as a testament to the Spirit's movement in Honduras. The team witnessed firsthand how the love of Christ is being expressed through education, nurturing, and hospitality.

The partnership between the UMC in the U.S. and Honduras goes well beyond this single trip. Our own Bishop Saenz will continue to provide episcopal leadership to Honduras as we move forward. We celebrate the growing impact of United Methodist mission initiatives in the region. One powerful example is the Grace and Life Clinic in Honduras, which has become a beacon of hope and healing for migrants and displaced families. This clinic—located in the town of Talanga—serves migrants traveling through Central America, offering medical care, compassion, and the love of Christ in action. The clinic's ministry beautifully reflects our shared Wesleyan commitment to holistic mission: caring for both body and soul. They report having served over 2000 people in the last few months alone.

Our Horizon Texas Conference aims to be an active partner in the work in Honduras. As this partnership develops, we anticipate future United Methodist Volunteers in Mission (UMVIM) trips and ongoing collaboration with great excitement. The seeds sown over years of dedicated effort are yielding results, and we are thankful for the Holy Spirit's guidance in our shared mission.

We are reminded that in every culture and language, the connectional church is alive and well—proclaiming resurrection hope, building up leaders, and walking alongside communities in love. Together, we are stronger. Together, we are the body of Christ.

CARE AND HEALING TEAM

REV. DR. SHERA ATKINSON, CHAIR

The Care and Healing Team serves within the Horizon Texas Conference's as one of five strategic priorities, focusing on maximizing clergy well-being, strengthening congregational care, and promoting societal well-being through environmental stewardship, crisis response, and social justice advocacy.

Our team's mission is deeply rooted in the call to holistic care as outlined in the *Book of Discipline* and supported by the expansive vision shared by Rev. Joy Dister-Dominguez, who inspired our 2025 launch with her compelling articulation of care and healing ministry in the life of the Church.

Objectives and Key Responses

This year, the Care and Healing Team prioritized three core areas:

1. Clergy Mental Wellness and Support Networks

The team sought to establish a baseline understanding of clergy mental health needs through the initial 2024 clergy well-being and health survey. Rev. Dister-Dominguez and her staff began developing fundamental care systems and peer support networks to foster sustainable mental, emotional, and spiritual health among clergy. Next steps include a second clergy well-being survey, listening sessions, and interviews to track progress and guide the next phase of support development.

2. Grant Landscape Research

Rev. Dister-Dominguez and her team are conducting an initial scan of funding opportunities relevant to our work in healing, care, and justice and are beginning to assess organizational alignment with specific grant pathways to resource future initiatives.

3. "Altogether Worthy" Women's Retreat

A transformative retreat, "Altogether Worthy," which focused on empowering and healing for both lay and clergy women across the HTC was held. This retreat fostered healing, authentic belonging, and unity, celebrating divine worth and sacred sisterhood among diverse voices.

Initial gathering of the Care and Healing Team: January 22, 2025

The team's in-person session was a pivotal moment to:

- Align with the strategic priorities of the Horizon Texas Conference.
- Receive Rev. Joy Dister-Dominguez's Vision for Care and Healing.
- Embrace our call and purpose from the HTC workbook.
- Reflect on the spiritual and organizational expanse of care and healing, which includes:
 - Care of God's Creation
 - Peace with Justice
 - Global Ministries (GBGM)
 - Faith and Social Action
 - United Women in Faith

Additionally, the group reviewed the 2024 Care Report, with the intent of providing critical insights that will guide our data-informed planning and advocacy in the months ahead.

Crisis Response and Training

Led by Rev. Liz Greenwall, teams from each district are receiving specialized training in crisis response, ensuring our Conference is equipped to respond with compassion, readiness, and resilience in times of congregational crisis.

Growing Congregational Health

Supporting healthy congregational life is another pillar of our strategy:

- Care trainings were offered across the Horizon Texas Conference, equipping leaders to better serve and support the emotional and spiritual needs of their communities.
- Plans to launch new ministries aimed at resourcing and empowering congregational care in dynamic and innovative ways throughout 2025 are being researched.

Next Steps

Looking forward, the Care and Healing Team will:

- Launch a second clergy well-being survey, listening sessions, and interviews to assess change and refine clergy well-being strategies.
- Identify and pursue funding opportunities aligned with our ministry goals.
- Expand congregational care ministries with new tools, training, and partnerships.
- Continue offering transformative spiritual experiences like "Altogether Worthy" to nurture belonging and healing.

Conclusion

The Care and Healing Team enters 2025 with a deepened sense of purpose and commitment to holistic care across clergy, congregations, and our communities. Grounded in spiritual calling and guided by strategic vision, we continue to pursue healing in all its dimensions—personal, communal, environmental, and systemic.

Together, we answer the call to be instruments of grace, justice, and wholeness across the Horizon Texas Conference and beyond.

General Board of Global Ministries and the United Methodist Committee on Relief

The United Methodist Church, through the General Board of Global Ministries and the United Methodist Committee on Relief (UMCOR), support mutuality in mission through partnerships around the world. Tasked by The General Conference to Connect the Church in Mission and Alleviate Human Suffering, the Board of Global Ministries and UMCOR's efforts span disaster response, health and sanitation, agriculture, volunteer mobilization, and international partnerships. Together, these projects reflect a deep commitment to love, justice, and service in the name of Christ.

It's incredible to see the legacy of the Horizon Texas Conference already at work in our wider United Methodist connection. In 2024, 182 churches and 641 individuals generously gave a total of \$848,292.62 through Global Ministries to support missionaries and Advance projects around the world. Additionally, we collectively contributed \$729,102.11 to UMCOR and other special projects.

What follows is a sampling of the global ministries impacted by your generosity, organized according to our conference's missional focus and strategic initiatives:

Global Migration

These ministries respond to the growing challenges of displacement, refugee support, and rebuilding lives with dignity.

- In Mission Together – Ukraine and Moldova: Supports displaced families and communities through pastoral care, emergency assistance, and new church starts in post-conflict areas.
- Refugee Response, Church World Service: Provides shelter, legal aid, resettlement assistance, and job training for refugees and asylum seekers worldwide.
- Department of Service to Palestinian Refugees (Middle East Council of Churches): Offers healthcare, education, and psychosocial services to refugee communities in the Middle East.
- Congo, Nigeria, and Middle East – Undesignated: Enables flexible and timely support for migration-related crises across these regions.

Maximizing Care and Healing

These programs address physical, emotional, and spiritual health through sustainable, community-based initiatives.

- Abundant Health: Focuses on well-being for body, mind, and spirit, especially among vulnerable populations—over one million children reached.

- Grace Children's Hospital (Haiti): Specializes in pediatric and TB care, providing high-quality, faith-based medical treatment to underserved children.
- Maua Methodist Hospital (Kenya): Offers comprehensive care, including HIV/AIDS treatment, maternal health, and surgical services in a remote region.
- Healthy Women, Healthy Liberia: Equips women with prenatal care, health education, and life skills—improving outcomes for entire families.
- Shungu Health Center (DRC): Provides essential care in a conflict-affected region with high maternal and child mortality rates.
- Imagine No Malaria: Continues to support malaria prevention and treatment in Sub-Saharan Africa.

Championing Children and Youth

Focused on education, safety, and holistic development, these programs invest in the next generation.

- Child Reintegration Centre (Sierra Leone): Transforms the lives of vulnerable children through family reunification, education, and trauma-informed care.
- Mary Jo Phillips Methodist Daycare (Paraguay): Offers early childhood education in a safe, nurturing, faith-filled environment.
- Africa University Scholarships: Equips young adults with Christ-centered higher education, developing leaders for church and society.
- McCurdy Ministries Community Center (New Mexico, USA): Serves children and families through after-school programs, education, and counseling.
- Tanzania Women Development and Orphans Schools: Supports education for girls and vulnerable children in rural Tanzania.
- Next Generation Ministries (Haiti): Provides care, housing, and education for children affected by extreme poverty and disaster.

Pursuing and Embracing Diversity

These initiatives lift up the beauty and strength of God's people across cultures, abilities, and languages.

- Disability Ministries Committee: Advocates for full inclusion and accessibility for people with disabilities in worship, leadership, and daily church life.
- Deaf and Hard of Hearing Ministries: Equips churches to welcome and disciple Deaf and HOH communities through ASL worship and leadership training.
- Latvia In Mission Together: Partners with local churches to strengthen emerging congregations in post-Soviet contexts with diverse theological backgrounds.
- Leadership Development (Global): Trains diverse leaders in contextual ministry, empowering indigenous pastors, and lay leaders worldwide.
- Moscow Theological Seminary: Offers theological education to a diverse body of students across Russia and Central Asia.

Multiplying Jesus Followers

These efforts support evangelism, discipleship, and church planting, especially in regions of new or recovering Christian witness.

- Cambodia and Mongolia Mission Initiatives: Help establish new congregations and support lay and clergy leadership for long-term church presence.
- Evangelism and Church Revitalization (Global): Strengthens churches through training, spiritual renewal, and contextualized outreach methods.
- Stove Builders of Guatemala: Combines evangelism with community service by building eco-friendly stoves and sharing the gospel in rural villages.
- Give Ye Them to Eat (Mexico): A holistic mission that feeds the hungry, trains church leaders, and plants new worshipping communities.

- New Church Construction – Tanzania: Supports the physical and spiritual growth of churches in rapidly expanding communities.

Each gift from the Horizon Texas Conference has extended the hands and feet of Christ to the farthest corners of the globe. Together, we are shaping communities of hope, healing, and transformation. Whether it's providing clean water in the Congo, empowering women in Liberia, walking with refugees in Ukraine, or nurturing faith among children in Paraguay—these ministries are tangible expressions of God's love in action.

This is more than charity. It is connectional ministry at its best—an embodiment of our shared calling to make disciples of Jesus Christ for the transformation of the world.

Thank you for your generosity, your prayers, and your commitment to mission. As we continue to grow in our faith and connection, may we boldly answer Christ's call to serve "the least of these" and witness the Spirit at work in every culture, community, and heart.

Church and Society and Peace with Justice Report

The Horizon Texas Conference Board of Church and Society has been in a state of transition as the legacy conferences unify into the new conference. Among these changes, the work of Church and Society now falls under the Care and Healing Team. As part of Care and Healing, the members of the Board of Church and Society are no longer appointed by the nominations committee. Instead, the chair, currently Rev. Phil Dieke, is responsible for recruiting committee members. Additionally, in the new structure of the conference, the chair of the Board of Church and Society will also serve as the conference's Peace with Justice Coordinator. The Chair/Peace with Justice Coordinator continues to meet with the General Board of Church and Society (GBCS) staff monthly to maintain connectional relationships with GBCS and other leaders across the connection.

Given this year of structural transition, we have leveraged partnerships with GBCS and the statewide advocacy organization Texas Impact. We received a grant from GBCS to invest in work with Texas Impact, specifically around North Texas Faith Votes leading up to the 2024 election. This work continues to focus on local elections and mobilizing Horizon Texas Conference congregations in partnership with interfaith organizations across the broader North Texas region.

Finally, more and more congregations are embracing justice ministries within their communities. Church and Society has been meeting with local congregations to help them launch these ministries, brainstorm opportunities, and make broader connections. If your congregation is seeking to engage (or further engage) in justice work in your congregation, community, and beyond, reach out to Rev. Phil Dieke (phildieke@gmail.com) to discuss the role Church and Society can play in your community.

The following links from GBCS may be helpful regarding advocacy resources

- (<https://www.umcjustice.org/what-you-can-do/advocacy>):
- small group resources (<https://www.umcjustice.org/who-we-are/social-principles-as-adopted-by-general-conference-charlotte-2024>),
- sign up for action alerts (<https://www.umcjustice.org/search?q=Action+Alerts>), and
- find a worship planning calendar (https://www.resourceumc.org/-/media/umc-media/2025/01/15/15/44/2025_Revised_Planning_Calendar_1-15-25) for Peace with Justice.

PURSUE AND EMBRACE DIVERSITY TEAM

DR. MARIA DIXON-HALL, CHAIR

In this season of heightened dialogue around the role and significance of diversity in our nation's life, we must recognize that our conference may not share a unified understanding or expression of what diversity truly means, especially as it is lived out across our different communities. Therefore, our approach must begin with the basics: **listening**.

Before we can move forward, we must first create space to hear how our conference understands, values, and envisions the role of diversity in our shared ministry. In the spirit of true inclusion, this means fostering opportunities for **honest, respectful, and safe conversations**—ones that invite reflection, vulnerability, and differing perspectives.

Over the coming year, we will engage the conference in intentional dialogue that centers these values. We will approach this work with **humility, grace, humor, and discernment**, seeking to understand where we truly are on our collective journey toward deeper inclusion—and where we are being called to go next.

TELL OUR STORY TEAM

REV. BETH STUYCK, CHAIR, TELL OUR STORY TEAM

PAMELA HUGHES, DIRECTOR OF COMMUNICATIONS

Over the past year, the Tell Our Story department has focused on building a strong foundation for clear, consistent communication across the newly unified Horizon Texas Conference. This has been a season of both transition and growth, as we work to reflect the mission and values of our connection while lifting up the people and ministries who bring that mission to life.

Horizon Texas Conference Branding and Channel Launch

Following unification, our team led the rollout of the new Horizon Texas Conference branding across digital and print platforms. This included the design of a new logo, color palette, typography system, and voice guidelines to visually represent our connection. Vibrant orange paired with The UMC's signature shade of red reflect the energy and vitality of the Horizon Texas Conference.

In the digital space, we launched new social media channels for:

- Horizon Texas Conference (HTC)
- Horizonte en Español
- HTC Children and Youth Ministries

Creating channels built around unique audiences, rather than our internal organizational structure, supports an external focus and our emphasis on cultivating relationships with and among key audiences, including Spanish-speaking communities and our youngest generations. Platform-specific content and bilingual communications ensure that we are not just including these ministries but intentionally serving and prioritizing them.

Alongside our social media efforts, we also introduced new HTC newsletters to serve a variety of communication needs. These include:

- Notes for a New Day – a daily devotional series to nurture spiritual life across the connection
- On the Horizon – a weekly snapshot of news, events, and opportunities from across the HTC
- District Digest – a monthly collection of stories, updates, and upcoming events from each district

Since migrating our newsletter subscribers from the Central, North and Northwest Texas Conference lists to our unified HTC list, we have built a list of more than 3,000 email subscribers, with an average message open rate of 67.6% across all conference emails since the start of the year. This far exceeds industry averages, and we are encouraged to see new users subscribe every week. You can ensure you are subscribed to our HTC newsletters at htcumc.org/newsletters.

POD Strangely Warmed Podcast

In the unification, the POD Strangely Warmed podcast has transitioned from being a production of the Central Texas Conference to the new Horizon Texas Conference; and this spring, the show marked its 100th episode. Across those episodes, host Rev. Daniel Hawkins and producer Dustin Kaps have welcomed guests from across the connection to explore major events, issues, questions, and trends in our churches, always with their signature blend of conversation and humor. Since its launch in February 2023, the podcast has been downloaded more than 6,000 times across platforms including Spotify, Apple Podcasts and Amazon Music.

Recent episodes that have become listener favorites include:

- Ep. 94: Rev. Daniel Hawkins' visit to Winter Camp 2 at Glen Lake
- Ep. 91: A conversation with Revs. Kristin Warthen and Betsy Godbold on "Finding Peace in a Chaotic World"
- Ep. 95: A celebration of Asian American and Pacific Islander (AAPI) Heritage within the HTC
- Eps. 86 and 87: The annual "Best, Worst, and Weirdest" episodes, which highlight memorable ministry moments

Immigration Resource Hub

In response to ongoing needs across our conference and state, the Tell Our Story department curated a centralized Immigration Resources page at www.htcumc.org/immigration-resources. This includes:

- Bilingual video messages from Bishop Saenz
- An episcopal letter on immigration from South Central Jurisdiction bishops
- HTC guidelines for sanctuary and civil disobedience
- Curated legal, pastoral, and educational resources for individuals and employers

These resources continue to support both advocacy and pastoral care in our local churches and communities.

Storytelling Across the Connection

Our team has been traveling across our expanded geography, as well as building a network of "amateur reporters," to document and amplify stories that reflect the spirit and work of our congregations. This hybrid approach has allowed the conference to share timely, meaningful updates from across the connection—including the bilingual prayer service hosted in March at Vida Abundante in Lubbock, the intergenerational ministry launched through The Gathering at First UMC Cleburne, and the hands-on support offered by Lovers Lane UMC youth at the Cultiv8Community extension ministry site in the East District.

Each of these moments represents the breadth, diversity and vitality of ministry happening across our connection. We look forward to continuing to collaborate with our clergy and laity to amplify the stories of transformation happening in our midst.

Looking Ahead

In the coming months, the Tell Our Story department will launch a new Horizon Texas Conference website designed to connect users more quickly to the tools and answers they need. Built around an integrated tag structure, the site will easily link together events, resources, articles, and staff by ministry, offering a more intuitive experience that works across desktops and mobile devices.

We are also developing a series of local church communications workshops to begin this fall, equipping clergy, staff and volunteers with practical tools and best practices to tell their own stories well—online, in print and in person. If you have an idea for a workshop topic, please share those with HTCcommunications@htcumc.org.

COMMISSION ON ARCHIVES AND HISTORY

CALVIN SCOTT, ARCHIVIST

The Archives and History Committee met on March 14th, 2025 and elected Cindy Martin as the chair. We discussed adding additional members to the committee and the state of the archives. In the Horizon Texas Conference, we have three legacy archives. The Central Texas Conference archives, North Texas Conference archives and Northwest Texas archives. The legacy archives no longer accept new records but are open for research. The Northwest Texas Archives are being cared for by McMurry University. The North Texas Archives home is at Southern Methodist University, where we are in the process of deploying the archival database program ArchivesSpace so that we can get the archives cataloged and ultimately have their finding guides available online. For the Central Texas Conference, the biggest issue is the cataloging of disaffiliated church records. For the Horizon Texas Conference Archives, we are also deploying ArchivesSpace as the Archival Database. This will bring some unity in the way we catalog the records for the Horizon Texas Conference in ArchivesSpace, which has become almost an industry standard at this point.

CONNECTIONAL RESOURCES TEAMS (STEWARDSHIP AND OPERATIONS)

TREASURER'S REPORT

REV. JEFFREY PEHL

Since unification, the Treasurer and the Stewardship Team have worked on the following items:

- Preparing for final audits of the three legacy conferences,
- Working with unification counsel to identify and research restricted and designated funds of the legacy conferences,
- Opening bank and investment accounts at First Financial Bank for HTC, after a proposal process to identify the appropriate banking institution for HTC,
- Setting up the charts of accounts for HTC,
- Transferring funds from the Legacy Conferences to HTC, and
- Updating the billing process for apportionments.

The following Wespeth accounts have been identified, and research and responsibility for the accounts ascertained:

WESPATH ACCOUNTS

The pension and health benefits balances for each of the three Legacy Conferences are shown below:

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PENSION PAYMENT ACCOUNT

Formerly known as Deposit Account. The basic “draft” account at Wespath is where pension (non-Pre-82 or CRSP) or benefits obligation funds are accumulated. Wespath then drafts from this account to pay obligations as they become due. Any remaining balance is unrestricted.

	<u>Central Texas Conference</u>	<u>North Texas Conference</u>	<u>Northwest Texas Conference</u>
Balance 1/1/24	\$ 3,988,832.28	\$ 4,436,702.58	\$ 214,089.73
Net deposits/transfers	2,926,653.78	2,348,086.97	635,424.84
Settlements and contributions	(4,857,783.99)	(2,373,013.05)	(798,891.82)
Market Gain/(Loss)	<u>200,307.45</u>	<u>292,227.52</u>	<u>4,672.63</u>
Ending Balance 12/31/24	\$ 2,258,009.52	\$ 4,704,004.02	\$ 55,295.38

These accounts were transferred to HTC and combined into a single account (“01”). HTC has moved the unrestricted balance to HTC’s operating reserves. **Ongoing Responsibility: CF&A**

PRE-82 ACCOUNT

The Pre-82 account was established to accumulate funds to satisfy claims from the pension plan in place prior to 1982 and the Pre-82 account funds and earnings are invested in the Multiple Asset Fund (MAF) and are permanently restricted by Wespath for Pre-82 pension liabilities.

	<u>CTC</u>	<u>NTC</u>	<u>NWTX</u>
Balance 1/1/24	\$ 17,179,969.08	\$ 13,416,526.81	\$ 10,450,740.15
Deposits	162,068.81	0.00	145,547.20
Net payments to claimants	(1,856,836.03)	(1,689,287.30)	(1,274,095.79)
Net other costs	(4,509.71)	(4,138.73)	(4,512.41)
Market Gain/(Loss)	<u>621,549.36</u>	<u>477,820.51</u>	<u>372,283.91</u>
Ending Balance 12/31/24	\$ 16,102,241.51	\$ 12,200,921.29	\$ 9,689,963.06

These accounts were transferred to HTC and combined into a single Pre-82 account (“81”), and HTC has confirmed with Wespath the pension obligation requirements for the Pre-82 Plan. [HTC has also requested redirection of a \$425,686 surplus to partially satisfy the 12/31/2025 CRSP DB obligations (see CRSP Account, below).]

Ongoing Responsibility: Board of Pensions and Health Benefits

PRE-82 CAPITAL FUNDS CAMPAIGN

This fund represents the amounts collected from CTC’s 1986/87 capital funds campaign for Pre-82 pension plan obligations, initially totaling \$966,112.00. The funds currently in the account represent those funds designated to supplement the Pre-82 represent designated principal from that campaign and investment earnings since the funds were placed in deposit. Any change to this designated status can only take place by annual conference action, after consultation with Wespath as to the impact on the Pre-82 Pension Plan.

	<u>CTC</u>	<u>NTC</u>	<u>NWTX</u>
Balance 1/1/24	\$ 2,139,537.40	N/A	N/A
Market Gain/(Loss)	<u>42,985.47</u>		
Ending Balance 12/31/24	\$2,182,522.87		

This account was transferred to HTC (“81”). According to Wespath, the Pre-82 Pension Plan is overfunded by more than \$3,000,000. Thus, after consultation with Wespath regarding any funding needs for the Pre-82 Pension Plan, the Board of Pension and Health Benefits recommends the 2025

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Annual Conference approve a resolution to re-designate these funds contained in this account as unrestricted and transfer the amounts to HTC's operating reserves. (See Item 2025-12: Resolution Regarding CTC "Pre-82 Capital Campaign" Funds on page 408408)

Ongoing Responsibility: None

CRSP DEPOSIT ACCOUNT

This is the designated account to accumulate funds for the defined benefit component of the Clergy Retirement Security Program (CRSP). On the last business day of each year, the required dollar amount to fund this component is transferred into the CRSP administered by Wespath. Any remaining balances after the CRSP DB transfer are unrestricted. The CRSP plan contributions end December 31, 2025.

	<u>CTC</u>	<u>NTC</u>	<u>NWTX</u>
Balance 1/1/24	\$ 3,066,988.95	N/A	N/A
Deposits and Adjustments	1,680,528.29		
Monthly Settlement	(673,605.54)		
Market Gain/(Loss)	<u>203,513.25</u>		
Ending Balance 12/31/24	\$4,277,424.95		

This account was transferred to HTC ("02"), and these designated funds will be held in this account until December 31, 2025 for the Wespath CRSP DB transfer. [HTC has also requested redirection of a \$425,686 surplus to partially satisfy the 12/31/2025 CRSP DB obligations (see CRSP Account, below).] After the December 31, 2025 transfer, the remaining funds, which are unrestricted, will be transferred to HTC's operating reserves.

Ongoing Responsibility: Board of Pensions and Health Benefits

HEALTH BENEFITS PAYMENT ACCOUNT

Formerly known as Health Benefits Account. This account was CTC's basic "draft" account at Wespath where budgeted monies and benefit payment invoice receipts for the HealthFlex active plan were deposited, and transfers from the Retiree Health Benefits account paid the obligations as they come due. Any amounts not needed for payment invoice receipts were unrestricted.

	<u>CTC</u>	<u>NTC</u>	<u>NWTX</u>
Balance 1/1/24	\$ 3,015,461.11	N/A	N/A
Deposits	2,884,537.98		
HealthFlex Payments	(3,141,846.67)		
Market Gain/(Loss)	<u>194,384.28</u>		
Ending Balance 12/31/24	\$ 2,952,536.70		

This account was transferred to HTC ("05"), and the current unrestricted funds in this account moved to operational reserves, less the basic balance required by CF&A to maintain within the account. Amounts for HealthFlex and the Retiree Medical payments will be transferred into this account (from operational reserves and the Retiree Medical account) to pay obligations as they come due.

Ongoing Responsibility: CF&A

RETIREE MEDICAL ACCOUNT

These funds from CTC and NTC were reserved to fund Retiree Medical obligations and are used to fund retiree medical obligations, as estimated by actuarial valuations. Earnings on these funds and excess funds are unrestricted.

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	<u>CTC</u>	<u>NTC</u>	<u>NWTX</u>
Balance 1/1/24	\$ 7,855,304.65	\$ 37,054,506.55	N/A
(Withdrawals)	(150,000.00)	0.00	
Market Gain/(Loss)	<u>561,487.03</u>	<u>2,717,752.79</u>	
Ending Balance 12/31/24	\$8,266,791.68	\$ 39,772,259.34	

These accounts were transferred to HTC ("06"), and HTC commissioned an actuarial valuation report from Willis Towers Watson in April 2025. HTC's Expected Post-Retirement Benefit Obligations (EPBO) for are estimated to be \$14,037,734 as of December 31, 2024. **[After review of the Willis Towers Watson report, funds in excess of \$20,000,000 will be moved to a separate HTC investment account, and the earnings on those funds, and only the earnings will be available for HTC's operational reserves for fiscal year 2026 only. See also Item 2025-14: De-Designating the Earnings from the Overfunded Portion of the Retiree Medical Account for Unrestricted Use by the Conference.]**

Ongoing Responsibility: Board of Pensions and Health Benefits

SUPERANNUATE FUND

The principal amount of these funds as set forth below were the result of the 1939 merger of the Methodist Episcopal Church, the Methodist Episcopal Church, South, and the Methodist Protestant Church and are permanently restricted. All past and future earnings are unrestricted.

	<u>CTC</u>	<u>NTC</u>	<u>NWTX</u>
Balance 1/1/24	\$ 2,094,063.85	\$ 186,460.73	\$ 521,642.31
Market Gain/(Loss)	<u>153,588.55</u>	<u>13,675.91</u>	<u>38,259.71</u>
Ending Balance 12/31/24	\$ 2,247,652.40	\$ 200,136.64	\$ 559,902.02

	<u>CTC</u>	<u>NTC</u>	<u>NWTX</u>
Restricted Balance	\$ 63,986.00	\$ 89,338.34	\$ 54,835.46
Unrestricted Balance	\$ 2,183,666.40	<u>110,798.30</u>	<u>505,066.56</u>
Ending Balance 12/31/24	\$ 2,247,652.40	\$ 200,136.64	\$ 559,902.02

These accounts have been transferred to HTC ("87") and combined into a single Superannuate Account. The restricted balances will remain in the Superannuate Account, while unrestricted balances and ongoing earnings will be removed from this account and moved to HTC operating reserves.

Ongoing Responsibility: Board of Pensions and Health Benefits

BUILDING FUND

CTC voted that, beginning with the 2013 budget, funds would be put aside into a designated fund to allow the conference to accumulate a substantial amount of money secured for a future conference service center or renewal of the lease on the current CTC Conference Service Center. These funds are thus conference-designated for this purpose.

	<u>CTC</u>	<u>NTC</u>	<u>NWTX</u>
Balance 1/1/24	\$ 974,687.52	N/A	N/A
Market Gain/(Loss)	<u>71,488.19</u>		
Ending Balance 12/31/24	\$ 1,046,175.71		

This account was transferred to HTC ("08"). The funds will remain designated to conference center needs.

Ongoing Responsibility: Board of Trustees

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GRANT SUPPORT

This restricted account originated with the CTC and provides grant money to clergy and surviving spouses of clergy to assist with catastrophic, unanticipated medical expenses. These funds and the earnings on these funds are restricted, and determination of use of these funds is approved by the Cabinet.

	<u>CTC</u>	<u>NTC</u>	<u>NWTX</u>
Balance 1/1/24	\$ 131,086.00	N/A	N/A
Market Gain/(Loss)	9,614.47		
Ending Balance 12/31/24	\$ 140,700.47		

This account was transferred to HTC ("02"), and the funds and the earnings on these funds will remain restricted.

Ongoing Responsibility: Cabinet/CF&A

SUSTENTATION FUND

This CTC fund was established to provide financial assistance to churches and clergy in times of clergy transition. These funds and the earnings on these funds are restricted, and determination of use of these funds is approved by the Cabinet.

	<u>CTC</u>	<u>NTC</u>	<u>NWTX</u>
Balance 1/1/24	\$ 32,064.08	N/A	N/A
(Withdrawals)	(33,464.92)		
Market Gain/(Loss)	2,002.84		
Ending Balance 12/31/24	\$ 602.00		

This account was transferred to HTC ("02"), and the funds remain restricted. Additionally, the sustentation funds that were in CTC's Chase bank account will become part of this restricted fund at Wespeth. The Sustentation Fund totals \$34,676.00 as of 12/31/24, and these funds and the earnings on this fund will remain restricted.

Ongoing Responsibility: Cabinet/CF&A

PERSONNEL COMMITTEE

REV. ANDY LEWIS, CHAIR

The Unification Plan for the structure of the Horizon Texas Conference included a personnel committee. The purpose of the personnel committee is as follows:

In partnership with the bishop and chief of staff and with resourcing from GCFA human resources, provide policies, guidance, support, and accountability that creates an environment where conference staff (lay and appointed clergy) can thrive.

The personnel committee gathered on January 10th to establish its charter, which outlines the committee's purpose, duties and responsibilities, and meeting expectations.

On January 24th, the committee met to review a proposed HTC employee policy manual that was developed in partnership with GCFA, and a motion to adopt the manual with edits discussed in the meeting was approved. The manual will be reviewed at least annually and updated as needed moving forward. The committee also reviewed a proposed contract for support services from GCFA – human resources for 2025. A motion to approve the contract passed unanimously.

On February 25th, the committee met to prepare to make a recommendation to CF&A for total compensation of the conference staff in 2026 and explore ways to support and encourage the conference staff. The personnel committee reconvened on March 18th to continue these discussions. In light of the fact that Conference Average Compensation (CAC) in the HTC increased by 2.1% from 2024 to 2025, a motion to recommend a 2.1% increase for all conference staff in 2026 was approved. No increase was given to the conference staff from 2024 to 2025. It was emphasized that compensation of conference staff should be tied to what is happening in the local church. This recommendation was for 2026 only; the committee will consider future recommendations after the Horizon Texas Conference has had time to stabilize. Regarding support and encouragement, every conference staff person was paired with personnel committee member, who will offer affirmation and support throughout the year. The committee agreed to develop a job satisfaction survey to measure the impact of these and other efforts moving forward.

COMMITTEE ON EPISCOPACY

KATHI EDWARDS, CHAIR

Members of the Committee on Episcopacy of the Horizon Texas Conference met on March 3, 2025, to embark on our vital role of supporting the episcopal leadership of Bishop Ruben Saenz Jr. over the coming quadrennium. We will also strive to maintain accountability within The United Methodist Church's connexional system. It is the goal of this committee not to be a supervisory body but to build a relational partnership with Bishop Saenz which fosters mutual trust through regular dialogue, transparency, and shared discernment to advance the UMC's mission of making disciples and transforming communities. Primarily, the committee on episcopacy seeks to lift up our bishop and his family in prayer as he fulfills his episcopal calling "to guard, transmit, teach, and proclaim, corporately and individually, the apostolic faith as it is expressed in Scripture and tradition, and, as he is led and endowed by the Spirit, to interpret that faith evangelically and prophetically." (2020/2024 *The Book of Discipline of the United Methodist Church*, Paragraph 414.3) This is only one of the many leadership responsibilities of a bishop, both spiritual and temporal, listed in the *Book of Discipline*, but in the challenging and rapidly changing denominational landscape which will be faced over the next four years, empowerment by the Holy Spirit will be needed above all else.

Bishop Saenz outlined his "Vision and Priorities" which the committee members embraced as our shared mission with him. The following three core tasks will be necessary to optimize the fruitfulness of the conference's five strategic priorities:

1) Set actionable baselines for growth and accountability

By assessing and holding honest conversations about measurables such as baptisms, professions of faith, number of constituents, realistic economic capacities, median age of congregants and missional outreach, the Horizon Texas Conference will focus, not on maintaining, but on THRIVING.

2) Formalize operational structures that ensure long-term sustainability

This will require the integration of processes, systems, websites, committees, etc. While the Horizon Texas Conference is ahead of some other conferences, having already navigated the unification process and reductions in resources, we still must be vigilant in our efforts to align priorities with local needs and global UMC mandates, to stabilize membership loss and morale in the HTC, to foster understanding around theological polarity of members, and to bring healing of past wounds.

3) Cultivate trust through intentional connectivity

Consolidation of three conferences risks friction between distinct cultural identities, governance practices, and regional priorities. Unification requires consolidating administrative structures, which may strain relationships. Conference leadership from each team travels throughout the conference,

so every church and every community knows their ministry, voices, and presence matters regardless of their distance from conference offices. This includes intentionally training and equipping people throughout the conference to champion our five strategic priorities. More than anything else, this means we must learn to trust one another as we build what will become the Horizon Texas Conference “culture” of the future. Bishop Saenz would love for that new culture to be one of humility, community collaboration, curiosity, adventure, and interfaith and ecumenical relationships.

As many of you can attest, Bishop Ruben Saenz, Jr. is wholeheartedly pouring his life into serving God through his ministry as a United Methodist bishop. In addition to his appointment as Bishop of the Horizon Texas Conference, he is also the current Bishop for Honduras, and the President Designate for the Council of Bishops. His spiritual leadership is widely felt through his recorded teaching podcasts and Lenten video series, through his ecumenical relationships, and his many preaching engagements. He is a frequent devotional contributor to “Notes for a New Day,” and he prays daily for the individuals featured on that site. The members of the committee on episcopacy invite each of you to join us as we support Bishop Saenz, his wife, Maye, and their family by praying for them each day. As a conference we are incredibly blessed to have this episcopal family leading us toward the “prize of the high calling of God in Christ Jesus.” (Philippians 3:14 KJV)

BOARD OF PENSION AND HEALTH BENEFITS

E. PHILIP BUSH, CHAIR

The Horizon Texas Conference Board of Pension and Health Benefits (the “Board”) is charged, under the Book of Discipline *“with the interests and work of providing for, and contributing to, the support, relief, assistance, and pensioning of the clergy and their families, other church workers, and lay employees of the United Methodist Church, its institutions, organizations, and agencies within the Annual Conference, except as otherwise provided for by Wespeth. The Board works closely with Wespeth, which offers excellent interpretation and guidance regarding pension, health insurance, and other benefits provided by the Annual Conference.”* See, *Book of Discipline*, ¶ 638 Conference Board of Pensions.

During the Unifying Conference, the issue of providing reimbursement of health premiums to clergy who opt out of the Conference’s health plan was raised from the floor. Wespeth submitted the following as a response.

“You requested Wespeth’s opinion on your proposal to offer a rebate or reimbursement of health premiums for clergy members who opt out of Conference-provided coverage. We have not seen any other conferences or plan sponsors adopting this approach. We believe there are several significant legal and tax considerations. Excluding clergy members eligible for Medicare to avoid that issue could potentially raise age discrimination concerns. Additionally, the Conference should consider the potential tax implications for the pastor, as this rebate/reimbursement will likely be treated differently from a premium contribution for tax purposes. Finally, it’s possible the IRS could consider this type of rebate/reimbursement to be an attempted-health reimbursement arrangement, which are subject to several IRS and potentially Affordable Care Act requirements.”

Through the unification process, we learned of the different practices of providing health insurance coverage across the legacy conferences. One significant issue is providing an affordable option for the participant’s family or the participant + one plan. The Board views this as an issue that needs to be addressed and will examine it, seek input from representative clergy members, report back, and, as appropriate, recommend legislation to the Annual Conference in 2026.

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REPORT NO. 2 SUMMARY OF PENSION AND BENEFIT ACCOUNTS

The Board of Pensions and Health Benefits maintains oversight of all pension and benefit reserves and funds:

PRE-82 ACCOUNT

The Pre-82 account was established to accumulate funds to satisfy claims from the pension plan in place prior to 1982. The Pre-82 account funds and earnings are invested in the Multiple Asset Fund (MAF) and are permanently restricted by Wespath for Pre-82 pension liabilities.

	<u>Central Texas Conference</u>	<u>North Texas Conference</u>	<u>Northwest Texas Conference</u>
Balance 1/1/24	\$ 17,179,969.08	\$ 13,416,526.81	\$ 10,450,740.15
Deposits	162,068.81	0.00	145,547.20
Net payments to claimants	(1,856,836.03)	(1,689,287.30)	(1,274,095.79)
Net other costs	(4,506.71)	(4,138.73)	(4,512.41)
Market Gain/(Loss)	<u>621,549.36</u>	<u>477,820.51</u>	<u>372,283.91</u>
Ending Balance 12/31/24	\$ 16,102,241.51	\$ 12,200,921.29	\$ 9,689,963.06

These accounts were transferred to Horizon Texas Conference (HTC) and combined into a single Pre-82 account (#81), and HTC has confirmed with Wespath the pension obligation requirements for the Pre-82 Plan. HTC has also requested a redirection of a \$425,686 surplus to partially satisfy the 12/31/2025 CRSP DB obligations (see CRSP Account, below).

The Unifying Conference passed legislation that established the Pre-82 Past Service Rate (PSR) for the three legacy conferences to be equalized at \$875, effective January 1, 2026.

PRE-82 CAPITAL FUNDS CAMPAIGN

This fund represents the amounts collected from 1986/87 capital funds campaign by the Central Texas Conference (CTC) for Pre-82 pension plan obligations, initially totaling \$966,112.00. The funds currently in the account represent those designated to supplement the Pre-82 campaign, designated principal from that campaign, and investment earnings since the funds were placed in deposit. Any change to this designated status can only occur by annual conference action, after consultation with Wespath as to the impact on the Pre-82 Pension Plan. The original legislation, as reported in the 1986 CTC Journal and subsequent Journals, affirms the characterization of these funds and that it can be changed through annual conference vote.

	<u>CTC</u>	<u>NTC</u>	<u>NWTX</u>
Balance 1/1/24	\$ 2,139,537.40	N/A	N/A
Market Gain/(Loss)	<u>42,985.47</u>		
Ending Balance 12/31/24	\$2,182,522.87		

This account was transferred to HTC and assigned the account number "81." According to Wespath, the Pre-82 Pension Plan is overfunded by more than \$3,000,000. Thus, after consultation with Wespath regarding any funding needs for the Pre-82 Pension Plan, the Board of Pension and Health Benefits recommends that the 2025 Annual Conference approve a resolution to re-designate the funds contained in this account as unrestricted and transfer the amounts to HTC's operating reserves.

(See Item 2025-14: De-Designating the Earnings from the Overfunded Portion of the Retiree Medical Account for Unrestricted Use by the Conference on page 410)

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CLERGY RETIREMENT SECURITY PROGRAM DEPOSIT ACCOUNT

This is the designated account to accumulate funds for the defined benefit component of the Clergy Retirement Security Program (CRSP). On the last business day of each year, the required dollar amount to fund this component is transferred into the CRSP administered by Wespeth. Any remaining balances after the CRSP DB transfer are unrestricted. The CRSP plan contributions end on December 31, 2025.

	CTC	NTC	NWTX
Balance 1/1/24	\$ 3,066,988.95	N/A	N/A
Deposits and Adjustments	1,680,528.29		
Monthly Settlement	(673,605.54)		
Market Gain/(Loss)	<u>203,513.25</u>		
Ending Balance 12/31/24	\$4,277,424.95		

This account was transferred to HTC (#02), and these designated funds will be held in this account until December 31, 2025, for the Wespeth CRSP DB transfer. HTC has also requested redirection of a \$425,686 surplus to partially satisfy the 12/31/2025 CRSP DB obligations (see CRSP Account, below). After December 31, 2025, the remaining funds, which are unrestricted, will be transferred to HTC's operating reserves.

RETIREE MEDICAL ACCOUNT

These funds from CTC and NTC were reserved to fund Retiree Medical obligations and are used to fund them, as estimated by actuarial valuations. Earnings on these funds and excess funds are unrestricted.

	CTC	NTC	NWTX
Balance 1/1/24	\$ 7,855,304.65	\$ 37,054,506.55	N/A
(Withdrawals)	(150,000.00)	0	
Market Gain/(Loss)	<u>561,487.03</u>	<u>2,717,752.79</u>	
Ending Balance 12/31/24	\$8,266,791.68	\$ 39,772,259.34	

These accounts were transferred to HTC (#05), and HTC commissioned an actuarial valuation report from Willis Towers Watson, which was received in April 2025. HTC's Expected Post-Retirement Benefit Obligations (EPBO) are estimated to be \$14,037,734 as of December 31, 2024. After review of the Willis Towers Watson report, funds in excess of \$20,000,000 will be moved to a separate HTC investment account, and a portion of those excess funds and earnings on those funds will be available for HTC's operational reserves.

The Unifying Conference passed legislation that the post-retirement medical benefit shall be subsidized 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.

SUPERANNUATE FUND

As set forth below, the principal amount of these funds resulted from the 1939 merger of the Methodist Episcopal Church, the Methodist Episcopal Church, South, and the Methodist Protestant Church and is permanently restricted. All past and future earnings are unrestricted.

	CTC	NTC	NWTX
Balance 1/1/24	\$ 2,094,063.85	\$ 186,460.73	\$ 521,642.31
Market Gain/(Loss)	<u>153,588.55</u>	<u>13,675.91</u>	<u>38,259.71</u>
Ending Balance 12/31/24	\$ 2,247,652.40	\$ 200,136.64	\$ 559,902.02

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	<u>CTC</u>	<u>NTC</u>	<u>NWTX</u>
Restricted Balance	\$ 63,986.00	\$ 89,338.34	\$ 54,835.46
Unrestricted Balance	\$ 2,183,666.40	110,798.30	505,066.56
Ending Balance 12/31/24	\$ 2,247,652.40	\$ 200,136.64	\$ 559,902.02

These accounts have been transferred to HTC (#87) and combined into a single Superannuate Account. The restricted balances will remain in the Superannuate Account, while unrestricted balances and ongoing earnings will be moved to HTC operating reserves.

2025 COMPREHENSIVE BENEFIT FUNDING PLAN

The *2020/2024 Book of Discipline* ¶ 1506 requires each annual conference to develop, adopt, and implement a formal, comprehensive funding plan for its benefit obligations. The funding plan shall be submitted annually to Wespath Benefits and Investments (Wespath) for review and be approved annually by the annual conference, following the receipt and inclusion of a favorable written opinion from Wespath.

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CENTRAL TEXAS CONFERENCE (521) 2025 COMPREHENSIVE BENEFIT FUNDING PLAN

This funding plan incorporates, to the best of our understanding, the plan sponsor's obligations and funding of the benefits provided to clergy and laity, as noted below.

It is understood by the signees that defined benefit plan liabilities [Pre-82 Plan, Ministerial Pension Plan (MPP) and Clergy Retirement Security Program Defined Benefit (CRSP DB) and other sponsored defined benefit plans] continue until the last benefit is paid to participants and their surviving spouses irrespective of the funding level of the plan. That is, even if the assets in the plan are larger than the liabilities in the plan, the plan sponsor still has a liability (obligation) and potential future contribution due to the plan.

Benefit Obligations Summary

Plan Contributions for 2025

Clergy Retirement Security Program (CRSP) DB	\$900,141
Clergy Retirement Security Program (CRSP) DC	\$367,000
Ministerial Pension Plan (MPP)	\$0
Pre-82 Plan (Pre-82)	\$0
United Methodist Personal Investment Plan (UMPIP) Lay	\$87,394
United Methodist Personal Investment Plan (UMPIP) Clergy	\$0
Other Defined Contribution (DC) Obligations	\$55,000
Other Defined Benefit (DB) Obligations	\$0
Health—Active Participants	\$2,733,954
Health—Additional Sponsored Coverage	\$13,739
Post-Retirement Medical (PRM)	\$259,220
Comprehensive Protection Plan (CPP)	\$362,000

Ongoing Funding Contributions

Pre-82 Plan (Pre-82)	\$0
Post-Retirement Medical (PRM)	\$0

Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Conference Benefit Officer (or equivalent)	Timothy Bruster	08/20/2024
Conference Treasurer	Jeffrey Pehl	11/01/2024
Conference Board of Pension Chair	Allison Alvarado	11/01/2024
Council on Finance and Administration Chair		



Opinion on **Central Texas Conference 2025** Comprehensive Benefit Funding Plan

The funding plan meets the standards for a Pre-82 funding plan as established by Wespath Benefits and Investments and the favorable opinion requirements for a funding plan. Note: The statement above and any written opinion provided by Wespath do not imply any representation as to the ability or probability of the applicable plan sponsor to fulfill the obligations included in the funding plan.

Wespath Benefits and Investments

Wespath Benefits and Investments
1901 W Chestnut Ave
Glenview, IL 60025

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Wespath Accounts		Market Value as of 12/31/2022	Market Value as of 12/31/2023	
C.T.C. HEALTH BENEFITS ACCOUNT		\$2,335,329	\$3,015,461	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$0	Actual Allocation	Equity	50.62%
			Fixed	49.38%
			Short-term	0.00%
CAMPAIGN-CAPITAL FUND		\$2,012,325	\$2,139,537	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$0	Actual Allocation	Equity	0.00%
			Fixed	100.00%
			Short-term	0.00%
CENTRAL TEXAS SUPERANNUATE		\$1,777,360	\$2,030,078	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$0	Actual Allocation	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%
DEPOSIT ACCOUNT		\$2,636,089	\$3,988,832	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$0	Actual Allocation	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%
GRANT SUPPORT FUND		\$115,266	\$131,086	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$0	Actual Allocation	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Accounts

Wespath Accounts		Market Value as of 12/31/2022	Market Value as of 12/31/2023
BUILDING EQUITY		\$857,059	\$974,688
Pre-82 designated assets	\$0	Investment Objective	Long-term
PRM designated assets	\$0	Actual Allocation	Equity 65.00%
			Fixed 35.00%
			Short-term 0.00%
C R S P DEPOSIT		\$2,751,139	\$3,066,989
Pre-82 designated assets	\$0	Investment Objective	Long-term
PRM designated assets	\$0	Actual Allocation	Equity 65.00%
			Fixed 35.00%
			Short-term 0.00%
C T C Episcopal Residence		\$279,680	\$318,065
Pre-82 designated assets	\$0	Investment Objective	
PRM designated assets	\$0	Actual Allocation	Equity 65.00%
			Fixed 35.00%
			Short-term 0.00%
\$ C.T.C RETIREE BENEFITS		\$7,060,289	\$7,855,305
Pre-82 designated assets	\$0	Investment Objective	Long-term
PRM designated assets	\$7,855,305	Actual Allocation	Equity 63.20%
			Fixed 36.80%
			Short-term 0.00%
C.T.C SUSTENTATION		\$28,194	\$32,064
Pre-82 designated assets	\$0	Investment Objective	Long-term
PRM designated assets	\$0	Actual Allocation	Equity 65.00%
			Fixed 35.00%
			Short-term 0.00%

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

\$ *A portion of this account has been designated as plan assets. The allocated amounts will be shown separately on the Allocation screen and will not be included in the Market Value for this account.*

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Incoming Money

Primary Sources

Estimated amount for 2025

Apportionments \$360,000

Annual Apportionment \$450,000

x Expected Collection Percentage 80.00%

Direct Billing

Other Sources

CRSP DB CREDIT

Refer to the following "Allocate Funding Sources" pages for actual amounts allocated from the above funding sources.

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		Building Equity	C R S P Deposit	C T C Episcopal Resider	C.T.C. Health Benefits Account	C.T.C Sustentation
Available Balance		\$974,688	\$3,066,989	\$318,065	\$3,015,461	\$32,064
Total Allocated		\$0	\$900,141	\$0	\$0	\$0
Remaining Balance		\$974,688	\$2,166,848	\$318,065	\$3,015,461	\$32,064
Plan Contributions for 2025						
CRSP DB	\$900,141		\$900,141			
CRSP DC	\$367,000					
MPP						
Pre-82	\$0					
UMPIP Lay	\$87,394					
UMPIP Clergy						
Moving Expense Fund - DC Type	\$55,000					
Health Active	\$2,733,954					
Health Additional	\$13,739					
Post-Retirement Medical	\$259,220					
CPP	\$362,000					
Ongoing Funding Contributions						
Pre-82						
Post-Retirement Medical	\$0					

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		Campaign-Capital	Central Texas Superannuate	Deposit Account	Grant Support Fund	Apportionments
Available Balance		\$2,139,537	\$2,030,078	\$3,988,832	\$131,086	\$360,000
Total Allocated		\$0	\$0	\$0	\$0	\$68,739
Remaining Balance		\$2,139,537	\$2,030,078	\$3,988,832	\$131,086	\$291,261
Plan Contributions for 2025						
CRSP DB	\$900,141					
CRSP DC	\$367,000					
MPP						
Pre-82	\$0					
UMPIP Lay	\$87,394					
UMPIP Clergy						
Moving Expense Fund - DC Type	\$55,000					\$55,000
Health Active	\$2,733,954					
Health Additional	\$13,739					\$13,739
Post-Retirement Medical	\$259,220					
CPP	\$362,000					
Ongoing Funding Contributions						
Pre-82						
Post-Retirement Medical	\$0					

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		Direct Billing	Crsp Db Credit	Pre-82 Surplus	Prm In-Plan & Outside Assets
Available Balance				\$1,150,618	\$7,481,243
Total Allocated		\$3,550,348		\$0	\$259,220
Remaining Balance				\$1,150,618	\$7,222,023
Plan Contributions for 2025					
CRSP DB	\$900,141				
CRSP DC	\$367,000	\$367,000			
MPP					
Pre-82	\$0				
UMPIP Lay	\$87,394	\$87,394			
UMPIP Clergy					
Moving Expense Fund - DC Type	\$55,000				
Health Active	\$2,733,954	\$2,733,954			
Health Additional	\$13,739				
Post-Retirement Medical	\$259,220				\$259,220
CPP	\$362,000	\$362,000			
Ongoing Funding Contributions					
Pre-82					
Post-Retirement Medical	\$0				

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Plan Contributions for 2025		Funding Needed
CRSP DB	\$900,141	\$0
CRSP DC	\$367,000	\$0
MPP		\$0
Pre-82	\$0	\$0
UMPIP Lay	\$87,394	\$0
UMPIP Clergy		\$0
Moving Expense Fund - DC Type	\$55,000	\$0
Health Active	\$2,733,954	\$0
Health Additional	\$13,739	\$0
Post-Retirement Medical	\$259,220	\$0
CPP	\$362,000	\$0

Ongoing Funding Contribution for 2025		Funding Needed
Pre-82		
Post-Retirement Medical	\$0	\$0

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Clergy Retirement Security Program (CRSP)

Plan Overview: The Clergy Retirement Security Program (CRSP) is an Internal Revenue Code section 403(b) retirement program providing lifetime income and account flexibility designed for those who serve as clergy of The United Methodist Church. The plan is designed to provide participants with one portion of their overall retirement benefits. CRSP replaced the Ministerial Pension Plan (MPP) effective January 1, 2007.

CRSP consists of two components:

- A defined benefit (DB) plan--provides a monthly benefit at retirement based upon years of credited service to the Church
- A defined contribution (DC) plan--provides a retirement account balance established and funded by the annual conferences

Elections and Estimates

	Final
Eligibility requirement	50%+
Conference Full Time Equivalents (FTE)	171.50
CRSP Defined Benefit (DB)	
Required contribution for 2025	\$900,141
CRSP Defined Contribution (DC)	
Expected average future annual increases	2.00%
Estimated contribution for 2025	\$367,000

Rationale for each change

I have adjusted this amount to be in line with the recent billings.

CRSP DB Denominational Information as of 1/1/2023

Total plan liability	\$(2,419,203,927)
Total plan assets	\$2,956,861,167
Total plan funded status	\$537,657,240
Total plan funded ratio	122%
Plan sponsor's liability percentage	1.2648%

Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Key Actuarial Assumptions Used in CRSP DB Cost Calculations

Discount rate	7.00%
Future Denominational Average Compensation (DAC) increases	2.00%
COLA increases for actives	2.00%
Mortality	Pri-2012 TQ Adj, generational projection using MP2020

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2023.

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Ministerial Pension Plan (MPP)

Plan Overview: Supplement Three to the Clergy Retirement Security Program (CRSP), also known as the Ministerial Pension Plan (MPP) provides clergy with a pension benefit for their years of ministry with The United Methodist Church from 1982 through 2006. MPP is an Internal Revenue Code section 403(b) retirement plan. MPP requires that exactly 65% of the account balance must be annuitized when it is to be distributed. The remainder may be rolled over to UMPIP, another qualified plan or an IRA, or paid in a lump sum.

Elections and Estimates

	Final
Required contributions for 2025	\$0

MPP Denominational Annuities Information as of 1/1/2023

Total MPP annuities liability	\$(3,694,564,244)
Total plan assets	\$4,797,636,095
Total plan funded status	\$1,103,071,851
Total plan funded ratio	130%
Plan sponsor's liability percentage	1.0675%

Future MPP Denominational Annuitants Information as of 1/1/2023

Total participant account balances	\$2,289,954,084
Plan sponsor's participant account balances	\$28,246,133

Key Actuarial Assumptions Used in MPP Annuities Cost Calculations

Discount rate	6.25%
Benefit increases	Based on increases selected by participant
Mortality	Pri-2012 TQ Adj, generational projection using MP2020

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2023.

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Pre-82 Plan (Pre-82)

Plan Overview: Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan, provides clergy with a pension benefit for their years of ministry with The United Methodist Church prior to 1982. The Pre-82 Plan was replaced by MPP effective January 1, 1982. If a clergyperson retires within the conference (and does not terminate), the minimum benefit payable is based on two factors:

- 1) Years of service with pension credit--approved by each conference on the recommendation of the Conference Board of Pensions (CBOP) in accordance with plan provisions and The Book of Discipline.
- 2) The conference pension rate (past service rate)--the dollar amount chosen by the conference as the amount payable for each approved year of service with pension credit (may change from year to year).

The number of years of service with pension credit is multiplied by the PSR, and the product is the minimum annual benefit payable to those clergy eligible for Pre-82 Plan benefits. In certain situations, the benefit received from the Pre-82 plan may vary based on the applicability of what is referred to as Defined Benefit Service Money (DBSM), which is the defined contribution feature of the Pre-1982 Plan. At the time that a participant retires, the DBSM account is converted to a life-based benefit. At that point, the clergy's benefit is the greater of the PSR benefit or DBSM benefit. If the conference increases the PSR, the clergy's benefit is recalculated; however the DBSM-based benefit does not change.

Elections and Estimates

	Final
Past Service Rate (PSR)	745
Estimated PSR cost-of-living increase	1.00%
Contingent Annuitant Percentage (CA%)	75 %
Discount rate	5.5000%
Minimum contribution for 2025	\$0
Advanced funding contribution for 2025 payable in 2024	\$0

Rationale for each change

The new PSR is stepping toward a unified rate in the Horizon Texas Conference.
I have changed the PSR increase to 1%.

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Funding Plan Contribution

Funding plan liability as of 1/1/2023	\$(16,965,614)
Total of in-plan and outside assets	\$20,719,712
Funded status	\$3,754,098
Funded ratio	122%
Funded status projection as of 12/31/2024	\$3,254,264
Proposed ongoing funding contribution for 2025	\$0

Pre-82 Denominational information as of 1/1/2023

Total plan liability	\$(1,537,988,875)
Total plan assets	\$1,858,547,416
Total plan funded status	\$320,558,541
Total plan funded ratio	121%

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2023.

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Health—Active Participants

Elections and Estimates

	Final
Health plan offered to actives	Self-Funded - HealthFlex
Actual annual plan benefit cost paid in 2023	\$2,387,941
Budgeted annual plan benefit cost for 2024	\$2,555,097
Projected annual plan benefit cost for 2025	\$2,733,954
Expected average future annual increases	7.00%

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Health—Additional Sponsored Coverage

Categories of participants who are provided health benefit coverage during periods of non-employment. Without plan sponsor-funded premiums, these participants would not be provided coverage or benefits.

- ☒ Clergy or lay on disability (including pending disability)
- ☒ Surviving spouses or children of deceased active participants
- ☒ Clergy in the Voluntary Transition Program (VTP)
- ☒ Medical Leave

Coverage Obligations

Covered Category	Estimated obligation as of 12/31/2022	Estimated obligation as of 12/31/2023
Clergy or lay on disability (including pending disability)	\$139,680	\$138,000
Surviving spouses or children of deceased active participants	\$11,640	\$6,000
Clergy in the Voluntary Transition Program (VTP)	\$0	\$0
Medical Leave	\$40,740	\$0
Total	\$192,060	\$144,000

Annual cost calculation

The following calculations are not a present value of future costs.

Total estimated obligation as of 12/31/2023		\$144,000
Average number of years of remaining coverage	÷	12.0000
Estimated annual cost as of 12/31/2023	=	\$12,000
Expected average future annual increases	x	7.00%
Projected annual cost as of 12/31/2025	=	\$13,739

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Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Post-Retirement Medical (PRM)

Valuation

The most recent actuarial valuation was provided by Willis Tower Watson as of 01/01/2023.

Per *The Book of Discipline*, your next PRM biennial actuarial valuation is required as of 01/01/2025.

PRM Actuarial Valuation as of 01/01/2023

Valuation report (in-plan) assets	\$0
EPBO net plan sponsor cost	\$5,921,692
APBO net plan sponsor cost	\$4,332,174
Service cost net plan sponsor cost	\$156,902
Annual plan benefit cost	\$194,516
Intention regarding PRM	Retain current plan benefit

Participant counts by category	
Active participants	237
Active dependents	163
Retirees	98
Surviving spouses	20
Dependents of retired participants	38
Total participants	556

Key actuarial assumptions	
Census date	01/01/2023
Discount rate	5.00%
Expected return on assets	4.00%
Valuation year medical trend or inflation rate	7.00%
Ultimate medical trend or inflation rate	5.00%
Fiscal year for ultimate medical trend	2031

2025 Horizon Texas Conference Journal

Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Elections and Estimates

Description of Benefit

Conference provides a fixed benefit to an HRA account for each retiree and spouse. The benefit is based on years of service with the maximum currently at \$1,000 / person.

	Final
Health plan benefit offered to retirees	Stipend
Expected average future annual increases	15.44%
Projected annual plan benefit cost as of 2025	\$259,220

Funding Plan Contribution

The following calculations are not a present value of future costs.

Net PRM assets		\$7,222,023
APBO net plan sponsor cost	-	\$4,332,174
Funded status	=	\$2,889,849
Portion of funded status payable (\$0 if Funded status $\geq$ \$0)		\$0
Funding plan service cost (\$0 if Net PRM assets $\geq$ EPBO)	+	\$0
Ongoing funding contribution for 2025	=	\$0

Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Comprehensive Protection Plan (CPP)

Plan Overview: The Comprehensive Protection Plan (CPP) provides death, long-term disability and other welfare benefits for eligible clergy of The United Methodist Church and their families. It is an Internal Revenue Code 414(e) "church plan" funded by plan sponsor insurance premiums. Generally, clergy are eligible to participate in CPP if they satisfy the eligibility requirements, including full-time appointment with plan compensation of at least 25% of the Denominational Average Compensation (DAC). Plan sponsors may elect to cover participants with three-quarter time appointments and/or to continue to cover clergy who, due to certain leaves or appointments, are not otherwise eligible to continue coverage.

The CPP adoption agreement executed by the CENTRAL TEXAS contains its elections to cover or not to cover categories mentioned above.

Elections and Estimates

	Final
Expected average future annual increases	1.50%
Estimated premium for 2025	\$362,000

Rationale for each change

Adjusted to reflect recent billings.

2025 Horizon Texas Conference Journal

Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

United Methodist Personal Investment Plan (UMPIP)

Plan Overview: The United Methodist Personal Investment Plan (UMPIP) is an Internal Revenue Code section 403(b) defined contribution retirement savings plan for clergy and lay employees of The United Methodist Church and affiliated organizations. Participants may make before-tax, Roth and/or after-tax contributions through payroll deductions. Participant contributions, various optional plan sponsor contributions and investment earnings comprise the individual's retirement account balance.

United Methodist Personal Investment Plan (UMPIP) Lay

Elections and Estimates

	Final
Expected average future annual increases	2.00%
Estimated contribution for 2025	\$87,394

United Methodist Personal Investment Plan (UMPIP) Clergy

Elections and Estimates

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2025	\$0

2025 Horizon Texas Conference Journal

Central Texas Conference (521) 2025 Comprehensive Benefit Funding Plan

Other Defined Contribution (DC) Obligations

Name	Estimated annual contribution
Moving Expense Fund - DC Type	\$55,000

Description

Moving Expense Fund - DC Type

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2025	\$55,000

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NORTH TEXAS CONFERENCE (521) 2025 COMPREHENSIVE BENEFIT FUNDING PLAN

This funding plan incorporates, to the best of our understanding, the plan sponsor's obligations and funding of the benefits provided to clergy and laity, as noted below.

It is understood by the signees that defined benefit plan liabilities [Pre-82 Plan, Ministerial Pension Plan (MPP) and Clergy Retirement Security Program Defined Benefit (CRSP DB) and other sponsored defined benefit plans] continue until the last benefit is paid to participants and their surviving spouses irrespective of the funding level of the plan. That is, even if the assets in the plan are larger than the liabilities in the plan, the plan sponsor still has a liability (obligation) and potential future contribution due to the plan.

Benefit Obligations Summary

Plan Contributions for 2025

Clergy Retirement Security Program (CRSP) DB	\$1,320,031
Clergy Retirement Security Program (CRSP) DC	\$667,177
Ministerial Pension Plan (MPP)	\$0
Pre-82 Plan (Pre-82)	\$117,945
United Methodist Personal Investment Plan (UMPIP) Lay	\$88,740
United Methodist Personal Investment Plan (UMPIP) Clergy	\$0
Other Defined Contribution (DC) Obligations	\$0
Other Defined Benefit (DB) Obligations	\$0
Health—Active Participants	\$4,587,992
Health—Additional Sponsored Coverage	\$80,749
Post-Retirement Medical (PRM)	\$356,424
Comprehensive Protection Plan (CPP)	\$637,000

Ongoing Funding Contributions

Pre-82 Plan (Pre-82)	\$0
Post-Retirement Medical (PRM)	\$198,492

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Conference Benefit Officer (or equivalent)	Jeffrey Pehl	12/03/2024
Conference Treasurer	Jeffrey Pehl	12/03/2024
Conference Board of Pension Chair	Philip Bush	12/09/2024
Council on Finance and Administration Chair		



Opinion on **North Texas Conference 2025** Comprehensive Benefit Funding Plan

The funding plan meets the standards for a Pre-82 funding plan as established by Wespath Benefits and Investments and the favorable opinion requirements for a funding plan. Note: The statement above and any written opinion provided by Wespath do not imply any representation as to the ability or probability of the applicable plan sponsor to fulfill the obligations included in the funding plan.

Wespath Benefits and Investments

Wespath Benefits and Investments
1901 W Chestnut Ave
Glenview, IL 60025

2025 Horizon Texas Conference Journal

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Accounts

Wespath Accounts		Market Value as of 12/31/2022	Market Value as of 12/31/2023	
NORTH TEXAS CONFERENCE		\$2,900,219	\$4,436,703	
Pre-82 designated assets	\$0	Investment Objective	Short-term	
PRM designated assets	\$0	Actual Allocation	Equity	18.65%
			Fixed	10.04%
			Short-term	71.31%
\$	NORTH TEXAS RETIREE MEDICAL	\$32,582,655	\$37,054,507	
Pre-82 designated assets	\$0	Investment Objective	Long-term	
PRM designated assets	\$9,000,000	Actual Allocation	Equity	65.00%
			Fixed	35.00%
			Short-term	0.00%

2025 Horizon Texas Conference Journal

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

\$ *A portion of this account has been designated as plan assets. The allocated amounts will be shown separately on the Allocation screen and will not be included in the Market Value for this account.*

2025 Horizon Texas Conference Journal

North Texas Conference (522)
2025 Comprehensive Benefit Funding Plan

Incoming Money

Primary Sources	Estimated amount for 2025	
Apportionments	\$1,174,173	
	Annual Apportionment	\$1,381,380
	x Expected Collection Percentage	85.00%
Direct Billing		

Refer to the following "Allocate Funding Sources" pages for actual amounts allocated from the above funding sources.

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North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		North Texas Conference	North Texas Retiree Medical	Apportionments	Direct Billing	Prm In-Plan & Outside Assets
Available Balance		\$4,436,703	\$28,054,507	\$1,174,173		\$8,575,512
Total Allocated		\$0	\$672,861	\$169,489	\$7,212,200	\$0
Remaining Balance		\$4,436,703	\$27,381,646	\$1,004,684		\$8,575,512
Plan Contributions for 2025						
CRSP DB	\$1,320,031				\$1,320,031	
CRSP DC	\$667,177				\$667,177	
MPP						
Pre-82	\$117,945		\$117,945			
UMPIP Lay	\$88,740			\$88,740		
UMPIP Clergy						
Health Active	\$4,587,992				\$4,587,992	
Health Additional	\$80,749			\$80,749		
Post-Retirement Medical	\$356,424		\$356,424			
CPP	\$637,000				\$637,000	
Ongoing Funding Contributions						
Pre-82						
Post-Retirement Medical	\$198,492		\$198,492			

2025 Horizon Texas Conference Journal

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Plan Contributions for 2025		Funding Needed
CRSP DB	\$1,320,031	\$0
CRSP DC	\$667,177	\$0
MPP		\$0
Pre-82	\$117,945	\$0
UMPIP Lay	\$88,740	\$0
UMPIP Clergy		\$0
Health Active	\$4,587,992	\$0
Health Additional	\$80,749	\$0
Post-Retirement Medical	\$356,424	\$0
CPP	\$637,000	\$0

Ongoing Funding Contribution for 2025		Funding Needed
Pre-82		
Post-Retirement Medical	\$198,492	\$0

2025 Horizon Texas Conference Journal

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Clergy Retirement Security Program (CRSP)

Plan Overview: The Clergy Retirement Security Program (CRSP) is an Internal Revenue Code section 403(b) retirement program providing lifetime income and account flexibility designed for those who serve as clergy of The United Methodist Church. The plan is designed to provide participants with one portion of their overall retirement benefits. CRSP replaced the Ministerial Pension Plan (MPP) effective January 1, 2007.

CRSP consists of two components:

- A defined benefit (DB) plan--provides a monthly benefit at retirement based upon years of credited service to the Church
- A defined contribution (DC) plan--provides a retirement account balance established and funded by the annual conferences

Elections and Estimates

	Final
Eligibility requirement	50%+
Conference Full Time Equivalents (FTE)	251.50
CRSP Defined Benefit (DB)	
Required contribution for 2025	\$1,320,031
CRSP Defined Contribution (DC)	
Expected average future annual increases	2.50%
Estimated contribution for 2025	\$667,177

Rationale for each change

Current FTEs are 224.25. Reduced the estimated contribution by a prorated amount.

CRSP DB Denominational Information as of 1/1/2023

Total plan liability	\$(2,419,203,927)
Total plan assets	\$2,956,861,167
Total plan funded status	\$537,657,240
Total plan funded ratio	122%
Plan sponsor's liability percentage	1.5005%

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North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Key Actuarial Assumptions Used in CRSP DB Cost Calculations

Discount rate	7.00%
Future Denominational Average Compensation (DAC) increases	2.00%
COLA increases for actives	2.00%
Mortality	Pri-2012 TQ Adj, generational projection using MP2020

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2023.

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Ministerial Pension Plan (MPP)

Plan Overview: Supplement Three to the Clergy Retirement Security Program (CRSP), also known as the Ministerial Pension Plan (MPP) provides clergy with a pension benefit for their years of ministry with The United Methodist Church from 1982 through 2006. MPP is an Internal Revenue Code section 403(b) retirement plan. MPP requires that exactly 65% of the account balance must be annuitized when it is to be distributed. The remainder may be rolled over to UMPIP, another qualified plan or an IRA, or paid in a lump sum.

Elections and Estimates

	Final
Required contributions for 2025	\$0

MPP Denominational Annuities Information as of 1/1/2023

Total MPP annuities liability	\$(3,694,564,244)
Total plan assets	\$4,797,636,095
Total plan funded status	\$1,103,071,851
Total plan funded ratio	130%
Plan sponsor's liability percentage	1.1016%

Future MPP Denominational Annuitants Information as of 1/1/2023

Total participant account balances	\$2,289,954,084
Plan sponsor's participant account balances	\$33,956,980

Key Actuarial Assumptions Used in MPP Annuities Cost Calculations

Discount rate	6.25%
Benefit increases	Based on increases selected by participant
Mortality	Pri-2012 TQ Adj, generational projection using MP2020

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2023.

2025 Horizon Texas Conference Journal

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Pre-82 Plan (Pre-82)

Plan Overview: Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan, provides clergy with a pension benefit for their years of ministry with The United Methodist Church prior to 1982. The Pre-82 Plan was replaced by MPP effective January 1, 1982. If a clergyperson retires within the conference (and does not terminate), the minimum benefit payable is based on two factors:

- 1) Years of service with pension credit--approved by each conference on the recommendation of the Conference Board of Pensions (CBOP) in accordance with plan provisions and The Book of Discipline.
- 2) The conference pension rate (past service rate)--the dollar amount chosen by the conference as the amount payable for each approved year of service with pension credit (may change from year to year).

The number of years of service with pension credit is multiplied by the PSR, and the product is the minimum annual benefit payable to those clergy eligible for Pre-82 Plan benefits. In certain situations, the benefit received from the Pre-82 plan may vary based on the applicability of what is referred to as Defined Benefit Service Money (DBSM), which is the defined contribution feature of the Pre-1982 Plan. At the time that a participant retires, the DBSM account is converted to a life-based benefit. At that point, the clergy's benefit is the greater of the PSR benefit or DBSM benefit. If the conference increases the PSR, the clergy's benefit is recalculated; however the DBSM-based benefit does not change.

Elections and Estimates

	Final
Past Service Rate (PSR)	866
Estimated PSR cost-of-living increase	2.50%
Contingent Annuitant Percentage (CA%)	70 %
Discount rate	5.5000%
Minimum contribution for 2025	\$0
Advanced funding contribution for 2025 payable in 2024	\$117,945

Funding Plan Contribution

Funding plan liability as of 1/1/2023	\$(15,498,596)
Total of in-plan and outside assets	\$16,815,639
Funded status	\$1,317,043
Funded ratio	108%
Funded status projection as of 12/31/2024	\$110,732
Proposed ongoing funding contribution for 2025	\$0

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North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Pre-82 Denominational information as of 1/1/2023

Total plan liability	\$(1,537,988,875)
Total plan assets	\$1,858,547,416
Total plan funded status	\$320,558,541
Total plan funded ratio	121%

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2023.

2025 Horizon Texas Conference Journal

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Health—Active Participants

Elections and Estimates

	Final
Health plan offered to actives	Self-Funded - HealthFlex
Actual annual plan benefit cost paid in 2023	\$4,201,362
Budgeted annual plan benefit cost for 2024	\$4,390,423
Projected annual plan benefit cost for 2025	\$4,587,992
Expected average future annual increases	4.50%

2025 Horizon Texas Conference Journal

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Health—Additional Sponsored Coverage

Categories of participants who are provided health benefit coverage during periods of non-employment. Without plan sponsor-funded premiums, these participants would not be provided coverage or benefits.

☒ Clergy or lay on disability (including pending disability)

Coverage Obligations

Covered Category	Estimated obligation as of 12/31/2022	Estimated obligation as of 12/31/2023
Clergy or lay on disability (including pending disability)	\$73,944	\$73,944
Total	\$73,944	\$73,944

Annual cost calculation

The following calculations are not a present value of future costs.

Total estimated obligation as of 12/31/2023		\$73,944
Average number of years of remaining coverage	÷	1.0000
Estimated annual cost as of 12/31/2023	=	\$73,944
Expected average future annual increases	x	4.50%
Projected annual cost as of 12/31/2025	=	\$80,749

2025 Horizon Texas Conference Journal

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Post-Retirement Medical (PRM)

Valuation

The most recent actuarial valuation was provided by Towers Watson as of 12/31/2022.

Per *The Book of Discipline*, your next PRM biennial actuarial valuation is required as of 12/31/2024.

PRM Actuarial Valuation as of 12/31/2022

Valuation report (in-plan) assets	\$0
EPBO net plan sponsor cost	\$8,599,305
APBO net plan sponsor cost	\$6,746,840
Service cost net plan sponsor cost	\$198,492
Annual plan benefit cost	\$356,424
Intention regarding PRM	Retain current plan benefit

Participant counts by category

Active participants	274
Active dependents	190
Retirees	160
Surviving spouses	33
Dependents of retired participants	54
Total participants	711

Key actuarial assumptions

Census date	01/01/2023
Discount rate	4.95%
Expected return on assets	0.00%
Valuation year medical trend or inflation rate	7.00%
Ultimate medical trend or inflation rate	5.00%
Fiscal year for ultimate medical trend	2031

2025 Horizon Texas Conference Journal

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Elections and Estimates

Description of Benefit

The current maximum annual stipend awarded to each participant with 25 or more years of service is \$1,300. In addition, the participant's spouse at the date of retirement is also eligible for up to the maximum amount of subsidy. The stipend is available for those with a minimum of 5 years of service,, on a prorated basis as printed in the Annual Conference journal.

	Final
Health plan benefit offered to retirees	Via Benefits
Expected average future annual increases	0.00%
Projected annual plan benefit cost as of 2025	\$356,424

Funding Plan Contribution

The following calculations are not a present value of future costs.

Net PRM assets		\$8,575,512
APBO net plan sponsor cost	-	\$6,746,840
Funded status	=	\$1,828,672
Portion of funded status payable (\$0 if Funded status ≥ \$0)		\$0
Funding plan service cost (\$0 if Net PRM assets ≥ EPBO)	+	\$198,492
Ongoing funding contribution for 2025	=	\$198,492

Rationale for each change

Allocated \$9M from North Texas Retiree Medical Account for PRM

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

Comprehensive Protection Plan (CPP)

Plan Overview: The Comprehensive Protection Plan (CPP) provides death, long-term disability and other welfare benefits for eligible clergy of The United Methodist Church and their families. It is an Internal Revenue Code 414(e) "church plan" funded by plan sponsor insurance premiums. Generally, clergy are eligible to participate in CPP if they satisfy the eligibility requirements, including full-time appointment with plan compensation of at least 25% of the Denominational Average Compensation (DAC). Plan sponsors may elect to cover participants with three-quarter time appointments and/or to continue to cover clergy who, due to certain leaves or appointments, are not otherwise eligible to continue coverage.

The CPP adoption agreement executed by the NORTH TEXAS contains its elections to cover or not to cover categories mentioned above.

Elections and Estimates

	Final
Expected average future annual increases	-2.00%
Estimated premium for 2025	\$637,000

North Texas Conference (522) 2025 Comprehensive Benefit Funding Plan

United Methodist Personal Investment Plan (UMPIP)

Plan Overview: The United Methodist Personal Investment Plan (UMPIP) is an Internal Revenue Code section 403(b) defined contribution retirement savings plan for clergy and lay employees of The United Methodist Church and affiliated organizations. Participants may make before-tax, Roth and/or after-tax contributions through payroll deductions. Participant contributions, various optional plan sponsor contributions and investment earnings comprise the individual's retirement account balance.

United Methodist Personal Investment Plan (UMPIP) Lay

Elections and Estimates

	Final
Expected average future annual increases	2.00%
Estimated contribution for 2025	\$88,740

United Methodist Personal Investment Plan (UMPIP) Clergy

Elections and Estimates

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2025	\$0

2025 Horizon Texas Conference Journal

NORTHWEST TEXAS CONFERENCE (521) 2025 COMPREHENSIVE BENEFIT FUNDING PLAN

This funding plan incorporates, to the best of our understanding, the plan sponsor's obligations and funding of the benefits provided to clergy and laity, as noted below.

It is understood by the signees that defined benefit plan liabilities [Pre-82 Plan, Ministerial Pension Plan (MPP) and Clergy Retirement Security Program Defined Benefit (CRSP DB) and other sponsored defined benefit plans] continue until the last benefit is paid to participants and their surviving spouses irrespective of the funding level of the plan. That is, even if the assets in the plan are larger than the liabilities in the plan, the plan sponsor still has a liability (obligation) and potential future contribution due to the plan.

Benefit Obligations Summary

Plan Contributions for 2025

Clergy Retirement Security Program (CRSP) DB	\$237,500
Clergy Retirement Security Program (CRSP) DC	\$301,592
Ministerial Pension Plan (MPP)	\$0
Pre-82 Plan (Pre-82)	\$0
United Methodist Personal Investment Plan (UMPIP) Lay	\$0
United Methodist Personal Investment Plan (UMPIP) Clergy	\$0
Other Defined Contribution (DC) Obligations	\$0
Other Defined Benefit (DB) Obligations	\$0
Health—Active Participants	\$919,963
Health—Additional Sponsored Coverage	\$0
Post-Retirement Medical (PRM)	\$269,992
Comprehensive Protection Plan (CPP)	\$66,950

Ongoing Funding Contributions

Pre-82 Plan (Pre-82)	\$0
Post-Retirement Medical (PRM)	\$18,351

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Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Conference Benefit Officer (or equivalent)	David Andersen	10/21/2024
Conference Treasurer	David Andersen	10/21/2024
Conference Board of Pension Chair	Natalie Hermes	10/21/2024
Council on Finance and Administration Chair		



Opinion on **Northwest Texas Conference 2025** Comprehensive Benefit Funding Plan

The funding plan meets the standards for a Pre-82 funding plan as established by Wespath Benefits and Investments and the favorable opinion requirements for a funding plan. Note: The statement above and any written opinion provided by Wespath do not imply any representation as to the ability or probability of the applicable plan sponsor to fulfill the obligations included in the funding plan.

Wespath Benefits and Investments

Wespath Benefits and Investments
1901 W Chestnut Ave
Glenview, IL 60025

2025 Horizon Texas Conference Journal

Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Accounts

Wespath Accounts		Market Value as of 12/31/2022	Market Value as of 12/31/2023
DEPOSIT ACCOUNT		\$1,994,086	\$214,090
Pre-82 designated assets	\$0	Investment Objective	Intermediate-term
PRM designated assets	\$0	Actual Allocation	Equity 0.00%
			Fixed 0.00%
			Short-term 100.00%
\$	FUNDING RESV TR FOR CLERGY	\$0	\$7,940,279
Pre-82 designated assets	\$0	Investment Objective	Long-term
PRM designated assets	\$4,100,000	Actual Allocation	Equity 65.00%
			Fixed 35.00%
			Short-term 0.00%
MEDIUM TERM INVESTMENTS		\$1,027,505	\$681,951
Pre-82 designated assets	\$0	Investment Objective	Intermediate-term
PRM designated assets	\$0	Actual Allocation	Equity 0.00%
			Fixed 0.00%
			Short-term 100.00%
NORTHWEST TEXAS SUPERANNUATE		\$403,853	\$466,806
Pre-82 designated assets	\$0	Investment Objective	Long-term
PRM designated assets	\$0	Actual Allocation	Equity 65.00%
			Fixed 35.00%
			Short-term 0.00%

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Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Non-Wespath Accounts		Market Value as of 12/31/2022	Market Value as of 12/31/2023	
TMF #1966		\$31,570	\$0	
Pre-82 designated assets	\$0	Investment Objective	Intermediate-term	
PRM designated assets	\$0	Actual Allocation	Equity	0.00%
			Fixed	100.00%
			Short-term	0.00%
TMF #2306		\$481,952	\$0	
Pre-82 designated assets	\$0	Investment Objective	Intermediate-term	
PRM designated assets	\$0	Actual Allocation	Equity	0.00%
			Fixed	100.00%
			Short-term	0.00%
TMF #7011		\$233,370	\$0	
Pre-82 designated assets	\$0	Investment Objective	Intermediate-term	
PRM designated assets	\$0	Actual Allocation	Equity	0.00%
			Fixed	100.00%
			Short-term	0.00%
TMF #7901		\$498,243	\$0	
Pre-82 designated assets	\$0	Investment Objective	Intermediate-term	
PRM designated assets	\$0	Actual Allocation	Equity	0.00%
			Fixed	100.00%
			Short-term	0.00%

\$ A portion of this account has been designated as plan assets. The allocated amounts will be shown separately on the Allocation screen and will not be included in the Market Value for this account.

2025 Horizon Texas Conference Journal

Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Incoming Money

Primary Sources

Estimated amount for 2025

Apportionments

Annual Apportionment

\$0

x Expected Collection Percentage

80.00%

Direct Billing

Other Sources

CRSP/CPP Direct Bill

Refer to the following "Allocate Funding Sources" pages for actual amounts allocated from the above funding sources.

2025 Horizon Texas Conference Journal

Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		Deposit Account	Funding Resv Tr For Clergy	Medium Term Investments	Northwest Texas Superannua	Apportionments
Available Balance		\$214,090	\$3,840,279	\$681,951	\$466,806	
Total Allocated		\$18,351	\$269,992	\$0	\$0	
Remaining Balance		\$195,739	\$3,570,287	\$681,951	\$466,806	
Plan Contributions for 2025						
CRSP DB	\$237,500					
CRSP DC	\$301,592					
MPP						
Pre-82	\$0					
UMPIP Lay	\$0					
UMPIP Clergy						
Health Active	\$919,963					
Health Additional						
Post-Retirement Medical	\$269,992		\$269,992			
CPP	\$66,950					
Ongoing Funding Contributions						
Pre-82						
Post-Retirement Medical	\$18,351	\$18,351				

2025 Horizon Texas Conference Journal

Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Allocate Funding Sources to Benefit Obligations

Funding Sources		Direct Billing	Crsp/Cpp Direct Bill	Prm In-Plan & Outside Assets
Available Balance				\$4,100,000
Total Allocated		\$1,526,005		\$0
Remaining Balance				\$4,100,000
Plan Contributions for 2025				
CRSP DB	\$237,500	\$237,500		
CRSP DC	\$301,592	\$301,592		
MPP				
Pre-82	\$0			
UMPIP Lay	\$0			
UMPIP Clergy				
Health Active	\$919,963	\$919,963		
Health Additional				
Post-Retirement Medical	\$269,992			
CPP	\$66,950	\$66,950		
Ongoing Funding Contributions				
Pre-82				
Post-Retirement Medical	\$18,351			

2025 Horizon Texas Conference Journal

Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Plan Contributions for 2025		Funding Needed
CRSP DB	\$237,500	\$0
CRSP DC	\$301,592	\$0
MPP		\$0
Pre-82	\$0	\$0
UMPIP Lay	\$0	\$0
UMPIP Clergy		\$0
Health Active	\$919,963	\$0
Health Additional		\$0
Post-Retirement Medical	\$269,992	\$0
CPP	\$66,950	\$0

Ongoing Funding Contribution for 2025		Funding Needed
Pre-82		
Post-Retirement Medical	\$18,351	\$0

2025 Horizon Texas Conference Journal

Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Clergy Retirement Security Program (CRSP)

Plan Overview: The Clergy Retirement Security Program (CRSP) is an Internal Revenue Code section 403(b) retirement program providing lifetime income and account flexibility designed for those who serve as clergy of The United Methodist Church. The plan is designed to provide participants with one portion of their overall retirement benefits. CRSP replaced the Ministerial Pension Plan (MPP) effective January 1, 2007.

CRSP consists of two components:

- A defined benefit (DB) plan--provides a monthly benefit at retirement based upon years of credited service to the Church
- A defined contribution (DC) plan--provides a retirement account balance established and funded by the annual conferences

Elections and Estimates

	Final
Eligibility requirement	50%+
Conference Full Time Equivalents (FTE)	45.25
CRSP Defined Benefit (DB)	
Required contribution for 2025	\$237,500
CRSP Defined Contribution (DC)	
Expected average future annual increases	3.00%
Estimated contribution for 2025	\$301,592

CRSP DB Denominational Information as of 1/1/2023

Total plan liability	\$(2,419,203,927)
Total plan assets	\$2,956,861,167
Total plan funded status	\$537,657,240
Total plan funded ratio	122%
Plan sponsor's liability percentage	0.7093%

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Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Key Actuarial Assumptions Used in CRSP DB Cost Calculations

Discount rate	7.00%
Future Denominational Average Compensation (DAC) increases	2.00%
COLA increases for actives	2.00%
Mortality	Pri-2012 TQ Adj, generational projection using MP2020

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2023.

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Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Ministerial Pension Plan (MPP)

Plan Overview: Supplement Three to the Clergy Retirement Security Program (CRSP), also known as the Ministerial Pension Plan (MPP) provides clergy with a pension benefit for their years of ministry with The United Methodist Church from 1982 through 2006. MPP is an Internal Revenue Code section 403(b) retirement plan. MPP requires that exactly 65% of the account balance must be annuitized when it is to be distributed. The remainder may be rolled over to UMPIP, another qualified plan or an IRA, or paid in a lump sum.

Elections and Estimates

	Final
Required contributions for 2025	\$0

MPP Denominational Annuities Information as of 1/1/2023

Total MPP annuities liability	\$(3,694,564,244)
Total plan assets	\$4,797,636,095
Total plan funded status	\$1,103,071,851
Total plan funded ratio	130%
Plan sponsor's liability percentage	0.7172%

Future MPP Denominational Annuitants Information as of 1/1/2023

Total participant account balances	\$2,289,954,084
Plan sponsor's participant account balances	\$23,841,276

Key Actuarial Assumptions Used in MPP Annuities Cost Calculations

Discount rate	6.25%
Benefit increases	Based on increases selected by participant
Mortality	Pri-2012 TQ Adj, generational projection using MP2020

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2023.

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Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Pre-82 Plan (Pre-82)

Plan Overview: Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan, provides clergy with a pension benefit for their years of ministry with The United Methodist Church prior to 1982. The Pre-82 Plan was replaced by MPP effective January 1, 1982. If a clergyperson retires within the conference (and does not terminate), the minimum benefit payable is based on two factors:

- 1) Years of service with pension credit--approved by each conference on the recommendation of the Conference Board of Pensions (CBOP) in accordance with plan provisions and The Book of Discipline.
- 2) The conference pension rate (past service rate)--the dollar amount chosen by the conference as the amount payable for each approved year of service with pension credit (may change from year to year).

The number of years of service with pension credit is multiplied by the PSR, and the product is the minimum annual benefit payable to those clergy eligible for Pre-82 Plan benefits. In certain situations, the benefit received from the Pre-82 plan may vary based on the applicability of what is referred to as Defined Benefit Service Money (DBSM), which is the defined contribution feature of the Pre-1982 Plan. At the time that a participant retires, the DBSM account is converted to a life-based benefit. At that point, the clergy's benefit is the greater of the PSR benefit or DBSM benefit. If the conference increases the PSR, the clergy's benefit is recalculated; however the DBSM-based benefit does not change.

Elections and Estimates

	Final
Past Service Rate (PSR)	767
Estimated PSR cost-of-living increase	1.00%
Contingent Annuitant Percentage (CA%)	75 %
Discount rate	5.5000%
Minimum contribution for 2025	\$0
Advanced funding contribution for 2025 payable in 2024	\$0

Rationale for each change

Per unification plan and JDC

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Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Funding Plan Contribution

Funding plan liability as of 1/1/2023	\$(11,866,473)
Total of in-plan and outside assets	\$12,770,879
Funded status	\$904,406
Funded ratio	108%
Funded status projection as of 12/31/2024	\$773,572
Proposed ongoing funding contribution for 2025	\$0

Pre-82 Denominational information as of 1/1/2023

Total plan liability	\$(1,537,988,875)
Total plan assets	\$1,858,547,416
Total plan funded status	\$320,558,541
Total plan funded ratio	121%

Calculated values are based upon the assumptions and methods documented in the actuarial valuation report issued in September, 2023.

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Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Health—Active Participants

Elections and Estimates

	Final
Health plan offered to actives	Self-Funded - HealthFlex
Actual annual plan benefit cost paid in 2023	\$788,720
Budgeted annual plan benefit cost for 2024	\$851,818
Projected annual plan benefit cost for 2025	\$919,963
Expected average future annual increases	8.00%

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Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Health—Additional Sponsored Coverage

Categories of participants who are provided health benefit coverage during periods of non-employment. Without plan sponsor-funded premiums, these participants would not be provided coverage or benefits.

- | | |
|-------------------------------------|---|
| ☒ | Clergy or lay on disability (including pending disability) |
| ☒ | Surviving spouses or children of deceased active participants |
| ☒ | Medical Leave |

Coverage Obligations

Covered Category	Estimated obligation as of 12/31/2022	Estimated obligation as of 12/31/2023
Clergy or lay on disability (including pending disability)	\$0	\$0
Surviving spouses or children of deceased active participants	\$18,000	\$0
Medical Leave	\$0	\$0
Total	\$18,000	\$0

Annual cost calculation

The following calculations are not a present value of future costs.

Total estimated obligation as of 12/31/2023		\$0
Average number of years of remaining coverage	÷	0.0000
Estimated annual cost as of 12/31/2023	=	\$0
Expected average future annual increases	x	8.00%
Projected annual cost as of 12/31/2025	=	\$0

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Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Post-Retirement Medical (PRM)

Valuation

The most recent actuarial valuation was provided by Willis Towers Watson as of 12/31/2023.

Per *The Book of Discipline*, your next PRM biennial actuarial valuation is required as of 12/31/2025.

PRM Actuarial Valuation as of 12/31/2023

Valuation report (in-plan) assets	\$0
EPBO net plan sponsor cost	\$4,243,528
APBO net plan sponsor cost	\$4,091,639
Service cost net plan sponsor cost	\$18,351
Annual plan benefit cost	\$264,672
Intention regarding PRM	Retain current plan benefit

Participant counts by category	
Active participants	39
Active dependents	29
Retirees	85
Surviving spouses	22
Dependents of retired participants	100
Total participants	275

Key actuarial assumptions	
Census date	01/01/2023
Discount rate	4.75%
Expected return on assets	0.00%
Valuation year medical trend or inflation rate	6.75%
Ultimate medical trend or inflation rate	5.00%
Fiscal year for ultimate medical trend	2031

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Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Elections and Estimates

Description of Benefit

HRA accounted funded at \$60 per year of denominational service up to a maximum of \$1,800.

	Final
Health plan benefit offered to retirees	Via Benefits
Expected average future annual increases	1.00%
Projected annual plan benefit cost as of 2025	\$269,992

Funding Plan Contribution

The following calculations are not a present value of future costs.

Net PRM assets		\$4,100,000
APBO net plan sponsor cost	-	\$4,091,639
Funded status	=	\$8,361
Portion of funded status payable (\$0 if Funded status $\geq$ \$0)		\$0
Funding plan service cost (\$0 if Net PRM assets $\geq$ EPBO)	+	\$18,351
Ongoing funding contribution for 2025	=	\$18,351

Rationale for each change

\$4.1 million allocated to assets.

Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

Comprehensive Protection Plan (CPP)

Plan Overview: The Comprehensive Protection Plan (CPP) provides death, long-term disability and other welfare benefits for eligible clergy of The United Methodist Church and their families. It is an Internal Revenue Code 414(e) "church plan" funded by plan sponsor insurance premiums. Generally, clergy are eligible to participate in CPP if they satisfy the eligibility requirements, including full-time appointment with plan compensation of at least 25% of the Denominational Average Compensation (DAC). Plan sponsors may elect to cover participants with three-quarter time appointments and/or to continue to cover clergy who, due to certain leaves or appointments, are not otherwise eligible to continue coverage.

The CPP adoption agreement executed by the NORTHWEST TEXAS contains its elections to cover or not to cover categories mentioned above.

Elections and Estimates

	Final
Expected average future annual increases	3.00%
Estimated premium for 2025	\$66,950

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Northwest Texas Conference (591) 2025 Comprehensive Benefit Funding Plan

United Methodist Personal Investment Plan (UMPIP)

Plan Overview: The United Methodist Personal Investment Plan (UMPIP) is an Internal Revenue Code section 403(b) defined contribution retirement savings plan for clergy and lay employees of The United Methodist Church and affiliated organizations. Participants may make before-tax, Roth and/or after-tax contributions through payroll deductions. Participant contributions, various optional plan sponsor contributions and investment earnings comprise the individual's retirement account balance.

United Methodist Personal Investment Plan (UMPIP) Lay

Elections and Estimates

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2025	\$0

Rationale for each change

NWTX Conference office is being closed and all lay employees terminated effective 12/31/2024

United Methodist Personal Investment Plan (UMPIP) Clergy

Elections and Estimates

	Final
Expected average future annual increases	0.00%
Estimated contribution for 2025	\$0

REPORT NO. 3 OVERVIEW OF PENSION AND HEALTH BENEFIT PLANS

This report provides an overview of the current Horizon Texas Conference Pension and Health Benefit Plans.

CLERGY RETIREMENT SECURITY PROGRAM (CRSP) DEFINED BENEFIT (DB) and DEFINED CONTRIBUTION (DC)

Program Overview: The Clergy Retirement Security Program (CRSP), effective January 1, 2007, is an Internal Revenue Code Section 403(b) retirement program providing lifetime income and account flexibility designed for those who serve as clergy of The United Methodist Church. The program is designed to provide participants with a portion of their retirement benefits. CRSP replaced the Ministerial Pension Plan (MPP) effective January 1, 2007, which had previously replaced the Pre-82 Plan for service rendered prior to January 1, 1982.

CRSP consists of a defined benefit (DB) plan, which provides a monthly benefit at retirement based upon years of credited service to The United Methodist Church, and a defined contribution (DC) plan, which provides a retirement account balance established and funded by the annual conferences.

CRSP is the pension program for all eligible United Methodist Clergy.

CRSP offers a two (2) component benefit design:

- 1) **Core Defined Contribution (DC)** – provides a defined amount deposited into an active clergy person's account with monthly deposits. This benefit distributed at retirement is the accumulated amount plus earnings (losses) in the individual's account.
- 2) **Core Defined Benefit (DB)** – provides a specific dollar amount at retirement regardless of market conditions or investment performance. The amount is based on a formula that specifies a monthly retirement benefit to eligible clergy for the remainder of their lives.

Plan provisions effective January 1, 2016:

- Clergy appointed $\frac{1}{4}$ time are not eligible to earn CRSP benefits.
- Provides a monthly retirement benefit using 1.25% of the Denominational Average Compensation (DAC) at retirement, multiplied by years of service from January 1, 2007, to December 31, 2013. The multiplier is reduced to 1% for years of service beginning January 1, 2014.
- The defined contribution (DC) component of CRSP is 2% of compensation with a match for participant contributions to the United Methodist Personal Investment Plan (UMPIP) – up to 1% of compensation. Therefore, if a participant contributes at least 1% of compensation to UMPIP, their CRSP DC contributions will be 3%.
- The initial dollar amount of the benefit paid to a married participant is reduced to offset the value of spousal benefits. Please note: This change only applies to benefits based on service on or after January 1, 2014. Benefits earned under CRSP prior to January 1, 2014, are not affected. Participants may designate a disabled adult child as a secondary contingent annuitant. After the participant and their spouse die, the disabled adult child would continue to receive DB benefits for life. The initial participant benefit would be reduced to pay for this extra benefit.

MINISTERIAL PENSION PLAN (MPP)

Plan Overview: Supplement Three to the Clergy Retirement Security Program (CRSP), also known as the Ministerial Pension Plan (MPP), provides clergy with a pension benefit for their years of ministry with The United Methodist Church from 1982 through 2006. MPP is an Internal Revenue Code section 403(b) retirement plan. MPP requires that exactly 65% of the account balance be annuitized when the funds

are distributed. The remainder may be rolled over to UMPIP, another qualified plan, an IRA, or paid in a lump sum.

PRE-82 PLAN

Plan Overview: Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan, provided clergy with a pension benefit for their years of ministry with The United Methodist Church prior to 1982. The Pre-82 Plan was replaced by MPP effective January 1, 1982. If a clergyperson retires within the conference (and does not terminate), the minimum benefit payable is based on two factors:

- 1) Years of service with pension credit approved by each conference on the recommendation of the Conference Board of Pension and Health Benefits in accordance with plan provisions and The Book of Discipline.
- 2) The conference pension rate (past service rate) is the dollar amount chosen by the conference as the amount payable for each approved year of service with pension credit (may change from year to year).

The number of years of service with pension credit is multiplied by the pension rate, and the product is the minimum annual benefit payable to those clergy eligible for Pre-82 Plan benefits. In certain situations, the benefit received from the Pre-82 plan may vary based on the applicability of what is referred to as Defined Benefit Service Money (DBSM), which is the defined contribution feature of the Pre-82 Plan. When a participant retires, the DBSM account is converted to a life-based benefit, and, at that point, the clergy's benefit is the greater of the PSR or DBSM benefit. If the conference increases the PSR, the clergy's benefit is recalculated, but the DBSM-based benefit does not change.

For information about the Past Service Rate recommendations for the new conference, see the Pension and Health Benefits section of the Unification Plan report.

ACTIVE HEALTH BENEFIT PROGRAM

The Horizon Texas Conference offers the following active health benefit to its active eligible participants: Self-Funded – HealthFlex.

POST-RETIREMENT MEDICAL BENEFIT PROGRAM (PRM)

The Horizon Texas Conference offers eligible clergy a Health Reimbursement Account (HRA) for Post-Retirement Medical coverage.

COMPREHENSIVE PROTECTION PLAN (CPP)

The Comprehensive Protection Plan (CPP) provides death, long-term disability, and other welfare benefits for eligible clergy of The United Methodist Church and their families. It is an Internal Revenue Code 414(e) "church plan" funded by plan sponsor insurance premiums.

UNITED METHODIST PERSONAL INVESTMENT PLAN (UMPIP) FOR LAY AND CLERGY

The United Methodist Personal Investment Plan (UMPIP) is an Internal Revenue Code section 403(b) defined contribution retirement savings plan for clergy and lay employees of the United Methodist Church and affiliated organizations. Participants may make before-tax, Roth, and/or after-tax contributions through payroll deductions. Participant contributions, various optional plan sponsor contributions, and investment earnings comprise the individual's retirement account balance.

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HORIZON TEXAS CONFERENCE 2024 PENSION AND BENEFIT FUNDING PLAN RATIOS SUMMARY

<u>Plan</u>	<u>Funded Ratio</u>
Pre-82	125%
Ministerial Pension (MPP)	130%
Clergy Retirement Security Program (CRSP DB)	122%
Post-Retiree Medical (PRM)	173%

REPORT NO. 4 PENSION AND BENEFIT ARREARAGE REPORT

The Conference Board of Pension and Health Benefits recommends that it continue actively pursuing the issue of pension arrearage, utilizing a very fair but stringent examination of each situation to determine what steps need to be taken to assure the integrity of the affected minister's future pension benefits. Each January, we will review a report of the accounts showing the arrearage for the past year.

Each church that does not meet its obligation will report this fact to its charge conference and give an explanation. The district superintendent will keep a record of this action.

The local churches are reminded that pension benefits are, in reality, deferred ministerial compensation, which should carry the same urgency in terms of payment as the monthly salary itself. Failure to pay this pension could result in reduced pension benefits. The board feels strongly that if a local church cannot pay the pension dollars, there is a serious question as to whether that church remains a financially viable congregation. We consider it irresponsible for a congregation to "use" a pastor but are unwilling to assure his or her retirement receipts. ¶638.4 of the *2020/2024 Book of Discipline* requires the conference board to keep a permanent record of defaults of the churches in the conference in paying their pension and benefit amounts in full.

Death Benefit Amounts for the Plan Year 2025/2026

The following generally describes the death benefit amounts payable under the terms and conditions of the CPP to eligible participants and their beneficiaries. If you are unsure of your eligibility to receive these benefits, please call Wespeth at 800-851-2201. If there is a discrepancy between the information in this Journal and the CPP Plan Document, the plan document always governs.

	2025	2026
Denominational Average Compensation (DAC)	\$80,003	\$81,603
Active Participant Death Benefits:	\$50,000	\$50,000
Spouse Death Benefit:		
Active Participant or Retired prior to 01/01/13 (20% of DAC)	\$16,001	\$16,321
Participant retired on or after 01/01/13	\$15,300	\$15,300
Surviving Spouse Death Benefit:		
Active Participant or Retired prior to 01/01/13 (15% of DAC)	\$12,000	\$12,240
Participant retired on or after 01/01/13	\$10,200	\$10,200
Surviving Child Annual Benefit:		
Younger than 18 years old: (10% of DAC)	\$ 8,000	\$8,160
18-24 years old (1/2 applied as education benefit): (20% of DAC)	\$16,001	\$16,321
Child Death Benefit:		
Active Participant or Retired prior to 01/01/13 (10% of DAC)	\$8,000	\$8,160
Participant retired on or after 01/01/13	\$8,100	\$8,100
Retired Participant Death Benefits:		

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	2025	2026
Prior to 01/01/13 (30% of DAC)	\$24,001	\$24,481
On or after 01/01/13	\$20,400	\$20,400

The Conference Board of Pension and Health Benefits recommends that every person update their designation of beneficiary form at least every five years, upon a change of appointment for active clergypersons, or any life-changing event (marriage, death of a spouse, divorce, etc.). This can be done online through Wespeth's Benefits Access for Participants.

REPORT NO. 6 INFORMATION ABOUT THE CURRENT HORIZON TEXAS CONFERENCE ACTIVE GROUP HEALTH INSURANCE PROGRAM

The Horizon Texas Conference continues to utilize Wespeth's HealthFlex Exchange from each of the three legacy conferences. HealthFlex Exchange, a private exchange, gave participants greater choice across more HealthFlex plans with varying designs and premium costs. When combined with comprehensive online and telephonic support resources, HealthFlex Exchange provides flexibility to choose coverage that best fits the participant's health needs, financial needs, and financial situation. HealthFlex Exchange encourages greater accountability by participants for health care costs and utilization, while retaining the valued HealthFlex benefits and wellness opportunities that participants have come to expect.

The Horizon Texas Conference Board of Pension and Health Benefits designated a non-taxable Premium Contribution (PC)—a fixed dollar amount for each HealthFlex participant. Participants used the allocated PC amount to “shop” for a health plan and pay for some or all premiums for the HealthFlex plan of their choice. The PC appeared as a “credit toward purchase” when choosing a HealthFlex plan from all available HealthFlex plan designs. Participants who chose plans costing *less than* their Premium Contribution amount are “banking” the overage. The unspent PC balance is credited by HealthFlex to the participant's health reimbursement account (HRA) or health savings account (HSA), depending on the health plan selected. The annual overage amount (i.e., unspent PC balance) is not credited in a lump sum; rather, it is available on a *prorated, monthly basis* over the plan year. Internal Revenue Code (IRC) limits for annual HSA contributions apply. Participants who chose plans costing *more than* the Premium Contribution amount are seeing a monthly cost, which may commit them to paycheck deductions from their salary-paying unit (SPU) to cover the cost difference between the PC amount they receive and their higher actual cost for monthly premiums (i.e., the participant's share of the premium cost).

ACTIVE HEALTH PLAN ELIGIBILITY

Our health insurance plan will continue to be a mandatory program administered according to the HealthFlex rules for mandatory conference programs.

2025 Eligibility

Those clergy for whom the program is mandatory are:

- Elders, provisional elders, and associate members appointed full-time to conference responsible agencies.
- Full-time local pastors appointed to conference responsible agencies.
- Full-time student local pastors appointed to conference responsible agencies.
- Deacons and provisional deacons appointed full-time to conference responsible agencies.
- Those in the above categories for whom the conference is the plan sponsor for the pension program, such as district superintendents, conference staff appointees, and campus ministers.

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Clergy not included in the plan (and thus not allowed insurance through the Conference):

- Elders, provisional elders, deacons, provisional deacons, and associate members appointed less than full-time.
- Those appointed to extension ministries other than those named above.
- Part-time local pastors.
- Part-time student local pastors.

Medical Reimbursement Accounts (MRA), Dependent Care Reimbursement Accounts (DCA), and Health Savings Accounts (HSA) are offered as a benefit through HealthFlex. Only those enrolled in the HealthFlex health plans may participate.

2025 VOLUNTARY AND INVOLUNTARY LEAVE

Those clergy on Voluntary Leave have the option to remain covered on the active health plan for one year. Then, upon termination, they can elect to stay on the Continuation Plan for eighteen additional months. Those on Involuntary Leave lose eligibility for coverage immediately but may elect to remain in the Continuation Plan for 18 months. Both leave categories will be direct billed to the participant at the full premium rate, and payment will be made to the conference by automatic bank draft from the participant's personal account.

2025 LAY EMPLOYEES

Lay employees normally scheduled to work 30 hours or more per week may be eligible for coverage at the Salary-Paying Unit (local church) level under a Sub-Adoption Agreement if risk pool requirements are met. The risk pool rules apply to lay employees on an employer-by-employer basis. Surviving spouses and dependents of covered lay employees may be eligible for coverage as long as they are covered participants at the time of death. They will be responsible for the entire premium. A new spouse acquired by a surviving spouse, lay or clergy, is not eligible for benefits through the conference.

The 2025 Health Plan Rates and Defined Contribution amounts are found in the following chart.

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2025 HEALTHFLEX EXCHANGE HORIZON TEXAS CONFERENCE EFFECTIVE JANUARY 1, 2025

Medical Plans (Monthly Premium Amounts)

Plan Feature	B1000	C2000 "Gold"	C3000 "Silver"	H2000 "Gold"	H2500 "Silver"	H5000 "Bronze"
Participant	\$ 1,262.00	\$ 1,212.00	\$ 1,055.00	\$ 1,181.00	\$ 1,014.00	\$ 952.00
Participant + 1	\$ 2,398.00	\$ 2,302.00	\$ 2,005.00	\$ 2,244.00	\$ 1,927.00	\$ 1,809.00
Participant + Family	\$ 3,281.00	\$ 3,150.00	\$ 2,743.00	\$ 3,071.00	\$ 2,637.00	\$ 2,475.00

Dental Plans (Monthly Premium Amounts)

Plan Feature	Dental HMO	Dental PPO	Passive PPO 2000
Participant	\$ 17.00	\$ 48.00	\$ 58.00
Participant + 1	\$ 31.00	\$ 95.00	\$ 116.00
Participant + Family	\$ 54.00	\$ 143.00	\$ 174.00

Vision Plans (Monthly Premium Amounts)

Plan Feature	Core	Full Service	Premier
Participant	No Cost	\$ 9.00	\$ 15.00
Participant + 1	No Cost	\$ 14.00	\$ 25.00
Participant + Family	No Cost	\$ 22.00	\$ 40.00

2025 Premium Credit (PC) Amounts

Category	Monthly	Yearly
Active Clergy	\$ 1,075.00	\$ 12,900.00
Active Lay	\$ 1,075.00	\$ 12,900.00
Pre-65 Retiree Clergy & Spouses *	N/A	N/A

*No longer eligible for premium credit. Those who have retired prior to 01/01/2025 will continue under their existing arrangement.

2025 Default Plans (For participants who do not make an initial election upon new enrollment.)

Medical: H2500

Dental: None

Vision: None

2025 HEALTHFLEX WELL-BEING PROGRAMS

HealthFlex offers your full suite of top-notch well-being programs through Personify Health® (formerly Virgin Pulse®)—giving participants access to everything, all in one place. With one sign-on, take your Health Check, schedule your Blueprint for Wellness, engage with health coaching, accumulate Wellness Credits, and track activity and healthy habits to earn daily points toward Rewards Cash® rewards. Also, experience Personify Health® Journeys—tailored experiences to help you meet personal well-being goals. Earn up to \$410 in incentives. This “Rewards Cash” is delivered straight to your Personify Health® account and can be transferred to your checking account or redeemed for gift cards, merchandise, or charitable donations.

Programs include:

Assessing Health Status and Risks:



Blueprint for Wellness® (BFW), a biometric screening that involves a blood draw followed by lab analysis. The screening tests for common health risks. Receive \$100 Rewards Cash after you complete it.



Health Check, a digital health assessment with an incentive reward of avoiding a higher HealthFlex deductible.

Support to Improve or Maintain Well-Being:



Chronic Disease Prevention/Diabetes Management Programs can help you reduce your risk for developing type 2 diabetes or heart disease; or help you with optimal diabetes management if diagnosed with type 1 or type 2 diabetes.



Health Coaching through Personify Health offers you guidance from qualified, certified professionals to meet your well-being goals.



Employee Assistance Program (EAP) provides a variety of confidential support services around emotional well-being, including eight free counseling sessions per issue per family or household member per year.



MDLIVE® Behavioral Health allows you to video chat with a licensed therapist or board-certified psychiatrist and reduces wait times.



WeightWatchers® is a nationwide program that supports goals to lose weight and develop healthy habits. Receive 50% off membership fees.



Personify Health gives you the opportunity to earn up to \$40 Rewards Cash quarterly (up to \$160 annually) by tracking activity, healthy habits, utilizing the sleep and nutrition guides and more



Wellness Credits through Personify Health. Receive \$150 Rewards Cash for earning 150 Credits for activities that improve your well-being in all dimensions.

2025 Local Church Waiver of Optional Family Coverage

The Church Waiver of Optional Family Coverage Program has been discontinued. Those churches with waivers currently will remain in place, but no new applications will be accepted.

REPORT NO. 7

2025 RETIREE AND MEDICARE ELIGIBLE HEALTH BENEFITS

The Conference shares the funding of the Retiree Health Benefit Program for eligible retired participants with the retired clergy and their spouses. The Conference Retiree Health Benefit Program assumes

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participation in Medicare Parts A and B and is designed to extend certain benefits beyond what Medicare pays.

Wespath, through Willis Tower Watson (Via Benefits), coordinates the post-retirement medical benefit. There will not be any changes in the post-retirement medical benefits for retirees who retired on or before December 31, 2024, and their spouses/surviving spouses. All changes will be prospective and only apply to those who retire from the Horizon Texas Annual Conference on or after January 1, 2025.

2025 SERVICE REQUIREMENTS FOR CLERGY RETIREE HEALTH BENEFITS

The conference will provide access to coverage to the clergy retiree and his/her eligible spouse if the following service requirements have been met.

At the time of retirement, the clergyperson must:

- Have been working in a full-time appointment as a full member or as a full-time local pastor eligible for retirement per the *Discipline* and the rules of the annual conference.
- Be a member of the Horizon Texas Conference, serving in a local church or one of its conference responsible agencies.
- Have at least five (5) years of ministerial service in one of the three legacy conferences and ten (10) years of service in the United Methodist Church. A waiver of the five (5) year requirement for service may be considered by the Conference Board of Pension and Health Benefits upon recommendation of the cabinet.
- Be participating in the conference-sponsored health plan (HealthFlex) at the time of retirement.

Surviving spouses of deceased and retired clergy are eligible as long as they are a covered participant at the time of death. A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for retiree benefits through the conference.

2025 RETIREE/MEDICARE ELIGIBLE HEALTH PLAN

The Horizon Texas Conference and Wespath partner with Via Benefits to provide plan advice and enrollment assistance in choosing Medicare supplemental health coverage and prescription drug plans in the open market. Through this arrangement, the participant is responsible for paying premiums, but eligible participants are assisted with premiums and out-of-pocket expenses by the Horizon Texas Annual Conference through a Health Reimbursement Account (HRA) funded specifically for the participant. Retirees and spouses must be participants in the Conference health plan at retirement to continue with conference health benefits after retirement. PLEASE NOTE: Participants must enroll, and remain enrolled, in a supplemental health plan through Via Benefits to have access to the HRA. **Enrolling directly with a health plan provider, outside of Via Benefits, will result in the loss of HRA eligibility.**

RETIREE/MEDICARE ELIGIBLE HEALTH PLAN FUNDING 2025

For those eligible clergypersons who retire on or after January 1, 2025, and their eligible spouses, who enroll in their Medicare supplemental coverage through Via Benefits, the conference will fund a Health Reimbursement Account (HRA) in the amount of \$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 any funding until they reach age 65 and enroll with Via Benefits. Those who have already retired prior to January 1, 2025, will continue to be covered under their existing arrangements.

Surviving spouses of deceased clergy are eligible for the HRA as long as they are a covered participant at the time of death. A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for retiree benefits through the conference.

2025 PRE-65 RETIREE FUNDING

For those eligible clergypersons who retire on or after January 1, 2025, who at the time of early or full retirement, or their spouse, is less than 65 years of age and has been covered under HealthFlex for the five consecutive years just prior to retirement, they are eligible to remain on the active plan with the full premium direct billed to the retiree who will make payment to the conference by automatic bank draft from their personal account. Those who have already retired prior to January 1, 2025, will continue to be covered under their existing arrangements.

A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for retiree benefits through the conference.

2025 OPTING OUT AT RETIREMENT

If, at the time of retirement, a retiree has other employer-sponsored group health coverage (e.g., through a spouse's employer), he/she may decline retiree coverage and retain the ability to receive retiree health benefits at a future date. If the retiree loses his or her coverage, it is the retiree's responsibility to notify the conference within thirty-one calendar days of loss of other coverage. If this 31-day requirement is not met, the retiree will forfeit the ability to receive retiree health benefits through the conference at a future date. If an eligible retiree without other employer-sponsored group health coverage declines coverage at the time of retirement, the retiree will forfeit the ability to receive retiree health benefits through the conference at a future date.

2025 LAY RETIREE/MEDICARE ELIGIBLE COVERAGE

Lay employees whose active service has ended and who have completed a minimum of five years of continuous and uninterrupted coverage in HealthFlex immediately preceding the date of retirement, and who are less than 65 years of age at the time of retirement, may continue on the active plan. This will also apply to any eligible family members covered at the time of retirement. The lay employee will be responsible for the entire premium, which will be direct billed to the lay retiree who will make payment to the conference by automatic bank draft from their personal account.

Surviving spouses of retired, deceased lay employees are eligible for coverage as long as they are a covered participant at the time of death and are responsible for the entire premium. A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for benefits through the conference.

Lay retirees/spouses who are 65 years of age or older will have access to Via Benefits to assist in the move out into the open market, but they will be responsible for their entire premium. Lay retirees are not eligible for an HRA.

OPTING OUT OF SOCIAL SECURITY

We continue to have concerns for clergy who may have opted out of the Social Security system. It is imperative that those persons be Medicare eligible when they turn sixty-five, or they likely will not be able to obtain any medical insurance. Some who have opted out may have this eligibility through a spouse or through enough previous employment. However, it should also be noted that eligibility for Social Security disability payments differs from the requirements for retirement and Medicare benefits. If a pastor is considering this course, they should investigate these matters very carefully.

RETIREE AND MEDICARE ELIGIBLE HEALTH PLAN WELLNESS PROGRAM

HealthFlex uses incentives as part of its strategy to promote engagement in healthy behaviors and wellness programs. By tracking activity, health habits, and more, continue to earn Personify Health® Rewards up to \$40 per calendar quarter.

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REPORT NO. 8 CENTRAL TEXAS CONFERENCE SUSTENTATION FUND

By action of the 2007 Central Texas Annual Conference, a sustentation fund was established as part of the benefit program through the Central Texas Annual Conference Board of Pension and Health Benefits. The fund represents a tangible expression of a collegial relationship among clergy under appointment in the conference to provide transitional aid. The fund is to provide needed resources and temporary financial assistance to clergy and to assist local congregations in times of clergy transition.

To maintain confidentiality, resources from the sustentation fund may be used with the recommendation of the cabinet for:

- Vocational counseling for clergy exiting ordained ministry.
- Temporary salary and/or benefit support for clergy under suspension or exiting ministry.
- Special assessment and intervention strategies to restore clergy to effectiveness.
- Provision of interim ministry supply.
- Support of a crisis response team for congregations and church staff in times of crisis.
- Other unique needs to support clergy effectiveness/clergy families.

In the case of clergy going on leave of absence, the cabinet, executive committee of the Board of Ordained Ministry, and/or the clergy session of members in full connection in accordance with the *2020/2024 Book of Discipline* ¶ 354.1 may approve resources from the sustentation fund for use.

In the case of clergy taking Honorable Location or Administrative Location, resources from the sustentation fund may be used upon recommendation of the Board of Ordained Ministry in accordance with the *2020/2024 Book of Discipline* ¶ 359.1 and ¶ 361.3, respectively. The Board of Ordained Ministry or its executive committee may also request the cabinet to use sustentation fund resources in other situations to provide resources or transitional support for clergy.

Fund Balance 12/31/2024: \$602.00

REPORT NO. 9 2024 CENTRAL TEXAS CONFERENCE GRANT SUPPORT FUND FOR CLERGY

A support fund has been established to provide grant money to clergy and surviving spouses of clergy (including lay supply) to assist with catastrophic, unanticipated medical expenses.

- 1) Grant monies may be available to clergy and surviving spouses of clergy (including lay supply) from the Conference Board's Consolidated Grant Fund and other available resources. Clergy with unanticipated medical expenses may also qualify for assistance from the Farmers Fund with Wespath. Conference grant application forms can be obtained from the conference benefits administrator and should be sent to the conference benefits officer at the conference service center.
- 2) Funds and earnings on deposit with Wespath shall be restricted to providing clergy benefits programs and funding retiree benefits.

Fund Balance 12/31/2024: \$ 140,700.47

2024 GUIDELINES FOR THE CENTRAL TEXAS CONFERENCE SUPPORT FUND GRANT APPLICATION

The following guidelines shall be used in reviewing and approving a support fund grant application:

- An individual may receive one grant in a calendar year.

- A grant will only be approved for a one-time emergency¹ situation due to catastrophic, unanticipated medical expenses.
- A grant will not be approved if a previous grant was made for the same emergency situation.
- Distressed clergy members of the Central Texas Annual Conference, their spouses or surviving spouses (including lay supply) are eligible to apply for a grant. The term “clergy member” is interpreted to mean both active and retired conference members. Lay supply and their spouses are eligible while serving a local church.
- A grant should only be requested to supplement health care insurance if all other resources have already been utilized. This also applies to requests to cover deductibles or co-payments.
- An application must be completed by the participant or a person authorized² to act on the participant’s behalf.
- The Central Texas Conference Board of Pension and Health Benefits shall review the application.

The grant amount will be based on the need of the individual request. Each request will be reviewed on an individual basis based on need. The Board of Pension and Health Benefits will decide on the amount of the Grant to be awarded.

NOTE: Support fund grants received from the Central Texas Conference Board of Pension and Health Benefits may be considered taxable income due to the clergy-person’s relationship with the annual conference.

BOARD OF TRUSTEES

KELLY WADE, CHAIR

General Discussion

We as a group have met regularly and started the work of the Conference as we unify our three Legacy Conference Policy Groups into the Horizon Texas Conference Policies. This is the time for us as your Trustees to review all previous Policies and ask that each of you look at your local church policies, church articles of incorporation and deed to make sure that all reflect the change in conference name should read Horizon Texas Conference of the United Methodist Church. We are happy to serve and will be available for questions or comments at the breaks.

Unification Update

After the Unification Conference in September 2024, the HTC Board of Trustees met to review and approve Bylaws and other governing documentation for HTC, as well as the Merger Agreement prepared by unification counsel. The HTC BOT and the Legacy Boards of Trustees voted to approve the Merger Agreement, authorize officers to execute the Merger Agreement and other documents, and authorize the Chairs of the Legacy Conferences to execute further documents necessary to effectuate the business of the Merger and Unification as needed after the Merger Effective Date. The Merger was fully executed by the Legacy Conferences and HTC, as well as Bishop Saenz, prior to the December 31, 2024 Merger Effective Date. Since the Merger Effective Date, HTC and the Legacy Conferences have continued to execute deeds, contracts, and other legal documents needed to transfer assets and liabilities of the Legacy Conferences to HTC. HTC's officers and unification counsel have also continued to work to facilitate the transfer of donor-restricted funds from the Legacy Conferences to HTC.

¹ An emergency is defined as an “unforeseen combination of circumstances or the resulting state that calls for immediate action; a pressing need.”

² Authorized: Power of attorney or agreement between participant, conference officer, or a court-appointed guardian.

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Property Report as of April 18, 2025

Administrative Properties to Hold

Name	Address	County	Description	Legacy Conf.
Mid-South District Parsonage	Woodway	McLennan	Parsonage	CTC
Metro East District Parsonage	Richardson	Collin	Parsonage	NTC
Episcopal Residence	Arlington	Tarrant	Parsonage	CTC/NTC
Plano Conference Office	500 Maplelawn	Collin	Office	NTC

New Church Start / Strategic Partnership Properties to Hold

Name	Address	County	Description	Legacy Conf.
Aldersgate Campus	2201 E. Park Row	Tarrant	Active Church (Wesley) & Archives	CTC
Anna Land		Collin	ACE Project	NTC
Grace Chapel UMC	1998 FM 1385	Denton	ACE Project	NTC
Melissa UMC	3851 McKinney St	Collin	ACE Project	NTC
Rockbridge UMC	2001 W New Hope Dr	Williamson	Active Church	CTC
Rosedale Lots	3301, 3305, 3309, & 3315 E. Rosedale & 3300, 3306, 3310, & 3314 Ave E	Tarrant	Lots	CTC
South Plains Wesley	201 Magnolia	Hockley	Campus Ministry	NWTC
Woori UMC	4710 E Rancier Ave	Bell	Active Church	CTC

Properties Listed for Sale

Name	Address	County	Description	Legacy Conf.
Brownwood, Central	1501 2nd St	Brown	Closed Church	CTC
Corsicana, St. Andrews	2201 E 10th St	Navarro	Closed Church	CTC
Cumby	102 E Main St	Hopkins	Closed Church	NTC
Dublin, Laurel St.	504 Laurel St	Erath	Closed Church	CTC
Lubbock Conference Office	1401 Avenue M	Lubbock	Office	NWTC
Mesquite, St. Marks	3117 Motley Drive	Dallas	Closed Church	NTC
Oak Grove Land	Oak Grove Ln	Denton	Vacant Land	NTC

Properties Sold/Transferred

Name	Address	County	Description	Date	Legacy Conf.
Pleasant Mound	8301 Bruton	Dallas	Closed Church	5/14/24	NTC
Mt. Tabor-Sumner	9959 FR 79	Lamar	Closed Church	10/21/24	NTC
Handley	2929 Forest Ave	Tarrant	Closed Church	12/13/24	CTC
Lakeside	515 FM 416	Freestone	Closed Church	12/13/24	CTC
Tom Bean	7688 TX-11	Grayson	Closed Church	12/13/24	NTC
Seagoville	101 S Kaufman St	Dallas	Closed Church	12/31/24	NTC

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Name	Address	County	Description	Date	Legacy Conf.
Elm Ridge	14632 Fishtrap	Denton	Closed Church	3/7/25	NTC
Mid-North Parsonage	Wichita Falls	Wichita	Parsonage	3/10/25	NTC
East Parsonage	Sulfur Springs	Hopkins	Parsonage	3/7/25	NTC
Amarillo Parsonage	Amarillo	Potter	Parsonage	4/17/25	NWTC

Policy on Boy Scouts of America Charters

Passed by the HTC Trustees on April 3, 2025

Local churches and other entities of the Conference shall not have active “charter agreements” or other such agreements with the Boy Scouts of America (BSA) or local BSA councils in which the local church has responsibility for scouting leaders and volunteers. Churches hosting BSA troops must only enter “facilities use” agreements using a template pre-approved by the HTC trustees. In addition to the facilities use agreement, churches may enter into pre-approved “affiliation” agreements with the BSA or local BSA councils to continue to engage with this important organization in our communities. Churches can continue to involve scouts in the life of the church through Scouting Sundays and other activities.

Conference and District Insurance

Fidelity Bond for 500 Maplelawn and Rosedale Properties

The Horizon Texas Annual Conference received a Comprehensive Insurance program from the North Texas Legacy Conference that included a \$1,000,000 Employee Dishonesty (Crime) Bond for the employees and volunteers responsible for all aspects of finances at the district and annual conference levels.

Local Church Insurance Study Group

The board of trustees formed a local church insurance study group that is reviewing possible revisions to our local church insurance policy opportunities. Kenneth Wolverton will present a short report on the findings from the insurance committee.

Local Church Insurance Requirements

The Book of Discipline requires local church trustees to annually review and report on the adequacy of local church property and liability insurance coverage “to ensure that the church, its properties, and its personnel are properly protected against risks.” Since 1797, the Book of Discipline has provided that the property and assets of local churches are held in trust for the benefit of the denomination. Inadequate insurance puts local church property and assets at risk, including the denomination’s trust interest therein. Therefore, the General Council on Finance and Administration of The United Methodist Church, in representing the denomination’s trust interest, the following minimum insurance requirements are adopted for local churches:

COMMERCIAL PROPERTY and LIABILITY PACKAGE POLICY, to include the following minimum limits:

PROPERTY

- Buildings, Organs, and Contents Insured to Replacement Value, “Special Risk” Coverage
- All Church buildings should have an updated replacement cost valuation every five (5) years.
- The replacement cost valuation must be dated within 180 days if additional square footage is added.
- A Church building may be insured on an actual cash value basis where replacement cost valuation is not an option available to the Church. The Church should understand that it is being insured on an

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actual cash value basis and use its best efforts to complete the necessary upgrades and renovations required to qualify for replacement cost valuation coverage.

- A church building may be insured on a functional replacement valuation basis where it is a desired option on the part of the church or conference. The church should understand it may only do so with the written approval of the conference.

LIABILITY

- | | | | | |
|--|------------|-------------|-----------|-------------|
| • Commercial General Liability | Occurrence | \$1,000,000 | Aggregate | \$3,000,000 |
| • Pastoral Counseling Liability | Occurrence | \$1,000,000 | Aggregate | \$3,000,000 |
| • Hired and Non-Owned Auto Liability | Occurrence | \$1,000,000 | Aggregate | \$3,000,000 |
| • Employee Benefits Liability (EBL) | Occurrence | \$1,000,000 | Aggregate | \$1,000,000 |
| • Medical Payments | | \$10,000 | | |
| • Sexual Misconduct Liability ³ | | | | |
| o Church Membership > 500+ | Occurrence | \$1,000,000 | Aggregate | \$1,000,000 |
| o Church Membership < 500 | Occurrence | \$250,000 | Aggregate | \$500,000 |
| • Crime / Employee Dishonesty | Occurrence | \$25,000 | | |

DIRECTORS and OFFICERS / EMPLOYMENT PRACTICES LIABILITY, to include the following minimum limits:

- Directors' & Officers \$1,000,000
- Employment Practices Liability – Option 1 \$1,000,000 (including Sexual Harassment)
 - o Required for churches with 500 or more members or any church with a preschool, school, or camp.
- Employment Practices Liability – Option 2 \$250,000 (including Sexual Harassment)
 - o For churches with fewer than 500 members that do not have a preschool, school, or camp

UMBRELLA / EXCESS LIABILITY – An Umbrella / Excess Liability policy is suggested for all churches and required for those with a membership of five-hundred (500) or more.

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

WORKERS' COMPENSATION / EMPLOYERS LIABILITY INSURANCE POLICY, as required by state law:

- Bodily Injury by Accident Each accident \$1,000,000
- Bodily Injury by Disease Policy limit \$1,000,000
- Bodily Injury by Disease Each Employee \$1,000,000

COMMERCIAL AUTOMOBILE LIABILITY, applicable only if the church owns an automobile; to include the following minimum limits:

- Limit of Liability \$1,000,000

³ A lower limit of liability may be selected if a state or other jurisdiction places a legally binding limit on the damage awards for sexual misconduct that is lower than the above referenced per occurrence limit. The limit selected may not be lower than the maximum damage award set by the state or other applicable jurisdiction.

SUPPLEMENTAL INFORMATION FOR CONGREGATIONS WITH FEWER THAN 250 MEMBERS

Employee Benefits Liability

This coverage may not be required if any of the following are true:

- o The church does not administer any health, life, and accident benefits, or
- o The church uses a third party to administer its benefits.

Directors and Officers

Lower limits of coverage may be purchased if the combined value of the church's property value and its annual revenues do not exceed \$1,000,000. The limits can be decreased to (\$100,000 per occurrence and \$300,000 aggregate).

Employment Practices Liability

Lower limits of coverage (\$100,000 per occurrence and \$300,000 aggregate) may be purchased if:

- The church has fewer than three volunteers or employees,
- Has not terminated an employee in the past year, and
- Has no plans to terminate an employee in the next year.

Conference Electric Program

Electric utilities in areas of Texas were deregulated effective January 1, 2002. Deregulation offered the opportunity for churches to join together to purchase electricity. Both the legacy CTC and legacy NTC established groups to which all churches were invited to participate. The HTC has inherited both groups, and they will continue until the expiration of the previously accepted terms.

	Contract End	Rate per KWH
Central Texas Conference	June 30, 2027	\$0.0389
North Texas Conference	June 30, 2027	West Zone: \$0.0380 North Zone: \$0.0392

Remember there are **two factors** that determine your monthly billing:

- 1) **Energy Charges.** This charge is the deregulated part of your bill and was negotiated through a competitive bid process. This charge is noted on your bill as "ENERGY" and is calculated by multiplying your kWh usage for a particular month times the Conference contract rate.
- 2) **Transmission, Distribution, Utility (TDU) charges.** These charges are the regulated part of your bill. These are set by the Public Utility Commission of Texas (PUCT) and are non-negotiable. These charges are referred to as "pass through" charges and are the same no matter the name of your Retail Electric Provider (REP). The conference REP is Reliant Energy. However, they have no control over these regulated charges. Reliant simply passes along the bill that is sent to them by ONCOR who is the TDU company.

There are many components that make up this TDU part of your bill. However, the one that is by far the largest is the "**DEMAND**" charge. Demand is defined as the total number of watts that hit your meter at any point in time. So, for instance, on Sunday morning to turn on all your lights and air or electric heat at the same time that will be for most the highest demand. This could affect your bill for the next 12 months. Each month you will be billed the higher of your current month's Demand reading or 80% of your highest demand reading over the past 12 months. For example, if you hit 150KW on the hottest Sunday in August and that was the highest Demand reading over the past 12 months then you will be billed \$5.00 times 150 = \$750.00. Now suppose that in Jan, Feb, Mar, and Apr you hit between 50 and 75 KW demand each month. For each of those months you will be billed 80% of the last twelve months' peak, which in our example would be 150 X 80% =120. 120X\$5.00= \$600.00.

As you can see if you reduce your peak Demand permanently you can reduce your demand charges for all the remaining months.

The HTC will plan to negotiate a new energy contract before the current groups expire, including whether we can secure energy exclusively from renewable sources. Until then, churches are welcome to join the existing groups. Legacy NWTC churches are welcome to join the existing legacy groups, too, if they are in a service area eligible for the program. If you would like to do so, please email kevinwalters@htcumc.org.

Legislative Items from the Board of Trustees

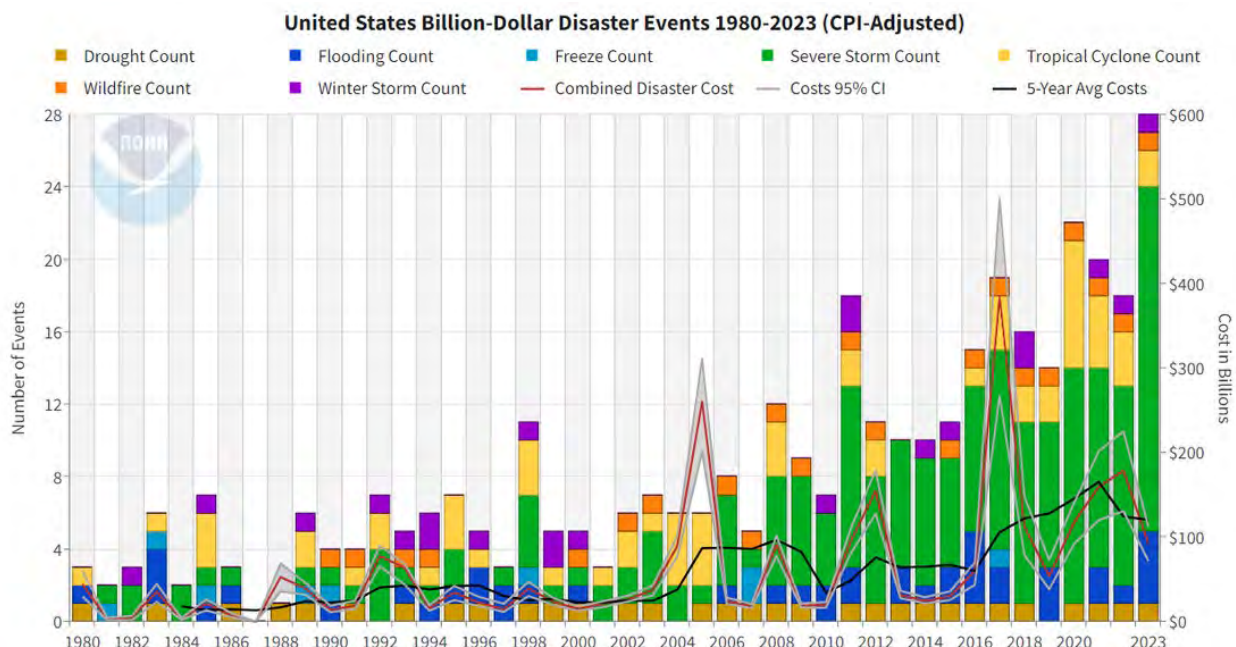
- Resolution on Conference Office Space
- Resolution Regarding Property Entity Owned by HTC
- Resolution Regarding Conference-Designated Funds
- Resolution Regarding Donor-Restricted Funds
- Policy for Closed Church Property Disposition
- Policy Relating to Real and Personal Properties of the HTC

REPORT OF THE LOCAL CHURCH INSURANCE STUDY GROUP

Background

As most are aware, churches in our region are finding it increasingly difficult to find reasonably priced property and liability insurance to protect their assets and ministries. In the fall of 2024, the HTC established a local church insurance study group to analyze the situation and evaluate possible solutions. The group consists of clergy and laity from across the HTC.

Fundamentally, insurance companies have been experiencing a high number of insured losses for several years, which has weakened their financial standing. To make up for losses, companies are becoming much more selective of the risks they will insure resulting in churches being dropped by previous carriers. The rates churches are finding with new carriers can be extreme.



1) NOAA, <https://www.climate.gov/news-features/blogs/beyond-data/2023-historic-year-us-billion-dollar-weather-and-climate-disasters>

Process

The HTC insurance task group began by describing three potential solutions:

- **Option 1: Work with a broker to establish an optional group for churches**
 - Spread risk over a wider geographic area
- **Option 2: Create a mandatory group for all HTC churches**
 - Similar to the arrangement that the NTC dissolved in 2023.
- **Option 3: Identify a preferred broker(s) with demonstrated success of providing UM churches with suitable coverage and customer service.**

The group began the research process by reaching out to other annual conferences to discover their approaches, which the group then discussed and evaluated. The group also met with representatives from Lockton, the new HTC insurance broker, to discuss the broader situation and possible solutions. In addition, individual members met with other brokers and reported their findings to the group. It soon became evident that brokers would need additional information about churches before they could be more helpful with any solution involving groups of churches.

Insurance Survey

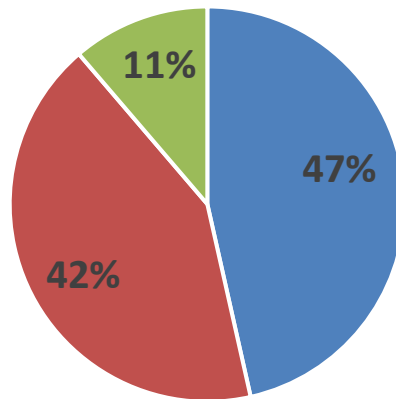
To gather better information, the study group sent a survey out to all HTC churches at the end of March, which invited churches to provide information including building size, age, and estimated value. The survey also included questions designed to gauge interest and openness to solutions that would share risk and cost between HTC churches.

Roughly 20% of HTC churches responded to the survey, which was a lower-than-expected participation rate given the gravity of the situation for many churches. In some cases, the survey may not have reached the appropriate person at an appropriate time. In other cases, churches may not have responded because they are not interested in being part of any group options.

Some key points from the survey:

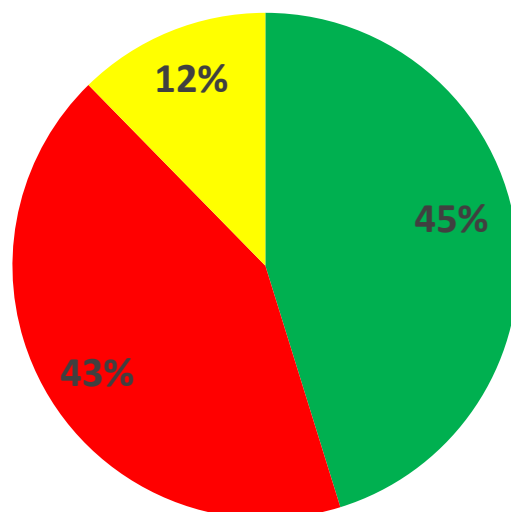
- Among respondents, there is a high level of interest in some sort of group plan, evenly split between mandatory and opt-in. There was a higher interest in a mandatory group from legacy NTC churches, which had been part of a similar group until 2023.
 - Need to consider whether the 80% of churches that did not participate in the survey may have chosen not to because they were not interested in a group plan.
- Of the churches that preferred a mandatory program, 33% are not interested in contributing to a shared deductible fund, which seems like an essential part of a mandatory program.

Which would your church prefer, a mandatory enrollment program if it would save money, an opt-in program that might cost more than a mandatory program, or neither?



- Mandatory program
- Opt-in program
- Neither. We prefer to find our own provider.

As a part of a high-deductible group plan, we are also considering a self-funded conference pool to assist churches with repairs. This plan would require churches to pay an additional amount above their insurance premiums for the conference to build up th



- Somewhat interested
- Not interested
- Very interested

Discussion

Option 1: Work with a broker to establish an optional group for churches

This option has mixed potential, and the group will continue to research and evaluate. The main question would be whether deductibles would be shared. Sharing deductibles would likely require payments above the allocated premium share to build a fund to offset the group deductible. In the end, these costs together in the short-term may be higher than what churches can find on the open market. The Texas Annual Conference launched a program somewhat like this in the fall of 2024. We will monitor whether it flourishes.

One significant challenge of an optional program is adverse selection where the group consists primarily of churches that could not find suitable coverage anywhere else. Churches that have lower risk profiles and better coverage options would likely not participate.

Option 2: Create a mandatory group for all HTC churches

This option would require a vote of the annual conference, and the study group is not confident that enough churches would support this model. The legacy North Texas Conference ran a program like this for more than 20 years, but they purposely chose to end it in 2023 because costs and risk had sky-rocketed following the 2021 Winter Storm claims. The New Mexico Conference still has a program like this, but a number of their churches have been deemed too high of a risk by the carrier and have been excluded from the mandatory program. That said, the severity of the current situation makes us hesitant to exclude this as a future possibility.

Option 3: Identify a preferred broker(s) with demonstrated success of providing UM churches with suitable coverage and customer service.

This model is more-or-less how we currently operate. Churches are free to purchase insurance policies from whichever broker or company will offer them suitable coverage. When churches need more guidance, conference staff provide names of brokers the church may want to consider based on previous experience. Currently, most are directed to reach out to Lockton or Sovereign, which operates the United Methodist Insurance Program. These brokers have a basic understanding of United Methodist insurance needs as well as access to multiple carriers. The study team will evaluate how successful these firms were at finding suitable coverage for our churches.

Conclusion

The insurance market for our churches is exceptionally challenging. Rising costs are cutting deeply into church resources and budgets. Unfortunately, the root of the problem is largely beyond our control. That said, there are steps churches can take to mitigate some risk such as updating building systems and keeping up with preventative maintenance.

The local church insurance study group, along with conference staff, will continue to research and evaluate possible options. Any useful information will be shared with churches through the conference website as it becomes available.

COMMISSION ON EQUITABLE COMPENSATION

REV. RAMON SMITH, CHAIR

The Commission on Equitable Compensation has convened as required, diligently fulfilling its responsibilities in overseeing the minimum compensation program for the Horizon Texas Annual Conference (HTC). The following legislative items are designed to:

- 1) Establish the minimum compensation for clergy members within the conference.
- 2) Policy Regarding Clergy Housing and Parsonage Standards
- 3) Outline eligibility criteria for subsidies to meet the minimum salary for lead pastors
- 4) Recommend funding for the Equitable Compensation Fund for the year 2026.

These reports are included among the other legislative items.

CONNECTIONAL REPORTS

PROJECT TRANSFORMATION GREATER TARRANT

LYNNE RHODES, EXECUTIVE DIRECTOR

The board and staff of Project Transformation Greater Tarrant are grateful for the many churches and individuals in the Horizon Texas Conference that worked alongside us to create safe spaces to share love, support, and resources with both the children and youth in our summer program and the young adult interns we hire and train to implement our program. We are able to build vital relationships with young adults, children and youth, and the community through the tremendous gifts of time and resources shared by a number of congregations in our conference. Volunteers engaged in transformational relationship by reading one-to-one with children, bringing dinners to our young adult interns, donating books and supplies, and helping with family fun nights. More than 130 volunteers provided over 1,300 volunteer hours to help make our summer program happen. The 120 students registered for our summer program were served by eighteen college-age interns and two literacy support specialists at four host sites. Churches in our conference fulfilled their missional goal by acting as hosts with our program, creating meaningful relationships with our families, and mentoring our interns in transformational relationship.

In 2024 we hired eighteen college-age young adults and two literacy support specialists who spent their mornings leading one-to-one reading with children, youth, and volunteers, and their afternoons leading rotations and teaching social emotional learning (SEL) skills through our summer curriculum. In addition to receiving training on how to implement our summer program, Project Transformation provides opportunities for interns to explore their vocational calling. On Fridays, interns attend workshops, tours, and interactive events with various local and national organizations to help them discern their future careers. This last year, our summer interns attended events with the following partners for that purpose.

- First UMC Hurst Community Engagement
- Financial education seminar through Texas Wesleyan University staff
- Education panel featuring educators and academic leaders.
- Brite Divinity School: an opportunity to explore a call to ministry and service.

We are extremely grateful for the transformational relationships that have grown between our reading volunteers and the children in our program. Looking at 2024 summer outcomes we can see the impact relationships have on literacy outcomes. Because of the dedication of our volunteers and the strength of our curriculum, 99% of our regular attendees maintained or improved their reading level. This is no small feat. It requires that children feel safe and encouraged to succeed! Over the course of eight weeks, over

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1600 books were read with volunteers. Through the generosity of individual donors, 2-3 books were sent home each week with each child in order to build the home libraries of our families.

In 2024 we opened our first junior high site serving seventh-ninth grade participants. We are excited to share that site registration was full and our youth read nearly 15,000 pages total during their time in our summer camp.

We are also grateful for our partnership with Texas Wesleyan University and their generosity in providing affordable housing for our interns and support in recruiting efforts.

We are additionally grateful for Education PV, our summer feeding partner, for working with us to provide over 4000 lunches and snacks for our children during our 8-week summer program.

We are grateful for the three hosts who provided sites for elementary children and their families and for the host who provided a site for youth, as well as the interns. Their efforts to mentor, host the interns and walk with everyone involved in the program exemplifies what it means to make disciples for the transformation of the world. Our four 2024 program sites were located at First UMC Bedford, Martin UMC, New Riverside UMC, and McMillan UMC who joined us as our newest site this summer.

By partnering with The Rev Partnership, formerly named Read Fort Worth, Project Transformation Greater Tarrant was also able to utilize the skills of two reading specialists. By collaborating with the Rev Partnership, we can share data and support the goal of having 100% of third graders reading on level in Tarrant County. We know that it takes a very large and determined village to achieve this and our hope is that you will continue to join us in engaging in community with children so that they can live into their God given potential and to nurture the love of servant leadership in young adults for the transformation of the world.

Project Transformation continues to be a vital mission and ministry in the HTC, bringing young adults into the church while bringing together neighbors, children, churches, and community partners. In the summer of 2025, we look forward to some exciting changes and additions to our sites. We will be partnering with 4 UMC churches. Our summer 2025 site will be as follows:

- Martin UMC – Bedford: Elementary and Jr High
- McMillan UMC – Fort Worth: Elementary
- New Riverside UMC – Fort Worth: Elementary
- First UMC Hurst: Elementary

METHODIST CHILDREN'S HOME

TREY OAKLEY, PRESIDENT

Greetings from Methodist Children's Home (MCH) and the thousands of children, youth, and families we serve each year. As an independent 501(c)(3) organization, your continued voluntary support of our vision to empower all we serve to experience life to the fullest is as important as ever. I invite each of you to visit our website at MCH.org to learn more about how to refer a child for placement or ways to join our ministry.

Your support provides the resources needed to offer the care, programs, and talented individuals necessary to positively impact the lives of those we serve through residential care on the Waco campus and Boys Ranch and through 14 MCH Family Outreach offices, including Dallas, Waco, Killeen, Abilene, Lubbock and the Permian Basin.

We are now in our 135th year of ministry. Here are some highlights of the past year:

2025 Horizon Texas Conference Journal

- We are now in the second year of our five-year strategic plan, Imagine 2028, which continues to guide MCH's growth and innovation.
- We launched a foster care program in Waco, allowing us to offer a full continuum of care in the Waco area and further strengthen our support for children and families.
- We recently purchased a property near the Waco Family Outreach Center, where apartments will be constructed, in order to better support our Independent Living Program, expanding opportunities for young adults transitioning to self-sufficiency.
- Plans are underway for MCH to host the next Coalition for Residential Excellence (CORE) Conference in 2025. In conjunction with the conference, MCH will resume the Willson-Johnson Lectures, which were established in 1957 as a way for MCH to share best practices with peer agencies and the broader Waco community.
- MCH once again achieved a Charity Navigator Four-Star Rating and Candid Platinum Status, reflecting our continued commitment to financial transparency and stewardship.
- Construction of two new homes will soon be completed at the MCH Boys Ranch to increase census and capacity, allowing us to serve more young people in need of specialized residential services.
- Our commitment to community collaboration remains strong, with continued growth in our Outdoor Education and Recreation program and expansion of our vocational opportunities for youth through the Embry Vocational Building. This year, MCH collaborated with ninety other organizations.
- As a Trust-Based Relational Intervention (TBRI) Ambassador Organization, MCH staff continues to train other like-minded organizations across the nation in TBRI, equipping professionals with trauma-informed care practices.
- The MCH Bulldogs boys' track and field team took home their second consecutive Texas Christian Athletic Fellowship Men's State Championship Title. The MCH Bulldogs fought hard in their fifth run for a state football championship but ultimately fell to Faustina Academy and finished as runners-up.
- Leadership and staff continued to sharpen professional skills and share expertise at key industry conferences, ensuring MCH remains a leader in providing high-quality care for children, youth, and families. This past year, seventy-seven employees earned advanced certifications to better support community and training efforts.

Our achievements in the past and those yet to come are directly related to the many individuals and congregations throughout our service area, including the Horizon Texas Annual Conference, who support our work and ministry through financial gifts, prayers, advocacy, and service on the Board of Directors. We look forward to a continued partnership with you all for many years to come.

Thank you for supporting our vision to empower all we serve to experience life to the fullest.

TEXAS METHODIST FOUNDATION REV. LISA GREENWOOD, PRESIDENT AND CEO



\$67.5M

CHURCH AND AGENCY
IMPACT CERTIFICATE
INVESTMENTS



\$94.7M

CONFERENCE
LOANS



Texas Methodist Foundation Report to the 2025 Horizon Texas Annual Conference

Dear Horizon Texas Annual Conference,

On behalf of Texas Methodist Foundation, thank you for your courageous ministry in this season! Texas Methodist Foundation is honored to be a ministry partner supporting the mission of the Horizon Texas Annual Conference through investments, loans, gift planning, grants, and leadership and learning initiatives.

At the end of 2024, loans to churches in the Horizon Texas Annual Conference totaled \$94.7 million, and churches and agencies within the Horizon Texas Annual Conference had \$67.5 million invested in Texas Methodist Foundation Impact Certificates. Every loan represents dreams that are coming to life!

TMF's ministry is made possible when conferences, congregations, nonprofits, and individuals invest with TMF and get a return on their investment, knowing that we will then lend those dollars to support the vital ministries of congregations and nonprofits. It is also made possible when generous individuals create gift plans and support church endowments that help provide long-term financial well-being to churches and ministries.

All our net revenue is reinvested in the church through leadership cohorts, learning and innovation initiatives, grants, and gift-planning programs that support the mission of the church for the long term.

Over the past five years, TMF has provided \$45.5 million back into churches and nonprofits across Texas and New Mexico, comprised of \$29.7 million in charitable services and grants and \$15.8 million in leadership and learning initiatives.

What you do every day matters, and it is our privilege to support your ministry. We deeply appreciate our partnership with you, as together we participate in a cycle of generosity serving your congregations and leaders doing Christ's loving work in the world.

Gratefully,



Rev. Lisa Greenwood
President & CEO
Texas Methodist Foundation

The Horizon Texas Annual Conference's Team at Texas Methodist Foundation

The Texas Methodist Foundation team is honored to work with churches, nonprofits, and leaders across the Horizon Texas Annual Conference, providing services and support that are vital to thriving ministries and communities across Texas. Please contact any one of us at any time.

Impact Certificate Investments

- Variable and fixed-rate Impact Certificates
- Clergy Appreciation Rate +0.50%



Sara Beltran
Assistant Vice President
Investor Services
sbeltran@texasmethodistfoundation.org
(512) 583-1920

Market-based Investments for Churches and Nonprofits

- Equity and Bond Funds
- Multiple Asset Funds



Derek Casteel, CFA
Director of Investment Services
dcasteel@texasmethodistfoundation.org
(512) 515-1431

Philanthropy

- Gift planning
- Donor-Advised Funds
- Life Income Gifts
- Endowments



Justin Gould
Chief Philanthropy Officer
jgould@texasmethodistfoundation.org
(512) 583-1944

Loans

- Debt refinancing
- Property acquisition
- Construction and improvement
- Flexible terms



Chris Miller
Chief Lending Officer
cmiller@texasmethodistfoundation.org
(512) 583-1931

Learning and Innovation

- Courageous Congregations Collaborative (C3)
- *Igniting Imagination*® podcast



Rev. Dr. Blair Thompson
Chief Learning and Innovation Officer
bthompson@texasmethodistfoundation.org
(512) 583-1962

Grants

- For churches and nonprofits
- Providing evangelism with social impact
- Improving the conditions of those living in poverty



Wendolyn Abel
Vice President of Grants Ministry
wabel@texasmethodistfoundation.org
(512) 583-1934

THE WESLEYAN
GEORGETOWN, TEXAS
BETHANY SISNEROZ, PRESIDENT AND CEO

Grace and peace to you in the name of Christ.

We are grateful for the opportunity to share this annual update on the ministry of **The Wesleyan**, a faith-inspired senior living community in Georgetown, Texas. Since 1962, The Wesleyan has carried forward the mission of the Methodist Church by serving older adults with compassion, dignity, and a holistic approach to wellness.

Our 55-acre campus offers a full continuum of care, including independent living, assisted living, memory care, skilled nursing, and rehabilitation services. Each level of care is grounded in our belief that life should be lived abundantly—body, mind, and spirit. This year, we served hundreds of residents across our four facilities: The Wesleyan at Estrella, The Wesleyan at Scenic, The Wesleyan at Hutto, and The Wesleyan Hospice.

Spiritual life remains central to our identity. Through regular chapel services, Bible studies, prayer groups, and personal visits, our chaplaincy team supports residents, families, and staff in meaningful ways. We are especially grateful for the opportunity to walk alongside individuals and families during times of transition, grief, and healing.

In 2024, we launched new wellness and enrichment initiatives, including intergenerational programs with local churches and schools, volunteer engagement events, and memory-friendly activities that promote dignity and connection. Our team continues to innovate in senior care, offering therapy and rehabilitation programs that help residents regain independence and quality of life.

As part of our Methodist heritage, we strive to reflect Christ's love in all we do. Our work is deeply relational—grounded in prayer, service, and community. We also remain committed to staff development, ensuring our caregivers and team members are equipped and supported in their vital roles.

We are thankful for the Horizon Texas Conference's continued encouragement and partnership. Your prayers, visits, and shared mission help strengthen our witness and impact. We welcome opportunities to collaborate more closely in the coming year as we explore new ways to serve and grow together.

Thank you for your ongoing support and for the ways you invest in ministries like The Wesleyan. Please do not hesitate to reach out if you would like to learn more or connect with us directly.

SOUTH CENTRAL JURISDICTION ANNUAL REPORT

EDDIE ERWIN, GENERAL SECRETARY
REV. DR. DERREK BELASE, MISSION COUNCIL CHAIR

The past year has been a transformative period for the South Central Jurisdiction of The United Methodist Church. Our collective efforts have fostered a collaborative spirit, strengthened our mission, and deepened our connections. This report highlights the key developments and initiatives that have shaped our journey over the year.

Collaborative Spirit at the Jurisdictional Conference

In 2024, the Jurisdictional Conference held in Rogers, Arkansas, was marked by a remarkable spirit of collaboration. Delegates from across the jurisdiction came together to engage in meaningful dialogue,

share insights, and envision a future filled with hope and purpose. The conference provided a platform for diverse voices, encouraging participation from lay leaders and clergy alike.

Highlights from the conference included:

- **LED Talks** - Focused on current challenges and opportunities within our communities, these sessions fostered innovative thinking and shared best practices.
- **Worship Services:** Uplifting moments of worship united participants in fellowship, reinforcing our common mission and commitment to service.
- **Celebrating:** The ministries and retirements of Bishops Jimmy Nunn and Robert Schnase, as well as many more through our jurisdiction.

Active Mission Council

Our Mission Council is actively identifying and addressing our Jurisdiction's current and future needs. Throughout the year, the council has prioritized outreach initiatives, focusing on areas such as:

- **Community Development:** Implementing programs that promote sustainable growth, new ideas of caring for our neighbors, and support marginalized populations.
- **Mission Ministries:** Coordinating responses through UMVIM, Disaster Response, Climate Justice ministries, and many others. We also continue offering affordable and effective insurance for all these service opportunities.
- **Youth and Family Ministries:** Expanding resources and programs to nurture the current and future generation of church leaders.

The council's efforts have not only enhanced our mission-driven work but have also inspired the fostering of a spirit of generosity and commitment to our Connexion.

Lower Apportionments, Increased Connections

As we move forward, deepening our connections cannot be overstated. This year, we have focused on:

- **Building Relationships:** Conferences are sharing bishops, training, ideas, and resources. Even welcoming Bishop Carlo Rapanut from the Desert Southwest Conference and the Western Jurisdiction are just a few examples of exciting partnerships with one another, fostering a sense of community and shared purpose.
- **Digital Spaces:** Utilizing technology to connect members across distances, collaborative training sessions for church leaders creating virtual spaces for prayer, discussion, and support.
- **Lydia Patterson Institute:** In a time when the border is often portrayed as a place of division, La Lydia is a place of hope, faith, and transformation. At LPI, we see a story of students overcoming obstacles to pursue education, we do not see immigrants as statistics but as people, as neighbors, as children of God. We continue to support LPI in apportionments, visiting, serving at the school, and sharing her incredible stories—not just to fund education but to invest in hope itself.

The past year in the South Central Jurisdiction has been marked by a spirit of collaboration, active engagement in mission, and a commitment to deepening connections. As we look to the future, we are energized by the possibilities that lie ahead and remain dedicated to our mission of making disciples of Jesus Christ for the transformation of the world. Together, we will continue to grow, innovate, and uplift one another in our shared journey of faith.

GENERAL COMMISSION ON ARCHIVES AND HISTORY

ASHLEY BOGGAN, GENERAL SECRETARY

The General Commission on Archives and History of The United Methodist Church is strongly considering to relocate from Drew University in Madison, NJ to the Horizon Annual Conference. We are looking to identify possible locations, preferably within a 1-1.5-hour distance of Perkins School of Theology.

The General Commission on Archives and History helps United Methodists understand the past to envision a more equitable future for all. We promote the heritage of the UMC and its antecedent denominations, have a monthly podcast (Un-Tied Methodism), and online courses (UM History Hub). We also preserve the historic records of the denomination, specifically of the general agencies, the Council of Bishops, and missionaries. The paper we care for is equivalent to 2.5 times the height of the Empire State Building! And that's not all – we also preserve about 1,200 artifacts and 20,000 books!

Currently we occupy approx. 16,000 square feet of office, vault, processing, and digitization space on the campus of Drew University, and are tenants of Drew Univ. with an annual rent of \$300,000+ per year. This cost has become unsustainable for GCAH (our annual budget is \$950,000) and is one of the primary reasons for relocation. If we are able to save on building costs, we can be better stewards of UM apportioned funds as we seek to create more resources for local churches and annual conferences which ground those in the pulpits and the pews in our heritage.

In a new space, we are considering both retrofitting an existing building or constructing from scratch. In this transition, we are hoping that our primary ministry and mission partner will be the Horizon Texas Annual Conference. This would more strategically align our mission with shaping the future of The United Methodist Church. We will also be strategically partnering with Perkins School of Theology and Bridwell Library, both for course and degree development, physical exhibits, digital archives, and research services. When combined, our repositories would bring to the Horizon Texas Annual Conference the second largest collection of Wesleyana/Methodistica in the world! GCAH, Bridwell, and Perkins will collaboratively develop the Center for World Methodist Studies, bringing in Wesley/Methodist scholars from around the world for conferences, workshops, public lectures, and research. This would turn your annual conference into a major center for UM research!

As the annual conference, I am turning to you all to not only garner excitement that GCAH will be the first and only general agency within the South Central Jurisdiction and Horizon Texas AC! If you have any questions, please feel free to reach out directly to me (aboggan@gcah.org). We look forward to working with you all and to bringing our UM heritage to the Horizon Texas Annual Conference!

COLLEGES AND SEMINARIES

AFRICA UNIVERSITY

JAMES H. SALLEY, PRESIDENT

Greetings and thanks to you, the members of the Horizon Texas Annual Conference, for your love of Africa University! Your love, lived out in the local church, and across every level of The United Methodist Church worldwide, is a source of hope and of dreams brought to life.

Africa University's students, faculty, staff, trustees, and alumni are deeply thankful to local congregations of the new Horizon Texas Conference for a strong overall investment in the Africa University Fund (AUF) apportionment in 2024. Of note for Africa University is the confidence that Horizon Texas United Methodists are moving forward together with a wonderful foundation for expanding their missional engagement, thanks to the investment of 100 percent of its asking to the AUF by the Northwest Texas Conference; 48.37 percent by the Central Texas Conference; and 63.23 percent by the North Texas Conference last year.

As the 2025-2028 quadrennium unfolds, Africa University is urging the members of the Horizon Texas Conference to:

- Continue investing in the Africa University Fund (AUF) at the 2016 budget level and strive for 100% investment to the AUF each year.
- Explore the possibility of their church becoming a “Keystone Congregation” for Africa University by journeying alongside an undergraduate student with prayer and encouragement and making a multiyear commitment of \$7,000 a year to provide a scholarship for that student.

Through their prayers and gifts in support of the ministry of Africa University, United Methodists of the Horizon Texas Conference nurture servant leaders with ethics, empathy, and an audacious, can-do mindset. Currently, Africa University has more than 2,490 students from 24 African countries pursuing professional and leadership training in four colleges and one school.

More than 12,000 graduates are at work in 32 African countries, serving in pivotal roles within and beyond The United Methodist Church. Among them are three recently-elected bishops of The United Methodist Church in Africa—chosen to help build a vibrant future where our love of God embraces, heals, and draws new people into lives of fruitful discipleship.

Having experienced God’s grace through your love in action, Africa University students grow in faith and spiritual maturity, embrace new, shared possibilities, and become more effective in their witness. Here are 2024 highlights of the impact of Africa University students, faculty, and administrators:

- Africa University start-up, Reagan Technologies, earned a semi-final finish in the Hult Prize Global Accelerator competition. Known as the ‘Nobel prize contest for students,’ the Hult Prize judges were impressed with the three-student AU team’s innovative concept for generating electricity from footsteps. The team’s climate-smart pavement tiles stood out against the competition from more than sixty universities.
- Another AU trio is transforming education by bridging the digital divide in Africa. Three students majoring in computer science won the top prize at the UbuntuNet Alliance Women’s Hackathon with FUNDISA. It’s a chatbot that delivers instant, curriculum-aligned explanations to students who lack internet access but have phones with SMS functionality. The chatbot enables students to simply send a text to a short code to receive educational support.
- Africa University’s Doctor of Ministry program, a first for the continent of Africa, was accredited by the Zimbabwe Council for Higher Education, with options for specialization in Mission and Evangelism, Liturgical Theology, Church Administration, Church and Society, and Chaplaincy

Ministry. A pioneer group of ten senior officers in the military, prisons and policing from Botswana, Malawi, Zambia, and Zimbabwe have completed the program, thanks to a collaboration between Africa University and Wesley Theological Seminary. Their doctoral research projects generated new knowledge that addresses deployment trauma, reducing drug abuse among officers, and the use of Psalms of lament for facilitating healing in families of inmates.

This is the global transformation story that Horizon Texas Conference United Methodists are shaping as partners in mission and ministry with Africa University. Thank you for showing up, so that promise, calling, and a just future can be fully realized. Let us push forward together, to finish the work. Thank you.

MCMURRY UNIVERSITY

ABILENE, TEXAS

DR. LYNNE MURRAY, PRESIDENT

REV. RICKY HARRISON, UNIVERSITY CHAPLAIN

As McMurry moves further into its second century, growth, innovation, and transformation continue to shape the university's trajectory. This fall, McMurry welcomed 3,183 students — the largest enrollment in university history and a 25% increase from the previous year. The 2024 incoming first-year class is the largest in 16 years, marking the third consecutive year of freshman growth and the second-largest first-year cohort in McMurry's 101-year history. In January, the university welcomed Dr. Lynne Murray as its 11th president, following the distinguished tenure of Dr. Sandra S. Harper. Dr. Murray brings extensive experience in higher education leadership, with a vision focused on strategic expansion of academic programs, strengthening community engagement, and championing student success.

The full acquisition of the Patty Hanks Shelton School of Nursing in January marks a key milestone in McMurry's growth, solidifying its position as a regional leader in nursing education. McMurry is also enhancing educational access through strategic partnerships. A collaboration with Texas Wesleyan provides a seamless pathway for students to earn a BSN degree from McMurry after completing an Associate of Arts in Science. Additionally, a new dual-enrollment program with Cisco College allows students to earn both an associate's degree in surgical technology, respiratory therapy, or pharmacy technician, and a Bachelor of Science in human health science from McMurry, offering a comprehensive educational experience that blends specialized healthcare training with a strong liberal arts foundation.

McMurry's commitment to academic innovation has earned national recognition. The STEM Student Success Center (S3C) was named a "Program to Watch" by *Excelencia in Education*, highlighting it as a model for best practices in supporting Latino students. This distinction not only elevates McMurry's profile but also opens doors for increased support, partnerships, and opportunities to expand its impact. Additionally, McMurry was chosen as one of just eight universities nationwide to participate in a pilot project funded by the Bill and Melinda Gates Foundation, aimed at improving outcomes for all students, with a focus on enhancing success for Latino students.

Religious and spiritual life remains vibrant at McMurry. Weekly chapel services welcome an average of 75-100 students, faculty, and staff for praise and worship each Tuesday morning. The religious life student leadership team of around twenty-five students plan and execute a variety of ministries across campus, including Grocery Bingo, Holy Grounds, Men's and Women's Bible Studies, and a variety of fun fellowship events.

In May 2025 Religious and Spiritual Life led its second annual spiritual formation pilgrimage. This team of twenty student pilgrims spent a week immersed in the ecumenical monastic community of Taizé, located in the Burgundy region of France. Each year over 100,000 young people make pilgrimage to Taizé

for prayer, Bible study, sharing groups, and communal work led by the monastic brothers. Through the community's ecumenical outlook, pilgrims are encouraged to live in the Christ-like spirit of kindness, simplicity, and reconciliation. Thanks to the generosity of congregations across the Horizon Texas and New Mexico Annual Conferences, McMurry was able to provide a \$2,000 scholarship to each of the twenty student pilgrims. We look forward to returning with students to visit these congregations in the coming year to share how this transformative experience impacted the spiritual lives of these young people.

McMurry remains grateful for its strong and vibrant relationship with the United Methodist Church. This year we are proud to welcome Rev. Tom Long and Rev. Dr. Clayton Oliphint onto the McMurry University Board of Trustees. We look forward to continuing to strengthen our ties with the Horizon Texas and New Mexico Annual Conferences as we prepare students for lives of leadership, service, and success in both the Church and the world.

SOUTHWESTERN UNIVERSITY

GEORGETOWN, TEXAS

LAURA E. SKANDERA TROMBLEY, PRESIDENT

In 2024, Southwestern University continued to prove why we are climbing the ranks among the nation's top liberal arts institutions. *U.S. News & World Report* ranked Southwestern second in Texas and 83rd in the United States on their "Best Liberal Arts Colleges" list. *U.S. News & World Report* also lauded Southwestern for our economic value, ranking us third in Texas and 56th in the nation on their "Best Value Colleges" list. Southwestern jumped from 124th to 81st nationally in the *U.S. News & World Report's* "Top Performers in Social Mobility", a 43-spot increase. Finally, *The Princeton Review* ranked us best in Texas and second-best nationally on their "Best Career Services" list.

For the second consecutive year, Southwestern set a new school record for applications with 6,656 first-year and transfer students applying. 374 first-year and fifty-five transfer students joined Southwestern in the Fall of 2024, bringing total enrollment to 1,441. For the fifth consecutive year, over 25% of incoming students identified as Hispanic. Another 24% identified as first-generation students.

Assistant Professor of History Bryan Kauma traveled to the United Nations in New York to present his research "'Eating Money': Dollarization and monetization of grain in Zimbabwe, 2000-2008" at the UN Department of Economic and Social Affairs' Workshop on Commodity Price Volatility. Assistant Professor of Kinesiology Jennifer Stokes published the *Anatomy and Physiology Student Accommodations Handbook*, a guide to assist instructors around the country in meeting student accommodations in anatomy and physiology laboratories. Finally, Associate Professor of Business Debika Sihi authored an article titled "Sustainability and Marketing: Examining the Digital Impacts" in the book *Advances in Digital Marketing*. After publication, she was invited to present at the Digital Marketing and e-Commerce Conference in Spain.

A group of students climbed Mount Kilimanjaro as part of Southwestern's Outdoor Adventure Program. Another group traveled to Paris to study at the 2024 Summer Olympic Games during a Kinesiology study abroad program. The Computer Research Association named a Southwestern student as a recipient of their Outstanding Undergraduate Researcher Award. Two students earned spots in the Fulbright U.S. Student English Teaching Assistant Program. We had the first student in 30 years win the national Barry Goldwater Scholarship for students pursuing research careers in the natural sciences, mathematics, and engineering fields. Lastly, we saw two students earn Sumners Scholarships while three more were named Gilman Scholars.

During the 2023-2024 season, the Pirates finished third for the Southern Collegiate Athletic Conference (SCAC) Presidents' Trophy. In the 2025-2026 season, all twenty men's and women's varsity sports will compete in the Southern Athletic Association (SAA). Southwestern welcomed Bill Kriesel as the team's second head coach since the program returned. The volleyball team posted one of the best seasons in program history with a 23-6 record.

Southwestern announced a partnership with Houston Methodist Hospital. Students participated in a variety of programs in conjunction with the hospital, including an observership program, an experiential learning course, an interdisciplinary internship program, and an intensive internship program.

Ratification of Trustees

As stated in the University By-Laws, "Conference trustees are nominated by the University's board of trustees, upon recommendation to the board's trusteeship committee, and elected by their respective conferences." Conference confirmation of "trustees at large" is no longer required by the By-Laws.

The following names are submitted to the Horizon Texas Conference for election or re-election:

- Ms. K. Elizabeth Yeager, nominated by the Board of Trustees for re-election to a three-year term concluding 2028.
- Rev. Billy Echols-Richter, nominated by the Board of Trustees for election to a three-year term concluding 2028.

Conclusion

I would like to take this opportunity to personally invite you to visit Southwestern and experience, in person, our vibrant intellectual community.

SOUTHERN METHODIST UNIVERSITY

DALLAS, TEXAS

R. GERALD TURNER, PRESIDENT

Southern Methodist University (SMU) has served as a nonsectarian institution dedicated to research, teaching, and community growth. With continued Methodist representation on the Board of Trustees, SMU remains committed to its Wesleyan heritage, welcoming students of all faiths.

Students, faculty, and staff

SMU enrolls over 12,000 including 7,285 undergraduates and 4,831 graduate students, supported by 2,600+ full-time faculty and staff. Graduates join a global alumni network of 136,000.

New SMU president

Jay Hartzell, named SMU's 11th president in January 2025, will join the Hilltop on June 1. A highly respected leader in higher education, he was named the president of the University of Texas at Austin in 2020. Before that, he was dean of UT's McCombs School of Business and a longtime faculty member. We are excited to welcome him and his wife, Kara, to campus and look forward to his contributions leading SMU into its next era.

Perkins School of Theology

Bryan P. Stone '92, an innovative educator, researcher, and bridge builder, was named the Leighton K. Farrell Dean of SMU's Perkins School of Theology in February 2025. An SMU alumnus, he previously served as associate dean for academic affairs and the E. Stanley Jones Professor of Evangelism at Boston University School of Theology.

Comprehensive campaign, research funding, and athletics

As of February 2025, donors have contributed over \$1.404 billion to the University's comprehensive campaign: *SMU Ignited: Boldly Shaping Tomorrow*, nearing its \$1.5 billion goal by fiscal year-end.

In early 2025, the Carnegie Classification of Institutions of Higher Education designated SMU as one of the top 187 doctoral research universities in the United States, awarding it the prestigious Research One (R1) status. SMU's research expenditures reached \$62.5 million in 2024, marking the third consecutive year above \$57 million, with funding from federal and state agencies.

The University experienced a remarkable first season as a member of the Atlantic Coast Conference (ACC). Historically, SMU has won ten national championships, over 200 conference titles, and produced more than 150 Olympians. Since 2013, all seventeen teams have reached the postseason, with sixteen winning conference championships.

Rankings

SMU continues to receive strong recognition and high rankings, including:

- Top 25% best national universities by *U.S. News & World Report* (2025), a Best Value School, and among the Best Colleges for Veterans.
- Among the nation's best institutions for undergraduate education in *The Princeton Review's* "Best 390 Colleges" and its "2025 Best Southwest Colleges."
- Top 5% best nationwide colleges (73 out of 2,238) by College Factual (2025). Also, top 1% of the U.S. best liberal arts/sciences and humanities schools for students pursuing a bachelor's degree and among the highest-paid graduates across a range of fields.
- Perkins Chapel at No. 10 on the list of the nation's most beautiful college churches and chapels by College Rank.

SMU remains grateful for the enduring work of our Perkins School of Theology in the instruction and training of clergy for all Wesleyan traditions and other denominations. We request your continued prayers and support.

PERKINS SCHOOL OF THEOLOGY

SOUTHERN METHODIST UNIVERSITY – DALLAS, TEXAS
HUGO MAGALLANES, DEAN AD INTERIM

Perkins celebrates our vital connections with the Horizon Annual Conference of The United Methodist Church.

- Forty-five (45) students affiliated with the Horizon Texas Annual Conference are enrolled at Perkins, 27 Master of Divinity students, six Doctor of Ministry students, five Master of Theological Studies students, four Master of Arts in Ministry students, one Master of Sacred Music student, one Master of Theology and one Maestría en Divinidad (M.Div. en Español).
- During the 2024-25 academic year, seventeen students from the Horizon Texas Annual Conference received funding from the PACE (Perkins Annual Conference Endowment) grant, with the average overall financial aid award per student totaling \$3,889.28.
- Eleven (11) Perkins students from the Horizon Annual Conference are currently participating in internships.

Enrollment Update

Perkins enrolled 277 students for the 2024-25 academic year, launching a Spanish M.Div. program, a hybrid-online option, and a redesigned curriculum. Of ninety-seven new students, fifty-nine joined the hybrid-online program from fourteen states.

Institutional Highlights

- Perkins appointed Dr. Bryan P. Stone as the new Leighton K. Farrell Dean, effective June 1. An SMU Ph.D. graduate and former associate dean at Boston University, Stone brings extensive experience in theological education, online learning innovation, and interdisciplinary research. His leadership will further Perkins' mission of preparing students for impactful ministry and scholarship.
- Perkins also welcomed Rev. Emily Nelms Chastain as an Instructor in the History of Christianity. Leadership updates include Nakoya Loucks as Assistant Dean of Marketing and Communications, Bart Patton as Assistant Dean of External Programs and Church Relations, and Tracy Anne Allred as Assistant Dean of Students, Alums, and Community Engagement.
- Dr. Dallas Gingles was named Director of the Doctor of Ministry (D.Min.) Program, while Dr. Michael Greene now leads the Black/Africana Church Studies (BACS) Program. Rev. Dr. Michael Beck was appointed Director of the Fresh Expressions House of Studies, launching June 1, 2025. Rooted in the Wesleyan tradition, this initiative will explore new approaches.
- Dr. Priscilla Pope-Levison received the Wesleyan Theological Society's Lifetime Achievement Award, and former Perkins Dean Dr. Robin W. Lovin was honored by the Society of Christian Ethics. In 2025, Perkins will celebrate the retirement of esteemed faculty: Dr. Ted A. Campbell, Dr. Ruben L. F. Habito, Dr. Susanne Johnson, and Dr. Mark W. Stamm.
- Perkins secured multiple grants, including funding for the Spanish Language Initiative and a Lilly Endowment grant supporting Bridwell Library's exhibitions and accessibility.
- Perkins hosted the 2024 Fall Convocation, *Faith in a Digital Age*, exploring faith, technology, and ethics. The *Testimony HQ initiative*, in its final cohort, has helped thirty churches integrate testimony into ministry, supported by a Lilly Endowment grant.
- Perkins celebrated the 65th anniversary of the Sacred Music program with an event featuring faculty, alumni, and guest speakers.

These highlights reflect Perkins' commitment to preparing leaders for a changing church and society. We thank our United Methodist Church colleagues and alumni for their generous support and student referrals.

BOSTON UNIVERSITY SCHOOL OF THEOLOGY BOSTON, MASSACHUSETTS G. SUJIN PAK, DEAN

Your partnership, prayers, and support are a cherished gift as BUSTH seeks to serve the church and the world! In a year like 2024, BUSTH's commitments to equip transformational leaders for peace and justice are more necessary and significant. We are hopeful and vigilant in our continued partnership with you.

NEWS:

- **Students:** Our academic year 2024-25 entering class was among our most diverse, with 109 new students enrolling, 33% of whom are international students.
- **Faculty:** In July, Shively T. J. Smith was promoted to Associate Professor of New Testament, and in September we welcomed new faculty member emilie m. townes, Martin Luther King, Jr. Professor of Religion and Black Studies. In January we welcomed new Assistant Professor of Religion and Society Luther Young, Jr.
- **Expanding Online/Hybrid Programming:** BUSTH's first fully online master's degree—the Master of Religion and Public Leadership (MARPL)—continues to expand since launching in fall 2022. MARPL seeks students who wish to be prepared for leadership roles that creatively engage challenges of public life: bu.edu/sth/marpl. An online Master of Divinity program is planned for Fall 2026.

- **Faculty Research:** Associate Dean Cristian De La Rosa received a second Lilly Endowment Parenting Grant for \$1.25 million. Faculty published more than 130 books, scholarly articles, op-eds, presentations, and book reviews during 2024. Many were interviewed by media publications or featured on podcasts for their scholarship in topics such as social justice activism, historical Methodist leaders, responding to trauma, and the use of AI to predict religious extremism. Selected stories are found at bu.edu/sth/research/faculty-research/.
- **Scholarships:** We continue to offer free tuition to UMC-registered candidates for ordained ministry and leadership fellowships that support students in ethnic, gender, and sexuality studies. New funds include Rev. James M. Smith ('51) Fund for Latinx Lay Education and Rev. Tom Sears ('59) Chaplaincy Operating Fund. We have increased an endowed fund for students specializing in Hebrew Bible.
- **Accreditation and Curriculum:** BUSTH concluded a thorough curriculum revision for the MDiv and MTS programs which launched in fall 2024.
- **Online Lifelong Learning:** BUSTH offers online courses for professional and spiritual enrichment of religious leaders. Recent offerings include "A Womanist Ethic of Care." To learn more, visit bu.edu/sth/oll.
- **Development:** Recent accomplishments include endowing the Raíces Latinas Program in Theology, Leadership, & Research and meeting a \$250K match in support of the Religion & Conflict Transformation Program.

COMMITMENT TO JUSTICE and COMPASSION:

- BUSTH's Office of Diversity, Equity, and Inclusion offers webinars on timely inclusion efforts, such as "Spiritual Leadership in Divided Times: Trauma and Thurman," and \$500 DEI scholarships are offered to students with financial need to participate in our travel seminars.
- Our Fall 2024 Lowell Lecture premiered "Simulating Religious Violence," which captured the work of computer scientists and religious scholars to seek to address conflicts rooted in religious violence.
- Work continues to improve accessibility, sustainability, and responsible investing as written in our 2030 Strategic Plan. BUSTH is the first certified Green School at BU and is active in the Green Seminary Initiative.

CANDLER SCHOOL OF THEOLOGY

ATLANTA, GEORGIA

Since 1914, Candler School of Theology at Emory University has educated faithful and creative leaders for the church's ministries throughout the world. An official seminary of The United Methodist Church, Candler holds true to the Wesleyan value of ecumenical openness, welcoming students from more than forty denominations. Our student body reflects the diversity and breadth of the Christian faithful, with an enrollment of 416 from thirteen countries, forty-one states, thirty-two annual conferences, and 43% persons of color. We see this diversity as a blessing, enriching our life together and providing the perfect context for training for relevant ministry in the 21st century—ministry that cultivates community across difference, welcomes all to contribute and belong, and embodies Christ's love in and among us.

Candler offers six degrees (Master of Divinity, Master of Theological Studies, Master of Arts in Religion and Leadership, Master of Religion and Public Life, Master of Theology, Doctor of Ministry), most of which are available in hybrid or online formats. Response to our hybrid-format Master of Divinity, blending online classes and in-person intensives, continues to be strong: 63% of 2024's MDiv entering class chose the hybrid model. Nearly a quarter of MDiv students participate in Candler's Teaching Parish program, earning contextual education credit by serving as student pastors in local churches. And our proven DMin program—with a near 90% completion rate—is 90% online. These flexible options along with Candler's

recognized academic excellence and hands-on learning opportunities are opening possibilities for more people to follow God's call to ministry.

Generous financial aid is a top priority for Candler. In 2024-2025, we are on track to award nearly \$6.5 million in scholarship support across all degree programs. All MDiv students receive scholarship support, and those who are certified candidates for ordained ministry in the UMC receive full-tuition scholarships. Plus, a remarkable gift this year of \$20 million from the O. Wayne Rollins Foundation promises to have a transformative impact on the school and future students alike, fueling a considerable expansion of our scholarship program and reducing financial barriers to high-quality theological education.

Several programs beyond our formal degrees make Candler a hub of Christian learning for an expanding audience. Those who are not seeking a graduate degree can engage in learning through The Candler Foundry, which offers in-person and online short courses, events, and certificate programs; the United Methodist Course of Study for educating licensed local pastors; the Candler Center for Christian Leadership for refining business skills of United Methodist leaders; and La Mesa Academy, offering a graduate certificate in theological studies via a two-year hybrid program with courses in Spanish, English, and Korean.

Candler continued to strengthen the already robust United Methodist presence among our faculty with four key appointments this year: Geordan Hammond, associate professor of Methodist and Wesleyan studies; Soren Hessler, assistant professor in the practice of leadership and administration; Jennifer Quigley, assistant professor of New Testament; and Bishop Hope Morgan Ward, who joined us as bishop-in-residence following the retirement of Bishop Larry Goodpaster.

Jonathan Strom became dean of Candler in August 2024, when former dean Jan Love returned to the faculty. Strom has served on Candler's faculty since 1997 as professor of church history, with nearly a decade as senior associate dean of faculty and academic affairs, and a number of years as director of international initiatives. He is committed to nurturing the school's deep connection with The United Methodist Church.

Candler is strengthened by your prayers, partnership, and support. Thank you for the countless ways you advance this vital ministry in the life of the church. We invite you to visit us online at candler.emory.edu and follow us on social media to stay informed of all we offer throughout the year.

DUKE UNIVERSITY DIVINITY SCHOOL

DURHAM, NORTH CAROLINA
EDGARDO COLÓN-EMERIC, DEAN

English:

Through God's sustaining grace and faithfulness, Duke Divinity School continues to welcome students from across the nation and around the world to be trained for ministries ranging from rural church pastorates to hospital and prison chaplains to community service leaders to theological educators. In 2024, we were joined by 224 students from 41 U.S. states and the District of Columbia as well as new students who hold either primary or secondary citizenship in eleven other countries. The Master of Divinity program gained 108 new students, including 62 residential students (up from 54 the year before) and 46 in the hybrid program. The Master of Arts in Christian Practice enrolled eight new students; the Doctor of Ministry, 39 (up from 22 last year); Master of Theology, 10; Master of Theological Studies, 27; the Doctor of Theology welcomed five new students to campus. The Certificate in Theology and Health Care welcomed five residential students to campus and 21 to the hybrid program.

This has been a year of centennial celebrations for Duke University and The Duke Endowment. DDS was honored to participate in a Founders' Weekend chapel service, held in Duke Chapel, in which both United Methodist Church bishops in North Carolina (Bishop Connie Shelton and Bishop Ken Carter) participated in leading the service, along with Dean Colón-Emeric. Divinity students and alumni contributed prayers and music, and of particular note were three women in our Master of Theology program who offered prayers in Mandarin, Hindi, and Korean.

Duke Divinity School continues to invest in ways to support Methodist leadership and pastoral formation. Our D.Min. program welcomed two new cohorts, one in Traditional Leadership and one in Missional Leadership, with support from the Parish Ministry Fund and The Duke Endowment. These thirty-nine students are strengthening their capacity for leadership, establishing new faith communities, and meeting the challenges confronting churches and communities.

Master of Divinity students in the UMC had the opportunity in the spring 2024 semester to enroll in a course designed to prepare them to be observers at the UMC General Conference. Students met weekly with DDS faculty who are ordained elders in the UMC and nearly half a dozen bishops and denominational leaders. As one student said: "It is a time when we hold fast to our convictions and identify what is unique to the United Methodist Church. What is our role, currently and in the future? It's amazing: our mission is to make disciples for Jesus Christ for the transformation of the world. I am excited about my ministry journey and the future of the UMC."

Duke Divinity continues to build on our connection to Methodist churches around the world through a formal partnership with Methodist Theological University in Seoul, South Korea. This agreement, signed on Sept. 21, 2024, supports the creation of pathways for the exchange of students, faculty, and academic programming.

Two scholars joined our faculty this year: Aaron Griffith, assistant professor of American church history, and Kevin Hart, Jo Rae Wright University Distinguished Professor, with a joint appointment in the Duke University department of English. William Turner Jr., James T. and Alice Mead Cleland Professor Emeritus of the Practice of Preaching, received the Duke University Medal for Distinguished Meritorious Service, the highest honor bestowed by the university.

Duke Divinity commemorated the 50th anniversary of the Women's Center at the school with a guest preacher and celebration dinner. With a \$5 million gift from The Duke Endowment, we are strengthening our Office of Black Church Studies through recruiting a senior scholar and supporting academic, theological research. A \$1.25 million grant from Lilly Endowment Inc., part of their Nurturing Children through Worship and Prayer Initiative, will help launch a Duke Divinity program, "Let the Children Come," to study how congregations more fully and intentionally engage children in intergenerational corporate worship and prayer practices.

Duke Divinity School continues to be grateful for our ongoing participation in The United Methodist Church and partnership with this annual conference. We look forward to our ongoing work with you as we join the leading of God's Spirit in the task of preparing people for Christian ministry. To learn more about Duke Divinity School, please visit our website at www.divinity.duke.edu.

Español:

Por la gracia sustentadora y la fidelidad de Dios, continuamos recibiendo estudiantes de toda la nación y de todo el mundo para ser entrenados para ministerios que van desde el pastoreo de la iglesia local hasta la capellanía en hospitales y prisiones; desde el liderazgo comunitario hasta educación teológica. En el 2024, le dimos la bienvenida a 223 estudiantes de 41 estados de los Estados Unidos y el Distrito de Columbia, y a varios estudiantes que poseen ciudadanía primaria o secundaria en otros 11 países. El programa de Maestría en Divinidad recibió 108 nuevos estudiantes, incluyendo 62 en el programa

residencial y 46 en el programa híbrido. La Maestría en Artes de la Práctica Cristiana recibió ocho estudiantes nuevos; el Doctorado en Ministerio, 39; la Maestría en Teología, 10; la Maestría en Estudios Teológicos, 27; el Doctorado en Teología recibió cinco estudiantes nuevos. El Certificado en Teología y Cuidado de la Salud dio la bienvenida a cinco estudiantes presenciales en el campus y a 21 en el programa híbrido.

Este ha sido un año de celebraciones centenarias para la Universidad de Duke y The Duke Endowment. Duke Divinity tuvo el honor de participar del servicio de capilla durante el fin de semana de fundadores que se celebró en la Capilla de Duke, donde ambos obispos de las conferencias de la Iglesia Metodista Unida en Carolina del Norte participaron dirigiendo partes del servicio, junto con el Decano Colón-Emeric. Estudiantes y exalumnos de Duke Divinity contribuyeron oraciones y música, haciendo mención especial de tres mujeres que forman parte de nuestro programa de Maestría en Teología quienes ofrecieron oraciones en mandarín, hindi, y coreano.

Duke Divinity continúa invirtiendo en maneras de apoyo para el liderazgo metodista y su formación pastoral. Nuestro programa de D.Min. le dio la bienvenida a dos cohortes nuevas, una en Liderazgo Tradicional y una en Liderazgo Misional, con apoyo del Parish Ministry Fund y The Duke Endowment. Estos 39 estudiantes están fortaleciendo su capacidad para el liderazgo, estableciendo nuevas comunidades de fe, y afrontando los retos que enfrentan las iglesias y las comunidades.

Durante la primavera del 2024, aquellos estudiantes de la Maestría en Divinidad que son miembros de la Iglesia Metodista Unida tuvieron la oportunidad de matricularse en un curso diseñado para prepararlos para ser observadores en la Conferencia General de la IMU. Los estudiantes se reunieron semanalmente con miembros de la facultad de Duke Divinity que han sido ordenados presbíteros en la IMU, y con casi media docena de obispos y líderes denominacionales. Como un estudiante dijo: “Este es un tiempo en el cual nos aferramos a nuestras convicciones e identificamos aquello que es único de la Iglesia Metodista Unida. ¿Cuál es nuestro rol en este momento y en el futuro? Es increíble: nuestra misión es hacer discípulos de Jesucristo para la transformación del mundo. Me emociona pensar en mi jornada en el ministerio y el futuro de la IMU.”

Duke Divinity continúa construyendo sobre nuestra conexión con iglesias metodistas alrededor del mundo a través de una colaboración formal con la Universidad Teológica Metodista en Seúl, Corea del Sur. Este acuerdo, el cual se firmó el 21 de septiembre del 2024, apoya la creación de sendas para el intercambio de estudiantes, facultad, y programación académica.

Este año, se añadieron dos miembros a nuestra facultad: Aaron Griffith, Profesor Asistente de Historia de la Iglesia Estadounidense, y Kevin Hart, Profesor Universitario Distinguido, con un nombramiento conjunto en el Departamento de Inglés de la Universidad de Duke. William Turner Jr., Profesor Emérito de la Práctica de la Predicación, recibió la Medalla al Servicio Meritorio Distinguido de la Universidad de Duke, el honor más alto que otorga la universidad.

Duke Divinity conmemoró el quincuagésimo aniversario del Centro de la Mujer en nuestra escuela con la presencia de una predicadora invitada y una cena de celebración. Con el recibimiento de un fondo de \$5 millones del Duke Endowment estamos fortaleciendo nuestra Oficina de Estudios de la Iglesia Negra. Una beca de \$1.25 millones del Lilly Endowment como parte de su Iniciativa para Nutrir a la Niñez a través de la Adoración y la Oración ayudará a lanzar un programa en Duke Divinity para estudiar como las congregaciones pueden involucrar a la niñez de maneras más completas e intencionales en la adoración colectiva intergeneracional y las prácticas de oración.

Duke Divinity continúa estando agradecida por nuestra participación continua en la Iglesia Metodista Unida y nuestra colaboración con esta conferencia. Miramos con emoción hacia la continuación del

trabajo colaborativo entre nuestras instituciones mientras juntos seguimos la dirección del Espíritu Santo en la tarea de preparar personas para el ministerio cristiano.

GAMMON THEOLOGICAL SEMINARY

ATLANTA, GEORGIA

DR. CANDACE M. LEWIS, PRESIDENT

Gammon Theological Seminary is the only Historically Black Theological Institution (HBTI) of The United Methodist Church. Gammon's Mission is to help prepare for the practice of Christian ministry and public leadership individuals who understand their vocation as working in partnership with God in forming a just and generative world for all.

GTS is currently an "extended unit" of the Interdenominational Theological Center. As a constituent member of the ITC who is accredited through the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), GTS has conferred degrees in partnership with the ITC for Gammon Theological Seminary graduates since 1959. Gammon Theological Seminary seeks separate accreditation through SACSCOC and the Association of Theological Schools in the United States and Canada (ATS).

We are excited to share Academic and Operational updates for 2024.

- In June 2024, we hired a world-renowned theologian and scholar, Dr. Renita J. Weems, as our Chief Academic Officer.
- This Fall 2024, we launched state-of-the-art renovations to the Gammon building. The renovations transformed the facility into a place for four in-person class sessions, upgrading all meeting spaces with state-of-the-art technology and furnishings.
- In September 2024, the Board of Trustees of Gammon Theological Seminary approved the submission of our application to begin the SACSCOC Accreditation process. This historic decision included Gammon launching our Independent MDIV degree program in September 2024.

Here are a few of this year's ministry and fund development highlights.

- In Spring 2024, Gammon hosted our 2nd Annual Student Scholarship Fundraiser Golf Tournament, which received \$70,000 in donations toward the scholarship fund.
- The Rev. Walter H. McKelvey Endowed Scholarship The fund, which was launched by Dr. Loretta F. McKelvey (wife of the late Rev. McKelvey) and Dr. Walter Kimbrough, continues to grow with matching gifts in partnership with the South Carolina United Methodist Foundation.
- In June 2024, the Florida Conference's Rev. Geraldine McClellan Endowed Scholarship Fund, which is now fully endowed at the Florida United Methodist Foundation, continued to grow with donations for 2024. Now, the fund balance exceeds \$130,000.00, and Dr. Geraldine McClellan was honored at our 2024 Founder's Day/Pastors and Leaders Conference Gala banquet with our Icon of Excellence Award.
- Gammon hosted the Ebony Exploration Event for 75 young adults under the age of 35. The students explored their sense of call and vocational discernment.
- In December 2024, Gammon celebrated our 141st Founder's Day and Pastors and Leaders Conference. We hosted over three hundred people attending workshops (in person and virtual) and our Scholarship Gala Dinner at IMPACT Church in Atlanta, GA.
- Gammon received two \$10,000 donations for two new endowed funds from Dr. James H. Salley, in honor of his parents in the South Carolina Conference, and from Rev. Dr. Michael McQueen, District Superintendent for the North Georgia Central North District.

GARRETT-EVANGELICAL THEOLOGICAL SEMINARY EVANSTON, ILLINOIS

English:

Garrett-Evangelical Theological Seminary continues to live into its mission of Forming courageous leaders in the way of Jesus to cultivate communities of justice, compassion, and hope...for the thriving of the Church and the healing of the world. We do this work in partnership with the annual conferences of the United Methodist Church and other partners who share our values. Now in our 172nd year of ministry to the church, the academy, and the world, Garrett is a strong, growing, thriving community of faith and learning that represents the fullness of the global church's witness.

During this past academic year, Garrett welcomed its largest entering class in over a decade for a fifth straight year, with 135 new students, and a current enrollment of 324 students representing thirty-eight states and twenty-four nations from across the globe. We continue to see growth in our student body from Asia, Africa, and Latin America, adding to an already richly diverse student body. While our denominational diversity also continues to grow, we also proudly welcomed growth in our United Methodist students who constitute more than half of our student body. Our faculty also reflect this regional and global diversity, with fully half originating from nations outside the United States.

Our growth in recent years continues to reflect patterns seen across theological education, mainly in distance and online learners. For the first time in our history, distance learners in the entering class outnumbered residential students. This has allowed for truly global learning spaces that have enriched our conversations and our overall learning environment. We are blessed to have the world represented in our classrooms, which also impacts how our faculty teach, what they research, and for whom.

Over the last year Garrett has also been blessed by multiple major grants to fund faculty research and institutional priorities. A major grant is funding the work of our Center for Ecological Regeneration, allowing the seminary to partner with local congregations in the Midwest to equip them to respond to climate change in their communities and the disproportionate impact it tends to have on the poor and local economies. Another major grant is funding work in our Centro Raíces Latinas to strengthen Hispanic-Latiné pastoral leaders and congregations, helping clergy and communities build institutional capacity and expand their ministries. Yet another grant is helping to expand the reach and impact of our Garrett Collective, our lifelong learning and resource platform that seeks to make theological education accessible and affordable to a significantly broader audience.

Garrett's world-class faculty continue developing curricular innovations that are responsive to the church's growing needs, while also contributing a significant body of scholarly work to their respective fields. They are also partnering with annual conferences and local churches in delivering much needed programming for leadership development and faith formation, an expanding focus of our Strategic Initiatives and Partnerships division. Garrett is proud to be a United Methodist institution, and proud to continue to deepen its partnership and programming with annual conferences around the globe.

Español:

El Seminario Teológico Evangélico Garrett sigue cumpliendo su misión de formar líderes valientes que siguen el camino de Jesús para cultivar comunidades de justicia, compasión y esperanza... para el florecimiento de la Iglesia y la sanación del mundo. Hacemos este trabajo en asociación con las conferencias anuales de la Iglesia Metodista Unida y otros compañeros en misión que comparten nuestros valores. Ahora en nuestro 172.º año de ministerio para la iglesia, la academia y el mundo, Garrett es una comunidad de fe y aprendizaje fuerte, en crecimiento y próspera que representa la plenitud del testimonio de la iglesia global.

Durante el último año académico, Garrett dio la bienvenida a su clase entrante más grande en más de una década por quinto año consecutivo, con 135 nuevos estudiantes y una matrícula actual de 324 estudiantes que representan a 38 estados y 24 naciones de todo el mundo. Seguimos viendo un crecimiento en nuestro cuerpo estudiantil proveniente de Asia, África y América Latina, que se suma a un cuerpo estudiantil ya muy diverso. Si bien nuestra diversidad denominacional también sigue creciendo, también recibimos con orgullo el crecimiento de nuestros estudiantes metodistas unidos, que constituyen más de la mitad de nuestro cuerpo estudiantil. Nuestro cuerpo docente también refleja esta diversidad regional y global, ya que la mitad proviene de países fuera de los Estados Unidos.

Nuestro crecimiento en los últimos años sigue reflejando patrones observados en todas partes de la educación teológica, principalmente en los estudiantes a distancia y en línea. Por primera vez en nuestra historia, los estudiantes a distancia en la clase entrante superaron en número a los estudiantes residenciales. Esto ha permitido espacios de aprendizaje verdaderamente globales que han enriquecido nuestras conversaciones y nuestro entorno de aprendizaje. Tenemos la suerte de tener al mundo representado en nuestras aulas, lo que también impacta la forma en que nuestro cuerpo docente enseña, qué investiga y para quién.

Durante el último año, Garrett también ha sido bendecido con múltiples subvenciones importantes para financiar la investigación del cuerpo docente y nuestras prioridades institucionales. Una importante subvención está financiando el trabajo de nuestro Centro para la Regeneración Ecológica, lo que permite al seminario asociarse con congregaciones locales para equiparlas para responder al cambio climático y los impactos ecológicos que tiene en las comunidades y economías locales. Otra subvención importante está financiando el trabajo en nuestro Centro Raíces Latinas para fortalecer a los líderes pastorales y las congregaciones hispanas, ayudando al clero y a las comunidades a desarrollar capacidad institucional y expandir sus ministerios. Otra subvención está ayudando a expandir el alcance y el impacto de nuestro Garrett Collective, nuestra plataforma de aprendizaje y recursos para individuos y organizaciones que busca llevar la educación teológica a una audiencia significativamente más amplia.

La facultad de Garrett continúa desarrollando innovaciones curriculares que responden a las crecientes necesidades de la iglesia, al mismo tiempo que contribuye con investigaciones académicas en sus respectivos área de especialización. También están caminando con conferencias anuales e iglesias locales para ofrecer programación muy necesaria para el desarrollo del liderazgo y la formación en fe, un área de enfoque en crecimiento del seminario. Garrett se enorgullece de ser una institución Metodista Unida y de continuar profundizando su compañerismo y programación con conferencias anuales en todo el mundo.

SAINT PAUL SCHOOL OF THEOLOGY
LEAWOOD, KANSAS & OKLAHOMA CITY, OKLAHOMA
JAY K. SIMMONS, PRESIDENT

Saint Paul School of Theology is a seminary serving a diverse community dedicated to forming leaders for innovative, creative ministry. Our integrated theological education, enriched by faith and social justice, combines real-world experience with academic rigor. Through our FLEX schedule offering on-campus, online, and hybrid learning options, our Master's and Doctorate programs provide customized education guided by dedicated faculty, experienced pastors, and community leaders. Our graduates emerge equipped with the tools and first-hand experience to pursue diverse paths in ministry, service, and leadership locally and globally.

Saint Paul recently launched an innovative Doctor of Ministry program: Spirituality, Innovation, and Adaptive Leadership. This program focuses on developing contemplative spirituality practices that empower students to become change agents in church and society. Grounded in divine listening,

students engage with innovative ministry practices while learning to manage and sustain them through adaptive principles, emotional intelligence, and intercultural competence. The program prepares leaders to forge renewed paths for faithful leadership in a challenging world. Discover more about the Saint Paul DMin at spst.edu/doctor-of-ministry/.

In July 2024, the Pause/Play Center for Preachers welcomed its first cohort of twelve preachers from five denominations nationwide. These leaders sought to revitalize their preaching through Spiritual Direction, coaching, retreats, and specialized resources. The Center's inaugural public gathering drew fifty pastors nationwide for a two-day event featuring keynote speaker and Saint Paul alumna Dr. Marcia McFee. The Center accepts applications for the next pastor cohort open in March, with registration for the July 30-August 2, 2025, Kansas City gathering beginning in January.

Saint Paul School of Theology earned the distinction of hosting the Smithsonian traveling exhibit "Exploring Human Origins: What Does It Mean to Be Human?" through a national competition by the Smithsonian National Museum of Natural History (NMNH) and American Library Association (ALA). Scientists and experts from the NMNH Human Origins Program will visit our Kansas Campus in Leawood to lead community events, including clergy programs, educator workshops, and community conversations. The exhibit, running February through May 2025, features interactive panels, kiosks, hands-on displays, and videos that explore humanity's evolutionary journey. This free public exhibition encourages meaningful dialogue about human origins while embracing diverse perspectives from both scientific and theological viewpoints.

The 2024-2025 academic year brought significant leadership changes to Saint Paul. The Board of Trustees appointed Mrs. Dana Aldridge as Board Chair and welcomed Tom Cochran as Executive Director of Development and Alumni Relations. Cochran's extensive experience strengthens our donor relationships and alums network. We are actively reconnecting with alums across the Midwest and beyond through regional events, fostering collaboration and sharing recent achievements.

Saint Paul School of Theology is blessed to be your partner in ministry and help those seeking to discover more and answer the call. Your advocacy for the seminary and generous financial support have been vital in realizing our accomplishments. Many thanks for the innumerable ways you have helped Saint Paul. Your prayers and actions on behalf of the seminary are a blessing to all of us.

UNITED THEOLOGICAL SEMINARY

DAYTON, OHIO

KENT MILLARD, PRESIDENT

English:

Since 1871, United Theological Seminary has prepared faithful and fruitful Christian leaders who make disciples of Jesus Christ. United welcomes all who are following God's call on their lives, and many are answering God's call! In the 2023-2024 academic year, the seminary served 595 graduate students, making it the second largest of the thirteen United Methodist seminaries in the United States, according to the Association of Theological Schools.

A diverse community of many denominations, races and nationalities, United welcomed students from thirty-five states, twenty-one nations, and forty-eight denominations, with United Methodists representing the largest group at 30 percent of the student body.

Academics

In large part, enrollment growth is due to continued interest in United's Houses of Study programs, which offer master's and certificate tracks to equip students for the unique ministry needs of the communities, movements, and denominations in which they serve.

In summer 2024, United welcomed its inaugural cohort of Doctor of Theology students. The advanced research degree program is conducted primarily from a distance, requiring only four weeks of in-person intensives during the three-year program. During their program, students develop original research with a focus on church renewal.

United's Doctor of Ministry program continues to attract students looking for an advanced professional degree to expand their ministerial and leadership capabilities. In the 2023-2024 school year, 267 students participated in the mentor-led program.

Finances

United celebrated becoming debt free in May 2024, after making its last payment on a \$3.3 million debt to its endowment. In addition to eliminating the seminary's debt, United has been focused on reducing the educational debt of its students. The Fresh Wind campaign to raise \$10 million for the endowment will expand scholarship opportunities for students for generations to come. With the increase in scholarship gifts from the Fresh Wind campaign and the reduction of United's own debt, the seminary has significantly increased scholarship support for United students.

Innovation Center

The Bishop Bruce Ough Innovation Center celebrated the third anniversary since its launch as United's "research and development" hub for ministry practitioners and thought leaders seeking to create and provide innovative resourcing for congregations. In 2024, the Innovation Center engaged over 2,200 participants through more than thirty live webinars, training events, and courses.

In Romans 10:14, St. Paul writes: "How shall they call on him in whom they have not believed? And how shall they believe in him of whom they have not heard? And how shall they hear without a preacher?" United's students and graduates are going out into the world to proclaim the Good News of God's unconditional love. Thanks be to God!

Español:

Desde 1871, el Seminario Teológico Unido ha preparado líderes cristianos fieles y fructíferos que hacen discípulos de Jesucristo. El Seminario Teológico Unido da la bienvenida a todos los que siguen el llamado de Dios en sus vidas, y muchos están respondiendo al llamado de Dios. En el año académico 2023-2024, el seminario atendió a 595 estudiantes de posgrado, lo que lo convierte en el segundo más grande de los trece seminarios metodistas unidos en los Estados Unidos, según la Asociación de Escuelas Teológicas.

United, una comunidad diversa de muchas denominaciones, razas y nacionalidades recibió a estudiantes de 35 estados, 21 naciones y 48 denominaciones, y los metodistas unidos representan el grupo más grande con el 30 por ciento del cuerpo estudiantil.

Académia

En gran parte, el crecimiento de la matrícula se debe al continuo interés en los programas de Casas de Estudio de United, que ofrecen programas de maestría y certificación para equipar a los estudiantes para las necesidades ministeriales únicas de las comunidades, movimientos y denominaciones en las que sirven.

En el verano de 2024, United dio la bienvenida a su cohorte inaugural de estudiantes de Doctorado en Teología. El programa de grado de investigación avanzada se lleva a cabo principalmente a distancia, y

requiere solo cuatro semanas de clases intensivas en persona durante el programa de tres años. Durante el programa, los estudiantes desarrollan una investigación original con un enfoque en la renovación de la iglesia.

El programa de Doctorado en Ministerio de United continúa atrayendo a estudiantes que buscan un título profesional avanzado para ampliar sus capacidades ministeriales y de liderazgo. En el año escolar 2023-2024, 267 estudiantes participaron en el programa dirigido por mentores.

Finanzas

United celebró que quedó libre de deudas en mayo de 2024, después de realizar su último pago de una deuda de \$3,3 millones a su fondo de dotación. Además de eliminar la deuda del seminario, United se ha centrado en reducir la deuda educativa de sus estudiantes. La campaña Fresh Wind para recaudar \$10 millones para el fondo de donación ampliará las oportunidades de becas para los estudiantes de las generaciones venideras. Con el aumento de las donaciones para becas de la campaña Fresh Wind y la reducción de la propia deuda de United, el seminario ha aumentado significativamente el apoyo a las becas para los estudiantes de United.

Centro de Innovación

El Centro de Innovación Bishop Bruce Ough celebró el tercer aniversario desde su lanzamiento como centro de “investigación y desarrollo” de United para profesionales del ministerio y líderes de opinión que buscan crear y proporcionar recursos innovadores para las congregaciones. En 2024, el Centro de Innovación involucró a más de 2200 participantes a través de más de 30 seminarios web en vivo, eventos de capacitación y cursos.

En Romanos 10:14, San Pablo escribe: “¿Cómo invocarán a aquel en el cual no han creído? ¿Y cómo creerán en aquel de quien no han oído? ¿Y cómo oirán sin haber quien les predique?” Los estudiantes y graduados de United están saliendo al mundo a proclamar la Buena Nueva del amor incondicional de Dios. ¡Gracias a Dios!

WESLEY THEOLOGICAL SEMINARY

WASHINGTON, DC

The mission of Wesley Theological Seminary (Wesley DC) is to equip persons for Christian ministry and leadership in the church and the world, to advance theological scholarship, and to model a prophetic voice in the public square.

Today, the world needs public servants. Wesley DC remains committed to nurturing future leaders in church and society with theological and spiritual growth and community engagement:

Master of Divinity, Master of Arts, Master of Theological Studies Degrees: Our diverse programming serves our diverse student population. We offer traditional, brick and mortar, in-person study and flexible, online and hybrid models. Wesley DC is committed to curating space for diversity, community, and (re)imagining ministry. <https://www.wesleyseminary.edu/study/>

Doctor of Ministry Degree: Wesley DC maintains one of the largest Doctor of Ministry programs, offering specialized tracks of study for scholars going into local parishes, global missions, or military chaplaincy. <https://www.wesleyseminary.edu/doctorofministry/program/>

The Hub for Collaboration and Imagination: Wesley DC envisions a dynamic, Spirit-inspired church that responds to God and neighbor. To that end, we catalyze faith communities and leaders to learn about

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Center for Public Theology: Wesley DC continues to provide sound theological training for future ministry leaders. We foster an entrepreneurial mindset and the practical skills needed to create ministry models which help the church to remain a vital institution that fosters flourishing.
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Community Engagement Institute: Wesley DC offers ground-breaking foundational courses and electives in community engagement, public theology, political theology, and social ethics.
<https://www.wesleyseminary.edu/ice/about-us/overview-2/>

The Henry Luce III Center for the Arts and Religion: Wesley DC is thrilled to share two new exhibits, Un/familiar Terrain{s}, a creative dialogue between UK-based artist, Michael Magruder, and Artificial Intelligence; and Notebook, featuring works by Iranian-born artist, Mojdeh Rezaeipour. We also welcomed Ama BE, a Ghanaian-American transdisciplinary artist exploring African migration ecologies.
<https://www.luceartsandreligion.org/>

Lewis Center for Church Leadership: The Lewis Center conducts leading edge research for the local church. Wesley DC is pleased to report generous support from the Lilly Endowment; and continued training for clergy and lay leaders. <https://www.churchleadership.com/>



Legislation

CONSTITUTIONAL AMENDMENTS, PROPOSED

Approved by the 2020/2024 General Conference

To be canvassed for ratification by the Annual Conferences of The United Methodist Church

[The following proposed amendments to the Constitution of The United Methodist Church were approved by the 2020/2024 General Conference and must now be voted upon by the members of the annual conferences. It is required that each one must pass with an aggregate 2/3 approval from all voting members as canvassed by the Council of Bishops. The proposed changes are indicated by strike-through for deletions and underscore for additions.]

This document is a DRAFT to be utilized as an initial informational and educational resource. The final document is subject to editing and verification.]

Ratification Ballot #1	Calendar Item 22	Approved 586-164	April 25, 2024
	Committee Item ST29	Approved 29-0	April 22, 2024
	Petition 21039		

[Editorial Note: Numbering of paragraphs will be subject to the final editing of The Book of Discipline 2020/2024. The proposed changes in this calendar item are included for internal reference. Due to the length and complexity of this calendar item, the text and formatting from the Daily Christian Advocate is being used for context.]

AMEND ¶¶ 9, (which shall be renumbered ¶ 10), 10 (which shall be renumbered ¶ 9), 15, 16, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 38, 39, 40, 46, 49, 50, 52, 56, 61 and add new 13 as follows:

¶ ~~10-9, Article III~~ Article II. - There shall be ~~central~~ regional conferences for the work of the worldwide Church outside the United States of America and, if necessary, provisional ~~central~~ regional conferences, all with such powers, duties, and privileges as are hereinafter set forth, provided that in The United Methodist Church there shall be no regional or jurisdictional conference based on any ground other than geographical division.

¶ ~~9 10, Article II~~ Article III. - There ~~shall~~ may be jurisdictional conferences for the work of the Church in the United States of America, with such powers, duties, and privileges as are

hereinafter set forth, provided that in The United Methodist Church there shall be no jurisdictional ~~or central~~ conference based on any ground other than geographical and regional division.

(NEW - Renumber subsequent paragraphs) ¶ 13. *Article VI.* – The General Conference, regional conferences, jurisdictional conferences, and annual conferences shall have autonomy of action within the limits fixed by the Constitution, provided that any legislation enacted within the respective powers of a conference but overlapping with the powers of another shall not be rendered invalid, unless its purpose and substance are beyond the authority of the enacting body.

¶ 15. *Article III.* – The General Conference shall fix the ratio of representation in the General, ~~jurisdictional~~, and ~~central~~ regional conferences from the annual conferences, missionary conferences, and the provisional annual conferences, computed on a two-factor basis: (1) the number of clergy members of the annual conference and the missionary conference, and (2) the number of professing members in the annual conference and the missionary conference, provided that each annual conference, missionary conference, or provisional annual conference shall be entitled to at least one clergy and one lay delegate in the General Conference and also in the ~~jurisdictional or central~~ regional conference.

In a regional conference with jurisdictions, the regional conference shall fix the ratio of representation in its jurisdictional conferences from the annual conferences, missionary conferences, and the provisional annual conferences, computed on a two-factor basis: (1) the number of clergy members of the annual conference and the missionary conference, and (2) the number of professing members in the annual conference and the missionary conference, provided that each annual conference, missionary conference, or provisional annual conference shall be entitled to at least one clergy and one lay delegate in the jurisdictional conference and

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further provided that all general and regional conference delegates will be members of their respective jurisdictional conferences.

¶ 16. *Article IV*.- The General Conference shall have full legislative power over all matters distinctively connectional, subject to the limits fixed by the Constitution, and in the exercise thereof shall have authority as follows:

...

16.3. To define and fix the powers and duties of regional conferences, jurisdictional conferences, annual conferences, provisional annual conferences, missionary conferences and missions, and of central conferences, district conferences, charge conferences, and congregational meetings.

16.4. To provide for the organization, promotion, and administration of the work of the worldwide Church outside the United States of America.

...

16.10. To fix a uniform basis upon which bishops shall be elected by the jurisdictional conferences and to determine the number of bishops that may be elected by ~~central~~ regional conferences without jurisdictions.

...

16.12. To change the number and the boundaries of regional conferences and to change the number and the boundaries of jurisdictional conferences upon the consent of a majority of the annual conferences in each jurisdictional conference involved.

...

16.17. To legislate what is non-adaptable for regional conferences by a 60% majority vote, while respecting the powers given to regional conferences according to ¶31.5.

¶ **23. Article I.** - The jurisdictional conferences shall be composed of as many representatives from the annual conferences and missionary conferences as shall be determined by a uniform basis established by the ~~General Conference~~ regional conference where jurisdictions exist, provided that no jurisdictional conference shall have fewer than 100 delegates. The missionary conferences shall be considered as annual conferences for the purpose of this article.

¶ **24. Article II.** - All jurisdictional conferences shall have the same status and the same privileges of action within the limits fixed by the Constitution. The ratio of representation of the annual conferences and missionary conferences in the General Conference and the regional conference where jurisdictions exist shall be the same for all jurisdictional conferences.

¶ **25. Article III.** - The ~~General Conferences~~ regional conference where jurisdictions exist shall fix the basis of representation in the jurisdictional conferences, provided that the jurisdictional conferences shall be composed of an equal number of clergy and lay delegates to be elected by the annual conferences, the missionary conferences and the provisional annual conferences.

¶ **26. Article IV.** - Each jurisdictional conference shall meet at the time determined by the ~~Council~~ College of Bishops of the regional conference where jurisdictions exist or its delegated committee, each jurisdictional conference convening on the same date as the others and at a place selected by the jurisdictional committee on entertainment, appointed by its respective College of Bishops unless such a committee has been appointed by the preceding jurisdictional conference.

¶ **27. Article V.** - The jurisdictional conferences shall have the following powers and duties and such others as may be conferred by the General Conferences:

...

4. To determine the boundaries of their annual conferences, provided that there shall be no annual conference with a membership of fewer than fifty clergy in full connection, except by the consent of the ~~General Conference~~ regional conference where jurisdictions exist.

5. To make rules and regulations for the administration of the work of the Church within the jurisdiction, subject to such powers as have been or shall be vested in the General Conference and in the regional conferences.

6. To appoint a committee on appeals to hear and determine the appeal of a ~~traveling preacher~~ clergy or lay member of that jurisdiction from the decision of a trial committee.

Section V. ~~Central~~ Regional Conferences

¶ 28. *Article I.*— There shall be ~~central~~ regional conferences for the work of the worldwide Church ~~outside the United States of America~~ with such powers, duties, powers, and privileges as are hereinafter set forth, to be exercised equitably across the regional conferences, subject to limits fixed by the Constitution.

~~The number and boundaries of the central conferences shall be determined by the Uniting Conference. Subsequently the General Conference shall have authority to change the number and boundaries of central conferences. The central conferences shall have the duties, powers, and privileges hereinafter set forth.~~

1. Initially, the number and boundaries of the regional conferences shall be as follows:

a) There shall be a regional conference for the work of the Church in the United States of America that includes all of the areas that comprise the jurisdictional conferences identified in Division Two, Section VII, ¶ 37.

b) The central conferences or provisional central conferences which existed prior to the postponed 2020 General Conference shall become regional or provisional regional conferences.

2. The General Conference shall have the authority to change the number and boundaries of regional conferences and provisional regional conferences.

¶ **29. Article II.**— The ~~central~~ regional conferences shall be composed of as many delegates as shall be determined by a basis established by the General Conference. The delegates shall be clergy and lay in equal numbers.

¶ **30. Article III.**— The ~~central~~ regional conferences shall meet within the year succeeding the meeting of the General Conference at such times and places as shall have been determined by the preceding respective ~~central~~ regional conferences or by commissions appointed by them or by the General Conference. ~~The date and place of the first meeting succeeding the Uniting Conference shall be fixed by the bishops of the respective central conferences, or in such manner as shall be determined by the General Conference.~~

¶ **31. Article IV.**— The ~~central~~ regional conferences shall have the following powers and duties as the special conditions and the mission of the Church in the area require, subject to the limits fixed by the Constitution, and such others as may be conferred by the General Conference:

1. To promote the evangelistic, educational, missionary, social-concern, and benevolent interests and institutions of the Church within their own boundaries.

2. In regional conferences without jurisdictions, ~~To~~ to elect the bishops for the respective ~~central~~ regional conferences in number as may be determined from time to time, upon a basis fixed by the General Conference; to fix the tenure of their bishops, the episcopal areas and residences, and to assign the bishops who are to reside in the respective regional conference to

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their areas; and to cooperate in carrying out such plans for the support of their bishops as may be determined by the General Conference.

3. To establish and constitute such ~~central~~ regional conference boards as may be required and to elect their administrative officers.

4. To determine the number, names, and boundaries of the annual conferences in accordance with ¶ 40 within their respective areas.

5. To ~~make such~~ legislate and make rules and regulations for the administration of the work within their boundaries including ~~such~~ changes and adaptations of the ~~G~~general *Discipline* as follows, as the conditions in the respective areas may require, subject to the powers that have been or shall be vested in the General Conference while upholding the Constitution and the decisions of General Conference in accordance with ¶ 16.17:

a) To establish and publish a regional *Discipline* with legislation and provisions pertaining to the regional, annual, district, and charge conferences within its boundaries, including qualifications and educational requirements of clergy and specialized lay ministries, and forms of organization according to the laws of the country or countries.

b) To set standards of character and other qualifications for admission of lay members.

c) To acknowledge annual conferences as the basic bodies of the church (¶ 33) voting on all matters relating to the character and conference relations of its clergy members, and therefore considering the requirements set forth in a regional *Discipline* regarding specialized lay ministry and license, ordination, or conference membership, as minimum requirements.

d) To establish and publish a regional hymnal and ritual of the Church, including ecclesial acts of marriage and burial, subject to the limitations of the first and second

Restrictive Rules, but authorizing to interpret Article XXIII of the Articles of Religion so as to recognize the governments of the country or countries.

e) To allow the annual conferences to adopt structures adequate to their mission while upholding mandated structures.

When adapting the investigative and trial process, each Regional Book of Discipline shall guarantee confidentiality, protections of the accused, protection of the accusers along with the ability to adapt the process based on the legal system of each country.

6. To appoint a judicial court to determine legal questions arising from the rules, regulations, and such revised, adapted, or new sections of the ~~central~~ regional conference *Discipline* enacted by the ~~central~~ regional conference.

7. To adopt rules of procedure governing the investigation and trial of its clergy, including bishops, and lay members of the Church and to provide the necessary means and methods of implementing the said rules; provided, however, that the ordained ministers shall not be deprived of the right of trial by a clergy committee, and lay members of the Church of the right of trial by a duly constituted committee of lay members; and to make changes in the chargeable offenses and their penalties.

~~To~~ A regional conference or a jurisdiction, if a regional conference has jurisdictions, shall appoint a committee on appeals to hear and determine the appeal of a ~~traveling preacher~~ clergy or lay member of ~~that central~~ the respective conference from the decision of a committee on trial.

¶ **32. Article I.**— The annual conference shall be composed of clergy and lay members. The clergy membership shall consist of deacons and elders in full connection, provisional members, associate members, and local pastors under appointment. The lay membership shall

consist of professing lay members elected by each charge, the diaconal ministers, the active deaconesses, and home missionaries under episcopal appointment within the bounds of the annual conference, the conference president of United Methodist Women, the conference president of United Methodist Men, the conference lay leader, district lay leaders, the conference director of Lay Servant Ministries, conference secretary of Global Ministries (if lay), the president or equivalent officer of the conference young adult organization, the president of the conference youth organization, the chair of the annual conference college student organization, and one young person between the ages of twelve (12) and seventeen (17) and one young person between the ages of eighteen (18) and thirty (30) from each district to be selected in such a manner as may be determined by the annual conference. In the annual conferences of the ~~central~~ regional conferences outside the USA, the four-year participation and the two-year membership requirements may be waived by the annual conference for young persons under thirty (30) years of age. Such persons must be professing members of The United Methodist Church and active participants at the time of election. Each charge served by more than one clergy shall be entitled to as many lay members as there are clergy members. The lay members shall have been for the two years next preceding their election members of The United Methodist Church and shall have been active participants in The United Methodist Church for at least four years next preceding their election.

If the lay membership should number less than the clergy members of the annual conference, the annual conference shall, by its own formula, provide for the election of additional lay members to equalize lay and clergy membership of the annual conference.

¶ **33. Article II.**-The annual conference is the basic body in the Church and as such shall have reserved to it the right to vote on all constitutional amendments, on the election of clergy

and lay delegates to the General ~~Conference~~ and their ~~respective regional-jurisdictional or central~~ conferences, as well as jurisdictional conference if its regional conference has jurisdictions, on all matters relating to the character and conference relations of its clergy members, and on the ordination of clergy and such other rights as have not been delegated to the General Conference under the Constitution, with the exception that the lay members may not vote on matters of ordination, character, and conference relations of clergy except that the lay members of the conference board of ordained ministry and the committee on investigation may vote on matters of ordination, character, and conference relations of clergy, with the further exception that lay members of the district committee on ordained ministry be full participating members of the district committee on ordained ministry with vote. It shall discharge such duties and exercise such powers as the General Conference under the Constitution may determine.

¶ **34. Article III.**-The annual conference shall elect clergy and lay delegates to the General Conference and to its ~~jurisdictional or central~~ respective regional conference as well as jurisdictional conference, if its regional conference has jurisdictions, in the manner provided in this section, Articles IV and V. Such elections shall include open nominations from the floor by the annual conference, and delegates shall be elected by a minimum of a simple majority of the ballots cast. The persons first elected up to the number determined by the ratio for representation in the General Conference shall be representatives in that body. Additional delegates shall be elected to complete the number determined by the ratio for representation in the ~~jurisdictional or central~~ regional conference, who, together with those first elected as above, shall be delegates in the ~~jurisdictional or central~~ regional conference. The additional delegates to the ~~jurisdictional or central~~ regional conference shall in the order of their election be the reserve delegates to the General Conference. The annual conference shall also elect reserve clergy and lay delegates to

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the ~~jurisdictional or central~~ regional conference as it may deem desirable. These reserve clergy and lay delegates to the ~~jurisdictional or central~~ regional conferences may act as reserve delegates to the General Conference when it is evident that not enough reserve delegates are in attendance at the General Conference.

In regional conferences with jurisdictions, all general and regional conference delegates shall be delegates to the jurisdictional conference. Whenever possible, reserve delegates to the regional conference shall also serve in order of election as delegates to the jurisdictional conference, with any reserve delegates who cannot be seated as jurisdictional delegates becoming reserve delegates to the jurisdictional conference. As needed, additional delegates shall be elected to complete the number determined by the ratio for representation in the jurisdictional conference. The annual conference may also elect additional reserve clergy and lay delegates to the jurisdictional conference as it may deem desirable.

¶ **35. Article IV.**-The clergy delegates to the General Conference and to their respective regional and jurisdictional or central conference as well as jurisdictional conference, if its regional conference has jurisdictions, shall be elected from the clergy members in full connection and shall be elected by the clergy members of the annual conference or provisional annual conference who are deacons and elders in full connection, associate members, and those provisional members who have completed all of their educational requirements and local pastors who have completed course of study or an M. Div. degree or its equivalent in regional conferences outside of the USA and have served a minimum of two consecutive years under appointment immediately preceding the election.

¶ **36. Article V.**-The lay delegates to the General Conference and to their respective regional conference, and jurisdictional or central conferences as well as jurisdictional conference if its

regional conference has jurisdictions, shall be elected by the lay members of the annual conference or provisional annual conference without regard to age, provided such delegates shall have been professing members of The United Methodist Church for at least two years next preceding their election, and shall have been active participants in The United Methodist Church for at least four years next preceding their election, and are members thereof within the annual conference electing them at the time of holding the General Conference and ~~jurisdictional or central~~ regional conferences as well as the jurisdictional conferences, if its regional conference has jurisdictions.

[DELETE ¶ 38 and ¶ 39 and renumber all of the articles within its section and renumber all subsequent paragraphs of the Constitution.]

~~¶ 38. *Article II.* The work of the Church outside the United States of America may be formed into central regional conferences, the number and boundaries of which shall be determined by the Uniting Conference, the General Conference having authority subsequently to make changes in the number and boundaries.~~

~~¶ 39. *Article III.* Changes in the number, names, and boundaries of the jurisdictional conferences may be effected by the General Conference upon the consent of a majority of the annual conferences of each of the jurisdictional conferences involved.~~

¶ 40 *Article IVII.*— The number, names, and boundaries of the annual conferences and episcopal areas shall be determined by the respective regional conferences or by the jurisdiction, if a regional conference has jurisdictions, ~~jurisdictional conferences in the United States of America and by the central conferences outside the United States of America according to the provisions under the respective powers and pursuant to the respective structures of the jurisdictional and the central conferences.~~ The authority of regional and jurisdictional ~~and central~~

conferences provided herein is not circumscribed or limited by the authority provided to the College of Bishops to arrange a plan of episcopal supervision.

¶ 46. *Article II.*-The bishops shall be elected by the respective regional conferences or by the jurisdiction, if a regional conference has jurisdictions, ~~jurisdictional and central conferences~~ and consecrated in the historic manner at such time and place as may be fixed by ~~the General Conference for those elected by the jurisdictions and by each central~~ regional conference for those elected by such ~~central conference~~, provided that episcopal elections in ~~central~~ regional conferences without jurisdictions shall be held at a regular, not an extra, session of ~~the central~~ such regional conference, except in the case where an unexpected vacancy must be filled.

¶ 48. *Article IV.*-The bishops of each ~~jurisdictional and central conference~~ regional conference or jurisdiction, if a regional conference has jurisdictions, shall constitute a College of Bishops, and such College of Bishops shall arrange the plan of episcopal supervision of the annual conferences, missionary conferences, and missions within their respective territories.

¶ 49. *Article V.*-The bishops shall have residential and presidential supervision ~~in the jurisdictional or central conferences~~ their respective regional conference or jurisdiction, if a regional conference has jurisdictions, in which they are elected or to which they are transferred. Bishops may be transferred from one jurisdiction to another jurisdiction for presidential and residential supervision under the following conditions: (1) The transfer of bishops may be on either of two bases: (a) a jurisdiction that receives a bishop by transfer from another jurisdiction may transfer to that jurisdiction or to a third jurisdiction one of its own bishops eligible for transfer, so that the number transferred in by each jurisdiction shall be balanced by the number transferred out; or (b) a jurisdiction may receive a bishop from another jurisdiction and not transfer out a member of its own College of Bishops. (2) No bishop shall be transferred unless

that bishop shall have specifically consented. (3) No bishop shall be eligible for transfer unless the bishop shall have served one quadrennium in the jurisdiction that elected the bishop to the episcopacy. (4) All such transfers shall require the approval by a majority vote of the members present and voting of the jurisdictional committees on episcopacy of the jurisdictions that are involved. After the above procedures have been followed, the transferring bishop shall become a member of the receiving College of Bishops and shall be subject to residential assignment by that jurisdictional conference.

A bishop may be assigned by the Council of Bishops for presidential service or other temporary service in another jurisdiction than that which elected the bishop, provided that the request is made by a majority of the bishops in the jurisdiction of the proposed service.

In the case of an emergency in any ~~jurisdiction or central~~ regional conference or jurisdiction, if a regional conference has jurisdictions, through the death or disability of a bishop or other cause, the Council of Bishops may assign a bishop from another ~~jurisdiction or central~~ regional conference or jurisdiction, if a regional conference has jurisdictions, to the work of the said ~~jurisdiction or central~~ regional conference or jurisdiction, if a regional conference has jurisdictions, with the consent of a majority of the bishops of that ~~jurisdiction or central~~ regional conference or jurisdiction, if a regional conference has jurisdictions.

¶ 50. *Article VI.* - ~~The bishops, both active and retired, of The Evangelical United Brethren Church and of The Methodist Church at the time union is consummated shall be bishops of The United Methodist Church.~~
~~The bishops of The Methodist Church elected by the jurisdictions, the active bishops of The Evangelical United Brethren Church at the time of union, and b~~Bishops ~~elect~~ shall be elected by the jurisdictions of ~~The United Methodist Church~~ shall have life tenure. ~~Each b~~Bishops ~~elect~~ shall be elected by a

~~central~~ regional conference without jurisdictions of The United Methodist Church shall have such tenure as the ~~central~~ regional conference electing ~~him~~ them shall have determined.

The regional conference or the jurisdiction, if a regional conference has jurisdictions, ~~jurisdictional conference~~ shall elect a standing committee on episcopacy to consist of one clergy and one lay delegate from each annual conference, on nomination of the annual conference delegation. The committee shall review the work of the bishops, pass on their character and official administration, and report to ~~the~~ its respective regional conference or jurisdiction, ~~at conference if a region has jurisdictions,~~ its findings for such action as the conference may deem appropriate within its constitutional warrant of power. The committee shall recommend the assignments of the bishops to their respective residences for final action by the ~~jurisdictional~~ respective regional conference or the jurisdiction, if a regional conference has jurisdictions.

These provisions shall not preclude the adoption by the General Conference of provisions for the Council of Bishops to hold its individual members accountable for their work, both as general superintendents and as presidents and residents in episcopal areas.

¶ **52. Article VIII.** - The bishops of the several regional ~~jurisdictional and central~~ conferences shall preside in the sessions of their respective conferences. If a regional conference has jurisdictions, the bishops shall also preside in the session of their respective jurisdictional conference.

¶ **56. Article II.** - The Judicial Council shall have authority:

1. To determine the constitutionality of any act of the General Conference upon an appeal of a majority of the Council of Bishops or one-fifth of the members of the General Conference and to determine the constitutionality of any act of a regional or jurisdictional ~~or central~~ conference upon an appeal of a majority of the bishops of that regional or jurisdictional ~~or central~~

conference or upon the appeal of one-fifth of the members of that regional or jurisdictional ~~or central~~ conference.

...

4. To hear and determine the legality of any action taken therein by any General Conference board, ~~or regional, or~~ jurisdictional ~~or central~~ conference board or body, upon appeal by one-third of the members thereof, or upon request of the Council of Bishops or a majority of the bishops of a regional or jurisdictional ~~or a central~~ conference.

...

¶ **61. Article III.** - A regional or jurisdictional ~~or central~~ conference may by a majority vote propose changes in the Constitution of the Church, and such proposed changes shall be submitted to the next General Conference. If the General Conference adopts the measure by a two-thirds vote, it shall be submitted to the annual conferences according to the provision for amendments.

The ratification process by the annual conferences for the constitutional amendments in this petition shall begin no later than 30 days after the adjournment of the postponed 2020 General Conference.

[If ratified, the paragraphs would read as follows:]

¶ **9. Article II.** - There shall be regional conferences for the work of the worldwide Church and, if necessary, provisional regional conferences, all with such powers, duties, and privileges as are hereinafter set forth, provided that in The United Methodist Church there shall be no regional or jurisdictional conference based on any ground other than geographical division.

¶ 10. *Article III.* - There may be jurisdictional conferences for the work of the Church, with such powers, duties, and privileges as are hereinafter set forth, provided that in The United Methodist Church there shall be no jurisdictional conference based on any ground other than geographical and regional division.

¶ 13. *Article VI.* – The General Conference, regional conferences, jurisdictional conferences, and annual conferences shall have autonomy of action within the limits fixed by the Constitution, provided that any legislation enacted within the respective powers of a conference but overlapping with the powers of another shall not be rendered invalid, unless its purpose and substance are beyond the authority of the enacting body.

¶ 15. *Article III.* – The General Conference shall fix the ratio of representation in the General and regional conferences from the annual conferences, missionary conferences, and the provisional annual conferences, computed on a two-factor basis: (1) the number of clergy members of the annual conference and the missionary conference, and (2) the number of professing members in the annual conference and the missionary conference, provided that each annual conference, missionary conference, or provisional annual conference shall be entitled to at least one clergy and one lay delegate in the General Conference and also in the regional conference.

In a regional conference with jurisdictions, the regional conference shall fix the ratio of representation in its jurisdictional conferences from the annual conferences, missionary conferences, and the provisional annual conferences, computed on a two-factor basis: (1) the number of clergy members of the annual conference and the missionary conference, and (2) the number of professing members in the annual conference and the missionary conference, provided that each annual conference, missionary conference, or provisional annual conference

shall be entitled to at least one clergy and one lay delegate in the jurisdictional conference and further provided that all general and regional conference delegates will be members of their respective jurisdictional conferences.

¶ **16. Article IV.** The General Conference shall have full legislative power over all matters distinctively connectional, subject to the limits fixed by the Constitution, and in the exercise thereof shall have authority as follows:

...

16.3. To define and fix the powers and duties of regional conferences, jurisdictional conferences, annual conferences, provisional annual conferences, missionary conferences and missions, district conferences, charge conferences, and congregational meetings.

16.4. To provide for the organization, promotion, and administration of the work of the worldwide Church.

...

16.10. To fix a uniform basis upon which bishops shall be elected by the jurisdictional conferences and to determine the number of bishops that may be elected by regional conferences without jurisdictions.

...

16.12. To change the number and the boundaries of regional conferences, and to change the number and the boundaries of jurisdictional conferences upon the consent of a majority of the annual conferences in each jurisdictional conference involved.

...

16.17. To legislate what is non-adaptable for regional conferences by a 60% majority vote, while respecting the powers given to regional conferences according to ¶31.5.

¶ **23. Article I.** - The jurisdictional conferences shall be composed of as many representatives from the annual conferences and missionary conferences as shall be determined by a uniform basis established by the regional conference where jurisdictions exist, provided that no jurisdictional conference shall have fewer than 100 delegates. The missionary conferences shall be considered as annual conferences for the purpose of this article.

¶ **24. Article II.** - All jurisdictional conferences shall have the same status and the same privileges of action within the limits fixed by the Constitution. The ratio of representation of the annual conferences and missionary conferences in the General Conference and the regional conference where jurisdictions exist shall be the same for all jurisdictional conferences.

¶ **25. Article III.** - The regional conference where jurisdictions exist shall fix the basis of representation in the jurisdictional conferences, provided that the jurisdictional conferences shall be composed of an equal number of clergy and lay delegates to be elected by the annual conferences, the missionary conferences and the provisional annual conferences.

¶ **26. Article IV.** - Each jurisdictional conference shall meet at the time determined by the College of Bishops of the regional conference where jurisdictions exist or its delegated committee, each jurisdictional conference convening on the same date as the others and at a place selected by the jurisdictional committee on entertainment, appointed by its respective College of Bishops unless such a committee has been appointed by the preceding jurisdictional conference.

¶ **27. Article V.** - The jurisdictional conferences shall have the following powers and duties and such others as may be conferred by the General Conferences:

...

4. To determine the boundaries of their annual conferences, provided that there shall be no annual conference with a membership of fewer than fifty clergy in full connection, except by the consent of the regional conference where jurisdictions exist.

5. To make rules and regulations for the administration of the work of the Church within the jurisdiction, subject to such powers as have been or shall be vested in the General Conference and in the regional conferences.

6. To appoint a committee on appeals to hear and determine the appeal of a clergy or lay member of that jurisdiction from the decision of a trial committee.

Section V. Regional Conferences

¶ 28. *Article I.*— There shall be regional conferences for the work of the worldwide Church with such powers, duties, and privileges as are hereinafter set forth, to be exercised equitably across the regional conferences, subject to limits fixed by the Constitution.

1. Initially, the number and boundaries of the regional conferences shall be as follows:

a) There shall be a regional conference for the work of the Church in the United States of America that includes all of the areas that comprise the jurisdictional conferences identified in Division Two, Section VII, ¶ 37.

b) The central conferences or provisional central conferences which existed prior to the postponed 2020 General Conference shall become regional or provisional regional conferences.

2. The General Conference shall have the authority to change the number and boundaries of regional conferences and provisional regional conferences.

¶ 29. *Article II.*— The regional conferences shall be composed of as many delegates as shall be determined by a basis established by the General Conference. The delegates shall be clergy and lay in equal numbers.

¶ 30. *Article III.*— The regional conferences shall meet within the year succeeding the meeting of the General Conference at such times and places as shall have been determined by the preceding respective regional conferences or by commissions appointed by them or by the General Conference.

¶ 31. *Article IV.*— The regional conferences shall have the following powers and duties as the special conditions and the mission of the Church in the area require, subject to the limits fixed by the Constitution, and such others as may be conferred by the General Conference:

1. To promote the evangelistic, educational, missionary, social-concern, and benevolent interests and institutions of the Church within their own boundaries.

2 . In regional conferences without jurisdictions, to elect the bishops for the respective regional conferences in number as may be determined from time to time, upon a basis fixed by the General Conference; to fix the tenure of their bishops, the episcopal areas and residences, and to assign the bishops who are to reside in the respective regional conference to their areas; and to cooperate in carrying out such plans for the support of their bishops as may be determined by the General Conference.

3. To establish and constitute such regional conference boards as may be required and to elect their administrative officers.

4. To determine the number, names, and boundaries of the annual conferences in accordance with ¶ 40 .

5. To legislate rules and regulations for the administration of the work within their boundaries including changes and adaptations of the general *Discipline* as follows, while upholding the Constitution and the decisions of General Conference in accordance with ¶ 16.17:

- a) To establish and publish a regional *Discipline* with legislation and provisions pertaining to the regional, annual, district, and charge conferences within its boundaries, including qualifications and educational requirements of clergy and specialized lay ministries, and forms of organization according to the laws of the country or countries.
- b) To set standards of character and other qualifications for admission of lay members.
- c) To acknowledge annual conferences as the basic bodies of the church (¶ 33) voting on all matters relating to the character and conference relations of its clergy members, and therefore considering the requirements set forth in a regional *Discipline* regarding specialized lay ministry and license, ordination, or conference membership, as minimum requirements.
- d) To establish and publish a regional hymnal and ritual of the Church, including ecclesial acts of marriage and burial, subject to the limitations of the first and second Restrictive Rules, but authorizing to interpret Article XXIII of the Articles of Religion so as to recognize the governments of the country or countries.
- e) To allow the annual conferences to adopt structures adequate to their mission while upholding mandated structures.

When adapting the investigative and trial process, each Regional Book of Discipline shall guarantee confidentiality, protections of the accused, protection of the accusers along with the ability to adapt the process based on the legal system of each country.

6. To appoint a judicial court to determine legal questions arising from the rules, regulations, and such revised, adapted, or new sections of the regional *Discipline* enacted by the regional conference.

7. To adopt rules of procedure governing the investigation and trial of its clergy, including bishops, and lay members of the Church and to provide the necessary means and methods of implementing the said rules; provided, however, that the ordained ministers shall not be deprived of the right of trial by a clergy committee, and lay members of the Church of the right of trial by a duly constituted committee of lay members; and to make changes in the chargeable offenses and their penalties.

A regional conference or a jurisdiction, if a regional conference has jurisdictions, shall appoint a committee on appeals to hear and determine the appeal of a clergy or lay member of the respective conference from the decision of a committee on trial.

¶ **32. Article I.**— The annual conference shall be composed of clergy and lay members. The clergy membership shall consist of deacons and elders in full connection, provisional members, associate members, and local pastors under appointment. The lay membership shall consist of professing lay members elected by each charge, the diaconal ministers, the active deaconesses, and home missionaries under episcopal appointment within the bounds of the annual conference, the conference president of United Methodist Women, the conference president of United Methodist Men, the conference lay leader, district lay leaders, the conference director of Lay Servant Ministries, conference secretary of Global Ministries (if lay), the president or equivalent officer of the conference young adult organization, the president of the conference youth organization, the chair of the annual conference college student organization, and one

young person between the ages of twelve (12) and seventeen (17) and one young person between the ages of eighteen (18) and thirty (30) from each district to be selected in such a manner as may be determined by the annual conference. In the annual conferences of the regional conferences outside the USA, the four-year participation and the two-year membership requirements may be waived by the annual conference for young persons under thirty (30) years of age. Such persons must be professing members of The United Methodist Church and active participants at the time of election. Each charge served by more than one clergy shall be entitled to as many lay members as there are clergy members. The lay members shall have been for the two years next preceding their election members of The United Methodist Church and shall have been active participants in The United Methodist Church for at least four years next preceding their election.

If the lay membership should number less than the clergy members of the annual conference, the annual conference shall, by its own formula, provide for the election of additional lay members to equalize lay and clergy membership of the annual conference.

¶ **33. Article II.** -The annual conference is the basic body in the Church and as such shall have reserved to it the right to vote on all constitutional amendments, on the election of clergy and lay delegates to the General Conference and their respective regional conferences, as well as jurisdictional conference if its regional conference has jurisdictions, on all matters relating to the character and conference relations of its clergy members, and on the ordination of clergy and such other rights as have not been delegated to the General Conference under the Constitution, with the exception that the lay members may not vote on matters of ordination, character, and conference relations of clergy except that the lay members of the conference board of ordained ministry and the committee on investigation may vote on matters of ordination, character, and

conference relations of clergy, with the further exception that lay members of the district committee on ordained ministry be full participating members of the district committee on ordained ministry with vote. It shall discharge such duties and exercise such powers as the General Conference under the Constitution may determine.

¶ **34. Article III.** -The annual conference shall elect clergy and lay delegates to the General Conference and to its respective regional_conference as well as jurisdictional conference, if its regional conference has jurisdictions, in the manner provided in this section, Articles IV and V. Such elections shall include open nominations from the floor by the annual conference, and delegates shall be elected by a minimum of a simple majority of the ballots cast. The persons first elected up to the number determined by the ratio for representation in the General Conference shall be representatives in that body. Additional delegates shall be elected to complete the number determined by the ratio for representation in the regional conference, who, together with those first elected as above, shall be delegates in the regional conference. The additional delegates to the regional conference shall in the order of their election be the reserve delegates to the General Conference. The annual conference shall also elect reserve clergy and lay delegates to the regional conference as it may deem desirable. These reserve clergy and lay delegates to the regional conferences may act as reserve delegates to the General Conference when it is evident that not enough reserve delegates are in attendance at the General Conference.

In regional conferences with jurisdictions, all general and regional conference delegates shall be delegates to the jurisdictional conference. Whenever possible, reserve delegates to the regional conference shall also serve in order of election as delegates to the jurisdictional conference, with any reserve delegates who cannot be seated as jurisdictional delegates becoming reserve delegates to the jurisdictional conference. As needed, additional delegates shall

be elected to complete the number determined by the ratio for representation in the jurisdictional conference. The annual conference may also elect additional reserve clergy and lay delegates to the jurisdictional conference as it may deem desirable.

¶ **35. Article IV.**—The clergy delegates to the General Conference and to their respective regional conference as well as jurisdictional conference, if its regional conference has jurisdictions, shall be elected from the clergy members in full connection and shall be elected by the clergy members of the annual conference or provisional annual conference who are deacons and elders in full connection, associate members, and those provisional members who have completed all of their educational requirements and local pastors who have completed course of study or an M. Div. degree or its equivalent in regional conferences outside of the USA and have served a minimum of two consecutive years under appointment immediately preceding the election.

¶ **36. Article V.**—The lay delegates to the General Conference and to their respective regional conference, as well as jurisdictional conference if its regional conference has jurisdictions, shall be elected by the lay members of the annual conference or provisional annual conference without regard to age, provided such delegates shall have been professing members of The United Methodist Church for at least two years next preceding their election, and shall have been active participants in The United Methodist Church for at least four years next preceding their election, and are members thereof within the annual conference electing them at the time of holding the General Conference and regional conferences as well as the jurisdictional conferences, if its regional conference has jurisdictions.

¶ **40 Article II.**— The number, names, and boundaries of the annual conferences and episcopal areas shall be determined by the respective regional conferences or by the jurisdiction,

if a regional conference has jurisdictions. The authority of regional and jurisdictional conferences provided herein is not circumscribed or limited by the authority provided to the College of Bishops to arrange a plan of episcopal supervision.

¶ **46. Article II.**-The bishops shall be elected by the respective regional conferences or by the jurisdiction, if a regional conference has jurisdictions, and consecrated in the historic manner at such time and place as may be fixed by each regional conference, provided that episcopal elections in regional conferences without jurisdictions shall be held at a regular, not an extra, session of such regional conference, except in the case where an unexpected vacancy must be filled.

¶ **48. Article IV.**-The bishops of each regional conference or jurisdiction, if a regional conference has jurisdictions, shall constitute a College of Bishops, and such College of Bishops shall arrange the plan of episcopal supervision of the annual conferences, missionary conferences, and missions within their respective territories.

¶ **49. Article V.**-The bishops shall have residential and presidential supervision in their respective regional conference or jurisdiction, if a regional conference has jurisdictions, in which they are elected or to which they are transferred. Bishops may be transferred from one jurisdiction to another jurisdiction for presidential and residential supervision under the following conditions: (1) The transfer of bishops may be on either of two bases: (a) a jurisdiction that receives a bishop by transfer from another jurisdiction may transfer to that jurisdiction or to a third jurisdiction one of its own bishops eligible for transfer, so that the number transferred in by each jurisdiction shall be balanced by the number transferred out; or (b) a jurisdiction may receive a bishop from another jurisdiction and not transfer out a member of its own College of Bishops. (2) No bishop shall be transferred unless that bishop shall have specifically consented.

(3) No bishop shall be eligible for transfer unless the bishop shall have served one quadrennium in the jurisdiction that elected the bishop to the episcopacy. (4) All such transfers shall require the approval by a majority vote of the members present and voting of the jurisdictional committees on episcopacy of the jurisdictions that are involved. After the above procedures have been followed, the transferring bishop shall become a member of the receiving College of Bishops and shall be subject to residential assignment by that jurisdictional conference.

A bishop may be assigned by the Council of Bishops for presidential service or other temporary service in another jurisdiction than that which elected the bishop, provided that the request is made by a majority of the bishops in the jurisdiction of the proposed service.

In the case of an emergency in any regional conference or jurisdiction, if a regional conference has jurisdictions, through the death or disability of a bishop or other cause, the Council of Bishops may assign a bishop from another regional conference or jurisdiction, if a regional conference has jurisdictions, to the work of the said regional conference or jurisdiction, if a regional conference has jurisdictions, with the consent of a majority of the bishops of that regional conference or jurisdiction, if a regional conference has jurisdictions.

¶ **50. Article VI.** - Bishops elected by the jurisdictions shall have life tenure. Bishops elected by a regional conference without jurisdictions shall have such tenure as the regional conference electing them shall have determined.

The regional conference or the jurisdiction, if a regional conference has jurisdictions, shall elect a standing committee on episcopacy to consist of one clergy and one lay delegate from each annual conference, on nomination of the annual conference delegation. The committee shall review the work of the bishops, pass on their character and official administration, and report to its respective regional conference or jurisdiction, if a region has jurisdictions, its findings for

such action as the conference may deem appropriate within its constitutional warrant of power.

The committee shall recommend the assignments of the bishops to their respective residences for final action by the respective regional conference or the jurisdiction, if a regional conference has jurisdictions.

These provisions shall not preclude the adoption by the General Conference of provisions for the Council of Bishops to hold its individual members accountable for their work, both as general superintendents and as presidents and residents in episcopal areas.

¶ **52. Article VIII.** - The bishops of the several regional conferences shall preside in the sessions of their respective conferences. If a regional conference has jurisdictions, the bishops shall also preside in the session of their respective jurisdictional conference.

¶ **56. Article II.** - The Judicial Council shall have authority:

1. To determine the constitutionality of any act of the General Conference upon an appeal of a majority of the Council of Bishops or one-fifth of the members of the General Conference and to determine the constitutionality of any act of a regional or jurisdictional conference upon an appeal of a majority of the bishops of that regional or jurisdictional conference or upon the appeal of one-fifth of the members of that regional or jurisdictional conference.

...

4. To hear and determine the legality of any action taken therein by any General Conference board, regional, or jurisdictional conference board or body, upon appeal by one-third of the members thereof, or upon request of the Council of Bishops or a majority of the bishops of a regional or jurisdictional conference.

...

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¶ 61. *Article III.* - A regional or jurisdictional conference may by a majority vote propose changes in the Constitution of the Church, and such proposed changes shall be submitted to the next General Conference. If the General Conference adopts the measure by a two-thirds vote, it shall be submitted to the annual conferences according to the provision for amendments.

The ratification process by the annual conferences for the constitutional amendments in this petition shall begin no later than 30 days after the adjournment of the postponed 2020 General Conference.

Ratification Ballot #2	Calendar Item 240	Approved 607-67	May 3, 2024
	Committee Item GA11	Approved 48-2	April 26, 2024
	Petition 20240		

¶ 4. Article IV. Inclusiveness of the Church-The United Methodist Church is a part of the church universal, which is one Body in Christ. The United Methodist Church acknowledges that all persons are of sacred worth. All persons without regard to race, gender, ability, color, national origin, status,⁴ or economic condition, shall be eligible to attend its worship services, participate in its programs, receive the sacraments, upon baptism be admitted as baptized members, and upon taking vows declaring the Christian faith, become professing members in any local church in the connection.⁵ In The United Methodist Church no conference or other organizational unit of the Church shall be structured so as to exclude any member or any constituent body of the Church because of race, color, national origin, status or economic condition.⁶

4. Amended 1992.

5. Amended 2000.

6. See Judicial Council Decisions 242, 246, 340, 351, 362, 377, 398, 594, 601, and Decisions 4 and 5, Interim Judicial Council.

[If ratified, the paragraph would read as follows:]

¶ 4. Article IV. Inclusiveness of the Church-The United Methodist Church is a part of the church universal, which is one Body in Christ. The United Methodist Church acknowledges that all persons are of sacred worth. All persons without regard to race, gender, ability, color, national origin, status,⁴ or economic condition, shall be eligible to attend its worship services, participate in its programs, receive the sacraments, upon baptism be admitted as baptized members, and upon taking vows declaring the Christian faith, become professing members in any local church in the connection.⁵ In The United Methodist Church no conference or other organizational unit of the Church shall be structured so as to exclude any member or any constituent body of the Church because of race, color, national origin, status or economic condition.⁶

4. Amended 1992.

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5. Amended 2000.

6. See Judicial Council Decisions 242, 246, 340, 351, 362, 377, 398, 594, 601, and Decisions 4 and 5, Interim Judicial Council.

Ratification Ballot #3	Calendar Item 550	Approved 621-59	May 3, 2024
	Committee Item IC50	Approved 25-1	April 27, 2024
	Petition 20332		

¶ 5. Article V. Racial Justice-The United Methodist Church proclaims ~~the value of each person that from God's goodness and love, God created all persons as a God's unique and beloved children. child of God and commits itself to the healing and wholeness of all persons. The United Methodist Church recognizes that the sin of racism has been destructive to its unity throughout its history. Racism continues to cause painful division and marginalization. The United Methodist Church shall confront and seek to eliminate racism, whether in organizations or in individuals, in every facet of its life and in society at large. The United Methodist Church shall work collaboratively with others to address concerns that threaten the cause of racial justice at all times and in all places. Racism opposes God's law, goodness, and love and diminishes the image of God in each person. Fueled by white privilege, white supremacy, and colonialism, the sin of racism has been a destructive scourge on global society and throughout the history of The United Methodist Church. It continues to destroy our communities, harm persons, obstruct unity, and undermine God's work in this world. Racism must be eradicated. Therefore, The United Methodist Church commits to confronting and eliminating all forms of racism, racial inequity, colonialism, white privilege, and white supremacy, in every facet of its life and in society at large.~~⁷

7. Amended 2000

[If ratified, the paragraph would read as follows:]

¶ 5. Article V. Racial Justice-The United Methodist Church proclaims that from God's goodness and love, God created all persons as God's unique and beloved children. Racism opposes God's law, goodness, and love and diminishes the image of God in each person. Fueled by white privilege, white supremacy, and colonialism, the sin of racism has been a destructive scourge on global society and throughout the history of The United Methodist Church. It continues to destroy our communities, harm persons, obstruct unity, and undermine God's work in this world. Racism must be eradicated. Therefore, The United Methodist Church commits to confronting and eliminating all forms of racism, racial inequity, colonialism, white privilege, and white supremacy, in every facet of its life and in society at large.⁷

7. Amended 2000

Ratification Ballot #4	Calendar Item 555	Approved 547-99	May 2, 2024
	Committee Item OM153	Approved 39-4	April 27, 2024
	Petition 20070		

¶ 35. Article IV. The clergy delegates to the General Conference and to the jurisdictional or central conference shall be elected from ⁷⁴ the clergy members in full connection and shall be elected by the clergy members of the annual conference or provisional annual conference who are deacons and elders in full connection, associate members, and those provisional members who have completed all of their

educational requirements and local pastors who have completed course of study or an ~~M. Div.~~ Master of Divinity degree ~~from a University Senate-approved theological school or its equivalent as recognized in a central conference~~ and have served a minimum of two consecutive years under appointment immediately preceding the election. ⁷⁵

74. Amended 1996

75. See Judicial Council Decision 1181. Amended 2008.

[If ratified, the paragraph would read as follows:]

¶ 35. Article IV. The clergy delegates to the General Conference and to the jurisdictional or central conference shall be elected from ⁷⁴ the clergy members in full connection and shall be elected by the clergy members of the annual conference or provisional annual conference who are deacons and elders in full connection, associate members, and those provisional members who have completed all of their educational requirements and local pastors who have completed course of study or a Master of Divinity degree from a University Senate-approved theological school or its equivalent as recognized in a central conference and have served a minimum of two consecutive years under appointment immediately preceding the election. ⁷⁵

74. Amended 1996

75. See Judicial Council Decision 1181. Amended 2008.

[Editorial note: The proposed change of language in this paragraph related to central conferences would be changed to reflect the necessary updates should the Proposed Constitutional Amendment related to Regionalization be ratified.]

GENERAL ITEMS

ITEM 2025-01: LOCATION OF 2026 MEETING OF THE HTC

From: Lead Team

Action: Ratify Lead Team preliminary decision to hold the 2026 meeting of the HTC in Wichita Falls at the Multi-Purpose Event Center on May 31 – June 3, 2026.

ITEM 2025-02: PROPOSAL TO CONDUCT ELECTIONS FOR DELEGATES TO THE 2028 GENERAL CONFERENCE AT THE 2027 HORIZON TEXAS ANNUAL CONFERENCE SESSION

From: Legacy Delegations

Action: Approve proposal

Whereas, the 2012 General Conference passed legislation modifying Paragraph 502.3 of the Book of Discipline permitting Annual Conferences to elect General and Jurisdictional Conference delegates up to two years prior to General Conference: “Delegates to the General shall be elected at the session of the annual conference held not more than two annual conference sessions before the calendar year preceding the session of the General Conference;” (2012 *Book of Discipline*)

Whereas, through conversations among the heads of the legacy conference delegations of the Horizon Texas Conference, the advantages and disadvantages of holding elections in 2026 versus 2027 have been considered;

Whereas, the Central Texas Conference and the North Texas Conference held elections in 2014 for the 2016 General Conference. The Northwest Texas Conference held elections in 2015. Through some informal conversations, we estimate that 90% of the annual conferences in the Jurisdictions will hold their elections in 2027 for the 2028 General Conference;

Whereas, when the legacy conferences held elections two years in advance of the 2016 General Conference, it offered some advantages: getting to know one another as a delegation, relationship building, and a longer opportunity for orienting new delegation members. Because a number of other conferences were experimenting with electing early, it was seen as an opportunity to network and discuss legislation;

Whereas, there were also some disadvantages: lay delegates became ineligible because of changes in lay status, health changes, or changes in their ability to get the time off needed to attend General and/or Jurisdictional Conference. Perhaps the biggest disadvantage was that the legislation was not available for the delegations to read and discuss for over a year and a half; and

Whereas, in considering the prospect of elections, we see a significant advantage to wait until 2027 for the elections that are particular to the Horizon Texas Conference. Given that we are a new conference, we need all the time we can get to know one another; therefore, be it

Resolved That elections for the delegation to the 2028 General and Jurisdictional Conferences be held at the regular session of the 2027 Horizon Texas Annual Conference.

ITEM 2025-03: CLERGY VACATION POLICY

From: Board of Ordained Ministry

Action: Approve Clergy Vacation Policy

Clergy Vacation Policy

United Methodist ministers are in a unique position in their role as pastors of a local church. Their membership and relationship are primarily to the annual conference as they serve under the appointment of the bishop. At the same time, their salary-paying unit is the local church. They are called to accountability for effective ministry both by the bishop through the appointive system and by the local church through the Pastor-Parish Relations Committee/Staff-Parish Relations Committee (PPRC/SPRC).

In vacation policy and similar matters, it should be remembered by all that a pastor is not the employee of the local church. On the other hand, the 2020/2024 *Book of Discipline* ¶258. gives to the PPRC/SPRC committee a consultative role in such matters.

Ministers are also asked to serve in various conference responsibilities and camps. These duties should not be considered as vacation. However, pastors and PPRC/SPRC committees should work out a satisfactory balance of time rendered between conference and district duties, local church needs, and personal outside activities by the pastor.

In all matters, there must be an on-going dialogue between the needs of the pastor and their family and the PPRC/SPRC committee and the needs of the church so there is no misunderstanding.

This vacation policy for clergy is to standardize clergy vacations across the conference and is for clergy appointed within the bounds of the HTC. Vacation time is calculated on a conference year basis (7/1 – 6/30). Vacation time not used in one year cannot be carried over into the next year. There will be no pay in lieu of unused vacation time. For every week's vacation, a paid Sunday off is included.

Conference Relationship	Years of Service**	Vacation Time
Provisional Members seeing student appointments or Full-time Local Pastors in process of four-week Course of Study	Minimum six months (after consultation with District Superintendent and PPR Committee)	Two weeks paid
Full-time Local Pastors having completed Course of Study, Associate Members, Provisional Members serving full-time appointments, or Full Conference Members	Less than five years	Two weeks paid
Full-time Local Pastors having completed Course of Study, Associate Members, Provisional Members serving full-time appointments, or Full Conference Members	5-9 years	Three weeks paid

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Conference Relationship	Years of Service**	Vacation Time
Full-time Local Pastors having completed Course of Study, Associate Members, Provisional Members serving full-time appointments, or Full Conference Members	10 or more years	Four weeks paid

** Years of service refer to years served as a full-time United Methodist commissioned minister, Provisional Member, Diaconal Minister, Local Pastor, Associate Member, Deacon in Full Connection, or Elder in Full Connection under appointment in an annual conference, not to years of service in the local church to which a pastor is appointed. In computing a person's "years of service," time spent in all categories shall be cumulated and all shall count toward the person's total "years of service."

NOTE: In addition to the above guidelines, the PPRC/SPRC committee should be sensitive to a pastor's need for time off from the pastoral duties and should encourage the pastor to take regular days off each week.

NOTE: *The Book of Discipline* states that, "a clergy member's continuing education and spiritual growth program should include such leaves at least one week each year and may include at least one month during one year of every quadrennium. Such leaves shall not be considered as part of the minister's vacations and shall be planned in consultation with their charges or other agencies to which they are appointed as well as the bishop, District Superintendent, and annual conference continuing education committee." ¶ 351.2 2020/2024 *Book of Discipline*.

ITEM 2025-04: CLERGY PROFESSIONAL DEVELOPMENT AND SPIRITUAL FORMATION POLICY

From: Board of Ordained Ministry

Action: Approve Clergy Professional Development and Spiritual Formation Policy

Clergy Professional Development and Spiritual Formation Policy

The Horizon Texas Conference is committed to being a learning community and so we believe the life of the clergy person is a journey of renewal and excellence in Jesus Christ. The apostle Paul gives us the essence of this journey in Philippians when he invites us to focus on spiritual disciplines and to focus on the things of excellence as we journey. Through this focus we can live out our calling in the balance God desires for us called "shalom." This policy is designed for every clergy person under episcopal appointment.

This life-long learning is twofold: spiritual formation and professional development.

- **Spiritual formation** is the intentional pursuit of the nourishment and renewal of one's relationship with Jesus Christ through the power of the Holy Spirit and the use of spiritual disciplines.
- **Professional development** is the intentional growth of professional identity and the skills utilized in ministry that will enhance the effectiveness and excellence of the clergy person.

Each year, clergy persons work collaboratively with Pastor Parish Relations Committee/Staff Parish Relations Committees (PPRC/SPRCs) and district superintendents to select and participate in 30

professional development and spiritual formation contact hours (3.0 units) which help them stay centered in Jesus Christ and hone skills needed to continue equipping discipleship.

Clergy persons are expected to report spiritual formation and professional development contact hours annually. These are reported in two places: as part of the charge conference process and to their district superintendent. Their district superintendent/supervisor will use the information as part of their supervisory interview.

Spiritual and professional formation can be focused in areas such as: theology, Wesleyan doctrine and polity, pastoral care, worship, sacraments, church organization and administration; evangelism and outreach; leadership; communication/technology (including computer literacy); preaching; spiritual disciplines; biblical studies; financial stewardship; self-awareness; social justice; educational skills. Over time, it is expected that formation experiences will be selected in many of these areas. The program that a clergy person chooses for professional and spiritual development is to be planned in response to clearly identified continuing education needs, concerns, or interest while recognizing both the present context of ministry and a personal/professional career in licensed or ordained ministry. The plan is implemented by the clergy in consultation with the PPRC/SPRC and the District Superintendent.

Investing Time in Professional and Spiritual Development

Churches should ensure that every pastor has adequate time and financial support to participate. In addition to vacation time, a minimum of 10 days each year is considered essential for a full-time clergy person's study, retreat, and renewal.

Additionally, clergy are encouraged to take regular time for rest and renewal. Churches and ministries to which clergy are appointed should encourage and create opportunities for renewal leaves.

- A renewal leave is a planned time to move outside the normal demands of pastoral leadership to make space for God to bring renewal. It is the renewal that is needed for moving forward in life and ministry with increased health spiritually, physically, emotionally, and as a visionary spiritual leader. The specifics will look as different as the individual pastors. However, being renewed is the focus. Ultimately, it is being renewed in the sense of God's calling, being renewed in energy, and being renewed in God's grace.
- The General Conference of The United Methodist Church continually reaffirms the importance of time away from regular ministry for professional development, spiritual formation, and renewal. Paragraph 351.2 of the 2020/2024 *Book of Discipline* states, "A clergy member's continuing education and spiritual growth program shall include professional formation leaves **at least one week each year** and may include **at least one month during one year of every quadrennium.**"
- Paragraph 351.3 of the 2020/2024 *Book of Discipline* states, "A clergy member may request a formational and spiritual growth leave of **up to six months while continuing to hold an appointment in the local church.** Such leaves are available to clergy members who have held full-time appointments for at least six years. Such a leave shall be with the approval of the committee on pastor-parish relations, the church council, and the district superintendent. Annual conferences are encouraged to assist with pulpit supply and other temporary support for such leaves."

Benefits of Professional and Spiritual Formation Development

- Improvement of some specific ministry skill, such as preaching, administration, time management, conflict management
- Increased spiritual maturity and commitment to Christ
- Life increasingly centered in Christ
- Increased self-awareness
- Calmer spirit
- Increased understanding of the scriptures, Christian history, theology

- Development of new innovative programs, missions, or other ministry forms

Types of Professional and Spiritual Formation Development

- Supervised activities, such as additional degree programs, credit courses, advanced Course of Study, clinical training, BOOM-sponsored Residency retreats
- Short-term events, such as seminars, workshops, retreats
- Peer study groups (guidelines below)
- Short study leaves
- Educational travel (approved by the DS)
- College courses to develop a skill needed in ministry, such as improvement of written or oral communication skills, family counseling, psychology

Approved Events and Contact Hours

There is no approved list of continuing education and spiritual formation events. Instead of naming an “approved list” of events, each clergy person is responsible for choosing growth-producing, transforming and formative events in collaboration with the S/PPRC and district superintendent and for determining the appropriate number of “contact hours” to report for each event. A “contact hour” is the actual time of learning or transformation – usually the actual hours of lecture, instruction, group discussion, or individual study. Hours for travel, meals, sleep, fellowship, and group discussion of issues outside the study topic are not considered contact hours.

If the event does not offer a CEU, a letter identifying the number of contact hours will be sufficient.

Academic credits will be translated into contact hours as follows:

- one quarter hour = 10 contact hours
- one semester hour = 12 contact hours

Examples of Professional Development and Spiritual Formation Events

- Seminary sponsored Ministers Weeks
- Orders and Fellowship gathering
- Mission u
- District/Conference-sponsored seminars, workshops, retreats
- Five-Day Academy of Spiritual Formation (15 contact hours maximum)
- Upper Room Two-Year Academy for Spiritual Formation
- Clinical Pastoral Education
- Doctor of Ministry programs or other degree programs that instruct ministry
- Silent or Guided Retreat
- Center for Pastoral Effectiveness retreats
- Walk to Emmaus (as a pilgrim)
- Coaching

What is not Considered Professional Development or Spiritual Formation

- List of books read for sermon preparation
- Classes taught by the clergy person
- Study trips without a specific educational component
- Mission trips (unless approved by the DS for continuing education)
- Programs dealing with the structure or function of the church or judicatory
- Orientation, training or meetings for district or conference boards and committees
- Child/Youth Protection Training
- Clergy Sexual Ethics Training
- Walk to Emmaus team service

Self-Directed Continuing Education (no more than ten contact hours per year)

- Spiritual Formation may be self-directed. A plan for the self-directed spiritual formation needs to be approved by the PPRC/SPRC and District Superintendent in advance as stated below. The clergy person must be able to produce evidence of the work, such as:
 - o A selection from a journal of what is learned
 - o A schedule for the spiritual or silent retreat
 - o A written reflection
- Self-directed continuing education (whether Spiritual Formation or Professional Development) must be approved in advance by the PPRC/SPRC and DS by adhering to the following guidelines:
 - o Describe personal/professional learning goals for the self-directed study.
 - o Identify the books, material, persons, or other sources of information that will be used to accomplish the study.
 - o Define the ways of evaluation and measurement for the learning.
 - o Share the learnings with the PPRC/SPRC and DS.
 - o Following completion of the study, the contact hour value is determined by the pastor and included on the Continuing Education Report to the SPRC and DS. This will include identifying what was learned and how learning has been integrated into ministry.
- A peer group may organize continuing education for the group. This type of learning will be approved by the Associate Director of Multiplication. This could be an affinity group, colleague study group, or covenant group choosing to study a specific topic together. Requirements for approval as a Professional or Spiritual Formation Development learning event are:
 - o Describe the learning goals or objective for the event or study, including the type of group, how often you will meet (if the study/learning occurs over time).
 - o Identify the resources that will be used to accomplish the goals or objectives.
 - o Provide the schedule for the learning event.
 - o Report what was learned and how the practice of ministry has been affected on the annual Continuing Education Report form.

Part-Time Clergy

Clergy persons in less than full-time appointments should participate in professional and spiritual formation development in accordance with the percentage of their status. (For example, a half-time pastor should complete half of the full-time requirements or fifteen professional development and spiritual formation contact hours).

Funding

Each church should ensure their pastor(s) have adequate funds for all required professional and spiritual formation development contact hours. It is recommended that a minimum of \$1,000 be available for those in full-time appointments.

There are also Ministerial Education Funds available to all appointed clergy of the Horizon Texas Conference, including clergy in full connection, local pastors, and those who are commissioned ministers. Often the event itself will have some scholarship funds, which might be awarded. Each clergy person is responsible for continuing education and spiritual formation funds.

ITEM 2025-05: SCHOLARSHIPS AND GRANTS POLICY

From: Board of Ordained Ministry

Action: Approve Scholarships and Grants Policy

Scholarships and Grants Policy

The Ministerial Education Fund (MEF)

The Ministerial Education Fund (MEF) has assisted in funding theological education of many ministers since it was established over 60 years ago. The MEF is administered by the Board of Ordained Ministry (BOM) through the Horizon Texas Conference. Twenty-five percent of apportioned MEF funds remain in the HTC for recruitment, training and support of ordained deacons and elders. The remaining funds may be administered at the discretion of the BOM for purposes including, but not limited to: support of local pastors, diaconal ministers, student financial aid in preparation for ordination, local pastor course of study, continuing education, and renewal for appointed clergy. Additional services for clergy may include career counseling, training in clergy sexual ethics, out-placement of persons leaving ordained ministry, etc.

Seminary Scholarships and Grants

All Horizon Texas Conference certified candidates for ministry who are enrolled in United-Methodist University Senate approved schools are eligible to apply for these scholarships.

How to Apply: Complete a Scholarship Application on the BOM page of the HTC website.

- Scholarships can be applied for one semester at a time and no more than 30 days prior to the start of the semester. Deadline for application receipt in the conference office is September 15th and February 15th annually.
- A certification of enrollment, receipt of tuition, and class schedule (detailing number of hours) will be required to submit with your application.

Scholarship Details:

- The Horizon Texas Conference will reimburse \$200 per semester hour.
- There is no reimbursement for books, housing, or other expenses.
- Scholarships are available to clergy pursuing Doctor of Ministry or PhD degrees at the same rate as other seminary students.
- Certified candidates are eligible to receive scholarship funds for no more than five years.
- Those attending classes based on a different system than semesters must submit the application by the above-mentioned deadlines.

Note: All Scholarship grants are based on fund availability and are not guaranteed. This is a reimbursable grant based on expenses you personally incur for tuition. Grants will not be given for other scholarships you have received.

Funds for Continuing Education

"Throughout their careers, clergy shall engage in continuing education for ministry, professional development, and spiritual formation and growth in order to lead the church in fulfilling the mission of making disciples for Jesus Christ. This shall include a carefully developed personal program of study augmented periodically by involvement in organized educational and spiritual growth activities." (2020/2024 Book of Discipline, ¶ 351)

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Continuing Education Funds are available to all appointed clergy of the Horizon Texas Conference, including clergy in full connection, local pastors, and those who are commissioned ministers. The Board of Ordained Ministry is responsible for setting minimal standards and specific guidelines for continuing formation (education) for members of the conference and ensuring the availability of such programs.

The Horizon Texas Conference requires each clergy under appointment to complete 30 contact hours (= 3 CEU's) of Continuing Education per year. Continuing education events shall fit into the applicant's goals for professional development as stated in the Charge Conference report and may include spiritual formation.

The selection committee will give priority to events sponsored by the Horizon Texas Conference. These events may be planned by a district or a cluster of professionals within the HTC, or be events designed by a UMC agency in the bounds of the Conference.

Continuing Education Grants may be approved for up to one-third of the total cost of an event, not to exceed \$1,400 in total grants awarded over a four-year period. Exceptions to this guideline will be based on need and available funds.

Continuing Education Grants are not available for aid in any degree program (i.e., DMin, MDiv).

Note: All Continuing Education grants are based on fund availability and are not guaranteed.

How to Apply: Complete a Continuing Education Grant Application on the BOM page of the HTC website.

Course of Study Funds

Local pastors seeking licensing through Course of Study are eligible to be reimbursed for the following: Regional tuition, fees, room, and board at the double occupancy rate will be reimbursed with receipts. Books are not eligible for reimbursement.

Students attending Perkins Regional Course of Study school, tuition, fees, and room and board are directly billed to the Horizon Texas Conference.

Advanced Course of Study: eligible for reimbursement of tuition, fees, and travel expenses up to \$1000 per year will be reimbursed with receipts.

Note: All Course of Study grants are based on fund availability and are not guaranteed. All receipts for tuition, fees, and travel, along with a course schedule, must be attached to the application.

How to Apply: Complete a Course of Study Grant Application on the BOM page of the HTC website.

ITEM 2025-06: SEXUAL ETHICS POLICIES AND PROCEDURES

From: Board of Ordained Ministry

Action: Approve Sexual Ethics Policies and Procedures

2025 Horizon Texas Conference Journal

Sexual Ethics Policies and Procedures

INTRODUCTION AND PURPOSE

This policy is designed to assist all members and constituents of the Horizon Texas Conference of The United Methodist Church in identifying, preventing, responding to, and reconciling issues related to sexual misconduct, and in helping local church and ministry settings in developing and implementing local policies and human resource systems that do the same. Church officials of the annual conference are expected to adhere to this policy.

In this document you will find conference policy on:

- Clergy Sexual Ethics
- Sexual Ethics for Laity

To aid in compliance with these policies and procedures, you will find:

- Definitions of relevant terms related to sexual misconduct within the Conference
- Clarification of the standards of conduct for clergy and laity
- Procedures for reporting misconduct
- Guidelines for responding to sexual misconduct
- Information and expectations regarding confidentiality
- Healing and accountability resources available through the HTC
- Education, training requirements, and dissemination of Sexual Ethics Policy and Procedures
- Appendix of information referenced in this policy and links to digital resources to assist in your work

Foundational Principles and Purpose

The Horizon Texas Conference of The United Methodist Church (HTCUMC, HTC) believes that any form of sexual misconduct within the Church, whether committed by clergy or lay persons, is a betrayal of sacred trust (BOR 3351) and incompatible with biblical teachings of hospitality, justice, and healing and prevent us from being able to carry out the mission of the Church to make disciples of Jesus Christ for the transformation of the world. *Per the 2020/2024 BOD ¶162, Other Social Issues, M*, we, The Horizon Texas Conference, condemn all forms of sexual misconduct and consider them “grave violations of the established behavioral norms within the church as well as society,” and acknowledge our responsibility to:

- Create an environment free of sexual misconduct for all persons
- Investigate allegations of sexual misconduct within the Church and hold those in violation accountable (“Even unsubstantiated reports of assault or abuse must be investigated immediately.” (BOD ¶ 162, Other Social Issues, M)
- Take appropriate action in compliance with the Book of Discipline (BOD) and this policy in response to all misconduct
- Attend to the healing of all direct and indirect victims of the misconduct (BOD ¶ 363.8 a,b, ¶ 363.5, ¶ 363.6.a, ¶ 2701.4.c)

The Horizon Texas Conference of The United Methodist Church has a practice of creating policies and procedures to protect vulnerable individuals. These policies and procedures create minimum standards of training, screening, and supervision for volunteers and staff members. This policy aligns with these core values as it attempts to equip local congregations in the prevention of sexual misconduct and to train, screen, and provide supervision for clergy members of the annual conference.

At the Horizon Texas Conference of The United Methodist Church, we embrace our community’s diversity, which spans racial, ethnic, cultural, gender, sexual orientation, and linguistic lines. As we

navigate through the complexities of personal conduct and sexual ethics, we are guided by principles of equity and justice that apply uniformly to all, regardless of background. Our dedication to diversity does not imply varying standards or treatment but reinforces our collective commitment to uphold the dignity and respect of every person, aligning with our faith's teachings, the mission of The United Methodist Church, and state and federal law.

DEFINITIONS AND TERMS

Terms Regarding Sexual Misconduct

Sexualized Behavior: All human interaction has a sexual dimension. The choice to make that sexual dimension overt sexualizes the interaction, therefore sexualizing the relationship. *Sexualized behavior* includes a range of behavior: physical, verbal, nonverbal, that communicates sexual interest and/or content. Examples include but are not limited to: displaying sexually suggestive visual materials, use of pornography, sexualized jokes, making sexual comments or innuendo about one's own or another person's body; touching another person's body/hair/clothing; touching or rubbing oneself in the presence of another person; kissing; and sexual intercourse. (BOR #3351, ¶ 3352)

Sexualized behavior can be a form of sexual misconduct when this behavior is unwanted by the recipient or witness, is a violation of our state, federal, United Methodist Church's law, breaks the sacred trust in the ministerial role, or violates the vows taken at membership or ordination.

Abuse of Power: "The abuse of power occurs when we use power to gratify our own needs rather than to carry out God's sacred trust. It happens when we refuse to own the responsibility of guardianship that comes with the privilege of power." -Ann Smith, *Alive Now*.

Sexual Misconduct: A betrayal of sacred trust. *Sexual misconduct* is an umbrella term describing the sexualizing of behavior and communication: verbal, nonverbal, or physical. It is a continuum of unwanted sexual or gender-directed behaviors by either a lay or clergy person within a ministerial relationship (paid or unpaid). The term includes but is not limited to sexual abuse (child or adult), sexual harassment, sexual assault, sexual exploitation, sexual violence, pornography (adult and child), and misuse of the pastoral or ministerial position using sexualized conduct to take advantage of the vulnerability of another. (BOD ¶ 16, Other Social Issues, M) (BOR #335)

Sexual Misconduct Within a Pastoral (e.g., Clergy with member of a congregation) or *Professional* (e.g., counselor with client, lay employee with a church member) *Relationship*- sexual advances, requests for sexual favors, and verbal or nonverbal conduct of a sexual nature. This does not apply to healthy relationships between spouses. Includes criminal behaviors in some nations, states, and communities. (BOR #3351)

Confidentiality vs. Secrecy: *Confidentiality* refers to the duty to protect information and share entrusted information responsibly. *Confidentiality* serves purposes such as protecting all victims (we have a legal as well as ethical responsibility to protect children) from exposure and further harm and protecting an accused person from harm that comes from the spread of information unless guilt is admitted or found. *Secrecy* refers to hiding or concealing information and would possibly put other victims in harm's way or interfere with justice.

Sexual Abuse: A form of sexual misconduct, that occurs when a person (lay or clergy, pastor, educator, counselor, youth leader, or other position of leadership) engages in sexual contact or sexualized behavior with a congregant, client, employee, student, staff member, coworker, or volunteer. It can consist of coerced or forced sexual contact and includes those unable to give informed consent. (BOD paragraph 162, Other Social Issues, M); (BOR #3351)

Sexual Harassment: A form of sexual misconduct and occurs when any unwelcome sexual advance or demand, either verbal or physical, that is reasonably perceived by the recipient as demeaning, intimidating, or coercive. It should be understood as an exploitation of a power relationship rather than as exclusively sexual. *Sexual harassment* includes but is not limited to the creation of a hostile or abusive working environment resulting from discrimination based on gender. (BOD ¶162, Other Social Issues, M) (BOR #335)

Sexual Assault: A form of sexual misconduct that occurs when there is a forced sexual act against one's will. (BOD ¶ 162, Other Social Issues, M) (BOR 3351)

Sexual Exploitation: A form of sexual misconduct and occurs when sexual activity or contact (not limited to sexual intercourse) in which a minister engaged in the work of the church takes advantage of the vulnerability of a participant by causing or allowing the participant to engage in sexual behavior with the minister. Any sexual contact with a parishioner is considered an exploitation of the professional role and the clergy's responsibility to their laity. Consent by the layperson is not a defense for sexual exploitation.

Sexual Violence: Refers to harmful behaviors that use sex or sexuality to control, intimidate or violate others. Behaviors can include but are not limited to: harassing jokes and comments, inappropriate touching, rape, stalking, incest, assault, date rape, sexual exploitation. *Sexual violence* is not about sex; it is about violence that misuses sex and sexuality to exert power over others. (*What You Need to Know About Sexual Violence, FaithTrust Institute, Used with permission.*) (BOD ¶ 2720 ref. 16)

Pornography: Sexually explicit material that portrays violence, abuse, coercion, domination, humiliation, or degradation for the purpose of arousal. *The Book of Discipline* ¶162.H states, "We strongly oppose pornography and lament its destructive impact upon cultures, families, and lament its destructive impact upon cultures, families, and individuals."

Child Sexual Abuse Material: The definition used by the FBI to refer to the previously used term *child pornography*, defined as sexually explicit material that depicts children, and is a violation of federal law.

Terms Regarding Persons and Roles

Clergy and Pastor: Refers to all persons described in ¶363.1 of the 2020/2024 *Book of Discipline*, which includes "local pastors, associate members, provisional members, and full members" of the Horizon Texas Conference, "including those on leaves of all types, honorable or administrative location, or retirement."

Laity/Lay person/Congregant: A word used to describe members (and attendees such as visitors for the purposes of protecting all) of a congregation, parish, or other ministry setting.

Lay Leader: Any non-clergy person performing ministry services for or on behalf of the conference, district, or local church. (BOR #3351)

Lay Minister/Ministry Staff: Within a church or ministry setting, any paid or unpaid volunteer or professional staff, clergy or non-clergy, full-time or part-time, who may carry a title such as but not limited to: Leader, Director, Administrator, Assistant, Coordinator, Minister, Counselor, Pastor of, etc. (BOR #3351)

Crisis Response and Care Ministry: Under the supervision of the Horizon Texas Conference for the purposes of prevention, assessment, and individual and congregational healing, this group is given responsibility by the Bishop to administer the Resource Person program, lend guidance and

accountability to the Horizon Texas Conference for compliance regarding Sexual Misconduct Policies and Procedures, provide the conference education, training, and resources when needed, and train and deploy Response Teams for congregational crisis intervention services. (BOD ¶1363.5, ¶1363.6.a, ¶1363.8.a,b, ¶12701.4.c) (BOR #3350, #3351)

United Methodist Terms Regarding the Filing of Complaints

Allegation: Initial documented report of an alleged incident of misconduct. *An allegation is not a formal complaint. A just resolution is possible at this stage depending on circumstances and willingness of both parties to participate.*

Complaint without formal charges: A grievance filed without formal charges

Formal complaint: A written and signed statement claiming misconduct, as set forth in ¶1363.2 *Book of Discipline*.

Aggrieved Person or Complainant: A person who has experienced sexual misconduct by a pastor, a staff person, or lay person serving in a ministerial or leadership role.

Accused or Alleged Offender: The person against whom the allegations of misconduct have been made and are presumed innocent until admission of guilt or proven guilty.

Offender: Someone who has admitted guilt or guilt has been proven. This includes anyone who has been legally convicted of any form of sexual misconduct.

Resource Person: A trained lay volunteer person made available by the Horizon Texas Conference to assist and support aggrieved persons in bringing an allegation or complaint of sexual misconduct, as more fully described in the Horizon Texas Conference Procedure for Reporting Incidents of Clergy Sexual Misconduct. The Resource Person Program falls under the umbrella of the Crisis Response and Care Ministry and is administered by the Response Ministry Coordinator. Advocates/support persons are referred to in the Book of Discipline ¶1363.5,6.b, ¶1363.8.a, ¶12701.1.c,4.c) (BOR #3350, #3351)

Book of Discipline, The (BOD): The fundamental book outlining the law, doctrine, administration, organizational work, and procedures of The United Methodist Church. Every four years, the General Conference amends The Book of Discipline. Often referred to as The Discipline.

Book of Resolutions, The (BOR): The book containing all valid resolutions, adopted by the General Conference, reflecting The United Methodist Church's official stance on current social issues.

Just Resolution: *In judicial proceedings:* "A just resolution is one that focuses on repairing any harm to people and communities, achieving real accountability by making things right in so far as possible and bringing healing to all parties." (BOD ¶ 362.3, ¶ 362.6, ¶ 2701.5)

Social Principles, The: A document setting forth the basic position of The United Methodist Church on important social issues. The Social Principles document is reviewed by each General Conference and is printed in full in *The Book of Discipline*.

CLERGY SEXUAL ETHICS

Standards of Pastoral Conduct

Pastoral self-discipline requires self-awareness and takes the ordination vow or privilege of clergy licensing to the highest ideal of Christian life seriously. Personal integrity and mature professional conduct must be brought to all relationships by every pastor in the Horizon Texas Conference.

Because pastors often deal with individuals who are emotionally fragile and vulnerable, it is imperative that pastors:

- 1) Be responsible for their own psychological, emotional, sexual, and spiritual health
- 2) Have adequate preparation and education for helping individuals under their care
- 3) Have continued supervision in dealing with the inherent risks caused by dependency and/or transference
- 4) Have the information necessary to make appropriate referrals
- 5) Submit to a criminal history and motor vehicle record check facilitated by the annual conference every two years. Beginning 1/1/2027, the Horizon Texas Conference will fund the cost of these checks
- 6) Complete and submit proof of clergy sexual ethics training required by the HTC every 4 years (see *Education and Training Requirements for clergy in this document*)
- 7) Separate ministry life from personal life including not dating or engaging in sexual activity with persons inside their congregation
- 8) Keep integrity in all relationships (2020/2024 BOD)
- 9) Avoid use of pornography and child sex abuse materials
- 10) Avoid the appearance of impropriety

Pastors are accountable for their behavior with respect to the emotional, spiritual, and physical well-being of persons who come to them for help or over whom they have any kind of authority. Breach of the pastoral relationship through sexual misconduct is unethical and abusive, even when sexual activity is initiated by the person to whom the pastor is ministering. Because of the imbalance of power in such relationships, it must be presumed that meaningful consent to any sexual activity with the pastor cannot be given. The Horizon Texas Conference will not tolerate and is committed to the eradication of sexual misconduct by clergy. (BOD ¶162. *Other Social Issues*, H.,M., ¶ 304.2, 310.2.d, ¶ 370.8) (BOR #3280, #350, #3351, #3353)

Reporting Clergy Sexual Misconduct

When sexual misconduct is alleged against a pastor, persons bringing allegations, whether formally or informally filing charges, will be received in a respectful and caring manner and be given a safe and confidential avenue for reporting (BOD ¶ 162, *Other Social Issues*, M.) All allegations will be considered worthy of full investigation (BOD ¶ 162, *Other Social Issues*, M.) per the Supervisory Response Process outlined in ¶ 363.5 The Supervisory Response Process ensures due process for both the complainant and the respondent. Care will be taken by the District Superintendent, Bishop, or Bishop's designee to deal fairly and promptly with all those involved, and to provide healing for all affected parties. This includes the aggrieved and their family, the accused and their family and persons in the congregation or other ministry setting (BOD ¶ 363.8.a,b). Persons who report sexual misconduct shall be free from retaliation, everyone with knowledge of alleged wrongs shall come forward, and persons who give false information or reports will be subject to administrative correction/discipline.

The following policies and procedures are established to facilitate a protocol for reporting allegations of clergy sexual misconduct and the required follow through:

- 1) If the sexual misconduct allegation involves a minor between the ages of 0 to 17 years old, it **must** be reported to the 24-hour Texas Child Abuse Hotline (800) 252-5400 or the local police. Per Texas State law, this report must be made within 48 hours of the information being obtained. (BOD ¶161, Other Social Issues, M)
 - Clergy, staff, or laypersons shall not investigate the validity of any information revealed or discovered regarding a possible crime against a child; it must be turned over to the appropriate authorities.
 - Each local church is responsible for enforcing the “Local Church Abuse Prevention and Protection Policy” approved by the annual conference. Minor adaptations specific to local church ministry contexts may strengthen but not weaken the approved policy.
- 2) If the sexual misconduct involves a crime (ex: rape or child sexual abuse) all persons involved shall do their best to comply with police investigations. If there are questions regarding outside investigative activity, contact the District Superintendent (DS). The Crisis Response and Care Ministry (CRCM) Coordinator may be consulted for resourcing.
- 3) If an allegation is brought initially to a District Superintendent, the District Superintendent shall advise the Bishop that the allegation has been received.
- 4) An allegation may be brought by the aggrieved person or by anyone who has verifiable knowledge or reasonable indication of sexual misconduct and is willing to pursue a resolution. This may include, for example the parents of a minor, a pastor, lay person, or District Superintendent in whom the aggrieved person has confided and/or has reliable information from other sources about the misconduct. When such conduct is alleged formally or informally, the HTC (DS, Bishop, or Bishop’s Designee) is under obligation to investigate, protect all parties, discover the truth, and respond with actions consistent with our highest ideals. In cases of conflict of interest, the DS, Bishop, or Bishop’s designee may ask assistance from another Cabinet Member.

The aggrieved will:

- Be told of their right to file a formal complaint.
- Be given a written or digital copy of these sexual ethics policies.
- Be offered a Resource Person by the person who receives the complaint (DS, Bishop or Bishop’s representative, Crisis Response and Care Ministry Coordinator, or another appropriate recipient of the allegation).
- If the aggrieved wants a Resource Person, the Bishop, designee of the Bishop, or DS, or other appropriate recipient of the allegation shall refer to the Coordinator of the Crisis Response and Care Ministry to assign a Resource Person to assist and support the aggrieved person. The Resource Person assigned shall provide full assistance to the aggrieved person throughout the process (*as stated in the Resource Person appendix section of this document.*) Aggrieved persons may also contact the CRCM Coordinator directly without need for approval.
- A person who believes they may have been the victim of clergy sexual misconduct is not required to register an allegation or complaint and does not have to identify oneself when requesting a Resource Person upon making an initial contact. However, should the aggrieved person decide to file a formal complaint, their identity must be given to the District Superintendent and the Bishop, who are required to share it with the accused when proceeding with the administrative fair process. (BOD ¶1363.2)
- The person receiving the information about the alleged misconduct (District Superintendent, the Bishop or Bishop’s representative, Crisis Response Ministry Coordinator and/or the Resource Person to whom the aggrieved has been referred) shall explain these procedures to the aggrieved person or other person bringing the allegation

and advise them that use of the procedures is neither a prerequisite for nor an obligation to an aggrieved person's ability to file a formal complaint.

For a list of complainant rights see, "My Rights: What to Expect" on the Sexual Misconduct, Prevention, and Support conference webpage or UM Sexual Ethics webpage both listed in Appendix A, Website Resources page in this document.

- 5) If the person making the allegations will not file a formal complaint or chooses to stop their participation in the complaint process, and there exists an admission of guilt or evidence of sexual misconduct regarding the accused clergy person giving just cause, the Bishop, Bishop's representative, or District Superintendent will file the formal complaint (BOD ¶363.4) to determine next steps necessary for fair administrative process, fitness for ministry, and any administrative action to be taken.

If a formal complaint of clergy misconduct is forwarded to the Bishop or a District Superintendent, ¶ 363 of the *2020/2024 Book of Discipline* shall determine the Administrative Fair Process to be followed. These Procedures are not intended to limit in any way the actions the Bishop or District Superintendents may take in connection with their supervisory response to a complaint of sexual misconduct or to impose any duties on them inconsistent with the *2020/2024 Book of Discipline* or relevant decisions of the Judicial Council.

- 6) The complainant/ aggrieved will be notified of when and how the accused will be told, and of the accused's response. Complainants shall be kept updated on each step of the investigation, the outcome, and administrative disciplinary actions. (BOD ¶ 363.2) The aggrieved may be kept informed and updated by their District Superintendent, Resource Person if they have one, or by a designee of the Bishop. The aggrieved has the right to choose an advocate to accompany them to meetings with voice (¶ 363.5.d) If the CRCM Coordinator and a Resource Person (advocate) are involved with the case, the Coordinator shall be updated as well for the continuity of planning and care.
- 7) The leadership of the affected local church congregation will be notified of the complaint and the resulting administrative actions or precautions being taken (ex: such as removal of a pastor during investigation or permanent removal) by the Bishop, Bishop's designee, or District Superintendent. The Bishop or District Superintendent may ask the CRCM Coordinator to assess the affected local congregation and individuals involved and recommend a plan for the care and deployment of the Response Team for the healing of the congregation. (BOD ¶363.8.a,b) Processes for informing and caring for churches may be found in the documents: *"Responding Well to Sexual Misconduct Complaints, A Handbook for District Superintendents"* by the General Commission on the Status and Role of Women, and in *The Response and Care Ministry Policies and Procedures*, found in the digital resources page in this document.
 - Though transparency in information sharing is important for the healing of the church, the identity of the complainant shall be protected to the highest degree possible to guard against revictimization. The specifics of the allegations of the accused shall remain confidential unless there is an admission of guilt or the investigative process is completed. (BOD ¶ 362.1.f)
 - Minors aged 0-17 are protected by Texas state law and should never have their names released as the victim or complainant.
- 8) Per BOD ¶ 363.8.a, a supervisory response in the form of a just resolution may begin at any point of the process. It is a continuing goal of the Horizon Texas Conference to provide an opportunity for a reconciliation through just resolution that respects and protects the rights of all parties and that acknowledges the sacred trust between clergy and the persons they serve.

It is the responsibility of the administrative supervisor overseeing the complaint (not the complainant's) to make contacts, set up meetings, and communicate with all parties necessary to proceed toward a just resolution and the administrative fair process.

“The resolution process shall include the use of a trained, impartial, third-party facilitator.” (BOD ¶ 363.6.d) Should a just resolution not be reached, the bishop may either dismiss the complaint with the consent of the cabinet giving reasons in writing and placing a copy in the clergy person's file, or refer the matter to the counsel for the Church as a complaint for judicial proceedings. (BOD ¶ 363.f.1-3, ¶ 2701)

Please refer to The 2020/2024 Book of Discipline ¶363 for complete rules and procedures on filing a complaint and supervisory response which include: ministerial review of accused clergy, definition of complaint, information regarding primary purpose, supervision responsibilities of the bishop and DS, supervisory response process including all persons who are to be involved, rights of the complainant, the just resolution process, time limitations, documentation requirements, final disposition information, administrative review, supervisory follow up and healing processes, and rules on abeyance.

Per BOD ¶363.6.e.f., The following shall be entirely reviewed by the Administrative Review Committee to ensure fair process was followed:

- Administrative process leading to the action for change in conference relationship
- Any/all just resolutions

It is often necessary for further actions to be taken during or following the conclusion of the processes outlined in these procedures and in the *2020/2024 Book of Discipline*. The Bishop and District Superintendents are encouraged to resist easy or quick solutions as they may result in inconsistency, loss of trust, resistance in accessing resources, secondary traumatization, and repetition of the offense. It is encouraged they take or require such actions as they deem necessary and appropriate in their best judgment, which may include for example:

- Further processes for healing for individuals or within the affected congregation or institution
- Further resolution of unresolved conflicts
- Support or counseling for aggrieved persons or accused clergy

Persons who believe they have been affected by sexual misconduct by the Bishop or a District Superintendent should do one or more of the following: make a written complaint to the president and the secretary of the Council of Bishops (for complaint against a bishop,) contact the Dean of the Bishop's Cabinet, the Chair of the Episcopacy Committee, the Chair of the Superintendency Committee, or the Crisis Response and Care Ministry Coordinator for information and assistance in bringing a complaint in accordance with procedures contained in the current Book of Discipline.

- 9) Careful record keeping is essential. Incidents, dates, and data that is gathered shall be documented by the Office of The Bishop, District Superintendent, church leadership, CRCM Coordinator, Resource Persons, and other persons involved.

Formal Complaint Process diagram and chart with roles and phases available in Appendix B, Formal Complaint Flow Charts, of this document.

A step-by-step guide on reporting clergy sexual misconduct, Incident Report, and Formal Complaint Form available in Appendix C, Step-by-step Reporting Process and Forms, of this document.

An in-depth complaint process guide, Do No More Harm: A Step-by-Step Guide of the Formal Complaint Process can be found in Appendix A, Website Resources, of this document.

Responding Well to Sexual Misconduct Complaints: A Guide for District Superintendents can be found in Appendix A, Web Resources of this document.

For more information regarding clergy sexual misconduct, please see brochure in Appendix F, Sexual Misconduct Brochures, Clergy Sexual Misconduct, What You Should Know.

SEXUAL MISCONDUCT BY LAITY

Standards of Conduct for Lay Persons

This section addresses three forms of laity sexual misconduct: Lay person to lay person including non-clergy staff, lay person to clergy, and creating structured and safe local church ministry when there is a known sex offender in the congregation.

Lay persons in the ministerial context have power through leadership roles, ministering to vulnerable persons, and in interacting with or caring for staff and each other. All persons have the right to an environment free of misconduct of a sexual nature, and this includes all who participate within the life and ministries of the Horizon Texas Conference. (BOD ¶162, Other Social Issues, M., ¶2702.3) (BOR #3351)

Reporting Sexual Misconduct by Laity

- 1) If the sexual misconduct allegation involves a minor between the ages of 0 to 17 years old, it **must** be reported to the 24-hour Texas Child Abuse Hotline (800)252-5400 or the local police. Per Texas State law, this report must be made within 48 hours of the information being obtained.
 - It is never a clergy, staff, or layperson's job to investigate the validity of any information revealed or discovered regarding a possible crime against a child; it must be turned over to the appropriate authorities.
 - Furthermore, each local church is responsible for establishing their own policy for keeping children and other vulnerable persons safe (see Horizon Texas Conference Child and Youth Safety Policies and Procedures.)
- 2) If the sexual misconduct involves a crime (ex: adult sexual assault or child sexual abuse) all persons involved shall do their best to comply with police investigations. If there are questions regarding outside investigative activity, consult with the District Superintendent and/or Coordinator of Crisis Response and Care Ministry for assistance.
- 3) Careful records shall be kept of all incidents and follow-up actions taken. Incidents, dates, and data that is gathered shall be documented by the pastor, staff, church leadership, DS, and other persons involved.
- 4) Laity/Congregant misconduct toward non-clergy staff or other lay persons shall be reported to the pastor in charge or their designee. Additionally, alleged misconduct of a serious nature (see Appendix G for definitions of serious misconduct) shall be reported to the District Superintendent. Every effort shall be made by the responsible supervisory leader to resolve the grievance in a timely, fair, and just manner (BOD ¶2703.3, ¶2704.4.) *The guidelines for informal resolution process in the following section (5.) may be used.*
 - If a resolution is not reached, the local church should inform the District Superintendent. The District Superintendent shall take pastoral steps to resolve grievances.
 - If a resolution is not reached, a lay person may be brought up on formal charges (BOD ¶ 2702.2, ¶2702.3)The pastor in charge may suspend the charged professing member from exercising any

Church office pending the conclusion of the trial process and the charged professing member is subject to the penalties deemed appropriate by the trial court including possible termination of Church and Conference membership (BOD ¶2711.3)

5) Laity/Congregant misconduct towards clergy:

If an associate pastor is the recipient of the misconduct, it should be reported to the Senior or Executive Pastor. Additionally, alleged misconduct of a serious nature (see Appendix G for definitions of serious misconduct) shall be reported to the District Superintendent. If the response is not satisfactory to the associate pastor, they should contact the District Superintendent. If a Senior Pastor is the recipient of the misconduct, the DS shall be informed. Every effort shall be made by the District Superintendent and Senior pastor to bring about a just resolution. The SPRC may be included to assist with the resolution. The resolution may involve a behavioral covenant or other plan enacted to protect those who are vulnerable.

Informal Resolution Process

- In all cases, the pastor or District Superintendent should take pastoral steps to resolve any grievances.
 - i. The purpose is to determine if the grievance is valid or a miscommunication or misunderstanding exists.
 - ii. Ask the accused to make an appropriate written statement to the clergy person. The written response may include explanation of the behavior resulting in a misperception of intent, an apology, and a promise not to repeat the behavior. A behavior covenant or other plan may be enacted at this point.
 - iii. If the clergy person finds the response satisfactory then the complaint will be considered as resolved.
 - iv. If the response of the accused is not satisfactory or the accused refuses to respond, then the complaint will move to the formal process.

Formal Resolution Process

- If the District Superintendent determines that the process outlined above has been followed and the complaint is not resolved, then the district superintendent and district lay leader may appoint a committee on investigation according to ¶ 2703.3 in the *2020/2024 Book of Discipline*.
- The final decision of the committee will be communicated in writing to the clergy person and the accused. Should this not be resolved it then moves to ¶ 2704.4 in the *2020/2024 Book of Discipline*, Formal Complaint against a professing member of the UMC.

The COSROW document, Sexual Misconduct by Congregants: What You Should Know may help with communication and decision-making and provides guidelines for establishing healthy boundaries with laity who violate sexual ethics with clergy, and can be found in Appendix F, Sexual Misconduct Brochures.

Ministry with Sex Offenders in the Local Church

A convicted and/or registered sex-offender (or a person charged and awaiting trial) who wishes to be a part of a church community should expect to have conditions placed on their participation (BOR #3356) When the church receives information regarding the presence of a person convicted (or charged and awaiting the criminal justice system's process and outcome) it is the fiduciary responsibility of the church to ensure vulnerable persons are protected.

The senior or executive pastor of a local congregation/ministry setting is responsible for ensuring the formalization of the expectations and protocol for offender participation, and may involve key church

leadership (there should always be two people present – the pastor and another church leader when meeting with the known sex offender) such as but not limited to the SPRC Chair, Chair of Church Council, Children's and Youth Ministry leaders, and ministry leaders involving other vulnerable populations for the purposes of:

- Witnessing conversations, signing of a behavior covenant
- Assistance in monitoring the environment, offender compliance with the behavior covenant, and compliance of volunteers and staff regarding agreed upon safety conditions outside of the church's child and youth safety policy.

Guidance for ministry with sex offenders may be found in the Book of Resolutions #3356. The Crisis Response and Care Ministry Coordinator and the Director of Championing Children and Youth may be consulted for assistance.

Resources for accused or convicted sex-offender protocol with sample behavior covenants may be found in the HTCUMC website in the Sexual Misconduct, Prevention, and Support web page and found in Appendix A, Web Resources in this document.

CONFIDENTIALITY

All sexual misconduct allegations must be reported. Due diligence will be given to confidentiality to protect the aggrieved, the accused, and their families, and to maintain the integrity of the investigation and administrative process. Persons involved in a sexual misconduct complaint shall adhere to communication as outlined in *these ethics policies and procedures* or those deemed appropriate by the Bishop or Bishop's representative, or the District Superintendent.

The requirement of confidentiality does not suggest secrecy. A communication plan for disclosure to those persons or congregations who are disrupted by necessary administrative measures taken during the investigative process should be developed, should explain the difference between confidentiality and secrecy, and should give the reasons for any necessity for confidentiality. The Bishop, the District Superintendents, or critical persons working on the case may discuss allegations and related information with affected congregations, Staff/Pastor-Parish Relations committees, or others to whom it is necessary to make such disclosure, in accordance with the *Book of Discipline*. Upon offender admission and/ or following the resolution of the administrative decision, sharing information about the process and the resolution with transparency by the Bishop, bishop's representative, and District Superintendent is a best practice to promote the rebuilding of trust, and individual and congregational healing.

Clergy As Reporters of Sexual Misconduct

Pastors who become aware of an alleged incident of sexual misconduct by another pastor are to do their utmost to encourage and support aggrieved persons and to assist in the initiation of a formal complaint and contacting the appropriate District Superintendent or Bishop, as outlined in *these ethics policies and procedures*. Every allegation of sexual misconduct must be taken seriously, and in no case should a pastor judge the validity of a complaint or attempt to investigate the allegation against a colleague.

THE CRISIS RESPONSE AND CARE MINISTRY

The reporting and processes surrounding clergy sexual misconduct place an unfair and unavoidable burden on the victim of such misconduct, and can cause confusion, trauma, disorder, and grief for victims, families, and the local church. Because experiencing sexual misconduct and reporting such misconduct can be difficult and frightening, the Horizon Texas Conference is dedicated to providing accountability and healing support with trained persons in assessment, advocacy, and support to assist victims of sexual misconduct and their local churches, and is committed to continuing support for the

training, availability, and deployment of such support teams and advocates for congregations and individuals. (BOD ¶ 363.5, ¶ 363.6.a, ¶ 363.8.a,b, ¶ 2701.4.c, BOR # 3350,3351)

The Crisis Response and Care Ministry (CRCM) resources individuals (clergy and laity) and congregations affected by sexual misconduct, District Superintendents, and other conference leaders for the Horizon Texas Conference. The Resource Person Program, under the umbrella of the Crisis Response and Care Ministry assists individuals in need of advocacy and one on one care, especially during a complaint process. The CRCM Coordinator administrates and facilitates both the Crisis Response and Care Team and the Resource Person program. The Coordinator provides support and guidance for sexual misconduct policies, resources and training, consulting services with District Superintendents, pastors, and church leadership, and maintains the Sexual Misconduct, Prevention, and Support webpage on the Horizon Texas Conference Website. The Coordinator works closely with the Board of Ordained Ministry (BOM) and the Commission on the Status and Role of Women (COSROW) for sexual ethics and misconduct policy work, and clergy and lay sexual ethics and misconduct training. The Coordinator position as well as participation on the Response Teams and Resource Person Program require specific criteria for qualification and membership, training, and duties, all which can be found in Appendix D, *Crisis Response and Care Ministry and Resource Persons*.

The CRCM Coordinator, who must have 3 years on the Response Team with practical experience, shall be appointed by the Bishop to the position to ensure the necessary working relationship between the Coordinator with District Superintendents and the cabinet, the Response Team on a case, and Resource Persons providing advocacy services. The cabinet shall assign a sitting member of the cabinet as a liaison to the CRCM Coordinator, ensuring effective information sharing and communication. Resource Persons are appointed by the Bishop quadrennially due to the sensitivity of and required responsibilities of their role.

EDUCATION WITHIN THE CONFERENCE RELATING TO SEXUAL MISCONDUCT

Training for Conference Staff/Agencies

The Bishop, District Superintendents, Conference staff, CRCM Coordinator, Response and Care Team members and Resource Persons, and the Commission on the Status and Role of Women (COSROW) shall (1) each have a copy of and thoroughly know the Policy Statement on Sexual Ethics and the procedures for reporting sexual misconduct in the Horizon Texas Conference; (2) have a copy of and understand the General Commission on the Status and Role of Women's (GCSROW) handbook, *Responding Well to Sexual Misconduct: A Handbook for District Superintendents*. The CRCM Coordinator and COSROW shall be responsible for identifying and creating training materials for local church/ministry settings and resourcing or developing resources related to clergy and laity sexual ethics outside of the required clergy quadrennial sexual ethics training which lies under the care of the Center for Multiplication, and the Child and Youth Safety trainings under the care of Championing Children and Youth.

The Cabinet, especially the District Superintendents, are strongly encouraged to engage in quadrennial (and/or upon new appointment) training by professionals from COSROW and the Crisis Response and Care Ministry to keep updated with resources available to them, best practices regarding individual and church crisis intervention, and any BOD, Conference Policy, criminal, or civil legal changes.

Training and Education for Clergy and Laity

The Horizon Texas Conference requires all clergy under appointment or assignment to complete *Understanding Clergy Sexual Ethics* through the Lewis Center for Church Leadership. Clergy will be responsible for the cost of the course, and the course must be renewed every four years. Clergy may use Continuing Education funds provided by local churches and/or Board of Ordained Ministry Continuing Education grants to pay for this course. (BOR #3351) Failure to complete this mandatory training and subsequent renewals will result in (a) referral to Executive Committee BOM for possible Administrative Complaint and (b) may have consequences affecting future appointments. Clergy must complete the course prior to the beginning of their appointment/assignment or their interview with the Board of Ordained Ministry for Commissioning and Provisional Membership if they have not been previously appointed. Sexual Ethics training from other sources or places of employment may not be substituted, as they do not address the clergy role specifically or satisfy the complete requirements of the training (see Appendix E, Required Topics for Quadrennial Clergy Sexual Ethics Training.) The quadrennial clergy training shall be coordinated by the Center for Multiplication leadership team, who may ask for assistance from COSROW, the Board of Ordained Ministry, and the Crisis Response and Care Ministry.

Training for laity may be coordinated by the Center for Multiplication leadership team, and resources may be accessed through the Crisis Response and Care Ministry, COSROW, the Board of Laity, The United Methodist Sexual Ethics website, and/or the General Commission on the Status and Role of Women (GCSROW). At a minimum, laity training will be designed and offered to chairs of S/PPRCs annually. Training will be provided separately for clergy and laity. The training for laity at minimum shall include provision of and understanding of these policies and procedures regarding clergy and laity sexual misconduct, with focus on understanding the process of reporting all types of misconduct in relation to adults and children.

Resources for and Responsibilities of The Local Church and Other HTCUMC Ministry Settings.

The Horizon Texas Conference with the assistance the Crisis Response and Care Ministry Coordinator, the Center for Multiplication, and District Superintendents shall be responsible for distributing these Sexual Ethics Policies and Procedures to all lead/senior pastors, who will distribute these policies to their local church chairs of Staff/Pastor-Parish Relations Committees, Administrative Councils, United Methodist Men, and United Women of Faith in their ministry settings annually and as these persons are elected.

All clergy and the chairs of the Staff/Pastor-Parish Relations Committee of every local church in the Horizon Texas Conference shall have a copy of and be familiar with:

- The Horizon Texas Conference Policy Statements on Sexual Misconduct
- Procedures for reporting clergy and lay sexual misconduct in the Horizon Texas Conference
- The complaint process outlined in the current *Book of Discipline* (BOD ¶362, 363)

Each local church will:

- Will make available to their congregation copies of the brochures entitled *Clergy Sexual Misconduct: What You Should Know*, and *Sexual Misconduct by Congregants: What You Should Know*, which publishes the names and telephone numbers of the District Superintendents, and the Coordinator of the Crisis Response and Care Ministry.
- Place copies of these brochures in accessible locations throughout the year. (An electronic copy of the brochure can be found on the digital web resource page in this document.)
- Is responsible for establishing its own policy statement on sexual misconduct, consistent with the *Book of Discipline* and the policy statement of the Horizon Texas Annual Conference, and to establish guidelines, procedures, and training on these policies for resolving incidents of sexual misconduct in the local church, including but not limited to paid staff, counselors, lay leaders and

volunteers, and others as deemed appropriate BOD ¶162, Other Social Issues. M, 644.1.d, ¶2103).

- Is responsible for educating and training its staff and lay leadership, including SPRC Teams, on all forms of sexual misconduct on a regular basis and as new staff or members join. BOD ¶162, Other Social Issues, ¶2103).
- Is responsible for establishing policies and procedures for child and youth safety in accordance with practices set forth in the HTC Child and Youth Safety Policies and Procedures and for the safety of other vulnerable persons. (BOD ¶162, Other Social Issues, ¶256.1-3)

See *Appendix A, Web Resources; Sexual Misconduct, Prevention, and Care webpage for policy development resources.*

DISSEMINATION AND REVIEW OF CONFERENCE POLICIES AND PROCEDURES

The Horizon Texas Conference is committed to:

- The continuing broad dissemination of this policy
- The continuing broad dissemination of any related guidelines and procedures adopted by the HTC
- The continuing education of clergy and lay persons within the Conference for the purpose of preventing sexual misconduct and increasing awareness and understanding of the Conference's policies and procedures
- The resourcing and upkeep of the Horizon Texas Conference web page titled, Sexual Misconduct, Prevention, and Support

The *Personal Conduct/Sexual Ethics Policies and Procedures* of the Horizon Texas Conference will be available to anyone who requests a copy and is also available on the Horizon Texas Conference website.

The BOM, COSROW, and the CRCM Coordinator will review these policies annually for possible updates once per year.

As part of our comprehensive training and education programs for clergy and laity, the Horizon Texas Conference emphasizes the importance of understanding the intersectionality of race, ethnicity, and sexual misconduct. Recognizing that individuals' experiences and perceptions of misconduct may vary significantly based on their racial and ethnic backgrounds, our training programs are designed to foster cultural sensitivity and awareness. This approach ensures that all members of our community receive support sensitive to their specific experiences.

(If any provision of these Procedures conflicts with the *2020/2024 Book of Discipline*, the current *Book of Discipline* shall prevail.)

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Appendix D: Crisis Response and Care Ministry and Resource Persons

- 1) Horizon Texas Conference Crisis Response and Care Ministry Coordinator and Team Qualifications
- 2) The Qualifications and Duties of a Resource Person

Appendix E: Required Topics for Quadrennial Clergy Sexual Ethics Training

Appendix F: Sexual Misconduct Brochures (required for conference distribution annually)

- *Clergy Sexual Misconduct: What You Should Know*
- *Sexual Misconduct by Congregants: What You Should Know*

Appendix G: Serious Allegations That Must Be Reported to District Superintendent

APPENDIX A: WEBSITE RESOURCES

Digital Copy of these policies and procedures: Horizon Texas Conference Sexual Ethics Policies and Procedures www.htcumc.org

Child and Youth Safety Policies and Procedures www.htcumc.org

United Methodist Sexual Ethics Website www.umsexualethics.org

My Rights: What to Expect www.htcumc.org (conference web page address) or

<https://www.resourceumc.org/en/partners/um-sexual-ethics/home/content/my-rights>

Sexual Misconduct Prevention and Support www.htcumc.org

Responding Well to Sexual Misconduct Complaints; A Handbook for District Superintendents

<https://www.resourceumc.org/-/media/cosrow-media/2021/09/30/02/09/handbook-responding-to-sexual-misconduct-complaints-final-edition.pdf>

Crisis Response and Care Ministry/ Resource Persons www.htcumc.org

Do No More Harm: A Step-by-Step Guide of the Formal Complaint Process

<https://donomoreharm.org/#/>

Brochure: Clergy Sexual Misconduct, What You Should Know www.htcumc.org

Brochure: Sexual Misconduct by Congregants, What You Should Know www.htcumc.org

Ministry with Sex Offenders: A Resource for Church Leadership www.htcumc.org

Local Church Sexual Misconduct Policy Checklist and Sample Policies www.htcumc.org

Ministry with Sex Offenders Protocol (resource for churches if sex offender is member or visitor)

www.htcumc.org

RESOURCES MAY BE ADDED OR UPDATED TO THIS APPENDIX BUT WILL NOT ALTER POLICY.

APPENDIX B: FORMAL COMPLAINT FLOW CHARTS

This item may be found on the HTC website.

APPENDIX C: STEP-BY-STEP REPORTING PROCESSES AND FORMS

(C-1) Reporting Sexual Misconduct of Clergy

If you have experienced any form of sexual misconduct by a clergyperson, you may consider the two different kinds of complaints:

Complaint without Formal Charges

To file a complaint without formal charges means that you want to bring behavior to the attention of the clergyperson's superiors. Your report will be taken seriously, and the District Superintendent will investigate the complaint, determine the severity of the case, decide what steps will be taken administratively, and work with you to see what can be done to come to a just resolution for you and the clergy person.

- 1) Document or gather documentation of the information you want to bring forward such as dates, incidents, witnesses, or others who know or may have been affected, emails, texts, pictures if applicable. An incident report may be helpful to you as you gather such information.
- 2) Make a report to your District Superintendent by appointment, phone call, or email.

Formal Complaint with Formal Charges

To file a complaint with formal charges means that you want to bring the clergyperson up on formal charges and bring the behavior to the attention of the Bishop of the Horizon Texas Conference of the United Methodist Church (per BOD ¶2702.1) Work toward negotiation of a just resolution will be the first goal, however, if a just resolution cannot be reached and the Bishop decides it is necessary, the case will move toward a church trial.

- 1) Gather documentation of the information you want to bring forward such as dates, incidents, witnesses, or others who know or may have been affected, and emails, texts, and pictures if applicable. An incident report may be helpful to you as you gather such information.
- 2) You may use this Misconduct Report Form to submit your complaint, or you may draft a letter and email it to the bishop's office bishop@htcumc.org. You may also call the Bishop's office to make a report (972)526-5015.

(C-2) Reporting Sexual Misconduct of Laity/Congregant

If an associate pastor is the recipient of the misconduct, make a report to the Senior Pastor or Executive Pastor of your church and the District Superintendent.

If a senior pastor is the recipient of the misconduct, make a report to the District Superintendent.

If a lay person is the recipient of the laity misconduct, report to the Senior or Executive Pastor.

- 1) Gather documentation of the information you want to bring forward such as dates, incidents, witnesses, or others who know or may have been affected, and emails, texts, and pictures if applicable. An incident report (see attached) may be helpful to you as you gather such information.
- 2) Depending on the need, the SPRC may be called upon for assistance. Gather documentation of the information you want to bring forward such as dates, incidents, witnesses, or others who know or may have been affected, and emails, texts, and pictures if applicable. *Note: If in a ministry setting outside the church, follow the Human Resources Protocols within the setting.
- 3) Work with the appropriate persons within the church administration and the District Superintendent, if involved, to handle the situation appropriately and arrive at a solution.
- 4) If you are not satisfied with the help you have received, you may make a written or telephone report to your District Superintendent.

As a last resort, there exists the option to file a formal complaint with formal charges against a congregant with whom no solution can be reached (BOD ¶2701.2). You may use a Formal Complaint form (see attached) to file formal charges.

Clergy may also go to Sexual Harassment by Congregants: What You Should Know for guidance on working with laity on healthy boundaries within the ministerial relationship.

*If you need help, you may contact the Crisis Response Team Coordinator or go to the Crisis Response and Care Team page on the Conference website.

(C-3) Incident Report Template

(This template may be adjusted for various needs and situations)

Name of person making report:

Today's Date:

Names of all persons involved and their roles within the church or ministry area:

Location of incident event(s), date(s), and time(s) and person(s) involved in each:

Outcome(s) of the incident(s) to date- physical, emotional, spiritual:

Questions to consider:

- If a legal issue, has it been reported to the authorities? (Note: any abuse regarding a youth or child under the age of 18 MUST be reported to the authorities- no exceptions! The Texas Child Abuse Hotline number is 1-800-252-5400 or you can report to 911.)
- Has this been reported to the District Superintendent or Conference Staff?
- Is there information that should or should not be shared as advised by DS, Crisis Response Team Coordinator, or Conference staff because of confidentiality, protection of victim's identity, legal requirements, insurance requirements?
- Is there information that cannot be shared with the congregation or ministry group due to legal restrictions and/or advice of a lawyer or the chancellor?
- Who are all the people that know? If a church or ministry incident, have the staff been briefed? Volunteers? Church Leadership? or Ministry specific leadership?
- Were the initial responses by the leadership and/or staff helpful or not helpful? Was information held onto for any length of time?
- Was this a one-time event? Were there previous incidents that did not get reported?
- If addressing a complaint, have any other persons with similar complaints come forward?
- What subgroups within the church will be particularly affected?
- Have the aggrieved and/or family received care? In what ways? Have they had the opportunity to have a voice in the process?
- Has the alleged offender been reported to the legal authorities?
- If addressing a situation with an identified alleged offender, does or has the alleged offender participated in any conference level activities or ministries (EX: camps, youth, or children's events, etc...), or any community activities (EX: youth coach, scouts, school volunteer, etc...) If there is an arrest with charges or there has been a confession by the offender, have these other agencies been alerted?
- If the alleged offender/ offender is clergy, has the DS been notified? Has a formal complaint been filed according to the Book of Discipline? Does the alleged offender have voice? Is the offender being given due process by the church/conference?
- Has the news media become aware? If so, what is your church's plan to address media concerns?
- Is any of this out on social media? If so, how will this be addressed by the church?
- Have or will any church activities be canceled, partially halted, or go on as usual?
- Has the church leadership decided how the congregation will be informed?
- What are the current dynamics surrounding this crisis? Has there been any staff blaming, pastor blaming, or blaming the aggrieved individual or group? Has there been a tendency to hide information or minimize information? Has any of the information been gossiped about or blown out of proportion?
- If a possible issue with insurance, has it been reported to the insurance company?
- What, if any, are additional complications, stressors, or dangers that will need to be addressed or attended to (ex: campus restrictions, safety plan, behavior covenant?)
- What are the action items at this point, who is responsible for each, and by what day/time will they be completed?

(C-4) Formal Complaint Report

This item may be found on the HTC website.

APPENDIX D:

HORIZON TEXAS CONFERENCE CRISIS RESPONSE AND CARE MINISTRY AND RESOURCE PERSONS

(D-1)

REQUIREMENTS, QUALIFICATIONS, TRAINING OF COORDINATOR AND TEAM

The Response Team is composed of members who are selected because of their gifts and skills for crisis work.

CRITERIA

The Response Team members should possess some or all the following qualifications:

- Master's or doctorate degree in counseling, social work, psychology, law, human resources
- Licensed at the highest level for profession (LPC, LMFT, LCSW)
- Five years postgraduate experience
- Experience working with youth, children, and/or vulnerable populations

(Specialized experience and certifications may also be considered for qualification.)

All team members will possess the following qualifications:

- Ability to work independently and as a team member
- Member of a local United Methodist Church, strong Christian faith, and abide by the policies of the HTCUMC
- Trained in trauma debriefing, crisis response, grief therapy, group dynamics, and sexual misconduct
- Maintain confidentiality of the work

SELECTION PROCESS

Team members are sought within their United Methodist community; they are known for their expertise, compassion, and reputation. Recommendations are considered from various clergy and lay members, and from clinical professionals within the community.

Prospective Crisis Team Members understand that they will operate in a volunteer capacity completing all the following: application (to include confidentiality covenant), background check, Ministry Safe training, interview by Response Team Coordinator, and other relevant information submitted at the time of application.

NOTE: To hold the position of Response Team Coordinator, one must have served a minimum of 3 years on the Team, have practical experience in serving congregations in crisis responses, understand the Crisis Response Team's protocol and best practices, and be confident in their ability to advocate for the steadfast use of these processes with conference leadership. They must have the skills for Team recruitment and training, comprehensive assessment and crisis response planning, and coordination of the Response Team during various types of congregational responses. They must have the ability to adequately train and support Resource Persons especially in the formal complaint process and have specific knowledge of the complaint process and *every person's role* in it. Consideration should be given to conflicts of interest, ex: someone who has not nor likely will be a District Superintendent.

**For further information on recruitment, training, and Response Team protocol and best practices, please see the Response and Care Team Ministries for Congregational Care Policies and Procedures which may be found on the Conference website.*

(D-2)

THE QUALIFICATIONS AND DUTIES OF A RESOURCE PERSON

A Resource Person is a qualified and trained lay professional volunteer member of the Response Team made available by the Crisis Response Team Coordinator to support persons who have experienced a trauma or boundary violation and/or who may be considering filing a formal complaint. This service is made available to any person within the scope of the Horizon Texas Conference who asks.

A resource person may be obtained by contacting the Response Team Coordinator who will assess the case and assign a Resource Person they see as the best fit possible for the case. This may be done in confidentiality unless/until a formal complaint is filed, when the identity of a complainant receiving services is made known to the defendant, key persons working on the case, and the Board of Ordained Ministry.

The complainant may have an issue with clergy or another church leader. The complaint may or may not involve sexual misconduct. Often a person simply needs someone to listen to their story and help them decide the most appropriate and helpful steps to take for their healing, such as a referral to a counselor/therapist. Resource Persons stay within the support person's boundaries (providing information, education, and listening) and do not become a counselor or therapist.

- Listening and processing information with a person and helping to decide next steps.
- Providing education, information, resources, and referrals.
- Provide an intake/assessment, interim reports (to be decided upon by the Response Team Coordinator on a case-by-case basis), and a final report/incident closure- each to the Response Team Coordinator in a timely manner.
- If an allegation is made the duties also include:
- Confirm the aggrieved person understands the procedures for reporting allegations of sexual misconduct or other types of abuse.
- Verifying and clarifying the allegation with the aggrieved person.
- Requesting that the aggrieved person prepare a written summary of the allegation and, if necessary, a formal complaint when requested to do so.
- Once filing a complaint has been decided, inform the Response Team Coordinator so that the DS may be informed if not already involved.
- Accompanying aggrieved person to meetings, with voice, to help in connection with the Procedures of the Horizon Texas Conference and the BOD.
- Calling to the attention of the Bishop, the DS and Response Team Coordinator and any vindictive, hostile, or insensitive situations that arise during the process.
- Giving feedback to the Response Team Coordinator regarding observations of helpful and hurtful situations arising during the process to be shared with the DS and/or Bishop.

(Note: If the alleged offender is clergy, a Resource Person may help with listening, counseling referrals, clarifying allegations, and understanding the complaint and judicial processes, but cannot accompany them to meetings with the Bishop – clergy must bring a clergy advocate of their own choosing for such meetings.)

APPENDIX E: REQUIRED TRAINING TOPICS FOR QUADRENNIAL CLERGY SEXUAL ETHICS TRAINING

The Horizon Texas Conference shall provide training to educate the clergy and laity about the complaint process in the event of allegations of sexual misconduct and to heighten awareness of the clergy and laity about the seriousness of the problem of sexual misconduct, thereby aiding in the prevention of this problem in our local churches.

The goals of the training include the following:

- 1) to explain the abuse of power and dynamics of trust in abusive relationships
- 2) to provide behavioral definitions of sexual abuse and sexual harassment

- 3) to describe the impact on the victim, the perpetrator, the families, and the church
- 4) to explain the Policy and Procedures of the Horizon Texas Conference and The United Methodist Church regarding sexual misconduct
- 5) to explain legal responsibilities regarding minors
- 6) to introduce the Resource Person(s) and clarify their role
- 7) to define the risk to church vitality, attendance and giving, liability to individuals, congregations, and the annual conference
- 8) to discuss the importance of healing and how the church is an agent in the healing process
- 9) to explain the need for preventative measures
- 10) to discuss the importance of local church policies and procedures addressing issues of sexual misconduct
- 11) to distribute copies of the brochure entitled "Clergy Sexual Misconduct: What You Should Know," and to explain its purpose and educational use, and
- 12) to provide resources for local churches

APPENDIX F: SEXUAL MISCONDUCT BROCHURES

These items may be found on the HTC website.

APPENDIX G: SERIOUS ALLEGATIONS THAT MUST BE REPORTED TO DISTRICT SUPERINTENDENT

The following are examples of serious sexual misconduct allegations of which the District Superintendent should be immediately informed:

- Any sexualized behavior with children or youth
- Any use of sexually explicit materials, physical or electronic
- Any sexually related crime that happens on church property or ministry context of the church
- Abuse of power resulting in sexual exploitation of another (using photographs of or stories of one person that may be sexualized and sharing with others)
- Manipulated or forced contact such as molestation, rape
- Sexual exhibitionism refers to both genital exposure to an un-consenting person and refers to purposefully placing oneself where others can see them during sexual activity
- Repetitive and/or severe harassment causing recipient to be hindered or threatened in work or ministry
- Repetitive minor allegations that continue after correction/resolution
- Repetitive refusal to follow local church and conference policies regarding child and youth safety policies and sexual ethics policies
- Any situation where you are unsure how to manage and need guidance

The following are examples of allegations that may not need reporting to the District Superintendent before the local policies and procedures are applied:

- Comments about clothing, appearance
- Uncomfortable personal space such as unwelcome front hug or getting too close to someone
- Disagreement about sexual or gender related topics or understandings
- Subtle acts of exclusion (SAE) such as not being invited into a conversation or event, or speech that makes assumptions about sexual/gender related topics

ITEM 2025-07: DISCONTINUATION OF UNITED CAMPUS FELLOWSHIP WESLEY FOUNDATION: NAVARRO COLLEGE

From: Rev. Stacey Piyakhun and Kenneth Wolverton on behalf of the Multiply Jesus Followers Team

Action: The Horizon Texas Annual Conference (the “Conference”) adopts the following resolution:

Whereas, the United Campus Fellowship Wesley Foundation: Navarro College (UCF Wesley: Navarro College) has been under assessment by the Smith Center for Evangelism (legacy Central Texas Conference) and the Multiply Jesus Followers Team (Horizon Texas Conference), as required by the Conference Board of Higher Education and Ministry in accordance with ¶ 633.4.d.17 of *The Book of Discipline of The United Methodist Church*;

Whereas, this thorough process has been conducted by speaking to students, staff, community members and campus ministry to evaluate the potential and future of the ministry, its financial position, its compliance with by-laws approved by the Central Texas Conference in 2014, and its alignment with the missional goals of the United Methodist Church and the annual conference; and

Whereas, the Conference Board of Higher Education and Ministry as fulfilled by the Smith Center (legacy Central Texas Conference) and Multiply Jesus Followers team (Horizon Texas Conference), and Bishop Saenz and the Cabinet have subsequently voted to discontinue the UCF Wesley: Navarro College,

Resolved, That the Horizon Texas Conference terminates our ongoing ministry at the United Campus Fellowship Wesley: Navarro College.

ITEM 2025-08: 2026 BUDGET

From: Council on Finance and Administration

Action: Approve the 2026 budget for the Horizon Texas Annual Conference of the UMC:

The Council on Finance and Administration (CF&A) recommends that the Annual Conference approve the following budget for the 2026 year. Comparisons to the 2025 budget passed at the Unification Conference in September 2025 are included. Since HTC officially began operations on January 1, 2025, actual amounts are not yet available. Supplemental information is included to communicate how funds will be spent in 2026.

Budget Highlights

A key to the successful launch of the Horizon Texas Conference is a bold plan to be Christ in the world and focus on local church growth. The Unification Conference passed a budget with a deficit of \$2.7 million. Conference staff made a commitment to bring a balanced budget for the 2027 year. Significant progress toward this goal was achieved in 2026 by identifying additional sources of revenue. The projected deficit for 2026 is \$31,000 for a 100% payout and \$849,000 for a 90% payout.

Apportionments and Connectional Giving. We also acknowledge the significant financial pressures in our local churches. The Unification Plan proposed an apportionment (connectional giving) formula to better reflect these realities in the local church. The 2025 apportionment calculation ensured every church received at least a 3% reduction, but the reductions were capped at 10%. The 2026 budget eliminated capped reductions. Over 70% of our churches will see a reduction in apportionments for 2026. Any increases to a church's apportionments from 2025 to 2026 are limited to 25%.

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The apportionment formula multiplies the reported local church giving through ACStats (Lines 52a, 52b, 52c, and 52h) by the apportionment factor, which remains unchanged at 7.5% from 2025. This is the lowest apportionment rate in the United States connection.

Non-apportioned Revenue. The Conference staff identified three outside sources of income: grant funding, fundraising, and earnings on funds. HTC is applying for grants to help accomplish the mission while using some of these grant funds to offset costs, such as salaries. Our camps and campus ministries are pursuing fundraising activities to increase revenue. As part of the legal requirements for unifying, all accounts are being reviewed to verify the amounts, the purpose of the funds, and if the funds, or their earnings, should be classified as restricted, designated, or unrestricted. This work has identified an additional, significant income stream – earnings on unrestricted funds.

Expenses. The proposed budget's expenses decreased by 3.14% from the 2025 budget due to three primary drivers. First, Strategic Priority Centers made “surgical” reductions in planned expenses to fulfill their ministry mandates as efficiently as possible. Second, the Centers identified restricted and designated funds to lower the requested amount from apportionments. Third, the General Council on Finance and Administration published an updated schedule, which decreased the General Church apportionment target. Also note that the General Church and Jurisdictional targets are paid at the same percentage rate as the local churches remit to the Conference.

Proposed Budget

The simplified budget is presented below. While payout rates of 100%, 95%, and 90% are shown, the vote is for the budget amounts at the 100% payout rate. The other rates are shown for illustrative purposes only, to indicate potential outcomes. Also note an adjustment for the General Church and Jurisdictional payouts to reflect potential reduced apportionments received from the local churches.

Income

Payout %	100.0%	95.0%	90.0%
Apportionments	\$ 12,385	\$ 11,766	\$ 11,147
Earnings Income	2,080	2,080	2,080
Grant Funding	200	200	200
Fund Raising	145	145	145
Total Income	\$ 14,810	\$ 14,191	\$ 13,572

Expenses

	2026	2025	Change
Strategic Priorities Total	\$ 5,221	\$ 5,594	\$ (373)
District Operations	\$ 2,129	\$ 2,068	\$ 61
Conference HQ	\$ 3,283	\$ 3,108	\$ 175
Gen Conf/SCJ Targets	\$ 4,208	\$ 4,552	\$ (344)
	\$ 14,841	\$ 15,322	\$ (481)

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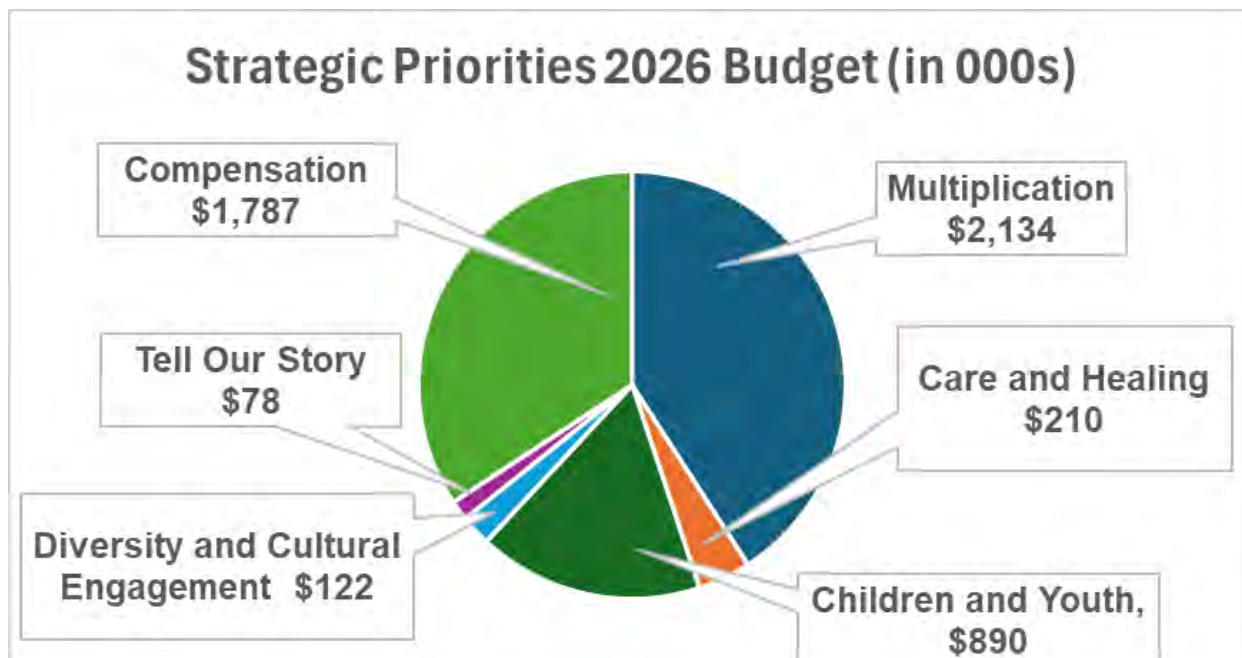
Projected Gain or (Deficit)

	<u>100.0%</u>	<u>95.0%</u>	<u>90.0%</u>
Total Income	\$ 14,810	\$ 14,191	\$ 13,572
Expenses	(14,841)	(14,841)	(14,841)
General Church Adjustment	<u>-0-</u>	<u>210</u>	<u>421</u>
Net Gain/(Deficit)	\$ (31)	\$ (440)	\$ (849)

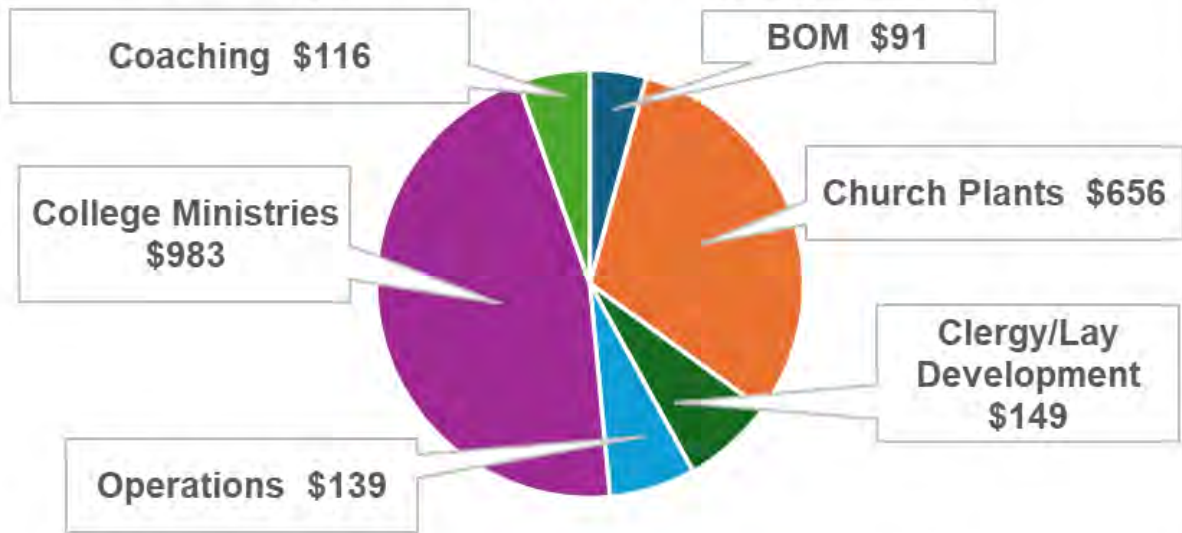
Supplementary Information

Strategic Priorities Budget Summary

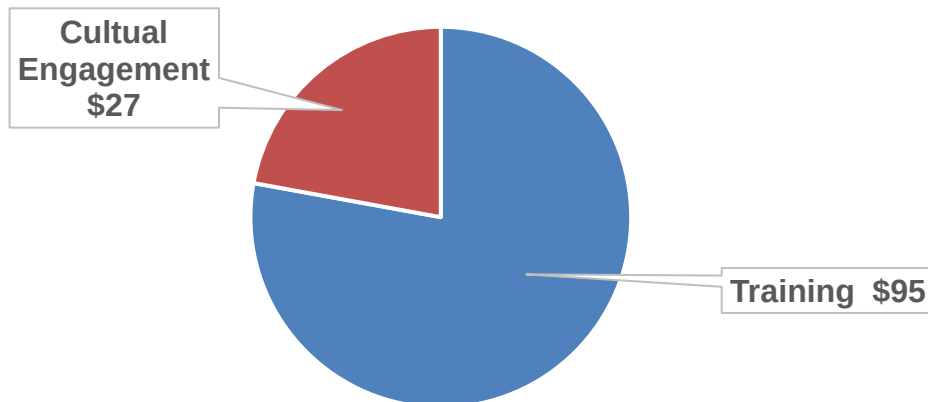
Center	2026	2025	Change
Multiplication	\$ 2,134	\$ 2,511	\$ (377)
Diversity and Cultural Engagement	122	127	(5)
Children and Youth	890	927	(37)
Care and Healing	210	217	(7)
Tell Our Story	78	62	16
Compensation	1,787	1,750	37
Strategic Priorities Total	\$ 5,221	\$ 5,594	\$ (373)



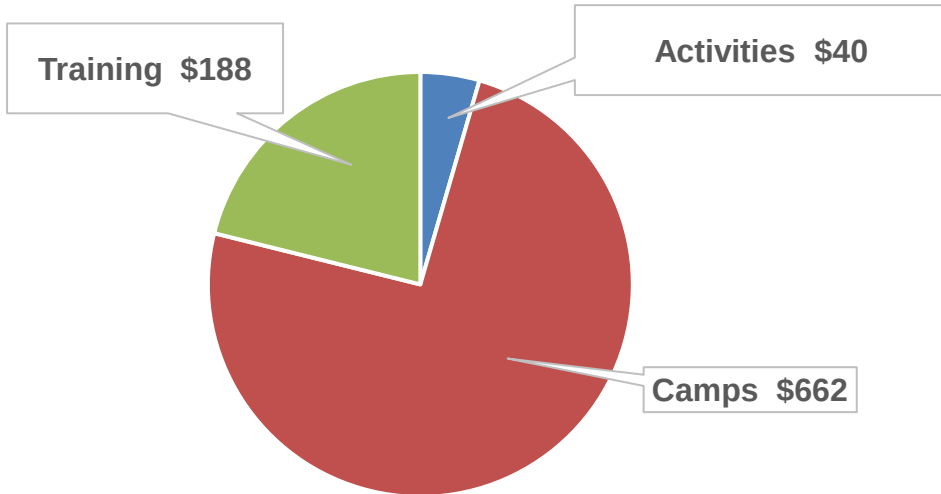
Multiplication 2026 Budget (in 000s)



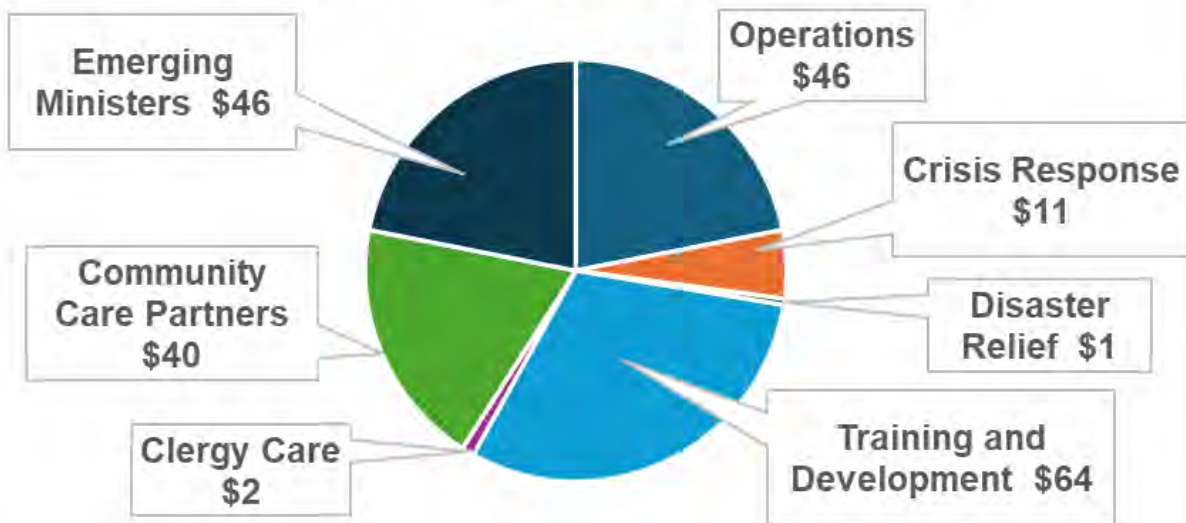
Diversity and Cultural Engagement 2026 Budget (in 000s)

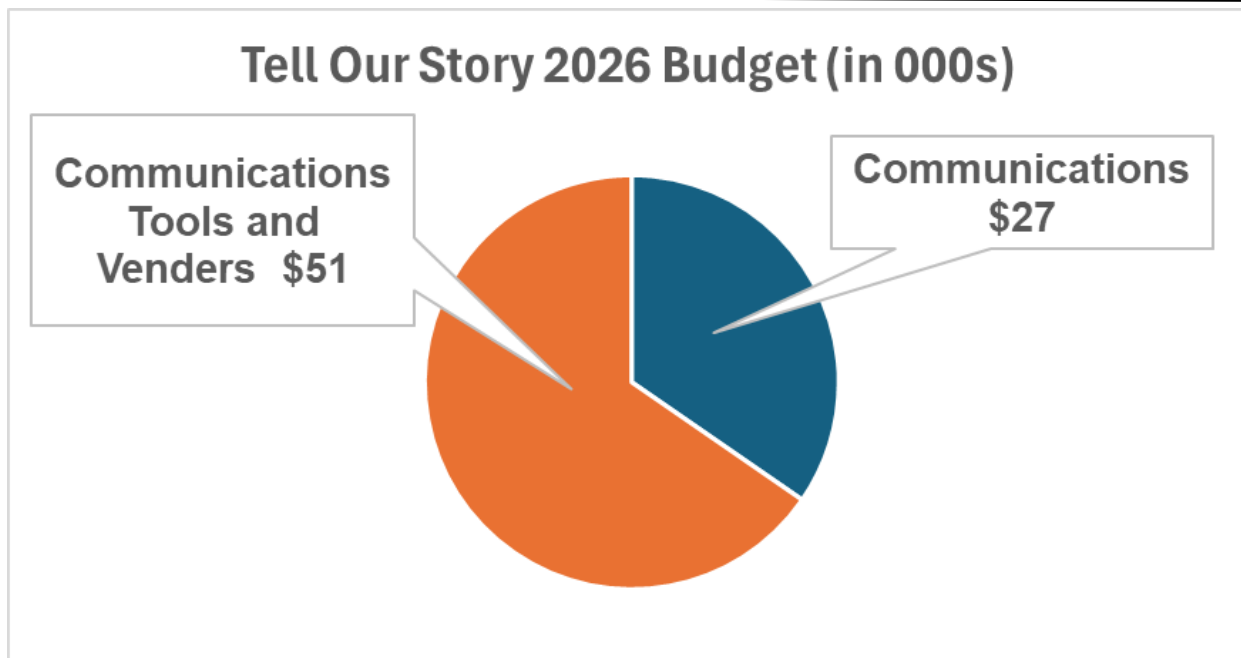


Children and Youth 2026 Budget (in 000s)



Care and Healing 2026 Budget (in 000s)





ITEM 2025-09: BUSINESS PRACTICES AND EXPENSE REIMBURSEMENT POLICIES OF THE HORIZON TEXAS CONFERENCE

From: Council on Finance and Administration

Background: The Horizon Texas Annual Conference (HTC) voted at the unifying conference to give the legacy conference Councils of Finance and Administration (CF&As) the authority to draft and finalize business practices.

Action: The Horizon Texas Annual Conference (the “Conference”) adopts the following resolution:

Whereas, the Unification Plan of the Horizon Texas Conference stated the membership would consist of two members each from the Board of Trustees, the Council of Finance and Administration, and the Board of Pension and Health Benefits, along with two members each from the Central Texas, North Texas, and Northwest Texas legacy conferences; it is therefore

Resolved, That the 2025 Horizon Texas Annual Conference affirms the action of the legacy conference’s CF&As business practices and expense reimbursement policies:

Method of Accounting. The Horizon Texas Conference uses accrual accounting to keep its books and financial statements.

Conference Fiscal Year. The fiscal year of the annual conference begins January 1 and runs through December 31.

Apportionments Calculated on the Conference Fiscal Year. The apportionments to the local churches shall be made based on the information provided during the previous conference fiscal year.

Conference Books. The conference treasurer’s accounting records (“books”) for receiving and crediting apportionments for the previous conference fiscal year shall be closed annually at noon on the second

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Monday after January 1. Any apportionment payments received by the conference treasurer after this time will be applied toward the conference apportionments for the new year that has just started.

Disposition of Earnings Interest Income. Any earnings, including interest income, earned on any funds, except as noted, managed by the conference treasurer shall be declared general funds of the Horizon Texas Annual Conference and administered by the conference council on finance and administration. Earnings from designated trusts, outside grants, and similar instruments will be directed to the areas specified in their documentation.

Contractual Obligations and Spending. No center or group shall financially obligate the Horizon Texas Conference. The board of trustees granted the chief financial officer this authority.

All centers and groups receive a budget approved by the prior annual conference. The approved budget may not be exceeded in total. In some cases, centers and groups may have access to account balances that rolled over from the previous year(s), designated funds, or restricted funds. If a significant new project or program is needed that was not approved within the budget from the previous annual conference, it must be presented and approved by the cabinet and then the council on finance and administration. If approved, the new item will be submitted to the LEAD Team for approval. No center or group shall include requests for funds other than those required for its operation or programs.

Annual Conference Appeals. When an application is submitted to the annual conference for the privilege of a conference-wide financial appeal, whether through special collections, campaigns, or other means, the application shall be referred to the council on finance and administration before final action is taken. The council on finance and administration shall investigate the application and its potential impact on the conference's other obligations and, based on the facts, make recommendations to the annual conference.

The bishop and the extended cabinet will recommend to the council on finance and administration where offerings from the annual conference gathering will be directed. The council on finance and administration will ratify or reject the suggestions prior to the annual conference gathering.

Auditing. Every year, the council on finance and administration shall nominate an auditing firm to audit the conference's financial statements. All institutions receiving financial support from the Annual Conference through direct apportionment or special offerings shall, if requested, submit audited financial statements to the council on finance and administration. The audited financial statements must reflect the receipt and disbursement of the financial support received from the annual conference. Such financial statements shall be provided to the council on finance and administration by October 1 of each year for the previous fiscal year.

Apportionments. The conference treasurer, with the assistance of the district superintendents, shall annually compute the apportionment amount for each church, according to the latest formula approved by an annual conference. By September 1, the conference treasurer shall provide the amounts for each church's apportionments for the upcoming year.

Ethical Fiscal Principles. The following ethical principles apply to the appropriation and disbursement of funds by the annual conference:

Restricted Funds. Funds received for a specific purpose by the donor, grantor, *Book of Discipline*, or other entity must be used strictly for the purpose(s) as stated in the accompanying documents. Such funds are **restricted** and must be maintained and accounted for in a separate financial institution account(s). These restricted funds will be administered efficiently, without waste or duplication, to achieve maximum effectiveness from using available funds. Any interest or returns earned on restricted funds will be directed to the areas specified by designated trusts, outside

grants, and other similar documents. If no direction of interest and returns are specified, the earned funds will be moved to the unrestricted funds available for approved budget items.

Designated Funds. The annual conference meeting may **designate** funds for a specific purpose through legislative action. Such funds may be kept with other unrestricted funds in the same financial institution account(s). When the specific purpose has been achieved, it will be reported to the annual conference. Any remaining funds may be undesignated through legislative action. Between annual conference meetings, the LEAD Team, as appropriate, may designate funds for a specific purpose. Such funds may only be undesignated through legislative action of the annual conference. Designated funds remain available for the specified use at the beginning of a new fiscal year, unless otherwise stated in the legislative action.

Unrestricted Funds. All other funds without a restricted or designated purpose are unrestricted and available to pay the conference's expenses and outlays as approved in the annual budget passed by the annual conference.

Sale of Annual Conference Property. Net proceeds from the sale of annual conference property are considered capital funds and should be applied to the intended use for the original property. If this is not feasible or practical, priority should be given to the most similar purpose for which the funds can be used effectively or capital improvements within reasonable geographical proximity. District boundary lines should not be the primary consideration; the entire community or metropolitan area should be considered. Likewise, funds received as indemnity for the loss or destruction of any capital assets of the annual conference should be treated as capital assets. They should be used for similar purposes if restoration of the property is feasible.

District Superintendent's Salary. The salary of a district superintendent shall be adjusted annually by the average percentage change in the base compensation of all full-time pastors appointed to serve local churches or appointments for which the conference is responsible, as calculated by the conference treasurer. Additionally, the personnel committee will evaluate the compensation level every five years in relation to the pastoral salaries of the Horizon Texas Conference and other annual conferences.

Clergy Move and Retirement Dates. The effective date for annual conference moves and clergy retirements is July 1. Thus, when a pastoral change is formally announced, the salary for the previous appointment shall be paid through June 30, and the salary for the new appointment shall begin on July 1. The official moving day for new appointments of the annual conference is the Thursday after the last Sunday in June. The first Sunday of the new appointment for affected clergy who are moving is the first Sunday in July.

Official Mileage and Tolls Reimbursement Conference Staff. Commuting miles and toll road charges to an employee's primary office location are not reimbursable. Miles traveled for official business in excess of commuting miles are reimbursed at the standard rate established by the Internal Revenue Service. The use of toll roads while on official business is discouraged but will be reimbursed when necessary.

Hotel Reimbursement Conference Staff. When required, lodging costs for official overnight travel are reimbursed. Employees refer to the General Services Administration (GSA) per diem lodging rates (not including taxes) for the maximum lodging amount. The lodging rate may be exceeded with approval from the conference treasurer. Local taxes will be reimbursed, but state lodging taxes will not be reimbursed since the conference is exempt from paying them.

Meal Reimbursement for Overnight Travel for Conference Staff. Employees on official overnight travel will follow the General Services Administration (GSA) meal and incidental per diem limits. Travelers receive 75% of the per diem amount on the first and last days of travel and 100% for the other days.

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Travelers would reduce their daily per diem requests when meals are provided. Receipts are not required. If travelers cannot stay within the GSA meal per diem limits, they must submit supporting documentation and request reimbursement from the Treasurer for their actual expenditures.

Mobile Phone Reimbursement Conference Staff. For the 2025 calendar year only, conference staff are eligible to request mobile phone reimbursement up to \$70 per month. Employees must submit adequate documentation supporting their portion of the monthly mobile phone bill. When the HTC office location is decided, the remote work and mobile phone reimbursement policies will be updated and revised.

Apportionment Payouts

The HTC will pay the General Church apportionments based on the amount received from local churches (the payout amount or percentage).

Staff Meals. Conference funds are not used to purchase food and meals for conference employees. An exception is granted for working lunches, during which the conference's business may continue during the meal period.

Conference-Provided Credit Card. All conference employees receive a credit card for official business. The credit card must be used for hotels, airline tickets, rental cars, and other travel expenses. It may also be used for meals and incidentals during overnight travel. Conference expenses paid for by other means (cash, personal credit card) must be submitted with supporting documentation with their reimbursement request. Conference employees must promptly submit their credit card receipts and travel expense reports within seven days of receiving their credit card charges.

Receipts and Reimbursement Schedule. All lay and clergy employees will be reimbursed for ordinary and necessary business expenses incurred in performing their responsibilities when they substantiate the amount with receipts, business purpose, date, and location where the expense was incurred. This substantiation must be provided to the conference treasurer within sixty (60) days of incurring the expense.

The individual must return to the conference office any amounts received above the substantiated expense within one hundred twenty (120) days of receipt. The conference office will not report any properly substantiated reimbursement payments as income on an individual's Form W-2.

ITEM 2025-10: AUDITOR FOR THE CONFERENCE ACCOUNTS AND FINANCIAL STATEMENTS

From: Council on Finance and Administration

Action: The Horizon Texas Annual Conference (the "Conference") adopts the following resolution:

Whereas, *The Book of Discipline* requires annual conferences to audit their financial statements annually;

Whereas, the 2025 audit will be the first audited statements of the Horizon Texas Conference;

Whereas, the three legacy conferences' December 31, 2024, ending balances are the January 1, 2025, opening balances for the Horizon Texas Conference; and

Whereas, the proposed independent auditor for 2025 has audited the financial statements for two legacy conferences for several years; it is therefore

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Resolved, That Ratliff and Associates, P.C. is selected to audit the conference accounts and financial statements for 2025.

ITEM 2025-11: CLERGY MOVING POLICY

From: Council on Finance and Administration

Action: The Horizon Texas Annual Conference (the “Conference”) adopts the following resolution:

Whereas, the legacy Central, North, and Northwest Texas Annual Conferences had distinct policies and procedures for covering moving expenses of clergy in the itinerant appointive system (“moving policy”). The Unification Conference passed legislation for a moving policy to be developed and presented at the 2025 Annual Conference;

Whereas, the unification start-up efforts consumed staffing resources, preventing a timely presentation of a new moving policy at the 2025 Annual Conference;

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 cabinet and clergy of the HTC will require guidance on the moving policy between July 1, 2025, and June 30, 2026; therefore, be it

Resolved, That from July 1, 2025, to January 31, 2026, for moves within the bounds of a single legacy conference, the moving policy of that legacy conference will be applied for moves from one legacy conference to another; and the cabinet will harmonize the moving policies of the legacy conferences involved in the most fair and equitable way possible;

Resolved, That the CFA will create and present a clergy moving policy to the LEAD Team for approval to be used in the 2026 appointment cycle; and

Resolved, That the clergy moving policy presented to the LEAD Team will be presented to the 2026 Horizon Texas Annual Conference for approval.

ITEM 2025-12: RESOLUTION REGARDING CTC “PRE-82 CAPITAL CAMPAIGN” FUNDS

Whereas, in 1986, Central Texas Annual Conference (CTC) provided for a capital campaign designated to provide for Pre-82 pension plan liability (the “Pre-82 Capital Campaign Funds”) and the 2023 CTC Journal described the campaign: “This fund represents the amounts collected from our 1986/87 capital funds campaign (\$966,112.00). Included in the beginning balance is investment earnings, which have been earned since funds have been placed on deposit. This fund is dedicated to funding our Pre-82 Pension Plan liability. Any change to this dedicated status could only take place by annual conference action, after consultation with Wespeth as to the impact on the Pre-82 Pension Plan” [2023 CTC Journal, page 174];

Whereas, consultation with Wespeth has revealed that the Pre-82 Pension Plan is adequately funded and is indeed overfunded, and does not need to be funded with the Pre-82 Capital Campaign Funds,

according to the Actuarial Valuation Reports for the Horizon Texas Conference prepared by Wespeth; and

Whereas, Horizon Texas Annual Conference (HTC) Board of Pensions and Health Benefits has reviewed the Actuarial Valuation Reports for HTC prepared by Wespeth and finds that the Pre-82 Capital Campaign Funds are not necessary to fund HTC's Pre-82 Plan obligations, it is therefore

Resolved, That CTC's Pre-82 Capital Campaign Funds are hereby de-designated and are deemed unrestricted funds, the use and spending of which shall be overseen by HTC's Council on Finance and Administration, Cabinet, Board of Trustees, and officers according to The Discipline, and as approved by the Horizon Texas Annual Conference.

ITEM 2025-13: RESOLUTION TO DESIGNATE RENTAL HOUSING ALLOWANCES FOR RETIRED OR DISABLED CLERGYPERSONS OF THE HORIZON TEXAS CONFERENCE

From: Board of Pensions and Health Benefits

Action: The Horizon Texas Annual Conference (the "Conference") adopts the following resolution:

Whereas, the religious denomination known as The United Methodist Church (the "Church"), of which the Horizon Texas Conference is a part, has in the past functioned and continues to function through Ministers of the Gospel (within the meaning of Internal Revenue Code section 107-see IRS publication 517) who were or are duly ordained, commissioned or licensed ministers of the Church ("Clergypersons");

Whereas, the practice of the church and this conference was and is to provide active clergypersons with a parsonage or a rental/housing allowance as part of their gross compensation;

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

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

Resolved, That an amount equal to 100% of the pension or disability payments received from plans authorized under the *Book of Discipline of The United Methodist Church* (the "Discipline"), which includes all such payments from Wespeth during the year 2026 by each active, retired, or disabled clergyperson who is or was a member of the conference or its predecessors, be and hereby is designated as a rental/housing allowance for each such clergyperson; and

Resolved, 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 and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespeth plan, annuity, or fund authorized under the Discipline, that result from any service a clergyperson rendered to this conference or that an active, a retired, or a disabled clergyperson of this conference rendered to any local church, annual conference of the church, general agency of the church, other institution of the church, former denomination that is now a part of the

church, or any other employer that employed the clergyperson to perform services related to the ministry of the church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such active, retired or disabled clergyperson's pension or disability as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a clergyperson'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 clergyperson's employer or other appropriate body of the church (such as this conference in the foregoing resolutions) for such year; (2) the amount expended by the clergyperson to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year. Each clergyperson, or former clergyperson, is urged to consult with their tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.

ITEM 2025-14: DE-DESIGNATING THE EARNINGS FROM THE OVERFUNDED PORTION OF THE RETIREE MEDICAL ACCOUNT FOR UNRESTRICTED USE BY THE CONFERENCE

From: Board of Pensions and Health Benefits, with concurrence from Council on Finance and Administration

Action: The Horizon Texas Annual Conference (the "Conference") adopts the following resolution:

Whereas, the Horizon Texas Conference seeks to utilize funding sources besides apportionments and connectional giving to minimize and eliminate deficits; and

Whereas, the Board of Pensions and Health Benefits acknowledges the actuarial report stating the Expected Postretirement Benefit Obligation for retiree medical expenses as of December 31, 2024, is \$14,037,734, and the amount of assets in the HTC Retiree Medical Account at Wespeth as of December 31, 2024, totaled \$48,039,051; it is therefore

Resolved, That the portion of the earnings (and only the earnings) in 2026 (and only in 2026) attributable to amounts in the Retiree Medical Account as of December 31, 2025 in excess of \$20,000,000 shall be re-designated as unrestricted funds of the Conference for use by the HTC Council on Finance and Administration, Cabinet, Board of Trustees, and officers according to The Book of Discipline, and as approved by the 2025 Horizon Texas Annual Conference.

ITEM 2025-15: RESOLUTION AUTHORIZING RECOMMENDATION REGARDING OFFICE LOCATION AND PROPERTY

From: Board of Trustees: affirmed by vote of the HTC Board of Trustees on March 24, 2025.

Action: To comply with Internal Revenue Service Revenue Ruling 75-22, 1975-1,49, as it relates to clergy housing, the Horizon Texas Conference (the "Conference") adopts the following resolutions regarding rental/housing allowances for active, retired, or disabled clergypersons of the Conference:

Whereas, the Legacy Conferences (Central Texas Annual Conference (CTC), North Texas Annual Conference (NTC), and Northwest Texas Annual Conference (NWTC)) have voted to merge into the

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Horizon Texas Annual Conference (HTC) and did indeed merge into the HTC on December 31, 2024 (the Merger);

Whereas, the members of the Horizon Texas Annual Conference authorized the formation of a Board of Trustees pursuant to *The Book of Discipline* to conduct the business of the Horizon Texas Annual Conference, including disposition of real property of the Legacy Conferences and HTC;

Whereas, pursuant to the Plan of Union and the Horizon Texas Unification Conference, the HTC BOT has authorized an Office Location Team to perform a review of existing office property of the Legacy Conferences and make a recommendation to the members of the Horizon Texas Annual Conference about HTC future needs and location;

Whereas, the NWTC has closed the NWTC Conference Office located at 1401 Ave M, Lubbock, Texas and has listed the property for sale, the NTC Conference Office is currently located at 500 Maplelawn, Plano, Texas, and the CTC Conference Office is currently located at 3200 Rosedale, Fort Worth, Texas. The BOT and its committee have reviewed costs of the current office properties and future requirements of the HTC; and

Whereas, the NTC Conference Office is owned and mortgaged with a remaining balance of approximately \$1 million and an estimated value of approximately \$5.75 million, requiring an annual cost of operation of approximately \$330,000. The NTC Conference office comprises 14,800 square feet, has 24 offices, six meeting rooms, one chapel and 72 parking spaces. The CTC Conference Office is leased through 2027, and such lease is already fully prepaid, requiring an annual cost of operation of approximately \$180,000. The CTC Conference Office comprises 12,800 square feet, has 23 offices, four meeting rooms, one prayer room and 36 parking spaces. The NWTC Conference Office is owned and paid off, and the building is currently listed for sale. The property rights to all Legacy Conference Offices have been transferred to HTC in the Merger. It is therefore

Resolved, That, after consideration of the above factors, the Office Location Team to the BOT recommends that Horizon Texas Annual Conference approve a listing for sale of the 500 Maplelawn, Plano Texas property, the continuation of the sale of the 1401 Ave M, Lubbock property, and a move of the HTC and any remaining Legacy Conference business to the 3200 Rosedale, Fort Worth, Texas office location, and that a continued evaluation for space needs and location for a permanent HTC office location be conducted by the BOT and its Office Location Team.

ITEM 2025-16: POLICY FOR CLOSED CHURCH PROPERTY DISPOSITION

From: Board of Trustees: *Affirmed by vote of the HTC Board of Trustees on March 24, 2025.*

Action: Approve policy

Policy for Closed Church Property Disposition

Unless the HTC Board of Trustees directs otherwise, any proceeds from the sale of closed church property acquired by the conference in accordance with *Discipline* ¶12549 shall be distributed in this order:

- 1) Retire any debts of the local church including mortgage and pension deficits which may have arisen out of failure of that church to make proportionate payment for support.
- 2) Reimburse the conference for any expenses incurred from maintaining the property before sale including utilities, repairs, insurance, and cleaning.

- 3) Reimburse the conference for any arrearages in apportionments for the last three years before the church closed.
- 4) Remaining proceeds are to be designated for funding initiatives in accordance with *Discipline* ¶2549.8.

ITEM 2025-17: POLICY RELATING TO REAL & PERSONAL PROPERTIES OF THE HTC

From: Board of Trustees: *Affirmed by vote of the HTC Board of Trustees on March 24, 2025.*

Action: The Horizon Texas Annual Conference (the “Conference”) adopts the following resolution relating to the real and personal properties as they relate to the uniting of various Methodist bodies:

Whereas, in 1939, the Methodist Episcopal Church (M.E.C), the Methodist Episcopal Church, South (M.E.C.S), and the Methodist Protestant Church (M.P.C.) united to form the Methodist Church, and the properties of the uniting churches, both real and personal became the properties of the Methodist Church;

Whereas, in 1968 the Methodist Church and the Evangelical United Brethren Church united to form The United Methodist Church and the properties of the uniting churches, both real and personal became the properties of The United Methodist Church;

Whereas, the Central Texas Annual Conference, the North Texas Annual Conference, and the Northwest Texas Annual Conference merged to form the Horizon Texas Annual Conference on December 31, 2024 and the assets of the Central Texas Annual Conference, the North Texas Annual Conference, and the Northwest Texas Annual Conference are transferred to the Horizon Texas Annual Conference; and

Whereas, the properties of The United Methodist Church that lay within the bounds of the Horizon Texas Annual Conference of The United Methodist Church are held in trust by the Conference for The United Methodist Church, now therefore be it

Resolved, That the Horizon Texas Annual Conference authorizes and empowers the Horizon Texas Conference Board of Trustees to retain, sell, lease, or otherwise dispose of the property of a closed local church within the geographic boundaries of the conference in accordance with the *Discipline*; and

Resolved, That the Horizon Texas Annual Conference authorizes and empowers the Horizon Texas Conference Board of Trustees to designate an officer of the board or an officer of the Corporation to execute any contract, deed, bill of sale, mortgage, or other necessary written instrument needed to implement any action the board of trustees has authorized regarding annual conference property.

ITEM 2025-18: RESOLUTION REGARDING PROPERTY ENTITY OWNED BY HTC

From: Board of Trustees: *Affirmed by vote of the HTC Board of Trustees on April 3, 2025 and by vote of the Council of Finance and Administration on April 30, 2025.*

Action: The Horizon Texas Annual Conference (the “Conference”) adopts the following resolution

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Whereas, by virtue of Sections 1.2 (iii) and (iv) of the Merger Agreement effective as of December 31, 2024 and agreed to by HTC and the Legacy Conferences, HTC agreed to assume ownership of all assets of the Legacy Conferences, including the assumption of Conference-Designated real property assets insofar as they may be assigned to and assumed by HTC (the “HTC Real Property Assets”); and

Whereas, upon advice of counsel and the staff and chancellor of HTC, the Board of Trustees of HTC have determined that it is expedient and appropriate to transfer a portion of the HTC Real Property Assets into a separate tax-exempt entity owned and controlled by HTC in order to limit liability and other risks associated with the ownership of real property by HTC (the “HTC Property Entity”); it is therefore

Resolved, That an HTC Property Entity be established to hold certain real property owned by HTC, to be controlled by and through the Board of Trustees of HTC, insured by HTC, and otherwise maintained by HTC and its officers under the policies set by the Annual Conference and the Board of Trustees, and in accordance with *The Discipline*, the Bylaws of HTC, and applicable law.

ITEM 2025-19: RESOLUTION REGARDING CONFERENCE-DESIGNATED FUNDS

From: Board of Trustees: Affirmed by vote of the HTC Board of Trustees on April 3, 2025, and by vote of the Council of Finance and Administration on April 30, 2025.

Action: The Horizon Texas Annual Conference (the “Conference”) adopts the following resolution

Whereas, the Legacy Conferences maintained certain funds that were Conference-Designated for programs and ministries of the Legacy Conferences;

Whereas, the Unification Plan of the new Horizon Texas Annual Conference provided that the “new unified conference celebrates and multiplies the existing impactful ministries already taking place in all three conferences and offers increasing opportunities to birth new ones,” and thus the existing ministries and programs are meant to be harmonized in order to celebrate and multiply the opportunities available;

Whereas, by virtue of Sections 1.2 (iii) and (iv) of the Merger Agreement effective as of December 31, 2024 and agreed to by HTC and the Legacy Conferences, HTC agreed to assume ownership of all assets of the Legacy Conferences, including the assumption of Conference-Designated fund assets insofar as they may be assigned to and assumed by HTC; and

Whereas, the Cabinet, the Board of Trustees, the CF&A, and legal counsel of HTC have researched and continue to research funds designated by the Legacy Conferences as ‘Conference Designated’ and recommend that any such funds that were Conference Designated at the Legacy Conferences continue to be Conference Designated by the Horizon Texas Annual Conference and grouped to serve the mission of the Horizon Texas Annual Conference; it is therefore

Resolved, That the Conference-Designated funds of the Legacy Conferences be designated as ‘Conference Designated’ in the books and records of HTC, the use and spending of which shall be overseen by the Cabinet, Board of Trustees, and officers of HTC according to *The Discipline*, and as approved by the Horizon Texas Annual Conference.

ITEM 2025-20: RESOLUTION REGARDING DONOR-RESTRICTED FUNDS

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From: Board of Trustees: Affirmed by vote of the HTC Board of Trustees on April 3, 2025, and by vote of the Council of Finance and Administration on April 30, 2025.

Action: The Horizon Texas Annual Conference (the “Conference”) adopts the following resolution:

Whereas, the Legacy Conferences maintained certain donor-restricted funds and those donor restrictions still exist and must be honored by the Horizon Texas Annual Conference of The United Methodist Church (“HTC”);

Whereas, by virtue of Sections 1.2 (iii) and (iv) of the Merger Agreement effective as of December 31, 2024 and agreed to by HTC and the Legacy Conferences, HTC agreed to assume ownership of all assets and further to assume responsibility for all liabilities of the Legacy Conferences, including the assumption of donor-restricted fund assets and any fiduciary responsibilities thereto insofar as they may be assigned to and assumed by HTC; and

Whereas, the Cabinet, the Board of Trustees, the CF&A, and legal counsel of HTC have researched and continue to research funds designated by the Legacy Conferences as ‘donor-restricted funds’ and recommend that any such funds that were donor restricted at the Legacy Conferences continue to be designated by the Horizon Texas Annual Conference as Donor Restricted Funds, to be maintained and overseen by the Board of Trustees and the HTC officers; it is therefore

Resolved, That the donor-restricted funds of the Legacy Conferences be designated as ‘Donor Restricted’ in the books and records of HTC, the use and spending of which shall be overseen by Board of Trustees and officers of HTC according to *The Discipline* and applicable law and as approved by the Horizon Texas Annual Conference, and in compliance with the restrictions placed upon the use of the Donor-Restricted Funds by the Donor and any applicable restriction documentation.

ITEM 2025-21: DISCONTINUANCE OF CUMBY UMC OF THE EAST DISTRICT

From: Rev. Cassie Wade, East District Superintendent

Action: The Horizon Texas Annual Conference (the “Conference”) adopts the following resolution:

Whereas, Cumby United Methodist Church is located in Hopkins County, Texas, in the East District of the Horizon Texas Conference;

Whereas, District Superintendent Cassie Wade has guided the congregation in an assessment of its potential as outlined in ¶213 (¶2549.2(1)) of the *2020-24 Discipline*;

Whereas, the district superintendent and the congregation have concluded that the congregation can no longer serve the purpose for which it was organized or incorporated;

Whereas, on September 1, 2024, a Church Conference was convened and voted to discontinue the local church;

Whereas, in accordance with ¶2549.4b and upon the recommendation of the District Superintendent, Rev. Cassie Wade, the following consents were given:

- Bishop Ruben Saenz Jr. and a majority of the district superintendents on 09/03/2024;
- The East District Board of Church Locations and Buildings on 09/03/2024;

Whereas, the final worship service was held on September 29, 2024; and,

Whereas, all proper Disciplinary requirements have been complied with; it is therefore

Resolved, That Cumby United Methodist Church be discontinued effective September 30, 2024, and all its property transferred to the Horizon Texas Conference of the United Methodist Church, or its successors, for disposition as the Conference Board of Trustees may deem in the best interest of the conference; and

Resolved, That the Horizon Texas Conference Board of Trustees, or its successors, be authorized, in its discretion, to distribute the items of the property which may be best used by other churches to such churches, and to sell all other property with the net proceeds distributed in accordance with HTC policy.

ITEM 2025-22: DISCONTINUANCE OF ST. MARK'S UMC OF THE METRO EAST DISTRICT

From: Rev. Edlen Cowley, Metro East District Superintendent

Action: The Horizon Texas Annual Conference (the "Conference") adopts the following resolution

Whereas, St. Mark's United Methodist Church of Mesquite is located in Dallas County, Texas, in the Metro East District of the Horizon Texas Conference;

Whereas, District Superintendent Edlen Cowley has guided the congregation in an assessment of its potential as outlined in ¶213 (¶2549.2(1)) of the *2020-24 Discipline*;

Whereas, the district superintendent and the congregation have concluded that the congregation can no longer serve the purpose for which it was organized or incorporated;

Whereas, on July 29, 2024, a Church Conference was convened and voted to discontinue the local church; and,

Whereas, all proper Disciplinary requirements have been complied with; it is therefore

Resolved, That St. Mark United Methodist Church be discontinued effective November 3, 2024, and all its property transferred to the Horizon Texas Conference of the United Methodist Church, or its successors, for disposition as the Conference Board of Trustees may deem in the best interest of the conference; and

Resolved, That the Horizon Texas Conference Board of Trustees, or its successors, be authorized, in its discretion, to distribute the items of the property which may be best used by other churches to such churches, and to sell all other property with the net proceeds distributed in accordance with HTC policy.

ITEM 2025-23: DISCONTINUANCE OF LAKESIDE UMC OF THE MID-SOUTH DISTRICT

From: Rev. Danny Tenney, Mid-South District Superintendent

Action: The Horizon Texas Annual Conference (the "Conference") adopts the following resolution

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Whereas, Lakeside United Methodist Church is located in Freestone County, Texas, in the Mid-South District of the Horizon Texas Conference;

Whereas, Lakeside United Methodist Church voted to discontinue effective December 13, 2024;

Whereas, the district superintendent and the cabinet have consented; and,

Whereas, all proper Disciplinary requirements have been complied with; it is therefore

Resolved, That Lakeside United Methodist Church be discontinued effective December 13, 2024.

ITEM 2025-24: DISCONTINUANCE OF FIRST UMC OF TOM BEAN OF THE MID-NORTH DISTRICT

From: Rev. Debra Hobbs Mason, Mid-North District Superintendent

Action: The Horizon Texas Annual Conference (the “Conference”) adopts the following resolution

Whereas, First United Methodist Church of Tom Bean is located in Grayson County, Texas, in the Mid-North District of the Horizon Texas Conference;

Whereas, First United Methodist Church of Tom Bean voted to discontinue effective December 13, 2024;

Whereas, the district superintendent and the cabinet have consented; and,

Whereas, all proper Disciplinary requirements have been complied with; it is therefore

Resolved, That First United Methodist Church of Tom Bean be discontinued effective December 13, 2024.

ITEM 2025-25: DISCONTINUANCE OF LAUREL STREET UMC OF THE WEST DISTRICT

From: Rev. Tom Long, West District Superintendent

Action: The Horizon Texas Annual Conference (the “Conference”) adopts the following resolution

Whereas, Laurel Street United Methodist Church of Dublin is located in Erath County, Texas, in the West District of the Horizon Texas Conference;

Whereas, District Superintendent Tom Long has guided the congregation in an assessment of its potential as outlined in ¶213 (¶2549.2(1)) of the *2020-24 Discipline*;

Whereas, the district superintendent and the congregation have concluded that the congregation can no longer serve the purpose for which it was organized or incorporated;

Whereas, on November 11, 2024, a Church Conference was convened and voted to discontinue the local church effective December 15, 2024; and,

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Whereas, all proper Disciplinary requirements have been complied with; it is therefore

Resolved, That Laurel Street United Methodist Church be discontinued effective December 15, 2024, and all its property transferred to the Horizon Texas Conference of the United Methodist Church, or its successors, for disposition as the Conference Board of Trustees may deem in the best interest of the conference;

Resolved, That the Horizon Texas Conference Board of Trustees, or its successors, be authorized, in its discretion, to distribute the items of the property which may be best used by other churches to such churches, and to sell all other property with the net proceeds distributed in accordance with HTC policy; and

Resolved, That the membership of the remaining congregation of Laurel Street UMC at the time of this action be transferred to Hico UMC and that all official records of the discontinued church be forwarded to the Horizon Texas Conference archives, or its successors.

ITEM 2025-26: DISCONTINUANCE OF WAYSIDE UMC OF THE NORTHWEST DISTRICT

From: Rev. Tom Long, Northwest District Superintendent

Action: The Horizon Texas Annual Conference (the “Conference”) adopts the following resolution

Whereas, Wayside United Methodist Church is located in Armstrong County, Texas, in the Northwest District of the Horizon Texas Conference;

Whereas, District Superintendent Tom Long has guided the congregation in an assessment of its potential as outlined in ¶213 (¶2549.2(1)) of the *2020-24 Discipline*;

Whereas, the district superintendent and the congregation have concluded that the congregation can no longer serve the purpose for which it was organized or incorporated;

Whereas, on February 2, 2025, a Church Conference was convened and voted to discontinue the local church effective immediately; and,

Whereas, all proper Disciplinary requirements have been complied with; it is therefore

Resolved, That Wayside United Methodist Church be discontinued effective February 2, 2025, and all its property transferred to the Horizon Texas Conference of the United Methodist Church, or its successors, for disposition as the Conference Board of Trustees may deem in the best interest of the conference;

Resolved, That the Horizon Texas Conference Board of Trustees, or its successors, be authorized, in its discretion, to distribute the items of the property which may be best used by other churches to such churches, and to sell all other property with the net proceeds distributed in accordance with HTC policy; and

Resolved, That the membership of the remaining congregation of Wayside UMC at the time of this action be transferred to Vigo Park UMC and that all official records of the discontinued church be forwarded to the Horizon Texas Conference archives, or its successors.

ITEM 2025-27: SCHEDULE OF EQUITABLE COMPENSATION FOR CLERGY MEMBERS

From: Commission on Equitable Compensation

Action: Approve the Schedule of Equitable Compensation for Clergy Members

The proposed compensation rates outlined below will take effect from January 1, 2026, through December 31, 2026. The rates for the year 2025 will remain applicable until December 30, 2025.

We acknowledge that recommending an 8% reduction in the minimum base salary for provisional elders and associate members from the previous 2025 rates represents a difficult decision, one that we do not take lightly. This adjustment is intended to promote the financial sustainability of our churches while addressing the rising cost of living and the budgetary constraints we currently face within the Horizon Texas Conference. We encourage our congregations to consider compensating above the minimum level wherever feasible.

We deeply value the dedication and commitment each of you brings to your ministry and recognize the challenges associated with this transition. Economic factors, including shifts in giving patterns and increased operational expenses, have led us to make these difficult choices. Our primary objective remains the establishment of equitable compensation across all levels of clergy while being responsible stewards of the resources entrusted to our care. We sincerely appreciate your understanding and continued commitment to our shared mission. Additionally, we hope that adjustments to tenure payments will serve to alleviate some of the financial impact felt by clergy members who have served for five years or more.

The schedule of equitable compensation base salary amounts for HTC clergy serving full-time in 2026 is as follows:

Members in Full Connection	\$53,357
Provisional Members	\$49,089
Associate Members	\$49,089
Full-Time Local Pastors	\$47,116

Tenure Payments: Members in Full Connection, Associate Members, and Full-Time Local Pastors shall be eligible to receive \$300 annually for each year of service after five years, up to a maximum of ten years. This provision includes service time from their previous legacy conference.

Multi-Charge Stipend: Pastors who serve in multi-point charges will receive an annual stipend of \$200 for the second church and \$100 each for the third to fifth additional churches.

The equitable compensation base includes:

- Base salary
- Other kinds of cash compensation such as bonuses, payments to private investments programs and the like.
- Utilities paid by the local church
- 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

Base Salary Compensation does not include

- Housing allowance,
- Accountable reimbursement plans that simply reimburse expenses incurred in the performance of pastoral service, such as travel expenses, etc.
- Health Insurance
- Church Contributions to Clergy Retirement Plan
- Continuing education

ITEM 2025-28: POLICY REGARDING CLERGY HOUSING AND PARSONAGE STANDARDS

From: Commission on Equitable Compensation

Action: Approve the Policy Regarding Clergy Housing and Parsonage Standards

In our ever-evolving world, we recognize that clergy today must be more than just preachers, as circuit riders once were. They must also serve as resident pastors and active, responsible members of their communities. To support them in this vital role and attract dedicated individuals into ministry, it is essential for the church to provide living conditions that foster a sense of stability and well-being. It is the congregation's collective duty to create a welcoming and supportive environment for the parsonage family. Doing so, the congregation provides a foundation that allows the pastor to focus their energies on serving the congregation and community wholeheartedly.

The condition of the parsonage reflects on both the congregation and the pastor, and it should be maintained in a way that inspires pride among all involved. Just as we hope for our church to be a gathering place of comfort and warmth, we encourage pastors to treat the parsonage with the same care and respect as their own home, recognizing that they are caretakers for future families who will reside there.

In this section regarding housing standards, including housing allowances and parsonage guidelines, the term 'itinerant clergy' refers to ordained elders, provisional elders, and associate members in full-time service (2020/2024 *Book of Discipline* ¶338). "Recognizing that BOD ¶331.10b does not list housing as part of the compensation package of a deacon, it is strongly recommended that the Pastor-Parish Relations, and the District Superintendent consider costs relating to housing for deacons, whose primary appointment is the local church, appointed to local churches as the compensation package is developed and set." Likewise, in consultation with the Pastor-Parish Relations Committee (PPRC), the District Superintendent should consider costs relating to housing for local pastors as the compensation package is developed and set.

We understand that the size and makeup of clergy families, along with the housing that local churches provide, play a crucial role in their well-being. This directly impacts the effectiveness and happiness of our clergy. Although we acknowledge that no single housing arrangement will ever fit the unique needs of every clergy family and church, we are dedicated to finding the best possible solutions to serve all.

Housing Allowances

While parsonages have historically served as the primary means of housing for clergy families, there are circumstances in which a housing allowance may represent a more effective and efficient alternative. It is vital to recognize that when a clergy family purchases a home, they may encounter financial challenges and complications related to the sale of the property during a transition in appointments. Furthermore, it is important to note that the provision of a housing allowance does not influence the pastor's tenure; it does not increase or decrease the potential duration of a pastorate.

- 1) Should a local church elect to provide a housing allowance, the amount should be sufficient to cover the rental, leasing, or purchase of housing that complies with the parsonage standards established by the annual conference. Allowances should be at least equivalent to 35% of the equitable Base Salary Compensation.
- 2) A separate utility allowance shall be provided where applicable.
- 3) The housing and utility allowances shall be reviewed annually to ensure adequacy, considering cost-of-living adjustments and market conditions.
- 4) The District Superintendent, in consultation with the Pastor-Parish Relations Committee (PPRC), is responsible for ensuring compliance with this standard.
- 5) The housing allowance must be designated in writing before the beginning of each calendar year for tax purposes.
- 6) Churches should provide clergy with guidance and resources for securing housing that aligns with conference housing standards.

Parsonage Standards for Local Churches

Section I: Location

The location of a new parsonage is incredibly important for ensuring the clergy family's safety, convenience, and privacy.

- The parsonage should be in a residential neighborhood, ensuring privacy and accessibility.
- It should not be adjacent to the church or on a major thoroughfare unless no other suitable options are available.
- The location should allow for reasonable access to schools, medical facilities, and essential community services.
- Parsonages should be situated within a reasonable commuting distance of the appointed church to ensure accessibility to congregational needs

Section II: Size of Building and Living Areas

New or remodeled parsonages must be spacious enough to accommodate the pastor's family comfortably and offer room for hosting guests. We want to emphasize that the current family living in the parsonage is not the only one who will call it home; it is essential that the house is adaptable for various family sizes and situations. Additionally, we encourage thoughtful consideration to ensure that facilities are fully accessible for individuals with disabilities per the standards established in the *2020/2024 Book of Discipline*, ¶12544.4.b. We hope these standards reflect our commitment to supporting all clergy families.

- 1) Minimum of 1,800 square feet, preferably at least 2,000 square feet.
- 2) At least three bedrooms, with four recommended.
- 3) At least two full bathrooms.
- 4) One or more living areas.
- 5) A separate dining area capable of seating at least six people.
- 6) Adequate closet and storage space.
- 7) A two-car garage or covered carport.
- 8) A fenced backyard for children and pets.
- 9) A dedicated office or study space for the clergy.
- 10) If a basement or storm shelter is available, it should be accessible and in good condition.
- 11) Reasonable accommodations for Electric vehicles should be considered if a clergy has an EV. (A level 2 charger is preferable)

Section III: Required Equipment

A. Health and Safety

- 1) Adequate supply of hot and cold water in all bathrooms, the kitchen, and laundry areas.

- 2) Adhere to proper sewage disposal practices in accordance with the standards established by local and state health departments.
- 3) Fire extinguisher in the kitchen, which must be inspected annually to ensure its operational readiness.
- 4) Automatic central heating and air conditioning system to maintain appropriate indoor conditions.
- 5) Bathroom heating units and hot water heaters should be protected; if they are not electric, they must be properly vented in compliance with applicable codes.
- 6) Smoke detectors in the kitchen, living room, laundry room, and all bedrooms to enhance safety.
- 7) Carbon monoxide detectors unless the parsonage operates entirely on electric systems.
- 8) It is recommended that a lead paint disclosure be furnished for any parsonages constructed prior to 1978.
- 9) A security system should be considered for safety and protection of clergy families.
- 10) Adequate outdoor lighting and entryway security features.

B. Kitchen with a Well-Planned Work Area

- 1) Cooking area that includes a range or built-in cooking units, sufficient counter space, and an exhaust hood with fan provisions.
- 2) The sink area is complete with a modern double-bowl sink and adequate drain space to facilitate efficient usage.
- 3) Large automatic refrigerator that includes a freezer unit.
- 4) All rooms contain the requisite electrical outlets as per code requirements.
- 5) Well-equipped kitchen with sufficient storage capacity for dishes, utensils, and food pantry items.
- 6) Built-in dishwasher to enhance kitchen efficiency.
- 7) Laundry room that is designed for a properly vented washer and dryer to ensure functionality and safety.
- 8) Technology infrastructure capable of supporting high-speed Internet with sufficient capacity for either streaming television or the availability of other add-on television services when available in the area.

C. Furnishings

- 1) The responsibility for furnishing all living, family, dining, and bedroom areas shall rest with the resident parsonage family.
- 2) The church shall provide window coverings, drapes, curtains, or blinds that ensure privacy within the premises.
- 3) If the parsonage family is expected to maintain the lawn, the church shall supply all requisite tools, including a weed eater and a mower (self-propelled or riding, based on yard size). Additionally, the church shall provide water hoses, a ladder, and garbage receptacles, as necessary.

Section IV: Parsonage Maintenance and Responsibilities

A. Church Responsibilities

The local church Board of Trustees is responsible for all major repairs and annual maintenance.

- 1) **Repair Budget:** A church shall maintain a responsible financial plan for regular upkeep and emergency repairs.
- 2) **Annual Inspection:** The Trustees, PPRC Chair, and pastor must conduct an annual inspection and submit a report to the Charge Conference.
- 3) **Upgrades:** Parsonages should be repainted, re-carpeted, or upgraded as needed, particularly during pastoral transitions.
- 4) **Safety Compliance:** The church must ensure compliance with local housing and safety codes.
- 5) **Structural Repairs:** Churches are responsible for structural repairs, including plumbing, electrical, HVAC, roofing, and foundation issues.
- 6) **Pest Control:** Pest control services should be provided at least quarterly per year.

- 7) **Lawn care:** Churches should provide lawn care or negotiate maintenance responsibilities with clergy families.
- 8) **Parsonage Book/Digital File:** It is recommended that the parsonage committee prepare and keep up to date a record in which are placed all guarantees, repair parts lists, and the instructions for use of equipment belonging in the parsonage. The record should also indicate when and from whom purchased and whom to call for service. Also, this book or digital file may well contain a list of whom to call for various reasons, where to find various items, when and by whom various improvements were made, and other information helpful to an incoming minister.
- 9) **Insurance:** The trustees shall ensure that the church-owned house and church-owned contents are insured for at least 80% of replacement cost against fire, wind, and other hazards. Public liability insurance should be carried on parsonage property. Tenant homeowner's insurance is available for all ministers who desire to cover personal possessions and liability.
- 10) **Utility Deposits:** Should be made in the church's name.

B. Clergy Responsibilities

- 1) Clergy are responsible for minor upkeep and routine cleaning.
- 2) The clergy family must address any damage beyond normal wear and tear (e.g., pet damage).
- 3) Clergy must leave the parsonage in good condition upon vacating the residence.
- 4) The clergy should promptly notify the Trustees of any maintenance needs.
- 5) The clergy must not make unauthorized alterations to the property without prior approval from the Trustees.
- 6) Clergy must follow parsonage use guidelines regarding guests, pets, and home businesses.
- 7) The clergy must maintain renters' insurance to cover personal belongings.

Section V: Moving and Transition Provisions

- 1) Clergy transitioning appointments shall coordinate with the church Trustees for move-in and move-out inspections.
- 2) The church is responsible for paying the cost of utilities and deposits, except for personal long-distance calls.
- 3) Moving expenses may be reimbursed in accordance with conference guidelines.
- 4) A checklist for parsonage conditions and inventory should be maintained for transitions.
- 5) Churches must ensure the parsonage is professionally cleaned before a new clergy family moves in.
- 6) Clergy should be given a reasonable transition period to vacate the parsonage after appointment changes.
- 7) A clear communication process should be established for handling moving-related concerns.

VI. Special Considerations

A. Clergy Couples

We understand that the roles of clergy couples in The United Methodist Church are unique and come with specific challenges. The General Conference has clarified that housing is not classified as compensation for pastors. When two pastors who are married to each other are appointed to neighboring charges, and it is reasonable for them to live together in the same parsonage, it is important to note that neither pastor will receive a housing allowance or rent for any unused parsonage. However, we recognize that every situation is unique.

- 1) If two clergy are married and appointed to neighboring charges, housing responsibilities will be negotiated with the District Superintendent.
- 2) Each church involved in the appointment should contribute fairly to the housing arrangement.
- 3) Housing arrangements should consider both clergy members' ministry needs and travel logistics.

B. Death of or Unexpected Circumstances Involving a Clergy Member Living in a Parsonage

In the heartbreaking event of a clergy member's passing or an unforeseen situation that requires an immediate change in pastoral appointment, we want to ensure that the clergy family living in the parsonage feels supported and cared for. We encourage open and compassionate communication among the clergy family, the local church Pastor-Parish Relations Committee, the District Superintendent, and the Cabinet. During such a challenging time, we are committed to standing by our clergy families and supporting them as they navigate this difficult journey.

- 1) In the event of a clergy member's death, the surviving spouse and family may remain in the parsonage for up to 60 days while transition arrangements are made.
- 2) If a clergy member becomes disabled, reasonable modifications shall be made to the parsonage to accommodate their needs.
- 3) Clergy families facing long-term disability-related housing challenges should be connected with conference resources for additional support.

C. Parsonages for Clergy with Special Needs

- 1) If an appointed clergy member or a family member has a disability, reasonable accommodations should be made to ensure accessibility.
- 2) Churches should proactively assess parsonages for potential modifications to increase accessibility before clergy assignments in line with the standards established in the *2020/2024 Book of Discipline*, ¶ 2544.4.b.

Section VII: Compliance and Review

- 1) The District Superintendent, PPRC, and Trustees are responsible for ensuring compliance with this policy.
- 2) Local church PPRC and Trustees should receive training on the proper management and upkeep of clergy housing.
- 3) This policy shall be reviewed every five years or as necessary to reflect changing needs and best practices.
- 4) Any disputes regarding housing arrangements should be mediated by the District Superintendent in consultation with the Conference Board of Trustees.
- 5) The conference will maintain a list of recommended contractors and service providers for parsonage repairs and renovations.

ITEM 2025-29: ELIGIBILITY REQUIREMENTS FOR SUBSIDY FROM EQUITABLE COMPENSATION FUND

From: Commission on Equitable Compensation

Action: Approve the Eligibility Requirements for Subsidy from Equitable Compensation Fund

Clergy Eligibility

- Equitable Compensation Subsidy is available to pastors in charge alone
- Full-time clergy serving in associate or staff positions are NOT eligible for Equitable Compensation subsidy but are granted minimum equitable Base Salary Compensation according to Judicial Council Decision #807.
- The following full-time clergy are eligible for Equitable Compensation subsidy:
 - o Elders in Full Connection,
 - o Associate Members,
 - o Provisional Members and
 - o Full-time Local Pastors.

- o In addition, qualifying clergy who are appointed less than full time under provisions of ¶ 338.2 of *The Book of Discipline 2016* may be eligible as well 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.
- 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 Salary Compensation amount according to the schedule of equitable compensation. Deacons who agree to serve in full-time appointments for less than minimum Base Salary Compensation must sign a statement agreeing to this compensation and that agreement 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.

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 Department.
- A subsidy may be granted for up to 25% of the minimum Base Salary Compensation amount.
- Application must be submitted through District Office for review by the Commission on Equitable Compensation. If the application is approved, the Commission will notify the Stewardship Department to ensure payment is made accordingly.

ITEM 2025-30: 2025 EQUITABLE COMPENSATION BUDGET RECOMMENDATION

From: Commission on Equitable Compensation

Action: Approve the 2025 Equitable Compensation Budget Recommendation

The Commission on Equitable Compensation recommends a budget of \$200,000 to fund equitable compensation subsidies for clergy appointments in the Horizon Texas Conference for the 2025 calendar year.

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We acknowledge that this represents a significant increase from the previous year's allocation of \$80,000. However, this recommendation arises from a careful and prayerful assessment of our unified conference's current and projected needs. In collaboration with our District Superintendents, who have diligently evaluated the unique circumstances of the clergy and congregations within their districts, the Commission has identified several compelling factors that warrant this increase:

1) Unification of Three Conferences

The Horizon Texas Conference was formed through the recent unification of three legacy conferences. With this unification, we inherited a broader range of salary standards and financial realities. Ensuring a consistent and equitable approach across all districts necessitates a more robust budget to meet base compensation expectations.

2) Adjustments to the Equitable Base Salary

As part of our commitment to equity and sustainability, the Commission has reviewed and updated the equitable base salary figures to reflect current economic conditions. These adjustments are essential to provide fair and just support for clergy serving in appointments that may not otherwise meet minimum compensation levels.

3) Lingering Impact of Disaffiliations

The aftermath of disaffiliations has reduced congregational and financial capacity in several areas. This disruption has particularly impacted small and rural churches.

4) Rising Cost of Living

Like many, clergy and their families are experiencing increased costs related to everyday necessities. Our budget proposal reflects the reality that an equitable compensation fund must be responsive to inflation and regional economic shifts to remain effective and compassionate.

It is important to emphasize that equitable compensation subsidies are intended to be temporary in nature. Each congregation receiving this support is required to develop and implement a sustainable financial plan to fund their appointed clergy in the near future fully. The Commission will work alongside District Superintendents to ensure accountability, provide guidance, and evaluate progress toward that goal.

This proposed budget of \$200,000 faithfully responds to our conference's evolving needs. It is not simply a financial investment but an expression of our shared commitment to sustaining pastoral leadership across all contexts, especially in places where resources are limited but the call to ministry remains strong.

We ask for your prayerful consideration and support of this recommendation.

ITEM 2025-31: NOMINATIONS REPORT

From: Committee on Nominations

Action: Approve Nominations as Amended

Note: This report was current as of July 1, 2025.

	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
LEAD TEAM						
Convener	Bishop Ruben Saenz Jr.		H/L	OA	E	
Assistant to the Bishop	Andy Lewis		C/A	A	E	ME-N
Cabinet Representative	Tom Long		C/A	A	E	NW

2025 Horizon Texas Conference Journal

	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
Director of Multiplication	Stacey Piyakhun		C/A	A	E	ME-N
Director of Diversity	Major Boglin		B/A	A	Laity	
Director of Care and Healing	Joy Dister-Dominguez		C/A	A	E	ME-West
Director of Children and Youth	Christine Peirce		C/A	YA	Laity	Mid-C
Director of Communications	Pam Hughes		C/A	A	Laity	ME-East
Director of Operations	Kevin Walters		C/A	A	Laity	ME-West
CFO	Jeff Pehl		C/A	OA	E	ME-East
Lay Leader (CTC)	Kylie Campbell	2028A	C/A	YA	Laity	ME-West
Lay Leader (NTC)	Mary Nickson	2028A	B/A	A	Laity	ME-East
Lay Leader (NWTCT)	Natalie Hermes	2028A	C/A	OA	Laity	NW
Chair, Multiply Jesus Followers	Kenneth Wolverton	2028A	C/A	OA	Laity	ME-N
Chair, Champion Children	Emma Williams	2028A	C/A	A	D	ME-East
Chair, Pursue Diversity	Maria Dixon-Hall	2028A	B/A	A	D	ME-East
Chair, Maximize Care	Shera Atkinson	2028A	C/A	OA	E	NW
Chair, Tell Our Story	Beth Stuyck	2028A	C/A	A	D	ME-West
At-large Representative	David Kim	2028A	A/P	YA	Laity	ME-East
At-large Representative	Isabella Pluas	2028A	H/L	Y	Laity	ME-West
At-large Representative	Jeff Fisher	2028A	C/A	A	LP	NW
CCYAM Chair	Marianne Brown-Trigg		C/A	A	E	ME-West
CUYC Representative	Karen Kamanda		C/A	Y	Laity	ME-East

CONFERENCE NOMINATING COMMITTEE

Assistant to the Bishop	Andy Lewis		C/A	A	E	ME-N
	Philip Rhodes	2028A	C/A	A	E	ME-West
	Edlen Cowley	2028A	B/A	A	E	ME-East
	Tom Long	2028A	C/A	A	E	NW
	Debra Hobbs Mason	2028A	C/A	OA	E	ME-N
	Brenden Voss	2028A	C/A	YA	Laity	ME-West
	Ann Cruz	2028A	H/L	A	Laity	ME-West
	Kay Lancaster	2028A	C/A	OA	D	ME-West
	Kantrice Robinson	2028A	B/A	A	E	ME-East
	Ted Haynes	2028A	C/A	OA	Laity	East
	Anne Aaron	2028A	C/A	OA	Laity	MID-N
	Danielle Kim	2028A	A/P	YA	E	ME-N
	Margie McNeir	2028A	C/A	OA	E	NW
	Gerald Gilkey	2028A	B/A	A	Laity	NW
	Karan Carlton	2028A	C/A	OA	E	NW
	Susie Breitling	2028A	C/A	OA	Laity	NW

MULTIPLY JESUS FOLLOWERS

Chair	Kenneth Wolverton	2028A	C/A	OA	Laity	ME-N
	Sarah Garza	2028A	C/A	A	D	ME-West
	Sam Macias	2028A	H/L	A	E	ME-West
	Jenn Pick	2028A	C/A	A	E	ME-West
	Billy Echols-Richter	2028A	C/A	OA	E	ME-N
	Stella Cho	2028A	A/P	YA	E	ME-N

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	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
	William Gilkey	2028A	B/A	YA	Laity	NW
	Vondel Stevens	2028A	C/A	OA	LP	NW
	Kim Simpson	2028A	C/A	OA	Laity	ME-West
Lay Leader, ex-officio	Mary Nickson	2028A	B/A	A	Laity	ME-East
Lay Leader, ex-officio	Natalie Hermes	2028A	C/A	OA	Laity	NW
Lay Leader, ex-officio	Kylie Campbell	2028A	C/A	YA	Laity	ME-West
Cabinet Representative	Stacey Piyakhun		C/A	A	E	ME-N
GBOD member	Michael Bowie		B/A	OA	E	ME-East
GBHEM member	Darlene Alfred		B/A	A	Laity	South
GBHEM member	David Martinez		H/L	A	E	ME-West
BOARD OF LAITY						
Legacy CTC Co-Lay Leader	Kylie Campbell (co-chair)	2028A	C/A	YA	Laity	ME-West
Legacy NTC Co-Lay Leader	Mary Nickson (co-chair)	2028A	B/A	A	Laity	ME-East
Legacy NWTC Co-Lay Leader	Natalie Hermes (co-chair)	2028A	C/A	OA	Laity	NW
Associate Lay Leader	TBD	2028A				
East District Lay Leader	Ted Haynes	2028A	C/A	OA	Laity	East
East District Assoc. Lay Leader	Lori Massey	2028A	C/A	A	Laity	East
Metro East District Lay Leader	Jennifer Wang	2028A	A/P	A	Laity	ME-East
Metro North District Lay Leader	Tim Hopson	2028A	C/A	A	Laity	ME-N
Mid-North District Lay Leader	Anne Aaron	2028A	C/A	A	Laity	MID-N
Mid-South District Lay Leader	Larry Ketcham	2028A	CA	OA	Laity	Mid-S
Metro West District Lay Leader	Jackie Carter	2028A	B/A	A	Laity	ME-West
Mid-Central/West District Lay Leader	To Be Named by District	2028A				
South District Lay Leader	Carolyn Dugger	2028A	C/A	OA	Laity	South
NW District Lay Leader	Gayland Daugherty	2028A	CA	OA	Laity	NW
President UWF	to be selected by UWF					
President UMM	to be selected by UMM					
President Young Adult Ministry Council	William Gilkey	2028A				NW
Unifying Youth Council Leader	Moses Burdett		B/A	YA	Laity	ME-N
Director of Lay Servant Ministries	Chris Buse	2028A	C/A	A	Laity	Mid-S
LAY SERVANT MINISTRIES						
Chair/Director of Lay Servant Ministries	Chris Buse	2028A	C/A	OA	Laity	MID-N
East District Director	Lori Massey	2028A	C/A	OA	Laity	East
Metro East District Director	Rodrick Dangerfield	2028A	B/A	A	Laity	ME-East
Metro North District Director	Anniel Winston-Hall	2028A	B/A	OA	Laity	MID-N
Mid-North District Director	Ray Morgan	2028A	C/A	OA	Laity	MID-N
Mid-South District Director	David Cameron	2028A	C/A	OA	Laity	Mid-S
Metro West District Director	Karen Goodwin	2028A	C/A	A	Laity	ME-West
Mid-Central District Director	Rita Bonin	2028A	C/A	OA	Laity	Mid-C
South District Director	Pat Broadstreet	2028A	C/A	OA	Laity	South
West District Director	Rita Bonin	2028A	C/A	OA	Laity	West
NW District Director	Gayland Daugherty	2028A	C/A	OA	Laity	NW
Clergy	Terre McGill	2028A	C/A	A	LP	Mid-C
Clergy	Derek Jacobs	2028A	B/A	A	E	NTC

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	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
Clergy	Betsey Heavner	2028A	C/A	OA	D	NW
BOARD OF ORDAINED MINISTRY						
	Cathy Olson	2028	C/A	A	Laity	ME-West
	Brad Brittain	2028	C/A	A	E	South
	Philip Rhodes	2028	C/A	A	E	ME-West
	Kay Eck	2028	C/A	A	D	ME-East
	Matt Gaston	2028	C/A	OA	E	ME-N
	Ron Henderson	2028	B/A	OA	E	ME-East
	Chansoon Lim	2028	A/P	A	E	ME-West
	Paul Maletic	2028	C/A	A	D	ME-N
	Melissa McDuffee	2028	C/A	A	E	Mid-C
	Peter McNabb	2028	C/A	OA	E	ME-N
	Bryan Patrick	2028	C/A	A	E	West
	Felicia Hopkins	2028	B/A	A	E	NW
	Kim Simpson	2028	C/A	OA	Laity	ME-West
	Wendell Smith	2028	B/A	A	LP	NW
	Matt Ybanez	2028	H/L	A	D	ME-West
	Linda Parks	2028	C/A	OA	Laity	MID-N
	Ann Willet	2028	C/A	OA	E	ME-East
	Ann Aiken	2032	C/A	OA	LP	NW
	Edgar Bazan	2032	H/L	A	E	ME-N
	Mitchell Boone	2032	C/A	YA	E	ME-East
	April Bristow	2032	B/A	A	E	ME-East
	Brenda Brooks-Alexander	2032	B/A	A	AM	ME-West
	Kyland Dobbins	2032	B/A	A	E	ME-West
	Frank Drenner	2032	C/A	A	E	ME-East
	Beth Evers	2032	C/A	YA	E	ME-West
	Owen Ross	2032	C/A	A	E	ME-N
	Andy Nelms	2032	C/A	YA	E	ME-N
	Marcus Jones	2032	B/A	YA	E	ME-West
	Lance Marshall	2032	B/A	A	E	ME-West
	John Miller	2032	C/A	A	E	NW
	Katie Newkirk	2032	C/A	A	E	ME-West
	Mary Nickson	2032	B/A	A	Laity	ME-East
	Amy Spaur	2032	C/A	YA	E	ME-East
	Alan McGrath	2032	C/A	A	E	South
	Martha Valencia	2036	H/L	A	E	ME-East
	Armando Alvarado	2036	H/L	OA	E	ME-West
	Holly Brower	2036	C/A	A	Laity	ME-West
	Jackie Carter	2036	B/A	A	Laity	ME-West
	Robert Garza	2036	H/L	A	Laity	ME-West
	Sam Hamann	2036	C/A	YA	D	ME-West
	John Han	2036	A/P	A	E	ME-East
	Ricky Harrison	2036	C/A	YA	E	NW
	Ramsey Jay	2036	C/A	YA	E	ME-N

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	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
	Allison Jean	2036	C/A	YA	E	ME-East
	Randall Lucas	2036	C/A	A	E	ME-East
	Yolanda Rivera	2036			Laity	NW
	Maggie Proshek	2036	A/P	YA	D	ME-East
	Tomeca Richardson	2036	B/A	A	E	ME-West
	Josh Stueve	2036	C/A	YA	E	NW
	Alex Williams	2036	C/A	YA	E	ME-N
	Kim Long	2036	C/A	A	RE	Mid-C
Multiplication Team Representative	Derek Jacobs		B/A	A	E	ME-East
Cabinet Representative	Philip Rhodes		C/A	A	E	ME-West
Multiplication Team Assistant	Camale Allen		B/A	A	Laity	

COUNCIL ON YOUNG ADULT MINISTRY

Niesha Jakes	2028A	B/A	YA	Laity	ME-East
Taylor Smith	2028A	C/A	YA	E	ME-N
Rachel Risko	2028A	C/A	YA	Laity	East
Landon Cain	2028A	C/A	YA	Laity	NTC/West
Amanda Keck	2028A	C/A	YA	Laity	ME-West
Jack Fisher	2028A	C/A	YA	Laity	NW
Marianne Brown-Trigg	2028A	B/A	YA	E	South
William Gilkey	2028A	B/A	YA	Laity	NW
Laureen Kuizon	2028A	A/P	YA	Laity	ME-West

UNITED WOMEN OF FAITH

UNITED METHODIST MEN

Ft. Worth Regional Representative	Ken Costlow	2028A	C/A	OA	Laity	ME-West
Lubbock Regional Representative	Chris Ferguson	2028A	C/A	A	Laity	NW
Waco Regional Representative	Carl Swanson III	2028A	B/A	A	Laity	Mid-C
Dallas Regional Representative	Dwight Harry	2028A	B/A	OA	LP	ME-East

CHAMPIONING CHILDREN AND YOUTH

Chair	Emma Williams	2028A	C/A	A	D	ME-East
	Marilyn Jones	2028A	C/A	A	E	West
	Tanner Smith	2028A	C/A	YA	E	Mid-S
	Betsy Spencer	2028A	C/A	A	Laity	ME-West
	Ezri Gomez	2028A	H/L	YA	Laity	ME-East
	Nucleus Johnson	2028A	B/A	YA	Laity	ME-East
	Wendell Smith	2028A	B/A	A	LP	NW
	Tessa Armes	2028A	C/A	A	Laity	NW
	Ken Knight	2028A	C/A	A	Laity	NW
Unifying Youth Council Rep	Beau Wallace	2028A	C/A	Y	Laity	Mid-C

UNIFYING YOUTH COUNCIL

Isabella Pluas	2028A	H/L	Y	Laity	ME-West
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	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
	Genevieve Thomason	2028A	C/A	Y	Laity	ME-West
	Olivia Maeyaert	2028A	C/A	Y	Laity	Mid-S
	Aaron McLennan	2028A	BA	Y	Laity	Mid-S
	Brody Schabow	2028A	C/A	Y	Laity	Mid-C
	Addison Weber	2028A	C/A	Y	Laity	Mid-C
	Jack Chaffin	2028A	C/A	Y	Laity	South
	Ana Douglas	2028A	C/A	Y	Laity	South
	Cadence Moses	2028A	C/A	Y	Laity	West
	Owen Wood	2028A	C/A	Y	Laity	West
	Clara Gibbs	2028A	C/A	Y	Laity	East
	Emmy McCamant	2028A	C/A	Y	Laity	East
	Leo Barrios	2028A	H/L	Y	Laity	ME-East
	Karen Kamanda	2028A	B/A	Y	Laity	ME-East
	Ciara Hoevers	2028A	C/A	Y	Laity	ME-N
	Keaton Melvin	2028A	C/A	Y	Laity	ME-N
	Weston Cain	2028A	CA	Y	Laity	MID-N
	Heidi Hoffman	2028A	C/A	Y	Laity	MID-N
	Madison Armes	2028A	C/A	Y	Laity	NW
	Jack Fisher	2028A	C/A	YA	Laity	NW
	Kayla Uti	2028A	A/P	Y	Laity	ME-West
	Jacqueline Myers	2028A	B/A	Y	Laity	ME-East
	Emma Speight	2028A	B/A	Y	Laity	ME-N
	Moses Burdett	2028A	B/A	Y	Laity	ME-N
Adult	Tessa Armes	2028A	C/A	A	Laity	NW
Adult	Dakota Bybee	2028A	C/A	A	Laity	NW
Adult	Joseph Cisneroz	2028A	C/A	A	Laity	West
Adult	Rossie Jones	2028A	B/A	YA	Laity	ME-West
Adult	D'Andre Smith	2028A	B/A	YA	Laity	ME-N
Adult	Sarah Schneider	2028A	C/A	YA	Laity	ME-N

MAXIMIZE CARE AND HEALING

Chair	Shera Atkinson	2028A	C/A	OA	E	NW
	Rebecca Altizer	2028A	C/A	A	Laity	ME-West
	Daewoo Jeon	2028A	A/P	A	E	South
	Phil Dieke	2028A	C/A	A	D	ME-East
	Albano Tayengo	2028A	B/A	A	E	ME-East
	Keri Keck	2028A	C/A	A	Laity	ME-N
	Jason Valendy	2028A	C/A	A	E	ME-West
	Royce Daugherty	2028A	C/A	OA	Laity	NW
	Jan Reed	2028A	C/A	OA	D	NW
Caretaker of God's Creation	Mel Caraway		C/A	OA	E	ME-N
UWFaith, Social Action	Deb Hughey					
UWFaith, Education	Becca Bilz Davis					
Peace with Justice Coordinator	Phil Dieke	2028A	C/A	A	D	ME-East
Conference Secretary of GM	Molly Simpson Hayes	2028A	C/A	A	E	ME-West

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		NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
GBGM member		TBD		B/A	A	Laity	South
Director, Parish Development		Joy Dister-Dominguez	2028A	C/A	A	E	ME-West
Chair, Parish Development and At-large		Rachel Griffin-Allison	2028A	C/A	A	E	ME-East
Community Rep		Sarah Boyette			A	D	ME-West
At-large Community Representative							
PURSUE AND EMBRACE DIVERSITY							
	Chair	Maria Dixon-Hall	2028A	B/A	A	D	ME-East
		Heather Gottas	2028A	C/A	A	D	ME-East
		Yolanda Rivera	2028A	H/L	A	Laity	NW
		Chad Johnson	2028A	N/A	A	E	NW
		Ginger Watson	2028A	C/A	A	E	ME-West
		Dee Dee Spivey	2028A	B/A	A	Laity	ME-East
		Dee Weaver	2028A	H/L	OA	Laity	ME-East
		Felicia Hopkins	2028A	B/A	OA	E	NW
		Nancy Vidad	2028A	A/P	A	Laity	ME-West
		Matthew Aquino	2028A	H/L	YA	Laity	West
Unifying Youth Council leader		Aaron McLennan	2028A	B/A	YA	Laity	Mid-S
Conference Ecumenical Officer		Ginger Watson	2028A	C/A	A	E	ME-West
WMC member		April Bristow	2028A	B/A	A	E	ME-East
WCC delegate		Ginger Watson	2028A	C/A	A	E	ME-West
WCC delegate		Marcus Jones	2028A	B/A	A	LP	ME-West
GCORR member		Clifton Howard	2028A	B/A	OA	E	ME-West
UWF named (644.2)		TBD					
TELL OUR STORY							
	Chair	Beth Stuyck	2028A	C/A	A	D	ME-West
		Haley Smith	2028A	C/A	A	D	NW
		Margie Titus	2028A	B/A	OA	Laity	NW
		Aubrey Tillery	2028A	C/A	Y	Laity	ME-East
		Ruben Alvarez	2028A	H/L	YA	E	ME-East
		Anastasia Douglas	2028A	C/A	Y	Laity	South
		Daniel Hawkins	2028A	C/A	A	E	ME-West
		Henry Masters	2028A	B/A	OA	RE	ME-East
		Faiana Funaki	2028A	A/P	A	E	ME-West
		Brooke Yrigoden	2028A	C/A	A	Laity	ME-N
STEWARDSHIP							
COUNCIL ON FINANCE AND ADMINISTRATION							
	Laywoman	Dani Ramsey	2028A	C/A	A	Laity	ME-East
	Laywoman	Juliet Patterson	2028A	B/A	OA	Laity	ME-East
	Laywoman	Janet Peterson	2028A	C/A	A	Laity	ME-East

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	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
Laywoman	Debbie Armstrong	2028A	C/A	A	Laity	ME-West
Layman	Mike Jones	2028A	C/A	OA	Laity	NW
Layman	Tim Griffy	2028A	C/A	OA	Laity	ME-East
Layman	Gary Sult	2028A	C/A	A	Laity	West
Layman	David Kim	2028A	A/P	YA	Laity	ME-East
Clergy	Todd Salzwedel	2028A	C/A	A	E	NW
Clergy	Chris Dowd	2028A	C/A	A	E	ME-N
Clergy	Kyland Dobbins	2028A	B/A	A	E	ME-West
Clergy	Sam Hamaan	2028A	C/A	YA	D	ME-West
CFO (ex-officio)	Jeff Pehl		C/A	A	E	ME-East
GCFA member (ex-officio)	Lisa Gafford		C/A	A	Laity	ME-West
Presiding Bishop (ex-officio)	Bishop Ruben Saenz Jr.		H/L	OA	E	
Cabinet Representative (ex-officio)	Andy Lewis		C/A	A	E	ME-N.
DCM or equivalent (ex-officio)	Andy Lewis		C/A	A	E	ME-N
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	ME-West
	Kim Bird	2028A	C/A	A	Laity	ME-East
	Kurt Maerschel	2028A	C/A	A	E	ME-East
	John Allen	2028A	C/A	OA	E	ME-N
	Dave Andersen	2028A	C/A	OA	E	NW
	Gary Pitner	2028A	C/A	OA	Laity	NW
CFO/Treasurer (ex-officio)	Jeffrey Pehl		C/A	OA	E	ME-East
Cabinet Representative (ex-officio)	Tom Long		C/A	A	E	NW
PERSONNEL COMMITTEE						
Chair, Assistant to the Bishop	Andy Lewis		C/A	A	E	ME-N
	Dave Farish	2028A	C/A	A	Laity	ME-N
	Deborah Vela	2028A	H/L	A	Laity	ME-East
	Maria Reed	2028A	C/A	OA	Laity	ME-West
	Betty Alexander	2028A	B/A	OA	Laity	ME-West
	Sheila Warren	2028A	C/A	OA	Laity	NW
	Sandy Heard	2028A	C/A	A	E	ME-N
	Eddie Allsup	2028A	C/A	OA	E	NW
	Carly Payne	2028A	C/A	YA	E	ME-West
	Jeff Smith	2028A	C/A	OA	E	South
	Pavielle Jenkins	2028A	B/A	YA	D	ME-East
COMMITTEE ON ADMINISTRATIVE REVIEW						
Member	Lane Boyd	2028A	C/A	OA	E	NW

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	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
Chair	Bryant Phelps	2028A	B/A	YA	E	ME-East
Member	Phyllis Barren	2028A	C/A	A	D	ME-West
Alternate	Richard Edwards	2028A	C/A	OA	E	NW
Alternate	Ben Shinn	2028A	C/A	OA	RE	ME-N
Alternate	Mary Gean Cope	2028A	C/A	OA	RE	Mid-S
COMMITTEE ON INVESTIGATION						
Clergy Full Connection	Jennifer Kilpatrick	2028A	C/A	A	E	ME-East
Clergy Full Connection	Sela Finau	2028A	A/P	A	E	South
Clergy Full Connection	Paul Bauernfeind	2028A	C/A	OA	E	NW
Clergy Full Connection, Chair	Doug Meyer	2028A	C/A	A	D	ME-N
Professing Lay Members	Jeff Bouis	2028A	C/A	A	Laity	ME-N
Professing Lay Members	Janie Gully	2028A	C/A	OA	Laity	Mid-N
Professing Lay Members	Debbie Peacock	2028A	C/A	A	Laity	ME-West
Alternate Clergy Full Connection	Scott Richards	2028A	C/A	OA	E	NW
Alternate Clergy Full Connection	Carol Gibson	2028A	B/A	OA	E	ME-West
Alternate Clergy Full Connection	Luther Henry	2028A	B/A	OA	RE	ME-West
Alternate Professing Lay Member	Kim Desrosiers	2028A	C/A	A	Laity	Mid-S
Alternate Professing Lay Member	Ben Davila	2028A	H/L	OA	Laity	ME-West
Alternate Professing Lay Member	Sakari Spivey	2028A	B?A	YA	Laity	ME-East
Alternate Professing Lay Member	Clay Johnson	2028A	C/A	A	Laity	East
Alternate Professing Lay Member	Linda Strothers	2028A	C/A	A	Laity	NW
Alternate Professing Lay Member	Larry Womack	2028A	C/A	OA	Laity	ME-N
COMMITTEE ON EPISCOPACY						
Layman	Spencer Driver	2028A	C/A	YA	Laity	Mid-S
Layman	Jack Fisher*	2028A	C/A	YA	Laity	NW
Layman	Fred Marsh	2028A	B/A	OA	Laity	ME-East
Layman	Steve McIver	2028A	C/A	OA	Laity	Mid-S
Laywoman	Mary Nickson	2028A	B/A	A	Laity	ME-East
Laywoman	Kathy Edwards	2028A	C/A		Laity	NW
Laywoman	Kylie Campbell	2028A	C/A	YA	Laity	ME-West
Laywoman	Deborah Vela*	2028A	H/L	A	Laity	ME-East
Clergy	Kristen Warthen	2028A	C/A	A	E	ME-West
Clergy	Stephania Gilkey	2028A	B/A	A	E	NW
Clergy	Katrina Smith*	2028A	C/A	A	D	East
Clergy	Jenna Johnson	2028A	C/A	A	E	ME-N
Clergy member SCJ Comm on Episcopacy NTC	Clayton Oliphant	2028A	C/A	A	E	ME-East
Laity member SCJ Comm on Episcopacy NTC	Kelly Carpenter	2028A	C/A	A	Laity	ME-East
Clergy member SCJ Comm on Episcopacy CTC	Tim Bruster	2028A	CA	OA	E	ME-West
Laity member SCJ Comm on Episcopacy CTC	Kim Simpson	2028A	C/A	OA	Laity	ME-West
Clergy member SCJ Comm on Episcopacy NW	Josh Stueve	2028A	C/A	YA	E	NW
Laity member SCJ Comm on Episcopacy NW	TBD				Laity	NW

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	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
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	ME-N
	Phil Bush	2028A	C/A	OA	Laity	ME-East
	Ted Haynes	2028A	C/A	OA	Laity	East
	Jeanne Clark	2028A	C/A	OA	Laity	East
	Natalie Hermes	2028A	C/A	OA	Laity	NW
	Steve Heyduck	2028A	C/A	OA	E	Mid-S
	Kissa Vaughn	2028A	C/A	A	E	ME-West
	Barbara Dunlap	2028A	C/A	A	D	ME-West
	Austin Foster	2032A	C/A	YA	Laity	ME-West
	Fred Marsh	2032A	B/A	OA	Laity	ME-East
	Alison Barley-Alvarado	2032A	C/A	A	Laity	ME-West
	Katerina Scott	2032A	C/A	A	Laity	NW
	Phyllis Barren	2032A	C/A	A	D	ME-West
	Estella Murray	2032A	B/A	OA	Laity	South
	Amy Tate-Almy	2032A	C/A	A	D	ME-West
	Steve Langford	2032A	C/A	OA	RE	ME-West
CFO (ex-officio)	Jeffrey Pehl		C/A	A	E	ME-East
Cabinet Representative (ex-officio)	Danny Tenney		C/A	A	E	ME-West
CFA rep (ex-officio)	to be selected by CFA					
GBOPHB member (ex-officio)	Jessica Vittorio		CA	YA	Laity	ME-East
GBOPHB member (ex-officio)	Necia Dexter		C/A	A	Laity	ME-N
BOARD OF TRUSTEES						
	Lynne Grandstaff	2025A	C/A	OA	Laity	Mid-S
	Stephania Gilkey	2025A	B/A	A	E	NW
	Lennox Alfred	2025A	B/A	A	Laity	South
	Dan Perkins	2026A	C/A	OA	Laity	East
	Chris Mesa	2026A	H/L	A	E	ME-West
	Cindy Martin	2026A	C/A	OA	Laity	NW
	Misti Kingston	2027A	C/A	A	Laity	NW
	Cathy Sweeney	2027A	C/A	A	D	ME-East
Chair	Kelly Wade	2027A	C/A	OA	Laity	East
	Kelly Carpenter	2028A	C/A	A	Laity	ME-East
	Richard Stewart	2028A	B/A	OA	Laity	ME-East
	Marianne Brown-Trigg	2028A	C/A	YA	E	ME-N
COMMISSION ON EQUITABLE COMPENSATION						
Chair	Ramon Smith	2028A	B/A	A	E	ME-West
	Josh Esparza	2028A	H/L	YA	E	ME-N

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		NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
		Mike Rowe	2028A	C/A	A	LP	NW
		Michael Baughman	2028A	C/A	A	E	ME-East
		David Pierkarski	2028A	B/A	A	Laity	ME-N
		Corey Moses	2028A		A	D	West
		Marsha Thornton	2028A	B/A	A	Laity	ME-East
		Shelby Farmer	2028A	B/A	A	Laity	East
	Cabinet Representative	Cassie Wade		C/A	OA	E	East/Mid-N
STANDING RULES COMMITTEE							
		Ryan Wager	2028A	C/A	A	LP	ME-East
	Chair	Tommy Prud'homme	2028A	C/A	A	E	South
		Herman Totten	2028A	B/A	OA	Laity	ME-N
	Secretary	Melissa Shamburger	2028A	C/A	A	Laity	ME-West
	Vice Chair	Jennifer Kilpatrick	2032A	C/A	A	E	ME-East
		Colin McDonald	2032A	C/A	A	Laity	South
		Dorothy James	2032A	B/A	OA	Laity	ME-East
		Mary Brooke Casad	2032A	C/A	OA	Laity	ME-East
	Conference Secretary (ex officio)	Kevin Walters		C/A	A	Laity	ME-West
OPERATIONS							
	ARCHIVES AND HISTORY	Calvin Scott		B/A	A	Laity	ME-West
		Cindy Martin		C/A	OA	Laity	NW
		TBD					
		Brenda Breeden		C/A	OA	Laity	NW
		Kristen Von Gonten		C/A	A	D	South
		Melissa Potter		C/A	AGE	Laity	ME-N
INDIVIDUAL ROLES							
	Conference Secretary	Kevin Walters		C/A	A	Laity	ME-West
	Assistant Conference Secretary	Marsha Middleton		C/A	OA	E	ME-East
	Conference Statistician	Jeffrey Pehl		C/A	A	E	ME-East
	Chancellor	Wilson Woods		C/A	A	Laity	ME-West
	Treasurer	Jeffrey Pehl		C/A	A	E	ME-East
CAMPUS MINISTRY BOARDS							
BELTON WESLEY UNITED							
	Chair	Patrick Hoffman	2027			UMC clergy representative	
	Vice Chair	Tommy Prud'homme	2026			UMC clergy representative	
	Treasurer	Rachel Harber	2026			Ministry Partner: St. Cornelius Episcopal Church	
	Member	Bryson Seekins	2027			College Lunch Volunteer	
	Member	Jack Sykes	2028			College Lunch Volunteer	
	Member	Michelle Rouche	2027			UMHB faculty	

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		NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT	
	Member	Kristen Von Gonten	2026	UMC clergy representative/UMHB alumni				
	Member	Amanda Herridge	2028	Ministry partner: Covenant Lutheran				
	Member*	Taylor Ory	2028	UMHB alumni/First Round Rock Representative				
	Member*	Trinity Seeley	2026	College Student				
	Member*	Stephanie Chambers	2028	UMHB faculty				
	Member	college student TBD						
	ex-officio	Anna Shipley		Belton United Wesley Director				
	ex-officio	Danny Tenney		District Superintendent				
	ex-officio	Stacey Piyakhun		HTC Staff				
DENTON WESLEY FOUNDATION								
	Chair	Karen Anderson-Lain	2028	Lay, First Denton				
	Member	Kent Carpenter	2027	Lay, First Denton				
	Member	Boston White-Smith	2027	Clergy, Aldersgate UMC				
	Member	David Finley	2027	Clergy, First Denton				
	Member	Dale Tampke	2027	Clergy, Argyle UMC				
	Member	Sarah Roberts	2026	Clergy, Aldersgate UMC				
	Member	Leanne Johnston	2027	Lay, Community UMC, Krum				
	Member	Jane Graner	2027	Clergy. Trinity UMC, Duncanville				
	Member	John Bell	2027	Clergy, Christ the Servant ELCA				
	Member	John Radenmacher	2027	Lay, Christ the Servant ELCA				
	Member	Adeline Hicks	2026	Lay, Denton Wesley Student				
	Member	Baranda Fermin	2026	Iliff School of Theology				
	Ex-officio	Marianne Brown-Trigg		Director				
	Ex-officio	Debra Hobbs Mason		District Superintendent				
	Ex-officio	Stacey Piyakhun		HTC Staff				
PARIS WESLEY CENTER								
	President	Lisa Johnson		Laity				
	Secretary	Judy Martin		Laity				
	Treasurer	Dee Jackson		Laity				
	Student Representative	Naveah Brown		Laity				
		Diann Mason		Laity				
		Doris Smith		Clergy				
		Greg Hollje		Laity				
		Marion Hutchison		Laity				
		John Wright		Laity				
		Michael Lee		Laity				
		Rick Erickson		Laity				
		ex-officio	Michelle Wood		Director			
		ex-officio	Cassie Wade		District Superintendent			
	ex-officio	Stacey Piyakhun		HTC Staff				
SYNERGY WESLEY FOUNDATION								
	President	James Mitchell	2026	Laity				
	Secretary	Carolyn Kennington	2026	Laity				

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	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
	Cammy Gaston	2025	Clergy			
	Larry George	2025	Clergy			
	Marilee Hayden	2025	Laity			
	Mark Peterson	2028	Laity			
	William Proshek	2025	Laity			
	Charles Taylor	2025	Laity			
	Mark Solomon	2024	Laity			
Ex-officio	Brittany Burrows Melrose		Director			
Ex-officio	Lucretia Facen		District Superintendent			
Ex-officio	Stacey Piyakhun		HTC Staff			
TARLETON WESLEY FOUNDATION						
Chair	Eric Douglas	2025	Clergy			
	Sheridan Priddy	2024	Clergy			
	Frank Owsley	2025	Laity			
	Marylin Jones	2025	Clergy			
	Gary Sult	2026	Laity			
	Eilleen Faulkenberry		Faculty Advisor			
	Debbie Lincoln	2026	Laity			
	Ben Sward	2026	Laity			
	Steven Lively	2026	Laity			
	Allison Clemons	2026	Alumni			
	Kelly Oliver		Staff			
	Brett Ross		Student Representative			
ex-officio	Corey Moses		Director			
ex-officio	Tom Long		District Superintendent			
ex-officio	Stacey Piyakhun		HTC Staff			
THE WICHITA FALLS WESLEY						
Chair	Zack Landis					
Financial Chair	Jennifer Fleming					
	Katie Pryor					
	Sarah Pellikan					
	Marcy Brown-Marsden					
	Aaron Logan					
	Jessica Wright					
	Jordan Crawford					
	Larry Parks					
ex-officio	Julia Puac-Romero		Director			
ex-officio	Cassie Wade		District Superintendent			
ex officio	Stacey Piyakhun		HTC Staff			
WESLEY CAMPUS MINISTRIES TEXAS A&M COMMERCE						
Chair	Brian Bosworth		Clergy			
	David Owsley		Clergy			
	Sharon Cramer		Laity			

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	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
	Andrew Trigg		Laity			
	Cheryl Murray		Clergy			
	Rita Sims		Clergy			
	Stephen Wright		Clergy			
	Larry Crowson		Laity			
	Marcus Hawkins		Laity			
ex-officio	Travis Burdett		Director			
ex-officio	Cassie Wade		District Superintendent			
ex officio	Stacey Piyakhun		HTC Staff			
WESLEY FOUNDATION AT TCU						
Student	Josie Burrell	2025				
Student	Grace O'Neil	2025				
	Steve Coffman	2026				
	Christine Peirce	2026				
	Armando Alvarado	2026				
	Erin Kiel	2026				
	Lonzetta Allen	2026				
	Haley Bryant	2027				
	Sabrina Gordon	2027				
	Kelly Carpenter	2027				
	Brad Stewart	2027				
	Paul Massingill	2027				
	Amber Benson	2028				
	Christy Bailey	2028				
	Tonya Frantz	2028				
	Estee Valendy	2028				
	Sarah Walters	2028				
ex-officio	Eddie Kahler		Director			
ex-officio	Hanna Newcomer Silva		Associate Director			
ex-officio	Todd Boling		TCU Chaplain			
ex-officio	Philip Rhodes		District Superintendent			
ex-officio	Stacey Piyakhun		HTC Staff			
UTA WESLEY						
Chair	Kevin McGlaun	2016, term 3				
Staff-Parish Relations	Sarah Duer	2018, term 3				
Nominations	Vance Morton	2019, term 2				
Finance	Dave Munson	2021, term 2				
	Rollin Phipps	2024, term 1				
	Thevnin Rumende	2024, term 1				
	Madison Boboltz	2024, term 1				
	Relius Johnson		Faculty Advisor			
	Joshua Strider-Westerfield	2025	Student Representative			
	Evve Kuykendall		Director			
	Philip Rhodes		District Superintendent			

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	NAME	CLASS	ETHNICITY	AGE	CLERGY LAY	DISTRICT
	Stacey Piyakhun		HTC Staff			
UCF WESLEY: NAVARRO COLLEGE						
	Kenneth Wolverton					
	Rev. Derek Jacobs					
	Daniele Volfe					
	Rev. Corey Moses					
	Rev. Marianne Brown-Trigg					
	Rev. Billy Echols-Richter					
	Jessica Vittorio					
	Kevin Walters					
	Rev. Andrew Fiser					
	Rev. Al Martin					
Ex officio	Rev. Stacey Piyakhun					
Ex officio	Rev. Danny Tenney					

ITEM 2025-32: STANDING RULES

From: Standing Rules Committee

Action: Approve the Standing Rules

1) Structure of the Annual Conference

a) General Provisions

- i) *Primacy of The Book of Discipline and Standing Rules.* These General Provisions apply to all Agencies except where the current version of *The Book of Discipline of the United Methodist Church* (“*The Book of Discipline*”) or specific Standing Rules otherwise provide.
- ii) *“Agency.”* In these Standing Rules, the word “Agency” means a conference-level group that performs the work of the Horizon Texas Conference, whether that group is called a Council, Board, Division, Commission, Committee, Team, Group or Task Force. It does not include boards of trustees or boards of directors of annual conference related institutions.
- iii) *General Agencies.* Members of the general agencies of The United Methodist Church from the Horizon Texas Conference will be ex officio members of the corresponding Agency.
- iv) *“Conference Year; Conference Fiscal Year.”* “Conference year” means the period from the close of one regularly scheduled session of the annual conference through the close of the following year’s regularly scheduled session of the annual conference. “Conference Fiscal Year” means January 1 through December 31.
- v) *Appeals.* Any Agency has the right to appeal to the annual conference regarding a decision affecting its work made by any other Agency, except where otherwise provided in The Book of Discipline.
- vi) *Local church committee members’ terms.* The term of office of local church committee members elected by the Fall Charge Conference shall begin on January 1 and run for the length of their term.
- vii) *“Clergy.”* In these Standing Rules, the word “clergy” refers to the following members of the Horizon Texas Conference, unless some specific Standing Rule otherwise provides: (1) elders in full connection; (2) deacons in full connection; (3) provisional members; (4) associate

members; and (5) local pastors under full-time and part-time appointment to a pastoral charge.

b) Conference Agencies

i) **Lead Team.** The Lead Team will oversee the implementation of the decisions of the Horizon Texas Conference working through the following teams: the Multiply Jesus Followers Team, the Champion Children and Youth Team, the Maximize Care and Healing Team, the Pursue and Embrace Diversity Team, the Tell Our Story Team and the Connectional Resources Teams. The priorities of the Core Leadership Team will be accountability, advocacy, goal setting, planning, coordination, communications, and decision-making between annual conference sessions, as permitted by *The Book of Discipline*. The Lead Team shall be made up of:

- Resident Bishop (no vote)
- Assistant to the Bishop (Lead Team Chairperson)
- Cabinet Representative (who may be the Dean of the Cabinet)
- Director of Multiplication
- Director of Diversity and Cultural Engagement
- Director of Care and Healing
- Director of Children and Youth Empowerment
- Director of Communications
- Director of Operations
- Chief Financial Officer
- Conference Lay Leader(s)
- Chair of Multiply Jesus Followers Team
- Chair of Champion Children and Youth Team
- Chair of Maximize Care and Healing Team
- Chair of Pursue and Embrace Diversity Team
- Chair of Tell our Story Team
- Three At-Large Lay Members nominated and elected by the annual conference

ii) **Multiply Jesus Followers Team.** The goal of this team is to equip Christ-followers to multiply themselves through the Gospel proclamation in word and deed, thus fulfilling the mission of The United Methodist Church to make disciples of Jesus Christ for the transformation of the world. The focus of this team is congregational and leadership development. Congregational development includes the revitalization of existing churches and the creation of new churches, campus ministries, and other faith communities. Leadership development includes strengthening ministries of laity and recruiting, equipping, and supporting clergy.

The Multiply Jesus Followers team shall be made up of nine persons that reflect the diversity of the Horizon Texas Conference. The chairperson of this team shall be nominated and elected by the annual conference.

This team will fulfill the following functions and relationships required by *the Book of Discipline*: Board of Discipleship (except those functions fulfilled by the Championing Children and Youth and Maximizing Care and Healing Teams, as noted in iii and iv below) (§629); Committee on Ethnic Local Church Concerns (§631); Higher Education and Campus Ministry (§633).

Additional task forces, sub-teams, or other bodies may be established by this team for long- or short-term goals of the Horizon Texas Conference, the Lead Team, or the Multiply Jesus Followers Team.

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The following separately constituted bodies shall be under the organizational umbrella of the Multiply Jesus Followers Team as they carry out their work: Board of Laity (§630); Conference Committee on Lay Servant Ministries (§630.6); Board of Ordained Ministry (§634); United Methodist Women (United Women in Faith) (§537); United Methodist Men (§538); Council on Young Adult Ministry (§650); Council on Older Adult Ministries (§651).

(1) **Board of Laity (§630)**

The Board of Laity shall be constituted and function in accordance with *The Book of Discipline* and will initially consist of a total of eighteen members.

During the first quadrennium, beginning January 1, 2025, there will be three Co-Lay Leaders, with one person representing each of the three legacy conferences (CTC, NTC and NWTC). These Co-Lay Leaders will collaboratively lead the Board of Laity. Those currently serving as Lay Leaders of the existing legacy conferences shall continue until their term expires or until the Board of Laity may elect to reorganize itself.

Duties: In addition to the duties and responsibilities as determined by *The Book of Discipline* and other sections of the Horizon Texas Conference Standing Rules, the Conference Lay Leader(s) shall be part of the appointive cabinet and represent the laity during the Ordination Service of the annual conference.

Additional members of the Board of Laity are: the District Lay Leaders; the Conference Associate Lay Leader (who is the same as the Lay Leader Elect); the President of United Methodist Women (United Women in Faith); the President of United Methodist Men; the President of the Conference Student Leadership Team, or equivalent leadership representative; and the conference Director of Lay Servant Ministries.

Selection of Annual Conference Lay Leader – The Board of Laity shall nominate a Lay Leader Elect who will serve as the Associate Lay Leader for a four-year term. The Associate Lay Leader will help with the duties of the Lay Leader(s) as set forth in the guidelines established by the Board of Laity. On the expiration of the term of the incumbent Lay Leaders, the Lay Leader Elect will become Lay Leader and will serve a four-year term.

(2) **Conference Committee on Lay Servant Ministries (§630.6)**

The Conference Committee on Lay Servant Ministries Committee will develop and administer the Lay Servant Ministries Program, including recruiting, training, certifying, and re-certifying lay servants and lay speakers. The Conference Committee on Lay Servant Ministries Committee will also work to promote the use of lay speakers to fulfill the purposes and functions described in *The Book of Discipline*.

The committee shall consist of a chairperson, who serves as the Conference Director of Lay Servant Ministries, plus the following members: the Director of Lay Servant Ministries from each district and three clergy (initially one each representing the three legacy conferences comprising the Horizon Texas Conference). The Conference Director of Lay Servant Ministries and the District Directors of Lay Servant Ministries must be currently Certified Lay Servants. The committee may create ad hoc teams or groups as necessary to carry out the tasks of the committee.

The Conference Committee on Lay Servant Ministries shall recommend a qualified and willing candidate for the Conference Director Lay Servant Ministries to the Conference Nominating Committee for election at the following annual conference.

(3) Board of Ordained Ministry (§634)

The Board of Ordained Ministry shall fulfill the functions described in *The Book of Discipline*. It shall study and interpret the ministerial resources and needs of the annual conference in consultation with the bishop and the cabinet. Duties shall be those assigned to it in *The Book of Discipline*. The Board of Ordained Ministry will discuss and act as it deems appropriate regarding proposals from its divisions and committees.

The Board of Ordained Ministry shall consist of 51 members, divided into three classes by quadrennium with 17 in each class. “Members shall be nominated by the presiding bishop after consultation with the chairperson of the board, the executive committee, or a committee elected by the board of the previous quadrennium, and with the cabinet. To ensure adequate board membership, consultation shall include an evaluation of the workload of the board in meeting disciplinary and annual conference responsibilities. Vacancies shall be filled by the bishop after consultation with the chairperson of the board. An elected board member may serve a maximum of three consecutive four-year terms. The chair of the Order of Deacons, the chair of the Order of Elders, and the chair of the Fellowship of Local Pastors and Associate members shall be members of the Board of Ordained Ministry and its executive committee.” (§634.1(a))

The Board of Ordained Ministry shall organize itself into divisions and committees so as to carry out its responsibilities effectively and to fulfill the requirements of the Book of Discipline. The Board of Ordained Ministry may assign additional duties to each division. Persons shall not be added to the Board of Ordained Ministry or its divisions during the quadrennium except to fill vacancies or new divisions.

“The Board of Ordained Ministry shall select from among its own membership an official representative to serve as a member of each district committee on ordained ministry, which shall function as subcommittees of the board.” (§ 635.1(g))

(4) United Women in Faith (§ 647)

The Horizon Texas Conference United Methodist Women (United Women in Faith) shall be constituted and function according to *The Book of Discipline*. Representatives from United Methodist Women shall also be designated to other agencies of the annual conference as recommended by *The Book of Discipline* or as provided by the standing rules of the Horizon Texas Conference.

(5) United Methodist Men (§ 648)

The Horizon Texas Conference United Methodist Men shall be constituted and function according to *The Book of Discipline*. Representatives from United Methodist Men shall also be designated to other agencies of the annual conference or as provided by the standing rules of the Horizon Texas Conference.

iii) Champion Children and Youth Team

The goal of this team is to prioritize the spiritual, mental, physical, social, economic, and relational welfare of children and youth in our churches, communities, nation, and world. The focus of this team is to grow children and youth into disciples of Jesus Christ and to advocate for vulnerable children and youth in our communities. This team will provide opportunities for children and youth to grow through faith formation training and camping and retreat ministries. Outwardly, the conference will look for opportunities to advocate and serve the most vulnerable of children and youth in our conference and beyond.

The Champion Children and Youth Team shall be made up of nine persons who reflect the diversity of the Horizon Texas Conference. The chairperson of this team shall be nominated and elected by the annual conference.

This team will fulfill the functions and relationships of the Conference Board of Discipleship as to the responsibilities identified in paragraphs 630.2(c), (g), (h); 630.6(c), (e) of *The Book of Discipline*.

The team will be responsible for the MinistrySafe or equivalent program for the Horizon Texas Conference. Project Transformation will relate to the annual conference through this team and will develop a plan following unification. Additional task forces, sub-teams, or other bodies may be established by this team for long- or short-term goals of the Horizon Texas Conference, the Lead Team or the Champion Children and Youth Team.

The following separately constituted body shall be under the organizational umbrella of the Champion Children and Youth Team:

(1) Conference Student Leadership Team (§649)

The Conference Youth Leadership Council or equivalent body shall be constituted and function according to *The Book of Discipline*. Representatives from the Conference Student Leadership Team shall also be designated to other agencies of the annual conference when the standing rules of the annual conference so provide.

iv) Maximize Care and Healing Team

The goal of this team is to prioritize care and healing within congregations and hurting communities. Sometimes, healing and care come through God's means of grace and acts of compassion, mercy, and justice. At other times, they come through collaboration with ecumenical, interfaith and community partners that maximize care and healing.

Inwardly, this team will focus on training and equipping laity to partner with clergy to provide systems of care, support groups, and mental health resources. Additionally, this team will support clergy with crisis support and health and wellness initiatives. Outwardly, this team will focus on justice, compassion, and disaster response.

The Maximize Care and Healing team shall be made up of nine persons who reflect the diversity of the Horizon Texas Conference. The chairperson of this team shall be nominated and elected by the annual conference.

This team will fulfill the following functions and relationships required by *The Book of Discipline*: Board of Church and Society (§ 629); Conference Board of Discipleship as to the responsibilities identified in paragraphs 630.1(d), 630.5 (h), 630.6(f); Board of Global Ministries (§ 633) (except those functions fulfilled by the Pursue and Embrace Diversity Team, as noted in v. below); Committee on Parish and Community Development (§633.5).

Additional task forces, sub-teams, or other bodies may be established by this team for long- or short-term goals of the Horizon Texas Conference, the Lead Team of the Maximize Care and Healing Team.

v) Pursue and Embrace Diversity Team

The goal of this team is to help the annual conference and its churches intentionally become more diverse, equitable and inclusive, so that everyone feels interconnected, valued, respected, and included, regardless of ethnicity, gender identity, sexual orientation, age, or

abilities. Pursuing and embracing diversity promotes a sense of belonging and safety (spiritual and psychological) for all individuals. This team's purpose is to establish and maintain diversity, equity, and inclusion policies of the Horizon Texas Conference in regard to human resources practices, the work of the Conference Nominating Committee and the work of the Board of Ordained Ministry. They will also resource clergy, laity and congregations on implicit bias, cultural competence and create environments of belonging.

The Pursue and Embrace Diversity team shall be made up of nine persons that reflect the diversity of the Horizon Texas Conference.

This team will fulfill the following functions and relationships required by *The Book of Discipline*: Board of Global Ministries as to the responsibilities identified in paragraphs ¶633.4(b.36); Christian Unity and Interreligious Concerns (¶642); Committee on Religion and Race (¶643); Commission on Status and Role of Women (¶644); Committee on Disability Concerns (¶653); Native American Ministry (¶654); Latino/Hispanic Ministries (¶655).

Additional task forces or sub-teams may be set up by this team for long- or short-term goals of the Horizon Texas Conference, the Lead Team or the Pursue and Embrace Diversity Team.

vi) **Tell Our Story Team**

The goal of this team is to effectively communicate, both internally and externally, the Horizon Texas Conference's vision, mission, values, priorities, and commitments, by delivering on promises and by taking responsibility for mistakes and shortcomings that may have harmed others and our reputation.

The Tell Our Story team shall be made up of nine persons who reflect the diversity of the Horizon Texas Conference. The chairperson of this team shall be nominated and elected by the annual conference.

This team will fulfill the functions and relationships required by *The Book of Discipline* of the Commission on Communication (¶646)

The following separately constituted body shall be under the organizational umbrella of the Tell Our Story Team: Commission on Archives and History (¶641).

Additional task forces or sub-teams may be set up by this team for long- or short-term goals of the Horizon Texas Conference, the Lead Team, or the Tell our Story Team.

vii) **Connectional Resources Teams (Stewardship and Operations)**

The Connectional Resources Teams will sustain the United Methodist connection within the Horizon Texas Conference by providing ongoing administrative support as provided for in *The Book of Discipline*. These teams will fulfill the following functions and relationships required by *The Book of Discipline*: Conference Council on Finance and Administration (¶611); Administrative Review (¶636); Episcopacy Committee (¶637); Pensions and Health Benefits (¶639); Board of Trustees (¶640); Equitable Compensation (¶625).

The following bodies make up the Connectional Resources Teams:

(1) **Conference Council on Finance and Administration (¶611)**

The Council on Finance and Administration shall be constituted and shall function in accordance with *The Book of Discipline*. The Council on Finance and Administration will consist of 12 members. The Chief Financial Officer shall be an ex-officio member of the council without vote. The Chief Financial Officer shall have responsibilities and rights

afforded by *The Book of Discipline* to the conference treasurer and shall be accountable to the annual conference through the council. No member of the Council on Finance and Administration shall be a member of any other agency, or a trustee or member of the board of directors of a conference institution that derives support, either partially or totally, from the Council on Finance and Administration.

(2) Investment Management Committee

The Investment Team will manage the invested funds of the Horizon Texas Conference. The committee shall be composed of two representatives each from the Horizon Texas Conference Council on Finance and Administration, Conference Board of Pension and Health Benefits and the Board of Trustees, the conference treasurer, a cabinet representative, and two members representing each of the legacy conferences.

(3) Personnel Committee

The Personnel Committee shall be responsible for hiring (non-appointed staff), setting salaries (in collaboration with the Council on Finance and Administration), setting policy and providing support for all Horizon Texas Conference and district staff members. This will be a team of ten people that will include an equal number of clergy and laity, representative of the diversity within the annual conference. The Assistant to the Bishop will be an ex-officio member with voice and vote.

(4) Committee on Administrative Review (§636)

The Committee on Administrative Review shall be comprised of three clergy in full connection and three alternates (who are not members of the cabinet, the Board of Ordained Ministry or immediate family members of the above) and nominated by the bishop. It shall be constituted and function in accordance with *The Book of Discipline*.

(5) Committee on Investigation (Clergy and Diaconal) (§2703.2(a) and (§2703.2(b))

The Committee on Investigation (Clergy and Diaconal Ministers) shall be constituted and function in accordance with *The Book of Discipline*. The team shall consist of four clergy members in full connection, three professing lay members, three alternate clergy members in full connection, and six alternate professing lay members.

(6) Committee on Episcopacy (§636)

The Committee on Episcopacy will function as provided in *The Book of Discipline*. It shall meet at least annually. The resident bishop shall convene the Committee on Episcopacy at the beginning of the new quadrennium and the Committee shall elect a chair, a vice-chair, and a secretary. The bishop and the chair are authorized to call additional meetings when desired.

The Committee on Episcopacy shall be nominated and elected at the annual conference session following the regularly scheduled session of the General Conference. The Committee on Episcopacy shall consist of twelve members. "One-fifth of the committee's membership shall be appointed by the bishop. In addition to the lay and clergy members of the jurisdictional committee on episcopacy, who shall be ex officio members with vote, it is recommended that the committee consist of the following: one-third laywomen, one-third laymen, and one-third clergy persons, provided that one layperson shall be the conference lay leader. All lay members shall be professing members of local churches. Special attention shall be given to the inclusion of racial and ethnic persons, youth (§256.3), young adults, older adults, and people with disabilities. No member of the staff of the annual conference or any of its agencies, nor an immediate family member of such staff, shall serve as a member of the committee, except that a member of the

jurisdictional committee on episcopacy or the conference lay leader shall not be disqualified from membership as a result of this provision.” (§636.1)

(7) Episcopal Residence Committee (§637)

The Episcopal Residence Committee will function as provided in *The Book of Discipline*. It will consist of the chair of the Committee on Episcopacy, the chair of the Board of Trustees, and the chair of the Council on Finance and Administration.

(8) Board of Pension and Health Benefits (§638)

The Board of Pension and Health Benefits shall be constituted and function in accordance with *The Book of Discipline*. It will provide for and contribute to the support, relief, assistance and pensioning of clergy and their families, other church workers, and lay employees, except as otherwise provided by the General Board of Pension and Health Benefits. It will also provide to all clergy who qualify, and other persons who qualify, access to the best life, hospital, accident, and disability insurance coverage possible with the funds available. The Board of Pension and Health Benefits shall discuss and act as it deems appropriate regarding proposals under its jurisdiction.

The Board of Pension and Health Benefits should consist of 16 members: one-third laywomen, one-third laymen and one-third clergy. They will be elected for terms of eight years and arranged in two classes. With the inauguration of the new Horizon Texas Conference, the Transitional Committee on Nominations will nominate one class for four years and one class for eight years. The Board may fill a vacancy in the membership for the remainder of the conference year in which the vacancy occurs. At its next session, the annual conference shall fill the vacancy for the remainder of the unexpired term.

The Director of Stewardship/Treasurer/Benefits Officer, a representative of the cabinet, and a representative of the Council on Finance and Administration also serve as ex-officio members.

(9) Board of Trustees (§640 and §2512.1-.8)

The Board of Trustees shall function and be constituted in accordance with *The Book of Discipline*. The Board of Trustees shall organize itself according to §2512.1-.8.

“The board shall consist of 12 persons, and it is recommended that one-third be clergy, one third laywomen, and one-third laymen, in accordance with the provisions of §610.5. Said persons must be of legal age as determined by law, and lay members shall be members in good standing of local churches within the bounds of the annual conference. Such persons shall be the directors of the corporation. They shall be elected by the conference staggered terms of four years, except for the first board, one-fourth for a term of one year, one fourth for a term of two years, one-fourth for a term on three years, and one-fourth for a term of four years, and shall serve until their successors have been elected; provided, however, that existing incorporated trustees of any annual conference may continue unaffected while the charter or articles of incorporation are amended to bring them into conformity with (§2512.1).” (§2512.1)

Conference Office Location – The Office Location Team will serve under the direction of the newly formed conference’s Board of Trustees. The conference Board of Trustees may either (1) choose to make final decisions about office location on their own, or (2) designate the existing transitional Office Location Team to complete the work of determining the location of the conference offices.

(10) Commission on Equitable Compensation (§624)

The Commission on Equitable Compensation shall function as prescribed by The Book of Discipline and shall be composed of eight members equally distributed between clergy and laity. At least one layperson and one clergyperson shall be from churches of less than 200 members.

(11) Conference Nominating Committee

The Conference Nominating Committee shall nominate members and Chairs of Agencies for election by the annual conference, except where otherwise provided in *The Book of Discipline* or these Standing Rules. As part of this responsibility the Conference Nominating Committee will maintain a list of persons willing to serve on Agencies.

The Conference Nominating Committee shall consist of:

- The bishop, who shall be the chair;
- The assistant to the bishop as vice chair and secretary, without vote
- The district superintendents;
- The Conference lay leader(s);
- Presidents of UMW, UMM, and Conference Student Leadership Team;
- One additional youth representative chosen by the Conference Student Leadership Team;
- Two representatives chosen by the Council on Young Adult Ministry;
- District lay leaders or their representatives from each district;
- One clergy representative from each district

Each individual or Agency responsible for selecting members of the Conference Nominating Committee shall be informed of the need to ensure inclusiveness in the election of the members of the Committee. At-large lay members of the Conference Nominating Committee will be elected for a four-year term. A person so elected may serve only one four-year term and will be eligible to be elected again only after being off the Conference Nominating Committee for at least two years.

Provisions Related to Agency Membership:

- (a) *Election of Members.* Except as otherwise directed in *The Book of Discipline* or these Standing Rules, Members and Chairs of the Agencies shall be nominated by the Conference Nominating Committee and elected by the annual conference. There shall be an opportunity for additional nominations from the floor. When persons are nominated from the floor of the annual conference, the nominator will indicate which person from the Conference Nominating Committee's report is to be replaced by the nominee. To the extent feasible, substitute nominations should be in the same category of inclusivity as the person in the Conference Nominating Committee's report. Votes on substitute nominees will be made individually prior to the vote on the full report.
- (b) *Election of Board members for Conference-related institutions.* Board Members of institutions related to the Horizon Texas Conference shall be nominated by the applicable institution, reported to the conference secretary by April 1, and elected by the annual conference. Each such institution shall elect its own officers.
- (c) *Membership Diversity.* Except where *The Book of Discipline* or these Standing Rules otherwise provide, membership on all Agencies shall include one third clergy, one third laywomen, and one third laymen insofar as practicable. In addition, special attention shall be given to the inclusion of clergywomen, youth, young adults, older adults, persons from churches with small memberships, people with disabilities, and racial and ethnic persons.

- (d) *Terms.* Except as otherwise provided in *The Book of Discipline* or these Standing Rules, persons shall be nominated to serve a four-year term on an Agency. No person shall be nominated for a position without previously agreeing to serve if elected. Persons elected shall begin their terms of office at the close of the annual conference session at which they are elected. In the event of new agencies being formed, the Conference Nominating Committee shall be permitted to create and allocate shorter terms to allow for rotation of members to maintain agency continuity.
- (e) *Failure to Attend Meetings.* Persons who are absent without cause for half or more of an Agency's meetings during the Conference Year will thereby automatically remove themselves from the membership of the Agency and shall be replaced by the Conference Nominating Committee
- (f) *Vacancies.* The Conference Nominating Committee is authorized to fill any Agency vacancies between sessions of the annual conference, unless The Book of Discipline otherwise provides. Persons appointed to fill vacancies shall serve only the remainder of the Conference year in which they are appointed. They may be elected to the same position at the first regularly scheduled annual conference session following their appointment, in which case they will serve the remainder of the term of the person they replace. If the term of the person they replace would normally expire at the annual conference session, then they may be elected to a full term either as member or chair without the partial year they served filling the vacancy counting toward the term limits specified in Provisions f. and g. below.
- (g) *Term Limits for Members.* Except as otherwise provided in *The Book of Discipline* or these Standing Rules, no elected person may serve more than eight successive years on any one Agency. A person may, however, be re-elected to an Agency on which that person has previously served his or her term limit after non-membership for four years.
- (h) *Term Limits for Agency Chairs and Team Representatives.* Except in extenuating circumstances, as determined by the bishop, no person may serve as Chair or Team Representative of any Agency for more than four consecutive years, nor may any person chair or be a team representative on any combination of Agencies for a total of more than six years in any eight-year period.
- (i) *Limits on Multiple Agency Membership.* It is generally recommended that no person should serve on more than one Agency at a time. In computing these limits, membership which occurs by virtue of holding some other Agency position and ex officio memberships shall not be counted. In applying these limits, the Conference Nominating Committee shall be guided by the policies of diffusing power throughout the annual conference and limiting the agency workload required of any individual. Therefore, both the responsibilities and the workload of the various Agencies shall be taken into consideration in making nominations.
- (j) *Coordination of Nominations.* The Conference Nominating Committee shall report all nominations to the Assistant to the Bishop and the Conference Secretary to promote compliance with these Standing Rules.
- (k) *Record Keeping.* In order to assist the annual conference in enforcing the Standing Rules regarding Agency membership, each annual conference Preliminary Workbook shall include a report from the Conference Nominating Committee, which includes a table, listing for each Agency all members, the year in which each member's current term expires, and whether each member is serving in their first or second consecutive term with the agency.

(12) Standing Rules Committee

The Standing Rules Committee oversees and recommends structural changes in the standing rules of the annual conference. The Standing Rules Committee consists of a chair and seven members. The committee shall be divided evenly between clergy and laity.

2) Procedures for Meetings of the Annual Conference

a) Pre-Conference procedures

i) Lay/clergy equalization

- (1) There shall be an equal number of lay and clergy members of the annual conference.
- (2) Clergy members of the annual conference shall be as specified in the most recent edition of *The Book of Discipline* para. 602.1.
- (3) It shall be the responsibility of the conference secretary annually to revise the number of additional lay members required to equalize lay and clergy membership of the annual conference.
- (4) Lay members shall be selected as specified in the most recent edition of *The Book of Discipline* ¶602.1(e); 2-4. Specifically, they shall consist of:
 - (a) A professing member elected by each charge. Each charge served by more than one clergy member under appointment (including deacons in full connection for whom this is their primary appointment) shall be entitled to as many lay members as there are clergy members under appointment;
 - (b) Consecrated diaconal ministers serve as lay members of the annual conference as long as they maintain this status in The United Methodist Church;
 - (c) Home missionaries;
 - (d) The conference president of United Methodist Women;
 - (e) The conference president of United Methodist Men;
 - (f) The conference lay leader;
 - (g) District lay leaders;
 - (h) The president or equivalent officer of the conference young adult organization;
 - (i) The president of the Conference Student Leadership Team;
 - (j) One youth between the ages of twelve and eighteen from each district, chosen by the district conference;
 - (k) One young adult between the ages of eighteen and thirty from each district, chosen by the district conference;
 - (l) The chair of the annual conference college student organization;
 - (m) Laypersons serving as campus ministers or directors of Wesley Foundations shall be added as district at-large lay members to annual conference;
 - (n) For each Wesley Foundation where clergy serve as chaplain, campus minister, or director, one lay member shall be elected. This lay member shall be either a member of the Foundation's board of directors or a student from that Foundation. In making sure that such inclusion is adhered to, special consideration shall be given to the inclusion of United Methodist young adults who are active participants in campus ministry.
- (5) In addition, the following will be members of the conference:
 - (a) Each district United Women of Faith president;
 - (b) Each district United Methodist Men president;
 - (c) Each district student leadership president;
 - (d) Two youth in addition to the one required by *The Book of Discipline*, chosen by the district conference;
 - (e) Lay chairs of conference agencies;
 - (f) Lay members of any general and/or jurisdictional agencies who reside in the Horizon Texas Conference and are not otherwise members of the annual conference.

- (g) Two young adults, in addition to the one required by *The Book of Discipline*, chosen by the district conference;
 - (h) One lay member for each additional church in a multi-point pastoral charge
 - (i) All lay officers of the conference
 - (6) To the extent necessary to further equalize the number of clergy and lay members, the conference secretary shall add one additional lay member per charge, beginning with the largest-membership charge and continuing to progressively smaller-membership charges, until lay and clergy membership is equalized.
 - (7) Based upon data available as of the last annual conference, the conference secretary shall, no later than September 1st, notify each district superintendent regarding the number of lay members to be elected by each charge for the next annual conference.
 - (8) The procedure for the equalization of lay and clergy members for the upcoming annual conference will be presented as part of the report of the conference secretary in the Preliminary Workbook for that conference.
 - ii) *Publication of Preliminary Workbook.* Conference staff shall create a Preliminary Workbook which includes all matters to be addressed at the annual conference, and the Conference Secretary shall provide a copy to every member of the annual conference via email and through publication on the Conference website no later than 30 days prior to the annual conference.
 - iii) *Procedure for submitting reports and items to be voted on to be included in the Preliminary Workbook.* To facilitate adequate notice and inclusion of reports and proposed legislation in the Preliminary Workbook, all agency reports and matters to be voted on at the annual conference must be submitted to the Conference Secretary no later than 60 days prior to the annual conference in order to be considered at the annual conference, subject to iv. below.
 - iv) *Matters Not Included in the Preliminary Workbook that May be Voted on at annual conference.* Proposed matters to be voted on that are submitted less than 60 days before the annual conference shall only be considered at the annual conference only 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 to preclude proper subsidiary motions or privileged motions.
 - v) *Resolution Working Groups.* At the discretion of the bishop, any proposed legislation or resolution may be submitted to an ad-hoc Resolution Working Group for review. The Bishop, Assistant to the Bishop, and the Conference Secretary shall develop policies regarding the composition of and procedures to be employed by Resolution Working Groups.
 - vi) *Proposed Amendments to Standing Rules.* In order to permit the Standing Rules Committee adequate time to consider proposals and forward them to the conference office in time for inclusion in the Preliminary Workbook, proposed new standing rules and proposed changes to existing standing rules shall be submitted to the Standing Rules Committee no later than 90 days before annual conference.
- b) Conduct of the Annual Conference
- i) *Electronic Meetings*
 - (1) Under extraordinary circumstances, the bishop and cabinet in consultation with the Lead Team may call for the annual conference to meet electronically. Electronic meetings shall be in harmony with all rules adopted by the body to govern in-person meetings and ensure that all members retain voice and vote.
 - (2) Subsidiary bodies/agencies may meet electronically as called by the president/chair in consultation with committee officers or the executive committee so long as such meetings allow for voice and vote of all eligible members.
 - ii) *Submission of Proposals for Amendment.* Resolutions 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 annual conference.

- iii) *Agency Review*. The Conference Secretary shall forward all proposed legislation and resolutions not generated by a Conference agency to the affected agency or agencies, as determined by the Conference Secretary. The affected agency or agencies' decision to abstain, or recommendation to approve or not approve, shall be presented to the annual conference before a vote on the matter.
- iv) *Debate on Motions*. Debate on motions at the annual conference will be limited as follows:
 - (1) No more than three statements in favor and three statements against.
 - (2) No more than three minutes per statement.
- v) *Consent Calendar*. The annual conference shall include a consent calendar. A minimum of five (5) voting members of the annual 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 first day of the conference.
- vi) *Vote Requirements*
 - (1) Unless otherwise specified in *The Book of Discipline* or these Standing Rules, adoption of matters being voted on requires approval of more than 50% of the votes cast.
 - (2) Requests to suspend or amend the Standing Rules require approval of more than two-thirds of the votes cast.
- vii) *Rules of Order*. To the extent not inconsistent with these Standing Rules, the business of the annual conference shall be conducted according to the current edition of *Robert's Rules of Order*.



PETITIONS/RESOLUTIONS

Petitions come from a member or members of the conference and request that the conference articulate a position or take an action. They are often written in the form of a resolution. Typically, petitions are considered to be aspirational.

ITEM 2025-50: RESOLUTION ON A PERMANENT FUND FOR CAMPUS MINISTRY

Whereas, the North Texas Annual Conference and Central Texas Annual Conference both approved an aspirational resolution in June 2024 on establishing a permanent fund for campus ministry;

Whereas, the 2024 Rio Texas Conference approved a \$50,000 matching gift to the Texas United Methodist Campus Ministry Fund, challenging other conferences to join in an initial gift, and established a 'Vital and Sustainable Campus Ministry' task force which shall provide a plan for the Rio Texas Annual Conference to ensure a substantial contribution to the Texas United Methodist Campus Ministry Endowment Fund and sustainable funding for Campus ministry; and

Whereas, the Horizon Texas Conference has invested an initial \$50,000 to join the statewide fund; it is therefore

Resolved, That the Horizon Texas Conference affirms the importance of United Methodist campus ministry and desires to contribute to the growth and sustainability of discipleship with college students;

Resolved, That the annual conference will invest 5% of any net proceeds from the sale of non-urban closed church property acquired by the conference in accordance with paragraph 2549 into the Texas United Methodist Campus Ministry Permanent Fund pending at least one additional annual conference making a comparable commitment and 5% to a Horizon Texas Conference interest-bearing designated fund established for the benefit of Horizon Texas Conference campus ministries; and

Resolved, That the annual conference shall establish a 'Sustainable Campus Ministry' task force which shall provide a plan for the Horizon Texas Annual Conference to ensure a substantial contribution to the Texas United Methodist Campus Ministry Fund and sustainable funding models for campus ministry in our conference. This task force shall include three representatives of campus ministries, two representatives from the Council on Finance and Administration, two representatives from conference trustees, and a district superintendent appointed by the respective chairs and/or area leaders. A plan will be presented to the annual conference no later than the 2026 Horizon Texas Annual Conference.

Respectfully submitted, Rev. Eric Douglas

Supporting Information

What Biblical text(s) informed you in the development of this resolution?

- Deuteronomy 32.7
- Exodus 13.14
- Joshua 4.21-22
- Psalm 71.18
- Psalm 78.6
- Psalm 145.4
- 1 John 2:12-14
- 1 Thessalonians 2:11-12

- Ephesians 6:4
- Acts 2:39
- Matthew 28:19-20

How does this resolution help further the mission of our Annual Conference to make Disciples of Jesus Christ for the transformation of the world? How does it align with the HTC vision and the five strategic priorities?

- This resolution furthers the mission of our Annual Conference by strengthening its witness among young adults on college campuses throughout Texas. The efforts of campus ministries create environments where the Spirit calls young people to a life of ministry, brings in the growing number of unchurched or dechurch for a positive experience of faith (many times following significant church hurt), and helps walk people through major life milestones at the beginning of their adult lives. This profound work is one of the most foundational ministries of the Conference that helps multiple new disciples and transform the world.
- This resolution will help further the five priorities by primarily multiplying Jesus followers in younger generations and among people groups that are historically uninterested in the ministries of the United Methodist Church. Campus ministries also provide a place of healing and wholeness for many young adults, while also being a conduit for telling our story of faith in a context that is in need of hope. Our campus ministries are some of the most diverse and inclusive ministry contexts within our connection.

Provide pertinent references set forth in the 202/2024 Book of Discipline or the 2020/2024 Book of Resolutions that relate to this resolution?

- Referenced in the resolutions itself is Para. 2549.

How does this item differ from the stated stances set forth in the 2020/2024 Book of Discipline or the 2020/2024 Book of Resolutions?

- It does not.

If applied, what action would be required of the Horizon Texas Annual Conference?

- The Disposition Policy of the Annual Conference would reflect that 10% of the net assets from any closed church would be deposited with the Permanent Fund for Campus Ministry currently housed at Texas Methodist Foundation.

ITEM 2025-51: RESOLUTION TO CREATE HORIZON TEXAS CONFERENCE PARENTAL LEAVE POLICY

Whereas, our United Methodist Social Principles affirm, “[We] endorse policies that guarantee every worker paid time off, including but not limited to... parental leave for those caring for newborns or newly adopted children;”

Whereas, Scripture calls us to provide care for each other as members of Christ's family ("But if someone doesn't provide for their own family, and especially for a member of their household, they have denied the faith." 1 Timothy 5:8, CEB); and

Whereas, through our Baptismal vows, we have promised to “nurture these children in Christ’s holy Church” and “surround these persons with a community of love;”

Whereas, The World Health Organization and the International Labor Organization advocate for at least 14 weeks of paid maternity leave;

Whereas, The United Methodist Book of Discipline states, “Maternity or paternity leave, not to exceed one-fourth of a year, will be available and shall be granted by the bishop and the cabinet, and the executive committee of the Board of Ordained Ministry to any local pastor, provisional member, associate member, or clergy member in full connection who so requests it at the birth or arrival of a child into the home for purposes of adoption;”

Whereas, the parental leave policy as written in the United Methodist Book of Discipline only guarantees paid leave for eight weeks, has been considered open to interpretation, and has not always applied equitably across the connection, since “one-fourth of a year” is thirteen weeks;

Whereas, nine annual conferences have adopted policies maintaining compensation for thirteen weeks and assisting local congregations in paying for coverage during the leave, and eleven annual conferences are bringing forward legislation this year;

Whereas, congregations have disproportionate access to resources, and generous parental leave policies positively affect clergy well-being, recruitment, and retention throughout the annual conference; and

Whereas, supporting clergy families lives up to our calling to welcome all generations as Christ welcomes children (Matthew 19:14, Mark 10:15, Luke 18:16), expressed in our baptismal covenant when we promise to “nurture these children in Christ’s holy Church” and “surround these persons with a community of love”; it is therefore

Resolved, That the Horizon Texas Conference adopts the attached Parental Leave Policy and Procedures.

Submitted by:

Barbara Dunlap
Boston White
Leanne Johnston
Brandie Spletzer
Meg Witmer-Faile
Christine Anne Peirce
Darlene Alfred
Audrua Welch

Supporting Information

What Biblical text(s) informed you in the development of this resolution?

In Luke 1, we are told of the pregnancies of both Mary and Elizabeth. The two women found support in one another as their pregnancies progressed. We read that when Elizabeth gave birth, “[h]er neighbors and relatives celebrated with her.” (Luke 1:58, CEB) Just as Elizabeth and Mary supported one another and were also supported by their communities, we are called to support clergy parents in the Horizon Texas Conference.

This resolution was also informed by 1 Timothy 5:8, “But if someone doesn’t provide for their own family, and especially for a member of their household, they have denied the faith.” (CEB)

How does this resolution help to further the mission of our Annual Conference to make disciples of Jesus Christ for the transformation of the world? How does it align with the HTC vision and the five strategic priorities?

As “followers of Jesus seeking the loving, just, and free world God imagines for all people,” we are charged to ensure equity and justice. The current parental leave policy outlined in the Book of Discipline is neither equitable nor just. Congregations have disproportionate access to resources which has caused parental leave not to be compensated equitably across our legacy conferences. By establishing a cohesive policy, which ensures equitable pay during thirteen weeks of leave, the Horizon Texas Conference will be a leader in the nationwide movement to expand parental leave.

This resolution and the policy and procedures it creates align with the following strategic priorities:

- Champion Children and Youth – Paid parental leave supports the well-being of children and families by supporting bonding, attachment, and improved health of infants.
- Pursue and Embrace Diversity – Thirteen weeks of fully paid parental leave helps recruit and retain young clergy. Parental leave increases rates of women’s employment.
- Maximize Care and Healing – New parents need time to heal physically as well as bond with their child. This policy maximizes that time by ensuring that thirteen weeks of leave is fully paid.

Provide pertinent references set forth in the 2020/2024 Book of Discipline or the 2020/2024 Book of Resolutions that relate to this resolution.

The United Methodist Book of Discipline 2020/2024 ¶ 356

Maternity or paternity leave, not to exceed one-fourth of a year, will be available and shall be granted by the bishop and the cabinet, and the executive committee of the Board of Ordained Ministry to any local pastor, provisional member, associate member, or clergy member in full connection who so requests it at the birth or arrival of a child into the home for purposes of adoption.

The United Methodist Book of Discipline 2020/2024 ¶161, The Economic Community, Economic Justice, C. The Dignity of Work

[We] endorse policies that guarantee every worker paid time off, including but not limited to... parental leave for those caring for newborns or newly adopted children.

The Book of Resolutions of The United Methodist Church 2020/2024

3261. Eradication of Sexism in the Church

Whereas, the Church continues to lose clergywomen from local church ministry into more welcoming forms of ministry, indicating a persistent, subtle, and often unchallenged sexism that denies women in The United Methodist Church the opportunity to participate fully and equally in all areas of the Church, and despite progress, research continues to show that clergywomen experience a limited positional power when leading a congregation in comparison with their male counterparts;

Whereas, a General Commission on the Status and Role of Women 2017 Pay Equity survey found that though membership is comprised of 58% women, they made up 28.4% of clergy positions, with women clergy receiving on average a salary that is almost \$4,000 less per year than their similarly situated male counterparts across regions and jurisdictions;

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Therefore, be it resolved, that the General Conference continue to commit itself to eradicating sexism in the church and that it affirm the work and tasks of the General Commission on the Status and Role of Women and of the annual conference-related commissions and counterparts; and Be it further resolved, that each annual conference commission or counterpart be given the financial backing to pursue projects that are aimed at educating the members of the local churches about the issues of sexism and at sponsoring the leadership events that enable the annual conference commission members to be better advocates for all who seek equity and inclusiveness; and

Be it further resolved, that bishops and cabinet members be mindful of pay equity disparities and work collectively within their respective conferences to eliminate pay inequities;

How does this item differ from the stated stances set forth in the 2020/2024 Book of Discipline or the 2020/2024 Book of Resolutions?

The parental leave policy as written in the 2020/2024 Book of Discipline only guarantees paid parental leave for eight weeks. This resolution, policy, and procedures ensure the full thirteen weeks of leave is paid. In addition, it codifies “one-fourth of a year” as thirteen weeks. The policy also includes leave for foster and kinship care placements.

If applied, what action would be required of the Horizon Texas Annual Conference? (Please include financial implications as well)

The Annual Conference will assist local churches with additional funding for pastoral coverage, in consultation with the clergy person and the SPRC, up to \$10,000 per leave. These funds will be approved by the Cabinet according to the context and setting and will fall under a category determined by the Conference Council on Finance and Administration.

Proposed Parental Leave Policy

Statement of Purpose

The United Methodist Church proclaims, “Children are a gift from God to be welcomed and received” and “Nurture and support are fundamental to the proper functioning of families.” We seek to love one another and enable all members of the body of Christ to grow and flourish.

The Horizon Texas Conference supports families and advocates for parental leave for all persons welcoming a child into their home, both clergy and lay. Further, we encourage all parents who are welcoming a child into their home to make full use of parental leave policies.

The World Health Organization and the International Labor Organization advocate for at least 14 weeks of paid maternity leave, and The United Methodist Book of Discipline allows for up to 13 weeks of “maternity or paternity leave” for clergy families.

The Horizon Texas Conference has developed this policy in order to assist clergy families, local churches, District Superintendents, and the Annual Conference in caring for families and advocating for parental leave in the church and beyond the church.

This policy applies to all clergy, regardless of their part-time or full-time status. In this policy, “clergy” means any local pastor, provisional member, associate member, or clergy member in full connection who

is appointed to a local congregation or annual conference-funded extension ministry, including but not limited to conference and district positions, Wesley Foundations or campus ministries, camp and retreat ministries, and conference staff. Clergy appointed to non-conference-funded extension ministries are encouraged to adapt similar policies for their settings.

This policy goes into effect on July 1, 2025. The Board of Ordained Ministry and Cabinet will review and update this Parental Leave policy at least quadrennially.

Book of Discipline Foundations

¶1356. Maternity or Paternity Leave—Maternity or paternity leave, not to exceed one-fourth of a year, will be available and shall be granted by the bishop and the cabinet, and the executive committee of the Board of Ordained Ministry to any local pastor, provisional member, associate member, or clergy member in full connection who so requests it at the birth or arrival of a child into the home for purposes of adoption.

1. Persons desiring maternity or paternity leave should file their request with the committee on pastor-parish relations after consulting with the district superintendent at least ninety days prior to its beginning to allow adequate pastoral care for the churches involved to be developed.
2. During the leave, the clergy member's annual conference relations will remain unchanged, and the health and welfare benefit plans will remain in force.
3. A maternity or paternity leave of up to one-quarter of a year will be considered as an uninterrupted appointment for pension purposes.
4. Compensation will be maintained for no less than the first eight weeks of leave.
5. During the leave time, pastoral responsibility for the church or churches involved will be handled through consultation with the committee on pastor-parish relations of the local church(es) and the district superintendent.
6. Special arrangements shall be made for district superintendents, bishops, and those under special appointment.

Policy for Births and Adoptions

1. All clergy in the Horizon Texas Conference who are expecting the birth, placement, or adoption of a child are eligible for Parental Leave (see *the 2020/2024 Book of Discipline of the United Methodist Church*, ¶1356). Parental leave is guaranteed to all clergy who request it within the guidelines of this policy.
2. Families giving birth are encouraged to communicate with their district superintendent as soon as they are public about their pregnancy. Adoptive parents are encouraged to communicate with their district superintendent as soon as they are approved for adoption/foster parenting, with follow-up upon the placement of the child.
3. Parental leave should be requested at least 90 days in advance of the anticipated beginning of the leave, in accordance with the *2020/2024 Book of Discipline*. Clergy should send notification in writing to the District Superintendent, Episcopal Office, and the Board of Ministry Conference Relations Registrar.
4. Parental leave shall be encouraged and permitted for up to 13 weeks with full pay and will not affect the clergy person's pension, health benefits, and appointment status.
5. Churches will maintain their regular compensation for clergy on leave for the duration of the leave.
6. The District Superintendent will consult with the clergy person to arrange coverage for the duration of leave.
7. The Annual Conference will assist local churches with additional funding for pastoral coverage, in consultation with the clergy person and the SPRC, up to \$10,000 per leave. These funds will be approved by the Cabinet according to the context and setting and will fall under a category determined by the Conference Council on Finance and Administration.

8. Parental leave may be taken consecutively or non-consecutively, full or part time, according to the needs of the family. All parental leave must be taken within 12 months of the placement or birth of the child.
9. Parental leave is not vacation. The use of parental leave does not affect the clergy person's use of their annual vacation granted in the Annual Conference Rules.
10. In accordance with the 2023 Federal PUMP Act, churches will make reasonable accommodations for breastfeeding and pumping parents, as well as for the feeding of infants. This can include private space, access to an outlet, and time/space to feed according to the infant's needs.
11. Churches and other ministry settings are encouraged to examine their personnel policies for lay staff and are encouraged to ensure adequate and equal parental leave for all.
12. Clergy in the Annual Conference will support and promote parental leave, including by providing pastoral care coverage if asked and needed, in accordance with their schedule.
13. The Annual Conference will support clergy on parental leave by excusing or making alternate arrangements for their district and conference duties. This includes the annual conference session, charge conference, district and conference committees, and residency requirements.
14. The Cabinet will remain in conversation with clergy about potential appointment changes. These conversations should affirm the professional dignity and sacred worth of clergy parents, future parents, and families.
15. In the event of a pregnancy loss or infancy loss, District Superintendents will help interpret and support the need for space and time for grieving for clergy families. District Superintendents will be in consultation with clergy and the SPRC to arrange this time, recommended for a minimum of two weeks, and it will not affect a clergy person's annual vacation.
16. Beyond the church, the Annual Conference will advocate for paid Parental Leave in all aspects of society.

Policy for Foster/Resource Families and Kinship Care Placements

The Horizon Texas Conference recognizes the significant need for foster/resource families and kinship care. The intended temporary nature, often short notice, and variable government financial support of foster/resource families and kinship care present different support needs.

1. Clergy who serve as foster/resource parents should be in communication with their SPRC and district superintendent at the time of appointment or during the licensing process. Clergy considering or notified of possible kinship placement should communicate immediately with their SPRC and District Superintendent. Within thirty days, clergy should send notification in writing to the District Superintendent, Episcopal Office, and the Board of Ministry Conference Relations Registrar.
2. Should a clergy family welcome a child into their home through foster/kinship care, a specific plan will be worked out among the District Superintendent, SPRC, and the clergy family, with the goal of caring for the family. This plan is encouraged to be made as early as possible.
 - a. Foster/resource parents and kinship caregivers generally anticipate taking off work for some days at the beginning of the placement, to arrange for daycare and/or school enrollment, potential medical or caseworker appointments, potential first family visitation, and to begin to establish a relationship of mutual trust with the child(ren).
 - b. Foster/resource parents and kinship caregivers may also need a few days at the end of a placement as well, to care for both the logistics and grief of transition. These transitions may be unexpected.
3. Up to four weeks of paid parental leave may be given each calendar year to clergy beginning or ending foster/resource/kinship placements. This may be taken consecutively or nonconsecutively, full or part time, according to the needs of the family.
4. The Annual Conference will assist local churches with additional funding for pastoral coverage and compensation, in consultation with the clergy person and the SPRC, up to \$1,500 per year.

These funds will be approved by the Cabinet according to the context and setting and will fall under a category determined by the Conference Council on Finance and Administration.

5. Beyond the church, the Annual Conference will advocate children and families in foster/kinship care in all aspects of society.

Proposed Parental Leave Procedures

Clergyperson's Responsibilities and Action Steps:

1. Clergy are encouraged to begin planning for Parental Leave as soon as possible. Think through the logistics and needs of your family, ensuring that you consider what will best serve your family.
2. Talk with your District Superintendent before sharing the news with your Local Church.
3. Share your plans for Parental Leave with your SPRC.
4. Submit a formal Parental Leave request to the District Superintendent, Episcopal Office, and the Board of Ministry Conference Relations Registrar. When possible, this should occur at least 90 days in advance of the projected start date of leave.
5. If needed or desired, the District Superintendent will meet with the SPRC to discuss the Parental Leave Policy, benefits, and needs of the congregation.
6. Work with the SPRC to determine the local church resources and needs during the leave. Request funding by submitting a budget for the expenses of pastoral coverage during leave to the District Superintendent.
7. Arrange pastoral coverage for the duration of your leave. The District Superintendent is available to assist you if desired.
8. Communicate your Parental Leave plans to the SPRC, District Superintendent, and Local Church/ministry setting.
9. As the child's arrival date nears, ensure all notes and pastoral coverage plans are in place and have been communicated to all involved.
10. Set appropriate boundaries with Local Church leadership as to your needs during leave. Think about if you wish to be contacted during your leave, and under what circumstances. Communicate your boundaries clearly and ensure that the Local Church/ministry setting understands your availability during leave. (Think about how or if you will respond when a parishioner calls you. What about if there is a funeral? What will happen to emails that are sent during your leave?). Ensure that communication is kind and clear so that all know what to expect.
11. As the child's arrival date nears, it may be helpful to have backup pastoral coverage and worship services ready, in case of unanticipated circumstances. Consider developing a lay-led service or two and equipping members to be prepared in the event they need to lead without you.
12. When your child arrives and leave begins, inform your District Superintendent and SPRC.
13. Take full advantage of the Parental Leave benefits offered to you, for the benefit of your family.

District Superintendent and Conference Responsibilities and Action Steps:

1. District Superintendents will support clergy and encourage the full use of the Parental Leave Policy, including the Policy for Births and Adoptions and the Policy for Foster/Resource Families and Kinship Care Placements.
2. If desired, District Superintendents will meet with the SPRC to discuss the Parental Leave Policy, benefits, and needs of the congregation, for birth, adoption, kinship care, or foster care placement.
3. District Superintendents will receive Parental Leave coverage budgets from Local Churches/ministry settings and will ensure that funding is provided in accordance with the Parental Leave policy.

4. District Superintendents will remain in consultation with the clergy as pastoral coverage is arranged. If desired, the District Superintendent will assist the clergyperson in finding appropriate coverage.
5. District Superintendents will encourage good boundaries during Parental Leave. District Superintendents will not require clergy to attend charge conference, district conference, or related duties during their parental leave.
6. During the appointment process, the District Superintendent should be in conversation with clergy about potential appointment changes. These conversations should affirm the professional dignity and sacred worth of clergy parents, future parents, and families.
7. District Superintendents will help interpret and support the need for space and time for grieving for clergy families experiencing pregnancy or infancy loss or at the end of a placement. District Superintendents will be in consultation with clergy and the SPRC to arrange this time. This time will not affect a clergy person's annual vacation.
8. The Annual Conference will support and promote Parental Leave and will advocate for paid Parental Leave for birthing, adoptive, and foster/kinship care families in all aspects of society.
9. The Board of Ordained Ministry and Cabinet will review and update the Parental Leave policy at least quadrennially.

ITEM 2025-52: RESOLUTION ON BATHROOM ACCESSIBILITY

Whereas, The Horizon Texas Annual Conference is open to all voting delegates and the public, including transgender and nonbinary individuals, and those who do not identify with any gender;

Whereas, The Horizon Texas Annual Conference Unifying Conference was not in a space that allowed for people to use restrooms outside of men's and women's bathrooms, leaving nonbinary and transgender people to have to decide between personal safety and personal health;

Whereas, the 89th Session of the Texas Legislature considered HB1014 and HB1015, which would have limited access to bathrooms in schools based on gender identity as assigned on birth certificates;

Whereas, a bill was presented to Congress in November 2024 limiting transgender people's bathroom access on federal property;

Whereas, non-transgender individuals have been harassed while using the bathroom based on their appearance as being too masculine or too feminine;

Whereas, the *2020/2024 Book of Discipline* states "Inclusiveness means openness, acceptance, and support that enables all persons to participate in the life of the Church, the community, and the world; therefore, inclusiveness denies every semblance of discrimination and rejects every type of barrier that serves to divide and separate us as members of the body of Christ" (§140 20/24 BOD); and

Whereas, the *2020/2024 Book of Discipline* also states "To ensure that no annual conference board, agency, committee, commission, or council shall give United Methodist funds to any group, or otherwise use such funds, to reject any LGBTQIA+ person or openly to discriminate against LGBTQIA+ people, in order to follow the commitment of The UMC 'not to reject or condemn lesbian or gay members and friends' (see The Book of Discipline, 2016, ¶161G), and to honor our commitment to the inclusion of all people in the life of the church 'that enables all persons to participate in the life of the Church, the community, and the world' (§140)" (§614 20/24 BOD); it is therefore

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Resolved, That the 2025 Annual Conference instructs the annual conference planning committee or equivalent body (§1603.3 20/24 BOD) to work to secure all-gender family bathroom options which are also accessible to people with disabilities for Annual Conference 2026;

Resolved, That if all-gender bathrooms are not already on site, the annual conference planning team will devise a plan to designate a multi-stall accessible bathroom as an all-gender bathroom for the duration of Annual Conference 2026;

Resolved, That the Annual Conferences requests the Board of Trustees and the Center for Diversity and Cultural Engagement to consider policies and procedures regarding bathrooms at conference-owned sites (such as conference offices and camps;) and,

Resolved, That the Center for Diversity and Cultural Engagement and/or the Pursue and Embrace Diversity Team will provide training to these groups to ensure discussions around bathrooms are respectful and caring towards trans people, nonbinary people, and disabled persons.

Submitted by: Rev. Marianne Brown-Trigg

Co-Signers:

Andy David, MA, LPC

Brittany Melrose

Carlos Rickman

Ellie Stobaugh

Krystal Stroud

Leanne Johnston

Malachi Watts

Rev. Ashley Anne Sipe

Rev. Audrua Welch

Rev. Barbara Dunlap

Rev. Brendan Voss

Rev. Cathy Sweeney

Rev. Dr. Rebecca David Hensley

Rev. Eric Folkerth

Rev. Eric Douglas

Rev. Geoffrey C Moore, Ph.D.

Rev. Heather Moore

Rev. Jane Graner

Rev. Jarrod Johnston

Rev. Jeffrey Smith, D.Min., PCC

Rev. Jenny Bates

Rev. Jonathan Perry

Rev. Jordan Cramer

Rev. Josh Stueve

Rev. Justin Hancock

Rev. Karyl Patredis

Rev. Katie Newsome

Rev. Kerry Smith

Rev. Kristen Perkins Glover

Rev. Kristin N. Warthen

Rev. Michelle Stubbs-Wood

Rev. Page Hines

Rev. Phil Dieke

Rev. Rachel Griffin-Allison

Rev. Raegan Gilliland

Rev. Scott Gilliland

Rev. Staci Orr

Supporting Information

What Biblical text(s) informed you in the development of this resolution/legislation?

In Acts 8, the Holy Spirit draws Philip to a transformative encounter with the Ethiopian eunuch, who is of a marginalized gender identity. Philip is compelled to welcome, affirm, and include the eunuch, who leaves “on his way rejoicing.” It is my hope that people with marginalized gender identities would not only gather with us and bless us with their service and leadership, but that they would also leave those gatherings unharmed, and even rejoicing.

In the Feeding of the 5,000 in Mark 6, the disciples present Jesus with practical and logistical complications to his ministry, Jesus responds that he expects the disciples to creatively and faithfully provide for the needs of the people. Our systems and buildings have not been set up to function equally for all people. There are many logistical and practical reasons to exclude or deny

access to people who we did not develop our systems to expect, but Jesus teaches us to accommodate the neighbors God brings to us. I think working together to come up with creative and faithful solutions that meet the needs of all our neighbors is a way we can live into the example of Jesus in this story.

How does this resolution help to further the mission of our Annual Conference to make disciples of Jesus Christ for the transformation of the world? How does it align with the HTC vision and the five strategic priorities?

Insisting on access for all our participants has the power to transform the expectations of the communities we visit and to witness to diverse groups of people more effectively. As disciples of Jesus Christ, we are called to care for God's beloved, especially those our communities have failed to protect and care for historically. Caring for transgender and non-binary individuals through compassionate interactions and inclusive language is a part of our life as disciples. However, actually changing the physical and social barriers to the thriving and inclusive of those individuals is a vital part of our work in transforming the world.

By offering a different witness than what many trans and nonbinary individuals have heard about themselves from the Church, we are providing an evangelistic opening by which new people may come to know Christ. In my own ministry context, I have watched people begin their journey of discipleship simply because the restroom in our ministry was the only one they could use within walking distance between classes. Multiplying Christ Followers depends on our ability to not only tell the story of God, but to rewrite the story many modern people in our communities have heard about Church and about themselves.

Through taking into account the physical and social needs of all our members and visitors, we are providing an opportunity for God's care and healing to prevail through our conference. To do no harm is the premier mandate of our hope to maximize care and healing, because the harm we have caused ourselves, as individuals and institutions, are some of the greatest hurts our neighbors must heal from. By refusing to exclude important members of our body and insisting on their health and safety in our gatherings, we are able to create a space with the necessary prerequisites to healing.

Chiefly, becoming more inclusive and accessible to more people is an opportunity for us to pursue and embrace diversity. Trans and non-binary individuals add valuable perspective and spiritual gifts to our assembly, and, more importantly, represent the diverse image of our Creator. Ensuring their comfort and safety in participating with us is necessary to reap the benefits of their voice and presence in our decision-making, and it is also our religious duty in affirming the goodness of God exhibited in our differences.

Provide pertinent references set forth in the 2020/2024 Book of Discipline or the 2020/2024 Book of Resolutions that relate to this resolution.

"Inclusiveness means openness, acceptance, and support that enables all persons to participate in the life of the Church, the community, and the world; therefore, inclusiveness denies every semblance of discrimination and rejects every type of barrier that serves to divide and separate us as members of the body of Christ" (§140 20/24 BOD).

2020/2024 Book of Discipline also states "To ensure that no annual conference board, agency, committee, commission, or council shall give United Methodist funds to any group, or otherwise use such funds, to reject any LGBTQIA+ person or openly to discriminate against LGBTQIA+ people, in order to follow the commitment of The UMC 'not to reject or condemn lesbian or gay members and friends' (see The Book of Discipline, 2016, §161G), and to honor our commitment to the inclusion of all people in the life of the church 'that enables all persons

to participate in the life of the Church, the community, and the world '(¶140)" (¶614 20/24 BOD).

How does this item differ from the stated stances set forth in the 2020/2024 Book of Discipline or the 2020/2024 Book of Resolutions?

This item explicitly refers to our conference's property and gatherings.

*If applied, what **action** would be required of the Horizon Texas Annual Conference? (Please include financial implications as well)*

The Annual Conference planning team would work to secure all-gender family bathrooms accessible to people with disabilities for Annual Conference 2026, including, if necessary, devising a plan to designate a multi-stall accessible bathroom as an all-gender bathroom for the duration of Annual Conference 2026

The Conference Board of Trustees and Center for Diversity and Cultural Engagement would be instructed to work on policies regarding conference-owned sites, such as offices and camps.

The Center for Diversity and Cultural Engagement will provide training for the Board of Trustees and Annual Conference Planning Team to aid these discussions.

ITEM 2025-53: AFFIRMING THE NET-ZERO COMMITMENT OF THE BOARDS, AGENCIES, COUNCIL OF BISHOPS, AND GENERAL CONFERENCE OF THE UNITED METHODIST CHURCH

Whereas, God created Earth and charged humankind with its stewardship (Genesis 1–2);

Whereas, we have failed in that task by despoiling our planet, degrading its environment, altering its climate, and destroying its habitability;

Whereas, “without God, we cannot remedy the problem” and “without us, God will not solve it” (Saint Augustine);

Whereas, the Council of Bishops in their 2009 Pastoral Letter God’s Renewed Creation Call to Hope and Action recognized that “our neglect, selfishness, and pride have fostered environmental degradation” and that “we cannot help the world until we change our way of being in it”;

Whereas, the 2024 General Conference of The United Methodist Church affirmed the net-zero pledge supported by the Council of Bishops that joined the pledge of the 12 boards and agencies of the UMC, pledging to achieve net-zero greenhouse gas emissions by 2050 across ministries, facilities, operations, and investments; it is therefore

Resolved, That the Horizon Texas Annual Conference of The United Methodist Church affirms Resolution 1215 of the *Book of Resolutions of The United Methodist Church*, “Commitment to Net-Zero Greenhouse Gas Emissions”:

Therefore, be it resolved, that we the people and churches of The United Methodist Church, confess our failure to properly steward God’s earth; ask for God’s help in restoring Creation; and support our Bishops, Boards, and Agencies and Commissions in committing to net-zero greenhouse gas emissions by 2050.

—page 87, as adopted by the 2024 General Conference

Resolved, That the Horizon Texas Annual Conference staff with the Conference Creation Care/Justice Team and newly instituted conference Caretaker of God's Creation Coordinator take action with appropriate urgency to evaluate next steps for emissions reduction in the conference; and

Resolved, That the Coordinator, working with the conference Creation Care/Justice Team, will publish a progress report identifying steps completed, underway, and proposed by January 2026, with a further report to the annual conference members to be presented in writing during the 2026 conference business session.

Submitted by:

Rev. Mel Caraway, Caretaker of God's Creation Coordinator, Horizon Texas Conference

Supporting Information

What Biblical text(s) informed you in the development of this resolution?

Biblical Text – Genesis 1-2.

How does this resolution help further the mission of our Annual Conference to make Disciples of Jesus Christ for the transformation of the world? How does it align with the HTC vision and the five strategic priorities?

This resolution helps further the mission of the HTC to make disciples for the transformation of the world by encouraging everyone to live out God's instructions regarding God's creation as set forth in Genesis 1-2. This resolution is aspirational in that it includes elements of each of the five strategic priorities in its goals.

Provide pertinent references set forth in the 202/2024 Book of Discipline or the 2020/2024 Book of Resolutions that relate to this resolution?

Book of Resolutions Par. 1215.

How does this item differ from the stated stances set forth in the 2020/2024 Book of Discipline or the 2020/2024 Book of Resolutions?

It does not differ from Par. 1215 in any way.

If applied, what action would be required of the Horizon Texas Annual Conference?

The actions required would be the publishing of progress reports by January 2026 and by the 2026 Annual Conference. There are no financial implications.

ITEM 2025-54: AFFIRMING CHURCH LAND USE AND THE HARMONY OF CREATION, UNITED METHODIST BOOK OF RESOLUTIONS PAR. 1214

When God created the heavens and the earth, God put into place systems and cycles that would be life promoting and sustaining and made humans caretakers of all life on earth. God gave the earth clean water and nutrient-rich soil.

God gave the earth plants that grow from the combination of nutrients in the soil, the sunlight, and the water, and that are used as food and shelter by other life forms on earth. These plants absorb carbon dioxide and release oxygen, which cleans the air and provides humans and other animals with oxygen they require to live.

God created humans, animals, creatures of the sea, and birds of the air, to live upon the earth. And God created all these things, and more, to work together in harmony in a manner that promotes and sustains all life on earth.

At present, humans are not working together in harmony with the rest of Creation as God intended. We are in the midst of a Sixth Extinction, a human-caused biodiversity and wildlife crisis which, according to the Center for Biological Diversity, causes as many as 30,000 species to go extinct annually.

Use of chemical pesticides and biocides, as well as other harmful synthetic chemicals that persist in the environment known as “forever chemicals,” water pollution, and air pollution, including excessive release of carbon dioxide and methane into the atmosphere from the burning of fossil fuels, are causing this crisis.

The good news is this: Since human actions are the cause of these problems, they can also be the solution. And, because God created the earth to incorporate life-promoting and life-sustaining systems, we humans can follow God’s intended order and renew the life-giving abilities of these systems that we have been harming.

Actions for implementation may include, but are not limited to evaluating vegetation to remove non-native plants and plant native plants in harmony with native birds, wildlife, and pollinators; plant native trees and edibles; replace at least 50% of lawns with native plants to reduce chemical runoff and promote native diversity; discontinue use of synthetic fertilizers and pesticides; become a teaching garden for regenerative practices; plant a rain garden to support healthy water systems; install clean energy systems; support regenerative land practices by curtailing forest, wetland, peatland, and grassland destruction; restore degraded land; and avoid purchases that cause deforestation. See the resolution for more on recommended actions: 1214. *2024 Book of Resolutions of The United Methodist Church*, pages 102–103.

Therefore, as United Methodists and persons of faith who wish to promote and sustain life and follow God’s intended order for Creation, be it

Resolved, That all local churches and other holders of church lands, such as camp and retreat centers, as well as offices of general boards and agencies, conference offices and district locations, implement actions in their settings that bring their land back in harmony with God’s intentions and systems. 1214. *2025 Book of Resolutions of The United Methodist Church*, page 100;

Resolved, That that the Horizon Texas Annual Conference affirms the resolution for Church Land Use passed by the 2024 General Conference. The conference Creation Care/Justice Team, Board of Trustees, and Caretaker of God’s Creation Coordinator will facilitate the creation of a conference plan to address the properties held by local churches and conference camps and offices by January 1, 2026. The conference and each local church are strongly encouraged to take one or more action per year as recommended by the conference plan and land use resolution, with those commitments, learnings and completion reported and celebrated during the 2026 annual conference and each subsequent annual conference.

Submitted by:

Rev. Mel Caraway, Caretaker of God's Creation Coordinator, Horizon Texas Conference

Supporting Information

What Biblical text(s) informed you in the development of this resolution?

Biblical Text – Genesis 1-2

How does this resolution help further the mission of our Annual Conference to make Disciples of Jesus Christ for the transformation of the world? How does it align with the HTC vision and the five strategic priorities?

This resolution helps further the mission of the HTC to make disciples for the transformation of the world by encouraging everyone to live out God's instructions regarding God's creation as set forth in Genesis 1-2. This resolution is aspirational in that it includes elements of each of the five strategic priorities in its goals.

Provide pertinent references set forth in the 202/2024 Book of Discipline or the 2020/2024 Book of Resolutions that relate to this resolution?

Book of Resolutions Par. 1214; Book of Discipline Par. 2533.7

How does this item differ from the stated stances set forth in the 2020/2024 Book of Discipline or the 2020/2024 Book of Resolutions?

It does not differ from the Book of Resolutions Par. 1214 or Book of Discipline Par 2533.7.

If applied, what action would be required of the Horizon Texas Annual Conference?

The actions required would include the creation of a conference plan to address the properties held by local churches, conference camps, and offices by January 1, 2026. Any financial implications would depend upon the recommended actions taken.

ITEM 2025-55: AFFIRMING THE FORMATION OF GREEN TEAMS IN THE HORIZON TEXAS ANNUAL CONFERENCE

Whereas, the General Conference of The United Methodist Church called on the Council of Bishops to:

"Support the efforts of annual conferences to form teams of United Methodists committed to creation care." *2024 Book of Resolutions of The United Methodist Church*, page 96;

Whereas, the General Conference of The United Methodist Church called on the General Board of Church and Society (GBCS) to:

"Develop resources," "form teams," and "respond to our call to be caretakers of God's creation." *2024 Book of Resolutions of The United Methodist Church*, page 97;

Whereas, the 2024 General Conference took action to affirm the formation of green teams (creation care teams, environmental justice teams) and Caretakers of God's Creation Coordinators in every annual conference in the denomination;

Whereas, Jesus appointed the twelve as disciples and apostles, and as well "commissioned seventy-two others and sent them on ahead in pairs to every city and place he was about to go. He said to them, 'The harvest is bigger than you can imagine.'" (Luke 10:1-2 CEB); and

Whereas, the United Methodist Creation Justice Movement has provided many resources for United Methodists forming and acting through green teams across the denomination and has developed many resources supporting a network of conference Caretakers of God's Creation Coordinators, it is therefore

Resolved, That the Horizon Texas Annual Conference of The United Methodist Church affirms the legislation passed at the 2024 General Conference and named at the Unifying Conference a Caretaker of God's Creation Coordinator:

“The conference board of church and society or equivalent structure shall name a conference Caretaker of God’s Creation Coordinator who will be responsible for helping the conference develop programs to become more ecologically sustainable and to address environmental injustices” ¶628.2 *2024 Book of Discipline of The United Methodist Church*, page 456.

Resolved, That the Horizon Texas Annual Conference body will affirm the formation of green teams and a conference Creation Care/Justice Team to serve alongside, support, and help carry out the work of the conference Caretaker of God’s Creation Coordinator, as affirmed by the 2024 General Conference;

Resolved, That every local church, charge, cluster, and district is urged to create a “green team” or strengthen an existing one for action in four areas each year—Worship, Education, Practice, and Advocacy—providing children, youth, and adults of all ages with inspiration, knowledge, encouragement, and practical means for caring for creation and justice, [So] That creation care and justice will be lifted up in all areas of ministry and mission.” 5112. Green Team Formation. *2024 Book of Resolutions of The United Methodist Church*, page 933.

And further, that the annual conference will support and serve alongside these green teams:

“The annual conference will assist churches with resources and mentors, as needed, particularly—but not exclusively—through the conference’s Creation Care/Justice Team.” Adopted 2024, *The Book of Resolutions*, page 934; and

Resolved, That the Caretaker of God’s Creation Coordinator and the conference Creation Care/Justice Team, recognizing the urgency facing the Earth and God’s people, will present a full report of progress in development of coordination and green team formation to the 2026 Horizon Texas Annual Conference session.

Submitted by:

Rev. Mel Caraway, Caretaker of God's Creation Coordinator, Horizon Texas Conference

Supporting Information

What Biblical text(s) informed you in the development of this resolution?

Biblical Text – Genesis 1-2

How does this resolution help further the mission of our Annual Conference to make Disciples of Jesus Christ for the transformation of the world? How does it align with the HTC vision and the five strategic priorities?

This resolution helps further the mission of the HTC to make disciples for the transformation of the world by encouraging everyone to live out God’s instructions regarding God’s creation as set forth in Genesis 1-2 and Luke 10:1-2. This resolution is aspirational in that it includes elements of each of the five strategic priorities in its goals.

Provide pertinent references set forth in the 202/2024 Book of Discipline or the 2020/2024 Book of Resolutions that relate to this resolution?

Book of Resolutions Par. 1213, Par. 5112; *Book of Discipline* Par. 628.2.

How does this item differ from the stated stances set forth in the 2020/2024 Book of Discipline or the 2020/2024 Book of Resolutions?

It does not differ from *Book of Resolutions* Par. 1213, Par. 5112; *Book of Discipline* Par. 628.2.

If applied, what action would be required of the Horizon Texas Annual Conference?

This would establish an HTC Creation Care Team as a part of the Care and Healing Team; it would be headed by the Caretaker of God's Creation Coordinator to assist local churches, districts, and the annual conference in creating Green Teams/Creation Care Teams throughout the annual conference. The financial implications would include administrative support for the Caretaker Coordinator.

ITEM 2025-56: RESOLUTION IN SUPPORT OF SOLAR AND SOLAR FUNDING IN THE HORIZON TEXAS ANNUAL CONFERENCE

How lovely is your dwelling place,
Lord of heavenly forces!
...the sparrow too has found a home there;
the swallow has found herself a nest
where she can lay her young beside your altars,
Lord of heavenly forces, my king, my God!
Those who live in your house are truly happy;
they praise you constantly.
Psalm 84:1-4

Whereas, God created the Earth and sun in balance to sustain life on Earth:
The Lord is a sun and shield;
God is favor and glory.
The Lord gives—doesn't withhold!—good things
to those who walk with integrity.
Psalm 84:11

Whereas, the 2024 General Conference of The United Methodist Church affirmed the net-zero pledge supported by the Council of Bishops that joined the pledge of the twelve Boards and Agencies of the UMC, pledging to achieve net-zero greenhouse gas emissions by 2050 across ministries, facilities, operations, and investments by 2050;

Whereas, transitioning from fossil gas to solar power is a fast-track to reduce emissions.

Whereas, transitioning to solar saves money that can be used for ministry. Not only is there tremendous waste in fossil fuel extraction and burning, but also fossil fuels are used to extract and transport more fossil fuels. That cycle and the short duration of each gallon burned, make the costs even higher. In contrast, solar energy is cheaper in part because the process of manufacturing, transporting, and using solar panels has less redundancy and less waste per gigawatt. Financial stewardship is an important part of the stewardship of the resources of the church. Money saved in utility costs can be redirected to ministry.

Whereas, when churches lead in taking tangible climate action they make an impact. Alongside the possibilities of climate resilience, installation of solar may encourage members of the congregation and the wider community to learn more about why action is imperative, and why they themselves need to take action in averting a worsening climate crisis.

Whereas, with disasters worsened by climate change people of faith are called to be a light in the darkness, stepping up and serving their neighbors and communities. Across the denomination, churches are helping clean up after storms, and provide food, shelter, and emergency relief from those fleeing floods, hurricanes, heat, and fires. Already in states like Louisiana, organizations such as the Community

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Light House Project demonstrate the importance of community resilience centers. For The United Methodist Church, this approach means congregations with solar power can keep the lights on when disaster strikes. Solar and battery power are essential components to ensuring the community can connect, learn, recover, and heal together.

Resolved, That the Horizon Texas Annual Conference will work to evaluate all the properties in the conference that express an interest in installing solar, noting which are most physically appropriate for solar with the intention to support rural and marginalized areas for church grants and other incentives.

Resolved, That the conference and designee(s) (such as the Conference Creation Care Team, the Conference Caretaker of God's Creation Coordinator, local church trustees, and/or green team leaders) intends to identify up to 20 of the best qualified properties among those evaluated to be a pilot group with the intention of working with them to go solar. Of these churches, trustees and congregations would receive a design for an appropriately sized solar installation for their building with a detailed finance plan. This plan will be provided with no obligation, instead acting as an information source about how these churches can make solar work financially.

Dates for completion of the evaluation, design, and recommendations from Interfaith Solar Campaign will be further negotiated by the annual conference designee(s) with attention to the urgency of emissions reductions and timeliness of grant applications.

Contact information

Solar Team at the United Methodist Creation Justice Movement, umcreationjustice@gmail.org
Interfaith Solar Campaign, Lou Stagnitto, Program Director, and
Rev. John Pitney, Faith Coordinator, at info@interfaithsolar.org

Submitted by:

Rev. Mel Caraway, Caretaker of God's Creation Coordinator, Horizon Texas Conference

Supporting Information

What Biblical text(s) informed you in the development of this resolution?

Psalm 84:1-4; Psalm 84:11

How does this resolution help further the mission of our Annual Conference to make Disciples of Jesus Christ for the transformation of the world? How does it align with the HTC vision and the five strategic priorities?

This resolution helps further the mission of the HTC to make disciples for the transformation of the world by encouraging everyone to live out God's instructions regarding God's creation as set forth in Genesis 1-2 and Psalm 84. This resolution is aspirational in that it includes elements of each of the five strategic priorities in its goals.

Provide pertinent references set forth in the 202/2024 Book of Discipline or the 2020/2024 Book of Resolutions that relate to this resolution?

Book of Resolutions Par. 1215.

How does this item differ from the stated stances set forth in the 2020/2024 Book of Discipline or the 2020/2024 Book of Resolutions?

This resolution is in line with *Book of Resolutions* Par. 1215.

If applied, what action would be required of the Horizon Texas Annual Conference?

This resolution would authorize the Caretaker of God's Creation Coordinator and the HTC Creation Care Team to recruit churches for a pilot solar project. There are no financial implications for the annual conference.

ITEM 2025-57: AFFIRMING THE 2024 GENERAL CONFERENCE CALL TO ACTION FOR THE UNITED METHODIST CHURCH TO URGENTLY TRANSITION TO CLEAN ENERGY

Whereas, the command of Scripture is clear: We are called to take care of God's creation (Genesis 2:15);

Whereas, the people of The United Methodist Church affirm that—

1. "All creation belongs to God and is a manifestation of God's goodness and providential care...Rather than treating creation as if it were placed here solely for humanity's use and consumption, we are called to practice responsible stewardship and to live in right relationship with the Creator and the whole of God's creation" (§ 160, Preface, of *The Book of Discipline of the United Methodist Church, 2020/2024*);
2. "Unsustainable human activities have placed the entirety of God's creation in peril. Further, we confess that the degradation and wholesale destruction of the natural environment threatens unprecedented harm, bringing danger to human and nonhuman life alike...Global warming and climate change are already creating extreme conditions that threaten the entirety of life on earth...The burning of fossil fuels, including coal, oil and, to a lesser extent, natural gas, is the greatest single contributor to the buildup of greenhouse gases and the consequent warming of earth's atmosphere" (§ 160, Creation in Peril, of *The Book of Discipline of the United Methodist Church, 2020/2024*);
3. "The negative impacts resulting from the degradation of the natural world have fallen disproportionately on marginalized communities...Sustainability is crucial to the development of ecologically sound policies and practices that seek to restore balance to the natural world and end the disruptive relationships between humanity and the rest of God's creation" (§ 160, Stewardship of Creation, of *The Book of Discipline of the United Methodist Church, 2020/2024*);

Whereas, the people of The United Methodist Church support strenuous efforts to conserve energy, increase energy efficiency, and transition to renewable energy. A transition to energy efficiency and renewable energy sources will combat global warming, protect human health, create new jobs, and ensure a secure, affordable energy future (R.1120 of *The Book of Resolutions of the United Methodist Church, 2020/2024*);

Whereas, the people of The United Methodist Church call on every level of its denominational polity to lead the way in transitioning to a carbon neutral economy by—

1. Striving continuously to reduce the carbon footprint and greenhouse gas emissions of local churches, districts, annual conferences, jurisdictions, central conferences, and general boards and agencies and their respective ministries up to and beyond carbon neutral and net zero, respectively; and
2. Placing climate justice, and the ways in which climate justice intersects with every other systemic justice-related issue, at the forefront of their preaching, teaching, and programmatic ministries (R.1216 of *The Book of Resolutions of the United Methodist Church, 2020/2024*);

Whereas, the General Conference of The United Methodist Church urges local church boards of trustees to "conduct or cause to be conducted an annual carbon footprint and/or greenhouse gas emissions audit of their buildings, grounds, and facilities to discover and identify what physical, architectural, and communication barriers exist that impede the church from being at least carbon neutral and/or having at

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least net zero greenhouse gas emissions and make plans and determine priorities for the elimination of such barriers” (§ 2533.8 of *The Book of Discipline of the United Methodist Church, 2020/2024*); and

Whereas, the General Conference of The United Methodist Church directs local church boards of trustees to furnish the annual charge conference with “an evaluation of all church buildings, grounds, and facilities in relation to their impact on the church’s ability to be carbon neutral and/or have net zero greenhouse gas emissions; and, when applicable, a plan and timeline for the renovation and development of church buildings, grounds, and facilities to bring the church closer to being at least carbon neutral and/or having at least net zero greenhouse gas emissions” (§ 2550.11 of *The Book of Discipline of the United Methodist Church, 2020/2024*); it is therefore

Resolved, That the people of the Horizon Texas Annual Conference affirm the positions taken by the General Conference relating to climate change and energy policy and commit to living by them in its own ministries;

Resolved, That the people of the Horizon Texas Annual Conference direct its secretary to send a letter to the General Secretary of the General Council on Finance and Administration within thirty (30) days of the adjourning of Annual Conference, urging him to direct his agency to immediately begin work on developing and publishing resources, including a list of agencies that can perform carbon footprint and/or greenhouse gas emissions audits, to support conferences and churches in the vital work of reducing their greenhouse gas emissions to slow the harms from climate change act faithfully in transition to clean energy, in line with calls from the General Conference; and

Resolved, that the people of the Horizon Texas Annual Conference do hereby create a subgroup of the Care and Healing Team. This subgroup shall study the question of how local churches in the Horizon Texas Annual Conference can best implement these standards created by the General Conference and furnish a report to the 2026 session of the annual conference with recommendations for how the Horizon Texas Annual Conference can ease the financial burden of implementing these new standards.

Contact Information

General Secretary Appadurai Moses Rathan Kumar
General Council on Finance and Administration of the United Methodist Church
1908 Grand Ave
Nashville, TN 37212

Submitted by:

Rev. Mel Caraway, Caretaker of God's Creation Coordinator, Horizon Texas Conference

Supporting Information

What Biblical text(s) informed you in the development of this resolution?

Biblical Text – Genesis 2:15

How does this resolution help further the mission of our Annual Conference to make Disciples of Jesus Christ for the transformation of the world? How does it align with the HTC vision and the five strategic priorities?

This resolution helps further the mission of the HTC to make disciples for the transformation of the world by encouraging everyone to live out God’s instructions regarding God’s creation as set forth in Genesis 1-2. This resolution is aspirational in that it includes elements of each of the five strategic priorities in its goals.

Provide pertinent references set forth in the 202/2024 Book of Discipline or the 2020/2024 Book of Resolutions that relate to this resolution?

Book of Discipline Par. 160 (Preface, Creation in Peril, Stewardship of Creation); Book of Resolutions Par. 1120; Book of Resolutions Par. 1216; Book of Discipline Par. 2533.8; Book of Discipline Par. 2550.11.

How does this item differ from the stated stances set forth in the 2020/2024 Book of Discipline or the 2020/2024 Book of Resolutions?

This resolution is in line with the aforementioned paragraphs in the *Book of Discipline* and the *Book of Resolutions*.

If applied, what action would be required of the Horizon Texas Annual Conference?

This resolution would instruct the Conference Secretary to communicate with GCFA asking the agency to develop resources for implementation of this resolution. The annual conference would also establish a task force to study how local churches can best implement standards created by General Conference and report to the 2026 session of annual conference with recommendations.

ITEM 2025-58: A RESOLUTION ON UNITED METHODIST IMMIGRATION RESPONSE

Whereas, our United Methodist Social Principles call for us to “affirm the dignity, worth and rights of migrants, immigrants and refugees, including displaced and stateless people.” (2024 UMC Social Principles, The Political Community, Basic Rights and Freedoms);

Whereas, our United Methodist Social Principles “urge United Methodists to welcome migrants, refugees, and immigrants into their congregations and to commit themselves to providing concrete support, including help with navigating restrictive and often lengthy immigration policies, and assistance with securing food, housing, education, employment and other kinds of support.” (2024 UMC Social Principles, The Political Community, Basic Rights and Freedoms);

Whereas, our United Methodist Social Principles call for us to “oppose all laws and policies that attempt to criminalize, dehumanize or punish displaced individuals and families based on their status as migrants, immigrants or refugees.” (2024 UMC Social Principles, The Political Community, Basic Rights and Freedoms);

Whereas, Jesus said that when “I was a stranger and you welcomed me” (Matthew 25:35b NRSV), and that “Truly I tell you, just as you did it to one of the least of these brothers and sisters of mine, you did it to me.” (Matthew 25:40b NRSV); and

Whereas, the Hebrew Bible tells us numerous times to provide hospitality and welcome to our neighbors no matter their status including stating “When an alien resides with you in your land, you shall not oppress the alien. The alien who resides with you shall be to you as the native-born among you; you shall love the alien as yourself, for you were aliens in the land of Egypt: I am the Lord your God.” (Leviticus 19:33-34 NRSV); it is therefore

Resolved, That every congregation in the Horizon Texas Conference be encouraged to respond to the current United States Immigration Policy by seeing if they can be in “Migrant Accompaniment Ministry” which is a “ministry of presence and action, walking alongside individuals and families throughout their migration journey.” “It encompasses:

1. Physical Accompaniment: Offering tangible support (food, shelter, transportation, and financial assistance).

2. Emotional Accompaniment: Providing pastoral care and emotional support.
3. Advocacy: Advocating for policy changes that protect migrants.
4. Spiritual Support: Offering spaces of worship and prayer in their native language.”

From <https://www.umcjustice.org/documents/600> - this document is from the United Methodist General Board of Church and Society and is “A Guide to Supporting Migrants and Immigrants Globally” - individuals and congregations are encouraged to use this document for study and to see if and how they can be in “Migrant Accompaniment Ministry”

Resolved, That every congregation in the Horizon Texas Conference be encouraged to live out the call we have received from the United Methodist Council of Bishops to

1. “Affirm the dignity, worth and rights of migrants, immigrants, and refugees.
2. Recognize that displaced people are particularly vulnerable as their in-between status often provides them with few protections and benefits, leaving them open to exploitation, violence, and abuse.
3. Urge one another to welcome migrants, refugees, and immigrants into our congregations, providing concrete support to them including help with navigating restrictive and often lengthy immigration policies, and assistance with securing food, housing, education, employment, and other kinds of support.
4. Oppose all laws and policies that attempt to criminalize, dehumanize, or punish displaced individuals and families based on their status as migrants, immigrants, or refugees.
5. Decry attempts to detain displaced people and hold them in inhumane and unsanitary conditions.
6. Challenge policies that call for the separation of families, especially parents and minor children.
7. Oppose the existence of for-profit detention centers that are used for the purpose of detaining migrants, immigrants, and refugees including minor children.”

From Social Principles of The United Methodist Church, The Political Community Basic Rights and Freedoms, Section G. Migrants, Immigrants and Refugees and reiterated in a pastoral letter by Bishop Tracy S. Malone, President - Council of Bishops of The United Methodist Church on behalf of the UMC Council of Bishops

Submitted by: Phil Dieke, Peace with Justice Coordinator and Chair of Church and Society for the Horizon Texas Annual Conference, and Amy Spaur

ITEM 2025-59: RESOLUTION ON CLERGY HEALTH INSURANCE

Whereas, the increasing cost of healthcare coverage is a significant concern, particularly for smaller congregations, younger clergy, and their families.

Whereas, the current cost structure of healthcare coverage may create an impediment to recruiting younger individuals to seek ordination in the Horizon Texas Conference; it is therefore

Resolved, That the Horizon Texas Conference hereby authorizes and directs the Board of Pension and Health Benefits to form a subcommittee to address these concerns, such subcommittee to consist of members of the Board of Pension and Health Benefits and other lay members and clergy to assure fair representation of members of the Horizon Texas Conference;

Resolved, That the Horizon Texas Conference hereby directs the Board of Pension and Health Benefits, through such subcommittee, to present a report containing its recommendations to the 2026 Annual Conference and legislation, as appropriate.

ITEM 2025-60: RESOLUTION ON THE GENOCIDE OF PALESTINIAN PEOPLE

Whereas, in Matthew 25, Jesus teaches that whatever we do to the least of these, we do to Him—calling us to respond to suffering with compassion, justice, and solidarity—and as United Methodists, we vow at baptism to “resist evil, injustice, and oppression in whatever forms they present themselves,” a commitment that requires our active witness in times of moral crisis; and

Whereas, in light of the ongoing devastation in Gaza, including the widespread displacement and death of civilians, we recognize our responsibility to name and respond to what Amnesty International has identified as genocide, and what the International Court of Justice is investigating as genocide, against the Palestinian people—understanding that this response is not a matter of partisanship or political strategy, but a moral and theological imperative grounded in our faith, our call to discipleship, and the hope that all God’s children might live free from fear, violence, and oppression; and

Whereas, Article II of the Genocide Convention convened by the United Nations General Assembly has defined Genocide as “any of the following acts committed with the intent to destroy, in whole or in part, a national, ethnic, racial or religious group, as such; 1. Killing members of the group, 2. causing serious bodily or mental harm to members of the group, 3. deliberately inflicting on the group conditions of life calculated to bring about its physical destruction in whole or in part,” and other acts; and

Whereas, the United Methodist Church declares in the Social Principles ¶163A that “In keeping with international laws and ordinances, we vehemently protest the use of torture, slavery, genocide, war crimes, crimes against humanity, and crimes of aggression by any government and call for the strictest international sanctions to be imposed in such cases;” and

Whereas, we unequivocally deplore the October 7, 2023 attacks carried out by Hamas, including the killing and kidnapping of over 1,300 Israeli civilians, which we recognize as acts of terror and violations of international law; and

Whereas, we also recognize that the scale and scope of the Israeli military response has been grossly disproportionate, resulting in the death of over 50,000 Palestinian civilians, nearly a third of which are children under the age of 18;

Whereas, the United States government has refused to acknowledge the violence against Palestinian people being waged by the Israeli Defense Force as genocide;

Whereas, the United States government has assisted the state of Israel in committing genocide against the Palestinian people through more than 17.8 billion dollars of military aid and the approval of an additional 3-billion-dollar arms sale as of February 2025;

Whereas, longing for the safety and security of the Palestinian people, and protesting any actions which threaten Palestinian safety and security, even if they are committed by a majority Jewish state, is not antisemitic;

Whereas, in the United Methodist Church, “we seek for all people in the Middle East region an end to military occupation, freedom from violence, and full respect for the human rights of all under international law” and we urge the United States government to end “all military aid to the region” according to the 2020/2024 Book of Resolutions #4108 entitled “Opposition to Israeli Settlements in Palestinian Land”;

Whereas, in a letter dated March 13, 2024, the United Methodist Council of Bishops issued a letter calling for an immediate and permanent cease-fire, stating “We believe that the current military strategy of the Israeli government, supported by U.S. weapons transfers and aid, will only lead to the destruction of the entire Gaza Strip, an unconscionable death toll that grows daily, the perpetuation of one of the world’s longest conflicts, and the proliferation of increased enmity between Israelis and Palestinians, which has historically led to an increase in the militarization on both sides;” and

Whereas, in a letter dated March 26, 2024, entitled “Global Christian leaders Call for Permanent Gaza Ceasefire, Halt of Arms Sales to Israel,” over 140 organizational leaders including Palestinians, South Africans, and then President of the Council of Bishops of The United Methodist Church jointly acknowledged that “Palestinians, South Africans, and experts around the world have said what is happening in Gaza is nothing less than a genocide,” and called upon the U.S., U.K., Israel, and other countries to “uphold their responsibility as signatories to the Convention on the Prevention and Punishment of the Crime of Genocide;” it is therefore

Resolved, That the Horizon Texas Annual Conference joins the United Methodist Church’s Council of Bishops in calling for an immediate and permanent cease-fire and condemning the “bombardment,” “displacement,” and “deprivation and starvation” occurring in Gaza;

Resolved, That the Horizon Texas Annual Conference joins the 140+ Global Christian Leaders and global organizations in naming these atrocities as a genocide against the Palestinian people;

Resolved, That the Horizon Texas Annual Conference affirms the first amendment rights of students and others who are protesting genocide in Palestine and condemns extrajudicial detention and deportation of individuals on the basis of their speech on this matter;

Resolved, That the Horizon Texas Annual Conference laments the use of U.S. tax dollars invested in the genocide of Palestinian people and encourages United Methodists within the Horizon Texas Annual Conference to call upon their congressional leaders to support any actions that cease funding to the state of Israel for weapons, , intelligence, and any support used for the appropriation of territory;

Resolved, That the Horizon Texas Annual Conference directs the Secretary of the Annual Conference to request the help of the Annual Conference Director of Communications in mailing a copy of this resolution in the format of a press release to the *Dallas Morning News*, *Fort Worth Star-Telegram*, *Texas Tribune*, and KERA News press offices; and,

Resolved, That the Horizon Texas Annual Conference also directs the Secretary of the Annual Conference to send by certified mail a copy of this resolution to our representatives in the Texas House of Representatives, our Senators in the Texas State Senate, our US Representatives in Congress who represent the geographical area of the Horizon Texas Annual Conference, both Senators for the state of Texas, , and the office of the President of the United States within two weeks of the adjournment of this Annual Conference session.

Submitted by:

Rev. Rebecca David Hensley, Ph.D.

Rev. Jenny Bates

Rev. Katie Newsome

Rev. Heather Moore

**ITEM 2025-61: ONE BODY, MANY PARTS: OUR COMMITMENT TO DIVERSITY
IN THE CHURCH, THE BODY OF CHRIST**

Whereas, in The United Methodist Church no conference or other organizational unit of the Church shall be structured so as to exclude any member or constituent body of the Church because of race, color, national origin, status or economic condition calling upon all persons to share power and control in all relationships and elements of our life together (*The United Methodist Book of Discipline*, 2020/2024 ¶14);

Whereas, we believe in the inestimable sacred worth of all persons and we understand our diversity to be a gift from God, calling us to mutual respect for our differences and similarities in a rich variety of human experiences and perspectives, as shaped by ethnicities, cultures, communities, abilities, age, sexual orientation, gender identity and expression, and physical attributes. (Social Principles Preamble, p. 108);

Whereas, Scripture calls us to honor that many diverse marginalized persons, such as Phoebe, Priscilla and Aquila, Epaphroditus, Mary, Andronicus and Junia, Bacchus, and Euodia and Syntyche, led the way through the rapidly growing early Church (Romans 16, Acts 8, Philippians 4); that Jesus calls all to their full stature as whole and complete members of the covenant (Ephesians 4, Luke 13); and that all are one in Christ Jesus (Galatians 3:28), emphasizing that distinctions such as gender, race, and ability should not determine roles within the Church;

Whereas, we recognize discrimination as the lack of full access and equity in opportunities and participation in our life together, and we commit to moving beyond symbolic expressions and representative models and to challenging unjust systems of power and access by practicing mutual love, esteem, and sacrifice for the other as embodied in the Holy Trinity's own perichoretic love;

Whereas, the Conference has two Discipline-mandated bodies, the Commission on the Status and Role of Women (COSROW) and the Commission on Religion and Race (CORR), which, as extensions of their respective General Commissions, are charged with ensuring institutional equity and facilitating vital conversations about gender, race, religion, and culture, and are committed to holding the Horizon Texas Conference of The United Methodist Church accountable for the full inclusion and equal responsibility and participation of all people and for amplifying all marginalized voices (¶ 2102, ¶2002); and

Whereas, we are called to intentionally embrace diversity so that all persons of every ethnicity, gender identity and expression, physical attributes, sexual orientation, age, and ability are interconnected, valued, respected, and included and enjoy a sense of spiritual and psychological belonging and safety (Unification Plan for the Central, North and Northwest Texas Conferences, p. 21); it is therefore

Resolved, That the Horizon Texas Annual Conference affirms its commitment to intentionally pursue a diversity of voices on the dais beyond culturally and historically dominant voices and to value equitable power-sharing practices that represent all members of the Annual Conference;

Resolved, That the Horizon Texas Conference of The United Methodist Church affirms its commitment to creating systems that foster a more inclusive leadership within the Annual Conference so that we may better embody the diverse gifts of leadership that transcend race, sexual orientation, and gender;

Resolved, That the members of the Horizon Texas Conference of The United Methodist Church, call upon conference leadership, in partnership with COSROW and CORR, to develop and provide guidelines and resources regarding diversity in leadership to churches hosting conference-wide events; and

Resolved, That the members of the Horizon Texas Conference of The United Methodist Church enjoin the conference leadership to commit to full and transparent monitoring and prompt reporting of all

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Annual Conference proceedings and leadership for inclusion indicative of the fullness of diversity to which we aspire using tools provided to us by GCSRW and GCORR (§610).

Authors:

Rev. Heather Moore, Horizon Texas Commission on the Status and Role of Women
Rev. Shandon Klein
Wendy Campbell, President, Horizon TX Conference United Women in Faith
Rev. Barbara Dunlap, Sacred Worth Ministries
Lynne Grandstaff, Director, South Central Jurisdiction, United Women in Faith
Jean Marsh, President, Northwest District, Horizon TX Conference United Women in Faith
Rev. Rosedanny Ortiz
Cynthia Rives
Vanessa Simon, Secretary, Horizon TX Conference United Women in Faith

Co-sponsors

Rev. Boston White
Rev. Geoffrey C. Moore, Ph.D.
Rev. Stefani Reed-Meyer
Rev. Rebecca David Hensley, Ph.D.
Sharon Spratt
Rev. Laura Echols-Richter
Marsha Gordon
Tricia Haynes Loe
Ruth Bowen
Rev Dr. Anna Hosemann-Butler
Rev. Haley Smith
Staci Orr
Mary Wells
Mary Martin
Joyce Whiteley
Rev. Carol Montgomery
Rev. Dr. Marcus Womack, Pastor, Plymouth Park UMC
Rev. Meg Witmer-Faile
Rev. Macie Liptoi

ITEM 2025-62: RESOLUTION ON THE DIGNITY AND SAFETY OF TRANS PERSONS

Whereas, we believe all people are of sacred worth and certain basic human rights are due to everyone, we are committed to supporting the equal rights, liberties, and protections of all people, regardless of sexual orientation or gender identity (*BOD 2020/2024*, §163.Basic Rights and Freedoms.I);

Whereas, we condemn all attempts to deny individuals their basic rights or freedoms or to strip human beings of their inherent dignity and worth and, therefore, reject within the church and wider society any act of discrimination, hatred, or violence directed against individuals or groups gender identity, sexual orientation, or other any factors (*BOD 2020/2024*, §163.Basic Rights and Freedoms);

Whereas, we affirm human sexuality as a sacred gift, a healthy and natural part of life that is expressed in wonderfully diverse ways from birth to death, and we support the rights of all people to make decisions about their own bodies, to be supported in those decisions, to be free from sexual violence, and to have access to adequate sexual health care (*BOD 2020-2024*, §162.The Nurturing Community.C); and

Whereas, we urge governments, businesses, and civil society to enact laws and policies to ensure that all members of society are afforded equal access, opportunities, and protections and we exhort leaders of the church at all levels to nurture and promote the leadership of all people, regardless of gender (*BOD 2020-2024*, ¶162.Other Social Issues.F); and

Whereas, we believe healthcare is a basic human right to which all persons should have equal access and that the church has an obligation to see that all persons have access to needed medical care and therapy (*BOD 2020/2024*, ¶163.Basic Rights and Freedoms.A); it is therefore

Resolved, That we oppose the stigmatization or criminalization of individuals based on their gender identity or sexual orientation;

Resolved, That our churches in the Horizon Texas Conference will be places of sanctuary for trans, nonbinary, and gender expansive children, youth, and their families where they may find physical, emotional, psychological, and spiritual safety and support; know respect, affirmation and dignity; and experience the abiding love of God; and

Resolved, That, while we acknowledge the obligation our clergy have as mandatory reporters (¶341.6), we do not consider gender-affirming care child abuse and will not report it as such because of our convictions of faith, and, in not reporting, we do not violate current mandatory reporting laws in Texas.

Submitted by Rev. Geoffrey C. Moore and Rev. Jenny Bates

CO-SPONSORS

Rev. Carol Montgomery
Rev. Heather G Moore
Rev. Scott Gilliland
Rev. Jonathan Perry
Rev. Ann Willet
Rev. Debbie Chapman
Rev. Ashley Anne Sipe
Rev. Dr. Tom Waitschies
Rev. Kay Ash
Rev. Michael House
Rev. Dr. Abril Goforth
Andrew Brown-Trigg
Eric Tuzin
Rev. Jonathan Grace
Rev. Mitchell Boone
Rev. Patrick Littlefield
Rev. Jeffrey Smith, D.Min., PCC
Rev. Dana G. Norton
Rev. Michelle Stubbs-Wood
Rev. Glenda Whitehead
Rev. Randall G. Lucas
Judy Holloway
Samantha Waters
Caitlin Cress
Natalie Nenovich
Rev. Cathy Sweeney
Rev. Valarie Englert

Angela M. Kavas
Rev. Marc Corazao
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Stephen Toal
Pastor Ryan Wager
Rev. Shandon Klein
Rev. Brendan Voss
Carol Sue Marshall
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Tiffany Hall
Rev. Rosedanny Ortiz
Mary Brooke Casad
Wendy Campbell
Rev. Jarrod Johnston
Leanne Johnston
Jorden Martz
Rev. Dr. Bill Boyd
Rev. Marti Soper
Thane R. Arther
Rev. Rebecca David Hensley, Ph.D.
Christine Peirce
Beatriz Ortega
Rev. Billy Echols-Richter
Rev. Scot C. Bontrager, Ph.D.

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Rev. John Thornburg
Rev. Josh Esparza
Rev. Laura Echols-Richter
Pastor Isabel Marquez
Rev. Kristin Warthen
Jean Marsh
Rev. Dr. Joe Stobaugh
Rev. Barbara Dunlap
Rev. Katie Newsome
Rev. R. Ben Marshall
Rev. Chelsea Peddecord
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Rev. Kim Eiffert
Rev. Michael Baughman
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Krystal Stroud
Rev. Patrick Hoffman
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Rev. Taylor Smith
Diane Mims
Rev. Dr. Anna Hosemann-Butler
Rev. Dr. Jason Valendy
Rev. Audrua Welch
Rev. Karyl Patredis

Claire O'Neil
Rev. Macie Liptoi
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Pastor Cheryl Bishop
Becki Ozmun
Mary Hughes
Rev. Pavielle Jenkins
Rev. Sarah Marsalis-Luginbill
Mary Wells
Viv Davis
Rev. Roy Atwood
Pastor Beate Hall
Rev. Paul Maletic
Pres Ida Pimentel
Pastor Scott Luginbill
Sue Cates
Rev. Julia Puac-Romero
Angie Christoffersen
Rev. Rodney Whitfield
Laulie Eckeberger
Rev. Sarah Roberts
Rev. Page Hines
Rev. Abbey Echols
Rev. Dr. Marcus Womack
Rev. Justin Hancock
Chad Watt

Memoirs

Ministers

Bryce Clark "Pete" Robertson
Robert Jack Riley
David Keith Wiseman
Norma Saenz Salinas*
Carl Haines Sterling
Dr. Weldon Sam Crowley
James Edwin Tims*
Danny Jake Niedecken
Ruth Anne Saegesser*
Bryon Davis Myrick
Michael Loy Nichols
Terry Ann Moore
Herbert Lee Griffin, Jr
Watt William Dozier*
William Henry Jacobs*
Wilma H Smiley-Tune*
Jackie McClellen Gause
Hugh B Daniel
Larry Dean Davis*
Susan May Trammell*
Kenneth E Carter, Jr
William Weldon Rives

Ministers' Spouses

Mary Ann Gullette
Mary Elizabeth Williams-Ewing*
Eleanor Cozad Cherryholmes
Jacqueline Louise Davison
Stella Pearl Campbell Wooten
Melissa Ann Fletcher
Jackie McAlpin Blair
Rowena Ruth T Rucker*
Kurt Martin Brandt
Martha Ann Robb
Carolyn Ruth Patton
Marshall Blakely
Dorris Vivian Ferrell
Dorothy S Huffstutler*
Mary Jane Dickson Ramsey
Jo Ann McCasling Ewing

*Memoir information for this individual was unavailable for this year's journal. Memoir material can be sent to kevinwalters@htcumc.org for inclusion in next year's journal.

MINISTERS

Bryce Clark "Pete" Robertson



Bryce Clark "Pete" Robertson passed away June 6, 2024, at the age of 93. Pete was born July 10, 1930, in Seagraves, Texas to Elisha and Sarah Robertson. He was the youngest of seven children, six boys and one girl.

Pete grew up in west Texas in the height of the depression. He worked the various farms on which he grew up and, in his teens, worked several jobs to help support the family. He enlisted in the Navy on his 18th birthday and served on the USS Helena and fought in the Korean War. Shortly before completing his military service, he met and married Eppie June Freeman in January of 1952.

They moved back to west Texas, then to the Dallas area where Pete attended barber school on the GI Bill and cut hair with his brothers Ike and Bud. Pete heard the call to ministry and started attending Southern Methodist University on scholarship and became the first person in his family to get a college degree, completing his Bachelor of Arts in May 1961. Pete then attended Perkins School of Theology where he completed his Master of Divinity in May 1965.

Pete served as a United Methodist Church pastor at First Methodist Church, Richardson, First Methodist Church, Van Alstyne, Schreiber Memorial United Methodist Church in Dallas, and Waples Memorial United Methodist Church in Denison, Texas. He also served as District Superintendent for the Dallas South District and Dallas Central District as well as being the Director of Church Growth and Development for the North Texas Conference.

After his retirement from ministry in 1989, Pete served as "Retired Clergy" on staff at Custer Road United Methodist Church in Plano and helped form Stonebridge United Methodist Church in McKinney.

During his time at Waples Memorial United Methodist Church in Denison, Texas, he was in a tragic auto accident which claimed the life of his wife Eppie. He eventually married Jane Hynds Benton on May 31, 1980, and they shared 44 years of marriage together.

Pete is a published author, having written two books on prayer and a life biography. He blessed so many with his prayers, spending hours writing them. He performed marriage ceremonies and funerals for too many people to count. His life affected so many lives over the 60 years of ministry he served.

Pete was survived by his wife Jane, three kids, Steve and Connie Robertson of Plano, Texas, Lori (Alex) and Alan Flores of Grand Prairie, Texas and David and Diane Robertson of Overland Park, Kansas. Also, Jane's kids, Kay and Bill Stuart of Dallas and Bill and Paula Benton of Van Alstyne, Texas. Their families include seven grandchildren and their spouses and nine great-grandchildren.

Robert Jack Riley



Robert “Jack” Riley was born on July 12, 1930, in Hamilton, Texas, to Robert “Bob” and Kate Riley. Jack had a wonderful upbringing in Hamilton surrounded by a large family and an abundance of friends. He played a lot of sports and was a proud Hamilton Bulldog.

After high school, Jack proudly served in the United States Navy. He enjoyed many interesting posts including Guam, and San Diego. San Diego might have been his favorite post as he played baseball for the Navy there. He often told stories of the baseball games and of some players that he played with and against that ended up in the Major Leagues. But baseball was just for fun. He was very proud to have done his part during the Korean War. He also conducted Sunday worship services aboard the USS Magoffin.

After the Navy, Jack moved home to Hamilton where he married Edna Estelle Raibourn on Christmas Day 1952. Jack and Edna raised three children during their 67-year marriage which ended with Edna’s death in 2018. Jack and Edna attended McMurry College together, and Jack subsequently went to seminary at Perkins School of Theology at Southern Methodist University.

Jack served many communities in many churches, all in Texas: Hamilton, Trent, Godley, Springtown, Bangs, Granbury, Cleburne, Haltom City, Corsicana, and Temple, to name a few. He also served as district superintendent in Brownwood, Texas. Throughout his career, he held several influential posts in the Central Texas Conference and was a delegate to the General Conference of the United Methodist Church. In addition to his work as a pastor, he also served on many hospital boards and university boards. In 1978, he was awarded an honorary doctorate from Texas Wesleyan University.

There are several things that stand out about the contributions that Jack made during his career. One example is that he was a church growth agent. Every church he served grew substantially in membership, attendance, and giving. As a result, Jack presided over many building projects at the churches he served, from building new parking lots, to building new buildings and sanctuaries, to building entirely new churches.

Jack officially retired from his role as a church pastor in 1993. Retirement did not last long though. Very quickly he took on the responsibility of managing the Homes for Retired Ministers program. Then he went back to “building and growing” a church. He and Edna decided to start a new United Methodist Church in the community of Morgan’s Point, Texas. Today that church is thriving in the community and is known as Foundation Church. In their late seventies, Jack and Edna moved to Marfa, Texas, for one final church leadership post where Jack served as pastor at the Methodist Church. After that assignment, Jack and Edna moved back to Temple.

Most importantly, Jack was a loving son to Bob and Kate Riley, loving husband to Edna, loving brother to five sisters, and a loving father, grandfather, great-grandfather, and great-great grandfather. He had the honor of baptizing his youngest two great-great-grandchildren in April of this year.

Jack is survived by his son, Robert Riley of Temple, Texas, and his daughter, Michelle Williams and her husband Steve of Spring Branch, Texas. He is also survived by eight grandchildren including spouses, nine great-grandchildren, seven great-great-grandchildren, a sister, and many nieces and nephews and their families. Jack was predeceased by his parents, his wife Edna, his daughter Lynn Riley, and four sisters.

David Keith Wiseman



The Rev. Dr. Keith Wiseman died on July 18, 2024. His life was full of friends and family who dearly loved him. His impact on others cannot ever be calculated. What a great man he was. Keith graduated from Dumas High School and from McMurry College in Abilene, Texas. It was there that he met a freshman, Nancy Clifton, who would be the love of his life until his death. Keith received his Master of Divinity from Perkins School of Theology at Southern Methodist University. He was awarded an honorary doctorate from McMurry University in 1988, for his dedicated service to the university. He was ordained in the Northwest Texas Conference in 1960.

Keith spent many summers as a youth worker through college and seminary where he impacted countless lives. As a pastor for 63 years, he served churches in the Northwest Texas Conference of The United Methodist Church in Perryton, Amarillo, Lubbock, Levelland, Panhandle, Memphis, Andrews, Big Spring, and Arlington. His spirit of encouragement and his gift for teaching was inspiring to all who knew him. Keith was a wonderful preacher, pastor, and friend to all.

Some of his favorite things to do included running in his 30s to 60s, snow skiing into his 70s, bike riding into his 80s, reading Louis L'Amour western novels, watching the Dallas Cowboys, and enjoying the mountains of New Mexico and Colorado with family and friends. He grew up as a farm kid and spent his early adult years as a camp counselor and pastor at Ceta Canyon. Building on that, he took thousands of kids on ski trips, mission trips, and Six Flags trips. His presence of love and joy was something that remained with him all his life.

He was much beloved by his family who will miss his long pre-dinner blessings, his sense of adventure that included driving with his gas gauge near empty to see if he could make it to the next station, his humor that was at times cringe-worthy, and his need to organize everything and everyone.

Keith was born on January 17, 1935, in Hartley, Texas to Robert and Laverne Wiseman, who both preceded him in death. Keith's siblings include Bill Wiseman (Boots) who preceded him in death and his sister, Nancy Piercy (Danny). He is survived by his wife, Nancy Caroline Wiseman (nee Clifton), with whom he shared almost 70 years of life and love with. He is also survived by their three "favorite" daughters: Karla Hill (Bryan Hill), Karyn L. Wiseman (Cindy Clawson), and Kim Whittaker (Randy Whittaker). Keith and Nancy were blessed with five grandchildren and six great grandchildren. Their grandchildren are Jordyn Lawson (Greg), Jonna Wacker (Andrew), Randi Brooke Tanner (Zeke), Rori Whittaker, and Shelby Wiseman. Their great-grandchildren are McKenna, Grant, Camden, Griffin, Brooke, and Brynn.

Carl Haines Sterling



Reverend Carl Haines Sterling, age 84, of Rocky Face, Georgia, departed this life Saturday, August 17, 2024. He was born August 6, 1940, in Washington DC, a son of the late William and Lillian Sterling. He was also preceded in death by his son Aaron (A.J.) Sterling. He is survived by his wife, Paulette Sterling of the residence; sons and daughters-in-law, Marc Sterling and Tommy Stovall of Phoenix, AZ, Chris and Donna Mitchell of Fort Worth, TX, Mike and Christina Mitchell of Tunnel Hill, GA, David and Erica Jordan of Chico, CA; sister, Flora Solom of Florida; grandchildren, Christopher Sterling, Samantha Sterling, Trevor Sterling Stovall, Wyatt Brewer, Virginia Knight, Milo Papa.

Weldon Sam Crowley



Weldon passed away peacefully on August 25, 2024. He was 89 years old. Weldon was born on July 1, 1935, in Kerens, Texas, to Samuel and Vera Crowley and was the youngest of five children. In his pursuit of higher education, he earned a Bachelor of Arts in English from McMurry University, in Abilene, TX, a master's degree in divinity from Drew University, in Madison, NJ, followed by his ordination from the United Methodist Church. At the University of Iowa, Weldon completed a master's degree and doctorate in history.

Throughout his life, Weldon happily performed weddings, baptisms, and funerals for friends and family, but he viewed college-level teaching as his ultimate ministry. His career spanned 33 years and his commitment to fostering an inclusive and empowering learning environment left an indelible mark on students and colleagues at each of the institutions where he taught. This included Callison College at the University of the Pacific, in Stockton, CA, where he served as director of Callison's study center in Bangalore, India. He taught at Florida Southern College, in Lakeland, FL, and then spent 21 years at Southwestern University, in Georgetown, TX, holding the Lucy King Brown endowed Chair in History.

Weldon's involvement with academic institutions extended beyond the classroom and he was voted "outstanding professor" at the universities where he taught. While at Southwestern, he developed three Brown Symposia and spent a month each summer doing research at the Folger Shakespeare Library in Washington, D.C. In retirement, he continued his annual pilgrimage to the Folger and served on the board of trustees at McMurry University for nine years. He received McMurry's Distinguished Alumni Award and its John Wesley Award.

As a lifelong champion of civil rights, Weldon was recognized each year as being amongst the longest, most consistent participants in Georgetown's annual observation of Dr. Martin Luther King, Jr. He was a competitive racquetball player and an avid supporter of the Southwestern University baseball team. In retirement, he faithfully followed the team for years, rarely missing a home or away game. As testament to his commitment, players installed a special plaque bearing his likeness on the home field dugout. Weldon was inducted into Southwestern's Athletics Hall of Fame in a special category for non-athletic individuals who make extraordinary contributions to Pirates' athletics.

Weldon's greatest joy, however, was his family. He was a loving husband to Pat (Bennett) Crowley for 66 years and a devoted father to daughter, Lisa Feinstein and husband Elliot; son, Gregory Crowley and wife

Holly King; grandson, Ethan Feinstein and wife Brianna Barton; grandson, Ben Crowley; and his great-grandson, River Barton Feinstein, each of whom were a constant source of pride and happiness. In addition to his immediate family, Weldon's influence and love was felt by his brother-in-law and sister-in-law, Mike and Sharon Bennett, as well as numerous nieces and nephews. He was preceded in death by his parents and his four siblings.

Danny Jake Niedecken



Rev. Danny Niedecken, 80, passed away on November 20, 2024. A Service of Death and Resurrection was held November 23, 2024, at First United Methodist Church, Mexia, with Rev. Dr. Jaime McGlothlin of Mexia and Rev. Brandon Frenzel of Waco officiating.

Danny was born in Hamlin, Texas on November 4, 1944, to the late Benjamin Wesley and Voleta (Bingham) Niedecken. He earned a BBA from Hardin-Simmons University in Abilene, Texas in 1969 and a Master of Divinity from Southwestern Baptist Theological Seminary in Fort Worth.

During his career, Danny served as a Baptist and Methodist minister as well as a chaplain for a large hospital in San Antonio. He also worked outside the church, providing private counseling and mental health care services. In addition to his work, Danny enjoyed tending to the land and livestock at his family's small farm near Mexia. Danny is survived by his loving wife of 36 years, Gretchen, his son Tim (Sharon) Niedecken, son John (Annie) Niedecken, stepson Greg (Teresa) Newman, stepson Brad (Kym) Newman, and grandchildren Grace, Ben, and Sam Niedecken and Blake (Mallorie), Claire, Maggie, Harley, and Tamie Newman. Danny enjoyed his large family, especially his grandchildren.

Bryon Davis Myrick



Beloved father, brother, grandfather, great-grandfather, uncle, pastor, and friend, Rev. Byron Davis Myrick passed peacefully in his sleep at home on December 11, 2024, beside his beloved wife of 64 years, Norma Ruth (Johnson) Myrick.

Byron was born May 11, 1937, at Methodist Hospital in Dallas, proudly pronouncing he has been Methodist since birth, and maintained a fondness and preference for Methodist Hospital throughout his life. Parents Joel Cecil Myrick and Velma Moselle (Davis) raised him in the Pleasant Grove community, setting the example of an active church life. It was through activities with the church youth group that he met his future wife, Norma Ruth Johnson. While they dated off-and-on during high school, it was college years and a fateful backpacking trip the summer of 1958 that set them on their lifelong journey together.

Byron graduated from Pleasant Grove HS, played football at Hendrix College in Conway, Ark, and received his bachelor's degree in Sociology from Austin College in Sherman. In the midst of that, Byron and Norma Ruth married on June 3, 1960. While she taught English, he continued his education and attended Iliff School of Theology in Denver, Co. While a student there, he served his first two congregations outside Sterling, Co. Their two children, Byron Davis II and Alesia Ruth, were born during the years living in Colorado.

Byron joined the North Texas Conference of the United Methodist church and was ordained deacon in 1964 prior to graduating seminary. His first assignment following graduation in 1966 was to Imperial Heights UMC in Dennison, TX. Ordained elder in 1967, Byron served several congregations throughout North Texas from 1966 to 2000, including 16 years at Lake Highlands UMC in Dallas. Additional joyful service included working as the district youth director assisting with Methodist summer camps at Lake Texoma and Bridgeport, leading conference-sponsored youth and family backpacking trips in Colorado and New Mexico, participating in mission trips, including to Chile, and serving as conference statistician. Of course, we know ministers do not just “retire.” He continued after retirement frequently taking 3–6-month stints to fill vacancies and needs around the conference, participating in youth and mission trips at Wesley UMC in Greenville, and twice spending a month serving a congregation in Sitka, Alaska when they needed coverage while their full-time minister was out. Countless weddings, funerals, baptisms, confirmation classes, Disciple Bible studies, prayer breakfasts, and late-night or early-morning hospital visits filled his ministry.

When he wasn’t tending his flock, Byron also enjoyed working in the kitchen, learning how to roll tamales while in Colorado, and his homemade fresh biscuits and gravy were a big draw for the early morning prayer breakfast, as were his cinnamon rolls. His delicious yeast rolls were a staple around Thanksgiving and Christmas. Byron loved his family, loved being in “God’s country” (especially by a mountain stream), and loved time spent with friends. An avid fisherman, he frequently enjoyed time fishing with family and friends and, for many years, tied his own flies.

Byron is survived by his loving wife, Norma Ruth (Johnson); children Byron Davis Myrick II and wife Alicia (Klinger) in Paris, TX, and Alesia Ruth (Myrick) Pearson and husband David Pearson in Dallas; grandchildren Molly Ruth (Myrick) Casillas and husband Cinjin Casillas in Houston, Grace Elizabeth (Myrick) Bowen and husband John Bowen in Campbell, TX, Noah Christopher Pearson in Dallas, and Wyatt Cade Pearson in Dallas; great-grandchildren Ruby Amelia Bowen and Callum Davis Casillas; sister Linda Jean (Myrick) Ward and husband Jay Ward in Richardson, TX; nephews Brandon Ward and family and Andrew Ward and many cousins and friends.

Michael Loy Nichols



Michael Loy Nichols of Dallas, Texas, age 77, passed away peacefully on January 3, 2025, at the T. Boone Pickens Hospice and Palliative Care Center, where he was surrounded by his wife and children.

Mike was the beloved husband of Janice Nichols, the father of Allison Nichols, Nathan and Mary Nichols, Monica Isaac, and David and Nicole Cone, and the loving Papa of Tyler, Kate, Camille, Ruby, Emma, Andrew, and Elliott.

Born December 6, 1947, in Greenville, Texas to Howard and Geneva Nichols, Mike was a proud graduate of Greenville High School, where he played trombone and served as drum major of the marching band. He continued with his musical talents at East Texas State University, where he served as drum major and earned a bachelor’s degree in psychology and sociology. Mike went on to earn a master’s degree in theology from Perkins School of Theology at Southern Methodist University. He spent over 50 years as a United Methodist minister, serving a period of that time as a district superintendent in the North Texas Conference of the United Methodist Church.

Mike served many churches throughout the North Texas region, including Axe Memorial United Methodist Church in Garland, Texas and Wesley United Methodist Church in Greenville, Texas. While at

Wesley United Methodist Church, Mike participated in numerous mission trips to Juarez, Mexico, helping to build homes with the Proyecto Abrigo organization, now known as Operación Abrigo. Most recently, Mike served as the campus pastor at CC Young Senior Living in Dallas, Texas, where he preached and met regularly with the residents, whom he loved dearly. Mike had a servant's heart, always looking to do good for others before himself. Throughout his more than half century of ministry, Mike touched the lives of so many through his leadership, dynamic preaching, and pastoral care.

Terry Ann Moore

Terry Moore (Estancia, New Mexico) passed away on January 4, 2025. In the quiet moments of reflection, amidst the gentle rustle of leaves and the whispered song of the stars, we shall carry Terry's memory with us, a guiding light illuminating the path ahead. May Terry's journey be filled with peace and serenity, as she finds rest in the embrace of eternity.

She was loved and cherished by many people including: her parents, Kenneth Moore and Carolyn Moore; her brothers, Patrick and Raymond Moore; her nephews, Aaron and Andrew Moore; and her great-nephew Colt Larmer. A memorial service was held on January 11, 2025, Estancia United Methodist Church in New Mexico.

Herbert Lee Griffin, Jr



Rev. Dr. Herbert L. Griffin Jr., born in Portsmouth, Virginia, was a devoted husband, father, and servant of God whose life was marked by faith, service, and a deep passion for family and community. The beloved son of the late Herbert Griffin Sr. and Florence Griffin, he was raised with strong values of integrity, compassion, and perseverance.

A proud veteran, Herbert dedicated 39 years of his life to military service, spending 9 years in the United States Army and 30 years in the United States Navy. His career exemplified honor and commitment as he served his country with distinction and excellence. His time in the military shaped not only his character but also his lifelong pursuit of service and leadership.

Answering the call to ministry at the age of sixteen, Herbert's discipline and values shaped his life. Herbert was ordained a deacon in the West Michigan Conference of the United Methodist Church in 1990, and an elder in 1993, where he began his journey in pastoral leadership and spiritual guidance. In 2024, he transferred to the North Texas Conference, where he ministered with unwavering zeal until his death. Known for his sage wisdom and inviting warmth, Herbert's sermons, prayers, and counsel inspired hope and transformation, touching countless lives in the military community and beyond.

After retiring from the Navy in 2023, Herbert made history as the first African American Director of Endorsement and Endorsing Agent for the United Methodist Church's General Board of Higher Education and Ministry. In this role, he continued his lifelong commitment to service, guiding and mentoring countless individuals in their paths of ministry and professional growth. A natural mentor, Herbert had an innate ability to inspire others, offering wisdom and encouragement to those who sought his guidance. His mentorship left an indelible mark on all who were fortunate enough to have learned from him. His unwavering faith, compassionate spirit, and joyful presence will be remembered by all who had the privilege of knowing him.

Herbert was a proud life member of Alpha Phi Alpha Fraternity, Incorporated, a brotherhood that exemplifies his commitment to leadership, scholarship, and service. He embodied the fraternity's values of scholarship, fellowship, good character, and the upliftment of humanity, leaving a lasting impact within the organization and beyond.

Herbert was a devoted husband to Ellainia (Vicks) Griffin, who was his partner and the love of his life for more than 35 wonderful years. Together, they built a loving family, raising two daughters, Porsche and Alexandria Griffin, who were his pride and joy. As a father, he instilled in them the values of discipline, love, resilience, and kindness. He was also a cherished brother to Jimmy, Johnny, Anthea Green and Allen Griffin, and loving uncle to a host of nieces and nephews.

Herbert's personal passions were as vibrant as his professional life. A true car enthusiast, he had a particular fondness for Porsche 911 cars, a hobby that brought him great joy and connected him with fellow Porsche car lovers. He was also an avid fan of the Tampa Bay Buccaneers, faithfully cheering for his team through every season.

Herbert leaves to cherish his memory his wife, daughters, brothers, sister, and a host of extended family, fraternity brothers, mentees, and friends who celebrate his remarkable life and mourn his loss. Herbert's unwavering faith, compassionate spirit, and joyful presence will be remembered by all who had the privilege of knowing him.

Jackie McClellen Gause



Jackie McClellen Gause entered eternal life on February 25, 2025. Jackie was born in Fort Worth, Texas, on September 20, 1934, to Ethel and Robert “Bob” McClellen. She grew up in Ft. Worth and graduated from Northside High School. She was active in the school theater program and her church.

While she was in high school, Jackie started dating the boy next door, Jim Babe Butler Gause. They were married on October 18, 1953. Jackie followed Jim across the country as he pursued a variety of careers. You could say she was a professional homemaker, setting up house in Midland, Lubbock and San Antonio, Texas; Moline and Rock Island, Illinois; Cincinnati, Ohio; Arvada, Colorado; and Bridgeton, Missouri, before settling in Mansfield, Texas. Along the way, they welcomed five children into their family.

During the 1970s and 1980s, Jackie worked as a histologist at Harris Hospital and UT Southwestern. Jackie had a lifelong love of learning, graduating with her BA in English in the early 1980s. Throughout her life, her faith, love, and dedication to God was a constant. In the early 1990s, Jackie took that devotion to Brite Divinity School at TCU and earned her Master of Divinity. She served as diaconal minister and ordained deacon at First Mansfield for about ten years.

During her life, Jackie was active in the community. She was the first PTA President of Alice Ponder Elementary. While living in Hot Springs Village, Arkansas, she was a member of the Crystal Chimes Chorus that performed at area choir competitions. Jackie was also a founding member of the Chalupa Book Club. But Jackie's greatest love was inspiring others to improve their relationship with God and their knowledge of the Bible. At First Mansfield, she played handbells, sang in the choir, and taught a variety of Sunday School classes. After she retired from her official duties at the church, she continued to hold a bible study in her home. After moving to her home at Highlands Village, she started a Sunday song service for the residents, including a mini-devotional. Jackie was a friend, and a teacher, and an inspiration to more people than she will ever know.

Jackie was preceded in death by her parents and her husband of 67 years, Jim. She is survived by her daughters, Jill Carey, Jo Housewright, Jayna Gause and Jennifer Gause; son, Jim C. Gause; daughter-in-law Joanie Housewright; grandchildren Kaylee Anderson, Corey Anderson and wife Liz, Taylor Gause, and Alex and David Gurasich; great-grandchildren Destiny Denison and Archie Anderson; brother Robert McClellen and wife Marilu, and nephews Scott and Matt McClellen.

Hugh B. Daniel

The world bids farewell to Hugh B. Daniel of Amarillo, Texas, departing on March 8, 2025, at the age of 96. Hugh leaves behind memories cherished by the community. He was predeceased by: his parents, Rev. Newton Daniel and Thelma Daniel; his wife Joy Daniel; his brothers, Wesley Daniel and Phillip Daniel; and his grandson Jordan Riley. He is survived by: his children, Dawn Riley (Jerry) of Amarillo and Dane Daniel (Robin) of West Fork, AR; his brother Sam Daniel (Mary) of Seward, AK; his grandchildren, Zane Henderson (Kate), Weston Riley (Angie), Leeza Stone (Tye), David Riley (Anne) and Matthew Daniel (Haylei); and his greatgrandchildren, Jack, Mac, Raina, Raghen and Braydan.

Kenneth E Carter, Jr



On April 6, 2025, Reverend Dr. Kenneth Eugene Carter, Jr, 90, of Tyler, TX, passed into the loving arms of his Savior and Lord, whom he taught about and introduced others to for decades.

Ken was born in San Antonio, TX on February 18, 1935, to Kenneth E. Carter Sr. and Doris McAuliffe Carter. He and his younger sister, Camille, were lifelong buddies and “partners in crime” throughout their childhood. Ken graduated from Carter-Riverside High School in Ft. Worth, TX in 1953, where he had been a cheerleader all four years, captain of the ROTC program, president of both the Allied Youth Society, and the Jr. Red Cross. He entered The Rice Institute (now Rice University) in 1953, graduating with a BA in economics in 1958. While serving on the student council at Rice, he met the beautiful lady and vice president of the freshman class, who would become his lifetime partner and wife, Mary Alice "Freddie" Frederick. They were married on Valentines Day, 1955 and recently celebrated their 70th wedding anniversary. Ken and Freddie were blessed with a daughter, Kathy, and a son, Buddy.

Upon graduation from Rice, Ken entered the army as an officer in the Corps of Engineers, eventually obtaining the rank of first lieutenant. He served for two years in Mineral Wells, TX as an executive officer and later as a commanding officer of Headquarters Company. He remained in the army reserves for two years while he began a career with Ford Motor Company, Dallas, in their junior executive program. He excelled while at Ford and received a series of promotions during his time there. However, in 1962, Ken felt called to the ministry as God put a call upon his heart while attending a church retreat. He then left Ford and entered seminary at Perkins School of Theology at SMU. At this time, he was serving as youth minister at Kirkwood Methodist Church in Irving, TX. Next, he was appointed pastor of Wheatland Methodist Church in Dallas, TX, while still pursuing his theology degree. Ken graduated from SMU in 1965, receiving a Bachelor of Divinity degree, with honors. He pastored at Wheatland for almost five years, watching attendance grow from 177 to 400 members.

In 1967, Ken was appointed as senior pastor of First United Methodist Church, Carrollton, TX. Soon after, Ken and Freddie had the opportunity to travel to Coral Ridge Presbyterian Church in Florida to receive training in a new evangelism outreach program called "Evangelism Explosion (EE)." They were critical in

bringing this program to the north Texas area, and because of this evangelist outreach, thousands were reached for Christ, and the church grew exponentially. Ken was a dynamic preacher with many recalling how fast he could talk, how beautifully he could tell a story, and how you always left feeling challenged and inspired. Ken was awarded an honorary Doctor of Divinity degree from Asbury Theological Seminary, Wilmore, KY in 1982 in recognition of his work in evangelism.

After 16 years at First Carrollton, Ken retired from the ministry and pursued positions with A.L. Williams as regional vice president, and later with Resource Services, Inc (RSI), a company which implements fundraising campaigns for church building programs. He was a senior vice president with RSI. Both these positions allowed Ken to use the business talents he had gained at Rice. The position with RSI was particularly meaningful as he focused on what he loved best - the result of evangelism - the need for church growth and funding of church building campaigns. Ken retired from RSI in 2000, and Ken and Freddie divided their time between their beloved Pagosa Springs, CO and Holly Lake Ranch, TX. Both were avid golfers, and they loved spending time with family and friends and maintained their close ties to the church. Ken most enjoyed telling whoever would listen about Jesus (including every caregiver in the hospital in recent weeks)!

Ken no doubt accomplished much in his 90 years, but he would tell you his greatest accomplishments are his 70-year marriage, his two children and their families, his numerous friendships, and all who came to know or deepen their faith in the Lord through something he shared. A very long obituary boils down to one word... JESUS!

Ken is predeceased by his parents, Kenneth E. "Nick" Carter, Sr. and Doris McAuliffe Carter and his sister, Camille Staples and her husband, Bill.

He is survived by his wife of 70 years, Mary Alice "Freddie" Carter, daughter, Dr. Kathryn Allyson Carter, son, Kenneth E. "Buddy" Carter, III (wife, Lori McAmis Carter), grandsons, Joshua (Deena Rae), Samuel (Haley), Benjamin (Kait), great grandchildren, Noah, Grae, Myles, Eli, Wade, Charlie and one more only a few days away. He is also survived by nieces, Vickie Hoppensteadt (Walt), Karen Buell (Carter), Kim DuBose and nephews, Chuck (Elaine) Frederick and Mike (Theresa) Frederick.

William Weldon Rives

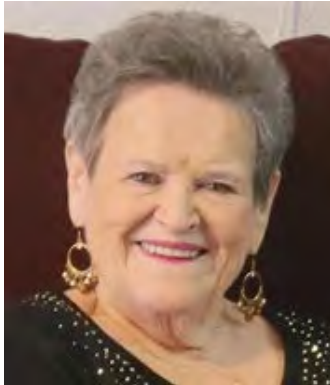
Reverend William W. Rives, 93 years old, of Amarillo and formerly of Borger, passed away April 28, 2025, at The Craig Senior Living Amarillo following a lengthy illness.

Reverend Rives was born in Rotan, Texas November 18, 1931. He was the son of the late William A. and Della (Trimble) Rives. Reverend Rives received his bachelor's degree from McMurry College (University) and received his divinity degree from Southern Methodist University. He was a member of the Northwest Texas Conference of the United Methodist Church and was pastor throughout the panhandle, the longest in St. Andrew United Methodist Church in Borger, Texas.

In addition to his parents, Reverend Rives was preceded in death by his wife, Marjorie A. (Hinds) Rives; brothers: Sonny Rives and Billy Rives; sisters: Dorothy Cave, Empress Adams, and Elizabeth Mills. He is survived by his sons: Daryl (Dianne) Rives of Humble, Texas, and Stephen (Debbie) Rives of Amarillo; grandchildren: Nick Rives of Midland, Blaine Rives of Wichita Falls, Texas, Cody (Alexis) Rives of Odessa, Scott (Shannon) Rives of Clarkesville, Tennessee, Jason (Kelly) Rives of Houston, and Leesa (Scott) Pearson of Humble, Texas; 13 great-grandchildren; and a sister, Ruby Rives of Sahuarita, Arizona.

MINISTERS' SPOUSES

Mary Ann Gullette



Mary Ann Gullette, 83, of Denton, TX, passed away February 4, 2023, in Denton. Mary Ann was born March 16, 1939, in Jackson, MS to Robert Lee and Mary Willard (Pickens) Orndorff. She married Charles Aubrey Gullette in Jackson, MS. She graduated with a master's degree in education and taught school for 39 years.

Mary Ann is survived by her son, Clark Gullette and wife Stephanie Dawn Scott of Whitesboro, TX; five grandchildren, Warren Gullette and wife Bailey, Jordan Gullette and wife Kindall, Garrett Gullette and wife Meagan, Clayton Matthys, and Johnny Ryan Matthys; nine great-grandchildren; daughter-in-law, Dawn Gullette of Aubrey, TX; aunt, Bonnie Orndorff of New Orleans, LA; nephew, Christopher Gullette; nieces, Robin, Lisa, and Lesley; brother-in-law, Allen Gullette; cousins, Mike and Kathy Gullette and Jo Haynes; and second cousins, Currie, Chuck, and Amy.

She was preceded in death by her parents, Robert and Mary Ann; husband, Charles; son, Tyler Gullette; and brother, Robert Lee Orndorff, Jr.

Eleanor Cozad Cherryholmes



Dr. Eleanor Cozad Cherryholmes passed away peacefully with the love and attention from family and friends on May 15, 2024. She was born in Columbus, OH on March 15, 1935. Eleanor graduated from West High School in Columbus in 1952 and The Ohio State University in 1956 with a BS in social administration. After working 20 years in the business world, she pursued her calling to be a Presbyterian minister. She entered McCormick Theological Seminary in Chicago and received her Master of Divinity in 1979. Wabash Valley Presbytery ordained her. Pastor Cherryholmes served in ministry in many ways. She was an ordained elder and was the first lay woman to chair the ministerial relations committee of Wabash Valley Presbytery. She also was a member of the board of directors of McCormick Seminary, a commissioner to the General Assembly and commissioner to the Synod of the Sun and the Synod of Red River. She was active in the work of Grace Union Presbytery serving on the committee for women's concerns and chairing the committee on the nurture of parish ministers and their families. In 1995 she received her Doctor of Ministry from Austin Presbyterian Theological Seminary.

Eleanor's first position as clergy was as an associate pastor at Woodhaven Presbyterian Church in Irving TX. She served as senior pastor at other presbyterian churches in Texas including Terrell, Kaufman, Grapevine, and Grand Prairie. Eleanor served as the director of vocations and admissions for Austin Presbyterian Theological Seminary. There she met many lifelong friends who formed the "Sacred Sisters." The "Sacred Sisters" are a group of women who have dedicated their lives to spiritual service and community. She undeniably enjoyed mentoring several new ministers, many of whom she maintained friendships.

Simply put, Eleanor never met a stranger and was welcoming hostess and friend to all. She was a humanitarian who led and loved with a servant's heart. Her passion for people all over the world was evident to all. She was a missionary to Nicaragua prior to beginning to serve her congregations. Eleanor had an infectious laugh. She embraced and enjoyed life to its fullest from childhood. She led many

overseas trips with her late husband, Pastor Jay Edward (Ed) Cherryholmes. They fulfilled her dream of traveling to all seven continents.

Eleanor and Ed were married for thirty-four wonderful years. Several years later Eleanor was blessed to be married to John Robert Wright.

While her children were young, Eleanor focused on their schools and activities. Active interest turned into volunteerism, which turned into leadership in the Presbyterian Church. Forever a Buckeye, Eleanor and Ed served thirteen years as ushers for the Ohio State football games. She was also a master bridge player and an active member of the West High School Alumni Association and the Ohio State University alumni association. Eleanor loved her family and relished every family gathering, especially Thanksgiving in her hometown of Columbus and visits with her son, David. She felt blessed to have lived the last three years with her daughter, Annette, in Oregon. Eleanor was an active member of the Presbyterian Church in North Bend OR. She quickly made new friends and thoroughly enjoyed spending time with them. She had a profound impact in Coos Bay and in the church for the short amount of time she lived there.

Preceded in death by her parents, L.O. "Coze" and Edna (Robbins) Cozad, loving husbands Reverend Jay Edward (Ed) Cherryholmes and John Robert Wright, sister and brother-in-law, Patricia and Sid Smart and stepdaughter Lee Ann Cherryholmes. She is survived by her son, David Underwood (Claudia), LaPorte, IN, daughter, Annette Underwood (Jeff Martin), Coos Bay, OR and granddaughter, Amber Underwood, Wheat Ridge, CO, Brandon Kaiser LaPorte, IN, stepson Charles "Chuck" (Susan) Cherryholmes, Otis, OR, stepdaughter Martha Claire Wright, Grand Prairie TX, and stepson, John Robert Wright, Jr, Austin, TX, three nieces, Becky Bechtel (Larry) Brenda Tyler, and Beverly Tyler, along with four great nieces, three great nephews, two great-great nieces, and three great-great nephews and six grandchildren.

Jacqueline Louise Davison



Jacqueline Louise Nehr Davison, 87, passed away August 23, 2024. Jackie was born January 8, 1937, in Hondo, Texas, to Henry and Dora Saathoff Nehr. She grew up working on the family farm and ranch, which is still in the family today. She graduated as salutatorian from D'Hanis High School in D'Hanis, Texas in 1955. She played bass drum in the band and enjoyed photography. She attended Southwest Texas State in San Marcus and then graduated from Lamar State College in 1965.

She met Claude at First United Methodist Church of Hondo, when the older ladies of the church set them up while he was serving as choir director at the church. Claude was serving in the United States Air Force and stationed at the Hondo Air Force Base. They were married August 4, 1956. They celebrated 57 years of marriage before Claude passed away in December 2013.

Jackie enjoyed several different careers in her life. She worked in the Sears parts department, was a home management aide at the Methodist Children's Home in Waco, a real estate agent in Harker Heights/Killeen, and a substitute teacher in multiple school districts including Santa Anna ISD and Kerens ISD.

The things that brought her the most joy in life were being a wife, a mom, grandma, great grandma, sister, aunt, and friend to everyone she met. Her love language was cooking. She loved cooking for her family, and church family. She was known for making and giving away friendship cakes and all kinds of other baked goodies. Through the years she loved to garden, sew, paint, and make arts and crafts. She enjoyed

antiques and learning the history and stories behind them. She also loved serving in ministry with her husband, Claude, and enjoyed many years of hosting Christmas open houses for the congregations where they served.

Jackie was preceded in death, by her husband, Claude; her parents Henry and Dora; her mother and father-in-law, Ralph and Edith Davison; brother, Sherrill Nehr; brother and sister-in-laws, Merrill (Donna) Davison, Paul (Ila) Davison, and Thomas Elliott.

Survivor: daughter and son-in-law, Laurie and Wes Thompson; son and daughter-in-law, Kendall and Rhonda Davison; grandchildren, Meagan and Patrick Kavanagh; Joey and Kira Thompson; Reid Davison, and Ashlyn Davison; great-grandsons, Jay Kavanagh and soon to be born, Ellis Kavanagh; sister and brother-in-law, Dorene and Lawrence Zamzow; nieces and nephews, Doyce and John Justiss, Dane Elliott, Sandy and Jim Evans, Sarah Hanning, Kaleb Elliott, Paytin Elliott, Kynlee Elliott and all her many friends at City Point United Methodist Church.

Stella Pearl Campbell Wooten



Stella Campbell Wooten passed away peacefully on Sept 4, 2024, at her residence at Mirabella Assisted Living in Benbrook. Stella Pearl was born August 1928 to Lena Ethel (Hill) Green in Haskell, Texas. After moving as a young girl to Tioga, Texas with her mother and grandmother, Beula Pearl Newsom Hill, she was cherished by her stepfather, Harry Lee Jones.

In the footsteps of her mother, Stella attended Texas Wesleyan College where she was recognized as a Wesleyan Beauty and this is where she met, and then married, Jim Campbell. Upon completing her college education, she became a teacher; a field she pursued until her retirement in 2018, at which time she was a very well-known and respected substitute teacher at Western Hills High School.

Stella was a lifelong and faithful member of the United Methodist Church and was extremely active in all churches Rev. Campbell pastored for over 30 years. After the death of Rev. Campbell, she continued to be very active in her Ridglea UMC Sunday School Class before and after she joined Arlington Heights UMC.

Stella was preceded in death by her loving husbands, Rev. Dr. James H. Campbell (1922-1983) and Burrell Raymond Wooten (1917-2017). Stella is survived by her children; James Hardeman, Jr. and Dana Ann (Gilliland) Campbell, Beverly Lynn (Campbell) Stevens and William Franklin and Bonnie (Tanski) Campbell, and her five Campbell grandchildren; and six Campbell great-grandchildren. Upon being introduced by a beloved family friend, Stella met and married, Burrell Raymond Wooten in October 1988 and happily added to her family, Burrell's children; Mark Harrison and Kitty Ann (Kech) Wooten, and Patti Celeste (Wooten) and Gerald James Swanson, two grandchildren and six great-grandchildren.

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Melissa Ann Fletcher



Melissa Ann Fletcher, age 81, of Lubbock, passed away at Rock Creek Nursing and Rehabilitation in Sulphur Springs, Texas on September 20, 2024. Ann Fletcher, known affectionately by her grandchildren as “Nonnie,” was surrounded by her children in her final moments and held close in the prayers of many during her decline. She is and will be dearly missed, though there is also gratitude that her pain shall be no more.

Born Melissa Ann Brooks on August 24, 1943, in Lubbock, Texas to Reverend M. Horace Brooks and Amoret Tunnell Brooks. Ann developed a deep love of music and devotion to the piano in her early life, which defined much of her purpose and passions throughout her days. Though she proclaimed her hands were too small to become a concert pianist, she grew into a beautiful musician.

Just before her senior year of high school, Ann’s father became the pastor of the First United Methodist Church in Muleshoe, Texas. The whole family moved, and this is where she met the love of her life, Lyndall Wayne Fletcher, who would soon become her husband.

Lyndall and Ann married on June 1, 1963, at her father’s church in Denver City shortly before Ann earned her B.S. degree in music from McMurry College in Abilene, Texas. They had two wonderful children together: Christopher Brook and Keri DeLaine.

Ann passed on the chance to pursue becoming a concert pianist in favor of the calling she found as a teacher instead. She wholeheartedly served her family and community with her talents. Over her 33 years as a teacher, she shared her great love of music with thousands of children, and her energetic music programs garnered a beloved following who still recollect and celebrate them to this day. Lyndall became a pastor, and together they loved their churches and served their congregations as an amazing ministry team - him from the pulpit and her from the piano bench.

Beyond music, Ann loved to read, played a mean game of Yahtzee, and could often be found sipping on her daily Diet Coke. Though she was adamant about not sleeping on the ground (preferring the camper or hotel, instead), Ann’s love of nature and adventure was most evident in her delight of snow skiing. Above all, her loyalty and priority remained with her family; she loved BIG, and her children and grandchildren are the principal recipients of the legacy her presence has left behind.

Every Christmas, she ensured her family enjoyed her egg-a-la-goldenrod and indulged in her black bottom pie. Her cooking for this special holiday was paralleled only by her knack for finding the most unique gifts. Come Christmas morning, loved ones were always eager to discover what she had hidden inside their stockings hanging by the fire.

Melissa Ann “Nonnie” Fletcher is preceded by her beloved Reverend Lyndall Wayne “Hoppy” Fletcher, who passed on April 6, 2019, and her parents Rev. M Horace Brooks and Amoret Tunnell “Meme” Brooks. May they all rest in holy peace.

She is survived by most of her large and loving family. They include her children (Chris and his wife, Christine, of Lubbock and Keri and her husband, Kelly, of Sulphur Springs), her grandchildren (Kyle David and his wife, Lucy, of Atlanta, GA; Kayli Brooke of Sulphur Springs; William and Lawson Fletcher of Tulia), her sister (Marka Lynn White and her husband, Charles White, of The Woodlands), along with many beloved cousins, nieces, nephews and other extended family. Her life was big; her love was big, and the weight of her loss is big as well. The family celebrated their beloved Nonnie with one of the things she treasured most: music. They are glad she is no longer suffering and find comfort from the lyrics of her

favorite hymn, Hymn of Promise: “In our end is our beginning; In our time, infinity; In our doubt, there is believing; In our life, eternity; In our death, a resurrection; At the last, a victory; Unrevealed until its season; Something God alone can see.”

Jackie McAlpin Blair



Jackie McAlpin Blair, 85, of Canyon, passed away on October 28, 2024. Jackie was born on May 9, 1939, in Iowa Park, Texas to Jack and Willie Lois (Roberson) Timberlake. She was a 1957 graduate of Levelland High School and received her Bachelor and Master of Education from West Texas State University (now WTAMU).

Jackie married W.V. McAlpin on September 19, 1959, and they had three children together. They were married for 33 years before he preceded her in death on February 22, 1993. She married Earl N. Blair on August 28, 1995, and he preceded her in death on October 13, 2022.

Jackie taught various grades and subjects in Silverton, Tulia, Muleshoe, Beeville, and returned to Canyon where she started the vocational occupational education program at Canyon High School. She then worked at the Northwest Texas School of Nursing as an integral part of building the program by recruiting students from all over the United States. From there, Jackie worked as dean of admissions at WTSU and then retired as the displaced women’s counselor at Amarillo College.

Serving as a lay speaker and member of the United Methodist conference, Jackie was a faithful member of the First United Methodist Church. She was also a member of Alpha Delta Pi at WTSU, the WT Alumni Association, and the American Association of University Women. She was an avid supporter of WTSU and usually held season tickets to their sporting events. She loved sports and was a devoted fan of the Kansas City Chiefs, particularly Patrick Mahomes. She also enjoyed traveling, making peanut brittle, and was passionate about shopping. She liked being involved and was always willing to volunteer to head any committee. One of her favorite pastimes was spending time at her cabin in Ruidoso.

Jackie is also preceded in death by her parents, her brother, Jerry Timberlake, and a grandson, Willie Rice.

Survivors include her children, Stacy Gatlin and husband, Randy of Amarillo, Tracy Appleman of Amarillo, and Kevin McAlpin of Lubbock; brother, Robby Timberlake and wife, Shari of Lubbock; seven grandchildren, Celeste Reese of Los Angeles, CA, Aspen Todd and husband, Tony of Richmond, TX, Colby Gatlin of Amarillo, Chase McAlpin of Lubbock, Willie Gill of Canyon, Chandler Babcock and husband, Chris of Sherman, and Caleb Gill of Canyon; and six great grandchildren, Julius Reese, Peyton, Riley, and Parker Todd, and Banx and Rush Babcock.

Kurt Martin Brandt



Kurt Martin Brandt, 70, of Lubbock, Texas died on November 28, 2024, at Covenant Medical Center. Kurt was born to Daniel and Vera Brandt in Trenton, NJ on November 28, 1954. He graduated from Greendale High School, and the University of Wisconsin, Madison. He held an MBA from Webster University. While at UW Madison, he joined the Air Force ROTC and upon graduation began his service as an accounting and finance officer, eventually retiring as a comptroller. He served at Edwards AFB in California; Iraklion AS, Crete, Greece; Reese AFB, Lubbock, Texas; Randolph AFB, San Antonio; Lackland AFB, San Antonio, Texas; Laughlin AFB, Del Rio, Texas and Kadena AFB, Okinawa Japan. After retiring from the Air Force, Kurt went into the school finance business working for United ISD in Laredo and San Felipe Del Rio Consolidated Independent School District before finishing his career at DeSoto ISD. Kurt loved to play golf and read Louis L'Amour books. He enjoyed all types of sports, but especially football, which became a passion for him and his girls. He was the most faithful and supportive band dad and soccer fan for his girls. Left to cherish his memory include his wife, Judi; his daughters, Amy, Andrea, and Anna; his brother Rex; and his grandson Jason.

Martha Ann Robb



Martha Robb, a retired civic leader of her beloved Marshall, Texas, died peacefully at her assisted living home. Born in DeKalb, Texas, ten years to the hour after the signing of the Armistice that ended World War I, she suffered early tragedy when her mother, Lucille, died of kidney disease just short of her third birthday in 1931. Her father, Aubrey Hegler, facing a disappearing East Texas job market, was forced to seek work in Detroit, Michigan. She was placed with a married aunt, Ida Winnie Clark, and her husband, James Clark, to raise as their own.

Martha accepted Jesus as her Savior as a young girl and never deviated from that course. She was at church every time the doors were open - often she would be the only person her age at the Wednesday Prayer service.

After completing high school during World War II, Martha entered Lon Morris Methodist Junior College in the fall of 1946. There she met an earnest young Methodist ministerial student named Edmund Whetstone Robb, Jr., recently discharged from the U.S. Navy afterwar service. They married on May 25, 1947.

Having children stopped her college career as a straight-A student. Extremely intelligent, she applied her drive to aiding in the Methodist ministry work with Ed, and later by editing his sermons and other writings for publication, and by working as his secretary once the children were in school.

In the mid-twentieth century, Methodist ministers were moved frequently from church to church. Ed and Martha served Texas Methodist churches in Scottsville, Abilene, Amarillo, Hamlin, Midland, and Lubbock.

After all their children were at college, Ed and Martha returned to live in his hometown of Marshall, which she adopted as her own.

She became very involved in civic affairs in Marshall. In 1993, She won the first of two elections to fill a seat on Marshall's City Commission. The 1990s was something of a golden age for civic leadership in Marshall. Under the leadership of dynamic Mayor Audrey Kariel, Martha and the Commission turned the city into a cultural center by founding an art museum, instituting the Christmas-season Festival of Lights, and rehabbing the historic Texas & Pacific Railroad Depot, restoring it to active use.

In 1998, She was elected Chairman of the East Texas Council of Governments, which coordinates public policy for fourteen East Texas counties. Perhaps her most significant achievement was leading the fundraising effort to refurbish the important Harrison County Historical Museum, and then to create a museum military history annex, documenting Marshall's involvement in multiple American wars. She led these efforts for eleven years.

After Ed died in 2004, She continued to live in Marshall, teaching Sunday School at the First United Methodist Church, remaining active in the Historical Museum, as well as many other civic institutions. As she entered her mid-eighties, Martha's health began to deteriorate, and she moved to assisted living in The Woodlands to be near children and grandchildren.

In the last few years, she lost many physical abilities, becoming legally blind, unable to walk, and finally, able to speak only in whispers. But throughout these trials, her firm and confident faith in God remained vibrant. Her mind remained very sharp to the end of her days. During her last years, now unable to read, she listened to audio books such as *War and Peace*, *Pride and Prejudice*, *Unbroken*, *The Devil in the White City*, *A History of the English-Speaking Peoples*, and scores of other challenging volumes.

She possessed a remarkable facility for recalling numbers and dates, surprising her listeners with facts such as the exact population of the Russian Federation, and seemingly having committed to memory the casualty tables for all the belligerent powers in World War I.

Even more notable was her cheerful countenance in every adversity, her remarkable generosity, and the love she had for her city, her nation, her children, grandchildren, nieces, and nephews.

She is survived by her children Edmund, Sarah, and Jim. Two children, Julia and Laurie, preceded her in death. She was also extremely close to her great nephew and niece, Dana Strength and Adeline Strength. Additionally, she has nine grandchildren and twelve great-grandchildren, and many nieces, nephews, and great-nieces and nephews.

Carolyn Ruth Patton



Carolyn Ruth (Hurt) Patton, born September 29, 1943, in Abilene, TX, passed away peacefully December 15, 2024, at Lexington Medical Lodge in Farmersville, TX.

She was preceded in death by parents, Albert and Amelia (Lowrie) Hurt; her beloved husband, Norman; brother, Ferrell Hurt (killed in WWII); and sisters, Frances Northrup, Annabelle Franks, and other in-laws.

Carolyn grew up attending Shep Methodist Church in Shep, TX, where she played piano during services from a young age. It was there she met Norman, a young student pastor, and they married on June 22, 1962, embarking on a 61-year journey in life and ministry.

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Together, they had four children: Melissa (Tommy) Nugent, Kerry (Laura) Patton, Michelle (Dr. David) Williams, and Jeff (Dr. Denise) Patton, all of whom survive her.

She leaves behind her grandchildren: Emily Patton, Dr. Lauren (Dr. Kyle) Nugent Sanders, Elizabeth (Brittin) Nugent Kimmel, Jordan Patton, Landon (Melanie) Williams, Zachary (Rafaela) Patton, Alyssa (Justin) Nugent Conrad, Avery Williams, Ben Patton, Reagan (Ben) Williams Pulliam, Mika Williams, and Sydney Patton. In addition to her brother, Norman Hurt, and sister-in-law, Dorthy Patton Miller, Carolyn is also survived by a great-grandson, Emmitt Sanders, great-granddaughters, Imogene Williams and Amelia Conrad, and another great-granddaughter on the way.

Known for her deep faith, Carolyn was a prayer warrior, loving wife, mother, teacher, and mentor. She joyfully encouraged others, always answering, "I'm just MAA-VELOUS!" when asked how she was doing.

Carolyn graduated from Blackwell High School in 1962 and earned a BA in Education and Special Education from Texas Tech University. She taught in the Crowell, Olton, Anson, Perryton, and Sweetwater school districts.

Carolyn was a faithful member and servant in every church Norman pastored, and after his retirement in 2004, they made Clyde Methodist Church their home.

Marshall Blakely



Marshall Blakely, a man of profound faith and tireless dedication, was born on March 25, 1955, in Monroe, Louisiana. He departed this world on December 19, 2024, in Dallas, Texas, leaving behind a legacy that resonates with those who had the privilege of knowing him.

Marshall exemplified the essence of a protector and helper, a steadfast presence in the lives of many. He was a man of many trades, skilled in working on cars, repairing furniture, and committed to maintaining the beauty of his surroundings through lawn care. His hands were tools of creation, reflecting a broader artistry that extended to every aspect of his life.

Educated at Delta High School in Mer Rouge, Louisiana, Marshall's journey was marked by intelligence and a kindhearted disposition. He was known as "a man and a half" - a nuanced blend of quiet strength and humor that left a lasting impression. Beneath his stern exterior lay a gentle spirit that radiated warmth and kindness. Marshall's quite spoken nature often belied the depths of his wisdom and a sense of humor that brought joy to those around him.

His mission work stands as a proud testament to his life in Christ, a calling he embraced with passion and determination. Marshall's faith anchored him, guiding his actions and interactions with others. He loved God deeply, allowing that love to permeate through his service to the community and his unwavering dedication to those in need.

Marshall Blakely's story is one of faith, compassion, and humor, woven together through the fabric of human experience. His memory will continue to inspire, reminding us of the power of kindness and the importance of serving others.

Dorris Vivian Ferrell



Dorris Vivian (Renfro) Ferrell, age 97, of Fort Worth, Texas, passed away on March 14, 2025. Dorris was born on March 29th, 1927, in Dawson, Texas, and she remained proud of her little hometown throughout her life. Her parents were Almer and Annie Laura Renfro, a farming and ranching couple. Dorris attended Dawson High School while helping her family on the farm, and upon graduation entered Texas Wesleyan College in Fort Worth, Texas. After graduating from Texas Wesleyan, she began a distinguished public school teaching career that took her to Fort Worth area schools including Morningside Junior High, George Washington Carver Elementary, and for many years, Maude I. Logan Elementary. In 1948 she married the Reverend Gilbert Ferrell, beginning a loving and deeply committed marriage of 69 years; he preceded her in death in 2018 at age 94. She is also preceded in death by her parents, and her brothers Morris Renfro of Denton, Texas, and

Arthur Joe Renfro of Dawson, Texas. She is survived by her sons, Jeff (and his wife, Karen) and Joel; a niece, Rebecca Dickens (and her husband, Tom); and a great niece and four great-great nieces.

Mary Jane Dickson Ramsey



On March 26, 2025, Dr. Mary Jane Ramsey Dickson departed this life to enter into the presence of our Lord and the arms of her beloved husband, the late Rev. Dr. Kenneth Molton Dickson. Her life journey ended where it began in Gulfport Mississippi, but in those ninety plus years she lived, loved, and laughed abundantly.

Mary Jane was born in King's Daughters Hospital in Gulfport on July 7, 1934, to GHS beauty Margaret Jane Stapledon Ramsey and music educator Harold Henington Ramsey, Gulfport High School's first ever band director. She continued to march alongside her father as he developed a nationally renowned bands program and shared his passion for music and travel. Her Gulfport summers with her beloved aunt/godmother Elizabeth Stapledon Wallace formed her faith and character as well as her love for the beach.

Her youth was focused on music and Christian education. She performed regularly on piano, oboe, English horn, clarinet and as a high soprano. Upon graduation from Bossier HS at age 16, she was awarded a full scholarship to LSU (Geaux Tigahs) for music performance and education and was a proud member of the Golden Band from Tigerland. In Baton Rouge, she was leader of the Methodist students' Wesley Foundation and worked in civil rights causes. She told stories of clandestinely integrated student ministry groups holding swell parties— and occasionally prayers.

Her next move was divinely inspired. While at LSU, Mary Jane was called to full time Christian ministry. Ordination of women was not a real possibility then in the Methodist church, so she enrolled in Religious Education at Perkins School of Theology at SMU in Dallas. This Louisiana lady was one of only four women in a class of almost 400 students. It was in Professor Richie Hoggs' History of Christianity class that a future preacher from Texas saved her a seat and launched their history together. MaryJane and her sweetheart Ken were married February 8, 1957, and journeyed together until his death August 13, 2019.

While the Dicksons were completing their theological education, Mary Jane was hired as a religious education director at Highland Park United Methodist Church on the SMU campus. After graduation in 1958, Ken was appointed associate pastor there. He served in vibrant ministry at HPUMC for 42 years. They made their home in Dallas until relocating in 2017 to Long Beach, Mississippi. Their two children, the Revs. Kenneth Ramsey Dickson and Dr. Dorothy Dickson Rishel, eventually joined their parents in the ordained ministry.

However, Mary Jane's journey was far from finished with her marriage and children. While the mother of two small children and wife of a busy pastor, she enrolled in a PhD program of Counseling Psychology at the University of North Texas to deepen her skills to help others. She graduated on Mother's Day, 1976.

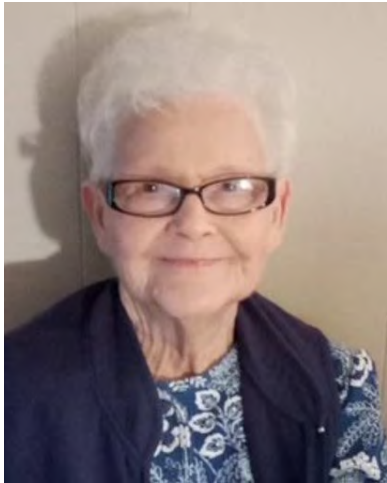
The newly minted Dr. Dickson joined the faculty of Tarrant County Junior College and spent her career there in various roles including Chair of the Counseling and Psychology Department. She held a particular dedication to helping international, LBGTQ, veteran and disabled students to adjust and excel. In addition, Dr. Dickson remained active in HPUMC, lending her angelic soprano voice to the choir, counseling the distressed, and leading premarital classes with Ken for over 25 years, sending hundreds of couples into marriage better equipped. Publications included *My Baptism* over twenty-five workbooks orienting students to college and mental health.

Mary Jane's family expanded as her children married the Rev. Rod Dickson Rishel and Michelle Schmidt Dickson. She became Mama Jane with the arrival of her adored grandchildren Savannah Jane Rishel, Emma Grace Rishel Gibson, Andrew Kenneth Dickson, Madeleine Grace Dickson and most recently Emma's husband Kyle Gibson. Her family naturally included her nieces and extended clan but also encompassed lifelong friends and bonus children and grandchildren who always knew they too were loved as only Mary Jane could love.

An unmatched generosity of spirit, rooted in her abiding faith, made it possible for Mary Jane to equally enjoy the folks she met at a beachside mullet fry or a formal inauguration party, finding everyone's story to be worth telling and hearing. Whether her company was celebrity, immigrant, mentally ill, head of state, or billionaire, all received warmth and respect. She was keenly committed to loving each as Christ loved her.

Mary Jane squeezed about as much out of one lifetime as was possible in this world. She loved; she laughed; she was filled with wonder; and she took ALOT of pictures. Her deep Christian faith was a constant force shaping her life, her work, and her relationships. She will be missed by all who knew her and especially those she loved the best. Dr. Mary Jane Dickson's legacy of joy, generosity, fun and fierce loyalty will shape our lives for good.

Jo Ann McCasling Ewing



JoAnn McCaslin Ewing, beloved wife, mother, grandmother, great-grandmother, and devoted follower of Christ, was called home on March 28, 2025, in Amarillo, TX surrounded by family. Born on August 12, 1935, to Kenny and Myrtle McCaslin at the home place in the Salem Community, JoAnn was the fifth of six siblings. She attended school in Happy, Texas, where she grew up surrounded by love and faith.

On December 22, 1951, JoAnn married the love of her life, Tommy Ewing, in the Trinity Chapel of Salem Community. Together, they built a life filled with love, service, and unwavering devotion to family and faith.

JoAnn was a dedicated Christian who loved her Lord deeply. She most recently attended St. Stephen Church and was previously a faithful member of the Tulia Methodist Church before moving to Amarillo in 2022. Her knowledge of the Bible and steadfast faith made her a prayer warrior, sought out by many for comfort and guidance. During her years as a minister's wife, she found great joy in teaching Sunday school, singing in the church choirs, and visiting hospitals, nursing homes, and shut-ins to pray over them.

A devoted homemaker, JoAnn poured her heart into caring for her family. She was a wonderful cook and an exceptional seamstress, always making sure her loved ones were well cared for. She especially treasured time spent baking, dyeing Easter eggs, and attending her grandchildren's sporting events, band performances, and choir concerts. She loved unconditionally, and each member of her family held a special place in her heart.

JoAnn is survived by her three daughters: Sharon Boland of Amarillo, TX, Karen Kaiser of Amarillo, TX, Patricia Cunningham and husband Bruce of Lubbock, TX. She was blessed with six grandchildren, Belinda Fuller and husband Doyle of Broken Arrow, OK, Emily Choate and husband Brandon of Panhandle, TX, Matthew Hudson and wife Mindy of Stafford, VA, Katina Leigh and husband Daniel Chavez of Amarillo, TX, Timothy Cunningham and wife Sara of Prosper, TX, Theresa Brandes and husband Jeramy North Lake, TX. Her legacy continues through her seventeen great-grandchildren and one great-great-grandson. She is also survived by Bobby and Brenda Hudson and their family, along with four cherished sisters-in-law: Mary McCaslin, Christine Gunnels, Melba White, and Vicki Bowers, as well as a host of nieces, nephews, extended family, and dear friends.

She was preceded in death by her loving husband, Tommy Ewing; her parents, Kenny and Myrtle McCaslin; her sister, Bettye Myers and husband Phillip; four brothers, Billy McCaslin and wife Becky, Kenneth McCaslin and wife Opal, Glen McCaslin and wife Jo, and Charles McCaslin; and two sons-in-law, Bruce Boland and Ron Kaiser. JoAnn's kindness, unwavering faith, and deep love for her family will be forever remembered.

Roll of Deceased Clergy Members

The complete rosters of all deceased ministerial members of the Horizon Texas Conference and its antecedents are found in: (1) the 1967 Official Record of the Oklahoma-Texas Conference of the Evangelical and United Brethren Church, (2) the 1967 Journal of the West Texas Conference of The Methodist Church, (3) the 1978, 1994, and 2024 Journals of the North Texas Conference, (4) the 1968, 2015, and 2024 Journals of the Central Texas Conference, and (5) the 2024 Journal of the Northwest Texas Conference.

Name	Born	Died
Bryce Clark "Pete" Robertson	1930	2024
Robert Jack Riley	1930	2024
David Keith Wiseman	1935	2024
Norma Saenz Salinas	1945	2024
Carl Haines Sterling	1940	2024
Weldon Sam Crowley	1935	2024
James Edwin Tims	1927	2024
Danny Jake Niedecken	1944	2024
Ruth Anne Saegesser	1947	2024
Bryon Davis Myrick	1937	2024
Michael Loy Nichols	1947	2025
Terry Ann Moore	1960	2025
Herbert Lee Griffin, Jr	1961	2025
Watt William Dozier	1941	2025
William Henry Jacobs	1931	2025
Wilma H Smiley-Tune	1937	2025
Jackie McClellen Gause	1934	2025
Hugh B Daniel	1928	2025
Larry Dean Davis	1950	2025
Susan May Trammell	1942	2025
Kenneth E Carter, Jr	1935	2025
William Weldon Rives	1931	2025

Historical

ANNUAL CONFERENCE REGISTER

(Since Unification to form the Horizon Texas Annual Conference)

No.	Place	Date	President	Secretary
1	Dallas	June 8-10, 2025	Bishop Ruben Saenz Jr.	Kevin Walters

Statistics

	<u>CTC</u>	<u>NTC</u>	<u>NWTC</u>	<u>TOTAL</u>
TOTAL MEMBERSHIP JAN 1, 2024	74,031	98,914	9814	182,759
Members Received:				
Professions of Faith	253	708	14	975
Professions of Faith Other Confirm.	426	858	53	1337
Affirmation	87	155	3	245
Correct Previous Year	348	393	0	741
Transfer from another UMC	465	886	133	1484
Transfer from non-UMC	425	747	32	1204
Received from closed UMC	9	154	1	164
Total Members Received 2024	2013	3901	236	6,150
Members removed:				
Charge Conference	298	3541	0	3839
Withdrawn	155	771	8	934
Correct Previous Year	1,023	365	9	1397
Transfer to another UMC	223	981	15	1219
Transfer to non-UMC	208	636	28	872
Death	622	1013	79	1714
Total Members Removed 2024	2529	7307	139	9975
TOTAL MEMBERSHIP DEC 31, 2024	73,515	95,508	9911	178,934
Ethnic breakdown				
Asian	482	1080	32	1594
Black	3091	7061	126	10,278
Hispanic	1539	2501	440	4480
Native American	40	114	4	158
Pacific Islander	316	99	5	420
White	62,071	83,299	9125	154,495
Multi-Racial	5,913	1323	179	7415
Attendance at Weekly Worship				
In-Person Worship	13,778	26,890	1628	42,296
Online Worship	8490	32,252	2090	42,832
Total Worship Attendance	22,268	59,142	3718	85,128
Church School Average Attendance	6722	13,002	798	20,522

Statistical information about local churches is available at umdata.org .

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Appendix: September 28, 2024 Session

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	Ensor	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	Hoervers	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	Umphress 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, Coppell
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

Appendix: September 28, 2024 Session

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	Scrudder	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	Iliff 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

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Methodist Church (Abilene) and St. James United Methodist Church (Abilene), as well as to McMurry University for their partnership in hosting conference-related events.

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

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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 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**.

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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 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

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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.

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 Wespeth 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.

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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.

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.

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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.

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.

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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.

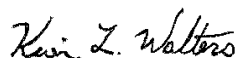
Bishop Saenz agreed and recognized that **Rev. Paul Barton** (Casa Emanu-el), affiliate member of the North Texas legacy conference and of the Horizon Texas Conference, and member of the Rio Texas Conference, had been a member of the Rio Grande Conference prior to its merging with Southwest Texas Conference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

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
 - o 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

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objectives and scope of work of the General Board of Discipleship and fulfills the 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.

- o 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).
- o 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).
- o 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
 - o 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
 - o 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).
 - o Fulfills the general responsibilities of the Conference Board of Discipleship as outlined in ¶630.1(d), ¶630.5 (h), ¶630.6 (f).
 - o 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).
 - o Fulfills the responsibilities and membership requirements of the Committee on Parish and Community Development (¶633.5).
- Pursue and Embrace Diversity
 - o Fulfills the function of the Conference Board of Global Ministries detailed in ¶633.4(b.36).
 - o 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).

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- o 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).
- o 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).
- o 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).
- o Provides for the functions of the Conference Committee on Native American Ministry (§654); and maintains the connectional relationships.
- Tell Our Story Team
 - o 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

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

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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				

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

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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
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

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BOARD OF ORDAINED MINISTRY

Cathy Olson	2028	C/A	A	Laity	CTC/East
Brad Brittain	2028	C/A	A	E	CTC/South
Royce Daughtery	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
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

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Multiplication Team Representative Cabinet Representative Multiplication Team Assistant	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
	Derek Jacobs		B/A	A	E	NTC
	Philip Rhodes		C/A	A	E	CTC/East
	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
	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
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

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	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
UW Faith, Social Action	TBD					
UW Faith, 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	Rachel Griffin-Allison	2028A	C/A	A	E	NTC/Metro
Community Rep	Sarah Boyette			A	D	CTC
At-large Community Representative						

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

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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
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

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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
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

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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
	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

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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

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

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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 Holje
	Marion Hutchison
	John Wright
	Michael Lee
	Dr. Rick Erickson
	Jordan White
District Superintendent ex-officio	Cassie Wade
HTC Staff ex-officio	Stacey Piyakhun

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

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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	Eileen 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
	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

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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
	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.

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- 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.

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

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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.

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

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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	\$ 1,750	
		\$ 5,594
District Operations		
Salaries and Benefits	\$ 1,593	
Travel and Mission	\$ 475	
		\$ 2,068
Conference HQ		
Operations	\$ 1,182	
Office Administration	\$ 96	
Stewardship	\$ 279	
Salaries and Benefits	\$ 1,551	
		\$ 3,108
General Conference		
	\$ 2,276	
		\$ 2,276
Total Expense Budget		\$ 13,046
Apportionment Income		\$ 12,608
Funded from Reserves		\$ 438

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:

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

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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

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

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(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).

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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,

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

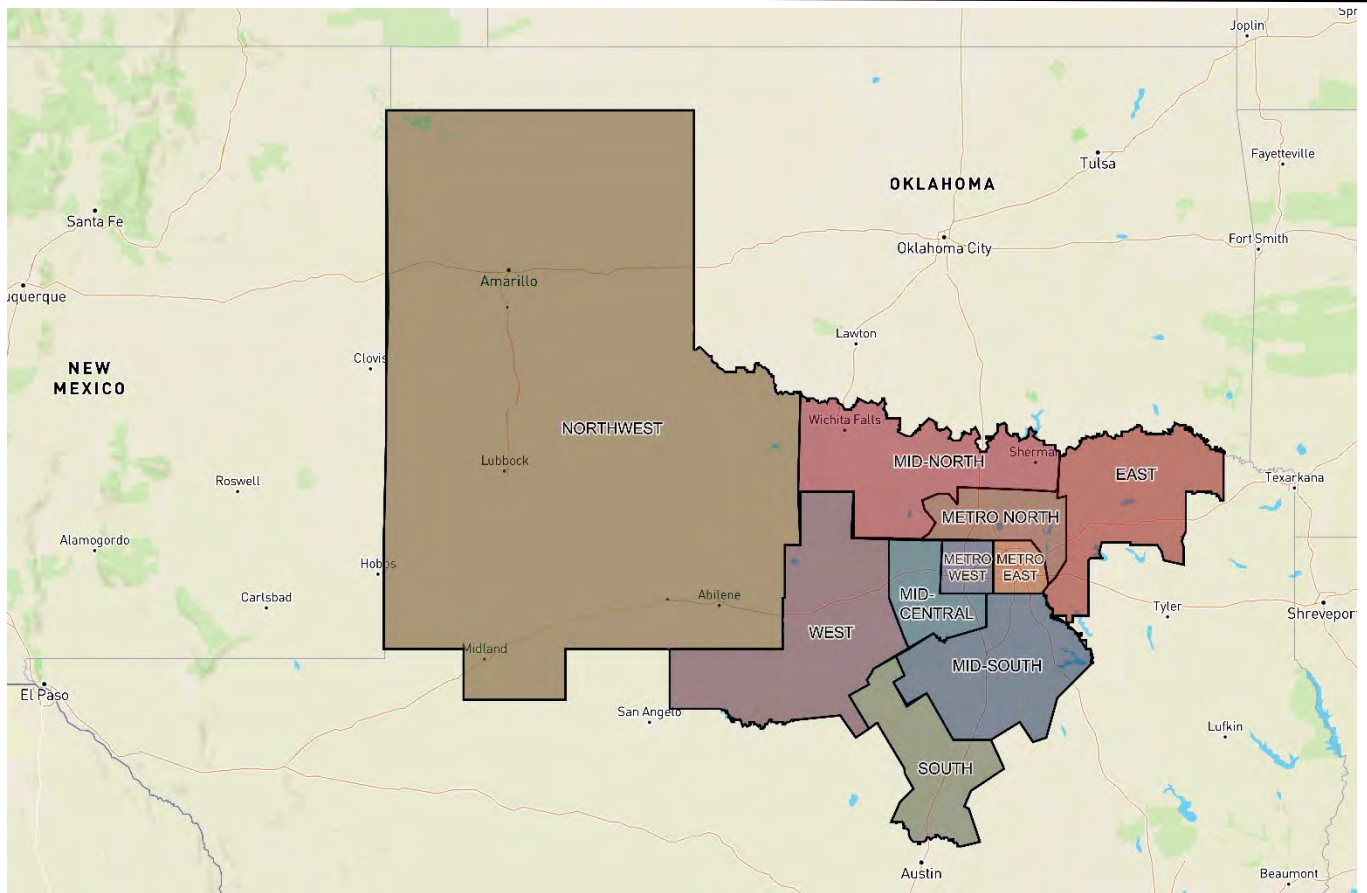
As the Central, North and Northwest Texas Annual Conferences unify to become the Horizon Texas Annual Conference, districts will play a crucial role in fostering connection and providing training and missional opportunities. District names offer an opportunity to provide clarity and identity within the 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

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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 ¶1338.2 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.

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- 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.⁴ A growing wage gap among clergy⁵ 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.⁶

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

⁴ <https://www.wespeth.org/assets/1/7/5991.pdf>

⁵ *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>

⁶ 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/>)

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. 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."⁷ 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
- UTA Wesley, Rev. Marcus Jones (Director/Pastor)

United Methodist Universities within the Horizon Texas Annual Conference:

⁷ <https://www.gbhem.org/education/collegiate-ministry/>

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- 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.

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

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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

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fulfill this purpose. In other words, the role of conference staff is to equip local churches with valuable 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.
- Information Technology Analyst & Archivist, Calvin Scott – responsible for IT support and purchasing; archives and records retention.

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- *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



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

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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

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Dallas area and PTNT had two satellite sites in Gainesville and Wichita 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:

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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.

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, 2006* 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 accomplished in

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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: _____

Appendix: September 28, 2024 Session

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

Appendix: September 28, 2024 Session

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: _____



FORT WORTH OFFICE

3200 E. Rosedale
Fort Worth, TX 76015

PLANO OFFICE

500 Maplelawn Dr.
Plano, TX 75075

972.526.5000
HTCUMC.ORG