OFFICIAL JOURNAL

2015

CENTRAL TEXAS

ANNUAL CONFERENCE

OF

The United Methodist Church

BEING THE

One hundred and forty ninth annual session since organization
Forty eighth session since the organization of the
United Methodist Church

Forty sixth session since merger of the previous
Central Texas Conference with a group of churches of the previous
West Texas Conference
Held in Southlake, Texas, June 7-10, 2015

Rev. Dr. Randy Wild, Editor
Mavis Howell, Associate Editor

Permanent records of the Central Texas Conference are located in the Archives and History Depository. Currently records are in possession of the conference secretary in fireproof cabinets.

The Archives and History Depository for the Central Texas Conference is The Central Texas Conference Archives & History Building, Arlington, Texas

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BISHOP J. MICHAEL LOWRY

Resident Bishop, Central Texas Conference

The United Methodist Church



CABINET

Back Row: Gary Lindley, Georgia Adamson, Bishop Mike Lowry, Randy Wild, Ginger Bassford, Clifton Howard
Front Row: Don Scott, Kim Simpson, Carol Woods, Bob Holloway



2015 RETIREES

Billy Strayhorn, Allen Grant, Tom Beaty, Bishop Mike Lowry, Johnny Miller, Reed Justus, Max Brennan, Randy Riddile



2014 RETIREES

(Reprinted to show name correction from 2014 Journal)

Ron Albertson, Jeannie Trevino-Teddlie, Bishop Mike Lowry, Karen Greenwaldt, Margaret Stratton, Chauncey Nealy



DEACON & ELDERS IN FULL CONNECTION

Daniel Hawkins, Sarah Roberts (Deacon), Scott Goodfellow, Bishop Mike Lowry, Randy Tucker, Cynthia Moss, John Nader



PROVISIONAL ELDERS

Back Row: Dale Wilbanks, Kim Long, Jon Reeves, Charles Robinson, Wendi Bernau, Bishop Mike Lowry, Matt Bailey, Tomeca Richardson, Margret Fields, Alex Latu
Front Row: Jarrod Johnston, Alison Zollinger, Rezolia Johnson Roberson, Stacy Roberts, Eric Douglas, Stefani Reed



PROVISIONAL DEACONS

Back Row: Suzi Byrd, Bishop Mike Lowry, Kyle Roberson
Front Row: Allen Lutes, Kelly Anderson



Officers of the Annual Conference

President—Bishop J. Michael Lowry, 3200 E. Rosedale St., Fort Worth; 76105; 817/877-5222, Fax 817/332-4609; bishop@ctcumc.org

Secretary—Randy Wild, 3200 E. Rosedale St., Fort Worth 76105; 817/877-222, Fax 817/338-4541; randy@ctcumc.org

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Other Conference Leaders/Consultants

Chancellor—Ken Adair

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3200 E. Rosedale St., Fort Worth 76105; 817/877-5222
Fax 817/338-4541; www.ctcumc.org

Center for Evangelism & Church Growth

Executive Director—**Gary Lindley**

Director of Operations & Evangelism—**Todd Pick**

Administrative Assistant—**Tammy Lindley**

Evangelism & Church Growth Facilitator—**Susan Potter**

Consultant in Transformation—**Jerry Roberson**

Center for Leadership

Assistant to Bishop/Executive Director—**Georgia Adamson**

Executive Assistant—**Susan Craig**

Director of Leadership—**Kevin Walters**

Director of Communications & IT— **J. Vance Morton**

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Digital Media Coordinator/Webmaster—**Julian Hobdy**

Associate Director, Board of Ordained Ministry—**Kathy Ezell**
682/235-1037, Fax 817/338-4541; kathyezell@ctcumc.org

Center for Mission Support

Executive Director/Conference Secretary—**Randy Wild**

Executive Assistant/Superintendent HRM—**Mavis Howell**

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Comptroller/Treasurer—**David Stinson**

Archives & History—**Calvin Scott**

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Associate Director, Faith Formation—**Amber Massingill**

Coordinator, Youth Ministry—**Claire Condrey**

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Financial Assistant—**Donna Piper**

Mission Support Assistant —**Madora Ratliff**

Mission Support Assistant—**Sheryl Crumrine**

Hospitality—**Glennis Eckels**

Hospitality—**Benjamin "Ben" Huebner**

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Central—*Don Scott, District Superintendent*
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Cathy Moore, District Administrator

East—*Bob Holloway, District Superintendent*
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Cheri Walton, *District Administrator*

South—*Clifton Howard, District Superintendent*
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Amy Robbins, District Administrator

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westdistrict@ctcumc.org
Geneva Dow, District Administrator

Officers of Institutions Relating to the Conference

HUSTON-TILLOTSON UNIVERSITY—*President, Larry L. Earvin, 900 Chicon St., Austin 78702; 512/505-3002, Fax 512/505-3190*

LYDIA PATTERSON INSTITUTE—*President, Socorro deAnda, Box 11, El Paso 79940; 915/533-8286*

METHODIST CHILDREN'S HOME—*President, Tim Brown, 1111 Herring Ave., Waco 76708; 254/753-0181, 800/964-9226 Fax 254/755-7609*

PROVIDENCE PLACE—*Interim President & C.E.O., Judith Bell, 6487 Whitby, San Antonio 78240; 210/696-2410, 800/842-5330, Fax 210/669-1866*

MOUNT SEQUOYAH—*Interim Executive Director, Lamar Pettus, 150 NW Skyline Dr. Fayetteville, Arkansas 72701; 800/760-8126, 479/443-4531, Fax 479/443-4569*

PERKINS SCHOOL OF THEOLOGY—*Dean, Dr. William B. Lawrence, Box 750133, Dallas 75275; 214/768-2534*

SAINT PAUL SCHOOL OF THEOLOGY—*Interim President, H. Sharon Howell, 4370 W. 109th, Ste. 300, Overland Park, MO 66211; 913/253-5091*

SOUTH CENTRAL JURISDICTION—*Executive Director of Mission & Administration, David Severe, 3160 W. Britton Rd, Ste. F, Oklahoma City 73120; 405/202-9846*

SOUTHERN METHODIST UNIVERSITY—*President, R. Gerald Turner, Box 750100, Dallas, 75275; 214/768-3300*

SOUTHWESTERN UNIVERSITY—*President, Edward B. Burger, Box 770, Georgetown 78627-0770; 512/863-1454, Fax 512/863-5788; www.southwestern.edu*

TEXAS HEALTH HARRIS METHODIST—Vice President, Faith & Spirituality Integration, *Rev. Dr. Eric Smith, 1301 Pennsylvania, Ft. Worth 76104; 817/882-2092*

TEXAS HEALTH RESOURCE SYSTEM—*C.E.O., Barclay Berdan, FACHE, 612 E. Lamar Blvd., Suite 900, Arlington 76011; 682/236-7958, Fax 682/236-6979*

Officers of Institutions Relating to the Conference (Continued)

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TEXAS METHODIST FOUNDATION—*President, Thomas R. Locke, 11709 Boulder Lane, Suite #100, Austin 78726-1808; 512/331-9971m 800/933-5502, Fax 512/331-0670*

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TEXAS WESLEYAN UNIVERSITY—*President, Frederick G. Slabach, 1201 Wesleyan St, Fort Worth 76105; 817/531-4401, Fax 817/531-4425*

WESLEYAN HOME—*President, Chris Spence, 139 Estrella Crossing, Georgetown 78628; 512/868-1205*

FOUNDATION OF THE CENTRAL TEXAS CONFERENCE, INC. —*James Nader, 5001 Briarhaven Rd, Arlington, 76109; 817/731-0701*

2016 General Conference Delegates

CLERGY

Tim Bruster ***(1)**, First Fort Worth

John McKellar, White's Chapel

Clifton Howard, South District

Brenda Wier, Meadowbrook

LAY

Tom Harkrider, Arborlawn

Kim Simpson, St. Barnabas

Steve McIver, First Ferris

Darlene Alfred, St. James

2016 Jurisdictional Conference Delegates

CLERGY

Tom Robbins, First Temple

Chris Hayes, First Keller

Jim Conner, Genesis

Debra Crumpton, St. Andrews

LAY

Ethan Gregory, Arborlawn

Darcy Deupree, First Fort Worth

Kylie Campbell, Austin Avenue

Kevin Gregory, First Mineral Wells

Jurisdictional Conference Alternate Delegates

CLERGY

Louis Carr, Thompson Chapel

Mary Spradlin, Arlington Heights

Jason Valendy, First Saginaw

LAY

Mary Percifield, Alvarado

Marianne Brown, St. Philips

Kathy Ezell, First Keller

KEY: *(#)

(1) Tim Bruster; 800 W 5th St., Ft. Worth; 817/339-5060-w, tbruster@myfumc.org

Please Note: The following designation "(#)" denotes the Chairperson and/or Representative for the committee, and refers to the individual's contact information, which will be found at the end of this section.

Conference Core Team

CHAIRPERSON
Bishop Mike Lowry

CONFERENCE LAY LEADER
Kim Simpson

LAY REPRESENTATIVES (One from each of the geographical districts)

CENTRAL DISTRICT
Ken Frost

EAST DISTRICT
Karla Rodriguez

NORTH DISTRICT
Darcy Deupree

SOUTH DISTRICT
Darlene Alfred

WEST DISTRICT
Kevin Caraway

FOUR AT-LARGE PERSONS (Appointed by Bishop)
David Alexander, Andrew Nunley, Jeff Roper, Mike Young

EX OFFICIO MEMBERS

Asst. to Bishop & Executive Director-Center for Leadership	Georgia Adamson
Executive Director-Center for Evangelism & Church Growth	Gary Lindley
Executive Director-Center for Mission Support	Randy Wild
Dean of Cabinet	Bob Holloway

Task Forces currently operating under guidance of Conference Core Team
2016 Annual Conference Planning Team

Conference Nominations & Leadership Development Team

(One lay leader or district designee from each of the 6 districts and one clergy from each of the 6 districts)

CHAIRPERSON
Bishop Mike Lowry

VICE CHAIRPERSON/SECRETARY
Asst. to Bishop & Executive Director-Center for Leadership Georgia Adamson

CLERGY

CENTRAL DISTRICT	EAST DISTRICT	NEW CHURCH DISTRICT
Jane Woodward	Mike Dawson	Lance Marshall
NORTH DISTRICT	**SOUTH DISTRICT**	**WEST DISTRICT**
Estee Valendy	Jeff Smith	Kory Koch

LAY

CENTRAL DISTRICT	EAST DISTRICT	NEW CHURCH DISTRICT
Vicki Hidde	Mary Percifield	TBS
NORTH DISTRICT	**SOUTH DISTRICT**	**WEST DISTRICT**
George Brightwell	Carolyn Martin	Lydia Soei-Sarfo

EX OFFICIO MEMBERS

Bishop	Mike Lowry
Vice Chairperson	Georgia Adamson
Executive Director, Center for Evangelism & Church Growth	Gary Lindley
Executive Director, Center for Mission Support	Randy Wild
Cabinet Dean & East District Superintendent	Bob Holloway
Central District Superintendent	Don Scott
North District Superintendent	Virginia O. (Ginger) Bassford
South District Superintendent	Clifton Howard
West District Superintendent	Carol Woods
Conference Lay Leader	Kim Simpson
UMW President	'[14] Linda Hutchings
UMM President	TBS
President of Conference Council on Youth Ministry	Taylor Vaughn
Chairperson of Task Force on Inclusiveness	Pat Loomis

Center for Evangelism & Church Growth

Center Executive Leadership Team

Lennox Alfred	Armando Alvarado	Brad Brittain	Rick Jenkins
Casey Langley	Andrew Nunley	Joel Robbins	Carl Stenger

Center for Leadership

CENTER EXECUTIVE LEADERSHIP TEAM

Louis Carr, Jr. Peggy Fiveash Vicki Hidde Mike Kerzee
Karla Rodriguez Kim Simpson *(29) Mike Young

STAFF RESOURCES: Joseph Nader Kevin Walters

Conference Lay Ministry Team

CHAIRPERSONS

CONFERENCE LAY LEADER
*(2) Kim Simpson

ASSOCIATE CONFERENCE LAY LEADER
*(3) Tom Harkrider

DISTRICT LAY LEADERS (One from each geographical district)

CENTRAL DISTRICT	EAST DISTRICT	NEW CHURCH DISTRICT
Barbara Sullivan	Sherry Doty	TBS
NORTH DISTRICT	**SOUTH DISTRICT**	**WEST DISTRICT**
Darcy Deupree	Darlene Alfred	Carolyn Martin

EX OFFICIO MEMBERS

Bishop — Mike Lowry
Asst. to Bishop & Executive Director-Center for Leadership — Georgia Adamson
Director – Center for Leadership — Kevin Walters

Board of Ordained Ministry

CABINET REPRESENTATIVE-Dean of Cabinet — Bob Holloway

REGISTRAR/ASSOCIATE DIRECTOR — Kathy Ezell

BOM Office	Name	Email
Cabinet Rep	Bob Holloway	bobholloway@ctcumc.org
Chair	*(2) Jim Conner	jimconnerbom@genesisumc.com
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Candidacy Registrar	Chris Mesa	chris@actonumc.org
Chair, Joint Committee on Medical Leave	Carol Gibson	cgranlgibson3@yahoo.com
Chair, Local Pastors and Assoc. Members	Mike Kerzee	pastorkerzee@gmail.com
Chair, Order of Deacons	Kay Lancaster	klancaster@arlingtonmethodist.org
Chair, Order of Elders	Ramon Smith	revramonsmith@gmail.com
Chair, Recruitment	Joseph Nader	joseph@utawesley.org
Chair, Spiritual Formation	Will Cotton	will@sburnc.org

CRC Chair	Katie Long	katieflong@ymail.com
Licensing School Registrar	Lee Trigg	leetrigg@aledoumc.org
Residency Registrar	Danny Tenney	dtenney@rhumc.net
Treasurer/Lay Representative	Tom Harkrider	Harky2012@att.net
Vocational Discernment Coordinator	Christie Robbins	christieandjoel@yahoo.com

MEMBERS

Class of 2016:
Ben Lake (S) Layperson
Page Hines (N) Deacon
Matt Hall (N) Elder
Rachel Heyduck (E) Deacon
Katie Long (W) Elder
Tim Bruster (E) Elder
Carol Gibson (E) Elder
Edie Jones (N) Layperson
Ed Komandosky (S) Layperson
Brenda Wier (E) Retired Deacon
David Mosser (E) Elder
Tom Harkrider (N) Layperson
Jim Conner (N) Elder
Eric Smith (E) Elder-Extension
Mike Redd (N) Elder
Daniel So (C) Elder
Jeanne Waggener (C) Layperson
Dean Posey (N) Elder

Class of 2020
Connally Dugger (C) Retired Elder
Doug Boston (E) Layperson
Kory Koch (W) Elder
Royce Daugherty (W) Layperson
Chris Hayes (E) Elder
Ramon Smith (E) Elder
Holly Dittrich (E) Elder-Extension
Mary Percifield (E) Layperson
Mary Spradlin (N) Elder
Mary Weathers (N) Layperson
Lianne Turner (W) Elder
Gene Gurley (S) Elder
Lee Trigg (N) Elder
Chris Mesa (N) Elder
Brad Brittain (C) Elder
Brady Johnston (N) Elder
Danny Tenney (E) Elder

Class of 2024
Tom Beaty (W) Retired Elder
Will Cotton (E) Elder
Matthew Ybanez (E) Deacon
Jeff Miller (S) Elder
Louis Carr, Jr. (NC) Elder
Joseph Nader (E) Elder-Extension
Ben Disney (N) Elder
Don Scroggs (W) Elder
Sandra Oliver (S) Layperson
Judy Richmond (W) Elder
Lynn Grandstaff (E) Layperson
Mike Ramsdell (E) Elder
Armando Alvarado (E) Elder
Mike Kerzee (C) Associate Member
Christie Robbins (E) Elder-Extension
Todd Renner (E) Elder
David Alexander (E) Elder
Kay Lancaster (E) Deacon

COMMITTEE ON INVESTIGATION

Clergy in Full Connection
Bryan Dalco Travis Franklin Allen Goss Meg Witmer-Faile

Alternate Clergy in Full Connection
Wade Killough Mike Rodden LilliAnn "Penny" Stemley

Professing Members
Lynn Gray Steve McIver Cheryl Wilson

Alternate Professing Members
Sherry Doty Scott Drillette Carolyn Little

COMMITTEE ON INVESTIGATION FOR DIACONAL MINISTERS

Diaconal Ministers – Professing Members
Dawn Gilliland Judy Ivey Rosalind Shirley Patricia Stroman

Alternate Diaconal Ministers – Professing Members
Melissa Hernandez Walt Milner Ken Smith

Clergy in Full Connection
John Aymond Thomas McDermott Jane Woodward

Alternate Clergy in Full Connection
Thomas Childs Clifton Howard

ADMINISTRATIVE REVIEW COMMITTEE

Clergy in Full Connection
Bobby Cullen Quinton Gibson Tom Robbins, Jr.,

Alternate Clergy in Full Connection
Howard Martin Phyllis McDougal

DISTRICT COMMITTEES ON MINISTRY

(Submitted by district leadership team after election by District Conference)

Central

*(18) **Mike Kerzee**	**Pat Stroman – Registrar**	**Kevin Wilson – Registrar**
	Robyn Young – Registrar	**Cathy Moore – Secretary**
Bill Auwenshine	Lori Cotton	Thomas Q. Robbins
Brad Brittain	John Dirk	Jimmy Sansom
Marilyn Buchholz	Connally Dugger	Elaine Seeber
Robert Campbell	Leah Hidde-Gregory	Jane Woodward

District Superintendent: Don Scott

East

*(18) **Philip Rhodes**	**Lynne Grandstaff-Registrar**	**Lisa Neslony-Registrar**
Armando Alvarado	Luther Henry	Andrew Nunley
Pete Barnett	Steve Heyduck	Bryan Patrick
Gayle Carpenter	Gordon Johnson	Allyson Paxton
Jerry Chism	Denise Luper	Mike Ramsdell
Mike Dawson	Donna McKee	Todd Renner
Kyland Dobbins	Walt Milner	Kim Simpson
Jay Fraze	Keith Murray	Amy Tate-Almy
Carol Gibson		

District Superintendent: Bob Holloway

North

*(20) **Chris Mesa**	**Stephen Schmidt–Registrar**	**Estee Valendy–Secretary**
Tim Bruster	Raul Gutierrez	Erin Richmond
Bobby Cullen	Brady Johnston	Trudy Smith
DeAndrea Dare	Samuel Macias	Daniel So
Tom Duckworth	Jim McClurg	Jason Valendy
Beth Evers	Dawne Phillips	

Ginger Bassford: District Superintendent

South

*(21) **Darren Walker**	**Leslie Byrd – Registrar** **Darlene Alfred - DLL**	**Kissa Vaughn – Secretary**
Brenda Adkins	Quinton Gibson	Bill Moore
Deloris Beard	Gene Gurley	Steve Moss
George Brightwell	David Leach	Tom Robbins
Mark Brooks	Johnel Louie	Lynn Starnes
Yvonne Coon	Alan McGrath	Travis Summerlin
David Edwards	Katie Meek	Bob Soulen
Julie Fuschak	Jeff Miller	Glenda Whitehead

Clifton Howard: District Superintendent

West

*(22) **Don Scroggs**	**Harrell Braddock – Registrar**	
Kevin Caraway	Curtis Lackey	David Ray
Royce Daugherty	Katie Long	Brad Slaten
Mike Hannah	Howard Martin	Lianne Turner
Judy Jackson	David McMinn	Andy Tyler
Kory Koch	Buddy Moore	

Carol Woods: District Superintendent

Committee on Episcopacy

Chairperson	**Vice Chairperson**	**Secretary**
*(4) John McKellar	Tom Harkrider	Mary Percifield

Clergy (3 members)
Leslie Byrd, Louis Carr, Jr., Judy Richmond

Additional Members (Youth) (2 members)
Taylor Vaughn, TBD

Laywomen (3 members)
Judy Jackson, Mary Percifield, Velva Riddle

Laymen (3 members)
Gary Cumbie, Johnel Louie, Ronnie Sullins

Ex Officio Jurisdictional Committee
Tim Bruster, Tom Harkrider, Kim Simpson

Bishop's Appointees (3 members)
Tom Harkrider, John McKellar, Jeff Roper

COMMITTEE ON EPISCOPAL RESIDENCE

Chairperson	*(5) Gary Cumbie
Committee on Episcopacy Representatives	*(13) Tim Bruster & *(3) Tom Harkrider
Council on Finance & Administration President	John McKellar
Board of Trustees President	*(15) Mike Hall

CTC Campus Ministry Boards

(College Boards relate to the Center for Leadership)

SOUTHWESTERN UNIVERSITY

CONFERENCE REPRESENTATIVES

Clergy	Tim Bruster	2012-2016
Lay	Kay Granger	2011-2015
Lay	Henry C. Joyner	2014-2018
Clergy	TBS	

TEXAS WESLEYAN UNIVERSITY

Clergy Representative: 2015-2019 Jerry Chism
2015-2019 Tim Bruster

WESLEY FOUNDATION AT BAYLOR UNIVERSITY

CLASS OF 2016

Lori Fogleman, Ann Shaffer, Jeanne Waggener
*(23) Jane Woodward

CLASS OF 2017

Robert Campbell, Connally Dugger, Tim Jarrell
Brian Nicholson, Barbara Spitzer

CLASS OF 2018

Brad Brittain, Colin Campbell, Mike Meadows
Patricia Stroman

ONE-YEAR TERM FOR STUDENTS

TBS

EX OFFICIO MEMBERS

Director of Campus Ministry	Melissa Turkett
Asst. to Bishop & Executive Director-Center for Leadership (or her designee)	Georgia Adamson Joseph Nader
Central District Superintendent	Don Scott

WESLEY FOUNDATION AT TARLETON STATE UNIVERSITY

CLASS OF 2016

Wayne Atchley	Pam Bush	Jeff Justice
Cynthia Rives	Andy Tyler	

CLASS OF 2017

Kim Cummings	Susie Fagan	Eileen Faulkenberry
Carey Fraser	Kory Koch	

CLASS OF 2018

Don Beach	Sandi Herbertson	Eva Mancusso
Stacy Roberts	Cindi Vaughn	

ONE-YEAR TERM FOR STUDENTS

Taylor Lunsford	Kelsey McCullough	Kimberly Norris

EX OFFICIO MEMBERS

Director of Campus Ministry	David McMinn
Asst. to Bishop & Executive Director-Center for Leadership (or her designee)	Georgia Adamson Joseph Nader
West District Superintendent	Carol Woods

WESLEY FOUNDATION AT TEXAS CHRISTIAN UNIVERSITY

CLASS OF 2016

Janna Elliott	Nancy Froman	Bob Greer
*(2) Bonnie Melhart	Tom Westerheide	

CLASS OF 2017

Buz Barlow	Dillon Burns	Kathy Ezell
Pattie Gearhart-Turner	Jim McClurg	

CLASS OF 2018

Jacquie Brownfield	Beth Evers	Debbie Iba
Linda LaCoste	Jim Riddlesberger	

ONE-YEAR TERM FOR STUDENTS

Issac Dunn

Ex Officio Members

Director of Campus Ministry	Paul Massingill
Asst. to Bishop & Executive Director-Center for Leadership	Georgia Adamson
(or her designee)	Joseph Nader
North District Superintendent	Virginia O. "Ginger" Bassford
TCU Minister to the University	Angela Kaufman

Wesley Foundation at University of Texas at Arlington

Class of 2016

Brenda Beaver, Mark Brown, Bob Fairbanks, Mike Rodden

Class of 2017

Bryan Bellamy, Johnny Brower, *(26)* Scott Gigliotti, Brian Young

Class of 2018

Pete Barnett, Scott Gray, Bob Sappington, D'Ann Shidler

One-Year Term for Students

Garrett Carr, Rachel Joyner, Daniel Smyers

Ex Officio Members

Director of Campus Ministry	Joseph Nader
Associate Director of Campus Ministry	Thomas Mitchell
Asst. to Bishop & Executive Director-Center for Leadership	Georgia Adamson
(or her designee)	Joseph Nader
East District Superintendent	Bob Holloway

Wesley Foundation at Weatherford College

Class of 2016

Bob Bull, Dave Goodrich

Class of 2017

Brady Johnston, Spencer Row, Dick Swain

Class of 2018

Kathy Myers, Jon Reeves, Valorie Starr, Cheri Walton

One-Year Term for Students

Elizabeth Ramsey

Ex Officio Members

Director of Campus Ministry	Zachary Langer
Asst. to Bishop & Executive Director-Center for Leadership	Georgia Adamson

(or her designee)	Joseph Nader
North District Superintendent	Virginia O. (Ginger) Bassford
Aledo UMC senior pastor	*[30] W. Lee Trigg
Calvary UMC senior pastor	Ken Apple
Couts UMC senior pastor	Matt Hall
Weatherford FUMC senior pastor	Stephen Schmidt
Bethesda UMC senior pastor	Brady Johnston
Faculty Liaison	Rhonda Torres

UCF: Wesley Foundation at Navarro College

Class of 2016

Dale Cosby — Don Gibson — Karen Leskoven — Chandler Ragland

Class of 2017

Donna Jackson *[27] — Steve McIver — Kay Shimonek — George Winningham

Class of 2018

Joe McClure — John Nader — Bobbie Simmons — Lana Stites

One-Year Term for Students

Brandi Raymond

Ex Officio Members

Director of Campus Ministry	Joy Dister
Asst. to Bishop & Executive Director-Center for Leadership	Georgia Adamson
(or her designee)	Joseph Nader
Central District Superintendent	Don Scott

Center for Mission Support

Center Executive Leadership Team

Julie Clifford — Chris Hayes — Rezolia Johnson Roberson
Dawne Phillips — Brenda Wier

Connectional Table
"Listening, Learning & Coordination"

Conference Lay Leader	Kim Simpson
Associate Conference Lay Leader	Tom Harkrider
Disaster Response	Laraine Waughtal
Emmaus Board of Directors' Representative	*TBS*
Renewal of East Mexico Covenant Task Force	Teresa Sherwood

Health & Welfare	Lara Whitley Franklin
Church & Society	Louis Carr, Jr.
Conference United Methodist Women President	Linda Hutchings
Conference United Methodist Men President	*TBS*
Conference Council on Youth Ministry – Ages 12-18	Taylor Vaughn
Division of Ministry with Young People Representative – Ages 18-30	TBS
Christian Unity & Interreligious Concerns	Bliss Dodd
Inclusiveness Umbrella	Pat Loomis
United Methodist Publishing House Representative	J. Eric McKinney
General Board of Higher Education & Ministry Representative	Kim Simpson
Archives & History	Ed Komandosky
Secretary of Global Missions	Dawne Phillips
Board of Pension & Health Benefits	Paula Whitbeck
Council on Finance & Administration	Scott Youngblood
Board of Trustees	Mike Hall
New Church Start	Daniel Hawkins and Lance Marshall
Center for Evangelism & Church Growth	Rick Jenkins
Center for Leadership	Mike Young or Mike Kerzee

Ex Officio Members

Asst. to Bishop & Executive Director-Center for Leadership	Georgia Adamson
Executive Director - Center for Evangelism & Church Growth	Gary Lindley
Executive Director - Center for Mission Support	Randy Wild

Church & Society Leadership Team - Quadrennial

Chairperson *(6)* Louis Carr, Jr.

Armando Alvarado, Julian Grant, Katie Meek, Rezolia Johnson Roberson, Janice Whitecotton

Christian Unity & Interreligious Concerns Leadership Team - Quadrennial

Chairperson *(7)* Bliss Dodd

Jim Chandler, Carol Gibson, Matt Hall, Mary Weathers

Health & Welfare Leadership Team - Quadrennial

Chairperson *(8)* Lara Whitley Franklin

Marilyn Jones, Buddy Moore, Sandra Oliver, Eric Smith

INCLUSIVENESS UMBRELLA TEAM - QUADRENNIAL

CHAIRPERSON *(9) Pat Loomis

Denise Bell-Blakely | Ron Bellomy | Carmello Melendez | Lisa Neslony

ARCHIVES & HISTORY TEAM

(One lay person & one clergy from each geographical district + 3 at-large members)

CHAIRPERSON *(10) Ed Komandosky

SECRETARY Travis L. Summerlin

ARCHIVIST Calvin Scott

CONFERENCE HISTORIAN TBS

CLERGY

CENTRAL DISTRICT	EAST DISTRICT	NEW CHURCH DISTRICT
Robyn Young	TBS	TBS
NORTH DISTRICT	**SOUTH DISTRICT**	**WEST DISTRICT**
Art Torpy	Travis Summerlin	TBS

LAY

CENTRAL DISTRICT	EAST DISTRICT	NEW CHURCH DISTRICT
Russell Keelin	TBS	TBS
NORTH DISTRICT	**SOUTH DISTRICT**	**WEST DISTRICT**
Max Hill	Ed Komandosky	TBS

AT-LARGE MEMBERS

Nancy Bennett | Henry Radde | Jean Traster | Michael Patison (honorary)

COMMISSION ON EQUITABLE COMPENSATION & CLERGY BENEFITS

CHAIRPERSON *(11) Susan Barrett

VICE CHAIRPERSON TBS

CLERGY (4-members)

Debra Crumpton | Raul Gutierrez | Kory Koch | Howard Martin

LAY (4-members)

Susan Barrett | Darren Dunn | Edie Jones | Johnel Louie

EX OFFICIO MEMBERS

Cabinet Representative	Carol Woods
Executive Director - Center for Mission Support	Randy Wild

COUNCIL ON FINANCE & ADMINISTRATION

PRESIDENT	VICE PRESIDENT	SECRETARY
*(4) John McKellar	Gary Sult	Ann Hitt

CLERGY (5-members)

David Adkins	Ann Hitt	John McKellar
Lianne Turner	Scott Youngblood	

LAY (7-members)

Ben Davila	Clint Detlefsen	Alan Martin	Terry McCord
Pat Stroman	Gary Sult	Karen Watson	

EX OFFICIO MEMBERS (without vote)

Bishop	Mike Lowry
Asst. to Bishop & Executive Director-Center for Leadership	Georgia Adamson
Executive Director - Center for Evangelism & Church Growth	Gary Lindley
Executive Director - Center for Mission Support	Randy Wild
Comptroller/Treasurer	David Stinson

BOARD OF PENSION & HEALTH BENEFITS

Chairman	Vice President	Secretary/Treasurer
*(12) Frank Briggs	Larry Ammerman	TBS

CLERGY (4-members)

Frank Briggs	Allen Grant	Don Scroggs	Jane Woodward

LAYWOMEN (3-members)

Bliss Dodd	Marnese Elder	Denise Luper

LAYMEN (5-members)

Larry Ammerman	Bill Bailey	Bill Hickman
Hiram Smith	Calvin Spindor	

CABINET REPRESENTATIVE

Executive Director - Center for Mission Support	Randy Wild

Board of Trustees

President	Vice President
*[15] Mike Hall	Kevin Wilson
Secretary	**Treasurer**
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Class of 2016

Gayle Carpenter	Mike Dawson	Mike Hall

Class of 2017

Osei Akoto Baffour	Tom Duckworth	Matt Hall

Class of 2018

Debbie Lincoln	Carl E. Swanson, III	Kevin Wilson

Class of 2019

Ann Jones	Ryan Kiblinger	Edward McElyea

Cabinet Representatives

Executive Director - Center for Evangelism & Church Growth	Gary Lindley
Executive Director - Center for Mission Support	Randy Wild

Glen Lake Camp & Retreat Center Board of Directors

Chairperson	Vice Chairperson	Secretary
*[16] Becky Nussbaum	Trey Oakley	Tom Harkrider

Class of 2016

Becky Nussbaum	Mary Percifield	Cynthia Rives
J. D. Wynn	TBD	

Class of 2017

Holly Dittrich	Scott Drillette	Robert Ford
Joseph Nader	Kissa Vaughn	

Class of 2018

Steven Bell	Dawn Brown	Kyland Dobbins
Tom Harkrider	Steve Vincent	

Glen Lake Camp & Retreat Center Director	Natalie Davidson
North District Superintendent	Virginia O. (Ginger) Bassford
Executive Director - Center for Mission Support	Randy Wild

HOMES FOR RETIRED MINISTERS, BOARD OF TRUSTEES

Superintendent Homes for Retired Ministers — Mavis Howell

Chairman	Vice President	Secretary
*(24) Bobby Cullen	Mike Kerzee	Nancy Daniel

CLASS OF 2016

Nancy Daniel	Brenda Wier	Penny Stemley

CLASS OF 2017

Nancy Bennett	Mike Kerzee	TBS

CLASS OF 2018

Mary Bassett	Bobby Cullen	Tom Faile

MINISTRYSAFE OVERSIGHT COMMITTEE

Holly Dittrich	Heather Gottas	Matt Hall	Melissa Howell
David McMinn	Jannette Miller	Patrick Turkett	

EX OFFICIO MEMBERS

Director of Missions	Dawne Phillips
Associate Director, Faith Formation	Amber Massingill
Coordinator, Youth Ministry	Claire Condrey

CONFERENCE COUNCIL ON YOUTH MINISTRY

2015-2016 EXECUTIVE TEAM

President	Taylor Vaughn
Vice President	Eddie Adams
Secretary	Jewel Kinnison
Spiritual Director	Hannah Patton
Youth Service Fund Chairperson	Mattie Nyguen
JYT Representative	Mattie Nyguen
JYT Representative	Eddie Adams
Coordinator - Youth Ministry	Claire Condrey
Executive Director - Center for Mission Support	Randy Wild

Trustees of Conference-Related Institutions

LYDIA PATTERSON INSTITUTE
BOARD OF DIRECTORS

Allison Fogle

THE FOUNDATION OF THE CENTRAL TEXAS CONFERENCE, INC.

Chairperson	Vice Chairperson	Secretary
'(28) James Nader	Carl Freeto	Diane Griffin

TEXAS METHODIST FOUNDATION

CLASS OF 2016
Tim Bruster

CLASS OF 2017
William Bleibry, Chris Hayes, James W. Hunt

CLASS OF 2018
Henry Joyner, Wesley Millican

EX OFFICIO MEMBERS
Bishop Mike Lowry
Emeritus Hiram Smith

WESLEYAN HOMES

CLASS OF 2016
Douglas Benold, Jeannine Fairburn, Richard LaCagnina, Jr.
Dale Schultz, Pat Stroman, Nancy Woods

CLASS OF 2017
Nancy Benold, Tom Forbes, Gene Lawhon
Corliss McBride, J. Eric McKinney, Stephen Schmidt

CLASS OF 2018

Nathaniel Bonner	William Connor	Ed Komandosky
Patty Lee	Lara Whitley Franklin	

CLASS OF 2019

Bill Booth	George Brightwell	Linda Gusnowski
Katie Long	Jeff Miller	Jackie Randall
Bob Soulen	Travis L. Summerlin	

EX OFFICIO MEMBERS

Presiding Bishop	Mike Lowry
(Designee when unable to attend, Assistant to the Bishop)	
Conference UMW President—representative	Linda Hutchings
Conference Lay Leader or Associate Lay Leader	Kim Simpson or Tom Harkrider
Conference Health & Welfare	Lara Whitley Franklin
South District Superintendent	Clifton Howard
Senior Pastor of First United Methodist Church, Georgetown	
Senior Pastor of St. John United Methodist Church, Georgetown	
Senior Pastor of St. Paul United Methodist Church, Georgetown	
Senior Pastor of Wellspring United Methodist Church, Georgetown	

ADVISORY

Member FUMC, Arlington	Don Carson
Member FUMC, Waxahachie	Frank McCoy
Member FUMC, Fort Worth	Don Stegall
Member FUMC, Temple	Erroll Wendland

KEY: *(#) Chairpersons

1. Georgia Adamson; 3200 E. Rosedale St, Fort Worth, 76105; 817/877-5222; georgia@ctcumc.org
2. Kim Simpson; 3905 Lake Powell Dr, Arlington, 76016; 817/478-0869; kimsimpson1@tx.rr.com
3. Tom Harkrider; 6658 Gascony Pl, Fort Worth, 76132; 817/882-4710; harky2012@att.net
4. John McKellar; 185 S. White's Chapel Rd, Southlake, 76092; 817/481-4147; jmckellar@whiteschapelumc.com
5. Gary Cumbie; 400 Willow Ridge Rd, Fort Worth, 76103; 817/457-3843; garycumbie@aol.com
6. Louis Carr, Jr.; 6805 Middle Rd, Fort Worth, 76116; 817/737-6510; Lcarr@mytcumc.org
7. Bliss Dodd; 829 Timberhill Dr, Hurst, 76053; 817/284-5228; bdodd829@gmail.com
8. Lara Whitley Franklin; P.O. Box 771, Salado, 76571; 254/947-5482; larawhitley@gmail.com
9. Pat Loomis; 614 Goldeneye Dr, Granbury, 76049; 817/579-7102; pdloomis@charter.net

10. Ed Komandosky; 2207 Gladnell St, Taylor, 76574; 512/365-7396; mrsk@austin.rr.com
11. Susan Barrett; 5103 Cory St, Arlington, 76017; 817/478-8329; susan.barrett78@gmail.com
12. Frank Briggs; 8308 Waterfront Ct, Fort Worth, 76179; 817/230-4268; fbriggs@lfwired.org
13. Tim Bruster; 800 W. 5th St, Fort Worth, 76102; 817/339-5060; tbruster@myfumc.org
14. Linda Hutchings; 10913 Deer Creek Dr, Burleson, 76028; 817/293-3393; billyhutchings@sbcglobal.net
15. Mike Hall; P.O. Box 396, Dawson, 76639; 254/723-8066; mike@michaelhallappraisals.com
16. Becky Nussbaum; 2301 N. Fielder Rd, Arlington, 76012; 817/819-2229 becky@sa-so.com
17. Jim Conner; 6939 Briarwood Dr, Ft Worth, 76132; jimconnerbom @genesisumc.com
18. Mike Kerzee; 601 N Guadalupe, Whitney, 76692; 254/694-2599; pastorkerzee@gmail.com
19. Philip Rhodes; 305 W Louella Dr, Hurst, 76054; 817/282-7384; prhodes@fumchurst.org
20. Chris Mesa; 3433 Fall Creek Hwy, Granbury, 76049; 817/326-4242; chris@actonumc.org
21. Darren Walker; 528 E 28th Ave, Belton, 76513; 254/939-5703; darrenw@vvm.com
22. Don Scroggs; 2500 Eleventh St, Brownwood, 76801; 325/643-1555; don.umc11@verizon.net
23. Jane Woodward; 10605 Gorham Cir, Waco, 76708; 254/836-1107; pastor@chinaspringumc.com
24. Bobby Cullen; 7200 Robertson, Fort Worth, 76135; 817/ 237-2758; bcullen@lfwired.org
25. Bonnie Melhart; b.melhart@tcu.edu
26. Scott Gigliotti; spgigliotti@hotmail.com
27. Steve McIver; P.O. Box 545, Ferris, 75125; 972/576-0988; smciver635@aol.com
28. James Nader; 859/858-2065
29. Mike Young, 817/370-6439; mikyoung@flash.net
30. Lee Trigg; P.O. Box 126, Aledo, 76008; 817/441-8329; revleetrigg@yahoo.com

Even though I walk through the valley of the shadow of death, I will fear no evil, for you are with me; your rod and your staff, they comfort me

Psalm 23:4



SURVIVING SPOUSES DIRECTORY

The following is a listing of the surviving spouses as of 30-June-2015. Please report any errors and/or updates to Mavis Howell at the following email address: mavis@ctcumc.org.

Thane Arther **(Barbara Johnson-Arther)** **East**
P.O. Box 8729, Ft Worth, TX 76124
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Glenn "Neil" Baldwin **(Janice L. Baldwin)** **East**
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Ida Bowman **(Joe McAfee & Glenn Bowman)** **East**
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Ann Brooks **(Tommy C. Brooks)**
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4359 Clay, Ft Worth, TX 76109 817/924.2065

Sharon Caldwell **(Donald Hart Welsh)** **Central**
1380 W. Browning Ave, Fresno, CA 93711

Bernice Cooper **(Henry Joe Cooper)** **South**
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Marilyn Creppon **(Garrett Clower Creppon)** **New Church Start**
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Patricia Ann Davis **(Robert Lee Davis)** **East**
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Ruth Davis **(James Davis)** **New Church Start**
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Leland "Lee" Emery **(Rebecca A. Emery)** **North**
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Patsy "Pat" Feemster **(Ben H. Feemster)** **East**
C/O Martha Tomasko, 13064 Belle Isle Ln, Frisco, TX 75033
mtomasko@coca-cola.com

Barbara Freeman **(Marcus A. Freeman)** **East**
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Gloria Geldmeier **(Lee R. Geldmeier)** **Central**
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Alyce Goff **(Garrett J. Goff)** **Central**
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Bertha Gordon **(Eustance R. Gordon)** **South**
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Laura Greenwaldt **(William M. Greenwaldt)** **East**
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Ollie Hagemeier **(Lloyd D. Hagemeier)** **West**
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Marjorie Haynes **(Robert G. Haynes)** **East**
3518 Rutson Dr, Amarillo, TX 79109 806/353.5565

Blanche Hext **(Frank Lowell Turner)** **North**
7727 Meadow Rd #128, Dallas, TX 75230 469/232.0584

Ellie Hitt **(Herbert Dan Hitt)** **North**
1210 Hemphill, Cleburne, TX 76033 817/556.6703

Dorris Holden **(Joseph B. Holden)** **South**
9827 Potranco Rd #103, San Antonio, TX 78251 512/819.9789

Myrlene "Lynn" Hopkins **(James A. "Jack" Hopkins, Jr.)** **South**
C/O Jacquelyn Hopkins, 1010 N Fifth St, Temple, TX 76501

Susan Hughes **(Barney "Bill" Hughes)**
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Myrna Johnson **(Hiram E. Johnson)** **East**
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Thelma Johnson **(John Daniel Johnson)** **North**
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Genny Kluck **(Homer Roy Kluck)** **East**
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Lenda Lair **(James W. Lane)** **East**
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Barbara Leach **(E. Frank Leach)** **East**
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Dorothy Lightfoot **(John Arch Lightfoot)** **South**
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Mitch Longley **(Susan K. Longley)** **South**
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Juanita McDaniels **(John Henry McDaniels)** **New Church Start**
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Jacqueline "Jackie" Mehaffy **(Carl Poe Mehaffy)** **New Church Start**
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Carolyn Meier **(H. F. Meier)** **North**
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Cora Metcalf **(Cleo Clifton Metcalf)** **New Church Start**
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Margaret Millsap **(Richard Earl Millsap)** **East**
3883 Bellaire Cir, Ft Worth, TX 76109 817/924.7254

Jenny Mohundro **(Samuel Elmus Mohundro)** **East**
5106 Queens Ct, Corpus Christi, TX 78413 512/850.7904

Patricia Moran **(Robert H. Moran)**
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Teresa "Terri" Olney **(James "Jim" Olney)** **North**
6222 Joseph Dr, Granbury, TX 76049 817/579.9714

Nancy Owens **(Carl G. Owens)** **East**
3840 Silverton Cr #3101, Ft Worth, TX 76133 817/923.5807

Zilla "Rose" Partee **(Sam A. Partee)**
2005 Johnson St, Big Spring, TX 79720 325/267.7866

Lillie Payne **(Jack Smith Payne)** **North**
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Georgia Phillips **(T. Michael Phillips)**
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Jean Reynolds **(Wilbur Sidney Roberts)**
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Bobbie Roberts **(William Sidney Roberts)** **East**
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bam@cowtown.net

Lizzie Rucker **(Milliard Rucker)** **East**
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Wanda Russell **(Timothy Allen Russell)** **East**
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Shirley Scott (Jimmy Ray Scott) East
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Lovie Stanley (Roy E. Stanley) Central
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Claire Ann Stegman (Uriah L. Stegman) East
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Judy Stephen (Paul L. Stephen) West
1103 Avenue "A", Santa Anna, TX 76878 325/348.3776

Pat Taylor (W. C. Taylor) North
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Adell Todd (Plez Archie Todd) South
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Jean Traster (Elden D. Traster) East
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Elizabeth Walton (Charles M. Walton, Jr.) South
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Elizabeth Williams (John Herschell Williams) North
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Nancy Williams (Dan W. Williams) New Church Start
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Stella Wooten (James H. Campbell) East
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Frances Zellers (Lawrence A. Zellers)
1325 Mclngvale Rd, Hernando, MS 38632 662/429.4986

Daily Proceedings

MINUTES OF THE ONE HUNDRED AND FORTY-NINTH SESSION OF THE CENTRAL TEXAS CONFERENCE

WHITE'S CHAPEL UNITED METHODIST CHURCH
Southlake, Texas
June 7-9, 2015

FIRST SESSION
SUNDAY EVENING, JUNE 7, 2015
OPENING WORSHIP & SERVICE OF REMEMBRANCE

The opening worship service of the one hundred and forty-ninth session of the Central Texas Conference was held at White's Chapel United Methodist Church, Southlake, Texas. The 6:30 pm Pre-Service Music was provided by White's Chapel UMC Music Ministry. The invocation was provided by Dr. Bob Holloway, with the greeting provided by Dr.'s John McKellar and Todd Renner, co-pastors of White's Chapel UMC. The opening message was provided by Rev. Rudy Rasmus, of St. John's UMC, Houston, TX, entitled "If My Church". The service of Resurrection & Remembrance was presided over by Bishop Mike Lowry.

SECOND SESSION
MONDAY MORNING, JUNE 8, 2015
CLERGY EXECUTIVE SESSION

The Clergy Executive Session was held in the Bridge. It was presided over by Bishop Mike Lowry who called the session to order.

Jim Connor, Chair of the Conference Board of Ordained Ministry along with other members of the board, presented the report to the Session. Jim introduced the Board of Ordained Ministry members and he expressed thanks for them and the work they do. "Qualifying persons for ministry is very serious business and they do their job as service to God and the annual conference."

Those who were presented for election as full members and subsequent ordination were: (Question 32 BAC)

a. Deacons – Sarah Elizabeth Roberts

b. Elders – Scott Jeffrey Goodfellow; Daniel Koos Hawkins; Cynthia Suzanne Moss; John Richard Nader; Charles Randal Tucker

Those who were presented for ordination as an Elder and transfer from deacon in full connection were: (¶309.3) (Question 34.b BAC)

i. None

D

Presented and elected as Provisional Members: (Question 28 BAC)

a. Provisional Deacons (under provisions of ¶324.4a.c)
   i. Kelly Christine Anderson
   ii. Suzanne Byrd
   iii. Allen Charles Lutes
   iv. Kyle Edwin Robertson
b. Provisional Elders (under provisions of 324.4a, b? (v):
   i. James Matthew Bailey
   ii. Wendi Allison Bernau
   iii. Eric Scott Douglas
   iv. Margret Linda Fields
   v. Jarrod Daniel Johnston
   vi. Alex F. Latu
   vii. Kimberly Liane Long
   viii. Stefani Elizabeth Reed
   ix. Jon Mark Reeves
   x. Rezolia Johnson Roberson
   xi. Stacy Nycole Roberts
   xii. Dale Alan Wilbanks
   xiii. Alison Michelle Zollinger

Those who are continued as provisional members in preparation for ordination as a deacon (PD) (¶326.1): (Question 29.a BAC)

i. David Brower
ii. Jon Farrer
iii. Sela Finau
iv. John Han
v. Clint Jones
vi. Marilyn Jones
vii. Casey Langley
viii. David Medley
ix. Jannette Miller
x. Grant Palma
xi. Molly K. Simpson

Those who are continued as provisional members in preparation for ordination as an elder (PE) (¶326.2): (Question 29.b BAC)

i. None

Those who are ordained clergy, having been received from other Christian denominations, have had their orders recognized. As provisional members (¶347.3 a. b.): (Question 31.a BAC)

i. Tomeca Richardson
ii. Charles Robinson

The full report was submitted to the annual conference and appears in this journal in section "E" in the business questions 17-75 pages 127-148.

Lay Session

The session was held in Sanctuary of White's Chapel UMC under the leadership of Ms. Kim Simpson, Conference Lay Leader.

Fellowship of Local Pastor Session

This session was held in Rawlins Hall of White's Chapel UMC under the leadership of Mike Kerzee.

THIRD SESSION
Monday Morning, June 8, 2015
Call To Order

Bishop Mike Lowry offered a prayer and then he called the Annual Conference to order. He invited Bob Holloway to come to the microphone.

Welcome to East District

Rev. Bob Holloway, Host District Superintendent, welcomed the Central Texas Annual Conference to White's Chapel UMC.

Welcome to White's Chapel UMC

Rev. John McKellar, Host Pastor, welcomed the Central Texas Annual Conference to White's Chapel UMC, Southlake. John invited everyone to attend the breakfasts and afternoon soft serve ice cream, and he gave a commercial for the coffee shop. Todd encouraged attendees to seek assistance from those in red shirts.

Organization of the Conference
Randy Wild

Dr. Randy Wild thanked those who did the work preparing for registration online and on site. He explained that the color coded badge information could be found on page 19 of the preliminary report. Randy explained that any lost and found items could be dropped off or retrieved at the main desk; he asked everyone to silence their cell phones; he explained that all forms needed could be found at the back of the preliminary report or at the district and conference tables; and encouraged use of proper forms.

Dr. Wild stated that the consent agenda items, were located on pages 13 & 14 of the preliminary report and explained the rules for removing an item from the consent agenda. He stated that the deadline would be tomorrow morning, additionally there were 3 items to be removed for discussion; bylaw changes which could be found on page 119, trustees report has accepted a friendly amendment to change date, and a second friendly amendment which could be found on page 176, line 39 of the preliminary report, pertaining to the clergy couples was being offered. Dr. Wild set the bar of the conference. (Approved)

Bishop Lowry noted that attendees should sit in their assigned areas by district. He recognized the districts; guests and visitors; and welcomed Rudy and Juanita Rasmus, inviting them to be seated on the ground level with the body of the conference.

Dr. Wild described the friendly amendment for unused parsonages. He then moved for the adoption of the agenda with necessary changes as needed. (Approved) Dr. Wild next moved to approve the tellers and secretaries as printed on page 6 of the preliminary report. (Approved)

CFA Introduction of 2016 Budget
John McKellar

Dr. John McKellar officially put the 2016 Budget on the table for adoption on Tuesday, June 10TH. He stated that revisions made by the conference will be monitored as they affect the budget. He invited anyone who would like to discuss or ask questions regarding the 2016 budget to a special Q & A session to be held today in Evans Hall at 5:15.

Nominations & Leadership Development Report
Georgia Adamson

Dr. Adamson presented the conference organization and procedures. She then presented the slate of nominations and leadership recommendations to the conference. There are two corrections, under Campus Ministry-Wesley

Foundation at TCU-Class of 2016 Janna Elliott (spelling of last name) and page 2, MinistrySafe Oversight Committee-Jannette Miller (spelling of first name). If other errors are found, please contact georgia@ctcumc.org. These items will be voted on Tuesday.

Bishop Lowry informed the body that the 2012 General Conference eliminated the investigations committee, but that the Judicial Council ruled that elimination was unconstitutional, so it was reinstated for Elders. As a result, the committee is to be named by the Bishop. Bishop Lowry explained that the rules state that any nominee of the investigations committee cannot be a member of the BOM; or a relative of a BOM member; or a member or relative of dCOM. He then read the list of nominees which includes: ***Clergy (4)***: Allen Gross, (RE) North District; Bryan Dalco, New Church Start District; Meg Whitmer-Faile, (FE) North District; Travis Franklin, (FE) South District; ***Alternate Clergy (3)***: Wade Killough, (FE) South District; Mike Rodden, (FE) East District; Lilli Ann "Penny" Stemley, (FD) East District; ***Professing Members (3):*** Steve McIver, East District; Cheryl Wilson, Central District; Lynn Gray, Central District; ***Alternate Professing Members (3):*** Carolyn Little, West District; Scott Drillette, North District; Sherry Doty, East District.

Bishop Lowry then introduced Rev. Rudy Rasmus, of St. John's UMC, Houston, Texas.

Teaching Session
Rev. Rudy Rasmus

This first teaching session was opened by Rev. Rudy Rasmus and then a video was shown by Juanita Rasmus, which told a story about the transformation of a house and how the church is called to be different and be in the world and not of it. Juanita spoke about how important it is for everyone to be welcomed into the Church, Muslims, Buddhists, and gays, truly everyone. She spoke about how decisive the church is today, and inspires everyone to live out John 3:16. Rev. Rudy Rasmus thanked the clergy for the opportunity and thanked his wife for bringing him to Jesus. He talks about one of the biggest difficulties in Houston, which is racism. In the past five (5) years, 25,000 young white people have moved into his neighborhood. He claims that his church has not been effective in ministering to their new neighbors. Humanity is essential to open up and experience what god has for them and the only place where change is happening is where people are open to change. One of the problems they are facing is neglecting the importance of love. We love who fits into this neat and tidy box and there are many out there who are wondering if they can be loved by the church. It should be changed from LOVE? To Love.

Love is allowing a person to be whom or what they choose for themselves without any insistence that they meet your expectations. When someone comes to the church, they should feel loved by the church and loved by God at the same time. Liberation. Any church can give to the setting they find themselves. Times have

changed and churches have to be more than "normal". Churches have to be more than just in the community to be relevant. The church is the one place that Liberation should literally be happening more than anywhere else in the world. A photo of a child's face was shown, and a story was told of a young man contemplating his outlook from the time he was 8 years-old till today. He could never understand the need for two water fountains and could never understand why his mother was so worried when he got too close to the white water fountain. At the Houston Zoo, there was only one water fountain and everybody drank from that one fountain. This is what life should be like and if no one else speaks up for the injustices in the world, the church should stand up for it.

General Conference is here to remind that God loves, our job is to manifest God's love into our communities. There is a difference in telling God what we want, and listening to what He has planned. Our prayers should be asking for God to show us that plan. God is talking to everyone and the only way that we can move to the place that God wants us to be is if we pray. There is more church happening outside of the church building than ever before. What if we build homeless shelters at the same rate? What if we found people and preached? When you open your eyes, you can see so many opportunities for the church to truly be a part of the community. If you are waiting for Sunday morning…you are doing it wrong.

Love people right where they are. I want to live my eulogy every day, remember to make your last encounter with a person, the encounter that you want that person to remember you by. Seek His face and turn from your wicked ways. "The aim of God in history is the creation of an all-inclusive Community of loving persons with God himself at the very heart of this community as its prime sustainer and most glorious inhabitant." *Dallas Willard*

Bishop Lowry invited Gary Lindley to come up for the presentation of awards.

Presentation of Awards

Harry Denman Award for Evangelism

Gary Lindley

Gary said that one of the highest honors that a pastor can receive is the Harry Denman Award for Evangelism. Gary stated that this year's recipient has served at 4 churches, where there has been growth, baptism and confessions of faith. He has merged two congregations, one of which is a historically black congregation and the other a predominately Anglo congregation and the new name of this church is Harvest UMC. Please help me congratulate Dr. Louis Carr.

This year's laity award goes not to one individuals but three. I realize that this is unusual, however, you will understand as I tell the story. You see, it all begins with one lady invited a certain gentleman to her Sunday School Class. Alan had just moved to town and was looking for a church that would accept him. You see,

he was a Vietnam War medic with a speech impediment because he was shot in his upper chest. He was also suffering from PTSD. In this Sunday School Class Alan was accepted, nurtured, and experienced the love and grace of Jesus Christ. He soon became a member of the church. He became actively involved in missions and in the Life Recovery ministry started by the church's pastor and his wife. He became a lay servant minister and was soon co-chairing the Life Recovery ministries.

Then Alan reached out to Johnny, a young man in trouble. Johnny became involved with the Life Recovery ministry and his life was recovered. Johnny professed his faith in Jesus Christ and was baptized by immersion in a horse trough in the church garden. Since that time Johnny has become a lay servant minister and helps to lead the recovery meetings. He also plays drums in the praise band along with two others who are in recovery, a local patrol officer and the chief of police. Johnny and Alan preach in the contemporary service and offer their testimony of what God has done in their lives through Jesus Christ.

As of Easter, there have been nine adult professions of faith at First Ballinger and three more are in process. All of this has come about through the guidance of the Holy Spirit and through the evangelistic efforts of Peggy Fiveash reaching out to Alan Rittinger and reach out to Johnny Hernandez who is reaching out to others and counting.

Harry Denman would be proud this day as we give The Harry Denman Laity Award to Peggy Fiveash, Alan Rittinger and Johnny Hernandez.

Morris Delaney Walker Award

Kim Simpson

Kim Simpson, Conference Lay Leader, presented the Morris Walker award. Kim explained that the award is for the outstanding lay person, the nominee has held many offices at every level; has a heart for all people; ecumenical ministries; mission trips abroad; student ministry at Tarleton, and the UMW. The Morris Walker Award for outstanding lay leader goes to Cynthia Rives.

Bishop's Preaching Excellence Award

Bishop Mike Lowry

Bishop Lowry presented the preaching excellence award, noting that there are many that merit this recognition and it is his hope is that the award will stimulate preaching excellence. Bishop Lowry stated that this year's recipient exemplifies sharing the word in many ways. The Bishop's Preaching Excellence award goes to Rev. Estee Valendy.

Gary Lindley asked if he speak to the conference. Gary stated that unlike previous years, this year we are honoring an additional clergy. The second pastor is a

person who exemplifies the passion that Harry Denman had to share his faith with others and to bring individuals into a living relationship with Jesus Christ. Like Harry Denman, this pastor is not ashamed of the gospel nor does he miss an opportunity to share the grace of Jesus Christ. One of his previous staff persons writes that this pastor helped her to "develop the gifts that God has given me to serve Him and his church…strengths in me that I didn't even realize I had." She goes on to write that he, "challenged me to rely on Christ for knowledge, wisdom and strength." A layperson shares that God used her pastor to totally change the course of their family's life. Carol and her son attended church faithfully, however, her husband Henry, who was Jewish at the time, rarely went with them. Henry attended a service and heard this pastor preach and Christ began to work in Henry's life. This pastor shared his faith story with Henry and invited him into a relationship with Jesus. Henry accepted that invitation and was baptized and became an active member of the church. Carol writes that her pastor, "showed her the difference in just knowing Jesus and making Him Lord of my life." A collogue in ministry shares that when this pastor came into the district he was surprised. He thought to himself, "You know, there is hope for this conference. This man is an evangelist." These two men meet weekly and his friend writes, "Every week I was inspired, motivated, challenged. It became very evident that he was several passions, but the main impetus was evangelism."

This pastor moved to the Central Texas Conference in 2008. As our Episcopal leader he has shared his passion for evangelism and challenged us to be evangelist in our communities. Since he has come to the Central Texas Conference churches are reporting more professions of faith. Less churches are recording no professions of faith. Bishop Lowry not only inspires us and mentors us in evangelism, he continues to visit with individuals to share his faith and to invite others into a lifesaving relationship with Jesus Christ. Recently he participated in a Kairos and was instrumental in a prisoner professing his faith in Christ.

Dr. Billy Graham wrote, "Harry Denman was one of the great mentors for evangelism in my own life and ministry… the thing people will remember above all about Harry Denman was his love of Christ and his desire to see others come to know Him. He truly was one of those rare individuals whose impact will continue for generations to come."

I can say today that Dr. Graham words reflect my feelings for Bishop Lowry and would express the feelings of laity and clergy throughout the Central Texas Annual Conference. It is my honor to present the 2015 Harry Denman Award to Bishop J Michael Lowry.

ADJOURNED FOR LUNCH

Bishop then explained that we would be breaking for lunch, and that we would begin promptly at 2:00 pm.

FOURTH SESSION
MONDAY AFTERNOON, JUNE 9, 2014
BUSINESS SESSION

The session began at 2:00 p.m. with Bishop Lowry invited Ginger Bassford to lead the opening prayer. Bishop lifted up Dr. Tim Bruster and his wife's family, as they were preparing to celebrate a major anniversary, his mother-in-law (Susan's mom) died suddenly. Additionally, they found out news that his brother has advance stage cancer. Also, Bishop asked that we lift up Byrum Pratt, who lost his father on June 4th.

Bishop Lowry introduced Dr. Jim Conner, who thanked the staff of White's Chapel and presented the Board of Ordained Ministry's report.

BOARD OF ORDAINED MINISTRY
JIM CONNER

Jim directed the assembly's attention to their full report on page 134 of the preliminary report and reminds everyone that the Board of Ordained Ministry of the Central Texas Annual Conference exists to enlist, evaluate, equip and sustain leadership for the current and future ministries of Jesus Christ in the United Methodist Church. Jim then introduced Chris Hayes, who introduced those who would be honored at the ceremony tonight, they are: ***Deacons***: Kelley Anderson; Suzi Byrd; Allen Lutes; Kyle Robertson; ***Elders***: Matt Bailey; Wendy Bernau; Eric Douglas; Margret Fields; Jarrod Johnston; Alex Latu; Kim Long; Stefani Reed; Jon Reeves; Rezolia Roberson; Stacy Roberts; Dale Wilbanks; Alison Zollinger. ***Recognition of orders***: Tomeca Richardson; and Charles Robinson. ***Ordinands***: *Deacons*: Sarah Roberts; *Elders*: Daniel Hawkins; Cynthia Moss; John Nader; Randy Tucker. These individuals were welcomed by the conference and Bishop Lowry.

Rev. Page Hines and Dr. Chris Mesa presented this year's recipients of Board of Ordained Ministry scholarships. Those receiving scholarships were: Eddie Kahler; Carol B. Roberts; Melissa Turkett; Johnny Brower; Kevin Anderson; Kristin Warthin; Jarrod Johnston; Brian Longley; Joy Dister.

Jim noted that the 38 Clergy attended the 7 Levers seminar. He noted that there are now 14 voting members, down from the original 19 members. In addition, they have added new areas of emphasis. Jim announced the Clergy Effectiveness Statement and shared that over 100 clergy attended the preaching conference.

Bishop Lowry shared that changes in the discipline beginning in 1996 have placed more work on the dCOM. He expressed deep gratitude to the BOM and the dCOMS. OTM Summit was attended by 27 and licensing and residency continue to be revised for better performance-moving toward perfection. Bishop thanked

Susan Craig for her assistance in keeping the clergy up to date with "Keeping our Sacred Trust". In addition, he thanked the District Administrators for their assistance. He recognized Kathy Ezell for her work on the board of ministry.

The report was recommended for adoption and was accepted by unanimous affirmative vote.

Bishop Lowry recognizing that we were ahead of schedule invited Eileen Lindley to give the Spouses Organization report.

D

CTC Spouses Organization & Introduction of Mrs. Jolynn Lowry

Eilleen Lindley

Eilleen Lindley, president of the CTC Spouses Organization, thanked Bishop Lowry for bringing his wife, Jolynn Lowry and claims it was his greatest gift. She then introduced Ms. Lowry to the conference and presented her with a corsage.

Jolynn pointed out that she is indeed on time, and Bishop Lowry acknowledged the miracle within our presence. She said that her delight is in meeting the members of the annual conference, and having the ability to visit with local congregations. Eilleen invited the clergy spouses to visit the Spouses' Hospitality room.

Bishop asked Gary Lindley to come and give the CFE&CG report.

Center for Evangelism & Church Growth

Gary Lindley

Gary Lindley reported that the center exists to energize, recognize and equip local congregations. It focuses on new places for new people and transforming local congregations to be the church in this new day. We are located in the "Golden Triangle" and area of rapid growth. A map was displayed to demonstrate areas of most rapid growth. The population is projected to increase by 800K people within the area of the central Texas conference. The largest planned community will be developed in the Wash Ranch area beginning in 2016. Other areas of growth will be happening nearby. The number of unchurched is also growing, according to PEW research-currently there are 56 million nones. This is the second largest number behind evangelicals. CTC must continue to provide new places for new people. Some will not look like traditional new church starts – house churches; satellites; coffee houses; churches with churches. Not all will become chartered congregations. While the strategy may be new and diverse, we know that healthy congregations will be needed to partner with the CFE&CG.

Keller West is a second campus of Keller UMC and on average 65 people attend worship. Daniel Hawkins is the pastor and focuses on meeting the needs of the community for food security. Gary shared a story of Janeen and her family who

connected with Keller West through social media, participated in providing Thanksgiving baskets and then in worship.

7th Street Fellowship—joins FUMC Fort Worth, this community of faith is an outreach community. On average 85 attend 7th street services.

Genesis Fellowship in Killeen is a daughter church of St. James in Temple. This community dreams to provide shelter for homeless. The pastor posts the bible studies online for the deployed members of the military.

Wesley in Arlington, a church that is serving a Ghanian population, Our Manna, French speaking, new Hispanic ministry.

In March, Bracks UMC and Mt. Zion in Waco merged to become a new place for new people. One Fellowship is their new name and they meet at the former Bracks facility.

Ridglea and Thompson voted to merge. Primarily Anglo and primarily African American churches merged and will go by the name Harvest UMC. Dr. Louis Carr is appointed as the Sr. Pastor. Gary recognizes Harvest UMC and their staff.

Gary explained that launch dates for both of these churches will be provided this fall.

Path One – is an example of a large church impact residency – John Reeves will be the resident and will work in the Hudson Oaks Willow Bend area.

Gary introduced Todd Pick, who describes the transformation of churches. He stated that if we are to meet new people, we must help existing churches to be open to new ways of worshiping, get into the mission field of our communities. The answer is not just starting new churches, but transforming current churches. The CFE&CG encourages the church to take part in the "Healthy Church Initiative" and asks churches to create leaders. Tools are offered and this trains clergy and laity for missions. Since the beginning, 400 lay and 100 clergy have participated and this process can truly alter the future of the church. 33 consultations have been completed. They will write a report that describes worship and evangelism, the church then decides to accept the report along with the "prescription". Support continues after the "prescription" is developed and the costs for stages 2 and 3 are borne by the conference which can be up to $12,000 for a large church. Several churches have experienced an increase in worship and small groups; in tithing and giving; as well as moving from a consensus driven church to a mission minded church. Efforts include delivering meals; collecting cans of food; and baking cookies to invite people to church. Team based ministry that builds community faith. In addition, HCI also has a hospitality program that delivers cakes to each new member. Registration is open through the summer, and each church is encouraged to participate.

Todd Pick introduced, Jerry Roberson, of CFE&CG, coaching and consulting. He explains that there is no reason for a struggling church to sit and struggle without reaching out for help. Being a part of this conference brings many benefits. We can help struggling churches become good and good churches become great. He encouraged attendees to see brochures available at the Center's table.

Gary introduced Tammy Lindley and thanked her for all of her hard work in the department. He then thanked the group for support, prayers and assistance as coaches and consultants. Gary moved for the adoption of the report and the report was adopted by unanimous voice vote.

D

Bishop Lowry introduced Eric McKinney and asked him to present his report.

United Methodist Publishing House

Eric McKinney

Eric greeted the assembly and expressed gratitude for support of and suggestions for the ministry of the Publishing House. Eric explained that Cokesbury is still responding to meet the needs of the church. John Wesley pointed out "The 5 Marks of a Methodist", and this pamphlet is available in the book room, as well as a large print study bible in Common English. The Deep Blue is a children's curriculum that is now available and it includes stories to build children's faith. Covenant is a bible study that has been welcomed with open arms and is available at the back of Evans Hall in the Cokesbury store and if you tell them that Bishop Lowry sent you, they will discount the price by $100.00. There are many ways to contact the publishing house, on the 800 number; the Cokesbury website; and/or the Cokesbury table at conference, you can speak directly to Stephen Decker, who is available to meet with local churches to discuss resources at your individual facility.

Eric named God, Grace and Gooseberries, Lord I Love the Church and I need Help, Twelve Gifts We Cannot Afford to Lose, There's a Woman in the Pulpit, Leading Churches Through Transitions. He also announced that Cokesbury offers a button to press for the CTC Annual Conference for recommended titles and free shipping. Eric stated that the publishing house is working to be good stewards as well as being creative in meeting the needs for publications.

Bishop Lowry mentioned books written by Rudy Rasmus – Touch and Love Period.

Committee on Nominations & Leadership Development

Georgia Adamson

Georgia Adamson reported for the Center for Leadership Development, and said that the CFL report could be found on pages 89-136, and the TUMCA report is on page 104 respectively in the preliminary report. Georgia encouraged everyone to visit the Center's table and she then introduced Kevin Walters, Director for the Center, specializing in lay ministry.

Kevin Walters announced the Vital Leadership Academy, and stated that this aims to identify, inspire, train and support a new cohort of lay leaders. He explained that there would be three parts spread out over 8 months. There are three parts of this program; four 24-hour retreats, large group retreats, small group meetings which are designed with those with the greatest leadership potential. Kevin stated that applications will be due by September 1, and are available online. In addition, they will admit 5-8 from each district and the conference will cover 50% of the costs, with participants paying $100.00 as will the churches.

Next, Dr. Mike Young, chair of the Executive Leadership Team was introduced to explain the reason to redirect funds from TUMCA. Dr. Young stated that local churches need quality leadership to effectively carry out the mission to make disciples of Jesus Christ for the transformation of the world. In a recent major research project, it was identified that pastoral leadership was one of four key drivers of congregational vitality; however finances were the biggest barrier to those being called to ministry. In recent years, tuition increased some 57% in mainline seminaries. This discourages people from responding to their calling in ministry. It is expected that by 2024, roughly 41% of existing clergy in the Central Texas Conference will have retired. The executive committee moves that three scholarships for $25,000 each be created for the purpose of recruiting persons who show exceptional promise as future clergy in the CTC. In addition, we move that one scholarship for $25,000 yearly be created for internships or specialized training for a college or seminary student who shows exceptional promise for local church ministry. The funds will begin to be redirected from TUMCA (Texas United Methodist College Association) in order to establish the set of scholarships beginning in January of 2016. The Center for Leadership has established the requirements and the process by which these scholarships will be awarded.

Bishop Lowry asked if there were any questions, Brian Young asked about removing Asbury Theological Seminary, as it is not a UMC seminary. Mike Young stated that the University Senate support Asbury. Additional discussion ensued, and one change was made to the proposal: Scholarship funding must be used at any United Methodist colleges, universities or seminaries or any University Senate-approved schools. The motion was seconded by Rev. Jim Newton. Bishop Lowry then called for a vote, the voice vote was too close to call, so Bishop Lowry called for a show of hands. Bishop Lowry determined that the motion carried as amended.

A motion with the required five signatures was received to remove the Southwestern University report from the consent agenda. Estee Valdez explained that the group is recommending non-concurrence and that it is felt that the body needs to be informed of any by-law changes because any changes could diminish the influence of the United Methodist Church.

Bishop Lowry invited Henry Joiner to speak to the body of the annual conference on behalf of Tim Brewster. Mr. Joiner has been a member of the committee working on these by-law changes, he spoke in favor of the by-law changes as

printed. Scott Youngblood spoke in favor of the non-concurrence motion. Estee reiterated the committee's proposal. Bishop Lowry called for a vote, and the non-concurrence motion passed by a majority vote.

Joseph Nader, coordinator of campus ministry addressed the annual conference next, he described the work being done to enhance campus ministry. As they want to raise up future leaders of the church and world, two strategies being used consist of focusing on four year schools to enhance Wesley foundations at those locations. Annual campus ministry retreats as well as board retreats and fund raising. The first of the two focuses is a growing presence from within student body of local churches – people called into leadership in church. Young adults are meeting from various churches to encourage each other as well as a local presence of alumni at churches. They help create space to learn and grow together in scripture and their witness to the world. The other piece of the strategy is to operate two-year schools and operate them off of a four year model. They created their own model as there are not many two-year models out there. It is important to create a partnership between two-year schools and local churches, because if they can anchor to a local church, it keeps the relationship strong. A secondary strategy is to expand the reach of the campus ministry to make future culture makers of our world. We want to hit as many campuses as possible and are hope is to have a presence on no less than 5 campuses. In addition we are hoping to see new life in other campuses. Finally, we are hoping to create a system of preparing and sending campus ministers, some of this happens in seminary, but it can also occur at the campus level through involvement in the campus ministry.

Georgia Adamson presented a new award, the Francis Asbury award. Francis Asbury in 1791 challenged all Methodists to give the key of knowledge to your children. The nominee for this honor had done outstanding work with campus ministry. This first time award goes to Rev. Joseph Nader. Bishop Lowry expressed gratitude to Rev. Nader.

Georgia then presented two merit awards, Student Day Offering, a change to this award is that applications are no longer received through GBHEM. Both of this year's recipients are from the East District, Stefani Staton of White's Chapel, (accepted by Todd Renner) and Katie Lewis of Euless. These two scholarships are from the Central Texas Conference Merit Award.

Georgia Adamson then spoke about the United Methodist Young Preachers Festival & Conference. This is a road trip which Todd Renner is hosting and will take place July 15-18. The CTC is sending 10-young clergy who have agreed to have a sermon critiqued. All expenses are being paid by the conference. Georgia thanked Linda Spence for her assistance with this event.

Bishop Lowry said that Linda is not known to many; however she does heroic work for the conference, he asked Linda to stand and be thanked. He thanked Georgia for the Leadership Center report and the report was accepted as a whole by voice vote.

Texas Methodist Foundation
Tom Locke

Bishop Lowry then introduced Tom Locke of Texas Methodist Foundation, Tom thanked the Bishop for the opportunity to be here and give this report. Tom said that the TMF total assets are well over 500 million dollars and he encouraged congregations to apply for loans and grants. In addition, he encouraged everyone to participate in leadership training. Tom also explained that their website had been updated to better serve. Tom concluded with the question, "What are you learning out there?" There is a dramatic difference in congregations that are consistently asking questions of what God is asking. There is a difference between ministry for people and ministry with people.

Texas Health Resources
Barclay Berdan

Bishop Lowry next introduced Barclay Berdan of Texas Health Resources. Barclay reported that the relationship between the Central Texas Conference and THR is valued and continues to grow. He went on to say that Bishop Lowry will be on the board of trustees. He stated that the faith based culture at the health system has helped them become more holistic. THR was awarded the 1st recipient of 5-stars for "Patient Experience". Seven of their locations received an "A" grade for patient safety and they were named Fortune Magazine's best companies to work for list. Barclay went on to say that earlier this year, they opened a wellness center in Parker County and their comprehensive cancer center is ground breaking. He went on to say that they serve 1.4 million people annually and that they give back to their local communities through charity care and community benefits. Earlier this year they were tested by the diagnosis of Ebola, and were strengthened by the experience. Their pastoral care program is stronger than ever and their commitment to pastoral care continues. Barclay recognized the pastoral care leaders, he asked them to stand and the body recognized them with a round of applause.

Bishop Lowry recognized Randy Wild, Kyland Dobbins, and Brenda Wier as they serve on an advisory board for THR.

Resolution/Announcements
Randy Wild

Bishop Lowry asked Randy Wild to present the resolution on page 242 of the preliminary report, titled Eradicating Modern Day Slavery. Randy explained that this resolution had been reviewed by the mission support team and they recommended concurrence. Bishop Lowry asked if there was any discussion, there being none, he called for a voice vote, which carried unanimously.

Randy reminded the body that petitions and resolutions need to be submitted 60-days before annual conference and that the date by which they would need to be submitted for the 2016 annual conference is April 4, 2016.

Randy went on to state that the resolution on 2016 health insurance options was distributed and will be part of the report considered on Tuesday. He then made a few announcements, gave a reminder that rehearsal would follow immediately adjourning today, and then the meeting was adjourned for the evening.

FIFTH SESSION
TUESDAY MORNING, JUNE 9, 2015
BUSINESS SESSION

The Body of the conference gathered with song and Bishop Lowry opened the business session with a Bible passage at 8:00 a.m. and reported that following the ordination service, Carol Woods and Bob Holloway stayed to receive three people who heard a call to ministry. They will follow up with their home church districts.

Bishop Lowry Tanya Eustace, with Discipleship Ministries was present to be recognized and welcomed. She was asked to take our greetings to the Disciple Ministries board. Bishop Lowry explained that Kim Simpson also serves on that board as an officer.

GCORR
ERIN HAWKINS

Bishop Lowry then introduced Erin Hawkins and lifted her up in celebration. She is from GCORR where she serves as General Secretary, and he said that she is the youngest general secretary of GCORR. Erin greeted the body of the annual conference and she thanked Bishop Lowry for the opportunity to be here with Rev. Rudy Rasmus, she explained that they had previously worked together. Erin acknowledged several people, first her mother, Elaine Hawkins, who was originally from Los Angeles, California, who has been touring annual conference across America. There are two members of the Central Texas Annual Conference, who are members of the GCORR board, they are Vince Gonzales and Rev. Sela Finau. Erin explained that GCORR has been transitioning and transforming the work of the commission, in 1968 the commission was founded by the General Conference and that it was at this conference that the UMC was formed by merging of EUB and MEC. A requirement was to do away with racial segregation and to begin to integrate their church. Many blacks were concerned about what would become of "Their" church. There was joy and optimism, but also a lot of fear about coming in main stream church. With this in mind, the GCORR was formed to monitor this process in annual conferences and to insure all rights were extended to those joining. Blacks and whites were not the only groups…other groups were also part of the work of GCORR, all ethnicities are the

concern of GCORR. How do we live into the covenant and commitment? Some may think of us as the monitoring agency – to secure proper representation for all. We have done important work opening doors, but when we look at what is happening in local communities, there still seems to be many divisions. If what we've learned about creating laws and opening legalistic doors, creating laws, equitable structures, but the relational avenues we've not done as well at. We have the laws, but not the relationships, we need to continue to push to make the playing field level, but we also need to build authentic relationships.

The crisis is of the church is a crisis of relevance, people don't see the need for church. Many other groups offer what people find relevant, so as a result the church suffers. I believe that this lack of relevance is due to lack of relationships, the longer a church is in the community, the less likely they will KNOW the community. The community changes around us and we don't recognize them, we are disconnected. How do we get to crux of this matter? We need to insure that how we present ourselves outside the church, we need to show people that the church doesn't exist for us…it exists for others.

Intercultural competency, we need to have heart, mind and skill sets to lead where differences are present. When we grow in capacity to lead, learn and love, there is no point in time where I stamp you "Competent". There is too much diversity and difference. We must be constantly learning and growing. Knowing is not enough to build authentic relationships, you can be an educated fool. You have to have a heart for people and you must understand the populations, but also have the heart of Jesus Christ for when they show up in a package unfamiliar to us. We also need some skills, in communication, in conflict resolution, and mostly in building relationships. One of the aspects of GCORR is to provide resources to help you when you show up to do the work.

Institutional equity, how do we practice what we preach? We have the principles, but sometimes we don't do what we say. Whenever we create others with less value than us, when we proclaim that all are welcome, we need to continue put into place to make all part of the church. We've not talked about what progress looks like, one of the things we say in GCORR is that we must monitor our progress, not people. What is the vision of the future? How can we help each other? We're great at setting goals and creating metrics, what we are not great at is what will the church look like when we are successful in diversity? One of the parts of institutional equity is having vital conversations. A congregation is a conversation, it's a conversations with God, but also a conversation we have with those we serve and serve with. We talk a lot, but not so much about what is important, or difficult, and mostly what is uncomfortable. Many white brothers and sisters say they are willing to engage in conversation, but I walk away being labeled racist. Brothers and sisters of color, likewise feel labeled as a trouble maker or a rabble rouser, etc. If we want to experience vitality, we must talk about the things that matter, not only to ourselves, but to those who we seek to serve even when it's tough and feels unsafe.

We can discuss impacting issues, however, people are waiting for us…they want

to know what the church can offer. Vital conversations, resources, how do we model these things? The mission of GCORR is to increase the capacity of the church at every level to be contextually relevant to reach more, younger and diverse people. So, as I think about how that work relates on the ground...how does this empower local ministry...especially the peace about leading learning and loving across lines of difference.

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King Solomon just built the temple and there was a dedication that brought people from all over. There was church. In response, God filled the temple with fire to consume the sacrifices. His presence was undeniable. Then God came to Solomon and gave him a warning, a command, if, then statement. Once the celebration is over, let's get down to vital conversation. Isn't that how it is? After the Churchy church, the church is over, God comes to us and speaks, a come to Jesus moment when we can't get away.

If....then from God, humble is the first command, that's not a mistake. If we look at all the others pray, seeking God, Turn from wickedness, turning to God, all these change when viewed with humility. Cultural Humility is crucial. It's not only about learning about others, it's also about learning about us, where biases, stories, shortcomings exist. Awareness of expectations, hold frailties of imperfections, then we can build relationships. To develop competencies needed to build up the church. It's for everybody, not just for the privileged, the unprivileged are also in need of competencies. When we surrender to God we can be transformed. Envision where the hurting in your community are. What would happen if your church was not there? We think we have the answers, so we don't go looking, we think we have them figured out and so we can't come from a place of humility. We fail to recognize the humanity of each other, that they are God's children, we must recognize the humanity in others.

We think we already know the story but fail to check if the story is true or the whole story. We often hold onto the story, however we must realize that no one group is guilty. Erin then told a story about visiting New Orleans and their tour guide experience. He was a phenomenal guide but his appearance was off putting. We all have biases and preconceived notions. We've already made up our minds. We must to be willing to go beyond our created stories.

God gave Solomon the declaration: Prayer and peacemaking- prayer is the beginning...we enter the presence of God- God gives us peace. We should pray about those things we are concerned about. If we don't have peace in our hearts and in our relationships with others, we will struggle in our efforts. In prayer we realize that we don't belong to the world but to God. Peace is not the work of our hands, but the gift of Christ among us. When we humble ourselves, we realize we don't have all the answers and our prayers change. The peace, transformation, love, and break thru that we are seeking for others- take place in us first. That can only happen if we are humble.

Seek God's face, we do things to draw near, when we do it with humility, God sends us on a journey to places we may not otherwise go. There we will find

God's face in unexpected places and people. When I first started working for Commission, I was 24, and when I became general secretary I was 30. It was tough…I felt immense pressure to perform and to prove myself. I was hired to turn the agency around, it was exhausting, especially in the Methodist church. Early on, we made some tough decisions, we released 85% of the staff and hired new staff, and it took several years to get over that. It took me to my knees, I began to question everything, and the more I tried to be faithful the more I seemed to be ticking people off! Just know that if you are working to make changes, God bless you, seek God's face and see it in the face of mentors and supporters who protect you from political battles and converted skeptics. You sometimes have a vision but others don't accept it immediately. The commission came through these changes and came out stronger and better. Seeking God…allows God to show up. Remember that humility is needed to allow you to recognize God. That's why God showed up to Solomon in the middle of the night, no distractions.

Turn from your wicked ways, usually they are a matter of our arrogance. We have to turn all the way back to God. A movement of the will inspired by the realization that we've spent our time on things that don't matter. Turning around is God's gift to us. I was invited to be part of a group and part of the experience was learning about other faith practices. A Seik taught us about TURNING prayers. Being a still point in a turning world, we need to keep focus on God. There is a song that goes with it and we got used to it and I got it, but when the music stopped I could not find the leader, I staggered all over and never found the leader. Sometimes we get so caught up in the turning, that we have our eyes on God, but once the music stops, we are staggering. We have to be attentive to what we are turning toward. So we have to seek the face of the Teacher, Christ in our midst.

When we turn away…from…then we have to find our way all the way back around to bow with humility. When we do the "if's" the promise is forgiveness and healing. We have trees and there is disease throughout. We try to do something, we might lop off the obvious signs and think we've cured it, but the challenge returns. Maybe we tie two branches together to strengthen, but we need to heal at the root, the people. Healing has to happen with us before it can spread to the rest of the system. If we want to be part of a tree that provides shelter, we have to be vital, we have to receive and then extend the healing to others. God does the healing and we are channels for healing. We are entrusted with the reconciliation of the world. We are agents of reconciliation on God's behalf. Mission is to Make disciples…The world is never saved in grand messianic action, but in gentle accumulation. God is inviting us to hold up our end of the bargain. The invitation is always there to be the hands and feet of reconciliation. When we do we'll be able to lead learn and love across lines of difference.

Bishop Lowry presented a gift to Erin Hawkins for her service and to express our love and deep gratitude.

Conference Core Team Report
Tom Harkrider

Changing the UMC is a difficult thing to do, Tom then showed the Exodus project timeline graphic. He explained that it was implemented in 2011, and the evaluation began in 2014. Mike Bonem was engaged to perform this evaluation, and his recommendations begin on page 29 of the preliminary report. As Tom presents the report, he asks the following questions:

1. What is the next great step in our learning?
2. What are the biggest opportunities and challenges and what is conference roll in equipping local churches to meet them?
3. What does effective pastoral leadership look like and what is the conference role in developing?

Exodus Project
Mike Bonem

Tom then turned the floor over to Mike Bonem who reviewed his report, which can be found in its entirety beginning on page 176 of this journal, in section "G" Reports – Core Team.

Tom Harkrider discussed the next steps and stated that "As you reflect on the presentation and the report, there will be a form for evaluating the AC", the three follow up questions will be available to you. On June 16 the core team will meet at a retreat, and following that retreat, a new task force will be formed to align the budget in response to these questions. He thanked those who responded to the surveys of the evaluation process.

Bishop thanked the reporters. Asked that everyone take time to respond to the evaluation survey for Annual Conference. Bishop then stated that there has been a mass of work behind this report, he thanked the Center leaders, especially Georgia Adamson. He then expressed his thanks to the entire Core Team and asked them to stand to be recognized. The body gave the team a round of applause. Bishop stated that he feels there is great impact occurring as a result of the core team's work.

Bishop Lowry next introduced Brenda Wier, who presented the report for the Center for Mission Support.

Center for Mission Support
Brenda Wier

Brenda explained that this report will lift up the ways that people are engaged in mission work. She said that there are many stories in areas of Risk taking mission

and service, intentional faith development, engaging in ministry with the poor and global health. Rev. Jim Monroe and Rev. Sue Owens were featured in a video about their mission-work in Africa. Brenda reviewed accomplishments in Africa. Right here in our midst in the form of disaster response in West, Granbury, Cleburne and Acton. Again this spring we've been cleaning up after the floods in the Central Texas Conference and our neighboring conferences. As we are finishing in West, we want to show you the work we've done. Case managers are still working there. A video was shown about West's rebuilding following the explosion. Brenda then introduced Laraine Waughtal and invited her to come up and speak about the work that is being done in West.

Laraine Waughtal thanked the body for their contributions to West which touched 605 families. 132 total losses, 102 rebuilds, 32 homes sold. In addition, the conference assisted 102 renters, 20 medical, and 31 nursing home employees. The Nursing home is the 2nd largest employer in West and it will reopen this summer. We have also helped with hotels, rentals, utilities, furnishings, prescriptions, and gift cards. To date, a total of 1.1 million dollars has been invested in West. $400k alone, came as grants from UMCOR. Because of our involvement with case managers, we have helped facilitate 5,280,000 plus dollars. Our hope is to be done at the end of the summer; but the rain has slowed work. We are currently working in the final 14 rebuilds. In addition, we have sent funds and support to Wimberly, San Marcos, Sisco, Eastland, Ranger and Tyler.

Brenda noted that the Central Texas Conference was the only conference to increase giving between 2013 and 2014, and she stated that we have the highest number of churches participating in advances. Two plaques were presented to CTC, one for giving to Latvia and the other for the highest increase in missionary support in 2014. Bishop Lowry noted that he boasted about this to the other bishops. These plaques will be hung in the new conference center at TWU.

Laraine noted that she believes our success is related to hearing the missionaries when they are available in local churches. Flood relief is in progress in all affected areas of Texas. Bishop Lowry has appealed to the conference for giving. Many areas have no flood insurance because flooding has not occurred there before. Bishop thanked Laraine for her work within our conference and beyond. He encouraged the body to follow the website in order to stay up to date on how to participate and contribute to relief efforts. Communicate with the center for Mission Support directly.

Brenda pointed out that we have a heart as big as Texas. Her husband serves on a search & rescue team and reports that there is much work to do. Grants are available for new and innovative mission work. A video about Arlington Heights Five and Two food truck ministry. (Five loaves & two fish) Jesus said, "You feed them." This came about when they took inventory of the gifts and graces of the church. Those from Arlington Heights were asked to stand to be recognized. The body expressed thanks with a round of applause. Brenda said that if anyone has an idea and is in need of seed money or start-up funds, you are encouraged to call the CFMS and apply for grants.

Brenda invited Maddie Pittman to come up and give the CCYM report.

Maddie Pittman reported for CCYM regarding the ongoing youth missions. Maddie spoke to the two CCYM retreats, which had a combined total of 384 youths who participated at these retreats which were held at Glen Lake Camp. Celebration Confirmation was attended by 297. Our mission trip numbers have increased by about 200 from 2014 to 2015. Maddie expressed gratitude to adult supporters, CCYM leaders and to the Annual conference. Bishop Lowry pointed out that CCYM is among some of the finest work done by our conference. Maddie stated that Glen Lake Camp is also a great place to experience the Lord and has been for the past 75 years. She encouraged everyone to volunteer at Glen Lake.

Brenda noted that Glen Lake Camp is an awesome ministry. Mike Ford will be the interim director for the summer. Brenda then introduced Mike Ford and Karen Oakley to the body.

Brenda, stated that new opportunities will be offered to support churches in faith formation discipleship. She went on to say that we are in conversation with our local churches, and that many of these churches need support in disciple making. Brenda stated that Amber Massingill, who is not in attendance today, will be coming on staff as of July 1st appointed to Faith formation and disciple making to work with local congregations.

Brenda asked the question, "What if we could build the mission momentum so that all churches will be working outside the walls on the same weekend? We are reviving a conference wide day, and we are currently building momentum so that all would be involved on the same day or weekend. The Central Texas Conference Serve is scheduled for September 13. Kaitlyn will be in the conference office to coordinate the event.

Brenda then invited Rev. Dawne Phillips to come up to present the Five Star Mission Awards.

Rev Dawne Phillips thanked Brenda and she then presented the Five Star Mission Awards. She noted that the award is intended to encourage a balanced approach to mission and service. She reviewed the criteria listed on page 140 in the preliminary report and she pointed out the banners that she said "become part of the church's identity." There are 8 new recipients and 68 continuing recipients listed on pages 140-141 in the preliminary report. In addition, she reported that 53 congregations are in covenant relationship with a missionary. She remarked that we had a 150% increase in churches giving and a 42% increase in dollar amount. She reviewed the criteria, noting that even small churches have the ability to be recognized. She then said that churches should pick up the awards packets at the Center table. Dawne them stated that Michelle Ivy is a young adult missionary who served in South Korea and is here and available to visit with attendees.

Brenda said she hopes all have been inspired and energized. She thanked the centers and their staff members for their support. And on behalf of the centers she thanked the members of Annual Conference.

Bishop asked Randy Wild to present the consent calendar.

Adoption of Consent Calendar
Randy Wild

Randy explained that the consent agenda was presented yesterday morning. Proper procedure removed two items which have been discussed and dealt with. Randy moved for the approval of the consent agenda as printed. The voice vote carried unanimously.

The Resolution on 2016 Health Insurance Options will be handled during the board of pensions report later in the day. Bishop asked David Montoya to lead the body in prayer to close the session and bless the meal to follow.

SIXTH SESSION
Tuesday Afternoon, June 9, 2015
Business Session

The Business session reconvened at 2:00 p.m. with the retirement service.

Retirement Service
Jim Conner

The Retirement Service took place at Mansfield FUMC and those participating in the service as liturgists were Bishop Michael Lowry; Rev. Brenda Wier; Rev. Louis Carr, II; Rev. Don Scott; and Dr. Katie Long and worship support from Clint Blalock and Derrada Rubell-Asbell. The Retiring Class was introduced videos were shown after which, the retiree and spouse stood and were recognized. Retiring clergy for 2015 are: Dr. Thomas K. Beaty and Cindy (20); Dr. Ernest Alan Benson and Ora Mae (32); Rev. William Max Brennan (33); Rev. Jerry Phillip Galloway and Betty (23 ½); Rev. Elizabeth Spell Godbold (18); Rev. George Allen Grant and Darlene (15); Rev. Deborah W. "Decee" Horton and David (10); Rev. Reed C. Justus and Cathy (36); Rev. Johnny Frank Miller and Diana (38); Dr. Randal L. Riddile (26); Rev. Marilyn Schiffman and John (17); Rev. Billy Dean Strayhorn and Mary (40); and Rev. William Charles Wood and Cheri Kendrick (22).

Bishop Lowry commended the group and then enacted the symbolic Passing of the Mantle with retiring elder, Billy Strayhorn passing the mantle to John Nader and retired deacon Brenda Wier passing the mantle to Sarah Roberts. Bishop Lowry gave the Benediction and dismissed the assembly for a 10 minute break.

The Business session reconvened with the singing of a hymn. Bishop Lowry stated that the service years' totaled 786 for the retiring elders and local pastors.

Gary Lindley came forward to present an award which is a partnership between the CFE&CG and Discipleship Ministries.

One Matters Discipleship Award

Gary Lindley

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Discipleship Ministries is partnering with annual conferences to encourage and renew their focus on discipleship, especially at congregations in the United Methodist connection where annual baptisms and professions of faith too often are nonexistent, by honoring churches with the new One Matters Discipleship Award.

One person matters to God and matters to us. The "One Matters Discipleship Award" is intended to celebrate the joy of inviting others into a life with Christ. We want to use the award to recognize a church that is turning zeros into positive numbers with a renewed focus on discipleship during 2015. We want to lift up the importance of discipleship and help interpret across the connection what zeros in professions of faith and baptism mean and what moving away from the zeros means," said Sara Thomas, Deputy General Secretary of Discipleship Ministries and Chief Strategist for Vital Congregations. "Each "1" in those categories represents a transformed life – a life that matters to God, and a life that should matter to us."

More than 70 percent of the UMC congregations in the United States did not baptize anyone age 13 or older in 2013, and 55 percent did not baptize anyone age 12 and under, according to the General Council on Finance and Administration (GCFA). In addition, 50 percent of local churches did not have any professions of faith that year.

"Making disciples is much more than statistics; it is about lives changed by God's grace," Thomas said. "We have an opportunity to help celebrate the fact that one life matters ... and continue to help congregations identify ways to invite people into a relationship with Jesus through the United Methodist Church."

The award, which includes $1,000 and a One Matters Discipleship Award plaque, will be presented to the pastor and lay leaders of a congregation which has done significant work to make its zeros from previous years become positive numbers. The monetary award is designed to encourage continued growth in the area of discipleship."

In 2015, the inaugural year for this award in the Central Texas Conference, we celebrate the congregation of Olney's First United Methodist Church and the Rev. Harrell Braddock.

Bishop Lowry, as a point of parliamentary inquiry regarding the vote on Asbury Theological Seminary by a person who voted in favor, recognized a motion that was made to reconsider and it was seconded. Was voted by voice and carried. A second motion made by Jim Conner stated that the Scholarship must be used at any of the United Methodist colleges, universities, and seminaries as well as any seminary endorsed by the University senate, was made and seconded.

Georgia noted that the Center would support the amendment.

Bishop called for a show of hands. He instructed members on how to vote. The motion carried. Bishop Lowry then asked Mike Hall to come forward and give the Conference Trustee report.

Conference Trustees

Mike Hall

Mike Hall explained that as with many reports, most were approved by the consent agenda. However, 3-items, 2 for informational purposes and 1 for a vote. The changing to MinistrySafe was approved during the 2014 annual conference and the timeline can be found on page 211 of the preliminary report. There are 3 more steps to complete with a target date of July 1st to begin implementation. During charge conferences, the policies will be shared. Then trustees will begin follow-up with churches not in compliance. He also stated that these policies will need constant oversight and revision and the executive leadership team will suggest changes as needed. A motion was made for adoption of the policies found on pages 211 through 241 in the preliminary report. This motion was carried by voice vote.

The first informational item is regarding background checks, questions have been asked about how to ask questions and conduct job screenings. Training for this will be held at FUMC Arlington. Steve McIver, presented information pertaining to the second information item which is concerning the construction of the new service center. We have a current service center located on Bailey Avenue, which is now under contract for $1,850,000. He then shared some history of the conference houses as well as noting that the service center will move into its new location sometime in late June or early July. In addition, he stated that we currently have two conference centers named and they are, the Lamar Smith Center for Evangelism and Church Growth and the Sydney Roberts Center for Leadership. We will be leasing the building for 12 years from TWU and the plan is to have an open house on September 25th at 2:00 pm by TWU.

A video was shown explaining the history of the building and the development of the plan to build a new building. Mike thanked Mavis Howell and other staff members for their assistance with the work of the Trustees. Other members of the trustees were asked to stand and be recognized. Bishop Lowry lead a round of applause to express appreciation and he acknowledged the tremendous amount of work that has been involved with this process, in addition, he stated

that the sale price of the building was $250,000 higher than anticipated. The Parliamentarian suggested that the report in its entirety be re-voted. Georgia Adamson made a motion to adopt the report in its entirety as amended.

Someone went to Mic 8 and asked to speak against the resolution found on page 104 in the preliminary report. He states that he has concerns that it is called a scholarship; however it states that there will be a contract signed and if the contract is not fulfilled, the student would have to repay any funds received. He feels that this takes us away from sending students to UMC schools or universities. Bishop Lowry asked if anyone else wanted to speak to this. Louis Carr, II is for the proposal, as he served on the committee and TUMCA takes funds away from our conference and distributes them. He feels that we can build within the ministries of our conference.

Bishop Lowry explained that this came from the leadership of the executive committee. Bishop then called for a voice vote, all in favor of the report in its entirety? The motion carried

Bishop Lowry introduced Rev. Frank Briggs, chairman of the Board of Pension, and asked him to come and give the BOP report.

BOARD OF PENSION REPORT
FRANK BRIGGS

Frank Briggs addressed the conference, he asked Kory Koch to come and speak about the resolution regarding health care.

Kory Koch stated that he had been hoping that someone else would stand up and talk about what I'm going to talk about. He stated that he'd been praying that God would have someone else step up, in fact, I I've been waking up in the middle of the night thinking about this issue and after I saw the preliminary report, my sleepless nights returned. The late Ken Dean used to say, "God didn't wake you up at 2 am to come tell me what to do", so here I am and I'm just hoping I can get some rest after this. For many of you, this may seem like a knee jerk reaction, so I will ask you in advance for your patience. Before I get to the meat of my presentation, I would ask you to turn to page 197 in the preliminary report. I would like to take this opportunity to thank the Board of Pension and Health Benefits, and he thanked Randy Wild, Frank Briggs and Shawn-Marie Riley. He acknowledged their work and stated that there is no perfect plan for every clergy however, I believe that the current plan that we have been asked to approve creates problems for our smaller churches. Recognizing this leads to the fact that no matter what plan is put in place, some qualifying clergy will benefit and some will not. The mandated groups were listed. I believe this plan will place a crippling burden on small churches.

He described the history of the group plan. For most of the past 12 years this has been acceptable and good because many have healthcare needs that would

not be covered if you left the group. Preexisting conditions are no longer an issue. This has resulted in small churches being served by those who are exempt from the health care plan because they cannot afford the mandated plan. The plan is DE energizing and un-equipping. It also has detrimental effects on clergy families. There is no perfect plan. Glaring imperfection. A feature of the affordable health care act makes it such that any employer offered health care plan disqualifies employees from receiving subsidies.

He offered a scenario of a student local pastor making the minimum pay grade. Total 2145.00- 26,945/year. Church gives $9000. Leaving 17,945 for pastor to pay. Leaving 14,255 to live on for the rest of the year. Does not include deductibles, or out of pocket. He finds he is not eligible for subsidies. This hurts the small churches because it makes recruiting young pastors. Kory shared his story. Of "old" parenthood. He noted that he will be paying family health care until he is in his 60's. He then describes the changing situation as people qualify for Social security. Beginning 2016, CTC won't be taking the secondary.... Therefore his expected healthcare cost will double. This affects a broad spectrum of clergy families. As varied as our needs are, there are many avenues to provide healthcare. There are other sources, the exchange, spouses' healthcare, etc. Every family is unique. The petition asks that we end the mandated plan and give a health care allowance to shop for coverage on the exchange. P 639.7. Some other conferences have already done this. By ending the mandated coverage, benefits would be more affordable to all clergy and to our churches. I propose that we end the group plan and set up an allowance of $9000 paid by the churches.

Bishop Lowry invited Randy Wild to speak about this topic. He noted that the Board of pensions has not had a chance to study this resolution. He agreed there is no perfect plan. Keep the word plan in mind. When you talk about a clergy system, you need a plan. He predicted the conference will enter the ACA in 2020. All board of pension members are members of churches. We have been struggling with the plight of every church, the PPO premium in 2009 was $668/mo. And the plan in 2016 is $735/mo. Premium holiday was given the last three months a couple years ago. Every dollar we can save in admin can go to ministry. Deductible has gone from $250 to $1,000/yr., and the CTC deductible depends on the plan chosen. Every one of these is lower than the minimum in the ACA. The Great Plains conference voted to move their clergy to the ACA. As claims became apparent some were subject to at 25% increase in premiums.

An unintended consequence is that once a church sets their budget it's very difficult to amend that budget for a different insurance category and the new pastor. Randy then covered the ineligibility for subsidies and explained that the pending law suit may make subsidies unavailable in states on federal exchange. Clergy were surveyed and many models of insurance were studied. What was discovered in these models was that on the high end 10% of our clergy would be eligible for these tax credits/subsidy, approximately 20% would be on the fence leaving 70% of our clergy ineligible for the tax benefits. Another unknown is that the Supreme Court may decide that tax credits are not permitted, which would

make healthcare unaffordable. A couple other things are that there will no longer be any preexisting conditions and that the premiums can be 3-times more for an older adult than a younger adult. The conference must continue to provide adequate support to our clergy. We would most likely have to hire an agency and additional staff to provide these benefits, and our best guess is that the increased cost to the conference may be up to $250,000.00 in additional defined contributions.

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Bishop asked if there was a second for Kory's motion and received a verbal affirmation of a second from the group. Bishop Lowry then called for discussion 3 for and 3 against the substitution, he asked that before speakers begin they need to declare whether they are for or against the substitution and limit their remarks to 3-minutes. Discussion ensued, questions were asked and answered. The Bishop then asked for a show of hands for approval of the motion, which includes the Boyd amendment, the Carr resolution on consultation, the Heyduck amendment, which will all go to the committee for consideration for next year. It also included the information on the default plan change and the amount to be paid, the motion passed unanimously. Bishop Lowry then asked for a show of hands for approval of the report, the approval of the report carried.

Providence Place
Judith Bell, President & Interim C.E.O.

Ms. Bell reported that Providence Place has a deep history of transformation. She explained that she is currently serving as the interim CEO and asked for prayers over her interview for CEO. She stated that they are transforming leadership structure and the care being given and that much discussion of core values led to the top value being "grace." Ms. Bell shared the story of Megan, who was homeless and pregnant. Megan moved in and had a very difficult time she didn't like following the rules; however she has since developed a whole new outlook on life. Ms. Bell then shared the story of Robert who is in the adult program. The goal of this adult program is employment, Robert was coached and he is currently working at Cracker Barrel, in fact, they have hired two more students. Robert says that those who don't hire disabled are missing out.

Ms. Bell stated that they are transforming and we are on the right path providing grace, she invited communication with Providence Place and herself.

Council on Finance & Administration
John McKellar

John McKellar presented the CF&A report (which was found on page 163 if the preliminary report) and said explained that there were three items to be reviewed, 2 of them are informational only, last year we discussed a gift to Lydia Patterson Institute, that report could be found on page 256. Scott Youngblood reported on the story of his mom, lifted up our commitment to mission, the response to

emergencies with manpower and dollars. He stated that there is a crisis in El Paso, children are in need, everyday 400 children cross the bridge on foot to receive an education. Scott explained that LPI has an excellent administration staff as well as teachers; however what they need is technology to be successful. Our conference has committed to give $300,000 for 4 new classrooms for a superior education. It will take all of us to achieve this, he asked everyone to take this back to their local church and ask them to respond. He asked everyone to be creative, be generous, and that the first step towards this is prayer. Scott stated that planning will be done at the conference level. A short video was then presented and the president, Dr. Socorro de Anda spoke to the body of the conference. Dr. de Anda explained that the Central Texas Conference has made history and that LPI has added two grades and a middle school thanks to the capital campaign commitment. They are using smart boards and other technology thanks to the conference and there will be a plaque hung to recognize the gift. Dr. de Anda stated that this year at LPI 93 seniors graduated and 92 of them have been accepted to college or university and during the graduation ceremony it was announced $1.6 million in scholarships just from Methodist colleges and universities. Dr. de Anda said that at LPI we are about educating, but also about serving the church, she thanked the conference for the impact they have on young peoples' lives.

Bishop Lowry highlighted the effort and asked that Scott Youngblood be received.

John McKellar asked everyone to turn to page 169 in their preliminary journal to Report 13, he explained that this would reduce the apportioned funds from 3 to 1. He went on to explain that this will simplify accounting, reduce mistakes, as well as, give more flexibility. Please note, this does not change giving, just the reporting. John stated that there is a calculating tool on the CTC website.

Bishop Lowry called for the vote to approve this report, it carried.

John McKellar stated that regarding the 2016 Budget, there was one change during conference, TUMCA changed $50,000. These funds were shifted to another line and the bottom line of the budget didn't change. He thanked the staff and the body responded with applause. CF&A members were asked to stand and they were recognized with applause. John thanked the conference for their record of giving and he noted some highlights and thanked districts for their giving. Bishop Lowry noted that our giving is "Stellar" in the connection.

Georgia Adamson presented the nominations and leadership development report and moved for its adoption. Bishop Lowry called for the vote and the report was approved unanimously.

Bishop Lowry stated that the volunteer staff was released early and he asked all White's Chapel staff as well as the conference staff to come forward for recognition. He recognized the White's Chapel technology and conference technology crew. He thanked the signing interpreters. Bishop Lowry said that there were 2,754 kits turned in along with monitory donations. He stated that

$10,847 in offerings were received and will be divided between the designated accounts.

Bishop Lowry reminded everyone that the evaluation is on the website and that videos will be posted on the website. He asked members of annual conference to leave their name badge holders on district tables.

The appointments sheets were distributed, and Bishop Lowry announced that the 2016 Annual Conference will be held in Waco at the conference center. Next year, we will look at focusing on energizing and equipping, we will have Allen Hirsh with us.

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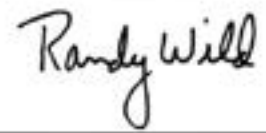
Setting of Appointments & Sending Forth Service
Bishop Mike Lowry

The Bishop confirmed the appointments as printed. He led the clergy of those staying in their place of ministry and their laity in a reading, and then did the same with those who were moving to new appointments. He then led the whole assembly in a covenant.

Bishop Mike Lowry adjourned the Central Texas Conference at 7:45 p.m.





Bishop J. Michael Lowry
President

Dr. Randy Wild
Conference Secretary

PART 1 ORGANIZATION & GENERAL BUSINESS

1. Who are elected for the quadrennium (¶¶603.7, 618):

Secretary?	Randy Wild
Mailing Address	3200 E. Rosedale St., Ft. Worth, TX 76105
Telephone	817/877-5222
Statistician?	John Dirk
Mailing Address	21000 Woodway Dr., Waco, TX 76712
Telephone	254/772-3562
Treasurer?	David Stinson
Mailing Address	3200 E. Rosedale St., Ft. Worth, TX 76105
Telephone	817/877-5222

2. Is the Annual Conference Incorporated (¶6031)? Yes, November 1984

3. Bonding and auditing:
   What officers handling funds of the conference have been bonded, and in what amounts (¶¶618, 2511)?
   The Conference has an Employee Dishonesty insurance policy with $250,000 per occurrence coverage on all employees. The coverage also extends to the employees in organizations listed as additional insured.
   Have the books of said officers or persons been audited (¶¶617, 2511)? Yes
   (See report, page 429 of Journal)

4. What agencies have been appointed or elected?
   a) Answer Yes or No for each of the councils, boards, commissions or committees listed:
      (1) Board of Ordained Ministry (¶635)? Yes
      (2) Board of Pensions (¶639)? Yes
      (3) Board of Trustees of the Annual Conference (¶2512)? Yes
      (4) Committee on Episcopacy (¶637)? Yes
      (5) Committees on Investigation (¶2703.2, .3)? Yes
      (6) Administrative Review Committee (¶636)? Yes
   b) Indicate the name of the agency (or agencies) in your annual conference which (are) responsible for the functions related to each of the following general church agencies (¶610.1):
      (1) General Council on Finance & Administration? Ctr for Mission Support
      (2) General Board of Church & Society? Connectional Table
      (3) General Board of Discipleship? Connectional Table
      (4) General Board of Global Ministries? Connectional Table
      (5) Higher Education & Campus Ministry? Center for Leadership
      (6) General Commission on Archives & History? Ctr for Mission Support
      (7) General Commission on Christian Unity/ Interreligious Concerns? Connectional Table
      (8) General Commission on Religion & Race? Connectional Table
      (9) General Commission on the Status & Role of Women? Connectional Table
      (10) United Methodist Communications? Center for Leadership

5. Have the secretaries, treasurers, and statisticians kept their respective records according to the prescribed forms (¶606.8)? Yes

6. What is the report of the statistician? (See report page 438 of journal)

7. What is the report of the treasurer? (see report page 338 of journal)

8. What are the reports of the district superintendents as to the status of the work within their districts? (see reports on pages 239 of journal)

9. What is the schedule of minimum base compensation for pastors for the ensuing year (¶¶342, 625.3)?
   a) 1-1-2015
      (1) Elder in Full Connection $40,341
      (2) Provisional member (1992 Disc.) or Provisional Elder (2000 Disc.)
         i. Non-Student $35,195
         ii. Student $32,525
      (3) Associate Member $35,195
      (4) Full-time Local Pastor $32,525

10. 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)? $769,390

11.
   a) What amount has been apportioned to the pastoral charges within the conference to be raised for the pension and benefit programs of the conference for the ensuing year (¶¶614.1d, 1507)? $ 0
   b) What are the apportionments to this conference for the ensuing year?
      (1) For the World Service Fund? $ 1,308,488
      (2) For the Ministerial Education Fund? $ 449,230
      (3) For the Black College Fund? $ 179,202
      (4) For the Africa University Fund? $ 40,116
      (5) For the Episcopal Fund? $ 421,805
      (6) For the General Administration Fund? $ 157,980
      (7) For the Interdenominational Cooperation Fund? $ 35,150

12. If the annual conference apportions to the local church a fund that combines two or more general apportioned funds with one another, or that combines one or more general apportioned funds with funds other than a general apportioned fund, list below for each combined fund:
   a) The name and amount of each general fund included in the apportionment;
   b) The percentage of the combined fund total that corresponds to each general fund apportionment (¶¶614.3d, 615.4)?

13. Conference and district lay leaders (¶¶603.9, 659)?
   a) Conference lay leader: Kim Simpson
   b) Mailing address 3905 Lake Powell Dr., Arlington 76016
   c) Associate conference lay leaders: Tom Harkrider
   d) District and associate district lay leaders: Barbara Sullivan, Central; Sherri Doty, East; Darcy Deupree, North; Carolyn Martin, West; Darlene Alfred, South. No associate district lay leaders.

PART I ORGANIZATION AND GENERAL BUSINESS

14. List local churches which have been:

a) Organized or continued as New Church Starts or Mission Congregations (¶259.1-4, continue to list congregations here until listed in questions 14. c, d, or e)

Church Name	District	Mailing Address	Phone Number	Date Founded
Our Manna	New Church Start	c/o 5301 Davis Blvd, Fort Worth, TX 76180		2006
Wesley, A Ghanaian Community of Faith	New Church Start	c/o 2201 E. Park Row, Arlington, TX 76010		2010

b) Satellite congregations (¶259.5-10, continue to list here until listed in questions 14.c, d, or e)

Church Name	Parent Church	District	Mailing Address	Date Launched
7th Street Satellite Campus	FUMC Ft. Worth	New Church Start	800 W. 5th St., Fort Worth, TX 76102	2013
Keller West	Keller UMC	New Church Start	1025 Johnson Rd., Keller, TX 76248	2013
Genesis Fellowship	St. James UMC	New Church Start	203 Black Gum Ct., Nolanville, TX 76559	2012
Life Church	FUMC Waco	New Church Start	2801 Robinson Dr., Waco, TX 76711	2010

c) Chartered

Church Name	District	Mailing Address	Phone Number	Date Chartered
None				

d) Merged (¶¶2546, 2547)

(1) United Methodist with United Methodist

Name of First Church	Name of Second Church	Name of Merged Church	Date Merged
Brushie Prairie St Delight UMC	Pelham Wesley Chapel UMC	Pelham Wesley Chapel	07/01/2014
Bracks UMC	Mt. Zion, Waco UMC	One Fellowship UMC	03/01/2015
Thompson Chapel UMC	Ridgiea UMC	Harvest UMC	05/17/2015

(2) Other mergers (indicate denomination)

Name of First Church	Name of Second Church	Name of Merged Church	Date Merged
None			

e) Discontinued or abandoned (¶¶229, 341.2, 2549) (State which for each church listed.)

(1) New Church Start (¶259.2,3)

Church Name	District	Location	Date Closed
New Beginnings UMC	Central	Milford, TX	5/1/2014

(2) Mission Congregation (¶259.1a)

Church Name	District	Location	Date Closed
None			

(3) Satellite Congregation

Church Name	District	Location	Date Closed
None			

(4) Chartered Local Church (¶259.5)

Church Name	District	Location	Date Closed
NONE			

f) Relocated and to what address

Church Name	District	Mailing Address	Physical Location	Date Relocated
None				

g) Changed name of church? (Example: "First" to "Trinity")

Former Name	New Name	Address	District
None			

h) Transferred this year into this conference from other United Methodist conference(s) and with what membership (¶¶41, 260)?

Name	Membership	Sending Conference
None		

i) What cooperative parishes in structured forms have been established? (¶206.b)

Parish Name	Charge Name	Church Name	District
None			

j) What other changes have taken place in the list of churches?

15. Are there Ecumenical Shared Ministries in the conference? (¶208)

a) Federated church

Name	District	Other Denomination(s)
None		

b) Union Church

Name	District	Other Denomination(s)
None		

c) Merged Church

Name	District	Other Denomination(s)
None		

d) Yoked Parish

Name	District	Other Denomination(s)
None		

16. What changes have been made in district and charge lines?

Central District
None

East District
Alliance of Faith (985663) joined St. Andrews, Corsicana (985424) (Effective 01/01/2015)
Britton (736623) joined Maypearl (736840)

North District
Ridglea (734101) moved from North District to New Church Start District (Effective 12/01/2014)

South District
None

West District
Blanket (730160) joined Mullin (730546)
Palo Pinto (731324) removed from Cedar Springs (730854)
Palo Pinto (731324) joined Strawn (731426), Cedar Springs (730854) stands alone.

New Church Start District
Ridglea (734101) moved from North District to New Church Start District (Effective 12/01/2014)

PART II PERTAINING TO ORDAINED AND LICENSED CLERGY

E

(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 (v 2/3) or (v 3/4) signifies that a two-thirds or three-fourths majority vote is required. Indicate credential of persons in Part II: FD, FE, PD, PE, and AM when requested.)

17. Are all the clergy members of the conference blameless in their life and official administration (¶¶604.4, 605.6)? Yes, except those being reviewed by the appropriate bodies.

Yes, to the best of our knowledge, with the exception of those who are involved in supervisory correction and/or Judicial or Administrative complaint processes. We, the bishop, conference lay leader, and cabinet members, take very seriously the call to moral excellence in the lives of pastors and conference leaders. We offer our signatures to answer this question, knowing that only by the grace of God can any of us be blameless in our life and official administration.

Bob Holloway
Don Scott
Virginia Bassford
Clifton Howard
Carol Woods
Gary Lindley
Randy Wild
Kim Simpson
Georgia Adamson
Bishop Mike Lowry

18. Who constitute:
    a) The Administrative Review Committee (¶636)? (v)
    Clergy in Full Connection: Bobby Cullen, Quinton Gibson, Tom Robbins, Jr.
    Alternate Clergy in Full Connection: Howard Martin, Phyllis McDougal

b) The Conference Relations Committee of the Board of Ordained Ministry (¶635.1d)?
Armando Alvarado, Brad Brittain, Ben Disney, Carol Grant Gibson, Page Hines, Edie Jones, Katie Long, Brenda Wier

c) The Committee on Investigation (¶636)?
Clergy in Full Connection: Bryan Dalco, Travis Franklin, Allen Gross, Meg Witmer-Faile
Alternate Clergy in Full Connection: Wade Killough, Mike Rodden, LilliAnn "Penny" Stemley
Professing Members: Lynn Gray, Steve McIver, Cheryl Wilson
Alternate Professing Members: Sherry Doty, Scott Drillette, Carolyn Little

19. Who are the certified candidates (¶ ¶ 310, 313, 314)

a) Who are currently certified as candidates for ordained or licensed ministry?

Name	District	New or Continuing	Date Certified
Anderson, Kevin	North	New	01/15/2015
Andrews, Theodora	East	Continuing	04/17/2012
Boyette, Sarah	North	New	01/15/2015
Brooks, Brenda	East	Continuing	04/17/2013
Brown, Marianne	South	New	01/15/2015
Bresciani, Amanda	East	New	01/14/2015
Chambers, Rhonda	East	New	01/14/2015
Cyr, Michael	North	New	01/15/2015
Ford, Robyn	South	New	01/15/2015
Gregory, Ethan	East	Continuing	04/18/2013
Hermans, Corrie	South	New	01/15/2015
Hobdy, Julian	East	Continuing	04/17/2013
Jackson, Erin	East	New	01/14/2015
Jarrell, Kenneth	South	New	01/15/2015
Kahler, Eddie	South	Continuing	01/16/2014
Kennedy, Trevor	South	Continuing	01/16/2014
Lallier, Steve	East	New	01/14/2015
Latu, Kolotile	East	Continuing	05/05/2010
Lewis, Katie	East	New	01/14/2015
Longley, Brian	South	Continuing	03/29/2012
McGill, Terre	East	Continuing	01/14/2014
Pelton, Danny	West	New	02/26/2015
Pruett, Josh	West	New	02/26/2015
Reyes, Chris	South	Continuing	04/12/2012
Roberts, Carol	North	Continuing	01/16/2014
Robinson, Kantrice	East	Continuing	01/14/2014
Roepken, Lauren	East	New	01/14/2015
Runyan, Lindsey	South	Continuing	01/16/2014
Scott, Nick	East	Continuing	01/14/2014
Staton, Stephanie	East	New	01/14/2015
Stiefel, Zach	East	Continuing	01/14/2014
Stuyck, Beth	East	Continuing	04/17/2013
Thomas, John "J. T."	East	Continuing	01/14/2014
Warthen, Kristin	North	Continuing	01/16/2014

b) Who have had their candidacy for ordained or licensed ministry accepted by a District Committee on Ordained Ministry in another annual conference? (Include name of accepting conference.)

Name	Receiving Conference	Date Originally Certified	Date Accepted by District in Other Conference
Careaga, Carlos	Wisconsin	12/01/1998	07/01/2015
Gibson, Glen	Rocky Mountain	01/16/2014	02/01/2015
Tatro, Dustin	Northwest Texas	01/15/2014	10/01/2014

c) Who have been discontinued as certified candidates for licensed or ordained ministry?

Name	District	Date Certified	Date Discontinued
Church, Clint	North	01/16/2014	07/12/2014 - withdrew
Jackson, Howard "Jack"	South	02/08/2007	04/21/2015 – under complaint
Key, II, Sylvester	Central	08/30/2012	07/01/2015 - withdrew
Klemm, Richard	East	02/10/1997	01/01/2014 - withdrew
Reynolds, Neely	Central	03/20/2011	06/30/2015
Zemba, Marilyn	East	05/05/2009	06/17/2015

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20. Who have completed the studies for the license as a local pastor, are approved, but are not now appointed? (¶315 —Indicate for each person the year the license was approved.):

Name	District	Year Attended LPLS	Year Last Licensed
Craig, Dusty	East	2011	2014
Palady, Jayme	South	2010	2011
Ricker, David	North	2003	2013
Tullis, Christy	North	2013	2013
Williamson, Judy	North	2004	2013

21. Who are approved and appointed as: (Indicate for each person the first year th license was awarded. Indicate what progress each has made in the course of stud or the name of the seminary in which they are enrolled. Indicate with an asteris those who have completed the five year course of study or the M.Div. (¶319.4) PLEASE NOTE: Persons on this list must receive an episcopal appointment. (v)

a) Full-time local pastors? (¶318.1)

Name	District	First Year License Awarded	Years Completed with Course of Study
Austin, Dara	East	2011	Brite
Bell-Blakely, Althea Denise	East	2002	10 courses
Brower, Johnny	East	2013	Brite
Fatton, Joy	South	2013	17 courses Basic COS, 2 hours Adv. COS
Frenzel, Brandon	Central	2015	Asbury
Goodrich, Dave*	North	2001	Basic and Advanced COS complete
Lewis, C. Wayne*	West	1999	Basic COS complete
Marshall, Lance	North	2013	Brite
McKnight, Owen	East	2013	Perkins
Montoya, David	Central	2013	19 courses Basic COS, 6 hours Adv. COS
Reid, Sharon*	East	2003	Basic COS complete
Reynolds, Eldon	East	2000	18 courses
Schramme, Tina	East	2013	Brite
Smith, Sterling	East	2015	Brite
Starnes, Ira Lynn*	South	1997	Basic COS complete

Way, Greg* appointed in Indiana Conference, North Salem UMC	South	2002	Basic COS complete
Wimberley, Linda*	Central	2001	Basic and Advanced COS complete
Woodard, John	West	2012	Brite

b) Part-time local pastors? (¶318.2) (fraction of full-time in one-quarter increments)

Name	Fraction of full time to be served	District	First Year License Awarded	Years Completed with Course of Study
Allcorn, Benny M.	½ time	West	2001	11 courses
Anderson, Amy	¾ time	Central	2013	3 courses
Apple, Ken	¼ time	North	2015	0 courses
Bales, Bill	¼ time	South	2014	4 courses
Barnett, Robert	½ time	Central	2010	5 courses
Barto, Christy	½ time	North	2013	Brite
Bates, Jr., Fred	½ time	East	2011	Perkins
Bellinger, Paul	¼ time	West	2014	0 courses
Campbell, Vivian	¾ time	Central	2009	16 courses
Crawford, Scotty	¾ time	West	2014	Brite
Cyr, Michael	½ time	North	2015	0 courses
Davis, JoLynn	¾ time	West	2013	2 courses
Davis, Phyllis	½ time	South	2014	0 coursese
Davis, Rick*	¾ time	East	2013	SW Baptist M. Div., 1980, D. Min. 1982
DeBord, Bert A. - retired	½ time	South	2002	9 courses
Diggs, Kevin	¾ time	Central	2013	0 courses Basic COS, 6 hours Adv. COS
Dister, Joy	½ time	Central	2013	Perkins
Dixon, Tynna – reinstated	¼ time	Central	2013	13 courses Basic COS, 2 hours Adv. COS
Dominguez, Gabe	¼ time	Central	2013	0 courses Basic COS, 4 hours Adv. COS
Fehler, April	¼ time	East	2014	Perkins
Gonzales, Shelly	½ time	North	2013	Perkins
Hart, Mark	¾ time	South	2013	Iliff
Holmes, Margaret*	¼ time	West	2001	Brite M. Div., 1986
Hotz, Rita	¼ time	South	2013	Asbury
Jinks, Larry*	¼ time	East	2004	Perkins M. Div., 2009
Lunsford, Ken – retired	¼ time	West	2012	3 courses
Macalik, Tolli	¾ time	East	2012	Perkins
McCracken, Joseph B. "J.B."*	¾ time	West	2006	Basic COS complete 2011
Moore, Don	¾ time	South	2012	Austin Presbyterian Theological Seminary
Morton, Kevin	¾ time	West	2011	2 courses
Murchison, Robert "Bob" – retired	¾ time	West	2011	2 courses
Prud'homme, Tommy	¼ time	South	2014	Asbury
Rowe, Steven Christopher "Chris"	¼ time	North	2013	undergrad
Senkel, James W. "Jimmy"*	½ time	West	2002	Basic COS complete 2013

Seth, John	½ time	West	2001	16 courses
Sims, Heath	¾ time	East	2013	2 courses
Turkett, Melissa	¾ time	Central	2014	Perkins
Watson, Gary Don	¾ time	Central	2011	16 courses

c) Students from other annual conferences or denominations serving as local pastors and enrolled in a school of theology listed by the University Senate (¶318.3, .4)?

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 (¶318.3)

Name	First Year License Awarded	Years Completed in Course of Study
NONE		

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

Name	Years Completed in Course of Study
NONE	

22. Who have been discontinued as local pastors (¶320.1)?

Name	Date discontinued
Jackson, Howard "Jack"	04/21/2015 – under complaint
Key, II, Sylvester	07/01/2015 - withdrew
McIlvain, Ted	09/01/2014
Reynolds, Neely	06/30/2015

23. Who have been reinstated as local pastors (¶320.4)?

Name	Years Completed in Course of Study
NONE	

24. What ordained ministers or provisional members from other Annual Conferences o Methodist denominations are approved for appointment in the Annual Conferenc while retaining their conference or denominational membership (¶¶331.8, 346.1) (List alphabetically; indicate Annual Conference or denomination wher membership is held. Indicate credential.)

a) Annual Conferences

Name	Clergy Status	Home Conference
Adams, Cecile (1/2 time)	ORL (¶346.1)	Detroit
Bowling, Robert "Bob"	OR (¶346.1)	North Texas
Connelly, Beverly	OE (¶346.1)	Louisiana
Cromwell, Richard	OR (¶346.1)	North Texas
Daniels, Dale	OD (¶346.1)	North Georgia
Delony, Len	OE (¶346.1)	Arkansas
Flinn-Portee, Susan	OE (¶346.1)	Central Illinois
Griffin, David	OR (¶346.1)	Rio Texas
Heusel, Scott	OE (¶346.1)	Oklahoma
Jones, Beverly	OE (¶346.1)	New Mexico
Lim, Soomwha	OL (¶346.1)	Peninsula Delaware
Massingill, Amber	OE (¶346.1)	Florida
Massingill, Paul	OE (¶346.1)	Florida
Padilla, Liliana	OE (¶346.1)	Rio Texas
Pick, Jennifer	OE (¶346.1)	New York

Pick, Todd	OP (¶346.1)	New York
Pledger, Jim (3/4 time)	OR (¶346.1)	North Texas
Ragland, Chandler	OP (¶346.1)	Mississippi
Shepherd, Gale W. "Dub"	OD (¶346.1)	Texas Annual
Shuler, Phillip	OR (¶345.1)	North Texas
Sobczak, Stephen	OD (¶346.1)	North Texas
Wallace, Rodney	OR (¶346.1)	Pacific Northwest

b) Other Methodist Denominations

Name	Clergy Status	Denomination
Ju, Yohan	OE (¶346.1)	Korean Methodist Church
Macias, Samuel	OE (¶346.1)	Iglesia Metodista de Mexico A. R.
Na, Kil Suk	OE (¶346.1)	Seoul, Korean Methodist Church

25. What clergy in good standing in other Christian denominations have been approved to serve appointments or ecumenical ministries within the bounds of the Annual Conference while retaining their denominational affiliation (¶¶331.8, 346.2)? (v) (Designate with an asterisk those who have been accorded voting rights within the annual conference. Indicate credential.)

Name	Clergy Status	Denomination	Appointment
Graham, Melissa	OF (¶346.2)	Disciples of Christ	First United Methodist Church, Perry
Nold, Nancy	ROF (¶346.2)	Presbyterian	Eagle Mountain UMC
Ryan, Cynthia G.	OF (¶346.2)	Disciples of Christ	First United Methodist Church, Grapevine

26. Who are affiliate members: (List alphabetically; indicate annual conference or denomination where membership is held.)
a) With vote (¶586.4 [v])?

Name	Member Conference/Denomination	First Year of Affiliation
NONE		

b) Without vote (¶¶334.5, 344.4)? (v 2/3)

Name	Member Conference/Denomination	First Year of Affiliation
NONE		

NOTE: If your conference has admitted or ordained persons as a courtesy to another conference, list these persons in Question 40 only. If persons have been admitted or ordained by another annual conference as a courtesy to your conference, list these persons in Questions 27-39, whichever are appropriate, giving the date and name of the accommodating conference.

27. Who are elected as associate members? ¶322 (v) (List alphabetically-see note preceding Question 27):

Name
NONE

28. Who are elected as provisional members and what seminary are they attending, if in school? (under ¶¶322.4, 324, 325)
a) Provisional Deacons under the provisions of ¶¶ 324.4a, c or ¶324.5?(v)

Name	Seminary
Anderson, Kelly	Perkins, M. Div. 2014
Byrd, Suzanne "Suzi"	Perkins, MTS 2011
Lutes, Allen	Brite, MAT 2015
Roberson, Kyle	Perkins, M. Div. 2008

b) Provisional Elders under the provisions of ¶¶ 324.4a, b or ¶324.6 (v); ¶ 322.4 (v 3/4)

Name	Seminary
Bailey, James Matthew "Matt"	Asbury, M. Div. 2015
Bernau, Wendi	Brite, M. Div. 2014
Douglas, Eric	Asbury, M. Div. 2013
Fields, Margret	Brite, M. Div. expected graduation 2016
Johnston, Jarrod	Perkins, M. Div. expected graduation 2016
Latu, Alex	Perkins, M. Div. 2015
Long, Kim	Brite, M. Div. 2015
Reed, Stefani	Perkins, M. Div. 2014
Reeves, Jon	Brite, M. Div. Equivalent 2015
Roberson, Rezolia	Perkins, M. Div. 2013
Roberts, Stacy	Asbury, M. Div. expected graduation 2016
Wilbanks, Dale	Perkins, M. Div. 2015
Zollinger, Alison	Brite, M. Div. 2010

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29. Who are continued as provisional members, in what year were they admitted to provisional membership, and what seminary are they attending, if in school (¶326)?

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

Name	Clergy Status (PD or PE)	Date and Seminary
Brower, David	PE	Brite, M. Div. 2014
Farrer, Jon	PE	Perkins, M. Div. 2012
Finau, Seta	PE	Perkins, M. Div. 2012
Han, John	PE	Brite, M. Div. 2011
Jones, Clint	PE	Perkins, M. Div. 2014
Jones, Marilyn	PE	Perkins, M. Div. 2014
Langley, Casey	PD	Princeton, M. Div. 2011
Medley, David	PE	Southwestern Baptist Theological Seminary, M. Div. 1986, D. Min. 2010
Miller, Jannette	PE	Austin Presbyterian, M. Div. 2014
Palma, Grant	PE	Perkins, M. Div. 2012
Simpson, Molly K.	PE	Boston University School of Theology M. Div. 2013

b) Provisional deacons who became provisional elders?

Name	Original Year of Membership
NONE	

c) Provisional elders who became provisional deacons? (Indicate year)

Name	Original Year of Membership
NONE	

d) Provisional members who transferred from other conferences or denominations? (¶347.1)

Name	Clergy Status (PD or PE)	Original Year of Membership	Previous Conference or Denomination
NONE			

30. What ordained clergy, coming from other Christian denominations, have had the orders recognized (¶348): (v) **A person's orders may be recognized when the are transferring their membership into your annual conference from anothe Christian denomination. A person who is listed in Q.30 must also be listed i either Q. 31 a or b, depending on the transfer status.**

Name	Clergy Status	Previous Denomination
Richardson, Tomeca	PE	Baptist
Robinson, Charles	PE	Christian Methodist Episcopal

31. What ordained clergy have been received from other Christian denominations (¶347.3): (List alphabetically—see note preceding Question 27):

a) As provisional members (¶347.3a,b)? (v)

Name	Clergy Status	Former Denomination
Richardson, Tomeca	PE	Baptist
Robinson, Charles	PE	Christian Methodist Episcopal

b) As local pastors (¶347.3a)? (v)

Name	Clergy Status (FL or PL)	Date Received	Former Denomination
NONE			

32. Who are elected as members in full connection? (List alphabetically-see note preceding Question 27. **Anyone appearing on this question must also be listed somewhere in questions 33-34 or 36, unless the clergy's orders from another denomination were recognized on question 30 in a previous year.)** (v 2/3):

a) Deacons

Name
Roberts, Sarah

b) Elders

Name
Goodfellow, Scott
Hawkins, Daniel
Moss, Cynthia
Nader, John
Tucker, Randy

33. Who are ordained as deacons and what seminary awarded their degree? Or, if their master's degree is not from a seminary, at what seminary did they complete the basic graduate theological studies?: (List alphabetically-see note preceding Question 27)

a) After provisional membership (¶330)? (v 2/3)

Name	Seminary
Roberts, Sarah	Perkins, M.C.M. 2013

b) Transfer from elder?(¶309) (v 2/3)

Name	Seminary
NONE	

34. Who are ordained as elders and what seminary awarded their degree?

a) After provisional membership? (¶335) (v 2/3)

Name	Seminary
Goodfellow, Scott	Perkins, M. Div. 2013
Hawkins, Daniel	Perkins, M. Div. 2013
Moss, Cynthia	Perkins, M. Div. 2013
Nader, John	Brite, M. Div. 2010
Tucker, Randy	Perkins, M. Div. 2013

b) Transfer from deacon? (¶309) (v 2/3)

Name	Seminary
None	

35. What provisional members, previously discontinued, are readmitted (¶365)? (v)

Name	Clergy Status	Year Previously Discontinued
NONE		

36. Who are readmitted (¶¶366-368 [v], ¶369 [v 2/3]):

Name	Clergy Status	Previous Status
NONE		

37. Who are returned to the effective relationship after voluntary retirement (¶358.7): (v)

Name	Clergy Status	Year Retired
NONE		

E

38. Who have been received by transfer from other annual conferences of The United Methodist Church (¶¶347.1, 416.5, 635.2m)? (List alphabetically. Indicate credential. See note preceding Question 27.)

Name	Clergy Status	Previous Conference	Date of Transfer
NONE			

39. Who are transferred in from other Methodist denominations (¶347.2)? (List alphabetically. Indicate credential.)

Name	Clergy Status	Previous Methodist Denomination	Date of Transfer
NONE			

40. Who have been ordained as a courtesy to other conferences, after election by the other conference? (See note preceding Question 27. Such courtesy elections or ordinations do not require transfer of conference membership.)

a) Deacons?

Name	Member Conference
NONE	

b) Elders?

Name	Member Conference
NONE	

41. Who have been transferred out to other annual conferences of The United Methodist Church (¶416.5)? (List alphabetically. Indicate credential. See note preceding Question 27.)

Name	Clergy Status	New Conference	Date of Transfer
Firmin, Nathan	FD	Texas Annual	08/15/2014
Holbrook, Linda	FE	California-Nevada	07/01/2015

42. Who are discontinued as provisional members (¶327)? (v).

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

Name	Clergy Status
NONE	

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

Name	Clergy Status
Reyenga, Shea	PE
Williams, Wayne	PE

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

Name	Clergy Status
Gregory, Janice	PE

d) By reaching Mandatory Retirement Age (¶ 327.7)

Name	Clergy Status
NONE	

43. Who are on location?

a) Who has been granted honorable location (¶359.1)?

(1) This year? (v)

Name	Clergy Status	Charge Conference Membership	Date Effective
NONE			

(2) Previously?

Name	Clergy Status	Year Originally Granted	Charge Conference Membership	Year of Most Recent Report
Augustine, Louis	FE	2010	Wesley UMC, Waco	2014
Bell, Sharon Pauline	FE	2012	Wesley Memorial UMC, Cleburne	2014
Benedicto, Teri H.	AM	2006	FUMC Bedford/Stonebridge UMC McKinney	2014
Boeglin, Suzanne	FE	2010	Covington UMC, Whitney	2012
Bright, Dian	FD	2014	St. Andrews UMC	Has not reported
Brown, George Pat	FE	1968	FUMC Wortham	2005
Burris, Sarah Collins	FE	2003	FUMC Belton	2015
Galaviz, Sarah Leach	FD	2013	FUMC Arlington	Has not reported
Roberts, Dan W.	FE	2010	Austin Ave UMC, Waco	2010
Schade, Jay	FE	2001	Journey of Faith UMC, Round Rock	2014
Seawell, Philip	FD	2013	FUMC Round Rock	Has not reported
Smith, Don	FE	2013	Wildwood UMC	Has not reported
Spalding, Michael E.	FE	1977	Meadowbrook UMC	2012
Williams, Wesley W.	AM	1972	Watts Chapel, Grandview	2005

b) Who on honorable location are appointed ad interim as local pastors? (¶359.2) (Indicate date and appointment.)

Name	Appointment	Year Originally Granted Location
NONE		

c) Who has been placed on administrative location (¶360?

(1) This year? (v)

Name	Date Effective	Charge Conference Membership
NONE		

(2) Previously?

Name	Year Originally Placed	Charge Conference Membership	Year of Most Recent Report
NONE			

44. Who have been granted the status of honorable location–retired (¶359.3):

a) This year? (v)

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

b) Previously?

Name	Clergy Status	Year Honorable Location Originally Granted	Charge Conference Membership
Beck, Daniel K.	FE	06/01/1998	FUMC Joshua

Chadwick, Charles	FE	12/01/1968	Christ UMC (OK Conference)
Kelley, Donald C.	FE	06/01/2002	Wellspring UMC, Georgetown
Peterson-Stellar, Katie	FE	06/01/2012	FUMC Arlington
Smith, Richard Russell	FE	06/07/1963	FUMC Colorado Springs (Rocky Mountain Conference)
Tibbs, Ben L.	FE	06/01/1989	FUMC Hillsboro
Van Rite, James	FE	06/01/1989	St Andrew

45. Who have had their status as honorably located and their orders terminated (¶359.2)? (v)

Name	Date Effective	Prior Clergy Status
NONE		

46. Who have had their conference membership terminated?
    a) By withdrawal to unite with another denomination (¶361.1, .4)? (v)

Name	Date Effective	Prior Clergy Status
NONE		

    b) By withdrawal from the ordained ministerial office (¶361.2, .4)? (v)

Name	Date Effective	Prior Clergy Status
Ballard, James	05/01/2015	FE
Blackford, Doug	07/01/2015	FE

    c) By withdrawal under complaints or charges (¶¶361.3, .4; 2719.2)?

Name	Date Effective	Prior Clergy Status
Jones, Jason	07/23/2014	FE

    d) By termination of orders under recommendation of the Board of Ordained Ministry (¶354.12)? (v)

Name	Date Effective	Prior Clergy Status
NONE		

    e) By trial (¶2713)?

Name	Date Effective	Prior Clergy Status
NONE		

47. Who have been suspended under the provisions of ¶363.1d, ¶2704.2c or ¶2711.3 (Give effective dates. Indicate credential.)

Name	Date Effective	Clergy Status
NONE		

48. Deceased (List alphabetically in the spaces provided)
    a) What associate members have died during the year?
    Effective:

Name	Date of Birth	Date of Death
NONE		

    Retired:

Name	Date of Birth	Date of Death
NONE		

    b) What provisional members have died during the year? (Indicate credential.)
    Effective:

Name	Date of Birth	Date of Death

NONE		

Retired:

Name	Date of Birth	Date of Death
NONE		

c) What elders have died during the year?

Effective:

Name	Date of Birth	Date of Death
Olney, James R.	11/07/1949	07/30/2014

Retired:

Name	Date of Birth	Date of Death
Briles, Robert H.	06/20/1929	09/06/2014
Flynn, John N.	10/04/1930	11/02/2014
Foust, Hubert W.	02/23/1916	05/01/2015
Sanford, Alfred G.	06/12/1936	01/05/2015
Williams, John H.	08/19/1922	05/04/2015
Young, Robert E.	10/08/1927	12/07/2014

d) What deacons have died during the year?

Effective:

Name	Date of Birth	Date of Death
NONE		

Retired:

Name	Date of Birth	Date of Death
NONE		

e) What local pastors have died during the year?

Active:

Name	Date of Birth	Date of Death
Louie, Arcynthia	04/09/1949	03/16/2015

Retired:

Name	Date of Birth	Date of Death
Jones, L. Wesley	12/01/1919	01/05/2015

49. What provisional or ordained members (elders and deacons) have received appointments in other Annual Conferences of The United Methodist Church while retaining their membership in this Annual Conference (¶¶331.8, 346.1)?

Name	Clergy Status	Conference Where Appointed	Appointment
Georg, Miriam	FD (¶331.8)	Kentucky	Middletown Christian Church, Louisville, KY
Hoffman, Christi M.	FE (¶346.1)	Northwest Texas	FUMC Paducah
Newhouse, Ron	FE (¶346.1)	North Texas	Minister of Administration, Suncreek UMC, Allen, TX
Porter, Paul	FE (¶346.1)	Texas Annual	Edom/Mount Sylvan UMC
Reed, Stefani	PE (¶346.1)	North Texas	Christ UMC, Plano
Roberts, Sarah	FD (¶346.1)	North Texas	Argyle UMC

50. Who are the provisional, ordained members or associate members on leave of absence and for what number of years consecutively has each held this relation (¶354)? (Indicate credential. Record Charge Conference where membership is held.)

Name Number of Years Charge Conference

a) Voluntary?

(1) Personal, 5 years or less (¶354.2a 3) (v)

Name	Clergy Status	Date Effective	Years on Leave	Charge Conference
Anderson, Gena	FE	07/01/2014	2	First UMC, Fort Worth
Dare, DeAndrea	FE	07/01/2015	1	None declared, lives in Fort Worth
George, Ed	FE	07/01/2015	1	Keller UMC
Gilliam, Beverly	FE	06/01/2011	5	St. Stephen UMC, Arlington
Gravley, Paul	FE	07/01/2013	3	Arborlawn UMC
Wear, Jana	FE	07/01/2015	1	Couts Memorial UMC

(2) Personal, more than 5 years (¶354.2a 3) (v 2/3)

Name	Clergy Status	Date Effective	Charge Conference
NONE			

(3) Family, 5 years or less (¶354.2b 3) (v)

Name	Clergy Status	Date Effective	Years on Leave	Charge Conference
Dack, Cindy	FE	07/01/2014	2	FUMC Hamilton
Warden, Patricia	FE	07/01/2014	2	Handley UMC

(4) Family, more than 5 years (¶354.2b 3) (v 2/3)

Name	Clergy Status	Date Effective	Years on Leave	Charge Conference
Mordecai, Cathy	FE	04/01/2011	6	First UMC, Kennedale

(5) Transitional (¶354.2c)

Name	Clergy Status	Date Effective	Years on Leave	Charge Conference
NONE				

b) Involuntary (¶ 355)? (v 2/3)

Name	Clergy Status	Date Effective	Charge Conference
NONE			

51. Who are granted sabbatical leave (¶352)? (v)

Name	Clergy Status	Date Effective	Charge Conference
NONE			

52. Who have been granted medical leave due to medical or disabling condition (¶357)? (v)

Name	Clergy Status	Date Effective	Charge Conference
Bergeron, Kenneth E.	FE	12/07/2009	FUMC Waxahachie
Colwell, Terry	FE	06/01/2004	None declared, lives in Georgetown
Fortner, Mary	FE	01/01/2015	New Church Start
Helm, Marie	FE	10/01/2006	None declared, lives in Comanche
Kirk-Hall, Denise	FE	01/01/1999	Couts Memorial UMC, Weatherford
Linnstaedt, Robert	FE	06/01/2006	FUMC Waxahachie
Puckett, Joyce	FE	06/01/1999	Hilldale UMC
Samford, Karen	FD	10/08/2009	Alliance UMC
Schade, Kathye	FE	06/01/2008	Hutto UMC
Willis, Ted	AM	07/01/2014	Lakeview UMC and Westminster UMC, Houston
Woods, Nancy	FE	07/01/2007	Crossroads UMC, Kilgore

53. What members in full connection 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?

Name	Date Effective
NONE	

b) Previously?

Name	Date Effective
Sharon Adair	06/01/2006
Nancy L. Bennett	06/01/2000
Suzanne B. Cate	12/31/2013
Dorothy Dahl	08/31/1997
Barbara Moffitt Elliott	06/01/2002
Linda J. Freeto	07/01/2014
Jackie M. Gause	01/01/2001
Sheila Karen Granderson	09/01/2011
Nita Geisel	06/01/2007
Judy M. Holloway	04/15/2014
Melissa A. Nichols	06/01/2008
Diane Smiley	06/01/2005
Robin L. Stevens	02/10/2014
James Denson Terry	11/01/2012
Jeannie Trevino-Teddlie	01/01/2014
Brenda Wier	12/31/2010

Elders

a) This year?

Name	Date Effective
Thomas K. Beaty	07/01/2015
Ernest Alan Benson	12/31/2014
William "Max" Brennan	07/01/2015
Jerry Phillip Galloway	12/31/2014
Elizabeth "Betsy" Spell Godbold	07/01/2015
George Allen Grant	07/01/2015
Deborah W. "Decee" Horton	07/01/2015
Reed C. Justus	07/01/2015
Johnny Frank Miller	07/01/2015
Randal L. Riddle	09/26/2014
Marilyn Ruth Schiffman	07/01/2015
Billy Dean Strayhorn	07/01/2015
William Charles Wood	05/15/2015

b) Previously?

Name	Date Effective
Ronald W. "Ron" Albertson	07/01/2014
Doyle Allen	06/01/2009
Georgia M. Allen	06/01/2006
Nancy Allen	06/01/2013
Andy Andrews	06/01/2008
J. Noble Atkins	06/01/1993
Hubert L. Austin	10/01/1996
John P. Aymond	03/01/2007
C. Bruce Baker	06/01/1998
Ronald Ballard	06/01/2002
Roger Barker	06/01/2006
Jay Beavers	06/01/2008

Robert Dan Benton	01/01/2012
Martha S. Bessac	06/01/2010
E. F. "Skip" Blancett	10/01/2011
Kenneth L. Boatman	06/01/1995
Milana Bradley	04/01/2011
Grady B. Brittain	06/01/2007
Arthur H. Buhl	06/01/1991
Dennis Camp	06/01/1996
Robert L. Campbell	06/01/2006
Joe Carmichael	07/01/2014
Robert E. Cavanaugh	09/15/2001
Gene A. Chamness	06/01/1991
Jim Chandler	01/01/2013
David Chavez	01/31/2009
Joan Choyce	01/01/2002
John Clifford	06/01/2013
Troy C. Cinesmith	06/01/1995
Thomas Edward Connolly	06/01/2012
Weldon S. Crowley	06/01/1997
Jack Kyle Daniels	06/01/1997
R. Jerden Davis	06/06/2005
Watt William Dozier	06/01/2008
Benjamin Connally Dugger	06/01/2010
Cliff Egner	01/31/2013
Donald Elrod	06/01/2003
E. B. Elswick, Jr.	10/01/1999
Stanley W. "Swede" Erickson	06/01/1998
Thomas Michael Faile	06/01/2012
Gilbert Ferrell	06/05/1985
Nathan Cleon Flanagan	06/01/1995
Andrew Fowler	06/01/2000
John Ed Francis	06/01/1999
Richard Freeman	06/01/2000
Carl N. Freeto	07/01/2014
R. Verne Fuqua	06/01/1994
Jim B. Gause	01/01/2001
R. Kyle Glenn	06/01/1998
Allen Goss	05/31/2009
Karen A. Greenwaldt	12/31/2013
William E. Grisham	06/01/1993
Lawrence B. Grubb	11/01/1997
James "Gus" Guthrie	01/01/2012
J. Michael Hannah	08/31/2011
Dennis Harris	01/01/1997
Luther W. Henry	06/01/2006
Rollo J. Hemington	06/05/1974
Sandra E. Hippman	06/01/2012
Catherine Peden Hix	06/01/2003
John Charles Holbert	06/01/2012
Richard E. Holden, Jr.	06/01/1988
Charles L. Holland, Jr.	06/01/2001
Barry Holmes	06/01/2007
William Howard Horick	10/01/1988
Wesley A. Howard, Jr.,	06/01/2001
John Wesley Hulme	06/01/1988
Roland Q. Humphrey	06/01/1995
H. Lamar Hunt	06/01/1996
Richard A. Hunt	06/01/1996
Gerald "Jerry" Irvin	06/01/2011
Marty K. Jeane	07/01/2011
W. Don Johnson	06/01/2006
John Calvin Johnson	06/01/1990
Leonard Johnson	12/31/2007

Glenn E. Jones	07/01/2014
Fred W. Kandeler	06/01/2001
Kent Kilbourne	06/01/2013
Wanda G. Kile	06/06/2005
Rankin Koch	06/01/2013
Boo Woong Koo	06/01/2000
Janice M. Kreitner-Cain	10/01/2005
Elizabeth E. Kugel	06/01/2003
Joseph F. Larson	02/01/2000
Cynthia Lee	12/31/2012
John H. Loggins	06/01/2012
William Longsworth	09/30/2008
Jane B. Lowett	06/01/2001
Barbara Lucas	06/01/2000
Sandra J. Lydick	10/10/2005
Myron C. Madden	02/15/2007
Benjamin B. Marney	06/01/1994
Kent D. Marrs	06/01/2010
Maureen B. Mathias	06/01/1998
J. Pat McClatchy	06/01/1991
Charles McClure	06/06/2005
John K. McKee	06/01/1992
J. Eric McKinney	01/01/2007
Robert E. Messer	06/01/1998
Roderick Miles	06/01/2011
Linda Susan Mitchell	06/01/2012
Lynn D. Moore	06/01/2012
Marvin Moore	06/01/2009
Chauncey S. Nealy	07/01/2014
Priscilla W. Neaves	06/01/2007
James Nowell "Jim" Newton, Jr.	01/01/2011
Robert Nimocks	06/01/2013
James Neil Norman	07/01/2014
Donald F. Osada	06/01/1995
Harvey L. Ozmer	06/01/2011
J. Michael Patison	06/01/1996
Billy Mack Patteson	06/01/2001
Henry E. Persley	06/01/2004
Donald M. Pike	06/01/1998
Carolyn Jo Ponder	10/01/2006
James R. Porter	06/01/2010
George Proctor-Smith	01/01/2006
L. Kiel Quesenberry	06/01/1997
Henry W. Radde	12/01/2002
Bill R. Reed	01/01/1997
Cecil D. Reed	06/01/1989
Dale W. Rider	06/01/1999
Walter Tom Ridlehuber	10/01/1988
R. Jack Riley	06/01/1996
Donald J. Roath	06/01/2008
Eugene B. Robertson	06/01/1998
John C. Robertson, Jr.	07/01/2001
Sharon D. Robertson	06/01/2011
James A. Sanders, Jr.	06/06/2005
Judy Sands	06/01/2004
John W. Schaub	06/01/2001
J. W. Sellers	06/01/2002
Fred Landy Senter	02/01/2010
Kent Seuser	08/31/2009
John T. Shipman	01/01/2006
Walter G. Silveria	06/01/2004
Alice Pauline Sims	07/01/2007
Edis R. Sluder	06/01/1992

Eddie Smart	06/01/2011
Tom E. Smith	06/01/1992
Annette Sowell	06/01/2007
Jesse J. Sowell	06/01/2003
Ann L. Stevens	06/01/2001
Wayne L. Stork	01/01/2006
Margaret Stratton	06/30/2014
Norman Lee Suggs	06/01/2012
George Mimms Sutton	03/01/2012
Delbert H. Taylor	06/01/1995
James R. Taylor, Sr.	06/01/1999
Timothy G. Thomas	06/01/2010
James E. Tims	06/01/1995
Gary Torian	06/01/2013
Susan M. Trammell	07/01/2007
Wilma Smiley Tune	06/01/2002
Gary Frank Turner	06/01/2012
Robert M. Turner	06/01/1988
Beverly Tye	02/01/2011
Larry Van Zile	06/01/2007
Boyce Vardiman	06/05/1985
Dale Waser	06/01/2011
Patti Waser	08/01/2012
Bob F. Weathers	06/01/1998
Gary Whitbeck	01/01/2008
Fred Winslow	11/01/2007
Nancy Lu York	01/01/2008
T. Michael Young	12/31/2008

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54. What associate members 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, 2/3)**

a) This year?

Name	Date Effective
NONE	

b) Previously?

Name	Date Effective
Mike Efird	06/01/2006
Olini Falahola	06/01/2010
James L. Haynes	05/31/2006
Lavelle M. Haynes	10/01/2003
Herbert C. Marlow	06/01/2000
Phyllis Modgling	06/01/2009
Georgia Orr	09/01/2005

55. What provisional members have been previously retired (¶358, 2008 *Book of Discipline*)? **(NOTE: Provisional members who reach mandatory retirement age and have not retired by Jan. 1, 2013 shall be discontinued (¶ 327.7) and listed in Q. 42.)**

Name	Date Effective
NONE	

56. Who have been recognized as retired local pastors (¶320.5):

a) This year?

Name	Date Effective
Rodney E. Corder	07/01/2015

Bert A. DeBord	07/01/2015
Darlene L. Grant	08/31/2014
Kenneth Wayne Lunsford	07/01/2015
Robert J. "Bob" Murchison	07/01/2015

b) Previously?

Name	Date Effective
Robert Beeman	02/28/2009
Joe Bentley	06/01/1990
Thomas B. Crowder	06/01/1997
Marvin L. Mott	12/31/2007
Kermit Sorrells	06/01/2000
Nancy Tribble Summers	06/01/2011

57. What is the number of clergy members of the Annual Conference:
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:
¶344.1a, c): the number of clergy members appointed within United Methodist connectional structures, including district superintendents, or to an ecumenical agency.
¶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.
¶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.

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 (¶331.1c, 339) (7b, 78c)	19	183	5	34	3	16	34
Deacons (in full connection and provisional) serving Beyond the Local Church (¶331.1a, b) (78a,b)	6	xxxxx xxxxx xxxxx	0	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx
Appointments to Extension Ministries (¶316.1; 344.1a, c) (77a)	xxxxx xxxxx xxxxx	15	xxxxx xxxxx xxxxx	0	0	2	3
Appointments to Extension Ministries (¶316.1; 344.1b) (77b)	xxxxx xxxxx xxxxx	17	xxxxx xxxxx xxxxx	0	0	0	0
Appointments to Extension Ministries	xxxxx xxxxx	6	xxxxx xxxxx	0	0	0	0

(§316.1; 344.1d) (77c)	xxxxx		xxxxx				
Appointments to Attend School (§331.3) (79)	0	0	0	0	0	xxxxx xxxxx	xxxxx xxxxx
Appointed to Other Annual Conferences (49)	2	3	0	1	0	xxxxx xxxxx	xxxxx xxxxx
On Leave of Absence (50a1, a2)	0	6	0	0	0	xxxxx xxxxx	xxxxx xxxxx
On Family Leave (50a3, a4)	0	3	0	0	0	xxxxx xxxxx	xxxxx xxxxx
On Sabbatical Leave (51)	0	0	0	0	0	xxxxx xxxxx	xxxxx xxxxx
On Medical Leave (52)	1	9	0	0	1	0	0
On Transitional Leave (50a5)	0	0	0	0	0	xxxxx xxxxx	xxxxx xxxxx
Retired (53, 54, 55)	16	180	0	0	7	xxxxx xxxxx	xxxxx xxxxx
Total Number, Clergy Members	44	402	5	35	10	18	37
Grand Total, All Conference Clergy Members	541						

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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	Deacons in Full Connection		Elders in Full Connection		Probationary (provisional) Deacons		Probationary (provisional) Elders		Associate Members & Affiliate Members with Vote		Full-time Local Pastors		Part-time Local Pastors	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Asian	0	0	6	1	0	0	1	1	0	0	0	0	0	0
African American/Black	0	3	15	8	0	0	1	2	0	0	0	1	2	2
Hispanic	0	1	6	0	0	0	0	0	0	0	0	0	1	0
Native American	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pacific Islander	0	0	0	0	2	3	1	1	1	0	0	0	0	0
White	8	31	264	98	0	0	9	8	5	4	11	5	22	10
Multi-Racial	1	0	4	0	0	0	1	0	0	0	1	0	0	0
Grand Total, All Conference Clergy Members*	9	35	295	107	2	3	13	12	6	4	12	6	25	12
	541													

Note: After receiving numerous research requests for data relating to clerg gender and ethnicity, GCFA has again chosen to request the information in th chart above.

PART III CERTIFICATION IN SPECIALIZED MINISTRY

Note: Indicate credential of persons in Part III: FD, FE, PD, PE, AM, FL, PL, an LM.

58. Who are the candidates in process for certification in specialized ministry?

Name	Clergy/Lay Status	Specialized Ministry
Brad Alexander	LM	Youth Ministry

Stacey Atkins	LM	Spiritual Formation
Claire Condrey	LM	Youth Ministry
Jennifer Garen	LM	Spiritual Formation
Elizabeth Givens	LM	Children's Ministry

59. Who is certified in specialized ministry? (List the areas of specialized ministry. Indicate by an asterisk those certified this year.)

Name	Clergy/Lay Status	Specialized Ministry
Ellen Bauman (para-professional)	LM	Christian Education
Kay Birkholz	LM	Christian Education
Tonya Frantz	LM	Christian Education
Nancy Froman	FD	Christian Education
Terre McGill (para-professional)	LM	Christian Education
Mary Nell Partin, Director of Christian Education	LM	Christian Education
Margaret Bolding	LM	Music Ministry
Dr. Carol R. Farrar	LM	Music Ministry
William H. Miller	LM	Music Ministry
Shirley Rardin	LM	Music Ministry
Erin Jackson	LM	Youth Ministry
Robert Douglas Vaughn	FD	Youth Ministry

60. Who are transferred in as a certified person in specialized ministry?

Name	Clergy/Lay Status	Specialized Ministry	Sending Conference
NONE			

61. Who are transferred out as a certified person in specialized ministry?

Name	Clergy/Lay Status	Specialized Ministry	Receiving Conference
NONE			

62. Who have been removed as a certified person in specialized ministry?

Name	Clergy/Lay Status	Specialized Ministry
NONE		

PART IV CERTIFIED LAY MINISTRY

(¶ 271, and 666.10 *The Book of Discipline*)

63. Who are certified as lay ministers (¶ 271, and 666.10)? (List alphabetically, by district)

Name	District
Carlos Baker	East (New Church Start)
Judy Gotcher	South
Johnel Louie	South
Vera Moffitt	South
Deanna Ranes	South
Marlene Richardson	North

PART V DIACONAL MINISTERS

(Paragraph numbers in questions 65-72 refer to The 1992 *Book of Discipline*)

64. Who constitute the Committee on Investigation (¶2703.3)? (v)

Diaconal Ministers – Professing Members: Dawn Gilliland, Judy Ivey, Rosalind Shirley, Patricia Stroman

Alternate Diaconal Ministers – Professing Members: Melissa Hernandez, Walt Milner, Ken Smith

Clergy in Full Connection: John Aymond, Thomas McDermott, Jane Woodward
Alternate Clergy in Full Connection: Thomas Childs

65. Who are transferred in as diaconal ministers (¶312)?

Name	Previous Annual Conference	Date
NONE		

66. Who are transferred out as diaconal ministers (¶312)?

Name	Previous Annual Conference	Date
NONE		

67. Who have had their conference relationship as diaconal ministers terminated by Annual Conference action (¶313.3)? **(Under ¶313.3a, no vote; under ¶313.3b, v 2/3)**

Name	Date Effective
NONE	

68. What diaconal ministers have died during the year?
    a) Effective:

Name	Date of Birth	Date of Death
NONE		

    b) Retired:

Name	Date of Birth	Date of Death
NONE		

69. What diaconal ministers have been granted leaves of absence under ¶313.1a, c, d) (disability, study/sabbatical, or personal leave): **(v)**

Name	Type of Leave	Date Originally Granted
NONE		

70. What diaconal ministers have been granted an extended leave (¶313.1e):

Name	Date Originally Granted
Dawn Gilliland	06/01/2011

71. Who have returned to active status from extended leave (¶313.1e)? **(v)**?

Name	Date Originally Granted
NONE	

72. Who have taken the retired relationship to the Annual Conference as diaconal ministers (¶313.2): **(Under ¶313.2b, v 2/3)**
    a) This year?

Name	Date Effective
NONE	

    b) Previously?

Name	Date Effective
Frankie Adams	06/01/1994
Ethel Aldredge	06/01/1983
Maurine Carr	06/04/2004
Tommie D. Daniel	06/01/1991
Richard Palmquist	06/01/1996
Rosalind Shirley	06/01/2008

E

PART VI APPOINTMENTS AND CONCLUDING BUSINESS

73. Who are approved for less than full-time service?

a) What associate members, provisional, or full elders 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 service (in one-quarter increments) is approval granted (for purposes of equitable compensation claim and pension credit) ¶¶338.2, 342.2, 1506)? (v **2/3, after 8 years v 3/4**):

Name	Appointment	Fraction of Full-Time Service
Tae Beckling	Harker Heights	¼ - 3 years
John Kent Berry	Walnut Springs Memorial /Koppert	¼ - 3 years
Beverly Connelly	St. Luke, Killeen	¾ - 1 year
Len Delony	Fort Worth First	¼ - 8 years
J. Brooks Harrington	Fort Worth First	¼ - 10 years
Rebecca Hull	Woodway	½ - 3 years
G. Alan Munger	Cresson/Waples	¾ - 3 years
Estee Valendy	Saginaw	½ - 4 years

b) What deacons in full connection and provisional deacons are approved for appointment to less than full-time service (¶331.7)?

Name	Appointment	Fraction of Full-Time Service
Carl Harkins	Genesis	¼ - 5 years
Rachel Heyduck	Euless First	¼ - 4 years
Nancy Froman	Fort Worth First	½ - 2 years
Nelda Murraine	Kennedale	½ - 2 years
LilliAnn Stemley	Grace, Arlington	¼ - 2 years

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

Name	Appointment	Start Date	End Date
Lamar Claypool	Mt. Zion, Belton	04/15/2015	06/30/2015
Larry Shores	Christ	04/26/2015	06/30/2015
Molly E. Simpson	TCU Wesley Foundation, Director	01/01/2015	06/30/2015
Gary Turner	Corsicana First	01/01/2015	06/30/2015

75. What changes have been made in appointments since the last annual conference session? (Attach list. Include and identify Appointments Beyond the Local Church (Deacons) and Appointments to Extension Ministries (Elders). Give effective dates of all changes.)

Effective Date	Clergy	From	To
01/01/2015	Rodney Wallace, OR	Pacific Northwest Conference, Retired	Eureka/Richland ½ time
06/30/2014	Jason Jones, FE	Aledo	Center For Mission Support
07/20/2014	Ethan Gregory, SY	Not Assigned	Ferris/Bristol ½ time
07/23/2014	Jason Jones, FE	Center For Mission Support	Withdrawn
08/01/2014	Tomeca Richardson, PLP	Alliance of Faith Supply	Alliance of Faith ¼ time
08/10/2014	Owen McKnight, PLP	Red Oak, Assoc. ½ time	Fulshear, Texas Conference SLP ½ time

08/15/2014	Bryan Bellamy, FE	Arbortawn, Assoc.	MHMR of Tarrant County
08/15/2014	Natham Firmin, FD	Grapevine First, Assoc.	Transfer to Texas Conference
09/01/2014	April Fehler, PLP	Not Appointed	Waxahachie First ¼ time
09/01/2014	Darlene Grant, FD	Tender Heart Hospice	Retired, Not Appointed
09/01/2014	Joyce Hall, SY	Not Assigned	Perry Chapel ¼ time
09/01/2014	Ted McIlvain, FLP	Keller, Assoc.	Discontinued
09/01/2014	Lilliann Stemley, FD	Grace, Arlington, Assoc. ½ time	Grace, Arlington, Assoc. ¼ time
09/01/2014	Barbara Strmiska, SY	Not Assigned	Wesley, Corsicana, ¼ time
09/15/2014	Paul Bellinger, PLP	Gorman Supply	Gorman ¼ time
10/01/2014	Tiffany Danna, FE	Interim Hospice Chaplain/First Christian Church	First Christian Church ½ time
10/01/2014	Phyllis Davis, PLP	Evant Supply	Evant ½ time
10/01/2014	Tynna Dixon, PLP	Not Appointed	Wesley, Waco ¼ time
10/01/2014	Larry Duggins, FE	White's Chapel, Assoc./Missional Wisdom Foundation	Missional Wisdom Foundation
10/01/2014	Rezolia Johnson Roberson, FLP	Not Appointed	Arlington First, Assoc.
11/01/2014	Page Hines, FD	First Street Mission, Fort Worth First	Compassion and Justice Ministries, Fort Worth First
11/24/2014	Jim Tenery, OD	Chaplain, Texas Health Resources	Retired, Not Appointed
12/01/2014	Nelda Barrett Murraine, FD	St. Andrews, Fort Worth, Assoc. ½ time	Kennedale ½ time
12/01/2014	Robert Nimocks, RE	Kennedale	Ridglea
12/31/2014	Doyle Allen, RE	St. Andrews. Corsicana ¼ time	Retired, Not Appointed
12/31/2014	Ernest Benson, RE	Texas Veterans Health Care System, Chaplain	Retired, Not Appointed
12/31/2014	Dusty Craig, FLP	White's Chapel, Assoc.	Surrendered Credentials
12/31/2014	Claudia Davidson, FLP	TCU Wesley Foundation, 346.1	Returned to North Texas Conference
12/31/2014	Jerry Galloway, RE	Waxahachie First	Retired, Not Appointed
01/01/2015	David Alexander, FE	Mansfield First, Associate	Mansfield First
01/01/2015	Ron Bellomy, FE	St. John's, Georgetown	Waxahachie First
01/01/2015	Richard Cromwell, OR	Retired, Not Appointed North Texas Conference	Bartlett, ¼ time
01/01/2015	Travis Franklin, FE	Glen Lake Camp, Exec. Dir.	St. John's, Georgetown

01/01/2015	Brandon Frenzel, FLP	Not Appointed	Waco First, Assoc.
01/01/2015	Melissa Graham, OF	Disciples of Christ	Perry ¼ time, 346.2
01/01/2015	Mary McGuire Fortner, FE	Ridglea	Medical Leave of Absence
01/01/2015	James Newton, FE	Hugworks, Director	Perry ¼ time
01/01/2015	Tomeca Richardson, PLP	Alliance of Faith ¼ time	Alliance of Faith/St. Andrews Corsicana ½ time
01/01/2015	John Roark, SY	Bartlett Supply ¼ time	Not Assigned
01/01/2015	Molly E. Simpson, OE	Great Plains Conference	TCU Wesley Foundation, Director ¼ time, 346.1
02/01/2015	Kenneth Apple, PLP	Not Appointed	Calvary ¼ time
02/01/2015	Dale Daniels. OD	North Georgia Conference	St. Barnabas, Assoc., 346.1
02/01/2015	Thomas Faile, RE	Keller, Assoc.1/2 time	Retired, Not Appointed
02/01/2015	Stacy Roberts, FLP	Calvary, ¼ time	Morgan Mill/Bluff Dale
02/01/2015	Amy Tate-Almy, FD	Money Matters ¾ time/Richland Hills, Assoc. ¼ time	Money Matters ¾ time/Richland Hills, Assoc. ¼ time
02/01/2015	Laraine Waughtal, FE	Morgan Mill/Bluff Dale/CTC Disaster Response, Coord.	CTC Disaster Response Coord./UMVIM Coord.
03/01/2015	Dennis Dutton, SY	Not Assigned	King Memorial/Blum, Assoc.
03/01/2015	Howard E. Jackson, PLP	Mt. Zion, Belton ½ time	Not Apponted
04/13/2015	Lamar Claypool, OR	New York Conference, Retired	Mt. Zion, Belton Interim
04/26/2015	Larry Shores, OR	Rio Texas Conference, Retired	Christ, Interim
05/01/2015	Shea Reyenga, PE	White's Chapel, Assoc./1709 Mission	Discontinued
05/15/2015	William Wood, RE	Cook Children's Hospital, Chaplain	Retired, Not Appointed
06/01/2015	Owen McKnight, FLP	Fulshear, Texas Conference SLP ½ time	White's Chapel, Assoc.

76. What elders (full connection and provisional), associate members, and local pastors are appointed to ministry to the local church and where are they appointed for the ensuing year? (Attach a list.)
See Section VI. Appointments – 2015 Conference Journal

77. What elders (full connection and provisional), associate members, and local pastors are appointed to extension ministries for the ensuing year? (Attach a list)
See Section VI. Appointments – 2015 Conference Journal
    a) Within the connectional structures of United Methodism (¶344.1a, c)?
    b) To ministries endorsed by the Board of Higher Education and Ministry (344.1b)?
    c) To other valid ministries under the provisions of ¶344.1d? **(v 2/3)**

78. Who are appointed as deacons (full connection and provisional) for the ensuing year? (Attach a list.)
See Section VI. Appointments – 2015 Conference Journal
a) Through non-United Methodist agencies and settings beyond the local church (¶331.1a)?
b) Through United Methodist Church-related agencies and schools within the connectional structures of The United Methodist Church (¶331.1b)?
c) Within a local congregation, charge, or cooperative parish (¶331.1c)?

79. Who are appointed to attend school (¶416.6)? (List alphabetically all those whose prime appointment is to attend school.) **None**

80. Where are the diaconal ministers appointed for the ensuing year (¶310) **[1992 Discipline]**? (Attach list) **None**

81. What other personal notations should be made? (Include such matters as changes in pension credit (¶1506.5), 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.) **Rezolia Johnson to Rezolia Johnson Roberson**

82. Where and when shall the next Conference Session be held (¶603.2, 3)?
June 5-8, 2016 at Waco Convention Center, Waco, Texas.

Jesus Christ is the same yesterday and today and forever

Hebrews 13:8


Follow Jesus
Make Disciples
Transform the World

APPOINTMENTS 2015-2016

AF - Affiliate Member Conference (¶¶334.5, 344.4, 586.4)

AM - Associate Member (¶¶322, 370.1, 635.2h)

DC - Deaconess (¶1334.3)

DM - Diaconal Minister (*2004 Discipline*, ¶369.1)

DR - Retired Diaconal (*consecrated under provisions of 1992 or earlier Discipline*) (¶358)

FD - Deacon in Full Connection (¶330)

FE - Elder in Full Connection (¶335)

FL - Full Time Local Pastor (¶318.1)

HL - Honorable Location (¶¶359.1, 359.3)

LM - Certified Lay Minister (¶271)

OA - Associate Member of other Annual Conference (¶346.1)

OD - Deacon Member of other Annual Conference (¶331.8)

OE - Elder Member of other Annual Conference or other Methodist Denomination (¶346.1)

OF - Full Member of other Denomination (¶346.2)

OL - Other Conference Local Pastor (not a *Disciplinary code.)*

OP - Provisional Member of other Conference (¶346.1)

OR - Retired member of other Annual Conference (not a *Disciplinary code.)*

PD - Provisional Deacon (¶¶324, 325)

PE - Provisional Elder (¶¶324, 325)

PL - Part Time Local Pastor (¶318.2)

RA - Retired Associate Member (¶358)

RD - Retired Deacon in Full Connection (¶358)

RE - Retired Full Elder (¶358)

RL - Retired Local Pastor (¶¶320.5, 327.7)

RP - Retired Provisional Member Elder (¶358) (prior to Jan 1, 2013)

SY - Lay Pulpit Supplies (not a *Disciplinary code.)*

CENTRAL DISTRICT

DON SCOTT, SUPERINTENDENT (7)

Blooming Grove/Chatfield	Kevin Diggs (PL) ¾ time	(2/3)
Bosqueville	TBS	(-)
China Spring	Jane Woodward (FE)	(4)
Clifton	Mary Gean Cope (FE)	(1)
Coolidge/Dawson	Robert Barnett (PL) ½ time	(4/2)
CORSICANA		
First	Steven Bell (FE)	(1)
Associate	Chandler Ragland (OP) P.346.1	(2)
St. Luke/Emhouse	John Nader (FE)	(3/3)
Wesley	Barbara Strmiska (SY) ¼ time	(1)
Crawford	Robyn S. Young (AM)	(1)
Perry Chapel	Joyce Hall (SY)	(1)
Dresden	TBS*	(-)
Eureka/Richland	Rodney Wallace (OR) ½ time	(1)
Frost/Italy		
First	L. Ann Hitt (FE)	(3/3)
Groesbeck		
First/Thornton	Stephen W. Nance (FE)	(6/6)
Hewitt	Randall B. Scrivener (FE)	(6)
HILLSBORO		
First	Leah Suzanne Hidde-Gregory (FE)	(3)
Associate	Steven Christopher Rowe (PL) ¼ time	(1)
Line Street	Amy Anderson (PL) ¾ time	(2)
Hubbard/Mt. Calm	Robert E. "Bob" Rainey (FE)	(3/3)
Itasca/Covington	Tom Wood (SY)	(13/4)

Kerens First/Pleasant Grove	David Montoya (FL) P.315.5	(2/2)
Lakeside	Thomas Q. Robbins, Sr. (RO)	(4)
Lebanon	Dennis Rejcek (SY)	(1)
Leroy	Mike Ashcraft (SY)	(3)
Lorena	James Matthew Bailey (PE)	(1)
Mart First	Denise E. Rogers (FE)	(4)
McGregor	Joe G. Chamness (FE)	(5)
Meier Settlement	Jerry Arthur (SY)	(11)
Meridian	Kevin R. Wilson (FE)	(4)
MEXIA		
First	Danny J. Niedecken (FE)	(3)
St. Luke	Robert Campbell (RE)	(5)
Union Memorial	TBS	(-)
Pelham:		
Wesley Chapel; Pelham	Johnny Kirven (SY)	(1)
Perry	Melissa Graham (OF) ¼ time P. 346.2	(1)
	Jim Newton (RE) ¼ time	(1)
Speegleville	Jake Morphew (SY)	(5)
Tehuacana/Wortham	Gary Don Watson (PL) ¾ time	(4/3)
WACO		
Austin Avenue	J. Timothy Jarrell (FE)	(3)
Central	Bradley T. Brittain (FE)	(5)
Cogdell Memorial	Lori Cotton (FE)	(1)
First	Stephen Ramsdell (FE)	(19)
Associate	Susan Milam (FE)	(15)
Associate	Brandon Frenzel (FL)	(1)
Associate	Gabriel Dominguez (PL) ¼ time	(3)
Korean	Yohan Ju (OE) P. 346.1	(3)

Lake Shore	TBS	(-)
Lakeview/Elm Mott	Gale Nealy (FE)	(2/2)
Robinson Dr/Sparks Mem	Linda Wimberly (FL)	(3/5)
St. James/Springhill	Vivian Campbell (PL) ¾ time	(3/2)
Wesley	Tynna Dixon (PL) ½ time	(4)
Woodway	John A. Dirk (FE)	(8)
Associate	Rebecca Hull (FE) ½ time P. 338.2	(3)
Valley Mills/Cayote	TBS	(-)
West/Gholson Wesley Chapel	Jimmy Sansom (FE)	(5/5)
Whitney:		
King Memorial/Blum	Michael Kerzee (AM)	(5/3)
Associate	Dennis Dutton (SY)	(1/1)

Appointed to Extension Ministries, P. 344.1

Director of Campus Ministry Wesley Foundation, Baylor University	Melissa Turkett (PL) ¾ time	(2)
Director UCF/Wesley Foundation, Navarro College	Joy W. Dister (PL) ½ time	(3)
Health & Wellness Outreach Manager, GBOPHB	Shelly Brooks-Sanford (FE)	(3)
Happy Tents	Meredith Remington Bell (FD)	(1)

EAST DISTRICT

BOB HOLLOWAY, SUPERINTENDENT (6)

ARLINGTON

Covenant	Sarah E. Howe Miller (FE)	(4)
Epworth	Sheila Fiorella (FE)	(2)
First	David N. Mosser (FE)	(22)
Associate	Brian A. Young (FE)	(9)
Associate	Kay Lancaster (FD)	(6)
Associate	Jarrod Johnston (PE)	(3)
Associate	Rezolia Johnson Roberson (PE)	(1)
Good Shepherd	Eldon Reynolds (FL)	(5)
Grace	Fred Bates (PL) ½ time	(4)
Director of Communications	LilliAnn "Penny" Stemley (FD) ¼ time	(3)
New World	Michael Alexander (FE)	(4)
Associate	Gordon Johnson (FD)	(10)
St. Andrew's	Debra M. Crumpton (FE)	(3)
St. Barnabas	Will N. Cotton (FE)	(6)
Associate	Mike Rodden (FE)	(4)
Associate	Luther Henry (RE)	(10)
Associate	Dale R Daniels (OD)	(1)
St. John the Apostle	Marc H. Lowrance (FE)	(6)
Associate	John M. Lowrey (SY)	(3)
St. Stephen	Kyland Dobbins (FE)	(2)
Trinity	Dean Posey (FE)	(3)
Associate	Brenda Beaver (FD)	(9)
Associate	John Han (PE)	(2)
Associate	G.W. Shepherd (OD) P. 331.8	(16)

Associate	Scott Heusel (OE) P. 346.1	(5)
Alvarado: First	J. Bryan Patrick (FE)	(5)
Bardwell/Ennis: Trinity	Larry Jinks (PL) ¼ time	(9/9)
BEDFORD		
First	Jeff S. May (FE)	(7)
Wm. C. Martin	Jerry Chism (FE)	(5)
Colleyville	Michael Dawson (FE)	(5)
Associate	Katie Lewis (SY) ½ time	(1)
Ennis		
Alliance of Faith/Corsicana St. Andrew	Jonathan Lowe (SY)	(1)
First	Steve Holston (FE)	(3)
Euless		
First	Steven C. Heyduck (FE)	(4)
Associate	Beverly J. Springer (FD)	(12)
Associate	Rachel Heyduck (FD) ¼ time	(4)
Tongan First	Alex F. Latu (PE) ½ time	(11)
Everman	David Griffin (OR)	(3)
Associate	Denise Blakely (FL) ¼ time	(2)
Ferris		
First/Bristol	Alex F. Latu (PE) ½ time	(1/1)
FORT WORTH		
Campus Drive	Andrew Nunley (FE)	(7)
Davis Memorial	Kaiya Kershaw (FE)	(1)
El Buen Samaritano	Liliana Padilla (OE)	(3)
Handley	Sally Fleming (FE)	(3)
McMillan	Tomeca Richardson (PE) ½ time	(1)
Meadowbrook	Marilyn Jones (PE)	(6)

Associate	Charles Robinson (PE) ½ time	(4)
Morningside	Charles Robinson (PE) ½ time	(1)
Polytechnic	Judy Richmond (FE)	(1)
Richland Hills	Daniel W. Tenney (FE)	(5)
Associate	Amy Tate-Almy (FD) ½ time	(4)
St. Andrews	Carol Grant Gibson (FE)	(10)
St. Luke	Kamal "Mel" N. Bishara (FE)	(4)
St. Matthew	W. Max Brennan (RE)	(35)
GRAPEVINE		
First	John Mollet (FE)	(5)
Associate	Jennifer Pick (OE) P. 346.1	(1)
Associate	Armando Alvarado (FE)	(8)
Associate	Cynthia Ryan (OF) P. 346.2	(20)
HURST		
First	Philip Rohdes (FE)	(11)
Associate	Holly Dittrich (FE)	(4)
Associate	Donna McKee (FD)	(6)
Associate	Matthew Ybanez (FD)	(7)
Associate	Gregory Shapely (FD)	(9)
Associate	Clint Jones (PE)	(3)
St. Paul	Keith Murray (FE)	(3)
Keller	Christopher J. Hayes (FE)	(5)
Associate	TBS *	(-)
Associate	Molly Simpson (PE)	(3)
Kennedale	Nelda Murraine (FD) ½ time	(1)
MANSFIELD		
Community of Hope	Jay Fraze (FE)	(2)
First	David Alexander (FE)	(12)

Co-Pastor	Michael Ramsdell (FE)	(21)
Associate	Sharon S. Reid (FL)	(13)
Associate	Tina Schramme (FL)	(4)
Associate	Johnny Brower (FL)	(2)
***Maypearl*/Britton**	J. Neely Reynolds (SY) ½ time	(1/1)

MIDLOTHIAN

First	Allyson Paxton (FE)	(9)
Associate	C. Randall Tucker (FE)	(7)
Ovilla	Joel Robbins (FE)	(6)
Palmer: First	Bruce E. Carpenter (FE)	(3)
Red Oak	Denise Luper (FE)	(1)
Sardis	Rick Davis (PL) ¾ time	(3)
Smithfield	Lisa L. Neslony (FE)	(7)
Southlake White's Chapel	John McKellar (FE)	(24)
Co-Pastor	Michael Todd Renner (FE)	(13)
Associate	Jason Hamilton (FE)	(1)
Associate	Judy Hunt (FE)	(9)
Associate	Ramon Smith (FE)	(1)
Associate	Joy Roberson (FD)	(5)
Associate	Wendi Bernau (PE)	(1)
Associate	Jon Mark Reeves (PE) ½ time	(1)
Associate	Kyle Roberson (PD)	(1)
Associate	Dara Austin (FL)	(4)
Associate	Owen McKnight (FL)	(1)
Associate	Sterling Smith (FL)	(1)
Watauga	Michael Love (FE)	(5)

WAXAHACHIE

Bethel	Heath Sims (PL) ¾ time	(4)

Ferris Heights	Carol Roberts (FE)	(6)
First	Ronald Bellomy (FE)	(1)
Associate	Eric Scott Douglas (PE)	(2)
Associate	April Fehler (PL) ¼ time	(1)

Appointed to Extension Ministries, P. 344.1

Executive Director, Center for Mission Support, Conference Benefits Officer & Conference Secretary ..... Randy M. Wild (FE) (5)

Director of Operations & Evangelism, Center for Evangelism & Church Growth ..... Todd Pick (OP) P.346.1 (2)

Director of JFON, Center for Mission Support ..... R. Dean Reed (FE) (4)

Community Development Missioner, Everman ..... Denise Blakely (FL) ¾ time (2)

Community Missioner ..... Tomeca Richardson (PE) ½ time (1)

Faculty, Texas Wesleyan University ..... Gladys Childs (FE) (9)

Teacher, Arlington ISD ..... Megan E. Hale (DC) (2)

Director, Wesley Foundation UTA ..... Joseph Nader (FE) (7)

Professor of Religion & Psychology, Texas Wesleyan University ..... Ronnie McManus (FE) (37)

Professor, Texas Wesleyan University ..... Mark Hanshaw (FE) (11)

Director of Specialized Theological Education, GBHEM ..... David Martnez (FE) (3)

Director, Center for Missional Wisdom ..... Larry Duggins (FE) (1)

General Evangelist ..... Christy Robbins (FE) (1)

Closer Walk Ministries
..... Julie Ann Allen (FD) P. 331.4 (9)

One Man Show Ministries
..... Steven Mark Winter (FE) (17)

Money Matters Ministry
..... Amy Tate-Almy (FD) ½ time, P. 331.4 (6)

Chaplain, US Air Force
..... Hector L. Colon-Colon (FE) (12)

Chaplain, Our Lady of the Lake Hospital, Louisiana
..... Lisa Baumgartner (FE) (5)

Sr. Chaplain, Texas Health Harris Methodist Health System
..... Eric Smith (FE) (5)

Chaplain, Children's Medical Center, Dallas
..... Gene E. Ratcliff (FE) (2)

Chaplain, Valley of Hope Treatment Center, (Missouri)
..... Sanh Van Tran (FE) ½ time (3)

Associate, Middletown Christian Church
..... Miriam Georg (FD) P.331.4 (3)

Associate, Christ (Plano): North Texas Conference
..... Stefani Reed (PE) P. 346.1 (1)

Associate, Argyle: North Texas Conference
..... Sarah Roberts (FD) P. 346.1 (1)

Chaplain, US Army
..... Robert C. Warden (FE) (11)

Chaplain, Baylor Medical Center, Irving
..... Laura Arellano-Davis (FE) (9)

Chaplain Manager, THR Harris Southwest Hospital
..... Mary Ellen Johnson (FE) (3)

Chaplain, THR Methodist Hospital HEB
..... Jackie Chambers (FE) (6)

NEW CHURCH START DISTRICT

GARY LINDLEY, SUPERINTENDENT (6)

ARLINGTON

Wesley, A Ghanaian Community of Faith
..... Jacob Atuahene-Nsowaah (SY) (6)

FORT WORTH

First

Associate ..... Lance Marshall (FL) (3)

Our Manna ..... Kil Suk Na (OE) P. 346.1 (6)

Ridglea/Thompson Chapel Merger
..... Louis Carr, Jr. (FE) (3)

Associate ..... Suzanne Byrd (PD) (1)

KELLER

West ..... Daniel Hawkins (FE) (6)

KILLEEN

Genesis Fellowship ..... Mark Hart (PL) ¾ time (4)

Path 1 Intern ..... John Mark Reeves (PE) ½ time (1)

WACO

One Fellowship ..... Bryan Dalco (FE) (2)

NORTH DISTRICT

VIRGINIA O. "GINGER" BASSFORD, SUPERINTENDENT (6)

Acton	Chris Mesa (FE)	(3)
Associate	Amy Forsythe Alexander (FE)	(3)
Associate	Margret Fields (PE)	(5)
Aledo	W. Lee Trigg (FE)	(2)
Annetta/Bethel	Sela Finau (PE)	(3/3)
Azle		
First	Scott D. Youngblood (FE)	(3)
Brock	Meg Witmer-Falle (FE)	(1)
Burleson		
First	Kay Koos Hawkins (FE)	(3)
Associate	Eddie Smart (RE) ½ time	(5)
Cahill	A. J. Hillin (SY)	(16)
CLEBURNE		
First	Robert H. Herzig (FE)	(9)
Associate	Kimberly Liane Long (PE)	(4)
St. Mark/Wesley Memorial	Donna J. Ware (FE)	(3/3)
Cresson/Waples	Alan Munger (FE) ¾ time	(8/6)
Crowley	Richard Mang (FE)	(1)
FORT WORTH		
Alliance	James R. McClurg (FE)	(7)
Arborlawn	Ben R. Disney (FE)	(12)
Associate	L. Bayard Pratt (FE)	(1)
Associate	David Brower (PE)	(2)
Associate	TBS	(-)
Associate	R. Verne Fuqua (RE) ½ time	(19)

Arlington Heights	Mary Kathryn Spradlin (FE)	(5)
Associate	Grant Palma (PE)	(4)
Associate	Allen Lutes (PD)	(1)
Associate	Jim Pledger (OR) ¾ time	(3)
Asbury/Faith	Art Torpy (FE)	(6/5)
Benbrook/Bethel	Michael Redd (FE)	(4/4)
Christ/Forest Hill	Sylvester Key, Sr. (FE)	(1/1)
Dido	Alphonetta Beth Wines (FE)	(3)
Eagle Mountain	Nancy Nold (OF) P. 346.2	(6)
Edge Park	William P. Boyd (FE)	(4)
First	Tim Bruster (FE)	(13)
Associate	Charles T. Graff (FE)	(11)
Associate	Page Hines (FD)	(9)
Associate	Michael L. Marshall (FE)	(8)
Associate	Linda McDermott (FE)	(19)
Associate	Tom McDermott (FD)	(5)
Associate	Phyllis K. McDougal (FD)	(11)
Associate	Casey Langley (PD)	(2)
Associate	J. Brooks Harrington (FE) ¼ time P. 338.2	(10)
Associate	Nancy Froman (FD) ½ time	(2)
Associate	Len Delony (OE) ¼ time P. 346.1	(8)
Genesis	James David Conner (FE)	(12)
Associate	Ginger Watson (FE)	(8)
Associate	Carl Hawkins (FD) ¼ time	(5)
La Trinidad	Samuel Macias (OE) P.346.1	(2)

LifePoint	Thomas Childs (FE)	(11)
Lighthouse Fellowship	Frank Briggs (FE)	(26)
Associate	Bobby Cullen (FD)	(9)
River Oaks/Grace, Fort Worth	Robert K. Flowers (FE)	(1/1)
Saginaw	Jason Valendy (FE)	(4)
Co-Pastor	Estee Valendy (FE) ½ time P. 338.2	(4)
University	Beth Evers (FE)	(4)
Wesley	TBS	(-)
Western Hills	Raul Guiterrez (FE)	(7)
Glen Rose		
First	John Farrer (PE)	(1)
Godley	Robert E. Rudewick (FE)	(10)
Granbury		
First	Scott Goodfellow (FE)	(1)
Associate	Stephen Sobczak (OD) P. 346.1	(6)
Grandview/Watt's Chapel	Jungil Daniel So (FE)	(3/3)
Holder's Chapel/Millsap	James A. Sanders, Jr. (RE) ½ time	(8/11)
Joshua		
First	Dale Alan Wilbanks (PE)	(3)
Kopperl/Walnut Springs Memorial	John Kent Berry (FE) ¼ time	(3/3)
Poolville	G. Dave Goodrich (FL)	(8)
Silver Creek	Vaughn Baker (FE)	(6)
Springtown		
First	David M. Fergeson (FE)	(1)
Tolar/Temple Hall	Christy Barto (PL) ½ time	(3/3)

WEATHERFORD

Bethesda	Brady Johnston (FE)	(7)
Calvary	Kenneth Apple (PL) ¼ time	(1)
Couts Memorial	Matt Hall (FE)	(3)
First	Stephen E. Schmidt (FE)	(2)
Associate	Shelly Gonzales (PL) ½ time	(3)

Appointed to Extension Ministries, P. 344.1

Assistant to the Bishop & Executive Director, Center for Leadership ..... Georgia Adamson (FE) (5)

Executive Director, Center for Evangelism & Church Growth ..... Gary Lindley (FE) (5)

Director of Missions, Central Texas Conference ..... Dawne Phillips (FD) (5)

Center for Mission Support, Coordinator, Disaster Response/UMVIM ..... Laraine G. Waughtal (FE) (2)

Director of Spiritual Formation, Central Texas Conference ..... Amber Massingill (OE) p. 346.1 (1)

Director, Wesley Foundation, TCU ..... Paul Massingill (OE) p. 346.1 (1)

Director, Wesley Foundation Weatherford College ..... TBS (-)

Brigade Chaplain, US Army ..... Mal. William B. Killough (FE) (18)

Chaplain, US Army ..... Robert F. Ewing (FE) (11)

Chaplain, US Air Force ..... Krista Ingram (FE) (3)

Outreach Program Director, Friendship Service Center, Inc. ..... Brenda Suzy Rivera (FE) P. 346.1 (15)

Sonshine Ministries
..... Sarah Andrews (FD) (11)

Chaplain MHMR of Tarrant County
..... Bryan T. Bellamy (FE) (1)

Chaplain Supervisor, THR Health System
..... Susan Flinn-Portee (OE) P. 346.1 (1)

Paducah United Methodist Church, Northwest Texas Conference
..... Christi M. Hoffman (FE) P. 346.1 (6)

"For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future."

Jeremiah 29:11

SOUTH DISTRICT

CLIFTON HOWARD, SUPERINTENDENT (3)

Bartlett	Richard Cromwell (OR)	(1)
BELTON		
First	Darren R. Walker (FE)	(11)
Mt. Zion	Ja'Cori Smith (SY) ¼ time	(1)
Bruceville-Eddy	Robert "Bob" Bowling (OR)	(2)
CEDAR PARK		
Good News	Steve Moss (FE)	(5)
Rockbridge	Wade Killough (FE)	(9)
Copperas Cove		
Grace	Kristen "Kissa" Vaughn (FE)	(2)
Evant	Phyllis Davis (PL) ½ time	(2)
Florence	Cynthia Moss (FE)	(1)
Gatesville		
First	D. Gene Gurley, Jr. (FE)	(6)
GEORGETOWN		
First	Stephen Langford (FE)	(6)
Associate	Yvonne Coon (FE)	(5)
St. John's	John Travis Franklin (FE)	(1)
St. Paul	David Schuler (SY) ¼ time	(1)
Wellspring	Jeffrey Smith (FE)	(3)
Granger	Judy Gotcher (SY)	(9)
Harker Heights	John M. Beckling (FE)	(3)
Associate	Tae Beckling (FE) ¼ time P. 338.2	(3)
Huto		
Discovery	Alan S. McGrath (FE)	(5)

Jarrell	Tommy Prud'homme (PL) ¼ time	(2)
Jonesboro Parish	Rita Hotz (PL) ¼ time	(1)
Jonesboro/Bethel	Bill Johnson (SY) ¼ time	(1)
KILLEEN		
First	Jeffrey A. Miller (FE)	(5)
Associate	Alison Michelle Zollinger (PE)	(1)
St. Andrew	David D. Leach (FE)	(7)
St. Luke	Chansoon Lim (FE)	(6)
Associate	Beverly Connelly (OE) ¼ time P. 346.1	(1)
Associate	Soonwha Kim Lim (OL) ¼ time	(4)
Little River	Hyeong-Dong Back (FE)	(6)
Moody First/Moody-Leon	Joshua Pruett (SY)	(1/1)
Moorville	Ira Lynn Starnes (FL)	(5)
Mosheim	Willie Stanley (SY)	(5)
Nolanville	W. Don Johnson (RE)	(4)
Oglesby	Robyn Maricle (SY) ¼ time	(1)
Pidcoke	William "Bill" Bales (PL) ¼ time	(3)
Purmela	Rita Hotz (PL) ¼ time	(2)
Rogers	Bert DeBord (RL) ½ time	(8)
Rosebud	Wayne Stork (RE)	(8)
ROUNDROCK		
First	David Adkins (FE)	(22)
Associate	Beverly Jones (OE) P.346.1	(2)
Associate	Katie Meek (FE)	(4)
Journey of Faith	Glenda Whitehead (FE)	(12)
St. Philip's	Dale A. Schultz (FE)	(13)

Salado	Lara A. Whitley Franklin (FE)	(3)
TAYLOR		
First	Brenda Adkins (FE)	(4)
Tenth Street/Thrall	Travis L. Summerlin (FE)	(10/10)
TEMPLE		
First	Thomas Q. Robbins, Jr. (FE)	(10)
Associate	Janette Miller (PE)	(3)
Associate	Don Moore (PL) ¾ time	(4)
Foundation	Ryan Blair Kiblinger (FE)	(9)
Oak Park	Jonathan F. Mellette (FE)	(1)
St. James/Kell's Branch	Quinton J. Gibson (FE)	(23/23)
St. Paul/Holland	Philip L. Shuler (OR)	(8/8)
Troy	Leslie Kay Byrd (FE)	(2)

Appointed to Extension Ministries, P. 344.1

Spiritual Care Department/Hospice, Austin	Ann A Hagmann (FE)	(14)
Associate Pastor, First Christian Church of Granbury	Tiffrany Danna (FE)	(1)
Pastor, North Salem: Indiana Conference	Gregory A. Way (FL) P. 318.1	(1)
Therapist, Care & Counseling Center of Georgia	Melanie Soulen (FE)	(1)
Copperas Cove Independent School District	Robert Douglas Vaughn (FD) P. 331.4	(2)
The Mission Society, Missionary	Steven W. Buchele (FE)	(3)
Chaplain, TDCJ Hobby Unit, Marlin	Joy Fattori (FL)	(3)

WEST DISTRICT

CAROL WOODS, SUPERINTENDENT (5)

Ballinger	Willard L. "Buddy" Moore (FE)	(6)
Bangs/Santa Anna	J. Michael Redmond (FE)	(5/5)
Blanket/Mullin	John A. Seth (PL) ½ time	(15/1)
Mullin	Gayland Daugherty (SY) ¼ time	(1)
BRECKENRIDGE		
First/St. Paul	Cal V. Hoffman (FE)	(5/4)
BROWNWOOD		
Central/Lake Brownwood/Valera	Tim Boeglin (FE)	(3/3/1)
Emanuel Chapel	Danny Pelton (SY) ¼ time	(2)
First	Donald H. Scroggs (FE)	(11)
Associate	Scotty Crawford (PL) ¾ time	(3)
Cisco	Charles Holland (RE) ½ time	(3)
COLEMAN		
First/Novice	C. Bradley Slaten (FE)	(4/4)
Trinity/Gouldbusk	Benny M. Allcorn (PL) ½ time	(2/2)
Comanche/Gustine	C. Wayne Lewis (FL)	(5/5)
Cedar Springs	Don Ball (SY) ¼ time	(1)
Cross Plains	Kevin Morton (PL) ¾ time	(4)
DeLeon/Morton Chapel	John Woodard (FL)	(1/1)
DUBLIN		
First/Laurel St.	Kenneth Lunsford (RL) ¼ time	(6/6)
Green's Creek	J. Michael Hannah (RE) ½ time	(6)
Early/Zephyr	David Medley (PE)	(3/3)
Eastland/Ranger	Darrel W. Phillips (FE)	(3/3)

Fisherman's Chapel	Terry Test (SY) ¼ time	(1)
Gordon: First/Santo		
First	G. Starr Bowen (FE)	(9/9)
Gorman	Paul Bellinger (PL) ¼ time	(6)
GRAHAM		
First	Richard Reed (FE)	(7)
Associate	Jim Senkel (PL) ½ time	(5)
Salem-Crestview/Murray/Tonk Valley	Joseph B. McCracken (PL) ¾ time	(4/4/4)
Hamilton/Lamkin	Katherine F. Long (FE)	(2/2)
Hico	Andrew M. Tyler (FE)	(5)
Iredell/Cranfills Gap	Cecile Adams (ORL) ½ time	(3/3)
May/Rising Star	Jo Lynn Davis (SY) ¾ time	(3/3)
MINERAL WELLS		
Central/Graford	Barry Holmes (RE) ½ time	(6/6)
First	Lianne M. Turner (FE)	(5)
Morgan Mill/Bluff Dale	Stacy Nycole Roberts (PE)	(1/1)
Newcastle		
First/Jean: First	David Ray (FE)	(5/5)
Olney		
First	Harrell Braddock, Jr. (FE)	(3)
STEPHENVILLE		
First	Howard Martin (FE)	(6)
Oakdale/Hannibal	Kory Koch (FE)	(3/3)
Strawn/ Palo Pinto	Margaret Holmes (PL) ¼ time	(3/1)
Winters	Bob Murchison (RL) ¾ time	(2)

Appointed to Extension Ministries, P. 344.1

Director Wesley Foundation, Tarleton University
..... David McMinn (FE) (3)

Edom/Mt. Sylvan, Northwest District, Texas Conference
..... Paul Porter (FE) P. 346.1 (5)

Sun Creek, North Texas Conference: Associate
..... Ronald W. Newhouse (FE) P. 346.1 (1)

Chaplain, US Army
..... General Charles Ray Bailey (FE) (34)



CORE TEAM
CHAIRED BY BISHOP MIKE LOWRY

The Conference Core Team has met three times since Annual Conference 2014. Our task is to provide direction and critical review, major policy oversight, alignment, and insight into deployment of resources. Out of our work come the following reports and recommendations:

1. The Core Team has reviewed the 2014 end of year financials.

2. The Core team worked with Bishop Lowry to name the 2015 Annual Conference Planning Task Force.

3. The Core Team has continued to receive updates from Dr. Randy Wild concerning the progress of our new Conference Service Center (to be located at Texas Wesleyan University).

4. The Core Team has received and reviewed the results of the evaluation of the Exodus Project, which was a key element of the original plan, and affirmed the report for the Preliminary Journal. We have further requested Mike Bonem to present the report and recommendations to the 2015 Annual Conference session.

5. The Core Team has set June 17th as a daylong retreat to work with Mike Bonem in next steps and strategy toward effective implementation of the Exodus Project: A Transformational Roadmap for a Church in Transition based on the recommendations of the formal evaluation.

6. The Core Team recommends a task force be named by Bishop Lowry to strategize about further review and alignment of the 2017 budget based on insights from the Exodus Project evaluation and follow up work of Core Team.

7. The Core Team recommends a formal evaluation of the next phase of the Exodus Project progress be done after the close of Annual Conference 2020 and results reported along with recommendations to the 2021 Annual Conference. We also request that funds for the evaluation be included in the 2020 and 2021 budgets.

8. The Core Team heard and affirmed a proposal from Center for Leadership regarding redirecting of funds from Texas United Methodist College Association to recruitment scholarships and specialized training for high quality, high potential young clergy.

9. The Core Team thanks the local churches for their first year of Jubilee Year review of membership rolls. Results to date indicate a total of 13,614 fewer members conference-wide than reported in 2013.

10. The Core Team has reviewed and affirmed the proposed 2016 budget for alignment towards our mission.

Evaluation of the Exodus Project

Mike Bonem, Consultant

In November 2010, the Central Texas Annual Conference (CTC) adopted the "Exodus Project, a Transformational Roadmap for a Church in Transition." This "project" represents a substantial undertaking to create a judicatory body that responds appropriately to the needs of the church in a rapidly changing world. The Exodus Project timeline called for a review of the project by an outside consultant after June 2014. This document presents the results of that review. This report, in full, also appears on the CTC website at http://www.ctcumc.org/.

What is the Exodus Project?

The Exodus Project clarified that CTC exists to "energize and equip local churches to make disciples of Jesus Christ for the transformation of the world." It recognized that CTC's geographic area is an increasingly "unchurched" mission field with a population of over 4 million people, of which only about 1.25% are members of United Methodist churches. This represents a huge opportunity to make disciples and an extensive transformational challenge at the local church and annual conference levels.

CTC's answer to this challenge, as outlined in the Exodus Project, was to ***emphasize serving local churches***. This meant a new orientation that is captured in the statement: *The conference exists for the local church and not the local church for the conference.* CTC's expectation was that this new mindset would result in churches having a greater awareness of their mission field and being more engaged in reaching that mission field, with the ultimate result of increasing their fruitfulness in making disciples.

To support this shift, the Exodus Project identified a number of changes to be made by CTC:

- *Restructure the conference organization and reduce costs.* The conference office was to be organized into three "centers," all of which would contribute to the goal of "energizing and equipping local churches." The number of districts was to be reduced from seven to five with corresponding cost savings.

- *Focus conference efforts and resources.* As part of the reorganization, the three centers were expected to focus more narrowly on initiatives that would accomplish the mission. They were also expected to shift away from programming and toward a role of "resource broker."

- *Reduce administrative burdens.* The amount of time spent on committees, meetings, and administrative paperwork – by pastors, laity, and conference staff – was to be reduced so that more time could be dedicated to the mission field.

- *Shift the role of the district superintendent (DS).* DS's were expected be one of the primary beneficiaries of reduced administrative burdens, allowing them to focus on serving as "mission strategists" for their districts and coaches for their pastors.

The overarching question to be addressed in this report is: "Is CTC effectively energizing and equipping local churches?"

Evaluation Process

This evaluation of the Exodus Project was a detailed, multi-faceted effort that began in July 2014 and ended in March 2015. The evaluation was conducted by Mike Bonem, a consultant with over 20 years of experience in ministry settings. (See Appendix A for Mike's biographical summary.)

The elements of the evaluation process were:

- Analysis of statistical data. This primarily focused on local church data such as membership, worship attendance, finances, Christian formation groups, and missional engagement from 2009 to 2013. It also included review of CTC's budget from 2009 to 2015. (At the time of the analysis, 2013 was the most recent year available for data on individual congregations.)

- Survey of CTC constituents. A broad-based, online survey was conducted in the fall of 2014. The survey was sent to all CTC clergy, annual conference delegates, and other key lay leaders (e.g., core leadership team, lay servant ministry directors). In addition, each pastor was encouraged to invite two to three others from his/her congregation to take the survey. The survey asked questions about the local church/ministry, the conference, and the Exodus Project. A total of 483 people took the survey.

- Interviews with key stakeholders. One-on-one interviews were conducted with key individuals in the conference, including the Bishop, extended Cabinet, members of the Core Leadership Team, and others. These interviews were designed to further explore key themes and issues from the data analysis and survey.

- Interviews with other ministry leaders. In addition to the interviews with "key stakeholders," a number of other ministry leaders (primarily pastors) were selected for additional interviews. Selection was designed to obtain wide representation from across the conference, including diversity of

geography, gender, ethnicity, size of congregation, and growth trends. These interviews were also designed to explore key themes and issues.

Additional information about the survey respondents is provided in Appendix B, and the complete survey results are in Appendix E. Participants in the interviews are listed in Appendix C.

The evaluation effort was intentionally designed to be multi-dimensional to avoid reliance on any single factor. Ultimately, CTC's desired outcome – making disciples – is a "third-order effect." The conference cannot make disciples. The conference works through local churches (first-order), and the local churches reach out to their mission field (second-order) to reach individuals who may respond positively to the work of the Holy Spirit in their lives (third-order). The challenge is to evaluate whether the first-order efforts (work by the conference) are producing the desired second and third-order effects.

In addition to this challenge, it is important to recognize some of the limitations of the evaluation methodology:

- Quantitative progress tends to occur gradually. Because the Exodus Project is a major transformation effort, it is not realistic to expect rapid improvement in the quantitative indicators such as average worship attendance. At this stage in the process, one would hope to see positive signs, but not widespread change.

- Transformation will result in dissatisfaction. A survey is a valuable way to obtain widespread input from CTC's constituents, but unlike most "customer satisfaction" surveys, CTC's goal should not be for everyone to be 100% satisfied. Even well-executed, healthy change processes will have detractors.

- Interviews can never be unbiased. Interviews are a useful technique to obtain a deeper perspective than can be gathered in a survey, but some bias is inevitable due to the selection of interviewees and the interviewer's own background. That is why interviews are used to supplement the other data.

While it is impossible to eliminate these limitations, they have been considered throughout the evaluation.

Overall Assessment of the Exodus Project

With so many different sources of information and factors to consider, how should CTC's implementation of the Exodus Project be evaluated? Three questions provide the framework on which the evaluation is based:

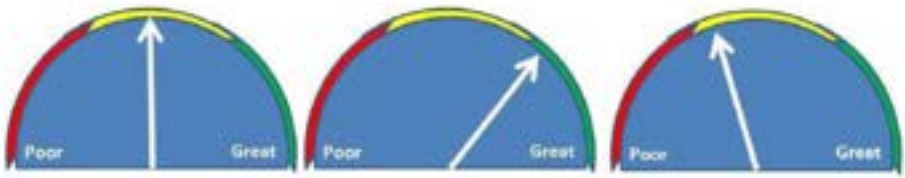
- *Is statistical progress being made?* If CTC is energizing and equipping local congregations, measures such as average worship attendance and professions of faith should give evidence of this. This question looks at the quantitative data that is reported by individual congregations.

- *Is the culture beginning to shift?* This question recognizes that aggregate statistics don't change quickly, so it attempts to look below the surface. The survey and interviews give insight into whether congregations are becoming more missional and how CTC is contributing to that shift.

- *Has CTC implemented the Exodus project effectively?* The final question looks at the commitments (explicit and implicit) that CTC made as part of the Exodus project and assesses whether these have been accomplished. Stated differently, it asks, "Has CTC done what it said it would do?" Some answers to this question are objective (e.g., reducing the number of districts) and others are much more subjective (e.g., shifting the role of the DS).

Not surprisingly, the answer to each of these three broad questions is a mixture of "yes" and "no," good and bad. This "dashboard" captures a variety of quantitative and qualitative factors in a single evaluation of the Exodus Project based on the three questions. While there is certainly a risk of oversimplification in using this dashboard, there is also power in having a single graphic that summarizes the findings.

Central Texas Conference
Exodus Project "Dashboard"



Statistical Progress

- Growth in worship attendance
- Percent of churches with growth
- Growth in professions of faith
- Christian formation groups
- Missional engagement
- Congregational finances
- New church starts

Culture Shift

- Energizing and equipping congregations
- Engaging the mission field
- Other culture-shifting initiatives
- Healthy Church Initiative
- Increased accountability

Effective Implementation

- Overall feeling about CTC & Exodus
- Restructuring the organization
- Reducing conference costs
- Shifting the mindset
- Changing the approach to programming
- Reducing administration
- Supporting clergy through cluster groups
- Changing the role of DS's

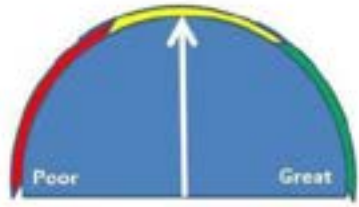
How should this dashboard be interpreted? It shows that the conference and its churches are doing a number of things well. It is most encouraging in the area of

shifting the culture, which is a critical, early-stage step. It also shows that CTC has much work yet to do. (View diagrams in color at http://www.ctcumc.org/.)

The dashboard does not provide any feedback on whether the Exodus Project is the best strategy for CTC or where the conference would be without Exodus. Based on all the data gathered for the assessment, *the Exodus Project appears to be moving CTC in the right direction, but steps should be taken to reinforce this movement and accelerate progress.*

Is Statistical Progress Being Made?

The first "indicator" on the dashboard represents statistical results for local congregations. As portrayed, it is in the yellow zone in the middle of the dial. However, this is a qualified rating due to some inconsistencies in data, as described here.



Statistical Progress

The components that make up the statistical progress indicator are described below.

- **Growth in average worship attendance (AWA).** From 2009 to 2013, CTC congregations reported 3.0% overall growth in average worship attendance. While positive growth is encouraging, this is below the population growth rate for the area, which is approximately 10.4% for the same period. Furthermore, if the largest congregation in CTC is removed from the data, the change in AWA is negative, with a decrease of 2.3% from 2009 to 2013.

- **Percent of churches with worship attendance growth.** Another way to look at growth is the proportion of churches that are growing versus ones that have flat or declining attendance. Within CTC, 33% of the congregations experienced growth from 2009 to 2013. This can be subdivided based on size, with growth occurring in 28% of the 220 small congregations (AWA of 125 or less) and 48% of the 79 larger congregations (AWA greater than 125). The number of growing churches has not changed since the adoption of the Exodus Project. From 2009 to 2011, 74 small churches and 40 large churches reported growth in AWA. From 2011 to 2013, 74 small churches and 39 large churches reported

growth. Additional data on growth and other measures, segmented by congregational size, is provided in Appendix F.

- **Growth in professions of faith.** Effectively reaching the mission field will result in professions of faith. The total number of professions of faith in CTC increased by 12.0% from 2009 to 2013. While this is much more positive than the worship attendance trends, it is tempered somewhat by another factor. In 2013, the ratio of average worship attendance to professions of faith was 20.4. In other words, within CTC it takes an average of 20 weekly worshippers to lead to a single profession of faith in a year. To put this in perspective, CTC's ratio is similar to the ratios for the Texas and Southwest Texas conferences (20.7 and 20.3, respectively) and slightly worse than North Texas (18.6). CTC has 112 congregations (37% of the total, most of which are small) that reported no professions of faith in 2013.

- **Participation in Christian formation groups.** Christian formation (CF) groups are an important part of the discipleship process and are an effective way to keep people connected to a congregation. These groups include Sunday school classes, small groups, and other kinds of Bible studies, for adults, teens, and children. From 2009 to 2013, CTC congregations reported a 38% increase in CF group participation. While this is impressive, there appear to be inconsistencies in data reporting, so this data has not been used as a factor in the overall evaluation. See Appendix D for a discussion of these inconsistencies.

- **Missional engagement.** Like CF, the number of people who are engaged in some sort of outward-facing, missional activity is important for several reasons. Most importantly, it is biblical. In addition, it is an indicator of the church's vitality, shows alignment with CTC's mission, and is a primary way to reach the mission field. Like the CF metric, missional engagement appears to have increased, but the current data is not reliable enough to be included as part of the overall evaluation. In this case, the actual definition and terminology was changed in 2013. See Appendix D for further explanation.

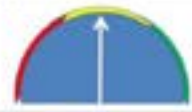
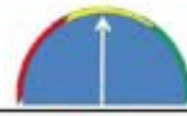
- **Congregational finances.** Extravagant generosity is one of the five practices of fruitful congregations, and financial contributions by members are an indicator of this generosity. From 2009 to 2013, the net expenditures for CTC congregations increased by 18.6%. "Net expenditures" is defined as a congregation's total expenditures less expenditures on building improvements. Building improvements are excluded because capital campaign amounts change significantly from one year to the next. (Operating budget income was not used as the indicator, because this data was not collected in earlier years. It can be inferred, however, that contributions to congregations increased by a similar amount.) The significant increase came during a time when the country was recovering

from the 2008-09 recession, but it nevertheless represents a very positive result.

- **New church starts.** One strategy for reaching the mission field is to start new churches. At the time of the Exodus Project, five churches were part of the New Church District. These have had modest success, with the two largest growing to about 200 in AWA. Since then, eight "churches" have been added. In most cases, these are mergers or worship communities/satellites that have been launched from within existing congregations. While this kind of partnering is generally more effective than a "parachute drop" for new churches, CTC's overall success in this area has been quite limited.

- A summary of these different factors, and how they contribute to the overall rating of "statistical progress," is shown here.

Statistical Progress

Element	*Rating*
Growth in average worship attendance	
Percent of churches with worship attendance growth	
Growth in professions of faith	
Participation in Christian formation groups	
Missional engagement	
Congregational finances	
New church starts	

Does this approach over-emphasize worship attendance as one of CTC's primary metrics? Certainly reasonable questions can be raised about worship attendance. Various experts have written about changing worship attendance patterns among Americans, noting that the frequency of attendance has decreased due to scheduling of children's and other events on Sundays, video streaming of worship services, time pressure, and societal norms. Furthermore, even though CTC's geographic area is growing overall, there are individual towns and counties that are not growing. Another legitimate concern is that worship attendance is a *lagging* indicator. A church may launch a great initiative to reach its mission field, but it takes time for this to translate into professions of faith and ultimately into worship attendance. In fact, missional changes within a congregation may result in a short-term decrease in worship attendance as dissatisfied members leave. (It is also recognized that some missional activity could support "making disciples of Jesus Christ" and "transforming the world" without professions of faith or worship attendance being impacted.)

Despite these concerns, it is appropriate to use average worship attendance as a key metric for CTC. It is one of the most reliable measures available, and it is a strong indicator of the health of a congregation. It simply needs to be balanced with other metrics.

Is the Culture Beginning to Shift?

The second indicator on the dashboard is more subjective but equally important because of the time required for a large-scale transformation initiative to produce significant, measurable results. If the congregations within CTC are being energized and equipped, and if they are taking the right steps to reach their mission field, then it is reasonable to believe that this will lead to positive statistical results in the future. This indicator relies on the results of the conference-wide survey and the interviews with key stakeholders and other ministry leaders. It is slightly in the green area on the dashboard.



Culture Shift

The components that comprise the culture shift rating are described below:

- **Energizing and equipping congregations.** Respondents on the survey were asked how much they agreed/disagreed with the statement, "Our congregation/ministry is more energized and equipped today than we were two years ago." This directly relates to the goal of the Exodus Project. The

average response to this question was 5.42 out of 7.0, where 7 means that the person "strongly agrees" with the statement and 1 means that the individual "strongly disagrees." Individuals who agreed with this statement at some level (a rating of 5, 6, or 7) outnumbered those who disagreed (rating of 1, 2, or 3) by almost a 5 to 1 ratio (69.9% vs. 14.9%). Furthermore, the responses were positive across all different segments – size of church, age, role (senior pastor, other staff, volunteer, etc.), and gender. Additional data on how different segments responded to this and other survey questions can be found in Appendix G.

Interviewees also described their churches as being more energized and equipped in most cases. Several that had experienced numerical decline in AWA reported changes that were bringing new life into the congregation. One of the frequent comments on the survey was that the congregation was still in the early stages of a long-term change process. An important caveat is that several interviewees said that even though their churches were more energized and equipped, CTC's contribution to this improvement was modest or negligible.

- **Engaging the mission field.** One of the themes throughout the Exodus Project is the need for every congregation to turn outward and engage its mission field. Virtually all of the congregational leaders that were interviewed described specific stories of missional engagement. Particularly encouraging were those that described a congregation's reversal from an inward focus to discovering a new passion for its mission field. For those whose churches had been involved in some kind of planning process, one survey question asked, "How much did your planning process focus on reaching your mission field?" In answer, 71.3% either said "that was the main focus" or "a good bit." On a different question, 79.1% said that their congregations had invested "substantial" or "moderate" effort "assessing or understanding the mission field that surrounds the congregation/ministry," and 77.7% reported taking steps to "launch a new initiative that is designed to reach the mission field."

  One concern is that some of these efforts seem to have little to do with the conference's disciple-making mission. Full missional engagement calls for a mindset of working with the mission field, not just going to it. Simply doing "good deeds" should not be confused with "making disciples."

- **Other culture-shifting initiatives.** The survey asked about other steps that a local congregation/ministry had taken in the past two years to make disciples of Jesus Christ for the transformation of the world. Each of the specific options listed on the survey had been identified in the Exodus Project as a valuable activity. "Substantial" or "modest" effort was reported for "teaching on Wesleyan tradition" by 78% of respondents, "making a major change based on the church/ministry's vision" (78%), "teaching on

evangelism" (72%), "changing Sunday school/small groups to focus more on spiritual growth or involve more people" (62%), creating new worship services/communities (52%), and "redefining the pastor's role to spend more time in the mission field" (47%). Altogether, these responses demonstrate positive movement within the CTC churches.

- **Healthy Church Initiative.** The Healthy Church Initiative (HCI) and the parallel Small Church Initiative (SCI) are the single most prominent programs that CTC currently has for energizing and equipping local congregations. To date, 130 congregations have participated in some aspect of HCI/SCI, and 30 have completed the consultation (Phase 2). In general, comments about HCI were positive. Particularly encouraging are the ways that HCI/SCI opens the eyes of church leaders to better understand their current reality and then pushes them to turn outward. Some of these benefits occur even for congregations that only participate in the first phase of HCI/SCI.

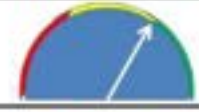
  When asked on the survey to rate the effectiveness of their planning process, 39.6% of HCI/SCI participants said that it was either "outstanding" or "very good." (However, the percentage is slightly higher for individuals who participated in a planning process other than HCI.) Because 2013 is the last year of statistical data for this report, it is too early to observe quantitative results for HCI churches. However, the Center for Evangelism and Church Growth has tracked these churches and reports positive results from the first round of churches that completed consultations.

  Several concerns were noted about HCI/SCI. These include a sense that the prescriptions are too generic ("cookie cutter"), the relatively low percentage of churches that enter the second phase, and disorganization and poor communication during transitions in staff. Additionally, the HCI process could be strengthened by greater collaboration between CTC's centers (and districts) as churches move into the implementation phase. Finally, HCI/SCI fits a certain niche for CTC, but it is not applicable for larger congregations, ones in conflict and some other situations.

- **Increased accountability.** In order to produce a shift in the culture, high accountability is needed at the local church and conference levels. The survey and interviews produced mixed findings about accountability and clarity. On the survey, the statement, "I understand how my performance is evaluated" received a relatively high rating of 5.12 (out of 7), with 72.3% agreeing at some level and 16.2% disagreeing. (This statement was in the "elders only" section of the survey.) A related statement, "There is a healthy and appropriate level of accountability for clergy within CTC," had a rating of 4.84 with 62.7% agreeing and 18.0% disagreeing. Several interviewees commented on the shift to higher accountability within the conference, with most of those comments being positive. Some expressed concerns about an over-reliance on simple, quantitative metrics such as worship attendance.

Many interviewees, however, could not clearly articulate how they were evaluated. They might mention quantitative metrics, goals, or forms submitted by an SPRC (for pastors), but the answers lacked the clarity and consistency that would indicate a well-developed and well-understood system for evaluating performance. Some said that they had received conflicting signals about missional boldness – on one hand they were encouraged to take risks with new initiatives, but on the other hand they felt that an attendance dip due to this kind of experimentation would be counted against them. In addition, the SPRC in many churches is unwilling or poorly-equipped to offer candid and constructive feedback to clergy. Without clarity around evaluation criteria, it is difficult to create organizational alignment and to coach individuals toward common goals. A summary of these different factors, and how they contribute to the overall rating of culture shift, is shown in this next chart.

Culture Shift

Element	*Rating*
Energizing & equipping congregations	
Engaging the mission field	
Other culture-shifting initiatives	
Healthy Church Initiative	
Increased accountability	

The culture shift indicator has limitations, just as the one for statistical progress. Self-reported data often has a positive bias. For example, 63% of respondents agreed (at some level) with the statement, "We are effectively reaching new people in our community." But as noted in the previous section, only 33% of CTC congregations experienced growth in worship attendance from 2009-2013. This

demonstrates a positive bias in self-reporting. This portion of the evaluation also assumes that CTC has made wise strategic choices in emphasizing the named activities (e.g., missional engagement, new worship services, teaching on evangelism). There is no doubt, however, that positive movement is occurring across CTC's congregations.

HAS CTC IMPLEMENTED EFFECTIVELY?

While the "culture shift" indicator focuses on *congregations*, the third indicator focuses on the *conference* and its implementation of the Exodus project. This indicator, referred to as "effective implementation," includes the staff and programming at the conference and district levels, along with the conference's committee structure and decision-making processes. The overall evaluation for this category is in the low part of the yellow zone.



Effective Implementation

One of the challenges in creating this third indicator is a lack of consensus on what CTC committed to do under the Exodus Project. Interviewees were asked, "What's the purpose of the Exodus Project?" Responses generally fell into one of four categories:

1. Restructure the conference office, committees, and districts,
2. Reduce costs (by eliminating two districts),
3. Serve local congregations (rather than expecting these congregations to serve the conference), or,
4. A comprehensive make-over to become missional and relevant for the needs of churches in today's world.

Of these, the latter two were only cited about 30% more often than the first two.

None of these purposes are inaccurate – all four are described in the Exodus Project. However, an individual's enthusiasm about Exodus and perception about its success is affected by his/her understanding of the purpose. The fact that so many people think of Exodus primarily as a cost reduction or restructuring effort points to a communication challenge for the conference. Understanding the Exodus Project in the broader and more strategic context (the final purpose above) provides an important catalyst for change at the local church level.

In developing the "effective implementation" indicator, the broader purpose of a "missional make-over" is treated as the ultimate goal of the Exodus Project. The two earlier indicators on the dashboard (statistical progress and culture shift) measure progress toward this goal. Therefore, the "effective implementation" indicator focuses on CTC's activities. It considers how well CTC has done in restructuring the organization, reducing costs, and serving local congregations. The specific components that comprise the effective implementation rating are described below.

- **Overall feeling about CTC and Exodus.** Through the survey and interviews, a significant amount of feedback was obtained on CTC and the Exodus Project. Overall, the survey responses were fairly positive. Key questions from the survey are shown in the next table.

Statement	Score* (Scale=0-7)	% Agree*	% Disagree*
The Exodus Project has been a positive step for CTC.	5.10	61.6%	11.0%
The changes in CTC due to the Exodus Project have had a positive impact on my congregation/ministry.	4.44	43.2%	19.8%
CTC has changed significantly as a result of the Exodus Project.	4.72	49.3%	15.3%
CTC has done what it said it would do in its implementation of the Exodus Project.	5.06	58.4%	9.5%
CTC is more effective as a result of the changes in organizational structure made by the Exodus Project.	4.67	49.4%	16.6%
The Exodus Project puts CTC on the right track to effectively accomplish its mission as a conference.	4.90	55.3%	13.4%
CTC is a better steward of its financial resources as a result of the Exodus Project.	4.89	51.7%	11.1%

** Respondents rated each statement on a 1-7 scale, where 7 is "strongly agree," 1 is "strongly disagree," and 4 is "neutral." Positive and negative responses count all levels of agree (5 to 7 rating) or disagree (1 to 3 rating), but do not include neutral (4 rating) or "not applicable."*

Several things are notable when looking at how different segments responded to this portion of the survey (details in Appendix G). Ratings

were not dependent on a congregation's size. Respondents who are in small, mid-size, and large churches answered roughly the same to the statements about CTC. A correlation was observed between congregational health (based on the first set of survey questions) and ratings for the conference. People with positive feelings about their church are more likely to have positive impressions about CTC. Two other groups had lower ratings for CTC: those under 30 years of age, and clergy who are not senior pastors.

The survey also included an open-ended question: "What other comments would you like to offer regarding the Exodus Project?" The responses to this question were not as positive. Of 86 responses that could be characterized, 28% were positive, 44% were negative, 17% were mixed (positive and negative comments), and 11% felt that Exodus had not resulted in appreciable changes.

A number of people in the interviews and the survey described the Exodus Project as a bold and much-needed initiative to position the conference for the future. Other positives that were cited include specific programs, a shift in the attitude of the conference staff, and a decrease in administration (all of which are discussed below). Recurring concerns included not enough change, lack of cost reduction, too much administration, and the elimination of specific programs.

- **Restructuring the organization.** CTC made a number of structural changes due to the Exodus Project. This included reducing the number of districts, reorganizing the conference office into the three centers (Leadership, Mission Support, and Evangelism and Church Growth), and reducing the number of conference committees. The restructuring also resulted in personnel changes in the conference office. In terms of doing what it said, CTC has accomplished this objective. One related concern cited by several interviewees is that more fresh faces were needed and expected on the Cabinet as part of the restructuring. There are also concerns about increased staffing in the conference office, which is reflected in the budget (next section).

- **Reducing conference costs.** Several significant changes in CTC's budget were made as a result of or concurrent with the Exodus Project. These include reducing the number of districts (from seven to five) and adding funding to support priority initiatives such as "Developing New Leaders" and "New Places for New People." Handling of Clergy Health Benefits also changed. Rather than being included in the conference budget (with a separate apportionment), CTC began direct billing individual congregations. Another shift occurred with funding for District Work/Missions and the Wesley Foundation, which were budgeted separately from 2009 to 2011, but were included in CTC's budget starting in 2012.

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CTC's effective operating budget from 2009 to 2015 is shown in the following table on an "apples-to-apples" basis. General Conference and Jurisdictional Conference costs are subtracted since these are pass-through costs.

	2009	2010	2011	2012	2013	2014	2015
Total apportion./ CMG	10,602,527	10,545,210	10,501,798	10,008,982	9,756,274	9,788,158	9,996,190
Subtract:							
General Conf.	(2,430,518)	(2,469,658)	(2,494,215)	(2,486,513)	(2,511,818)	(2,503,872)	(2,549,393)
Jurisdict. Conf.	(103,106)	(103,106)	(103,106)	(103,106)	(95,949)	(94,334)	(91,106)
Clergy Health	(1,980,494)	(2,528,500)	(2,485,721)	(1,039,142)	0	0	0
Add:							
Dist. Work/ Mission Funds	862,846	837,202	848,326	0	0	0	0
Wesley Foundation	172,200	172,200	172,200	0	0	0	0
"Operating Budget"	7,123,455	6,453,348	6,439,282	6,380,221	7,148,507	7,189,952	7,355,691

This shows that CTC's "operating budget" has increased by $232,236 (3.3%) from 2009 to 2015. There was a substantial reduction ($670,107) from 2009 to 2010, almost all of which was due to higher costs for clergy health (which resulted in less funds available for the operating budget). The operating budget then increased by $902,343 (14.0% total, 2.7% per year) from 2010 to 2015.

To put this in perspective, it is important to consider several other factors. First, the increase in CTC's operating budget is less than the increase in "net expenditures" by CTC congregations, which grew by 18.6% from 2009 to 2013. Second, if CTC had not eliminated two districts as part of the Exodus Project, the 2015 operating budget would be approximately $630,000 higher. Third, 59.1% of CTC churches are paying less in 2015 for apportionments plus their cost for direct-billed insurance than they were paying in 2009 for apportionments (which included insurance).

The bottom line is a mixed assessment for cost reduction, which is reflected with two different arrows on the indicator in the summary table at the end of this section. Within the conference, many expected the Exodus Project to result in a net decrease in spending by CTC. While there was an initial decrease, total spending has increased over the past four years. On the other hand, the rate of cost increase has been modest, and reducing the number of districts resulted in savings that allowed CTC to shift financial resources to fund priority initiatives.

- **Shifting the mindset.** One of the "guiding assumptions and values" in the Exodus Project was, "It's all about the local church." The recognition that disciple-making occurs at the local church level drove the desire to create a mindset that the conference exists to serve local churches (rather than churches exist to serve the conference). This shift should be seen in the ways that conference staff members interact with pastors and other leaders from local churches. The majority of interviewees reported that they have seen a very positive change as they have dealt with conference office staff members. This new mindset was also clear in the interviews with members of the staff. While this perspective was not unanimous, it is clear that positive changes have occurred.

- **Changing the approach to programming.** The Exodus Project described a resourcing model (rather than a program-driven one) as the most effective way to energize and equip local congregations. This means more customized options rather than one-size-fits-all programs or conference-wide mandates. On the survey, "CTC has shifted from providing programs to identifying resources and partnering opportunities" had a rating of 4.92 (out of 7), with 56.4% agreeing (at some level) and 14.4% disagreeing. This rating and interview comments indicate that a partial shift has occurred. CTC continues to provide some conference-wide (and district level) programming, but this is less common than in the past and is treated more as an option than a mandate. Conference staff are listening more to

local needs in the design of programs. There are also a number of examples of CTC operating in a resourcing mode, connecting pastors/congregations that have specific needs with ones that have expertise.

Feedback is generally positive about the quality of the programs that CTC offers, with 86.2% of survey participants having participated in some sort of CTC training (including HCI and MinistrySafe). Ratings for CTC's training were positive, with 55.9% rating it as "outstanding" or "very good" and another 32.8% rating it as "good."

CTC's cooperative mission opportunities received very positive ratings, with 58.6% rating them as "outstanding" or "very good" and another 35.0% rating them as good. In addition, 89.5% said that it is "very important" or "important" for CTC to continue to provide cooperative mission opportunities.

Four concerns surfaced in this category. CTC's ability to serve as a resource broker is still in the early stages of development, and is incomplete and not systematized enough. Second, one of the themes throughout the Exodus Project is the need for more focus. CTC's programming still attempts to accomplish too many different things. If CTC intends to shift to a resourcing model, the amount of programming should be minimal and highly focused. Third, the distance to travel to training events is a barrier for some. One way to partially offset this problem is to provide remote, web-based broadcasts of programs whenever practical. Finally, a number of interviewees pointed to a lack of coordination between CTC's three centers and between the conference office and districts. This results in scheduling conflicts, programming overlaps, and inefficient use of resources.

- **Reducing administration.** Reducing the time spent on district and conference committees and meetings and other administrative tasks is another way to serve local congregations. A number of interviewees reported spending less time in district meetings and other conference-mandated activities, but far fewer reported a reduction in other administrative requirements. The survey asked elders to respond to the statement: "I have less conference-related responsibilities now than I did three years ago." The rating for this was a relatively low score of 4.46 (out of 7), with 49.8% agreeing (at some level) and 31.2% disagreeing.

- **Supporting clergy through cluster groups.** A key aspect of the Exodus Project was the creation of cluster groups for clergy. These groups were intended to "help people ask and think and see in different ways." These groups did not get off the ground as intended, and most of them have since been abandoned. Of the elders who responded to the survey, 33.5% did

not participate at all in these groups and another 29.9% only participated once. When asked why, 37.3% said that the group needed more direction and/or purpose. Of those that did participate, only 1.7% rated their experience as "outstanding" and another 12.1% as "very good."

Some other forms of peer groups have been established in lieu of the planned cluster groups. HCI creates peer groups for clergy and laity in Phase 1 (for about nine months) and during the consultation (for about 18 months). Other groups have been created within districts or informally. Overall, these groups fall short of the breadth and impact that was envisioned in the Exodus Project.

- **Changing the role of District Superintendents.** Another central element of the Exodus Project was a shift in the role of the DS. The Alignment Task Force report dedicated three pages to this topic. Key phrases that describe the desired role are "a mission strategist for their district," "a provider of learning and leadership," "one who discovers, discerns, develops and deploys leadership in their district," "a coach/consultant for both pastors and churches in their district," "a provider of supervision and accountability for both pastors and churches," and "one who shares the vision of the four focus areas and the five fruitful practices."

  Three statements on the survey asked about the role of the DS:

Statement	*Score (Scale=0-7)*	*% Agree*	*% Disagree*
I have seen a change in how our DS does his/her job.	4.78	51.4%	15.2%
The changes in how our DS does his/her job have had a positive effect on me and on our congregation/ministry.*	4.79	42.1%	12.1%
Our DS is living into the role of "mission strategist."	4.94	51.4%	14.2%

** 25.4% of respondents answered "N/A" for the second statement because they had not seen a change in how the DS does his/her job.*

While these statements are positive on balance, they have some of the lowest ratings on the survey. The survey also asked for open-ended feedback: "Please provide any comments you have about the shift in the role of your DS." Of those that could be characterized, 48% were positive, 37% were negative, and 15% had not observed any change. An equal number of people expressed satisfaction with the availability of their DS as those who expressed dissatisfaction because of their DS's lack of availability.

The interviews also shed significant light on the intended shift for DS's. One theme that ran through many of the interviews was a lack of clarity about the new DS role. Comments to this effect came from pastors, laity, and DS's themselves. Several people commented that there seem to be significant variations in how different DS's do their jobs, giving the impression that each DS has a great deal of freedom to define his/her role.

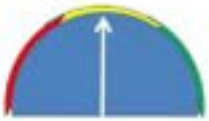
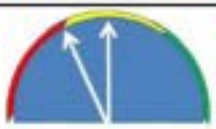
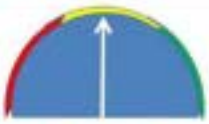
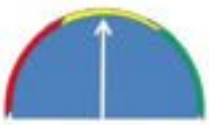
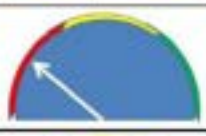
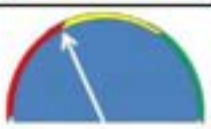
Another complicating factor for DS's is the amount of administration required by the job. This includes supervisory responsibility for clergy in the district, making appointments, dealing with other HR-related matters, and responding to crises within local congregations. The reduction in the number of districts added to the DS's oversight duties at the same time that they were being challenged to spend less time on administration.

One of the sub-themes from the interviews is expressed in this question: "Can a DS with 60 churches truly be a mission strategist while meeting the requirements of the Book of Discipline and responding to the needs of pastors and local churches?" A number of people would say that this is difficult at best, and that it may be an unrealistic expectation unless further support is provided.

Given that CTC's ultimate goal of making disciples is a third-order effect, DS's are the key link between the conference and the local church. They should also be the key link back to the conference, giving insightful feedback into programming and other decisions. Lack of clarity about the new role, or an inability to live into the intended responsibilities, is a significant obstacle to CTC's effective implementation of the Exodus Project.

The following chart summarizes all the factors that contribute to the effective implementation rating.

Effective Implementation

Element	*Rating*
Overall feeling about CTC and the Exodus Project	
Restructuring the organization	
Reducing conference costs	
Shifting the mindset	
Changing the approach to programming	
Reducing administration	
Supporting clergy through cluster groups	
Changing the role of District Superintendents	

The components of the effective implementation indicator are subjective, but the interviews and surveys give significant depth to this assessment. The Exodus Project is a major transformation initiative, and such efforts take a long time to implement. It is also a widely dispersed effort. Given these two realities, it is not surprising that the feedback on Exodus and on the conference is varied and generally indicates that a great deal of work remains to be done. The next section discusses the recommendations for what that "work" should be.

Recommendations for Next Steps

Based on this assessment, seven recommendations have been developed for CTC. A core belief that underlies these recommendations is that the Exodus Project is pointing CTC in the right direction. The focus on serving local churches and reaching the mission field is the right orientation for CTC in today's world.

Two themes run throughout the recommendations: **focus and collaboration**. *CTC can accelerate its progress in the Exodus Project and improve its results by narrowing its focus to the highest value activities and collaborating more actively at all levels.* With that in mind, the seven recommendations are:

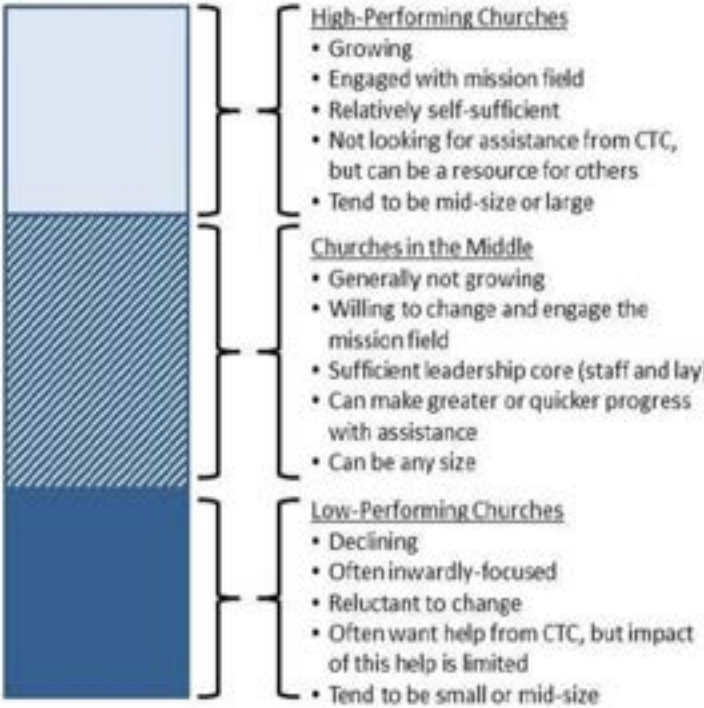
1. Develop a new process to guide programming decisions.
2. Formalize resourcing to leverage local expertise.
3. Focus disproportionately on "selected" churches.
4. Invest in leadership development.
5. Create transparent evaluation processes that align with Exodus.
6. Re-emphasize peer learning.
7. Clarify the role of the District Superintendent

Which "Local Churches?"

Before looking at the specific recommendations, one other question should be considered. If CTC exists to "energize and equip local churches," *which "local churches"* does this mean? The default answer might be all of the 299 congregations within CTC, but this is not the best answer. A purely egalitarian approach works against the desire to focus CTC efforts and resources. It leads to a "lowest common denominator" approach that looks for programs that are applicable to every church. Because of the wide variety of churches within CTC, these kinds of programs usually have little impact.

The phrase "coalition of the willing" has often been used in association with the Exodus Project. It describes those congregations that are willing to make changes to more effectively engage their mission field. Embedded in these recommendations is a belief that CTC should focus on energizing and equipping local churches that are a subset of that coalition. That subset can be thought of as congregations that are "in the middle" as depicted in the next graphic.

Which "Local Churches"?



As shown in this illustration, some of CTC's churches need little, if any, assistance from the conference. They are already energized and equipped. They are already highly effective at making disciples and actively engaged in reaching their mission field. These tend to be larger congregations, but some are mid-size or smaller, and not all large congregations fit into this category.

At the other end of the spectrum are churches that are either unwilling or unable to embrace the reality of the changing mission field. If CTC expends significant effort with this group of churches, it is unlikely to produce a meaningful change in their trajectory or the ultimate results. "Unable" may be due to the size, surrounding context, or other factors. Many of these congregations are small, but just as in the previous category, size does not predetermine who is in this group.

The middle is where CTC can have the greatest impact. These are congregations that have the potential to change and to be more effective in making disciples. They are willing to change, and investing limited resources in them is likely to produce the highest return.

Recommendation 1: Develop New Process to Guide Programming Decisions

CTC has made progress in shifting toward a "resourcing" model and away from conference-mandated programming. Nevertheless, the conference and districts still provide a significant amount of programming. "Programming" is defined as any program, activity or other event that is led by conference/district staff or by outsiders who are under contract with the conference/district. "Resourcing" refers to a service where the conference/district points a church to knowledgeable experts, whether they are at other churches in the conference or outside resources. Programming always comes with a cost, while resourcing is very inexpensive.

CTC has limited resources and needs a more systematic method for deciding what programming to offer and how to best offer it. Some programming is highly regarded and has such positive impact that it should certainly continue. HCI and the conference mission opportunities are two examples. Other programming is mandated, such as MinistrySafe training and the ordination process. That is not to say that these programs are unimportant – simply that CTC doesn't have a choice whether to provide them. The remaining programming should be looked at as being "on the bubble." Many of these programs are valuable, but CTC does not have the resources to pursue every good idea. That is why a more rigorous and comprehensive selection process is needed.

CTC should create a process by which it can collectively evaluate all of its offerings and then decide which ones are most needed in the future. This process will require a high level of coordination and cooperation across all three centers and the districts, along with input from local congregations. It also needs to be informed by research on leading trends outside of the conference. It should include feedback on program effectiveness. Just as the Cabinet invests considerable time and energy in the appointment process, the Cabinet (or some other CTC leadership group) should invest in the process to guide programming decisions.

CTC not only needs to decide whether to offer a program, but also how much to budget for that program. This decision should consider whether resourcing is a better option. In other words, a need may be identified as an important priority, but if it can be resourced rather than programmed, that is often more efficient. For needs where CTC determines that programming is the best approach, the conference must still decide whether to do this internally or by using outside (contracted) expertise. Additionally, the selection process is multi-level. Districts may identify needs that are not shared across CTC but that fit the needs of their constituents.

Recommendation 2: Formalize Resourcing to Leverage Local Expertise

A corollary to the previous recommendation is to strengthen CTC's resourcing ability. One of the most important resources for the conferences is the expertise that has been developed within local congregations. CTC has begun to tap into this capability, but there is significant opportunity to formalize and expand this effort.

There are at least two models for leveraging local expertise. One is event-driven, in which a pastor/church is asked to conduct an event to teach others about something unique or excellent that they do. The conference would identify the pastor/church, screen them to ensure that they have the needed expertise, invite them to conduct the event, assist in the logistics, and communicate to others. Several months ago, First Mansfield hosted one such event on worship. One weakness of this model is the limited number of such events that can be done in a year. A variation of this model is to conduct a less formal event where several people/churches with common interests gather to learn from each other.

The second model is for the conference to create a database of local expertise. As with the first model, the conference would identify and screen pastors/churches. But rather than conducting an event, the objective of this approach is to build a robust database. Then anytime that another pastor/church contacts the conference for expertise, conference staff could access the database and give one or multiple recommendations.

The extent of the database is only limited by the time of the conference staff and the imagination of those who are creating it. It could include expertise in areas such as establishing a discipleship pathway, adding a new worship service, fostering a more evangelistic culture, developing an all-volunteer band for worship, partnering with local schools to develop a tutoring or mentoring program, shifting from a traditional youth ministry to family ministry, overcoming resistance to a major change initiative, moving to a one-board model, or hiring and managing staff. These are just examples, as there are obviously many other topics that could be included in the database. The database should include the size and context of the "expert" church. A rural church may find it more helpful to tap into expertise from another rural church rather than one in an urban area. Because this will be an ongoing project, CTC should prioritize topics that relate most directly to the mission of making disciples.

There are several other benefits from creating this kind of database. CTC can track the most requested topics and use this as a basis for deciding what events to host in the future. The conference can also notify the DS of requests, allowing the DS to stay apprised about needs of churches within the district and provide follow-up support. Technology would allow the conference to send a follow-up email to the requesting church to get their feedback on the "expert" church. Creating an effective

database is a significant undertaking and cannot be done overnight, but it can have significant value in supporting the overall goals of the Exodus Project.

Recommendation 3: Focus Disproportionately on "Select" Churches

Just as programming decisions need to be focused in order to make the best use of CTC's limited resources, CTC should also focus on the churches where the conference or district can have the greatest impact. This recommendation takes the idea of "coalition of the willing" and "working with the middle" one step further, with CTC developing a criteria and process for identifying "select" churches to which disproportionate attention would be given for a season. Some of this has been done through the DS's in a more informal way, but this recommendation takes that effort to the next level.

How should these churches be selected? The evaluation/selection process should be based on answering the question, "Which congregations can achieve the biggest gains in missional vibrancy if given extra attention?" CTC will need to develop a process to answer this question, beginning with a congregation's willingness to change. Other factors might include significant untapped growth potential, underutilized assets, opportunities to reach a transitioning community, and reversing a decline. Size should not be a primary factor in this determination.

"Disproportionate attention" means that conference/district resources would be focused on these churches for a period of time. It does not mean that other churches would be ignored, nor does it mean that the conference/district would discontinue doing events that are open to all churches/pastors.

What might this look like in practice? Some possibilities include:

- The Cabinet would know the list of select churches. A reporting process would be established to give updates on those churches, and they would be regularly discussed in cabinet meetings.
- Select churches would be given priority for HCI, if participation would be beneficial. If the church needs a planning process other than HCI, then the conference would resource other options.
- A collaborative process would determine the key steps to be taken by the church and how these would be supported by the conference/district. Participants in the collaboration should include the pastor and key leaders from the church, the DS, and representatives from the conference centers.

- Pastors and other leaders (paid and volunteer) from these churches would have access to other conference and outside resources. Where appropriate, grants could be made to facilitate this access.

- The DS would be in a coaching relationship with the pastors from these churches. This would involve at least a quarterly session during which they discussed progress, plans, and learnings.

The selected churches would have the benefit of additional support, but the downside is feeling like they are under a magnifying glass. A select church designation should last for one year, at which point the church could be evaluated alongside other churches and could be re-selected.

Recommendation 4: Invest in Leadership Development

For the most part, CTC does not work directly with local congregations. Therefore, the conference's leverage for impacting congregations is through congregational leaders. One could even say that CTC exists to "energize and equip the leaders of local congregations." This includes senior pastors, other clergy, non-clergy staff in leadership roles, and key volunteer leaders. (HCI and charge conferences are two notable exceptions where CTC interacts with the congregation. With HCI, however, much of the work is done with a smaller group of leaders. Charge conferences provide very limited opportunities to change the trajectory of a congregation.) This reality highlights the importance of effective leadership development.

"Leadership development" is a very broad term. Many of CTC's non-administrative activities are intended to develop leaders. These include special speakers that are brought in by the conference and districts, other events that are planned by the conference/districts, coaching that is done by DS's or outside coaches (that are hired by the conference/district), and scholarships for pastors/leaders from local churches to attend outside events. Seen in this way, leadership development is done by all three centers within CTC plus all five districts.

If so much leadership development is taking place, what is missing? First, CTC's prioritization and resourcing decisions should be made through the filter that leaders are the key point of leverage. The conference should still look at whether congregations are effectively making disciples and engaging their mission field, but when a concern arises, it should lead to a conversation about leadership effectiveness.

Additionally, the fragmented nature of CTC's efforts in this area indicates a lack of consensus on which aspects of leadership development are most important. (The emphasis on quality preaching, with the Bishop's preaching labs, is an exception to this point.) For example, should leadership development focus on clergy or laity? Spiritual formation or specific skills? If specific skills, which ones? The prioritization conversation should occur among the leadership of the conference and should answer questions such as these. Along with priorities,

decisions should be made on the assignment of responsibilities among the centers and districts.

This does not mean that leadership development decisions should be top-down. The prioritization should be based on input from local congregational leaders. All of this dovetails with the previous recommendation about programming decisions. Ultimately, one of the most important questions for CTC to answer is, "Are we effectively developing ministry leaders for today's and tomorrow's needs?"

Recommendation 5: Create Transparent Evaluation Processes that Align with Exodus

Most people want to know if they're doing a good job. No one in CTC, whether clergy in local church settings or CTC staff (DS's, center directors, and others), should be unclear about the basis on which he or she will be evaluated. But as noted in the assessment section, this clarity is lacking.

Quantitative measures, achievement of goals, input from SPRC's (for clergy in congregations) or district leadership teams (for DS's), narrative about major initiatives, and the congregation's context and history all can have a place in the evaluation process. What's important is to use these in a way that is transparent, consistent, and aligned with Exodus. In an effective evaluation process, pastors will understand why they are (or aren't) considered a good candidate for a particular appointment. They will know how their performance is viewed by the Bishop and Cabinet. They will have a framework for deciding whether to play it safe or take a risk in leading their congregation to engage the mission field. They will have confidence that the narrative behind the numbers is being considered. The same should be true for DS's and conference staff.

This kind of process requires clarity in three areas:

- **The components of the evaluation.** What quantitative metrics are being considered, and how are those weighed relative to non-quantitative factors? The assessment of CTC in this report illustrates this approach.
- **The process.** Those being evaluated need to know how information is being obtained and used.
- **Communication.** The evaluation process is only as effective as the delivery of the message to the individual. DS's and others who are giving evaluations need to have the time and skills to have meaningful conversations.

This process should be as much about developing the individual as about evaluating him or her. When constructive feedback is given in the right context, it creates an environment for personal growth and development.

The same philosophy of transparent, mission-driven evaluation should be applied to congregations as well. If CTC is going to focus its efforts on the "middle" as described above, the process of deciding what churches are in the middle should be well-defined. The process and the results should be understood by the leaders in CTC's churches. This should be a relatively simple tool that can be used throughout the conference.

Recommendation 6: Re-emphasize Peer Learning

Despite the earlier failure to launch cluster groups, a number of interviewees felt that the basic concept has high value. They see benefits in peer-to-peer learning and the support that can occur in this kind of environment. CTC should reconsider how to accomplish the intended outcomes of these groups. This is another way to support the broad goal of leadership development as recommended above.

What should be done differently to re-emphasize peer learning?

- Develop a new name. "Cluster groups" does not have a positive connotation due to the previous false start, nor does it convey the intended purpose. "Peer learning community" is one possible phrase that more clearly communicates the goal.

- Make the groups voluntary and self-organized. Consistent with the idea of a "coalition of the willing," no one should be assigned to a peer learning community. Pastors are more likely to sustain the group if they have ownership in its formation, membership, and direction.

- Coach toward participation. While participation needs to be voluntary, DS's should coach clergy toward participation by asking whether they are involved in some sort of peer learning community. This could be a group from within the conference/district (as described in this section), an HCI group (discussed further below), one of the Texas Methodist Foundation's groups, or even a group with pastors from other denominations. The point is not to force them into a CTC mold, but to make sure that they find a place of peer learning that fits their needs and fosters growth.

- Leverage HCI. HCI already creates a peer learning environment, so it is only natural that individuals in these groups may want to continue to meet together, even after the formal process ends. This should be encouraged.

- Provide training for group leaders. One of the shortcomings of the old model is that the groups lacked leadership and direction. Even if they are self-organized, each group should have one or two leaders. The conference (or district) can play a vital role by providing this training.

- Partner with Texas Methodist Foundation (TMF). TMF has a strong track record in developing and leading peer learning communities. There are a number of ways that CTC could partner with TMF, such as having TMF train group leaders or take responsibility for certain groups.

- Assign clear conference responsibility. If peer learning communities are a priority, it will require buy-in from the entire Cabinet and collaboration among conference staff. No single individual can be solely responsible. Nevertheless, one person should be assigned as the champion for this initiative.

Peer learning communities are analogous to small groups in a local church. They are difficult to "manage" and they usually have a variety of formats and characteristics. But when they are pointed in the right direction and are working well, they are a powerful force for growth.

Recommendation 7: Clarify the Role of the DS

The DS is a key link for the effective implementation of the Exodus Project. The role of the DS, as well as appointment of future DS's and their evaluation, should be tied directly to the goals of the Exodus Project and the recommendations in this report. The role of the DS, as described in the Exodus Project, is very much needed. In light of this and the recommendations in this document, the ideal DS should:

- Understand the quantitative metrics and the narrative behind these metrics for each church in the district.

- Give focused attention and support to selected pastors/churches.

- Actively collaborate with the directors of the centers in decisions about prioritizing and designing programming, and then coordinate and implement district responsibilities accordingly.

- Provide honest feedback to all pastors in the district regarding their performance, and have constructive conversations about development steps that they should take.

- Minimize the time spent on administrative tasks and other low value activities.

There will be significant tension around this recommendation. "Focused attention" means that other churches and pastors receive less attention. While some, particularly in larger churches, will be glad to be "ignored," smaller churches tend to want (and even demand) time from their DS. Focused attention means that a DS's calendar should reflect CTC's mission and priorities and the role of mission

strategist. DS's will not be able to drop what they are doing whenever a church has a need.

It is not completely clear whether it will be feasible to make this shift in the DS's role. Demands from congregations, Book of Discipline requirements, and old habits work against the shift. "Minimizing administrative tasks and other low value activities" makes sense, but it may not result in much additional time. The Cabinet should continue to explore ways that the desired changes can be made. If the intended shift is not practical, then this needs to be acknowledged so that the conference can look for other solutions.

Three Questions

This section on recommendations concludes with three other issues for CTC to consider. They are given in the form of questions because the best path forward is less clear.

- *How do the recommendations in this report impact the conference budget?* As noted in the assessment, the Exodus Project shifted funds but did not reduce CTC's budget. Given the emphasis on serving local churches, it would send the wrong signal for CTC to increase its budget in order to implement these recommendations. The recommendations do not all need to be done simultaneously. The best solution is for CTC to continue to narrow its focus and eliminate activities that are less valuable in order to free the resources needed to accomplish the recommendations.

- *Are the three centers the right structure for CTC?* If focus and collaboration, along with clarity, are essential for CTC's missional effectiveness, the current division of responsibilities between the three centers may not be optimal. The issue is evident in overlap and insufficient coordination between the centers, which was mentioned in several interviews.

  If CTC were to realign responsibilities among the centers, one option is to place: (1) all local church support (specific ministries, missions, HCI, leadership for ordained clergy and laity) in one center; (2) all administrative and support functions (accounting, benefits, communication, technology and data) in the second center; and (3) the remaining activities (bishop's assistant, college ministry, the ordination process) in the third center. Even with this kind of realignment, collaboration will be required between the centers and someone (the Bishop or his designee) will need to serve as the "tie-breaker."

- *Should "new church starts" continue to be a conference level priority?* Even though "new places for new people" is an emphasis for CTC, it has not been one of the conference's strengths. CTC has begun to make several shifts that reflect national trends. Rather than "new church starts," many now refer to "new faith communities." This recognizes that some of these

new entities will remain tethered to an existing congregation rather than chartering as independent congregations. It also points to the importance of partnerships between a conference and the congregations that can give birth to new faith communities. CTC has taken steps in this direction, but will need to develop core capabilities that match this new paradigm in order to be effective. The conference will also need to recruit non-traditional, entrepreneurial leaders and develop broader metrics that fully reflect the different expressions of these new faith communities.

Each of these three questions merits further discussion among CTC's leadership.

CONCLUSION

The path taken by the Central Texas Conference in the Exodus Project is not an easy one, but transformational efforts never are. The conclusion of this evaluation is that the Exodus Project is moving CTC in the right direction. While the conference has had some missteps and disappointments in its implementation, not taking any steps to foster change would be far worse. By focusing on high value activities and collaborating more at all levels, CTC can accelerate its progress. This report concludes with three brief recommendations that will encourage this acceleration:

- **Respond.** The Bishop and CTC's leadership should offer their response to this report with their priorities and next steps in light of the recommendations.

- **Communicate.** The conference should continually reinforce its transformational, disciple-making purpose. It is not essential for clergy and laity to connect this message with the Exodus Project, but it is vitally important that they understand and embrace the missional mindset.

- **Re-evaluate.** This evaluation has been structured so that it can be easily repeated in the future. CTC should update the statistical analysis and repeat the survey after two years, and then should conduct a more extensive re-evaluation (with interviews) after four years. By this time, the changes from the Exodus Project should have taken root much more deeply.

APPENDIX A

BIOGRAPHICAL SUMMARY – MIKE BONEM

Mike Bonem is an author, consultant, speaker, church leader, businessman, husband and father. He loves to help ministries and their leaders grow in effectiveness to reach their God-given potential. He is the author of *In Pursuit of Great AND Godly Leadership: Tapping the Wisdom of the World for the Kingdom of God* (Jossey-Bass, 2012); and the co-author of *Leading Congregational Change: A Practical Guide for the Transformational Journey* (Jossey-Bass, 2000) and *Leading from the Second Chair: Serving Your Church, Fulfilling Your Role, and Realizing Your Dreams* (Jossey-Bass, 2005).

In his consulting, Mike works with congregations, denominational bodies, and other ministries to discern God's vision, initiate healthy change, translate vision into results, and build high-performing teams. Mike has developed and taught seminars for The Purpose-Driven Church (Saddleback), Willow Creek Association, Leadership Network, Texas Methodist Foundation, the Network for Churchwide Transformation (Presbyterian Church USA), the Diocese of Sydney, Australia (Anglican) and others. He also serves as a trainer and coach for congregational leaders, helping them to grow in their ministry effectiveness.

Mike obtained his M.B.A. degree, with distinction, from Harvard Business School in 1985, after having obtained a B.S. degree in chemical engineering from Rice University in 1981. His business endeavors have included consulting as a senior manager with McKinsey and Company and serving in senior leadership roles in two environmental service companies.

Mike served for more than 10 years on the staff of West University Baptist Church in Houston, Texas, as Executive Pastor. Prior to this, he served local churches in a variety of volunteer roles, including deacon and Bible study leader. Mike and his wife, Bonnie, have been married for over 30 years and have four children.

APPENDIX B
BACKGROUND ON THE EXODUS PROJECT SURVEY

The survey was conducted in the fall of 2014 and was designed to obtain feedback on the conference and the implementation of the Exodus Project. An ad hoc team assisted in the development of the survey. Members of this team were Georgia Adamson, Luther Henry, Mike Ramsdell, and Kim Simpson. The results of the survey are in Appendix E, and segmentation analysis is in Appendix G. This appendix gives a snapshot of the survey participants.

Total Survey Participants: 483
These individuals represent at least 190 churches. (Some did not provide their church number on the survey, so the actual number could be higher.)

By Role

Senior pastor	40.2%
Clergy, other than senior pastor	8.7%
Other staff	3.9%
Volunteer/members	30.3%
Leader in a campus/extension ministry	2.4%
Conference leadership	2.9%
Other conference or district staff	1.2%
Other	10.4%

By Age

Under 30	2.2%
30-39	9.1%
40-49	8.9%
50-59	30.1%
60-69	36.6%
70 and over	13.2%

By Gender

Male	54.0%
Female	46.0%

By Size of Church (AWA)

Less than 75	28.0%
76 to 125	20.0%
126 to 250	17.6%
251 to 500	15.2%
Greater than 500	14.9%
Not applicable	4.3%

Appendix C

Interviews Conducted for the Exodus Project Evaluation

A total of 46 interviews were conducted as part of the evaluation of the Exodus Project. This includes the interviews with "key stakeholders" and with "other ministry leaders" as described in the report. Some interviews were conducted in person and some by telephone.

Cabinet	Title
Mike Lowry	Bishop
Georgia Adamson	Asst. to Bishop, Exec. Dir. Center for Leadership
Ginger Bassford	DS, North District
Bob Holloway	DS, East District
Clifton Howard	DS, South District
Gary Lindley	Exec. Dir. Center for Evangelism/Church Growth, DS New Church Starts
Don Scott	DS, Central District
Randy Wild	Conf. Secretary, Exec. Dir. Center for Mission Support
Carol Woods	DS, West District

Other CTC	Title
Kathy Ezell	Associate Director, Board of Ordained Ministry
Vance Morton	Director of Communications & IT
Dawne Phillips	Director of Missions
Jerry Roberson	Consultant, HCI

Laity	Church	Other Role
Darlene Alfred	St. James (Temple)	Core Team -- South District; Lay Leader, South District
Kevin Caraway	DeLeon	Core Team -- West District
Darcy Deupree	Fort Worth First	Core Team -- North District; Lay Leader, North District
Tom Harknider	Arborlawn	Associate Conference Lay Leader, Exodus Task Force
Karla Rodriguez	El Buen Samaritano	Core Team -- East District
Jeff Roper	Meadowbrook	Core Team -- East District; Committee On Episcopacy
Kim Simpson	St. Barnabas (Arlington)	Conference Lay Leader, Exodus Task Force

Clergy	Church	Other Note
David Alexander	Mansfield First	Core Team
Mike Alexander	New World	
Armando Alvarado	Grapevine	
Fred Bates	Grace (Arlington)	
Louis Carr	Thompson Chapel (Fort Worth)	
Ed George	Granbury First	
Gene Gurley	Gatesville First	
Luther Henry	St. Barnabas (Arlington)	Exodus Task Force
Robert Herzig	Cleburne First	
Marilyn Jones	Meadowbrook (Fort Worth)	
Wade Killough	Rockbridge	
Katie Long	Hamilton and Lamkin	
Alan McGrath	Hutto Discovery	
John McKeller	White's Chapel (Southlake)	
Jeff Miller	Killeen First	
Kevin Morton	Cross Plains	
David Mosser	Arlington First	
Joseph Nader	UT Arlington Wesley Foundation	
Steve Nance	Groesbeck	
Lisa Neslony	Smithfield	
Drew Nunley	Campus Drive (Fort Worth)	Core Team
Mike Ramsdell	Mansfield First	Exodus Task Force
Steve Ramsdell	Waco First	
Richard Reed	Graham	
Lianne Turner	Mineral Wells	
Mike Young	Formerly Genesis (Fort Worth)	Core Team

APPENDIX D
DATA INCONSISTENCIES

As mentioned in the main report, data inconsistencies prevented the use of statistics for Christian formation participation and missional engagement. All data was taken from the annual reports that churches submit to GCFA (General Council on Finance and Administration) in a database called Ezra.

CHRISTIAN FORMATION PARTICIPATION

Churches submit the number of individuals (adult, youth, children) who participated in a Christian formation group during the year. The problem with this definition is that "participation" is not very precise. One person can participate in multiple groups and be counted more than once. One person can participate in a Bible study one time, while another person participates weekly, and both are counted as "participating." Finally, this measure is particularly susceptible to swings from short-term emphases (e.g., a special discipleship campaign).

Looking just at CTC churches with AWA greater than 125, 17 of those churches reported greater than a 25% increase in CF participation in 2012. For 2013, that figure was 15 churches. These churches account for the majority of the increase in CF participation, despite the fact that this growth does not parallel the worship attendance trends in the same churches. Because of this apparent inconsistency and the questions around terminology, this statistic is not viewed as reliable.

MISSIONAL ENGAGEMENT

In 2013, the GCFA submission asked for churches to report "number of persons engaged in mission." However, in 2012 and earlier years, GCFA asked for churches to report two items: "number of persons sent out on UMVIM mission teams" and "number of persons sent out on other mission teams." The total number of people reported for the two elements combined in 2012 was 11,187. For "missional engagement" in 2013, the total was 17,611.

The 2012 and earlier data uses a less comprehensive definition than in 2013, and this is apparent in the data. Looking at CTC churches with AWA greater than 125, 4 churches reported zero (0) in 2012 and a total of 1,021 in 2013. Another 25 churches had a 50% or greater increase in the reported numbers from 2012 to 2013, with total count for those churches going from 1,989 to 8,793. In other words, just these 29 churches account for an "increase" of 7,825 (compared to the total "increase" of 6,424 for CTC). All indications from the survey and interviews are that CTC churches are becoming more missional, but this specific data source is not considered to be reliable at this time.

APPENDIX E EXODUS PROJECT SURVEY RESULTS

This appendix contains the results of the survey that was conducted in the fall of 2014. A total of 483 people participated in the survey (described further in Appendix A). The survey included three open-ended questions which are not shown in this appendix.

Overall, how would you assess your congregation/ministry?

	Strongly disagree (1)	2	3	Neutral (4)	5	6	Strongly agree (7)	N/A	Rating Average	Response Count
Our congregation/ministry is doing its part to support and accomplish the mission of the United Methodist Church (to make disciples of Jesus Christ for the transformation of the world.)	9	18	17	14	101	160	153	6	5.69	478
Our congregation/ministry has a clear understanding of what God is calling us to do.	8	19	32	24	113	154	120	6	5.46	476
We are effectively reaching new people in our community.	19	27	60	56	120	106	74	13	4.83	475
Our congregation/ministry is more "energized and equipped" today than we were two years ago.	21	21	29	46	61	107	166	27	5.42	478

Please assess your congregation's (or ministry's) vitality and effectiveness in the "five practices of fruitful congregations."							
	Poor	Fair	Good	Very Good	Outstanding	Rating Average	Response Count
Passionate worship. We deliberately seek to encounter God in Christ and expect worship to be the most inspirational hour of the week.	9	41	100	233	89	3.75	472
Radical hospitality. We demonstrate an active desire to invite, welcome, receive, and care for those who are strangers so that they find a spiritual home.	15	42	103	203	110	3.74	473
Intentional faith development. We offer opportunities for people at all stages of faith to learn in community, helping them grow in grace and in the knowledge and love of God.	17	71	150	154	80	3.44	472
Risk-taking mission and service. We step out of our comfort zone for work that makes a difference for the purposes of Christ in the lives of people outside our congregation.	29	67	129	150	98	3.47	473
Extravagant generosity. We exhibit a Christian's unselfish willingness to give, characterized by extraordinary sharing, willing sacrifice, and joyous giving out of love for God and neighbor.	16	65	117	183	92	3.57	473

Has your congregation/ministry engaged in a process of visioning, discernment, or strategic planning within the past 2 years? This includes Healthy Church Initiative (HCI) and Small Church Initiative (SCI).		
	Response Percent	Response Count
Yes	69.9%	328
No	30.1%	141

How would you rate the effectiveness of your visioning/discernment/planning process?						
Poor	Fair	Good	Very Good	Outstanding	Rating	Response
9	64	120	109	20	3.21	322

How much did your planning process focus on reaching your mission field?						
Not at all	Only a little	Somewhat	A good bit	That was the main focus	Rating Average	Response Count
1	18	73	148	80	3.90	320

How was the conference involved in your planning process?		
	Response Percent	Response Count
Not at all	19.4%	60
My District Superintendent (DS) was aware	32.4%	100
We participated in HCI/SCI	54.4%	168
My DS/conference suggested resources for us to use	19.1%	59

If your congregation has not been involved in a planning process in the past two years, do you plan to engage in such a process within the next 12 months?		
	Response Percent	Response Count
Yes	40.0%	62
No	12.3%	19
Not sure	47.7%	74

The Exodus Project identified a number of different steps that a local congregation/ministry might take in order to make disciples of Jesus Christ for the transformation of the world. Which of the following steps has your congregation taken within the past two years?						
	Not at all	Minimal effort	Modest effort	Substantial effort	Rating Average	Response Count
Assessing/understanding the mission field that surrounds the congregation/ministry	10	84	194	162	3.13	450
Launching a new initiative that is designed to reach the mission field	26	74	172	176	3.11	448
Making a major change based on the church's (or ministry's) vision/plan	43	121	157	126	2.82	447
Changing the Sunday school/small group structure or format in order to focus more on spiritual growth and/or to involve more people	55	116	162	112	2.74	445
Teaching on evangelism (whether through a class, sermons, or other means)	15	111	195	125	2.96	446
Teaching on Wesleyan tradition (whether through a class, sermons, or other means)	14	84	216	134	3.05	448
Creating new worship services/ communities to reach new people	115	99	97	136	2.57	447
Redefining the pastor's role so that he/she spends more time in the mission field	104	135	161	47	2.34	447

If you made a major change based on the church's (or ministry's) vision/strategic plan, what ministry area(s) did this involve?		
	Response Percent	Response Count
Worship	48.9%	183
Outreach	51.3%	192
Adult discipleship	37.2%	139
Children's	34.5%	129
Youth	30.7%	115
Reaching our mission field	41.7%	156
Other (please specify)		40

Please give your overall assessment of the Central Texas Conference and the Exodus Project by responding to the following:										
	Strongly disagree (1)	2	3	Neutral (4)	5	6	Strongly agree (7)	N/A	Rating Average	Response Count
I have a clear understanding of the purpose and goals of the Exodus Project.	25	20	19	72	96	107	92	4	5.05	435
The Exodus Project has been a positive step for CTC.	14	11	23	102	83	92	93	17	5.10	435
The changes in CTC due to the Exodus Project have had a positive impact on my congregation/ministry.	21	27	38	140	80	66	41	20	4.44	433

CTC has changed significantly as a result of the Exodus Project.	13	25	28	123	75	83	56	31	4.72	434
CTC has done what it said that it would do in its implementation of the Exodus Project.	5	14	22	108	81	104	68	32	5.06	434
CTC is more effective as a result of the changes in organizational structure made by the Exodus Project.	14	22	36	110	88	77	49	37	4.67	433
The Exodus Project puts CTC on the right track to effectively accomplish its mission as a conference.	13	14	31	113	78	93	68	22	4.90	432
CTC is a better steward of its financial resources as a result of the Exodus Project.	16	10	22	115	73	89	61	45	4.89	431
CTC effectively communicates its vision and priorities to its constituents.	10	28	40	83	99	87	68	15	4.85	430
CTC has shifted from providing programs to identifying resources and partnering opportunities.	7	18	37	99	85	89	67	26	4.92	428
CTC effectively communicates various opportunities (training, missions, other events) to its constituents.	10	9	37	63	80	109	102	24	5.27	434

CTC seeks to energize and equip local congregations through a variety of training opportunities. Please indicate the ones in which you've participated personally within the past two years. Check all that apply.		
	Response Percent	Response Count
I have not participated in any CTC training opportunities	13.8%	59
Healthy Church Initiative (HCI) or Small Church Initiative SCI)	46.9%	201
Leadership training for pastors	38.9%	167
Leadership training for other staff and/or laity	31.9%	137
Lay Servant Ministry	16.8%	72
Missions conferences/training	25.2%	108
Worship conferences/training	31.2%	134
Discipleship conferences/training	26.6%	114
Preaching workshops	20.7%	89
Online training	21.0%	90
Evangelism training	11.2%	48
Discovery/Discernment retreats	7.7%	33
Marriage retreats	5.1%	22
MinistrySafe/Safe Sanctuary	49.7%	213
Other	10.0%	43

If you have participated in one or more of these opportunities, how would you describe the overall quality of the training provided by CTC?						
Poor	Fair	Good	Very Good	Outstanding	Rating Average	Response Count
4	38	122	166	42	3.55	372

If you have participated, what has been the impact of this training on your ministry and congregation?		
	Response Percent	Response Count
No impact	3.5%	13
Minimal	18.8%	70
Modest	56.2%	209
Substantial	21.5%	80

If you have not participated in any training over the past two years, why not? Check all that apply.		
Answer Options	Response Percent	Response Count
Training topics didn't meet my greatest needs	24.5%	12
I did not have enough time	34.7%	17
I was not aware of specific training opportunities	51.0%	25
I have found other sources that I prefer	18.4%	9
The training location was too far away	30.6%	15
Poor quality of previous training that I attended	10.2%	5
Other (please specify)		12

If you have participated in one or more of these opportunities, how would you describe the overall quality of training provided by the CTC?						
Poor	Fair	Good	Very Good	Outstanding	Rating Average	Response Count
4	38	122	166	42	3.55	372

If you have participated, what has been the impact of this training on your ministry and congregation?		
	Response Percent	Response Count
No impact	3.5%	13
Minimal	18.8%	70
Modest	56.2%	209
Substantial	21.5%	80

If you have not participated in any training over the past two years, why not? Check all that apply.		
Answer Options	Response Percent	Response Count
Training topics didn't meet my greatest needs	24.5%	12
I did not have enough time	34.7%	17
I was not aware of specific training opportunities	51.0%	25
I have found other sources that I prefer	18.4%	9
The training location was too far away	30.6%	15
Poor quality of previous training that I attended	10.2%	5
Other (please specify)		12

How would you assess the amount of training that CTC offers for the laity?		
	Response Percent	Response Count
Too much	1.2%	5
About the right amount	52.1%	219
Not enough	23.8%	100
Not the right topics	7.9%	33
What other training for laity would you like CTC to offer?	15.0%	63

Central Texas Conference provides a number of opportunities for cooperative mission work (including disaster relief efforts). In the past two years, how much has your congregation participated in CTC-organized mission opportunities?		
	Response Percent	Response Count
Not at all	15.7%	67
Minimal	29.9%	128
Modest	31.8%	136
Substantial	22.7%	97

How important is it for CTC to continue to provide these opportunities for cooperative missions?		
Answer Options	Response Percent	Response Count
Not important	0.7%	3
Slightly important	9.8%	42
Important	41.5%	178
Very important	48.0%	206

If your congregation has participated in one or more of the CTC mission opportunities in the past two years, how would you assess the quality?						
Poor	Fair	Good	Very Good	Outstanding	Rating Average	Response Count
3	18	113	141	48	3.66	323

If your congregation has not participated in CTC mission opportunities in the past two years, what is the reason? (check all that apply)		
Answer Options	Response Percent	Response Count
We have our own mission efforts	62.3%	109
Mission programs didn't fit our congregation	25.7%	45
I was not aware of specific mission opportunities	18.3%	32
We partner with other organizations for missions	26.9%	47
The location was too far away	19.4%	34
Poor quality of previous mission efforts in which we participated	2.9%	5
Other (please specify)		51

The Exodus Project calls for District Superintendents (DS) to become "missional strategists." A missional strategist should spend less time on administration and more time focused on the mission field and on coaching pastors. Please respond to the following statements about your DS.

	Strongly disagree (1)	2	3	Neutral (4)	5	6	Strongly agree (7)	N/A	Rating Average	Response Count
I have seen a change in how our DS does his/her job.	29	18	17	79	72	85	60	62	4.78	422
The changes in how our DS does his/her job have had a positive effect on me and on our congregation/ministry. (Answer "N/A" if you have not seen any changes.)	22	11	18	86	57	66	55	107	4.79	422
Our DS is living into the role of "missional strategist."	25	12	23	79	54	86	77	66	4.94	422

If you are an elder, please respond to the following statements.									
	Strongly disagree (1)	2	3	Neutral (4)	5	6	Strongly agree (7)	Rating Average	Response Count
I feel equipped for the ministry and the mission field to which I am called.	1	1	3	7	30	72	54	5.95	168
I have less conference-related administrative responsibilities (meetings, forms, etc.) now than I did three years ago.	12	28	12	32	20	28	35	4.46	167
I feel supported by my DS and the conference.	8	6	8	16	28	44	56	5.45	166
I understand how my performance is being evaluated.	5	12	10	19	39	47	34	5.12	166
There is a healthy and appropriate level of accountability for clergy within CTC.	8	9	13	32	38	42	24	4.84	166
The appointment process in CTC is fair and effective.	8	10	14	38	35	41	21	4.73	167

Elders only: As part of the Exodus Project, the conference created "affinity groups" for pastors. Ultimately, these have not been successful, and we'd like your feedback to understand why. Did you participate in one of the affinity groups?		
	Response Percent	Response Count
Not at all	33.5%	56
Once	29.9%	50
More than once	36.5%	61

Elders only: If you participated in an affinity group only once or not at all, why? (Check all that apply.)		
	Response Percent	Response Count
I didn't know about it	20.0%	22
I had conflict(s) and couldn't make the meeting(s)	14.5%	16
I wasn't interested	3.6%	4
The group only met once	36.4%	40
I had little in common with the other group members	9.1%	10
The group needed more direction and/or purpose	37.3%	41
Other	24.5%	27

Elders only: If you did participate, how would you rate the experience?						
Poor	Fair	Good	Very Good	Outstanding	Rating Average	Response Count
23	45	32	14	2	2.37	116

Elders only: If you did participate, which of the following terms would you use to describe your experience? (Check all that apply)		
Answer Options	Response Percent	Response Count
Very meaningful	10.9%	12
Nice to be with friends	55.5%	61
A waste of time	25.5%	28
A safe place to share	19.1%	21
A valuable learning experience	20.9%	23

APPENDIX F STATISTICAL DATA BY SIZE SEGMENTS

This appendix shows key statistics for CTC's congregations, divided into segments based on average worship attendance in 2013. For each size category, the data is shown for all congregations and then is sub-divided into those that reported growth in AWA from 2009-13 and those that did not grow during that time period. AWA, Professions of Faith, and Net Expenses are all reported as aggregate totals for the congregations in their respective segments.

2013 Avg. Worship Attendance		Number of Congregations	Avg. Worship Attendance	AWA Growth (2009-13)	Professions of Faith	AWA /POF	Net Expenses	Net Expense Growth (2009-13)
Over 500	All	16	20,726	17.6%	1,132	18.3	$47,678,723	26.5%
	Growing	10	15,099	30.5%	838	18.0	$32,191,993	36.1%
	Non-growing	6	5,627	-7.0%	294	19.1	$15,486,730	10.2%
251 to 500	All	31	10,607	-1.9%	473	22.4	$27,424,623	21.0%
	Growing	14	4,764	18.5%	226	21.1	$11,006,404	21.6%
	Non-growing	17	5,843	-14.0%	247	23.7	$16,418,219	20.6%
126 to 250	All	32	5,539	0.6%	259	21.4	$12,357,421	13.5%
	Growing	14	2,577	34.7%	122	21.1	$4,781,431	25.1%
	Non-growing	18	2,962	-17.6%	137	21.6	$7,575,990	7.2%
76 to 125	All	47	4,599	-12.2%	217	21.2	$10,277,871	7.1%
	Growing	17	1,666	22.3%	68	24.5	$3,024,541	12.8%
	Non-growing	30	2,933	-24.4%	149	19.7	$7,253,330	4.9%

75 or lower	All	173	5,528	-14.5%	223	24.8	$10,412,387	1.1%
	Growing	44	1,613	34.9%	87	18.5	$2,269,155	19.5%
	Non-growing	129	3,915	-25.7%	136	28.8	$8,143,232	-3.1%

APPENDIX G EXODUS PROJECT SURVEY – SELECTED SEGMENT RESULTS

Key Questions by Role	Overall	Senior Pastor	Other clergy	Other staff	Volunteer/ member	Campus or ext. min.	CTC leadership	Other CTC or dist. staff	Other
Question 1: Overall, how would you assess your congregation/ministry?									
Our congregation/ministry is doing its part to support and accomplish the mission of the United Methodist Church (to make disciples of Jesus Christ for the transformation of the world.)	5.69	5.51	5.83	5.81	5.79	6.00	6.18	5.00	5.56
Our congregation/ministry has a clear understanding of what God is calling us to do.	5.46	5.31	5.49	5.06	5.58	6.11	5.45	5.00	5.49

We are effectively reaching new people in our community.	4.83	4.69	5.38	4.75	4.87	5.13	4.20	2.00	4.95
Our congregation/ministry is more "energized and equipped" today than we were two years ago.	5.42	5.32	5.50	5.57	5.63	6.13	5.30	1.00	5.19
Average	**5.35**	**5.21**	**5.55**	**5.30**	**5.47**	**5.83**	**5.32**	**3.25**	**5.30**
Question 11: Please give your overall assessment of the Central Texas Conference and the Exodus Project:									
I have a clear understanding of the purpose and goals of the Exodus Project.	5.05	5.32	4.69	4.75	4.78	5.11	6.25	6.20	5.24
The Exodus Project has been a positive step for CTC.	5.10	5.12	4.64	4.73	5.17	5.00	6.27	5.20	5.36
The changes in CTC due to the Exodus Project have had a positive impact on my congregation/ministry.	4.44	4.52	3.91	4.50	4.53	4.67	5.09	4.67	4.28

CTC has changed significantly as a result of the Exodus Project.	4.72	4.88	4.06	4.62	4.65	4.67	5.42	4.50	4.85
CTC has done what it said that it would do in its implementation of the Exodus Project.	5.06	5.22	4.50	4.54	4.96	4.89	6.00	5.20	5.28
CTC is more effective as a result of the changes in organizational structure made by the Exodus Project.	4.67	4.80	3.88	5.07	4.58	4.78	5.67	4.60	4.76
The Exodus Project puts CTC on the right track to effectively accomplish its mission as a conference.	4.90	5.03	4.13	4.57	5.00	4.25	5.33	5.00	5.05
CTC is a better steward of its financial resources as a result of the Exodus Project.	4.89	4.98	4.52	4.50	4.96	4.22	5.55	4.00	5.18
CTC effectively communicates its vision and priorities to its constituents.	4.85	5.06	4.34	5.27	4.58	4.78	4.67	5.40	5.10
CTC has shifted from providing programs to identifying resources and partnering opportunities.	4.92	5.00	4.56	4.93	4.81	4.89	5.75	5.20	5.11

CTC effectively communicates various opportunities (training, missions, other events) to its constituents.	5.27	5.42	5.15	5.64	5.07	5.25	5.25	5.80	5.35
Average	**4.86**	**5.03**	**4.37**	**4.64**	**4.76**	**4.78**	**5.56**	**5.12**	**5.04**
Question 21: Please respond to the following statements about your DS.									
I have seen a change in how our DS does his/her job.	4.78	5.02	3.81	4.64	4.51	4.75	4.82	3.50	5.44
The changes in how our DS does his/her job have had a positive effect on me and on our congregation/ministry. (Answer "N/A" if you have not seen any changes.)	4.79	5.06	4.04	4.38	4.53	5.67	5.00	4.00	4.72
Our DS is living into the role of "missional strategist."	4.94	5.15	4.18	4.67	4.64	4.63	5.27	3.50	5.50
Average	**4.80**	**5.06**	**4.09**	**4.55**	**4.48**	**4.67**	**5.05**	**3.50**	**5.23**

** Respondents rated each statement on a 1-7 scale, where 7 is "strongly agree," 1 is "strongly disagree," and 4 is "neutral."*

Key Questions by Age	Overall	Under 30	30-39	40-49	50-59	60-69	70 and over
Question 1: Overall, how would you assess your congregation/ministry?							
Our congregation/ministry is doing its part to support and accomplish the mission of the United Methodist Church (to make disciples of Jesus Christ for the transformation of the world.)	5.69	5.89	5.84	5.67	5.51	5.68	5.93
Our congregation/ministry has a clear understanding of what God is calling us to do.	5.46	5.22	5.46	5.47	5.30	5.58	5.50
We are effectively reaching new people in our community.	4.83	4.22	4.92	4.92	4.72	4.88	5.07
Our congregation/ministry is more "energized and equipped" today than we were two years ago.	5.42	4.86	5.59	5.34	5.37	5.41	5.74
Average	**5.35**	**5.14**	**5.46**	**5.36**	**5.21**	**5.39**	**5.56**
Question 11: Please give your overall assessment of the Central Texas Conference and the Exodus Project:							
I have a clear understanding of the purpose and goals of the Exodus Project.	5.05	4.50	4.62	5.03	5.06	5.30	5.11
The Exodus Project has been a positive step for CTC.	5.10	4.75	4.89	4.78	5.04	5.29	5.39

The changes in CTC due to the Exodus Project have had a positive impact on my congregation/ministry.	4.44	4.63	4.27	4.14	4.58	4.51	4.39
CTC has changed significantly as a result of the Exodus Project.	4.72	4.14	4.18	4.44	4.71	4.99	4.90
CTC has done what it said that it would do in its implementation of the Exodus Project.	5.06	4.00	5.06	4.71	5.03	5.22	5.20
CTC is more effective as a result of the changes in organizational structure made by the Exodus Project.	4.67	4.00	4.48	4.60	4.59	4.78	4.94
The Exodus Project puts CTC on the right track to effectively accomplish its mission as a conference.	4.90	4.38	4.50	4.72	4.83	5.06	5.18
CTC is a better steward of its financial resources as a result of the Exodus Project.	4.89	3.67	4.82	4.50	4.99	4.92	5.26
CTC effectively communicates its vision and priorities to its constituents.	4.85	4.71	4.56	4.72	4.85	4.97	4.85
CTC has shifted from providing programs to identifying resources and partnering opportunities.	4.92	4.50	4.94	4.76	4.97	4.91	5.08
CTC effectively communicates various opportunities (training, missions, other events) to its constituents.	5.27	5.29	4.85	4.97	5.29	5.42	5.34
Average	**4.86**	**4.26**	**4.61**	**4.70**	**4.87**	**5.00**	**5.01**

Question 21: Please respond to the following statements about your DS.							
I have seen a change in how our DS does his/her job.	4.78	2.67	4.96	4.00	4.68	4.96	5.27
The changes in how our DS does his/her job have had a positive effect on me and on our congregation/ministry. (Answer "N/A" if you have not seen any changes.)	4.79	2.83	5.27	3.94	4.73	5.06	4.87
Our DS is living into the role of "missional strategist."	4.94	2.20	4.93	4.17	4.88	5.16	5.36
Average	**4.80**	**2.67**	**5.04**	**4.09**	**4.72**	**4.98**	**5.12**

Key Questions by Size of Congregation (AWA)	Overall	Less than 75	76 to 125	126 to 250	251 to 500	Greater than 500
Question 1: Overall, how would you assess your congregation/ministry?						
Our congregation/ministry is doing its part to support and accomplish the mission of the United Methodist Church (to make disciples of Jesus Christ for the transformation of the world.)	5.69	5.38	5.67	5.75	5.59	6.16
Our congregation/ministry has a clear understanding of what God is calling us to do.	5.46	5.29	5.46	5.45	5.25	5.85
We are effectively reaching new people in our community.	4.83	4.36	4.77	5.07	4.89	5.51

Our congregation/ministry is more "energized and equipped" today than we were two years ago.	5.42	5.15	5.65	5.39	5.64	5.63
Average	**5.35**	**5.05**	**5.39**	**5.42**	**5.35**	**5.79**
Question 11: Please give your overall assessment of the Central Texas Conference and the Exodus Project:						
I have a clear understanding of the purpose and goals of the Exodus Project.	5.05	5.20	4.99	4.85	5.27	5.13
The Exodus Project has been a positive step for CTC.	5.10	5.15	5.12	5.15	5.05	5.30
The changes in CTC due to the Exodus Project have had a positive impact on my congregation/ministry.	4.44	4.38	4.50	4.60	4.60	4.33
CTC has changed significantly as a result of the Exodus Project.	4.72	4.89	4.78	4.58	4.73	4.54
CTC has done what it said that it would do in its implementation of the Exodus Project.	5.06	5.15	5.06	5.12	5.14	4.97
CTC is more effective as a result of the changes in organizational structure made by the Exodus Project.	4.67	4.71	4.72	4.66	4.77	4.60
The Exodus Project puts CTC on the right track to effectively accomplish its mission as a conference.	4.90	4.93	4.99	5.02	5.00	4.82
CTC is a better steward of its financial resources as a result of the Exodus Project.	4.89	4.92	4.95	4.96	4.93	4.91

CTC effectively communicates its vision and priorities to its constituents.	4.85	5.10	4.91	4.49	4.88	4.78
CTC has shifted from providing programs to identifying resources and partnering opportunities.	4.92	4.86	5.06	4.88	5.02	4.87
CTC effectively communicates various opportunities (training, missions, other events) to its constituents.	5.27	5.36	5.39	5.13	5.28	5.23
Average	**4.86**	**4.96**	**4.92**	**4.74**	**4.95**	**4.82**
Question 21: Please respond to the following statements about your DS.						
I have seen a change in how our DS does his/her job.	4.78	4.90	4.97	4.56	4.98	4.40
The changes in how our DS does his/her job have had a positive effect on me and on our congregation/ministry. (Answer "N/A" if you have not seen any changes.)	4.79	4.85	5.17	4.66	4.58	4.67
Our DS is living into the role of "missional strategist."	4.94	5.00	5.37	4.71	4.91	4.60
Average	**4.80**	**4.88**	**5.11**	**4.55**	**4.84**	**4.56**

And do not be conformed to this world, but be transformed by the renewing of your mind, so that you may prove what the will of God is, that which is good and acceptable and perfect.

Romans 12:2

G



CABINET REPORT

DR. BOB HOLLOWAY, DEAN OF THE CTC CABINET

Bishop Lowry and the Cabinet have been aware that for local churches and their clergy leaders to continue to make disciples of Jesus Christ for the transformation of the world, we must all seek to open ourselves to continued spiritual transformation through our corporate and individual spiritual practices. We must also continue to learn new responses and competencies in order to minister in a rapidly changing and fractured world. This is what we believe God is calling us to do as a conference whose mission is to energize and equip local churches.

In that spirit, we continue to worship and to pray at set times during our day. We have also begun a study of the book of Romans.

To aid us in our learning, we have worked with David Simpson of The Table Group. This consulting group is led by Patrick Lencioni, a well-known consultant to churches and other organizations. Lencioni has said that in order to be effective, organizations must be healthy, and health is what is required to be successful. Health is defined as building great teams, working to achieve clarity of mission and values, clarity of communication, and clarity about taking action. In his book, "The Advantage," Lencioni provides the blueprint for developing a learning organization and for developing new competencies for increasing organizational health and functioning. In his work with churches, Lencioni reminds us that these new learnings and competencies can be found in New Testament instruction to churches seeking to be faithful.

New understandings and new competencies were also the theme in another continuing education event for the Cabinet. Erin Hawkins, General Secretary of the Commission of Religion and Race, and Rev. Giovanni Arroyo, Associate Secretary of the Commission, led the cabinet in this retreat. Their emphasis was on building effective relationships in an increasingly diverse culture. Secretary Hawkins and Rev. Arroyo explained their work as training lay and clergy in developing the spiritual, emotional and mental capacities which lead to understanding and relating with differences in healthy ways. These intercultural competencies enable laity and clergy to offer an effective witness to the redeeming and reconciling work of Christ. Secretary Hawkins and Rev. Arroyo also helped us to review and update our existing "Guidelines for Making Cross Racial/Cross Cultural Appointments."

Secretary Hawkins will lead a teaching session at the 2015 Annual Conference and will be returning to work with us in the future.

As this Annual Conference approaches, we continue to pray for our churches and those who lead them. When we gather as a Cabinet, we continue to hear stories of lives and destinies that have been changed through the compassion and faith sharing that happens in so many communities. We are grateful for faithfulness

and witness that we are privileged to experience in our connection as the "people called Methodist."

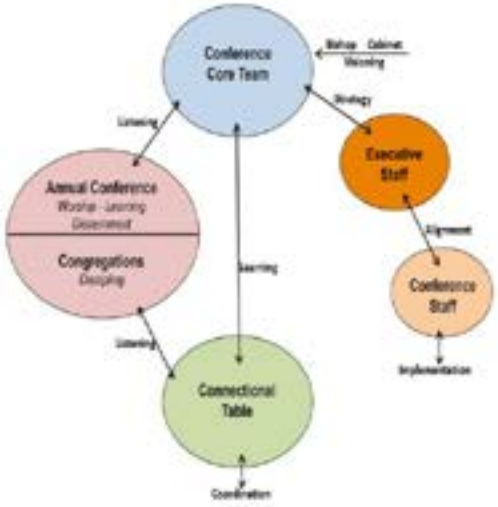
CONFERENCE CONNECTIONAL TABLE

DR. RANDY WILD

The creation of the Conference Connectional Table was a key piece of the Exodus Project approved by the special session of the Central Texas Annual Conference in November 2010. The purpose of the Connectional Table is to make sure that all voices are represented around the table and are heard in the conversation about the mission and ministry of the church. The group is inclusive in nature, collaborative in style, and while being efficient in the stewardship of resources it is also transparent, accessible and accountable in all relationships. It is a place for listening, learning, and coordination of Central Texas Conference ministries around the mission of "making disciples of Jesus Christ for the transformation of the world." It is organized as a forum for understanding and communication between/among the General Conference representatives, task forces, centers, annual conference, agencies, and other representational ministries.

Energizing & Equipping Local Churches to make

Disciples of Jesus Christ for the Transformation of the World



During 2014 and into 2015 the Connectional Table has met for training, education and information. We continue to collaborate and offer input as to the direction of the Annual conference along with a continued emphasis on the inclusiveness of the leadership and ministry of our conference. We are heartened by the report at the 2014 Annual Conference where Pat Loomis outlined several of the great strides we have made in our inclusiveness and diversity while at the same time acknowledging that we still have a long way to go. The changes that we have been making in regards to new ways of monitoring, collaboration and conversation are making a difference. We applaud our entire denomination for seeing this new way of looking at the makeup of our Annual Conferences as evidenced by a letter received from the General Commission on Religion and Race.

In it, Erin Hawkins, General Secretary of the Commission stated,

> "We are asking you to begin your journey with GCORR now by doing something new. We have found that the historical method of monitoring has not produced the transformation needed for the Church to grow and thrive at all levels in an increasingly diverse world. Focusing on the representational aspects of diversity is insufficient to challenging and supporting the church to implement equitable systems and policies, to value the rich diversity in our communities and to raise up lay and clergy leaders equipped to lead in a multicultural context.
>
> Through our assessments and research, we have found that traditional monitoring--with only forms and reports--do not provide opportunities to engage in new conversations beyond representation. In order to further racial equity and have deeper impact, we are asking you to refrain from monitoring your upcoming annual conference using the monitoring forms traditionally provided by GCORR, which are based on representation rather than equity and impact. Instead, we are asking you to listen for the ways in which your conference is working to more effectively engage in ministry with the diverse and growing demographic groups present in your annual conference area. From there, you can begin healthy and reflective conversations with other conference leaders about initiating, improving and strengthening the conference's ability to reach more people, younger people and more diverse people. This new, expansive way of monitoring provides opportunity for engaging in transformative conversations with your annual conference. Through the process of engaging in these conversations, we hope that you will continue to take note of and offer response to instances of insensitivity, discrimination and blatant racism during annual conference sessions.
>
> Our invitation today asks you to go deeper, to think more globally and systemically and to work intentionally with others to forge innovative strategies for culturally competent ministry that results in churches of all races, ethnicities and languages reaching out to their communities, making disciples and transforming the world. In the near future, you will receive resources to assist you in this effort."

Another piece of our cultural sensitivity and competency for which we are very excited are the plans being made for the 2015 Annual Conference focus. While the theme will always be to energize and equip local churches to make disciples of Jesus Christ for the transformation of the world, each year provides a new opportunity to focus on a different aspect of equipping local churches. The 2015 focus is on cultural competency and sensitivity. The fact of the matter is that none of us can truly be culturally competent in our understanding of our own culture much less fully competent and sensitive to those who are different without continued training, awareness and understanding. In the coming months we look forward to helping each of our churches recognize that there are tremendous numbers of persons within each of our communities that are different than the current make-up of any of our churches and to offer resources to help you engage in ministry with them.

Another way we are requesting the help of all our annual conference members is by requesting they respond with a survey regarding how the annual conference is doing. The survey, found in our preliminary report (pg. 78), requests feedback. I would encourage you not to limit the use of this survey to just monitoring the event called the annual conference but to use it to monitor the entire annual conference including processes, relationships, direction and vision etc. Fill it out and send it to us in order that we might better be sensitive to the needs of all our brothers and sisters.

The Connectional Table is currently made up of the following: Conference Lay Leader, Associate Conference Lay Leader, Disaster Response Coordinator, representative from the Renewal of Eastern Mexico Covenant task force, Health and Welfare team leader, Church and Society team leader, President of Conference UMW, President of Conference UMM, Inclusiveness Team (which includes representatives of Status and Role of Women, Native American Ministries, Disability Concerns, Religion and Race) ,Conference Council on Youth Ministry Representative Age 12-18, Division of Ministry with Young People Representative Age 12-30, Team Leader of Christian Unity and Interreligious Concerns, Team Leader of Commission on Archives and History, Representatives of the Board of Trustees, Board of Pension, Council on Finance and Administration, as well as representatives from the Center's for Evangelism and Church Growth and Leadership members of General and Jurisdictional bodies who reside in the Annual Conference and ex officio are the Executive Directors of The Centers.

We realize there still is much work to do, but are confident we have made a strong beginning. The development of the three conference centers, appointment of new leaders and realignment of resources has enabled the progress.

Conference Nominations & Leadership Development Committee

Dr. Georgia Adamson, Secretary

Each person is called to ministry by virtue of his or her baptism, and that ministry takes place in all aspects of daily life, both in and outside of the church. The vitality of the Church as a whole depends upon the faith, abilities, and actions of all who work together for the glory of God. As Bishop Robert Schnase reminds us in his book, *Seven Levers: Missional Strategies for Conferences*, the conference nominations process plays a critical role. Each of us is called to be a faithful participant in the *mission of the church*, which is to partner with God to **make disciples of Jesus Christ for the transformation of the world.**

As we approach 2016 we begin a new quadrennial period. The conference nominations team has a prime opportunity to identify and live into some adaptive changes around the issue of new and emerging leaders. It is through constant identifying of new potential leaders and giving those leaders training opportunities and experience that we grow the pool of leaders and shape the next generation.

While the conference nominations team needs to form committees, teams, task forces, think tanks, etc. – taking into consideration expertise, interest, and ability; with attention to gender, ethnic, age, geographical, and lay/clergy diversity – it is not tied to any of those classifications as the sole reason for selection. More important qualities for all leaders include: openness to training, experience, beliefs, relative giftedness, and attitude.

In terms of attitude in those who would be leaders among us, there are two key points that we highly prize. First, a leader must buy in to the church's mission and values (and its core convictions of faith as well). Second, a leader must possess a servant's heart.

With these thoughts in mind:

1. The conference nominations team will be mining the responses from the Seven Levers homework assignment submitted to Bishop Lowry in February.
2. The conference nominations team will meet prior to Jan. 1, 2016, to strategize about new, more effective ways to identify potential leadership. Without changing our nominating processes, our organizational structure changes cannot work effectively.
3. The conference nominations team will be working to provide a brief description of the upcoming position openings for 2016 annual conference leadership.
4. The conference nominations team will continue lifting up our guidelines concerning persons serving in classes rotating off after completing a full term and being off the board or committee for at least a year before being eligible to serve another term. When we do not see that as a pattern, the

Conference Nominations and Leadership Development Committee will likely send the slate/name back and request additional nominees.

COMMITTEE ON EPISCOPACY

DR. JOHN MCKELLAR, CHAIRPERSON

During 2014-15, Bishop Lowry continued to lead our Annual Conference with vision, passion, and an enduring sense of joy as we continue to meet the challenges of our day. He remained steadfastly focused on strengthening and empowering local churches and continually reminded the Conference, by teaching and by example, that each congregation is a critical mission field to spread the Gospel.

As Bishop, he has consistently kept before us these important areas:

1. Vision: Keeping focused on the local church
2. Cultural Change & Transformation: Emphasis on core orthodoxy, high Christology, spiritual formation, and passion for evangelism
3. Accountability: Building a culture of accountability with vital congregations

One of Bishop Lowry's great strengths is teaching, and he uses his gift generously to bless our Conference. He is a brilliant scholar, but he teaches in a way that is engaging, approachable, and inspirational. Over the past year, he taught the four-day High Octane preaching class to sharpen the art of preaching and leadership, participated in the "Seven Levers Summit" with Bishop Schnase, preached 13 times in local congregations, and taught a "Calvin vs. Wesley" course for eight weeks on the campus of Texas Wesleyan University. These are just a few of the many activities our Bishop has been engaged in as he leads our Annual Conference.

At the General Church level, Bishop Lowry is a member of the Executive Committee, Congregational Vitality Leadership Team, and the Episcopal Tenure Task Force of the Council of Bishops and serves on multiple committees for the UM Publishing House. In addition to these positions, Bishop Lowry was the Conference preacher for the Alabama-West Florida and the Rio Grande annual conference sessions; he was also a contributing author to "Find Our Way: Love and Law in the United Methodist Church."

With a bold clarity of vision, Bishop Lowry has led us in addressing the ministry challenges that currently lay before us and in anticipating those that we will face in the next decade. The Central Texas Conference is fortunate to have this exemplary leader guiding us with his wisdom, heart, and depth of spirit.

Center for Evangelism & Church Growth

Report 1
Our Purpose

The Center for Evangelism and Church Growth (CECG) exists to energize and equip local churches to share the grace of Jesus Christ in their mission field. Some of the ways that we fulfill this purpose include:

- Starting new churches and faith communities that effectively reach the rapidly de-churched and unchurched populations. (See Report 2 below)
- Working in concert with Path 1: the General Conference Board that provides leadership, training, coaching and mentoring to Annual Conferences to start new congregations. (See Report 2 below)
- Transforming congregations through the Healthy Church Initiative. (See Report 3 below)
- Partnering with local congregations and District Superintendents to provide transformational coaching and consulting. Over the course of the last year, twelve congregations have benefited from this service. (See Report 4 below)
- Helping churches multiply their impact in their mission field by utilizing Readiness 360: an online survey tool that provides key markers of readiness for ministry and tips for church leaders as they consider changes that can enhance their ministry.
- Partnering with the Center for Mission Support to develop resources for congregations in the areas of Discipleship Pathways and Passionate Worship.

In the packet you will receive at Annual Conference, there will be a brochure that explains the variety of tools in the CECG "Toolbox" (see Report 6) that can help churches fulfill their mission to make disciples of Jesus Christ for the transformation of the world.

Report 2
Starting New Congregations

The Central Texas Conference continues its commitment to provide "New Places for New People." In the past, starting a new church meant establishing a free-standing congregation that was expected to become self-supporting within three years, and ultimately to become chartered as a United Methodist congregation. While we will continue to use this model in some places, we know that in the unchurched culture today we must look at new and creative models for providing

"New Places for New People." Currently, we continue to support the following projects:

1. Grace Fellowship: a multicultural congregation in Killeen.
2. Wesley UMC: a Ghanaian congregation in Arlington.
3. French Speaking Community: a church within a church, Richland Hills UMC, reaching people from the Congo.
4. Our Manna: a church within a church, Korean Congregation meeting at Davis Memorial.
5. Life Church, Waco: a second campus of First Waco, multicultural congregation.
6. Keller West: a second campus of Keller United Methodist Church.
7. Mission Esperanza: a church within a church, Hispanic/Latino, meeting at Wesley in Arlington
8. First 7th: church within a church, meeting at First Fort Worth on Sunday evenings.
9. Mt Zion/Bracks: a vital merger creating a new church.
10. Thompson Chapel/Ridglea: a vital merger creating a new church.

For the past two years we have partnered with Path 1 in the Large Impact Residency Program. This program provides a potential new church start pastor a residency at a large teaching congregation. Our 2014 Path 1 Resident, Jennifer Pick, completes her residency with First Mansfield this month. We are thankful to Dr. Mike Ramsdell, Dr. David Alexander, and the staff at First Mansfield for their commitment to this ministry. Jennifer will be appointed as an associate at First Grapevine. Our 2015 Resident is Jon Reeves, who will be appointed to White's Chapel.

As we look to the future, the rapid population growth of the Annual Conference will continue. Walsh Ranch in Tarrant and Parker County will begin building homes this year. This will be the largest planned community in the nation. Development along the Chisholm Trail Parkway is starting. Growth in Williamson County will continue, especially in the Georgetown area. With this growth we will need to develop "New Places for New People" in all of these areas. We must be prepared to start three new faith communities in 2016. One of the roadblocks to meeting our challenge is to identify and train pastors and laity who can start new faith communities. As we look forward, we need vital congregations and visionary leadership that will catch the vision of multiplying their reach into their communities. The Center for Evangelism and Church Growth can provide resources that can help a congregation to explore the possibility of developing a "New Place for New People."

Report 3
Healthy Church Initiative

The Healthy Church Initiative (HCI) is a process designed to transform churches. As a Center, our aim is to provide resources and strategies to pastors, church staff, and laity so that they will be more equipped to reach new people for Christ; to more fully become the church God wants them to be in their community.

Through a combination of shared learning experiences, consultation and coaching, HCI has three distinct phases:

PHASE 1 – SHARED LEARNING EXPERIENCE AND LEADERSHIP TRAINING

Transformation does not happen just by adopting a program, but rather it starts with the development of leadership. Leaders are made – not born. Therefore the first step in the HCI process revolves around the training of pastors and laity. Through Pastoral Leadership Development (PLD) and Lay Leadership Development (LLD) programs and Small Church Initiative Workshops (SCI), HCI trains individuals to become leaders that are truly mission-focused. This is the step that prepares pastors and laity for the consultation process where true change begins to occur. Since the fall 2012, we have had:

- 275 laity from 60 churches have participated in LLD
- 83 clergy have participated in PLD
- 204 laity from 42 churches have participated in SCI workshops
- 49 clergy have participated in SCI workshops

To take part in a shared learning group, additional information and registration instructions can be found on the CTC website under Center for Evangelism and Church Growth. Fill out the registration forms or contact Tammy Lindley in the Center for Evangelism and Church Growth.

PHASE 2 – SELF-STUDY AND CONSULTATION

If a congregation were able to implement substantive changes on their own, they would have done it already. Recognizing that there are no "quick fixes," the HCI process offers coaching and consultants to help generate a ministry action plan with incremental steps toward revitalization. When a church votes to proceed into consultation, the first step is for the church leadership to complete a thorough Self-Study. With the completion of this Study, an experienced team of coaches and consultants are then armed with solid data to address a church's current reality as well as raise awareness of the church's greatest strengths, assets and opportunities to fully live out The Great Commission.

An on-site consultation consists of interviews, focus groups and workshops. After completing these, the consultation team writes a comprehensive report outlining strengths, concerns and prescriptions that will revitalize a congregation. After this process is completed, the congregation will decide to accept or reject the prescriptions. This decision can truly alter the future of the church. Since our first consultation in April of 2013, we have conducted 33 local church consultations throughout the Conference. Currently we have 11 Lead Consultants trained. We are identifying other clergy and laity to be trained as consultants.

PHASE 3 – IMPLEMENTATION WITH COACHING

Provided the congregation accepts the consultation report with prescriptions, experienced coaches then walk with the church for up to 18 months. Coaches are there to help church leadership stay on task, navigate any potential stumbling blocks, celebrate wins, and ultimately to fulfill the ministry action plan outlined in the prescriptions. Currently we have 11 Church Coaches trained. We are identifying other clergy and laity to be trained as coaches.

REPORT 4
TRANSFORMATIONAL COACHING

Dr. Jerry Roberson is the Consultant in Church Transformation. In addition to coaching churches engaged in the Healthy Church Initiative, he also works one-on-one with pastors and congregations. Currently Dr. Roberson is coaching:

1. Epworth, Arlington, with an emphasis on mission field alignment.
2. McMillian, Fort Worth, with an emphasis on mission field alignment.
3. St. Stephen, Arlington, with an emphasis is on systems development.
4. Grace, Arlington, with an emphasis on relocation and infrastructure development.
5. Mt. Zion/Bracks, Waco, with an emphasis on merging churches, relocation, and mission field alignment.

REPORT 5
AWARDS

HARRY DENMAN EVANGELISM AWARD

The Harry Denman Evangelism Awards honor a United Methodist clergy, youth, and lay person in each annual conference who has exhibited outstanding efforts in Wesleyan evangelism by faithfully carrying out the mission of "making disciples of Jesus Christ for the transformation of the world." Since 2010 the Central Texas Annual Conference has been honoring those who make sharing the love of Jesus Christ their mission.

Mr. Pat Stroman	2010
Rev. Dr. John McKeller	2010
Rev, Leah Hidde-Gregory	2011
Rev. Denise Blakley	2012
Mr. Scott William Locke	2012
Mr. Chris Rowe	2013
Rev. Joel Robbins	2013

Mr. Jimmy Adam	2014
Rev. Betsy Godbold	2014
Mr. Johnny Hernandez	2015
Mr. Allen Rittinger	2015
Ms. Peggy Fiveash	2015
Dr. Louis Carr, II	2015
Bishop Mike Lowry	2015

Information about the Harry Denman award and nomination forms can be found on the Foundation for Evangelism website, http://foundationforevangelism.org/

ONE MATTERS DISCIPLESHIP AWARD

Discipleship Ministries is partnering with annual conferences to encourage and renew their focus on discipleship, especially at congregations in the United Methodist connection where annual baptisms and professions of faith too often are nonexistent, by honoring churches with the new One Matters Discipleship Award.

One person matters to God and matters to us. The "One Matters Discipleship Award" is intended to celebrate the joy of inviting others into a life with Christ. We want to use the award to recognize a church that is turning zeros into positive numbers with a renewed focus on discipleship during 2015. We want to lift up the importance of discipleship and help interpret across the connection what zeros in professions of faith and baptism mean and what moving away from the zeros means," said Sara Thomas, Deputy General Secretary of Discipleship Ministries and Chief Strategist for Vital Congregations. "Each "1" in those categories represents a transformed life – a life that matters to God, and a life that should matter to us."

More than 70 percent of the UMC congregations in the United States did not baptize anyone age 13 or older in 2013, and 55 percent did not baptize anyone age 12 and under, according to the General Council on Finance and Administration (GCFA). In addition, 50 percent of local churches did not have any professions of faith that year.

"Making disciples is much more than statistics; it is about lives changed by God's grace," Thomas said. "We have an opportunity to help celebrate the fact that one life matters ... and continue to help congregations identify ways to invite people into a relationship with Jesus through the United Methodist Church."

The award, which includes $1,000 and a One Matters Discipleship Award plaque, will be presented to the pastor and lay leaders of a congregation which has done significant work to make its zeros from previous years become positive numbers. The monetary award is designed to encourage continued growth in the area of discipleship."

In 2015, the inaugural year for this award in the Central Texas Conference, we celebrate the congregation of Olney's First United Methodist Church and the Rev. Harrell Braddock.

Culture of the Call Award

This award, given annually, recognizes one local United Methodist congregation that encourages the next generation of leaders with a passion for evangelism to enter full-time Christian service. The Foundation for Evangelism awards this honor to highlight the outstanding work being done in the local church where young persons, age 35 and under, are encouraged, supported and nurtured as part of the culture of that congregation.

Previous recipients of the Culture of the Call Church Award include:

1. Swartz Creek UMC, Swartz Creek, MI
2. Collegiate UMC, Ames, IA
3. University UMC/Las Naciones Iglesia/First Filipino-American UM Fellowship, Las Vegas, NV
4. First UMC, Winfield, KS
5. Denver UMC, Denver, NC

Report 6
Our "Toolbox" of Resources

One of the 2014 goals of the Center for Evangelism and Church Growth was to develop a "Toolbox" of resources for local churches. Included in your conference packet will be a brochure outlining the resources and offerings available from the Center. Over the next year we will be working with the Center for Mission Support and the Center for Leadership to develop additional resources for clergy and lay leadership. The CECG staff is readily available to work with churches in starting new ministries, training in evangelism, and other areas of church growth and development. Please see our website or contact Tammy Lindley in the Center for Evangelism and Church Growth for additional information.

Report 7
Partners in Growth Shares

While it is important that we invest in transformation of local churches, we must continue to fund the development of new congregations and faith communities. For more than 30 years laity, clergy, Sunday School classes, youth groups, and congregations across the Central Texas Conference have given generously to support the development of "New Places for New People" through our SHAREHOLDER program. While many have continually purchased one or more SHARES (an annual pledge of $60), others have purchased a portion of a SHARE. Every dollar is critically important as we plan for the rapid growth we are and will be

experiencing over the next 30 years! We are grateful to each person, church, church group and organization in supporting New Church Development.

Below is a report of the SHARE program for 2014. Please review your church's participation. If you have questions contact Tammy Lindley at the Conference Service Center. Prayerfully consider how your church can increase their participation in the coming year. Please see our website or contact Tammy Lindley in the Center for Evangelism and Church Growth for additional information on the SHAREHOLDER program.

CTC Churches Share Report

CHURCH NAME	2013 SHARES	2013 ACTUAL DOLLARS RECEIVED	2014 SHARES	2014 ACTUAL DOLLARS RECEIVED	DIFFERENCE IN DOLLARS
ACTON	38.83	$900.00	35.83	$690.00	-$210.00
ALEDO	26.00	$820.00	26.00	$755.00	-$65.00
ALVARADO	13.66	$700.00	13.66	$305.00	-$395.00
ANNETTA	5.00	$300.00	5.00	$0.00	-$300.00
ARLINGTON ALDERSGATE	4.83	$110.00	4.83	$20.00	-$90.00
ARLINGTON COVENANT	3.50	$180.00	3.50	$120.00	-$60.00
ARLINGTON EPWORTH	3.16	$100.00	2.83	$60.00	-$40.00
ARLINGTON FIRST	79.59	$3,560.00	78.09	$2,820.00	-$740.00
ARLINGTON GOOD SHEPHERD	7.83	$320.00	7.83	$60.00	-$260.00
ARLINGTON GRACE	4.75	$105.00	4.75	$45.00	-$60.00
ARLINGTON NEW WORLD	67.25	$2,845.00	68.25	$2,260.00	-$585.00
ARLINGTON ST. ANDREW	19.00	$780.00	19.00	$420.00	-$360.00
ARLINGTON ST. BARNABAS	30.42	$1,515.00	30.42	$1,025.00	-$490.00
ARLINGTON ST. JOHN THE APOSTLE	5.00	$300.00	5.00	$240.00	-$60.00
ARLINGTON ST. STEPHEN	5.00	$240.00	4.00	$180.00	-$60.00
ARLINGTON TRINITY	209.83	$9,065.00	207.33	$6,030.00	-$3,035.00
AZLE EAGLE MOUNTAIN	3.50	$120.00	2.50	$0.00	-$120.00
AZLE FIRST	22.17	$780.00	20.67	$840.00	$60.00
BALLINGER	7.83	$355.00	7.83	$405.00	$50.00
BANGS	1.17	$30.00	1.17	$0.00	-$30.00

CHURCH NAME	2013 SHARES	2013 ACTUAL DOLLARS RECEIVED	2014 SHARES	2014 ACTUAL DOLLARS RECEIVED	DIFFERENCE IN DOLLARS
BARDWELL	1.00	$0.00	1.00	$0.00	$0.00
BARRY	1.00	$0.00	1.00	$0.00	$0.00
BARTLETT	1.00	$0.00	1.00	$0.00	$0.00
BEDFORD FIRST	10.25	$120.00	10.25	$180.00	$60.00
BEDFORD WILLIAM C MARTIN	22.00	$1,150.00	20.00	$1,020.00	-$130.00
BELTON FIRST	19.08	$1,025.00	18.08	$795.00	-$230.00
BETHEL, TEMPLE	1.00	$60.00	1.00	$60.00	$0.00
BETHEL, WEATHERFORD	3.00	$60.00	2.00	$0.00	-$60.00
BETHESDA	5.50	$215.00	5.50	$90.00	-$125.00
BLANKET	11.00	$660.00	11.00	$660.00	$0.00
BLOOMING GROVE	3.00	$250.00	3.00	$0.00	-$250.00
BLUFF DALE	10.67	$60.00	10.67	$0.00	-$60.00
BLUM	1.00	$0.00	1.00	$60.00	$60.00
BOSQUEVILLE	5.50	$280.00	5.50	$60.00	-$220.00
BRECKENRIDGE FIRST	23.00	$420.00	23.00	$255.00	-$165.00
BRECKENRIDGE ST PAUL	7.33	$230.00	7.33	$120.00	-$110.00
BRISTOL	1.00	$0.00	1.00	$60.00	$60.00
BRITTON	1.50	$90.00	1.50	$90.00	$0.00
BROCK	11.75	$0.00	11.75	$0.00	$0.00
BROWNWOOD CENTRAL	9.50	$522.38	9.50	$360.00	-$162.38
BROWNWOOD EMANUEL CHAPEL	5.00	$300.00	5.00	$300.00	$0.00
BROWNWOOD FIRST	14.58	$545.00	14.58	$385.00	-$160.00
BRUSH PRAIRIE SAINTS DELIGHT	1.00	$0.00	1.00	$0.00	$0.00
BURLESON FIRST	30.00	$1,245.00	30.00	$990.00	-$255.00
CAHILL	5.00	$240.00	5.00	$180.00	-$60.00
CAYOTE	1.00	$0.00	1.00	$60.00	$60.00
CEDAR PARK GOOD NEWS	4.00	$240.00	4.00	$240.00	$0.00
CHATFIELD	5.00	$60.00	5.00	$0.00	-$60.00
CHINA SPRINGS	4.33	$216.00	4.33	$272.00	$56.00
CISCO FIRST	6.00	$300.00	6.00	$300.00	$0.00
CLEBURNE FIRST	29.58	$1,200.00	28.58	$1,200.00	$0.00
CLEBURNE ST MARK	15.50	$900.00	15.00	$780.00	-$120.00

CHURCH NAME	2013 SHARES	2013 ACTUAL DOLLARS RECEIVED	2014 SHARES	2014 ACTUAL DOLLARS RECEIVED	DIFFERENCE IN DOLLARS
CLEBURNE WESLEY MEMORIAL	2.00	$24.00	2.00	$22.00	-$2.00
CLIFTON	5.17	$60.00	5.17	$180.00	$120.00
COLEMAN FIRST	4.75	$120.00	4.75	$60.00	-$60.00
COLLEYVILLE	8.00	$360.00	8.00	$100.00	-$260.00
COMANCHIE FIRST	4.00	$240.00	4.00	$60.00	-$180.00
COMMUNITY OF HOPE	26.99	$770.00	27.99	$1,335.00	$565.00
COOLIDGE	2.00	$120.00	2.00	$60.00	-$60.00
COPPERAS COVE GRACE	19.83	$930.00	19.83	$210.00	-$720.00
CORSICANA FIRST	31.42	$1,430.00	31.09	$1,225.00	-$205.00
CORSICANA ST ANDREW	8.00	$60.00	8.00	$60.00	$0.00
CORSICANA ST LUKE	1.00	$847.00	1.00	$667.00	-$180.00
CORSICANA WESLEY	4.33	$120.00	4.00	$0.00	-$120.00
COVINGTON	1.00	$60.00	1.00	$0.00	-$60.00
CRANFILLS GAP	4.00	$180.00	4.00	$180.00	$0.00
CRAWFORD	7.58	$240.00	7.58	$140.00	-$100.00
CRESSON	3.00	$0.00	3.00	$180.00	$180.00
CROSS PLAINS	6.75	$240.00	6.75	$600.00	$360.00
CROWLEY	17.50	$570.00	17.50	$710.00	$140.00
DAWSON	11.00	$0.00	11.00	$0.00	$0.00
DE LEON	11.08	$635.00	11.08	$373.00	-$262.00
DIDO	2.75	$105.00	1.75	$70.00	-$35.00
DUBLIN FIRST	10.75	$405.00	10.75	$285.00	-$120.00
DUBLIN LAUREL STREET	1.00	$60.00	1.00	$60.00	$0.00
EARLY	6.00	$60.00	6.00	$0.00	-$60.00
EASTLAND	3.00	$180.00	3.00	$120.00	-$60.00
EMHOUSE	1.00	$60.00	1.00	$60.00	$0.00
ENNIS FIRST	25.09	$1,225.00	27.09	$865.00	-$360.00
EULESS FIRST	29.75	$1,665.00	29.75	$1,225.00	-$440.00
EULESS TONGAN FIRST	1.00	$0.00	1.00	$0.00	$0.00
EUREKA	2.00	$145.00	2.00	$120.00	-$25.00
FERRIS	5.00	$240.00	5.00	$180.00	-$60.00
FLORENCE	3.00	$120.00	3.00	$60.00	-$60.00

CHURCH NAME	2013 SHARES	2013 ACTUAL DOLLARS RECEIVED	2014 SHARES	2014 ACTUAL DOLLARS RECEIVED	DIFFERENCE IN DOLLARS
FOUNDATION AT LAKEWOOD	15.00	$480.00	15.00	$120.00	-$360.00
FROST	2.50	$90.00	2.50	$90.00	$0.00
FT WORTH ALLIANCE	5.50	$240.00	5.50	$60.00	-$180.00
FT WORTH ARBORLAWN	57.25	$1,980.00	57.25	$1,710.00	-$270.00
FT WORTH ARLINGTON HEIGHTS	31.17	$1,270.00	30.17	$620.00	-$650.00
FT WORTH ASBURY	0.50	$30.00	0.50	$30.00	$0.00
FT WORTH BENBROOK	5.42	$180.00	5.42	$120.00	-$60.00
FT WORTH BETHEL	5.00	$0.00	5.00	$60.00	$60.00
FT WORTH CAMPUS DRIVE	5.00	$0.00	5.00	$0.00	$0.00
FT WORTH CHRIST	17.33	$720.00	17.33	$600.00	-$120.00
FT WORTH DAVIS MEMORIAL	10.00	$360.00	8.00	$180.00	-$180.00
FT WORTH EASTERN HILL	2.00	$60.00	2.00	$60.00	$0.00
FT WORTH EDGE PARK	16.00	$240.00	16.00	$120.00	-$120.00
FT WORTH EVERMAN	6.00	$90.00	6.00	$90.00	$0.00
FT WORTH FAITH	3.00	$0.00	3.00	$0.00	$0.00
FT WORTH FIRST	122.67	$5,730.00	122.67	$5,190.00	-$540.00
FT WORTH FOREST HILL	1.00	$0.00	1.00	$0.00	$0.00
FT WORTH GENESIS	29.95	$1,455.00	29.25	$690.00	-$765.00
FT WORTH HANDLEY	21.50	$480.00	21.50	$60.00	-$420.00
FT WORTH LIGHTHOUSE FELLOWSHIP	6.75	$405.00	6.75	$165.00	-$240.00
FT WORTH MCMILLAN	8.00	$180.00	8.00	$75.00	-$105.00
FT WORTH MEADOWBROOK	27.00	$1,440.00	27.00	$1,060.00	-$380.00
FT WORTH MORNINGSIDE	7.00	$205.00	7.00	$120.00	-$85.00
FT WORTH POLYTECHNIC	13.50	$690.00	13.50	$810.00	$120.00
FT WORTH RICHLAND HILLS	36.59	$1,745.00	36.59	$1,205.00	-$540.00
FT WORTH RIDGLEA	8.00	$300.00	8.00	$195.00	-$105.00
FT WORTH RIVER OAKS	3.33	$120.00	3.00	$120.00	$0.00
FT WORTH SAGINAW	10.50	$532.51	9.50	$136.00	-$396.51
FT WORTH ST ANDREW	7.00	$240.00	7.00	$300.00	$60.00
FT WORTH ST LUKE	23.17	$1,010.00	21.50	$610.00	-$400.00
FT WORTH ST MATTHEW	1.00	$0.00	1.00	$0.00	$0.00
FT WORTH THOMPSON CHAPEL	7.50	$315.00	7.50	$210.00	-$105.00

CHURCH NAME	2013 SHARES	2013 ACTUAL DOLLARS RECEIVED	2014 SHARES	2014 ACTUAL DOLLARS RECEIVED	DIFFERENCE IN DOLLARS
FT WORTH UNIVERSITY	5.75	$255.00	5.75	$905.00	$650.00
FT WORTH WESLEY	1.00	$0.00	1.00	$0.00	$0.00
FT WORTH WESTCLIFF	2.00	$0.00	2.00	$0.00	$0.00
FT WORTHWESTERN HILLS	19.50	$750.00	19.50	$780.00	$30.00
GATESVILLE	30.33	$1,580.00	31.33	$1,460.00	-$120.00
GEORGETOWN FIRST	84.92	$3,390.00	81.92	$2,960.00	-$430.00
GEORGETOWN ST JOHN	29.33	$1,123.22	25.33	$660.00	-$463.22
GEORGETOWN ST PAUL	1.00	$120.00	1.00	$60.00	-$60.00
GEORGETOWN WELLSPRING	29.00	$1,500.00	29.00	$1,620.00	$120.00
GHOLSON WESLEY CHAPEL	12.00	$720.00	12.00	$784.00	$64.00
GLEN ROSE	40.66	$2,211.00	40.66	$1,840.00	-$371.00
GODLEY	9.00	$480.00	9.00	$570.00	$90.00
GORDON	9.50	$390.00	6.50	$360.00	-$30.00
GOULDBUSK	1.00	$120.00	1.00	$60.00	-$60.00
GRAFORD	3.00	$180.00	3.00	$60.00	-$120.00
GRAHAM FIRST	59.83	$2,225.00	59.83	$1,535.00	-$690.00
GRAHAM SALEM-CRESTVIEW	1.00	$60.00	1.00	$0.00	-$60.00
GRANBURY	20.42	$855.00	20.42	$730.00	-$125.00
GRANDVIEW	5.00	$180.00	5.00	$120.00	-$60.00
GRANGER	1.00	$60.00	1.00	$60.00	$0.00
GRAPEVINE FIRST	36.50	$1,785.00	36.50	$1,460.00	-$325.00
GROESBECK DENNIS CHAPEL	2.00	$0.00	2.00	$0.00	$0.00
GROESBECK FIRST	6.50	$60.00	6.50	$0.00	-$60.00
GUSTINE	3.25	$150.00	3.25	$120.00	-$30.00
HAMILTON	6.00	$420.00	5.00	$360.00	-$60.00
HANNIBAL	3.00	$180.00	3.00	$120.00	-$60.00
HARKER HEIGHTS	10.00	$540.00	10.00	$540.00	$0.00
HEWITT	6.00	$180.00	6.00	$180.00	$0.00
HICO	8.00	$480.00	7.00	$627.00	$147.00
HILLSBORO FIRST	12.33	$380.00	12.33	$320.00	-$60.00
HILLSBORO LINE STREET	1.00	$60.00	1.00	$0.00	-$60.00
HOLDERS CHAPEL	1.00	$0.00	1.00	$0.00	$0.00

CHURCH NAME	2013 SHARES	2013 ACTUAL DOLLARS RECEIVED	2014 SHARES	2014 ACTUAL DOLLARS RECEIVED	DIFFERENCE IN DOLLARS
HUBBARD FIRST	5.00	$60.00	5.00	$120.00	$60.00
HURST FIRST	70.58	$3,485.00	71.58	$2,910.00	-$575.00
HURST ST PAUL	22.25	$740.00	22.25	$560.00	-$180.00
HUTTO	9.00	$180.00	9.00	$240.00	$60.00
IREDELL	1.00	$0.00	1.00	$60.00	$60.00
ITALY	0.50	$30.00	0.50	$30.00	$0.00
ITASCA	3.00	$180.00	3.00	$120.00	-$60.00
JARRELL	2.00	$0.00	2.00	$0.00	$0.00
JEAN	2.00	$120.00	2.00	$120.00	$0.00
JOSHUA	5.75	$275.00	5.75	$195.00	-$80.00
KELLER	16.83	$880.00	16.83	$670.00	-$210.00
KENNEDALE	1.50	$60.00	1.50	$60.00	$0.00
KERENS	1.00	$60.00	1.00	$0.00	-$60.00
KILLEEN FIRST	16.08	$1,035.00	15.08	$825.00	-$210.00
KILLEEN ST ANDREW	3.25	$1,030.73	3.25	$1,386.53	$355.80
KILLEEN ST LUKE	10.00	$1,200.00	10.00	$60.00	-$1,140.00
KOPPERL	2.00	$0.00	2.00	$0.00	$0.00
LAKEBROWNWOOD	3.67	$240.00	3.67	$0.00	-$240.00
LAKESIDE	19.00	$1,140.00	19.00	$480.00	-$660.00
LAMKIN	2.00	$140.00	1.00	$0.00	-$140.00
LANHAM	1.00	$0.00	1.00	$0.00	$0.00
LEBANON	2.33	$140.00	2.33	$170.00	$30.00
LEROY	1.00	$0.00	1.00	$0.00	$0.00
LIFEPOINT	3.50	$190.00	3.50	$90.00	-$100.00
LITTLE RIVER	1.00	$60.00	1.00	$60.00	$0.00
LORENA	19.00	$240.00	16.00	$60.00	-$180.00
MANSFIELD FIRST	18.92	$1,030.00	18.92	$865.00	-$165.00
MART FIRST	7.00	$120.00	7.00	$120.00	$0.00
MAY	4.00	$0.00	4.00	$0.00	$0.00
MAYPEARL	2.00	$120.00	2.00	$0.00	-$120.00
MCGREGOR	5.00	$120.00	5.00	$0.00	-$120.00
MEIER SETTLEMENT	1.00	$0.00	2.00	$120.00	$120.00

CHURCH NAME	2013 SHARES	2013 ACTUAL DOLLARS RECEIVED	2014 SHARES	2014 ACTUAL DOLLARS RECEIVED	DIFFERENCE IN DOLLARS
MERIDIAN	11.75	$600.00	11.75	$420.00	-$180.00
MEXIA FIRST	15.33	$290.00	15.33	$260.00	-$30.00
MEXIA ST LUKE	1.00	$360.00	1.00	$100.00	-$260.00
MEXIA UNION MEMORIAL	7.00	$0.00	7.00	$0.00	$0.00
MIDCITIES DISTRICT	6.00	$240.00	6.00	$0.00	-$240.00
MIDLOTHIAN	9.00	$540.00	9.00	$300.00	-$240.00
MINERAL WELLS CENTRAL	2.00	$60.00	2.00	$60.00	$0.00
MINERAL WELLS FIRST	4.00	$240.00	4.00	$120.00	-$120.00
MOODY	2.33	$120.00	2.33	$90.00	-$30.00
MOODY LEON	15.33	$870.00	15.33	$870.00	$0.00
MOOREVILLE	3.08	$185.00	3.08	$185.00	$0.00
MORGAN MILL	19.00	$1,225.00	19.00	$1,095.00	-$130.00
MORTON CHAPEL	1.00	$60.00	1.00	$60.00	$0.00
MOSHEIM	1.00	$60.00	1.00	$60.00	$0.00
MOUNT CALM	1.00	$60.00	1.00	$0.00	-$60.00
MULLIN	0.75	$0.00	0.75	$0.00	$0.00
NEWCASTLE	1.00	$60.00	1.00	$120.00	$60.00
OAKDALE	7.33	$320.00	7.33	$0.00	-$320.00
OGLESBY	4.00	$120.00	4.00	$120.00	$0.00
OLNEY	21.50	$1,170.00	20.50	$300.00	-$870.00
OVILLA	40.17	$1,290.00	40.17	$920.00	-$370.00
PALMER	8.00	$300.00	9.00	$120.00	-$180.00
PALO PINTO	1.33	$40.00	1.33	$0.00	-$40.00
PERRY	4.00	$260.00	4.00	$0.00	-$260.00
PIDCOKE	9.33	$560.00	8.33	$0.00	-$560.00
PLEASANT GROVE	5.00	$0.00	5.00	$0.00	$0.00
POOLVILLE	5.00	$180.00	5.00	$180.00	$0.00
PURMELA	1.00	$60.00	1.00	$60.00	$0.00
RANGER	1.00	$60.00	1.00	$60.00	$0.00
RED OAK	6.42	$260.00	6.42	$313.50	$53.50
RICHLAND	3.00	$0.00	3.00	$100.00	$100.00
RISING STAR	3.00	$0.00	3.00	$120.00	$120.00

CHURCH NAME	2013 SHARES	2013 ACTUAL DOLLARS RECEIVED	2014 SHARES	2014 ACTUAL DOLLARS RECEIVED	DIFFERENCE IN DOLLARS
ROUND ROCK FIRST	65.08	$3,100.00	66.08	$1,560.00	-$1,540.00
ROUND ROCK ST PHILIP	23.50	$1,230.00	23.50	$1,200.00	-$30.00
SALADO	19.00	$640.00	19.00	$240.00	-$400.00
SANTA ANA	0.50	$30.00	0.50	$60.00	$30.00
SANTO	2.00	$120.00	2.00	$60.00	-$60.00
SARDIS	0.75	$45.00	0.75	$45.00	$0.00
SILVER CREEK	5.00	$60.00	5.00	$60.00	$0.00
SMITHFIELD	21.00	$751.00	21.00	$591.00	-$160.00
SOUTHLAKE WHITE'S CHAPEL	16.50	$810.00	14.50	$330.00	-$480.00
SPRINGHILL	1.00	$0.00	1.00	$0.00	$0.00
SPRINGTOWN	18.17	$300.00	18.17	$221.00	-$79.00
STEPHENVILLE FIRST	37.92	$2,345.00	35.92	$1,185.00	-$1,160.00
STRAWN	2.00	$120.00	2.00	$120.00	$0.00
TAYLOR FIRST	3.00	$60.00	3.00	$60.00	$0.00
TAYLOR TENTH STREET	7.00	$277.00	87.00	$20.00	-$257.00
TEHUACANA	4.00	$60.00	4.00	$60.00	$0.00
TEMPLE FIRST	30.08	$1,860.00	29.08	$1,420.00	-$440.00
TEMPLE OAK PARK	22.75	$830.00	22.75	$590.00	-$240.00
TEMPLE ST JAMES	8.66	$120.00	8.66	$163.00	$43.00
TEMPLE ST PAUL	2.50	$0.00	2.50	$0.00	$0.00
TEMPLE HALL	2.25	$135.00	2.25	$75.00	-$60.00
THORTON	0.50	$0.00	0.50	$0.00	$0.00
TOLAR	6.33	$60.00	6.33	$600.00	$540.00
TOPSEY	1.00	$0.00	1.00	$0.00	$0.00
TROY	4.00	$180.00	4.00	$180.00	$0.00
WACO AUSTIN AVENUE	13.50	$300.00	13.50	$180.00	-$120.00
WACO BRACK'S CHAPEL	3.00	$0.00	3.00	$0.00	$0.00
WACO CENTRAL	12.25	$360.00	11.75	$360.00	$0.00
WACO COGDELL MEMORIAL	10.83	$300.00	10.83	$120.00	-$180.00
WACO FIRST	29.50	$2,865.00	29.50	$765.00	-$2,100.00
WACO LAKE SHORE	5.33	$75.00	5.33	$265.00	$190.00
WACO LAKEVIEW	2.00	$45.00	2.00	$60.00	$15.00

CHURCH NAME	2013 SHARES	2013 ACTUAL DOLLARS RECEIVED	2014 SHARES	2014 ACTUAL DOLLARS RECEIVED	DIFFERENCE IN DOLLARS
WACO ROBINSON DRIVE	1.00	$60.00	1.00	$60.00	$0.00
WACO SPARKS MEMORIAL	3.33	$60.00	3.33	$60.00	$0.00
WACO WESLEY	2.00	$60.00	2.00	$0.00	-$60.00
WALNUT SPRINGS	11.00	$0.00	11.00	$0.00	$0.00
WAPLES	3.33	$120.00	2.33	$0.00	-$120.00
WATAUGA	8.50	$450.00	8.50	$150.00	-$300.00
WATTS CHAPEL	9.00	$540.00	9.00	$540.00	$0.00
WAXAHACHIE FERRIS HEIGHTS	20.16	$1,067.00	18.16	$2,271.00	$1,204.00
WAXAHACHIE FIRST	34.60	$1,725.95	34.60	$825.00	-$900.95
WEATHERFORD CALVARY	3.75	$300.00	2.75	$60.00	-$240.00
WEATHERFORD COUTS MEMORIAL	12.75	$505.00	14.75	$585.00	$80.00
WEATHERFORD FIRST	62.38	$1,750.00	60.38	$887.50	-$862.50
WEATHERFORD BETHEL	1.00	$0.00	1.00	$0.00	$0.00
WEATHERFORD DISTRICT	0.33	$0.00	0.33	$0.00	$0.00
WEST	6.00	$300.00	6.00	$120.00	-$180.00
WEST DISTRICT	3.00	$480.00	3.00	$180.00	-$300.00
WHITNEY KING MEMORIAL	11.83	$401.00	11.83	$80.00	-$321.00
WINTERS	2.00	$120.00	3.00	$120.00	$0.00
WOODWAY	11.91	$700.00	11.91	$500.00	-$200.00
WORTHAM	1.00	$0.00	1.00	$0.00	$0.00
ZEPHYR	4.50	$180.00	4.50	$0.00	-$180.00
	3151.46	$134,168.79	3188.97	$99,479.53	-$34,689.26



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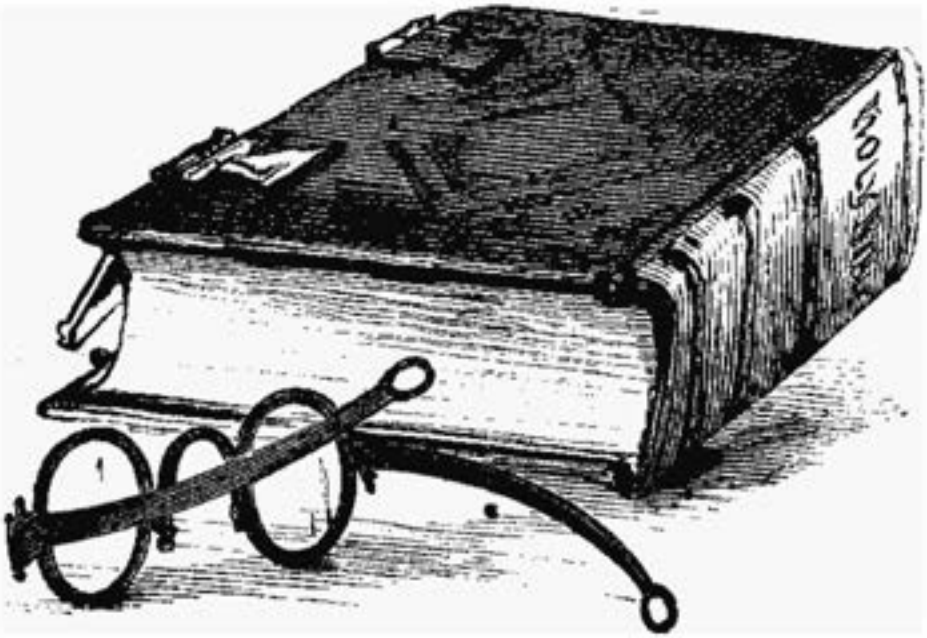

Center for Leadership

Clergy Assistant to the Bishop & Executive Director

Dr. Georgia Adamson

As Clergy Assistant to Bishop Lowry, I serve as support and resource for: Bishop Lowry, the CTC Cabinet (handle cabinet calendar, special projects and agendas), Board of Ordained Ministry, Conference Core Team, Episcopacy Committee, Conference Executive Staff, Conference Nominations and Leadership Development Team, Bishop's High Octane Preaching Workshop, and coordination of Winds of the Spirit. I carry the portfolios for complaints, develop with Bishop Lowry the Annual Conference Agenda and work with the Annual Conference Planning Team, work with recruitment and transfers, plus any additional projects requested by the Bishop. Additionally I served as part of the CTC Team Vital, working with the Council of Bishops to double the number of Vital Congregations throughout the denomination. A top priority since June 2014 has been working with our consultant, Mike Bonem, in completing the evaluation of the Exodus Project and making sure a report was given to Core Team, Cabinet, and Connectional Table prior to annual conference. Also, I hosted the Jurisdictional Gathering of Assistants to Bishops and DCM's.

As Executive Director of the Center for Leadership, My work revolves around: Conference Lay Ministry Team, Campus Ministry and Higher Education functions, Communications and Information Technology, Center for Leadership Executive Team, recruiting, resourcing district and local church leaders, gathering and sharing transformational stories, supporting Academy for Spiritual Formation, tracking Sexual Harassment Prevention Training compliance, coordinating, nominating and tracking for Soderquist's Renew Retreats. The Center partners with organizations and other centers to resource local church and district leaders.

As a center we have:

- Expanded the Executive Leadership Team from three to seven persons: Mike Young, chairperson; Peggy Fiveash; Mike Kerzee; Vicki Hidde; Karla Rodriguez; Kim Simpson; and Louis Carr, Jr.; plus staff resources of Rev. Joseph Nader, coordinator of campus ministry, and Dr. Kevin Walters.
- Initiated the first gathering of Directors of Campus Ministers retreat June 19-20, 2014. This was a time of peer learning and fellowship. Have plans for the second gathering August 10-11, 2015.
- Initiated "Culture of the Call Church Award," recognizing a church that excels at identifying, encouraging, and directing persons under the age of 35 to consider potential clergy and lay leadership. Creating a church culture of "Calling Congregations."

- Proposed to CFA, Core Team, Connectional Table, and Annual Conference that we withdraw our funding from the Texas United Methodist College Association and redirect the funding to recruitment and intern/specialized training grants for high quality candidates.
- Worked with UCF Wesley Foundation Board at Hill College to transition the leadership of this ministry from the board and CTC Center for Leadership to First UMC Hillsboro. The Center for Leadership believes that leadership that originates within the community is more insightful and often has a greater opportunity for influence and successful ministry with our two-year campus settings. Effective July 1, 2015.
- Worked with the Conference Lay Ministry Team and Dr. Kevin Walters to create a mentoring program for high quality lay leadership development called "Vital Leadership Academy." The first session begins in fall 2015.
- Sponsored a Partners in Ministry Training at First UMC Killeen as part of their response to a Healthy Church Initiative prescription.
- Partnered with Missional Wisdom Foundation to sponsor Suzi Byrd and Sarah Roberts in learning and developing intentional faith in non-traditional spaces, especially to provide community, mission, and worship opportunities for people who aren't comfortable in established churches.
- Partnered with Dr. Jesse Sowell to identify female clergy from Central Texas Conference to mentor Latvian female clergy.
- Partnered with the South District to bring in Susan Beaumont, a former senior consultant with the Alban Institute and co-author of *When Moses Meets Aaron: Staffing and Supervision in Large Congregations*.
- Strategized with President Fred Slabach (Texas Wesleyan University), Bishop Lowry, and Rev. Joseph Nader to create a new joint position at Texas Wesleyan University: university chaplain and director of spiritual and religious life. All parties plan to have an agreed upon job description by annual conference.
- Recruited 11 pastors and their spouses and three single clergy to attend "Renew" Retreats in 2014-2015. These opportunities varied in locations from Granbury, Talco, and Kyle, Texas; to Rogers, Arkansas; and Santa Fe, New Mexico.
- Brought in two new clergy recruits to CTC, Paul Massingill as Director of TCU Campus Ministry & Amber Massingill as Conference Director of Intentional Faith Formation. (Our goal is 1-5 new clergy each year.)
- Coordinated with Bishop Lowry on Cabinet learning focused around Patrick Lencioni's *The Advantage* and secured speaker, David Simpson, August 26, 2014; March 19, 2015; and September 22, 2015.
- Worked with Bishop Lowry and Bishop Robert Schnase to host a conference-wide event targeting local church, district, and conference leaders in engaging adaptive change. The "Seven Levers: Missional Strategies for Conferences Summit" on October 4, 2014 had 287 leaders in attendance.

- Coordinated Bishop Lowry's and Rev. Gary Lindley's recruiting tour to Asbury Theological Seminary in Wilmore, Kentucky and United Theological Seminary in Dayton, Ohio.
- Sent Dr. Kevin Walters to Nashville for the first gathering of Certified Lay Ministers November 20-22, 2014
- Offered leadership at the BOM Licensing School June 28, 2014.
- Partnered with BOM and Cabinet to create a definition of effectiveness and use that definition to create a tool for clergy and Staff Pastor Parish Relations Committee evaluations. We are still working on this joint effort and hope to have it accepted by all parties and ready to use by fall of 2015.
- Achieved greater clarity and focus around next steps for implementing our Center strategy for successful and effective campus ministry throughout the Central Texas Conference. Rev. Nader meets regularly with the other campus ministers to mentor, support and equip them for effective ministry. We continue to work with the campus ministry units to support and review the administration of the units. Together we are planning an internship program in each four-year campus ministry unit to encourage, train and equip future lay and clergy leaders. Through networking and intentional recruiting of candidates, we will develop training modules to develop future candidates for campus ministry positions.
- Worked to develop college pastoral leadership internships at churches and the conference service center – discovery of ministry through hands-on, mentored experience.
- Emphasized cultivating a culture of call at our Campus Ministries and intentional recruitment of directors – direct report to Assistant to Bishop and Center for Leadership.
- Partnered with Advancing Pastoral Leadership – a five-year program for clergy development including areas of leadership, public square ministry, evangelism, preaching, and stewardship/administration. Designed for clergy under age 35 with a potential for 30 years of strategic leadership in the Annual Conference. Created by Texas Annual conference; open by application. 2015-2020 Brady Johnston and Joseph Nader are sponsored by the Center.
- Continue Bishop's High Octane Preaching Workshop – a unique peer learning opportunity with the potential to raise the skill level of preaching and communication. It is intended to develop a pool of clergy leadership with the ability to communicate the gospel at a very high level. Participation in this group is perceived by the Cabinet as a high privilege. As a participant one must be able to handle preaching in front of peers and receiving constructive critiques. This is a high level, post-Master's course on preaching and communication and is by invitation. Completed year three.

- Continued to nominate persons to participate in Cox Certificate in Leadership – Today's successful leaders are broad thinkers with a global perspective that extends far beyond their own self-interest. In 10 challenging sessions, this dynamic course for mid-level and experienced leaders will transform your leadership vision and approach from the inside out. Generally nominated by Bishop for participation. We have had seven persons attend.
- Coordinated and shared communication responsibilities with North Texas Conference in hosting Five Day and Three Day Academy for Spiritual Formation – the Academy for Spiritual Formation® has offered an environment for spiritually hungry pilgrims, whether lay or clergy, which combines academic learning with experience in spiritual disciplines and community.
- Funded and promoted the Two Year Academy for Spiritual Formation. The Academy's commitment to an authentic spirituality promotes balance, inner peace and outer peace, holy living and justice living, God's shalom. Theologically the focus is Trinitarian, celebrating the Creator's blessing, delighting in the companionship of Christ and witnessing to the power of the Holy Spirit to transform lives, churches and the world. Sponsored Mike Alexander and David Leach.
- Partnered with Center for Evangelism and Church Growth and Dr. Kevin Walters to update **HCI** – Healthy Church Initiative and **SCI** – Small Church Initiative curriculum. As well as Dr. Kevin Walters sharing in leadership of some LLDs.
- Partnered with the Lewis Center for Church Leadership for ethics training, consulting, and helping the church as well as leaders to grow and be transformed.
- Continued supporting and resourcing Education Events – Gathering of Orders, Clergy Time Apart, etc.
- Lifted up EAP – assistance to clergy and their families with a specific inclusion of counseling opportunities.
- Invited and co-sponsored 13 young preachers under the age of 35 to attend a road trip to the Young Preachers Festival July 15-18, 2015 at Church of the Resurrection in Leawood, Kansas. Dr. Todd Renner will serve as the host for the experience.
- Worked to digitize as many of our records as possible before the move to our new building.

More detailed information about the work of Communications/IT and the Lay Ministry Team is found in the respective directors' report.

Conference Lay Servant Ministry

Kim Simpson, Conference Lay Leader

The United Methodist Constitution declares, "All Christians are called through their baptism to this ministry of servanthood ..." I want to thank all laity willing to serve Christ in their churches. Our 2012 *Book of Discipline* also states (¶ 134) **"The United Methodist tradition has recognized that laypersons as well as ordained persons are gifted and called by God to lead the Church."** The Conference Lay Ministry Team (CLMT) sees our primary task as energizing and equipping laity to be leaders in their local churches.

The CLMT has been working to make improvements to equip leaders as follows:

- The website has been updated, and there are links to new resources
- Lay Servant Ministry (LSM) classes are posted on the website, giving all persons access to them
- LSM classifications have been revised and requirements updated
- Persons were approved for the new classification of "Pulpit Supply"
- Under the guidance of Kevin Walters, Ph.D. (CTC Director of Leadership), we now have handbooks for Lay Leader, District Lay Leader, and District Director of Lay Servant Ministry
- Each District Lay Leader is being more proactive in visiting local churches, interacting with lay leaders, and assessing how the CLMT can resource leadership needs in local churches
- The first ever **Vital Leadership Academy** is on track to launch in the fall of 2015. This program is designed to identify, inspire, train and support a new cohort of spiritually mature laypeople able to partner with clergy to lead effective change in local congregations. The eight-month venture is under the direction of Dr. Walters and the CLMT. It will be open to all churches – but with a limited number of participants.

We'll continue to look for innovative, relevant and useful ways to equip laity in the Central Texas Conference. It is exciting to be in ministry and allow God to use us to make disciples of Jesus Christ for the transformation of the world.

Director's Report, Center for Leadership

Dr. Kevin Walters

The health of our churches and the fulfilment of our mission to make disciples of Jesus Christ depend on a trusting partnership between clergy and laity. To this end, the Center of Leadership created a new director-level position specifically to support the development of lay leadership in order to expand the number of vital congregations in the CTC. During my first year, I have experienced the welcoming hospitality of both the clergy and laity of the conference. Since July, the conference lay ministry team and I have introduced new resources and training opportunities as well as reinvigorated existing programs for laity in the conference.

This fall, the conference lay ministry team will launch a new leadership development program—the **Vital Leadership Academy** (VLA). The goal of the VLA is to develop new cohorts of leaders who are committed disciples of Christ equipped to lead in local congregations and beyond. This eight-month program will consist of three main parts: a series of four, 24-hour retreats in Glen Rose, four small group district gatherings, and guided personal study and reflection. The program will be selective to promote excellence – participants must be nominated by their pastor and fill out an application to be considered. The program is directed toward laity who may offer untapped leadership potential. To promote diversity, pastors are encouraged to invite young adults and those from groups underrepresented in current church leadership to apply. The recruitment goal is six to eight participants from each of the five districts.

One of the primary roles of the conference service center is to connect local church leaders with high-quality resources. Unfortunately, finding relevant information on the conference website often required lay people to navigate non-intuitive paths across different centers. To solve this, the CTC communications team and I created a laity page on the conference website organized into three sections – energizing, equipping, and supporting (www.ctcumc.org/laity). This new page connects laity to resources from both inside and outside the conference that will enable them to be better leaders in their local churches. In addition, we reintroduced *Laity Matters* as a blog where district and conference lay leaders reflect on leadership (laitymatters.wordpress.com) (www.laitymatters.wordpress.com). Those who provide an email address can receive a notification when something new is posted. We hope these tools will better connect laity with the resources they need to provide effective leadership in local churches.

We also sought to revitalize **Lay Servant Ministries** (LSM) – one of our most significant existing leadership development programs. The core of the program is a series of topical classes that inspire and equip people to live out their calling to ministry in diverse ways. My desire for the program is that we offer at least four, high-quality classes in each district each year. We also want to recruit new people who have never been connected to LSM, in addition to supporting those with an existing connection. This year, we focused on some technical adjustments and updates. For example, after gleaning the wisdom of the district directors of LSM, we developed a job description and practical handbook to clarify roles, responsibilities, and best practices for the program. We also set-up a new, cloud-based method of tracking lay servants. It is intended to be more accurate and shareable. In March, Pam Dieckert and I met with all the district directors of LSM for a time of discussion, training and planning.

Over the past year, I also supported the Center for Evangelism and Church Growth's **Healthy Church Initiative**. I facilitated a monthly lay leadership development group designed to introduce core church leaders to concepts of congregational development. This establishes a common language that helps churches benefit more deeply from the consultation process.

Finally, the conference lay ministry team (which consists, in part, of all district lay leaders) has committed itself to shepherding the **lay leader** in local churches. Last fall, for example, some district lay leaders reached out to lay leaders at charge conferences and/or led a session at their district training day. The local church lay leader crucially connects clergy and laity as well as various administrative committees. In partnership with the pastor, the lay leader helps communicate ministry goals and align the church's efforts to achieve them.

In the end, I am convinced that being effective in lay leadership requires three things: a deep commitment to living as a disciple of Christ, an opportunity to serve in one's area of passion and giftedness, and a sense that one is making a meaningful contribution to the kingdom of God. Too often, we invite people into leadership positions or committee work for the benefit of our institutions. We seek to fill slots. We allow maintenance to overwhelm mission. In order to expand the number of vital congregations, we need to help people see their God-given gifts, train them how to use them, and connect them to areas of meaningful service. As we do so, I believe that the renewed vitality of our churches will dissipate many of our current leadership challenges. It is my joy to support you through this process as a part of the CTC Center for Leadership.

Communications & Information Technology

Vance Morton, Director

From June 2011 to midyear 2014, the Central Texas Conference Communications & IT team spent considerable amounts of time and effort transforming the conference's dated communication and technology tools. This past year, we were able to pump the brakes on driving change and steer more towards upgrading and enhancing the platforms built to address local church needs of today, while keeping them flexible enough to adapt to the technology of tomorrow. The focus has been on reevaluating and refining processes and equipment put in place since the Exodus Project was adopted in June 2011.

In the past year, the Communications and IT team has closed more than 200 official project requests ranging from assisting local churches to develop new and improved websites, building more effective databases, live streaming learning events and providing IT infrastructure reviews and consultations.

Following is a snapshot of what the team accomplished towards our goal of energizing and equipping the local churches of the CTC since Bishop Lowry's AC14 benediction.

- Revitalized the overall look, feel and functionality of the Central Texas Conference website (www.ctcumc.org) by migrating to a new, improved platform, including
    - providing the conference with a mobile friendly site (for phones, tablets, etc.)

- reworking the capabilities of and updating the information in the CTC people, church and ministries databases.
- updating design and vastly expanding content geared toward laity on ctcumc.org.

- Produced Bishop Lowry's inaugural Brown Bag Bible Study of *Calvin vs. Wesley*, by Don Thorsen. An average of 36 people joined Bishop Lowry each week on the campus of Texas Wesleyan, and many more across the conference participated via live web streaming, employing recorded "on-demand" videos and PowerPoint decks in small groups and Sunday school classes.
- Supported consultant Mike Bonem's extensive review of the Exodus Project by researching and compiling statistical data from as far back as 2004.
- Completed the planned three-year process of moving all Charge Conference, Checkout and End-of-Year forms into a web-based format, allowing most local churches to more easily and effectively complete and submit the required forms.
- Created several new high-profile web pages, videos and graphic promotional materials designed to make the information on vital ministries of the CTC more accessible and shareable. These new pages are highlighted by

  - MinistrySafe, the official CTC abuse prevention system, which included all required information and implementation instructions translated into Spanish and Korean;
  - Charge Conference, Checkout and End of Year reporting portal pages;
  - Emergency Response Training, Mid-Winter Retreat, Young Adult Mission Trip, Young People's Ministries, CTC Serve, Global Mission 101, Confirmation Celebration and many more information and registration portal pages; and
  - Resources for churches to utilize during Advent, Lent and other seasons of learning and worship.

- Developed promotional materials, provided live event support and posted content following an October summit in Waco featuring Bishop Robert Schnase and his book, *Seven Levers: Missional Strategies for Conferences*.
- Partnered and consulted with several CTC churches seeking to upgrade their communications strategies, website and social media platforms and/or IT systems.
- Conducted technology reviews with all five district offices, ensuring their technology is up to date so they can effectively serve their churches.
- Aided district superintendents and assistants with technical support in preparation for charge conferences and other events as requested.

- Developed a cost analysis and printing strategy for the new Conference Service Center, and conducted an independent IT infrastructure review of the CTCSC to identify immediate and future needs.
- Continued to enhance the user experience by creating and refining online forms; prepared to transition out of FormsCentral, which Adobe will retire in July.

These projects are just a smattering of what the team was able to accomplish in the past year. We collaborated with many of you, and we'd like to thank you for your support, because the projects that truly energized and equipped the most, were those that were conceived and executed as part of a team effort with colleagues across the conference and connection.

While we are pleased with our efforts in support of the local church, we know there is much more to be done and are quite excited about what is just around the corner. For the remainder of 2015 and the first half of 2016, we will continue to build upon that collaborative, cross-functional spirit as we shift our focus even more toward sharing the narratives that truly define who we are as a conference; building a state of the art communications and IT infrastructure in the new CTCSC across from Texas Wesleyan University; re-launching of our social media sites; working more closely with local church and extension ministries on communications and IT platforms; assisting in the looming upgrade to Windows 10; and much more.

The Communications & IT team is made up of Vance Morton, director of Communications & IT (vance@ctcumc.org); Julian Hobdy, digital media coordinator (julian@ctcumc.org); and Calvin Scott, IT Coordinator (calvin@ctcumc.org). Please reach out to any or all of us at any time. We relish your suggestions, questions, comments, concerns and (most importantly) prayers.

Campus Ministry Report

Joseph Nader, Coordinator of Campus Ministry

In addressing the Annual Conference last year, we cast vision for a strategic approach to campus ministry that we believe will help us reach the college campuses within our conference. In turn, we expect that our work on the campuses will have major impact for the sake of the local church, as we share the Good News of Jesus with students, develop leaders, help them discern vocational calling and give them a laboratory to practice ministry. That vision consisted of a primary and a secondary strategy for growing the reach and effectiveness of campus ministry.

The primary strategy is focused on developing strong leadership and ministry on our four current four-year campuses (Baylor, Tarleton, TCU and UTA), and adjusting the models of ministry we have on our three two-year campuses (Hill, Navarro and Weatherford). We have spent this first year specifically focused on these pieces of our strategy. We sought to do that by preparing strong campus ministers, strong Board development and strong donor support on the four-year campuses. And for the two-year campuses, we have focused on adjusting from a

four-year model of ministry to a contextualized model, being open to different models for each campus.

In order to accomplish these goals, we have established an annual summer retreat for campus ministers that has given us a training ground for equipping them for their ministry on campus. We have done significant work in the local boards to simplify board structures and fill board positions with people engaged in and committed to the ministry. And, we have sought to train campus ministers and boards in developing a donor base.

We have also made major headway in adjusting our model for reaching the two-year campuses. Hill College UCF/Wesley Foundation is in the middle of shifting to a church-based ministry, out of FUMC Hillsboro. We believe this model will better fit a commuter-based, transitional school, and better utilize our campus ministry resources.

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Our secondary strategy is focused on extending our reach of campus ministry throughout the entire conference, reaching the four-year campuses without a UMC campus ministry presence, and producing a training model for developing future campus ministers. FUMC Georgetown and Trevor Kennedy have been instrumental in helping us revitalize the Methodist Student Movement at Southwestern University. We have also started to train associate directors as future campus ministers and directors of our Wesley Foundations. Rev. Melissa Turkett transitioned in 2014 from Associate Director of the UTA Wesley to Director and Campus Minister of the Baylor Wesley.

As missional outposts established to reach the campuses in our conference, we are grateful for the support and encouragement from the local churches. We are on the campus for the sake of the Kingdom, and for the future of the Church. Thanks for helping us to accomplish our mission. Blessings!

Board of Ordained Ministry

Dr. Jim Conner, Chairperson

The Board of Ordained Ministry of the Central Texas Annual Conference exists to enlist, evaluate, equip and sustain leadership for the current and future ministries of Jesus Christ in the United Methodist Church. Our focus for this quadrennium is clergy excellence.

Local Pastor's Licensing School was restructured, moving to a weekend plus a shortened five day residential stay. Twenty-nine candidates attended this year's licensing school.

The Orientation to Ministry Summit was held on August 2, 2014 and was attended by twenty- seven candidates. The Summit is an exploration and discernment event and the entry point to candidacy. The group learning environment has allowed

candidates to feel connected, provided mutual discernment, and created community among those going through the early stages of the candidacy process.

The GBHEM sponsored mid-quadrennial training for Boards of Ordained Ministry was held in Denver, August 12 – 15, 2014, and was attended by seven members of the Executive Committee, along with two representatives of the Cabinet. The attendees heard about best practices in the pursuit of clergy excellence from speakers across the country.

The Seven Levers Summit held on October 4, 2014 was attended by 38 members of the Board of Ordained Ministry. The board held discussions of the seven levers at its regularly scheduled meetings in October 2014 and January 2015. These discussions resulted in a list of action items reported to the Bishop which included: reducing the size of the Executive Committee, working with the Cabinet on evaluation and implementation of the new clergy excellence policy, working to develop a licensing school specifically for bi-vocational local pastors, expanding on the existing peer learning opportunities for clergy, restructuring the Clergy Time Apart event, and working with the Cabinet to develop a graceful exit strategy for ineffective clergy.

Several Executive Committee members attended a Jurisdictional BOM meeting on leadership sponsored by TMF on October 27 and 28, 2014 in Dallas. Key resources for the meeting included Bishop Huie's "A New Paradigm for Clergy Leadership" and Bishop Schnase's "Seven Levers." This was a great time of sharing ideas and visioning with other BOM leaders across the jurisdiction.

The 18 residents of the Central Texas Conference attended a Spiritual Formation retreat in November led by Dr. Timothy Robinson, Associate Professor of Spiritual Disciplines at TCU's Brite Divinity School. The residency retreat in February focused on leadership and featured Dr. Franz Klutchkowski of White's Chapel UMC, along with other conference leaders.

More than 100 clergy from throughout the conference attended Make Worship More Creative in November, 2014. This event, sponsored by the Chairs of the Orders, was led by Jason Moore of Midnight Oil Productions.

The process of digitizing the records of our candidates for ministry continued this past year with the addition of all district candidates. Our candidates, from exploring to ordination, are now able to electronically submit all their paperwork. The board has a sizeable number of candidates to interview this year: 20 for commissioning, 10 for continuation and nine for ordination. Spring interviews were conducted March 17-18, 2015.

For the first time, at Annual Conference 2015, our retirees are being honored with video tributes. The video format will allow the retirees to recall their experience of ministry and offer reflections on the church's past and future. The videos, filmed in cooperation with White's Chapel UMC, will be available to share with family and

friends who may not be able to attend the retirement service and will be a permanent part of our conference's history.

We have continued to be blessed by the incredible work ethic, the gifts and graces, and the spirit of Kathy Ezell, associate director of the Board of Ordained Ministry. The Board is deeply appreciative of her work.

The Board of Ordained Ministry is comprised of 56 clergy and laity who have responsibilities in their local churches, ministry settings, and other endeavors and callings. The gifts of their time and service during this past year have been exemplary.

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Celebrating Leadership Development & Discipleship Growth

THE BISHOP'S PREACHING EXCELLENCE AWARD

(Established by Bishop Mike Lowry in 2010)

Proclaiming the Good News revealed in Jesus Christ was the beginning, middle, and end of John Wesley's entire life's work. He reminded others of this passion repeatedly. You have nothing to do but to save souls. Therefore be spent in this work.

Deeply biblical preaching proclaims a transcendent and divine Word from the Lord. In a secular world that believes it can live without God, preaching brings radical news about a bigger world, a new world, the real world. Christian preaching deals with profound, life-and-death matters that have eternal consequences. It is momentous.

Excellent preaching is biblical, authentic, contextual, and life-changing. By the power of the Holy Spirit, preaching moves from the text through the preacher into a specific situation toward the Gospel's goal. Preaching is always connected with the church but ultimately goes beyond the church itself and proclaims the kingdom rule of God over all things and the mission of God *"to reconcile to himself all things, whether on earth or in heaven"* (Col. 1:20).

The Central Texas Conference 'Bishop's Preaching Excellence Award' was established not as an award one could apply to receive. This award is in recognition of those pastors who have a demonstrated pattern of excellence as a communicator of the Gospel. Bishop Lowry, after consultation with the Cabinet, is the sole determiner of the person named to receive the award. There may be years in which no award is given.

Names of recipients are on a plaque which is displayed in the Central Texas Conference Service Center. The honorees also receive $1,000 to be used as they see fit for further personal ministry development. In years when a recipient is chosen, the award is presented at Annual Conference.

The 2015 award was presented to Rev. Estee Valendy, co-pastor of Saginaw United Methodist Church. She becomes the sixth clergy person to earn this recognition.

In 2010, the first recipient was Dr. Mike McKee, who at that time was senior pastor of First United Methodist Church Hurst and is now the Bishop presiding over the North Texas Conference.

In 2011, Dr. John McKellar, co-pastor of White's Chapel United Methodist Church, was our recipient. In 2012, the award went to Rev. Quinton J. Gibson, Sr., senior pastor of St. James/Kell's Branch UMC. In 2013, Rev. David Alexander, pastor of First UMC Mansfield, was selected; and in 2014 Dr. Will Cotton, senior pastor, St. Barnabas United Methodist Church, was the recipient.

THE FRANCIS ASBURY AWARD 2015

In honor of his outstanding work in campus ministry, Rev. Joseph Nader was selected this year as our conference's first recipient of the Francis Asbury Award. Joseph is director of campus ministry at the University of Texas at Arlington Wesley Foundation. For more than a year now, he has also served in a leadership role as coordinator of campus ministry for the Central Texas Conference.

The Francis Asbury Award is designed to recognize and encourage support of higher education and campus ministries within The United Methodist Church. The award offers recognition to individuals who have made a significant contribution to fostering the church's ministries in higher education at the local, district, or annual conference level of the church. The award is named for Bishop Asbury and is based on his admonition to the people called Methodist to erect a school in the vicinity of every church. "We must," he said, ". . . give the key of knowledge to your children, and those of the poor in the vicinity of your small towns and villages."

The individual must be:

1. A United Methodist.
2. Active in supporting, strengthening and promoting the church's work in higher education ministries.
3. Offering outstanding leadership, above and beyond basic responsibilities, to help bring heightened awareness to the significance of the church's higher education ministries.
4. Involved in efforts in agreement with the concerns of the annual conference board of higher education and campus ministry and the

Division of Higher Education of the General Board of Higher Education and Ministry.

The award is given to one person selected by the annual conference board of higher education and ministry (or its equivalent).

MORRIS WALKER AWARD

IN MEMORY OF MORRIS DELANEY WALKER, 1909-1972

Cynthia Rives of First United Methodist Church in Stephenville is the 2015 recipient of the Morris Walker Award.

The award was established in 1973 to recognize Morris DeLaney Walker's distinguished and exemplary service to The United Methodist Church as a conference lay leader. Mr. Morris was outstanding, not only in the way he worked tirelessly for the church, but in the standard he set as a role model for laity throughout the conference.

The original intent of the Morris Walker Award was to honor laypersons who exemplify the same kind of "above and beyond" service to their local church, community and conference as he did. Over the years, the award has gone to both clergy and laity. In 2014, however, the decision was made to reserve the honor for laity. The distinction includes a $500 award for continuing spiritual education.

Mr. Walker credited his parents with teaching him to tithe his abilities, his time and his income for the benefit of the church. "I have found the opportunity of being some small service to the church most gratifying," he is remembered as saying. He had a jovial and delightful personality, and he played the role of encourager. He met life with twinkling eyes and a mischievous grin. Still today, people fondly recount their adventures with him.

Mr. Walker was president of the District Board of Missions and president of the Protestant Men's Council of Tarrant County. He was one of the initial 24 directors of the Metropolitan Board of Missions and one of its three incorporators. From the time of his youth, he was a member of Meadowbrook [United] Methodist Church. He served as lay leader, district lay leader for what was then known as the Fort Worth East District, and conference lay leader.

In the early 60s, he rarely missed Monday night visitation meetings in his church, in spite of carrying a full work load and serving in so many positions of leadership for the conference and beyond. He was an exemplary witness in his local church, even as his efforts extended farther afield. In 1963, Mr. Walker represented the Methodist Church in Denmark through a six-week United Nations cultural and spiritual exchange. He had the opportunity to meet Bishop Desmond Tutu when he was a Methodist representative to the United Nations Conference.

Also excelling in his professional life, Mr. Walker worked for Mrs. Baird's Bakery for 42 years, reaching the highest management level possible for an employee outside the Baird family. Mrs. Baird's fully supported him in his endeavors for the church. A true disciple of Jesus Christ, Mr. Walker left a legacy of faith and service.

MORRIS WALKER AWARD RECIPIENTS

Year	Laity	Clergy
1975	J.N. Patterson	Richard W. Jenkins
1976	Joe Weaver	Bob Briles
1977	W.E. Dunn	J.D. Phillips
1978	Forrest Markward	Uriah Stegman, Jr.
1979	C.A. Shine	Jim Chandler
1980	Charlene Parks	Clyde E. Zellers, Jr.
1981	J.L. LaGrone	Bob Bowling
1982	Warren Green	Reed C. Justus
1983	Nancy Brown & David Harkrider	A.L. Cronk
1984	None	None
1985	None	None
1986	LaFron Thompson	Verne Fuqua
1987	Ross Senter	Richard G. Penna
1988	James R. Emanuel	Louis Shambeck
1989	Ron Worley	Jerden Davis
1990	Arch Coleman	Tim Walker
1991	Odessa Weir	Ben Disney & Gary Kindley
1992	E. Dale Herring	Georgia Adamson
1993	Sandi Walter	Robert E. Messer
1994	Elizabeth Lavender	Stephen Ramsdell
1995	Dr. Douglas Benold & Lillie Payne	Ken Diehm
1996	Leroy Chism	Ann Hitt
1997	Grant Jacobs	John E. McKellar
1998	Mildred Townsend	Stephen Schmidt
1999	George Brightwell	Jerry Chism
2000	Michael Springer	Thomas Childs
2001	Pearl Carpenter	John Robbins
2002	Tom Harkrider	Marie Helm

2003	Edna Davis	Tom Robbins
2004	Martha Harris & Bob Bull	Quinton Gibson
2005	Steve McIver	Brenda Wier
2006	Dr. Sandra Oliver	Brian Young
2007	Troy Chapman	Raul Gutierrez
2008	Jack Teddlie	Hubert Austin
2009	Diane Griffin	Mary Gean Cope
2010	Reece McIver	Page Hines
2011	Hiram Smith	Mike Ramsdell
2012	Bliss Dodd	None
2013	Darcy Deupree	Will Cotton
2014	Pat & Patricia Stroman	
2015	Cynthia Rives	

Central Texas Conference Merit Award

These awards are funded by 10 percent of each annual conference's total receipts to the Student Day Offering for the previous year. Participating annual conferences of the UMC may award one or more scholarships to UM students who reside in the conference and who are or will be attending a UM-related college or university. The Central Texas Conference partners with the General Board of Higher Education and Ministry for this program. All applications are through GBHEM.

Two recipients were selected for 2015. Both are students at Perkins School of Theology:

- Katie Lewis (home church, First Euless UMC)
- Stephanie Staton (home church, White's Chapel UMC)

The Upper Room Academy for Spiritual Formation

Dr. Bob Holloway, Retreat Leader

The Academy is an experience of intentional Christian community. The heart of the experience is the daily rhythm of worship: Morning and Evening Prayer and the Eucharist. Each day two persons known for their spiritual practices, knowledge, and experience share with the community. Each evening the participants form small covenant groups for sharing the meaning and impact of the day. One of the best teachers in the Academy is Silence. Spaces of silence throughout the day cultivate time for reflection and listening to God.

Those who have been a part of the Academy have experienced renewal and rest. They also report an important awareness of God's presence and a new sense of both God's grace and call in their lives. One participant has said, "In the worship, I sensed a newness growing within my heart and mind." Another gave witness to the fact that in the rhythm of the week he gained important motivation for key decisions he was making. One person shared that she started out being frustrated in the silence, but over time has found it a necessary part of her life. As a result of being part of the Academy, people begin to create prayer teams in their churches, start new groups for prayer and discipleship accountability, or find new energy and direction for sharing their faith in missional outreach. Many people return to the Academy year after year for refreshment in keeping their daily rhythm of silence and prayer.

The Central Texas Conference Center for Leadership partners with the East District in sponsoring the North Texas Five Day Academy and Three Day Academy. In 2015, the Three Day presenter was Dr. Leann Hadley. Participants in this week learned how being as faithful as children has the power to transform our lives and our experience of hope in God.

The next Five Day Academy will be Jan. 31 – Feb. 5, 2016. Rev. Jerry Haas – who recently retired from leading the Academy through his position with The Upper Room/General Board of Discipleship – will facilitate sessions on "Developing a Personal Life of Discipleship." Rabbi Chava Bahle will be our guide through sessions on "The Psalms." The Central Texas leadership team is comprised of Dr. Bob Holloway, Rev. Judy Holloway, Rev. Nancy Allen, Rev. Estee Valendy, Rev. Jason Valendy, Rev. Linda Keen (Rio Texas Conference), Michael Johnston (Northway Christian Church), and Kristin Warthen. Information is online at www.upperroom.org or www.5daynorthtexas.com.

Higher Education & Campus Ministries

General Board of Higher Education & Ministry

Central Texas Conference's 2014 Scholarship Recipients

The General Board of Higher Education & Ministry (GBHEM) awarded $66,225 in scholarships in 2014 to undergrads and seminary students from the Central Texas Conference. For a list of available scholarships and to apply, visit www.gbhem.org.

1. KayLyn Baldwin, Saginaw UMC, Knowles Special III for $1,750 – attends Texas Wesleyan University.

2. Kaley Batchlear, First UMC Georgetown, Knowles Special III for $1,750 – attends Texas Wesleyan.
3. Fred Bates, Grace UMC Arlington, E. Craig Brandenburg Scholarship for $2,075 – attends Perkins School of Theology.
4. Staci Brooks, Wellspring UMC Georgetown, Rev. Dr. Karen Layman Gift of Hope Scholarship for $1,000 – attends Austin Community College.
5. McKenzie Brown, William C. Martin UMC Bedford, United Methodist Allocation for $1,750 – attends Texas Wesleyan University.
6. Megan Buchanan, First UMC Keller, Rev. Dr. Karen Layman Gift of Hope Scholarship for $1,000 – attends Oklahoma State University.
7. Kyle Cantrell, Acton UMC Granbury, Knowles Special III for $2,000 – attends Southern Methodist University.
8. Tristen Cunningham, William C. Martin UMC Bedford, Rev. Dr. Karen Layman Gift of Hope Scholarship for $1,000 – attends Midwestern State University.
9. Nicholas Curnutt, First UMC Watauga, Knowles Special III for $1,750 – attends Texas Wesleyan University.
10. Joy Dister, First UMC Grapevine, Special Seminary Scholarship for $2,000 – attends Perkins School of Theology.
11. Kaitlyn Frantz, First UMC Joshua, Central Texas Annual Conference Merit Award for $1,000 and Rev. Dr. Karen Layman Gift of Hope Scholarship for $1,000 – attends Centenary College of Louisiana.
12. Kason Graves, Wesley UMC Waco, Ethnic Minority Scholarship for $1,000 – attends University of North Texas.
13. Joseph Hogan, First UMC Temple, Knowles Special III for $1,750 – attends Texas Wesleyan University.
14. Erin Jackson, St. Barnabas UMC Arlington, Central Texas Annual Conference Merit Award for $500 and John Q. Schisler Scholarship for $2,000 – attends Perkins School of Theology.
15. Jarrod Johnston, First UMC Arlington, United Methodist General Scholarship for $1,000 and Knowles Special III for $2,000 – attends Perkins School of Theology.
16. Jonathan Kalka, First UMC Georgetown, United Methodist General Scholarship for $500 – attends Southern Methodist University.
17. Morgan Kirkpatrick, Acton UMC Granbury, United Methodist Allocation for $1,750 – attends Texas Wesleyan University.
18. Katie Lewis, First UMC Euless, United Methodist General Scholarship for $1,000 – attends Perkins School of Theology.
19. Brian Longley, First UMC Killeen, Rev. Charles W. Tadlock Scholarship for $1,200 – attends Asbury Theological Seminary.
20. Kalipso Luna, St. Barnabas UMC Arlington, HANA Scholarship for $1,000 – attends The University of Texas at Arlington.
21. Aja Nunn, McMillan UMC Fort Worth, Ethnic Minority Scholarship for $800 – attends University of California – Los Angeles.
22. Jordan Owens, First UMC Georgetown, Knowles Special III for $3,500 – attends Southwestern University.
23. Michelle Phillips, First UMC Fort Worth, Knowles Special III for $1,750 – attends Texas Wesleyan University.

24. Matthew Phillips, First UMC Fort Worth, Knowles Special III for $1,750 – attends Texas Wesleyan University.
25. John Prud'homme, First UMC Round Rock, E. Craig Brandenburg Scholarship for $1,500 – attends Asbury Theological Seminary.
26. Bailie Reed, Salado UMC, United Methodist Allocation for $1,250 – attends Southern Methodist University.
27. Samantha Reich, First UMC Fort Worth, Rev. Dr. Karen Layman Gift of Hope Scholarship for $1,000 – attends Richmond, The American International University in London.
28. Christopher Reyes, St. John's UMC Georgetown, HANA Scholarship for $2,000 – attends Austin Presbyterian Theological Seminary.
29. Carol Roberts, First UMC Azle, E. Craig Brandenburg Scholarship for $2,050 – attends Perkins School of Theology.
30. Julian Rodriguez, Western Hills UMC Fort Worth, Knowles Special III for $1,750 – attends Texas Wesleyan University.
31. Maggie Scribner, First UMC Bedford, Knowles Special III for $1,750 – attends Texas Wesleyan University.
32. Kimberlee Sims, Meadowbrook UMC Fort Worth, Knowles Special III for $2,000 – attends Texas Wesleyan University.
33. Lynne Spencer, Lifepoint UMC Fort Worth, E. Craig Brandenburg Scholarship for $2,050 – attends Southern Methodist University.
34. Stephanie Staton, White's Chapel UMC Southlake, United Methodist General Scholarship for $2,000 – attends Perkins School of Theology.
35. Stuart Tenney, Richland Hills UMC North Richland Hills, Knowles Special III for $1,750 – attends Texas Wesleyan University.
36. Melissa Turkett, Ovilla UMC, Knowles Special III for $2,500 – attends Perkins School of Theology.
37. Jeffrey Vick, First UMC Ennis, Knowles Special III for $1,500 – attends Southern Methodist University.
38. Ximena Villegas Pinzon, El Buen Samaritano UMC Fort Worth, Ethnic Minority Scholarship for $1,000 – attends Texas Woman's University.
39. Deja Williams, St. James UMC Temple, Ethnic Minority Scholarship for $800 – attends Texas State University.
40. Luke Zrostlik, St. Matthew UMC Fort Worth, Knowles Special III for $1,750 – attends Texas Wesleyan University.

Texas United Methodist College Association

Dan E. Solomon, President

With financial pressures affecting higher education in the United States, TUMCA is encouraged that our income has remained positive. We received a modest increase in receipts over last year, almost 1%. While not too impressive, even a small increase for the year is welcome.

The news is even better as to our disbursements to the universities. Because of careful monitoring of our administrative costs, along with the aforementioned

increase in revenue, we have made an additional $20,000 distribution to the universities, representing a 4.65% increase over last year.

Great appreciation is expressed to the congregations of United Methodism across Texas for the funding they provide to TUMCA. TUMCA's apportioned funds are for the benefit of United Methodist students from Texas who are enrolled at one of our United Methodist institutions in Texas. TUMCA funds can be used by the universities only for scholarships, no bricks and mortar or administrative expenses.

For 55 years TUMCA has played a pivotal role in creating and enhancing the partnership of local churches with our United Methodist universities in Texas. The focus of this partnership has been on scholarship assistance for United Methodist students in Texas. Typical of the importance of this partnership are letters we have received from two of our scholarship recipients. "I wanted to let you know how appreciative I am of being selected to receive TUMCA scholarship funds. I will be the first person in my family to graduate from college. Without scholarship help this could not happen." Another student wrote, "In addition to my degree in political science, I am on track to graduate with highest honors. I am involved in several clubs and honor societies, as well as chapel. Also, I have an on-campus job. Thank you for this wonderful gift. I will pay it forward!"

From students to parents to our United Methodist Universities, the response is the same: TUMCA funds are making a vital difference.

Listed below are the students from The Central Texas Conference who have received TUMCA scholarships this year, along with the university they attend, as well as their home congregations.

Janet Blake	McMurry University	Valley Mills UMC
Grayson Morrow	McMurry University	First UMC, Hico
John Patterson	McMurry University	First UMC, Mansfield
Carly Payne	McMurry University	First UMC, Glen Rose
Jeffrey Vick	Southern Methodist	First UMC, Ennis
Kaley Batchlear	Texas Wesleyan	First UMC, Georgetown
Kaylyn Baldwin	Texas Wesleyan	Saginaw UMC, Saginaw
McKenzie Brown	Texas Wesleyan	Wm. C. Martin, Bedford
Nicholas Curnutt	Texas Wesleyan	First UMC, Watauga
Chandler Henderson	Texas Wesleyan	St. Luke, Haltom City
Joseph Hogan	Texas Wesleyan	First UMC, Temple
Martha McGuinn	Texas Wesleyan	Morningside, Ft. Worth
David Muns	Texas Wesleyan	Argyle UMC, Argyle
Matthew Phillips	Texas Wesleyan	First UMC, Ft. Worth
Michelle Phillips	Texas Wesleyan	First UMC, Ft. Worth
Jose Rodriguez	Texas Wesleyan	El Buen Samaritano, FW
Julian Rodriguez	Texas Wesleyan	Western Hills, Ft. Worth
Maggie Scribner	Texas Wesleyan	First UMC, Bedford
Kimberlee Sims	Texas Wesleyan	Meadowbrook, Ft. Worth

Stuart Tenney	Texas Wesleyan	Richland Hill, San Antonio
Luke Zrostlik	Texas Wesleyan	St. Matthews, Ft. Worth

Thank you for the vital support of your students!

Center for Leadership Executive Committee

Recommendation that the Central Texas Conference UMC
Redirect Funds from the
Texas United Methodist College Association

Presented to the Conference Core Team: February 15, 2015 & April 12, 2015
Presented to the Council on Finance and Administration:

- Concept presented fall of 2014
- Detailed plan presented March 23, 2015

Shared with Board of Ordained Ministry, Executive Committee March 19, 2015
Placed in Preliminary Journal May 7, 2015

Recommendation:
The Executive Committee recommends that the Center for Leadership establish a set of scholarships to recruit persons who show exceptional promise as future clergy in the Central Texas Conference (CTC). In order to fund these scholarships, the committee recommends that the CTC redirect funding of the Texas United Methodist College Association (TUMCA) to the proposed scholarship program.

Rationale:
Local churches need quality leadership to effectively carry out their mission to make disciples of Jesus Christ for the transformation of the world. A recent major research project, the Towers Watson Report, identified pastoral leadership as one of four key drivers of congregational vitality.[1] Unfortunately, finances can be a barrier to those God has called into ordained ministry. In recent years, the rise in seminary costs has far out-paced salaries for young clergy. For example, between 2001 and 2011 alone, tuition increased 57% in mainline seminaries.[2] Yearly tuition and fees for M.Div. students at Perkins School of Theology is now nearly $21,000.[3] This trend is largely consistent with other professional graduate programs, but clergy salaries lag behind those of most other professionals. In the CTC, newly appointed provisional elders typically receive a salary of less than $36,000 per

[1] See: United Methodist Church, *Call to Action, Steering Team Report* (Nashville, TN, 2010), 8, http://www.umc.org/who-we-are/call-to-action.
[2] Sharon L. Miller, Kim Maphis Early, and Anthony Ruger, *Taming the Tempest: A Team Approach to Reducing and Managing Student Debt* (Auburn Studies, October 2014), 13, http://www.auburnseminary.org/sites/default/files/Taming-Tempest-Final.pdf.
[3] http://www.smu.edu/Perkins/Admissions/financial/CostsResourcesDallas

year.[4] Significant financial challenges can discourage people from responding to their calling. At the same time, the need for new clergy is significant. By 2024, roughly 41% of existing clergy in the CTC will have retired.

The Texas United Methodist College Association provides scholarships for United Methodist undergraduate students attending United Methodist colleges and universities in Texas. The college association was organized in 1949 as a way for Methodist colleges to coordinate their fundraising efforts in local churches.[5] Along with individual solicitations, the association organized a Texas Methodist College Day with an offering to be divided among member colleges. Over time, financial support for the association in the CTC shifted into the conference budget and away from direct appeals to local churches. Drawn from connectional mission giving, the CTC currently provides $100,000 to the association, which now provides undergraduate scholarships. Supporting United Methodist students is laudable, but the results are diffuse. In addition, the churches that fund the program cannot decline to participate and may see minimal direct benefit. Essentially, the funding's broad spread makes particular impacts negligible beyond the individual student.

The committee seeks to leverage greater impact by focusing higher education contributions on a few people who show exceptional promise as clergy. Over time, this investment in high-quality church leadership will likely have a greater benefit for local churches by better enabling them to make disciples of Jesus Christ for the transformation of the world.

Proposed Scholarship Program:
The committee moves that three scholarships for $25,000 each be created for the purpose of recruiting persons who show exceptional promise as future clergy in the CTC. In addition, we move that one scholarship for $25,000 yearly be created for internships or specialized training for a college or seminary student who shows exceptional promise for local church ministry. The specialized training and/or internship will operate under the direction of one of the three centers: Evangelism and Church Growth, Leadership, or Mission Support. The oversight of the Scholarship Program resides with the Center for Leadership.

Requirements & Process:

- Nominations can come from the bishop, chair of Board of Ordained Ministry, district superintendents, center executive directors, and conference lay leaders. Final decisions on the awards will be made by a task group, chaired by the bishop, consisting of the cabinet and two representatives from the conference lay ministry team.

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[4] The minimum salary for a provisional elder is currently $35,195. Randy Wild and Mavis Howell, eds., *Official Journal of the Central Texas Annual Conference of The United Methodist Church* (Mansfield, TX: Lendan Communications, Inc., 2014), 315.

[5] Roy L. Farrow, "Texas Methodist College Association," in *History of Texas Methodism, 1900-1960*, by Olin Webster Nail (Austin, TX: Capital Print Co., 1961), 256–62.

- Scholarship funding must be used at any United Methodist colleges, universities or seminaries or any University Senate-approved schools.
- The CTC Board of Ordained Ministry will oversee the application process.
- Nominees must:
    - Be certified candidates in the United Methodist Church but not yet ordained as a deacon or an elder.
- Recipients must:
    - Sign a contract that stipulates agreement to work fulltime within the CTC for at least five years or scholarship money must be repaid to the conference.
    - Recipients must complete their seminary education.
    - Must serve full time in the Central Texas Conference or expect to by July 1st of the year one graduates from seminary.
- Recipients are encouraged to re-apply yearly, but there is no guarantee of continued funding. Each year the selection task group would determine how/if scholarship funds are distributed. The task group will require verification from the school or seminary as to enrollment and student's progress. Reports go back to the cabinet regarding each recipient's progress.
- Unappropriated funds would carry over into a designated account to be held for future scholarships.

Wesley Foundation at Baylor University

Melissa Turkett, Director of Campus Ministry

The Wesley Foundation began the year with a willingness to embrace change that focused on giving new life to the ministry and building by placing the power of change in the hands of the college students. This work began by asking the hard questions, the first of which was, "Who are we?" The work of answering the question in full began at the start of the fall semester when the students returned to campus, and this was their response: "The Wesley is a community oriented towards Christ, dedicated to calling others alongside of us, and passionate about drawing closer to the Kingdom of God." Or in short the Wesley is about: Community, Discipleship, and Direction.

The questions that followed – Does it fit one of our categories? No, then why are we doing it? What can we do to better fulfill one or all of our categories? – became the method by which we decide to do something or to stop doing something.

Community

Eighty percent of the students attending the Wesley this year are new to the Wesley. So the first task was to build a community where every student felt welcome and able to share his/her voice. The first step was to update the building to be a space for community. Updates included: repurposing the back room into a living room and study space, updating the chapel, adding a hammock lounge, and

reorganizing/cleaning out each room. Most community building happens on Tuesday nights around a free dinner, often provided by a local church, which is followed by worship. Central United Methodist Church hosts a bring-your-own lunch on Wednesdays, which has been a great time for students to come and just be present in the middle of their week. We have also hosted several fun events ranging from movie nights at the Wesley to scavenger hunts across campus.

DISCIPLESHIP & DIRECTION

These two have gone hand-in-hand this year. Discipleship happens in many one-on-one settings between the pastor and student. Students also have a chance to go deeper on Monday nights at Covenant Group, which is hosted by First Waco UMC. The young women also had a retreat in the spring semester where they focused on the unique way young women can be the Church in the world today in a local and global sense. As a part of our direction, the Wesley has started loving our literal neighbors by offering hospitality moments where we pass out breakfast to students as they walk to campus. We will also be sending students to Missouri, Belize, and Haiti this summer.

RESULTS

The Wesley has grown as a worshipping community. The roots for deep community based in a heart for loving neighbor have started to mature. The Wesley is also a continued place for collaboration in ministry, as we have formed new bonds with local churches and other United Methodist college ministries, and strengthened old ones. The Wesley serves as the intern site for a sophomore religion major who is discerning her call to ordination in the United Methodist Church, and fosters three other students who have a call to ministry in the United Methodist Church. Two of these students will graduate this year; one will be attending Duke Divinity School, and the other will be attending Perkins School of Theology at SMU.

BYLAWS AMENDED

The bylaws, approved as amended at the 2014 Annual Conference, were amended again Nov. 3, 2014 by the Board of Directors as follows:

- In the document's title, "Bylaws" was changed to "Constitution and Bylaws."
- In Article I, "intent to form" language was added.
- The election of board members, as detailed in Article IV, Section 1, was added to a list of provisions that cannot be amended without the approval of the Central Texas Conference. That list appears in Article II, Section 4.

CONSTITUTION & BYLAWS OF THE WESLEY FOUNDATION AT BAYLOR UNIVERSITY*

ARTICLE I: NAME

~~This~~ We the board, intend to form a Wesley Foundation to serve Baylor University. Upon its formation, this body shall be called the Board of Directors of the Wesley Foundation at Baylor University.

ARTICLE II: RULES OF GOVERNANCE

Section 4: Anti-Amendment – Any amendments to the following provisions shall require the approval of the Central Texas Conference.

Article II: Section 1: Prohibitions and Limitations
Article II: Section 2: Relationship to the Central Texas Conference
Article II: Section 3: Dissolution
Article II: Section 4: Anti-Amendment
Article III: Section 3: Purpose Statement
Article IV: Section 1: Election of Board of Directors

**Amendments approved Nov. 3, 2014 by the Board of Directors, Baylor Wesley Foundation. Underlines indicate additions; strike-throughs indicate deletions.*

UCF: A WESLEY FOUNDATION AT HILL COLLEGE*

REV. ROBYN YOUNG, DIRECTOR OF CAMPUS MINISTRY

This past year has seen growth in discipleship. A case in point is a young student we'll call Abby (not her real name), who was invited to our every Monday lunch. Her response was that she would come if "we left God out of it. I don't believe." My response was that our mission was God, but she was still welcome. The following week, the menu was something that she enjoyed and this time she said she would come, but would politely not listen to the devotional. She came that day and for the next weeks she began to listen and would stay after and ask me questions about God and faith. At the end of the semester, she told me she wanted to attend a church. Upon discovering that she had a connection with another denomination, I introduced her to the pastor. She has since become a member and been baptized. Her faith journey continues and deepens – all because of a lunch invitation! Making disciples for Jesus Christ comes in many forms.

Each week we serve more than 45 students, with a supporting church in the area providing the meal. The supporting church goes beyond United Methodist lines. We have worked to connect the church and the students, moving from just serving the food to being a host and getting to know the individual students. Thursdays alternate with Game Night/Dessert Night/International Night followed by Bible study. A cooking class is being planned.

We have partnered with the Fellowship of Christian Athletes, and this has brought an increased traffic to our facilities. Devotionals before each game are held onsite,

along with conversation starters on faith. A simple question can begin an hour of discussion which sometimes carries on to another time. This starts the deepening of faith as an adult. The students have discovered this is a safe place to ask questions and to have someone listen.

Opportunities for engaging in mission include the on-campus Rebel Food Pantry, which was established last semester. Also, plans are under way to work with Habitat for Humanity on a build in the area.

The UCF is blessed to be able to guide young adults in this age of questions and discovery of faith. We are thankful to be able to live out our mission to make disciples of Jesus Christ and raise up a generation of leaders for the sake of the church. Thank you, Central Texas Conference, for your support of this campus ministry.

G **Effective July 1, 2015, the Wesley Foundation at Hill College is a ministry of First UMC, Hillsboro.*

UCF Wesley Foundation at Navarro College

Joy Dister, Director of Campus Ministry

During the 2014-2015 school year, we have seen positive growth and lives changed! We have developed a core group of students who are active in Bible study, worship, and mission projects. Most were active in their local churches or have recently joined a church; two students have been baptized.

The weekly Bible study participation has increased by 12 students on Sunday nights. This year we read *Making Sense of the Bible* and *Five Practices of Fruitful Living*. We have also studied evangelism and the theology of art in the local church. Working on spiritual disciplines including lectio divina and centering prayer has been a major focus. This has been well received and these practices give students a sense of connection to Christ. Being a two year school, we have a much shorter time to develop relationships with the students. Discussing future educational endeavors and ways to be connected through other Wesley Foundations is an important component of a two-year campus ministry.

Weekly lunches on Mondays provide a place for students to gather off campus and feel comfortable in the ministry setting. We have added a devotional and prayer that is offered during the lunch. Not only are we feeding students physically, we are feeding them spiritually. The short devotional is encouraging and offers them Christ in their daily walk. Each week a different local church provides and serves the meal to the students. The interaction between the church members and students provides a mentoring roll that sometimes spans several generations. Having the church members invest in the college community creates ownership and encouragement to both the local church and the students. Preaching and teaching in the county has created a sense of awareness of the importance of

college ministry. While our partnership has increased with the local United Methodist churches, we are also receiving support from other denominations in Corsicana as well.

Last summer we had students attend the conference's college and young adult mission trip to Memphis, Tennessee. We repaired homes, served in a homeless shelter and stocked shelves at the Mid-West Food Bank. This summer, four students will travel with other partnering Wesley Foundations to Missouri to conduct a week-long vacation Bible school.

This year the students have put on a weekly Taize style worship service on Tuesday nights. The students have enjoyed this time of connecting with Christ through music, scripture, and silence. The students put together an excellent reception and worship service for the community service rotation during Holy Week. We have also provided opportunities for the students to partner with the local community and serve through missional outreach. In addition to volunteering on their own, students worked to repair a home in Corsicana.

We have received two grants totaling $50,000, and have paid off the mortgage on the building. We also completed capital improvements and replaced the two signs on the building. We are thankful to the Central Texas Conference for the backing and encouragement as we continue to make disciples of Jesus Christ at Navarro College for the transformation of the world.

Wesley Foundation at Tarleton State University

David McMinn, Director of Campus Ministry

The Tarleton Wesley experienced another incredible year in our ministry and outreach to Tarleton State University. The numbers speak for themselves: we are now averaging over 35 students in our small group and in our worship. In a few years, this program has been revitalized by the power of the Holy Spirit.

Last year we took five people on a mission trip to Missouri; this year we are taking 21 students and leaders on our first international mission trip! Further, we have begun to fulfill our mission to make disciples of Jesus Christ and raise up a new generation of leaders for the sake of the church and the world. Eleven Wesley students are serving in different ministerial roles in local churches from youth minister to worship leader to media coordinator! We established a leadership team of students who now do all of the planning and operating of our social and mission outreach events. And we developed an internship program that is vital to developing the next lay and clergy leaders for the church.

God has incredibly blessed our ministry and now the ministry is blessing the community, the local churches and the United Methodist Church.

While the numbers demonstrate the fruit of the ministry of the Tarleton Wesley, that fruit is even better exemplified by the stories of changed lives. There is the

student who confessed an addiction to pornography and was able to get help and accountability partners. Another young woman who, though a long time Christian, shared a need to learn the basics of the faith and is now being mentored along the path to a deep, abiding faith. Numerous committed students have taken it on themselves to take the time to disciple our new students and help them become disciples.

Students have made the Methodist Student Center a place to come, a home. They are here to support and love one another. The Tarleton Wesley is becoming a place where young people can wrestle with their faith and yet still become the disciples of Jesus Christ who are transforming – and will transform the world.

WESLEY FOUNDATION AT TCU

MOLLY E. SIMPSON, INTERIM DIRECTOR OF CAMPUS MINISTRY

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It has been a time of transition at TCU Wesley, and we are grateful for God's faithfulness in the midst of significant changes! At the end of the fall semester, students celebrated the leadership and ministry of Rev. Megan Davidson (2010-2014) and sent her on to serve at Southwestern University with tears and well wishes. The impact of her ministry is seen in many ways at Wesley TCU, one of which is in the depth of relationships which form a great sense of community within the ministry.

In January, I was appointed as the Interim Director. I am an elder from the Great Plains Conference. My family and I have been living in Fort Worth for the past two years during a season of family leave following several years of ministry at The United Methodist Church of the Resurrection.

The spring semester of 2015 has been one marked by excellent student leadership. Eleven students serve on the leadership team, and they are deeply committed to following Jesus Christ and to living out the mission of the Wesley. They exhibit initiative, thoughtful planning, and they are invested in the ministry. Their leadership has been invaluable and has kept other students engaged through the staff changes. Another sign of the strength of our leaders has been in the shift from staff-led to student-led small groups. Three students are leading weekly small groups with more than 20 participants in total, accounting for 50% of the students we see on average in midweek worship. We celebrate both the work of those leading the small groups and that so many students are ready to go deeper in study and community.

While there have been many events that have impacted our students in the past year, our spring break mission trip to San Raimundo, Guatemala is certainly a highlight. Our group from TCU Wesley and University United Methodist built a house in three days for a family in a rural, mountainous village, and had the opportunity to sing songs and tell Bible stories with dozens of children who live in the community. Two of the students who went on the trip are having continued

conversations about vocational discernment, as they experienced God in a profound way during the course of the trip.

As the year closes, we anticipate the next season and look forward to the leadership of Rev. Paul Massingill, our new Director as of July 1. Paul comes to us from Florida International University with a passion for campus ministry and big vision. We know God has good things in store for TCU Wesley!

Finally, our staff and students would like to express our deep appreciation for our board members, the clergy and laity of the churches who lend their time and support to this ministry, to the conference for gifts that make our ministry financially viable, and to all who love and pray for TCU Wesley. The home-cooked meals, donation checks, encouraging phone calls and prayers are invaluable, and we are grateful to be partners in reaching this campus with you. Blessings.

WESLEY FOUNDATION AT UNIVERSITY OF TEXAS AT ARLINGTON

REV. JOSEPH NADER, DIRECTOR OF CAMPUS MINISTRY

In 2014 and 2015, we have worked very hard to invest in the next generation of leaders for the sake of the Church and the world. This year we were faced with two great hurdles: 1) graduating our largest class to date (including our strongest leadership class) and 2) a major transition with our staff. Thirty-five of our active students either graduated or transferred this past year, which meant we have had some significant work in rebuilding our leadership core, which we have done well. Also, we sent Rev. Melissa Turkett to serve at the Baylor Wesley Foundation, which meant not only a normal shift in our Ministry Intern position, but also a change with our Associate Director. After some time and work, Thomas Mitchell (one of our alumni) has made the position his own, and has become a great asset for our ministry to the campus.

In the midst of these hurtles, God has been faithful and good to us. We are seeing more serious disciples being grown from within our student population, and that is bearing fruit in our ministry toward the campus. In May 2015, we joined with the Tarleton and Baylor Wesley Foundations to send out more than 30 students in mission to two places around the region. One trip returned to East Prairie, MO to continue our work with the Susanna Wesley Family Center in providing day camps for the local area. And the other trip returned to Libertad, Belize to work with Libertad Methodist School and missionaries Jamie and Lisa Williams.

We continue to grow our partnerships with local churches and missional agencies. Local churches have always been generous in their financial support, and we continue to reach out to high school students at local churches to tell them about the importance of being plugged into a Wesley Foundation when they are in college. Area local churches have encouraged us with prayer for our ministry and our students, and provided meals for many of our events. We have continued to strengthen and engage in ministry through the Missional Wisdom Foundation and

their Arlington new-monastic house, the Paloma House. Our students have collectively worked about 2,500 hours in missions over the course of the past year.

As always our main focus has been the deeper discipleship and leadership development of our students. Relationships with students have always been a priority, and these typically lead into connecting the students into areas of ministry where they are gifted. We have had seven students serving internships or ministry positions in local churches, receiving hands-on learning and experience of what ministry in the local church is like.

We are very grateful to the Central Texas Conference for the support and encouragement that is given to our missional outpost on the campus of the University of Texas at Arlington.

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Wesley Foundation at Weatherford College

Chris Rowe, Director of Campus Ministry

Here at the Wesley Foundation at Weatherford College, we strive to be a ministry that provides a Christian environment for students to grow socially, spiritually, and intellectually, with the goal of creating and developing disciples of Jesus Christ and the next generation of Church leaders. We do this through programming that facilitates young adult faith and leadership development, and provides opportunities for the students to be active and live out the calling to be the hands and feet of Christ in the world around them.

2014 was challenging in its own ways, but our determination and drive to succeed never wavered. During the summer of 2014, we lost more than 90% of the students who were active at the Wesley due to graduation and transfers – a common theme at two-year colleges. Much of the fall semester was spent rebuilding and getting out our name and what we offer to the new student base. So far in 2015, we have seen great benefits arise from our efforts. The fall semester ended with us reaching more and more students, and that momentum carried over to the beginning of the 2015 spring semester. We have more traffic in the building, with more students utilizing our facility than ever before. Every day the building is full of students studying, working on our computers, hanging out, playing video games, and taking an occasional nap.

This has benefitted our ministry greatly, as a lot of ministry in the two-year college setting is done one-on-one on the student's time, not ours. Often, these are nontraditional college students – not necessarily full-time and not necessarily fresh from high school – who have jobs and families of their own. They come in for assistance, prayer, and guidance whenever they can. At the Weatherford Wesley, we realize this and accommodate in any way we can.

Our weekly programming includes our Sunday night Bible study; our Wednesday night Helping Hands Program, in which we travel to Bethesda UMC to work with

their children and youth programs; and other events such as Worship and game nights. Feast and Fellowship, our Tuesday free student lunch program, has now grown to serve more than 70 students every week, record numbers, and with most coming not only for the food, but for the devotional. In the summer of 2014, two students and I traveled to Memphis to be a part of the conference's Young Adult Mission Trip. I served as the construction coordinator, and we joined the Navarro College Wesley and White's Chapel UMC's young adults to reach and change lives through our love for Jesus Christ. In the summer of 2015, a former student and I will travel to Kenya as part of the conference's Young Adult Mission trip. Serving others, missions, and living out one's faith play a huge role in our ministry here.

2014 was also a big year for the Wesley Foundation itself. We hired a new administrative assistant, Pat Noe, who has been a blessing to all who enter our building. We were able to pay off all our debts, which is such a benefit to the ministry as we continue to grow and reach more students. We also upgraded all our computers to better serve the students' needs. Students have flocked to our computer lab, and expressed so much gratitude because now it is easier and faster for them to complete their work. We have gathered quite the following on campus as well, with faculty and staff stopping in periodically to thank us for all we do for the students and to say how frequently they overhear students saying great things about us.

One sign of the impact we've had here at Weatherford College is the way we've reached a particular student, Donavan. He is possibly our best promoter, in spite of the fact that he considers himself agnostic. I have been working with him for a year now, and he has come a long way in his understanding of God and God's Word. He remains on the fringe but admits he views Christianity like never before, and it has really piqued his interest since he began coming to the Wesley Foundation. Not only does he promote our computer lab, free lunches and ample study space, he speaks well of our programming and Bible study. He says we do so much good that he wants to make sure all students are aware of the Wesley Foundation. We take this as confirmation that we are reaching students and planting seeds for the Kingdom, and we have great hope and excitement when we think about what the future holds for the Wesley Foundation at Weatherford College.

AFRICA UNIVERSITY

JAMES H. SALLEY, ASSOCIATE VICE CHANCELLOR,
INSTITUTIONAL ADVANCEMENT

Africa University is blessed and privileged to celebrate a 100% investment in the Africa University Fund (AUF) apportionment by the Central Texas Conference in 2014.

Central Texas was one of 31 annual conferences — the highest number to date — to invest 100% of their asking in the AUF last year. We thank you for your prayers and for affirming the impact of this ministry by being consistent, faithful and

generous with your investment. Thank you for journeying with Africa University in transforming individuals and communities and bringing new people into relationship with Jesus Christ. As you gather for the 2015 Central Texas Annual Conference, we pray that you will remain steadfast in your efforts to invest 100% of the asking to the Africa University Fund, and to other shared ministries, for years to come.

Strategic Priorities: Professor Munashe Furusa took the helm in July 2014 as the fourth vice chancellor in the university's 23-year history. He was formally installed in March 2015 and has put fiscal accountability, student quality of life, and support for academics at the top of his agenda. Under his leadership, the university is reviewing its academic programs and service delivery in order to enhance the students' potential for life-long success.

Student Enrollment: Full-time student enrollment at Africa University held steady in 2014 with 1,478 young men and women from 25 African countries. Female students were a record 53.4% of the total enrollment in a context where women lag behind men in access to higher education.

Graduation: In June 2014, 480 young people were awarded degrees from Africa University at the 20th graduation ceremony, bringing the total number of alumni to just under 5,300. Without your support, a college education would have been unattainable for the majority of these students.

Training and Research: Africa University continues to partner with others in addressing critical skills and capacity gaps in sub-Saharan Africa. A collaboration with the Raoul Wallenberg Institute in Sweden supports a new master's degree program in Human Rights, Peace, and Development. Africa University is also preparing to launch its first PhD program, which links issues of Peace, Leadership, Governance and Development, and targets policymakers.

Leadership and Service: Africa University graduates are answering the call to serve, heal, and uplift communities. Currently, more than a dozen graduates are helping "the least of these" to experience God's love through service as Global Mission Fellows and missionaries in Africa, Europe, and Latin America.

Together, we give thanks to God for this Ebenezer moment (*1 Samuel 7:12*). But the work is not yet finished. For every individual who has been touched by the ministry that is Africa University, there are many others — tens of thousands, in fact — who are awaiting the miracle of an answered prayer.

Please continue to pray for Africa University. Bring fellow leaders in your church or district together to explore your potential to make second-mile gifts for scholarships. Remember to include Africa University in your will as you make your personal estate plans.

And thank you, Central Texas, for your outpouring of love and support. May God bless and keep you always in abundance.

Email: audevoffice@gbhem.org
www.support-africauniversity.org
Changing Africa: Learning here. Living here. Leading here.
Serving God. All the time. Everywhere.

HUSTON-TILLOTSON UNIVERSITY

LARRY L. EARVIN, PH.D., PRESIDENT & CEO

Huston-Tillotson University supports the Central Texas Annual Conference through our mission to provide the University's diverse student body with an exemplary education that is grounded in the liberal arts and sciences, balanced with professional development, and directed to public service and leadership.

The University fosters spiritual and ethical development, preserves and promotes interest in the accomplishments and experiences of the University's historic constituents and evolving populations, creates and sustains supportive relationships that advance the Huston-Tillotson University community, and prepares students with the integrity and civility to thrive in a diverse society. We achieve our mission through the diversity of our student body, opportunities for spiritual growth and civic engagement, and the global perspective of our educational programs.

University Profile

ENROLLMENT

Huston-Tillotson University reached a thirty year enrollment high with 1,031 students enrolling in the fall of 2014. Our overall student population consisted of 456 males (44%) and 575 females (56%). The first-year, first-time freshmen population consisted of 104 males (50%) and 102 females (49%). Segmentation of our student population by gender reveals an important factor regarding male enrollment. Many universities report fewer male students enrolling; our first-year, first-time freshmen population is balanced. The racial/ethnic composition of our student population is as follows: Black, non-Hispanic – 70%.; Hispanic – 19%; White, non-Hispanic – 4%; Nonresident Alien – 3%; Native American – <1%; Asian/Pacific Islander – <1%; Multiracial -- <1%; Other – <1%; Unreported – <1%.

FACULTY

The fall of 2014, the University employed 49 full-time faculty members and 38 part-time faculty members. The race/ethnic composition of the faculty is as follows: Hispanic – 12.6%; White, non-Hispanic – 48.2%; Asian/Pacific Islander – 6.8%; Black, non-Hispanic – 36.7%; two or more races, non-Hispanic – 1.9%. Forty-nine members of our full-time faculty, 73%, have a terminal degree in their teaching field.

Presidential & Institutional Advancement Activities

In May of 2014, some of the nation's most profound theologians and preachers addressed pastors, youth ministers, and youth workers during Huston-Tillotson University's first Transformation Ministers' Conference. The conference was held on the HT campus in King-Seabrook Chapel. Clergy and lay leaders conducted sessions that ranged from "Structuring Your Church for Success," "Social Media in Youth Ministry," to "Vocal Techniques for the Laity and the Clergy." Conference speakers included: Rev. Dr. Zan W. Holmes, Jr., former senior pastor, St. Luke "Community" United Methodist Church, Dallas, TX, and retired professor of homiletics at Perkins School of Theology; Dr. Jimmy D. Hunter; as well as many others. The next conference was scheduled for May 19 - 21, 2015.

In August 2014, there was a complete 52,000-square-foot renovation of the Beard-Borrows and Allen-Frazier Residence Halls. New mechanical, electrical, and plumbing system upgrades were added. This included new electrical services to both buildings, additional electrical panels and circuitry to each room, a complete new lighting package, digital HVAC controls, automated control valves on the chilled water lines to modulate flow without replacing older pieces of equipment, and new plumbing fixtures throughout. A new fire sprinkler system was added, along with upgrades to the security and fire alarm systems, which improved the safety and security of the facilities, and most importantly the students. Amenities added to the residence halls include new student spaces such as computer labs, fitness areas, laundry facilities, movie areas, reception areas, break areas with kitchenettes and new director's apartments.

In the development stages is the $4 million Sandra Joy Anderson Community Health and Wellness Center (CHWC) on the northwest corner of our campus in East Austin. Mrs. Ada Anderson, a 1941 graduate of HT, contributed a $3 million gift to build the CHWC in memory of her late daughter. This is the largest gift received by Huston-Tillotson. But what we are building is not nearly as important as what will occur inside and outside of the CHWC. The center will be a model for the delivery of health services to our campus community simultaneously with outreach to our community – specifically to underserved populations in need of mental and behavioral health treatment. The HT-UT partnership will enable us to engage in the community with rapidity. CommUnityCare, a Federally Qualified Health Center (FQHC) that operates more than 20 clinics in Central Texas, will provide primary care and specialty services to the community and the HT family. Many innovative initiatives are under way, such as the Google Digital Inclusion Project, a student-led service learning project that bridges the digital divide to underserved communities; and Green is the New Black (GITNB), a student-driven initiative that brings sustainability concepts to the university and greater Austin. The GITNB initiative has competed and won more than $100,000 in scholarship support and program funding for many of its ideas. Huston-Tillotson University hosted the 16th Annual African American Community Heritage Festival (AACHF) on February 28. The festival is a highly successful event with more than 60 vendors, nearly 1,200 in attendance and fundraising efforts that contribute greatly to the Huston-Tillotson University Scholarship Fund.

The HT student may be the first in the family to attend college, part of a legacy family with more than five generations of graduates, a local Austin resident, or a student who has traveled thousands of miles to reach the campus. That HT student was likely referred by alumni and had a number of college acceptance letters from which to choose. Internships or overseas travel are just two of the opportunities afforded students. Whether attending HT as part of the William Edward Burghardt DuBois Honors Program, Freshmen First Year Experience, as an athlete in one of the sports programs, or recruited as a musician for the jazz ensemble or vocalist with the concert choir, the HT experience is uniquely highlighted for success. Accountability, responsibility, spiritual development, service-learning and supportive relationships are the hallmarks of the HT experience.
www.htu.edu

SOUTHERN METHODIST UNIVERSITY

R. GERALD TURNER, PRESIDENT

SMU is celebrating the centennial of its founding in 1911 by the Methodist Episcopal Church, South, and its opening in 1915. Highlights of recent developments follow:

- In fall 2014 SMU's total enrollment of 11,272 included 6,391 undergraduates and 4,881 graduate students. Ethnic minority students made up 25 percent of total enrollment. An international enrollment of 1,483 represented 92 foreign countries, with the largest numbers from China, India and Saudi Arabia.
- SMU ranks among the nation's top universities. In the 2015 *U.S. News & World Report* listings, SMU ranks 58th among 280 of the "best national universities." Several individual schools and academic programs also earned national rankings.
- SMU received $31 million in external funding during 2013-14 for research in the U.S. and worldwide. Current research subjects include water quality, natural hazards, learning disabilities and treatments for cancer and diabetes.
- SMU Unbridled: The Second Century Campaign is the largest fund-raising effort in the University's history, with a goal of $1 billion. To date, SMU has received more than $927 million to support student quality, faculty and academic excellence, and the campus experience.
- Recent campaign gifts have supported five residence halls and a dining center, opened in 2014, and a new education building, under construction. Other 2014 campaign gifts support several endowed faculty positions and new centers focusing on research, cyber security, communities in education, victims of crimes against women, family law and legal research in science and technology.

SMU treasures its Methodist heritage, and we ask for your continued prayers and support.
www.smu.edu

SOUTHWESTERN UNIVERSITY

EDWARD BURGER, PRESIDENT & PROFESSOR

Now in my second academic year as President of Southwestern University, I am honored to celebrate the 175th anniversary of the University's original 1840 charter and the founding of Texas' oldest institution of higher education. Throughout this milestone year, we reflect on the expansive creativity, passionate pursuit of knowledge, and steadfast resilience of this University as a whole and as a composite of the many individuals who have contributed to Southwestern's success.

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This year, for the first time, all graduating seniors were invited to the Turner-Fleming House to dine with me, along with members of the faculty, staff, alumni body, and our greater community of supporters and friends. As we discussed our reflections on a shared topic over dinner, I witnessed the power of creative thinking that occurs when engaged minds come together.

In August, Southwestern welcomed 382 entering students from 21 states in addition to Texas, bringing total enrollment to 1,539. I was pleased to have the opportunity to personally visit with prospective students and their families at many of the more than 225 events I attended this year.

2014 ACCOLADES

- *USA Today College* ranked Southwestern the top liberal arts institution in Texas.
- Southwestern is on *Money* magazine's first list of best colleges.
- Southwestern was named a *Best Buy* school in the 2015 *Fiske Guide to Colleges*.
- Southwestern is on *Kiplinger's* 2014 list of the 100 top values in liberal arts colleges.
- Southwestern was rated #8 in the country for Best Career Services by Princeton Review.
- *Washington Monthly*, which rates schools based on their contribution to the public good, ranks Southwestern 35th among liberal arts colleges.
- Southwestern was listed as one of 200 colleges that Princeton Review recognized in its newest publication, *Colleges That Pay You Back*. The methodology is based on a unique "Return-on-Education" (ROE) rating measuring academics, cost, financial aid, and student debt to statistics on graduation rates, alumni salaries, and job satisfaction.

Academics

In 2014, Southwestern added four new cluster courses to the Paideia curriculum. Paideia is an integrative educational model that promotes flexibility, open mindedness, and creativity in thinking and problem solving, while supporting students as they explore complex questions through multiple perspectives across the humanities, fine arts, natural sciences, and social sciences disciplines. Students draw parallels between diverse disciplines by connecting courses through a common theme (cluster) culminating in a team-taught, truly interdisciplinary Paideia Seminar.

- Race and Ethnicity Studies, a new minor announced in 2013, incorporates classes from 14 disciplines. Given our highly diverse student body, this minor is growing as a program, which puts our institution at the forefront in understanding the relationship between race, ethnicity, and the liberal arts.
- Last spring, Southwestern held its campus-wide Research and Creative Works Symposium, "From Every Voice." For the first time, classes were cancelled so that all could participate. The range of creative endeavors displayed by students, faculty, and staff was a testament to the wide breadth of skills at work in our campus community.

Faculty Appointments

- Sherry Adrian, associate professor of education and holder of the Dishman Endowed Professorship for Special Education, began a three-year term as the new director of Paideia last August.
- Four new tenure-track faculty members started the 2014-15 academic year: Jacob Schrum, assistant professor of computer science; Jethro Hernandez-Berrones, assistant professor of history; Hazel Nguyen, assistant professor of business; and Debika Sihi, assistant professor of business.
- Last fall, Alisa Gaunder, an award-winning professor of political science, began a three-year term as Dean of the Faculty, a new position created to provide academic leadership through faculty recruitment, evaluation, promotion, and scholarly development. Four faculty members newly named to Associate Dean positions assist her.
- Eric Selbin, professor of political science, was appointed to the Lucy King Brown Chair, one of six endowed chairs at Southwestern that were established with funds from The Brown Foundation, Inc. of Houston.

Faculty Achievements

I was honored to be elected this year to the Philosophical Society of Texas, which fosters the preservation of literature, scientific discovery, and philosophical studies of Texas. The Society's 200 members are elected and invited to serve, because their life and character further the purposes for which the Society was established. My membership will be a lifelong honor.

KUT, the Austin NPR affiliate, is airing weekly podcasts titled – "Higher Ed" – through which I discuss issues in higher education with Jennifer Stayton, anchor and host of the "Weekend Edition." I even introduce a few puzzlers for the audience to solve. Listen at 2 p.m. on Sunday afternoons at http://kut.org/topic/higher-ed.

Numerous Southwestern faculty members also earned honors this year:

- Six faculty members published books in 2014.
- Four faculty members received Sam Taylor Fellowship awards from the Division of Higher Education of the Board of Higher Education and Ministry of the United Methodist Church for 2014.
- Four faculty members were selected to be Community Engaged Learning Fellows for the 2014-2015 academic year. The Community Engaged Learning Fellows Program helps faculty members incorporate community-engaged learning into their classrooms.
- Maria Todd and Maria Cuevas, associate professors of biology, were awarded $10,000 from the JP Morgan Crump Foundation to support their collaborative cancer research project with Rebecca Sheller, associate professor of biology. The aim of the project is to study the deregulation of tight junction proteins in female reproductive cancers.
- Jessica Hower, assistant professor of history, won the 2014 William Roger Louis Prize, awarded annually to the author of the best paper delivered at the annual international "Britain and the World Conference."
- Erika Berroth, associate professor of German, was the recipient of the 2014 Coalition of Women in German Faculty Research Award, which recognizes and supports projects that address a significant topic with demonstrated relevance to German Studies as informed by a feminist perspective.
- Dustin Tahmahkera, assistant professor of communication studies, has been invited by the National Endowment for the Humanities to serve as a reviewer in its Digital Humanities Implementation Grants program in Washington, D.C.
- The Austin Civic Orchestra and Lois Ferrari, professor of music and ACO music director, each finished as finalists in the 2014 American Prize competition.

Director of Spiritual and Religious Life and Chaplain Appointment

The Rev. Megan Davidson has been named Southwestern's new Director of Spiritual and Religious Life and Chaplain. Davidson graduated cum laude from Southwestern in 2006 with a Bachelor of Arts in psychology and attended Perkins School of Theology at Southern Methodist University where she received a Master of Divinity in 2010, magna cum laude.

STUDENT ACHIEVEMENTS

Southwestern students also earned a variety of honors and awards in 2014. For example:

- Sara Hall, Daniel Ross, Elizabeth Bell, and Alexandra Wagui received highly selective Hatton W. Sumners Scholarships for fall 2014 based on their academic history, extracurricular activities, and leadership experience.
- Sabrina Rangel, Robert Lehr, and Lorena Roque were selected to participate in the prestigious Kemper Scholars Program, which prepares students at liberal arts colleges for leadership positions, especially in the fields of administration and business.
- In 2014, three students were awarded Benjamin Gilman International Scholarships, a highly competitive scholarship program sponsored by the U.S. Department of State to help undergraduate students study abroad. Indigo Morgan spent the spring term at the University of Ghana studying religion and international relations, and both Chareena Barrows and Jeana Garcia traveled to Costa Rica during the summer to study Spanish.
- Antonio Lopez was named an American Chemical Society Scholar for the 2014-15 academic year. The American Chemical Society's Scholars Program gives merit-based scholarships to students who plan to enter the fields of chemistry, biochemistry or chemical engineering, or who are seeking two-year degrees in chemical technology.
- Last spring, Chandler Johnson, Keeley Coburn, and Amir Hessabi developed a design for solar lounge chairs to provide a sustainable outdoor interactive space where students could recharge their computers.
- Natalia Rodriguez was selected to be the student board member on the Board of Trustees for the Anita Borg Institute, a global organization dedicated to women in technology.
- Estrella Thomas and Anne Stankus '13, along with Quinlyn Morrow and Cristina Muyshondt, co-authored papers for presentation at the Southwestern Psychological Association's annual conference in San Antonio. Both papers won one of Psi Chi's Regional Research Awards for outstanding research.
- Brianna Billingsley '14, participated in the American Sociological Association Honors Program, where she presented a paper from her 2013 Southwestern sociology capstone research that won first place in the undergraduate paper competition sponsored by Alpha Kappa Delta, the sociology honor society.
- Kyle Allen and Emily Ammon were finalists at the Texas Chapter of the American College of Sports Medicine Annual Meeting with their poster and manuscript presentation titled, "Effects of Stride Rate Manipulation in Shoes with Different Drop Heights."
- Carson Savrick was awarded a Grant-in-Aid from the Sigma Xi Research Society to support her molecular ecology undergraduate research project.

- Dominique Bertrand '08, currently pursuing her Ph.D. in anthropology at SUNY-Buffalo, received a Fulbright Fellowship that allowed her to spend a year in Indonesia conducting research for her thesis.

Athletics

Accolades earned by Southwestern athletes and coaches in 2014 included:

- 72 in-season student athletes made the SCAC Academic Honor Roll for fall 2014.
- The Senior Woman Administrators of the Southern Collegiate Athletic Conference voted Lilly Duarte, senior captain for both the cross-country and track and field teams, the SCAC Co-Woman of the Year.
- The women's swimming and diving team received the Team Scholar All-American Award presented by the College Swimming Coaches Association of America for the third year in a row.
- The women's soccer team was one of only four SCAC women's soccer programs recognized with the National Soccer Coaches Association (NSCAA) Team Academic Award for the 2013-14 academic year, posting a cumulative team grade point average of 3.29.
- For the fifth time in her career, Southwestern Head Volleyball Coach Hannah Long was named the SCAC Coach of the Year.
- Student athletes Bryan Hicks, DeeJay Johnson, and Nik Kelly were named USA College Football D-III Freshman All-Stars.
- Tyler Downing and Head Men's Lacrosse Coach Bill Bowman were named SCAC Men's Offensive Player of the Year and SCAC Coach of the Year respectively.
- Jordan Cowart finished third in his second trip to the NCAA National Championships, helping the Southwestern men's golf team earn their best ever finish at the 2014 NCAA Championships.

Campus Construction Projects

Renovation of the third floor of the historic Cullen building was completed in August 2014. New classrooms with enhanced multi-media options and a learning lounge created space for collaboration and study.

Last fall, construction began on Phase I of Southwestern's new science center, which includes new academic spaces that allow for inquiry-based learning in introductory courses in physics, chemistry and biology, as well as new research and teaching laboratories.

Speakers and Symposia

Southwestern hosted its 36th annual Brown Symposium, "Healing: The Art and Science of Medicine" – a focus on the future of healthcare in the United States.

As part of the events surrounding my inauguration, Southwestern launched "Paideia Connections: Engaging Scholarly Conversations." This lecture series features two Southwestern faculty members who each deliver a 20-minute address about their recent scholarly work, followed by a time for the audience to share connections they discovered while actively listening to the lectures.

In Conclusion

I would like to take this opportunity to personally invite you to visit Southwestern and see first-hand this intellectual community that is engaging minds and transforming lives!
www.southwestern.edu

Southwestern University

A Request for Confirmation of Changes to Bylaws & Certification of Formation*
From the Office of President Edward Burger

**In its June 8-9 session, the Annual Conference voted not to endorse Southwestern University's changes.*

Introduction and Request

As a result of the affiliation of Southwestern University ("Southwestern") with the Texas, North Texas, Central Texas, Rio Texas, and Northwest Texas Annual Conferences of the United Methodist Church (each a "Patronizing Conference") the current By-Laws of Southwestern require that certain changes to the By-Laws and Certificate of Formation of Southwestern must be confirmed by 2/3rds of the Patronizing Conferences with each conference having one vote. Specifically, the existing By-Laws include the following: "Any change in the composition of the Board of Trustees and the method of selection for members on the Board of Trustees shall be confirmed by the Patronizing Conferences."

During a meeting on January 30, 2015, the Board of Trustees of Southwestern unanimously approved certain amendments to the By-Laws and authorized the President of the University to make certain conforming changes to the Certificate of Formation.

These changes resulted from a number of informal discussions among the Trustees and two meetings, one on June 20, 2014, and another on August 14, 2014. The first meeting was attended by twenty (20) trustees. The second meeting was attended by twenty-five (25) trustees. Some attended in person and some via telephone. The purpose of both meetings was to identify any changes that could lead to a more effective Board of Trustees recognizing the challenges facing Southwestern and other colleges and universities. Southwestern also sought and received Episcopal input.

A written summary of the ideas generated from these meetings was provided to the entire Board of Trustees and during a regular meeting of the Board on October 17, 2014, the summary of ideas was unanimously approved by the 30 Trustees attending.

In all these meetings Trustees with a close relationship with the United Methodist Church actively participated. The summary of ideas included the following: "The relationship between Southwestern and the United Methodist Church is important and should be maintained and enhanced."

Southwestern requests that the Central Texas Annual Conference of the United Methodist Church (the "Conference") confirm the following changes to the By-Laws and the Certification of Formation.

BY-LAWS CHANGES

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The following are the changes to the By-Laws for which confirmation by the Conference is requested.

1. Due to the unification of the Rio Grande and Southwest Texas Annual Conferences there will no longer be trustees elected by the Rio Grande or Southwest Texas Annual Conferences, but there will be four trustees elected by the Rio Texas Conference (same as the number elected by the Texas, North Texas, and Central Texas Annual Conferences).
2. At least one member of the Nominations Committee (committee's name changed to Trusteeship Committee in the amended By-Laws) must be a United Methodist.
3. The Board of Trustees will include two Bishops of the United Methodist Church nominated and elected by the Bishops of the Patronizing Conferences after consultation regarding each individual nominee with the Board's Trusteeship Committee, giving due regard to the comments, requests, and concerns of that committee. At least one of the episcopal trustees serving at any given time must be a Bishop of one of the Patronizing Conferences. (Currently there are five Bishops of the Patronizing Conferences who are *ex officio* trustees. Consequently, the present By-Laws require the Bishops to serve regardless of whether she or he has the time or interest.)
4. The University is lifting the requirement that a certain number of trustees elected by the respective Patronizing Conference be United Methodist clergy.
5. The requirement that a certain percentage of the Board of Trustees be members of the United Methodist Church is also lifted. (Currently the requirement is 60%) Due to the number of Trustees to be elected by the Patronizing Conferences and the Episcopal trustees [totaling 20] as provided in the amended By-Laws, the Board will always have at least 44% of its members who are United Methodist. This is a higher percentage than that of comparable United Methodist-related colleges and universities in Texas, Oklahoma, Arkansas, and Louisiana and

greater than the percentage reported by representatives of the University Senate of the United Methodist Church following a site visit on November 18-19, 2013.)

6. The Supplemental Trustee Category consisting of four positions is eliminated and those positions are "at large trustee" positions in the amended By-Laws. Thus, pursuant to the amended By-Laws, there are 20 "at large trustee" positions, which is the same as the total of "at large" and "supplemental" trustee positions under the existing By-Laws.
7. The University is lifting the requirement that the 20 at-large trustees, which are nominated by the Nominations Committee (Trusteeship Committee in the amended By-Laws) and elected by the Board of Trustees, be confirmed by the Patronizing Conferences.

CERTIFICATE OF FORMATION CHANGES

The following are the changes to the Certificate of Formation for which confirmation by the Conference is requested.

1. Article Four was amended to broaden slightly the University's authority to accomplish its educational purposes by providing that it may promote higher education in "any or" all of its branches and confer "any or" all diplomas.
2. Article Six was amended to substitute the University's current president, Edward B. Burger, for his predecessor, Jake B. Schrum, as the University's registered agent.
3. Article Seven was amended to reduce the maximum number of trustees from 50 to 45 and to lift the requirement that 60% of the trustees be United Methodists.

CONCLUSION

Thank you for the Conference's consideration of this request. Should you have any questions or need additional information, please contact Francie Schroeder in the President's Office at 512-863-1454.

TEXAS WESLEYAN UNIVERSITY

FORT WORTH, TEXAS
JOHN M. VEILLEUX, VICE PRESIDENT,
MARKETING & COMMUNICATIONS

Texas Wesleyan University continued its impressive growth in enrollment and prominence during 2014. Major projects, including improvements to city infrastructure and new buildings and renovations on campus, as well as academic achievements, such as new accreditations, are making Texas Wesleyan a leading light in Dallas-Fort Worth education.

MAJOR HIGHLIGHTS

- Construction is well under way on the Rosedale Renaissance, a $6.5 million project designed to leverage more than $32 million in private and public funding for the benefit of the Polytechnic neighborhood and Texas Wesleyan. There are four key components to the revitalization, including streetscape improvements, a new campus entryway, the renovation of the Polytechnic Firehouse, and The United Methodist Church Central Texas Conference Service Center, which will also be home to the Bishop's offices. The entire project will be completed this summer, and Texas Wesleyan is looking forward to welcoming the Bishop and the conference center's staff to our neighborhood.
- For the fifth consecutive year, Texas Wesleyan University ranks in the No. 1 tier of regional universities in the west by *U.S. News & World Report*.
- Texas Wesleyan's School of Business Administration received prestigious AACSB accreditation. Fewer than 5% of the business schools in the world receive this accreditation, and its recipients include major business schools like Duke and the University of Indiana.
- The university completed a $1.7-million renovation of its primary dining facility, Dora's Café, which serves a record number of residential students on the University's campus. The project has received positive reviews from students.
- Texas Wesleyan's "Smaller. Smarter." marketing campaign continues to drive enrollment and receives rave reviews. This year's campaign won numerous awards, including two golds and one silver from the AAF-Fort Worth Addy Awards, with a judge's special prize for "Conceptually Refreshing" work. To date, the campaign has won a total of 29 awards.
- Texas Wesleyan made a major splash in the media, generating more than $1,000,000 in media coverage.
- New articulation agreements with area community colleges, including Tarrant County College, make it easier for prospective students to apply and attend a four-year University without the stress of lost credits.
- A new "Smaller. Smarter. Promise" scholarship allows eligible transfer students to attend Texas Wesleyan with free tuition.
- Kevin McGarry Esq., LL.M., J.D., M.S., assistant professor of business law for Texas Wesleyan's School of Business Administration, is a Fall 2014 recipient of the prestigious Robert F. Kennedy Sustainable Investment fellowship, awarded jointly by the Robert F. Kennedy Center for Justice & Human Rights and The Earth Institute at Columbia University.
- Dr. Linda Metcalf and the professors in graduate counseling programs are now offering a Ph.D. in marriage and family therapy, the first Ph.D. program and third doctoral-level offering for the university.
- Dr. John Gregory Gullion, associate professor of criminal justice and sociology, was nominated for the U.S. Professor of the Year Award, sponsored by the Council for Advancement and Support of Education and

the Carnegie Foundation for the Advancement of Teaching. It is the only national program that recognizes excellence in undergraduate education.

- Dr. Carol Johnson-Gerendas is developing writing and communication skills with students using modern social media tools. In addition to learning the platform, Johnson-Gerendas is also teaching her students how to think critically about the information they find on social media.
- Effective Aug. 20, 2014, Texas Wesleyan University became a tobacco-free, smoke-free campus. At Texas Wesleyan, we strive to promote the health, well-being and safety of all of our students, faculty, staff and campus visitors.
- The student-led Criminal Justice Society held a new- and gently-used clothing and toiletries drive throughout the month of April to benefit SafeHaven of Tarrant County.
- The Rambler and staff received 19 awards for journalistic excellence at the 2014 Texas Intercollegiate Press Association's three-day convention.
- In a publicity event at The Stayton at Museum Way on Sept. 19, Texas Wesleyan alumna Kary Johnson M.Ed. '03, Ed.D. '13 received special recognition for her commitment to child literacy from actor Henry Winkler, well-known for his role on Happy Days as "The Fonz," and a donation to the nonprofit organization she founded, Literacy United.
- Texas Wesleyan University School of Business alumna, Katerina Taylor '01, has been named president of the DeKalb Chamber of Commerce.
- The School of Education welcomed more than 350 8- to 12-year-old students to campus in October for the fifth annual Texas Wesleyan "First Day of College: Science and Reading Days," and a sizable donation from Half Price Books helped the participants take a little something extra home with them.

To learn more about Texas Wesleyan, visit www.txwes.edu, or follow us on Facebook at facebook.com/TexasWesleyan.

Boston University School of Theology

Mary Elizabeth Moore, Dean

Dear Colleagues in the Central Texas Annual Conference:

Greetings in the Spirit of Jesus Christ! In this anniversary year, Boston University School of Theology (BUSTH) celebrates 175 years of seeking God, building knowledge, and equipping leaders for the church and society. We especially celebrate our students, alums, and church partners, with whom we seek to serve God as transforming leaders in a multitude of local and global communities.

Breaking News

- The Doctor of Ministry in Transformational Leadership is well underway with outstanding students and eager teachers. In its first year, the

program has attracted two cohorts of students from three countries, eight faith traditions, and a variety of church, educational, health care, and other faith-based contexts.

- BUSTH celebrated art and creativity with four major art exhibits and receptions: James Crane's *motive* cartoons; Robin Miller's "African America in Art and Poetry"; John August Swanson's poster art; and Beth Neville's paintings.
- The STEWARD program, funded by a grant from the Lilly Endowment, is preparing students for stewardship of all of life, including spiritual, physical, and financial life.
- Raices Latinas, funded in part by the United Methodist Church Young Clergy Initiative, has begun! It invites and supports Latino/a young adults toward a life-giving journey in ministry. BUSTH also works closely with the UMC in leadership of the Hispanic Youth Leadership Academy. Both focus on education, mentoring, service learning, and spiritual formation.

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Milestones

- 175 Years: The founders of BUSTH were abolitionists, pastors, and lay leaders who envisioned a school to carry the spiritually rich, socially transformative, leadership-forming legacy that centered their own lives. Our annual theme, *Leading in Transformation*, honors that vision and reflects on how to reshape it in response to changing social realities.
- Women in the World: This year, the Anna Howard Shaw Center celebrates 30 years of its Women in the World Conference, a witness to women's leadership in the church and a celebration of their brave, audacious ministries.

Partnering for Transformation

Preparing students for ministry means meaningful partnerships with the local spiritual community.

- Partnering in transformational learning through courses in congregations with church leaders and students together.
- Serving the church through workshops and mutual projects, especially in church renewal, mission, and the cultivation of difficult conversations that enhance dignity and justice.
- Traveling across the globe through seminars where students engage with diverse cultures and traditions. In this year, students and faculty have explored the Arizona-Mexico Border, Israel and Palestine, Ephesus, and Mexico.

Celebrating Justice

From Selma in 1965 to the Arizona-Mexico border and the streets of U.S. cities, we celebrate transformational leadership and explore paths to just peace.

- Retracing history by commemorating civil rights milestones with: Walter Fluker, Martin Luther King, Jr. Professor of Ethical Leadership; and a panel of alumni and faculty on "Selma at 50, Ferguson Today."
- Moving forward to understand and build justice, engaging with Cornell William Brooks — BUSTH alumnus and President of the NAACP — and with our students, faculty, and alumni who seek to build justice in Boston, Ferguson, Hong Kong, Indonesia, Uganda, and beyond.

As we look back on the last year — and the last 175 years — we celebrate transformational leaders who have loved God and cared mightily for God's world. Their living legacy gives us hope and courage for the future.
www.bu.edu/sth

CANDLER SCHOOL OF THEOLOGY

JAN LOVE, DEAN & PROFESSOR OF CHRISTIANITY & WORLD POLITICS

For 100 years, Candler School of Theology at Emory University has prepared *real* people to make a *real* difference in the *real* world. Since our founding in 1914, more than 10,000 students have graduated from Candler, where they have been shaped as Christian leaders who put faith and love into action, transforming the world in the name of Jesus Christ. Here, students are challenged academically, encouraged spiritually, and immersed in Christian service from the first day they arrive on campus. This unique approach ensures that our graduates are ready to serve wherever God leads.

One of 13 official seminaries of The United Methodist Church, Candler is grounded in the Christian faith and shaped by the Wesleyan tradition. We are one of seven graduate professional schools of Emory University, a top-tier research institution offering extensive resources and a rich context for study. Our location in the city of Atlanta offers a learning environment that reflects the highly diverse communities of the 21st century world. There is no better place for ministry preparation that addresses our major denominational priorities: developing leaders, starting and growing churches, ministry with the poor, and improving global health.

During the 2014-2015 academic year, Candler celebrated its Centennial, marking our 100th anniversary with a series of commemorative events highlighting memories of the past and visions for the future. The yearlong celebration began in the fall of 2014 with the dedication of the final phase of our new LEED-certified building and the premiere of *Religion and Reason Joined: Candler at 100*, a new book on our history. The commemoration continued through the spring of 2015 with guest lectures, exhibits, and "Prophetic Voices," a major academic conference addressing the challenges and opportunities facing theology in the 21st century.

Not only has Candler expanded its physical space this year – we have expanded degree offerings as well. In response to the changing needs of the church, Candler introduced five new degrees to equip Christian leaders: the Doctor of Ministry, the Master of Religious Leadership, the Master of Religion and Public Life, and two dual degrees with social work and development practice.

Candler's student body reflects the diversity and breadth of the Christian faithful. Our enrollment stands at 447, with 320 seeking the Master of Divinity, 43 the Master of Theological Studies, 14 the Master of Religious Life, 20 the Master of Theology, 29 the Doctor of Ministry, 10 the Doctor of Theology, and 11 enrolled as Non-Degree students. The student body is 52 percent women, 35 percent people of color (U.S.), and the median age of the entering class is 27. Students represent 42 denominations, with nearly half identifying as United Methodist.

Candler draws considerable strength and inspiration from its relationship with The United Methodist Church. Our ability to fulfill our mission of educating faithful and creative leaders for the church's ministries in the world depends upon your support, gifts, and prayers. Thank you for the countless ways you advance this vital ministry in the life of our denomination. Visit us in person in Atlanta or online at candler.emory.edu to see firsthand how Candler prepares *real* people to make a *real* difference in the *real* world.

Iliff School of Theology

Rev. Dr. Thomas V. Wolfe, President & CEO

Greetings from the Iliff School of Theology in Denver, Colorado. We wish you blessings as together we continue the work of strengthening the Church and offering a compassionate presence to the World.

The Iliff School of Theology's commitment to the Wesleyan tradition of providing intellectually alive and spiritually grounded theological education for our students continues. From Tanzania to Texas, Denver to Delhi, Missouri to Mexico, Iliff students and graduates are holding constructive tension with the human condition as it is and courageously standing with those who seek justice.

This past year saw one of Iliff's largest enrollments since its founding by the United Methodist Church in 1892 – 333 students, 60% female and 40% male, 35% Methodist – all actively engaged in both the classroom and a host of ministry contexts. Some are leading congregations toward revitalization, while others are doing ministry by establishing new forms of community.

Interest in online and hybrid classes continues to grow from across the nation in our Journey MDIV Program – one of the first to bring quality theological education online. As a concerted move by Iliff to reduce student debt and grow the ability of students to lead financially sound, engaged communities, many MDIV students

are also participating in the Spiritually-Integrated Financial Resiliency Program, funded by a $250,000 grant from the Lilly Endowment.

We welcomed participants to our first Spanish-Speaking Local Pastors Licensing School, hosted in partnership with the Rocky Mountain Conference, and participated in healing events for commemoration of the Sand Creek Massacre. In addition, Iliff students participated in an immersion trip to Africa University and are planning an additional experience this year. We look forward to continuing these vital relationships.

Iliff created numerous events for area clergy and supporters. Via forums on leadership, policing, the role of faith in world events and more, campus speakers included: Amy Goodman, Garry Kasparov and the Rev. Dr. Rebecca Chopp, this year's Jameson Jones Preacher. Bridging theological education to new arenas was further cultivated through Iliff's Authentic Engagement™ Program with trainings for civic and non-profit groups. Our efforts were duly noted by McCormick Theological Seminary's Center for Faith and Service when we were named as one of the nation's "Seminaries That Change the World."

We continue to look to the future with courageous theological imagination. We are grateful for our denominational connection.
www.iliff.edu, 1-877-887-7822

Perkins School of Theology

Southern Methodist University
William B. Lawrence, Dean & Professor
of American Church History

Perkins celebrates our vital connections with the Central Texas Annual Conference:

- Thirty-two students affiliated with the Central Texas Conference (CTC) are enrolled at Perkins, including six D.Min., four M.A.M., two M.S.M., one M.T.S., and 19 M.Div. students
- Eligible 2014 – 2015 students from the CTC each received a Perkins Annual Conference Endowment (PACE) grant in the amount of $2,000, with qualifying students receiving an additional $6,000 each in need-based aid
- Five Perkins students currently are serving internships in the CTC
- Perkins celebrates the distinguished accomplishments and service of our alumni/ae and friends in Central Texas, including Bishop Mike Lowry (M.Th./M.Div.'76), and 2014 Woodrow B. Seals Laity Award Recipient Bliss Dodd.

Total enrollment at Perkins exceeds 400 students, of which approximately two-thirds are United Methodist and more than one-third are ethnic minority students.

Master's degree programs comprise approximately 51% female and 49% male students. The D.Min. program includes students from southern Asia taking classes in Singapore and Dallas. Our Ph.D. program comprises 30 active students, including two Latino Ph.D. students supported through a grant from the Luce Foundation to Perkins' Center for the Study of Latino/Christianity and Religions.

Dr. Jack Levison (Ph.D., Duke, 1985) joined the Perkins faculty as the third appointee to the W.J.A. Power Chair of Biblical Hebrew and Old Testament Interpretation. Dr. John Martin, new director of Development, came to Perkins after serving as president of Roberts Wesley College in Rochester, New York. Following a nationwide search, a senior scholar and teacher eligible for appointment to the Lois Craddock Perkins Chair in Homiletics is expected to join the Perkins faculty in fall 2015.

Perkins restructured its Master of Divinity degree, effective spring 2015, enabling full-time students to complete the program in three years and reducing the overall cost of the degree. The M.Div. now requires 73 term hours of academic credit, including the nine-hour internship.

A new "Master of Arts in Ministry" (M.A.M.) degree has replaced the C.M.M. The M.A.M. offers five tracks: two previously-existing tracks in Christian Education and Urban Ministry, and new tracks in Theology and Social Justice, Christian Spirituality, and Evangelism and Mission.

As part of SMU's "Operational Excellence for the Second Century" (OE2C) initiative, Perkins streamlined its organizational structure in early 2015.

A $2.5 million gift to SMU will establish the new Susanna Wesley Centennial Chair in Practical Theology at Perkins.

Perkins thanks our many alumni/ae and friends in Central Texas for their continuing generous support, including referrals of prospective students, as we continue our vital mission of preparing women and men for faithful leadership in Christian ministry.
www.smu.edu/perkins

United Theological Seminary

Wendy J. Deichmann, President

Is God calling you to the ministry of Jesus Christ? Come and check out amazing opportunities for study and spiritual growth in person or online at www.united.edu!

Why United?

- United offers an excellent, accredited M.Div. degree required for ordination in The United Methodist Church.

- United students participate in a community of deep faith and avid learning.
- Degree programs include traditional and/or online classes.
- United specializes in preparing persons for ordination and pastoral ministry.
- Join our graduates' long track record of successful service!
- United's focus on church renewal will prepare you to become an agent of new life and revitalization, Spirit led, a faithful leader in the mission of Jesus Christ!
- At United you can enroll in a hybrid UM Course of Study program.
- United's D.Min. program leads the nation through the faithful ministries of its pastoral graduates.
- United is committed to teaching the Bible and the historic Christian faith, cultivating spiritual formation for personal and social holiness, and renewing the Church for the mission of Jesus Christ in the world.

WHAT COULD BE MORE INTERESTING, IMPORTANT OR EXCITING?

In addition to expanding residential offerings in Dayton, Ohio, United continues to extend its service across the U.S. and the world. United's degree programs are accessible anywhere with Internet service in conjunction with periodic intensive weeks of class and community activities in Dayton.

Please let us know if you have questions about how United can best assist you. If you would like to help make it possible for a future pastor to study at United, please let us hear from you. We invite you to call or visit soon! For more information, please contact admissions@united.edu.

Thank you for your prayers, partnership, service and support in the ministry of Jesus Christ!
www.united.edu

WESLEY THEOLOGICAL SEMINARY

DAVID MCALLISTER-WILSON, PRESIDENT

At Wesley, we are a church-based seminary committed to multiplying the number of people who love God and love their neighbor locally, nationally and globally. Our degrees and programs – traditional and new alike – reflect our dedication to the Great Commandment and Great Commission. We ask you to pray for us, hold us accountable, and join us in this Kingdom work.

EQUIPPING FAITH LEADERS THROUGH DEGREE PROGRAMS

In fall 2015, our new master of divinity curriculum launches. We thoroughly redesigned the M.Div. to prepare leaders for both church and society. This 81-hour degree offers flexibility and an excellent core curriculum focused on empowering passionate, mission-focused leaders.

Wesley also offers a 36-hour Master of Arts and a 60-hour Master of Theological Studies to equip those called to ordained deacon ministries or a wide range of ministries.

In our doctor of ministry program, we continue to offer the most practical and spiritually renewing tracks in theological education. These include leadership excellence, pastoral counseling, arts, and new mission-focused tracks. Wesley is accepting applications to two tracks based in Cambridge, England. These tracks, *Transformative Leadership in Wesleyan Perspective* and *Creative Ministry for Church Renewal in a Changing World*, are each limited to 20 students.

Wesley provides more than $2 million dollars annually in scholarships to our students thanks to the consistent support of graduates, congregations and friends of the seminary.

G *Talk to someone at (202) 885-8659 or admissions@wesleyseminary.edu about how Wesley's degree programs equip people to lead others to loving God and neighbor.*

Wesley's Lewis Center for Church Leadership continues to be the go-to resource for actionable best-practices for clergy and laity. The center's free *Leading Ideas* e-newsletter provides well-researched, discipleship-growing ideas to more than 15,000 people. Visit www.churchleadership.com for resources in: Taking Church to the Community, Doing Good Well, Funding Your Congregation's Vision, and Reaching New Disciples. Also, learn about the newest book by the Rev. Tom Berlin and the Rev. Dr. Lovett Weems Jr., *High Yield: Seven Disciplines of the Fruitful Leader*.

In early 2015, we developed the Institute for Community Engagement at Wesley Downtown to help the church turn itself inside-out. The institute encompasses the existing Urban Ministry Program and the Missional Church Program, which includes Heal the Sick, an initiative to congregations for public health work in their parishes.

The third component of the Institute for Community Engagement is Wesley's emerging Center for Public Theology. Under the leadership of Distinguished Professor of Public Theology, Mike McCurry, we are developing this center to provide churches and their leaders, and seminary students, tools to help navigate the connection between faith and public policy.

The Luce Center for Arts and Religion remains the only seminary-based program uniting arts and theology. The center celebrated the 25th anniversary of the Dadian Gallery in late 2014.

Wesley faculty members are continually developing resources to the faithful, including books by Drs. Carla Works, Deborah Sokolove, F. Douglas Powe Jr., Cedric Johnson, and Lovett H. Weems Jr.

Throughout the academic year, Wesley hosts Second Mondays – a series of lectures on campus and streaming live. This year we explored "Living Matthew 25 – Focusing on the Big Things." In this chapter of Matthew's Gospel, Jesus challenges us to heal the sick, feed the hungry, and welcome the stranger. In their lectures, Wesley's faculty unlocked the Holy Scriptures and the church's history, traditions and theology to clarify these Gospel imperatives. These presentations are available at www.youtube.com/c/wesleysemimaryedu and via live stream at www.ustream.tv/channel/wesley-seminary. To be reminded of this opportunity, sign up for the monthly electronic newsletter *eCalling* at www.wesleyseminary.edu/ecalling.

Learn more at www.wesleyseminary.edu about the exciting ways Wesley's resources are equipping people to spread the love of God and love of neighbor.



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Center for Mission Support

Our Focus

The Mission Support Leadership Team has been instrumental in helping organize our center and to establish center responsibilities along with pursuing objectives and plans for the Center as a whole and for helping each staff person more fully understand and live-out their relationship to the vision and mission of the Annual Conference and its connection to the larger global church. This has been accomplished around a spirit of collaboration and collegiality that has resulted in a more cohesive approach to ministry.

We have focused our ministry through the areas of:

1. Risk Taking Mission and service;
2. Intentional Faith Development;
3. Engaging in Ministry with the Poor, and;
4. Global Health

The Center for Mission support serves as a resource to equip people and local congregations to make disciples for Jesus Christ for the transformation of the world to the glory of God.

In 2013-14, the Center staff and leadership team has collaborated to further the work at the district and local church levels. As you will read in the reports that follow, we have worked hard to provide effective training, partnering, resourcing, and avenues for reaching out to, and building relationships with, individuals and communities both locally and internationally, in witness to the Gospel of Jesus Christ which addresses the whole person in body, mind, and spirit and offers redemption and acceptance into the family of God regardless of a person's status in life or in the community.

This witness has been seen within the development of ministries of justice, including immigration and other social reform, community development, disaster recovery, compassion, advocacy, presence, proclamation, and care for the sick, the prisoner, the hungry and thirsty, the stranger, and those without adequate shelter, clothing, jobs, education, and access to public and social benefits. In this way, the Center seeks to invite, empower, and support the missional life of every pastor, lay person, and congregation as vital to what it means to be a Christian in this world both in our own local communities and around the world, so that all come to a saving knowledge of Jesus Christ and participate in God's abundance for all people and all of creation.

In 2015-16 we will continue our focus of connecting, resourcing and partnering with agencies, individuals and churches in order to more adequately offer the redemptive love of Jesus Christ.

We invite you to dream with us by answering the following questions…..

a. How can we help you meet the ministry needs of your community?

b. How can we help you connect with other individuals/churches/ agencies to reach out?

c. How can we partner with you?

We want to hear from you on how we might better serve you to be faithful in making disciples in your local mission field in 2015-16. Send your suggestions and needs to me at randywild@ctcumc.org. Thank you for your faithfulness in being the church in this time.

G

In a letter received in late April from Becky Harrell, Mission Advocate - South Central Jurisdiction (Missionary), it states with clarity the effect that our local churches mission emphasis is having within in our conference. While this is congratulating the CTC please understand we all know that the local church is the engine that makes all the ministry that we are being celebrated for happen!!

> "…..Please find attached the Summary of 2014 Giving through the Advance of the United Methodist Church for the South Central Jurisdiction, as well as a recap of each Conference noting total giving by District.
>
> Congratulations go out to the **Central Texas Conference** who had the only increase in project giving between 2013 and 2014 and the highest number of churches participating in giving as well in the entire SCJ.
>
> In Missionary support **Central Texas Conference** led in giving increases. Also with Missionary support increases were **Louisiana, Missouri and Southwest Texas Conferences in 2014.**
>
> Congratulations to the **Central Texas Conference** for overall increases in 2014, which they attribute in part to the number of churches hearing the missionary story from itinerating missionaries."

Below you will find just a smattering of the reports from various ministries that relate to the Center for Mission Support and how we have attempted, through partnering and resourcing, to energize and equip the local church within the bounds of the CTC. One of our foci in 2015-16 is to work with each of the districts to specifically target 30 churches develop a strategic plan of mission and ministry to reach the poor and needy of their community. In addition, it is quite evident that the mission field in our local church settings and across the conference are becoming more

diverse. In 2016 we want to strategically follow up on the annual conference emphasis on diversity, inclusiveness, and being in ministry with those who are different than us by bringing resources to help the local church be more involved in ministry within their changing neighborhoods and communities.

UNITED METHODIST WOMEN

LINDA HUTCHINGS, CTC UMW PRESIDENT

Be bold for Christ! Take on risk-taking mission. "For God didn't give us a spirit that is timid but one that is powerful, loving, and self-controlled." II Timothy 1:7

First UMC of Mansfield offered radical hospitality for the 2014 Annual Conference June 8-11 and the United Methodist Women of Mansfield helped in numerous ways to make the United Methodist Women's Luncheon June 9 at Arisitide Event and Conference Center a wonderful affair. Sally Vonner, the Executive Secretary of Membership and Leadership Development of United Methodist Women National shared the vision of United Methodist Women with those present.

Mission u, the UMW mission education event, was held at two sites last August at Genesis UMC in Fort Worth and Glen Lake Camp. The studies for this year "How Is It with Your Soul: Pray, Learn, Mentor, Transform," "The Church and People with Disabilities" and "The Roma of Europe" have inspired, challenged and informed us.

In September, as well as other Sundays during the year, many celebrated United Methodist Women's Sunday with pertinent information, guest speakers and special mission presentations.

Early in October the Fort Worth – Arlington area experienced tremendous storms with strong winds. Trinity UMC in Arlington had been planning for a year to host the United Methodist Women's Leadership Development and Annual Autumn Gathering October 3 – 4, but their building was greatly damaged and electricity was non-existent. St. Barnabas UMC in Arlington came to the rescue. They hosted the event on only a few hours' notice. The United Methodist Women from Trinity UMC and St. Barnabas co-hosted. The word got out about the change in location and everything turned out great.

Barbara Greene did an unbelievable job coordinating the Autumn Gathering. We were honored with presentations from the Pantego Christian Academy Choir and the Praise-Steppers from Campus Drive UMC. We were informed by Jennifer Sample of Providence Place in San Antonio, Rev. David Ceballos, a GBGM missionary serving a new church start in Panama and Rev. Dan Bonner representing Wesleyan Homes in Georgetown. The Rev. Melinda Veatch of Tarrant Churches Together installed the 2015 officers. After lunch we experienced an original, dramatic performance by Dr. Shellie O'Neal from Navarro College entitled "This Is My Story, This Is My Song" featuring the life and music of Fanny Crosby.

In November seven Conference and District officers attended the informative Leadership Development Days in both St. Louis, MO, and Tempe, AZ.

In December 10 United Methodist Women of our conference hosted the ACT III Youth Christmas Party at Poly United Community Center. There was great food, games, a Reader's Theatre, crafts and we ended the evening with a terrific cookie walk provided by the talented and generous bakers of our conference United Methodist Women.

February 21, 2015, First UMC of Burleson and their United Methodist Women hosted Sing-a-Rainbow, a Racial Justice event. Janis Rosheuvel, Executive Secretary of Social Justice for United Methodist Women National engaged our group with a thought-provoking dialogue on racial justice. The afternoon session was "In Her Shoes: Living with Domestic Violence" with table discussions as if we were the ones experiencing domestic violence and the consequences of our choices. This was led by Darlene Alfred and Susan Torpy. We had great singing plus a delicious covered dish lunch featuring food for the heart and soul.

February 28 – March 1 Heidi Careaga, the Spanish Language Coordinator for our conference and I attended "Voices: A Transformative Leadership Event" for Language Coordinators and Conference Presidents. We were reminded of the structure of the United Methodist Church by Rev. Jeannie Trevino-Teddlie and experienced presentations on cultural and emotional intelligence. We learned several new avenues of communication and how to share our voices and the work of United Methodist Women in many ways. These workshops were led by the staff of United Methodist Women National.

"Formed in the Spirit: Transforming the World through Acts of Justice and Mercy" was the theme of the 2015 Spiritual Growth Retreat March 27-28 at Lakeview Camp and Conference Center. Rev. Jo Biggerstaff was the retreat leader. Hands-on mission projects were the assembling of UMCOR kits and the making of greeting cards.

April 11 we hosted a Young Women's Event especially for those between the ages of 18 – 35 at First UMC Crowley. The ladies experienced an informative and interactive time together. The Rev. Jennifer Pick organized the closing worship.

Two mission trips were offered in 2014. June 15-21 a group served at Cookson Hills, OK and October 12-18 another group went to McCurdy Ministries in Espanola, NM to assist in their ministries. This summer June 28 – July 2 a large group of United Methodist Women will travel to the UMCOR Sager-Brown Depot in Baldwin, LA.

This summary does not include the wonderful and informative events hosted by the 5 District Organizations of United Methodist Women or the great mission work accomplished by the local United Methodist Women's groups. United Methodist Women are those who "Make it Happen" as we continue to put our faith, hope and love in action for women, children and youth worldwide.

The PURPOSE of United Methodist Women

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

If your local church does not have an organization of United Methodist Women and you are interested in forming one or joining with another United Methodist Women's group, please contact me and I will help you get connected.

Christian Unity & Inter-Religious Concerns

BLISS DODD, CHAIRPERSON

In 2014 the Texas Conference of Churches disbanded, ending decades of CTC collaboration with other protestant and Catholic leaders across the State of Texas. With diminished funding and lack of interest in regional forums and training, each of the faith groups involved expressed the need to focus their efforts on local church needs and opportunities for collaborative work in the community. Certainly this reflects the efforts of the CTC Christian Unity and Inter-religious Leadership Team.

As local churches have identified community needs that exceeded the resources of the local UMC, clergy and laity throughout the conference have worked hand-in-hand with other faith groups to solve challenges and express the love and compassion of Christ. Many of our local churches have collaborated to provide mental health education and support, build and repair homes for/with persons in poverty, volunteer at the public school, provide after-school recreation and tutoring, provide emergency food supplies or gently-used clothing, welcome persons from different cultures, provide training in English as a Second Language, and celebrate together in collaborative worship services.

The Christian Unity and Inter-religious Concerns Leadership Team continues to provide information for training and local church creativity through CTC Quick Notes.

RISK TAKING MISSION & SERVICE

FIVE STAR MISSION AWARDS

Five Star Mission Awards recognize churches that have done the following:

1. Paid 100% of their Connectional Mission Giving;

2. Made a contribution to a United Methodist Missionary or to a United Methodist Global Church Partnership program;

3. Made a contribution to a United Methodist advance special;

4. Participated in local mission;

5. Offered an on-going program of mission education.

For 2014, the Central Texas Conference recognized these 68 churches as continuing Five-Star Recipients:

Acton UMC
Alliance UMC
Alvarado FUMC
Arborlawn UMC
Arlington FUMC
Arlington Heights UMC
Azle FUMC
Ballinger FUMC
Bluff Dale UMC
Breckenridge FUMC
Brownwood FUMC
Cogdell Memorial UMC
Coleman FUMC
Colleyville FUMC
Covenant UMC
Cranfills Gap FUMC
Cross Plains FUMC
Ennis FUMC
Faith UMC
Ferris Heights UMC
Fort Worth FUMC
Gatesville FUMC
Genesis UMC
Georgetown FUMC
Good Shepherd UMC
Gordon FUMC
Graham FUMC
Grapevine FUMC
Groesbeck FUMC
Harker Heights UMC
King Memorial UMC
LifePoint UMC
Line Street UMC
Mansfield FUMC
Meadowbrook UMC
Midlothian FUMC
Moody FUMC
Moody-Leon UMC
Morgan Mill UMC
New World UMC
Newcastle UMC
Oakdale UMC
Olney FUMC
Poolville UMC
Richland Hills UMC
Ridglea UMC
Saginaw UMC
Salado UMC
Smithfield UMC
St. Andrew's UMC - Killeen
St. Barnabas UMC
St. John the Apostle UMC
St. John's UMC – Georgetown
St. Luke UMC - Ft. Worth
St. Paul UMC - Hurst
St. Philip's UMC - Round Rock
Stephenville FUMC
Tenth Street UMC
Thornton UMC
Tolar UMC

Hurst FUMC
Iredell FUMC
Keller UMC
Killeen FUMC
Trinity UMC – Arlington
Waxahachie FUMC
Weatherford FUMC
White's Chapel UMC

We are excited to celebrate these 8 First time recipients of the Five-Star Mission Award:

Asbury UMC
Bosqueville UMC
Edge Park UMC
Hico UMC
Kerens FUMC
Mart FUMC
Pleasant Grove UMC
Wellspring UMC

Missionary Support

In 2014, 53 congregations supported a full Covenant Relationship with a missionary of the General Board of Global Ministries of the United Methodist Church. This represents a 150% increase over the number we had last year and a 42% increase in dollars given to missionaries! The Central Texas Conference was the only conference in the South Central Jurisdiction with an increase in project giving to missionaries and the Advance, an increase in the number of churches who gave, and an increase in per-capita giving! Congratulations Central Texas Conference!

We are proud to acknowledge these covenant relationship churches:

King Memorial UMC	William Harry Lovelace
Alvarado FUMC	Cindy Ceballos
Polytechnic UMC	Alex Awad
St Luke UMC, Fort Worth	David and Cynthia Ceballos
Ferris Heights UMC	Cynthia Ceballos
Colleyville FUMC	Rukang Chikomb
Trinity UMC, Arlington	Dieudonne Karihano
Mansfield FUMC	Guillermo Berman Ramirez
Acton UMC	Gaston and Jeanne Ntambo
Arborlawn UMC	Cindy Ceballos and Jeanne Ntambo
Cahill UMC	Cindy Ceballos
St. John's UMC, Georgetown	Gaston and Jeanne Ntambo
Killeen FUMC	David and Cindy Ceballos
St Andrew's UMC, Killeen	David and Cindy Ceballos
Gordon UMC	David and Cindy Ceballos
Stephenville FUMC	Gaston Ntambo

Oakdale UMC	Cindy Ceballos
Cross Plains FUMC	Cindy Ceballos
Poolville UMC	Donna Pewo
Bluffdale UMC	Connie Lynn DiLeo
Morgan Mill UMC	Connie Lynn DeLeo
Bethel UMC, Weatherford	Willie Berman
Moody-Leon UMC	Jasques Ahara Umembudi
Corsicana FUMC	William Harry Lovelace
Belton FUMC	William Harry Lovelace
Iredell FUMC	Alex Awad
Cranfills Gap FUMC	Albert Willicor
Salado UMC	James Williams
Alliance UMC	Lisa Williams
Arlington FUMC	Rukang Chikomb
Arlington Heights UMC	Gaston Ntambo
Georgetown FUMC	David and Cindy Ceballos
St Paul UMC, Hurst	David and Cindy Ceballos
Hurst FUMC	David and Cindy Ceballos
Gatesville FUMC	Cindy Ceballos
Brownwood FUMC	Willie Berman
Lifepoint UMC	Willie Berman
Breckenridge FUMC	William Harry Lovelace
St. Barnabas UMC	Jeanne Ntambo
White's Chapel UMC	Becky Harrell
Olney FUMC	Rukang Chikomb
Bruceville/Eddy UMC	Rukang Chikomb
Harker Heights	Mutwale Ntambo
Hillsboro FUMC	Rukang Chikomb
Pleasant Grove UMC	Gaston Ntambo
Kerens FUMC	Gaston Ntambo
Ridglea UMC	Gaston Ntambo
Line Street UMC	General Missionary Fund
Ballinger FUMC	David Ceballos
Thornton UMC	Cindy Ceballos
Faith UMC	Cindy Ceballos
Waxahachie FUMC	Willie Berman
Wellspring UMC	Steve & Suzanne Buchele (Mission Society)
St. Philips UMC, Georgetown	Steve & Suzanne Buchele (Mission Society)

We also want to acknowledge the churches who made contributions to a United Methodist missionary at less than the full covenant level in 2014, but have made the first step in connecting with global missions:

Church of the Good Shepherd UMC
FUMC Weatherford
Newcastle FUMC
Ranger UMC
New World UMC
St. Paul UMC, Fort Worth
Gustine UMC
Midlothian FUMC
Crowley UMC
Cogdell UMC
Wortham FUMC
Calvary UMC
Keller FUMC
Groesbeck FUMC
China Spring UMC
Bosqueville UMC
Line Street UMC
Richland Hills UMC
Temple FUMC
Fort Worth FUMC
Grace UMC, Copperas Cove
FUMC Red Oak
Tolar UMC
Graham FUMC
Lorena UMC
Mart FUMC
St. James UMC, Temple
Tenth Street UMC
Round Rock FUMC
St. Stephen UMC
St. Luke UMC, Corsicana
Waxahachie FUMC
Meadowbrook UMC
Coleman FUMC
Genesis UMC
New World UMC
Comanche FUMC
Godley UMC
Asbury UMC
William C Martin UMC
Georgetown FUMC
Foundation UMC

DISASTER RESPONSE

REV. LARAINE WAUGHTAL, DISASTER RESPONSE COORDINATOR
LARAINE@CTCUMC.ORG

The 2014 year was a busy year with trainings and forming our Disaster Response Task Force. Sixteen people make-up this group representing two people from each district plus other representatives.

This team has gone through extensive training at their meetings and attending the Jurisdictional Disaster Response Academy in Oklahoma. This team will be the first "on the ground" after a disaster to attend meetings, find lodging, accept donations and meet with the survivors and prepare for our Early Response Teams to respond as soon as they are allowed on the ground following the disaster.

The conference has held a total of nine ERT and re-certification classes during the year.

In 2014 construction, rebuilds and repairs were finished in Granbury from the 2013 tornado. Our conference led the majority of the rebuilds for non-Habitat for Humanity homes. A celebration was held and lives that were lost were remembered with the planting of trees at the Community Center at Ranchos Bravos which is owned by the Acton United Methodist Church.

One month later a flash flood occurred in Granbury where 15 homes were involved. Twelve of the homes were rentals. Those clients were assisted and found new housing and belongings. Of the three homes that were owned by homeowners our conference adopted one of the families while the other two were adopted by other agencies. Numerous volunteers assisted with the clean-up and rebuild.

Recovery has continued in West from the Fertilizer Plant explosion. The Central Texas Conference continues to lead the way with providing Case Management for all of the families of West. We have helped over 600 families go through recovery through rebuilds, repairs, medical issues and counseling. Our efforts continue on into 2015.

UMVIM

REV. LARAINE WAUGHTAL, DISASTER RESPONSE COORDINATOR
LARAINE@CTCUMC.ORG

In 2014 so many of our churches have continued to reach out in the name of Christ to be His presence in the world as well as a helping hand. Many churches went on multiple trips during the year. Of the churches we know, there were 3,467 people involved in mission. We know there were many, many more.

One of the new offerings from the conference is insurance for individuals and teams going on mission trips overseas. For only $2.67 per day, per person, each person is fully covered for accident or sickness while overseas. This is especially beneficial because often times, personal insurance will not cover people while overseas or if they are on mission trips.

Domestic insurance will be on line for 2015 for $1 per day per person. Both of these insurance plans not only cover those who have insurance (they will pay the balance of what is owed on your bills) but they will also pay to have you evacuated back home if needed. Please check the website at http://www.ctcumc.org/missiontripinsurance for more information.

The Bishop and the conference also sponsored a trip to Kenya. Thirteen folks from around the conference traveled to Maua, Kenya where they worked side-by-side with Maua Methodist Hospital providing rural medical clinics related to prevention of malaria and HIV/AIDS.

Also, numerous trainings were held for UMVIM Leadership training around the conference. All teams are asked to take this training to learn more and to gain resources for their trip including forms, information and help on budgeting and liability issues and registering with STEP if you go overseas.

The Central Texas Conference is forming a new relationship with the Oklahoma Indian Missionary Conference. We have new opportunities to go to Oklahoma to work side-by-side with the Indian Tribal Nations in doing work on their churches, meeting camps and parsonages. We will also be sending a team to Oklahoma to teach the conference how to build wheelchair ramps so they can begin their own Wheelchair Ramp Ministry to do the work themselves. They ask for teams made up of only adults and/or high school students.

Other opportunities at this time will include:

1. Rebuilding new restrooms at their meeting campgrounds where they have their Annual Conference and other meetings near Anadarko. Making repairs on their cabins.

2. Painting and repairs for a parsonage in Weleetka.

3. Building six new showers, and painting at another camp ground meeting facility.

4. Build a brand new church for a new growing church near Durant, Oklahoma. All building materials are supplied.

Please contact Laraine at lainewaughtal@ctcumc.org for more information

CTCYM

CLAIRE CONDREY, COORDINATOR OF YOUTH & YOUNG ADULT MISSIONS

2014 CTCYM Mississippi/East Texas	
June Sr. High	556
June Combo	737
July Jr. High	205
July Combo	238
Total	**1736**

2015 CTCYM Louisiana/Central Texas Conference	Projected Numbers
June Sr. High	616
June Combo	728
July Jr. High	275
July Combo	317
Total	**1936**

We are so excited about CTCYM 2015! It has been such a joy to see the plans unfold and develop for 2015. Out theme is "Do Good" and our curriculum is focused on the quote attributed to John Wesley "Do all the good you can, by all the means you can, in all the ways you can, in all the places you can, at all the times you can, to all the people you can, as long as ever you can." We have partnered with some incredible churches that are serving as our living centers and are looking forward to connecting with their communities. We have 16 living centers in Louisiana and have some unique experiences planned, including projects at a closed church that will help it re-open as a community center. We currently have six (6) living centers for our July Central Texas trip and are looking forward to the opportunities that connecting with our local churches will provide.

The CTCYM mission experience is organized and structured by the advisory task force team. This year the ATFT added ten (10) youth and young adult members and 14 adult members. The team has worked incredibly hard making plans for 2015, and have already begun work on 2016. In June 2016, we will serve in Arkansas and in July 2016 we will serve in North Texas. We are excited about our theme for 2016; it will be announced at our 2015 closing worships.

Partnerships with Justice for our Neighbors

The Central Texas Conference is pleased to have maintained our budgetary support for JFON for 2014 at $36,000 and to be contributing that amount again in 2015. Together, we have maintained our partnership designed to energize and equip local churches to develop innovative ministries in predominantly minority neighborhoods. Through the use of the Peace with Justice offering proceeds, funds were made available to resource partnerships with Justice for our Neighbors including Prayer Vigils; Immigration Primers; and educational/justice ministries with immigrant neighbors. The Center for Mission Support also provided a $5,000 matching grant for contributions from new donors, which was fully realized in 2014.

Eastern Mexico Task Force

In 2013, The Eastern Mexico Task Force was formed in conjunction with partner churches from Eastern Mexico to continue to evaluate the details of living out the Covenant Relationship between the two conferences based on these objectives:

1. Developing mission trip opportunities for members of CTC churches to serve alongside of the churches of Mexico in their communities as well as opportunities for members of the churches of Mexico to serve within the Central Texas Conference.

2. Developing a renewed relationship with the Juan Wesley Seminary with possible opportunities for exchange learning.

3. Central Texas and Eastern Mexico conferences to solidify and grow relationships between pastors and laypersons.

4. Strengthening and enhancing relationships with Willie Berman, GBGM missionary serving in the Eastern Mexico conference.

An exploratory team travelled to Mexico to scout mission/work projects for work teams from the US to travel to Mexico. The Center for Mission Support is currently recruiting VIM leaders to lead these teams. These initiatives, as well as a possible relationship with the Juan Wesley Theological Seminary in Monterrey will be further explored in 2015. Rev. Laraine Waughtal travelled to Mexico in Spring, 2015 and met with other UMVIM Coordinators and contacts in Mexico through we hope to develop viable mission opportunities in the year ahead. Through the development of our relationship with the Eastern Mexico Conference, we have received Rev. Samuel Macias, Elder in the Eastern Mexico Conference to Pastor of La Trinidad UMC in Fort Worth and CTC Church Growth and Development.

Bishop's Mission Trip to Kenya

Bishop Lowry and Rev. Dawne Phillips, CTC Director of Missions, led a team of clergy and lay-persons to Maua Methodist Hospital in Meru, Kenya in September, 2014 as a part of the Central Texas Conference's continued emphasis on serving the world and on global health. The team took with them proceeds from the 2014 Central Texas Conference Offering, which were used to purchase new theatre lights and other operating room equipment. Central Texas Conference leadership continue to participate in leadership for a newly forming Maua Methodist Hospital connectional organization which will provide a more seamless way for organizations to work together to support the mission and ministry of Maua Methodist Hospital. A set of Advance Giving Opportunities have been identified in connection with Maua Methodist Hospital as continued pieces of connection and they are available on the CTC website. A CTC Young Adult Mission Team is travelling to Kenya this summer to continue our connection with the country in a different region. We look forward to the additional leadership those persons who have travelled to Kenya will provide and are providing in this area upon their return.

Engaging in Ministry with the Poor

Mission Backpack

Mission Backpack is an initiative designed to energize and equip local churches to be involved in ministry with the poor in their local communities by partnering with their neighborhood schools to provide weekend food for children with food insecurity. Utilizing offerings received through the Thanksliving Offerings and Center for Mission Support budgeted funds, two new backpack ministries were started in Central Texas Conference communities, making a total of fifteen new

starts since the initiation of this ministry opportunity. Through the Christ-centered love of these congregations, backpacks of food were delivered to children with food insecurity, relationships were built between local congregations and community schools, and disciples grew in their understanding of transforming the world, one hungry child at a time.

Advance Giving

We celebrate that Central Texas Conference giving to Advance ministries of The United Methodist Church totaled $250,625.43. This included these top recipients:

$32,999.90 to UMCOR
$22,509.29 to Mercy Hospital
$15,710.00 to Child Rescue Center, Sierra Leone
$8,965.86 to Imagine No Malaria
$8,326.66 to Ebola Crisis Response
$7,090.00 to Maua Methodist Hospital, Kenya
$5,000 to Clean Water, Kenya
$4,656.50 to UMCOR Global Health
$3,723.50 to AIDS Orphan Ministry, Maua Kenya

Total contributions of $74,137.03 were given to Global Missions Missionaries of the United Methodist Church.

"Understanding Poverty" Workshop Series

CTC Center for Mission Support has developed a two-day workshop on "***Understanding Poverty***" led by Rev. Dawne Phillips, CTC Director of Missions. This year we have incorporated a resource designed to help you survey needs and resources in your local community. For information about this opportunity, see the CTC website at http://www.ctcumc.org/resourcesemwp.

CTC Serve

The Center for Mission Support is excited to bring a new local mission opportunity to The Central Texas Conference in 2015: "CTC Serve". This will be a one-day mission opportunity to engage in/celebrate new ministry with the poor in the area of hunger related ministries. CTC Mission Intern Kaitlyn Frantz, in coordination with Texas Hunger Initiatives will be working in CTC churches in summer, 2015 to resource new ministries related to hunger. Central Texas Conference partnership resources are available to energize and equip local churches through this initiative. Follow the CTC website for more information. . The date for this event is

September 12, 2015, for more information please go to http://www.ctcumc.org/ctcserve.

GLOBAL HEALTH

$8,965.86 was given to the Imagine No Malaria campaign.

The Bishop's Mission Trip to Kenya in September 2014 focused on our partnership with the Maua Methodist Hospital in the eradication of killer diseases malaria and HIV AIDS as well as hunger related illness and deaths. In addition to the purchase of necessary hospital equipment through the 2013 CTC Offering, the team provided malaria nets and support for two rural health clinics and deworming medication for a number of schools. The Advance Specials listed on the CTC website include opportunities for congregations to continue to support these initiatives. We contributed over $12,000 to them in 2014.

INTENTIONAL FAITH DEVELOPMENT

ELEMENTARY BIBLE CAMP

The Central Texas Conference hosted a Bible Camp for elementary age children at Glen Lake Camp in September 2014. We celebrate that we had 170 participants who grew in their faith and understanding of the role of scripture in their discipleship. We are excited to offer the Elementary Bible Camp again in 2015, on September 18-19. Registration information is available on the CTC website at: http://www.ctcumc.org/3rd4thgradebiblecamp.

BISHOP'S BIBLE CAMP FOR ADULTS

We are excited to be offering again this year and opportunity to go to camp and study with Bishop Mike Lowry at the Bishop's Bible Camp for Adults. This year's event will be held at Glen Lake Camp on Saturday, September 19, 2015 with the study focusing on the book of Romans. Registration and information can be found on the CTC website at:
http://www.ctcumc.org/bishopsbiblecampforadults.

TASK FORCE ON MINISTRY WITH OLDER ADULTS

Recognizing that churches are called to make disciples of Jesus Christ of all ages for the transformation of the world, the CTC Task Force on Ministries with Older Adults augments the ministry of local churches in the following ways (1) provide conference-wide ministry opportunities in the areas of Risk Taking Mission and Service specifically designed to engage older adults; and (2) provide learning

opportunities for local church staff and volunteers in best practices of engaging older adults in learning communities that address the particular spiritual growth opportunities that come in later years of life. A conference wide workshop on Older Adults in Ministry in Spring, 2015 and a mission trip for older adults to the UMCOR Sager Brown Depot were the fruits of this year's focus. This task force is led by Rev. Gordon Johnson and Rev. Brenda Beaver.

Intentional Discipleship Project – Charting the Course

Central Texas Conference & General Board of Discipleship

In May 2013, the conference identified congregations to test *Charting a Course* as a process for congregations ready to build an intentional discipleship system. Four congregations participated and recommend the process. Each church indicated that *Charting a Course* got them started on intentional discipleship, and they recognize the need to pay attention and adapt all the ministry toward discipleship so that they are relevant to people.

A conference-wide training event on the Charting the Course resource was held on Saturday, November 8, 2014 and information about how your church can engage in this intentional discipleship process is available on the CTC website below:

http://www.ctcumc.org/chartingthecourseofdiscipleship. For more information, contact: Rev Dawne Phillips, Central Texas Conference dawnephillips@ctcumc.org

Confirmation Celebration Event

Confirmation classes from around the conference came together with Bishop Mike Lowry on April 11, 2015 at Central UMC in Waco to celebrate their connection with the larger church. Thank you to small group leaders, sponsors, and Bishop Lowry for leading over 300 adults and children in this connectional experience…over two times the number of participants from 2014! Watch for information on the CTC website about 2016's Confirmation Celebration Event!

MinistrySafe

Spring 2014: CTC Trustees recommended approval of MinistrySafe as the CTC safety system for ministry with children and youth.

Summer 2014: MinistrySafe resolution approved at annual conference establishing and adopting MinistrySafe as the official resource equipping churches to develop a foundational safety system for children and youth.

CTC MinistrySafe task force was created for the purpose of:

1. Overseeing the implementation and establishment of procedures for MinistrySafe awareness training for all staff and volunteer adult leaders of children and youth, and

2. Bringing a conference-wide MinistrySafe policy back to the 2015 Annual Conference for adoption.

Fall 2014: Live roll-out trainings were held in each district as follows:

1. September 15 FUMC Stephenville
2. September 16 FUMC Arlington
3. October 6 FUMC Fort Worth
4. October 11 Central UMC, Waco
5. October 11 FUMC Temple

Spring 2015: Churches work with CTC and MinistrySafe resources to implement MinistrySafe in local congregations. Various hands-on trainings were held as requested.

Annual Conference 2015: Approval of CTC MinistrySafe policies for children and youth (students).

July 1, 2015: Target date for all CTC churches to be compliant.

PASSIONATE WORSHIP

At the *Revive!* Event for worship leaders in 2014, worship leaders were asked to prioritize needs for resources additional trainings. Priorities included providing connections to excellent preaching resources; providing training on developing and utilizing a worship planning team; providing creative and theologically consistent worship resources relevant to church size and demographic; providing training/resources in the development of daily personal worship resources; making available quality liturgical resources in both contemporary and traditional modalities; training in the use of high-quality sacred space visuals; conversation in developing creative worship venues/services outside the traditional worship setting; and training for churches in how to effectively tell the story of ministry in their midst.

In response to this information in 2015 two networking opportunities were resourced, one in the area of using technology to network worship planning and one in the area of innovative ways for small churches to engage multi-media in worship. In the Spring of, 2015 we hosted Transformational Worship Planning with Stacy Hood in leadership. Watch for a full reporting and next steps in the 2015 conference report.

2015 CTC
Annual Conference Monitoring

The Inclusiveness Committee will again be monitoring the 2015 Central Texas Conference Annual Conference for inclusive language and behavior and comparable treatment of all persons. Members of the conference are invited to participate in monitoring by selecting a session and utilizing the form that follows. Completed surveys can be left in the designated box at the Center for Mission Support Table outside the sanctuary.

G

Annual Conference Monitoring Form
Central Texas Annual Conference, June 7-9, 2015

The Central Texas Conference's Guiding Principles state, "We believe that we are called to be faithful to our five core values of Evangelism, The Wesleyan Tradition, Spiritual Growth, Mission, and **Inclusiveness**." Monitoring of the Annual Conference will demonstrate how well we have lived into inclusiveness. We will celebrate our successes and learn where we need to improve. As a participant, please express your experiences in this session by answering the questions found below.

Title and Time of session observed: _____
(Worship, plenary, or committee meeting)

Was there comparable treatment of all people? If not, please explain, giving specific examples.

_____

_____

_____

Did you see any examples of accommodations for people with disabilities? What could be done to improve the experience for people with disabilities?

_____

_____

_____

_____

Were there any examples of "exclusivity" that you'd like to call to our attention? Please be as specific as possible.

_____

_____

_____

_____

In what ways is our conference working to be more effectively engaged in ministry with the diverse and growing demographic groups?

_____

_____

_____

_____

Additional comments:

_____

_____

_____

_____

Indicate your racial/ethnic identity & gender: _____

If you have any questions please give Pat Loomis a call @ 817-909-0351. Thank you very much for serving.

GLEN LAKE CAMP & RETREAT CENTER

DR. RANDY WILD, ACTING EXECUTIVE DIRECTOR

A Strong Tomorrow Is Built Today

We can dream all we want to about having a positive future. We can hope and wish and fantasize about what will be in store for us five years from now, ten years from now, even a quarter of a century from now. But the fact of the matter is that the future is built one day at a time and it is something that we are all building at this very moment! That's why I am particularly pleased with the wonderful quality of ministry we are offering the children, youth and adults of our conference.

Over the past several months we have said goodbye to several employees as they have heard God calling them to different seasons in their ministry or family responsibilities have made them need to look differently at where they are living or this stage of their employment. And then with our Executive Director a new appointment came about that would be a blessing to him and his new wife and "future" family!

To say that GLC&RC has gone through some change in the past few months would be a gross understatement. However with each change the staff has found an opportunity to stretch itself, grow their skills and deepen their faith. And this staff has responded marvelously!! And with the new additions and the naming of a new Interim Executive Director (through the summer), Mike Ford, (in case that name sounds familiar it should be Mike was the ED when many of the current buildings and vision were built) GLC future has never looked brighter.

The mission and vision of the camp remains the same….of creating experiences where all people can encounter God's love through teaching faith, restoring hope, and inspiring love for the transformation of the world. We have done that by ministering to 287 total groups in 2014 including 67 CTC churches with 39 of those churches bringing multiple groups. We have also hosted the CTC Cabinet, UMW and the Board of Ordained Ministry.

The GLC&RC board has also been active as well. We have spent this past year in consultation with Mr. Jody Oates of Kaleidoscope INC, a premiere national camping consultant company, in setting forth a 10 year vision of ministry and adding some new options for our summer camps. One of the items that drew much of our attention and focus is the dwindling of available camp weeks. School calendars continue to evolve, more kids are in specialty camps like dance & drill team, cheerleading, sports, and band, etc. Add in families trying to find some quality time for family vacations there are simply fewer weeks to go around. One of the ideas

requested of us was to find ways for multiple age children from one family could go to Glen Lake all during one week. After researching the idea and talking with several conference camps that have been using this model we have decided to offer it this summer. Split camps, dual camps, consecutive camps, everyone seems to call it something different. In essence they are separate camps operating at the same time on separate sides of our campus. They will eat in shifts, have different hours of recreation, program, swimming etc., different counselors and staff. They will, for all intents and purposes be two (2) separate camps held during the same weeks.

I could go on and on talking about the ministries we are offering the children, and youth of our conference churches this summer. I simply want to say that these experiences are not just wholesome activities and fun events and that's all. They are that of course, but you and I would miss the point of them completely if that's all we saw them to be. They are occasions of ministry, opportunities for the children and youth of our churches to meet Jesus in a personal and deeply fulfilling way and to commit their lives to him, and I hope that all of us at every church in the CTC will be thankful that we have the kind of leadership on our staff and among the many laity in our church to make these kinds of quality experiences happen. These really are investments in the future because what we do today will have an impact on what happens in our world tomorrow.

When I think of the seeds being planted inside the minds of our children and youth today, I can't help but be excited about the kinds of lives they will be living and the kind of future they will be helping us have even a quarter of a century from right now. We're not just dreaming. We're just not hoping and wishing and fantasizing. We have some folks who are really doing something right now to make those dreams and wishes and hopes and fantasies become a reality — and it puts a smile on my face when I think about all that is happening for those who are working with God to make it happen. What a great summer is taking place right now in our midst!

Visit www.glenlake.org to become an essential part of our future ministry in Jesus Christ—at Glen Lake.

COMMISSION ON ARCHIVES & HISTORY

ED KOMANDOSKY, CHAIRMAN

The Commission on Archives and History, which has the mission of finding, gathering and preserving items of historical importance of the United Methodist Church within the Central Texas Conference, had a more active year than those in the past with several noteworthy events taking place.

In early October Commission Chair Ed Komandosky, Secretary Rev. Travis Summerlin, long-time member Jean Traster and Conference Archivist Calvin Scott attended the South Central Jurisdiction's consolidated meeting of archivists and historians along with the Texas United Methodist Historical Society in San Antonio. The Southwest Texas Conference, now called the Rio Texas Conference, hosted the event. Attendees visited Mission San Jose, the Alamo, four distinct and historic Methodist churches in San Antonio and Providence Place. Much information and insight into archiving and saving church history was discussed during the meetings.

November 8th, the Commission met for its regular fall meeting in the West Library on the Texas Wesleyan University campus. Much of the meeting time was spent discussing a new permanent home for the CTC's archives.

As ground was broken last year for the new Central Texas Conference service center it had been assumed that the conference archives and other historical items would find a home in the new facility. While the archives have been stored in the West Library on the TWU campus room was becoming scarce and the university was expecting the conference archives to move to the new service center when complete. As time went on it became apparent that the archives would not be adequately housed in the new conference center and therefore another location needed to be found. After some discussion conference leaders consulted with the CAH and it was determined that the excess church property at the former Aldersgate UMC in Arlington could be renovated and made secure to serve as the new archives and history facility.

It is anticipated that after extensive building renovation the conference plans to make this facility a permanent conference annex. Moving of the archives is tentatively planned to begin during the summer of 2015. The CAH extends its thanks and appreciation to Dr. Randy Wild for his assistance, advice and care in securing this new facility.

The CAH continues to urge Central Texas Conference churches to collect articles, picture, plaques, books, records and any other historical items that can be archived and stored to fill in the historical record of the conference. In this regard each church is urged to have a historian to help the commission in its task of preserving United Methodist history in our conference.

Calvin Scott, Central Texas Conference Archivist

This year has been a wonderful year of new developments in the Central Texas Conference Archives; highlighted by the completion of a huge digitization project, hours of research and cataloging, and the renovation of and move into the new CTC Archives building.

The most notable achievement of the past year is the scanning and digitizing all of the Central Texas Conference Journals from 1910 - 2013. Scanning and digitizing 103 years of Conference Journals was an enormous task, but one that was well

worth the effort. Not only will moving the journals into a digital format ensure that they'll be around for as long as there's electricity, but they are now infinitely more user friendly. These journal scans are all OCR searchable and available in a PDF format. The importance of this feat is two-fold - providing easy and quick access to our clergy and lay leadership while requiring less consumption of our primary resources. These journals can be viewed at ctcumc.org/journals.

This year wasn't just spent digitizing journal, there were also numerous research requests, as well as the cataloging of various accession materials in our archives. This is always an ongoing and important part of the archival process. More than 50 archival request were completed in the past year, as well has more than 10 collections being catalogued.

We have also had to start looking into a new building for our conference archives. Various sites as recommended to by the conference offices and the committee of archives and history were reviewed. Ultimately, it was decided that the archives move to Wesley UMC in Arlington. We are excited about what this means for our organization and research capabilities and are currently working towards opening the archives at the new site later this summer. This location will allow us to keep both our archives and accession space in the same location.

During the coming year, my goals are to fully complete the move to our new location, including moving our archives and our accession room to our new location, securing new equipment and furniture and setting up the important utilities. And the digitization project is over. I hope to complete all the journals of our conference going back to 1866, followed by the West Texas Conference journals.

If you have a question or suggestion regarding the Central Texas Archives. Please contact me at calvinscott@ctcumc.org.

ANNUAL CONFERENCE ORGANIZATION & ADMINISTRATION

2016 Central Texas Conference Budget

	2015 Budget	2016 Budget
I. GENERAL CONFERENCE	2,549,393	2,591,971
II. JURISDICTIONAL CONFERENCE	91,106	89,492
III. CENTER FOR LEADERSHIP	1,311,913	1,458,877
IV. CENTER FOR EVANG. & CHURCH GROWTH	972,828	1,115,923
V. CENTER FOR MISSION SUPPORT	1,184,307	1,238,245
VI. AC ORGANIZATION/ADMINISTRATION	3,886,643	3, 650,456
TOTAL CONNECTIONAL MINISTRY GIVING BUDGET	$9,996,190	$10,171,964
Increase (Decrease)		$ 175,774
		1.76%

I.	GENERAL CONFERENCE		(1)	2,549,393	2,591,971
	A.	Africa University		39,892	40,116
	B.	Black Colleges		178,279	179,202
	C.	Episcopal Fund		398,431	421,805
	D.	General Administration		157,131	157,980
	E.	Interdenominational Cooperation		34,969	35,150
	F.	1 Ministerial Education 75% GCFA		335,185	336,923
	F.	2 Ministerial Education 25% CTC		111,729	112,307
	G.	World Service		1,301,777	1,308,488
II.	JURSIDICTIONAL CONFERENCE		(2)	91,106	89,492
	A.	Jurisdictional Admin		24,547	24,547
	B.	Lydia Patterson		52,412	52,412
	C.	Mount Sequoyah		12,533	12,533
	D.	SMU Campus Ministry		1,614	0
III.	CENTER FOR LEADERSHIP			1,311,913	1,485,877
	A.	Conference Core Team		1,000	1,000
	B.	Cabinet Consultants/Expense		15,000	15,000
	C.	Conference Nominating Team		600	600
	D.	Developing Principled Christian Leaders		638,297	778,297
		1. Board of Ordained Ministry		75,000	80,000
		2. Campus Ministry	(3)	546,097	685,097
		a. Baylor-Wesley Foundation			
		b. Hill-Wesley Foundation			
		c. Navarro-Wesley Foundation			
		d. Tarleton-Wesley Foundation			
		e. TCU-Wesley Foundation			
		f. UTA-Wesley Foundation			
		g. Weatherford-Wesley Foundation			
		h. Campus Ministry Reserve Fund			
		3. Conference Lay Servant Ministry Team		8,000	10,000
		4. Bishop's Preaching Excellence Award		1,200	1,200
	E.	New Places/Transforming Existing Congregations		89,000	95,000
		1. Winds of the Spirit		40,000	40,000
		2. Consultants/Coaching for Fruitfulness		20,000	20,000
		3. Partnerships/New/Emerging Ministries Oppor		17,000	20,000
		4. Consultant to Campus Ministry		12,000	15,000
	F.	Intentional Faith Development		25,000	25,000
		1. Learning Experiments		6,500	6,500
		2. Center Events/Recruitment/Training		15,000	15,000
		3. Five Day Academy for Spiritual Formation		2,000	2,000
		4. Higher Education/Scholarship		1,500	1,500
		5. Potential Scholarships for Clergy Recruitment	(4)	0	50,000
	G.	Communications and Technology		62,200	66,700
		1. Meetings: Comm/Tech		200	200
		2. Website		12,000	14,000
		3. Promotional/Video/Social Media		8,000	8,000
		4. Technology – Hardware		14,000	15,000
		5. Technology – Software		5,500	7,000
		6. Outside Services		10,000	10,000
		7. Equipment		12,500	12,500
	H.	Center Administration Expenses		488,816	506,280
		1. Staff Salaries & Benefits	(5)	488,816	506,280
IV.	CENTER FOR EVANG. & CHURCH GROWTH			972,828	1,115,923
	A.	New Places for New People		495,400	589,000
		1. New Church Starts/Continued Support		401,400	485,000
		a. New Church Starts		200,000	200,000
		b. FW-FUMC Satellite		25,000	50,000
		c. Killeen - Genesis Fellowship		36,000	36,000
		d. Waco - Life Church		18,000	18,000
		e. Keller UMC Satellite		25,000	50,000
		f. Our Manna		6,000	0
		g. Richland Hills-French Speaking		49,000	49,000
		h. Wesley Ghanaian		32,400	32,000
		i. Thompson Chapel		5,000	25,000
		j. Whites Chapel Satellite		5,000	0
		k. Mission Esperanza-Hispanic Mission-Art.		0	25,000
		2. NCLI and Training		15,000	25,000
		3. Coaching		20,000	20,000
		4. Path 1 Internship		50,000	50,000
		5. Publicity		8,000	8,000
		6. New Church District Meetings		1,000	1,000

	B. Renewing Existing Congregations			198,500	228,835
	1. Healthy Church Initiative (HCI)		(6)	138,500	168,835
	2. Coaching: Transformation			50,000	50,000
	3. Ethnic Church Support			5,000	5,000
	4. Small and Rural Congregations			5,000	5,000
	C. Center Administrative Expenses			278,928	298,088
	1. Staff Salaries & Benefits		(5)	223,428	251,088
	2. Center Operations			10,000	17,000
	a. Missionlinate			9,000	9,000
	b. Operations			1,000	8,000
	3. Property Management			45,500	30,000
	a. Property Taxes			20,000	8,000
	b. Property Insurance			15,000	5,000
	c. Legal Fees			500	2,000
	d. Property Maintenance			10,000	15,000
V.	CENTER FOR MISSION SUPPORT			1,184,307	1,238,245
	A. Intentional Faith Development			343,000	343,000
	1. Partnerships with Local Churches			10,000	10,000
	2. Education/Training/Leadership Development			8,000	8,000
	3. Glen Lake Camp			200,000	200,000
	4. Texas Methodist College Association		(4)	100,000	100,000
	5. Ministry Safe			25,000	25,000
	B. Developing Principled Christian Leaders			25,500	26,000
	1. Youth Development			18,500	19,000
	2. Young Adult Development			7,000	7,000
	C. Risk Taking Mission and Service			53,000	62,000
	1. VIM Training/Education/Leadership/Team Work			7,000	8,000
	2. CTC Disaster Response			4,000	7,000
	3. Mission Education/Celebrations			4,000	4,000
	4. Justice for our Neighbors – JFON			36,000	36,000
	5. Missionary Support			2,000	2,000
	6. CTCYM			0	5,000
	D. Engaging in Ministry With The Poor			45,500	45,500
	1. Local Church Partnerships			20,000	35,000
	2. Education/Training/Leadership Development			3,000	3,000
	3. New and Emerging Ministries			15,000	0
	4. Combating Hunger			5,000	5,000
	5. Ecumenical Involvement			2,500	2,500
	E. Global Health Ministry			15,000	15,000
	1. Imagine No Malaria/Africa Initiative			5,000	0
	2. AIDS Initiative			5,000	0
	3. Ministries of Healing and Wholeness			5,000	5,000
	a. Inclusiveness				
	b. Cultural Awareness Training				
	c. Disability Concerns				
	d. Ethnic Local Church Training				
	e. Status and Role of Women				
	F. Passionate Worship			0	10,000
	G. Center Administration Expenses			4,000	4,000
	1. Staff Salaries and Benefits			698,307	742,745
	2. Councils and Committees		(5)	672,807	717,245
	a. Archives and History			10,500	10,500
	b. Board of Pensions			5,000	5,000
	c. Board of Trustees			2,000	2,000
	d. CF&A			500	500
	e. Equitable Compensation			1,500	1,500
	f. Personnel Committee/Rules Committee			1,000	1,000
	3. Team Ministry, Training and Resources			15,000	15,000
VI.	AC ORGANIZATION/ADMINISTRATION			3,886,643	3,690,456
	A. Cabinet			1,303,533	1,357,624
	1. DS Compensation and Benefits			738,299	769,390
	2. Executive Director Compensation and Benefits			565,234	588,234
	B. Connectional Resources			1,749,112	1,424,890
	1. Conference Claimants (pre-82 Pension Liability)		(7)	750,000	500,000
	2. Equitable Compensation Fund			50,000	50,000
	3. Moving Expense			110,000	100,000
	4. Retiree Health Benefits			175,000	150,000
	5. Chancellor			20,000	30,000
	6. General/Jurisdictional Delegates			10,000	10,000
	7. Journal			9,000	5,000
	8. Annual Conference			80,000	90,000

	9. Episcopal Residence/Office			45,000	50,000
	10. Service Center Operations			400,000	288,000
	a. Audit			20,000	20,000
	b. Building and Grounds			20,000	10,000
	c. Insurance			65,000	65,000
	d. Office Equipment/Supplies/Maintenance			33,000	33,000
	e. Utilities/Telephone			27,000	30,000
	f. Copier/Postage Meter Lease/Expenses			35,000	30,000
	g. Service Center Move			100,000	0
	h. Equity		(8)	100,000	100,000
	11. Glen Lake Camp Debt Service		(9)	48,000	98,000
	12. Sustentation Fund (As per ¶ 626 2012 BOD)		(10)	52,112	53,890
C.	District Support			833,998	867,942
	1. Central			167,310	172,890
	2. East			179,430	189,782
	3. North			183,873	182,000
	4. South			158,430	171,382
	5. West			144,955	151,888
				$ 9,596,190	$10,171,964
	Increase (Decrease)			$ 208,032	$ 175,774
				2.13%	1.76%

DETAILS SUPPORTING THE 2016 BUDGET

1. These are final numbers for General Conference Apportionments approved by Legislation enacted at the 2012 General Conference.
2. These are final numbers for Jurisdictional Conference Apportionments approved by the Jurisdictional Conference meeting in July 2012.
3. Campus Ministry increase includes $110,000 for establishing a new campus ministry at Texas Wesleyan University.
4. Based on approval of this request (See Center for Leadership Report pg.89). This $100,000 would be moved from the Center for Mission Support Budget, (Section V. A. 4) to the Center for Leadership Budget (Section III. F. 5).
5. Salaries and benefits in all centers have been increased approximately 3% as a placeholder. Individual salary amounts are based upon performance evaluation. This amount also includes increased quadrennial training costs. In addition included in the Evangelism & Church Growth budget is 1 part-time person and in the Mission Support Center budget is an intern.
6. Continued increase in number of churches enrolled in HCI.
7. This money is earmarked to provide adequate funding of our clergy benefits liabilities (Health and Pension). Currently this is projected toward our Pre-82 Pension liability. Our goal is to be 120% funded (See Board of Pension Report 2). Because of the increases in the market the last several years and the opportunity to diversify some of our past funds, we are nearing the necessary funding level for Pre-82. Should we find that we will be funded adequately we will move this to other unfunded liabilities such as Clergy retiree health. As the last of these benefit liabilities becomes adequately funded we will further reduce this amount.
8. The Annual Conference voted that beginning with the 2013 budget we were to put $100,000 annually into an equity fund. The intent of the fund

is to allow the conference to have a substantial amount of money secured for whatever the needs of the conference in its next phase of growth.

9. There is a $230,000 balance at the beginning of the year on this note for infrastructure improvements at GLC. The note has been amended several times throughout the years. Extra principal in 2016 & 2017 will allow us to completely remove this from our books by mid-2018.
10. By action of the 2007 Annual Conference and in adherence with ¶ 626 of the 2012 *Book of Discipline* a sustentation fund was established as part of the benefit program through the Annual Conference Board of Pension and Health Benefits. The fund is to provide resources and temporary financial assistance to clergy and to assist local congregations in times of clergy transition. The funds are underwritten with an amount of .25% pf the total Annual Conference plan compensation collected from CTC churches through the connectional ministry budget. You may find further information in "Report" 11 in the Conference Board of Pension and Health Benefits Report.

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All other smaller center increases are for various reasons of growth in ministry area, items associated with move to new building (i.e., initial technology needs), and extra budgeted for team/board/committee member quadrennial training.

2013 - 2016 BUDGET COMPARISONS

	2013	2014		2015	2016
	Budget	Budget	Spent	Budget	Budget
General Conference	2,511,818	2,503,872	2,503,872	2,549,393	2,591,971
Jurisdictional Conference	95,949	94,334	92,720	91,105	89,492
Center for Leadership	1,270,185	1,271,662	1,180,497	1,311,913	1,485,877
Center for Evangelism and Church Growth	783,862	888,008	872,128	972,828	1,115,923
Center for Mission Support	1,066,997	1,106,241	996,895	1,184,307	1,238,245
Organization and Administration	4,027,463	3,924,041	3,528,237	3,886,643	3,650,456
Total Connectional Ministry Giving Budget	**9,756,274**	**9,788,158**	**9,174,349**	**9,996,190**	**10,171,964**
Dollar Change from Previous Year	-252,708	31,884		208,032	175,774
Percent Change from Previous Year	-2.52	0.33		2.13	1.76

2010 - 2014 END OF YEAR FUNDS REPORT

	12/31/2010	12/31/2011	12/31/2012	12/31/2013	12/31/2014
	End Bal.	End Bal.	End Bal.	End Bal.	End Bal.
Budget Reserve *	-64,453	83,891	200,317	435,552	649,070
Contingency Fund	35,284	52,701	52,701	52,701	52,701
Equity Fund **	0	0	0	100,000	200,000
Permanent Reserve ***	648,312	545,927	539,414	549,993	561,597

* Provides operational cash flow, particularly in the first quarter. Two years of above average CMG payout has increased this amount substantially. Balance was less than $200,000 at end of March.

** The Annual Conference voted that beginning with the 2013 budget we were to put $100,000 annually into an equity fund. The intent of the fund is to allow the conference to have a substantial amount of money secured for whatever the needs of the conference in its next phase of growth.

*** Annual Conference goal is 10% of budget or approximately $1,000,000

Council on Finance & Administration (CF&A)

Dr. John McKellar, Chairperson
jmckellar@whiteschapel.com

Report No. 1

The churches of the Central Texas Conference are to be congratulated on another excellent payout on Connectional Mission Giving (CMG) shares (a.k.a. apportionments)! Even with all the financial challenges we have faced as a nation, in our annual conference and congregations, the churches of the Central Texas Conference had a total 2014 payout of 96.26%, compared to 98.01% for 2013. While that is a decrease of 1.75% it is still the 4th highest percentage payout total since 1999. That is indeed a very strong response from our churches!! It is certainly

an indication of the faithfulness of Central Texas United Methodists and the strength, vitality and pride of the churches of the Central Texas Conference.

In addition, to the above-average CMG, our churches also gave over $177,032 to Special Day offerings, $211,619 to missionaries and advance special projects, and $44,412 to other ministries to help others.

The CTC churches contributed a total of $9,438 for CMG while 274 churches (93% of all CTC churches) paid 100% of their share amounts in full. (For a full listing of each local church and their percentage paid you may log on to the conference web site www.ctcumc.org and highlight finance and click the link to Connectional Mission Giving.

We recognize again the South District for leading the way with 100% payout from their district churches. These pastors, lay leaders and District Superintendent Clifton Howard are to be commended! They were followed by the West District – 98.93%, the Central District – 94.44%, East District – 92.79%, and the North District – 90.79%. We are especially aware that several pastors and churches truly went the extra mile to achieve these results and we are deeply grateful to all who made extraordinary efforts.

The CFA continues to expect 100% payout of our connectional obligations and urges every church to take seriously the recommended ten-month payout plan in which 10% of the annual CMG amount is remitted monthly. Without doubt, making monthly payments beginning in January or February is an important step in paying your connectional mission opportunities in full.

¶ 622 of the 2012 *Book of Discipline* states that the Board of Pension and Health Benefits amounts, the Episcopal Fund, the District Superintendents Fund, and the Equitable Compensation Fund are apportioned funds which are to be paid on the same schedule as the pastor's base compensation is paid. The Cabinet joins the Council in reminding each church to adhere to this mandate monthly.

The Council, the Executive Director of Mission Support and the Conference Comptroller/ Treasurer are making special efforts to provide the information conference leaders and members expect in a more open and transparent way. The Council takes seriously its fiduciary responsibility and is working with conference leaders to insure the continued faithful and effective stewardship of all conference funds. Log on to the Conference web site www.ctcumc.org and highlight finance and click the link to "Connectional Mission Giving" (CMG) tab for the most current information.

1. Compensation for the District Superintendents and Executive Center Directors is determined by the following formulas:

    a. Salary: The District Superintendents and Executive Directors salaries will be adjusted annually by the same percentage as is reflected in the Conference Average Compensation (CAC) formula

calculated by the General Board of Pension and Health Benefits (GBOPHB). The 2016 salary will be $126,078.

b. Where there is a Housing Allowance at the District Superintendent and Executive Director level, the formula will be 20% of the salary rounded to the nearest thousand. The percentage will be reviewed every four years. The next review will be in 2015. The Housing Allowance for 2016 will be $26,000.

2. There may be amounts set to provide for the District Superintendents' and Executive Directors' expense for conference meetings and additional ministerial expenses in an accountable reimbursement plan, the district superintendent's portion of the conference health benefits plan premium, for an amount requested by each district superintendent or executive director to be excluded from salary and added to the district (or conference) contribution toward housing allowance, and each district superintendent and executive director's salary. The line item amount for each of these is to be determined in consultation with and approved by the Council on Finance & Administration. It is required that the accountable reimbursement plan for the district superintendent and executive director's expense for conference meetings and additional ministerial expenses be established in accordance with Sec. 62 of the Internal Revenue Code (IRC). Also, any Housing Expense Set-aside, as desired by each district superintendent or executive director shall be established in accordance with Sec. 107 of the IRC in like manner. Further, the cost of the Clergy Retirement Security Program, billed directly to the conference, will be an apportionment to the districts. An additional amount for voucher, reimbursed expenses related to each executive director's office is also a part of the respective council's or commission's budget.
3. The district committees on finance are authorized to prepare budgets for presentation to the district stewards. An amount up to 10% of the support and compensation for the district superintendent may be included in the district budget to defray the utility costs of the district parsonage. In addition, an amount up to 10% of the support and compensation may be included in the district budget for the purpose of voucher reimbursement of travel and business-related expenses. District budget shall not include a discretionary fund, but may include a District Operations Expense item. The district budget shall be submitted to the Annual Conference Council on Finance and Administration for approval each year. The district stewards are authorized to apportion a Connectional Contingency Fund to be used for paying in full at the district level apportioned items, which may fall short within the respective district. The Connectional Contingency Fund will be administered at the district level in the same manner as the District Work Fund. It is understood that if a portion of the Connectional Contingency Fund is not used in any given year, it will remain in the fund and future connectional mission giving funds will be reduced. Any adjustments for unusual local church situations will be made in the CMG

of the Connectional Contingency Funds only. All other necessary funds will be distributed to every local church on the basis of the decimal.

4. We recommend a $100,000 amount for Texas Methodist College Association. The Council also recommends that funding for Campus Ministries will be a set dollar amount rather than based on conference membership.
5. At the end of each fiscal year unexpended unrestricted operation/budget funds, less the amount needed to cover deficits in conference budget accounts, shall be transferred into the operating reserve and an accounting of all operating reserve funds shall be made at each Annual Conference.
6. Each year the use of the unspent Contingency Fund shall be reviewed by the Council on Finance and Administration and the Bishop to decide if any amount should be used for Conference, Jurisdictional and General Church apportionments before going into the Operating Reserve. In 2014 the council voted to use $34,521 undesignated budget funds to pay 100% of the CTC apportioned General Conference ministry budget.

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REPORT NO. 2

General Conference created six unique Special Sundays to help congregations work with communities, rebuild shattered lives, strengthen self-sufficiency, encourage partnerships, nurture Native American ministries, model peace and justice, provide scholarships and loans for United Methodist students, and much more. "Be generous," Ecclesiastes 11:1-2 (The Message) advises. "Invest in acts of charity. Charity yields high returns…Be a blessing to others." God has blessed us, and through church-wide Special Sundays we can pass on those blessings to others. The Conference Council on Finance and Administration approves and recommends the following Special Sunday offerings be taken in all local churches of the Central Texas Conference on, or near or at a date designated by the local church in 2016:

Human Relations Day	January 17	(Sunday prior to Dr. MLK Observance)
One Great Hour of Sharing	March 6	(4th Sunday during Lent)
Native American Ministries Sunday	April 10	(3rd Sunday of Easter)
Peace with Justice Sunday	May 22	(1st Sunday after Pentecost)
World Wide Communion	October 2	(1st Sunday in October)
United Methodist Student Day	November 27	(Last Sunday in November)

In addition the ministries listed below are geographically in or are related to the Central Texas Conference for which an offering has been approved. Once again the dates that are listed are suggestions for 2016.

Church Growth & Development February

Golden Cross (1st Sunday)	May 1
Wesleyan Homes (Mother's Day)	May 8
Annual Conference Special Offering	June
Lydia Patterson Institute	July
Christian Education Sunday (2nd Sunday)	September 11
Thanksliving Offering	November
Methodist Mission Home (1st Sunday)	November 6
The Methodist Children's Home, Waco	December

For information on any of these special offerings you are encouraged to go to our web site www.ctcumc.org and highlight finance and click the link to "Special Sundays" tab.

The three (3) Conference Ministry Centers and District Superintendents shall have prepared in writing and submitted to the Council on Finance and Administration their budgets for the ensuing year by the date set by the Council on Finance and Administration. Requests will not be considered if received after the due date unless an extension has been requested and approved.

An amount equal to 50% of the General/Jurisdictional Conference per diem or reimbursement for actual expenses above the per diem, whichever is less, shall be paid to each lay and clergy delegate. The first and second lay and first and second clergy alternate delegates to General Conference (first two (2) lay and first two (2) clergy elected as Jurisdictional Conference delegates) shall additionally be reimbursed up to an amount not to exceed 50% of the General Conference per diem plus reasonable transportation reimbursement. The first Reserve elected to Jurisdictional Conference shall receive a total reimbursement not to exceed 150% of the Jurisdictional Conference per diem plus reasonable transportation expenses. Other delegation expenses and the expenses of other elected delegates not previously specified may be paid based on the availability of funds in consultation between the head of the delegation and CF&A.

The Executive Director for the Center for Mission Support is authorized to:

1. Consolidate the various funds of the Annual Conference and of the agencies into one or more bank accounts.
2. Write all checks for the agencies of the conference upon requisition by authorized officers of the agency and in keeping with approved conference budget. The Treasurer is also authorized to transmit to the authorized treasurers all other funds that are raised by the local churches in response to General, Jurisdictional and Annual Conference askings that have been approved by the appropriate body.
3. The conference treasurer, after the close of the fiscal year, shall transfer from the accounts of all boards, commissions, and other agencies of the conference into the operating reserve all un-expended balances of the annual appropriations for the year just closed (excepting only items

specifically exempted by CF&A) making allowances for all outstanding checks. This procedure is recommended with the understanding that Executive Director for Mission Support will honor the requisitions for all necessary expenses of the new fiscal year within the limits of the appropriations.

4. Invest the funds of the conference in government securities and federally insured depositories up to and not exceeding insurability, and/or with the Texas Methodist Foundation and to borrow on and dispose of investments at, or prior to, maturity, and to deposit the proceeds from these investments in accounts of the conference under the guidance of the Council on Finance and Administration.
5. Deposit funds for specifically designated purposes in federally insured depositories up to and not exceeding insurability, and/or with the Texas Methodist Foundation under the joint control of the Central Treasury (Conference Council on Finance and Administration) and the agency concerned, with the approval of the Executive Committee of the Conference Council on Finance and Administration.

Report No. 3
Reserve Funds

In order to establish a better system of accountability, the Council on Finance and Administration, following action of the 1991 Annual Conference, implemented the following management procedures for reserve funds beginning 1/1/92:

1. The operating system is no longer treated as a contingency fund but as a cash flow fund.
2. A separate contingency fund has been set up to cover unbudgeted expenses with accounting of these expenditures to be made to the Annual Conference.
3. A contingency fund of $50,000 has been established from the operating reserve.
4. The contingency fund will be replenished at the beginning of each year by the interest earnings on both the contingency fund and the operating reserve. Any interest earnings over and above that necessary to replenish the contingency fund to a balance of $50,000 will go into the operating reserve.
5. The goal is a permanent operating reserve fund of 10% of the current budget to be used strictly for cash flow.
6. The operating reserve will be replenished by funds unused by the conference at the end of the year.
7. The authority for the administration of these funds rests with the Council on Finance and Administration pursuant to the *Book of Discipline* of the United Methodist Church and the Guiding Principles and Best Practices of the Central Texas Conference.

CONTINGENCY FUND POLICY

1. Expenditures will be made from the Contingency Fund under one of two (2) circumstances:

    a. Unforeseen circumstances, unpredicted, unplanned for, emergency situations that could not have been foreseen by reasonable people and reasonable committees.
    b. Failure of expected income to support a budgeted expenditure.

2. The conference treasurer may authorize up to $250; the CF&A executive committee may authorize up to $5,000 either in a meeting or by phone; those over $5,000 must be authorized by the full board either in meeting or by phone.

3. No disbursement will be made without the authorization signature of either the conference treasurer or the chair of CF&A.

REPORT NO. 4
MILEAGE REIMBURSEMENT

The accountable mileage reimbursement for conference staff shall be the IRS rate. All others shall be reimbursed at 25 cents per mile for one to six persons in a car, and 35 cents per mile when seven or more members ride in the same car for necessary travel on conference business. Due to the fluctuation of gasoline prices, the CFA is authorized to change the mileage rate between sessions of the Annual Conference if deemed necessary. This reimbursement rate will be effective at the close of this Annual Conference.

REPORT NO. 5
ACCOUNTABILITY

The Council on finance and Administration, through the Executive Director of the Center for Mission Support, shall monitor monies received through the apportioned funds and keep those Boards and Agencies receiving funds from the conference advised of possible shortfalls to enable them to adjust their expenses where at all possible in order for expenditures not to exceed actual income for the year. CF&A will seek to work with Boards and Agencies to allow the maximum funding of ministries and programs without creating a deficit situation in the Conference Budget.

Report No. 6
Next Year Budget

At Annual Conference, CF&A will present a budget which is comprised of the major ministry components of the Conference. When the Conference approved the budget, it will be voting on the figures of those components and the composite total. If occasion arises to meet unforeseen and unusual expenses, or to provide for emerging ministries that could not be known at the time of the budget preparation, a request may be made to CF&A for approval to shift monies from one major ministry component to another major ministry component of the budget. In faithfulness to the Financial Best Practices this procedure will not be used simply because a ministry area anticipates some funds will not be spent.

Report No. 7
Church Incorporation Recommended

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In these days when churches are more vulnerable to being sued than they were in the past, and for a far wider list of causes, it is imperative that each local church be incorporated. Failing to be incorporated puts each of the members of the church in jeopardy. In addition to being incorporated each church must review its property and liability insurance coverage with consideration for areas of liability not only between church staff and members or guests, and not only between the church as an entity and whomever might happen upon the premises, but also for the area of liability of employer versus employee.

Report No. 8
Newly Chartered Church Connectional Mission Giving

Each newly chartered church shall be apportioned 25% of what would be its connectional mission giving, under Annual Conference Financial Procedures point C., for its first year after records are available, 50% its second year, 75% its third year and 100% its fourth year and thereafter.

Report No. 9
Conference Treasurer

We recommend David Stinson for election as our Conference Treasurer.

Report No. 10
Auditor for the Conference Treasury

We recommend Rylander, Clay & Opitz, LLP as the auditing firm for the Conference Treasury.

REPORT NO. 11
CONFERENCE PLEDGE TO LYDIA PATTERSON INSTITUTE (LPI)

For 100 years LPI has responded to the need to provide a quality education for Hispanic students in the El Paso region. It is a bilingual, cross-cultural academic education for underprivileged students who might otherwise not attend high school or have an opportunity for higher education. The program, offering grades 9-12, is fully accredited. The academic standards are strictly enforced and students are challenged to pursue academic excellence.

- 99% of students meet the federal poverty guidelines
- 98% of LPI students enroll in a higher education institution
- Last year the 76 LPI graduates were awarded over $1.6 million in scholarships from UM schools

LPI is expanding the educational opportunities for students and will implement a fully accredited 7th and 8th grade Middle School with concentration on ESL and are asking for help from our conference. LPI is asking the CTC to sponsor a cluster of four (4) ESL classrooms within the new middle school wing with a donation of $300,000. This gift would allow LPI to further the mission of preparing young men and women with a rigorous college preparatory education while being nurtured in Christian values.

If you'll remember the action taken at the 2014 Annual Conference was..."that the Central Texas Conference pledge $300,000 to the "Second 100 Year" Capital funds campaign to sponsor a cluster of four (4) ESL classrooms within the Middle School wing at Lydia Patterson Institute in El Paso."

Dr. Scott Youngblood will lead our conference capital funds task force to help ensure that LPI continues to be one of the nation's most unique multi-cultural educational institutions in the nation. If you would like to serve on this task force, please contact either Dr. Youngblood or Mavis Howell at the conference office, Center for Mission Support.

REPORT NO. 12
REDIRECTION OF TUMCA SCHOLARSHIP FUNDS

We affirm the recommendation of the Center for Leadership to establish and administer a fund, beginning in 2016, with a redirection of the $100,000 budget line item currently earmarked for the scholarship program of the Texas United Methodist College Association (TUMCA) to the Central Texas Conference Scholarship program (see report on page 104) in the Center for Leadership Report). If approved the line item will be moved in the 2016 Central Texas Conference Budget from a line item in the Center for Mission Support Budget to the Center for Leadership Budget.

Report No. 13
One Apportioned Fund

In the local church mission and ministry is best funded with a unified budget. Similarly, the Conference office has tried to more efficiently fund its mission and ministry budget by reducing the number of apportioned funds. In 2012 the number of apportioned funds was reduced from twenty-two to three (3). Starting in July of 2015, the number of apportioned funds will be further reduced from three (3) (General Church, Jurisdiction, and Conference) to one (1) (Connectional Mission Giving [CMG]). The mid-year move will not change the 2015 total amount previously apportioned to each local church. The CMG fund calculation for following years will be as reported in best practices. This move to one (1) apportioned fund further simplifies the process of accounting for remittances from 300 local churches, and gives greater flexibility to the Conference office in timing of support for the connectional mission of the Conference budget.

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Commission on Equitable Compensation & Clergy Benefits

Susan Barrett, Chairperson
barrett.susan@sbcglobal.net

Report No. 1

The commission has carried out its responsibilities of overseeing the Minimum Compensation program for the Annual Conference with its primary purpose focused on assisting local churches in moving from part-time to full-time pastoral positions. The Equitable Compensation Funds are meant to be used as transitional funds and are not to be considered long-term subsidies. We intend to keep working with local churches, district superintendents, and the cabinet to set time frames and benchmarks to help a church move from part-time to full-time. This transition can usually be accomplished by a three year commitment. To continue to receive Equitable Compensation funds a transitional church shall pay 100% of their annual conference connectional mission giving shares. The commission is therefore willing to not only provide financial assistance, but also provide educational assistance to help all equitable compensation entities with the tools and help to rise above the minimum compensation levels for their clergy.

The Central Texas Conference also has a history of supporting missional churches where full-time pastors may need to be appointed for special purposes for which

the congregation is unable to pay a full-time salary. In these missional cases, continued effective communication is essential with the pastor, congregation, District Superintendent, and Executive Center Directors of the CTC to ensure these congregations continue to be effective in reaching others, transforming lives, and sharing the gospel of Jesus Christ in the identified mission field.

The commission seeks to be responsible to the churches of the Annual Conference in not requesting more than is needed and at the same time to provide adequately for the program. We also realize the balancing act between the need to raise the minimum salary for our clergy while at the same time respecting the financial constraints among our churches that produce the need for equitable compensation in the first place. Therefore this past year we did research into the correlation between higher minimum salaries and more effective pastorates. What our research showed is that there seemed to be no correlation between higher salaries and more effective pastorates. In fact almost the opposite was true...the more effective pastorates were those who were placed in missional settings at less than full-time who were fully invested in the community and in effect many times coming from the community themselves. And in an unexpected yet related finding, the higher the minimum salary the lower the average conference salary as more churches tended to migrate toward the minimum. Because of these findings and the fact that our benefits have had to increase over 10% total in the past two (2) years which has placed an additional burden on our small local churches we are recommending no increase for 2016.

We are recommending that Equitable Compensation levels for all categories of supplements remain unchanged for 2016. Additionally, we recommend that the 2016 budget for Equitable Compensation be $50,000.00 in Salary Compensation, and $100,000 in the Moving Expense Fund.

The Equitable Compensation Commission of the Central Texas Conference will offer to participate with those churches receiving equitable compensation in obtaining worker's compensation insurance for lay and clergy employees through the Conference-wide insurance program, up to $250.00 per policy.

Report No. 2
Equitable Compensation Fund

There shall be a program of equitable compensation support in the Central Texas Conference under the management of the Commission on Equitable Compensation and Clergy Benefits. This program shall be patterned after ¶625 of the 2012 *Book of Discipline*. Based on these guidelines, the following paragraphs shall compose the operating procedure for the Equitable Compensation Program for all the clergy members of the conference members in full connection, associate members and provisional members of the Central Texas Conference serving full time for 2015-2016 conference year.

1. A prerequisite for consideration of salary supplements from the Equitable Compensation Fund shall be the filing with the Commission of a written application (Form EQ1/2016) by the District Superintendent each January 1 or anytime an appointment change occurs in an Equitable Compensation appointment. The District Superintendent shall certify classification of the clergy and the salary (using Pastoral Support & Compensation Worksheet figures) set by the charge.

2. Salary grants shall be made for a calendar year with payments made monthly. In cases of appointment changes at or between Annual Conference sessions, the District Superintendent shall file a written request with the Commission. Approved supplements shall then be paid on a pro-rata basis for the part of the year actually served.
3. A church/charge is eligible to receive equitable compensation benefits for a maximum of three (3) years; a one year extension may be granted by the Cabinet if the charge exhibits progress and potential.

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4. The following conditions must be met by the pastoral charge before it can become eligible for consideration to receive supplements from the Equitable Compensation Fund:

    a) The pastoral charge shall have conducted a stewardship campaign for the local budget of each of its churches during the previous calendar year. This shall be an every member campaign. The Commission will assist in such a campaign upon written request from the charge pastor or district superintendent.
    b) All connectional mission giving (CMG) items shall have been paid in full by the local church for the previous calendar year.
    c) The charge must have at least 100 members.

In unusual situations the Commission on Equitable Compensation and Clergy Benefits may waive any or all of these conditions.

5. The Commission on Equitable Compensation and Clergy Benefits will pay any amount up to 1/4 of the minimum salary set by the Annual Conference for each applicant according to his/her ministerial classification. If any exception under paragraph 3 or 4 is sought, the request must be endorsed by a 2/3 vote of the Cabinet before it can be considered by the Commission.

6. Recognizing the growing strain on our smaller churches in providing a full time clergy, including the increases in benefits the past 2 years, and recognizing that even at a minimum equitable compensation the total cost to a local church can run up to $65,000 annually, we recommend no change in the minimum equitable compensation for 2016. Therefore the following amounts are set as the minimum equitable salary and compensation for 2016:

1 - 1 – 2016

a. Elder in Full Connection --	$40,341
b. Provisional member (1992 Disc.) or Provisional Elder (2000 Disc.)	
1. Non-student --	$35,195
2. Student --	$32,525
c. Associate Member --	$35,195
d. Full-time Local Pastor --	$32,525

7. Rates for adjustment will be considered annually by the commission and reported to the annual conference.

   The amounts reflected include the following 6 items found on the pastor's support and compensation form:

   a. Base salary;
   b. Utilities, which shall be provided with payments made by the local church or reimbursed when paid by the pastor;
   c. Vouchered travel reimbursement, which shall be reimbursed at the IRS rate with appropriate records and documentation provided to the church;
   d. Dependent premium payments made by the local church;
   e. Dependent premium supplemental payments paid by the conference at the discretion of the District Superintendent; and,
   f. Other conference subsidies received, but excluding any reimbursement for Annual Conference expenses or continuing education events.

8. Housing shall be provided in a church-owned parsonage or provided for with a monthly allowance. Exclusive of parsonage considerations or a housing allowance. In calculating equitable compensation payments, no more than 25% may be deducted from total compensation as a housing allowance (even if the housing allowance actually constitutes more than 25% of the total compensation). Exception to this rule may be made for missional considerations.

9. Pastors who are appointed to less than full-time service as addressed in the 2012 *Book of Discipline*, (¶338.2) shall be eligible to receive salary supplements from the Equitable Salary Fund. The amount of salary supplement for which the pastor is eligible will be determined by the Cabinet's interpretation of time actually spent in serving the charge. For example, if the pastor is deemed as serving 1/4 of full time, his/her minimum salary eligibility would be 1/4 of the minimum of his/her conference relationship classification. The categories of 1/4, 1/2, and 3/4 will be followed in determining less than full-time eligibility for salary supplements from the Equitable Salary Fund.

10. Ministers who are not eligible for salary supplements are:

    a. Those whose appointment is other than pastor of a charge.
    b. Those classified as part-time local pastor.
    c. Retired ministers.
    d. No pastor shall be eligible to receive salary supplements from this fund who has been offered appointments with higher salary, but who persistently prefers for personal reasons to remain in a present appointment.
    e. Associate pastors.

11. The Commission is studying ways in which Equitable Salary funds may be used to supplement unusual situations beyond the Conference minimum scale to provide assistance for pastors who remain in churches for missional purposes at the request of the Cabinet. We continue in dialogue with the Cabinet about such a policy.

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Report No. 3
Moving Expenses/Policy/Procedures

See page # 512 in section "L", Policies & Procedures.

Report No. 4
Policy Regarding Clergy Housing & Parsonage Standards

See page # 505 in section "L", Policies & Procedures.

Report No. 5
Vacation Policy

See page # 504 in section "L", Policies & Procedures.

Homes for Retired Ministers

Mavis Howell, Superintendent

It is a tremendous privilege to be a part of the Homes for Retired Ministers (HRM) program of the Central Texas Conference. This year numerous repairs have been made to the homes, new shed, new coat of paint, several other minor repairs. I

enjoy visiting with the residents, and look forward to serving their needs in the coming year.

As it is the policy of the HRM Board of Trustees to sell homes as they become vacant and hold the funds in reserve to purchase a home as the need arises. In the past year we have had three (3) inquiries regarding this program. If you know of a retired clergy or surviving spouse that might be in need, please have them contact me at mavis@ctcumc.org.

This year, Homes for Retired Ministers has 2 homes in our ministry as of April 1, 2015. Both homes have residents.

Houses and their residents are as follows:

HOMES AND THEIR RESIDENTS

Burleson	1009 Stockton	Rev. & Mrs. Ellis Holden
Temple	4305 Cactus	Mrs. Dorothy Lightfoot

Thank you for your faithful support of this wonderful ministry of our Conference.

BOARD OF PENSION & HEALTH BENEFITS

REV. FRANK BRIGGS, CHAIRPERSON
fbriggs@lfwired.org

The Central Texas Conference Board of Pension and Health Benefits is charged with the 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 UMC, its institutions, organizations, and agencies within the Annual Conference, except as otherwise provided for by the General Board of Pension and Health Benefits (GBOPHB). The Board works closely with the GBOPHB which provides excellent interpretation and guidance in our pension, health insurance and other benefits.

Report No. 1
Deposit Account

The basic "draft" account at GBOPHB where budgeted monies for the Pre-82 Pension Program and the Comprehensive Protection Program are accumulated. The General Board then drafts from this account to pay our obligations as they become due. The balance represents accumulated earnings from across the years, and is unencumbered except for what is needed for cash flow purposes.

Balance 01-01-14	**$ 1,239,769.07**
Deposits	$ 2,084,344.21
Adjustment Credit	$ 738.76
GBOP Annual Distribution	$ 21,603.87
Market Gain/Loss	$ 71,174.13
Apportioned Settlements and Debits	($ 1,862,562.40)
Ending Balance 12-31-14	**$ 1,555,067.64**

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Pre-82

An account established to accumulate funds to satisfy claims from the pension plan in place prior to 1982. (See Report No. 2 for funding plan.) These funds, by GBOPHB rule, are invested in the Multiple Asset Fund (MAF). Funds deposited and subsequent earnings are permanently restricted by GBOP for Pre-82 pension liabilities.

Balance 01-01-14	**$24,216,045.21**
Deposits	$ 1,613,053.37
DB Contributions	$ 750,000.00
Payments to Claimants	($ 2,528,539.72)
Market Gain/(Loss)	$ 967,609.47
Transfers	($ 16,463.80)
Ending Balance 12-31-14	$25,001,704.53

Conference Endowment and Trust Funds
(Capital Funds Campaign)

(Dedicated for funding our Pre-82 unfunded liability)

This fund represents the amounts collected from our 1986/87 capital funds campaign ($966,112.00). Included in the beginning balance is interest, which has been earned since funds have been placed on deposit.

Balance 01-01-14	**$ 1,667,559.77**
Market Gain/(Loss)	$ 58,283.02
Ending Balance 12-31-14	$ 1,725,842.79

CRSP Deposit Account

The basic deposit account for the defined benefit component of the Clergy Retirement Security Program. On the last business day of each year the required dollar amount to fund this component is transferred into the Retirement Program administered by the GBOPHB.

Balance 01-01-14	**$ 1,031,208.89**
Deposits	$ 1,852,327.02
Market Gain/(Loss)	$ 34,927.62
DB Contributions	($ 1,427,915.00)
Ending Balance 12-31-14	$ 1,490,548.53

Conference Health Benefits Account

The basic "draft" account at General Board of Pensions where budgeted monies and benefit payment invoice receipts for the HealthFlex active plan are deposited, and transfers from the Retiree Health Benefits account pay the obligations as they come due.

Balance 01-01-14	**$ 2,325,309.52**
Deposits	$ 3,477,148.00
Market Gain/(Loss)	($ 109,038.93)
HealthFlex Payments	($ 3,477,148.00)
Ending Balance 12-31-14	$ 2,434,348.45

Retiree Health Benefits Account

The deposit account for the Retiree Health Insurance unfunded liability. Unspent retiree funds from the budget are transferred to pay for future Health Savings obligations. It also includes money for a Grant Support Fund (See Report 12) that was established in 2012.

Balance 01-01-14	**$ 1,007,441.36**
Deposits	($ 0.00)
Market Gain/(Loss)	$ 41,749.47
Ending Balance 12-31-14	$ 1,049,190.83

Sustentation Fund

A fund established to provide financial assistance to churches and clergy in times of clergy transition. (See Report 11 for more information.)

Balance 01-01-14	$ 309,532.50
Deposits	($ 0.00)
Market Gain/(Loss)	($ 12,685.14)
Ending Balance 12-31-14	$ 322,217.64

Conference Superannuate Fund

The principal amount of this fund ($63,986) is a result of the 1939 merger of the Methodist Episcopal and the Methodist Episcopal South, and is permanently restricted. All past and future earnings are unrestricted.

Unrestricted Balance 01/01/14	**$ 1,124,055.17**
Restricted Balance 01-01-14	$ 63,986.00
Market Gain/(Loss)	$ 48,687.85
Restricted Ending Balance 12-31-14	$ 63,986.00
Unrestricted Ending Balance 01/01/14	**$ 1,172,743.02**

Report No. 2
2016 Comprehensive Benefit Funding Plan Summary

The 2012 *Book of Discipline* ¶ 1506.6 requires that each annual conference develop, adopt and implement a formal comprehensive funding plan for funding all of its benefit obligations. The funding plan shall be submitted annually to the General Board of Pension and Health benefits for review and be approved annually by the annual conference, following the receipt and inclusion of a favorable written opinion from the General Board of Pension and Health Benefits (GBPHB). This summary document is only a portion of the information contained in the actual signed funding plan. As such, it might not contain all the information required for a comprehensive view of the benefit obligations of the conference. You may request the full contents of the 2016 comprehensive benefit funding plan from your conference benefit office.

Following is the summary of the Comprehensive Benefit Funding Plan (CBFP) that received a favorable written opinion from GBPHB for the 2016 conference benefit obligations:

Clergy Retirement Security Program (CRSP) Defined Benefit (DB) & Defined Benefit Contribution (DC)

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, which had previously replaced the Pre-82 Plan for service rendered prior to January 1, 1982

CRSP consists of both 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 annual conferences. The Clergy Retirement Security Program (CRSP-DB) annuities total liability as of January 1, 2014 is $1.105 billion, while total plan assets are $1.274 billion resulting in a current plan funded ratio of 115%. The Central Texas Conference portion of the liability is 1.3015% and the 2016 contribution is $1,430,632. The conference anticipates that the amount will be funded by direct billing local churches. Additionally, General Conference 2012 approved a change to CRSP that provides each annual conference the discretion to determine whether to cover three-quarter and/or half-time clergy. The Central Texas Conference has elected to cover clergy serving 50% or more under CRSP effective January 1, 2016.

Effective January 1, 2014 CRSP-DC plan was reduced from a 3% to a 2% of plan compensation non-matching contribution. Clergy have the opportunity to earn up to an additional 1% CRSP DC contribution by contributing at least 1% of their plan compensation to UMPIP, therefore if a participant contributes at least 1% of plan compensation to UMPIP, the individual will receive a contribution of 3%, which is unchanged from 2013 and prior. The 2016 CRSP-DC contribution is anticipated to be $391,612 and will be funded by direct bill.

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. Effective January 1, 2014, 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, an IRA, or paid in a lump sum.

The Ministerial Pension Plan (MPP) annuities total liability as of January 1, 2014 is $3.018 billion, while total plan assets are $3.345 billion, resulting in a current plan funded ratio of 111% and no required contribution for 2016. The Central Texas Conference's % of the total liability is .9476%. Future MPP annuitants have a total account balance of $4.332 billion and the Central Texas Conference's portion of that balance is $53,024,068 or 1.22% of the total.

PRE-1982 PLAN

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 clergy person retires within the Conference (and does not terminate), the minimum benefit payable is based on two factors: 1) years of service with pension credit and 2) Conference pension rate. Years of service with pension credit are approved by each Conference on the recommendation of the Conference Board of Pensions (CBOP) in accordance with plan provisions and The Book of Discipline. The pension rate, also called the past service rate, is the dollar amount chosen by the Conference as the amount payable for each approved year of service with pension credit. The pension rate 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-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.

The 2016 Past Service Rate (PSR) recommended to the Central Texas Conference will be $681.00 representing a 1.04% increase from the 2015 rate. The conference expects future increases to be approximately 1.00%. In the coming year, we will be researching our PSR philosophy in order to come up with increases that both honor the service and commitment of our retired clergy and making the costs sustainable for the local church.

The contingent annuitant percentage is recommended to remain at the 75% level.

Based on the final actuarial valuations from the General Board of Pensions and Health Benefits as of January 1, 2014 for 2016, the portion of the Pre-82 liability attributable to the Central Texas Conference and funded status is, as of 1/1/2014, as follows:

Funding Plan Liability	$26,812,983
Assets in the Plan	$30,619,819
Funded Status	$ 6,270,523 represented by a 123.39% funded ratio

In addition to the assets in the Plan it is anticipated that amount will be funded through the following funding sources:

Non plan assets designed for retiring Pre-82 obligations	$1,667,559
Present value of incoming new money	$ 796,128

Active Health Benefit Program

Plan Overview: The Central Texas Conference offers the Self-Funded-HealthFlex program which is best described as a Self-Funded-HealthFlex to its active eligible participants.

The total cost of the program for 2016 is anticipated to be $3,585,000 and will be funded by Direct bill. It is anticipated that increases for future years will average 5.00%, due to the unknown and fluid landscape in health care will keep rates changing with small increases at first but the potential for larger increases later on to average approximately 5% annually.

Post-Retirement Medical Benefit Program (PRM)

Plan Overview: The Central Texas Conference post-retirement medical program currently offered is a plan made available to retired clergy and their spouses a One Exchange-HRA stipend. For those eligible clergypersons and their eligible spouses, the Conference will fund a Health Reimbursement Account (HRA) up to a maximum of $75.00 per month per person for early and full retirees based on their years of ministerial service in the United Methodist Church. Surviving spouses of deceased retired 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.

Years of Service (full years)	HRA Amount (per month per person)
0-9	$ 0
10-19	$25
20-29	$50
30 or above	$75

For those eligible clergypersons and their eligible spouses who retired before January 1, 2008, the Conference will fund the HRA at the maximum amount per person.

The funding obligation for 2016 is anticipated to be $155,000 with the funding sources to be apportionment and account assets. On a longer term basis, the Conference intends to be funded by an apportioned amount to each of the local churches and account assets to cover these costs.

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 the conference or salary-paying unit sponsors the plan and they are able to satisfy the eligibility requirements which include full-time appointment with plan compensation equal to or greater than 60% of the Denominational Average Compensation or the Conference Average Compensation, whichever is less. The Central Texas Conference has elected to make CPP eligible clergy appointed 100% have mandatory participation under special arrangements, while 50% appointed clergy have optional participation under special arrangements.

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For 2016, the Central Texas Conference has an expected required contribution to the Comprehensive Protection Plan of $613,000, which is anticipated to be funded by direct bill. The anticipated average increase in future years is expected to be 3.00% per year due to the continued increase of clergy salaries.

United Methodist Personal Investment Plan (UMPIP) for Lay and Clergy

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 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.

Conference office lay employees working an average of 30 hours per week or more are eligible for a plan sponsor funded pension contribution of 3% of salary. In addition each lay employee may earn an additional 3% with a 3% personal contribution. Lay employees are encouraged to make contributions toward their retirement through payroll deductions to the UMPIP. The estimated contribution for the Central Texas Conference is anticipated to be $37,700 and will be funded through the apportionment.

The Central Texas Conference, as of January 1, 2016 is planning on sponsoring the UMPIP for clergy serving full-time and are eligible for a pension contribution of the equivalent of the combined DB amount and 3% DC of salary. The estimated contribution for the Conference is anticipated to be $46,000 and will be funded through the apportionment.

Other Conference Benefit Obligations: Defined Contribution (DC) Type

DC Plan Overview: The Central Texas Conference currently offers a Moving Expense Fund - DC type plan made available to clergy. The funding obligation for 2016 is anticipated to be $110,000 with the funding sources to be: Apportionment. The anticipated average increase in future years is expected to be 0% per year due to a decrease in anticipated clergy moves and those clergy moving have been very diligent about taking advantage of the savings being offered. At the present time funding from apportionments are covering the expenses.

Conclusion

The 2016 Comprehensive Benefit Funding Plan and the above Summary document incorporates, to the best of our understanding , the Central Texas Conference's obligations and funding requirements of the benefits provided to the clergy and laity of the Central Texas Conference.

Central Texas Annual Conference

This funding plan incorporates, to the best of our understanding, the conference's obligations and funding of the benefits provided to clergy and laity, as noted below.

It is understood by the signers that defined benefit plan liabilities (Pre-82, MPP and CRSP-DB) 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 conference still has a liability (obligation) and potential future contribution due to the plan.

[X] CRSP-DB and RC	[X] OTHER OC - Moving Expense	[ ] Other OD Obligation - A
[X] MPP	[ ] Other OC Obligation - B	[ ] Other OD Obligation - B
[X] Pre-1982	[ ] Other OC Obligation - C	[ ] Other OD Obligation - C
[X] PPMI	[ ] Other OC Obligation - D	[ ] Other OD Obligation - D
[X] Retiree Health	[ ] Other OC Obligation - E	[ ] Other OD Obligation - E
[X] CPP		
[X] UMVF P Clergy		
[X] UMVF P Lay		

/s/ Randy Mitt
Signature
Randy Mitt, CBS, 3-13-2015

Signature
Irene Briggs, CRSP Chair, 3-13-2015

/s/ David Shinaberger
Signature
David Shinaberger, Treasurer, 3-13-2015

Signatures are required from the Conference Benefit Officer (or equivalent), Conference Board of Pension Chair and Conference Treasurer. Signatures are recommended from Council on Finance and Administration Chair and/or other conference leaders as deemed appropriate.

Signatures on file at GBOPHB

General Board
Pension and Health Benefits
Caring for Those Who Serve

Opinion on Central Texas 2016 Comprehensive Benefit Funding Plan

This Funding Plan meets the standards for a Pre-82 funding plan established by the General Board, and the requirements for a Reasonable Method of a Funding Plan.

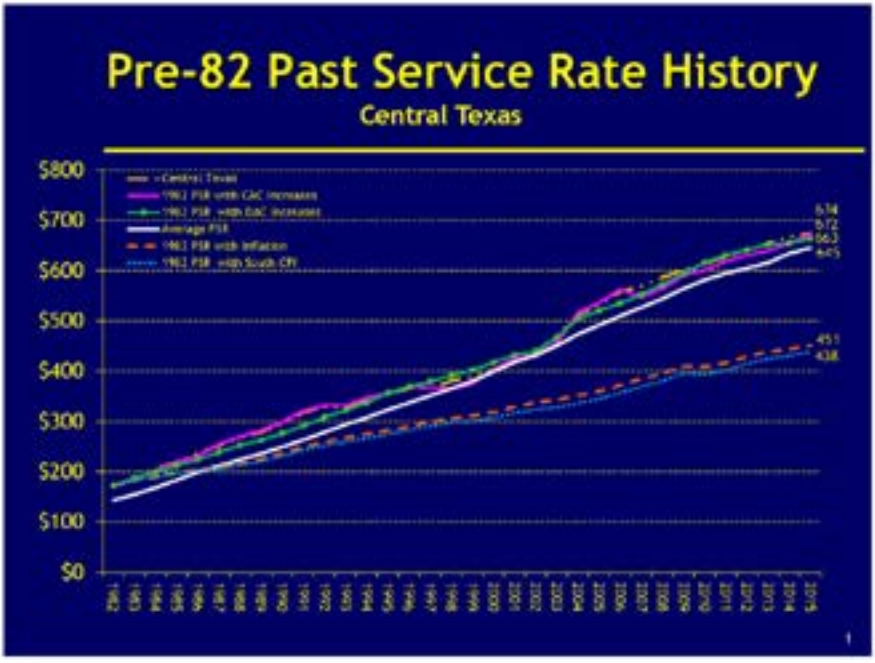
Note: the statement above and any action taken pursuant to the opinion do not imply any representation as to the ability or probability of the applicable conference to fulfill the obligations included in the Funding Plan.

General Board of Pension and Health Benefits

General Board of Pension and Health Benefits
Evanston, Illinois
April 30, 2015

REPORT NO. 3
PENSIONS

In accordance with the changes in the 2012 Book of Discipline ¶1506, which outlines the requirements for the Past Service Rate (PSR) for those clergy with pre-1982 service years who qualify for annuity, the Conference Board of Pensions recommends that the PSR for 2016 be $681, which represents a 1.04% increase. There is much changing in the pension world from Mortality tables showing we are living longer to decreases in the past several years, the board has been researching the PSR since 1982. In light of this research, the board will be monitoring the annual PSR with the eventual goal of having the annual PSR change recommendation based on a rationale which will both honor our retirees and make the liability demands on the conference sustainable.



Based on our Funding Plan, we request that the Conference Claimants portion continue to be included in the CMG shares submitted to the local church and that CPP continue to be direct billed for 2016.

As outlined in our 2016 CTC Budget $500,000.00 is requested to help offset our Benefits Liability. If we have reached our goal of 120%, funding of our PSR, this amount will move to offset retiree health liabilities.

In the case of Family Leave or Leave of Absence appointed after January 1, 2004, the Board recommends that the Conference make CPP contributions of 3% of the Denominational Average for Full Members, Associate Members, and Probationary Members for the period of one year.

REPORT NO. 4
CLERGY RETIREMENT SECURITY PROGRAM (CRSP)

The Clergy Retirement Security Program (CRSP), effective January 1, 2007, is the pension program for all eligible United Methodist Clergy.

CRSP offers a two (2) component benefit design:

1. **Core Defined Contribution** (DC) – promises a defined amount that is deposited into an active clergyperson'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) – promises 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 who are appointed ¼ 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, his or her 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 for 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 her or her 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.

2015 Funding Plan

By action of the 2012 General Conference the percentage amount required for the plan was amended and the following information is the result of implementing the "new" CRSP.

The 2016 financial obligation of CRSP required of the Central Texas Conference is:

a. Core Defined Contribution – 2% of participant plan compensation plus a matching 1%.

b. Core Defined Benefit -- $1,430,632

The cost of participation in CRSP will remain the same as in 2015 and will continue to be direct billed to the local church for the two (2) core components: (Defined Benefit & Defined Contribution).

a. Defined Contribution – 3% of each eligible clergyperson's plan compensation.

b. Defined Benefit --

Full-time Clergy	$6,100.00
¾ time Clergy	$4,575.00
½ time Clergy	$3,050.00

The Conference Board of Pension strongly recommends that churches with a clergy appointed ¼ time sponsor the United Methodist Personal Investment Plan (UMPIP) with a 12% contribution level for their clergy.

Report No. 5
Funding for the Active Health Care Plan

We will continue to direct bill the total active health insurance/dental premium to the local church/Conference sponsored agency for the entire year.

1. The entire single premium for full-time clergy appointed to local churches within the Conference is to be paid by the local church or the salary paying unit as a benefit (line item in the budget). This includes all Elders, Provisional Elders, Associate Members, and Full-time Local Pastors appointed to local churches in the Conference, as well as those for whom the Conference is the Plan sponsor for the Pension program such as District Superintendents, Conference staff appointees, and Campus Ministers. In addition, this will

also apply to Elders appointed at least one-half time and Student Local Pastors.

2. The balance of the Family premium for the appointee's spouse and/or dependents is the responsibility of the appointee.

3. An optional agreement may be made between the church or salary paying unit and the appointee for the church or salary paying unit to pay the family premium or a portion of the premium. The Conference will pay the premium for lay employees of the Annual Conference. The premium for dependents is the responsibility of the employee.

4. Responsibility for the premium for eligible lay employees of local churches or institutions within the connectional structure will be determined by the employer and the employee.

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REPORT NO. 6
PENSION AND BENEFIT ARREARAGE REPORT

The Conference Board of Pensions recommends that it continue to actively pursue 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 and as such recommends the following procedure for dealing with current and future pension contributions:

a. Each January we will review a report of the accounts showing arrearage for the past year. Letters will be sent to the following lay leaders of the churches of the churches involved. Administrative Board/Council Chair, Pastor/Staff Relations Committee Chair, Finance Committee Chair, and Treasurer. The pastor and the District Superintendent will also receive the letter. The letter will emphasize the importance of this issue and urge them to bring their contributions current by sending their check or making other payments arrangements with the Service Center at Central Texas Conference, 464 Bailey Avenue, Fort Worth, TX 76107.

b. Each church which does not meet its obligations 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 is not able to pay the pension dollars there is a serious question as to whether that church remains a financially viable congregation. In fact, we consider it irresponsible for a

congregation to "use" a pastor but are unwilling to assure his or her retirement receipts. As of December 31, 2014 we had four (4) churches/salary paying units in pension arrears and five (5) churches/salary paying units in health premium arrears for a total arrearage of $26,294.63.

¶639.4 of the 2012 *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. According to our Conference Treasurer and Benefits Administrator, the following churches were in default by more than 60 days at the end of 2014:

Salary Paying Unit	Pension/CPP	HealthFlex/ Café Plan	Total
Lakeview/Elm Mott Charge	$0.00	$5,795.41	$5,795.41
Mt. Zion, Waco	$1,944.08	$2,085.00	$4,029.08
Grace, Arlington	$4,908.04	$0.00	$4,908.04
McMillan	$9,370.82	$695.00	$10,065.82
Tongan First	$1,496.28	$0.00	$1,496.28
			$26,294.63

We have been diligently working with churches who are chronically behind on their benefit payments to strategize how they might best move forward in ministry, up to and including a covenant plan to forgive their past arrearage if they will stay current with their benefit payments.

Report No. 7
Comprehensive Protection Plan (CPP)

Death Benefit Amounts for the Plan Year 2015 and 2016

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 not sure of your eligibility to receive these benefits, please call the General Board of Pension and Health Benefits at 800-851-2201. In the event that there is a discrepancy between the information printed in this Journal and the CPP Plan Document, the plan document always governs.

	2015	2016
Denominational Average Compensation (DAC)	$66,259	$67,333
Active Participant Death Benefits:	$50,000	$50,000
Spouse Death Benefit:		
Active Participant or Retired prior to 01/01/13 (20% of DAC)	$13,252	$13,467

Participant retired after 01/01/13	$15,000	$15,000
Surviving Spouse Death Benefit:		
Active Participant or Retired prior to 01/01/13 (15% of DAC)	$ 9,939	$10,100
Participant retired after 01/01/13	$10,000	$10,000
Surviving Child Annual Benefit:		
Younger than 18 years old: (10% of DAC)	$ 6,626	$ 6,733
18-24 years old (1/2 applied as education benefit): (20% of DAC)	$13,252	$13,252
Child Death Benefit:		
Active Participant or Retired prior to 01/01/13 (10% of DAC)	$ 6,626	$ 6,733
Participant retired after 01/01/13	$ 8,000	$ 8,000
Retired Participant Death Benefits:		
Prior to 01/01/13 (30% of DAC)	$19,878	$19,900
After 01/01/13	$20,000	$20,000

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The Conference Board of Pension recommends that every person update their Designation of Beneficiary form at least every five years, or upon a change of appointment for active clergypersons, or upon any life changing event (marriage, death of a spouse, divorce, etc.)

Report No. 8
Conference Active Group Health Insurance Program

The Central Texas Conference is now in our twelfth year of providing medical and pharmacy benefits through HealthFlex, sponsored by the General Board of Pension and Health Benefits of the United Methodist Church and administered by BlueCross BlueShield of Illinois and Catamaran, and we continue to be very satisfied with the program. In 2015, we offer the PPO B1000 plan structure with the prescription plan P1. This plan is comparable to a Gold Healthcare Exchange Plan but with our additional health and wellness programs included. In addition, as an added benefit, our 2015 health plan also includes an integrated Cigna Dental PPO plan.

Active Health Plan Eligibility

Those clergy for whom the program is mandatory are:

- Elders, Provisional Elders and Associate Members (appointed at least ½ time).
- Full-time Local Pastors appointed to local churches in the Conference.
- Student Local Pastors.

- Those for whom the Conference is the Plan sponsor for the pension program such as District Superintendents, Conference staff appointees, and Campus Ministers.

Those clergy for whom the program is optional are:

- Deacons serving at least ½ time are eligible for coverage at the Salary-Paying Unit (local church) level under a Sub-Adoption Agreement, but are not mandated.

Clergy not included in the plan (and thus not allowed insurance through the Conference):

- Elders, Provisional Elders and Associate Members appointed less than ½ time.
- Ministers of Other Denominations.
- Those appointed to extension ministers other than those named above.
- Part-time Local Pastors.

The Conference Board of Pensions reserves the right each year to choose the optional categories of appointments to be selected to best serve the needs of the Conference. Where a clergyperson in a mandatory category chooses to waive the program, the church/charge served by that clergyperson will be assessed a minimum contribution equal to the single/default rate for the year to be paid monthly. This is to insure the stability of the program so it will be in place for other clergy who will serve that church/charge.

Medical and Dependent Care Reimbursement Accounts (Flexible Spending Accounts) are offered as a benefit through HealthFlex. Only those enrolled in the HealthFlex health plans may participate.

Voluntary and Involuntary Leave

Those clergy on Voluntary Leave have the option to remain covered on the active health plan for a period of one year and then, upon termination, they can elect to stay on the Continuation Plan for one additional year. Those on Involuntary Leave lose eligibility for coverage immediately but may elect to stay on the Continuation Plan for one year. Both categories of leave will be direct billed at the full premium rate.

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 deceased on or after January 1, 2009 may be eligible for coverage as long as they are a covered participant at the time of death and that option is elected by the Salary-Paying Unit and 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.

Active Health Plan Rates

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The Conference health plan ended the 2014 plan year with a claims loss ratio of 101% which is a great improvement over the 2013 plan year's claims loss ratio of 124%. If we stayed status-quo in our active health plan we could easily expect huge rate increases over the next several years to compensate for this unfavorable claims history.

HEALTHFLEX PREMIUMS FOR 2015

Premiums shown are monthly and include the dental premium:

Category	2015 PPO B1000/RX P1 PPO Dental
Single Coverage	$ 764
Family Coverage	$2,110
Clergy Receiving Equitable Comp Support	
Single Coverage	$ 611
Family Coverage	$1,688

Incentive Program

HealthFlex uses incentives as part of their strategy to promote engagement in healthy behaviors and wellness programs. The 2015 strategy continues the focus on rewarding both for measuring risks (Blueprint for Wellness and HealthQuotient [HQ] and for taking action toward better health and well-being. Rewards emphasize participating in programs that have shown to have a positive impact on health risk and cost, including health coaching and Virgin Pulse (formerly known as Virgin HealthMiles).

2014 Incentives At-A-Glance

Action	Earnings/Savings	Timing
Blueprint for Wellness (BFW)	Earn $100 HealthCash each (active plan participant and enrolled spouse) ***Note:*** *Must be enrolled in Virgin Pulse at time of screening. Extend Health/One Exchange participants are not eligible for the $100 incentive.*	April 1 – July 31
HealthQuotient (HQ)	Save $250 (individual) or $500 (family) on 2015 medical plan deductible. ***Note:*** *Both participant and enrolled spouse must take the HQ to avoid the higher deductible.*	August 1 – September 30
HealthFlex Wellness Points on WebMD	• $150 for 150 wellness points ***Note:*** *Extend Health/One Exchange participants are not eligible for the wellness points incentive.*	January 1 – December 31
Virgin Pulse Quarterly Targets	• $25 per quarter ($100 total for four quarters) • $50 bonus for reaching all quarterly targets ***Note:*** *Extend Health/One Exchange participants are eligible for the $150 HealthCash reward.*	January 1 – December 31 (quarterly goals issued every three months)

New Health Care Options in 2016

To align with the changing health care landscape, HealthFlex is introducing **HealthFlex Exchange** starting with the 2016 plan year. HealthFlex Exchange will give participants greater choice across more HealthFlex plans with varying designs and premium costs. When combined with comprehensive online and telephonic support resources, HealthFlex Exchange gives 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. However, knowing this is the first year of our participants choosing their own individual insurance plan, we realize the possibility that some might fail to make a choice during the annual enrollment period. Therefore, in order to make sure all of our participants are covered by insurance, should a participant not make a choice during the annual enrollment period they will automatically be enrolled in our default plan, the CDHP C2000 "Gold" Plan.

The Central Texas Conference Board of Pensions will designate a non-taxable defined contribution (DC)—a fixed dollar amount for each HealthFlex participant. Participants will use the allocated DC amount to "shop" for a health plan and pay

for some or all premiums for the HealthFlex plan of their choice. The DC will appear as a "credit toward purchase" when choosing a HealthFlex plan from all available HealthFlex plan designs. Participants who choose plans costing *less than* their defined contribution credit amount can "bank" the overage: the unspent DC balance will be 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 DC balance) will not be credited in a lump sum; rather, it will be available on a *prorated, monthly basis* over the following plan year. Internal Revenue Code (IRC) limits for annual HSA contributions will apply. Participants who choose plans costing *more than* the defined contribution credit amount will see a monthly cost, which may commit them to paycheck deductions from their salary-paying unit (SPU) to cover the cost difference between the DC amount they receive and their higher actual cost for monthly premiums (i.e., the participant's share of the premium cost). With greater choice also comes greater decision support resources through Businessolver (HealthFlex's eligibility and enrollment vendor) to help participants select the HealthFlex plan that best aligns with their budget, medical needs, family demographics and risk tolerance for unplanned medical expenses.

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FUNDING FOR THE ACTIVE HEALTH CARE PLAN 2016
2016 Defined Contribution Amounts

Active Clergy	$9,156
Laity	$9,156
Pre-65 Retirees on Active Plan	$1,000
Surviving Spouse	$4,500

- We will direct bill the total active health insurance/dental premium or the defined contribution amount for active clergy/lay, whichever is greater, to the local church/Conference sponsored agency for the entire year.
- The entire defined contribution amount for full-time clergy appointed to local churches within the Conference is to be paid by the local church or the salary paying unit as a benefit (line item in the budget). This includes all Elders, Provisional Elders, Associated members, and Full-time Local Pastors appointed to local churches in the Conference, as well as those for whom the Conference is the plan sponsor for the Pension program such as District Superintendents, Conference staff appointees, and Campus Ministries. In addition, this will also apply to Elders appointed at least one-half time and Student Local Pastors.
- The entire defined contribution amount for full-time lay staff participating in the plan is to be paid by the local church or salary paying unit as a benefit (line item in the budget).
- Any amount above the defined contribution amount is the responsibility of the appointee/staff person.
- An optional agreement may be made between the church or salary paying unit and the appointee/staff person for the church or salary paying unit to pay the amount of portion of the amount over the defined contribution.

- The Conference will pay the defined contribution amount for the lay employees of the Annual Conference. Any above the defined contribution is the responsibility of the employee.

HEALTH & DENTAL BENEFITS/RATES 2016

Medical Plan Benefits Comparison (additional benefit comparisons will be available)

Plan Feature	B1500 / RX P1 Present 2014 Plan	CDHP C2000 "Gold"	CDHP C3000 "Silver"	HDHP H1600 "Gold"	HDHP H2000 "Silver"
2016 Monthly Rates (subject to change)					
Participant	$735	$720	$662	$767	$673
Participant + 1	$1,750	$1,721	$1,582	$1,680	$1,609
Participant + Family	$2,218	$2,174	$1,998	$2,135	$2,032
Health Account Type / Funding					
HSA Single/Family	Not applicable	$1,000/$2,000	$250/$500	Not applicable	Not applicable
HSA Single/Family	Not applicable	Not applicable	Not applicable	$750/$1,500	$500/$1,000
Lifetime Max Benefit	None	None	None	None	None
Annual Deductible (Participant pays) "Family" deductible amount applies if at least one dependent is covered.	$1,000 per person $2,000 per family Deductible includes medical and behavioral health. Co-payments are not included in annual deductible.	$2,000 per person $4,000 per family Deductible includes medical and behavioral health.	$3,000 per person $6,000 per family Deductible includes medical and behavioral health.	$1,500 per person $3,000 per family Deductible includes medical, behavioral health and pharmacy.	$2,000 per person $4,000 per family Deductible includes medical, behavioral health and pharmacy.
Co-insurance Plan Pays Participant Pays	80% after deductible 20%	80% after deductible 20%	90% after deductible 10%	80% after deductible 20%	70% after deductible 30%
Annual Out-of-Pocket Maximum – Combined Medical and Pharmacy Costs (Participant pays)	In Network $5,000 individual $10,000 family	In Network $6,000 individual $12,000 family	In Network $6,500 individual $13,000 family	In Network $6,000 individual $12,000 family	In Network $6,500 individual $13,000 family
Primary Care Physician (PCP) Office Visits PCP's include internists, general practitioners, family practitioners, obstetricians, gynecologists and pediatricians	$30 co-payment, then plan pays 100%	Plan pays 80% after deductible	Plan pays 90% after deductible	Plan pays 80% after deductible	Plan pays 70% after deductible

Pharmacy Benefits (Additional benefit comparisons will be available)

Plan Feature	BI080 / RX P1 Present 2014 Plan		CDHP C2080 "Gold"		CDHP C3080 "Silver"		HDHP H1580 "Gold"		HDHP H2980 "Silver"	
	P1		P2		P2		P3		P4	
Deductible	None		None		None		$1,500 individual $3,000 family Combined with medical deductible		$2,000 individual $4,000 family Combined with medical deductible	
Co-Payments	Retail	Mail	Retail	Mail	Retail	Mail	Retail	Mail	Retail	Mail
Generic	$15	$35	$15	$35	$15	$35	$15	$35	$15	$35
Preferred Brand Name	20%	20%	25%	25%	25%	25%	25%	25%	25%	25%
Minimum	$30 min	$50 min	$25 min	$60 min	$25 min	$60 min	$25 min	$60 min	$25 min	$60 min
Maximum	$55 max	$146 max	$65 max	$150 max	$65 max	$150 max	$65 max	$150 max	$65 max	$150 max
Non-Preferred Brand Name	25%	25%	30%	30%	30%	30%	30%	30%	30%	30%
Minimum	$40 min	$85 min	$50 min	$95 min	$50 min	$95 min	$50 min	$95 min	$50 min	$95 min
Maximum	$110 max	$246 max	$120 max	$269 max	$120 max	$269 max	$120 max	$269 max	$120 max	$260 max

Dental Plan	Dental Passive PPO
2016 Monthly Rates (subject to change)	
Participant	$43
Participant + 1	$95
Participant + Family	$110

Report No. 9
Retiree & Medicare Eligible Health Benefits

The Conference shares the funding of the Retiree Health Benefit Program for eligible retired participants with the retired clergy and spouses. The Conference Retiree Health Benefit Program assumes participation in Medicare Parts A and B and is designed to extend certain benefits beyond what Medicare pays.

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 (these rules are in effect for any clergyperson who retires after Annual Conference June, 2002).

At the time of retirement, the clergyperson must:

- Have been working in at least ¾ time appointment as a Full Member of the Central Texas Conference 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 Central Texas Conference, serving in a local church or one of its "Conference Responsible" agencies.
- Have at least five (5) years of ministerial service in the Central Texas Conference and ten (10) years of service in the United Methodist Church. A waiver of the five (5) year requirement for service in the Central Texas Conference may be considered by the Central Texas Conference Board of Pensions upon recommendation of the Cabinet.

Surviving spouses of deceased, 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.

Retiree/Medicare Eligible Health Plan 2015

Effective January 1, 2013, the Central Texas Annual Conference and the General Board of Pension and Health Benefits began partnering with One Exchange (formerly Extend Health) to provide plan advice and enrollment assistance in choosing Medicare supplemental health coverage and prescription drug plan in the open market. Through this arrangement the participant is responsible for paying premiums, but are assisted with premium and out of pocket expenses by the Central Texas Annual Conference through a Health Reimbursement Account (HRA) funded specifically for the participant.

Retiree/Medicare Eligible Health Plan Funding 2015

For those eligible clergypersons and their eligible spouses, the Conference will fund a Health Reimbursement Account (HRA) up to a maximum of $900 per year/per person for early and full retirees based on their years of ministerial service in the United Methodist Church. 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.

Years of Service (full years)	HRA Amount (per year per person)
0-9	$ 0
10-19	$300
20-29	$600
30 or above	$900

For those eligible clergypersons and their eligible spouses who retired before January 1, 2008, the Conference will fund the HRA at the maximum amount per person.

Pre-65 Retiree Funding

If, at the time of early or full retirement, the eligible clergyperson or spouse is less than 65 years of age and has been covered for five consecutive years under HealthFlex, they are eligible to remain on the active plan. Beginning with those retiring June 1, 2012, the Conference will partially fund participation in the Conference's plan for active clergy equal to the amount the person would qualify for through an HRA, if the same service requirements are met as those who are 65 years of age. Those retiring under the 20 Year Rule would pay the entire cost of the active plan premium until such time as they become Medicare eligible and then they would receive an HRA based upon their years of service at the time of retirement.

For those eligible clergypersons and their eligible spouses who are Pre-65 retirees and who retired before June 1, 2012, the Conference will continue to discount the premium at the rate of $110.00 for single coverage and $220.00 for family coverage until such time as they become Medicare eligible, then they will receive an HRA equal to their years of service at the time of retirement.

A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for retiree benefits through the Conference.

Pre-65 HealthFlex Premiums for 2015

Premiums shown are monthly **and include the Dental Premium**

Category	2015 PPO B1000 RX P1 PPO Dental
Pre-65 Clergy Retirees (less subsidy if applicable)	
Single Coverage	**$754**
Family Coverage	**$2,110**

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 30 calendar days of loss of other coverage. If this 30-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.

Medicare Secondary Payer – Small Employer Exception

Beginning January 1, 2009, the Central Texas Conference elected the exception that allows a multiple employer plan to exempt certain individuals from the Medicare secondary payer rules for the working aged. This election helps reduce costs incurred by the Conference and the overall HealthFlex program. This exception applies to clergy, lay employees and spouses who are 65 years of age or older, entitled to Medicare due to their age, and have coverage under the HealthFlex program through an employer (local church or Conference sponsored entity) who employs fewer than 20 employees. For those individuals affected by the exception, Medicare will be the primary payer of their claims beginning the first day of the month they attain age 65 (or the first of the month following approval from Medicare), even if still an active employee, and the participant will no longer be eligible for coverage under the active plan. The eligible clergy person and/or spouse will also be transitioned to One Exchange (formerly Extend Health). Eligible lay employees, 65 years of age or older, will be moved from the active plan to the open market with access to One Exchange. Due to the Affordable Care Act limitations, the Conference was unable to offer a Health Reimbursement Account (HRA) to accompany this plan effective January 1, 2015.

Lay Retiree/Medicare Eligible Coverage

Beginning with a retirement date of January 1, 2009 or later, a lay employee whose active service has ended and who has completed a minimum of five years of continuous and uninterrupted coverage in HealthFlex immediately preceding the date of retirement and is less than 65 years of age at the time of retirement, may continue on the active plan if so elected by their salary paying unit on the Sub-Adoption Agreement. 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. 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 One Exchange 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 a concern for clergy who may have opted out of the Social Security system. It is imperative that those persons be Medicare eligible when they turn 65, 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 Incentive Program

HealthFlex uses incentives as part of their strategy to promote engagement in healthy behaviors and wellness programs. The 2015 strategy continues the focus on rewarding both for measuring risk (Blueprint for Wellness and HealthQuotient [HQ] and for taking action toward better health and well-being. Rewards emphasize participating in programs that have shown to have a positive impact on health risk and cost, including health coaching and Virgin Pulse (formerly known as Virgin HealthMiles).

2015 Incentives At-A-Glance

Action	Earnings/Savings	Active vs. Extend Health/One Exchange	Timing
Blueprint for Wellness (BFW)	Earn $100 HealthCash each (active plan participant and enrolled spouse) ***Note:*** *Must be enrolled in Virgin Pulse at time of screening for HealthCash reward.*	Pre-65 Active Plan	April 1 – July 31
HealthQuotient (HQ)	Save $250 (individual) or $500 (family) on 2015 medical plan deductible ***Note:*** *Both participant and enrolled spouse must take the HQ to avoid the higher deductible.*	Pre-65 Active Plan	August 1 – September 30
HealthFlex Wellness Points on WebMD	$150 for 150 wellness points.	Pre-65 Active Plan	January 1 – December 31
Virgin Pulse Quarterly Targets	• $25 per quarter ($100 total for four quarters) • $50 bonus for reaching all quarterly targets	Pre-65 Active Plan and Extend Health/One Exchange	January 1 – December 31 (quarterly goals issued every three months)

REPORT NO. 10
SUSTENTATION FUND

By action of the 2007 Annual Conference a sustentation fund was established as part of the benefit program through the Annual Conference Board of Pensions 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.

In order 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 congregation/church staffs 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 ¶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 ¶359.1 and ¶363.3 (b)(4), respectively. The Board of Ordained Ministry or its Executive Committee may also make a request to the Cabinet for the use of Sustentation Fund resources in other situations to provide resources or transitional support for clergy.

The Sustentation Fund is included in the 2015 presented to Annual Conference. As a point of information, the funds are underwritten with an amount of .25% of the total Annual Conference plan compensation collected from CTC churches through the connectional ministry budget of the Conference.

SEE SUSTENTATION FUND BALANCE IN REPORT 1 ABOVE.

REPORT NO. 11
GRANT SUPPORT FUND FOR CLERGY

A Support Fund has been established to provide grant money to clergy, and surviving spouses of clergy to assist with catastrophic, unanticipated medical expenses.

1. Grant monies may be available to clergy and surviving spouses of clergy from the Conference Board's Consolidated Grant Fund, as well as other available resources. Clergy with unanticipated medical expenses may also qualify for assistance from the Farmers Fund with the General Board of Pension and Health Benefits. 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 the General Board of Pension and Health Benefits shall be restricted for providing clergy benefits programs and funding retiree benefits.

Fund Balance 12/31/2013: $18,500.00

GUIDELINES FOR THE 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 emergency[1] 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 are eligible to apply for a grant. The term "clergy member" is interpreted to mean both active and retired conference members.
- 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 authorized[2] 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 a maximum of $3,000 per individual request. Each request will be reviewed on an individual basis based on need.

[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 and conference officer, or a court appointed guardian.

NOTE: Support Fund Grants received from the Central Texas Conference Board of Pension and Health Benefits may be considered taxable income due to the relationship between the clergy person and the annual conference.

REPORT NO. 12
VOLUNTARY TRANSITION PROGRAM (VTP) FOR CLERGY

A new program authorized by the 2012 General Conference and being offered by the General Board, is called the Voluntary Transition Program (VTP). The General Conference action was taken as a result of a comprehensive Church Systems Task Force which recognized that for some of us, it's probable that we feel that we have fulfilled the mission to which we felt God had called us. And because of this, our season for ministry should naturally now transition away from Conference membership and to another vocation where we can continue to fulfill God's calling on our lives.

The Task Force encouraged General Conference to recognize that it is detrimental to the lives of individuals who feel they must remain in ordained ministry because of the system that we have in place, and that when some individuals recognize that they would like to transition out of the ordained ministry, a means to accomplish this should be provided.

The VTP has been implemented and will be in effect until the end of 2020. It is available to Clergy with a minimum of 5 years of full connection, in good standing, and they have to be an active CPP participant 5 years immediately preceding separation and must not be within 2 years of eligible retirement. Additionally the Conference leadership must approve their request and at the completion of the process the individual must surrender her or his credentials.

With the VTP there is a Severance Benefit that is calculated using two weeks of a Participant's Plan Compensation for every full year of continuous service. As an example, an Elder, aged 45 with 10 years of continuous service, and a plan compensation of $65,000 ($2500 per 2 weeks) would receive a lump sum payment of $25,000. This is obviously just one example but it shows you the effort our General Board is giving toward helping anyone who wants to take advantage of this opportunity to move out of ordained ministry in our Connection, to a new season of

life. Additionally, during the transitional period our Conference would continue to pay the employer portion of your Health Benefits. There are other additional benefits you can find on the GBOPH website (gpophb.org). There are links to the VTP program on the home page of the GBOPH website. You'll find the description under the Comprehensive Protection Plan and if you type this address into your browser it will take you there, http://www.gbophb.org/assets/1/7/3097.pdf .

REPORT NO. 13
RESOLUTION RELATING TO RENTAL/HOUSING ALLOWANCES FOR RETIRED, DISABLED, MINISTERS ON INCAPACITY LEAVE OR FORMER CLERGY PERSONS OF THE CENTRAL TEXAS CONFERENCE

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The Central Texas Conference (the "Conference") adopts the following resolutions relating to rental/housing allowances for active, retired, terminated, or disabled clergypersons of the Conference:

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED:

THAT an amount equal to 100% of the pension, severance, 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 the General Board of Pension and Health Benefits ("GBOPHB"), during the period January 1, 2016 through December 31, 2016, by each active, retired, terminated, or disabled Clergyperson who is or was a member of the Conference, or its

predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

THAT the pension, severance, or disability payments to which this rental/housing allowance designation applies will be any pension, severance, or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB 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, a terminated, 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 an active, a retired, a terminated, or a disabled Clergyperson's pension, severance, or disability plan benefit 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 (and, in most cases, state) income tax purposes is limited under Internal Revenue Code section 107(2), and regulations thereunder, to the least of: (a) 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; (b) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (c) 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 his or her own tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.

Report No. 14
Investment Committee

In an attempt to better manage and evaluate the risk of our invested fund we have set up an Investment Committee. The committee will assist the Board of Pensions in clearly defining the purpose and financial requirements of our conference BOP and develop investment goals and strategies, funding policy and other operational guidelines in an effort to better maximize the investment potential of our funds. The committee is made up of persons with a wide variety of funding and investment experience.

BOARD OF TRUSTEES

MIKE HALL, PRESIDENT

CONFERENCE RELATED STRUCTURES/ENTITIES INSURANCE

The Board of Trustees takes seriously its responsibility to verify that the Conference Insurance coverage is current. To that end, a review of all the Conference insurance policies has been completed, and we are satisfied that the Conference insurance coverage's are adequate. The Conference insurance broker of choice continues to be Bart Tucker of Roach, Howard, Smith, and Barton in Fort Worth at 1-800-295-6607. We encourage all conference churches to annually review their insurance coverage to make sure that it meets their current needs and periodically to examine their local church coverage and get a review and rate quote. Historically we have offered our churches the opportunity to participate in a group policy for Workers Compensation, Employee Liability, and Directors and Officers Insurance. This past year through changes in insurance regulations we could no longer offer this coverage and assisted those involved in finding new individual coverage.

CONFERENCE ELECTRIC AGGREGATE PLAN

Electric utilities in the state of Texas were deregulated effective January 1, 2002. Deregulation offered the opportunity for the churches of the Central Texas Conference to join together to purchase electricity. All of the churches of the conference have been invited to participate in this effort. To date approximately 300 CTC entities have enrolled and the program continues to be beneficial with the benefits of achieving scale, the ability to anticipate costs in budgeting, and protection against the volatility of natural gas prices and future cost increases. The current contract for .0588 cents per kwh concludes June 30, 2015, and we have already negotiated a 1 year extension at a price of 5.66 cents per kwh resulting in further reduction of 3.88% in cost and saving the churches of the CTC $77,602. In fact, this is the lowest price per kwh that we have ever paid for electricity…That is until the next contract beginning July 4, 2016 when the rate will further reduce to .0499 cents per kwh.

Remember there are 2 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 conducted by the CTC service center. 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 which is 0.0588…0.0566 beginning July 1, 2015.

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 Hudson Energy. However, they have no control over these regulated charges. Hudson 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 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 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. (For more detailed information please call the conference service center)

Thoughts on Our Contract Future

In consultation with several energy providers, they each independently, have shared with us that we are at historic lows in energy costs and anticipate the cost of electricity to dip a bit more then level off and head higher. In order to move more quickly when we feel the bottom we need to adjust our process of negotiation. Currently our process requires us to contact each participant and receive their agreement before we sign another contract. In order to take advantage of the downs of the market we need to be given prior approval and be ready to sign the contract so that we can move swiftly and for a potential longer term when the market dips again. We have begun contacting our partner churches to gauge their willingness in this change of negotiation strategy. Based on their feedback received, we are now negotiating for our member churches with full authority to make a decision based on the market timing and as a result have been able to secure a price per kwh that is a 17.8% reduction beginning July 4, 2016!! Praise God from Whom All Blessings Flow!!!!!!

BUILDING COMMITTEE

STEVE MCIVER, CHAIRMAN

I have good news, better news and best news. Not in that order:

The better news is that construction began shortly after the first of the year.

The best news is that the estimated completion date is late June.

The good news is that the committee has not had to meet since last Annual Conference, except by email vote.

CHURCH INSURANCE COVERAGE

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Conference policy requires that each church in the charge carry adequate property, liability and Workers' Compensation Insurance on pastors and other employees. If a pastor (or other worker) receives a work-related injury, health insurance will not pay on what should be a worker's compensation claim. In addition, regular liability insurance will not pay or protect a church against such a gap in coverage. Please, if you do not have workers' compensation coverage, check with our Conference agent, Roach, Howard, Smith and Barton (1-800-295-6607) in Fort Worth, or any agent of your choosing.

We encourage churches to survey the insurance coverage that they now have and compare it to the minimum coverage standards (listed below) we feel are imperative for your church to minimize risk. Certainly there may be good reasons for your church to carry a different amount than the minimum. As always consult with your local church insurance agent or call the Conference Service Center for more information. We also encourage you to routinely shop your insurance needs and compare it with new policies and new carriers. We remind churches that a required part of Charge Conference reporting is a report from the Trustees, which lists insurance coverage and deed recordings.

For help in determining whether your local church insurance is adequate please use the following link to the General Conference Finance and Administration (GCFA) web site for a worksheet.

http://s3.amazonaws.com/Website_GCFA/forms/Documents_/GCFA_Insurance_Worksheet_-_Rev_9-2013.pdf_6.pdf

CENTRAL TEXAS ANNUAL CONFERENCE

Local Church Minimum Insurance Recommendations

The 2012 *Book of Discipline* ¶2533.2 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 therein. Therefore, Trustees of the Central Texas Conference, representing the denomination's trust interest, have adopted the following minimum insurance requirements for local churches:

Commercial Package Policy, to include the following minimum limits:

❖	Buildings, Organs & Contents	Insured to Replacement Value, "Risk of Loss" aka "All Risk" Coverage			
❖	Fine Arts	$25,000			
❖	Comprehensive General Liability	Occurrence	$1,000,000	Aggregate	$2,000,000
❖	Pastoral Counseling Liability	Occurrence	$1,000,000	Aggregate	$2,000,000
❖	Hired and Non Owned Auto Liability	Occurrence	$1,000,000		
❖	Employee Benefits Liability (EBL)	Occurrence	$1,000,000	Aggregate	$1,000,000
❖	Medical Payments	$10,000			
❖	Sexual Misconduct Liability	Occurrence	$1,000,000	Aggregate	$1,000,000
❖	Crime/Employee Dishonesty	Occurrence	$25,000		

Directors & Officers (D&O) Policy, to include the following minimum limits

❖	Directors' & Officers	$1,000,000
❖	Employee Practices Liability (EPL)	$1,000,000 (including Sexual Harassment)

Workers' Compensation Policy, including supply clergy

❖	Bodily Injury by Accident	Each Accident $1,000,000
❖	Bodily Injury by Disease	Policy Limit $1,000,000

Umbrella Policy (Excess Liability) – An Umbrella policy is suggested, but not required

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

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

As always there may be good reasons to have different amounts of coverage.

Please consult with your insurance agent or call the Conference Service Center 817/877-5222 with any questions.

LANDMARK POLICY

Pursuant to the 2012 *Book of Discipline* ¶2512.7, the "Establishment of Annual Conference Policy with Regard to Government Landmark Efforts to Designate Church Owned Property as Landmarks", policy was approved at the 2011 Annual Conference Session. It can be found in the 2012 Conference Journal beginning on page 274.

MINISTRYSAFE

CONGREGATIONAL SAFETY SYSTEM

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BACKGROUND

The General Conference of The United Methodist Church, in April 1996, adopted a resolution aimed at reducing the risk of child sexual abuse in the church. The General Conference of 2008 readopted the resolution. The resolution includes the following statement:

Jesus, said, "Whoever welcomes [a] child …welcomes me" (Matthew 18:5). Children are our present and our future, our hope, our teachers, our inspiration. They are full participants in the life of the church and in the realm of God.

Jesus also said, "If any of you put a stumbling block before one of these little ones…it would be better for you if a great millstone were fastened around your neck and you were drowned in the depths of the sea" (Matthew 18:6). Our Christian faith calls us to offer hospitality and protection to the children, youth and vulnerable persons. The Social Principles of The United Methodist Church state, "children must be protected from economic, physical, emotional and sexual exploitation and abuse" (¶ 162C).

Tragically, churches have not always been safe places for children, youth and vulnerable persons. Child sexual abuse, exploitation, and ritual abuse occur in churches, large and small, urban and rural. The problem cuts across all economic, cultural and racial lines. It is real, and it appears to be increasing…….God calls us to make our churches safe places, protecting children, youth and other vulnerable persons from sexual and ritual abuse. God calls us to create communities of faith where children, youth and adults grow safe and strong. [From The Book of Resolutions of The United Methodist Church-2012, p. 240, ¶ 3084. Copyright © 2012 by The United Methodist Publishing House.]

This environment of love and safety for our children, youth and vulnerable persons is nothing new for our conference. It is in our very fabric and DNA. We specifically

addressed it at the 2005 session of Annual Conference in mandating our churches have a safe sanctuary policy. Now, 9 years later we have discovered that times have changed and a review is necessary.

What we have found in our research is that each of the churches in our annual conference has a deep burden to protect our children, youth and the vulnerable among us from abuse. The issue that most churches face in implementing a safe policy is certainly not for a lack of want to or of not caring.....but more of a lack of resources and knowledge.

To that end the 2014 Annual Conference adopted a partnership with MinistrySafe. The MinistrySafe Safety System is a resource designed to equip churches in developing a foundational safety system for children and youth. Through MinistrySafe we will be able to provide official resources to guide our churches to implement a foundational safety system for children and youth which will include policies, procedures and on-line training for all persons in leadership who work with children and youth. An added benefit is that this will enable the conference to keep an up to date comprehensive conference-wide data base of trained individuals that can be accessed for use by local churches, Glen Lake Camp, CTCYM and others to cut down on overlapping training or worse non-existent training.

MinistrySafe & Abuse Prevention Systems were co-founded by attorneys Greg Love and his wife, Kimberlee Norris, who are dedicated to sexual abuse awareness and prevention. MinistrySafe and Abuse Prevention Systems provide sexual abuse awareness training, live and online, and assist child care organizations in the design and implementation of systems to reduce the risk of child sexual abuse. Love and Norris are frequent speakers before educational groups; youth and children's ministries; day care, adoption and foster care organizations; and youth camps.

The following is a summary time line of implementation of MinistrySafe as voted on by the 2014 Annual Conference:

MINISTRYSAFE IMPLEMENTATION TIMELINE

The following is a summary time line of implementation of MinistrySafe as voted on by the 2014 Annual Conference:

☒ **Spring, 2014**: CTC Trustees recommended approval of MinistrySafe as the CTC safety system for ministry with children and youth.

☒ **Summer, 2014**: MinistrySafe resolution approved at annual conference establishing and adopting
MinistrySafe as the official resource equipping churches to develop a foundational safety system for children and youth.

☒ **Summer, 2014**: CTC MinistrySafe task force was created for the purpose of:

1. Overseeing the implementation and establishment of procedures for MinistrySafe awareness training for all staff and volunteer adult leaders of children and youth, and
2. Bringing a conference-wide MinistrySafe policy back to the 2015 Annual Conference for adoption.

☒ **Fall, 2014**: Live roll-out trainings were held in each district as follows:

1.	September 15	FUMC Stephenville
2.	September 16	FUMC Arlington
3.	October 6	FUMC Fort Worth
4.	October 11	Central UMC, Waco
5.	October 11	FUMC Temple

☒ **Spring, 2015**: Churches work with CTC and MinistrySafe resources to implement MinistrySafe in local congregations. Various hands-on trainings were held as requested.

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☐ **Annual Conference, 2015**: Approval of CTC MinistrySafe policies for children & youth (students) for all CTC sponsored events.

☐ **July 1, 2015**: Target date for all CTC churches to have church staffs and volunteers trained. Begin implementation of the MinistrySafe system.

☐ **Fall, 2015**: All CTC churches submit their MinistrySafe policy to their governing board (Administrative Board, Council etc.)

☐ **Winter, 2015**: Conference Board of Trustees review and follow up on any churches that are not 100% compliant.

MINISTRYSAFE

Central Texas Conference Sponsored Events

"Children's Ministries"

POLICIES & PROCEDURES MANUAL

Dear Children's CTC Event Leader/Volunteer,

In the Central Texas Conference (CTC), we take our responsibility to care for children very seriously. These guidelines are intended to facilitate a safe and nurturing environment in which children can grow in relationship with Jesus Christ.

The pages of this handbook provide a general overview of procedures and guidelines for our event leaders/volunteers during Central Texas Conference Sponsored Events. These policies are intended to create a safe environment for children, protecting children, you, and the mission of the Central Texas Conference. The following procedures have been adopted and will be strictly enforced.

After you have carefully read this policy handbook, please sign and return the agreement form located on the last page to your Event Leader.

Sincerely,

Dawne Phillips
CTC Director of Missions
Central Texas Conference
464 Bailey Ave.
Fort Worth, TX 76107
817.877.5222/800.460.8622
dawnephillips@ctcumc.org

Central Texas Conference Sponsored Events Policies & Procedures for Children's Ministries

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Overview of the Safety System for Central Texas Conference Sponsored Events

Because we love children* and desire to protect them, the Central Texas Conference requires all event leaders/volunteers working with children or youth to have completed all steps of the MinistrySafe training through their local church.

The event supervisor will send to each event leader's/volunteer's church a MinistrySafe Compliance Form to be filled out by the church's MinistrySafe System Safety Administrator and signed by the pastor.

Children pertain to those in age from Infant to 5th/6th grade or approximately 12 years of age.

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Children's Safety Policy for Central Texas Conference Sponsored Events

Abuse Tolerance

The Central Texas Conference has **zero tolerance for abuse** in ministry programs and ministry activities. It is the responsibility of event leaders/volunteers participating in CTC Sponsored Events to act in the best interest of all children in every program.

In the event that event leaders/volunteers observe any inappropriate behaviors (i.e. policy violations, neglectful supervision, poor role-modeling, etc.) or suspected abuse (physical, emotional, or sexual) it is their responsibility to immediately report their observations to the immediate supervisor of the event.

Reporting Suspicious or Inappropriate Behaviors

The Central Texas Conference is committed to providing a safe, secure environment for children 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 CTC MinistrySafe Oversight Committee and the Police Department, Child Protective Services, or other appropriate agency.

An element of the safe environment referenced above includes the fostering of a culture of reporting relevant information to a supervisor of event or a member of our CTC MinistrySafe Oversight Committee. Because sexual abusers 'groom' children for abuse, it is possible an event leader or volunteer may witness behavior intended to 'groom' a child for sexual abuse. Event leaders and volunteers are asked to report 'grooming' behavior, any policy violations, or any suspicious behaviors to the event supervisor or a member of our CTC MinistrySafe Oversight Committee.

Enforcement of Policies

Our event supervisor who supervises other event leaders or volunteers are charged with the diligent enforcement of all our policies. Violations of these policies are grounds for immediate dismissal, disciplinary action, or reassignment from participating in CTC Sponsored Events. Final decisions related to policy violations will be the responsibility of CTC MinistrySafe Oversight Committee.

Reporting Abuse or Suspicions of Abuse at Central Texas Conference Sponsored Events

Reporting Violation of Policy

In order to maintain a safe environment for all children, our event leaders/volunteers 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 supervisor of the sponsored event or the CTC MinistrySafe Oversight Committee.

Consequences of Violation

Any person accused of committing a prohibited act or any act considered by the Central Texas Conference to be harmful to a child will be immediately suspended from participation in Central Texas Conference 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 an event leader/volunteer in all activities and programming that involves children, youth or vulnerable populations at a Central Texas Conference sponsored event. If the person is a staff member or employee, such conduct may also result in termination of employment from our Central Texas Conference.

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 children, youth or vulnerable populations at our CTC Sponsored Events.

Reporting Suspicions of Abuse to Law Enforcement Agencies

Event leaders and volunteers of Central Texas Conference sponsored events are required to report suspicions of child abuse or neglect, or any inappropriate

behavior of a colleague or co-worker, to the immediate supervisor of the event, or a member of the CTC MinistrySafe Oversight Committee.

Texas law requires that any person having cause to believe a child's physical or mental health or welfare has been or may be adversely affected by abuse or neglect must make a report to the appropriate law enforcement agency pursuant to Chapter 261 of the Texas Family Code. If the event leader/volunteer prefers, the event leader or volunteer may request reporting assistance from an immediate supervisor of the event, or CTC MinistrySafe Oversight Committee member; and together with this supervisor, committee member or volunteer will make a report to the appropriate authorities. If the event leader or volunteer makes a report regarding a suspicion of abuse or neglect without assistance, the event leader or volunteer will immediately notify an immediate event supervisor, or CTC MinistrySafe Oversight Committee member. In no way does any provision in this policy discourage any event leader or volunteer from reporting a suspicion of abuse or neglect to the appropriate Texas authorities.

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If appropriate, the Event Supervisor or member of CTC MinistrySafe Oversight Committee will inform the following:

Texas Department of Family and Protective Services at 1-800-252-5400

Child Protective Services at 817-321-8680 or check your local listing in your community

Response to Report of Abuse

Our CTC MinistrySafe Oversight Committee will take appropriate action on behalf of the Central Texas Conference when a report of abuse occurs.

Central Texas Conference Sponsored Events Children's Ministries Monitoring Plan

Monitoring of event leaders/volunteers at CTC sponsored events will include regular (announced and unannounced) visits at sponsored events to provide supervisors the opportunity to observe event leaders/volunteers interactions with children.

MinistrySafe Oversight Committee Central Texas Conference

MinistrySafe Oversight Committee

Recognizing the importance of providing and maintaining a safe environment for children, our Central Texas Conference will appoint and maintain a CTC

MinistrySafe Oversight Committee. This committee will be appointed after approval of the CTC policy at Annual Conference. This committee will meet once each quarter.

Mission Statement

The purpose of the CTC MinistrySafe Oversight Committee is to enable our Central Texas Conference sponsored children's events to carry out appropriate ministry activities while safeguarding program participants against emotional, physical or sexual abuse.

Composition

The Central Texas Conference MinistrySafe Oversight Committee will be comprised of the following members:

1. CTC Director of Missions
2. CTC Assoc. Director/Intentional Faith Development
3. CTC Coordinator of Youth & Young Adult Missions
4. Two Children's Ministry Directors from CTC
5. Two Youth Directors from CTC
6. Conference Trustee

Meetings

Meeting will be chaired by CTC Director of Mission or his/her designee. Meeting of the CTC MinistrySafe Oversight Committee will be held on a quarterly basis to discuss risk management practices and updates. This 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 Central Texas Conference MinistrySafe Oversight Committee will be charged with the following duties:

1. Applying existing policies and procedures related to youth and children's safety and risk management issues to all Central Texas Conference sponsored events.

2. Monitoring all CTC Youth and Children's Ministries programs for ongoing compliance with safety policies.

3. Making recommendations to our CTC ministry leadership regarding safety and policy issues.

4. Responding to allegations of abuse or misconduct in CTC sponsored events.

BUILDING SAFETY AT CENTRAL TEXAS CONFERENCE SPONSORED EVENTS

The Event Director for CTC children sponsored events will be responsible for ensuring that the Children's Building/Area is monitored during the event. This will include unobserved monitoring of event leaders/volunteers and children in children's classrooms/area.

No child will ever be left unattended in the ministry area or on the children's playground during Children's Events sponsored by Central Texas Conference. Event Leaders, staff members or volunteers, are prohibited from being alone with an individual child in any room or building. In the event an event leader finds him/herself alone with children after departure of other adults, that event leader will take the child to a room or building occupied by others, or to a location easily observed by others. (Example: if a child is the last in a class to be picked up by a parent, move to an adjoining room where other event leaders or volunteers are present.)

After the event, event leaders must ensure every room and restroom is checked prior to leaving.

On the children's playground, event leaders are to circulate, watching children during play periods, giving particular attention to the areas which are not easily seen from all viewpoints. (Example: under slides, in corners, behind structures).

Any two children together in an unseen or less easily viewed area should be redirected to another (more open) area.

Worker to Child Ratios

The Central Texas Conference is committed to providing adequate supervision in all Children's Ministries Central Texas Conference Sponsored Events. Central Texas Conference recommends that the primary leader be at least 18 years old, and any main helpers be 5 years older that the oldest child participant. A minimum of two unrelated adults are required at all times using the following ratios:

Program	Unrelated Workers	Children
Nursery	2	8
Preschool, 2 and 3 years old	2	12
Preschool, 4 and 5 years old	2	18
Elementary	2	20

If a worker is 'out of ratio' it is his/her responsibility to immediately notify the event supervisor. Supervisors will make diligent efforts to find substitute workers to immediately bring worker to children ratios into compliance with this policy.

THE ABOVE RATIOS ARE MINISTRYSAFE MINIMUM RECOMMENDATIONS. WHERE SUPERVISION IS CONCERNED, MORE IS GENERALLY BETTER.

DISCIPLINE POLICY OF CENTRAL TEXAS CONFERENCE SPONSORED EVENTS

It is the policy that event leaders/volunteers are prohibited from using physical discipline in any manner for behavioral management of children. **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 children. Children are to be disciplined using time-outs and other non-physical methods of behavior management. In employing this procedure, staff members and volunteers should observe the following guidelines:

1. 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).

2. 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).

3. Provide the child with a simple, understandable reason for the time-out, and provide the child with 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.

4. 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.

5. 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).

6. 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.")

7. 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.

Uncontrollable or unusual behavior should be reported immediately to parents and the Event Director.

Therefore event leaders and local church sponsors must have contact information for each child at all times.

Bathroom Supervision and Assistance Guideline For Central Texas Conference Sponsored Events

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Nursery Children

Because nursery children may require complete assistance with their bathroom activities, all event leaders/volunteers will observe the following policies:

Diapering

1. Best practices of childcare suggest that only female nursery workers or the child's parent or legal guardian will undertake the diapering of children of either sex.
2. Changing of diapers should be done in plain sight of other nursery workers.
3. Children will never be left unattended on changing tables.
4. Any special instructions given by parents leaving children in nursery will be recorded on the registration cards ("Seth Adams has a medicine in the bag for rash.")
5. Children should be re-diapered and re-clothed immediately upon the completion of changing their soiled diaper.
6. Children should be changed on changing stations only.

Toilet Training

1. No child will be forced to toilet train.
2. Best practices of childcare suggests that only female nursery workers or the child's parent or legal guardian will participate in toilet training efforts with children of either sex.
3. When children are taken into bathrooms the door will be left partially open.
4. Young children will never be left unattended in bathrooms.
5. Parents should be consulted on each child's progress in the toilet training process before leaving the child with volunteers or staff members. Any special instructions given by parents leaving children in the nursery will be

recorded on the registration card ("Georgia can use the toilet, but she needs to be reminded – ask her if she needs to go.").
6. Children should be assisted in straightening their clothing before returning to the room with other children.
7. "Accidents" should be handled by reassuring the child and completing the changing of diapers or underwear and clothing.

SCHOOL AGE CHILDREN

School 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.) Event leaders/volunteers of the event should never take a lone child to the restroom.

If an event leader/volunteer of the event 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 bathroom 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 event leader/volunteer.

SPECIAL NEEDS

Parents will offer instruction to event leaders/volunteers to change the diapers of special needs individuals. After the age of 4, parents or legal guardians will change all special needs individuals.

INTOXICANTS

Event leaders/volunteers are prohibited from the use, possession, or being under the influence of alcohol or any illegal drugs while leading any CTC Sponsored Events, while traveling with children, or while working with or supervising children.

MEDICATION

Medication may be given to a child by an Event Leader with a doctor's prescription. The medication must be in the original packaging, including over the counter medication. The only exceptions to this policy are diaper ointment/medication and insect bite cream, after a parent information sheet is signed by a parent or guardian.

NUDITY

Event leaders/volunteers in our Children's CTC Sponsored Events should never be nude in the presence of children in their care. In the event there is a situation that

may call for or contemplate the possibility of nudity (i.e. changing clothes during a pool party, weekend or overnight retreat, etc.), the Event Director will submit a plan for approval to his/her supervisor concerning arrangements for showering or changing clothes.

One-to-One Interactions with Children

Event leaders/volunteers should never conduct one-to-one, unobserved meetings or interaction with children while participating in our Children's CTC Sponsored Events. Another adult who has completed the application and screening process should always be present.

Transportation

Event Leaders/Volunteers may from time to time be in a position to provide transportation for children. The following guidelines should be strictly observed when workers are involved in the transportation of children:

1. Children should be transported directly to their destination. Unauthorized stops to a non-public place should be avoided. Best practices of ministry recommend two adults in every car. **Never will there be a child alone with an adult in a vehicle.**

2. Event leaders/volunteers should avoid physical contact with children while in vehicles.

3. No cell phones may be utilized by the driver while driving church vans, or vehicles owned or rented, unless in an emergency.

4. No drivers under age 25 may drive the church owned or rented vehicles on CTC sponsored events.

Parental Contact

Parents who leave a child in the care of our Event leaders/volunteers during a CTC Sponsored Event will be contacted if their child becomes ill, injured, or has a severe disciplinary problem while participating in a CTC Sponsored Event. Therefore, event leaders must have contact information for each child at all times.

Parental Involvement

Parents are encouraged to visit any and all services and programs in which their child is involved with a CTC sponsored event. Parents have an open invitation to observe all programs and activities in which their child is involved. However, parents who desire to participate in or have continuous, ongoing contact with their children's programs will be required to complete our MinistrySafe volunteer application and screening process.

Physical Contact

Central Texas Conference is committed to protecting children in its care. To this end, our conference has implemented a 'physical contact policy' which promotes a positive, nurturing environment for our Children's CTC Sponsored Events while protecting children. The following guidelines are to be carefully followed by all CTC Sponsored Event Leaders/Volunteers:

1. Side hugs, pats on the back and other forms of appropriate physical affection between event leaders/volunteers and children are important for children's development, and are generally suitable in a CTC Sponsored Event setting.

2. Inappropriate touching and inappropriate displays of affection are forbidden. Any inappropriate physical contact, touching or displays of affection should be immediately reported to an immediate event supervisor.

3. Physical contact should be for the benefit of the child, and never be based upon the emotional needs of an Event Leader/Volunteer.

4. Physical contact and affection should be given only in observable places or when in the presence of other children or children's events leaders. It is much less likely that touch will be inappropriate or misinterpreted when physical contact is open to observation.

5. Physical contact in any form should not give even the appearance of wrongdoing. The personal behavior of event leaders/volunteers in CTC Sponsored Children's Ministry Events must foster trust at all times. Personal conduct must be above reproach.

6. Do not force physical contact, touch or affection on a reluctant child. A child's preference not to be touched must be respected.

7. Children CTC Sponsored Event Leaders/Volunteers are responsible for protecting children under their supervision from inappropriate or unwanted touch by others.

8. Any inappropriate behavior or suspected abuse by an event leader/volunteer must be reported immediately to the event supervisor or a member of the CTC MinistrySafe Oversight Committee.

Sexually Oriented Conversations

Event Leaders/Volunteers are prohibited from engaging in any sexually oriented conversations with children, and are not permitted to discuss any inappropriate or explicit information about their own personal relationships, dating or sexual activities with any child at any CTC Sponsored Event. However, it is expected that

from time to time, Central Texas Conference may hold a Sponsored Event where discussions and lessons may address age appropriate issues related to human sexuality. These lessons will convey to the children the United Methodist Church's view on these topics. A parent/guardian signature will be required for each child.

SEXUALLY ORIENTED MATERIALS

Event leaders/volunteers of any CTC Sponsored Events are prohibited from possessing any sexually oriented materials (magazines, cards, images, videos, films, etc.) at an event or in the presence of children.

SLEEPING ARRANGEMENTS

It is anticipated that certain CTC Sponsored Children Ministry Events may occasionally require that overnight sleeping arrangements be made for children and event leaders/volunteers (i.e. lock-ins, mission trips, etc.). In the event an activity requires sleeping arrangements, all event leaders/volunteers will strictly observe the following rules:

1. The 2-adult nonrelated rule must be followed. The 2 adult leaders present must have previously completed the CTC MinistrySafe screening process.

2. Overnight sleeping arrangements must be submitted in writing to and approved by the CTC MinistrySafe Oversight Committee prior to the event, and have signed approval by parents. It is recommended that this information be included in the permission slip for the event and signed by the parent.

3. As long as any children are awake, one of the event leaders/volunteers must also be awake and monitoring children to ensure safe behavior.

4. Leaders should check with parents and use good judgment regarding PG or PG-13 movies. No R-rated movies are permitted.

5. Appropriately modest sleeping attire must be worn.

6. In the event of a sleepover on campus that involves both boys and girls, boys and girls must sleep in separate rooms, properly supervised by children event leaders/volunteers of the same gender.

7. Event leaders and volunteers will monitor sleeping children by periodically conducting visual bed checks to ensure that sleeping children remain in designated sleeping places. During bed checks, event leaders/volunteers should never physically touch a child.

8. In the event that overnight arrangements do not include standard beds, each event leader/volunteer and child will use single sleeping bags or

blankets. In these instances a "one-person-to-one bag or blanket" rule will be observed.

Tobacco Use

Central Texas Conference requires event leaders/volunteers to abstain from the use or possession of tobacco products during any CTC Sponsored Event. Our CTC Sponsored Events are tobacco-free.

Verbal Interactions

Verbal interactions between event leaders/volunteers and children should be positive and uplifting. Our event leaders/volunteers should strive to keep verbal interactions encouraging, constructive, and mindful of their mission of aiding parents in the spiritual growth and development of children.

To this end, event leaders/volunteers should not talk to children in a way that is or could be construed by any reasonable observer as harsh, threatening, intimidating, shaming, derogatory, demeaning, or humiliating. In addition, event leaders/volunteers are expected to refrain from swearing in the presence of children.

Release of Children

At any time that a child has been entrusted to our CTC Sponsored Event leaders or volunteers, Central Texas Conference incurs responsibility for the safety and well-being of the child. Event leaders/volunteers must act to ensure the appropriate supervision and safety of children in their charge.

Event leaders/volunteers 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 the event.

It is presumed a person who drops off a child or student has authority to pick up the child.

In the event that event leaders/volunteers are uncertain of the propriety of releasing a child, they should immediately locate or contact their Event Director before releasing the child.

Supervision

Event leaders/volunteers of CTC Sponsored Events are expected to provide adequate supervision for children in their care.

CENTRAL TEXAS CONFERENCE
MINISTRYSAFE OVERSIGHT COMMITTEE

Indicated below are the names of person who hold these key areas of leadership (whether staff or volunteer) and their contact information. This list will be updated on an annual basis or when changes occur and provided to all active event leaders/volunteers. It will be maintained with the official policy document.

Job Title	Name	Phone #	Email
CTC Director of Missions			
CTC Assoc. Director of Missions, Faith Formation			
CTC Coord. of Youth and Young Adult Missions			
Children's Ministries Representative			
Children's Ministries Representative			
Youth Ministries Representative			
Youth Ministries Representative			
Conference Trustee			

CENTRAL TEXAS CONFERENCE SPONSORED EVENTS POLICIES & PROCEDURES STATEMENT OF ACKNOWLEDGEMENT AND AGREEMENT

As the group leader, I have received and read a copy the Central Texas Conference Sponsored Events Children's Ministries Policies and Procedures and understand the importance of the material in the manual. I agree to abide by these guidelines while serving or working at a Central Texas Conference Sponsored Event.

I understand the Policies and Procedures may be modified, and that any guideline may be amended, revised, or eliminated by Central Texas Conference.

I have reviewed the duties listed in my ministry position description, and I agree to fulfill these duties. 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 the materials and guidelines contained in this handbook in no way express or imply a contractual employment relationship between me and Central Texas Conference. 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 guidelines which may be created and distributed as well as Policy and Procedure guidelines that are changed or deleted.

I acknowledge receipt of the policies and procedures manual.

_____
Name of CTC Sponsored Event

_____
Event Leader/Volunteer's name (please print)

_____
Event Leader/Volunteer's signature

_____
Date

[This page to remain attached to the Central Texas Conference Sponsored Events Children's Ministries Safety Policies.]

Central Texas Conference Sponsored Events Policies & Procedures Statement of Acknowledgement and Agreement

As the group leader, I have received and read a copy the Central Texas Conference Sponsored Events Children's Ministries Policies and Procedures and understand the importance of the material in the manual. I agree to abide by these guidelines while serving or working at a Central Texas Conference Sponsored Event.

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I acknowledge receipt of the policies and procedures handbook.

_____
Name of CTC Sponsored Event

_____
Event Leader/Volunteer's name (please print)

_____
Event Leader/Volunteer's signature

_____
Date

(This page to be signed, detached and delivered to the CTC Sponsored Event Supervisor)



MINISTRYSAFE

Central Texas Conference Sponsored Events

"Youth Ministries"

POLICIES & PROCEDURES MANUAL

Dear Youth CTC Event Leader*/Group Leader**,

In the Central Texas Conference (CTC), we take our responsibility to care for youth very seriously. These guidelines are intended to facilitate a safe and nurturing environment in which youth can grow in relationship with Jesus Christ.

The pages of this handbook provide a general overview of procedures and guidelines for our event leaders/volunteers during Central Texas Conference Sponsored Events. These policies are intended to create a safe environment for youth, protecting youth, you, and the mission of the Central Texas Conference. The following procedures have been adopted and will be strictly enforced.

After you have carefully read this policy handbook, please sign and return the agreement form located on the last page to your Event Leader.

Sincerely,

Dawne Phillips
CTC Director of Missions
Central Texas Conference
464 Bailey Ave.
Fort Worth, TX 76107
817.877.5222/800.460.8622
dawnephillips@ctcumc.org

*The Event Leader is the individual responsible for coordination/leadership of the CTC Sponsored Event.

**The Group Leader is the individual responsible for coordinating/leading a group who is participating in the event.

Central Texas Conference Sponsored Events
Safety Policies & Procedures for Youth Ministries

Contents:

- Overview of Safety System 231
- Youth Safety Policy 231
- Reporting Abuse or Suspicions of Abuse 232
- Youth Ministry Monitoring Plan 233
- MinistrySafe Oversight Committee 233
- Building Safety 234
- Worker to Youth Ratio 235
- Discipline 235
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- One-to-One Interactions with Youth 235
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- Parental Contact 235
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Overview of the Safety System for Central Texas Conference Sponsored Events

Because we love youth and desire to protect them, the Central Texas Conference requires all event leaders/group leaders/volunteers working with children or youth to have completed all steps of the MinistrySafe training through their local church.

The event supervisor will send to each event leader's/volunteer's church a MinistrySafe Compliance Form to be filled out by the church's MinistrySafe System Safety Administrator and signed by the pastor.

Youth Safety Policy for Central Texas Conference Sponsored Events

Abuse Tolerance

The Central Texas Conference has **zero tolerance for abuse** in ministry programs and ministry activities. It is the responsibility of every event leader/group leader/volunteer participating in CTC Sponsored Events to act in the best interest of all youth in every program.

In the event that event leaders/group leaders/volunteers observe any inappropriate behaviors (i.e. policy violations, neglectful supervision, poor role-modeling, etc.) or suspected abuse (physical, emotional, or sexual) it is their responsibility to immediately report their observations to the immediate supervisor of the event.

Reporting Suspicious or Inappropriate Behaviors

The Central Texas Conference is committed to providing a safe, secure environment for youth 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 CTC MinistrySafe Oversight Committee and the Police Department, Child Protective Services, or other appropriate agency.

An element of the safe environment referenced above includes the fostering of a culture of reporting relevant information to a supervisor of event or a member of our CTC MinistrySafe Oversight Committee. Because sexual abusers 'groom' youth for abuse, it is possible an event leader, group leader or volunteer may witness behavior intended to 'groom' a youth for sexual abuse. Event leaders, group leaders and volunteers are asked to report 'grooming' behavior, any policy violations, or any suspicious behaviors to the event leader or a member of our CTC MinistrySafe Oversight Committee.

Enforcement of Policies

The event leader who supervises other group leaders or volunteers are charged with the diligent enforcement of all our policies. Violations of these policies are grounds for immediate dismissal, disciplinary action, or reassignment from participation in CTC Sponsored Events. Final decisions related to policy violations will be the responsibility of the CTC MinistrySafe Oversight Committee.

Reporting Abuse or Suspicions of Abuse at Central Texas Conference Sponsored Events

Reporting Violation of Policy

In order to maintain a safe environment for youth, our event leaders/group leaders/volunteers 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 CTC MinistrySafe Oversight Committee. *(See Page #13)*

Consequences of Violation

Any person accused of committing a prohibited act or any act considered by the Central Texas Conference to be harmful to a youth will be prohibited from participation in Central Texas Conference 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 an event leader/group leader/volunteer in all activities and programming that involves children or youth at a Central Texas Conference sponsored event. If the person is a staff member or employee, such conduct may also result in termination of employment from our Central Texas Conference.

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 children or youth at our CTC Sponsored Events.

Reporting Suspicions of Abuse to Law Enforcement Agencies

Event leaders, group leaders and volunteers of Central Texas Conference sponsored events are required to report suspicions of child abuse or neglect, or any inappropriate behavior of a colleague or co-worker, to the immediate event leader

of the event, or a member of the CTC MinistrySafe Oversight Committee. *(See page #13)*

Texas law requires that any person having cause to believe a youth's physical or mental health or welfare has been or may be adversely affected by abuse or neglect must make a report to the appropriate law enforcement agency pursuant to Chapter 261 of the Texas Family Code. If the event leader/group leader/volunteer prefers, the group leader/volunteer may request reporting assistance from the event leader of the event, or CTC MinistrySafe Oversight Committee; and together with this event leader, committee member, group leader or volunteer will make a report to the appropriate authorities. If the event leader, group leader or volunteer makes a report regarding a suspicion of abuse or neglect without assistance, the event leader, group leader or volunteer will immediately notify an immediate event supervisor, or CTC MinistrySafe Oversight Committee. In no way does any provision in this policy discourage any event leader, group leader or volunteer from reporting a suspicion of abuse or neglect to the appropriate Texas authorities.

G

If appropriate, the Event Supervisor or member of the CTC MinistrySafe Oversight Committee will inform the following:

Texas Department of Family and Protective Services at 1-800-252-5400

Child Protective Services at 817-321-8680 or check for your local listing in your community

Response to Report of Abuse

Our CTC MinistrySafe Oversight Committee will take appropriate action on behalf of Central Texas Conference when a report of abuse occurs.

Central Texas Conference Sponsored Events Student Ministries Monitoring Plan

Monitoring of event leaders/group leaders/volunteers at CTC sponsored events will include regular (announced and unannounced) visits at sponsored events to provide supervisors the opportunity to observe event leaders/group leaders/volunteers interactions with youth.

MinistrySafe Oversight Committee Central Texas Conference

MinistrySafe Oversight Committee

Recognizing the importance of providing and maintaining a safe environment for youth, our Central Texas Conference will appoint and maintain a CTC MinistrySafe Oversight Committee. The committee will be appointed after

approval of the CTC policy at Annual Conference. This committee will meet once each quarter.

MISSION STATEMENT

The purpose of the CTC MinistrySafe Oversight Committee is to enable our Central Texas Conference sponsored youth events to carry out appropriate ministry activities while safeguarding program participants against emotional, physical or sexual abuse.

COMPOSITION

The Central Texas Conference MinistrySafe Oversight Committee will be comprised of the following members:

1. CTC Director of Missions
2. CTC Assoc. Director/Intentional Faith Development
3. CTC Coordinator of Youth & Young Adult Missions
4. Two Children's Ministry Directors from CTC
5. Two Youth Ministry Directors from CTC
6. Conference Trustee

MEETINGS

Meetings will be chaired by CTC Director of Mission or his/her designee. Meeting of the CTC MinistrySafe Oversight Committee will be held on a quarterly basis to discuss risk management practices and updates. This 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 CTC MinistrySafe Oversight Committee will be charged with the following duties:

1. Applying existing policies and procedures related to youth and children safety and risk management issues to all Central Texas Conference sponsored events.

2. Monitoring all CTC Youth and Children Ministry programs for ongoing compliance with safety policies.

3. Making recommendations to our CTC ministry leadership regarding safety and policy issues.

4. Responding to allegations of abuse or misconduct in the CTC sponsored events.

Building Safety
Central Texas Conference Sponsored Events

The Event Leader for CTC youth sponsored events will be responsible for ensuring that the Youth Ministry Building/Area is monitored during the event. This will include unobserved monitoring of event leaders/group leaders/volunteers and youth in youth classrooms/area.

Every attempt should be made so that no youth will ever be left unattended or unsupervised during youth ministry events sponsored by Central Texas Conference. Event leaders, group leaders or volunteers are prohibited from being alone with an individual youth in any room or building. IN the event an event leader, group leader or volunteer finds him/herself alone with a single youth, that event leader/group leader/volunteer will take the youth to a room or building occupied by others, or to a location easily observed by others. (Example: If a youth desires additional conversation or counsel with an event leader, group leader or volunteer after regular programming has concluded, move to an adjoining room where other event leaders/group leaders/volunteers are present.)

After the event, event leaders/group leaders/volunteers must ensure every room and restroom is checked prior to leaving.

Any youth together in an unseen or less easily viewed area should be redirected to another (more open) area.

Worker to Youth Ratio

The Central Texas Conference is committed to providing adequate supervision at all CTC sponsored youth ministry events. Central Texas Conference recommends that the main youth event leaders be at least 5 years older than the oldest youth, and any main helpers be 1 year post high school or equivalent and 3 years age difference from oldest youth participant. Accordingly, the following ratios will be observed for CTC Youth Ministry sponsored events:

For groups up to and including 30 youth, there will be a minimum of 2 unrelated event leaders, group leaders or volunteers supervising. For groups larger than 30 youth, there will be a minimum of 3 unrelated event leaders, group leaders or volunteers supervising. For every additional 15 youth, 1 event leader, group leader or volunteer will be required.

If a worker is "out of ratio" it is his/her responsibility to immediately notify the event leader. The event leader will make diligent efforts to immediately bring event leaders/group leaders/volunteer to youth ratios into compliance with this policy.

The above ratios are MinistrySafe minimum recommendations. Where supervision is concerned, more is generally better.

Discipline Policy of Central Texas Conference Sponsored Events

It is the policy that event leaders, group leaders and volunteers are prohibited from using physical discipline in any way for behavior management of children or youth. **No form of physical discipline is acceptable.** This prohibition includes spanking, slapping, pinching, hitting, or any other physical force as retaliation or correction or inappropriate behaviors by youth. If a youth is unruly or fails to comply with verbal warnings or instructions from event leaders/group leaders/volunteers, that youth will be asked to leave (if not endangered by doing so) or the youth's parent will be contacted to pick up the youth. In the event of a fight or physical altercation, event leader/group leader/volunteer will verbally redirect youth involved and will try to avoid physical intervention. Uncontrollable or unusual behavior should be reported immediately to parents and the event supervisor.

Therefore event leaders and local church sponsors must have contact information for each youth at all times.

Intoxicants

Event leaders/group leaders/volunteers are prohibited from the use, possession, or being under the influence of alcohol or any illegal drugs while leading any CTC Sponsored Events, while traveling with youth, or while working with or supervising youth.

Medication

Medication may be given to a child by an Event Leader with a doctor's prescription. The medication must be in the original packaging, including over the counter medication. The only exceptions to this policy are diaper ointment/medication and insect bite cream, after a parent information sheet is signed by a parent or guardian.

Nudity

Event leaders/group leaders/volunteers in our Youth CTC Sponsored Events should never be nude in the presence of youth in their care. In the event there is a situation that may call for or contemplate the possibility of nudity (i.e. changing clothes during a pool party, weekend or overnight retreat, etc.), the Event Director

will submit a plan for approval to his/her supervisor concerning arrangements for showering or changing clothes with adults and youth separate.

One-to-One Interactions With Youth

Event leaders/group leaders/volunteers should never conduct one-to-one, unobserved meetings or interaction with youth while participating in our Youth CTC Sponsored Events. Another adult who has completed the application and screening process should always be present.

Transportation

Event leaders/group leaders/volunteers may from time to time be in a position to provide transportation for youth. The following guidelines should be strictly observed when workers are involved in the transportation of youth:

1. Youth should be transported directly to their destination. Unauthorized stops to a non-public place should be avoided. Best practices of ministry recommend two adults in every car. **Never will there be a youth alone with an adult in a vehicle.**

2. Event leaders, group leaders and volunteers should avoid physical contact with youth while in vehicles.

3. No cell phones may be utilized by the driver while driving church vans, or vehicles owned or rented, unless in an emergency.

4. No drivers under age 25 may drive our owned or rented vehicles on CTC sponsored events.

Parental Contact

Parents who leave a youth in the care of our event leaders/group leaders/volunteers during a CTC Sponsored Event will be contacted if their youth becomes ill, injured, or has a severe disciplinary problem while participating in a CTC Sponsored Event. Therefore, event leaders must have contact information for each youth at all times.

Physical Contact

Central Texas Conference is committed to protecting youth in its care. To this end, our conference has implemented a 'physical contact policy' which promotes a positive, nurturing environment for our Youth CTC Sponsored Events. The following guidelines are to be carefully followed by all CTC Sponsored Event Leaders/Group Leaders/Volunteers:

1. Side hugs, pats on the back and other forms of appropriate physical affection between event leaders/group leaders/volunteers and youth are important for

youth's development and are generally suitable in a CTC Sponsored Event setting.

2. Inappropriate touching and inappropriate displays of affection are forbidden. Any inappropriate physical contact, touching or displays of affection should be immediately reported to an event leader.

3. Physical contact should be for the benefit of the youth, and never be based upon the emotional needs of an event leader/volunteer.

4. Physical contact and affection should be given only in observable places or when in the presence of other youth or youth event leaders. It is much less likely that touch will be inappropriate or misinterpreted as such when physical contact is open to observation.

5. Physical contact in any form should not give even the appearance of wrong doing. The personal behavior of event leaders/group leaders/volunteers in CTC Sponsored Youth Ministry Events must foster trust at all times. Personal conduct must be above reproach.

6. Do not force any physical contact, touch or affection upon a reluctant youth. A youth's preference not to be touched must be respected.

7. Youth CTC Sponsored Event Leaders/Group Leader/Volunteers are responsible for protecting youth under their supervision from inappropriate or unwanted touch by others.

8. Any inappropriate behavior or suspected abuse by event leaders/volunteers must be reported immediately to the event supervisor or member of the CTC MinistrySafe Oversight Committee

SEXUALLY ORIENTED CONVERSATIONS

Event leaders/group leaders/volunteers are prohibited from engaging in any sexually oriented conversations with youth and are not permitted to discuss any inappropriate or explicit information about their own personal relationships, dating or sexual activities at any CTC Sponsored Event. However, it is expected that from time to time, Central Texas Conference may hold a Sponsored Event where discussions and lessons may address age appropriate issues related to purity, dating, sex and human sexuality. These lessons will convey to the youth the United Methodist Church's view on these topics. A parent/guardian signature will be required for each youth.

SEXUALLY ORIENTED MATERIALS

Event leaders/group leaders/volunteers of any CTC Sponsored Events are prohibited from possessing any sexually oriented printed materials (magazines, cards, images, videos, films, etc.) at any event or in the presence of youth.

Sleeping Arrangements

It is anticipated that certain CTC Sponsored Youth Ministry Events may require that overnight sleeping arrangements be made for youth and event leaders/volunteers (i.e. lock-ins, mission trips, retreats, etc.). In the event an activity requires sleeping arrangements, event leaders, group leaders and volunteers will strictly observe the following rules:

1. The 2-adult nonrelated rule must be followed. The 2 adult leaders present must have previously completed the CTC MinistrySafe screening process.

2. Overnight sleeping arrangements must be submitted by the event leader in writing to and approved by the CTC MinistrySafe Oversight Committee prior to the event. Information about sleeping arrangements will be included in registration material and include permission slip to be signed for approval by parent/guardian. In the event of a sleepover on campus that involves both boys and girls, boys and girls must sleep in separate rooms, properly supervised by youth event leaders of the same gender.

3. As long as any youth are awake, one of the event leaders/group leaders/volunteers must also be awake and monitoring youth to ensure safe behavior.

4. Appropriately modest sleeping attire must be worn.

5. Event leaders/group leaders/volunteers will monitor sleeping youth by periodically conducting visual bed checks to ensure that sleeping youth remain in designated sleeping places. During bed checks, event leaders/group leaders/volunteers should never physically touch a youth.

6. In the event that overnight arrangements do not include standard beds, each event leader/group leader/volunteer, and youth will use single air mattresses, sleeping bags or blankets. In these instances a "one-person-to-one bag or blanket" rule will be observed.

Tobacco Use

Central Texas Conference requires event leaders/group leaders/volunteers to abstain from the use or possession of tobacco products during any CTC Sponsored Event. Our CTC Sponsored Events are tobacco-free.

Verbal Interactions

Verbal interactions between event leaders/group leaders/volunteers and youth should be positive and uplifting. Our event leaders/group leaders/volunteers should strive to keep verbal interactions encouraging, constructive, and be ever mindful of

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Central Texas Conference
MinistrySafe Oversight Committee

Indicated below are the names of person who hold these key areas of leadership (whether staff or volunteer) and their contact information. This list will be updated on an annual basis or when changes occur and provided to all active event leaders/volunteers. It will be maintained with the official policy document.

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Children's Ministries Representative			
Children's Ministries Representative			
Youth Ministries Representative			
Youth Ministries Representative			
Conference Trustee			

Central Texas Conference Sponsored Events Policies & Procedures Statement of Acknowledgment and Agreement

As the group leader, I have received and read a copy of the Central Texas Conference Sponsored Events Youth Ministries Policies and Procedures and understand the importance of the matters set forth within this handbook. I agree to follow and abide by these guidelines while serving or working at a Central Texas Conference Sponsored Event.

I understand the Policies and Procedures may be modified, and that any guidelines may be amended, revised, or eliminated at any time by Central Texas Conference.

I have reviewed the duties listed in my ministry position description, and I agree to fulfill these duties. 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 the materials and guidelines contained in this handbook in no way express or imply a contractual employment relationship between me and Central Texas Conference. If I am applying as a volunteer, I acknowledge and agree that I will receive no compensation for hours that I have worked.

I understand that it is my responsibility to review new guidelines that are created and distributed as well as Policy and Procedure guidelines that are changed or deleted.

I hereby acknowledge receipt of the policies and procedures handbook.

_____
Name of CTC Sponsored Event

_____
Event Leader/Group Leader/Volunteer's name (please print)

_____
Event Leader/Group Leader/Volunteer's signature

Date: _____

[This page to remain attached to the Central Texas Conference Sponsored Events Youth Ministries Safety Policies.)

Central Texas Conference Sponsored Events Policies & Procedures Statement of Acknowledgment and Agreement

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Name of CTC Sponsored Event

_____
Event Leader/Group Leader/Volunteer's name (please print)

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Event Leader/Group Leader/Volunteer's signature

Date: _____

(This page must be signed, detached and delivered to the CTC Sponsored Event Supervisor prior to the group's participation)

RESOLUTION(S)

ERADICATING MODERN DAY SLAVERY*

PETITIONERS: CYNTHIA RIVES, LINDA HUTCHINGS, & BILLIE RAY

1. **What Biblical text(s) informed you in the development of this resolution?**

   Woe to him who builds his house by unrighteousness, and his upper rooms by injustice; who makes his neighbors work for nothing, and does not give them their wages. (Jeremiah 22:13).

   But those who want to be rich fall into temptation and are trapped by many senseless and harmful desires that plunge people into ruin and destruction. For the love of money is a root of all kinds of evil, and in their eagerness to be rich some have wandered away from the faith and pierced themselves with many pains. (1 Timothy 6:9-10)

   I came that they may have life and have it more abundantly. (John 10:10)

   How does this resolution help to further the mission of the Central Texas Annual Conference "to energize and equip local churches to make disciples of Jesus Christ for the transformation of the world?"

   Living out Christ's call to treat all people as children of God with sacred worth is a vital way to further the mission of the Central Texas Annual Conference. "There is no holiness but a social holiness." John Wesley. Our intentional efforts to eradicate modern day slavery (a major evil in the world, one incompatible with Christian teaching and Christ's life) will lead us to live out our faith.

2. **Provide pertinent references set forth in the 2012 Book of Discipline or the 2012 Book of Resolutions that relate to this resolution.**

   6021 – Church Supports Global Efforts to End Slavery
   6023 – Abolition of Sex Trafficking

3. **How does this resolution differ from the stated stances set forth in the 2012 Book of Discipline or the 2012 Book of Resolutions?**

   This resolution is meant to replace resolutions 6021 – Church Supports Global Efforts to End Slavery and 6023 – Abolition of Sex Trafficking.

4. **If applied, what action would be required of the Central Texas Annual Conference? (Please include financial implications)**

a. Affirm human rights and dignity of all peoples who are on the move, asserting the right to freedom of movement, and resisting violations and curtailments of such rights through forced migration, including trafficking in persons;

b. Encourage the provision of a healthy economic environment that allows the individual the opportunity to be gainfully employed in a field/sector of their choosing and to further develop themselves to improve their personal economic situation;

c. Actively champion anti-slavery efforts by petitioning the United Nations and the legislative bodies of all countries in which The United Methodist Church has an organized ecclesiastical structure, to demand the freeing of all subjected to modern-day forms of enslavement and bonded labor;

d. Petition the United Nations and governments around the world to abolish slavery through the use of nonmilitary options such as negotiations leading to agreements with binding obligations and corollary sanctions;

e. Encourage swift resolution to civil strife and armed conflict and engage in coordinated responses to mitigate disasters to prevent traffickers from preying on children;

f. Officially support stock/mutual fund divestment campaigns that urge people to remove funds from organizations and corporations whose actions profit from and contribute to slavery's existence;

g. Create environments that model safe, healthy and violence-free communities in order to raise children who do not accept violence as normative;

h. Implement children's ministries that bolster self-esteem and provide educational and economic opportunities for women and children who are especially vulnerable to traffickers;

i. Build a new generation of male leaders across the church who model non-violent, emotionally healthy masculinity, serving as positive change-makers in society.

j. Educate pastors, lay leaders, children and families, teachers, health care providers, outreach workers about fraudulent promises of traffickers and the resulting exploitation and abuse;

k. Advocate for local, regional, national and international laws and funds that ensure trafficking victims have access to services that enable them to heal from the trauma including counseling, reproductive health care, education/job training, legal services and shelter;

l. Commit to interrupting the demand for slaves by purchasing fair trade products, including coffee, tea, chocolate, t-shirts, athletic equipment and other goods for personal and ministry-related activities; and,

m. Demand that corporations eliminate exploitative labor in their business practices, and use their influence to eradicate all slavery from their supply chains.

n. Send the Resolution to the 2016 General Conference with the support of the Central Texas Conference.

This resolution will replace 6021 – Church Supports Global Efforts to End Slavery and 6023 – Abolition of Sex Trafficking.

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> Woe to him who builds his house by unrighteousness, and his upper rooms by injustice; who makes his neighbors work for nothing, and does not give them their wages. (Jeremiah 22:13)
>
> But those who want to be rich fall into temptation and are trapped by many senseless and harmful desires that plunge people into ruin and destruction. For the love of money is a root of all kinds of evil, and in their eagerness to be rich some have wandered away from the faith and pierced themselves with many pains. (1 Timothy 6:9-10)

While the transatlantic slave trade – Africans kidnapped and taken to work as slaves in the United States, Latin America and the Caribbean - was abolished around 1807[1], modern day slavery has become the fastest growing transnational criminal enterprise earning an estimated $150 billion (US) in illegal profits annually while enslaving 21 million people around the world[2]. "There are essentially three aspects of modern slavery according to Craig, et al, 2007), namely, that they involve (1) severe economic exploitation; (2) the absence of any framework of human rights; and (3) the maintenance of control of one person over another by the prospect or reality of violence" (p.12).[3]

> Slavery exists in several forms, including the 'descent slavery' (slaves and children of slaves passed down as property to ones' descendants) practiced in some African countries such as Mali and Mauritania; "bonded labor, serfdom, debt bondage, sexual slavery, child labor and enforced participation in armed conflict" as noted by Craig, et al (2007). Slavery has endured despite its abhorrence by…societies because of the critical role of labor as a factor of production. Some governments have either actively or tacitly participated in the exploitation of other peoples' labor (or even their citizens' labor) for economic benefits.[4]

Due to globalized communication, currency exchange, migration and trading, human trafficking has become the predominate means by which people are

enslaved. The United Nations defines trafficking to be "the recruitment, transportation, transfer, harboring, or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude . . ."; (BOR 6023, Abolition of Sex Trafficking)

One of the challenges in the abolition of modern day slavery is that "there is no consistent face of a trafficker. Traffickers include a wide range of criminal operators, including individuals, small families or businesses, loose-knit decentralized criminal networks, and international organized criminal syndicates."[5] In addition, trafficking is low risk and high profit because victims are isolated and often deemed "disposable."[6] It is estimated that ninety-five percent of trafficking victims experience physical and/or sexual violence while trafficked.[7]

> A report from the Australian Institute of Criminology referred to reports of Chinese female migrants who, under the control of traffickers, were raped while family members were listening on the phone, in order to persuade families to pay off debts.[8]

Industries where people are trafficked include: agriculture, domestic labor, hotels, landscaping, forestry, day labor, garment factories, manufacturing, warehousing, nail salons, meat/seafood, processing, mining, brothels, massage parlors, construction, canning, door-to-door sales/street vendors, restaurants and bars, tourism, entertainment, carnivals, disaster cleanup, strip clubs, sex trade, child soldiers, pornography and fishing.

The majority of source countries of trafficking are on the continents of Africa and Asia and the destination countries are often in Europe and North America. Colonization and an increasing globalized economy are two leading factors promoting human trafficking. As large groups of people were removed from their land in order to grow cash crops and mine, urban centers became overcrowded, joblessness increased and poverty swelled. People were no longer able to sustain themselves because economic and trade policies that allowed raw materials and resources to move from the continents of Africa, South America and Asia did not allow the people of those same lands to move with the resources. This transfer of wealth continues to destabilize governments as do wars seeking to return indigenous peoples to leadership and fighting among tribes or factions to gain control of lucrative natural resources. Failing economies and resulting budgetary constraints often inhibit the enforcement of national and international anti-trafficking laws; and, can lead to corruption of new governments and law enforcement entities who benefit from money earned through trafficking enterprises.

Jesus' ministry focused on standing with people who were most vulnerable. The reasons that children and adults fall prey to traffickers rest at individual, cultural,

institutional and governmental levels. There is a significant gap in wealth between urban and rural areas that creates a deep yearning to escape poverty. Abusive interpersonal relationships and unfair treatment, cultural practices and norms, institutional policies and business practices at country-level and beyond continue to deny the sacred worth of women and girls and perpetuate gender inequality resulting in a disproportionate percentage of women and children living in poverty around the world. The United Nations Development Programme reports that in many places women lack access to paid work and/or the ability to get a loan; thus, women make up 50% of the world's population but own only 1% of the world's wealth. Parents and children who are often deceived by promises of education, citizenship in a more prosperous country, or love send their children or leave with traffickers without knowing of the exploitation and abuse awaiting their children or them respectively. This disparity in wealth and opportunity is mirrored in the percentages of women (70%) and children (50%) who are victims of trafficking. Human trafficking is particularly dangerous to children in disaster zones. Eva Biaudet, of the Organization for Security and Cooperation in Europe said "When there are catastrophes—when the state fails, when there are no systems—children are extremely at risk for not only being abandoned…but also for abuse and exploitation. It's a very good place for traffickers to be when the state fails."[9]

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According to the Polaris Project, "Human trafficking is a market-based economy that exists on the principles of supply and demand. It thrives due to conditions which allow for high profits to be generated at low risks." International conventions have been ratified and country-level laws have been passed by numerous countries around the world. The laws provide necessary tools for governments, law enforcement and non-governmental organizations to raise awareness about trafficking, prosecute traffickers and require governments to ensure the rescue and rehabilitation of trafficking survivors. These initiatives primarily focus on reducing the supply side of this economic equation. People of faith must lead the efforts to decrease the demand for cheap labor, goods and services that drive modern day slavery.

Jesus' ministry recognizes the sacred worth of every person and directly challenges the exploitation and abuse of people. In John 10:10 Jesus says, "I came that they may have life and have it more abundantly." John Wesley, the founder of Methodism, condemned slavery as wrong and incompatible with Christ's teachings in numerous instances, including a tract entitled "Thoughts on Slavery" and sermon entitled "The Use of Money," (BOR 6021, Church Supports Global Efforts to End Slavery). Like all people, women and girls are promised the abundant life offered by Christ. Far too often, experiences such as these are recounted by trafficking survivors:

> "Constance" was trafficked from the Middle East to the United States by a family that kept her as a domestic worker. She was a survivor of female genital mutilation and was physically, sexually, and emotionally abused by her employer. By the time she escaped and found help from a service provider, she was vomiting blood, experienced daily

headaches, and suffered from severe stomach pain. Eventually, her pelvic pain was mitigated with the use of hormonal contraceptives.[10]

People of faith must work to change attitudes, beliefs, policies and practices at all levels of society that dehumanize and promote the exploitation and abuse of women and girls. "Women with equal rights are better educated, healthier and have greater access to land, jobs and financial resources."[11]

The UM Social Principles state that "consumers should exercise their economic power to encourage the manufacture of goods that are necessary and beneficial to humanity…" and call "consumers to avoid purchasing products made in conditions where workers are being exploited because of their age, gender, or economic status" (¶163D). Through the United Methodist Committee on Relief's partnership with Equal Exchange, individuals and United Methodist entities are able to purchase chocolate, cocoa, coffee, tea and other goods that are fair trade guaranteeing that no slave labor is involved in the production of such goods. Economic pressure and advocacy by United Methodists and other people of faith has led some major chocolate companies to commit to removing child slave labor from their supply chains in coming years. This is an important step, however there are many more industries that need to eradicate slave labor from their business practices. For example, "Children from ages four to 14 are subjected to forced labor, working as many as 18 hours a day to weave rugs destined for export markets such as the U.S. and Europe."[12]

In order to eradicate modern day slavery, we call on United Methodists, local churches, campus ministries, colleges, universities, seminaries, annual conferences, general agencies and commissions, and the Council of Bishops to:

1. Affirm human rights and dignity of all peoples who are on the move, asserting the right to freedom of movement, and resisting violations and curtailments of such rights through forced migration, including trafficking in persons;

2. Encourage the provision of a healthy economic environment that allows the individual the opportunity to be gainfully employed in a field/sector of their choosing and to further develop themselves to improve their personal economic situation;

3. Actively champion anti-slavery efforts by petitioning the United Nations and the legislative bodies of all countries in which The United Methodist Church has an organized ecclesiastical structure, to demand the freeing of all subjected to modern-day forms of enslavement and bonded labor;

4. Petition the United Nations and governments around the world to abolish slavery through the use of nonmilitary options such as negotiations leading to agreements with binding obligations and corollary sanctions;

5. Encourage swift resolution to civil strife and armed conflict and engage in coordinated responses to mitigate disasters to prevent traffickers from preying on children;

6. Officially support stock/mutual fund divestment campaigns that urge people to remove funds from organizations and corporations whose actions profit from and contribute to slavery's existence;

7. Create environments that model safe, healthy and violence-free communities in order to raise children who do not accept violence as normative;

8. Implement children's ministries that bolster self-esteem and provide educational and economic opportunities for women and children who are especially vulnerable to traffickers;

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9. Build a new generation of male leaders across the church who model non-violent, emotionally healthy masculinity, serving as positive change-makers in society.

10. Educate pastors, lay leaders, children and families, teachers, health care providers, outreach workers about fraudulent promises of traffickers and the resulting exploitation and abuse;

11. Advocate for local, regional, national and international laws and funds that ensure trafficking victims have access to services that enable them to heal from the trauma including counseling, reproductive health care, education/job training, legal services and shelter;

12. Commit to interrupting the demand for slaves by purchasing fair trade products, including coffee, tea, chocolate, t-shirts, athletic equipment and other goods for personal and ministry-related activities; and,

13. Demand that corporations eliminate exploitative labor in their business practices, and use their influence to eradicate all slavery from their supply chains.

As Ambassador Melanne Verveer of Global Women's Issues 2009-2013 implores in the documentary *Not My Life*, "If we address women's needs in terms of accessing education, being free from violence, being economic participants, our world will be better for everybody."

THERFORE BE IT RESOLVED that the Central Texas Conference of the United Methodist Church officially supports all efforts to end contemporary forms of slavery, bonded labor and sex trafficking; and that the Central Texas Conference of the United Methodist Church herby endorses this resolution and requests that it be sent to the 2016 General Conference of the United Methodist Church for their discussion.

BE IT FURTHER RESOLVED, that this document, "Eradicating Modern Day Slavery", be sent to the 2016 General Conference of the United Methodist Church, with our full support, to replace Resolution 6021, "Church Supports Global Efforts to End Slavery" and Resolution 6023,"Abolition of Sex Trafficking" found in the *2012 Book of Resolutions*.

This is a General Conference petition being submitted by the General Board of Church & Society. We are trying to partner with them in this effort by having the CTC co-sponsor this resolution. If any changes are made to the resolution it will mean that two different versions of the same petition will be submitted to the General Conference, and then a General Conference subcommittee will have to choose which one of the resolutions to use. Thus we are requesting that the CTC will either vote Concurrence or Non-Concurrence without substitutions or amendments.

The Center for Mission Support Executive Leadership Team votes concurrence.

[1] Ngwe, Job Elom and O. Oko Elechi. (2012). *Human Trafficking: Modern Day Slavery in the 21st Century*. African Journal of Criminology and Justice Studies: AJCJS, Vol.6, #s1&2.

[2] International Labour Organization, www.ilo.org

[3] Ngwe, Job Elom and O. Oko Elechi. (2012). *Human Trafficking: Modern Day Slavery in the 21st Century*. African Journal of Criminology and Justice Studies: AJCJS, Vol.6, #s1&2.

[4] Ngwe, Job Elom and O. Oko Elechi. (2012). *Human Trafficking: Modern Day Slavery in the 21st Century*. African Journal of Criminology and Justice Studies: AJCJS, Vol.6, #s1&2.

[5] Polaris Project, www.polarisproject.org

[6] Stop the Traffik UK, www.stopthetraffik.org

[7] The Health Risks and Consequences of Trafficking in Women and Adolescents. (2003). London School of Hygiene & Tropical Medicine.

[8] The Health Risks and Consequences of Trafficking in Women and Adolescents. (2003). London School of Hygiene & Tropical Medicine.

[9] Humantrafficking.org, www.humantrafficking.org

[10] Trafficking in Persons Report, US Department of State (2012).

[11] United Nations Development Programme, Gender and Poverty Reduction, www.undp.org

[12] Trafficking in Persons Report, US Department of State (2012).

DISTRICT PROPERTY ISSUES

RESOLUTIONS FOR DISCONTINUANCE AND/OR MERGER

RESOLUTION FOR THE DISCONTINUANCE OF PURMELA UMC, FORT WORTH OF SOUTH DISTRICT

WHEREAS the congregation of the Purmela United Methodist Church, Coryell County, South District, has declared its intention to close as a church; and

WHEREAS the membership of Purmela United Methodist Church, has been transferred to other congregations and there are no existing trustees; and

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WHEREAS it would appear to serve no missional purpose to retain this property; and

WHEREAS the discontinuation of the church and the abandonment of its property has been recommended by the District Superintendent and approved by the Bishop, a majority of the district superintendents and the District Board of Church Locations and Buildings; and

WHEREAS all proper Disciplinary requirements have been compiled with;

THEREFORE, BE IT RESOLVED, that the Purmela United Methodist Church be discontinued as of July 31, 2015 and all of its property declared abandoned and transferred to the Central Texas Conference of the United Methodist Church for sale, distribution, and other disposition as the Conference Board of Trustees may deem in the best interest of the conference.

BE IT FURTHER RESOLVED, that the Central Texas Conference Board of Trustees be authorized, in its discretion, to distribute the items of the property which may be best used by other churches to such churches or to the Center for Evangelism & Church Growth and to sell all other property with the net proceeds given to the Center for Evangelism & Church Growth; and

BE IT FURTHER RESOLVED, that the membership of the remaining congregation of Purmela UMC at the time of this action be transferred to Lanham UMC, Temple, Texas and that all official records of the discontinued church be forwarded to the Central Texas Conference archives.

COVENANT OF THE MERGER BETWEEN BRACKS UMC OF WACO & MT. ZION UMC OF WACO OF NEW CHURCH START DISTRICT

WHEREAS the Bracks United Methodist Church of Waco has had a significant presence in the lives of the people of Waco; and

WHEREAS the Mt. Zion United Methodist Church of Waco has had significant presence in the lives of the people of Waco; and

WHEREAS Bracks & Mt. Zion were on a charge together for many years and had a shared ministry; and

WHEREAS both congregations feel that they can combine their resources and gifts to better address the needs of both communities;

THEREFORE BE IT RESOLVED by the congregations of Bracks United Methodist Church, Waco and Mt. Zion, United Methodist Church Waco as determined by a vote of the church conference of each charge, that these two congregations shall merge to form a single congregation of the United Methodist Church under the terms set herein:

The name of this new congregation shall be One Fellowship United Methodist Church.

Real assets and property of both former congregations shall be combined and held in accounts under the name of the new church to be used for ministry of the new congregation.

A budget shall be approved for the new congregation which shall be effective July 1, 2015.

The merger itself shall be effective July 1, 2015.

Membership lists of each congregation shall be merged into one master document, with members being given the choice of being part of the merger or transferring to another congregation.

Furthermore, both congregations see this merger as a family reunion, recognizing the God-given foresight and missionary spirit of previous generations that have allowed Methodism to flourish in Limestone County. We pray God's Blessing upon this union.

CONFERENCE STATISTICAL REPORT

JOHN DIRK, STATISTICIAN

MEMBERSHIP JANUARY 1, 2014 [1]		**166,162**
Members received:		
Profession of Faith	2,003	
Affirmation	157	
Transfer other UMC	1,643	
Other denominations	1,534	
Correction Previous Year	661	
Total members received 2014		**5,998**
Members removed:		
Charge conference	13,273	
Correction Previous Year	2,085	
Withdrawn	762	
Transfer other UMC	1,028	
Other denominations	434	
Death	1,324	
Total members removed 2014		**18,906**
TOTAL MEMBERSHIP DECEMBER 31, 2014 [2]		**153,254**
Loss of 12,908		
Ethnic breakdown of 2014 membership		
Asian	978	
African American	4,468	
Hispanic	2,258	
Native American	144	
Pacific Islanders	492	
White	143,467	
Multi-Racial	1,447	
Attendance at principal worship		**44,607**
Gain of 100		
Church school:		
Children	19,739	
Youth	9,726	
Young Adults	3,588	
Other Adults	37,175	
TOTAL CHURCH SCHOOL MEMBERSHIP		**70,228**
Loss of 4,005		
Church school average attendance		**19,702**
Loss of 691		

Church school membership equals 44.68% of church membership
Church school average attendance equals 27.47% of church school membership
Church school average attendance equals 43.26% of worship attendance

NOTES:

(1) Includes 289 "members" in non-chartered churches.
(2) Includes 297 "members" in non-chartered churches.

SOUTH CENTRAL JURISDICTION

REPORT TO THE CONFERENCES

DAVID SEVERE, EXECUTIVE DIRECTOR

Plans continue for the Jurisdictional Conference to be held in Wichita, July 13-16, 2016. That is still a year away, but please mark your calendar.

We will meet at the Hyatt Hotel except for the opening worship and the Consecration Service on the last day, both of which will be at First United Methodist Church, Wichita.

The 216 elected delegates will gather for the opening Worship on Wednesday evening the 13th, and begin plenary sessions on Thursday through Friday. Saturday morning each Annual Conference will hold a breakfast and welcome back returning Episcopal leaders, or newly elected bishops. At 10 a.m. the Consecration Service will begin and the Conference will adjourn by noon that day.

We encourage you to visit the Conference as we hear reports from agencies, celebrate the retirement of bishops and elect new leaders of the Church.

More information will be posted on our web site as they become available.

Thanks to all for the continued support of Lydia Patterson Institute, Mount Sequoyah, and your Jurisdiction Administration.

AFFILIATED INSTITUTIONAL REPORTS

LYDIA PATTERSON INSTITUTE

EL PASO, TEXAS

SOCORRO BRITO DEANDA, PRESIDENT

Resident Bishop and Members of the Conference:

It is with great honor and respect that I submit this report to you on behalf of your ministry on the border, Lydia Patterson Institute (LPI). I first and foremost wish to thank the Bishop and every member of the conference for your love, prayers and support for the well- being of our 400 students, whose future is in our hands.

The past year has been one of monumental and historical accomplishments for Lydia Patterson. We began with the celebration of its 100 years of ministry in a Centennial Gala attended by over 450 friends and supporters from El Paso, Juarez, and friends from throughout the jurisdiction and beyond. Distinguished alums were honored as were the faculty, parents, and board members. The highlights of the evening were the words of encouragement and praise by our Congressman Beto O'Roark and Former First Lady Laura Bush.

As a part of this celebration, LPI is engaged in a $15 million campaign for the renovation of its facilities and development and enhancement of new programs. The funds raised will go to build a new chapel and fine arts center, a new science lab, a computer lab and a media and research center. Fourteen classrooms have already been renovated and equipped with the infrastructure for the latest technology.

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This year, we introduced the ELPILearn program. This is a unique program and the only one of its kind in the country. The program was designed to add a middle school to our existing high school. Students will now be learning English, while they are introduced to the core subjects of the 7th and 8th grade. We made news in El Paso with the introduction of learning pads and SmartBoards to the classroom as well as being the only school in the area to replace textbooks with Ebooks. The program development plan will bring the same latest state of the art technology to the 9th and 10th grade in the next school year and the 11th and 12th grade in 2016.

The accomplishments to date have been made possible by the gifts and pledges of friends, both local and throughout the country, and the commitment of several annual conferences to the capital campaign. The addition of the Middle School was funded through a commitment of the Central Texas Conference to whom we are most grateful. Although we still have a long way to go, we are confident that the ministry of LPI merits every dollar invested, and that we will reach our goal.

We are proud of the accomplishments of the campaign, but we are far more proud of the accomplishment of our students. In the past year, we graduated 83 seniors, 82 of whom are in college today. We continue to maintain a 98% rate of students attending a college or university. Students are presently attending 15 of our United Methodist colleges throughout the country. The lay ministry students served in 21 internships last summer, one will graduate from seminary and receive ordination this year, and four are leading churches throughout the country.

This has been a year of excitement and jubilation for Lydia Patterson, but the best is yet to come. ***THIS IS OUR YEAR***. We will reach our goal and see that LPI is prepared to go into the next 100 years with the best facilities, the most advanced programs, and the best tools to form leaders in our communities, to serve the church and to transform the world, all in the name of Jesus Christ. On behalf of the past and present students and the many more to come, please receive my appreciation for investing in this capital campaign that will change many more lives in the next 100 years.

METHODIST CHILDREN'S HOME

WACO, TEXAS
TIM BROWN, PRESIDENT/CEO

Greetings from Methodist Children's Home (MCH) and the children, youth and families we serve thanks to the support of our many benefactors and friends, including those from the Central Texas Conference. This year we celebrate our 125th year of ministry. The historic partnership between MCH and United Methodist churches in Texas and New Mexico has offered hope to thousands of children, youth and families from the hard places in life.

I am honored to report to you that MCH continues to be in compliance with and, in many cases, to be exceeding the best practice standards established by two national accrediting organizations. MCH works hard to accomplish goals produced by our strategic plan. I invite each member of the annual conference to visit our website at MCH.org to view our strategic plan and annual report. Or, you may call MCH at (800) 853-1272 to have copies mailed for your review. The priorities and goals of our strategic plan challenge our ministry to explore ways to increase our impact on children and families across Texas and New Mexico.

Guided by our core values of Christian Principles, Relationships, Responsibility, Growth, Service and Hope, MCH is committed to providing the services, programs and talented individuals needed to positively impact the lives of children and youth in our care. This is happening every day through residential programs on our historic Waco campus and Boys Ranch, located just outside of Waco, as well as through MCH Family Outreach offices, including Waco and North Richland Hills (a satellite location of our Dallas Family Outreach office) within the Central Texas Conference.

The reasons children and youth arrive in our care are unique to each individual. They range from extreme trauma or a sudden change in the family structure to school issues or poor choices in a difficult and ever-changing world. Our collaboration with Texas Christian University's Institute of Child Development to incorporate Trust-Based Relational Intervention (TBRI) in our work places MCH on the cutting edge of child care as we learn new ways to serve children who have experienced trauma. These proven and tested techniques and methods of interacting with children are impacting families in positive ways. Our vision is to take what we learn with TBRI and begin making it available to pastors, youth ministers and concerned family members in the local church. The lessons we are learning, coupled with spiritual development opportunities for all children in our care, makes MCH a unique ministry of the United Methodist Church.

In addition to the accomplishments listed above, your support also empowered MCH to:

- Graduate 43 high school seniors in 2014. Thanks to our many friends, we were able to allocate more than $500,000 for MCH alumni to pursue a

college or advanced degree, certificate at a trade school or job-related training that will help them improve their families and communities. This year we have more than 31 seniors on track for graduation at the time this report was submitted to the Conference.

- Increase the impact in Central Texas through the work of our Family Outreach program. Staff in these outreach locations provide in-home services – such as Family Solutions and the Grandparents as Parents Program. Our website has a full listing of our 12 outreach offices and how to contact them for more information on services available to communities and churches in the Central Texas Conference.

- Receive a Certificate of Recognition from the Council of Accreditation (COA) for the demonstration of exceptional quality improvement in the implementation of MCH Family Outreach's Family Solutions program.

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- Recognize the great work of 54 staff members with employee service awards. All honorees had at least three years of service, and 10 employees celebrated 15 or more years with our ministry, including two 30-year honorees.

- Participate in several mission trips and community service projects. These projects provided opportunities for MCH youth to show Christ's love by sharing their time and talents to help meet needs across Texas.

Our achievements in the past – and those yet to come – are directly related to the men and women who give their time, talents and resources to bless our children. The following individuals from the Central Texas Conference serve on the MCH Board of Directors:

Rev. Steve Ramsdell, Waco

Dr. Jeffrey Clark, Temple

These individuals, along with our other Board members, MCH Commissioners and benefactors, enable our ministry to achieve its mission. On behalf of Methodist Children's Home, thank you for sharing our story in your churches and communities. If you would like to schedule a speaker, arrange a tour or request resources to help promote an offering, contact our development office by email at development@MCH.org, by phone at (254) 750-1213 or (800) 853-1272, or by mail at 1111 Herring Avenue, Waco, Texas 76708. I also encourage you to visit our website at MCH.org to download stories; identify resources to help educate your congregation on our ministry; view a transparent listing of our financial resources and services delivered; find out how you can refer a child for placement; or learn more about a call to serve our ministry as homeparent or foster parent.

As we celebrate our 125th year of ministry, MCH knows our service to children and families is possible because of God's amazing grace and our generous benefactors.

Thank you for your trust and support of our ministry. May God continue to bless you and Methodist Children's Home.

MOUNT SEQUOYAH CENTER, INC.

LAMAR PETTUS, INTERIM EXECUTIVE DIRECTOR
150 N Skyline Drive, Fayetteville, Arkansas 72701
479.443.4531 Office | 800.760.8126 Toll Free
www.mountsequoyah.org

Thank you Central Texas Annual Conference for your faithful support. This year our campus offered a peaceful natural setting where Central Texas parents visited their University of Arkansas students, churches volunteered their time and pastors came for spiritual renewal and training.

Mount Sequoyah Center continues to support the mission of The United Methodist Church by delivering radical Christian hospitality to all who enter our gates. The year 2014 saw usage increases of 28% in meeting facilities and 29% in overnight lodging. Staff-sponsored youth programs have been emphasized for the past three years, and in 2014, approximately 450 youth participated in these programs. Over 200 collegiate women meet weekly on our Campus as well as a Boy Scout Troop and other small groups.

Program Manager, Emily Gentry, oversaw the growth of youth programs and helped improve programs designed to address the spiritual and physical needs of adults. We had more children than ever before participate on our Marlin Swim Team, and we doubled the amount of Kampers who attended Kanakuk KampOut on our grounds. We were also blessed with the opportunity to work with two interns from the Lydia Patterson institute this summer.

Denni Palmer M. Div., a United Methodist diaconal minister, joined our staff as Christian Education and Spiritual Formation Coordinator. By the close of 2014, more Christian based education training seminars and workshops were on the calendar for 2015 than in the previous six years. Mount Sequoyah now provides 'Bible Studies to Go' that are available for any guest with individuals staying on the grounds for weeks of training specifically in mind.

Our Board engaged Run River Enterprises to conduct a long-range Jurisdiction wide review of our mission and programming and to provide guidance in development of a strategic plan to better serve the South Central Jurisdiction.

Capital improvements of $536,000 have been completed. The United Methodist Foundation of Arkansas matching grant has $150,000 of the $300,000 remaining available for capital improvements.

If you have not been to Mount Sequoyah in the past two years, you will be astounded by the renovations and remodels. Many of our guests rooms have been redecorated and are now equipped with more modern amenities such as flat screen

TVs, Wi-Fi, and coffee makers. It is truly amazing what a difference our staff, with your support, has made on our facilities.

We miss you and hope you will visit us soon so that you can experience our radical Christian hospitality for yourself.

PROVIDENCE PLACE

(FORMERLY METHODIST MISSION HOME)
SAN ANTONIO, TEXAS
JUDITH BELL, INTERIM PRESIDENT & CEO
BILL AVERA, CHAIR, BOARD OF TRUSTEES

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We thank you, the Central Texas Annual Conference, for your partnership in the ministry of Providence Place. We are a home full of love that provides support and guidance to young women dealing with unexpected pregnancies, couples considering adoption, and young adults with disabilities seeking to gain their own personal level of independence. We are also home to an innovative family of nonprofits on one campus, sharing resources and expertise – a vibrant community where people who have lived on the fringes and felt excluded are warmly welcomed. "Partnership" truly means serving our neighbors together as we are changing lives and reshaping futures for Jesus Christ. We sincerely value your partnership.

One by one, thousands have been welcomed faithfully at Providence Place. For over 120 years we have sheltered and empowered God's children, from the vulnerable and confused pregnant teen who wants a loving home for her unborn child, to the youth with disabilities seeking to learn how to make their own home in the world. With your help, our work has given God's Children a Faith, a Family, a Future.

QUICK FACTS:

Founded:	1895, San Antonio
Campus Headquarters:	6487 Whitby, San Antonio, TX 78240
Website:	www.provplace.org
2015 FY Budget:	$4.2 million

PROVIDENCE PLACE MINISTRY

Today, the mission of Providence Place is to provide a community where God's children transition to build their faith, family, and bright futures. We offer hope to individuals facing challenging circumstances, so they may lead enriched, rewarding and satisfying lives. Through professional guidance and compassionate support, teens and young women facing unplanned pregnancies and families considering adoption make mutually beneficial decisions. Through transitional education,

including life skills and vocational training, young adults with disabilities develop confidence and competence to reach their personal level of independent living. Providence Place fulfills its mission through the following programs:

- **Action Adoption** has placed more than 6,000 children into loving homes through domestic, older child, and international adoptions. We provide counseling for birth parents and adoptive families throughout the adoption process. Our maternity services include campus housing for pregnant teens and young women considering adoption. Post-adoption counseling is available for birth parents, adoptive families, and adoptive children. Providence Place provides adoption education to teach teens and the professionals who work with at-risk youth about the alternatives to parenting – adoption and voluntary foster care.

- **The Center for Higher Independence (CHI)** is for students ages 18 and older with multiple disabilities for whom college is not always the next step. Established in 1974, CHI was founded as a transitional education center for people who were deaf and hard of hearing. Today, our services have expanded to accommodate diverse disabilities, including high functioning MR, autism, Asperger's, cerebral palsy, and learning disorders. CHI has assisted hundreds of young adults with disabilities in learning the vocational and life skills to achieve their personal best.

- **Ectopia** *(a word comprised from Ectropy which denotes energy & order and Utopia, a perfect community)* is a self-supporting collaboration of nonprofit agencies on the Providence Place campus with a core mission of helping women and children, as well as adults with disabilities.

How WE Can Help YOU Serve Your Neighbors?

- *Adoption counseling for birth parents*
- *Counseling for adoptive families considering domestic, international or older child adoptions*
- *Post Adoption Services – Search/Reunion, Medical Information*
- *Guidance in developing a Walk With Jesus (an Emmaus-like experience for adults with special needs)*
- *Transition planning for families and youth with special needs ages 16 and older*
- *Training on adoption for teens and professionals who work with at-risk youth*

How YOU Can Help PROVIDENCE PLACE Serve Our Neighbors

- Providence Place does not receive apportionments. *Support our Annual Church Offering in your church by designating one Sunday to help promote our ministry. We provide brochures and envelopes at your request.*

- *Make a gift without writing a check by logging on to www.provplace.org and giving online.*
- *Volunteer at our campus.*
- *Pray that we may continue Giving God's Children a Faith, a Family, a Future.*

Please accept our sincere appreciation to Bishop Mike Lowry and the members of the Central Texas Annual Conference for your continued generosity toward our ministry.

Providence Place Board of Directors from the Central Texas Annual Conference: Dr. Ron Swain, Honorary Board Jenks Garrett

TEXAS HEALTH RESOURCES

ARLINGTON, TEXAS
BARCLAY E. BERDAN, CHIEF EXECUTIVE OFFICER

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The history of Texas Health springs from the healing ministries of the United Methodist Church and the Presbyterian Church (USA). From our origins in the vision of the Central Texas Conference and Grace Presbytery, Texas Health has grown to one of the nation's largest faith-based, nonprofit health systems. Though we have expanded along with the population we serve in North Texas, our faith-based heritage and traditions remain at the heart of everything we do.

We care for our patients' body, mind and spirit with confidence in medicine, science and the healing power of faith. We serve a diverse population, and respect and welcome all faiths that are represented by our patients, employees, physicians and volunteers. Our support of patient-centered care is demonstrated through the faithful stewardship of resources entrusted to us to serve about 1.4 million people annually. In all we do, we give back to our communities. In 2013, Texas Health provided nearly $685 million in charity care and community benefit. That's almost $1.9 million a day.

To better fulfill our Mission of improving the health of the people in the communities we serve, we are continually focused on enhancing our capabilities through improvements in facilities and services. To give just a flavor of the energy within Texas Health as we grow to serve our communities:

- Early this year, we opened Texas Health Outpatient Center Willow Park to serve the residents of East Parker County.
- In 2015 we also have opened Texas Health Presbyterian Hospital Dallas' comprehensive cancer center and broken ground on an expansion of the intensive care capabilities at Texas Health Harris Methodist Hospital Hurst-Euless-Bedford. This facility will open in mid-2016.

- Last year's expansion highlights included our Marion Emergency Care Center at Texas Health Harris Methodist Hospital Fort Worth, greatly enhancing facilities and services at a center that treats more than 100,000 patients annually. We also opened a major medical office building at Texas Health Harris Methodist Hospital Southwest Fort Worth.

To help address well-being and community health from an innovative and holistic perspective, we are working with Healthways, the City of Fort Worth, the Fort Worth Chamber of Commerce and other community groups and sponsors to support development of the Fort Worth Blue Zones Project™. In February this project, the largest of its kind in the nation, was enthusiastically launched. Expect to hear great things about Blue Zones in our churches and communities.

Our community-focused Mission never changes, but our people do. In January 2014, Doug Hawthorne announced that he would step down as CEO of Texas Health Resources. I was honored to be selected by Texas Health's Board of Trustees as the system's next CEO and assumed my new role September 1. I am looking forward to continuing to build the relationships I have enjoyed with you over the 29 years serving both the Harris Methodist Health System and Texas Health Resources.

Regarding board leadership, I am pleased that we will benefit from the wisdom and guidance of Bishop Michael Lowry and General Presbyter Janet DeVries as they serve on our system Board of Trustees.

Working together as an integrated health system to serve our communities, we are exponentially stronger than if we tried to serve as single hospitals. Nowhere was this more evident than in the event that occurred in October. Texas Health Dallas was the site of the first diagnosis of a patient in the U.S. with Ebola Virus Disease. Texas Health Resources came through this as an even stronger system because of this integration and our foundation of faith.

We continue to enhance our focus on faith and spirituality integration and the coordination of our various programs for supporting congregations, such as Faith Community Nursing, Faith Community Health Promoters and the Attending Clergy Association. We consistently celebrate the meaningful pastoral and spiritual ministry that our skilled chaplains offer daily to our patients, employees, volunteers, and physicians. As this important ministry advances, we will continue to enhance chaplain support across our system, and our Clinical Pastoral Education program will creatively expand its support of both our hospitals and clergy.

The experiences of this past year deepened us spiritually and increased our faith in God and in each other. We have come this far by faith, and our faith will lead us forward.

TEXAS METHODIST FOUNDATION

TOM LOCKE, PRESIDENT

Once again, TMF experienced another year of exceptional growth in 2014, increasing our assets and further clarifying how to gain the most leverage from those assets to help our United Methodist community discern and live out God's purposes. At TMF, our ability to help congregations steward God's potential for them is inextricably linked to our financial integrity: the more financially stable we are, the more effectively we will be able to achieve our mission "to empower the Church in the achievement of her God-appointed missions."

We ended 2014 with approximately $510 million in assets under management, an $84 million increase over 2013. Of that increase, $46 million came from our joining with the New Mexico Conference Foundation. The significance of our growth, however, lies, ultimately, in the lives changed in local congregations where our services helped enable ministry. The measure of success for all of our services – investments, loans, leadership ministry, grants ministry, stewardship services, and legacy giving, including gift planning and church endowments – is in how effective they are at helping individuals and congregations fulfill God's purpose, as together we work to make Christ's love visible in the world.

As the TMF Area Consultant for the Central Texas Conference, Eric McKinney is the primary point of engagement between congregations (clergy and laity) and TMF. He works with Central Texas Conference constituents to connect them to resources relevant to their unique goals for missional growth in their congregations and communities.

TMF, headquartered in Austin, serves United Methodist individuals, churches and agencies within the six annual conferences in Texas and New Mexico. We appreciate the opportunity to report some of the ways we served United Methodists last year.

WITHIN THE CENTRAL TEXAS ANNUAL CONFERENCE:

- Loans from TMF to churches in the Central Texas Annual Conference totaled $66 million at the end of 2014.
- Churches, agencies, and individuals within the Central Texas Annual Conference had $43.3 million invested with TMF's Methodist Loan Fund/Individual Fund.

THROUGHOUT TEXAS AND NEW MEXICO:

- As of December 31, 2014, total assets under management by TMF were approximately $510 million.
- Methodist Loan Fund investments remained steady at $334 million, as did our loan portfolio at $322 million.

- Our Leadership Ministry Endowment grew from $4.6 million to $5.7 million.

- During 2014 TMF's Leadership Ministry continued its commitment to strengthening leadership at every level of the church. One of the ways we engage this work is to identify leaders who hold positions which are key leverage points for change, bring them together, and give them brave space for peer learning and generative conversation that can be transformed into courageous action. In 2014, we gathered Board of Ordained Ministry chairs and leaders from across the South Central Jurisdiction to address the complex issues surrounding the difficult place BOM's find themselves in as they implement a process for credentialing that is highly regulated by church law and has not substantively changed to meet the leadership needs of the current, changing mission field. In the past year, we also formed a group of young musicians who are leading modern worship, often in more traditional settings. They are wrestling with the question of what it means to use music and worship to reach people not already inside the church. Another way TMF is working to strengthen leadership is by providing resources to clarify purpose and increase generosity. Last fall, we hosted the Academy of Faith and Money in Houston, offering three full days of current, practical teachings on stewardship, featuring two of the best thought leaders on generosity, Clif Christopher and Michael Reeves. Several who attended have already reported immediate results from implementing recommended changes in their congregations. These are a few examples of Leadership Ministry's work to enable courage, learning, and innovation among United Methodist leaders.

- Grants made by TMF during 2014 totaled $2,941,196. Of that amount $2,088,534 came from donor-advised funds. In addition, TMF provided $175,000 in special grant funding to the seven conferences we served throughout Texas and New Mexico. Since beginning these grants in 2009, TMF has awarded a total of $1,070,000 to the conferences, all of which has been used at the discretion of the presiding Bishops. For 2014, we asked the Bishops to align the funding with organizations addressing critical needs in ways that bring about meaningful and sustainable change, consistent with our Grants Ministry's focus on systemic change.

- TMF distributed approximately $1 million from permanent endowments, predominantly to United Methodist causes.

TMF BOARD MEMBERS

TMF has submitted the following candidates for election or re-election to the TMF Board of Directors from the Central Texas Annual Conference:

- Mr. Henry Joyner, Layperson, 3-year term

- Mr. Wesley Millican, Layperson, 3-year term

TMF Board members previously elected by the Central Texas Annual Conference include:

- Dr. Timothy Bruster, Clergy, currently serving through 2016
- Mr. Tom Harkrider, Layperson, term expires this year - 2015
- Mr. William Bleibdrey, Layperson, currently serving through 2017
- Dr. Chris Hayes, Clergy, currently serving through 2017
- Dr. James W. Hunt, Layperson, currently serving through 2017

TMF Board members from within the Central Texas Annual Conference who are currently serving in an otherwise elected or advisory capacity include:

- Bishop J. Michael Lowry, Elected Bishop
- Mr. Hiram Smith, Jr., Emeritus

WESLEYAN HOMES, INC.

CHRIS SPENCE, PRESIDENT

The Central Texas Conference created Wesleyan Homes 60 years ago and Wesleyan Homes first opened its doors in 1962. The year 2014 marked our fifty-second year of continuous operation. The Wesleyan at Scenic, a skilled nursing facility, opened in 1978 and was expanded in 1986 and 2000 and now has 184 beds. 2008 marked a milestone when the original Wesleyan Retirement Home was sold and a new 124 apartment independent living retirement facility opened on a 40 acre campus called The Wesleyan at Estrella. In summer of 2011, a new 60 apartment assisted living facility opened on the Estrella Campus. In 2008, Wesleyan Hospice began serving home-based hospice clients as well as residents in our skilled nursing facility. This aspect of our ministry, dealing specifically with those nearing death, adds greatly to our ministry's commitment to provide compassionate care.

Wesleyan is building an expansion that will double in size the independent living and add 20 apartments to the assisted living and will include 8 cottage homes.

The Central Texas Conference elects Wesleyan's Board and our charitable support for resident care comes from the churches of the Central Texas Conference as well as from individual donors. The success of our expansion currently, as in the past, has been through the support of capital campaigns by the people and churches of the Central Texas Conference. We give thanks to God for the faithfulness of the Church as it supports Wesleyan Homes through the Mother's Day Offering and through volunteers serving the Wesleyan residents in a myriad of caring ways.

In 2014, Wesleyan Homes provided $187,345 in direct benevolent assistance and $1,668,862 in subsidy of skilled nursing residents paid for by Medicaid. In 2014, Wesleyan independent living served 150 different residents, assisted living served 97, skilled nursing served 386, and hospice cared for 74 patients.

THE MINISTRY OF WESLEYAN HOMES

In all our facilities and in all the ways we serve, Wesleyan Homes, through its chaplains, its community volunteers and its partnership with local churches is a Christian ministry, extending the mercy, healing and love of Christ to those we serve. We work with older adults, their families and church and community volunteers to build Christian community. We believe the older adults we serve are the faith repository of the Church and our best guides for our daily walk.

THE VISION OF WESLEYAN HOMES

A faith-based ministry providing comfort and care for residents and their families in a place called home

THE MISSION OF WESLEYAN HOMES

Wesleyan Homes strives to be the premier provider of supportive care and services in Central Texas, open to all senior adults.

WE VALUE

Faith,
Compassion,
Wellness,
Affordability,
Excellence,
Professionalism,
and Choice.

We value older adults as spiritual resources and as independent individuals with dignity and worth, functioning within an interdependent community.

Wesleyan Homes is a Ministry of the United Methodist Churches in Central Texas.

We are very grateful that the Central Texas Conference has created and nurtured the ministry of Wesleyan Homes.

Blessed are

Those who

MOURN



for they shall

be comforted.

Matthew 5:4

Memoirs

ORDAINED MINISTERS

ROBERT HOUSTON BRILES
JOHN NELSON FLYNN
HUBERT W. FOUST
JAMES RICHARD OLNEY
ALFRED GARFIELD SANFORD
JOHN HERSCHELL WILLIAMS
ROBERT EMERSON YOUNG



ORDAINED MINISTERS' SPOUSES

LORRAINE MASSEY ANSLEY
WANDA TATUM BALLARD
ANNE LORENE BEDFORD
DORIS J. CLIFFORD
BERNICE MARIE (HOUSE) COOPER
ELIZABETH "TIM" GLAZENER
BILLIE LOU HERRINGTON
VIVIAN MCCLESKEY
HAROLD S. SCOTT, SR.
SUE BETH SORRELLS
MYRA ELIZABETH BRAY SPRINKLE
JAMES "JIM" MILTON SUMMERS
ROBERT J. WORDINGER

Robert Houston Briles

June 20, 1929 – September 6, 2014



Rev. Robert Houston Briles, 85, passed away Saturday morning, September 6, 2014. He was born June 20, 1929, and was raised in Milford, Texas.

He graduated from Milford High School, received his B.A. from Southwestern University in Georgetown; followed by a Master's degree from Texas Christian University's Brite Divinity School. Before graduating from Southwestern University, he enlisted in the United States Army and served in the Korean War from 1952 to 1953. His experiences in Korea shaped his life as a husband, father and pastor. He committed his life to God in Jesus Christ at a young age and always considered himself a shepherd, tending his flock.

In February of 1956, he met Irene Gregg while serving in Poolville and they married in June of that year. They spent 56 wonderful years together until her death in 2012. He was an elder in full connection with the Central Texas Conference of the United Methodist Church. He served 15 different congregations from 1951 until his retirement in 1994.

Bob served as a Master Mason in Good Standing for over 50 years and was a member of Whitt Lodge #624 for the last 30 years. While living in Weatherford, he provided support & leadership at Manna Storehouse for over 25 years. He was a loving father to Susan Briles, Mary Katherine (Cassie) Gresham and grandfather to Sara Elizabeth Dixon. He was preceded in death by his wife, Irene; son, Robert H. Briles Jr.; parents, James Otis and Bertha Briles; brother, James Otis Briles, Jr.; sister, Nina and her husband Boyd Barnard; sister, Margaret and her husband Bill Schroeder.

Survivors: daughters, Susan and Mary Katherine and husband, Joe; granddaughter, Sara and husband, Jonathan and his future great-grandchild due in January 2015; and niece, Linda Bradford. Pallbearers: Everett Goar, Joe Lee, Leo Neely, Tom Porter, Robert Duvall, and Danny Bruce.

The family would like to express their appreciation to the nursing staff of the Palliative Care Unit at T.H.R. Harris Methodist Hospital and Community Hospice at the James L. West Special Care Center.

In lieu of flowers, memorials may be made to the Methodist Children's Home, Waco or the Texas Pythian Home, Weatherford.

JOHN NELSON FLYNN

June 20, 1929 – September 6, 2014



John Nelson Flynn received the gift of life on October 4, 1930 in Bluffdale, Texas, the 3rd of 5 sons, born to The Reverend Warren A. Flynn and Modena Cox Flynn. John literally grew up under the eaves of the United Methodist Churches and Parsonages of the Central Texas Conference where his father, affectionately known as "Brother Flynn," spent his Life's ministry.

John, at a very young age, seemed to comprehend many of life's secrets, and wasted no time in pursuing his lifelong dedication and passion of service to God, his Church, and people. This service began at 6 years of age, delivering groceries on his bicycle to shut-ins and others. He was licensed to preach and began his undergraduate degree at Texas Wesleyan College in Fort Worth at age 15. Dr. W. W. Ward, District Superintendent of the Fort Worth District, assigned him to "go build a new church" on an empty lot in West Fort Worth, to be chartered as Bethel Methodist Church. Mission accomplished, (at least the 1st building) at age 16.

"Nobody knows how we got to the top of the hill,
but since we're on our way down, we might as well enjoy the ride".

John continued his studies while serving local pastor church appointments, such as Carlton, Haslet and Colleyville, 4 years on the TWC tennis team, and as President and member of the leadership team of the Conference Youth Assembly at Southwestern University in Georgetown. Completing his Masters of Divinity Degree at Southern Methodist University and Elder's Ordination, John realized:

"The Secret of Love is in opening up your heart.
It's okay to be afraid but don't let that stand in your way,
cause anyone knows that Love is the only road.
And since we're only here for a while, might as well show some style.
Give us a Smile, it's just a lovely ride."

Across the United States John shared his knowledge, love of teaching, passion for establishing new programs, and creative approaches to Christian Education in the United Methodist Church and beyond. This road of love & God led him to: First UMC, Springdale, Ark.; Country Club UMC, Kansas City, Mo. and Founding Faculty member of the newly-established St. Paul's School Of Theology; Seattle, Washington's University Temple, and the Pacific Northwest Conference where he served as Associate Program Director of the Conference.

His passion for teaching always followed him each step of his journey and included Visiting Professorships at University of the Pacific; Emory University School of Theology, Atlanta, Ga.; Perkins School of Theology, Dallas, TX; Pastor's Schools

in Montana and Wyoming Conference; Workshops for Directors of Education and Teachers; Methodist & Fellowship of Christian Athletes Summer Youth Camps at Estes Park, Colo.; but the pure joy of teaching a Sunday School class was always, for John, a privilege and honor. The passage of time and opportunities also led him to St. James UMC, Atlanta, Ga.; First UMC, Dallas, TX; and First UMC, Orlando, Fla.

John's numerous achievements included working diligently with Dr. R. Harold Hipps, of the General Board in Nashville and others, to establish a much needed national organization for professional Christian Educators in The United Methodist Church. He was the first President, and for several years after, a board member of the newly-chartered Christian Educators Fellowship (CEF).

"Now the thing about time is that time isn't really real.
It's just your point of view, how does it feel for you?"
Try not to try too hard, it's just a lovely ride".

John was now 48 years of age, and having been blessed with so many opportunities of service, he decided to retire under the 20 year rule from The Florida Conference. His road would now lead him to pursue his pure love for tennis when an old friend and member of the Olde Providence Racquet Club in Charlotte, N.C. convinced him he needed to be their new General Manager!

Three years of nary a suit or tie, only tennis clothes and daily playing with club members on the 26 courts of Olde Providence followed. However, God seemed to have other plans for John. Cataract surgeries made it impossible for him to continue to play competitive tennis. (He did go on to play casual tennis until his early 70's). Upon his resignation from OPRC, the open road with a Ford van and an Airstream trailer in tow literally became our home for the following 18 months. And such a lovely ride it was!

"The smile upon your face. Welcome to the human race.
Sliding down, gliding down. Isn't it a lovely ride!"

A position as President of The Methodist Reporter Foundation, and subsequent appointment as Director of Endowment, Harris Hospital, Fort Worth finally brought us back home to The Central Texas Conference, friends and family. Upon his retirement from Harris in 2001, John continued to share his wealth of teaching experience, knowledge, wise counsel, and passion for God's Love with others.

"And God will raise you up on eagles' wings,
Bear you on the breath of dawn,
Make you to shine like the sun
And hold you in the palm of His hand."
~ Natalie Sleeth

John received the gift of Eternal Life on November 2, 2014.

A Memorial Service in celebration of his life was held November 4, 2014 at Leonard Memorial Chapel, First United Methodist Church, Fort Worth, TX., Dr. Tim Bruster, Senior Pastor and The Reverend Larry Grubb officiating.

John's legacy continues to live on in those nearest and dearest to his heart: His loving and devoted wife of 64 years, Kathryn Whitfield Flynn; Daughters, Mary Kathryn Flynn and Julia Diane Flynn Harrell; Son, William Douglas Flynn and wife, Cheri; Grandchildren, Darby Flynn Chalko and husband, Donald; Shawn Flynn and wife, Jordan; Kelsey Flynn; Jesse Tyler; John Harrell; Kate Harrell; and Great Granddaughter, Greer Chalko; as well as, the many "adopted" brothers/sisters, extended family and friends.

Passages from "*The Secret O' Life*", James Taylor.

HUBERT W. FOUST

February 23, 1916 – May 1, 2015



Reverend Hubert W. Foust, 99, of Graham went home to be with his Lord and Savior, Friday May 1, 2015, in Graham. A graveside service is scheduled for Sunday, May 3, 2015, at 2:00pm at Pioneer Cemetery. Arrangements are under the direction of Morrison Funeral Home.

Brother Foust was born February 23, 1916, in Cullman, Alabama, to the late William P. and Nora (Jackson) Foust, one of 12 children. He married Opal K. Jones in Carlsbad, Texas, in 1937. She preceded him in death on March 18, 2004. Brother Foust was a Methodist minister and also a former Baptist minister, having served as pastor of Loving Baptist Church, Jean Baptist Church, and also First Baptist Church in Graham for 20 years. He was a member of Young County Masonic Lodge #485 and a Scottish Right Mason. Papa loved his faith, his family, his friends, and his college football and basketball teams...not necessarily in that order! He loved people, working with his hands to make woodcarvings, and writing letters of encouragement. When told by a church member to "Give 'em some Hell, Preacher!" before a sermon one Sunday evening, he told that member he would rather give them all a bit of heaven, since people seemed to already have enough hell in their lives.

Survivors include: son Joe Foust and wife Delnita of Eureka Springs, AR; sister Vera Tennant of Artesia, NM; grandson Todd Foust of Graham; granddaughters Ashlee Thigpen Howard and husband Tim of Frisco, Padgett Thigpen Hughes and husband Danny of Graham, Dacre Whitaker and husband Ken of Bentonville, AR. Great grandchildren: Graham and Garrett Foust, Payton and Sydney Smith, and Gracie Howard. He is also survived by son-in-law Chuck Stapp of Graham. Brother

Foust was preceded in death by a daughter, Nancy Thigpen Stapp and son-in-law Fred Thigpen; and most of his siblings.

In lieu of flowers or formal memorials, please do a random act of kindness for someone in need to honor his memory. He will be forever in our hearts and missed greatly.

James Richard Olney

November 7, 1949 – July 30, 2014



James Richard Olney, husband, father, uncle, brother, pastor and friend, died Wednesday, July 30, 2014. Celebration of life: 10 a.m. Monday at First United Methodist Church of Fort Worth. Memorials: The family requests no flowers, but suggests memorials be made to Lifepoint United Methodist Church or to Texas Wesleyan University.

Jim was born November 7, 1949, to Maurine and Richard Olney, Michigan farmers. He received his bachelor of arts from Texas Wesleyan University in 1971 and his master of theology from Perkins School of Theology at SMU in 1975. The Rev. Olney was ordained a United Methodist deacon in 1972 and elder in 1976. He served nine appointments in the Central Texas Conference during his 42 years of ministry, most recently as district superintendent of the former Brownwood District. The Rev. Olney was an accomplished writer and dramatist having created and performed 33 biblical and historic dramas during his ministry. Since the age of 17 he performed the American humorist Mark Twain throughout the country for churches, colleges, literary and civic groups, and national organizations.

Survivors: His wife of 42 years, Terri Olney of Granbury; daughters, Carey Olney of Austin and Molly Olney-Zide and husband, Joshua, of Newark, Del.; son, James T. Olney of Dallas; and sister, Danelle Olney Bowers of Quincy, Mich.

Alfred Garfield Sanford

June 12, 1936 – January 5, 2015



Rev. Dr. Alfred Garfield Sanford, passed away Monday, January 5, 2015. He was born June 12, 1936.

Funeral will be held at 10:00 am on Thursday, January 8th at St. Andrews United Methodist Church, with a graveside service at 2:30 pm at Springhill United Methodist Church in Riesel.

JOHN HERSCHELL WILLIAMS
August 19, 1922 – May 4, 2015



Lt. Col. (ret.) Rev. Williams, known to so many as Herschell, Georgia, John H., Sgt. Williams, Daddy, Bro. John, Chaplain Williams, Honey, and Dan-Dan, was born August 19, 1922 in Opelika, Alabama. His parents were John Wesley Williams and Ethel Agnes Hillyer Williams.

His educational journey took him through public school in Opelika and then to Texas. He attended Arlington State College (now U.T.A.); received his Bachelors of Science in Physical Education from North Texas State University; attended Brite College of the Bible, T.C.U.; and received his Masters of Theology from Perkins School of Theology, S.M.U. His lifetime of service started when he was a teen in the C.C.C. with transition into the US Army serving through the Battle of the Bulge and World War II. Shortly thereafter, he continued serving his beloved country in the Korean conflict. Next, in the Air Force, he was a Chaplain until his retirement as Lieutenant Colonel in 1982. During this time he served in a third war—the Vietnam War.

On May 25, 1946, he married gorgeous Elizabeth Ann Thomas in Grand Saline, TX. From that day on, they were a true power couple, sharing the love and power of Jesus Christ with everyone they met. As a civilian, Mr. Williams worked as an athletic coach, school teacher, meat packer, salesman and mail carrier. In his ministry career, Bro. John served 16 United Methodist congregations in Oklahoma and Texas, as well as hundreds of thousands of travelers as DFW airport chaplain. Neither Alzheimer's Disease nor dementia kept Bro. John from the work God called him to do. However unsure his own world became, he continued praying, encouraging, blessing and loving all those around him.

Survivors include his adored wife Elizabeth; children Jan Williams Boyd and Jack; Lisa Williams Webster and Clif; grandchildren Jade Boyd Calvert and Travis; Zemmy Boyd; Sheldon Webster; Phillip Webster; great-granddaughter Sarah-Jane Calvert; much-loved nieces and nephews; and friends from everywhere he went.

Funeral: 10 a.m. Friday, May 8, 2015 at First United Methodist Church in Crowley. Visitation: 6 to 8 p.m. Thursday, May 7, 2015 at Mayfield Kiser Funeral Home. Burial: 1 p.m. Friday, May 8, 2015 at Dallas Fort Worth National Cemetery. Memorials: First United Methodist Church, 509 Peach, Crowley, Texas 76036; or Crowley House of Hope, 216 N. Magnolia, Crowley, in lieu of flowers, would be appropriate and welcomed.

Robert Emerson Young

October 8, 1927 – December 7, 2014



Rev. Robert Emerson Young 87, of Holly Lake Ranch, Texas peacefully entered God's Heavenly Kingdom Sunday, December 7, 2014. Bob is survived and forever missed by his loving wife of 13 years, Mary Jane Young; twin sister Elizabeth Jane Young; son Robert E. Young, Jr. and wife Paula; daughter Monika Moulin and husband Kirk; daughter Rebecca Elder and husband Jay; stepson Loy Frazier, III and stepdaughter Jennifer Huff and husband Jerry; grandchildren Chris Young and wife Katie; Paige Blankenship and husband Justin; Lacey Young; Blake Elder; Matthew and Meghan Frazier and Hunter Huff; great grandchildren Brady Hart and Baker Jay Blankenship; numerous family members and friends and the thousands of people whose lives he touched. He is preceded in death by his beloved wife of 39 years, Katherine Ann Young; his parents, E.E. and Rebecca Young; his brothers, Cy, Wendell and Dink and sisters Clarice, Wilma and Mary.

Blessed with a successful academic and athletic high school experience, Bob got on a train from Bedford, Indiana to Fort Worth, Texas to attend TCU on a basketball scholarship. He became a letterman and student body president and met Katherine Frank, later to become his wife and the mother of his 3 children. After graduation, he continued his education achieving a Masters of Theology at SMU Perkins before embarking on a 60 plus year career of ministry in the United Methodist Church.

Bob served in Fort Worth, Richland Hills, Waxahachie, Waco, Dallas and Grand Prairie. After the death of his wife in 1989, his ministry led him to Executive Director of Mount Sequoyah in Fayetteville, Arkansas. During this ministry he became more active in Rotary International, serving as a District Governor and member of the acclaimed Rotary Chorus. Through mission trips and chorus concerts, he traveled worldwide - Chile, Philippines, Panama, Peru, Taiwan, Hong Kong, Japan, Canada, England, Italy, France, Austria, Switzerland, Israel, Egypt, Syria, Bruit, Greece, Spain, Portugal and South Africa. Throughout his ministry, he officiated over 1,500 funerals, 1,800 weddings and 600 baptisms. After his formal retirement from the ministry in 1995, though no retirement from an active life, Bob settled in East Texas. He then married the second love of his life, Mary Jane, and his life was forever greatly enriched. They became more active in Rotary and Arkansas athletics with Bob serving as the Chaplain of the Arkansas Razorback Road Hogs for 11 years.

Bob and Mary Jane loved to travel, visiting 36 states, Canada and Mexico. Bob returned to the pulpit serving at First United Methodist Church of Hawkins, Texas. During this non-retirement retirement phase, his family, along with his steadfast faith, remained at the center of his life. As his health declined, he continued to exude his passionate and magnetic personality toward family, friends and all who visited him under the exceptional care of the doctors, nurses, and all health care professionals at East Texas Medical Center and Waterton Plaza in Tyler, Texas. A

truly genuine and great man, Bob provided peace, hope and love to all he encountered.

A visitation at Liberty United Methodist Church Wednesday, December 10 from 6:00 p.m. - 8:00 p.m. and a memorial service at First United Methodist Church in Quitman, Texas on Thursday, December 11 at 10:00 a.m. There will be an additional memorial service at Richland Hills United Methodist Church in Richland Hills, Texas on Friday, December 12 at 11:00 a.m.

In lieu of flowers, donations in Bob's memory may be made to the Liberty United Methodist Church (300 CR 3138 Quitman, Texas 75783) or Mount **Sequoyah Retreat and Conference Center** (www.mountsequoyah.org)

LORRAINE MASSEY ANSLEY
October 27, 1917 - October 4, 2014



Lorraine Ansley died Saturday, October 4, 2014, just three weeks shy of her 97th birthday. Memorial service will be October 16th at 11:00 am at Thompson's Harveson & Cole Funeral Home with visitation beginning at 10:00 am. A private interment will be at Prairie Point Cemetery in Kerens. Memorials may be given to the Prayer Garden Fund or the General Fund at Arlington Heights United Methodist Church.

Lorraine was born on October 27, 1917 in Bazette. In the late 1930's she began teaching elementary school. As a single woman not living at home, she was required, for propriety sake, to live with the school superintendent and his family. She loved teaching the little kids, first grade especially. She was raised in East Texas and married the cute young Methodist minister, James B.

Ansley, just before he shipped out to serve as a chaplain during World War II. During the war, Lorraine worked in a bomb factory every summer driving a forklift and taught elementary school during the year. In 1947, James was transferred to First United Methodist Church, Fort Worth, and in 1957, he became chaplain at Harris Hospital. They lived in Fort Worth and raised their family with Lorraine being a full-time mom. She and James were married for 64 years at the time of his death in 2007. She was an active member of Arlington Heights United Methodist Church and a member of the Co-Workers Class. She had many hobbies including a great gardener, reading, studying the financial pages and watching sports. Despite outliving all her contemporaries, Lorraine was sweet and loving and actively made friends her whole life. Everyone she met felt special and appreciated and joined her ever-growing circle of loving neighbors and friends.

Survivors: Son, James Frank Ansley and wife, Suzanne; and daughter, Lorraine Camille Thompson and husband, John. She also had a wonderful support group, including her nieces, Nancy Priddy, Bobbie Tate and Joyce Crawford and all their families.

WANDA TATUM BALLARD

July 16, 1941 – October 22, 2014



Wanda Tatum Ballard, 73 passed away peacefully at home Wednesday, October 22, 2014, surrounded by her family, after a yearlong struggle with pancreatic cancer. Memorial Service will be held October 27th at 11:00 am at the First United Methodist Church of Fort Worth. A reception will follow in the Wesley Fellowship Hall. Wanda requested that her body be given for the advancement of medical knowledge.

Wanda was born in Columbus, GA and grew up in Plant City, FL. She was selected for an accelerated learning program, enabling her to graduate from high school at 16 and complete college in three years, meeting her husband Ron, while attending Emory University. Having served alongside Ron as a minister's wife in Georgia, Wanda began teaching elementary school when the family moved to Glasgow, Scotland. Later, upon making her home in Hurst, Wanda continued to teach in elementary school and as an instructor in the gifted and talented program, eventually serving Birdville ISD as an administrator, overseeing ESL and foreign language programs.

Wanda found great joy in loving and raising her children, Rhonda, Kyle and Christa. She has distinguished herself as a professional woman, a selfless and devoted wife, mother, and grandmother, and a loyal friend and companion. Her beauty has been enhanced by her faithful service to Christ in all these roles. As Wanda, Mom and Noni, she has left an enduring impression and continues to inspire us all.

ANNE LORENE BEDFORD
July 30, 1936 – January 20, 2015



Anne Lorene (Fitch) Bedford died on Tuesday, January 20, 2015. She was born on July 30, 1936 in Bellflower, Illinois, to Rev. and Mrs. Ralph Weber Fitch. Anne graduated from Waverly High School and became a registered nurse. She married Rev. Robert L. Brandstatter in 1957 and raised two daughters, one adopted son and numerous foster children during their marriage. Following her first husband's untimely death she married Rev. Lee Alvin Bedford, Jr of Dallas, Texas in 1973. For 35 years Lee and Anne served in United Methodist churches throughout Central and North Texas. As a gifted water colorist, she attained her professional signature status in the Southwestern Watercolor Society (SWS). She was the most proud of her family, which included 22 grandchildren and 18 great-grandchildren.

She is survived by her daughters, Teresa Granberry, husband, Sam and Cheryl Devoto, husband, Khris; step-sons Tom Bedford, wife, Becky, and John Bedford, and wife, Jan; and step-daughter, Leslie Grubbs, husband, Randy. Also surviving are her sisters, Muriel Dawson and Enid Smith, and brother, Michael Fitch, wife Linda.

A memorial service will be held on Friday, January 23, 2015 at 2:00 pm at Sparkman Hillcrest Funeral Home in Dallas, Texas.

DORIS J. CLIFFORD
July 22, 1920 – September 7, 2014



Doris Jean Clifford passed away peacefully on September 7, 2014 in Georgetown, Texas.

Doris Jean was born to Floyd R. and Clara Huff Jones on July 22, 1920 in Milford, Michigan and grew up and attended school there. Upon graduation she attended the University of Michigan in Ann Arbor, and received a BA there. While there, she met F. Burr Clifford, and married him August 26, 1943. Doris taught school in Dearborn while Burr finished seminary work at Oberlin College in Ohio, and in 1947 moved to Britton, MI where he was pastor, and professor at nearby Adrian College.

In 1953, the family moved to Oxford, GA, and in 1958, to Georgetown, where Burr was first professor of Humanities and later Dean at Southwestern University.

Doris, after the stint teaching in Dearborn; devoted herself to her family as two sons,

John and David were born in Michigan, and later a daughter, Jeanne Ellen, after reaching Texas. She had a number of "part-time" jobs, substitute teacher, and in Georgetown columnist for the Williamson County Sun writing the "News From the Churches" and "Yesteryears" columns for a number of years.

She had a lively interest in the world. After Burr's retirement, they traveled quite extensively, often on natural history tours. She knew the wildflowers and greenery of the area well. She kept up with world affairs with her daily paper, and kept a daily journal while in assisted living (despite its illegibility!), and she was proud of her family relation to John and John Quincy Adams and was currently reading a biography of John Quincy Adams.

Doris was a member of First United Methodist Church and within that the United Methodist Women and a District officer of that group. She was a member of the Women's Club of Georgetown, and the Pathfinders Sunday School class and the VEEPS at Southwestern.

Doris was preceded in death by her parents and a stepmother, Marian, by a brother Donald; and her husband Burr. She is survived by her sons John F. and wife Bernie Clifford of Round Rock, TX; David B. and wife Judy Clifford of St. Louis, MO; and daughter Jeanne Ellen Weiss and husband Larry of Woodinville, WA; and two grandchildren, Michael Clifford of Chicago, and Ellen Clifford of Los Angeles.

Services will be September 20, 2014, at 2 p.m.at First United Methodist Church in Georgetown. Memorials may be directed to the F. Burr and Doris Clifford Endowed Fund at Southwestern University, to the First United Methodist Church Library, or the City of Georgetown Public Library. The Gabriels Funeral Chapel is handling arrangements.

Bernice Marie (House) Cooper

August 12, 1926 – May 4, 2015



Bernice Marie (House) Cooper age 88 of Holland died Monday, May 4, 2015 in a local hospital. She was born in Heidenheimer, Texas on August 12, 1926, to Thomas Edward and Lois Vernice (Owens) House. Bernice married Joe Cooper on August 19, 1944. She was an LVN. She is preceded in death by her husband Joe, her parents, sister, two brothers, infant daughter Betty Marie, her son James Thomas Cooper and her grandson Matt Sanders.

She is survived by her 5 daughters Ellen Truesdale of Killeen, Peggy Sralla of Wichita Falls, Becky Cooper of Holland, Wanda Cooper of Lockhart and Karen Sanders of California City, CA, her son John Cooper of Holland, 8 grandchildren and 12 great-grandchildren.

Funeral Services for Bernice will be held at 10:30AM on Friday, May 8, 2015 at the First United Methodist Church in Holland with Pastor Philip Shuler officiating. Visitation will be held at the church Friday morning beginning at 9:30 and ending at 10:30AM.

Elizabeth "Tim" (Timmons) Glazener

April 30, 1928 – April 12, 2015



Elizabeth "Tim" (Timmons) Glazener of Ferris, passed away peacefully in her home April 12, 2015. In over 40 years of teaching, Tim enriched the lives of second and third grade students across Texas; instilling in them a love of reading. She faithfully served the United Methodist Church as a minister's wife and through her dedicated acts with the United Methodist Women's group, as a member of the choir, and a Sunday school teacher. She enjoyed sewing, crocheting, quilting, knitting, and crafts. After retirement, she made hats for the American Cancer Society to give to ailing children, and made quilts for the families at Ronald McDonald House charities. She also donated many items to the annual UMC Lord's Acre sale.

Tim was born April 30, 1928, to Estelle and Tom Timmons of Birmingham, Alabama. After graduation she attended Mary Hardin Baylor College in Belton, Texas, where she majored in Religious Studies. While there she was the President of the Baptist Student Union Council; a member of the Life Service Band; Who's Who Among American Universities and Colleges; Secretary/Treasurer of the Speech Department Honor Society, Alpha Psi Omega; a member of the Historical Phila Literary Society; Young Women's Auxiliary; director of 3 senior plays, and was the Student Director of the historic Easter Pageant for 2 years. She earned her Bachelors of Art degree in Speech in 1953. She maintained in close relationship with the members of her class and organized class luncheons at each school reunion through the 60th Alumni Weekend gathering. On December 26, 1953, she married Elmer Glazener. She and her husband served several churches in North Texas throughout his 50 years in ministry, including North Richland Hills, Gordon, Grace Methodist of Ft. Worth, Hurst, Ferris, Killeen and other North and Central communities. During this time she taught elementary school, and earned her Master's Degree in Education.

She is survived by her children, Gerry and wife, Kathy of Garland, TX, Gaylynn and Jeff Cottongame of Ferris, and Natalie Gailann Caddell of Ferris, grandchildren Kaylen Cottongame, Glenn Caddell, 1 brother, John Timmons and wife, Barbara of Baytown, and several nieces and nephews.

She was preceded in death by her husband, Elmer, both parents, and older brother, Tom.

Family will receive friends on Tuesday, April 14 from 6 – 8 PM at the Ferris United Methodist Church in Ferris, Texas. The Celebration of Life service will be Wednesday, April 15 at 10:30 AM at the Ferris United Methodist Church. Officiated by Ethan Gregory.

Billie Lou Herrington

October 3, 1926 – March 17, 2015



Billie Lou Herrington, wife of Rollo J. Herrington, passed away Tuesday, March 17, 2015. Private family services will be held Friday, March 20, 2015.

Lou was born October 3, 1926 in Concord, Texas to Glen Nolen and Letha Mae (McCrary) Boles. She was preceded in death by her parents; and a brother, Sam Nolen Boles.

Survivors include her sister, Betty Jean Freeman of California; 3 daughters, Judy Sue Fears of Tyler, Donna Lou Wells of Austin and Deborah Wachsmann and husband, Raymond of Waco; 5 loving grandchildren, Tracey Santana of Tyler, John D. Baker and wife, Donna of Austin, Steven Baker of Austin, Camille and John Palmer of Waco and Jana and Josh Garvin of Waco; 11 great-grandchildren; and 11 great-great grandchildren.

The family would like to express a special thank you to Providence Hospice and Right At Home staff's for their loving care and support of our mother and family. We would also like to express a special thank you to all of Hobby and Lou's dear friends, for their prayers and loving support.

In lieu of flowers, memorial donations may be made to Parental Care Ministries, P. O. Box 13116 Tyler, TX 75713 or pcmonline.org.

Vivian McCleskey

December 14, 1933 – July 7, 2014



Vivian McCleskey, 80, died Monday, July 7, 2014, at her home in Temple. Memorial service: 2 p.m. Thursday at First United Methodist Church of Belton with Sarah Burris and Darren Walker officiating. Dossman Funeral Home in Belton is in charge of arrangements and Mrs. McCleskey will be cremated prior to the service. Memorials: Methodist Children's Home, 1111 Herring, Waco, Texas 76708, in lieu of flowers.

Vivian was born Dec. 14, 1933, in Fort Worth, the daughter of Hugh Bunton Jr. and Sarah Lee Babcock Bunton. She married her husband, Archie H. McCleskey Jr., on July 11, 1953, in Fort Worth. She and Archie moved back to Central Texas in 2004 from Marietta, Ga. She was a member of First United Methodist Church of

Belton and loved sewing, embroidery, baking, but mostly singing. Of all the churches she was a member while traveling with her husband, she sang in all but two church choirs. She was a minister's wife, mom and memaw. She was preceded in death by her parents and husband, Archie H. McCleskey Jr.

Survivors: Sons, John and Michael McCleskey; daughters, Sarah Elizabeth Burris and Susan Rebecca McCleskey-Huber; sisters, Virginia Lee Ashcraft, Irene Sweely and Jeanette Dixon; seven grandchildren; and eight great grandchildren.

Harold S. Scott, Sr.

September 11, 1936 – January 6, 2015



Mr. Harold Stanley Scott, Sr., of Waco, was born on September 11, 1936 and passed away January 6, 2015. Services will be 11 a.m. Monday January 13, at St. James U.M.C. 2nd and Clay St. Waco, Texas. Burial will be in Doris Miller Cemetery. Wake will be held 5 to 7 p.m. Sunday at the Church. In lieu of flowers donations may be made to St. James United Methodist Church P.O Box 775, Waco, TX 76703.

Sue Beth Sorrells

March 11, 1939 – August 2, 2014



In our darkest times we bind together to find light. On Sat., August 2, Sue Beth Bennett Sorrells passed away in her home in celebration with her family. She was born during a dust storm on March 11, 1939, on a farm in Claude, Texas, to Forrest and Ruby Bennett. She was preceded in death by her parents and brother, Nathan. Her passing is a loss for the family and for anyone who was fortunate enough to spend time with her. She was a kind, loving woman who wanted to see happiness in each and every person she met or hadn't met yet. She loved a good chuckle and her laugh will be one of the many things missed the most. If anyone felt lost, she was there to offer support and guidance to a happier path. If anyone felt sadness, she was there with open arms and a big heart.

She is survived by her husband of 57 happy years, Kermit Sorrells, her children, Sandra, Philip and daughter-in-law Stacy, and David, four grandchildren, Emily, Holley, Travis and Ivy, five great-grandchildren, Caden, Ruby, Ava, Mia, and Chloe, her brothers and sisters-in-law, Murray and Betty, Gordon and Ruby, and Richard and Phyllis, her sister-in-law Nancy, and Kermit's brother and sister-in-law Kenneth

and Maxine, sister-in-law Margaret, as well as numerous nieces and nephews and a large extended family.

In lieu of flowers, her family requests that donations in her name be sent to The Order of the Eastern Star to pay for school supplies. Please contact Katherine Hollis at 325-625-1713. Donations may also be sent to the American Cancer Society.

Gather together, share your happiest memories, and remember this beautiful life. Her smile will not be forgotten. Services will be Thursday at 2:00 p.m. at the First United Methodist Church with Rev. Bradley Slaten officiating, services under the direction of Henderson Funeral Home of Coleman. Interment will be Friday at 3:00 p.m. at Claude Cemetery, Claude, Texas. The family will receive friends Wednesday from 6:00 till 7:00 pm at Henderson Funeral Home.

MYRA ELIZABETH BRAY SPRINKLE

March 11, 1918 – May 8, 2015



Myra Elizabeth Bray Sprinkle, 97, passed quietly on Friday, May 8, 2015. Funeral: 10 a.m, Thursday at Meadowbrook United Methodist Church in Fort Worth. Private family interment: Mount Olivet Cemetery. Reception to follow. Memorials: May be made to Meadowbrook UMC where a tree will planted in her memory.

Myra was born March 11, 1918, in Van Alstyne to Anna and Garvin Vandyke Bray. Myra had 97 years to live her motto of "Faith, Family and Friends." She and her beloved JW ministered to more than 30 Methodist churches in central Texas during their 48 years together. After his passing, she continued to serve through Meadowbrook UMC. She will be missed by many and the effects of her presence will be felt for years to come. She was preceded by her husband, JW Sprinkle; her brother; and three sisters.

Survivors: Son, Stephen Sprinkle and partner, Rae Lynn Moore; daughter, Sherelyn Mitchell and husband, Dennis T. Mitchell; grandchildren, Ryan Mitchell and wife, Kelli, Megan Teeters and husband, Jesse; great-grandchildren, Troy and Austin Mitchell, Alexis and Sawyer Teeters.

James Milton (Jim) Summers
August 11, 1929 – April 9, 2015



James Milton (Jim) Summers, 85, went to be with our Lord on Thursday, April 9, 2015. Funeral services will be 2 p.m. Saturday, April 18th at Grace Gardens Funeral Home, 8220 Woodway Drive, Waco. Interment will follow at Oakwood Cemetery. Visitation will be 6 - 8 p.m. Friday, April 17th at Grace Gardens.

Jim was born August 11, 1929 to Clyde Celier and Tabor Brock Witherington Summers. Jim graduated from Lane Technical High School in Chicago, University of Corpus Christi, and A&M University for his undergraduate degrees. He completed his PhD in education from Texas A&M University.

Jim was a high school teacher, assistant principal, Dean of Cont. Ed. at Del Mar College, and McLennan Community College. He later became Asst. Dean of Cont. Ed. at Virginia Tech University, and then moved on to Director of Cont. Medical Education for the Medical Society of Virginia. After a two-year stay as President of the Georgia Academy of Family Physicians Education Foundation, he returned to Texas as Corporate Manager of Training and Development for Central Freight Lines. Finally, he and his wife, Nancy opened a business catering to the needs of the chemically sensitive and allergic all over the country.

Jim was in demand as a consultant, trainer, public speaker, certified Lay Speaker for the United Methodist Church and as a Sunday school teacher, often traveling to other states for speaking engagements. He had a way of interweaving poignant stories with humorous anecdotes that motivated and entertained his audience, class or congregation.

Jim is preceded in death by his parents, Clyde Celier Summers, Tabor Brock Witherington Summers; brother, Clyde Lee Summers; son, James (Jimmy) Milton Summers, Jr.

Jim is survived by his wife, Rev. Nancy Louise Tribble Summers; daughter, Leigh Ellen Summers Pelchat; son, Jon Michael Summers; grand-daughter, Audrey Renee Pelchat, other family, loved ones and many friends.

In one of his poems Jim wrote, "I grow weak with life's precious time. To dust I'll go - to dirt and grime. Hark now, the toll of heaven's drums: it is time; it is time I come."

ROBERT J. WORDINGER

February 5, 1945 – January 23, 2015



Dr. Robert J. Wordinger, 69, a loving father, brother, grandfather, uncle, devoted friend and beloved professor, passed away Friday, January 23, 2015. He is now wrapped in the arms of our heavenly Father and reunited with the love of his life, Barbara. Funeral: A service of celebration and remembrance will be held at 11 a.m. Friday, January 30, at First United Methodist Church of Hurst. Private interment: Bluebonnet Hills Memorial Park. Memorials: In lieu of flowers, donations may be made to the Wordinger Memorial Scholarship Fund in The Visual Sciences, North Texas Eye Research Institute, University of North Texas Health Science Center Foundation, 3500 Camp Bowie Blvd., Fort Worth, Texas 76107.

Dr. Robert Wordinger was born February 5, 1945, to Albert Wordinger Sr. and Gladys Ferriman Wordinger of Philadelphia, Pennsylvania. Robert earned his Bachelor of Science degree in animal physiology at Penn State University and his Master of Science and doctorate from Clemson University. Robert was a professor of cell biology and immunology and former department chairman of cell biology and genetics at the UNT Health Science Center in Fort Worth. He was the associate director of the North Texas Eye Research Institute. He held multiple U.S. patents and one international patent. His main area of research was the diagnosis, management and treatment of glaucoma. Over his career, he was awarded multiple grants and authored many publications. The Graduate Student Association named him Outstanding Faculty Member of the Year.

Robert married Barbara, the love of his life, on August 10, 1974. They met at the University of Pennsylvania and were best friends ever since. Robert was a man marked by excellent character who was a caring, compassionate and loving person. He was a wonderful encourager who knew how to lift your spirits. Robert had a passion for teaching and love for his students. He had a great love for his family and adored his six grandchildren. Robert was preceded in death by his parents and his wife of 36 years, Barbara Wordinger.

Survivors: Children, Susan Strickland, Laurie Ashley and her husband, George, Paul Wordinger and his wife, Melinda, and Kathryn Cane and her husband, Erik; grandchildren, Nickolas Strickland, George Ashley III, Jacob Ashley, Hannah Ashley, Avery Cane and Connor Wordinger; brother, Albert Wordinger Jr. and his wife, April; and nieces and a nephew.

Roll In Heaven

NOTE: The complete roll of the deceased members of the Annual Conference from 1866 through the session of 1968 will be found in the 1969 Journal. The list that follows includes only the ministers who were members of the United Methodist Church.

Name	Born	Died	Buried
Duke Barron	1909	1968	Van Alstyne
Edgar H. Johnson	1883	1968	Riesel
James M. Bond	1880	1968	Weatherford
A. Bruce Hornell	1940	1969	Trickham
C. H. Sisserson	1896	1969	Fort Worth
J. D. Smoot	1865	1969	Comanche
T. H. Burton	1883	1969	Riesel
George M. Seipp	1903	1970	Dallas
LaRue Vanderpool	1903	1970	Annetta
Roy E. Briggs	1891	1970	Corsicana
John Wesley Ford	1908	1970	Arlington
E. R. Stanford	1884	1970	Stanford Chapel, Waco
A. B. Hulme	1889	1971	Fort Worth
J. T. Gardner	1888	1971	Georgetown
J. M. Hays	1883	1971	Waxahachie
John C. Pace	1888	1971	Iowa Park
Elvis H. Carter	1907	1971	Fort Worth
Thomas Sterck	1895	1971	Fort Worth
A. W. Franklin	1887	1971	Graham
Lloyd Sanders	1906	1971	Dublin, Lower Green's Creek
Thomas B. Granger	1909	1972	Palmer
Gid. J. Bryan	1877	1972	Dallas
D. A. Chisholm	1891	1972	Proctor
Ray A. Langston	1883	1972	Gatesville
Charles E. Wilkins	1885	1972	Woodville
Chet C. Henson	1891	1972	Waco
D. R. McCauley	1887	1972	Meridian
Victor D. Dow	1883	1973	Mansfield
S. A. Baker	1904	1973	Waco
Henry C. Hoesch	1887	1973	Nebraska
W. T. Boulware	1890	1973	Hillsboro
Roy L. Crawford	1894	1973	Winters
Saul A. White	1900	1974	San Antonio
Frank L. Turner, Sr.	1893	1974	Brownwood
Ollie Apple	1897	1974	Walford

Name	Born	Died	Buried
C. O. Shugart	1881	1974	Waxahachie
R. W. Call	1897	1974	Whitney
R. T. Wallace	1888	1974	Belton
J. G. McClendon	1931	1974	Oklahoma
T. S. Ogle	1883	1974	Waco
E. L. Craig	1893	1974	Lubbock
Alton W. Ferrill	1906	1974	DeLeon
Lloyd H. Olson	1900	1975	California
Walter Williams	1899	1975	Mexia
William B. Morton	1884	1975	Coleman
P. E. Riley	1882	1975	Fort Worth
Alvin S. Gafford	1901	1975	Indian Creek, Comanche
Hubert C. Smith	1899	1975	Fort Worth
Glover Thomas	1907	1975	Dallas
Frank K. Suddath	1884	1975	North Carolina
Claude P. Jones	1888	1975	Mississippi
H. D. Huddleston	1878	1975	Cleburne
R. Frank Stone	1906	1976	Gatesville
Floyd E. Johnson	1903	1976	Fort Worth
H. D. Hamilton	1910	1976	Springhill
W. E. Harrell	1895	1976	Waco
E. H. Lightfoot	1892	1977	Fort Worth
Ross G. Smith	1901	1977	Dallas
C. M. Buttrill	1884	1977	Waco
George A. Fallon	1905	1977	Arlington
P. W. Layne	1885	1977	Oglesby
Charles H. Cole	1904	1978	Waco
Prince E. Cantrell	1885	1978	Mineral Wells
Wallace N. Dunson	1901	1978	Waco
Sam E. Mohondro	1935	1978	Waco
W. W. Baker	1889	1978	Waco
R. Herman Boyd	1893	1978	Waco
Urban A. Schulze	1910	1978	Bangs
J. E. Buchanan	1927	1978	Waco
Aubrey Edwards	1934	1978	Waxahachie
J. K. Brim	1894	1978	Arlington
Otis F. Brown	1903	1978	Graham
James W. Lane	1934	1978	Fort Worth
Willie B. Johnson	1910	1978	Temple
Wilford V. Bane	1909	1979	Arlington
Henry E. Kuykendall	1891	1979	Waco
Horace Poteet	1888	1979	San Angelo
Oran Stephens	1901	1979	Waxahachie

Name	Born	Died	Buried
Joseph I. Patterson	1894	1979	DeLeon
Raybon Porter	1899	1979	Wichita Falls
Homer R. Hall	1888	1979	Dublin, Lower Green's Creek
S. Ross Grace	1900	1979	Cisco
William C. Crawford	1921	1980	Crawford
Arthur G. Standlee	1893	1980	Little River
W. W. Ward	1887	1980	Fort Worth
S. A. Keese	1907	1980	Waco
Nancy Todd Murray	1948	1980	Cresson
Frank T. Fisher	1892	1980	Waxahachie
Milton G. Slayden	1902	1980	Waxahachie
J. L. Glaze	1915	1980	Cleburne
H. M. Hopkins	1885	1980	Fort Worth
Abraham McGill	1919	1980	Anderson
Robert Cope	1943	1980	Fort Worth
M. A. L. Freeman	1900	1980	Austin
J. D. F. Williams	1902	1980	Fort Worth
Warren Flynn	1901	1981	Fort Worth
Roy Davis	1899	1981	Corsicana
J. L. Oliver	1887	1981	Dublin, Lower Green's Creek
J. Morris Bailey	1913	1981	Waco
Chester A. Wilkerson	1896	1981	Winters
Eldridge M. Cooper	1902	1981	Mexia
Ernest M. Rucker	1920	1981	Temple
Roy F. Johnson	1904	1981	Crockett
G. J. Goff	1907	1982	Waco
G. Alfred Brown	1900	1982	Fort Worth
Samuel M. Franklin	1891	1982	Freestone County
Anthony J. Miller	1889	1982	Newton, Kansas
Wallace J. Shelton	1909	1983	Fort Worth
Dale Yant	1925	1983	Iredell
Daniel B. Baker	1884	1983	Temple
John H. McDaniel	1919	1983	Columbus, Texas
James H. Campbell	1922	1983	Fort Worth
Peyton Goodman	1905	1983	Corsicana
Oswald B. Salyer	1916	1983	Los Angeles, California
L. Warren Olliff	1926	1983	Dallas
Jack Payne	1924	1983	Clifton
Maggart B. Howell	1917	1983	Fort Worth
Frank H. Ingram	1901	1983	Fort Worth
Thad E. Son	1903	1983	Mansfield
Roy E. Stanley	1921	1984	Waco
John H. Basham	1928	1984	Fort Worth
Jimmy Ray Scott	1924	1984	Smithfield

Name	Born	Died	Buried
Paul Witcher Utley	1891	1984	Waco
J. W. Whitefield	1902	1984	Waxahachie
Luckie Elder Muse	1888	1984	Waco
Haldor Duncan	1914	1985	Clifton
George Fred Siler	1885	1985	Moody
William L. Hankla	1899	1985	Fort Worth
J. W. Sprinkle	1914	1985	Fort Worth
John Harper	1918	1985	Arbala
Donald Welsh	1929	1986	California
S. Wayne Reynolds	1914	1986	Weatherford
E. C. Hewitt	1913	1986	Kirbyville
Allen Peacock	1902	1986	Houston
Horace Williams	1895	1987	Nashville, Tennessee
Jonas L. Davenport	1906	1987	Clifton
Guy Perdue	1906	1987	Greenville
Frank Bartos	1903	1987	Waco
Henry Taylor	1912	1987	Waco
Bob Evans	1916	1987	Weatherford
Ernest Roper	1893	1987	Brownwood
Bill Easley	1928	1987	Temple
James Earl Morton	1902	1988	Clifton
William F. Smith	1894	1988	Waco
L. Stanley Williams	1909	1988	Waco
James N. Johnson	1918	1988	Roswell, New Mexico
Gaston Foote	1902	1989	Fort Worth
Fred George Benkley	1894	1989	Fort Worth
Ernest Duncan Piott	1906	1989	Gainesville
Rester A. Brooks, Jr.	1925	1989	Fort Worth
Hubert W. Crain	1906	1989	Stephenville
John W. Elliott	1925	1989	Fort Worth
B. L. McCord	1906	1989	Fort Worth
C. A. Sutton	1902	1989	Fort Worth
Walter M. Walmsley	1918	1989	Fort Worth
George Greebon	1909	1990	Fort Worth
James Shuler	1931	1990	Brownwood
C. D. Wooten	1899	1990	Cleburne
Albert Leslie Cronk	1923	1990	Waxahachie
William S. Fisher	1910	1990	Hurst
Frank L. Turner, Jr.	1920	1990	Brownwood
Hubert H. Barnett, Sr.	1908	1991	Hubbard
John William Gill, Jr.	1909	1991	Arlington
John Donald Hazlewood	1924	1991	Fort Worth
Jackson C. Oglesby	1900	1991	Arlington

Name	Born	Died	Buried
W. C. Taylor, Jr.	1930	1991	Waco
Paul Christopher	1899	1992	Arlington
Victor Earl Hankinson	1912	1993	Waco
John B. Holt	1915	1993	Dallas
John Dillard Hutcheson	1934	1993	Springtown
Robert Vance Lindsey	1931	1993	Cleburne
William Lloyd Shaw	1907	1993	Waco
C. J. Ledet	1930	1993	Marrero, Louisiana
D. L. McCree	1903	1993	Graham
Wallace W. Pittman	1908	1993	Temple
J. D. Walsh	1910	1993	Jonesboro
A. B. McCown	1918	1994	Wichita Falls
Richard Millsap	1923	1994	Covington
Floyd A. Boulware	1912	1994	New Mexico
Carl Poe Mehaffy, Jr.	1922	1994	Fort Worth
William M. Greenwaldt	1918	1994	Fort Worth
Robert Almanza	1943	1994	Waco
Denzil G. Wright	1918	1995	Springtown
Charles Joseph McAfee	1924	1995	Watts Chapel
Leonard L. Haynes, Sr.	1898	1996	Inglewood, CA
Sidney Francis Bunn	1937	1996	Little River
Kester Maurice Hearn	1908	1996	Fort Worth
Karl Lavelle Swain	1929	1997	Nevada
Cecil Martin Ellis	1909	1997	Arlington
William G. Whitaker	1909	1997	Waco
Eustace R. Gordon	1896	1997	Fort Worth
Robert Wayne Richmond	1924	1997	Arlington
Leonard D. Kelley	1927	1997	Fort Worth
Louis John Shambeck	1923	1997	Graham
George Morris	1923	1997	Grand Prarie
Sam Partee	1924	1997	Bradshaw, TX
H. Brown Loyd	1905	1998	Waco
Cleo Metcalf	1917	1998	Arlington
Henry "Joe" Cooper	1925	1998	Holland, TX
Noah Warren McCain	1919	1998	Fort Worth
Dan Johnson	1909	1999	Weatherford
John James Fourie	1927	1999	Farmers Branch
Jan Lynette White	1952	1999	Granbury
Marvin "Steve" Monk	1947	1999	Graham
Leroy Brown	1904	1999	Cleburne
Dewitt L. Barnes	1898	1999	Abilene
Quay Parmer	1912	1999	Arlington
Garrett C. Creppon	1937	2000	Arlington
Barbara Johnson-Arther	1958	2000	Eastland

Name	Born	Died	Buried
Thelma Buchanan	1928	2000	Waco
H. Gordon Dennis	1923	2000	Temple
Edward H Otwell	1926	2000	Cleburne
Lloyd Coker	1911	2000	Comanche
Ervin Gathings	1920	2000	Fort Worth
A. Bailey Duncan	1926	2000	Panhandle, TX
Hubert Taylor	1918	2000	Granbury
Henry Price	1902	2001	Waxahachie
Simon W. Curtis	1906	2001	Waco
Plez Todd	1909	2001	Gatesville
Floyd Thrash	1903	2001	Fort Worth
Timothy Russell	1942	2001	Fort Worth
John Lightfoot	1931	2001	Temple
Homer Cox	1916	2002	Nolanville
Homer Pumphrey	1918	2002	Nolanville
James Harvey Raines	1918	2002	Cleburne
James "Jack" Hopkins	1922	2002	Mineral Wells
Albert Pitts	1925	2002	Temple
Lloyd Sansom	1930	2002	Waco
Estill Allen	1912	2002	Early
B. F. "Biff" Jackson	1907	2002	Mercedes
H. Dan Hitt	1935	2003	Waxahachie
Roy Thurman Bassett	1929	2003	Cremated, not buried
Robert L. "Bob" Davis	1938	2003	
William Earl Mitchell	1914	2003	Dallas
John Boyd Richardson	1910	2003	Arlington
Lowell Randall Rogers	1919	2003	Poolville
Tolbert Jack Vereen	1925	2003	Poolville
Carroll Thompson	1913	2004	Maypearl
Frank R. Williams	1932	2004	Frost
Susan K. Longley	1962	2004	
Luther J. Helm	1912	2004	Comanche
Hal Wylie Davis	1935	2004	Nolanville
Bennie McBryde	1913	2004	Waco
Norman Purvis	1915	2005	
T. Morgan Garrett	1920	2005	Stephenville
Charles M. Walton	1921	2005	
Robert Terrell Nelson	1935	2005	Burleson
Ben Harold Feemster	1929	2005	Fort Worth
Lee R. Geldmeier	1915	2005	Waco
Rebecca Ann Emery	1950	2005	
H. Lively Brown	1926	2006	Granbury
Burt M. Gillis	1912	2006	Moody

Name	Born	Died	Buried
Cleo. C. Sessions	1909	2006	Fort Worth
Charles E. Cox, Jr.	1926	2006	Graham
Elden Douglas Traster, Jr.	1928	2006	Donated body to science
William Moody	1925	2006	Waco
Albert Jessie Wormwood	1914	2006	Weatherford
Glenn Caroll Bowman	1916	2006	Joshua
John Edward Dowd	1922	2006	Dallas
Eric C. Purnell	1915	2006	Waco
Raymond Burton	1912	2006	Fort Worth
George McAfee Matthews	1922	2006	Salado
Ernestine Scott	1937	2007	Waco
Bobby Dean Baggett	1954	2007	Fort Worth
Len Layne	1913	2007	Mineral Wells
James B. Ansley	1912	2007	Bazette
Walter G. Black	1918	2007	Fort Worth
Lawrence A. Zellers	1922	2007	Memphis, TN
Clyde E. Zellers, Jr.	1918	2007	Fort Worth
Robert G. Haynes	1922	2007	Colleyville
Kenneth Bass	1924	2007	Blooming Grove
Nicholas Henry Kupferle, Jr.	1922	2007	Fort Worth
J. Charles Shelley	1929	2008	
Ernest O. DeWald	1917	2008	
Gene F. Allen	1919	2008	Crawford
Robert A. Greaves, Jr.	1921	2008	Fort Worth
Carl G. Owens	1926	2008	Copperas Cove
Roy Rollin	1914	2008	Fort Worth
Joe Douglas Worley	1931	2008	DFW National Cemetery
Norman Bruner	1927	2008	
Gene Austin Moore	1930	2008	Bosqueville
Paul Wiseman	1916	2008	Hillsboro
Beverly Hamilton	1962	2008	Jasper County
Elmer Glazener	1928	2008	Ferris
H.F. Meier, Jr.	1922	2009	Riesel
Homer R. Kluck	1928	2009	Perry
Crandell Marsden Hunt	1919	2009	Fort Worth
William Norris Shirey	1919	2009	
John Kenneth Shamblin, Jr.	1940	2010	
Dan W. Williams, Sr.	1931	2010	
Robert Wilburn Sanders	1928	2010	Fort Worth
Woody Flint, Jr.	1928	2011	Dallas
Ken Diehm	1958	2011	Euless, TX
Wilbur Thomas "Bill" Reynolds	1925	2011	Alexandria, VA
Jones Woodrow "J. W." Hodges	1918	2011	Goldthwaite
Melvin Prather	1923	2011	Dallas

Name	Born	Died	Buried
Barbara Jean Wordinger	1941	2011	Colleyville
Lee Alvin Bedford, Jr.	1928	2011	Dallas
W. Sidney Roberts	1924	2011	Crawford
Benjamin Thomas Tribble	1926	2012	Pleasant Point
Leonard Carl Radde	1935	2012	Meridian
Robert H. Moran	1925	2012	Prairie Hill
Eugene Frank Leach	1930	2012	Atwater, IL
James W. Darnell, Jr.	1914	2012	Fort Worth
Clarence C. Schultz	1925	2012	Temple
Lloyd D. Hagemeier	1935	2013	Abilene
Janice Baldwin	1946	2013	DFW National Cemetery
Hiram E. Johnson, Jr.	1932	2013	Cresson
Clarence W. Canafax	1918	2013	Fort Worth
Claude W. Davison	1932	2013	D'Hanis
Edward R. Elliott	1922	2013	Cleburne
Leotia Howard	1933	2013	Fort Worth
Archie H. McCleskey, Jr.	1930	2013	Dublin
Uriah L. "Buddy" Stegman, Jr.	1930	2013	Cremated, not buried
Tommy C. Brooks	1927	2014	Meridian
G. Dean Coultas	1947	2014	Georgetown
Barney "Bill" Hughes	1944	2014	Blooming Grove
Thomas M. Phillips	1943	2014	Cremated, not buried
David I. Tidd	1944	2014	Cremated, TBD
Robert H. Briles	1929	2014	Fort Worth, TX
James R. Olney	1949	2014	Cremated
Robert E. Young	1947	2014	Dallas, TX
John N. Flynn	1930	2014	Cremated
Hubert W. Foust	1916	2015	Graham, TX
Alfred G. Sanford	1936	2015	Riesel, TX
John H. Williams	1922	2015	DFW National Cemetery

For God so loved the world that He gave His one and only Son, that whoever believes in Him shall not perish but have eternal life. For God did not send His Son into the world to condemn the world, but to save the world through Him

John 3:16-17

ANNUAL CONFERENCE REGISTER
(Since Merger with West Texas Conference)

No.	Place	Date	President	Secretary
1	Fort Worth	24-May-70	Bishop W. Kenneth Pope	J. D. F. Williams
2	Fort Worth	7-Jun-71	Bishop W. Kenneth Pope	J. D. F. Williams
3	Fort Worth	4-Jun-72	Bishop W. Kenneth Pope	J. D. F. Williams
4	Fort Worth	3-Jun-73	Bishop W. McFerrin Stowe	J. W. Sprinkle
5	Waco	2-Jun-74	Bishop W. McFerrin Stowe	J. W. Sprinkle
6	Fort Worth	1-Jun-75	Bishop W. McFerrin Stowe	J. W. Sprinkle
7	Waco	6-Jun-76	Bishop W. McFerrin Stowe	J. W. Sprinkle
8	Waco	5-Jun-77	Bishop W. McFerrin Stowe	J. W. Sprinkle
9	Fort Worth	4-Jun-78	Bishop W. McFerrin Stowe	J. W. Sprinkle
10	Waco	3-Jun-79	Bishop W. McFerrin Stowe	J. W. Sprinkle
11	Fort Worth	1-Jun-80	Bishop W. McFerrin Stowe	J. W. Sprinkle
12	Waco	31-May-81	Bishop John W. Russell	W. M. Greenwaldt
13	Fort Worth	30-May-82	Bishop John W. Russell	W. M. Greenwaldt
14	Waco	5-Jun-83	Bishop John W. Russell	W. M. Greenwaldt
15	Fort Worth	3-Jun-84	Bishop John W. Russell	W. M. Greenwaldt
16	Waco	2-Jun-85	Bishop John W. Russell	W. M. Greenwaldt
17	Arlington	1-Jun-86	Bishop John W. Russell	W. M. Greenwaldt
18	Waco	1-Jun-87	Bishop John W. Russell	H. Gordon Dennis
19	Fort Worth	6-Jun-88	Bishop John W. Russell	H. Gordon Dennis
20	Arlington	5-Jun-89	Bishop John W. Russell	Sydney Roberts
21	Waco	3-Jun-90	Bishop John W. Russell	Sydney Roberts
22	Fort Worth	2-Jun-91	Bishop John W. Russell	Sydney Roberts
23	Arlington	31-May-92	Bishop John W. Russell	Sydney Roberts
24	Waco	6-Jun-93	Bishop Joe A. Wilson	Sydney Roberts
25	Fort Worth	5-Jun-94	Bishop Joe A. Wilson	Sydney Roberts
26	Waco	4-Jun-95	Bishop Joe A. Wilson	Sydney Roberts
27	Fort Worth	2-Jun-96	Bishop Joe A. Wilson	Sydney Roberts
28	Waco	1-Jun-97	Bishop Joe A. Wilson	Sydney Roberts
29	Fort Worth	31-May-98	Bishop Joe A. Wilson	Sydney Roberts
30	Waco	6-Jun-99	Bishop Joe A. Wilson	Sydney Roberts
31	Fort Worth	4-Jun-00	Bishop Joe A. Wilson	Charles L. McClure

32	Waco	3-Jun-01	Bishop Ben R. Chamness	Charles L. McClure
33	Waco	2-Jun-02	Bishop Ben R. Chamness	Charles L. McClure
34	Fort Worth	1-Jun-03	Bishop Ben R. Chamness	Charles L. McClure
35	Waco	30-May-04	Bishop Ben R. Chamness	Charles L. McClure
36	Fort Worth	5-Jun-05	Bishop Ben R. Chamness	Charles L. McClure
37	Waco	4-Jun-06	Bishop Ben R. Chamness	Harvey L. Ozmer
38	Fort Worth	3-Jun-07	Bishop Ben R. Chamness	Harvey L. Ozmer
39	Fort Worth	1-Jun-08	Bishop Ben R. Chamness	Harvey L. Ozmer
40	Southlake	7-Jun-08	Bishop J. Michael Lowry	Harvey L. Ozmer
41	Fort Worth	6-Jun-08	Bishop J. Michael Lowry	Harvey L. Ozmer
42	Waco	5-Jun-08	Bishop J. Michael Lowry	Harvey L. Ozmer
43	Waco	3-Jun-08	Bishop J. Michael Lowry	Randy Wild
44	Fort Worth	9-Jun-08	Bishop J. Michael Lowry	Randy Wild
45	Mansfield	8-Jun-08	Bishop J. Michael Lowry	Randy Wild
46	Southlake	7-Jun-08	Bishop J. Michael Lowry	Randy Wild



Guiding Principles & Best Practices

Introduction

In order to make our organization more nimble and adaptive, the 2011 Annual Conference session adopted the following 3 reports, "Guiding Principles and Best Practices", Annual Conference Organization and a Policy and Procedures manual.

The "guiding principles and best practices" are foundational to the understanding of our mission and ministry. They represent our new understanding and way of doing ministry as flexible and adaptive. Our annual conference and the individual churches are in a time of transition, we must continually be on the move, initiating, facing, and adapting quickly to changing realities. They require a 2/3 vote of the annual conference to amend or suspend.

The Annual Conference Organization and the Policy and Procedure manual are administrative in nature and changes are to be handled at the appropriate organizational level.

The intent is that each document continues to be more organic and less institutional. They are living and breathing organism that adapt and change as necessary to do the work of God in the world.

Guiding Principles of the Central Texas Annual Conference

- We embrace and celebrate the mission of the United Methodist Church of "making disciples of Jesus Christ for the transformation of the world."
- We believe that the churches of our conference are "mission stations," outposts for the work of God in the world.
- We believe that mission at all levels of the church should be well defined, laser focused, with measurable outcomes.
- We believe that the Conference and its local congregations are called to be good stewards of the resources God provides for our work.
- We believe that we are called to be faithful to the five core values of Evangelism, The Wesleyan Tradition, Spiritual Growth, Mission, and Inclusiveness.
- We embrace the four focus areas of the United Methodist Church of: 1) Developing principled Christian leaders for the church and the world, 2) Creating new places for new people by starting new congregations and renewing existing ones, 3) Engaging in ministry with the poor, and 4) Stamping out killer disease by improving health globally.

- We believe that each local church can become a "Fruitful Congregation" by practicing Radical Hospitality, Passionate Worship, Intentional Faith Development, Risk-Taking Mission, and Extravagant Generosity.
- We believe in the inevitability of change, that it's God's gift, and it is our task to manage change in efficient and creative ways.

ANNUAL CONFERENCE BEST PRACTICES

- The Central Texas Conference shall be organized according to the current *Book of Discipline* of the United Methodist Church. In accordance with the *Discipline*, it shall meet annually at a time appointed by the Bishop at the location chosen by the Annual Conference. Adjourned or special sessions shall be called in a manner set forth by the Discipline.
- The business of the Annual Conference shall be conducted by the current edition of Roberts Rules of Order.
- A Preliminary Report of matters for consideration by a session of the Annual Conference shall be made available to the members of the Annual Conference at least one month prior to the session of the Annual Conference.
- Lay members and alternate lay members of the Annual Conference shall be elected at their local church charge conference for a one-year term following their election, subject to the provisions of the *Book of Discipline*.
- There shall be an equal number of lay and clergy members on the Annual Conference. The procedure for the equalization of lay and clergy members in the next Annual Conference will be presented as part of the report of Center for Mission Support.
- The procedures for handling matters to be presented to Annual Conference that were not in the Preliminary Report can be found in the Policy and Procedure Manual of the Annual Conference.
- Any of the Best Practices and Guiding Principles of the Annual Conference may be amended or suspended by a two-thirds vote of those present and voting at a session of the Annual Conference provided that any such motion to amend the Best Practices must be laid on the table at least one day before the Conference can vote to amend.
- Vacancies in membership on Annual Conference bodies that occur between sessions of the Annual Conference shall be filled by the appropriate bodies following the procedures outlined in the Policy and Procedures Manual of the Annual Conference.
- General Church and Annual Conference apportionments shall be apportioned to each local church on a conference wide basis. The details of the formula shall be part of the report of The Annual Conference Council on Finance and Administration. (¶615.1-6)
- There shall be a Manual of Conference Policies and Procedures that outlines policies and procedures related to Financial Matters, Clergy Benefits, Change of Appointment and other issues related to the functions of the Church.
- There will be a team to record, read and approve the proceedings of the Annual Conference after the final session. The team will be nominated by the Center for Mission Support and approved by the Core Leadership Team.

- The Districts of the Annual Conference will organize in such a way to reflect the offices/tasks required by the *Book of Discipline* and the Annual Conference. Beyond the basic Disciplinary and Conference requirements, Districts may organize in the best way to accomplish the mission of the Annual Conference and support the mission of their local churches.

Financial Best Practices

- The fiscal year of the Annual Conference shall be from January 1 to December 31, and the salaries of clergy members (appointed as pastors, District Superintendents, Executive Center Directors) and lay employees shall be paid accordingly.
- The Council on Finance and Administration shall present the proposed budget for the purpose of clarification and correction only at the first business session of the Annual Conference each year. Changes in the proposed budget shall be reported by the committee, board and/or Center making the request at the time they report to the Annual Conference. Approval or disapproval of the financial request shall be voted as an amendment to the proposed budget at the final presentation of the budget by CFA at the last session of the Annual Conference.
- Any proposal to create a new apportionment or to change the purpose for an existing apportionment shall be presented during a regular or called session of the Annual Conference, and shall not be voted on until the next session of the Annual Conference.
- Any proposed change of the decimal formula shall first be studied by the Council on Finance and Administration. CFA shall then report its recommendation to the Annual Conference (2012 *Book of Discipline* ¶615).
- The auditing firm approved by the Conference Council on Finance and Administration shall audit all books of treasurers of boards whose auditing is not provided in the *Book of Discipline*, and report the results to the CFA. A statement of these accounts will be sent to the Conference Secretary for inclusion in the minutes.
- The Council on Finance and Administration shall recommend the mileage reimbursement for necessary travel to Conference meetings for members of all Conference entities.
- The Conference Treasurer, after the close of the fiscal year, shall transfer into the Operating Reserve all unexpended balances of the annual appropriations for the year just closed (excepting only items specifically exempted by the Council on Finance and Administration). The Conference Treasurer will honor the requisitions for all necessary expenses of the new fiscal year within the limits of the appropriations.

Annual Conference Organization

- The Annual Conference is to be organized to accomplish the stated mission of the United Methodist Church. "The mission of the church is to make disciples of Jesus Christ for the transformation of the world."

- There shall be a **Core Leadership Team** who will oversee the administration and mission of the Annual Conference. It will develop measurable outcomes for the Central Texas Conference in keeping with the direction laid out by the Annual Conference and which are faithful to the *Book of Discipline*. The team will identify emerging mission needs and deploy resources to meet them. The Team will create a culture of accountability for the Center Teams and their Executive Directors. The Team will be convened by the Bishop or in the absence of the Bishop by the Assistant to the Bishop.

  1. The membership of the Core Leadership Team will include:
     a) The Bishop (voice but not vote)
     b) The Conference Lay Leader
     c) One lay member elected by each of the five geographical districts
     d) One lay member Chosen from the New Church District
     e) Three at-large members appointed by the Bishop
     f) Dean of the Cabinet
     g) The Assistant to the Bishop
     h) The Executive Director of the Center for Leadership
     i) The Executive Director of the Center for Evangelism & Church Growth
     j) The Executive Director of the Center for Mission Support

  2. Specific Responsibilities of Core Leadership Team and its Temporary Project Groups
     a) Annual Conference Strategic Planning
     b) Management and updating the Guiding Principles of the Conference
     c) Other Project Groups that are needed to facilitate the mission of the Conference.

- There will be the **Connectional Table** of the Annual Conference. Its purpose is to provide for the diversity of voices and interests of the Conference to be heard in conversation about the mission and ministry of the Church. The group is collaborative, inclusive and may change as ministry needs change. The Connectional Table is to enable the flow of information and communication among the various interests and ministries within the Conference. The Table is where the representative areas required by the *Book of Discipline* will reside.

  1. The membership of the Connectional Table currently include:
     a) Conference Lay Leader
     b) Associate Conference Lay Leader

c) Disaster Response
d) Emmaus Board of Director's Representative
e) Renewal of Eastern Mexico Covenant
f) Health and Welfare team leader
g) Church and Society team leader
h) President of Conference United Methodist Women
i) President of Conference United Methodist Men
j) Inclusiveness Team (Includes attention to)
    i. The Status and Role of Women
    ii. Native American Ministries
    iii. Disability Concerns
    iv. Religion and Race
k) Conference Council on Youth Ministry Representative Age 12-18
l) Division of Ministry with Young People Representative Age 12-30
m) Team Leader of Christian Unity and Interreligious Concerns
n) Team Leader of Commission on Archives and History
o) Members of General and Jurisdictional bodies who reside in the Annual Conference

Ex officio: Executive Directors of The Three Centers

2. The Connectional Table will be convened by any of the Executive Center Directors.

- There will be a **Center for Leadership.** The Executive Director of the Center for Leadership will also serve as the Assistant to the Bishop. The Center will be responsible for the following functions:

1. Higher Education
2. Campus Ministry
3. Intentional Interim Ministry
4. Extension Ministries
5. Identification, recruitment, and equipping of young, diverse, lay and clergy leaders.
6. Communication and information technology for the Annual Conference.
7. Professional and Ethical Behavior for Clergy and Lay Leaders
8. Annual Conference Nominations and Leadership Development

- The Center will be the organizational home of the following:

1. The Board of Ordained Ministry
2. The Committee on Administrative Review
3. The Conference Lay Servant Ministry Team
4. The Order of Elders
5. The Order of Deacons
6. The Order of Local Pastors
7. Committee on the Episcopacy

- There will be a **Center for Evangelism and Church Growth.** The Center will be responsible for the following functions:

1. Small membership and rural church transformation.
2. Ethnic local church concerns
3. Resourcing Churches.
4. Evangelism and witness
5. Establishment of new faith communities
6. Transformation of Existing Congregations.
7. Parish and Community Development

- There will be a **Center for Mission Support**. The Center will be responsible for the following functions:

1. The Administrative Functions of the Annual Conference
   a. Finance
   b. Health Insurance
   c. Pensions
   d. Minutes of the Annual Conference
   e. Archives and History
   f. Episcopal Residence
   g. Equalizing of Annual Conference Membership
   h. Conference Center Facility
   i. Glen Lake Camp
   j. Equitable Compensation and Clergy Benefits
   k. Housing for Retired Ministers

2. The Missional Outreach of the Annual Conference
   a. Conference Mission Ministries
   b. Disaster Response
   c. Mission Experience (CTCYM & VIM)
   d. Conference Council on Youth Ministry
   e. Risk Taking Mission and Service
   f. Intentional Faith Development
   g. Engaging in Ministry with the Poor
   h. Global Health
   i. Safe Sanctuary Policy

3. It will be the organizational home of the following:
   a. Committee on Counseling (financial)
   b. Glen Lake Camp & Retreat Center Board
   c. Committee on Finance & Administration
   d. The Board of Pensions & Health Benefits
   e. The Board of Trustees
   f. The Committee on Episcopal Residence
   g. The Commission on Equitable Compensation & Clergy Benefits

CTCUMC Policies & Procedures of the Annual Conference

Procedure for Equalization of Lay & Clergy Members of the Annual Conference

1. It shall be the responsibility of the Center for Mission Support annually to revise the number of additional lay members required to equalize lay and clergy membership of the Annual Conference.
2. The Center for Mission Support shall notify each District Superintendent as to the churches that will elect additional members preceding the next Annual Conference, by September 1.
3. To equalize the number of lay and clergy in addition to *The Book of Discipline*, ¶602.4, the following will be members by virtue of offices held:

    a. Each District United Methodist Women President;

    b. Each District United Methodist Men President;

    c. Each District Student Leadership President ;

    d. One additional youth designated by the District Student Leadership Team;

    e. Lay chairs of Conference boards, councils, commissions, or committees;

    f. Lay Members of any general and/or jurisdictional agencies who reside in the Central Texas Conference and are not otherwise members of the Annual Conference.

Procedure for Submitting Matters to Be Presented to the Annual Conference Session

1. All resolutions and petitions for consideration of Annual Conference shall be presented to the Center for Mission Support sixty days prior to the beginning of the Annual Conference session. It is the responsibility of the Center for Mission Support to send these resolutions and petitions to the appropriate

Center Team. The Center Team will report a recommendation of concurrence or non-concurrence and/or any revisions prior to the Annual Conference.

2. All matters to be presented to the Annual Conference in session which pertain to the work of one of the Center Teams, and which were not received and considered before the Preliminary Report was made available, shall be referred by the Center for Mission Support to the appropriate Center Team for consideration. The Center Team will report a recommendation of concurrence or non-concurrence and/or any revisions prior to the Annual Conference.
3. All other papers, resolutions or reports presented to Annual Conference which may not pertain directly to the work of one of its standing bodies must also be referred to the designated Conference Secretary and then to a study committee nominated by the Bishop and elected by the Annual Conference. Those shall be reported back to the Conference with recommendation for concurrence or non-concurrence and/or any revisions prior to the close of the Conference session, unless otherwise directed by the Annual Conference.
4. All papers, resolutions, obituaries and reports coming to the Conference, not included in the preliminary report, must be typewritten in triplicate and two copies of said report must be in the hands of the designated Conference Secretary before they are presented to the Conference. Any reports requiring approval of the Annual Conference, not in the preliminary report, shall be reproduced for members of the Conference by the proponent so that all may follow the report as it is being presented.
5. The Center for Mission Support shall designate a team to receive and publish suitable memoirs of deceased clergy and widows or widowers of clergy. The clergy in charge of the funeral of such persons shall be responsible for preparing the memoir and filing it with the Center for Mission Support immediately after the funeral.

Procedure for Nominations to Annual Conference

There shall be an Annual Conference Nominations and Leadership Team. It shall be the purpose of the Team to seek out and enlist the services of the best-qualified persons available within the Annual Conference to fill various positions for which it is to make nominations.

The membership shall be the Bishop, who shall be the chair,

1. The District Superintendents;
2. Lay Leader of the Conference;
3. Presidents of UMW, UMM, Conference Student Leadership Team;
4. District Lay Leaders;
5. One other youth representative recommended annually by the Conference Council on Youth Ministry;
6. Representatives recommended annually by the Inclusiveness Umbrella;
7. Three clergy at-large elected annually upon nomination;

8. The Executive Directors of the Centers for Mission Support, Leadership, and Evangelism and Church Growth shall be members without vote.

The Conference Committee on Nominations and Leadership Development procedure for centers, officers of boards, councils or agencies of the Conference as required by the Discipline and/or guiding principles shall be:

1. The respective boards and agencies shall nominate their own officers and present the names to the Conference Committee on Nominations and Leadership Development prior to April 1 of the year in which they shall be elected.
2. The Conference Committee on Nominations and Leadership Development may return the nominations to the boards and agencies with possible recommendations for further review and resubmission;
3. The Conference Committee on Nominations and Leadership Development shall have ultimate authority to submit nominations to the Annual Conference in order to achieve appropriate age, ethnic, gender, District and expertise representation.
4. When the nominations are complete, the Conference Committee on Nominations and Leadership Development shall present the names of the officers of the respective boards and agencies and Center Teams to the Annual Conference for election.
5. Prior to May 15, all agencies and institutions related to the Annual Conference shall submit a final report to the Center for Leadership their nominations of persons to be elected by the Central Texas Conference to serve on their boards of Directors or trustees.

The Conference Committee on Nominations and Leadership Development shall make nominations to the Annual Conference as may be necessary to accomplish the emission and/or required by the current *Book of Discipline*.

It is recommended no person shall serve as an elected member of more than one of the Annual Conference standing bodies at one time, unless necessary for age, ethnic, gender, District or expertise representation.

The nomination procedure for all Conference leadership positions shall be as follows:

By February 15th of each year, the Center for Leadership shall make available to each district Superintendent a listing of all positions for which District nominations are solicited for consideration by the Conference on Nominations and Leadership Development to appear on the slate that will be presented at the ensuing Annual Conference session:

1. By April 1st , the District Committee on Nominations and Leadership Development/or its equivalent body will have met and submitted District nominations for all positions in question, taking into consideration the names submitted by local churches. The District Committee, however, shall make

nominations of only persons it feels are adequately equipped for the task and may elect not to make nominations in those cases where it feels minimum qualifications for the positions in question are not present. All persons being considered for a position in the Annual Conference shall be contacted by the District Committee on Nominations and Leadership Development before nomination to Annual Conference regarding the responsibilities of the position and whether or not they are willing to serve, if nominated and elected.

2. Prior to May 10th, the Conference Committee on Nominations and Leadership Development shall meet to prepare a list of nominees for all positions that must be filled by next Annual Conference.
3. All persons being considered for a position in the Annual Conference shall be contacted by the Conference Committee on Nominations and Leadership Development before nomination to Annual Conference regarding the responsibility of the position and whether or not they are willing to serve, if elected.

It is recommended that insofar as possible, the membership on leadership teams, councils, boards, and agencies of the Annual Conference shall be representative of the Conference's Districts except for the Board of Ordained Ministry.

Members for all standing committees, boards, and commissions of the annual conference shall be selected in such a manner as the Book of Discipline may specifically require or as the annual conference may determine.

Annual Conference Financial Procedures

1. **Remittance Procedure**

Apportionment payments, askings, special day offerings, advance specials, and any missional gifts from a pastoral charge to the Conference Treasurer should be submitted either online or by check with accompanying current year remittance form. The Conference Treasurer will in turn post, in a timely fashion, remittances received. The Conference Treasurer will also report monthly to the Bishop, Cabinet and Churches the status of funds remitted.

2. **Conference Budget Preparation Procedure**

After careful consideration of all financial responsibilities of the Annual Conference, the Council on Finance and Administration, and the Executive Center Directors shall recommend all funding levels for the major categories in the total Conference program. If for any reason the Conference benevolence budget needs to be changed, CFA shall adjust the allocation and refer it back to the three Conference Centers for adjustments of the itemized appropriations in the Conference benevolence budget. Should any Conference Center agency feel its cause has been neglected or excluded, it shall have the opportunity to represent its cause before the Council on Finance and Administration (*the Book of Discipline* ¶614).

3. **Conference Budget based on Local Church Decimal**
All Conference items allocated to the local churches of the Conference shall be based on the decimal arrived at by the following formula: Determine Conference total expenditure by adding the total of the following Table II statistical items:

46 Total amount paid by the local church for all direct-billed clergy non-health benefits (pension payment and CRSP)

48 Total amount paid in base compensation to pastor

49 Total amount paid in base compensation to all associate pastors assigned by the bishop

50 Total amount paid to/for pastor and associate(s) for housing and utilities and/or related allowances

52 Total amount paid to pastor and associate(s) for any other cash allowances (non-accountable)

53 Total amount paid in salary and benefits for Deacons

54 Total amount paid in salary and benefits for Diaconal Ministers

55 Total amount paid in salary and benefits for all other church staff

56 Total amount spent for local church program expenses

57 Total amount spent for other local church operating expenses

Add the above ten (10) expenditures for each local church to get the "local church total expenditure." Divide each "local church expenditure" by the "Conference total expenditure" to arrive at the local church decimal. (Each decimal is rounded to five decimal places.) Multiply the local church decimal by Conference Apportionment allocation to get the Local Church Apportionment. (Each apportionment is rounded to the nearest dollar, with each church being apportioned at least one dollar for each apportionment.)

4. **Council on Finance and Administration Duty**
It shall be the duty of the Council on Finance and Administration to compute the decimal annually using the latest statistics (corrected, if necessary), and furnish the table of apportionments to the Districts for distribution.

5. **Items for Distribution**
All items to be distributed under the formula are included in the Conference budget: all General Church Apportionments, all Jurisdictional Church Apportionments, and Annual Conference Administration and Ministries. Others can only be added by action of the Annual Conference.

6. **Special Day Offering**
Any Special Day Offering, except where set by the *Book of Discipline*, must first be annually presented and approved by the Council on Finance and Administration.

No such day shall be recommended to the Annual Conference for any agency, cause, or institution, nor shall such a day be listed or printed on the Conference calendar, unless such agency, cause, or institution has presented a full financial statement and audit, including current annual income and expense, together with its report to the appropriate Conference Ministry Center.

Annual Conference Procedures for Safe Sanctuary

Resolution to Adopt MinistrySafe Safety System

Be it resolved, that the Central Texas Annual Conference establish the MinistrySafe Safety System as the official resource equipping churches to develop a foundational safety system for children, youth and vulnerable persons[1].

Be it further resolved, that in the Fall – 2014, each District will host a MinistrySafe Safety System training event on the processes and procedures for our conference local churches to become adequately informed and trained.

Be it further resolved, that between January 1 and June 30, 2015, every District and local church will enlist their volunteers in receiving the MinistrySafe on-line training offered and adopt their own MinistrySafe Policy.

Be it further resolved, that the MinistrySafe abuse prevention policy will be implemented for all Conference and District Events and enacted in all congregations within the geographical bounds of the Central Texas Conference, effective July 1, 2015 and further that in each local church charge conference in the fall of 2015 the church Board of Trustees will provide a copy of their church policy.

Be it further resolved, that a MinistrySafe Task Force be created for the purpose of:

1. Overseeing the implementation and establishment of procedures for MinistrySafe Awareness and Training for all staff and volunteer adult leaders of children, youth and vulnerable persons.
2. Bringing a Conference MinistrySafe policy back to the 2015 Annual Conference for adoption.

And, finally, **be it further resolved** that this policy is adopted in the Central Texas Annual Conference.

[1] One definition of "vulnerable persons" is one who because of physical or mental infirmity or emotional disability or other physical, mental or emotional dysfunction may be vulnerable to maltreatment. Vulnerable persons are those who serve and can be in a position where accusations of abuse could mistakenly arise; or who have been abused either as a child or an adult.

Annual Conference Policies on Ethics

Our Life Together: Living Into God's Highest Ideals
The Central Texas Conference of the United Methodist Church

Adopted by the Executive Committee of the Board of Ordained Ministry & Cabinet March 19, 2013

To be set apart for ministry and appointed or assigned to serve as clergy and church leaders in the Central Texas Annual Conference of the United Methodist Church is to be given a sacred trust, which requires the highest standard of ethical behavior in all relationships.

> **I Timothy 4:8-16 CEB** – Train yourself for a holy life! While physical training has some value, training in holy living is useful for everything. It has promise for this life now and the life to come. This saying is reliable and deserves complete acceptance. We work and struggle for this: "Our hope is set on the living God, who is the savior of all people, especially those who believe." Command these things. Teach them. Don't let anyone look down on you because you are young. Instead, set an example for the believers through your speech, behavior, love, faith, and by being sexually pure. Until I arrive, pay attention to public reading, preaching, and teaching. Don't neglect the spiritual gift in you that was given through prophecy when the elders laid hands on you. Practice these things, and live by them so that your progress will be visible to all. Focus on working on your own development and on what you teach. If you do this, you will save yourself and those who hear you.

Ordination and membership in an annual conference in The United Methodist Church is a sacred trust. Sexual harassment, sexual misconduct and/or sexual abuse are incompatible with biblical teachings, prohibited by *the Book of Discipline* and a violation of this sacred trust. The Conference is committed to the eradication of this conduct if it should occur and to the creation of an environment of hospitality for all persons. When such conduct is alleged, the Conference is under obligation to investigate, to protect all parties, to discover the truth, and to respond in ways that are consistent with our "highest ideals."

The following policy is offered to the conference with the prayer that it will contribute to the goal of bringing our practice and accountability into conformity with our "highest God given ideals."

We give thanks to the West Ohio, Louisiana, Texas and Virginia Annual Conferences for their discussions and models, which have helped us to focus and develop our policy.

As clergy and church leaders within the Central Texas Conference we will be guided by the following:

1. **In our personal and professional relationships, we will:**

   a. Be above reproach in all that we do.
   b. Practice habits that encourage and promote the physical, emotional and spiritual health of our families and ourselves.
   c. Serve the members and constituents in our current appointment and mission field. We do not provide ministerial services in other UM churches unless a consultation between the former pastor/retired pastor and pastor under appointment determine that it is for the health and in the best interest of the congregation.
   d. Nurture a healthy relationship between active and retired ministers; retired ministers accepting responsibility for the performance of any ministerial function only upon direct invitation of the appointed pastor.
   e. Keep appropriate confidences and privileged information.
   f. Avoid communicating (verbal, written and electronic) negatively about a colleague, especially our predecessor or successor.
   g. Avoid the appearance of impropriety in visitation and counseling sessions.
   h. Maintain a healthy emotional and social balance and maintain boundaries between pastoral identity and self-identity, private and community life, self and others.
   i. Take care that attire and grooming do not detract from ministry effectiveness.
   j. Keep faith with loved ones, giving to them the time and attention needed for a healthy marriage and family.
   k. Separate our ministerial role from our personal lives by not dating those directly served by our ministry.
   l. Encourage the congregation in the care and upkeep of the parsonage, leave the church and parsonage clean and in good condition and accept financial responsibility for damage to the parsonage beyond normal wear and tear (see Conference Parsonage Policies).

2. **In issues of integrity we will:**

   a. Be fiscally responsible;
   b. Be honest;
   c. Properly represent the polity, doctrine and history of the United Methodist Church;
   d. Properly represent the mission, vision, values and core strategies of the Central Texas Annual Conference (can be found on conference website);
   e. Diligently care for our souls and minds through Spiritual Formation in retreats, prayer, Biblical study, small groups and educational opportunities;

f. Acknowledge sources for preaching and in written material; we will not plagiarize another's work;
g. As clergy and church leaders we will complete/attend the BOM approved training, addressing clergy sexual ethics and other boundary issues each quadrennial period in the designated time. Failure to complete this mandatory training will result in (a) referral to Executive Committee BOM for possible Administrative Complaint and (b) may have consequences affecting future appointments;
h. As full time clergy, we will not accept employment outside of the appointed charge. Any deviation from this must be brought to the District Superintendent, BOM and Cabinet approval prior to acceptance (¶ 338.1).
i. Maintain the highest ethical standards regarding the use of any modern technology, avoiding even the perception of inappropriate use of the internet and understanding that e-mail and text messaging are not a private domain and should not be treated as such;
j. Provide pastoral services for weddings, baptisms and funerals to church members without charge; the receipt of honoraria is acceptable;
k. Seek no gifts, bequests or material benefits for self or family members from any organization or individual;
l. As an act of faith and concern, refrain from gambling and the use of pornography (the UMC is opposed to all forms of pornography) and strive to minister to those victimized by those practices (Social Principles page 155-163 ,¶ page 516-517);
m. We commit ourselves and our churches to engage in continued dialogue and reflection on the UMC Social Principles in order to shape our personal and community life.

3. In regard to power issues we will:

a. Be aware of the power that is inherent in our various roles and use that power to maximize ministry opportunities that communicate worth, mutuality and collegiality;
b. Provide ministerial services in order to build up the body of Christ;
c. Welcome regular feedback and evaluation in order to enhance pastor's fruitfulness; being responsive to constructive feedback and humbly committed to improvements;
d. Nurture loyalty and trust among paid staff and volunteers;
e. Establish clear, appropriate boundaries with anyone with whom we have a ministerial, business, professional or social relationship;
f. Not use our ministerial status, position, relationship, our authority to abuse, misguide, negatively influence, manipulate or take advantage of anyone.

4. In areas where there might be a conflict of interest we will:

a. Advise and refer persons to other clergy or other professionals such as: lawyers, doctors, counselors, etc. when appropriate; being aware that

our judgment can be impaired by prior dealings, by becoming personally involved, or by becoming an advocate for one party against another;

b. Absent ourselves at an appropriate time from discussion and decision when there is an actual or potential conflict of interest in matters affecting ourselves, our family or our financial interests;
c. Never take advantage of anyone to whom we are providing services in order to further our personal, religious, political, financial or business interests or those of our family;
d. Use discretion concerning the acceptance of or return of gifts for ourselves or our family;
e. Avoid using the congregation as a captive audience for products or services created or provided in a non-clergy role;
f. Make a commitment that the more important the conversation, or the more personal the matters, we will communicate with the person(s) directly;
g. Not accept or confer an office, position, assignment or receive compensation, which may present the appearance of favoritism or a conflict of interest.

5. ***The Book of Discipline***

a. The *Discipline* is the instrument for setting forth the laws, plan, polity, and process by which United Methodists govern themselves. In all matters pertaining to church law it is the decisive word.

If more detailed interpretation is needed you may contact your District Superintendent, a member of the Executive Committee of the Board of Ministry or a Cabinet member. Contact information can be found on the conference website.

Sexual Ethics Policy for Professing Members of The Central Texas Conference of the United Methodist Church

Updated policy regarding harassment of clergy by a professing member of a local church

Adopted by Executive Committee Board of Ordained Ministry March 19, 2013

Statement of Policy

A Professing Member of the Central Texas Conference of The United Methodist Church shall not engage in harassment, including but not limited to sexual and/or gender harassment of clergy (¶¶ 605.9 and 2702.3 in the 2012 *the Book of Discipline*).

Theological Foundation

All persons are created by God. God intends all persons to have worth and dignity in their relationships. We are one connected body, and when one part of the body is injured physically, emotionally or spiritually, the entire body is rendered less than God intended. Misconduct of a sexual nature of any kind violates a person's wholeness and is an unjust use of status and power and a sinful behavior against God and one another. The Scripture witnesses to a God who brings about justice, mercy and grace. The Church is called to express God's love in concrete actions of compassion and healing for all people.

Definitions

1. **Sexual Harassment**: Sexual harassment is a form of sexual misconduct and is defined in the *Social Principles* as "any unwanted sexual advance or demand, verbal or physical that is reasonably perceived by the recipient as demeaning, intimidating or coercive. Sexual harassment destroys community. "Sexual harassment must be understood as an exploitation of a power relationship rather than as an exclusively sexual issue" (2012 *the Book of Discipline*, ¶ 161.I). Sexual harassment of clergy includes, but is not limited to, the creation of a hostile or abusive environment, which undermines the ministry of the clergy person serving within the appointment (2012 *the Book of Discipline*, ¶ 2702.3). Behaviors considered sexual harassment can include "unwanted sexual jokes, repeated advances, touching, displays or comments that insult, degrade, or sexually exploit women, men, elders, children or youth" (2012 *Book of Resolutions*, page 136). Sexually harassing behaviors may be in person, by phone, e-mail, texting and/or social networking sites.
2. **Power**: Clergy are generally considered to be in positions of power due to their professional role as spiritual leaders within a church. There are however, situations in which professing members of a church have the power to create a hostile or abusive environment which undermines the ministry of the clergy person serving within the appointment to the local church. Some of those situations are related to gender, race, age, wealth, education and status within the community.
3. **Sexual Abuse**: Sexual abuse means unwanted physical conduct of a sexual nature, sexual contact or sexualized behavior and may include, by example, touching, fondling, other physical contact and sexual relations.
4. **Sexual Misconduct**: The 2012 *the Book of Discipline* identifies sexual misconduct as a chargeable offense for clergy (¶2702.1) and for lay (¶ 2702.3).

Making a Complaint

Clergy and other persons who have knowledge of a possible violation of this policy by a Professing Member may report the same to the chairperson of Staff/Pastor Parish Relations Committee and the District Superintendent. Upon receipt of any

complaint, the Staff/Pastor Parish Relations Committee with the guidance of the Conference Consultant and District Superintendent will investigate, consider any response and take action to seek a just resolution.

Reporting, Investigating and Resolving Violations of the CTC Sexual Ethics Policy for Professing Members

The clergy person who feels harassed by a lay person is encouraged to use the following procedures. If the offending behavior and complaint is sexual abuse or sexual misconduct then the immediate procedure is a formal complaint as outlined in the *2012 Book of Discipline* ¶ 2703.3. Identifying sexual or gender harassment depends on a determination of what a reasonable person would perceive as unacceptable. It is important to resolve complaints confidentially and, if possible, informally.

Initial Resolution Process

1. Clergy are responsible for establishing and maintaining clear boundaries of professional conduct.
2. Therefore, a clergy person should respond immediately and clearly to the harasser that such behavior is unwelcome and uncomfortable
3. If the behavior continues:
   a. Avoid being alone with the harasser.
   b. Keep accurate records of the harassing behavior.
   c. May contact the Chair of the Staff Parish Relations Committee (if the Chair of SPRC is the harasser then contact the District Superintendent directly).
   d. Notify the District Superintendent.

Informal Resolution Process

1. In all cases, the pastor or District Superintendent should take pastoral steps to resolve any complaints.
   a. The purpose is to determine if the complaint is valid or a miscommunication and a misunderstanding exist.
   b. 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.
   c. If the clergy person finds the response satisfactory then the complaint will be considered as resolved.
   d. 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

1. 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 *2012 the Book of Discipline*.

2. 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 *2012 Book of Discipline*.

CENTRAL TEXAS CONFERENCE OF THE UNITED METHODIST CHURCH CONTINUING EDUCATION & SPIRITUAL FORMATION POLICY

Adopted by Executive Committee Board of Ordained Ministry & Cabinet March 19, 2013

The Central Texas Conference is committed to being a learning community and so we believe the life of the clergyperson 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 clergyperson under Episcopal appointment.

Spiritual Formation is the intentional lifelong pursuit of the nourishment and renewal of the soul through the Holy Spirit in the use of the spiritual disciplines in order to center their lives in Christ.

Continuing Education is the intentional development of the professional identity of the clergyperson through education and instruction that enhances the effectiveness and excellence of the clergyperson's methods of work and self-awareness so that the clergyperson can better equip congregations to make disciples of Jesus Christ for the transformation of the world.

Each year, effective clergypersons work collaboratively with S/PPR committees and District Superintendents to select and participate in 20 continuing education contact hours (2.0 units) and 10 spiritual formation contact hours (1.0 units), which help them stay centered in Jesus Christ and hone skills needed to continue equipping congregations. Clergypersons are expected to report continuing education and spiritual formation contact hours annually by Dec. 1. These are reported in three places; as part of the charge conference process, to their District Superintendent and to the Administrative Assistant of the CTC Board of Ordained Ministry (BOM). Their District Superintendent/Supervisor will use the information as part of their supervisory interview. The BOM will use as part of their faithfulness to the covenant of our life together and for consideration if a person is in process towards commissioning or ordination. 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 clergyperson's study, retreat and renewal.

Benefits of Continuing Education and Spiritual Formation

- ✓ 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 continuing Education and Spiritual Formation

1. Professional skills/knowledge development.
2. Personal assessment and life planning.
3. Self-care and personal growth.
4. Increasing faith and commitment through spiritual formation.

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 clergyperson 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.

For online continuing education, the sponsoring agency shall offer an official CEU.

Forms of Continuing Education and Spiritual Formation

Actual contact hours (hours of lecture, instruction, group discussion or individual study) during the following activities are forms of Continuing Education and Spiritual Formation:

1. Supervised activities such as degree programs, credit courses, pastor's schools, clinical training, etc.
2. Short term events such as seminars and workshops
3. Peer study
4. Short study leaves
5. Sabbatical leaves
6. Carefully chosen travel and work experiences
7. Provisional and Board of Ordained Ministry work
8. Continuing Education and Spiritual Formation retreats or events

Some Examples of Continuing Educations and Spiritual Formation events

1. Minister's Week, SMU and Brite
2. UMW School of Christian Missions
3. District/Conference workshops, retreats, seminars
4. Spirit Streams (Three Day Academy of Spiritual Formation)
5. Five Day Academy of Spiritual Formation
6. Upper Room Two-Year Academy for Spiritual Formation
7. Clinical Pastoral Education
8. Elder's, Deacon's or Local Pastor's Retreat
9. Doctor of Ministry Programs or other degree programs that instruct ministry
10. Silent or Guided Retreat

What is not considered Continuing Education or Spiritual Formation?

1. List of books read for sermon preparation
2. Classes taught by the clergyperson
3. Study trips without contact hours
4. Mission trips

Self-Directed Continuing Education

Spiritual Formation may be self-directed each year, but the clergyperson must be willing to produce evidence of the work, such as:

- ✓ A selection from a journal of what is learned
- ✓ A schedule for the spiritual or silent retreat

Part-time Clergy

Clergypersons in less than full-time appointments should participate in Continuing Education and Spiritual Formation in accordance with the percentage of their status. (For example, a half-time pastor should complete half of the full-time requirements or 10 continuing education hours and 5 spiritual formation hours).

Accountability and Reporting (See the *2012 Book of Discipline*, ¶ 351.2, ¶ 351.5, ¶ 258.2.g.8)

The clergyperson is responsible for devising a plan for Continuing Education and Spiritual Formation in collaboration with the S/PPRC and District Superintendent, implementing the plan and reporting the plan's completion by Dec. 1 of each calendar year.

The plan will be used as part of your supervisory meeting with the District Superintendent, meeting charge conference requirements, and disciplinary requirements monitored by the CTC Board of Ordained Ministry, specifically through the Orders and Fellowship of Local Pastors. When necessary the Orders and Fellowship of Local Pastors chairs may bring a recommendation for action (regarding a clergy) to the Executive Committee of BOM.

A Continuing Education Unit certificate is not required. If an event is not fully attended, a portion of the event may be counted if the attendance is enough to

receive the benefit of the event. For example, if a Clergy Gathering includes 10 Continuing Education contact hours and a clergyperson leaves after 5 hours of attendance, he/she should report 5 hours of CEU or .5 credits.

Clergy in extension ministries and beyond the local church report continuing education and spiritual formation on their annual report form.

Pastors who have completed the Course of Study or seminary are still required to undertake continuing education, which benefits the disciple-making ministry of the local congregation.

Funding
Each church should ensure their pastor(s) have adequate funds for all required Continuing Education and Spiritual Formation contact hours. We recommend a minimum of $1,000 be available for those in full-time appointments.

There are also Ministerial Education Funds available for those who are Full Members, Associate Members, or Permanent Local Pastors. Currently $800 per quadrennial period is available through an application process with BOM (found on the BOM website). Often the event itself will have some scholarship funds, which might be awarded. Each clergyperson is responsible for continuing education and spiritual formation funds.

Our appreciation goes out to the Texas Annual Conference, the Virginia Annual Conference and others for their discussions and contributions to this document.

Annual Conference Policy for Discontinued or Abandoned Church Property

Procedures for Discontinued or Abandoned Church Property

Any property abandoned in the past or that shall be abandoned in the future and the property disposed of as directed by the 2012 *Book of Discipline* in accordance with ¶ 2549, the proceeds derived there from, if any, shall be first applied to the retirement of pension deficits, and the satisfaction of any claims against ministerial pension annuities which may have arisen out of failure of that church to make proportionate payment for support. The remaining proceeds are to be transferred to the Center for Evangelism and Church Growth.

In the event of a church closure or abandonment, the official and historical records of the closed or abandoned church will be transferred directly to the Archives Depository of the Central Texas Conference by the District Superintendent of the District in which the closed or abandoned church is located.

In the event of two or more churches merging, the official and historical records of the churches being merged shall be transferred to the Archives Depository of the

Central Texas Conference by the District Superintendent of the District in which the churches are located. The records shall be transferred to the Archives Depository no later than three months following the merger.

Resolution Relating to Real & Personal Properties

The Central Texas Conference (the "Conference") adopts the following resolutions relating to the real and personal properties as they relate to the uniting of the Methodist Episcopal Church and the Methodist Episcopal Church South:

WHEREAS, in 1939, The Methodist Episcopal Church (M.E. Church), and The Methodist Episcopal Church South (the religious denomination known as The United Methodist Church (the M.E. South Church) united to form the Methodist church and the properties of the uniting churches, both real and personal became the properties of the Methodist Church; and

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; and

WHEREAS, the properties of the United Methodist Church that lay within the bounds of the Central Texas United Methodist Church are held in Trust by the Central Texas Conference of the United Methodist Church (Conference); and

WHEREAS, it has been the established policy of the Conference to use the proceeds from the sale of closed and/or abandoned properties for the funding of new churches and faith communities under the direction of the Center for Evangelism and Church Growth, Inc.; now therefore be it

RESOLVED, that the Central Texas Conference hereby designates the Executive Director of the Center for Evangelism and Church Growth, Inc., as its Property Manager, Trustee and Agent for the sale of closed and/or abandoned church properties.

Annual Conference Policies for Local Churches Regarding Pastoral Vacations, Housing, Utilities & Moves

Each congregation shall annually give attention to the vacation policy, using as the guideline for its discussion the policy found in this Manual.

Each congregation shall annually give attention to the housing policy, using as the guideline for its discussion the policy found in this Manual.

Parsonage utilities should be in the name of the church, i.e., the deposit paid by the church. If the parsonage utilities are not paid by the church, the departing pastor must have arranged in advance of his/her departure to have the meters read on moving day, or on the day of departing the parsonage.

The departing pastor is responsible for the bills up to that time.

In the event of death of a clergy or diaconal minister residing in a church owned residence, the family of the deceased clergy or diaconal minister will be allowed ninety days to find other housing and vacate the church owned residence, or such other time as deemed appropriate by the Cabinet and by the local church pastor-parish relations committee.

The effective date for Annual Conference moves and clergy retirements will be July 1. The official move day will be the Wednesday after the last Sunday in June, with the first Sunday at the new appointment being the first Sunday in July.

Salaries of clergy moving at Annual Conference shall be paid through June 30 by the former charge and from July 1 by the receiving charge.

No pastor is allowed to claim reimbursement for more than ½ of the Pastor's accountable reimbursement Plan between January and June without recommendation of the PPR/SPR Committee and approval by the Administrative Board.

Vacation Policy

United Methodist ministers are in a unique position in their role as pastors of a local church. Their membership and relationship is 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 (PPR) Committee. 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 2012 *Book of Discipline* ¶258.2 gives to the PPR 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 Pastor-Parish Relations 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 his/her family and the PPR committee and the needs of the church so there is no misunderstanding.

Conference Relationship	Years of Service **	Vacation Time
Provisional Members serving 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, OR Associate Members, OR Provisional Members serving full time appointments, OR Full Conference members	Less than five years	Two Weeks Paid
	5-9 years	Three Weeks Paid
	10 or more years	Four Weeks Paid

** Years of service refer to years served as a full-time United Methodist commissioned minister, probationary 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 PPR 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: Our *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 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 2012 Book of Discipline.*

Annual Conference Policies Regarding Clergy Housing & Parsonage Standards

The church today demands the clergy to be not only a preacher, as was the early circuit rider, but a resident pastor and responsible citizen in the community. In order to meet these felt needs, and to call men and women to a dedicated ministry, the church must provide living conditions that will establish an adequate base from which to operate. It is the privilege and responsibility of the members of each congregation to provide the physical setting which will give the parsonage family the maximum comfort and convenience in order that the energies of the pastor may be more concentrated on his/her task and willing service in the Church of God.

Because the parsonage, like the church building, reflects upon the congregation and the pastor, it should be in such condition that all concerned can be justifiably proud of it. Likewise, pastors should exercise the same diligence in caring for the parsonage as they would if it were their own property; mindful that they are stewards for those who will live in the parsonage after them.

In this section on Housing Standards for Elders in Full Connection, including Housing Allowances and Parsonage standards, the word "clergy" means "elders in full connection." The standards on Housing Allowances and parsonages apply to those churches that have elders in full connection and that are not receiving an equitable salary support.

The size and make-up of clergy families, and the size, location, and type of housing provided for clergy families by local churches is a major factor in the well-being of clergy families. As such, it has an impact on the effectiveness of clergy.

Although it is clear that no one single provision for housing will completely satisfy all the needs of every clergy family and every local church, the goal is to best satisfy the needs of all.

Death of or Unexpected Circumstances of a Clergy Member While Living in a Parsonage

In the event of the death of a clergy person or a set of unexpected circumstances involving a clergy person which results in an immediate need of a change in pastoral appointment and which involves a clergy family occupying a parsonage, a grace-filled arrangement should be determined through a conversation with the local church Pastor Parish Relations committee, the District Superintendent, and the Cabinet. In each case the intent is to allow a period of time (recommended not to exceed sixty days) for a spouse and family to make new living arrangements.

Housing Allowances

While parsonages have been the traditional means of providing housing for clergy families, there are those local church settings and situations where a housing allowance can be an effective and efficient means of providing housing for clergy families. However, it must be understood that if a house is purchased by a clergy family, there is the potential for financial hardship and difficulties related to the sale of a house when an appointment change is made.

It must also be understood that a housing allowance will have no effect on the tenure of a pastor, neither increasing nor decreasing the potential length of a pastorate.

1. If a housing allowance is provided by a local church, the amount shall be sufficient to allow for the rental\lease\purchase of housing that meets the

parsonage standards of the annual conference. (The conference uses a figure of 20% of salary while the General Board of Pension uses 25% in its pension computation.)

2. A utility allowance may be paid in addition to the housing allowance.
3. The amount of the housing allowance and of the utility allowance shall be reviewed on an annual basis to ensure that the amount is adequate.
4. The District Superintendent, in consultation with the pastor and the Pastor-Parish Relations Committee, shall be responsible for ensuring that these standards are met.

Unused Parsonages

Whenever, by choice, a clergy chooses not to reside in a parsonage provided by a local congregation for their residence, no clergy member shall have any claim on the "fair market value" or the rental proceeds from the unused parsonage. The use or non-use of the parsonage may be considered in the setting of the compensation of the pastor in conversation with the District Superintendent and the Pastor/Staff Parish Relations Committee.

Parsonage Standards for Local Churches

The following Parsonage Standards were put in place and approved at the 1973 Central Texas Annual Conference, and have appeared in our Journals since that time. Therefore, parsonages built or purchased prior to December 31, 1973 may not meet all of the recommendations in Sections I and II, but are subject to requirements in Sections III – V. Parsonages built/purchased after January 1, 1974 are subject to all recommendations and requirements listed below in Sections I – V.

Section I
Location

The location of a new parsonage is a matter of extreme importance. It should provide for the safety, convenience and privacy of the parsonage family. For this reason, we recommend that a new parsonage not be located adjacent to the church facilities.

Section II
Size of Building & Living Areas

The new or remodeled parsonage should be large enough to accommodate the pastor's family. It should provide adequate space for the entertainment of guests. It should be remembered in selecting a parsonage that the present parsonage family is not the only one who will live in that parsonage and that the house should

be adaptable for a variety of family sizes and situations. Also, care should be given that facilities should be fully accessible for those with handicapping conditions meeting standards of the 2012 *Book of Discipline* ¶2544.3.b.

Recommendations:

1. 1800 square feet minimum living space.
2. At least 3 bedrooms, preferably 4.
3. At least 2 bath, preferable 2 ½ with adequate linen closet.
4. Family and dining areas adequate for entertaining.
5. Preferably a separate area (living, sitting or office) that could be used for visiting or study.
6. Adequate closet and storage space. Closet space in each bedroom and other storage space well distributed throughout the house.
7. Laundry area (see Section III.B.7)
8. Adequate garage or carport space (preferably 2-car attached garage)
9. Adequate outside living area with fenced yard.

Section III
Required Equipment

A. Health & Safety
1. Adequate supply of hot and cold water in bathrooms, kitchen and laundry.
2. Proper sewage disposal according to the standards of local and/or State Department of Health.
3. Fire extinguisher in kitchen with yearly inspection.
4. Automatic central heating and air conditioning.
5. Bathroom heating and hot water heaters should be protected and if not electric should be properly vented.
6. Provide smoke detectors for kitchen, living, laundry, and bedroom areas.
7. Provide carbon monoxide detectors, unless parsonage is completely electric.
8. Recommend that a Lead Paint Disclosure be provided for parsonages built before 1978.

B. Kitchen with Well-Planned Work Area
1. Cooking area complete with range or built-in cooking units, counter space, hood and exhaust fan.
2. Sink area complete with modern double bowl sink with disposal and drain space.
3. Large automatic refrigerator with freezer unit.
4. Required code electrical outlets for every room.
5. A well-equipped kitchen with adequate storage for dishes, utensils and food pantry.
6. Built-in dishwasher.
7. Laundry room with properly vented washer/dryer.

C. Furnishings
   1. Effective January 1, 2011, all living, family, dining and bedroom furnishings become the responsibility of the resident parsonage family.
   2. Window coverings, drapes, curtains, and blinds, adequate for privacy, is the responsibility of the church.
   3. Internet/cable ready.
   4. If the parsonage family is expected to maintain the lawn, the church will supply lawn tools, weed eater, mower (self-propelled or riding) as appropriate for size of yard. In addition the church will provided water hoses, ladder, and garbage receptacles.

SECTION IV
MAINTENANCE

1. **Decoration** - Both the interior and exterior of the parsonage should be kept in such a state of decoration as to preserve not only its physical condition but its aesthetic value as well. Decorating and/or any remodeling should be done in consultation with the parsonage family.
2. **Repair and replacement** - An annual budget item will enable the Trustees and Parsonage Committee to have a consistent, rather than haphazard program of maintenance and improvement that will be less costly in the long run. There should be an annual budget item for repair and replacement of appliances and equipment.

SECTION V
MISCELLANEOUS

1. **Parsonage Book** - 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 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.
2. **Insurance** - The trustees should be certain that the church-owned house and 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 Homeowners insurance is available for all ministers who desire to cover personal possessions and liability. ***IT IS THE RESPONSIBILITY OF THE PASTOR TO INSURE PERSONAL PROPERTY BELONGING TO THE PASTOR AND FAMILY.***
3. **Utility Deposits** - Should be made in the name of the church.

4. **Gifts to Parsonage** - Before a gift is received, care should be given to consult with the parsonage family, trustees and/or parsonage committee regarding the needs of the gift. If received, the gift should be designated specifically if it is to remain in the parsonage or is to be the personal gift for the parsonage family. In the event it is to remain in the parsonage, the trustees and/or parsonage committee must approve it. A Gift/Donation Policy by the Trustees and/or parsonage committee of the church should be in place to insure clearly understood polices of acceptance, receipt and acknowledgement of any gifts.
5. **Pastor's Office/Study** - The Office/Study should be located in the Church Building and adequately furnished and equipped. Some pastors may choose to also maintain an office in the parsonage and be responsible for its furnishings in addition to the official church Office/Study.
6. **Parsonage Furnishings** - Since we have transitioned to parsonage families being responsible to have their own furnishings, when furniture still exists in the parsonage, we encourage an open dialogue between the parsonage family, PPR committee, and Board of Trustees and/or Parsonage committee concerning the issue of whose furnishings are to be used. We highly recommend, when in the doubt, that the parsonage family furnishings be used to furnish the parsonage.

Adequate parsonage facilities, based on the above minimum standards insure that a pastoral appointment can be made based on the needs of the charge, rather than the ability of the parsonage to receive the family assigned. An annual review of the church-owned parsonage, to ensure proper maintenance, will be conducted by the chair of the board of trustees or the chair of the parsonage committee, if one exists, the chair of the committee on pastor-parish relations, and the pastor (¶2533.4, 2012 *Book of Discipline*).

Resolution Relating to Rental/Housing Allowances for Retired, Disabled, Ministers on Incapacity Leave or Former Clergy Persons of the Central Texas Conference

The Central Texas Conference (the "Conference") adopts the following resolutions relating to rental/housing allowances for active, retired, terminated, or disabled clergypersons of the Conference:

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED: that an amount equal to 100% of the pension, severance, 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 the General Board of Pension and Health Benefits ("GBOPHB"), during the period January 1, 2015 through December 31, 2015, by each active, retired, terminated, or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

THAT the pension, severance, or disability payments to which this rental/housing allowance designation applies will be any pension, severance, or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB 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, a terminated, 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 an active, a retired, a terminated, or a disabled Clergyperson's pension, severance, or disability plan benefit 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 (and, in most cases, state) income tax purposes is limited under Internal Revenue Code section 107(2), and regulations thereunder, to the least of: (a) 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; (b) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (c) 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 his or her own tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.

ANNUAL CONFERENCE MOVING EXPENSES POLICY & PROCEDURES

MOVING PROCEDURES

Eligible:

- Elders in Full Connection*
- Associate Members*
- Full-Time Local Pastors*
- Provisional Members*
- Commissioned Ministers preparing for ordination as Elders in Full Connection, Associate Members or Full-Time Local Pastors*
- Retiring clergy in one of the first three relationships above are eligible to receive funds for one move into housing not already owned or supported by a local church after retirement, up to the maximum allowed. In circumstances in which the retiring pastor, in one of the first three relationships listed above, planning to retire moves prior to the retirement date, reimbursement for a move made within one year prior to the retirement date shall be made upon retirement, contingent upon the presentation of proper documentation.
- Voluntary Transition Program sponsored by GBOPHB.
- Disability Leave.
- The family of a clergy person in the first five relationships above who dies while under appointment shall be eligible to receive funds for the initial move into housing not already owned or supported by a local church, up to the maximum amount allowed.

*Appointed to a local church in the Central Texas Annual Conference or for whom the Conference is pension responsible (such as District Superintendents, Conference Directors, Wesley Foundation Directors, etc.).

Ineligible:

- Deacons
- Part-Time Local Pastors
- Leave of Absence, of any kind. (Does not include Disability Leave.)
- Surrender of Credentials, either voluntarily or involuntarily.
- Moves that do not involve change of appointment.
- Those eligible clergy who change appointments, but who do not change houses, will not eligible for any moving funds, with the exception of a maximum of $500 for moving office supplies upon the presentation of proper documentation.

Moving Allowance

Our Conference Moving Policy has two options: (a) Self-Move and (b) Commercial Move. The total expense of either choice will not exceed $2,500 to the Conference. All documentation must be submitted to the Conference Treasurer within sixty (**60) days** of the effective date of the appointment.

- **Self-Move** – The Self-Move plan will normally consist of the pastor paying the initial bill and being reimbursed the actual expenses up to a maximum of $2,500. Proper documentation of receipts for the cost of van rental, gasoline, boxes, tape and packaging material and $2.00 per mile must be submitted to the Conference Treasurer before receiving reimbursement.

- **Commercial Move** – Whether you interview and hire your own commercial moving company, pay the bill and turn in receipts for reimbursement or use one of the commercial movers from the list we supply that will bill the Conference, makes no difference. Upon receiving the invoice from the moving company or receiving the receipts from you, the Conference will pay for the commercial move up to a maximum of $2,500 of actual moving expense. The Commercial Move includes the cost of the movers and cost for boxes, tape and packaging material not to exceed the total of $2,500.

In either case any expense above the maximum of $2,500 will be the responsibility of the pastor.

In no case will the Conference pay more than the actual expenses incurred, up to a maximum of $2,500 for a move.

Method of Payment

A list of movers that will bill the Annual Conference is found in the Moving below. All expenses that are within the Annual Conference Allowance will be billed directly to the Annual Conference by those moving companies. If a moving company is used that will not bill the Annual Conference directly or the clergy chooses a self-move, then the moving clergy/family is responsible for the bill and will be reimbursed by the Annual Conference for all documented expenses that are within the Annual Conference Allowance. Any documented expenses paid by the moving clergy/family are to be submitted to the Annual Conference Treasurer with a completed moving expense form within sixty (60) days of the appointment. The Conference Treasurer shall issue payment to the moving company or the entity that incurred the expense.

Exceptions

1. Exceptions to any of the above may be approved or denied by the Central Texas Conference Treasurer in consultation with the previous and receiving District Superintendents.
2. Appeals of any decision by the Conference Treasurer may be directed to the Commission on Equitable Compensation and Clergy Benefits. The Commission on Equitable Compensation and Clergy Benefits shall have final authority to interpret the moving policy and make decisions.

Moving Procedures

1. **Receiving DS** gives to the clergy the Moving Packet which includes moving companies that will bill the Annual Conference, and other pertinent moving information.
2. **The Pastor/Staff Parish Relations Committee of each charge which is receiving a new pastor** will appoint one of its members to serve as Moving Coordinator who will coordinate the move with the incoming pastor and work to facilitate the easiest and most pleasant move possible. At the introductory meeting between the Pastor/Staff Parish Relations Committee and the new pastor, the Moving Coordinator will be present in order to be introduced to the pastor.
3. **The Clergy.....if using a commercial mover**, should get estimates from at least two moving companies of his/her choice and chooses the one he/she wishes to use. The clergy contracts with the company of choice to move them and send the bill to the Annual Conference Treasurer. If the estimate is over $2,500 the clergy will send a check to the Conference Treasurer for the amount over the $2,500 limit with a copy of the original estimate and the completed reimbursement form. If the company is one that will not send a bill to the Conference for payment, he/she can work out payment with the Annual Conference by having the mover call the Conference Treasurer at 817-877-5222 or pay the moving company and submit the completed reimbursement form and documentation of expenses for reimbursement.
4. **The Clergy.....if choosing a self-move,** keeps all their receipts for the cost of van rental, gasoline, boxes, tape, packaging material and $2.00 per mile and turns in the completed reimbursement form and required documentation to the office of the Central Texas Annual Conference Treasurer within sixty (60) days of the effective date of the appointment for reimbursement.

Central Texas Conference of the United Methodist Church

Confirmation of Parsonage Inspection 2013 Report to Charge/Church Conference Adopted by Executive Committee of Board of Ordained Ministry and Cabinet March 19, 2013

This form is to be filled out for yearly charge/church conference and again within 30 days of a pastoral move.

Charge/Church_____Date_____

Parsonage address_____

The 2012 *Book of Discipline* of the United Methodist Church in ¶ *2533.4* states:

> The chairperson of the board of trustees or the chairperson of the parsonage committee, if one exists, the chairperson of the committee on pastor parish relations and the pastor **shall make** annual review of the church owned parsonage to ensure proper maintenance.

Has such an annual review, with a walk through of the premises, been conducted within the past 12 months?

☐ Yes Date of last inspection: _____

☐ No Scheduled date for inspection: _____

Is appropriate action being taken, or has such action been taken, to take care of parsonage maintenance needs and/or improvements? (Use back of this sheet if more space is needed).

☐ No corrective measures were necessary.
☐ Action has been taken to meet the following needs from the last inspection:
_____
_____
_____

☐ Action is still needed on the following items: _____
_____
_____
_____

☐ Action is still needed on the following new items: _____
_____
_____
_____

☐ Excessive Damage has been discovered (this is damage caused by failure to attend to proper and timely attention to household tasks, damage

caused by children, pets or hobbies that go beyond the normal wear & tear). If this is in dispute or the pastor refuses to rectify the matter, the District Superintendent is to be contacted immediately.

The matter may be referred by the Cabinet to the Executive Committee of the BOM with recommendations for mediation or formal Administrative charges in accordance with ¶*362 the Book of Discipline*. These mediation terms may include:

1. Moving expense dollars are reduced by the amount of damage.
2. Pastor pays for own move.
3. A deposit is required, after the first occurrence of excessive damage on the next parsonage (example: $250 a month or $3,000 up front is paid to the church and placed in a designated account until pastor's next move. If everything is within the norm, pastor receives the deposit money.)

☐ We affirm that the parsonage of _____ United Methodist Church was left in proper condition.

_____
Chair, Committee on Pastor Parish Relations

_____
Chair, Board of Trustees or Parsonage Committee

_____
Pastor

_____
District Superintendent

This chart is not your official service record

This chart reflects only the years of service in the Central Texas Conference. Your official service record, on which your pension is based, is maintained by the General Board of Pension and Health Benefits. If you believe there is an error in your service record or if you wish to verify the number of service years upon which pension is based, please contact the Central Texas Conference Service Center office.

FE-Elder in Full Connection
AM-Associate Member
DM-Diaconal Minister
Exc-Non Credit Years
FD-Deacon in Full Connection
FL-Full Time Local Pastor
FLA-Family Leave of Absence
IL-Incapacity Leave
M-Merger
PD-Provisional Deacon
PE-Provisional Elder
RA-Readmitted
RM-Retired Ministers
SL-Sabbatical Leave
T-Transfer
TL-Transitional Leave
LA-Leave of Absence

Years of Service in the Central Texas Conference through July 1, 2015

Any errors or omissions should be reported to the Conference Secretary

Name	Present Relation	First Admitted/ PM Conf.	Year	Full Member	Transfer-In Year/	Transfer-In How	Exc	Date Retired	Student Local Pastor Pension Credit	Years of Service
Adamson, Georgia	FE	C Tex	1988	1990			1			27
Adkins, Brenda Lane	FE	C Tex	1992	1994			1			22
Adkins, David W	FE	C Tex	1976	1979						39
Albertson, Ronald W	RE	C Tex	1981	1985			1	2014		34
Alexander, David	FE	C Tex	2006	2010						9
Alexander, Michael K	FE	C Tex	1978	1980						39.5
Allen, Doyle R	RE	C Tex	1975	1979	1987	/ T		2009	1	29
Allen, Georgia M	RE	C Tex	1977	1980	1988	/ T		2006		23
Allen, Nancy E	RE	C Tex	1996	2000				2013		17
Alvarado, Armando	FE	Rio Grande	2008	2011	2011	/ T				7
Anderson, Gena	LA	C Tex	2006	2009						8.75
Andrews, Andy S	RE	Tex	1975	1978	1993	/ T	9	2008		11
Arellano-Davis, Laura	FE	C Tex	2009	2011						6
Atkins, J Noble	RE	N Mex	1948	1951	1962	/ T		1993		11
Austin, Hubert L	RE	C Tex	1977	1980				1995		19.3

Aymond, Jr. John	RE	C Tex	1988	1992			1	2007		18
Bailey, Charles R	FE	C Tex	1979	1981						36
Bailey, James	PE	C Tex	2015							0
Baker, Bruce	RE	C Tex	1956	1960	1970	/ M		1998	3	45
Baker, Vaughn	FE	C Tex	1979	1982						37
Ballard, Ronald D	RE	N Ga	1956	1960	1972	/ T		2002		30
Barker, W Roger	RE	C Tex	1995	1999			2	2006		9
Bassford, Virginia	FE	SW Tex	1994	1999						20.5
Baumgartner, Lisa	FE	C Tex	1998	2001						14.3
Beaty, Tom	RE	C Tex	2002	2004				2015		14.8
Beavers, Jay L	RE	C Tex	1966	1968	1978	/ M		2008		43
Bernau, Wendi	PE	C Tex	2015							0
Beckling, John M	FE	C Tex	1990	1993						25
Beckling, Tae Sun	FE	C Tex	2008	2012						7
Bell, Steven H	FE	C Tex	2003	2006						12.8
Bellamy, Bryan	FE	C Tex	2007	2010						9
Bellamy, Ronald A	FE	C Tex	1996	1999						19
Benson, Ernest	RE	C Tex	1992	1995	2011	/ T		2015		18
Benton, Robert Dan	RE	C Tex	1975	1977				2012		36.5
Bergeron, Kenneth E	IL	C Tex	1994	1997						21
Berry, John Kent	FE	C Tex	1998	1991						29
Bevoor, Martha	RE	C Tex	2002	2005				2010		8
Bishara, Kamal N	FE	C Tex	1997	2001						18.8
Blancett, E F	RE	C Tex	1970	1974	1971	/ RA	4.75	2011		36.5
Boatman, Kenneth	RE	C Tex	1956	1958	1970	/ M		1995		29
Bowglin, Timothy R	FE	C Tex	1991	1994	1994	/ CD				24.5
Bowen, Gary Starr	FE	S Ga	1974	1977	1982	/ T				33
Boyd, William P	FE	C Tex	1971	1974						44
Braddock, Walter Harrell, Jr.	FE	C Tex	2011	2013						4
Bradley, Milana L	RE	C Tex	1999	2001			1	2011		12
Brennan, William Max	RE	C Tex	1986	1991				2015		29
Briggs, Frank	FE	Holston	1983	1988	1986	/ T				28.5
Brittain, Brad	FE	C Tex	2002	2005						13
Brittain, Grady	RE	C Tex	1987	1991			0.3	2007		19.8
Brooks, Shelly	FE	C Tex	1993	1996						22.3
Brower, Michael David	PE	C Tex	2014							1
Bruce, Danny Duane	RE	NW Tex	1967	1972	1974	/ T		2000		12
Bruster, Timothy Keith	FE	Texas	1983	1987	1996	/ T				10.3
Buchele, Steve	FE	C Tex	2001	2004			2			13.3
Buhl, Arthur	RE	E Okla	1944	1948	1973	/ T	5	1991		19
Byrd, Leslie K	FE	C Tex	2005	2008						10
Camp, C Dennis	RE	C Tex	1966	1967	1970	/ M	1	1998		31
Campbell, Robert L	RE	C Tex	1991	1995				2006		15
Campbell, Tony Glen	RE	C Tex	1982	1984	1970	/ M	4.3	1989	2	22.8
Carmichael, Joe H	RE	N Tex	1977	1981	1988	/ T	1.8	2014		24

Carpenter, Bruce Edwin	FE	C Tex	1984	1988						31.5
Carr, Jr, Louis Charles	FE	C Tex	2008	2011						7
Cavanaugh, Robert E	RE	C Tex	1974	1977				2001	2	29.3
Chambers, Jaquetta	FE	C Tex	1991	1994						24
Chamness, Gene A	RE	C Tex	1953	1955	1970	/ M		1991	2.5	40.5
Chamness, Joe	FE	C Tex	2003	2006						12
Chandler, James D	RE	Okla	1970	1974	1973	/ T		2013		42.5
Chavez, David	RE	Rio Grande	1978	1980	1997	/ T		2009		12.5
Childs, Gladys	FE	C Tex	2008	2010						7
Childs, Thomas	FE	C Tex	2000	2002	1998	/ OD				17
Chism, Jerry P	FE	C Tex	1977	1981						38
Chisope, Joan P	RE	C Tex	1990	1992			1	2002		11
Clifford, John F	RE	C Tex	1970	1973				2013		43
Climesmith, Tina C	RE	N Ark	1992	1998	1978	/ M		1995		26
Colon, Hector	FE	E PA	1984	1987	1994	/ T				21
Colwell, Terry Lynn	IL	C Tex	1994	1995						21
Conner, James David	FE	No. Illinois	1983	1988	2001	/ T				14
Connolly, Thomas	RE	SW Tex	1966	1969	2000	/ T	18	2012		12
Coon, Yvonne	FE	C Tex	2007	2011						8
Cope, Mary Gean	FE	C Tex	1994	1997						21
Cotton, Lori	FE	C Tex	2009	2011						8
Cotton, Willard	FE	NM	1984	1988	2010	/ T				8
Crowley, Weldon S	RE	N NJ	1959	1961	1970	/ M		1997		37
Crumpton, Debra M	FLA	C Tex	1996	2002						17
Dark, Cindy T	FLA	C Tex	2002	2004						8.75
Dains, Bryan	FE	C Tex	1997	2002						17
Daniels, Jack Kyle	RE	C Tex	1957	1959	1970	/ M		1997		40
Danna, Tiffany	FE	C Tex	2008	2009						9
Dare, DeAndrea	LA	C Tex	2001	2004						14
Davis, Jarden	RE	C Tex	1970	1970				2005	0.75	35
Dawson, Michael Douglas	FE	C Tex	1995	1997						20
Dirk, John A	FE	C Tex	1977	1981						38
Dorsey, Ben Ross	FE	C Tex	1988	1988						29
Dittrich, Holly	FE	C Tex	2002	2006						11.8
Dobbins, Kyland Cason	FE	C Tex	2009	2012						8
Douglas, Eric	PE	C Tex	2015							3.75
Dozier, Walt Wm	RE	C Tex	1994	1997				2006		11.5
Duggins, James Lawrence	FE	C Tex	2011	2013						4
Dugger, Jr, B C	RE	C Tex	1964	1967	1970	/ M		2010	1	46
Egner, Clifford G	RE	N Tex	2002	2005	2007			2013		5.5
Elrod, Donald	RE	C Tex	1986	1989				2003		18
Elswick, Jr, E B	RE	C Tex	1989	1991				1999		10.3
Erickson, Stanley	RE	SW Tex	1961	1964	1976	/ T	0.5	1998		19.5
Evers, Beth	FE	C Tex	2008	2010						8.75
Ewing, Robert F	FE	C Tex	1992	1994	1994	/ OD				26.5

Fyalo, Thomas M	RE	C Tex	2006	2009				2012		6
Farrer, Jonathan	PE	C Tex	2014							1
Ferguson, David	FE	Kentucky	1991	1996	1996	/ T				17
Ferrell, Gilbert	RE	C Tex	1942	1947	1970	/ M		1985		42.5
Fields, Margret	PE	C Tex	2015							3.75
Finau, Sela E	PE	C Tex	2013							2
Fiorella, Sheila M	FE	C Tex	2008	2012						7
Flanagan, Cleon	RE	C Tex	1952	1954	1970	/ M	5	1995		31
Fleming, Sally A	FE	C Tex	1992	1999			2.5			20.5
Flowers, Robert	FE	C Tex	1994	1996						21
Forsythe, Amy Kristin	FE	C Tex	2009	2011						5
Fowler, J Andy	RE	C Tex	1975	1975	1970	/ T		2000		26
Francis, John Ed	RE	C Tex	1956	1959	1970	/ M		1999		43
Franklin, J Travis	FE	C Tex	1980	1985						35
Frazo, Jay	FE	C Tex	2007	2010						8
Freeman, Richard M	RE	N Tex	1956	1959	1969	/ T		2000		31
Freeto, Carl N	RE	Holston	1988	1993	1990	/ T		2014		26
Fuqua, Verne	RE	C Tex	1948	1956	1970	/ M		1994	3	46
Galloway, Jerry P	FE	C Tex	1991	1994				2014		23.5
Gause, Jim B	RE	C Tex	1997	1999				2001		3.5
George, Edward D	LA	NW Tex	1996	1998	2003	/ T				11.5
Gibson, Carol	FE	C Tex	1993	1996						22
Gibson, Quinton J	FE	N Tex	1985	1989	1993	/ T				28
Gilliam, Beverly	FLA	C Tex	2006	2009						5
Glenn, Reuben Kyle	RE	C Tex	1973	1975				1998		25
Godbold, Elizabeth	RE	C Tex	1997	2000				2015		18
Goodfellow, Scott J	FE	C Tex	2013	2015						2
Goss, James Allen	RE	C Tex	1970	1973				2009	1	39
Graff, Charles	FE	Nebraska	1977	1979	1998	/ T				17
Grant, O. Allen	RE	C Tex	2002	2004	2002	/ CO		2015		15
Grashe, Paul N	LA	C Tex	2006	2010						7
Greenwaldt, Karen Ann	RE	C Tex	1975	1978				2013		38.5
Grisham, William E	RE	N Tex	1956	1958	1981	/ T		1993		4.5
Grubb, Lawrence B	RE	Okla	1955	1961	1977	/ T		1997		20
Gurley, Gene	FE	C Tex	1999	2001						18
Guthrie, James T	RE	C Tex	1973	1977				2012		38.3
Gutierrez, Raul R	FE	C Tex	1995	2002						20
Hagmann, Ann	FE	Oklahoma	1991	1995	2002	/ T				13
Hall, Matt	FE	C Tex	1990	1994						20
Hamilton, Jason Allen	FE	C Tex	2005	2009						10
Han, Jang Tak "John"	PE	C Tex	2014							1
Hannah, J. Michael	RE	Missouri East	1974	1978	2005	/ T		2011		8
Harrington, John Brooks	FE	C Tex	2006	2009						9
Harris, Dennis	RE	C Tex	1984	1992				1997		12.5
Hawkins, Daniel Knox	FE	C Tex	2012	2015						5

Hawkins, Kay Knox	FE	C Tex	2002	2005						13
Hayes, Christopher	FE	C Tex	2003	2006						12
Helm, Marie	ML	C Tex	1994	1998			1			22.8
Henry, Sr, Luther W	RE	N Tex	1950	1955	1973	/ T		2006		37
Herrington, Rollo J	RE	C Tex	1955	1970	1970	/ M	0.5	1974	3	8.5
Herzig, Robert H	FE	C Tex	1975	1979						40.3
Heydusk, Steven C	FE	Tex	1989	1991	1996	/ T				20
Hobbs-Gregory, Leah	FE	C Tex	2010	2013						5
Higgman, Sandra	RE	C Tex	2001	2004				2012		11
Hill, L. Ann	FE	C Tex	1999	2003						16
Ho, Catherine	RE	C Tex	1987	1990				2003		16
Hoffman, Cal Van	FE	C Tex	1981	1984						34
Hoffman, Christi Mooney	FE	C Tex	1993	1997						11
Holbert, John C	RE	La	1970	1978	1978	/ T		2012		34
Holden, Jr, Ellis	RE	C Tex	1957	1963	1970	/ M		1988	3	30
Holland, Charles L, Jr	RE	S Ga	1992	1995				2001		7.25
Holloway, Robert W	FE	C Tex	1970	1974						40.3
Holmes, Barry Lynn	RE	C Tex	1974	1978			3.8	2007		29.3
Holston, Stephen	FE	Mississippi	1989	1991	2007	/ T				9.75
Horick, William H	RE	C Tex	1954	1958	1970	/ M		1988		33.3
Horton, Deborah	RE	C Tex	2005	2008				2015		10
Howard, Clifton Odell	FE	C Tex	1984	1986						31
Howard, Jr, Wesley A	RE	C Tex	1966	1968	1970	/ M		2001	2	37
Hull, Rebecca	FE	C Tex	2006	2009						9.5
Hulme, John W	RE	Mpkis	1950	1952	1983	/ T	3.3	1988		7
Humphries, Roland	RE	C Tex	1956	1958	1970	/ M		1995		29
Hunt, Henry Lamar	RE	C Tex	1980	1982				1996		16
Hunt, Jolly	FE	C Tex	2004	2007						11.8
Hunt, Richard A	RE	C Tex	1949	1952	1970	/ M		1996		47
Ingram, Krista Danielle	FE	C Tex	2008	2011						8
Irvin, Gerald	RE	Texas	2003	2005	2003	/T		2011		8
Jarrell, J Timothy	FE	C Tex	1987	1991						28
Jeane, Marty	RE	C Tex	1957	1967				2011		16
Johnson, John C	RE	C Tex	1948	1950	1971	/ T	5	1980	1.5	21
Johnson, Leonard	RE	C Tex	1957	1969				2007		10.5
Johnson, W. Don	RE	C Tex	1974	1982				2006		32
Johnston, James Brady	FE	C Tex	2007	2010						8
Johnston, Jarrod	PE	C Tex	2015							1.75
Jones, Clinton	PE	C Tex	2013							2
Jones, Glenn E	RE	C Tex	1971	1974				2014		43
Jones, Marilyn	PE	C Tex	2013							2
Junkin, Reed C	RE	C Tex	1983	1985				2015		32.5
Kandeler, Fred W	RE	SW Tex	1955	1970	1993	/ T		2001		8
Kershaw, Kasya	FE	C Tex	2007	2010						8
Key, Sr, Sylvester	FE	C Tex	1995	1999						20

Kittinger, Ryan	FE	C Tex	2004	2009						10
Kilbourne, Kent A	RE	Louisiana	1972	1978	1996	/ T		2013		17
Kile, Wanda Gail	RE	C Tex	1984	1988			7	2005		12.5
Killough, Wade T	FE	C Tex	2002	2005						13
Killough, William B	FE	C Tex	1995	1999						20
Kirk-Hall, Denise Urbanek	ML	C Tex	1994	1998			3.5			17.5
Kish, Spencer Kory	FE	C Tex	2006	2010						9
Koch, Rankin	RE	C Tex	1979	1981				2013		35
Koo, Bon Woong	RE	Texas	1985	1988	1992	/ T		2000		8
Knollmeier-Cain, Janice	RE	C Tex	1978	1980				2005		24.5
Kugel, Elizabeth E	RE	C Tex	1997	1999				2003		6
Langford, Alcan Stephen	FE	C Tex	1994	1998	1994	/ OD				22
Larson, Joseph Fagg	RE	C Tex	1956	1958	1979	/ T		2000	4	32.5
Lely, Alex	PE	C Tex	2015							10
Leach, David D	FE	C Tex	1980	1985						35
Lee, Cynthia Marie	RE	Illinois	1993	1994	1998	/ T		2012	1	23.3
Lindley, Gary	FE	N Tex	1973	1978	1973	/ T				42.3
Linnstaedt, Robert	ML	C Tex	1998	1999			9			20.3
Loggins, John Howell	RE	C Tex	1978	1978				2012		42
Long, Katherine F	FE	Texas	1993	1995	1999	/ T				18
Long, Kimberly	PE	C Tex	2015							2
Longsworth, William	RE	C Tex	1966	1973	1984	/ T		2008		24.3
Love, Michael	FE	C Tex	2009	2012						8.5
Lovett, Jane	RE	C Tex	1979	1983				2001		22
Lowrance, Marc H	FE	C Tex	1996	1999						26
Lucas, Barbara	RE	C Tex	1977	1980				2000		22.5
Luper, Denise	FE	C Tex	2008	2010						7
Lydick, Sandra	RE	C Tex	1988	1990			2.5	2005		14.5
Madden, Myron	RE	C Tex	1988	1991				2007		18.5
Mang, Richard	FE	C Tex	1996	2002						23
Manney, Benjamin B	RE	C Tex	1952	1955	1970	/ M		1994		42
Mann, Kent D	RE	C Tex	1966	1968	1970	/ M		2010		44
Marshall, Michael	FE	N M	1991	1997	1997	/ T				16.5
Martin, Howard H	FE	C Tex	1995	2000						20
Martinez, David	FE	Rio Grande	2002	2005	2003	/ T				13
Mathias, Maureen Baldock	RE	C Tex	1986	1989			2.3	1998		9.75
May, Jeff	FE	C Tex	1995	1999	1995	/ OD				20
McClatchy / P	RE	C Tex	1950	1952	1970	/ M		1991		41
McClure, Charles L	RE	C Tex	1952	1954	1970	/ M	1	2005	3	43
McClurg, James R	FE	C Tex	2004	2007						11
McDermott, Linda Fox	FE	C Tex	1985	1989						30
McGrath, Alan S	FE	C Tex	2003	2006						12
McClure-Fortner, Mary E	ML	C Tex	1995	1997						20
McKee, John K	RE	C Tex	1951	1953	1970	/ M		1982	2	33
McKellar, John	FE	C Tex	1988	1992						27

McKinney, J Eric	RE	C Tex	1973	1977	1978	/ T		2007		32.3
McManus, Ronnie	FE	N Tex	1971	1974	1973	/ T				42
McMinn, David	FE	C Tex	2008	2011						7.25
Medley, David	PE	C Tex	2014		2014	/ OD				4
Meek, Katherine Anne	FE	C Tex	2008	2011						8.25
Mellette, Jonathan	FE	C Tex	2007	2011						8
Mesa, Christopher	FE	C Tex	1997	1999						16.8
Mesner, Robert E	RE	C Tex	1961	1963	1970	/ M		1998	2	37
Milam, Susan	FE	C Tex	2004	2007						11
Miles, Roderick F	RE	C Tex	1990	1994				2011		21
Miller, Jannette A	PE	C Tex	2014							3
Miller, Jeffery A	FE	W MO	1990	1994	1995	/ T				20
Miller, Johnny F	RE	C Tex	1977	1980				2015		38
Miller, Sarah	FE	C Tex	1994	1996						21
Mitchell, Linda S	RE	C Tex	1990	1992			1.3	2012		20.8
Moore, Lynn D	RE	NW Tex	1982	1984	2000	/ T		2012		12
Moore, Marvin R	RE	C Tex	1992	1995				2009		17
Moore, Willard (Bubba)	FE	C Tex	2004	2008						11
Mordecai, Cathy	FLA	C Tex	1997	2002						13.8
Moss, Cynthia	FE	C Tex	2013	2015						2
Moss, Steve	FE	C Tex	2010	2012						5
Mosser, David N	FE	C Tex	1977	1980						38.3
Munger, G. Alan	FE	C Tex	2003	2007			1.8			13.3
Murray, Keith L	FE	C Tex	1992	1996						23
Nader, John R	FE	C Tex	2011	2015						4
Nader, Joseph	FE	C Tex	2007	2010						8
Nance, Stephen	FE	C Tex	1992	1995						23
Neals, Chauncey S	RE	N Tex	1988	1988	1993	/ T		2014		21
Neely, Gale (Meyers)	FE	C Tex	2001	2003						14.3
Neaves, Priscilla	RE	C Tex	1986	1987			7.3	2007		14.8
Nestory, Lisa L	FE	C Tex	1995	1999						20
Newhouse, Ronald	FE	C Tex	1990	1992						24
Newton, Jr. James	RE	NWTex	1972	1987	1987	/ T	15	2011		24
Niedecken, Danny J	FE	C Tex	2001	2004	2001	/ OD				14
Nimocks IV, Robert F	RE	C Tex	2009	2012				2013		4
Norman, J Neil	RE	C Tex	1951	1952				2014		34.8
Ovalle, Donald	RE	C Tex	1955	1958	1970	/ M		1995	2	40
Ozmer, Harvey L	RE	C Tex	1968	1971	1970	/ M		2011		43
Palma, Grant E	PE	C Tex	2014							3
Patison, Michael	RE	C Tex	1950	1952	1970	/ M		1995		46
Patrick, J. Bryan	FE	C Tex	2004	2007						11
Patterson, Billy M	RE	C Tex	1963	1966	1970	/ M		2001	2	37
Paxton, Allyson D	FE	C Tex	1992	1994						20
Pensley, Henry	RE	C Tex	1995	1998				2004		9
Phillips, Darrell	FE	C Tex	2004	2007						11

Pike, Donald Morris	RE	C Tex	1952	1954	1970	/ M		1988		36
Ponder, Jo V	RE	C Tex	1996	1998				2008		10.3
Porter, James	RE	C Tex	1972	1975	2007	/T		2010		33.5
Porter, Paul E	FE	C Tex	2005	2009						10
Posey, Gerald Dean	FE	C Tex	1979	1982						37
Pratt, L Bayard	FE	C Tex	1979	1983			5.5			30.5
Procter-Smith, George	RE	N Ind	1983	1986	1986	/ T		2006		21.5
Puckett, Joyce E	ML	C Tex	1990	1994						25
Quesenberry, L Kiel	RE	NW Tex	1958	1961	1983	/ T		1997		14
Rabke, Henry	RE	C Tex	1950	1952	1970	/ M		2003	1	44.5
Ramey, Robert	FE	C Tex	2005	2008						10
Ramsdell, Michael	FE	C Tex	1980	1984					2	37
Ramsdell, Stephen K	FE	C Tex	1984	1988					1.5	33
Rateliff, Gene E	FE	C Tex	2001	2004						14
Ray, David J	FE	C Tex	2012	2014						4.75
Redd, C Michael	FE	N Texas	1981	1983	2001	/ T	1.5			16
Redmond, Michael	FE	C Tex	2004	2007						13
Reed, Billy L	RE	Illinois	1976	1977				1987	4	21
Reed, Cecil O	RE	Texas	1952	1954	1970	/ M	2.5	1989	4	34.5
Reed, Ray Dean	FE	C Tex	1987	1991						28
Reed, Richard Alan	FE	C Tex	1988	1989						26
Reed, Stefani	PE	C Tex	2015							0
Reeves, Jon	PE	C Tex	2015							0
Renner, Michael Todd	FE	C Tex	2005	2008						10
Rhodes, Phillip	FE	C Tex	2005	2008						10
Richardson, Tamara	PE	C Tex	2015		2015	/ OD				1
Richmond, Judy	FE	C Tex	2007	2010						8
Riddle, Randal	RE	C Tex	2000	2002		/ OD		2015		15
Rider, Dale W	RE	C Tex	1958	1972	1970	/ M		1989		31
Ridlehuber, Walter	RE	M Tex	1963	1971	1980			1988		8
Riley, Jack	RE	NW Tex	1958	1961	1970	/ M		1998	0.25	38
Rivera, Brenda Welch	FE	C Tex	1995	1998						19.8
Roath, Donald	RE	C Tex	1997	2002				2009		11
Roberson, Renita	PE	C Tex	2015							1
Robbins, Christie	FE	C Tex	2004	2007						8
Robbins, Joel	FE	C Tex	2008	2011						7
Robbins, Jr. Thomas Q	FE	C Tex	1992	1995						23
Robinson, Charles	PE	C Tex	2015		2015	/ OD				2
Roberts, Carol M	FE	C Tex	2005	2008						9
Roberts, Stacy	PE	C Tex	2015							1
Robertson, Eugene	RE	C Tex	1950	1952	1970	/ M		1989	4.5	38
Robertson, John C	RE	C Tex	1959	1961	1970	/ M		2001		42
Robertson, Sharon	RE	C Tex	1996	1998				2011		15
Rodden, Michael J	PE	C Tex	2012	2014						3.5
Rogers, Denise	FE	C Tex	2007	2010						8

Rockwood Jr, Robert	FE	C Tex	2003	2006						13
Sanders, Jr, James	RE	C Tex	1956	1959	1986	/ T		2005		39
Sands, Judith Ann	RE	C Tex	1983	1988				2004		21
Sansom, Jimmy	FE	C Tex	2007	2012						8
Schade, Kathye Allison	ME	C Tex	1994	1998						21
Schaub, John W	RE	Texas	1962	1964	1970	/ T		2001		31
Schiffman, Marilyn	RE	C Tex	2004	2007				2015		8
Schmidt, Stephen	FE	C Tex	1985	1989						30
Schultz, Dale	FE	C Tex	1988	1992			0.5			25.5
Scott, Donald F	FE	C Tex	1973	1977						41.8
Scrivener, Randall B	FE	Louis	1987	1989	2000	/ T				15
Scroggs, Donald H	FE	C Tex	1975	1979						40.3
Sellers, J W	RE	C Tex	1956	1961	1970	/ M		2002	6	44
Senter, Fred III	RE	C Tex	1999	2002	1999	/ CID		2010		10.8
Shipman, John T	RE	C Tex	1975	1978				2006		31
Silveria, Walter G	RE	Iowa	1995	1998	2000	/ T		2004		4
Simpson, Molly K	PE	C Tex	2014							1.75
Sims, Alice Pauline	RE	C Tex	2000	2000				2007		7
Slaten, Charles Bradley	FE	C Tex	2011	2013						4
Studer, Edis R	RE	C Tex	1953	1955	1970	/ M		1992	4	29.5
Smart, Eddie	RE	C Tex	1994	1998				2011		17
Smith, Eric E	FE	C Tex	1998	1998	2009	/ T				18
Smith, Jeffrey	FE	C Tex	1988	1989						29
Smith, Ramon F	FE	C Tex	2009	2011						8.25
Smith, Tom	RE	C Tex	1965	1967	1988	/ T	8.8	1992		4
So, Jungil Daniel	FE	N Tex	2006	2009	2007	/T				9.25
Sowell, Annette Ramsey	RE	C Tex	1983	1987				2007		24
Sowell, Jr, Jesse	RE	N Miss	1961	1963	1982	/ T		2003		21
Spradlin, Mary K	FE	C Tex	2002	2005						13
Stanley-Soulen, Melanie	FE	C Tex	1986	1989			12			8
Stevens, Ann Livingston	RE	C Tex	1993	1995				2001		8
Stork, Wayne L	RE	New Eng	1958	1961	1988	/ T		2006		8
Stratton, Margaret	RE	C Tex	2001	2003				2014		12
Strayhorn, Billy D	RE	Mo E	1980	1984	1983	/ T		2015		34.5
Suggs, Norman Lee	RE	C Tex	1964	1968				2012		28
Summerlin, Travis	FE	C Tex	1988	1991			2			20
Sutton, George Mimms	RE	C Tex	1984	1988				2012		27.8
Taylor, Delbert H	RE	C Tex	1956	1960	1970	/ M		1995		39
Tenney, Jr, Daniel W	FE	C Tex	1995	1999						20
Thomas, Timothy	RE	C Tex	1985	1989				2010		25
Tims, James Edwin	RE	C Tex	1954	1957	1970	/ M		1995		41
Tonlan, Gary Lamar	RE	C Tex	1981	1985	1983	/ T	2	2013		29
Torgy, Arthur Alan	FE	C Tex	1984	1988			2			29
Trammell, Susan	RE	C Tex	1987	1992				2007		20
Trigg, W. Lee	FE	C Tex	2007	2011						10

Tucker, Charles R	FE	C Tex	2013	2015						2
Tune, Wilma H	RE	C Tex	1978	1981				2002		24
Turner, Gary F	RE	C Tex	1978	1982			2	2012	1	33
Turner, Lianne	FE	C Tex	2003	2006						12
Turner, Robert M	RE	SW Tex	1960	1962	1970	/ T	4.5	1998		13.5
Tye, Beverly	RE	C Tex	1993	1997			0.5	2011		17.5
Tyler, Andrew	FE	C Tex	2008	2010	2004	/ OD				9
Valendy, Estee	FE	C Tex	2009	2012						8
Valendy, Jason	FE	C Tex	2008	2011						7
VanZile, Larry M	RE	C Tex	1966	1967	1970	/ M		2007		42
Vardiman, Bonnie A	RE	C Tex	1954	1956	1972	/ T	0.5	1985		27.5
Vaughn, Kirsten Hamilton	FE	Little Rock	1996	1998	2001	/ T				16
Walker, Darren Roy	FE	C Tex	1983	1987						32.3
Warden, Patricia G	FLA	C Tex	1977	1981			2.3			23.5
Warden, Robert C	FE	C Tex	1977	1981			0.3			36
Ware, Donna Jo	FE	C Tex	1981	1986			1			33
Waser, Dale Francis	RE	C Tex	1961	1965				2011		36
Waser, Patricia R	RE	C Tex	1990	1994				2012		22.3
Watson, Ginger	FE	C Tex	2007	2010						8
Waughtal, Laraine	FE	C Tex	2001	2004						15.8
Wear, Jana D	LA	C Tex	1995	1998			0.5			19.8
Weathers, Bob F	RE	C Tex	1954	1957	1970	/ M		1998	3.75	44
Whitbeck, Gary A	RE	C Tex	1974	1978			0.3	2008		33.8
Whitehead, Glenda	FE	C Tex	1987	1990						28
Whitley-Franklin, Lara	FE	C Tex	2005	2008						12.8
Whittle, Charles	RE	C Tex	1950	1952				1998		25
Wilburks, Dale	PE	C Tex	2015							0.5
Wild, Randy M	FE	C Tex	1977	1981						36
Wilson, Kevin	FE	C Tex	2001	2004			0.5			15.8
Wines, Alphonsetta "Alphie"	FE	C Tex	2005	2008						11
Winslow, Fred A	RE	Texas	1972	1974	1997	/ T		2007		10.3
Winter, Mark	FE	C Tex	1987	1991						28
Wilmer-Fails, Margaret A "Meg"	PE	C Tex	2012	2014						3
Wood, William	RE	Little Rock	1995	1998	2002	/T		2015		14
Woods, Carol	FE	N Tex	1988	1989	2002	/T				13
Woods, Nancy Ann Council	ML	C Tex	1987	1991						28
Woodward, Jane	FE	C Tex		2005						10
York, Nancy Lu	RE	C Tex	1982	1984			0.5	2008		20.5
Young, Brian Allen	FE	C Tex	1983	1985						32.3
Young, Michael	RE	C Tex	1969	1973	1970	/ M		2009		40
Youngblood, Scott D	FE	C Tex	1977	1981						36
Zollinger, Alison	PE	C Tex	2015							0
ASSOCIATE MEMBERS										
Elrod, Michael A	RA	C Tex		1989				2006		7

Falahola, Olin	RA	C Tex		1987				2010		7
Haynes, James	RA	C Tex		2000				2003		3
Haynes, LaVelle	RA	C Tex		2002				2003		1.25
Reitzes, James Michael	AM	C Tex	1995	2010						9.25
Marlow, Herb	RA	C Tex		1987				2000		13
Modgling, Phyllis	RA	C Tex		2000				2009		8.75
Orr, Georgia	RA	C Tex		2005				2005		0.25
Willis, Ted	ML	C Tex		2008						11
Young, Robyn S	AM	C Tex		2011						4
FULL TIME LOCAL PASTORS										
Austin, Dara	FL									3
Beeman, Robert	RFL							2009		11.8
Bell-Bullock, Althea Denise	FL									8
Bentley, Joe	RFL							1999		8
Brower, John R	FL									1.75
Corder, Rod	RFL							2015		8
Crowder, Thomas	RFL							1987		4
Fallon, Joy	FL									1.75
Goodrich, Dave	FL									7
Lewis, C Wayne	FL									15
Marshall, Lance	FL									2
Montoya, David	FL									2.25
Mott, Marvin	RFL							2007		4.25
Reid, Sharon	FL									11.8
Reynolds, Eldon	FL									5
Schramme, Tina	FL									2.25
Sorrells, Kermit	RFL							2000		5.25
Starnes, Ila Lynn	FL									17
Summers, Nancy	RFL							2011		4
Way, Gregory	FL									3.5
Williamson, Judy	FL									4.25
Wimberley, Linda	FL									11
HONORABLE LOCATION										
Augustine, Louis	HL	C Tex	1953	1988	1991	/ T				11
Beck, D Keith	HL-R	C Tex	1998				7.3			10.50
Bell, Sharon	HL	C Tex	2008	2009						5.75
Benedicto (Hildebrand), Theresa L (Teri)	HL	C Tex		2000						5.5
Boeglin, Suzanne	HL	C Tex	1996	2000			1.5			11.5
Brown, George Pat	HL	N Tex	1953	1987	1995	/ T	35			5
Burris, Sarah Collins	HL	C Tex	1990	1994						8
Chadwick, Charles Wm	HL-R	C Tex	1948	1951			35			19.5

Galaviz, Sarah Leash	HL	C Tex	1995	1997						19
Kelley, Donald C	HL-R	C Tex	1958	1979						34.5
Roberts, Dan W	HL	C Tex	1994	1995						8
Schade, J Jay	HL	C Tex	1994	1998			3.3			5.75
Squarell, Phillip	HL	C Tex	1994	1997						7
Smith, Don Carl	HL	C Tex	1990	1994			2.5			10.8
Smith, Richard	HL-R	C Tex	1948	1949						
Spalding, Michael	HL	C Tex	1964	1967	1970	/ M	28			13
Stellar, Katie Peterson	HL-R	C Tex	1990	1994			11			7
Tibbs, Ben	HL-R	C Tex	1975	1979			14			14
Vanfilte, James	HL-R	C Tex	1979	1983			17			7.25
Williams, Wesley W	HL	C Tex	1952	1954	1970	/ M	10			16

DEACONS										
Name	Present Relation	Conference	Conference Service Year	Deacon Full Connection	Transfer-In Year /	Transfer-In How	Exc	Date Retired		
Adair, Sharon Wilson	RD	C Tex	1998	1998			2	2005		4.75
Allen, Julie Ann	FD	C Tex	2002	2012						7.5
Anderson, Kelly	FD	C Tex	2015							0
Andrews, Sara Irene	FD	C Tex	1995	1995						20
Beaver, Brenda	FD	C Tex	2007	2010						8
Bell, Meredith	FD	C Tex	2005	2008						10
Bennett, Nancy	RD	C Tex	1988	1997				2000		12
Bright, Dan S.	TL	C Tex	2005	2005						7
Byrd, Suzanne	PD	C Tex	2015							0
Cate, Suzanne	RD	NW Tex	1998	1998	2000	/ T		2013		13
Cullen, Robert J	FD	Texas	1997	1997	2001	/ T				14.3
Dahl, Dorothy M.	RD	C Tex	1977	1997				1998		0.25
Elliott, Barbara	RD	C Tex	1997	1997				2002		5
Freeto, Linda	RD	C Tex	2002	2008				2014		6.75
Froman, Nancy Sumner	FD	Pac NW	1999	2002						13.3
Gasne, Jackie	RD	C Tex	1997	1997				2000		3.5
Geisel, Nila	RD	C Tex	1997	1997				2007		10
Georg, Miriam	FD	C Tex	2008	2011						7
Granderson, Sheila Karen	RD	C Tex	1997	1997				2011		14
Harkins, Carl	FD	Dakotas		2001	2014	/ T				4
Heyduck, Rachel	FD	C Tex	2005	2008						8.5
Hines, Deborah Page	FD	C Tex	2007	2010						8
Holloway, Judy	RD	C Tex	2005					2014		9
Johnson, Gordon	FD	C Tex	2008	2010						6.75
Lancaster, Kay	FD	C Tex	2010	2012						5
Lutes, Allen	PD	C Tex	2015							0
McDermott, Thomas	FD	C Tex	1984	1987						27.5

McDougal, Phyllis	FD	C Tex	2000	2000			0.5			14.5
McKee, Donna	FD	C Tex	2008	2010						5
Murraine, Nelda Barrett	FD	C Tex	1981	2000						2.5
Nichols, Melissa	RD	C Tex	1997	1997				2009		11
Phillips, Dawne	FD	C Tex	2001	2004						14
Robertson, Kyle	PD	C Tex	2015							0
Robertson, Joy	FD	C Tex	2012	2014						4
Roberts, Sarah	FD	C Tex	2013	2015						2
Samford, Karen Ann	ML	C Tex	2003	2003						12
Shapley, Gregory	FD	C Tex	2007	2012						8
Springer, Beverly	FD	C Tex	2004	2007						11
Stevens, Robin	RD	C Tex	2004	2007				2014		9.75
Tate-Alling, Amy	FD	C Tex	2010	2012						5
Terry, James Denson	RD	C Tex	2002	2002				2013		10.5
Trevino-Teddlie, Jeannie	RD	C Tex	1997	1997				2014		16.5
Vaughn, R. Douglas	FD	C Tex	2004	2004						7.5
Wier, Brenda	RD	C Tex	1977	1997				2011		13.5
Stemley, LilAnn "Penny"	FD	C Tex	2008	2010						2
Ybanez, Matthew Wade	FD	C Tex	2009	2011						8




Lift up
your
Hearts
in
Praise!

AUDITS

The audits for the Central Texas Conference Service Center, Glen Lake Camp and Retreat Center, and the five district offices are posted on the Service Center's website, http://www.ctcumc.org. All audits received favorable opinions, and have been moved to the website solely as a cost-saving measure.

He has showed you, O man, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.

Micah 6:8



Give thanks in all circumstances, for this is God's will for you in Christ Jesus.

1 Thessalonians 5:18

CONFERENCE STATISTICAL REPORT

JOHN DIRK, STATISTICIAN

MEMBERSHIP JANUARY 1, 2014 [1]		**166,162**
Members received:		
Profession of Faith	2,003	
Affirmation	157	
Correction Previous Year	661	
Transfer other UMC	1,643	
Other denominations	1,534	
Total members received 2014		**5,998**
Members removed:		
Charge conference	13,273	
Withdrawn	762	
Correction Previous Year	2,085	
Transfer other UMC	1,028	
Other denominations	434	
Death	1,324	
Total members removed 2014		**18,906**
TOTAL MEMBERSHIP DECEMBER 31, 2014 [2]		**153,254**
Loss of 12,908		
Ethnic breakdown of 2014 membership		
Asian	978	
African American	4,468	
Hispanic	2,258	
Native American	144	
Pacific Islanders	492	
White	143,467	
Multi-Racial	1,447	
Attendance at principal worship		**44,607**
Gain of 100		
Church school:		
Children	19,739	
Youth	9,726	
Young Adults	3,588	
Other Adults	37,175	
TOTAL CHURCH SCHOOL MEMBERSHIP		**70,228**
Loss of 4,005		
Church school average attendance		**19,702**
Loss of 691		

Church school membership equals 45.83% of church membership
Church school average attendance equals 28.05% of church school membership
Church school average attendance equals 44.17% of worship attendance

NOTES:

(1) Includes 289 "members" in non-chartered churches.
(2) Includes 297 "members" in non-chartered churches.

SALARIES OF MINISTERS – 2013/2014
APPOINTMENT TO AN EXTENSION MINISTRY -- FE
APPOINTMENT BEYOND THE LOCAL CHURCH -- FD

Name	Base Comp	Utilities/Housing	Travel Allowance/Other
Georgia L. Adamson	119,893	24,000	16,000
Julie Ann Allen, FD	-	-	-
Sara Irene Andrews, FD	-	-	-
Laura Arellano-Davis	29,500	16,900	-
Charles R. Bailey	180,000	3,297	-
Virginia Bassford	119,893	8,000	16,000
Lisa Baumgartner	45,760	-	-
Ernest Benson	82,642	-	-
Shelly Brooks-Sanford	-	-	-
Steven W. Buchele	-	-	-
Jacquetta Chambers	-	-	-
Gladys Childs	56,732	-	8,600
Lamar Claypool	46,280	-	-
Hector L. Colon-Colon	-	-	-
Cindy Dack	65,000	-	-
Tiffany Danna	21,600	7,200	1,200
Kyland Dobbins	40,400	16,000	11,000
Robert F. Ewing	-	-	-
Robert K. Flowers	-	-	-
John Travis Franklin	74,000	3,500	4,200
Miriam Georg, FD	62,500	-	700
Karen A. Greenwaldt	-	-	-
Ann A. Hagmann	-	-	-
Mark Hanshaw	-	-	-
Judy Holloway, FD	-	-	-
Melinda Holloway	81,000	21,165	-
Robert Holloway	119,893	24,000	12,000
Clifton Howard	119,893	5,000	15,000
Krista Ingram	49,640	11,124	2,160
Mary Ellen Johnson	-	-	-
Jason Jones	39,269	18,000	500
William B. Killough	-	-	-
Gary Lindley	119,893	24,000	16,000
Katherine Long	-	-	-
David Martinez	64,680	8,320	-
Ronnie McManus	-	-	-
David McMinn	-	-	-
Joseph Nader	-	-	-
Ronald Newhouse	50,000	20,000	-
Dawne Phillips, FD	46,000	21,000	10,000
R. Dean Reed	-	-	-
Randal L. Riddle	105,400	15,600	4,660
B. Suzy Welch Rivera	65,145	-	-
Donald F. Scott	119,893	8,000	15,000
Eric E. Smith	125,000	45,000	As needed.
Amy Tate-Almy (FD)	56,000	-	-
Jeannie Trevino-Teddlie, FD	-	-	-
Robert Doug Vaughn, FD	-	-	-
Robert C. Warden	126,320	32,077	2,911
Randy Wild	119,893	24,000	16,000
Steven Mark Winter	22,150	47,200	-
William C. Wood	-	-	-
Carol Woods	119,893	24,000	-

Among the great teachings of Jesus are the words from the Gospel of John, 15th chapter, verse 5: "I am the vine; you are the branches. If you remain in me and I in you, then you will produce much fruit." This year's statistical tables are designed to help energize and equip local churches in producing fruitful and faithful ministry as we seek together to make disciples of Jesus Christ for the transformation of the world. They reflect the five categories by which congregational vitality is assessed and correspond not only to the five vows of Methodism but also to the five practices of fruitful congregations. Should you desire the full statistical layout contained in the General Council of Finance and Administration year-end reports, those reports are available at http://www.ctcumc.org/news/detail/270 by typing in the word "audit" into the search box.



Central Texas Conference Journal 2015

Complete statistics are available on the Central Texas Conference Service Center's website.		Disciples Worship	Disciples Make New Disciples	Disciples Engage in Growing Their Faith			Disciples Engage in Mission		Disciples Give to Mission		
		Passionate Worship	Radical Hospitality	Intentional Faith Development			Risk-Taking Mission & Service		Extravagant Generosity		
VITAL STATISTICS 2014		Average attendance at principal weekly worship service	Received on Profession of Christian Faith	Number of ongoing CLASSES (all ages) for learning in Sunday church school	Number of ongoing CLASSES for learning (all ages) other than Sunday church school	Number of short-term CLASSES and GROUPS (all ages) for learning	Number of church members participating in any UMVIM team	Number of persons engaged in mission	Connectional Mission Giving %	Connectional Mission Giving $	Other Giving *
District	Church Name (by District)	10	2.a	22	23	24	27b	28	%	35b	Various
Central	Austin Avenue UMC	132	0	5	10	15	0	45	100.17	74,711	20,225
Central	Blooming Grove UMC	40	0	3	1	2	2	31	100.00	7,243	3,972
Central	Blum UMC	7	0	0	0	0	0	0	100.00	1,272	60
Central	Bosqueville UMC	39	0	2	3	4	0	97	100.00	4,111	6,131
Central	Bracks UMC	46	6	0	0	0	0	0	2.43	231	0
Central	Brushie Prairie: Saints Delight	0	0	0	0	0	0	0	100.00	0	0
Central	Cayote UMC	23	0	0	0	0	0	0	100.00	2,251	60
Central	Central UMC, Waco	266	14	7	12	5	33	200	100.00	55,107	14,860
Central	Chatfield UMC	27	1	3	2	1	0	1	100.00	3,524	1,402

Central	China Spring UMC	135	15	4	7	2	0	116	100.00	24,764	6,715
Central	Clifton UMC	74	1	11	4	33	0	24	100.00	29,267	7,629
Central	Cogdell Memorial UMC	145	7	14	5	3	0	145	100.00	25,449	3,929
Central	Coolidge UMC	33	0	3	4	1	0	7	100.00	5,286	1,329
Central	Corsicana First UMC	231	8	10	1	7	0	0	53.64	39,170	8,553
Central	Covington UMC	24	0	0	0	0	0	16	100.00	2,839	350
Central	Crawford UMC	56	4	5	5	2	2	42	100.00	11,942	6,639
Central	Dawson UMC	30	0	2	0	1	0	17	103.24	8,691	775
Central	Dresden UMC	20	4	0	0	0	0	0	100.00	1,468	1,734
Central	Elm Mott UMC	18	0	0	0	0	0	3	100.00	4,111	0
Central	Emhouse UMC	24	0	2	2	1	0	13	100.00	2,251	410
Central	Eureka UMC	28	0	2	4	0	0	26	100.00	4,307	796
Central	Frost UMC	19	0	1	3	0	0	0	109.28	8,878	251
Central	Gholson-Wesley Chapel UMC	37	2	2	2	2	0	25	100.00	6,558	1,034
Central	Groesbeck First UMC	131	4	7	5	3	0	0	100.01	24,864	3,743
Central	Hewitt UMC	69	1	2	6	5	0	0	100.02	17,230	4,254
Central	Hillsboro First UMC	168	24	14	8	4	0	44	100.00	34,063	55,375
Central	Hubbard First UMC	70	9	7	4	1	0	10	100.00	13,018	3,535
Central	Italy UMC	14	0	1	1	0	0	0	100.08	4,800	307
Central	Itasca UMC	40	2	3	1	0	0	25	100.02	4,308	220

Central	Kerens UMC	64	0	4	2	0	0	25	100.00	9,201	480
Central	King Memorial UMC	88	1	2	3	1	0	76	100.00	16,444	10,017
Central	Korean UMC	133	4	8	13	1	0	3	100.00	9,690	18,019
Central	Lake Shore UMC	46	1	4	3	0	0	13	100.00	11,648	2,985
Central	Lakeside UMC	94	9	2	8	1	0	150	100.29	16,885	39,750
Central	Lakeview UMC	40	5	2	3	0	0	7	28.63	2,550	560
Central	Lebanon UMC	39	0	3	0	0	0	0	100.00	2,936	3,295
Central	Leroy UMC	35	0	0	0	0	0	14	100.00	979	2,710
Central	Line Street UMC	35	1	2	3	1	0	21	100.00	8,124	1,203
Central	Lorena UMC	102	10	10	6	4	0	29	100.00	21,730	560
Central	Mart First UMC	77	1	7	6	1	0	66	100.00	15,270	21,539
Central	McGregor UMC	50	1	3	2	2	0	35	100.00	20,653	21,581
Central	Meier Settlement UMC	60	2	0	0	0	0	0	100.00	5,579	625
Central	Meridian UMC	69	2	5	10	5	0	45	100.00	18,598	4,250
Central	Mexia First UMC	73	0	8	6	5	0	8	89.08	32,785	11,441
Central	Mount Calm UMC	13	1	0	0	0	0	0	100.00	1,272	0
Central	Mount Zion UMC, Waco	81	5	0	0	0	0	0	25.93	2,385	0
Central	New Beginnings UMC	0	0	0	0	0	0	0	100.00	0	0
Central	Perry Chapel UMC	17	0	1	0	2	0	0	100.00	1,468	360
Central	Perry UMC	32	3	0	0	0	0	0	100.00	7,145	648

Central	Pleasant Grove UMC	34	1	4	3	2	0	35	100.00	3,720	519
Central	Richland UMC	13	0	2	0	1	0	16	100.00	2,153	280
Central	Robinson Drive UMC	39	0	0	0	2	0	29	100.00	9,886	589
Central	Sparks Memorial UMC	29	3	2	1	1	0	43	100.00	8,907	300
Central	Speegleville UMC	29	4	0	26	0	0	16	100.00	1,958	0
Central	Springhill UMC	18	0	15	0	0	0	0	100.02	2,742	0
Central	St. Andrew's UMC, Corsicana	26	4	2	1	0	0	0	100.00	3,132	60
Central	St. James UMC, Waco	34	1	1	0	0	0	0	100.00	5,188	100
Central	St. Luke UMC, Corsicana	68	0	3	3	5	0	35	100.00	9,788	22,782
Central	St. Luke UMC, Mexia	43	0	2	2	0	0	0	100.00	3,524	250
Central	Tehuacana UMC	63	0	1	2	0	0	0	100.00	4,405	4,774
Central	Thornton UMC	17	0	0	0	10	0	9	100.00	2,153	2,400
Central	Union Memorial UMC	81	1	5	2	0	0	10	100.00	6,656	2,479
Central	Valley Mills First UMC	53	1	2	0	3	0	0	100.00	9,886	0
Central	Waco First UMC	1,336	49	50	40	21	0	0	100.00	200,070	53,602
Central	Wesley Chapel UMC, Pelham	9	0	0	0	0	0	0	100.00	783	0
Central	Wesley UMC, Corsicana	16	0	1	3	0	0	5	73.65	3,460	112
Central	Wesley UMC, Waco	50	16	20	0	0	0	15	100.00	4,307	100
Central	West First UMC	49	7	1	2	2	0	19	100.00	6,558	370
Central	Woodway UMC	282	5	17	15	6	0	45	100.00	61,665	13,378

Central	Wortham UMC	59	0	4	2	0	0	0	100.00	12,040	8,451
East	Alliance of Faith UMC	28	1	3	2	2	0	8	100.00	3,817	0
East	Alvarado UMC	161	10	10	5	3	0	180	100.00	41,991	66,073
East	Arlington First UMC	802	42	48	48	38	10	850	100.00	212,795	49,188
East	Bardwell UMC	24	0	0	0	0	0	0	100.00	2,839	0
East	Bedford First UMC	144	5	6	9	7	36	100	11.42	7,425	13,813
East	Bethel UMC, Waxahachie	70	7	4	4	0	0	10	100.00	5,579	1,950
East	Bristol UMC	28	0	0	1	0	0	28	100.00	1,958	5,860
East	Britton UMC	12	0	0	0	1	0	0	100.00	3,034	360
East	Campus Drive UMC	80	9	1	5	2	0	50	0.00	0	25
East	Colleyville UMC	305	2	17	20	14	21	300	100.00	83,885	24,669
East	Community of Hope UMC	252	8	8	14	6	0	85	100.00	60,784	28,933
East	Covenant UMC	42	0	4	2	2	0	8	100.00	17,912	4,777
East	Davis Memorial UMC	124	0	0	0	4	0	8	100.00	20,849	199
East	El Buen Samaritano UMC	163	20	4	7	1	0	20			112
East	Ennis First UMC	149	4	12	13	4	20	100	100.00	39,642	5,060
East	Epworth UMC	89	4	8	5	4	0	40	26.99	7,820	1,573
East	Euless First UMC	253	7	14	10	6	23	198	100.00	72,237	32,250
East	Everman UMC	42	0	0	0	0	0	0	100.00	14,389	441
East	Ferris Heights UMC	67	1	7	5	2	0	60	100.00	21,534	9,886

East	Ferris UMC	35	0	1	1	0	0	2	100.00	8,418	2,598
East	Forest Hill UMC	20	0	0	0	0	0	0	100.00	4,405	161
East	Good Shepherd UMC	92	3	4	6	2	0	10	100.00	17,717	13,538
East	Grace UMC, Arlington	80	0	5	0	4	0	44	100.00	10,375	338
East	Grapevine First UMC	922	37	41	39	42	159	1,980	100.00	280,626	395,470
East	Handley UMC	55	0	5	10	2	0	11	100.00	27,505	8,900
East	Hurst First UMC	1,089	22	43	59	56	143	385	100.00	234,133	309,375
East	Keller UMC	946	55	38	68	3	97	1,949	100.00	167,965	77,842
East	Kennedale UMC	52	3	3	3	4	0	8	100.00	11,844	1,455
East	Mansfield First UMC	2,032	179	110	140	70	22	1,569	100.00	401,901	702,796
East	Maypearl UMC	21	0	2	1	0	0	3	100.00	5,481	678
East	McMillan UMC	108	4	5	11	8	14	60	17.17	3,900	1,055
East	Meadowbrook UMC	100	10	9	18	26	0	60	100.00	68,713	44,729
East	Midlothian UMC	392	25	17	25	24	96	300	100.00	52,073	86,384
East	Morningside UMC	84	6	3	6	0	0	42	6.01	1,470	818
East	New World UMC	313	2	12	16	15	25	421	100.00	110,998	69,708
East	Ovilla UMC	309	19	17	36	12	211	304	100.00	48,451	23,851
East	Palmer UMC	46	1	0	6	1	0	55	18.46	3,000	10,751
East	Polytechnic UMC	53	1	4	6	0	0	0	100.00	23,589	13,852
East	Red Oak UMC	176	6	10	13	1	23	84	100.00	35,140	12,849

East	Richland Hills UMC	217	1	13	8	2	0	20	100.00	63,525	14,045
East	Sardis UMC	54	4	0	0	0	0	0	103.53	7,600	8,145
East	Smithfield UMC	146	3	11	7	2	0	45	100.00	35,238	21,409
East	St. Andrew's UMC, Arlington	149	3	8	12	20	0	73	2.08	1,243	4,346
East	St. Andrew's UMC, Fort Worth	96	3	8	2	4	0	118	100.00	21,535	16,154
East	St. Barnabas UMC	532	31	28	37	24	0	252	100.00	117,654	172,533
East	St. John the Apostle UMC	401	15	16	22	10	0	100	100.15	82,052	21,408
East	St. Luke UMC, Fort Worth	238	9	15	8	8	25	60	100.00	53,052	30,929
East	St. Matthew UMC	93	3	6	0	1	0	6	100.00	22,023	240
East	St. Paul UMC, Hurst	160	2	12	4	5	6	0	100.00	50,409	11,188
East	St. Stephen UMC	92	2	6	3	3	12	35	100.00	27,407	3,294
East	Tongan First UMC	166	4	8	10	0	0	12	100.00	6,069	100
East	Trinity UMC, Arlington	821	28	36	20	12	0	650	100.00	242,159	25,402
East	Trinity UMC, Ennis	13	0	0	0	0	0	0	100.00	2,056	0
East	Watauga UMC	117	6	6	6	4	0	8	100.00	19,381	8,201
East	Waxahachie First UMC	299	16	17	12	10	0	1,400	100.00	107,180	24,475
East	White's Chapel UMC	5,071	214	170	372	68	470	377	100.00	720,408	563,829
East	William C. Martin UMC	316	11	20	9	5	14	48	100.00	109,724	1,020
New	Fort Worth First 7th St UMC	72	0	3	1	1	0	9			0
New	Keller UMC Satellite										

New	Killeen Genesis UMC										
New	Our Manna										
New	Wesley Ghanian Com of Faith	117	3	0	0	0	0	0			0
North	Acton UMC	**697**	18	20	6	8	26	430	100.00	154,849	646,018
North	Aledo UMC	480	32	25	10	15	15	0	100.00	99,937	177,571
North	Alliance UMC	440	25	11	31	8	0	145	100.00	43,851	6,621
North	Annetta UMC	26	0	1	1	1	0	0	100.00	8,516	849
North	Arborlawn UMC	855	23	36	28	37	27	797	100.00	240,789	48,476
North	Arlington Heights UMC	384	17	24	15	8	0	299	100.01	124,320	31,009
North	Asbury UMC	20	0	1	0	1	0	1	100.00	6,852	2,054
North	Azle First UMC	335	24	26	17	0	0	0	100.00	80,750	22,574
North	Benbrook UMC	97	11	4	2	4	0	5	68.25	18,704	474
North	Bethel UMC, Fort Worth	19	0	0	3	0	0	14	116.67	5,710	60
North	Bethel UMC, Weatherford	26	0	1	1	1	0	0	100.00	10,278	369
North	Bethesda UMC	221	12	4	8	0	12	89	100.00	18,206	33,621
North	Brock UMC	107	7	6	4	1	0	57	100.00	18,989	2,057
North	Burleson First UMC	326	1	13	12	2	0	60	100.00	84,570	84,648
North	Cahill UMC	53	1	2	3	2	0	0	100.00	8,614	43,808
North	Calvary UMC	18	0	1	2	0	0	0	100.00	3,622	1,323
North	Christ UMC	50	0	5	5	1	7	0	100.00	22,513	1,262

North	Cleburne First UMC	371	20	18	19	31	0	587	100.00	82,906	82,664
North	Couts Memorial UMC	194	4	15	19	9	33	288	100.00	47,473	41,597
North	Cresson UMC	17	0	0	0	1	0	0	100.00	7,145	180
North	Crowley UMC	119	2	10	22	3	0	263	100.00	37,195	24,623
North	Dido UMC	50	3	0	2	0	0	50	100.00	13,703	520
North	Eagle Mountain UMC	17	3	1	1	0	0	15	100.00	3,132	105
North	Edge Park UMC	123	1	6	4	4	2	37	100.00	39,446	6,162
North	Faith UMC	46	0	3	2	0	2	28	100.00	11,354	1,910
North	Fort Worth First UMC	1,088	83	40	25	58	0	1,546	100.00	470,125	471,843
North	Genesis UMC	451	15	20	13	30	0	400	100.00	115,990	6,809
North	Glen Rose UMC	176	5	10	4	2	0	0	100.00	32,888	3,439
North	Godley UMC	117	24	8	5	13	0	55	100.00	13,508	32,322
North	Grace UMC, Fort Worth	26	0	0	1	0	0	6	57.59	4,961	622
North	Granbury UMC	400	5	15	7	3	0	50	100.00	115,696	11,125
North	Grandview UMC	65	8	6	3	9	0	60	100.00	19,576	150
North	Holder's Chapel UMC	23	0	1	1	0	0	8	100.00	3,915	4,175
North	Joshua UMC	218	15	16	15	6	31	76	100.00	40,817	51,392
North	Koppert UMC	42	2	0	0	0	2	32	100.00	5,090	2,190
North	La Trinidad UMC	40	2	2	2	4	0	0	100.00	2,423	730
North	Lifepoint	151	22	10	2	0	0	60	100.00	15,074	9,640

North	Lighthouse Fellowship	401	31	16	40	36	0	110	53.49	59,742	30,763
North	Millsap UMC	34	1	1	0	0	0	15	100.00	4,796	3,574
North	Poolville UMC	48	0	2	2	4	0	54	100.00	6,950	8,590
North	Ridglea UMC	80	0	5	2	2	0	25	100.00	39,152	10,388
North	River Oaks UMC	63	6	3	4	1	0	19	48.84	9,991	1,540
North	Saginaw UMC	275	6	18	7	8	0	170	100.00	64,014	15,755
North	Silver Creek UMC	103	4	7	12	2	6	8	39.79	8,763	380
North	Springtown UMC	101	6	7	14	1	0	90	100.00	18,597	15,458
North	St. Mark UMC, Cleburne	63	0	6	3	2	0	0	100.00	31,714	1,171
North	Temple Hall UMC	14	0	1	1	2	0	0	100.00	2,447	75
North	Thompson Chapel UMC	85	9	3	2	2	0	0	100.00	15,074	210
North	Tolar UMC	33	0	2	1	2	0	8	100.00	5,090	1,116
North	University UMC	147	7	10	15	3	0	260	100.00	50,311	15,016
North	Walnut Springs Memorial UMC	18	2	0	0	0	0	7	100.00	3,523	0
North	Waples UMC	40	0	1	0	1	0	16	100.00	5,383	0
North	Watts Chapel UMC	42	1	2	1	3	0	46	100.00	6,754	917
North	Weatherford First UMC	334	13	25	20	7	0	70	100.00	75,173	8,118
North	Wesley Memorial UMC	24	0	1	0	1	0	0	100.00	4,600	529
North	Wesley UMC, Fort Worth	35	2	4	4	0	1	6	100.00	12,627	3,419
North	Western Hills UMC	155	9	8	4	10	0	127	53.87	14,871	3,165

South	Bartlett UMC	45	0	0	0	0	0	0	105.80	3,831	307
South	Belton First UMC	218	7	8	5	4	0	155	100.00	60,980	47,065
South	Bethel UMC, Temple	10	0	1	0	0	0	0	100.00	587	287
South	Bruceville-Eddy UMC	42	8	2	3	0	0	0	100.00	7,733	0
South	Evant UMC	36	0	1	0	0	0	0	100.00	6,558	0
South	Florence UMC	86	5	4	5	5	14	45	100.00	13,018	766
South	Foundation at Lakewood UMC	246	14	7	5	6	0	48	100.00	52,954	52,617
South	Gatesville UMC	131	12	7	4	2	0	11	100.00	29,462	15,709
South	Georgetown First UMC	602	17	15	9	46	70	88	100.00	182,744	82,450
South	Good News UMC	102	4	5	2	3	0	64	100.00	15,269	1,868
South	Grace UMC, Copperas Cove	250	13	10	8	6	0	117	100.01	46,008	7,771
South	Granger UMC	10	3	0	0	1	0	0	100.00	881	160
South	Harker Heights UMC	138	3	11	3	0	0	0	100.00	21,240	8,160
South	Holland UMC	27	0	1	1	0	0	3	100.00	2,643	4,445
South	Hutto Discovery UMC	134	8	4	3	5	0	40	100.00	21,534	7,543
South	Jarrell UMC	33	1	2	0	0	0	0	100.00	3,328	0
South	Jonesboro UMC	8	0	0	0	0	0	0	100.00	685	0
South	Journey of Faith UMC	93	6	0	0	0	0	0	100.00	11,525	4,307
South	Kell's Branch UMC	5	0	0	0	0	0	0	100.00	294	0
South	Killeen First UMC	458	18	18	83	18	16	298	100.00	103,754	7,573

South	Lanham UMC	13	0	0	1	0	0	30	100.00	783	0
South	Leon UMC	55	2	5	1	1	0	12	100.00	6,754	3,081
South	Little River UMC	102	18	7	8	3	0	34	100.00	16,836	60
South	Moody UMC	65	11	7	4	1	0	0	100.00	8,516	367
South	Mooreville UMC	102	10	7	2	0	0	0	100.00	11,746	185
South	Mosheim UMC	12	0	0	0	0	0	0	100.00	979	60
South	Mount Zion UMC, Belton	25	2	0	0	0	0	0	100.00	4,894	100
South	Nolanville UMC	30	0	0	0	0	0	0	100.00	5,481	350
South	Oak Park UMC	94	1	5	2	2	0	25	100.00	28,875	7,090
South	Oglesby UMC	18	0	1	0	0	3	3	100.00	3,622	420
South	Pidcoke UMC	38	2	1	3	0	0	0	100.00	2,447	6,700
South	Purmela UMC	10	0	2	1	0	0	0	100.00	2,545	182
South	Rockbridge	226	6	5	12	7	0	0	100.00	18,891	15,492
South	Rogers UMC	14	0	0	0	0	0	0	100.00	1,762	0
South	Rosebud UMC	27	0	0	0	0	0	0	100.00	6,460	0
South	Round Rock First UMC	1,290	84	31	0	66	366	1,422	100.00	215,144	128,001
South	Salado UMC	261	14	11	13	4	21	576	100.00	73,313	57,316
South	St. Andrew's UMC, Killeen	80	2	7	6	6	1	51	100.00	18,304	13,246
South	St. James UMC, Temple	127	12	6	5	0	0	0	100.00	10,865	1,563
South	St. John UMC	243	6	12	5	14	0	58	100.00	70,866	45,314

South	St. Luke UMC, Killeen	334	0	8	3	9	0	10	100.00	43,753	60
South	St. Paul UMC, Georgetown	24	0	1	2	0	0	0	100.00	3,817	60
South	St. Paul UMC, Temple	30	1	0	0	0	0	0	100.00	7,733	15
South	St. Philip's UMC	260	11	10	23	11	0	848	100.00	77,131	33,831
South	Taylor First UMC	108	5	6	3	2	0	15	100.00	14,193	5,385
South	Temple First UMC	526	14	31	15	14	0	642	100.00	143,299	14,549
South	Tenth Street UMC	29	0	1	2	3	0	0	100.00	8,222	714
South	Thrall UMC	13	0	0	1	1	0	0	100.00	2,741	525
South	Troy UMC	140	7	8	13	1	0	0	100.00	18,108	2,446
South	Wellspring UMC	214	3	9	2	16	12	110	100.00	57,848	22,171
West	Ballinger UMC	92	6	8	15	12	1	15	100.00	15,759	2,965
West	Bangs UMC	36	0	4	3	0	0	27	100.00	6,167	1,432
West	Blanket UMC	40	0	4	0	0	0	0	100.00	4,013	2,660
West	Bluff Dale UMC	26	1	0	3	3	1	7	100.00	5,775	5,851
West	Breckenridge First UMC	96	2	8	1	3	3	57	100.00	29,364	5,216
West	Brownwood First UMC	251	3	11	0	0	0	200	100.00	52,073	3,769
West	Cedar Springs UMC	17	0	0	1	0	0	0	100.00	979	0
West	Central UMC, Brownwood	51	0	3	0	1	0	0	100.00	17,423	1,228
West	Central UMC, Mineral Wells	63	1	4	2	0	0	14	100.00	6,950	1,433
West	Cisco First UMC	50	2	3	2	1	0	0	100.00	13,899	300

West	Coleman First UMC	77	3	10	5	2	0	8	100.00	20,555	13,804
West	Comanche First UMC	117	9	7	8	0	0	43	100.00	21,436	10,907
West	Cranfills Gap UMC	16	0	2	0	0	0	6	100.00	3,230	1,250
West	Cross Plains UMC	58	3	4	5	1	0	12	100.00	13,312	31,011
West	DeLeon UMC	114	3	10	23	5	25	51	100.00	20,751	9,324
West	Dublin First UMC	37	5	1	1	2	0	20	100.00	7,733	12,060
West	Early UMC	55	4	6	2	2	0	5	69.98	9,932	2,732
West	Eastland UMC	108	0	4	2	0	21	0	100.00	44,536	270
West	Emanuel Chapel UMC	42	1	0	0	0	0	0	100.00	2,153	300
West	Fishermen's Chapel UMC	16	0	0	0	0	0	0	100.00	1,468	0
West	Gordon UMC	80	2	2	9	4	20	60	100.00	10,473	16,627
West	Gorman UMC	12	0	2	1	0	0	0	100.00	1,077	100
West	Gouldbusk UMC	21	0	1	0	0	0	0	100.00	2,936	60
West	Graford UMC	18	1	0	1	0	0	7	100.00	1,272	360
West	Graham First UMC	388	19	21	36	14	0	1,718	100.00	92,890	32,446
West	Green's Creek UMC	44	2	2	0	1	0	25	100.00	4,992	0
West	Gustine UMC	15	0	1	1	0	0	0	100.00	2,545	530
West	Hamilton UMC	83	1	4	1	0	25	0	100.00	23,296	3,369
West	Hannibal UMC	12	0	0	0	0	0	0	100.00	1,077	340
West	Hico UMC	90	0	5	4	4	0	0	100.00	19,968	2,819

West	Iredell UMC	24	0	1	0	0	0	0	100.00	4,894	2,375
West	Jean UMC	11	0	2	0	1	0	3	100.00	2,447	490
West	Lake Brownwood UMC	14	2	0	8	0	0	0	100.00	4,405	0
West	Lamkin UMC	15	0	0	0	0	0	0	100.00	1,762	1,046
West	Laurel Street UMC	13	0	0	0	0	0	7	100.00	1,860	1,733
West	May UMC	14	3	1	1	0	0	12	100.00	5,286	3,579
West	Mineral Wells First UMC	100	2	5	1	1	0	30	100.00	30,148	31,201
West	Morgan Mill UMC	51	2	2	3	3	1	47	100.00	5,873	3,516
West	Morton Chapel UMC	17	0	0	0	0	0	0	100.00	489	13,515
West	Mullin UMC	25	0	0	1	0	0	0	100.00	2,349	1,211
West	Murray UMC	11	1	0	0	0	0	0	100.00	685	0
West	Newcastle UMC	49	0	4	2	1	35	35	100.00	8,417	2,401
West	Novice UMC	10	0	0	0	0	0	0	100.00	1,077	660
West	Oakdale UMC	81	3	5	8	2	0	42	100.00	15,563	8,611
West	Olney UMC	65	8	3	12	0	17	40	100.00	23,002	65,227
West	Palo Pinto UMC	0	0	0	3	0	0	0	100.00	1,762	0
West	Ranger UMC	22	0	0	0	0	0	0	100.00	3,230	285
West	Rising Star UMC	20	2	1	1	0	0	21	100.00	2,545	3,500
West	Salem-Crestview UMC	20	0	1	1	0	0	0	73.46	3,523	0
West	Santa Anna UMC	14	0	1	3	0	0	0	100.00	3,034	1,315

West	Santo UMC	9	0	0	0	0	0	2	100.00	880	1,037
West	St. Paul UMC, Breckenridge	20	0	7	0	0	0	0	100.00	3,719	10,697
West	Stephenville First UMC	227	9	12	11	10	0	15	100.00	61,176	52,059
West	Strawn UMC	12	0	0	1	0	0	6	100.00	1,860	1,054
West	Tonk Valley UMC	17	0	0	0	0	0	0	100.00	587	0
West	Trickham UMC	0	0	0	0	0	0	0	100.00	0	0
West	Trinity UMC, Coleman	18	0	1	0	1	0	8	100.00	2,838	200
West	Valera UMC	3	0	0	0	0	0	0	100.00	294	0
West	Winters UMC	42	0	2	0	0	0	0	100.00	11,942	120
West	Zephyr UMC	19	0	1	1	0	0	0	100.00	3,425	0

"For God so loved the world, that He gave His only begotten Son, that whoever believes in Him shall not perish, but have eternal life."

John 3:16



CORRECTIONS

This Journal, compiled within a very limited period of time, and from many different sources, cannot be free of errors. Your assistance in detecting these errors and reporting them to the Conference Secretary will be appreciated. Note any errors along with the correction and page number on the form below and mail to Conference Secretary, Dr. Randy Wild, 3200 E. Rosedale St., Ft. Worth TX 76105 or email the information to mavis@ctcumc.org.

On page _____ of Journal, line _____ which reads: _____

_____

_____

Should be corrected to read: _____

_____

_____

TO CORRECT PASTORAL RECORD SECTION

Correction(s) needed:

Comments:

The LORD is my shepherd;
I shall not want.

He maketh me to lie down in green pastures:
he leadeth me beside the still waters.

He restoreth my soul:
he leadeth me in the paths of righteousness for his name's sake.

Yea, though I walk through the valley of the shadow of death, I will fear no evil:
for thou art with me;
thy rod and thy staff they comfort me.

Thou preparest a table before me in the presence of mine enemies:
thou anointest my head with oil;
my cup runneth over.

Surely goodness and mercy shall follow me all the days of my life:
and I will dwell in the house of the LORD forever.

Psalms 23

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