

PRELIMINARY REPORT

cherish

THE 41st ANNUAL SESSION OF THE CALIFORNIA-PACIFIC CONFERENCE
JUNE 11-14 | INDIAN WELLS, CA | RESIDENT BISHOP DOTTIE ESCOBEDO-FRANK

This page intentionally left blank.

TABLE OF CONTENTS

Table of Contents	PR-1
Message from Bishop Dottie Escobedo-Frank.....	PR-3
Podcast & Book Recommendations.....	PR-4
Coordinators and Offices.....	PR-6
Conference info, Livestream, Social Media	PR-6
Agenda Detail (<i>Preliminary and subject to revision</i>)	PR-7
Emergency Response.....	PR-9
Worship Offerings	PR-9
Hotel Area Map.....	PR-9
Connexional Events	PR-10

REPORTS TO THE ANNUAL CONFERENCE (see Rules V.C.1, 2024 Journal)

A statement of Accomplishments shall constitute a report from each Essential Ministry Team, Agency, Board, Commission, Committee, or Council, as an expression of its accountability to the Annual Conference.

Advance Specials	PR-11
Africa University	PR-11
Archives and History, Commission on.....	PR-13
Boston University School of Theology	PR-15
Camp and Retreat Ministry	PR-16
Candler School of Theology	PR-17
Claremont School of Theology	PR-19
Communication, Conference.....	PR-20
Connectional Table	PR-21
District Superintendent: East District	PR-22
District Superintendent: Hawaii District	PR-22
District Superintendent: North District.....	PR-23
District Superintendent: South District	PR-25
District Superintendent: West District.....	PR-26
Drew University Theological School.....	PR-27
Essential Ministry Team – Justice and Compassion (JC-EMT).....	PR-28
Essential Ministry Team – New Ministries (NM-EMT)	PR-31
Finance and Administration, Conference Council on	PR-35
Foundation, Cal-Pac United Methodist	PR-37
Gammon Theological Seminary.....	PR-38
Garrett-Evangelical Theological Seminary.....	PR-39
Seminario Teológico Evangélico Garrett.....	PR-40
Laity Council	PR-40
Native American Ministries, Committee on.....	PR-42
Nominations, Conference Committee on	PR-44
Ordained Ministry, Board of	PR-45
Pension and Health Benefits, Board of.....	PR-46
Saint Paul School of Theology	PR-49
Secretary, Conference	PR-51
Staff Relations Committee	PR-52

2025 CAL-PAC PRELIMINARY REPORT

Statistician, Conference	PR-53
Status and Role of Women, Commission on the.....	PR-55
United Theological Seminary	PR-57
Wesley Theological Seminary	PR-58
Younger Generation Ministries, Cal-Pac Task Force for	PR-59

RECOMMENDATIONS (see Rules V.C.2, 2024 Journal)

Recommendations are presented as action items within or related to the reports of Essential Ministry Teams, Agencies, Boards, Commissions, Committees, or Councils. Recommendations shall be limited to actions and/or decisions needing the approval of the Annual Conference, as opposed to policy statements.

REC 25-01	Pensions 1: Health Care for Active Clergy & Families, Lay Employees	PR-63
REC 25-02	Pensions 2: Retiree Health Care.....	PR-63
REC 25-02	Pensions 3: Clergy Housing Allowance	PR-63
REC 25-03	Pensions 4: Supplement One to the Clergy Retirement Security Program.....	PR-64
REC 25-05	Advance Specials	PR-65
REC 25-06	Equitable Compensation Minimum Salary Schedules	PR-66
REC 25-07	2026 Budget with Narrative	PR-67
REC 25-08	Quotas and Special Askings	PR-79
REC 25-09	Salary Ranges for Cal-Pac Conference Staff Positions	PR-79

RESOLUTIONS (see Rules V.C.3, 2024 Journal)

Requests for approval on matters of policy or position may be brought before the Annual Conference from Essential Ministry Teams, Agencies, Boards, Commissions, Committees, or Councils of the Conference, and/or from at least fifteen (15) lay and/or clergy members of the Annual Conference.

RES 25-01	No Renewal of Military Leases on O'ahu.....	PR-82
RES 25-02	Psychological Assessments in the Primary Language of Candidates	PR-83

RULES CHANGES (see Rules V.H, 2024 Journal)

RUL 25-01	Conference Treasurer/CFBO.....	PR-85
RUL 25-02	Separate Connectional Table from EMTs.....	PR-89
RUL 25-03	Laity Council Membership	PR-91
RUL 25-04	Prioritizing Retired Deaconesses/Home Missioners for Lay Equalization	PR-93
RUL 25-05	Tithe Apportionments	PR-93
RUL 25-06	Policy Change: Background Checks in the Local Church	PR-96
Constitutional Amendments.....		PR-100
Voting Rights of Clergy Members & Lay Members to Annual Conference.....		PR-133
Schedule Overview		PR-134



Introduction to the 41st Annual Session Of the California-Pacific Conference

The United Methodist Church
Los Angeles Episcopal Area



Grace to you on this day the Lord has so graciously made.

As we gather to prepare for Annual Conference, we want you to know that we have been working hard to make this event an experience that draws us together as a body of Christ. While we serve in different settings, we are connected by our love of Christ and by our common work as The California-Pacific Conference. Two years ago, we determined to **nourish** our souls with rhythms of rest and work by taking weekly days off, and by attending to our Sabbaths, vacations, and extended rest periods. Last year we focused on **flourish** by finding ways to be fruitful and attending to our vision of *Ending Spiritual and Physical Hunger*, through planting gardens or trees as we tend to the souls in our communities. I pray you come to this Annual Conference having attended to the nourishment and the flourishing in your life and in the life of your church.

This year we will center our time together around the theme, **Cherish**. I hope you can leave this Annual Conference feeling loved, and determined to cherish God, God's people, yourself, and God's creation. It is because of God's love that we were formed, and bathed in love we develop and grow, and it is by love that others find an invitation to find the way of Christ. Jesus led the way of love by telling us this:

I give you a new commandment: Love each other. Just as I have loved you, so you also must love each other. This is how everyone will know that you are my disciples, when you love each other. John 13:34-35

May our thoughts begin to turn to the depth of love that forms, fills, and finds us in this very moment in time.

I look forward to being with you. And as always, I am praying for you.

Grace y paz,

Bishop Dotte Escobedo-Frank

2025 CAL-PAC PRELIMINARY REPORT

Here is a list of podcasts and books I recommend this year to help you focus on cherishing:



Perspectives Pastors Podcast

<https://www.fumcsd.org/media-events/digital-library/podcast-bible-study/> <https://linktr.ee/igniting.imagination>



Igniting Imagination

<https://linktr.ee/igniting.imagination>



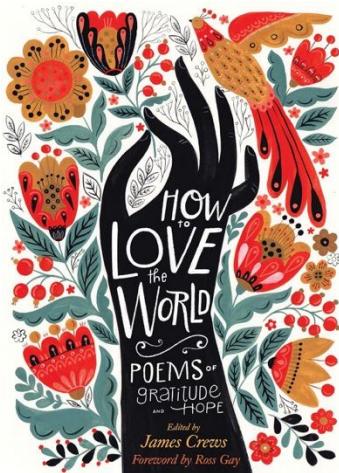
Faith Talks – A UWF Podcast
<https://uwfaith.org/resources/podcasts/>



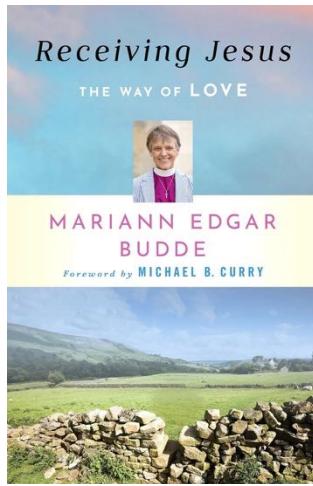
Following Harriet
<https://following-harriet.simplecast.com>



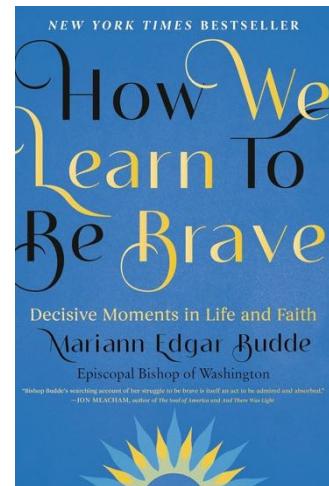
2025 CAL-PAC PRELIMINARY REPORT



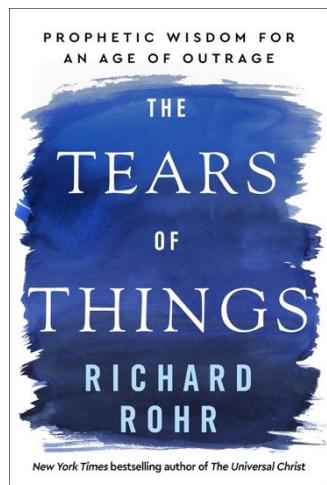
*How to Love the World:
Poems of Gratitude and Hope*
Edited by James Crews



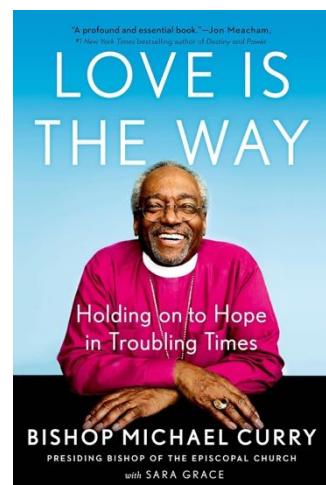
*Receiving Jesus:
The Way of Love*
Mariann Edgar Budde



*How We Learn to be Brave:
Decisive Moments in Life and Faith*
Mariann Edgar Budde



*The Tears of Things:
Prophetic Wisdom for
an Age of Outrage*
Richard Rohr



*Love is the Way:
Holding on to Hope
in Troubling Times*
Bishop Michael Curry

COORDINATORS AND OFFICES FOR 2025

Accounting Office	Paula Boyd	pboyd@calpacumc.org
Agenda Chair	Rev. Cathie Capp	agenda@calpacumc.org
Cabinet	Rev. Moonyoung Lee	dseast@calpacumc.org
Communications	Dr. Alyssa Fisher	afisher@calpacumc.org
Conference Secretary	Rev. Bob Rhodes	secretary@calpacumc.org
Connectional Ministries	Rev. Won-Seok Yuh, Assistant	
Episcopal Office	Erin Hawkins	ehawkins@calpacumc.org
	Margaret Irwin	mirwin@calpacumc.org
Host Superintendent	Rev. Moonyoung Lee	(626) 568-7312
Information Technology	Dany Caguin	dseast@calpacumc.org
Lay Leader, Board of the Laity	Salend Krishna	eastdistrict@calpacumc.org
Legislation Chair	Mele Maka	skrishna@calpacumc.org
Media Team	Rev. Lea Booth	melemaka@gmail.com
	Rev. John Demaree	lea.m.booth@gmail.com
Moderators	Rev. Josh Zulueta	acmedia@calpacumc.org
Nominations Committee	Rev. Sunyoung Lee & Lynn Owan Co-Chairs	(619) 993-5748
Ordained Ministry, Board of	Cathy Wilson	rev.joshzulueta@gmail.com
Pension & Health Benefits	<i>To be announced</i>	nominations@calpacumc.org
	Wanda Bethea, Pensions	cwilson@calpacumc.org
	Rosa Garcia, Health Benefits	(626) 824-2284
Registration	Jennifer Gaylord	hr@calpacumc.org
Rules Committee	Rev. Rich Bolin	wbethea@calpacumc.org
Teller, Head	<i>Refer to the Conference Secretary's Office</i>	rgarcia@calpacumc.org
Treasurer's Office	Christy Drenner, Interim Treasurer	(626) 568-7318
	Kathy Trcopan	jgaylord@calpacumc.org
UM Daily	Pastor Lyda Eddington	(626) 568-7363
Worship	Rev. Julie Elkins	rules@calpacumc.org
		treasurer@calpacumc.org
		ktrcopan@calpacumc.org
		(626) 568-7306
		umdaily@gmail.com
		revjelkins@aol.com

CONFERENCE INFO, LIVESTREAM, SOCIAL MEDIA

calpacumc.org/ac2025

calpacumc.org/secretary

Livestream: <https://youtube.com/@calpacumc>

 [@umccalpac](#)

 [@calpacumc](#)

#CherishAC25

2025 CAL-PAC PRELIMINARY REPORT

AGENDA DETAIL

41st Annual Session of the California-Pacific Conference

June 11-14, 2025 (Plus Pre-Conference Briefing 6/2)

Daily Schedule as of May 5, 2025 (DRAFT - Subject to Revision)

Vision: Ending Spiritual & Physical Hunger - Cherish!

Monday June 2, 2025 (via Zoom)

Time (PDT)	Time (HST)	Session/Report/Presentation	Chair/Presenter/Facilitator
6:30 PM	3:30 PM	Pre-Conference Briefing	ZOOM
		Ministry Reports	Video
		Legislative Sections	3 randomly selected sections

Wednesday June 11, 2025

Time (PDT)	Time (HST)	Session/Report/Presentation	Chair/Presenter/Facilitator
8:00 AM		Registration	Crystal Foyer
11:30 AM		Clergy Orders Lunch	Esmerelda
1:30 PM		Opening Worship	Crystal Ballroom
3:00 PM	12:00 PM	Plenary Session 1	Crystal Ballroom
		Call to Order	Bishop Dottie Escobedo-Frank
		Opening Business	Rev. Bob Rhodes
		Orders of the Day	Rev. Cathie Capp
		Announcements	Rev. Won-Seok Yuh
		Land Acknowledgement	Rev. Gregory Douglass
		Delegation Discussion	Rev. Allison Mark & Monalisa Tu'itahi
		Retirement Videos	Media Team
		Cherish Chat: Boundaries	Rachel Gipson
		Instructions & Closing Prayer	Bishop Dottie Escobedo-Frank
4:30 PM	1:30 PM	Break	
5:00 PM	2:00 PM	Dinner (Celebration of Ministry 5:15-6:45pm or on your own)	Esmerelda
7:00 PM	4:00 PM	Laity Session	Valencia Ballroom
7:00 PM	4:00 PM	Clergy Executive Session	Crystal Ballroom
9:00 PM		Karaoke	Stir
9:00 PM		Film Screening	Mountain View
9:00 PM		Unhosted Board Games	Valencia III & IV
9:00 PM		Memorial Team Meeting / Rehearsal	Crystal Ballroom

Thursday June 12, 2025

Time (PDT)	Session/Report/Presentation	Presenter / Location
6:00 AM	Cherish: Hosted Labyrinth	Mountain View
7:00 AM	District Breakfasts (East, North, & South)	South: Esmeralda 1-3 East: Esmeralda 4 North: Esmeralda 6-8
8:00 AM	Registration	Crystal Foyer
8:30 AM	Praise & Worship	Crystal Ballroom
9:00 AM	6:00 AM Plenary Session 2	Crystal Ballroom
	Call to Order	Bishop Dottie Escobedo-Frank
	Orders of the Day	Rev. Cathie Capp
	Announcements	Rev. Won-Seok Yuh
	Board of Ordained Ministry	Rev. Greg Batson
	Episcopal Address	Bishop Dottie Escobedo-Frank
	Legislation	Jason Takagi
	Spotlight CST	Rev. Dr. Grant Hagiya, Rev. Dr. Jeffrey Kuan, Rev. Steve Horswill-Johnston
	Certified Lay Minister Blessing	Bishop Dottie Escobedo-Frank
	Retirement Videos	Media Team
	Instructions & Closing Prayer	Bishop Dottie Escobedo-Frank
11:45 AM	Break	
12:00 PM	Lunch (Special Luncheons 12:15-1:45pm)	Laity Luncheon in Esmeralda 1-4 Deacons in Esmeralda 6-8
1:00 PM	CST Alum Coffee & Conversation	Mountain View Room (Rev. Steve Horswill-Johnston)
2:00 PM	11:00 AM Plenary Session 3 (Thursday afternoon)	Crystal Ballroom
	Call to Order	Bishop Dottie Escobedo-Frank
	Orders of the Day	Rev. Cathie Capp
	Announcements	Rev. Won-Seok Yuh
	Cherish Chat: Love our Neighbors (Immigration)	Monalisa Tu'itahi and panel
	Retirement Videos	Media Team
	Ratification & Legislation	Jason Takagi
	Deaconess Consecration/Commission: Jeri Okamoto-Tanaka	Bishop Dottie Escobedo-Frank
	Closing Prayer & Instructions	Bishop Dottie Escobedo-Frank

2025 CAL-PAC PRELIMINARY REPORT

4:30 PM	Break		
5:00 PM	2:00 PM Dinner (Cherish Dinner 5:15-6:45pm or on your own)	Esmeralda 1-4	
7:00 PM	4:00 PM Memorial Worship Service	Crystal Ballroom	
9:00 PM	Open Mic Night	Stir	
9:00 PM	Screening of 1946	Mountain View	
9:00 PM	LAMAG (Latin-American Methodist Advocacy Group)	Valencia IV (Rev. Jose Vindel)	
Friday June 13, 2025			
Time (PDT)	Time (HST)	Session/Report/Presentation	Chair/Presenter/Facilitator
6:00 AM		Yoga / Meditative Prayer	Mountain View
7:00 AM		Unhosted Labyrinth (all day)	Valencia 1
7:00 AM		District Breakfasts (Hawaii & West)	Hawaii: Esmeralda 4 West: Esmeralda 1-3
8:00 AM		Registration	Crystal Foyer
8:30 AM	5:30 AM	Praise & Worship (house band)	
9:00 AM	6:00 AM	Plenary Session 4	Crystal Ballroom
		Call to Order	Bishop Dottie Escobedo-Frank
		Orders of the Day	Rev. Cathie Capp
		Announcements	Rev. Won-Seok Yuh
		Cherish Chat: Disaster Response	Krista Bilderbach and panel
		Retirement Videos	Media Team
		SAI/UMC Scholarships	Bob Arvizu
		CFA Presentation	Rev. Molly Vetter
		Legislation	Jason Takagi
		Closing Prayer & Instructions	Bishop Dottie Escobedo-Frank
11:45 AM	8:45 AM	Break	
12:00 PM	9:00 AM	Lunch (Justice & Compassion or on your own)	Justice & Compassion Luncheon in Esmeralda 1-4
2:00 PM	11:00 AM	Plenary Session 5	Crystal Ballroom
		Call to Order	Bishop Dottie Escobedo-Frank
		Orders of the Day	Rev. Cathie Capp
		Announcements	Rev. Won-Seok Yuh
		Cherish Chat: Property Development	Rev. Victor Cyrus-Franklin
		Retirement Videos	Media Team
		Budget Approval	Rev. Molly Vetter and Rev. George Hooper
		Legislation	Jason Takagi
		Cabinet Matters	Rev. Moonyoung Lee
		Closing Prayer & Instructions	Bishop Dottie Escobedo-Frank
4:30 PM	Break		
5:00 PM		Dinner (Bishop's Award 5:15-6:45pm or on your own)	Bishop's Award Dinner: Esmeralda 1-4
7:00 PM		Cherish Workshops	Various Locations
8:30 PM		Commissioning & Ordination Rehearsal	Crystal Ballroom
9:00 PM		Trivia Night	Stir
9:00 PM		Book Club	Mountain View
Saturday June 14, 2025			
Time (PDT)	Time (HST)	Session/Report/Presentation	Chair/Presenter/Facilitator
6:00 AM		Sound Bath & Meditation	Mountain View
7:00 AM		Unhosted Labyrinth (until noon)	Valencia 1
7:00 AM		Breakfasts	BMCR: Esmeralda 6-8
8:00 AM		Registration	Crystal Foyer
8:30 AM	5:30 AM	Praise & Worship (house band)	Crystal Ballroom
9:00 AM	6:00 AM	Plenary Session 6	Crystal Ballroom
		Call to Order	Bishop Dottie Escobedo-Frank
		Orders of the Day	Rev. Cathie Capp
		Announcements	Rev. Won-Seok Yuh
		Cherish Chat: Cherishing our Staff	Jan Hanson
		Retirement Videos	Media Team
		Wespath: Compass	Manuel Vargas
		Legislation	Jason Takagi
		COSROW	Rev. Stephanie Rice
		Nominations	Rev. Sunyoung Lee and Lynn Owan
		Sessions Committee	Bishop Dottie Escobedo-Frank
		Conference Wrap-Up	Erin Hawkins
		Closing Business	Rev. Bob Rhodes
11:45 AM	8:30 AM	Break	
12:00 PM	9:00 AM	Lunch	UWF Luncheon in Esmeralda 1-4
1:30 PM	10:30 AM	Commissioning & Ordination Service	Crystal Ballroom
3:00 PM	12:00 PM	END OF SESSION	

EMERGENCY RESPONSE

Should any type of emergency arise, please call 911. The address for the Renaissance Esmeralda Resort & Spa is 44400 Indian Wells Lane, Indian Wells, CA 92210.

2025 WORSHIP OFFERINGS

LOS ANGELES FIRES RECOVERY FUND

The Los Angeles Fires Recovery Fund has been established to support the immediate and long-term recovery efforts related to the Palisades and Eaton Fires of January 2025. This money will go to support those impacted by the fires as well as to resource the ongoing ministry and rebuilding needs of Community UMC of Pacific Palisades and Altadena UMC.

UNITED METHODIST COMMITTEE ON RELIEF

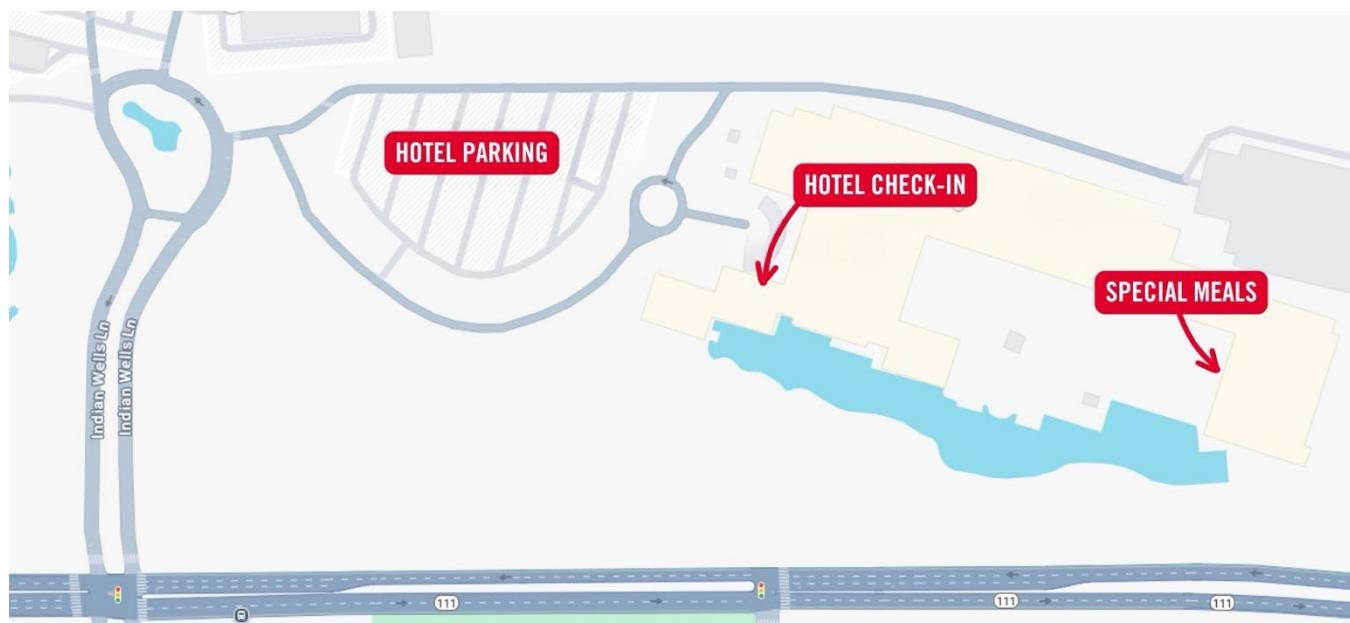
The United Methodist Committee on Relief Advance #999895 supports programs that fight hunger and poverty, assist the displaced, and respond to disasters. Efforts are targeted in places where natural disasters, war, or conflict have done so much damage that communities are unable to recover on their own.

HOW TO GIVE

Because our 2025 Session is both online and in-person, giving can take place in the following ways:

- Give online via registration or at: www.calpacumc.org/donate
- Mail your check payable to the California-Pacific Conference to: Jennifer Gaylord, PO Box 6006, Pasadena CA 91102-6006
- Give in designated baskets by cash or check payable to the California-Pacific Conference as you enter or exit worship services.

HOTEL AREA MAP



CONNEXIONAL EVENTS

It is a joy and a privilege to gather together during this Annual Conference Session! Several events have been scheduled specifically intended to offer opportunities for connexion and fellowship. Important information related to some events is shown below, and be sure to check the detailed agenda on the preceding pages for all events including times and locations.

Book Club

Led by Director of Communications Dr. Alyssa Fisher, join us for a discussion of *How We Learn to be Brave: Decisive Moments in Life and Faith* by Episcopal Bishop Mariann Edgar Budde. Please plan to read the book prior to the gathering, it's just 224 pages or 7 hours on audio!

Sound Bath

This morning event will include crystal singing bowls, Tibetan singing bowls, a gong, and more. You may wish to bring a yoga mat or towel to use as a floor cover. Chairs will be available for those who prefer.

Open Mic Night

Participants can share poetry or other writings, songs, dramatic pieces, storytelling comedy, sketches, and more! Come with an open mind and an open heart. Sign-ups will take place at the beginning of the event.

REPORTS

ADVANCE SPECIALS

California-Pacific Advance Specials for 2025
submitted by the Justice and Compassion Essential Ministry Team

Current list of approved Cal-Pac Conference Advance Specials

- The Border Church
- Imperial Beach Neighborhood Center
- Calexico UMC Asylum Seeker Program
- The Guest House, Victorville UMC
- Emergency Re-entry Resource Center, Crossroads UMC, Compton
- The Legal Clinic (TLC) Justice for our Neighbors – 1st UMC Honolulu
- Safe Harbors Network
- Cal-Pac Disabilities Task Force
- Skid Row Ministry
- Cal-Pac Philippines Advocacy fund
- Cal-Pac “You Are Not Alone” Migrant Children’s Program
- Colonel R.M. Baker Homes for Retired Ministers
- Filipino Migrant Center, Long Beach
- Los Angeles United Methodist Museum of Social Justice
- Los Angeles United Methodist Urban Foundation
- Wesley Foundation Serving UCLA. 580 Café
- Peace with Justice, Cal-Pac
- Children and Youth Family Collaborative, L.A.
- Strength for The Journey Retreats, Cal-Pac
- Interfaith Action Guatemala Mission Project
- Neighborhood House Calexico
- Camp Mekokiko, Hawaii
- Joint Commission for Church Extension Between Mexico & USA – Hands Across the Border
- Mary Magdalene Project
- Cal-Pac Camps
- David & Margaret Youth Services
- Echo Park UMC Refugee Welcome Center
- Watts Oasis Community Center
- Living into the Future Foundation
- Strengthening the Black Church
- Strengthening the Black Village

AFRICA UNIVERSITY

Greetings and thanks to you, the members of the California Pacific Annual Conference, for your love of Africa University! Your love, lived out in the local church, and across every level of The United Methodist Church worldwide, is a source of hope and transformation.

Africa University's students, faculty, staff, trustees, and alumni are deeply thankful to local congregations of the California Pacific Conference for graciously investing 61.37 percent of the asking to the Africa

2025 CAL-PAC PRELIMINARY REPORT

University Fund apportionment in 2024. As the 2025-2028 quadrennium unfolds, Africa University is urging local congregations of the California Pacific Conference to:

- Continue investing in the Africa University Fund (AUF) at the 2016 budget level and strive to return their conference to the tradition of 100% investment to the AUF each year.
- Explore becoming a “Keystone Congregation” for Africa University by journeying alongside an undergraduate student with prayer and encouragement and making a multiyear commitment of \$7,000 a year to provide a scholarship for that student.

Through their prayers and gifts in support of Africa University, United Methodists of the California Pacific Conference nurture servant leaders with ethics, empathy, and an audacious, can-do mindset. Currently, Africa University has more than 2,490 students from 24 African countries pursuing professional and leadership training in four colleges and one school.

More than 12,000 graduates are at work in 32 African countries, serving in pivotal roles within and beyond The United Methodist Church. Among them are three recently-elected bishops of The United Methodist Church in Africa—chosen to help build a vibrant future where our love of God embraces, heals, and draws new people into lives of fruitful discipleship.

Having experienced God’s grace through your love in action, Africa University students grow in faith and spiritual maturity, embrace new, shared possibilities, and become more effective in their witness. Here are 2024 highlights of the impact of Africa University students, faculty, and administrators:

- Africa University start-up, Reagan Technologies, earned a semi-final finish in the Hult Prize Global Accelerator competition. Known as the *Nobel prize contest for students*, the Hult Prize judges were impressed by the AU three-student team’s an innovative concept for generating electricity from footsteps. The team’s climate-smart pavement tiles stood out against the competition from more than 60 universities.
- Another AU trio is transforming education by bridging the digital divide in Africa. Three students majoring in computer science won the top prize at the UbuntuNet Alliance Women’s Hackathon with FUNDISA. It’s a chatbot that delivers instant, curriculum-aligned explanations to students who lack internet access, but have phones with SMS functionality. The chatbot enables students to simply send a text to a short code to receive educational support.
- Africa University’s Doctor of Ministry program, a first for the continent of Africa, was accredited by the Zimbabwe Council for Higher Education, with options for specialization in Mission and Evangelism, Liturgical Theology, Church Administration, Church and Society, and Chaplaincy Ministry. A pioneer group of 10 senior officers in the military, prisons and policing from Botswana, Malawi, Zambia, and Zimbabwe have completed the program, thanks to a collaboration between Africa University and Wesley Theological Seminary. Their doctoral research projects generated new knowledge that addresses deployment trauma, reducing drug abuse among officers, and the use of Psalms of lament for facilitating healing in families of inmates.

This is the global transformation story that United Methodists of the California Pacific Conference are shaping as partners in mission and ministry with Africa University. Thank you for showing up, California Pacific Conference, so that promise, calling, and a just future can be fully realized. Let us push forward together, to finish the work. Thank you.

James H. Salley, President/CEO of Africa University (Tennessee) Inc. and Associate Vice Chancellor for Institutional Advancement, Africa University.

ARCHIVES AND HISTORY, COMMISSION ON

Our Mission: The heart of our mission is our commitment to actively preserve and promote the rich and diverse heritage of the California-Pacific Conference of the United Methodist Church.

General Commission Report

Milestone Ordinations:

Once again at the 2024 Annual Conference, we celebrated Milestone Ordinations by reading the names of individuals who celebrated 25, 30, 35, etc. years of service since their ordination into The United Methodist Church. The names were read by Rev. Bob Isip, co-chair of the Conference Commission on Archives and History, at the Executive Session of Annual Conference 2024. The longest overall number of years served by an individual is the Rev. Richard Brooks at 72 years. Certificates were sent out to some 70 ministers to recognize their service to the Conference and the United Methodist Church.

Western Jurisdiction partnership:

In September 2024, the Commission on Archives and History sent Steven Dugan, Cal-Pac Conference Archivist, to the Western Jurisdiction Archive Conference in Billings, Montana. The main theme dealt with hearing lectures about the involvement of Methodist churches in so-called, “Indian Schools,” where indigenous children of the United States were being sent to schools off the reservation to be taught a non-Indian way of life. These schools were designed to separate Native children from their families, in an attempt to “Americanize” them, which ultimately resulted in the forbidding of participating in any native traditions, speaking their native tongues, and even wearing traditional, Native clothing. The speakers were invited from universities around the country to present their studies in this area.

Bishop’s Cane:

The Conference has a new “Keeper of the Cane.” On March 18, 2024, a celebration was held to honor The Rev. Dr. Dale Smith as the oldest, ordained, Elder in the Conference living within the Conference. Bishop Dottie Escobedo-Frank presented the Bishop’s Cane to Rev. Dale Smith in a small presentation at his retirement home. This took place at the Mt. San Antonio Gardens’ Assembly Room with approximately 65 of Dale’s friends and neighbors present. The ceremony was also livestreamed through Mt. San Antonio Garden’s closed circuit television system, where residents could watch the ceremony from the comfort of their own homes. A former chair of the Conference Mission Commission, Kandy Nunn, spoke of how Dale’s work as Conference missionary secretary made her work a lot easier. The Rev. Kimball Coburn spoke of how Dale invited him to preach at his church about “The Call.” A resident couple of the Mt. San Antonio Gardens shared that Dale married them 68 years ago and offered pictures of the ceremony.

Conference Archivist Steven Dugan then provided a short history of the cane, which belonged to Reverend Robert McIntyre, who served the Southern California Conference (a predecessor conference to the California-Pacific Conference). The cane was presented to him by his students at Central Business College in Denver, CO in 1892. Reverend McIntyre was the first Bishop elected from our Conference in 1908. He was a Bishop from 1908 until his death in 1914, mainly serving in Texas, Oklahoma, and parts of Kansas. The history of the Conference’s possession of the cane is a bit incomplete, but it was with the McIntyre Family until the mid-1970s, when Reverend Arthur Huckabee, another Methodist Minister, donated it to the Conference. Shortly after, the Conference Commission on Archives and History decided to present the cane to the oldest, living, ordained Elder in the conference, as referenced above. The first recipient was Reverend Stanley McKee, perhaps as early as 1975. The last recipient before Reverend Smith was Reverend John Cobb, who passed away in late 2024.

2025 CAL-PAC PRELIMINARY REPORT

After this short history, Bishop Dottie Escobedo-Frank officially presented the cane to Rev. Smith, sharing some personal history she had with him, as well as his impact on fellow ministers, and the important work he had done throughout his ministry for this conference, the churches he served, and the lives he touched. Reverend Smith then took to the podium to thank us for the honor and for coming out to celebrate him, while promising not to preach because he “didn’t see his name on the program.” The Commission was honored to be part of this 50 year tradition.

ARCHIVISTS' REPORT – Written by Steven Dugan, Archivist

My report will be divided into three sections: general office duties, outreach, and assisting and consulting with conference churches on the proper collection and storage of their archives.

General Office Duties:

In my role as the conference archivist, my main duty revolves around sorting, analyzing, collecting, and storing the thousands of documents, photos, ephemera, and other historical items collected throughout the lives of our member churches. The archives have been stored for the last five years at the First United Methodist Church in Ontario, CA, where we have two, office-sized rooms for work and storage space.

The number of materials we receive from the churches in our conference depends on how long they were active congregations, how well the church staff kept those records, and the condition of the collection itself. Ideally, when a church closes, their records should be sent to the archives. When churches merge, the church which merges into the larger church should send their archives to that church, which becomes the archives of the new, merged church.

When I begin to sort the archives of a closed church, I keep working until I sort, and file all records as the Discipline requires. I'm currently working on the archives of Pt. Loma UMC, which merged with First UMC San Diego in 2017. I have sorted and filed about 21 out of 24 boxes of material they sent and plan on storing them in archival boxes by the summer, which is the final step in our archival protocol.

Through my contacts from my full-time position in the museum field, I am working with the Northeast Document Conservation Center to develop a disaster plan for the archives. I have scheduled a Zoom meeting in May to begin developing that plan.

Outreach:

I receive about a dozen requests per year for baptismal records for various reasons. The main reasons for these requests are that former Methodists may be converting to another denomination, or someone is marrying into another faith that requires proof of baptism. When I find a record, I will attach a letter to serve as “Proof of Provenance,” to show where I got the information. The letter describes exactly book/collection I got the record from, along with relevant dates and page numbers when necessary.

I also receive requests from members of Conference staff, ministers of the conference, and individual churches for information on numerous subjects. For example, a recent email request is looking for information of a Methodist Deaconess who recently passed away. I've also helped with the collection of information for ministers who are retiring from the Annual Conference. Most recently, I assisted with finding information in Annual Conference Journals to help with fire relief efforts in the recent Pacific Palisades and Eaton Fires.

2025 CAL-PAC PRELIMINARY REPORT

I also participate in a monthly Zoom meeting with other Methodist archivists across the country, sponsored by the General Commission on Archives and History, where we share ideas and best practices, as well as offer support to each other.

Assisting and Consulting with Conference Churches:

From July 1 to the present, I have consulted with three UMC churches, on the proper collection and storage of their archives. It is important to keep in contact with these churches to make sure they are equipped to handle their archives on site. I've also traveled and picked up the archives from closed churches in the Conference.

As a member of First UMC, Upland and the elected church historian, I also led our History and Archives Committee with our 125th Anniversary celebration this past September. As church historian, I led the group, but all of our members had experience with the church's 100th anniversary in 1999. I did use my Conference connections to invite Bishop Escobedo-Frank and Reverend Moonyoung Lee, our East District Superintendent to attend our special worship service and luncheon afterward. I also created a special PowerPoint presentation on the history of the Upland church. We will have that available to view at Annual Conference this year.

My plan for the remainder of the calendar year is to develop a PowerPoint presentation that can be made available to every church in the conference, with which they could show to their own history and archives committee to assist them with streamlining the records of their church. This includes, but is not limited to, know what records they need to keep, what records they can throw out, and which records will eventually be sent to the Conference Archives.

Ron Harrington, Co-Chair

BOSTON UNIVERSITY SCHOOL OF THEOLOGY

Your partnership, prayers, and support are a cherished gift as BUSTH seeks to serve the church and the world! In a year like 2024, BUSTH's commitments to equip transformational leaders for peace and justice are more necessary and significant. We are hopeful and vigilant in our continued partnership with you.

NEWS:

Students: Our academic year 2024-25 entering class was among our most diverse, with 109 new students enrolling, 33% of whom are international students.

Faculty: In July, Shively T. J. Smith was promoted to Associate Professor of New Testament, and in September we welcomed new faculty member Emilie M. Townes, Martin Luther King, Jr. Professor of Religion and Black Studies. In January we welcomed new Assistant Professor of Religion and Society Luther Young, Jr.

Expanding Online/Hybrid Programming: BUSTH's first fully online master's degree—the Master of Religion and Public Leadership (MARPL)—continues to expand since launching in fall 2022. MARPL seeks students who wish to be prepared for leadership roles that creatively engage challenges of public life: bu.edu/sth/marpl. An online Master of Divinity program is planned for Fall 2026.

Faculty Research: Associate Dean Cristian De La Rosa received a second Lilly Endowment Parenting Grant for \$1.25 million. Faculty published more than 130 books, scholarly articles, op-eds, presentations, and book reviews during 2024. Many were interviewed by media publications or featured on podcasts for their scholarship in topics such as social justice activism, historical Methodist

2025 CAL-PAC PRELIMINARY REPORT

leaders, responding to trauma, and the use of AI to predict religious extremism. Selected stories are found at bu.edu/sth/research/faculty-research/.

Scholarships: We continue to offer free tuition to UMC-registered candidates for ordained ministry and leadership fellowships that support students in ethnic, gender, and sexuality studies. New funds include Rev. James M. Smith ('51) Fund for Latinx Lay Education and Rev. Tom Sears ('59) Chaplaincy Operating Fund. We have increased an endowed fund for students specializing in Hebrew Bible.

Accreditation and Curriculum: BUSTH concluded a thorough curriculum revision for the MDiv and MTS programs which launched in fall 2024.

Online Lifelong Learning: BUSTH offers online courses for professional and spiritual enrichment of religious leaders. Recent offerings include "A Womanist Ethic of Care." To learn more, visit bu.edu/sth/oll.

Development: Recent accomplishments include endowing the Raíces Latinas Program in Theology, Leadership, & Research and meeting a \$250K match in support of the Religion & Conflict Transformation Program.

COMMITMENT TO JUSTICE and COMPASSION:

BUSTH's Office of Diversity, Equity, and Inclusion offers webinars on timely inclusion efforts, such as "Spiritual Leadership in Divided Times: Trauma and Thurman," and \$500 DEI scholarships are offered to students with financial need to participate in our travel seminars.

Our Fall 2024 Lowell Lecture premiered "Simulating Religious Violence," which captured the work of computer scientists and religious scholars to seek to address conflicts rooted in religious violence.

Work continues to improve accessibility, sustainability, and responsible investing as written in our 2030 Strategic Plan. BUSTH is the first certified Green School at BU and is active in the Green Seminary Initiative.

With faith and gratitude,

G. Sujin Pak, dean

CAMP AND RETREAT MINISTRY

Greetings to the Cal-Pac Annual Conference

The 2025-2026 year has come with some anxious moments and some points of grand celebration and all the places in between. After last year's Annual Conference concluded, summer camp was held at Camp Cedar Glen (under the management of a new Manager), Camp Lazy W Ranch, and Camp Wrightwood. The program managers from the three camps (Caitlyn Anderson, Gillian Mager, and Alisa Wentzel) worked to develop a curriculum together that was then adapted to the unique context and needs of the specific camps. We welcomed hundreds of campers who learned about their faith, the love of nature, and the ability to stretch themselves as they imagined what it means to recognize that they mattered, were loved, belonged, could make a difference, and create change in the world. Our camp program directors also take "Camp on the Go" with a one day event that gives participants a taste of what a day at camp might entail.

As we sought to convene our first meeting with the new members of our Council, fires broke out near Camp Wrightwood and Camp Lazy W Ranch. In efforts to care for our staff, we cancelled the meeting scheduled to be held, inviting prayers for the safety of our staff and all those impacted by the fires. We are thankful to the diligent efforts of various fire brigades who worked tirelessly to extinguish the fires. Both of our campgrounds experienced some damage but no structures were damaged.

2025 CAL-PAC PRELIMINARY REPORT

Camp Colby was placed on the market and the team prayerfully discerned what our priorities were when it came to buyers and the offers presented. As a group, we established that maintaining the goals and purposes of the camp took precedence over the total amount earned in the sale. We wanted the camp to transfer to hands that would carry on the heart of Camp Colby and carry it into a new future of bringing young people to nature to grow in their understanding of the world and their place in it. At this time, we are looking for the next buyers. We had an interested party until May, with the recent fires they were unable to meet their responsibilities. Colby remains on the market for sale. A portion of the proceeds will be given to the Tongva People/Native American Caucus.

The 2025 year brings us to the point where we can receive funds from the Aldersgate Fund with the assistance of our Advisory Committee. We have visions of dividing the funds 5 ways, with monies going to each of our facilities, as well as the council directly and the programming for camps.

Modeling the need and importance of retreats, our Council is meeting in May for an overnight retreat that includes faith formation as well as planning and visioning for the coming year. We are thankful to Rev. Marlene Urban-Funk for her support to the Retreat Ministry within the Annual Conference. CRMC has partnered with the North District in the operation and oversight of Mariposa Retreat Center in South Pasadena. We have dreams of a second retreat center within the Conference, but have not moved forward with this dream just yet.

Each camp has unique celebrations and joys. Did you know that:

- At Camp Wrightwood, graduating seniors have the opportunity to determine a project to give back to the camp and community. This tradition began in 2016.
- At Camp Cedar Glen, they hosted a family camp with over 100 campers involved. While there, they rededicated the chapel after renovations that included a new roof, siding, and doors.
- At Camp Lazy W, they are hosting a leadership retreat for 10th-12th graders in October, which received a \$2000 grant.

This summer we look forward to welcoming campers as we explore the theme “Waves of Faith,” with the support of our program staff, our summer interns that are shared across camps, and our amazing camp directors. We want to thank Kenny Funk for his role as both a camp manager and the Conference Camping Director. He keeps us moving along and carrying out the vision and mission of CRMC for the Conference.

Prayerfully,

Rev. Rachel Tabutol and Wanda Bethea
Co-Chairs of CRMC

CANDLER SCHOOL OF THEOLOGY

Since 1914, **Candler School of Theology at Emory University** has educated faithful and creative leaders for the church's ministries throughout the world. An official seminary of The United Methodist Church, Candler holds true to the Wesleyan value of ecumenical openness, welcoming students from more than 40 denominations. Our student body reflects the diversity and breadth of the Christian faithful, with an enrollment of 416 from 13 countries, 41 states, 32 annual conferences, and 43% persons of color. We see this diversity as a blessing, enriching our life together and providing the perfect context for training for

2025 CAL-PAC PRELIMINARY REPORT

relevant ministry in the 21st century—ministry that cultivates community across difference, welcomes all to contribute and belong, and embodies Christ’s love in and among us.

Candler offers six degrees (Master of Divinity, Master of Theological Studies, Master of Arts in Religion and Leadership, Master of Religion and Public Life, Master of Theology, Doctor of Ministry), most of which are available in hybrid or online formats. Response to our hybrid-format Master of Divinity, blending online classes and in-person intensives, continues to be strong: 63% of 2024’s MDiv entering class chose the hybrid model. Nearly a quarter of MDiv students participate in Candler’s Teaching Parish program, earning contextual education credit by serving as student pastors in local churches. And our proven DMin program—with a near 90% completion rate—is 90% online. These flexible options along with Candler’s recognized academic excellence and hands-on learning opportunities are opening possibilities for more people to follow God’s call to ministry.

Generous financial aid is a top priority for Candler. In 2024-2025, we are on track to award nearly \$6.5 million in scholarship support across all degree programs. All MDiv students receive scholarship support, and those who are certified candidates for ordained ministry in the UMC receive full-tuition scholarships. Plus, a remarkable gift this year of \$20 million from the O. Wayne Rollins Foundation promises to have a transformative impact on the school and future students alike, fueling a considerable expansion of our scholarship program and reducing financial barriers to high-quality theological education.

Several programs beyond our formal degrees make Candler a hub of Christian learning for an expanding audience. Those who are not seeking a graduate degree can engage in learning through The Candler Foundry, which offers in-person and online short courses, events, and certificate programs; the United Methodist Course of Study for educating licensed local pastors; the Candler Center for Christian Leadership for refining business skills of United Methodist leaders; and La Mesa Academy, offering a graduate certificate in theological studies via a two-year hybrid program with courses in Spanish, English, and Korean.

Candler continued to strengthen the already robust United Methodist presence among our faculty with four key appointments this year: Geordan Hammond, associate professor of Methodist and Wesleyan studies; Soren Hessler, assistant professor in the practice of leadership and administration; Jennifer Quigley, assistant professor of New Testament; and Bishop Hope Morgan Ward, who joined us as bishop-in-residence following the retirement of Bishop Larry Goodpaster.

Jonathan Strom became dean of Candler in August 2024, when former dean Jan Love returned to the faculty. Strom has served on Candler’s faculty since 1997 as professor of church history, with nearly a decade as senior associate dean of faculty and academic affairs, and a number of years as director of international initiatives. He is committed to nurturing the school’s deep connection with The United Methodist Church.

Candler is strengthened by your prayers, partnership, and support. Thank you for the countless ways you advance this vital ministry in the life of the church. We invite you to visit us online at candler.emory.edu and follow us on social media to stay informed of all we offer throughout the year.

Office of Communications
Candler School of Theology, Emory University

CLAREMONT SCHOOL OF THEOLOGY

I bring you joy and greetings to the Cal-Pac Annual Conference. I am deeply grateful for our ongoing partnership and collaboration. I thank each and every one of you for your dedication and commitment to theological education!

As we close our current semester, please pray for our students and faculty as they write and grade their final papers, submit and evaluate their class projects, and wind down their classes in May. We are looking forward to a joyous commencement celebration, and we invite all of you to join us on May 20, 2025, 3:00 p.m., at our Westwood Campus (10497 Wilshire Blvd., Los Angeles, CA. 90024). Please join us!

All of us in higher education are reeling from the Presidential Administration's attack on what they deem are progressive schools. We applaud Harvard University for not capitulating in the face of these attacks. The chaos and uncertainty that the current Administration is fostering are truly unsettling for all of us. With the dismantling of the Department of Education, we clearly do not know what will happen to students who need financial loans for their education. Because the progressive and interfaith commitments of CST are in our DNA, there is no way we can hide who we are and what we stand for. Nor should we try to hide that from our nation, which needs to hear a prophetic voice from the wilderness of reason. All of us must determine when to take a stand, and I will advocate, like Harvard University, that CST remains rooted in our commitment to diversity, equity, and inclusion, as we read these values in most of our sacred texts.

On a brighter note, we hosted the site visitation team of our regional accreditor, the Western Association of Schools and Colleges (WASC), from April 9-11, 2025. We had an intense, yet illuminating dialogue and review with our visiting team. We were asked to keep the site visitation team's report confidential until they could report it to the WASC Commission itself, but CST was commended on a number of items. They also noted areas we must address, and CST's Sr. leadership acknowledged all of the team's suggestions. In the coming months, we will set up concrete ways to address these and improve our school. The team's report will go to the higher Commission for finalization, and we will receive the full report after the Commission meets this summer. Overall, it was a very positive visit and review, and we are blessed with the team's conclusion. We will report the public results to you when we receive the final Commission report.

Again, our enrollment projections are looking extremely positive, and we should continue our trend of increased student enrollment. We are so grateful to the California-Pacific Annual Conference for their continued support and encouragement of your students to CST. You are a key partner in this increase in our enrollment, and we could not do this without you!

An exciting piece of news for Cal-Pac is that we will be presenting Bishop Dottie Escobedo-Frank with an Honorary Doctor of Divinity degree at this year's commencement celebration. Bishop Dottie has been an outspoken champion of CST, and as a distinguished alumnus, we wanted to honor her in this way. Once again, we invite any of our Cal-Pac family to join us for our commencement on May 20 to share in Bishop Dottie's receiving of her Honorary Doctorate.

Finally, we have applied for the major collaborative pathways Lilly grants. The new thrust of this round of Lilly grants is to focus on the sustainability of our Christian seminaries, so as to continue to strengthen our local Christian congregations and ministries, and CST's grant proposal is focusing on the research on seminaries that have closed, merged, or collaborated. We want to explore models of collaboration and merger, and then provide action steps toward such an end. We will hear if we are chosen to write a full

2025 CAL-PAC PRELIMINARY REPORT

proposal, which is the second step in the Lilly grant process. We will let you know if we are chosen in this highly competitive process of moving to the next step.

Once again, let me thank Bishop Dottie Escobedo-Frank, the Cabinet and staff, every clergy member, lay member, and churches for your unwavering support of CST. I thank God for our continued collaboration and work together!

Be the Hope!

Bishop Grant Hagiya

COMMUNICATIONS, CONFERENCE

The year 2024 marked a significant period of growth and restructuring for communications within the California-Pacific Conference. At the 2024 Annual Conference, a new structure and strategic aim for the Communications Commission was voted on and approved. This new structure ensures representation from all five districts and aligns with the commission's newly adopted strategic aim: "to identify inclusive and diverse communication strategies that amplify the mission and vision of the California-Pacific Conference and support the implementation of those strategies at the church and conference levels."

In partnership with the new chair, Dr. Larry Hygh, the Communications Commission held its first meeting under this structure in February 2025 and is currently working to fill vacancies while strengthening communications efforts throughout the conference.

A major milestone in 2024 was the development of a long-term communications strategy, created with consultant Big Heart Creative. This strategy will guide the conference's communications initiatives throughout the quadrennium. The strategy includes the identification of five key directives to guide the work of the communications office and eleven deliverable efforts to focus on through 2028.

As part of this strategy work, the conference has taken intentional steps to refine and develop its communications staff. The Director of Communications position was redesigned in 2023, and Dr. Alyssa Fisher was hired into the role starting in January 2024. Recognizing the evolving needs of digital engagement, the conference also re-evaluated its support position for communications in 2024, leading to the creation of a new Digital Community Engagement Specialist position. At the time of writing, the hiring process for this role is underway.

Throughout 2024, significant work was completed on a new website for the conference, also in consultation with Big Heart Creative. The website design and development are in their final stages, and the new website will be launched this year.

Looking ahead to 2025, the communications office remains committed to highlighting our conference's diverse ministries and supporting our local churches.

Dr. Alyssa Fisher
Director of Communications

CONNECTIONAL TABLE

One of the great strengths of the United Methodist Church is our connectionalism. We are a connected gathering of diverse congregations, each gifted and blessed in different ways. And together we can change the world. Indeed we do cherish each other in our uniqueness and cherish our connection through which we can do even more.

We live out our faith supported, encouraged, challenged, and equipped through our structured relationships. Local congregations send lay members to join the clergy members at the annual conference session to engage in “holy conferencing.” Guided by the Holy Spirit, the Bishop and conference leadership cast a vision. The members of the annual conference claim that vision, then set priorities and provide resources and personnel to implement that vision through all of our connected bodies.

The Connectional Table is responsible for realizing that vision in the annual conference. Like the Church Council at a local church, we are to act between sessions of the annual meeting to implement, update, and adapt that vision for the annual conference – and to help cast that vision into the future. We are that table where all the various ministries come together and coordinate our activities. How will we follow Jesus through this part of the connected body of Christ which is called the California-Pacific Annual Conference of the United Methodist Church?

Guided by the Holy Spirit, Bishop Dottie Escobedo Frank has called for us to be a people who practice transparency, equity, and sustainability. Seeking to answer that call Erin Hawkins and Christy Drenner have helped us to spend time listening to the people of the California-Pacific Annual Conference. We have shared stories and heard of the needs of congregations and ministries. We have already begun to take action in response to those needs. We are also re-imagining how we might work together as leaders. It is clear that we must improve our coordination and to think strategically. One need which became apparent was the need for coordination of efforts.

To that end we are creating a new paradigm for how we as leaders will work together. This is not another restructuring – this is not about hierarchy, power, or authority. Rather we are seeking to more fully live into the EMT structure and to break us out of our silos.

Erin Hawkins has offered the image of a sandwich, with a slice of bread at the base (the full Connectional Table) gathering the diversity of our voices and allowing all to see and participate in seeking, naming, and claiming God’s vision. The Essential Ministry Teams and all of the boards, agencies, committees, ministries, and people make up the rich, nourishing, life-giving filling. This is the implementation of vision. On top is another, smaller, slice of bread: a Coordinating Council. This council will align resources for sustainability, harmonize our efforts, and encourage alignment to the vision God grants. This council places the focus on strategy.

We present to the annual conference a set of rule changes which will formalize this structure and enable this work of coordination.

We have begun to live into this model. We have gathered as the Connectional Table and the Coordinating Council to implement the priorities raised through our surveys, listening sessions, and the ministry summit. Along with the Council on Finance and Administration we are envisioning a new process for building a budget which is driven by our priorities. We have raised concerns which address the totality of the annual conference and cannot be addressed by one individual group. And we are sharing strategies for effectiveness.

DISTRICT SUPERINTENDENT: EAST DISTRICT

May the grace and peace of our Lord be with you.

As I look back on this past year, I am filled with nothing but gratitude for the ways God has been at work in and throughout the East District.

It has been a blessing to see our churches be filled with hope and a desire to grow in faith and love. I have witnessed some churches boldly reimagine their ministries, not just to survive, but to thrive and flourish, trusting that God is doing a new thing. Moreover, even as some churches find themselves in seasons of uncertainty, I have sensed a deep level of faithfulness where people are choosing to cherish the calling God has placed on their lives and in their ministries. This is simply inspiring!

I also would like to take a moment to thank the East District Union and the East DPAS for their faithful and vital partnership and work. Their support to sustain and strengthen our churches, especially through their generous grants and other resources, has enabled many of our congregations and pastors to weather the storm in this season. The commitment of these two boards to journey with our churches bears a powerful and beautiful witness to our shared mission that binds us together in Christ.

As we now prepare to enter a new conference year, I would like to invite us to embrace this year's theme: *Cherish*. Let us take time to cherish the work God has done and is still doing. Knowing that we are stronger and better together, may we cherish one another as partners in ministry. Let us also cherish the opportunities and possibilities to grow, flourish, serve, and be transformed by God's grace. There is so much reason to rejoice and be thankful! I have full confidence that we will continue to be a district that reflects Christ in all that we do, living fully into our calling as the East District, 'where the Son rises.'

Lastly, I want to thank Bishop Dottie and the Cabinet, whose vision and leadership are a source of great joy, excitement, and inspiration. To my wonderful district staff, Revs. Catie Coots and Eric Schmidt, and our new district administrative assistant, Dany Caguin: thank you for your faithful service and the many ways you support me and the district with your gifts and graces. To my incredible district lay leaders, Annie Solomon, Diane Gin, and Taufa Tenisi, and to every district board and committee chair and members: your servant leadership is a gift to us all! Here's to a new conference year of cherishing our faith, ministry, and each other. May we march onward knowing that the best is yet to come!

In Christ's service,
Moonyoung Lee

DISTRICT SUPERINTENDENT: HAWAII DISTRICT

Grace and peace to you in the sovereign name of Jesus Christ. It continues to be a great blessing and honor to serve as the Hawaii District Superintendent. We have had many landmark events to celebrate and I am personally grateful to the pastors and laypeople of our Hawaii District churches for their faithfulness and graciousness.

One of the proudest moments for our Hawaii District was when the 2024 General Conference passed legislation to apologize formally for the illegal overthrow of the Kingdom of Hawaii in 1893, with participation from Methodists, leading to the subsequent occupation and annexation of Hawaii by the United States. The AOR Taskforce continues to do work on awareness about and justice for Native Hawaiians.

2025 CAL-PAC PRELIMINARY REPORT

One of the most inspiring events during this past year was the first all-district young adult retreat to be held since before the COVID pandemic. Over 50 participants from several churches and different ethnicities gathered at a camp on the North Shore of Oahu. The Rev. Ken Suhr, our conference director of leadership and congregational vitality, was the keynote speaker, and the Rev. Joe Yun was the camp director. The success of the camp has inspired much enthusiasm and more district events for youth and young adults are being planned.

We are nurturing and developing great younger clergy. We have a dynamic group of younger clergy in appointments, as well as several candidates for ministry who are moving toward certification.

I am grateful to our retired clergy who have stepped in and have done marvelous ministry during times of transition: the Rev. Dr. Fran Wiebenga at Harris UMC; the Rev. Piula Ala‘ilima and the Rev. Sam Domingo at Wahiawa UMC. The Rev. Woodley White (a retired Presbyterian pastor) has served the Na‘alehu UMC for 10 years. Their steady, competent, and experienced leadership have been true blessings for those churches.

There are still challenges that some of our congregations and ministries are facing, but they are also taking a positive outlook and looking to ways to vitalize and envision ministry for the future.

Finally, I could not end without thanking our superlative staff: Sonya Lee, our administrative assistant, whose thorough and outstanding work continues to bless the district in countless ways; Rosie Jacinto, our faithful accountant, whose amazing knowledge and excellence keeps the district running smoothly on the financial end; and our regular volunteer, Leilani Zukemura, who fills in wherever and whenever we need her.

I am indebted to the leaders of the Hawaii District: our co-lay leaders, Tupou Seini Kelemen and Simon Sansano; our Hawaii United Methodist Union (HUMU), chaired by the Rev. Joy Yun; our District Leadership Team, chaired by the Rev. Brian Belting; our District Superintendency Committee, chaired by Dorinda Dunlap; our District Planning and Strategy Committee and Acts of Repentance Task Force (both led by the Rev. Amy Wake); our young adult coordinator, the Rev. Joe Yun; our youth coordinator, Pastor Pauline Katoanga; the Building and Location Committee, chaired by Jim Monk, and many others.

May God continue to bless our district and conference!

Grace and aloha,
Rev. Tom Choi

DISTRICT SUPERINTENDENT: NORTH DISTRICT

As the North District embraces the theme of “Ending Spiritual & Physical Hunger: Cherish!” and I reflect on my first year as a district superintendent, I give thanks to God for his goodness, mercy and grace and the wonderful people and leaders that make up the North District. While there are too many to recognize here in this report I must lift up a few of the many who have eased my transition to this new challenging role.

I must thank Pastor Angela Galanis, the North District superintendency committee chair, and her team that so warmly welcomed me and planned an outstanding event that reflected my hopes of attracting both young and old with a fun-filled BBQ as part of this installation and celebration worship.

2025 CAL-PAC PRELIMINARY REPORT

The wonderful North district is a rich tapestry of churches and people that span the ministry spectrum from a "Worm Farm" ministry to the east in Bishop; to a successful new start church in South Pasadena; to a powerful Hispanic Mission church in the North Hills expanding the reach of Lay Servant Ministries to our Spanish speaking family; to a vibrant music outreach ministry to young people in our Camarillo and Bardale Communities; to several central coast churches who are supporting and ministering to immigrant communities.

However, we as a District and Conference also grieved and mourned with our brothers and sisters in Christ who have been devasted by this year's wild fires. Even though we can't know the depths of their hurt and pain, our hearts are broken with theirs. And even though the wounds are still fresh, we pray that healing would begin and that hope would rise up with a spirit of faith and trust to sustain these victims for the long haul. We are also thankful to be in this UM Connection, and have eye witnessed our people rally around, support and walk with these churches , pastors and their members through this dark and troubling season with prayers, presence, gifts, gift cards, air purifiers, cars and other generous acts to many to enumerate. We pray for their strength, resilience and fortitude to keep moving and pressing forward, or just to daily take one more step towards wholeness. We are reminded of 2 Cor 4:9 "In times of trouble, God is with us, and when we are knocked down, we get up again", as reflected in our North District "Hope & Healing" Service and theme of "LA/Altadena Strong" provided to support these precious souls even as we plan a follow up service for fire victims May 31st entitled, "Still Here, Still Strong".

We also mourned, but still celebrated, the wonderful North District pastors and leaders whose lives are now with the Church Triumphant such as Rev. Gilbert Stones, Rev. David Burgeson Rev. Dr. Lydia Waters, Rev. Dr. Afrie Songco-Joye and Joyce Zirkle.

I still have much to learn, but one thing I have quickly discovered is that it takes quite a team to do the work required in a District. So I am thankful to have the partnership of new North District Co-Lay Leaders, Patty and Norman Kelsey (and the assoc. district lay leaders), DPAS Chair, Rev Eric Iki, DCOM Chair, Rev Eric Scott, NDU Chair, Rev Andy Mattick (including their gifted teams), Change Manger, Rev Melissa MacKinnon, District Treasurer & Historian, Rev Lew Fry and our amazing North District Administrative Assistant, Jan Newton, who is the center hub keeping all things North District moving forward!

I recently heard a moving metaphor that strongly resonated stating that the church needs to transition from a "Blockbuster" to a "Netflix" mindset. I also saw a recent statistic that 1% of pastors believe their churches are doing well at reaching the unchurched. And even though many of our Congregations are aging we still see vibrant and effective ministries taking place; however an ongoing mantra I've heard visiting many churches in our District is "how can we reach younger generations". This thought preoccupies much of my thinking and ignites a passionate purpose and call to be intentional in our efforts and focused like a laser on reaching Young People, Young Families, Young Adults and Youth.

In fact, I have adopted a personal Mission Statement that states: "WE WILL REACH YOUNG PEOPLE AND YOUNG FAMILIES AT ALL COSTS".

With this said North District friends, please look for and plan on being a part of our upcoming "Pastor/Lay Leadership Academy" in the fall/winter of 2025 which will center around this very cause.

Peace and Blessings Beloved,
Pastor Garth

DISTRICT SUPERINTENDENT: SOUTH DISTRICT

I would like to take a moment to share something personal. Although my intention was to eventually retire from Pacoima First UMC in the North District, when Bishop Dottie invited me to serve as District Superintendent in the South District, I realized that God had some additional plans for my ministry. After prayer, meditation and discernment with the help of people I trust, I accepted the invitation with joy and gratitude. God is good and merciful!

In my ministry, I have always followed after great pastors and God's servants. The saying "big shoes to fill" always comes to mind. But also, I'm reminded that my greatest challenge, the challenge that I won't be able to achieve, is "big sandals to fill." The sandals of my master Jesus. Jesus who taught us how as a servant leader you can make disciples that will transform the world with the message of the Gospel.

Since I started to learn about the role of the DS in the South District, getting information from a "fire hose", my role has been to support, equip and motivate churches and congregations to make real the goal of flourishing by making disciples and transforming the world with the means and the strategies according to each church's context and reality.

Again, as we want to see congregations flourishing, some of those realities are beating down several of our congregations. We are living in the aftermath of the important and long overdue decisions from General Conference 2024. Some of our ethnic congregations have especially suffered a great loss of membership. Prayers for wisdom and endurance as we are trying to "beat the storm," and to live out the commitment to preach the Gospel to all!

In addition, we are dealing with the reality that after Covid, we are now feeling the effects of some people not coming back to church. The finances of churches have been a big challenge to overcome.

On the other hand, we have seen the steady and committed work of congregations that are flourishing, and we have learned that the results are not instant or easy. It's a labor of love and patience with focused goals to share The Message, to increase the membership and to clean up the finances, among many of the good things that are happening. I have noticed that where these "focused goals" are present, there are healthy personal relationships and a clear vision of where their congregation is going.

In our efforts as a District to see more congregations flourishing, I want to highlight the work, dedication and commitment of each one of the members of the various district committees that are the engines that move and support the mission of the UMC in our district.

I want to highlight the wisdom and enthusiasm of our District Lay Leader, Michael Mitchel, and Associate District Lay Leader, Viliami (Will) Tupou. Both are involved in various activities to promote and raise new lay leadership in connection with our Lay Speakers and CLM ministries. Michael and Will are also actively participating in district, conference and jurisdictional committees.

In October 2024, Bishop Dottie invited our South District's Assistant District Director, Rev. Paige Eaves, to become the new A2B. We thank Rev. Paige for all her work and wisdom that we can see spread throughout this district. Fortunately, as A2B Rev. Paige is committed to continuing her support of the programs in our district. But with any change there is a new opportunity to grow, and we have been blessed with a new addition to our district team in the person of Rev. Dr. Lui Tran. My gratitude to Garden Grove UMC for their support of the district and of Rev. Tran.

2025 CAL-PAC PRELIMINARY REPORT

One of the most exciting things that I have experienced is the work with DCOM and as one of the Cabinet liaisons with BOM. It has been a blessing to nurture and support candidates for ministry and Local Pastors through DCOM. The South District has two new candidates for Provisional Member, Mark Maddix in the Elders track and Maria Longley in the Deacons track. In addition, we will receive five new Elders in Full Connection: VJ Cruz-Báez, Joshua Zulueta, Ky Hyun Cho, Matthew Hambrick and Dong Hee (Donnie) Bae. Many thanks to the congregations, DCOM, BOM and mentors for bringing up the leadership that will continue the mission.

The mission continues taking shape in different ways such as with the immigration and border issues, revitalization of congregations and supportive efforts to bring back communities that have been affected by natural disasters as well as other issues. There are so many sisters, brothers and siblings to thank as we continue to expand the ministry in the South District, such as Ad. Assistant Emilie Penuelas and our “pinch hitter” Jan Newton. There are always new things to learn!

Many thanks to Bishop Dottie and my fellow Cabinet members for all the support and prayers. Of course, I am thankful for my family and friends in many places. But I especially want to thank God for each one of my siblings in Christ who from the pews or online are looking to draw closer to God, to “move into perfection” in their spiritual journey and are convinced that the way to serve God is through sharing the Gospel to make new disciples that will continue the work of transforming the world.

May God bless everyone!

Rev. Luis A. Garcia

DISTRICT SUPERINTENDENT: WEST DISTRICT

Dear Beloved West District,

Jesus the Christ is journeying with the faithful people of the West District of the California Pacific Annual Conference. The appointment year started off well on July 1, 2024 with lots of hope and enthusiasm as new appointments and congregations focused on building new relationships and moving forward. However, the coming of the New Year brought major shifts to the district, the communities around as well as the country and the world. On January 7, wild fires combined with very strong Santa Ana winds, and drought conditions, brought widespread destruction and loss of life to the Altadena and the Pacific Palisades communities. At the end the two main fires: Eaton Fire and Palisade Fire collectively burnt over 36,000 acres and destroyed or damaged over 16,000 structures. 29 people lost their lives, 17 deaths in the Eaton Fire and 12 in the Palisades Fire. An estimated \$250 billion in economic losses making these fires the most costly natural disasters in US history.

The destruction and loss are beyond words. However, the church responded with aids to these communities. Churches opened up as evacuation centers for all displaced folks. Volunteers from all parts of the Conference converged to help those that were affected by the fires with housing, food, shelter and more. The long road to recovery begun immediately and it will continue for years to come. Through these fires, the resolve of the folks of the West District as well as other districts of the California Pacific Annual Conference, continues to shine.

The fire and the destruction were compounded by the in-coming President and his leaders. The President uses of the Executive orders have destabilized the communities throughout this land. The massive deportation orders of illegal immigrants have struck fear into the lives of people who have been living at the

2025 CAL-PAC PRELIMINARY REPORT

margins and under the poverty level of society. There have been massive firing and laying off of Federal workers and other rulings that can only be summarized as chaotic. The world at large is affected by the new administrations actions. At the same time, the United Methodist Church responded in many different ways to ensure that justice, hope and love of God and neighbor is primary despite the chaotic narrative of this season. Clearly, the need to be counted as a Christian is much needed by our communities and the world today. The opportunity to stand up as witnesses for Christ dearly needed.

The events described above paint a grim and dark picture for the district, Conference, our communities, and the world. However, as Christians, we are being offered an opportunity to stand up, and fight for the right of the voiceless and the margin dwellers of our society. The dark picture provides opportunities to be witnesses to God's love and grace in the world. I am reminded that Jesus, when talking about his death, always said, 'On the Third Day I will Rise'. On Easter Sunday, we are being reminded that after taking the worst things humanity can throw at him, He rose from the dead. I do count that in the world the worst thing is not the last thing or has the last say. We have been afforded the opportunity to be witnesses for Jesus Christ one step at the time. This task of building relationships with each other demand that we see each other as beloved children of God created in his image. We can begin by prayers to undergird everything.

The leaders of the West District join these various efforts to witness to the steadfast love of God in every part of the church and the communities we serve. As a district, we put forth our concerted effort to develop deep and lasting relationships where we can offer mutual care and love to one another through sharing of what we have. It is through these relationships that we can face the most trying of times in our journeys. We believe that working together, sharing our resources, but above all, the Christ love that is within us, is key to the success of bringing healing and hope to all the children of God in our communities and beyond.

Blessings,
Pastor Saia

DREW UNIVERSITY THEOLOGICAL SCHOOL

Drew University Theological School educates and mentors pastors, preachers, deacons, activists, teachers, thought leaders, and change agents for ministry and service in the church, society, and the wider world. Building upon its Wesleyan and Methodist foundations, Drew Theological School is diverse in theology, vocations, age, as well as racial, ethnic, national, and international identities of its faculty, students, and staff. Many Drew students are just beginning their ministry, while others come to graduate theological education with prior ministry experience. The latter reflects a growing trend among all theological schools in the United States and Canada. In providing theological education to the world, Drew holds in-person classes in Madison, New Jersey, classes that meet exclusively online, while others meet in hybrid fashion, i.e., partially online, partially in-person, as well as in-person Doctor of Ministry cohort in South Korea and a pilot in-person Master of Divinity cohort in Liberia. Regular chapel worship originates on campus in Seminary Hall, but also is live-streamed so that students, alumni, and friends around the world can participate. Drew Theological School is a global seminary with a global student population serving the worldwide church.

In Fall 2024 Drew Theological School welcomed 94 new students in all degree programs, with total student enrollment (by headcount) in Fall 2024 semester being 388. Enrollment of international students at Drew increased from 120 students in Fall 2021 to 157 students in Fall 2024. This number includes students who are studying full-time in the U.S.A. on a student Visa, students who are studying online from their home country, and students in the South Korean Cohort of the Doctor of Ministry program.

2025 CAL-PAC PRELIMINARY REPORT

Drew's interdisciplinary degree programs provide real-world apprenticeships, promote adaptive leadership skills, and encourage innovation through team-taught core courses as well as a variety of electives that integrate theological disciplines and faith practices. The Drew faculty's shared values are infused across all aspects of the teaching, learning, and the formation of students: 1) a commitment to anti-racism; 2) gender and sexual-identity equality; 3) eco-sustainability and environmental justice; and 4) interfaith understanding and cooperation. Drew Theological School has an increase in United Methodist students, additionally, Drew has many United Methodist Global Fellows pursuing further education for ministry. UMC graduates are serving in conferences across the United States, and especially within nearby regional episcopal areas of The United Methodist Church in the annual conferences of Greater New Jersey, Eastern Pennsylvania, Susquehanna, Upper New York, New York, and New England.

**Rev. Edwin David Aponte, PhD, ThD (honorary)
Dean and Professor of Religion & Culture**

ESSENTIAL MINISTRY TEAM – JUSTICE AND COMPASSION (JC-EMT)

It has been a busy year for JCEMT. In mid-March we said goodbye to Rev. Denyse Barnes as she and her wife moved to England. Rev. Denyse was a champion for justice in our Conference and she will be missed. To fill her position, Erin Hawkins hired three part-time people: Rev. Karin Ellis as the JCEMT Program Coordinator, Monalisa S. Tu'itahi as the Immigration Ministries Coordinator, and Krista Bilderbach as the Disaster Response Coordinator.

The leadership may have changed, but the ministries did not. There is much to do to advance the causes of Justice and Compassion. To help with this effort, we gave out \$56,900 in grants this last year to help support ongoing ministries in our Conference. And the Strategy Groups are doing great work to help people in our Annual Conference and around the world.

Abolitionist Strategy Group:

The Abolitionists continue to educate individuals and congregations. In the Fall, the group led a 5-week course on anti-human trafficking. We have also been visiting congregations who are interested in learning more about the fight against human trafficking. We participated in the Orange County Human Trafficking Task Force's campaign, "Know More Do Better" to help educate junior high students about human trafficking and what they can do to prevent it. And this coming Fall, we will be hosting a workshop on online safety, as the internet is a space where traffickers often find vulnerable people. We continue our work of Educating, Preventing, and Acting. Leah Switzer and Rev. Karin Ellis, Chairs

Border Ministry Strategy Group:

There are many churches and organizations that are generously providing supplies for Border Ministries. Ongoing deliveries of needed supplies to support Asylum Seekers have been delivered in 2024 to the following:

- Calexico UMC Asylum Program - 551 Toiletry kits and 525 Food "to go" bags
- Safe Harbor Shelter Network - Six trips were made to deliver an assortment of diapers, clothing, bedding, feminine products.
- Baldwin Park UMC Asylum Seeker Shelter - 3 tents, clothing, and 31 new backpacks

In cooperation with the non-profit Centro 32, the following supplies have been delivered to the asylum seeker shelters in Tijuana:

- 446 Toiletry kits and 984 feminine products donated by Christ Church by the Sea UMC

2025 CAL-PAC PRELIMINARY REPORT

- 2500 feminine products donated by Cal Pac United Women of Faith at their 2024 celebration
- Winter clothing, blankets, and bath towels donated by Aldersgate UMC, University UMC, and Newport Center UMC
- 20 backpacks with school supplies and various other supplies.

Cal Pac UMVIM Coordinator, Sue Harriss

Christian Unity and Interreligious Strategy Group:

The Christian Unity and Interreligious Relations strategy group has developed a survey to determine the existing interreligious relationships in our conference. We will have the survey available at Annual Conference and request all churches to complete the survey. We investigated the nonprofit groups active in our conference focusing on interreligious relations. We identified groups that lost financial support during the COVID pandemic and are no longer active. We continue to research resources for churches to connect with other groups. We scheduled a 3-book study for spring to be offered by FUMCSD. The books are related to the connections between the major religions. The results will be made available to all churches. Barbara Eveland, Chair

Disability Ministries Strategy Group:

The Disability Ministries Strategy Group works to help congregations and other Conference entities understand how to become places where people with disabilities of all kinds and their families can belong and fully participate, by providing education and information, resources, and grant funds, and to dismantle ableism in whatever forms it presents itself. Currently, the Disability Ministries Strategy Group is working to pass the Constitutional Amendment to add the words “gender” and “ability” to the list of groups that cannot be discriminated against. We are also planning to have an information table at Annual Conference. Sharon McCart, Chair

Disaster Response Strategy Group:

Over the last several years, our Annual Conference has experienced 5 natural disasters. With the help of our Disaster Response Team and UMCOR, we are working with community agencies and organizations to help bring much needed relief, recovery, and restoration to those places and people that have experienced tremendous loss. Krista Bilderbach, Chair

Eco-Ministry Strategy Group:

The Eco-Ministry team, formerly known as Eco-Justice, continues to serve the Conference in ways that will work toward a more sustainable future for our next generations. We meet monthly to discuss strategy about providing education, information and resources to clergy, lay leaders, and congregations. We have provided a tool kit for congregations to use for Earth Day (Green Church Sunday); this kit allows clergy a much-needed break after Easter while helping to inform congregations of their roles and responsibilities of stewardship. And we threw in some fun, nature-based activities for all ages for good measure.

We continue to discuss the Fossil Free Fund proposed in our resolution for the Annual Conference 2023. We share spiritual/conservation-focused reading materials and provide opportunities for collaboration with the Western Jurisdiction through Earth Keepers. In addition, we have worked alongside a dedicated grant writer and talented engineers to hopefully provide solar powered EV charging stations in three Compton Churches and hope to expand that program to other district churches. We plan to meet in person and provide work projects for our communities, continue to promote healthy discussion about the Planet we share, and promote peace to all those with whom we inhabit our fair Earth.

2025 CAL-PAC PRELIMINARY REPORT

We will continue to monitor the lack of food, water and shelter access within the communities of CALPAC, so all can flourish in God's love. Kenny Funk, Chair

HIV/AIDS Strategy Group:

The HIV /AIDS strategy group has been working to continue to offer Strength for the Journey retreats for people living with HIV/AIDS. We have been focusing on offering one retreat for our Conference and have consolidated resources to provide for this event each year. We have experienced a loss of staff for the other retreats held in San Diego, Los Angeles and Hawaii. So, the group made the decision to extend an invitation to all campers from previous retreats to attend the camp August 4-9, 2025 at Camp Wrightwood. We continue to raise money to help offer scholarships to those who want to attend. As always, we welcome new staff and new campers each year. We will have a memorial service for Clint Stadig, who passed away recently, who served on the strategy group and as camp nurse for the Orange County SFTJ. We will honor his service and commitment to the retreats for over 20 years. We give thanks for the Cal-Pac Conference and their support for our work. Steve Poteete-Marshall chair

Holy Land Strategy Group:

The Holy Land Strategy Group works to raise awareness, advocate for justice, and support humanitarian efforts in Palestine and in the broader region during this critical time. In this effort, the group held an Advent study based on the book "The First Advent in Palestine" by Kelly Nikondeha. Recordings of the study sessions, along with study guides and leader materials, are available upon request for those interested in leading this study within their own communities in the future. During Holy Week, the Group encouraged members of our Annual Conference to sign a petition called, "Christian Stand Against Forced Displacement and False Doctrines" which highlights the misuse of scripture and theology to justify the forced displacement and ongoing occupation of the Palestinian people. Rev. Mary Ann Pickard, Chair

Hunger and Homelessness Strategy Group:

With the Hunger and Homelessness strategy group, we are focusing on creating a toolkit to help churches/folks network with government agencies, nonprofits, and other community based groups with an emphasis on accessing healthy food. This is in the spirit of a theme by the Bishop in last year's AC about the power of inclusive intergenerational community gardens. Skid Row will be one of maybe a couple different models for this toolkit. The big news is that the County Board of Supervisors, in response to an audit ordered by Federal Judge David Carter that showed massive financial confusion/mismanagement, just decided to leave LAHSA (Los Angeles Homeless Services Authority) and create their own County homelessness agency. Tom Grode, Chair

Immigration Strategy Group:

The Immigration Strategy Group has been busy providing "Know Your Rights" cards and hosting "Know Your Rights" trainings through the Immigration Law and Justice Network. These trainings cover how to care for undocumented migrants with care and compassion. We will also be hosting a monthly ZOOM meeting to share critical and current information on what is happening in the legal and justice systems. Monalisa S. Tu'itahi, Chair

Philippines Strategy Group:

The Philippines Strategy Group passed several important resolutions at last year's Annual Conference. In addition to keeping informed on what is happening in the Philippines, this group is looking forward to hosting a solidarity mission trip to the Philippines sometime soon. Sharon McCart, Chair

2025 CAL-PAC PRELIMINARY REPORT

Reconciling Ministry Strategy Group:

The Reconciling Ministry Strategy Group continues to educate congregations on ways they can become reconciling ministries. This group also works within the Western Jurisdiction to provide resources to Annual Conferences and congregations on what it means to be a reconciling ministry. Jason Takagi, Chair

ESSENTIAL MINISTRY TEAM – NEW MINISTRIES (NM-EMT)

“CAL-PAC New Ministries EMT seeks to pause New Ministry Grants and discern our past and present, so that we can break free from past patterns, cultivate transformative practices, curate space for innovation, and offer support to faith communities at every stage of their life cycle.”

(Created by the New Ministries EMT in October 2024)

This statement was created to respond to the changes in our culture, churches, and in our conference, and to clarify our plans to serve the churches and members in our California-Pacific conference. Not only have we focused on clarifying our vision and focus as an Essential Ministry Team of our Cal-Pac Connectional Ministries, but we have also worked on clarifying our partnership and collaboration with the other EMTs in our conference, our conference Connectional Table, District Planning and Strategy Committees, District Superintendents, and Bishop Dottie Escobedo Frank. Our goal is to support and resource new initiatives and endeavors that pursue our Cal-Pac’s vision of Ending Spiritual and Physical Hunger. With this in mind, we have proposed a name change to our EMT that incorporates the expansion of our focus to supporting and resourcing churches and ministries at the various stages of their life cycle. Therefore, the new name proposed for our EMT is Congregational Vitality EMT (CV EMT).

Review of 2024-2025

Listening Sessions (July - October)

Working alongside Erin Hawkins-Smith (Executive Director of Connectional Ministries) and Rev. Kenneth Suhr (Director Congregational Vitality), our priority was to create listening sessions as a space for committee members to voice their concerns and evaluate our effectiveness as an Essential Ministries Team.

At our New Ministries EMT retreat on March 8-9, 2024, many team members expressed their concerns and gave potential suggestions on how the NM EMT can effectively support individuals and churches in starting and sustaining new ministries that reach new people in new ways. Concerns of equality of those who receive funding and the disconnect with other EMTs, DPAS committees, and conference leaders were also raised. The retreat in March sparked a realization that we needed to enter a season of deeper listening to those who have been faithfully supporting and leading the NM EMT and those who have been supported by the NM EMT. So, from July to October of 2024, members of the NM EMT continued to share with one another and listened to others who had worked with the NM EMT previously.

Leadership Retreat & Strategizing a Way Forward (October - December)

Acknowledging the feedback from our listening sessions, we held an in-person leadership and planning retreat on October 2-4th at Faith UMC in Torrance. In attendance were our committee members, DPAS chairs, DS Luis Garcia, and a retreat consultant: Rev. Rachel Gilmore of the Desert Southwest UMC Conference (Director of New Faith & Vital Faith Communities). Rev. Rachel was instrumental in helping us recognize 3 key issues of our New Ministries team.

1. **Mission and Purpose Clarity**- There is a disconnect between the mission and practice of our New Ministries team- much of the team’s work focused on grant approvals rather than long-term strategic planning and support.

2025 CAL-PAC PRELIMINARY REPORT

2. **Post-COVID Challenges for Churches-** Attendance has decreased by 30-45% and volunteer participation by 50% after COVID-19. We notice that small churches are struggling to maintain activities. Also, many pastors are experiencing burnout post-pandemic, with fewer people willing to step into leadership roles. We acknowledged the median age of clergy is 57, adding urgency to engage younger leaders and develop sustainable practices.
3. **Funding Breakdown-** After researching and tracking our financial support of ministries, we found that for District Funding: North- 0%, South- 50%, West- 37.5%, East- 25%, Hawaii- 0%. Additional funding findings: 22% of funding goes to non-English speaking ministries, 90% of funding goes to justice and outreach work, not discipleship or worship centric models of ministry, 33% are female-led, 67% male-led, 22% urban and 78% suburban projects. Also: 8-10% of funding goes to queer clergy, 47% goes to 4 Anglo-led projects, 25% goes to 2 black-led projects, 10.5% goes to 2 Asian-led projects, 17% goes to 1 Latinx-led project, and only 1 of our projects will be fully sustainable when our New Ministries EMT funding cycle runs out.

Out of our reflections on the realities of our culture, churches, and NM EMT, we created our statement (named at the beginning of this report) that reflects our initial plans and direction going forward. Focusing on three points: 1. “break free from past patterns”, 2. “cultivate transformative practices, curate space for innovation” and 3. “offer support to faith communities at every stage of their life cycle”, we developed SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) Goals for the upcoming year. We also set up various teams within our NM EMT to pursue specific goals (Guiding Coalition Team, Communications Team, Clarity Team to audit and listen to feedback, Change Management Team to work on rules/legislation changes, and Collaboration Team to work with conference leaders and committees).

Workshops

Fresh Expressions Workshop- October 26, 2024- Rev. Michael Beck, the national director for our UMC Fresh Expressions work, and Rev. Jill Beck were invited to lead a Fresh Expressions workshop at Los Angeles Korean UMC. The gathering was well attended by pastors and laity from many of our churches, and inspirational stories and practical suggestions were shared with the participants. Out of this workshop, a monthly Fresh Expressions conversation group was started by Rev. Jennifer Burns, and several new ministries are being cultivated as a result of the October 26th gathering.

Discernment Academy- February 16-18, 2025- Rev. Rachel Gilmore and the Desert Southwest Conference hosted a Discernment Academy in Arizona to help individuals and churches discern and make plans for various innovative ministry ideas. Seven members of our Cal-Pac conference, including New Ministries EMT members, clergy, and a lay person participated in the Discernment Academy to not only process our own innovative ideas, but to learn how to potentially host a similar Discernment Academy in our Cal-Pac conference and various districts.

Fresh Expressions National Conference- February 26- March 1- We offered a watch party to those who were interested in engaging the conference together, and Rev. Ken Suhr participated in person. The conference provided an opportunity to develop connections with judicatory leaders and pastors in our denomination, and greater collaboration and resource sharing have been the fruit of these connections.

Ministry Grants

During July 2024- June 2025, we supported the following ministries and programs:

- JAM (Jesus and Me) Church with New Beginnings- East District
- Being the Church in Long Beach- West District

2025 CAL-PAC PRELIMINARY REPORT

- Echo Park Immigration Center (EPIC) with Echo Park UMC- West District
- The Collaboratory with Normal Heights UMC- South District
- The Dignity Center with Crossroads UMC- West District
- Grant Writing Project with East District- East District
- Connectional Teaching Project with Community UMC, Mesa Verde UMC, First UMC of Costa Mesa and Christ Church by the Sea- South District
- Vietnamese Ministry with Garden Grove UMC- South District

The total awarded in July 2024- June 2025 was \$558,465.69. This amount exceeded our apportioned funds, and we had to draw from our reserve accounts. Because we put a hold on funding additional ministries and a few of our commitments ended this past year, the remaining grant commitments for the upcoming year are just under our apportioned amount.

Focus for 2025-2026

“CAL-PAC New Ministries EMT seeks to pause New Ministry Grants and discern our past and present, so that we can break free from past patterns, cultivate transformative practices, curate space for innovation, and offer support to faith communities at every stage of their life cycle.”
(Created by the New Ministries EMT in October 2024)

While we will continue to listen and learn from our past, we are now seeking to live into the second and third part of the paragraph we drafted at our retreat in October 2024. Namely, we are seeking to cultivate and curate spaces for innovation and provide support for faith communities at various stages of their life cycle.

Cultivating Innovation

One of the shifts in our EMT is the way we are providing support and funding for innovative ministries. Instead of waiting for people to submit an application for funding, and instead of providing coaching and workshops for ministries we are already funding, we are planning to meet with people who have innovative ideas, provide training and support to develop their ministry plan and team, and after a thorough ministry plan has been developed, they will be asked to submit a request for funding (an RFP) from our EMT.

All that to say, the initial step for anyone interested in working on a ministry plan with our EMT is to work through and fill out the Logic Model. After the Logic Model has been filled out, individuals are invited to contact our EMT for further conversation and potential training and workshop opportunities.

While we will continue to look into workshops and resources to help develop innovative ideas, we are currently planning to provide a Discernment Academy and Fresh Expressions workshop in the upcoming year for individuals and teams from churches. We are also involved in the planning of the Western Jurisdiction’s innovation conference for laity and clergy, “Viva La Church: A movement of the people” on Oct. 21-23 in Las Vegas.

Life Cycle Support

“Churches experience a life cycle including conception, birth, growth, vitality, equilibrium or stabilization, decline, then death.” (Choosing the Faithful Path, p. 12). It is noted in Choosing the Faithful Path by Beth M. Crissman and Nancy B. Rankin that as we know and believe in new life after death, the same is true for churches. It is also noted in Choosing the Faithful Path that when a church reaches its stage of decline, they

2025 CAL-PAC PRELIMINARY REPORT

have a choice to simply move to death or to innovate and make changes to experience a new season of birth and growth. “For any local church to stay viable and vital, we must be willing to make significant changes to respond faithfully to our changing communities.” (Choosing the Faithful Path, p.11)

Through our work with our consultant, Rev. Rachel Gilmore, and conversations with other leaders in various UM conferences, we are realizing that the work of supporting the local churches at various stages of their life cycle is best done in conjunction instead of separately. For example, if there is a church that has a dwindling congregation but has a property that has potential for redevelopment or potential to house a new innovative ministry, it is wise support the existing congregation while also looking into future possibilities together.

We are in communication with other UM annual conferences and their leaders to determine how Cal-Pac will approach the life cycle work for our local churches. We will determine which particularly stages to focus on, and then determine helpful resources and workshops for churches at their various stages. One of the resources that has already been very helpful for some of our Cal-Pac churches is the Choosing the Faithful Path assessment process. This process entails church leaders going through the study together and meeting with a consultant for two sessions to discuss the best path forward for a church and the next steps to be taken. We are also planning to start cohorts with clergy and laity from particular types of churches to provide mutual support and help in implementing innovative ministry ideas. Lastly, we are continuing the work of helping our local churches investigate the possibility of redevelopment projects for their properties and new ways to fulfill the overall vision of the church.

Expanding the breadth of our EMT work from New Ministries to the overall Congregational Vitality of our local churches will take greater collaboration with our conference and district leaders and entities. It will also take the support and partnership of our Cal-Pac clergy and faithful laity. We invite the prayers and partnership of all in our annual conference to support and resource the clergy and laity in our local churches for such a time as this.

Name & Rules Change (January - April)

With these changes in mind and with collaboration with the Cabinet, we decided it would be best to also change our name to Congregational Vitality Essential Ministry Team (CV-EMT). We also propose the following changes to our statement of purpose and membership.

Note from the Conference Secretary: The proposed Rule Change below is being reviewed by the Rules Committee before being formerly published as a legislative item. It is included here for informational purposes.

1. Statement of Purpose of the CV-EMT

- a. To assist the Bishop and Cabinet and conference staff, the Congregational Vitality Essential Ministry assists churches in every age and stage of their life cycle.
- b. Responsibilities – Make recommendations concerning Congregational Vitality development in our Annual Conference. Subject to the superintending leadership of Bishop and Cabinet, the CV-EMT shall:
 - i. Create healthy systems to encourage discussion and action around the natural life cycle of churches and ministries.
 - ii. Provides grants and resources to support churches and ministries in various stages of their life cycle.
 - iii. Establish year-to-year priorities within Congregational Vitality.

2025 CAL-PAC PRELIMINARY REPORT

- iv. Develop and apply evaluative tools to monitor progress
- v. Budget and manage resources
- vi. Maintain lines of accountability and collaboration with the Districts and Annual Conference through the District Planning and Strategy committees and the Connectional Table.

2. Membership and Officers of the CV-EMT

- a. Membership: The Congregational Vitality Essential Team shall be comprised of 13 members total. The membership of the Team shall be constituted as follows:
 - i. Chair
 - ii. Vice Chair/Secretary
 - iii. Five DPAS representatives, one representative from each DPAS
 - iv. Three clergy from Cal-Pac
 - v. Three lay members from Cal-Pac
 - vi. Two Conference Staff members- Director of Congregational Vitality and Property Redevelopment
- b. Elections and Terms of Office: Eleven (11) members of the CV-EMT will be nominated by the Nominations Committee and are subject to yearly terms with a maximum of eight years. Election of the Chair and Vice Chair/Secretary shall be decided by the CV-EMT.
- c. Staff persons shall have voice but no vote in matters before the EMT.

Report submitted by Rev. Sione Finau

Chair of the New Ministries EMT

FINANCE AND ADMINISTRATION, COUNCIL ON

Our Council has been working to strengthen our financial sustainability and transparency.

We are grateful for the leadership provided by our Interim Treasurer, Christy Drenner, who has guided us through some significant changes. With her help, we have continued to work through the recommendations offered in the organizational audit from 2023 with expertise from General Council on Finance and Administration staff, and made improvements to several of our systems. We began 2025 with an updated Shelby computer system, which will enable easier access to reports and simplification of some of our financial processes. We have increased interactions with the Cabinet, including to support greater accountability about apportionments and insurance/pension billings. We have reorganized staff functions to streamline our work.

We continue in the search for a new Chief Financial and Benefits Officer, a role that holds responsibility for Treasurer functions, as well as HR and Benefits. We look forward to ways that new leadership will help shape a sustainable future for our Conference, and are grateful for Christy's continued leadership in this time of searching.

We have heard from many of our churches that our current apportionments are not sustainable. Additionally, we have seen a continuing decline in the percentage of apportionments paid—in 2024, although the total amount given increased slightly, because the Conference budget increased, our apportionment giving declined from 72.9% to 69.8%. Although 80 local churches paid their apportionments in full, an increasing number of churches paid none at all, and more churches fell somewhere in the middle. We know that there are many factors that contributed to the decrease in giving we

2025 CAL-PAC PRELIMINARY REPORT

have seen over the past several years, including a global pandemic, significant denominational uncertainty and change, the cumulative effect of ongoing cultural change, a decrease in updated reports and accountability within our system, and variability from years when we granted grace for partial apportionment payment counting as “full.”

We undertook an intentional examination of our apportionment capacity, as well as the implications of our current grade figure formula for our churches. We are recommending a new process for setting apportionments based on a tithe model. This changes at least two significant aspects of our apportionment system. First, instead of beginning by setting the size of our Conference budget and then using the formula to divide it up among our churches, this new model sets a standard for apportionment askings for each church that is a percentage of its local church finances. So, the size of the Conference budget is determined in proportion to the reality in our local churches. Second, it dramatically simplifies the formula: instead of being based partly on membership, and partly on several categories of church expenses, it is based solely on each local church’s income for its annual budget/spending plan.

A church’s annual income would include donations (pledges, offerings, etc), as well as rental/facility use income, income from endowments that supports the annual budget, and income from the sale of property (but only if it’s used for the annual budget) and fundraisers that are for the annual budget. In our current statistics, this is line 52t. It would NOT include capital campaigns, memorial gifts/bequests, special offerings for benevolences; it would also not include income from grants (including Equitable Compensation), or from most income from the sale of property.

This change is presented as a proposed Rules Change at this Annual Conference. It would make our apportionment consistent with the practice of tithing: each church would contribute 10% of its annual income, as reported in the most recent statistics. Serendipitously, 10% of the total income of our local churches in 2024 (our most recent statistics) is an amount that represents a modest decrease in the size of our Conference budget—one that we believe can be a faithful and workable Conference budget for 2026. We know this change will be more significant for some churches than others—and we encourage each congregation to take steps toward (or beyond!) the amount of their tithe apportionment.

We hope that this new calculation will make our connectional obligations clearer to understand and communicate. We also hope that it will align our institutional giving practices with the tithe practices we encourage for members of our congregations.

In addition to proposing this Rules Change, we are also proposing a Conference budget for 2026. Over this past year, we have deepened our engagement with the Connectional Table (CT) in preparing this budget—bringing together our Council’s work on financial sustainability with the CT’s work in setting priorities for our shared mission and work. We anticipate that our CT will continue to work into this fall to set more specific plans for how they will use the allocated budget to further the missional priorities we share. We are encouraged by this collaborative effort, which we hope will continue to increase both transparency and engagement in the priority and budget-setting process that works across the diverse ministries and leaders in our Conference.

At the time of writing, we are in the midst of audits of our Conference finances from both 2023 and 2024.

We have renewed conversations with our Camping and Retreat Ministries regarding long-term sustainability of our Conference camps and camping ministries, and look forward to continuing to provide accountability

2025 CAL-PAC PRELIMINARY REPORT

and support for this important ministry in developing a sustainable plan for our future. Additionally, our Investment Task Force is working to update and clarify our strategy and policy regarding investments, so that we can best use them to meet the missional needs of our Conference.

We cherish the legacies and vital practices of generosity that resource our mission and ministry, and continue to labor for faithful use of our financial resources and administrative strategy that allows us to envision a hope-filled future. Thank you for being with us on this journey.

Conference Council on Finance and Administration

Rev. Molly Vetter, President

Christy Drenner, Interim Treasurer

FOUNDATION, CAL-PAC UNITED METHODIST

The California-Pacific United Methodist Foundation is pleased to continue its partnership with local churches, ministries, agencies, and individual donors. We celebrated our 80th anniversary of operation in October and look forward to many fruitful years ahead creating solid financial foundations for ministry. We closed 2024 with positive returns for our stakeholders and are now managing over \$90 million in invested funds. Our investment team has done an excellent job of steering us in a positive direction. Returns on managed funds, in 2024 were: Near-Term 6.68%, Growth 11.23%, Growth+ 11.40%. Once again, our full audit produced no findings, keeping in place a trend of careful management and business practices.

The Foundation is a non-profit organization separate from the Annual Conference. We do not receive any funding from apportionment dollars; our sole source of revenue is from Administrative Fees paid by clients. Unlike our competitors, our sole purpose is to help churches establish sustainable revenue streams that can support the work of local churches and the Annual Conference for years to come. In 2024, we awarded more than \$237,000 Grants and Scholarships, and this year, are on track to surpass that amount, aiming to award \$250,000. Supported projects include a wide array of ministries and categories including Children's Ministry, Youth Ministry, Sr. Adult Ministry, Urban Ministry, Church Growth, International Work Teams and Clergy Continuing Education, in addition to scholarships for seminary students and graduating high school seniors. The Board of Directors regularly offers special gifts to support the ministerial work of the Conference from surplus revenues beyond our operating expenses. Money seeded with the Foundation, helps to finance the work of this Annual Conference – living into the hope of *Ending Spiritual & Physical Hunger*.

Another important part of our work is financial resource training and consultation. The climate of giving has changed radically, and it is important that those entrusted with financing ministry at the local level are using best practices for sustaining generosity. We offer training and consultation in a variety of areas surrounding church finance. We are also equipped to present planned giving seminars to encourage members and constituents to consider establishing legacy gifts. We have worked with individual donors who have generously established endowment to support ongoing ministry. More information about our work and training opportunities can be found on our website www.cpumf.org.

Our Board of Directors and Investment Committee continue to oversee the work and direction of the Foundation. A big thank you to the officers who lead our Board: Jason Lee, Board Chair; Anslyene Lloyd, Vice Chair; Karen Silvas, Treasurer. We also want to thank Foundation Board members Ellen Agee, Peter Davis, Erika Grubbs, Steven Hable, Charles Hartman, Anne Hawthorne, Doug Rienhart, and Craig

2025 CAL-PAC PRELIMINARY REPORT

Shipcott for their continued work. A special thank you to Lisa Fike who completed here tenure on the Board after 12 years.

Respectfully submitted,
The Rev., John R. Woodall, President & CEO
Mr. Jason Lee, Chair, Board of Directors

GAMMON THEOLOGICAL SEMINARY

GAMMON THEOLOGICAL SEMINARY is the only Historically Black Theological Institution (HTBI) of The United Methodist Church. Gammon's Mission is to help prepare for the practice of Christian ministry and public leadership individuals who understand their vocation as working in partnership with God in forming a just and generative world for all.

GTS is currently an “extended unit” of the Interdenominational Theological Center. As a constituent member of the ITC who is accredited through the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), GTS has conferred degrees in partnership with the ITC for Gammon Theological Seminary graduates since 1959. Gammon Theological Seminary seeks separate accreditation through SACSCOC and the Association of Theological Schools in the United States and Canada (ATS).

We are excited to share Academic and Operational updates for 2024.

- In June 2024, we hired a world-renowned theologian and scholar, Dr. Renita J. Weems, as our Chief Academic Officer.
- This Fall 2024, we launched state-of-the-art renovations to the Gammon building. The renovations transformed the facility into a place for four in-person class sessions, upgrading all meeting spaces with state-of-the-art technology and furnishings.
- In September 2024, the Board of Trustees of Gammon Theological Seminary approved the submission of our application to begin the SACSCOC Accreditation process. This historic decision included Gammon launching our Independent MDIV degree program in September 2024.

Here are a few of this year's ministry and fund development highlights.

- In Spring 2024, Gammon hosted our 2nd Annual Student Scholarship Fundraiser Golf Tournament, which received \$70,000 in donations toward the scholarship fund.
- The Rev. Walter H. McKelvey Endowed Scholarship The fund, which was launched by Dr. Loretta F. McKelvey (wife of the late Rev. McKelvey) and Dr. Walter Kimbrough, continues to grow with matching gifts in partnership with the South Carolina United Methodist Foundation.
- In June 2024, the Florida Conference's Rev. Geraldine McClellan Endowed Scholarship Fund, which is now fully endowed at the Florida United Methodist Foundation, continued to grow with donations for 2024. Now, the fund balance exceeds \$130,000.00, and Dr. Geraldine McClellan was honored at our 2024 Founder's Day/Pastors and Leaders Conference Gala banquet with our Icon of Excellence Award.
- Gammon hosted the Ebony Exploration Event for 75 young adults under the age of 35. The students explored their sense of call and vocational discernment.
- In December 2024, Gammon celebrated our 141st Founder's Day and Pastors and Leaders Conference. We hosted over three hundred people attending workshops (in person and virtual) and our Scholarship Gala Dinner at IMPACT Church in Atlanta, GA.

2025 CAL-PAC PRELIMINARY REPORT

- Gammon received two \$10,000 donations for two new endowed funds from Dr. James H. Salley, in honor of his parents in the South Carolina Conference, and from Rev. Dr. Michael McQueen, District Superintendent for the North Georgia Central North District.

Respectfully Submitted,
Dr. Candace M. Lewis
President - CEO

GARRETT-EVANGELICAL THEOLOGICAL SEMINARY

Garrett-Evangelical Theological Seminary continues to live into its mission of *Forming courageous leaders in the way of Jesus to cultivate communities of justice, compassion, and hope...for the thriving of the Church and the healing of the world*. We do this work in partnership with the annual conferences of the United Methodist Church and other partners who share our values. Now in our 172nd year of ministry to the church, the academy, and the world, Garrett is a strong, growing, thriving community of faith and learning that represents the fullness of the global church's witness.

During this past academic year, Garrett welcomed its largest entering class in over a decade for a fifth straight year, with 135 new students, and a current enrollment of 324 students representing 38 states and 24 nations from across the globe. We continue to see growth in our student body from Asia, Africa, and Latin America, adding to an already richly diverse student body. While our denominational diversity also continues to grow, we also proudly welcomed growth in our United Methodist students who constitute more than half of our student body. Our faculty also reflect this regional and global diversity, with fully half originating from nations outside the United States.

Our growth in recent years continues to reflect patterns seen across theological education, mainly in distance and online learners. For the first time in our history, distance learners in the entering class outnumbered residential students. This has allowed for truly global learning spaces that have enriched our conversations and our overall learning environment. We're blessed to have the world represented in our classrooms, which also impacts how our faculty teach, what they research, and for whom.

Over the last year Garrett has also been blessed by multiple major grants to fund faculty research and institutional priorities. A major grant is funding the work of our Center for Ecological Regeneration, allowing the seminary to partner with local congregations in the Midwest to equip them to respond to climate change in their communities and the disproportionate impact it tends to have on the poor and local economies. Another major grant is funding work in our Centro Raices Latinas to strengthen Hispanic-Latiné pastoral leaders and congregations, helping clergy and communities build institutional capacity and expand their ministries. Yet another grant is helping to expand the reach and impact of our Garrett Collective, our lifelong learning and resource platform that seeks to make theological education accessible and affordable to a significantly broader audience.

Garrett's world-class faculty continue developing curricular innovations that are responsive to the church's growing needs, while also contributing a significant body of scholarly work to their respective fields. They are also partnering with annual conferences and local churches in delivering much needed programming for leadership development and faith formation, an expanding focus of our Strategic Initiatives and Partnerships division. Garrett is proud to be a United Methodist institution, and proud to continue to deepen its partnership and programming with annual conferences around the globe.

SEMINARIO TEOLÓGICO EVANGÉLICO GARRETT

El Seminario Teológico Evangélico Garrett sigue cumpliendo su misión de formar líderes valientes que siguen el camino de Jesús para cultivar comunidades de justicia, compasión y esperanza... para el florecimiento de la Iglesia y la sanación del mundo. Hacemos este trabajo en asociación con las conferencias anuales de la Iglesia Metodista Unida y otros compañeros en misión que comparten nuestros valores. Ahora en nuestro 172.^o año de ministerio para la iglesia, la academia y el mundo, Garrett es una comunidad de fe y aprendizaje fuerte, en crecimiento y próspera que representa la plenitud del testimonio de la iglesia global.

Durante el último año académico, Garrett dio la bienvenida a su clase entrante más grande en más de una década por quinto año consecutivo, con 135 nuevos estudiantes y una matrícula actual de 324 estudiantes que representan a 38 estados y 24 naciones de todo el mundo. Seguimos viendo un crecimiento en nuestro cuerpo estudiantil proveniente de Asia, África y América Latina, que se suma a un cuerpo estudiantil ya muy diverso. Si bien nuestra diversidad denominacional también sigue creciendo, también recibimos con orgullo el crecimiento de nuestros estudiantes metodistas unidos, que constituyen más de la mitad de nuestro cuerpo estudiantil. Nuestro cuerpo docente también refleja esta diversidad regional y global, ya que la mitad proviene de países fuera de los Estados Unidos.

Nuestro crecimiento en los últimos años sigue reflejando patrones observados en todas partes de la educación teológica, principalmente en los estudiantes a distancia y en línea. Por primera vez en nuestra historia, los estudiantes a distancia en la clase entrante superaron en número a los estudiantes residenciales. Esto ha permitido espacios de aprendizaje verdaderamente globales que han enriquecido nuestras conversaciones y nuestro entorno de aprendizaje. Tenemos la suerte de tener al mundo representado en nuestras aulas, lo que también impacta la forma en que nuestro cuerpo docente enseña, qué investiga y para quién.

Durante el último año, Garrett también ha sido bendecido con múltiples subvenciones importantes para financiar la investigación del cuerpo docente y nuestras prioridades institucionales. Una importante subvención está financiando el trabajo de nuestro Centro para la Regeneración Ecológica, lo que permite al seminario asociarse con congregaciones locales para equiparlas para responder al cambio climático y los impactos ecológicos que tiene en las comunidades y economías locales. Otra subvención importante está financiando el trabajo en nuestro Centro Raíces Latinas para fortalecer a los líderes pastorales y las congregaciones hispanas, ayudando al clero y a las comunidades a desarrollar capacidad institucional y expandir sus ministerios. Otra subvención está ayudando a expandir el alcance y el impacto de nuestro Garrett Collective, nuestra plataforma de aprendizaje y recursos para individuos y organizaciones que busca llevar la educación teológica a una audiencia significativamente más amplia.

La facultad de Garrett continúa desarrollando innovaciones curriculares que responden a las crecientes necesidades de la iglesia, al mismo tiempo que contribuye con investigaciones académicas en sus respectivos área de especialización. También están caminando con conferencias anuales e iglesias locales para ofrecer programación muy necesaria para el desarrollo del liderazgo y la formación en fe, un área de enfoque en crecimiento del seminario. Garrett se enorgullece de ser una institución Metodista Unida y de continuar profundizando su compañerismo y programación con conferencias anuales en todo el mundo.

LAITY COUNCIL

As we embark on the year 2025, we continue to move forward on this year's theme, "Ending Spiritual and Physical Hunger: Cherish!" a vision of holding dear; showing immense affection for Loving God, Loving Each Other, and Loving God's World.

2025 CAL-PAC PRELIMINARY REPORT

Reflecting on last year's theme "Flourish!" the Laity Council continued to remain focus on the teachings of the Bible... as a means of growth; thriving both spiritually and physically to reflect God's love to ALL. As a committee we strived to be the faithful workers as called upon and to do God's work in all our lives and within our Districts.

All five districts continue to strive in meeting the needs of their respective communities. Church visits, quarterly ZOOM meetings, monthly prayer meetings, youth/young adult events, food banks, as well as projects specifically geared towards providing services to the unhoused population are evident in all our Districts. In addition, many of our churches are providing and serving weekly hot meals; providing community gardens, to hosting joint mission area events via Lenten to Christmas eve services, to short mission projects with our neighboring friends in Tijuana by building safe and stable homes to live in; to envisioning an affordable housing project with the purpose of developing a multi-functional campus; and not to mention the UWFaith local organizations affiliated with many of our UMC churches doing the mission work across the nation and world. Despite the many challenges the laity and clergy continue to serve God with HOPE and LOVE!

Our Laity Council was able to update and revamp our website. Here you will find the current contact information, upcoming programs, as well as a list of LSM classes being offered throughout the year.

Annual Conference was also a time to recognize our respective District Lay Persons of the Year as well as recognizing those persons who have successfully completed their course work as a Certified Lay Speaker.

We also hosted our annual Laity Retreat "Coming Together in Mission" in October at San Gabriel UMC. We were honored to have two wonderful guest speakers, Erin Hawkins, Executive Director of Connectional Ministries and Cathy Wilson, Associate Director of Board of Ordained Ministry & Orders. Their program was an introduction of the Lay Servant Ministries opportunities afforded to all Laity in our conference.

We were pleased to welcome a number of new-faces at our 24-Hour Prayer event held in December 2024. Young adults, seasoned adults both laity and clergy joined us for a time of prayer, praise, joys, and concerns both personal and church wide were lifted up to the Lord as we ended the 2024 year and opened up the 2025 year! It was a wonderful way to kick-off 2025!

To end the year, I was privileged to travel to Hawaii and attend their winter Laity Retreat I was the keynote speaker, and my goal was to reassure them the mainland churches continue to hold Hawaii close to their hearts and look forward to a shared vision of growth for our siblings here on the islands and mainland.

Sadly, just as the beginning days of January were beginning the devastating wild and wind fires were burning relentlessly throughout the communities of Pacific Palisades, Altadena, and Eaton Canyon areas. Thousands of acres of properties, residences, businesses were lost, with an estimated value of \$30 billion with the loss of 11,000 homes. Many of our local churches came together to pray as well as providing monetary resources for the communities affected. In fact, during the May 31st weekend, an event entitled "We're Still Here - We're Still Strong," will be occurring in the North District at First UMC Glendale. This event is threefold; first to 'Remember Altadena UMC and all fire victims 4 months after the Eaton Fire, secondly, to celebrate all of the Young People doing their confirmation with a special worship with Bishop Dottie, and thirdly, a fundraiser to build a new state-of-the art playground on the share campus of Scott UMC for the children of Altadena UMC.

2025 CAL-PAC PRELIMINARY REPORT

Our vision continues to GROW for our Laity. As a council we are earnestly looking for ways to provide opportunities for growth in spirituality and leadership. This coming year we were able to expand our horizons...the Laity Council in conjunction with the Lay Servant Ministries will be working under one umbrella. The UMC has established three categories of ministry that allow lay people to participate in their own personal growth in ministry work. This opportunity challenges our laity to listen and discover the types of gifts and graces God has blessed them with as well as provide them with an avenue of taking the first steps towards this search of self-awareness as we continue to build the Kingdom of God.

These categories allow for lay persons in the area of lay servant ministry to develop, prepare, and engage principled Christian leaders for the mission of making disciples for the transformation of the world. The following three categories are: Certified Lay Servant, Certified Lay Speaker, and Certified Lay Minister. All three categories require specific steps, so it is best to check on the website to clarify the track you are interested in pursuing. Classes will be offered in primary languages as the need arises.

The challenges are many and our goal and vision as a Laity Council is to provide leadership and ways to Cherish the depth and width of God's love for each and every one of us as children of God!

In recent months, our world has changed and thus are ability to do God's work has taken on a unique perspective. We will continue to listen to God's call for us.

He has shown you, O mortal, 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

We now ask God to help us, to empower us, to lead us, and equip us! We know the road is not easy but as members of the Laity Council we are committed to doing the work the Lord has asked us to do!!

Together with you on the Journey,
Mele Maka **Diane Gin**
Conference Chair **Secretary**

NATIVE AMERICAN MINISTRIES, COMMITTEE ON

The California-Pacific Committee On Native American Ministries continued several vital programs and missions to not only Nourish the Native American community, but to help the people Flourish. Our hope is that with in progress work we will be able to help the Annual Conference display to the Native American community that the people are Cherished.

Beginning at the 2023 Annual Conference, after a heartfelt plea from Suanne Ware-Diaz, the Cal-Pac Camping group came back with a promise to open dialogue with the Committee On Native American Ministries to discuss possible ways to benefit the community when considering the sales of land; with current consideration of the Camp Colby sale.

By Annual Conference 2024, Camping had discussed what might be considered. During AC 2024 a gathering of members from Cal-Pac CONAM, including local Tongva leadership, and Camping took place to begin a serious discussion of ideas and a future of working together. From that initial meeting, gatherings

2025 CAL-PAC PRELIMINARY REPORT

were held online and then a follow up in person at Camp Lazy W, which included Connectional Ministries. It was proposed that 10% of the gross proceeds be Returned to the Native American community through Cal-Pac CONAM and Native American UMC of So Cal. This proposal was shared with Camping and subsequently approved.

Many thanks to Mr. Kenny Funk for all the time in organizing and keeping everyone up to date, camping members Wanda Bethea, Rachel Tabutol, & Rev. James Powell, along with Camp Lazy W Dir. Joshua Davis for all the efforts given, and discussions on what would be workable and even what to call this connection with the community. All involved shared ideas from A Gift to an eventual sense that this is A Returning. Names of the process may change, and are a work in progress, but the sense of returning to the peoples of this land has significant impact on the themes of Nourish and Flourish. Thanks as well to Suanne Ware-Diaz & Adam Loya, NAUMC members, and Rev. Ken Suhr, Ca-Pac Connectional Ministries for your participation and leadership.

The Community Christmas Pow Wow continued at Native American UMC of So Cal with sponsorship from Cal-Pac CONAM and Connectional Ministries. Several hundred attended, and toys provided through Walking Shield, Native American UMC, Cal-Pac Connectional Ministries, and the Anaheim Moose Lodge, were given away to nearly 100 children. Indian Tacos were again part of the giveaway to the community, as over 200 were provided through Hale Indian Tacos, Pico Rivera.

Indigenous Peoples Day, Anaheim/ Orange County continued into it's 4th year; having it's start with several members of Native American UMC, the community, and support from the Anaheim City Council & staff. In 2024 there were over 50 who took part in the prayer walk from the Santa Ana River, at Anaheim Coves, to Anaheim City Hall; with more attending at city hall during Anaheim's Recognition and Proclamation for Indigenous Peoples Day and the Tongva Gabrielino people as the original caretakers of the land. In attendance and receiving the city proclamation were tribal Chairwoman Sandonee Goad, Vice-chair & Native American UMC member Adam Loya, along with other council members. The tribe, city, and Cal-Pac CONAM sponsored a community feed at the Downtown Community Center where over 150 took part and were well fed.

With help from 19 Cal-Pac churches, 3 organizations, and 3 individuals, we were able to continue our strong support for Sherman Indian High School, Riverside, CA, students. Items such as beach towels, twin xl comforters, personal items, water bottles, back packs, snacks and more were provided to students at the opening of the 24-25 school year, with an additional giveaway during the 9-27-24 Sherman IHS Indian Day; attended by Rev. Gregory Douglass, Native American UMC, Dr. Alyssa Fisher, Cal-Pac Communications, and Rev. Moonyoung Lee, East District Superintendent, as Cal-Pac churches and committees were recognized for this support. Thank you, Wado, to Belmont Heights UMC, California Heights UMC, Cornerstone UMC Placentia, Fullerton UMC, Grace UMC Long Beach, Harmony Toluca Lake & Hollywood UMC, Holman UMC, Laguna Country UMC, Los Altos UMC, Malibu UMC, Native American UMC, North Hollywood UMC, Ontario First UMC, Redondo Beach UMC, Ridgecrest UMC, San Dimas UMC, Santa Monica First UMC & United Women of Faith, Trinity UMC Lakewood, Ventura First UMC, Anaheim Moose Lodge, Veros Credit Community Committee, Iglesia Rios de Vida Anaheim, Lisa Kadowaki, Deborah Keefe, Sharon Palmer Mountford, and those who directly supported Sherman IHS whose names may not have been passed on.

Work with Native American UMC of So Cal continues with the vision of creating a Community Center for the Native American + Community. A step was taken in 2024, prior to the Christmas Pow Wow, to replace

2025 CAL-PAC PRELIMINARY REPORT

old kitchen equipment with new convection ovens, a stove/oven set, and new counter top fryers. Funds were provided from CONAM which receives funding through Native American Ministries Sunday, Connectional Ministries support, and a grant still in the works from General Board of Global Ministries from Native American Ministries Sunday giving.

Our presence at local community events and pow wows continues with the giveaway of dozens and dozens of CEV Bibles, along with other items and information, plus a raffle for First Nations Version Bibles at the Cal State Long Beach, Puvugna, Pow Wow. During the year Native American UMC has given out over 32 First Nations Version Bibles thanks to support from Rev. Ken Suhr, Connectional Ministries and NAUMC members.

There is much work still to be done in order to help the Native American community believe it is Cherished by the Church, and specifically the United Methodist Church here in the California-Pacific Annual Conference. Much progress has been made, and hope continues to help us keep walking forward.

Rev. Gregory Douglass
Chairperson, Cal-Pac Committee on Native American Ministries

NOMINATIONS, CONFERENCE COMMITTEE ON

The Committee on Nominations (CNC) is still transitioning from the able leadership of Chair Joyce Zirkle and the end of terms for several seasoned CNC members. With new Co-chairs and several new members, CNC is experiencing a learning curve to become familiar with the Conference committees and their purpose, while understanding the skills and experience that the committees need to accomplish their objectives. We strive to match the desire and background of interested persons with the committee they've expressed an interest in, while balancing the percentages of laity, clergy, gender, ethnicity and district. Currently, several committees are re-organizing so filling vacancies is on hold temporarily.

All members of local United Methodist Churches are encouraged to share their skills, experience and interest by serving on a Conference committee. Nominations Profiles can be completed online at: www.calpacumc.formstack.com/forms/nominations_profile

With the assistance of Alyssa Fisher, a "Call to Service" was emailed in March via the Cal-Pac Office of Communications to members of the Conference, inviting everyone who wants serve on a Conference committee to complete a Nominations Profile. The response was good, and now CNC has its work cut out to match interested individuals with the needs of the committees. We will contact the individuals who submitted Profiles to update them on being nominated.

Jennifer Gaylord has been a most treasured data manager who works promptly and efficiently and whose knowledge of process and procedure has been a tremendous help to CNC. We are so grateful for Jennifer!

This year, Kuenilingi Maka and Deborah Oh will end their term of serving on CNC. We are thankful for the time and dedication that they gave during their years of service to the committee.

The complete Nominations report of committees and boards will be provided at the Annual Conference. Please send any questions, corrections or comments to nominations@calpacumc.org.

With praise and thanksgiving,
Co-chairs, Lay Servant Lynn Owan and Rev. Sunyoung Lee

ORDAINED MINISTRY, BOARD OF

It was an honor to begin my service as the chairperson of the Board of Ordained Ministry this year. The beginning of a new quadrennium marks a season of a great change for our denomination, conference and local churches. New leadership, both clergy and lay, is required and we are responding to those changes. The entire Board engaged in a fruitful conversation with Bishop Dottie Escobedo-Frank and the extended Cabinet this fall about the need for flexible clergy to serve in a variety of contexts. Erin Hawkins, Executive of Connectional Ministries, led a discussion on Intercultural Awareness to guide us in our work of recruiting and shepherding candidates for ordained ministry.

Our new process, now in its third year, continues to bear fruit. From the Day of Discernment where we hear each individual's call to ministry to site visits in their unique ministry setting, we now know candidates better prior to reading their papers and in-person interviews. Having each candidate matched with an assigned team throughout the entire process has also helped in building these connectional relationships. Thank you to our team leaders: Angela Galanis Price, Alma Johnson-Hawkins, Jan Maitzen, Kristopher Tate, and Hee Jung Yu. We continue to provide scholarships for seminary students and for clergy through MEF funds, and are grateful for the support of the California-Pacific United Methodist Foundation for its support through the Botkin Fund. We also provide an excellent Residence in Ministry (RIM) program, providing training for our Provisional members.

We are working to improve our communication and consistency with our District Committees of Ordained Ministry. In a Zoom meeting that brought together the leadership of both the Conference Board and the District Committees, we identified areas that needed both policy clarifications and consistency in processes. We are implementing these to support the vital work the District Committees do with both Certified Candidates and Local Pastors.

In an effort to increase the supply of pastors to lead our local churches, we are also focusing more efforts on recruitment and vocational discernment. We have developed new teams to collaborate with District Committees to provide candidates resources in preparation for their provisional membership application. We also will be renewing efforts to help individuals discern their call to ministry through youth and young adult gatherings. As a member of the Cal-Pac Task Force for Younger Generation Ministries, I was encouraged to hear the feedback from those who lead our children, youth and young adult ministries. The Board of Ordained Ministry is committed to being a part of the renewal and revival of these ministries in our Conference.

We are blessed with board members who give generously of their time and talents. Service on this board requires multiple meetings, reading papers, site visits, interviews of candidates, and service on one of our committees. I am grateful for their service and for our amazing leadership team: Monalisa Tu'itahi, vice chair; Eva Thai-Erwin, registrar; Karl Stuckenberg, provisional registrar; Amy Aitken, full connection registrar; Gail Kendall, secretary; and Mark Ulrickson, conference relations committee chair. I also am grateful to the following for their service in these areas: Martha Morales, chair of the Order of Deacons; Anna Mulford, chair of the Order of Elders; Robb Fuesler, treasurer; Jessica Strysko, Residency In Ministry (RIM), Suzana Kim, candidacy registrar; Brian Belting, vocational discernment coordinator, Ramona Cass, psychological assessment; Joy Yun, scholarships; Vernon Kemp, local pastors. Most importantly, we give thanks for Cathy Wilson, the California-Pacific Annual Conference Associate Director of the Board of Ordained Ministry and Orders Executive Committee. In addition to her work with Ordained Ministry, Cathy also now supports the efforts of our growing Lay Ministry for the Annual Conference. This year we celebrate Cathy's 30th year of service to our Conference. Thank you Cathy!

Rev. Greg Batson, Chair – Board of Ordained Ministry

PENSION AND HEALTH BENEFITS, BOARD OF

The Board of Pension and Health Benefits (BOPHB) serves active and retired clergy and lay staff of the California Pacific Annual Conference. BOPHB is responsible for the following major activities:

- To meet the disciplinary responsibilities for the establishment and oversight of pension and health benefits for eligible clergy members and lay participants, both active and retired.
- To act upon changes to those benefits as warranted.
- To establish eligibility guidelines where necessary.
- To communicate with participants, appropriate conference boards and agencies, the Bishop and Cabinet, and Wespath Benefits & Investments as needed to effectively carry out our duties, disseminate information, and empower well-informed decision-making on the part of our participants.

A detailed report of our purpose, duties, and organization is found in *The Book of Discipline 2024*.

The BOPHB strives to offer high-quality health benefits and retirement plans while being mindful of affordability and long-term financial sustainability. All decisions are thoroughly researched and discussed, and prayerfully considered.

Active clergy health insurance continues to be offered through Kaiser Permanente, with an alternative plan offered to churches outside the Kaiser HMO service area.

The past year has seen many changes in the administration of the health benefits and in the staffing structure for the office that serves the Conference through the Board of Pension and Health Benefits. We said good-bye to Gary Ward, our dedicated long-term health insurance advisor to the board, whose dedicated service was a gift to the board for countless years. Following Gary's retirement, the board elected to enlist the full services of the brokerage that had served us for 15+ years for our dental plan. We are pleased with the services that Alliance 360 has provided. In addition to working on our behalf to obtain the best possible rates for our active health insurance program, which includes medical, dental and vision coverage, we were introduced by Alliance to an online enrollment program that has increased efficiency for active health insurance participants at our churches and for the administrative staff at the Conference. Alliance 360 also introduced us to an employee assistance program that the BOPHB is sponsoring for our churches and Conference staff.

Another change is that this year begins the transition of our retirement plan for clergy from the Clergy Retirement Security Program (CRSP) to the Compass retirement plan. We are partnering with Wespath on communication and rollout activities which will begin in full force at the 2025 Annual Conference session and will continue in the fall of 2025, leading to full implementation effective January 1, 2026.

The BOPHB continued its commitment to reducing the funding of retiree health benefits through apportionments. Our budget proposal for 2026 is the first year in which there will be no apportionment request from the board. Our retiree healthcare program has been completely funded through reserves since 2023. For 2026 the board is proposing to cover the two small items that had remained in the apportionment request with administrative fee income. The board continues to maintain the required reserves for retiree healthcare, primarily through the corpus of the Frank and Georgia Lynch Funds which are invested through the Endowment Fund held at the United Methodist Foundation and Wespath.

The BOPHB continues to provide information and assistance to Conference clergy through activities like the annual pre-retirement retreat for clergy and spouses, and participation in the Virgin Pulse program to

2025 CAL-PAC PRELIMINARY REPORT

promote wellbeing and good health. The Wespath Benefits website (www.wespath.org), is an invaluable resource for pension information, tools, and life-enhancing decisions.

Another change for the board and the Conference is that Jan Hanson retired on April 1, 2025, after serving 22 years as the Director of Human Resources/Conference Benefit Officer. A new position combining finance, benefits and human resources was created called Chief Financial and Benefits Officer.

The Board receives applications for grants from retired clergy and surviving spouses needing assistance due to unforeseen or unusual circumstances. Applications are prayerfully considered and decided on a case by case basis. We have resolved to increase the awareness of the funds available for this type of assistance.

In conclusion:

I am deeply grateful for the leadership of our Conference staff persons who work tirelessly and expertly in this ongoing, important work of managing pensions and health benefits for our active and retired participants. I am also grateful for the dedication and expertise of each member of the Board of Pension and Health Benefits.

Rod Sprott, Chair

Recommendation No.1—Conference Health Care Plans for Active Clergy, their Families, and Conference Lay Employees.

The Board of Pension and Health Benefits recommends that the Annual Conference continue its present health care rules (as approved by the Annual Conference) and policies for active clergy, their families, and Conference lay employees for 2026, and that no substantive changes in eligibility or funding patterns be made for the next year.

The Board is committed to ensuring that quality, affordable health care is available to all our clergy, their families, and our Conference lay employees, working within the limits imposed by the financial realities that continue to face us all.

Recommendation No.2—Retiree Health Care

The Board of Pension and Health Benefits is recommending to the annual conference that the 2026 Target HRA be held at the 2025 level of \$2600 for participants age 84 and under. The Target HRA is the amount for pastors serving 40 years at the point of retirement, and under age 85. The actual HRA contributed for each participant is 2.5% of the Target HRA for each year under appointment prior to retirement. For example, a pastor serving 35 years will receive 2.5 percentage points of the target x 35 = 88% of the HRA or \$2275 for 2026.

An analysis of usage of HRA funds since the inception of this program in 2016 revealed that most retired clergy and/or surviving spouses were not using all of the provided HRA funds. If there is an instance of financial hardship, the Board is prepared, and welcomes the opportunity, to provide those individuals with additional funding through the Board's Financial Assistance funds to help meet their health benefit needs.

Recommendation No. 3 – Clergy Housing Allowance

The California-Pacific Conference (the "Conference") adopts the following resolution relating to rental/housing allowances for retired or disabled clergypersons of the Conference:

2025 CAL-PAC PRELIMINARY REPORT

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

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

WHEREAS, pensions, account-based retirement benefits, or other amounts paid to retired and disabled Clergypersons are considered to be deferred compensation and are paid to retired and disabled Clergypersons in consideration of previous active service; and

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

NOW, THEREFORE, BE IT RESOLVED:

THAT an amount equal to 100% of the pension, account-based retirement benefits, or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the “*Discipline*”), which includes all such payments from Wespath Benefits and Investments (Wespath), during the year 2026 by each retired or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

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

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

Recommendation #4: Supplement One to the Clergy Retirement Security Program (Pre-82)

Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan, provides clergy with a pension 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. However, if a pastor was eligible to participate and was vested in the Pre-82 Plan, he/she will receive benefits from the plan as before.

For 2025, the Past Service Rate (PSR) is \$842. For 2026, the conference is increasing its PSR to \$867. This is an increase of 3% over 2025. On average, the conference cautiously estimates future increases to be approximately 2%, and will thoroughly evaluate each year. The contingent annuitant percentage is at the 100% level.

Based on the final actuarial valuations from Wespath Benefits & Investments as of January 1, 2024 for 2026 contributions, the portion of the Pre-82 liability attributable to the California-Pacific Conference and funded status as of 1/1/24 is as follows:

Funding Plan Liability as of 1/1/24: \$34,053,588

Plan Assets as of 1/1/24: \$47,984,099

Current funded status is \$16,912,067 for a 148% funded ratio.

The conference Board of Pension & Health Benefits will evaluate whether to redirect Pre-82 surplus.

Key assumptions: 6.000% discount rate, using the PRI12TQ Adj (MP20) mortality table.

The conference is fully funded in the Pre-1982 pension plan for this funding plan, so there is no need to project New Incoming Money.

Pending opinion letter from Wespath Benefits & Investments.

SAINT PAUL SCHOOL OF THEOLOGY

Saint Paul School of Theology is a seminary serving a diverse community dedicated to forming leaders for innovative, creative ministry. Our integrated theological education, enriched by faith and social justice, combines real-world experience with academic rigor. Through our FLEX schedule offering on-campus, online, and hybrid learning options, our Master's and Doctorate programs provide customized education guided by dedicated faculty, experienced pastors, and community leaders. Our graduates emerge equipped with the tools and first-hand experience to pursue diverse paths in ministry, service, and leadership locally and globally.

Saint Paul recently launched an innovative Doctor of Ministry program: Spirituality, Innovation, and Adaptive Leadership. This program focuses on developing contemplative spirituality practices that empower students to become change agents in church and society. Grounded in divine listening, students engage with innovative ministry practices while learning to manage and sustain them through adaptive principles, emotional intelligence, and intercultural competence. The program prepares leaders to forge renewed paths for faithful leadership in a challenging world. Discover more about the Saint Paul DMin at spst.edu/doctor-of-ministry/.

In July 2024, the Pause/Play Center for Preachers welcomed its first cohort of 12 preachers from five denominations nationwide. These leaders sought to revitalize their preaching through Spiritual Direction, coaching, retreats, and specialized resources. The Center's inaugural public gathering drew 50 pastors

2025 CAL-PAC PRELIMINARY REPORT

nationwide for a two-day event featuring keynote speaker and Saint Paul alumna Dr. Marcia McFee. The Center accepts applications for the next pastor cohort open in March, with registration for the July 30-August 2, 2025 Kansas City gathering beginning in January.

Saint Paul School of Theology earned the distinction of hosting the Smithsonian traveling exhibit "Exploring Human Origins: What Does It Mean to Be Human?" through a national competition by the Smithsonian National Museum of Natural History (NMNH) and American Library Association (ALA). Scientists and experts from the NMNH Human Origins Program will visit our Kansas Campus in Leawood to lead community events, including clergy programs, educator workshops, and community conversations. The exhibit, running February through May 2025, features interactive panels, kiosks, hands-on displays, and videos that explore humanity's evolutionary journey. This free public exhibition encourages meaningful dialogue about human origins while embracing diverse perspectives from both scientific and theological viewpoints.

Our hybrid format continues to unite our community, enabling participants to join chapel services and events either in-person or online. Weekly chapel services throughout the academic year showcase the talents of students, alums, faculty, and local leaders. At the same time, Spiritual Formation sessions engage participants in varied spiritual practices, from outdoor experiences to community leadership connections.

The Saint Paul faculty consistently upholds high scholarship, research, publication, and engagement standards. Notable recent faculty achievements include:

- Dr. Israel Kamudzandu, Lindsey P. Pherigo Associate Professor of New Testament Studies and Biblical Interpretation, contributed the chapter "Biblical Interpretation and Criticism in Neocolonial Africa: Challenges, Conceptualizations, and Needs in the Twenty-First Century" to *The FUTURE of the Biblical PAST*
- Dr. Jacob Randolph, Assistant Professor of History of Christianity and Academic Director of the Oklahoma Campus, published "What About the Palestinians? Southern Baptists vs. Southern Baptist Missionaries"
- Dr. Casey Sigmon, Assistant Professor of Preaching and Worship and Director of Contextual Education and Pause/Play Center for Preachers, authored "Designing Worship from a Process Perspective" in *Preaching the Uncontrolling Love of God* and launched the Pause/Play Center for Preachers podcast
- Dr. Richard Liantonio, Adjunct Professor of Hebrew Bible, reviewed *The Bible: A Very Short Introduction*, 2nd ed. in the *Journal of Jewish Studies*

The 2024-2025 academic year brought significant leadership changes to Saint Paul. The Board of Trustees appointed Mrs. Dana Aldridge as Board Chair and welcomed Tom Cochran as Executive Director of Development and Alumni Relations. Cochran's extensive experience strengthens our donor relationships and alums network. We are actively reconnecting with alums across the Midwest and beyond through regional events, fostering collaboration and sharing recent achievements.

The Course of Study (COS) School served 233 students in 2024-2025, including 66 new enrollees, offering 45 classes with approximately 550 total registrations. The program serves 34 Conferences and 92 Districts, supporting 107 full-time and 121 part-time Licensed Local Pastors. Twenty-two students completed the 20-course program this year. With GBHEM approval, we offer both asynchronous and synchronous online formats. COS School students receive full seminary benefits, including library access, chapel participation, and engagement in campus events.

2025 CAL-PAC PRELIMINARY REPORT

Saint Paul maintains strong financial health with a balanced budget, no debt, and an endowment nine to ten times our annual expenses. Seven years of focused sustainability efforts have positioned us for strategic growth. As always, we continue to be grateful for the community donations supporting technology advancement, scholarships, and program development. Our enhanced hybrid learning model provides flexible options for students while maintaining educational excellence. The Board's newly approved strategic plan charts an ambitious course for our future.

Our partnership with Zoom and Neat has yielded significant technological improvements. The new Neat Center technology enhances remote classroom participation, while upgraded Classroom Neat Boards offer improved functionality and flexibility. These advancements, combined with AI enhancements in Microsoft 365, our Student Information System, and our Learning Management System, create a more dynamic learning environment. In addition, the Fall 2024 chapel renovation has transformed the space into a more sacred and technologically enhanced environment.

Saint Paul School of Theology is blessed to be your partner in ministry and help those seeking to discover more and answer the call. Your advocacy for the seminary and generous financial support have been vital in realizing our accomplishments. Many thanks for the innumerable ways you have helped Saint Paul. Your prayers and actions on behalf of the seminary are a blessing to all of us.

Jay K. Simmons, President

SECRETARY, CONFERENCE

Each year brings its own set of challenges and changes in how we gather, how we vote, how we worship, and how we live into our connexional spirit. While we've grown used to shifting landscapes—technological, logistical, and more—this year's Annual Conference Session invites us to embrace change not out of necessity, but as an act of spiritual intention.

We'll gather this year in Indian Wells, California, continuing our pattern of adapting to spaces that can accommodate our evolving needs. I remain grateful for the work of those unsung heroes who continue to manage the complexities of location, hospitality, and accessibility—work that is often invisible but always essential.

This year also marks the introduction of a new digital platform, MeetingPulse, for voting and connectional engagement. Electronic voting has already become standard across our Annual Conference Sessions, but MeetingPulse brings additional tools: access to documents, visibility into our agenda, and more features designed to help Members of the Annual Conference participate with greater ease and depth. While no platform is perfect, we believe this one holds promise—not just for completing our work, but for enhancing how we engage with each other in real time.

We're also introducing new opportunities within our gathering, including both prayerful morning experiences (like a labyrinth, sound bath, and more) and evening connexional opportunities (including an open mic night and a UMC trivia night). These additions remind us that our time together is not solely about legislation—it is also about connection, creativity, and community. Our hope is that these moments create space for grounding, joy, and renewal.

As always, I want to express my gratitude to the incredible team who makes all of this possible. Some faithful leaders remain in their roles: Rev. Cathie Capp continues as our Agenda Chair, and Rev. Won-Seok Yuh

2025 CAL-PAC PRELIMINARY REPORT

serves as Assistant to the Conference Secretary; both bring experienced wisdom and technical grace. While we have long benefitted from the leadership of Rev. Lea Booth, this year she steps into the role of Parliamentarian. Jason Takagi becomes our Legislation Chair; Rev. Josh Zuluetta takes on the Lead Moderator role; and Pastor Jennifer Scott now serves as Stage Manager. The UM Daily team continues to be led by Pastor Lyda Eddington. Additional essential leaders include Jennifer Gaylord as Registrar and Conference Statistician, and Margaret Irwin as Executive Assistant to the Bishop. Behind the scenes yet ever-vital, I give thanks to Rev. John Demaree as Technical Director, Sandee Furuta with facilities, and Salend Krishna supporting information technology.

Finally, this year's Annual Conference includes a moment of denominational significance: we will vote on four Constitutional Amendments passed by the postponed 2020 (2024) General Conference. Each requires a two-thirds affirmative vote—not only from us, but from the *aggregate total* of all Annual Conference voters around the world—to be ratified. Your voice in this process matters, and I thank you in advance for your participation.

As we gather this year—online and in person, in prayer and in the work of the Conference—I am reminded again that perfection is not our starting point, but our trajectory. I remain humbled and grateful for the opportunity to serve as your Conference Secretary. Thank you for the grace you offer one another, and thank you for the shared work of being Christ's Church in this time.

In gratitude and hope,
Rev. Bob Rhodes
Conference Secretary

STAFF RELATIONS COMMITTEE

Since the meeting of Annual Conference 2024 the Staff Relations Committee has met twice, mostly to handle procedural matters. The GCFA audit and report of 2023 made significant recommendations around administrative organization and staffing for Cal-Pac going forward. A group including representation from the Staff Relations Committee, the Connectional Table, the Council on Finance and Administration, our Interim Treasurer, as well as the Office of the Bishop, worked to implement these recommendations. The goal was to clarify the various roles among our finance and administrative staff, with the intention of reducing overlap and improving transparency and accountability with the Annual Conference. We are still looking to fill the Conference Treasurer position, now under the more comprehensive title of Chief Finance and Benefits Officer. We are also in the process of interviewing for Controller, Benefits Manager and HR Manager positions, consistent with new position descriptions. We are eager to move forward with a simpler structure and clearer responsibilities among those carrying out this important work on behalf of Cal-Pac. We will continue to partner with GCFA around best practices for our work as a Staff Relations Committee, following up on the quadrennial training sessions which took place in Houston earlier this year. We are especially thankful to Jan Hanson for her work over more than twenty years, helping congregations understand their responsibilities around employment law and just treatment of those who work for the church. We are also grateful for Christy Drenner, our Interim Treasurer, who continues to bring light and clarity to our financial picture and has helped lead us to a fuller and better understanding of our resources.

Rev. Jonathan Chute
Chair, Staff Relations Committee

STATISTICIAN, CONFERENCE

Greetings!

As I complete my first year as the Conference Statistician, I want to start out by saying that the work of this annual project does not depend on one person. Completion of this annual task is not possible without the collaboration of many partners:

- Kathy Trcopan and Mireya Cuevas in the Finance Office, who provided information on 2024 benevolences
- Dany Caguin, Karen Britten, Sonya Lee, Jan Newton, Emilie Penuelas, and Polly Sablan, as well as the District Superintendents, who worked closely with local churches
- Every local church and mission in the California-Pacific Conference, including each pastor, membership secretary, and treasurer.

Finishing this task in March of 2025 is not only our responsibility, it reflects what is possible when every single congregation participates in this collective project.

Why We Have A Timeline with Deadlines (and other accountability considerations)

Many know that it has been the practice and habit of the California-Pacific Conference over the past years to complete its statistical report for the previous year and submit it to the General Council on Finance & Administration (GCFA) in August or September of the following year. That schedule was five or six months past the GCFA deadline for conference submissions. It meant there was little incentive for churches to complete their annual report on time, and undermined the faithful efforts of churches who complete their share of the collaborative report on time. The delays also impeded the work of the Conference's Council on Finance & Administration (CFA) by delaying the following year's apportionment calculations, which further impacted local churches. When the statistics are submitted in September, apportionment calculations cannot be completed and reviewed until November and distributed after that. This delay in notification of apportionments prevents every local church from preparing an accurate budget for charge conference, makes it more difficult for a local church to plan its ministries without apportionment numbers, and requires districts to coordinate later charge conferences or additional special charge conferences. Churches then submit their salary and benefits forms late, their invoices for pensions and healthcare reflect previous years' amounts and have to be corrected, and all of these delays create more work at both the local church and at the Conference Center.

You can see where I'm going with this. When even one church is unable to complete its portion of a much larger collaborative task, there is a cascade "butterfly" effect that impacts the work of the church, the conference, and all the other churches in the conference.

Delays can also impede the work of the entire denomination. GCFA uses your statistics to calculate General Conference apportionments that fund the work of The United Methodist Church. GCFA also calculates representation to General and Jurisdictional Conference with this data.

This year we made a conscientious and concerted effort to start this annual cycle on a timeline that holds us to faithful accountability with each other and with the body of Christ in The United Methodist Church. And we've done it so far! Here's how the timeline of statistical collection should work within the bigger picture, and what you can expect in 2026 and in future years:

- End of January: Statistics are due to the conference for previous year (Book of Discipline 2020/2024 ¶606.7)

2025 CAL-PAC PRELIMINARY REPORT

- End of February: All reports reviewed by District Statisticians
- Mid-March: All reports finalized by Conference Statistician
- Mid-March: Initial findings submitted to CFA and other stakeholders
- Early April: Conference Statistician's report to the Annual Conference written and submitted for the Preliminary Report
- End of April: CFA is able to finalize a budget for the following year and include it in the Preliminary Report to the Annual Conference
- By early June, under any set of apportionment rules that are adopted by the Conference, the Conference Treasurer and CFA should be able to estimate the apportionment for each church for the following year
- During Annual Conference in mid-June, Clergy and Lay Members can discuss, discern, and vote on a budget with full knowledge of how it will impact their local church's share of funding the annual apportionment budget.
- In the months after the Annual Conference session, churches can plan their ministry work moving forward, already able to work with their following year's apportionment numbers.

Our Conference Ministry Story According to Statistics

Our statistical report at the local church level and at the conference level should reflect our previous year's successes and struggles. Our full statistical report will be available in the 2025 Conference Journal, but I do want to share with you that our statistics really do express this story through the lens of pre-pandemic and post-pandemic realities. Overall, many churches in our conference are struggling. Here are a few notable vital statistics from 2019 and 2024 (5-year comparison).

Line #	Description	2019	2024	5-year Change
2ab	Professions of faith	1,360	911	-33.0%
2a to 2g	All New Members Added	3,305	2,037	-38.4%
4	Professing Membership	61,043	47,067	-22.9%
7	In-Person Worship	37,670	22,226	-41.0%
8	All Baptisms	663	582	-12.2%
28a	Apportionment	11,941,700	10,670,220*	-10.6%
29a	Apportionment Paid	9,511,846	7,422,601*	-21.9%
52	Annual Operating Income	101,571,140	100,055,544*	-1.5%
50	Total Church Expenses (All Types)	117,184,438	119,749,771	2.2%

* For churches open in 2024

But there are signs of flourishing in our midst! Did you know that 40 churches who did not have any baptisms in 2023 did baptize at least one person in 2024? And 53 churches who had zero professions of faith in 2023 had at least 1 in 2024? And 79 conference churches increased their overall membership between 2023 and 2024.

I hope you are looking to nourish your ministries, to identify how you are flourishing, and to cherish your ministry work in 2025. I look forward to working with all of you again in 2025 and 2026. I see the Holy Spirit in you, and I cherish that sacred light.

Jennifer Gaylord, Conference Statistician

STATUS AND ROLE OF WOMEN, COMMISSION ON THE

Paragraph 4, Article IV

Before we begin our official report, we want to remind every voting member of Annual Conference to be present and vote "Yes" to ratify Paragraph 4, Article IV, of The Book of Discipline. This constitutional amendment adds gender and ability to existing social categories that cannot be used to discriminate against anyone for membership in a United Methodist Church. Amendments must be approved by 2/3 of all voting members in the denomination, making it incredibly important that everyone who is eligible to vote, shows up to vote, whether in person or online.

Introduction & Objectives

After a few years of dormancy, your Cal-Pac CSRW is back at work helping the institutional church become a more equitable place for all people, with a focus on women. Our Cal-Pac CSRW team decided to focus on several areas this year to meet this goal, and intentionally set about to do this work in an intersectional way.

Our core CSRW team meets monthly on Zoom and participants take on tasks to accomplish our objectives. Everyone is welcome to be part of this work, whether they are an officially elected member of CSRW or not, and we are especially grateful for those who've helped encourage and resource us as we began this work again in earnest.

According to The Book of Discipline ¶2102, "The primary purpose of the General Commission on the Status and Role of Women shall be to challenge the United Methodist Church, including its general agencies, institutions, and connectional structures, to a continuing commitment to the full and equal responsibility and participation of women in the total life and mission of the Church, sharing fully in the power and in the policy-making at all levels of the Church's life."

Conference CSRWs are tasked with being in harmony with this purpose through several methods, including data collection on the status and role of women in the conference, working with United Women in Faith, to "inform and sensitize" (BOD ¶644.1.c) conference leadership on issues affecting women, prioritizing issues that affect women such as sexual harassment policies, and working with GCSRW and other connectional groups to resource the conference.

Ultimately, as our Annual Conference theme this year of Cherish names, we work to create an institutional church that cares for people exactly as they are, so that we can work together as the body of Christ to bring hope and healing to our communities and the world. We all must be given the opportunity and tools necessary to live into the fullness of all God created us to be, as individuals and as the Church, in order to do this work.

2024 Accomplishments

In 2024 we worked toward some major goals that are coming to fruition as we enter 2025. Our main accomplishments were in setting up a system for monitoring Annual Conference 2024 and producing a report that was sent to the Bishop, Cabinet, and other conference leadership. This report is available on the CSRW section of the calpacumc.org website. Our findings showed that while we had equal representation from women in terms of who spoke at Annual Conference, our findings showed that most of the people who spoke at Annual Conference were white, especially when looking at data from plenaries, as opposed to planned presentations. With that in mind, Cal-Pac CSRW recommended:

2025 CAL-PAC PRELIMINARY REPORT

- Creating trainings for voting members on how to speak from the floor of AC and looking at other ways of fostering discussion, such as Holy Conferencing.
- Being intentional about the language used for God in worship services. We also asked the conference (and ask all of you in your ministry settings) to not use songs written by David Haas. Haas was accused in 2020 of sexual assault of young girls spanning over 50 years, with at least 44 survivors coming forward. UMC Discipleship issued a statement asking churches to not use his music. More information and links are available in the Monitoring Report.

We are monitoring at Annual Conference 2025 and look forward to sharing more information with you throughout the conference.

Educational trainings for lay persons and clergy on boundaries and sexual ethics was another of our 2024 initiatives. We worked with a team commissioned by the Sessions Committee to create the Boundary Training for all staff and volunteers at this Annual Conference.

We also submitted the Rules change requiring all clergy and Lay Persons Assigned to complete regular training on Boundaries and Sexual Ethics in order to remain appointable and are working in 2025 to create and implement that training. This is a large undertaking involving people from many areas of the denomination, including our Cal-Pac leadership, GCSRW, and many wonderful clergy and lay people who care deeply about this issue. We know these topics are difficult to discuss and require a level of vulnerability. That is why we are working to create these trainings in a way that build community, trust, and openness.

In early 2025 we requested a Salary Study for the 2024 appointment year to compare clergy compensation broken down by gender and race. We are working with conference leadership to analyze this study and find ways to narrow the gender and race pay gap.

A Parental Leave Working Group has been advocating changes to Parental Leave policies for clergy and staff in the United Methodist Church. We support their work and look forward to continuing that effort after this Annual Conference.

Our Co-Chairs were also excited to attend the GCSRW annual conference training event, "Collaborative Paths to Gender Equity," in Atlanta, GA, in April 2025. The connections and resources gained at this training will help our Cal-Pac CSRW continue to grow in our ability to educate, advocate, and care for people in Cal-Pac.

2025 Goals

As stated in much of the info above, our goals for 2025 include:

- Finalizing and implementing Boundaries and Sexual Ethics Training for clergy and Lay Persons Assigned.
- Adapting AC boundaries training for use in local church Staff Parish Relations Committees (SPRCs).
- Working with Conference leadership on analyzing and responding to the 2024 Clergy Salary Study, as well as requesting a study for 2025.
- Improving our training and organization for monitoring Annual Conference.
- Supporting spiritual growth and development around issues of equity through small groups and/or book studies.
- Compiling more and up-to-date resources for people facing issues around boundaries, sexual ethics, sexual harassment, and gender inequity.

2025 CAL-PAC PRELIMINARY REPORT

We hope that through education and advocacy, as well as community building and spiritual growth, we can continue to work toward bringing God's kin-dom of love and justice.

Again, all people are welcome to join us for our meetings and/or in our work. Please talk to a CSRW representative at Annual Conference or check out our page on calpacumc.org to find more information and how to contact us.

Thank you for your support of our Cal-Pac CSRW and we look forward to the great work ahead.

Respectfully Submitted,
Rev. Stephanie Rice and Ellen Evans Agee, Cal-Pac CSRW Co-Chairs

UNITED THEOLOGICAL SEMINARY

Since 1871, United Theological Seminary has prepared faithful and fruitful Christian leaders who make disciples of Jesus Christ. United welcomes all who are following God's call on their lives, and many are answering God's call! In the 2023-2024 academic year, the seminary served 595 graduate students, making it the second largest of the thirteen United Methodist seminaries in the United States, according to the Association of Theological Schools.

A diverse community of many denominations, races and nationalities, United welcomed students from 35 states, 21 nations, and 48 denominations, with United Methodists representing the largest group at 30 percent of the student body.

Academics

In large part, enrollment growth is due to continued interest in United's Houses of Study programs, which offer master's and certificate tracks to equip students for the unique ministry needs of the communities, movements, and denominations in which they serve.

In summer 2024, United welcomed its inaugural cohort of Doctor of Theology students. The advanced research degree program is conducted primarily from a distance, requiring only four weeks of in-person intensives during the three-year program. During their program, students develop original research with a focus on church renewal.

United's Doctor of Ministry program continues to attract students looking for an advanced professional degree to expand their ministerial and leadership capabilities. In the 2023-2024 school year, 267 students participated in the mentor-led program.

Finances

United celebrated becoming debt free in May 2024, after making its last payment on a \$3.3 million debt to its endowment. In addition to eliminating the seminary's debt, United has been focused on reducing the educational debt of its students. The Fresh Wind campaign to raise \$10 million for the endowment will expand scholarship opportunities for students for generations to come. With the increase in scholarship gifts from the Fresh Wind campaign and the reduction of United's own debt, the seminary has significantly increased scholarship support for United students.

Innovation Center

The Bishop Bruce Ough Innovation Center celebrated the third anniversary since its launch as United's "research and development" hub for ministry practitioners and thought leaders seeking to create and provide innovative resourcing for congregations. In 2024, the Innovation Center engaged over 2,200 participants through more than 30 live webinars, training events and courses.

In Romans 10:14, St. Paul writes: "How shall they call on him in whom they have not believed? And how shall they believe in him of whom they have not heard? *And how shall they hear without a preacher?*" United's students and graduates are going out into the world to proclaim the Good News of God's unconditional love. Thanks be to God!

Dr. Kent Millard, President

WESLEY THEOLOGICAL SEMINARY

The mission of Wesley Theological Seminary (Wesley DC) is to equip persons for Christian ministry and leadership in the church and the world, to advance theological scholarship, and to model a prophetic voice in the public square.

Today, the world needs public servants. Wesley DC remains committed to nurturing future leaders in church and society with theological and spiritual growth and community engagement:

Master of Divinity, Master of Arts, Master of Theological Studies Degrees: Our diverse programming serves our diverse student population. We offer traditional, brick and mortar, in- person study and flexible, online and hybrid models. Wesley DC is committed to curating space for diversity, community, and (re)imagining ministry. <https://www.wesleyseminary.edu/study/>

Doctor of Ministry Degree: Wesley DC maintains one of the largest Doctor of Ministry programs, offering specialized tracks of study for scholars going into local parishes, global missions, or military chaplaincy. <https://www.wesleyseminary.edu/doctorofministry/program/>

The Hub for Collaboration and Imagination: Wesley DC envisions a dynamic, Spirit-inspired church that responds to God and neighbor. To that end, we catalyze faith communities and leaders to learn about innovation and spiritual entrepreneurship to enact transformative ministry. <https://www.wesleyseminary.edu/wesley-innovation-hub/>

Center for Public Theology: Wesley DC continues to provide sound theological training for future ministry leaders. We foster an entrepreneurial mindset and the practical skills needed to create ministry models which help the church to remain a vital institution that fosters flourishing. <https://www.wesleyseminary.edu/ice/programs/public-theology/>

Community Engagement Institute: Wesley DC offers ground-breaking foundational courses and electives in community engagement, public theology, political theology, and social ethics. <https://www.wesleyseminary.edu/ice/about-us/overview-2/>

The Henry Luce III Center for the Arts and Religion: Wesley DC is thrilled to share two new exhibits, *Un/familiar Terrain{s}*, a creative dialogue between UK-based artist, Michael Magruder, and Artificial Intelligence; and *Notebook*, featuring works by Iranian-born artist, Mojdeh Rezaeipour. We also welcomed

2025 CAL-PAC PRELIMINARY REPORT

Ama BE, a Ghanaian-American transdisciplinary artist exploring African migration ecologies.
<https://www.luceartsandreligion.org/>

Lewis Center for Church Leadership: The Lewis Center conducts leading edge research for the local church. Wesley DC is pleased to report generous support from the Lilly Endowment; and continued training for clergy and lay leaders. <https://www.churchleadership.com/>

Rev. Dr. David McAllister-Wilson, President

YOUNGER GENERATION MINISTRIES, CAL-PAC TASK FORCE FOR

The Task Force for Younger Generation Ministries (YGM) was created out of momentum from the Cal-Pac Conference Leadership Summit hosted in the fall of 2024. During the Leadership Summit, it became obvious that a targeted effort was needed to evaluate and support ministry with younger generations in the Cal-Pac Conference, as existing structural frameworks have struggled to support robust and collaborative work. The Executive Director of Connectional Ministries, Erin Hawkins, invited Rev. Melinda Dodge to chair the task force as an extension of Rev. Dodge's role with the Leadership and Discipleship EMT.

The existing structures of the Cal-Pac Conference for coordinating ministry by and with Younger Generations include:

- The combined Young People's Councils (YPC), which include the Conference Council on Youth Ministry and the Conference Council for Young Adults (CCYM and CCYA)
- The Cal-Pac Conference Higher Education and Campus Ministry Committee (HECMC)
- The Cal-Pac Conference Camp and Retreat Ministries Committee (CRMC) and the staff of our three Annual Conference Camps (Cedar Glen, Lazy W, and Wrightwood)
- The Board of Ordained Ministry (BOM), particularly related to the BOM's responsibilities for nurturing vocation and discernment within the AC

Representatives volunteered from the leadership of these existing bodies, as well as some newer voices of individuals engaging in younger generations' ministries in the AC. Together, the task force dedicated significant time and effort to listen and learn about our conference's current ministries with younger generations. Over the course of the year, we welcomed people from across the Cal-Pac Conference to share their insights, wisdom, and reflections on their experiences with current young generation ministries. Participants who joined us included paid pastors and ministry staff, as well as volunteers and young people themselves. We wanted to hear firsthand about the state of these ministries from leaders in local churches to gain a better understanding from those doing the work. We wished to learn about what is proving to be successful, and what areas our conference might provide support for ministries to continue to flourish.

Over the past year, the Task Force set out to meet the following objectives:

- Develop an understanding of the state of conference ministry with younger generations as well as functional models for today's church
- Create a map of the locations and spaces where young gen ministries are active across the AC
- Prepare to support the Youth and Young Adult AC Members at the AC in June
- Discern the needs for leadership development with young people and for young people's workers in the local church
- Support the work of extant CCYM & CCYA

2025 CAL-PAC PRELIMINARY REPORT

Early on, we decided our primary work would not be in creating new initiatives, but in deeply evaluating the current state of ministry with younger generations. We went about that work in two ways. First, we collaborated with Conference Statistician Jennifer Gaylord to gather the self-reported data from local churches on their ministries with children, youth, and young adults via Conference Tables reporting. Second, we invited as many people as possible to share what is happening in their ministries.

The self-reported data from our local churches raises some significant areas of concern. In the reports of individuals involved in small group activities within the local church in 2023, significant portions of our Cal-Pac churches failed to report a number, or reported zero young people were engaged in small group ministry (including Sunday School, VBS, Youth Group, etc)

- 27% of churches failed to report or reported zero active Children (0-12)
- 32% of churches failed to report or reported zero active Youth (13-18)
- 44% of churches failed to report or reported zero active Young Adults (19-35)
- Less than 15% of churches had any youth or young adults join the membership of the church via confirmation
- Fewer than 10 churches across the conference report having large-sized (100+) ministry programs with children (9 churches), youth (1 church), or young adults (1 church)

In the future, we request that all churches take care in accurately reporting these numbers so that we can continue to evaluate the trends in young people's participation at the local level. Larger numbers of participants do not necessarily mean a ministry is more or less successful. Every single relationship of discipleship within the church is a celebration. But, significant numbers of congregations reporting the presence of zero members of younger generations is concerning because ministry by and with young people is *not* primarily about the *future* of the church. This is why the Task Force has been careful to use the language of "Younger Generations" rather than next or emerging generations in identifying these ministries. The presence of younger generations is an indicator of congregational vitality *today*.

Intergenerational relationships and discipleship are a unique quality of faith communities among voluntary institutions in the modern era, and the presence of younger generations is a marker of congregational health in discipleship practices. Young people are a vital and critical part of the body of Christ now as well securing the longevity of our churches. We have committed to celebrate and embrace the vibrant diversity of our Cal Pac Conference, and that needs to include diversity of generations in every church and level of leadership.

Our second initiative was to listen closely to those engaged in ministry with Younger Generations to be attuned to the stories that numbers can not tell us. With the help of Director of Conference Communications, Dr. Alyssa Fisher, we invited our conference to share learnings, wisdom and reflections about the state of Cal Pac ministries with Younger Generations. We met with over 100+ persons through two zoom sessions as well as an in-person retreat in Riverside, CA. Additionally, we gained close to 90 unique responses through the task force's online survey that was sent via the Cal-Pac Digest and other communication channels.

While the listening work is far from complete, the task force wishes to share these gleanings that we have received thus far.

What's Working in Ministry with Younger Generations:

- Building relationships: amongst young people themselves and intergenerationally
- Authentic conversations: taking young people seriously and letting them guide

2025 CAL-PAC PRELIMINARY REPORT

- Creative engagement: supporting alternatives to the “traditional” models of Youth Group and Sunday School
- Justice & Service: creating opportunities for younger generations to make an impact
- Local church support: young people flourish in faith communities where clergy and laity are committed to mentoring, creating space for young people, and providing financial investment
- Congregational Collaboration: many churches have found success in building ministries with young people by working together to share resources and vision in a region or mission area instead of creating competing programs

What's needed in terms of conference support:

- Create opportunities for local & district activities that encourage networking of younger generations and young people's workers. Summer Camps and CRMC have been vital in supporting these connections over the years.
- Funding for specific resources, such as musical instruments, physical updates to church buildings to better serve young people, and scholarships to camp and other pilgrimage experiences for youth and young adults
- Supporting new endeavors and ideas coming directly from younger generations related to justice and compassion, worship and arts, sharing faith with their peers, and building intergenerational friendships
- Training for leaders in local congregations, both young people and the seasoned generations that seek to support them
- Help recruiting and training new staff/young people's workers
- Collaboration across congregations and between clergy to share resources

At the in-person retreat, our task force began the planning and leadership for youth and young adult engagement at Annual Conference 2025. The sub-committee continued this work through the spring, culminating in the AC 2025 program you will see taking place with young people in Palm Springs.

Recommendations

The Task Force does not have any proposed rule changes at this time, but does want to offer several recommendations for the coming year:

- The ongoing and increased prioritization of clear, timely, and multi-channel communications. Such communications require updated data processing, because ministry with younger generations has frequent turnover as participants “age out” and staff (the majority of whom are part-time or volunteer) tend not to have long tenures in the same location. This frequent turnover makes keeping updated contact information for networking and collaborative ministry difficult, and maintaining these networks will require significant time and effort from the AC leadership. Our conference and churches also must communicate in the language and with the media outlets/channels that young generations are speaking in order to be effective. The Annual Conference Connectional Ministries Staff has a clear and needed role to model and support the local church in these areas of communication.
- An increased emphasis and support from clergy, the cabinet, and Cal-Pac connectional ministries for multi-church or multi-ministry collaborations
- Providing clear access to training for staff and volunteer leaders with younger generations
- Funding support for Ministry Safe protocols
- Focused collaboration over the next year with CCYA and CCYM councils to regroup, assess and plan for the coming season of ministry. Since switching to a combined YPC model, these bodies have struggled to maintain leadership and participation. Over the last year, in the absence of a connectional

2025 CAL-PAC PRELIMINARY REPORT

ministries staff person, the YPC has only met twice with very little participation, and some leaders have resigned due to their experience of a lack of support. The Task Force will work with Conference Staff and young people who have interest in conference leadership over the next year to reconsider the purpose and role of the YPC within the leadership of the AC

- Encouraging **ALL** leadership structures across the conference, both at the connectional ministries and local church levels, to intentionally include young people within existing leadership structures and provide mentorship and deep listening so that young people can share in the decision making of our ministries. This requires seasoned leaders to **accompany, empower, and advocate** for younger leaders within these spaces.
- To provide the necessary infrastructure and support for widespread and effective ministry with younger generations, the YGM Task Force has recommended the creation of a dedicated half-time conference staff position to support the ongoing vital work of ministry by and with younger generations. This role is not expected to create and execute ministries with young people, but to serve as a point person who offers administrative, resource, and communications support for ministry by and with younger generations across the conference. The Task Force plans to continue to work together and directly with this new staff person to accomplish these goals. We have already begun conversations on the job description and recruiting the right candidate for this role with DCM Erin Hawkins

Attached is a current mapping of some of our Cal-Pac local ministries with younger generations. We compiled this map from our listening sessions this year. Also included are several slides with additional statistics based on Tables reporting on small group participation from 2023.

The Task Force learned an incredible amount this year together. We are grateful for the support of all those who were able to share their thoughts and made time to contribute to this work. Perhaps, most importantly, we learned that God is still mightily active with our younger generations and to those committed to intentional relationship with them throughout the Cal Pac conference, and we desire to see this movement continue to flourish and multiply.

Respectfully submitted by

**Melinda Dodge,
LD-EMT member and convener of Younger Generation Ministries Task Force**

Task Force Members:

Caitlyn Anderson, Program Manager for Camp Wrightwood
Rev. Greg Batson, Chair of the Board of Ordained Ministry
Everest Harvey, Director of Youth and Social Justice at Westwood UMC
Rev. Mina Nau-Mahe, Associate Pastor at Pasadena First UMC
Rev. Blair Trygstad Stowe, Chair of Higher Education and Campus Ministry

RECOMMENDATIONS

REC 25-01 | PENSIONS 1: HEALTH CARE FOR ACTIVE CLERGY & FAMILIES, LAY EMPLOYEES

The Board of Pension and Health Benefits recommends that the Annual Conference continue its present health care rules (as approved by the Annual Conference) and policies for active clergy, their families, and Conference lay employees for 2026, and that no substantive changes in eligibility or funding patterns be made for the next year.

The Board is committed to ensuring that quality, affordable health care is available to all our clergy, their families, and our Conference lay employees, working within the limits imposed by the financial realities that continue to face us all.

REC 25-02 | PENSIONS 2: RETIREE HEALTH CARE

The Board of Pension and Health Benefits is recommending to the annual conference that the 2026 Target HRA be held at the 2025 level of \$2600 for participants age 84 and under. The Target HRA is the amount for pastors serving 40 years at the point of retirement, and under age 85. The actual HRA contributed for each participant is 2.5% of the Target HRA for each year under appointment prior to retirement. For example, a pastor serving 35 years will receive 2.5 percentage points of the target x 35 = 88% of the HRA or \$2275 for 2026.

An analysis of usage of HRA funds since the inception of this program in 2016 revealed that most retired clergy and/or surviving spouses were not using all of the provided HRA funds. If there is an instance of financial hardship, the Board is prepared, and welcomes the opportunity, to provide those individuals with additional funding through the Board's Financial Assistance funds to help meet their health benefit needs.

REC 25-03 | CLERGY HOUSING ALLOWANCE

The California-Pacific Conference (the "Conference") adopts the following resolution relating to rental/housing allowances for retired or disabled clergypersons of the Conference:

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

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

WHEREAS, pensions, account-based retirement benefits, or other amounts paid to retired and disabled Clergypersons are considered to be deferred compensation and are paid to retired and disabled Clergypersons in consideration of previous active service; and

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

1 NOW, THEREFORE, BE IT RESOLVED:

2
3 THAT an amount equal to 100% of the pension, account-based retirement benefits, or disability
4 payments received from plans authorized under *The Book of Discipline of The United Methodist Church*
5 (the “*Discipline*”), which includes all such payments from Wespath Benefits and Investments (Wespath),
6 during the year 2026 by each retired or disabled Clergyperson who is or was a member of the
7 Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such
8 Clergyperson; and

9
10 THAT the pension, account-based retirement benefits, or disability payments to which this
11 rental/housing allowance applies will be any pension, account-based retirement benefits, or disability
12 payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from
13 Wespath and from a commercial annuity company that provides an annuity arising from benefits
14 accrued under a Wespath plan, annuity, or fund authorized under the *Discipline*, that result from any
15 service a Clergyperson rendered to this Conference or that a retired or disabled Clergyperson of this
16 Conference rendered to any local church, annual conference of the Church, general agency of the
17 Church, other institution of the Church, former denomination that is now a part of the Church, or any
18 other employer that employed the Clergyperson to perform services related to the ministry of the
19 Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a
20 plan, annuity, or fund for such retired or disabled Clergyperson’s pension or disability as part of his or
21 her gross compensation, which includes UMPIP contributions.

22
23 NOTE: The rental/housing allowance that may be excluded from a Clergyperson’s gross income in any
24 year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and
25 regulations thereunder to the least of: (1) the amount of the rental/housing allowance designated by the
26 Clergyperson’s employer or other appropriate body of the Church (such as this Conference in the
27 foregoing resolutions) for such year; (2) the amount actually expended by the Clergyperson to rent or
28 provide a home in such year; or (3) the fair rental value of the home, including furnishings and
29 appurtenances (such as a garage), plus the cost of utilities in such year.

31 **REC 25-04 | SUPPLEMENT ONE TO THE CLERGY RETIREMENT SECURITY PROGRAM (PRE-82)**

32 Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan,
33 provides clergy with a pension for their years of ministry with The United Methodist Church prior to
34 1982. The Pre-82 Plan was replaced by MPP effective January 1, 1982. However, if a pastor was eligible
35 to participate and was vested in the Pre-82 Plan, he/she will receive benefits from the plan as before.

36
37 For 2025, the Past Service Rate (PSR) is \$842. For 2026, the conference is increasing its PSR to \$867.
38 This is an increase of 3% over 2025. On average, the conference cautiously estimates future increases to
39 be approximately 2%, and will thoroughly evaluate each year. The contingent annuitant percentage is at
40 the 100% level.

41
42 Based on the final actuarial valuations from Wespath Benefits & Investments as of January 1, 2024 for
43 2026 contributions, the portion of the Pre-82 liability attributable to the California-Pacific Conference
44 and funded status as of 1/1/24 is as follows:

45
46 Funding Plan Liability as of 1/1/24: \$34,053,588
47 Plan Assets as of 1/1/24: \$47,984,099

2025 CAL-PAC PRELIMINARY REPORT

1 Current funded status is \$16,912,067 for a 148% funded ratio.

2 The conference Board of Pension & Health Benefits will evaluate whether to redirect Pre-82 surplus.

3

4 Key assumptions: 6.000% discount rate, using the PRI12TQ Adj (MP20) mortality table.

5

6 The conference is fully funded in the Pre-1982 pension plan for this funding plan, so there is no need to

7 project New Incoming Money.

8

9 *Pending opinion letter from Wespath Benefits & Investments.*

10 **REC 25-05 | ADVANCE SPECIALS**

11 California-Pacific Advance Specials for 2025

12 submitted by the Justice and Compassion Essential Ministry Team

13 **14 Current list of approved Cal-Pac Conference Advance Specials**

15

- 16 • The Border Church
- 17 • Imperial Beach Neighborhood Center
- 18 • Calexico UMC Asylum Seeker Program
- 19 • The Guest House, Victorville UMC
- 20 • Emergency Re-entry Resource Center, Crossroads UMC, Compton
- 21 • The Legal Clinic (TLC) Justice for our Neighbors – 1st UMC Honolulu
- 22 • Safe Harbors Network
- 23 • Cal-Pac Disabilities Task Force
- 24 • Skid Row Ministry
- 25 • Cal-Pac Philippines Advocacy fund
- 26 • Cal-Pac “You Are Not Alone” Migrant Children’s Program
- 27 • Colonel R.M. Baker Homes for Retired Ministers
- 28 • Filipino Migrant Center, Long Beach
- 29 • Los Angeles United Methodist Museum of Social Justice
- 30 • Los Angeles United Methodist Urban Foundation
- 31 • Wesley Foundation Serving UCLA. 580 Café
- 32 • Peace with Justice, Cal-Pac
- 33 • Children and Youth Family Collaborative, L.A.
- 34 • Strength for The Journey Retreats, Cal-Pac
- 35 • Interfaith Action Guatemala Mission Project
- 36 • Neighborhood House Calexico
- 37 • Camp Mekokiko, Hawaii
- 38 • Joint Commission for Church Extension Between Mexico & USA – Hands Across the Border
- 39 • Mary Magdalene Project
- 40 • Cal-Pac Camps
- 41 • David & Margaret Youth Services
- 42 • Echo Park UMC Refugee Welcome Center
- 43 • Watts Oasis Community Center
- 44 • Living into the Future Foundation
- 45 • Strengthening the Black Church
- 46 • Strengthening the Black Village

47

2025 CAL-PAC PRELIMINARY REPORT

REC-25-06 | EQUITABLE COMPENSATION MINIMUM SALARY SCHEDULES

2026 Minimum Salary Schedule FM

(Full Members – Elders & Deacons)

Using MCS rules from the 2015 Annual Conference

Year	Percent of MCS	Salary	Year	Percent of MCS	Salary	Year	Percent of MCS	Salary
1	76%	53,223	11	86%	60,226	21	96%	67,229
2	77%	53,923	12	87%	60,926	22	97%	67,929
3	78%	54,623	13	88%	61,626	23	98%	68,629
4	79%	55,324	14	89%	62,327	24	99%	69,330
5	80%	56,024	15	90%	63,027	25	100%	70,030
6	81%	56,724	16	91%	63,727	26	101%	70,730
7	82%	57,425	17	92%	64,428	27	102%	71,431
8	83%	58,125	18	93%	65,128	28	103%	72,131
9	84%	58,825	19	94%	65,828	29	104%	72,831
10	85%	59,525	20	95%	66,529	30	105%	73,532

2026 Minimum Salary Schedule PLA

(Probationary Members, Local Pastors, Associates)

Using MCS rules from 2015 Annual Conference

Year	Percent of MCS	Salary	Year	Percent of MCS	Salary	Year	Percent of MCS	Salary
1	66%	46,220	11	76%	53,223	21	86%	60,226
2	67%	46,920	12	77%	53,923	22	87%	60,926
3	68%	47,620	13	78%	54,623	23	88%	61,626
4	69%	48,321	14	79%	55,324	24	89%	62,327
5	70%	49,021	15	80%	56,024	25	90%	63,027
6	71%	49,721	16	81%	56,724	26	91%	63,727
7	72%	50,422	17	82%	57,425	27	92%	64,428
8	73%	51,122	18	83%	58,125	28	93%	65,128
9	74%	51,822	19	84%	58,825	29	94%	65,828
10	75%	52,523	20	85%	59,525	30	95%	66,529

Note: The MCS used to create the above salary tables is the "Adjusted" MCS (MCS-A) and reflects a 1% reduction of the true calculated MCS (MCS-C) due to the annual increase for years of service that is built into the salary tables.

2025 MCS- C Calculated = \$ 70,737

2025 MCS-A Adjusted = \$ 70,030

2025 CAL-PAC PRELIMINARY REPORT

1 REC 25-07 | 2026 BUDGET WITH NARRATIVE

California Pacific Annual Conference of the United Methodist Church 2026 Proposed Apportionment Budget	2024 Budget	2024 Actual	2025 Budget	2026 Budget
Revenue				
General Church*	2,317,808	1,484,362	2,395,675	2,487,511
Jurisdictional Church	75,954	50,687	75,954	75,954
Annual Conference	8,368,510	5,826,636	8,292,295	7,512,425
subtotal	10,762,272	7,361,685	10,763,924	10,075,890
Gap on Apportionment Payments	1,571,234		1,036,000	673,062
Total Revenue	9,191,038	7,361,685	9,727,924	9,402,828
* 2024 actual excludes Alternate Apportionments				
Expense				
World Service	1,194,009	682,282	1,093,422	1,135,339
Ministerial Education	280,475	252,252	378,213	392,710
Black College Fund	172,821	116,080	150,865	156,648
Africa University	38,854	27,316	33,763	35,057
Episcopal Fund	479,439	317,214	538,965	559,626
General Administration	147,041	85,629	184,796	191,880
Interdenominational Fund	5,169	3,588	15,651	16,251
Total General Church	2,317,808	1,484,361	2,395,675	2,487,511
Western Jurisdiction	75,954	39,141	75,954	75,954
Episcopacy				
Episcopal Area Office	272,052	330,468	356,102	356,102
Episcopal Residence	21,000	41,010	21,000	21,000
Episcopacy Committee	1,000		1,000	1,000
Total Episcopacy	294,052	371,478	378,102	378,102
Council on Finance and Administration, Trustees, Conf Center				
Council on Finance and Administration	616,427	789,315	700,000	800,000
Trustees	375,000	457,821	500,000	500,000
Conference Center Operations	293,684	414,788	350,000	350,000
Capital Replacement Fund	72,000		25,000	25,000
Working Capital	2,000		-	-
Archive and History	38,501	36,517	35,000	37,000
Database & Special Events Coordinator	92,000	1,256	-	-
Total Finance and Administration	1,489,612	1,699,697	1,610,000	1,712,000
Other budget lines under Finance & Administration				
Congregational Loan	100,000	37,257	100,000	100,000
Allowance for Insurance Non-Payment	120,000	84,920	120,000	96,000
Allowance for the Gap on Apportionment Payments	1,571,234			-
Total Other budget lines under F&A	1,791,234	122,177	220,000	196,000
Board of Pension and Health Benefits/ HR				
Human Resource Administration	58,100	39,523	56,100	-
Retiree Health Reimbursement Account	-		-	-
Health Benefits - Clergy Medical Leave	93,000	42,575	61,000	61,000
Total Board of Pension and Health Benefits/HR	151,100	82,098	117,100	61,000

2

2025 CAL-PAC PRELIMINARY REPORT

District Superintendents and District Office Ministries				
East District Office	249,242	255,116	276,249	260,097
Hawaii District Office	336,580	344,151	381,992	365,299
North District Office	338,641	306,296	346,409	343,170
South District Office	266,120	272,136	320,658	332,512
West District Office	301,562	320,727	378,191	333,088
DS Transition	600	294	600	500
Cabinet Resources	25,000	19,802	25,000	20,000
Sustentation	15,000	4,000	15,000	7,500
Pastoral Transition	10,000	9,208	10,000	10,000
Moving	275,000	334,070	300,000	300,000
Total DS and District Office Ministries	1,817,745	1,865,800	2,054,099	1,972,166
Camping & Retreat				
Central Office	104,865	106,839	108,865	87,092
Connectional Ministry				
Connectional Ministry Operations	1,003,571	865,502	1,010,000	1,010,000
Leadership				
Leadership Operations	-	13,778		
Board of Ordained Ministry	230,868	223,402	257,000	152,323
Orders	4,500	515	4,500	500
Laity Council	10,000	2,131	10,000	8,000
Total Leadership	245,368	239,826	271,500	160,823
Justice and Compassion Ministries				
Justice and Compassion Operations		4,906		
Church and Society	60,000	8,953	60,000	25,000
Ministry Enabling	50,000	68,494	50,000	70,000
Global Ministry	45,000	8,096	45,000	30,000
Total Justice and Compassion Ministries	155,000	90,449	155,000	125,000
New Ministries				
New Ministries Operations	-	3,347		
Grant	310,000	310,000	310,000	248,000
Vitalization	42,000	21,000	42,000	33,500
Multiplication	10,000		10,000	8,000
Training	50,000	2,717	50,000	40,000
Total New Ministries	412,000	337,064	412,000	329,500
Hispanic Ministries				
Hispanic and Border Ministry	30,000	-	-	
Equitable Compensation				
Equitable Compensation	220,000	192,170	237,500	213,750
Vital Presence	137,000	169,931	142,500	128,250
Total Equitable Comp	357,000	362,101	380,000	342,000
Communications				
Communications	253,113	239,670	281,629	254,280
Communications Commission	1,000	-	1,000	1,000
Total Communications	254,113	239,670	282,629	255,280

2025 CAL-PAC PRELIMINARY REPORT

Other Committees and Commissions					
Conference Secretary	3,000	453	3,000	2,400	
Claremont School of Theology	30,000	-	30,000	24,000	
Sessions	200,000	232,926	200,000	160,000	
Commissions and Committees	4,000	-	4,000	4,000	
General/Jurisdictional Conferences	25,850		20,000	20,000	
Total Committees	262,850	233,379	257,000	210,400	
Subtotals					
GC and JC Total	2,393,762	1,523,502	2,471,629	2,563,465	
Annual Conference Total	8,368,510	6,616,080	7,256,295	6,839,363	
Total Expense	10,762,272	8,139,582	9,727,924	9,402,828	
Net income/loss			(777,897)		

Supplement to the Proposed 2026 Apportionment Budget

This detailed narrative serves as a supplement to the proposed 2026 apportionment budget and is provided for better understanding of the budget line items.

The Council on Finance and Administration (CFA) has met numerous times since the special annual conference in October. The committee has worked extremely hard to dive into the details. As promised, they established an Apportionment Formula Task Force that met several times from December through February. **As noted in the proposed rule change 25-05**, they ultimately presented a recommendation to the full body of CFA to move from a decimal to a percentage calculation model. The new formula is “church driven” which means the statistical data from the local church dictates what the total budget for the annual conference will be instead of a “conference driven” model. In the latter, the conference sets the budget and then apportions it to each of the churches proportionally.

Based on the 2024 statistical data the 2026 budget **represents a budget that is almost \$700k less than 2025** but we know there is still more work to be done around sustainability. CFA has created an Investments Task Force that will begin meeting this summer. Their work is multifaceted but as it relates to the apportionment budget, they will review our current practices to determine how we could better utilize our investment returns to offset conference budgetary needs.

I hope you will make plans to join us on **Tuesday, May 20 at 6:30 pm PST** for the Learning Lab online event where we will take a closer look at the budget and answer any questions you might have. If you don’t make it to the event, there will be a recording of the call posted on the conference website shortly thereafter.

The format for presenting the apportionment budget is now structured similar to a traditional Statement of Activities (Income Statement) with revenue at the top and expenses at the bottom. At the request of CFA, I have also moved the allowance for the gap on apportionment payments to the revenue section. The notes listed below provide the purpose and use of each line item of the budget. If you have additional questions, please do not hesitate to reach out to the Treasurer’s Office.

treasurer@calpacumc.org

Respectfully submitted,
Christy Drenner, CPA
Interim Treasurer

2025 CAL-PAC PRELIMINARY REPORT

The Annual Conference Apportionment Budget is divided into three sections.

I.	General Church	\$2,487,511
II.	Western Jurisdiction	\$ 75,954
III.	California-Pacific Annual Conference	\$7,512,425
	Total Proposed Budget	\$10,075,890

I: GENERAL CHURCH \$2,487,511:

The General Church budget amount is established by The General Council on Finance and Administration (GCFA) to fund the programs and ministries for the seven funds outlined below. The California-Pacific Annual Conference remits its share of connectional giving regularly to GCFA based upon actual giving from local churches.

1. ***World Service Fund: \$1,135,339*** – The World Service Fund is the heart of our collective Church ministry. It funds the work of the Church reaching out into the world. The World Service Fund provides financial support for the worldwide ministries of our denomination through the ministries of our general Church. Through World Service funding, agencies support annual conferences and local congregations in living out God’s mission for the worldwide Church. General agencies also provide essential services and ministries beyond the scope of individual local congregations and annual conferences through services and ministries that are highly focused, flexible, and capable of rapid response.
2. ***Ministerial Education Fund: \$392,710*** (75% to the General Church and 25% to the conference)- The Ministerial Education Fund is used “to enable the Church to unify and expand its program of financial support for the recruitment and education of ordained and diaconal ministers and to equip the annual conferences to meet increased demands in this area.” (The Book of Discipline ¶816). The largest portion of the funds collected go to support theological schools (usually, seminaries) of the United Methodist Church. However, the annual conference retains 25% of apportionment funds remitted for use by the conference’s Board of Ordained Ministry to support the education of our clergy. The Ministerial Education Fund assists local churches in the development of current and future clergy leaders to guide local churches in their efforts to make disciples for Jesus Christ.
3. ***Black College Fund: \$156,648*** - The Black College Fund (¶815) began in 1972 as one of the apportioned General Church funds. The objective of the fund is to provide financial support for institutions of higher education that have historically served the educational needs of black students. The 11 U.S. historically Black colleges and universities supported by The United Methodist Church have played a unique role in U.S. higher education. Their graduates—teachers and doctors, ministers and bishops, judges, artists and entrepreneurs—are leaders in the African-American community and in a rapidly changing, more diverse United States. The Black College Fund assists local churches in reaching out to improve the lives of dedicated and ambitious young people of color, who might otherwise have no means to fulfill their life potential.

1 4. ***Africa University Fund: \$35,057*** - Three decades ago, when African Bishops of The United
2 Methodist Church surveyed the emerging socio-economic and political needs in their countries, they
3 called on the church to invest in higher education in Africa. At the cry of Bishops Arthur Kulah and
4 Emilio J.M. de Carvalho—for “a university for all of Africa”—The United Methodist Church
5 worldwide responded. Founded in 1992, Africa University is educating leaders in the continent of
6 Africa who bring hope to the community. Located in Old Mutare, Zimbabwe, our apportionment
7 giving to Africa University is extremely important. Six (6) undergraduate faculties (equivalent to
8 bachelor’s degrees) are offered and five (5) graduate faculties (equivalent to master’s degrees) are
9 offered. The student body has reached an enrollment level of around 2,500 full-time students from
10 31 African countries, 58% of whom are female. Africa University’s more than 10,000 alumni have
11 solidified the university’s status as a leadership preparation institution with a 97 percent graduation
12 rate. They are college and seminary presidents, faculty members, district superintendents,
13 communicators, hospital and clinic managers, farmers and agricultural extension workers, and
14 leaders in every walk of life. More information is available at www.africau.edu

15

16 5. ***Episcopal Fund: \$559,626*** - The Episcopal Fund supports active and retired bishops, and provides
17 for active bishops’ salary, office and travel expenses. (The Book of Discipline ¶818). Bishops oversee
18 the United Methodist faith community. Bishops assist local churches by appointing pastors, guiding
19 the work of the Cabinet, encouraging leaders of all kinds, providing guidance and leadership to every
20 level of the United Methodist Church.

21

22 6. ***General Administration Fund: \$191,880*** - “The General Administration Fund provides for the
23 expenses of the sessions of the General Conference, the Judicial Council, special commissions and
24 committees constituted by the General Conference, and other administrative agencies and activities
25 recommended for inclusion in the general administration budget by the General Council on Finance
26 and Administration and approved by the General Conference.” (The Book of Discipline ¶813). The
27 General Administration Fund supports the critical work of the church that’s less visible than many of
28 our other missional expressions. The General Commission on Archives and History budget is also
29 included under this line.

30

31 7. ***Interdenominational Cooperation Fund: \$16,251*** - “This fund provides United Methodist Support
32 of the basic budgets of those organizations that relate to the ecumenical responsibilities of the
33 Council of Bishops.” (The Book of Discipline ¶814). Participation in ecumenical efforts reminds us
34 that we are not alone in our work for Jesus Christ. Established in 1952, the fund enables United
35 Methodists to have a presence and a voice in the activities of the World Council of Churches, World
36 Methodist Council, Pan-Methodist Commission and the National Council of the Churches of
37 Christ in the USA.

38

39 More information is available at www.gcfa.org/resource/2024-gcfa-reports

40 **II: WESTERN JURISDICTION: \$75,954**

41 The WJ Conference is a regional organization of the United Methodist Church. The Jurisdictional
42 Conference Fund serves local churches by providing the means to elect leaders who are integral to the
43 life of the church and by extending the missional reach of each congregation. The jurisdictional
44 conferences promote the evangelistic, educational, missionary, and benevolent interests of our Church
45 and provide for interests and institutions within their boundaries. The WJ conference is comprised of

2025 CAL-PAC PRELIMINARY REPORT

1 seven annual conferences: Alaska, California-Nevada, California-Pacific, Desert Southwest, Mountain
2 Sky, Oregon-Idaho, Pacific Northwest.

3
4 More information is available at www.westernjurisdictionumc.org

5
6 **III: CALIFORNIA-PACIFIC ANNUAL CONFERENCE: \$7,512,425** (includes \$673,062 for the
7 allowance for gap – apportionment non-payment)

8
9 This section of the budget represents the direct costs of administration for the services and programs of
10 the annual conference.

EPISCOPACY

14 *Episcopal Area Office: \$356,102* – The Office is located at the United Methodist Center in Pasadena,
15 CA. It serves local churches and the denomination by providing a place to connect with the Bishop and
16 the Cabinet. The Office will receive \$80,845 from the General Church Episcopal Fund in 2026. Along
17 with the apportioned budget, these funds are used for the Assistant to the Bishop (A2B) and two full
18 time support staff salaries, benefits, travel and other expenses related to running the office.

19
20 *Episcopal Area Residence: \$21,000* - This is conference owned property located in Pasadena that has
21 been recently renovated. This line item covers the expenses related to taxes, insurance and other
22 operating expenses. The General Church Episcopal Fund provides a subsidy of \$10,000 each year to
23 assist with expenses.

24
25 *Episcopacy Committee: \$1,000* -The responsibilities of the Conference Committee on Episcopacy are
26 found in The Book of Discipline ¶637. The committee supports the bishop of the Los Angeles area in
27 the oversight of the spiritual and temporal affairs of the Church. The committee assists in the
28 determination of the episcopal needs of the area and to make recommendations to appropriate bodies. *It*
29 *also* keeps the bishop advised concerning conditions within the area as they affect relationships between
30 the bishop and the people of the conference agencies. *It also* engages in annual consultation and appraisal
31 of the balance of the bishop's relationship and responsibilities to the area and annual conferences, the
32 jurisdiction, general church boards and agencies, and other areas of specialized ministry, including, at all
33 levels, concern for the inclusiveness of the Church and its ministry with respect to sex, race, and national
34 origin, and understanding and implementation of the consultation process in appointment-making.

COUNCIL ON FINANCE AND ADMINISTRATION, TRUSTEES, CONF. CENTER

37
38
39 *Council on Finance and Administration: \$800,000* - The Treasurer's office is responsible for managing
40 the annual budget of around \$30 Million. This budget pays for the personnel and operating expenses of
41 the treasurer's office, controller, bookkeeper/AP assistant, accountant/payroll administrator, IT
42 coordinator and the secretary to the treasurer's position. Also included in this line item are fees for the
43 external audit, bank charges and fees.

44
45 *Trustees: \$500,000* - The Conference Treasurer and Board of Trustees maintain an oversight of about 7
46 Conference-owned properties, including the United Methodist Center. The trustees become the
47 custodians of local church properties when they are abandoned. This fund primarily pays for the legal

2025 CAL-PAC PRELIMINARY REPORT

1 expenses, insurance expenses – conference property and liability, conference director and officers, crime,
2 employment practices liability, fiduciary liability, cyber, internet, professional, and umbrella as well as
3 shared cost for camp liability coverage.

4
5 ***Conference Center Operations: \$350,000*** - This budget line supports the operating expenses for the
6 receptionist, utilities, equipment contracts, repairs and maintenance of the center, storage, shipping,
7 postage, and taxes.

8
9 ***Capital Replacement Fund: \$25,000*** – The purpose of this line item is to assist with any unexpected
10 capital expenditures. The Board of Trustees has a reserve fund for this purpose, so a modest amount is
11 left in this line item.

12
13 ***Working Capital: \$0*** – This line item was consolidated with the Conference Center Operations above.

14
15 ***Archives and History: \$37,000*** - The very extensive responsibilities of the Commission on Archives and
16 History are found in ¶641 of The Book of Discipline. These funds are utilized by the Conference's
17 Commission on Archives and History for a part time staff member, meeting expenses and programmatic
18 purposes. The Commission serves local churches by preserving and safeguarding vital records which
19 define our past and guide our future.

20
21 ***Database and Special Events: \$0*** – This line item was consolidated with Connectional Ministry
22 Operations listed below.

OTHER BUDGET LINES UNDER FINANCE & ADMINISTRATION

23
24
25 ***Congregational Loan Repayment: \$100,000*** - The annual conference borrowed \$4 Million internally
26 from the Congregational Loan fund during the years of 2000-2011 to fund the operating deficit of
27 programs. The Council on Finance and Administration made an agreement with the Congregational
28 Loan Committee in 2012 to repay the borrowed amount. Funds collected are allocated to repay the
29 interfund loan.

30
31
32 ***Allowance for Insurance Non-Payment: \$96,000*** - The annual conference participates in a mandatory
33 group health insurance program to help local church pastors and their families receive the best health
34 care at cost effective rates. The conference also purchases property and liability insurance on behalf of
35 the local church. Each month the conference advances payment to the vendors and subsequently bills
36 the churches for the local pastor's health insurance (approximately \$3.6 million) and church property
37 and liability insurance (\$7 million). While most churches send their payments to the annual conference
38 in a timely manner, there are many who go delinquent. Due to the lack of any other source of income,
39 the conference is forced to use apportionment funds to pay for the delinquencies of the local churches.
40 This line item will ease the stress of utilizing the apportionment funds meant for programs.

41
42 ***Allowance for the Gap on Apportionment Payments: \$673,062*** - Historically, not all churches contribute
43 100% towards the apportionment budget. An allowance is budgeted to help meet the gap between the
44 spending plan and the actual receipts. With the reduction in the total budget and recognizing the need
45 to continue to reduce spending, the GAP % is lower than in prior years as we continue to move towards
46 a more sustainable level. We encourage all churches to meet their connectional commitments in full.
47 This line item has moved to the top of the budget presentation for better clarity by request of the CFA.

BOARD OF PENSION AND HEALTH BENEFITS/HR

Human Resources Administration: \$0 - The office of Human Resources Administration is the office that supports the staff of the Annual Conference, consisting of the conference center, camps, and district offices. Because the work of this office benefits all staff, clergy and lay participants, the BOPHB chose to offset the total costs with the administrative fees tied to the Pension and Health Benefits billing in 2026.

Retiree Health Reimbursement Account: \$0 - There is no longer an apportionment request for this expense beginning with 2024 and beyond. The retiree health program is still in effect, however, and is discussed below.

Health Benefits-Clergy Medical Leave: \$61,000 - Conference Health Insurance Plan rules require that for clergy appointed to Medical Leave, health insurance premiums for the clergy and any eligible dependents must be covered entirely by the Conference. We are projecting a similar need in 2026 as in 2025. This takes into account projected increases in premiums for the Conference medical plan and affects the cost of coverage that is allocated to the BOPHB's budget.

DISTRICT SUPERINTENDENTS AND DISTRICT OFFICE MINISTRIES

District Offices: \$1,634,166 - There are currently five districts: East, Hawaii, North, South and West. District Superintendents (DS) are elders in full connection appointed by the resident bishop to the cabinet as an extension of the supervisory role of the bishop within the annual conference through the same disciplines and in accordance with their responsibilities designated in the *Book of Discipline*. Each district is served by one DS. Combined they provide oversight to almost 330 local churches and several mission churches. The budget reflects expenses for the salary (Superintendent and Administrative Assistant), benefits, travel and basic operational support for each office. The overall decrease in the combined budgets is due to the Cabinet participating in the overall budget reduction process and finding ways to resource other funds to support the work of the District.

DS Transition: \$500 – The funds are intended to honor and assist a DS during their DS transition.

Cabinet Resources: \$20,000 - The Cabinet utilizes this fund to address financial concerns related to suspensions, an exception to standing rules, or other nonbudgeted needs that arise during the year. Disbursements from Cabinet Resources require a vote of the Cabinet and the minutes of decisions are shared with the Conference Treasurer's Office to verify approval and disbursement details.

Sustentation: \$7,500 – to support clergy in desperate situations when the local church or other funds are not available to assist. These funds are managed by the Cabinet in communication with the Board of Ordained Ministry.

Pastoral Transition: \$10,000 – The Cabinet utilizes this fund to help pastors who would like to transition to another vocation, or to address unforeseen circumstances in a pastoral appointment transition not funded elsewhere.

Moving Expenses: \$300,000 – The United Methodist Church follows an itinerant system where all ordained elders, provisional elders and associate members are appointed by the bishop. The Conference Rules define the allowable expenses for clergy moves. Any exceptions to the Rules are voted on by the

2025 CAL-PAC PRELIMINARY REPORT

1 Cabinet in advance of any funds being disbursed and communicated to CFA. For all California
2 appointments, the annual conference and the local church share the expenses in the ratio of 70:30%. For
3 Hawaii appointments, the expenses are shared 80:20% respectively.

CONNECTIONAL MINISTRIES

7 The Connectional Ministries Budget is a reflection of our attempts to not increase the budget from last
8 year. In order to do this we have taken the following steps:

- 9 • We are not filling open positions on the Connectional Ministries Team and will be doing a
10 thorough assessment of all positions mid-year to determine if jobs need to be reclassified, shared
11 across departments or eliminated altogether.
- 12 • Continue to supplement the New Ministries grant funds provided by the conference with reserve
13 funds.
- 14 • Continue to use reserve funds wisely to support emerging ministry needs.
- 15 • Keeping programmatic funding flat with the exception of Communications which needs
16 additional support to tell the stories of our congregations through all forms of media.

17 The key aspects of the Connectional Ministries budget include:

19 ***Camping and Retreat Central Office: \$87,092*** -Which funds a part of our Director of Operations Salary
20 and other will administrative cost. The loss of 20% will be covered by the newly created "Five Funds"
21 account as a result from the sale of Aldersgate Retreat Center, no programming or services will be
22 affected.

24 ***Connectional Ministries Operations: \$1,010,000*** - which includes the salaries of most CM staff as well
25 as administrative funds like traveling across the conference, and providing modest support for
26 committees that have no budgets.

28 ***Leadership and Discipleship: \$160,823***– funds include the operations of the Board of Ordained
29 Ministry, Orders, and the Laity Council. We will be funding the work of the actual Leadership and
30 Discipleship EMT with investment and reserve funds.

31 ***Justice and Compassion: \$125,000***– The budget supports Discipline mandated ministries like Church
32 and Society and Global Ministries, offers grants to local churches, and responds to community needs on
33 the issues of immigration, disaster relief, homelessness, food insecurity, creation care, women's rights,
34 LGBTQIA+ rights, mental health, the Holy Land, Christian Unity and Interreligious concerns,
35 disability awareness and support, and other needs as they arise.

37 ***New Ministries: \$329,500*** – has been working over the past year to discern our past and present, so that
38 we can break free from past patterns, cultivate transformative practices, curate space for innovation, and
39 offer support to faith communities at every stage of their life cycle. In the next year it will complete its
40 multi-year funding obligations using apportioned funds and will support other aspects of its work with
41 reserve and investment funds.

43 ***Hispanic Ministries and Border Concerns:*** – reserve and investment funds have been identified to cover
44 the administrative expenses previously charged to this line item.

46 Our main commitment in Connectional Ministries remains to help local congregations to flourish while
47 extending their reach to arenas that no one church can reach on their own. We are seriously looking at

2025 CAL-PAC PRELIMINARY REPORT

ways to do this at a reduced expense to local congregations while also continuing to walk with small and medium sized churches who depend heavily on the support, training and extra capacity provided by the Connectional Ministries Team. – Erin Hawkins, Executive Director of Connectional Ministries

EQUITABLE COMPENSATION

Equitable Compensation: \$213,750

Vital Presence: \$128,250

The Equitable Compensation Fund is utilized to assist local churches with clergy salary expenses where there is potential for church growth or some other transition is taking place that has resulted in challenges for the church. Limits are applied for the amount of support given and the time that a church/charge can receive support. Fund requests are initiated by the Cabinet, processed by the Human Resources Office, approved by the Commission on Equitable Compensation, and prepared by the HR Office for distribution by the Treasurer's Office to the local church or charge. Equitable Compensation is mandated by The Book of Discipline ¶ 342 and ¶ 625.

The Rules of the California-Pacific Annual Conference (¶ 12. K. 18.) allow for certain churches receiving Equitable Compensation to be designated as Vital Presence Churches if the District Planning and Strategy Committee, in consultation with the District Superintendent, determines that they "provide an essential ministry to a distinctive underserved constituency, or are located in a socially or geographically isolated area." Vital Presence Churches are not limited in the time that they are permitted to receive support.

The reduction in the budget from the prior year represents the reality of a smaller annual conference budget. The Cabinet continues to work faithfully with the EQ Committee in this work.

COMMUNICATIONS

Communications: \$254,280 - This funding supports the staff as well as the contractors, software, hardware and administrative expenses needed to do the work of communications for the conference.

Communications Commission: \$1,000 - is allocated for the meeting expenses of the commission.

OTHER COMMITTEES AND COMMISSIONS

Conference Secretary: \$2,400 - This request covers printing expenses of any preliminary reports and handouts for Annual Conference Session. The printing cost of journal (per the book of discipline) is included here.

Claremont School of Theology: \$24,000 – This United Methodist Seminary in the Western Jurisdiction helps prepare future leaders for ministry. The Cal-Pac Annual Conference shares the connection by supporting the School of Theology through this budget request.

Sessions: \$160,000 - The expense of the Annual Conference session is funded primarily by this apportionment. Smaller amounts are also utilized from various departments, fees and grants. The Annual Conference session serves the local church by providing a gathering place for every Charge to

2025 CAL-PAC PRELIMINARY REPORT

1 participate in the formation of the policies and practices of the Annual Conference. Further, attendees
2 are spiritually enriched with dynamic worship and teaching. The free sharing of resources, ideas, and
3 peer-to-peer conversations plant seeds of mission and ministry, which are carried back to local churches
4 to grow and bear fruit.

5
6 ***Commission & Committees: \$4,000*** – is allocated for the meeting expenses for the Commission on the
7 Status and Role of Women (COSROW), Christian Unity and Inter Religious Commission (CUICC),
8 Inter-Ethnic Groups, Nominations, Religion and Race and Systems Assessment.

9
10 ***General/Jurisdictional Conferences: \$20,000*** – is allocated for the travel and meetings expenses for
11 conference clergy and lay leaders to attend General and Jurisdictional events and training.

12
13 ***TOTAL AMOUNT OF PROPOSED 2026 BUDGET WITH GAP = \$10,075,890***

14
15 *See pages PR-67 through PR-69 for budget spreadsheet*

NON-APPORTIONED ITEMS

22 The apportionment budget represents a significant amount of funding related to the business of the
23 annual conference but there are several other ministries where non-apportioned funds are applied. There
24 are numerous ways our local churches contribute to and our annual conference uses designated reserves
25 to fund connectional ministries throughout the year.

26 A significant area of funding is administered by the Board of Pension and Health Benefits.

27
28 ***Health Billing-Active Clergy and Churches: \$3,386,654*** - Conference rules require that all clergy receive
29 health insurance at the cost of the church they serve. The Conference offers medical, vision and dental
30 plans to the churches for adoption for their clergy and/or eligible church lay staff. For the churches that
31 adopt the Conference health plan, the Conference pays the insurance bills to the carriers and then bills
32 the churches for the expense. For non-Medicare eligible retirees, the retiree is billed for a share of the
33 cost of their premium, which is also included in the active health billing revenue, since these retirees
34 and/or spouses are on the Conference active plan. Projected revenue for 2026 is less than budgeted for
35 2025 based on actual revenue and expense in 2024 and projected revenue and expense in 2025.

36
37 ***Administrative Fees from Health Billing: \$109,630*** - The billing to the churches for active health
38 includes a small administrative fee that is used to cover the expense of administering the various health
39 plans offered by the Conference, including primarily the staff salary and benefits and office
40 administration of the Health Benefits office under Human Resources.

41
42 ***Pension Billing: \$3,113,138*** - The United Methodist denomination, through Wespath Benefits &
43 Investments, offers pension, retirement and death and disability plans for clergy. These include the
44 Clergy Retirement Security Program (CRSP) DC and DB retirement plans, and the Clergy Protection
45 Plan (CPP), providing death and disability protection. Although some of these plans are not actual
46 “pension” plans, we tend to refer to them under the category of “pension billing.” The Conference bills
47

1 the churches for these contributions and premiums. The funds are collected from the churches and sent
2 to the appropriate accounts at Wespath monthly.

3
4 ***Administrative Fees from Pension Billing: \$412,899*** - The billing to the churches for the items under
5 "pension billing" includes a small administrative fee that is used to cover the expense of administering
6 the Pensions office under Human Resources. These include the salary and benefits for the other two staff
7 positions in the office, office administration of the Pensions office, expenses for the annual pre-
8 retirement workshop, awards for retiring clergy, and other expenses.

9
10 ***Retiree Health Reimbursement Account: \$900,000*** - About half of our retired clergy, spouses and
11 surviving spouses obtain their health insurance through a private Medicare exchange called Via Benefits.
12 Those who participate in this program receive reimbursement for all or part of their health insurance-
13 related expenses from a Health Reimbursement Account (HRA), the funds for which are provided by
14 the Conference. For retirees under age 85, a target HRA is established, and each participant receives a
15 portion of the targeted amount based on the pastor's years of service. The target HRA was reduced to
16 \$2600 from \$2800 in 2022 and remained at that level for 2023 - 2025. For retirees age 85 or over, the
17 HRA is calculated according to conference health plan rules at an amount equal to 120% of the target
18 HRA. Retired clergy who do not participate in the Conference plan receive their health insurance from
19 other sources, such as a plan through their spouse, and are not eligible to the HRA. Until 2021, the
20 Board had relied in large part on apportionments to fund the HRA for the retirees. In late 2019, the
21 Board received word that the Cal-Pac's share of the corpus of the Lynch Fund would be sent to the
22 Conference Endowment Fund, in keeping with the terms of the Lynch Fund Trust, as the last remaining
23 Lynch relative in 2019 passed away in 2019. This fund is to be used exclusively for the benefit of retired
24 clergy, spouses and surviving spouses, and has enabled the Board to completely eliminate its reliance on
25 the apportionments for the funding of the retiree HRA. The funding for this program will come entirely
26 from reserves, namely the Conference Endowment Fund. This fund is held in two locations: the United
27 Methodist Foundation and Wespath Benefits and Investments. Funds to cover the monthly HRA
28 reimbursement requests, as well as the expense of the non-Medicare eligible retiree healthcare subsidy
29 and the annual cost of the post-retirement medical valuation, are deducted from the Conference
30 Endowment Fund, divided between both locations.

31
32 ***Retiree Financial Aid, and Virgin Pulse Program: \$30,000*** - Funds are available for financial assistance
33 and are earmarked for retired clergy and spouses. Most of the funds are held at Wespath and are accessed
34 and disbursed in the form of grants upon approval of an application. Separate from this, but also funded
35 through reserves, is the Virgin Pulse walking program which provides Conference-funded incentives for
36 active and retired clergy and spouses, as well as Conference lay staff.

2025 CAL-PAC PRELIMINARY REPORT

1 REC 25-08 | QUOTAS AND SPECIAL ASKINGS

California Pacific Annual Conference of the United Methodist Church

Proposed 2026 Quotas

In addition to supporting Conference and General Church apportionments ("first mile" giving), each of us can make gifts to specific ministries. This is often referred to as "second-mile" giving. The following Quota requests were made by the Executive Director of Connectional Ministries to Council on Finance & Administration which is recommended to the Annual Conference for these specific ministries work in 2026.

With the expectation that the new Apportionment formula rule will pass, the Quotas will be distributed to each church on a pro-rata basis determined by the new formula.

	2024		2025		2026
	Approved	Actual	Approved	Requested	
Border Ministry	75,000	29,048	75,000	75,000	Funds raised will pay for the programmatic expenses for these ministries
Campus Ministry	100,000	37,598	100,000	100,000	
Hunger Appeal	30,000	12,064	30,000	30,000	
Strength For the Journey	12,000	4,728	12,000	12,000	
Young People's Ministry	60,000	22,612	60,000	60,000	
Youth Service Fund	32,000	11,903	32,000	32,000	
Total for Quotas	309,000	117,953	309,000	309,000	

2 REC 25-09 | SALARY RANGES FOR CAL-PAC CONFERENCE STAFF POSITIONS

3 Information only-not part of the SRC recommendation:

4 District Superintendents' salaries are set by formula (Fiscal Rules, Journal Section XII E.1.a). Salaries of the Executive Director of
5 Connectional Ministries and the Assistant to the Bishop are in line with District Superintendent salaries (Employee Handbook section 4.3).
6 For 2026, the calculated salary for these positions is \$138,651.

8 The salary ranges presented in this Recommendation are to establish minimums and maximums in order to be competitive with the
9 marketplace in hiring and retaining staff. Employees who currently hold Conference staff positions (Conference Center, District Offices
10 and Camps) receive cost of living and other increases, within the established ranges, as determined by the Council on Finance &
11 Administration (CFA), the Staff Relations Committee (SRC), Executive Management and state and federal laws.

12 The Staff Relations Committee of the California-Pacific Conference recommends that salary ranges for
13 conference staff positions for the calendar year 2026 be set as follows, with revisions interim of Annual
14 Conference due to state and local increases or as established by the SRC as authorized by Book of
15 Discipline and Conference rules.*

2025 CAL-PAC PRELIMINARY REPORT

1

Exempt Positions

Position	Min	Med	Max
Chief Financial and Benefits Officer	\$133,165	\$168,178	\$175,795
Controller	\$106,679	\$115,771	\$133,686
Director of Communications	\$89,124	\$100,264	\$139,256
Director of Leadership & Congregational Vitality	\$88,865	\$99,974	\$138,852
Director of Justice & Compassion	\$88,865	\$99,974	\$138,852
Director of Camp Operations	\$76,264	\$85,797	\$119,163
Associate Director /Lay & Clergy Credentialing & Development	\$80,340	\$89,124	\$111,405
Associate Director of Data Services and Special Projects	\$80,973	\$89,971	\$112,463
Associate Director for Resourcing & Property	\$83,420	\$93,847	\$130,343
Assistant District Director (appt: 50% Conference/50% church)	\$83,420	\$93,847	\$130,343
Benefits Manager	\$74,454	\$90,799	\$97,154
Human Resources Manager	\$73,265	\$88,854	\$94,814
Camp Director	\$70,720	\$88,846	\$100,961
Camp Program Manager	\$70,720	\$78,429	\$89,124
Camp Operations Manager	\$70,720	\$78,429	\$89,124
Camp Food Service Manager	\$70,720	\$78,429	\$89,124

2

3

Non-Exempt Positions

Position	Min	Med	Max
Administrative Assistant I (Finance Office)	\$31.33	\$38.30	\$45.26
Administrative Assistant II (Connectional Ministries)	\$25.11	\$30.69	\$36.27
Senior Accountant/Payroll Administrator	\$34.55	\$42.22	\$49.89
Accounts Payable Specialist	\$23.51	\$28.74	\$33.96
Accounts Receivable Specialist	\$23.51	\$28.74	\$33.96
Archivist	\$21.38	\$26.13	\$30.87
IT Systems Coordinator	\$40.22	\$49.16	\$58.09
Digital Community Engagement Specialist	\$29.87	\$32.96	\$36.05
Administrative Assistant, District Office	\$31.33	\$38.30	\$45.26

4

5 *Salary comparisons are obtained from the annual survey conducted in Southern California by the Center for
6 Non-Profit Management, and to some extent from the American Camp Association.

7

8

Survey Data Analysis

9

Conference Center and District Staff Salaries

10

- 11 The analysis does not include salaries determined by established rules and formulas, ie: District
12 Superintendents, Executive Director and Assistant to the Bishop.
- 13 The Center for Non-Profit Management Survey breaks down the data several ways for purposes
14 of comparison: budget size, geographic location, field of service and “all organizations” being the
15 most pertinent. For our Salary Range Recommendation, the salary ranges associated with the
16 organizations’ or department’s budget size, or where appropriate, the field of service, was used
17 for exempt positions, in keeping with the scope and responsibilities of these positions. For some
18 non-exempt positions, the geographical area associated with the organizations in the survey was
19 the breakdown used, in order to be competitive in the local area from which applicants are more
20 often drawn for these positions.
- 21 The California minimum wage for all employers in California in 2026 is currently slated to be
22 \$16.50, except where local ordinances set a higher rate. However, there is an adjustment that is
23 triggered when inflation is projected to be higher than 7%. The amount of the increase cannot

2025 CAL-PAC PRELIMINARY REPORT

1 be any higher than 3.5%. Therefore, it's recommended that we base our assumptions on a 2026
2 minimum wage of \$17.00.

3

- 4 The recommended salary ranges for 2026 are aged from the 2025 ranges by 3%, which is the
5 COLA recommended by CFA and SRC for 2026 and is consistent with the aging formula
6 recommended by the Center for Non-Profit Management. Exceptions are for the salaries that are
calculated by formula.

7

8

9 Exempt Minimum Salary

10

- 11 California laws require that an employee classified as exempt must earn a monthly salary
12 equivalent to no less than two times the state minimum wage for full-time employment. For
13 2026, based on an anticipated state minimum wage of \$17.00 per hour, as described above, an
14 exempt employee must be paid no less than \$70,720. (Calculation: \$17.00 x 2080 hours x 2)
15 Entry-level management positions classified as exempt must be placed at \$70,720, even if a
smaller number might appear to be warranted by survey data.

16

17

Camping Salaries

18

- 19 For the Camp Director and Management positions, the overall numbers and totals in the
20 American Camp Association survey have outlived their usefulness in California, due to the
above-mentioned Exempt Minimum Salary levels.

21

22 The minimum salaries for the exempt camping positions reflect what is assumed to be the exempt
23 minimum salary in California if the inflation adjustment is implemented. The median and maximum
24 salaries for these positions are set at 3% over the median and maximums for 2025 so as to maintain a
25 distinction between director and management level positions.

1 **RESOLUTIONS**
23 **RES 25-01 | NO RENEWAL OF MILITARY LEASES ON O'AHU**4 **SUBJECT:** No Renewal Of Military Leases On O'ahu5 **SUBMITTED BY:** Hawai'i District United Methodist Church Acts of Repentance Task Force6 **ESTIMATED FINANCIAL IMPACT:** None7 **SOURCE OF STAFF TIME:** None8
9 WHEREAS, on January 17, 1893 American businessmen and leaders orchestrated the illegal overthrow
10 of the Hawaiian Kingdom and Queen Lili'uokalani. In spite of five treaties signed by
11 the U.S. Government with the Hawaiian Kingdom, and the fact that sixteen other nations
12 maintained official diplomatic ties with Honolulu, resident businessmen – some of whom were
13 descended from the original missionaries – calling themselves “the Committee of Safety” seized
14 power by illegally occupying the government building, with the assistance of 162 U.S. Marines
15 and Navy sailors;16
17 WHEREAS, according to newspaper articles and church archival documents, the Rev. Dr.
18 Harcourt W. Peck supported the illegal overthrow and served as sharpshooter and acting adjutant
19 for Colonel J. H. Fisher, commander of the forces who dethroned Queen Lili'uokalani. When he
20 returned to Hawai'i a year later to serve as pastor of First Methodist Episcopal Church, he rejoined the
21 sharpshooter company and served as chaplain of the new forcibly established Republic of Hawai'i. Rev.
22 Peck's armed participation against the legal and internationally recognized indigenous government of
23 Hawai'i, as well as his continued solidarity with those who orchestrated the overthrow, solidified First
24 Methodist Episcopal Church's establishment in Honolulu and ensured the continuation of Methodism
25 in Hawai'i;26
27 WHEREAS, the 2020/2024 United Methodist Church General Conference passed a resolution to
28 acknowledge the history of racism and imposed colonial rule in Hawai'i from the illegal overthrow to
29 the present, and initiated an apology on behalf of the United Methodist Church for the church's role
30 and complicity in the overthrow;31
32 WHEREAS, the Hawai'i District Acts of Repentance Task Force was established to nurture authentic
33 community with Native Hawaiians and make the church's apology meaningful;34
35 WHEREAS, in 1964 the U.S. Army signed 65-year leases for \$1 per lease with the State of Hawai'i,
36 Department of Land and Natural Resources, for 782 acres at Makua Military Reservation (MMR),
37 1,150 acres of land at Kahuku Training Area (KTA), and 4,390 acres at Kawailoa-Poamoho Training
38 Area (Poamoho);39
40 WHEREAS, the US Army leases of lands of “State of Hawai'i” lands at MMR, KTA, and Poamoho
41 totaling 6,322 acres on the island of O'ahu are set to expire in 2029;42
43 WHEREAS, one hundred percent of the 6,322 acres the US Army leases from the State of Hawai'i at
44 MMR, KTA, and Poamoho are Hawaiian Kingdom Crown and Government lands which were seized
45 by the US Government and transferred to the State of Hawai'i without the consent of or compensation
46 to the Native Hawaiian people of Hawaii or their sovereign government;

2025 CAL-PAC PRELIMINARY REPORT

1 WHEREAS, on June 7, 2024, the US Army released a Draft Environmental Impact Statement (EIS)
2 and opened a public comment period which ended on August 7, 2024 to analyze the potential
3 environmental impacts associated with retaining these lands O‘ahu and continue military use of the
4 State lands at these three installations on O‘ahu.

5
6 WHEREAS, in the Draft EIS, the US Army admits that there will be “significant adverse impacts” on
7 land use (land tenure) and environmental justice with the retention of any lands at Kahuku, Poamoho,
8 and Mākua.

9
10 WHEREAS, MMR, Poamoho, and KTA are home to dozens of endangered native organisms and fragile
11 ecosystem and the US military has not always been good caretakers of Hawai‘i’s natural resources, lands,
12 and water (e.g. Red Hill fuel spill);

13
14 WHEREAS, Furthermore, for decades the US Army has been responsible for the desecration of ancient
15 Hawaiian sites and burials and limiting Native Hawaiian cultural access in Mākua, Poamoho, and
16 Kahuku.

17
18 WHEREAS, the US Army training areas pose a threat to nearby adjacent communities with
19 toxic emissions, noise pollution, and fire risks while perpetuating an ongoing legacy of
20 unexploded ordinance, invasive species, and the contamination of water sources and soil.

21
22 THEREFORE LET IT BE RESOLVED, that the United Methodist Church ally with and advocate on
23 behalf of Native Hawaiians on interconnected justice issues on an ongoing basis. This includes but is not
24 limited to the issues of land theft and reclamation, environmental justice, and protection of cultural
25 resources.

26
27 THEREFORE LET IT BE RESOLVED that the Hawai‘i District and the California-Pacific Annual
28 Conference of the United Methodist Church strongly urges the Department of Land and Natural
29 Resources (DLNR) take no action on the US Army leases of 6,322 acres at MMR, KTA, and Poamoho,
30 and that they be allowed to expire.

31
32 THEREFORE LET IT BE RESOLVED, that the Hawai‘i District and the California-Pacific Annual
33 Conference of the United Methodist Church strongly urges that the US military clean up, restore, and
34 return the lands they occupy to the rightful owners, the Native Hawaiian people.

35
36 THEREFORE LET IT BE FINALLY RESOLVED, that copies of this resolution shall be sent to
37 the Director of the Department of Land and Natural Resources; Hawai‘i State Governor, the Hawai‘i
38 State House Speaker; the Hawai‘i State President of the Senate; the U.S. Army Garrison Command,
39 Hawai‘i; Hawai‘i Members of the U.S. Congress; the Office of Hawaiian Affairs.

41 **RES 25-02 | PSYCHOLOGICAL ASSESSMENTS IN THE PRIMARY LANGUAGE OF CANDIDATES**

42 **SUBJECT:** Psychological Assessments in the Primary Languages of Candidates for Ordained or
43 Licensed Ministry

44 **SUBMITTED BY:** Jackeline Vives, Ervin Adin Aguilon, Ariana Arredondo, Baldwin Avendano,
45 Richard Bentley, Melinda Teter Dodge, James Dollins, Lyda Eddington, Ruben Esponda, David Farley,
46 Dori Fotsch, Reynaldo Guevara, Jennifer Gutierrez, Edward Hansen, Joel Hortiales, Brian Suk-Boo Lee,

2025 CAL-PAC PRELIMINARY REPORT

1 Mateo Mamea, Janet Gollery McKeithen, Martha Morales, Sharon Rhodes-Wickett, Stephanie Rice,
2 Toña Rios, Phillip Valdes, Lily Villamin, Jose Vindel, Frank Wulf

3 **ESTIMATED FISCAL IMPACT:** Additional costs as needed for administering psychological
4 examinations and assessments in languages other than English

5 **SOURCE OF STAFF TIME:** Provided by staff assigned to the Board of Ordained Ministry

6
7 WHEREAS psychological examinations are critical to the discernment process for ordained or licensed
8 ministry, and

9
10 WHEREAS many candidates for ordained or licensed ministry do not speak English as their primary
11 language, and

12
13 WHEREAS psychological assessments are culturally and linguistically sensitive tools so that speakers of
14 languages other than English often find it difficult to complete the psychological assessment in a
15 satisfactory way – even with the help of translation, and

16
17 WHEREAS ¶ 310.2.b) of *The Book of Discipline of The United Methodist Church 2020/24* states: “The
18 district committee on ordained ministry through the Board of Ordained Ministry shall seek ways to
19 consider cultural and ethnic/racial realities and language translations as candidates meet these
20 requirements, including interviews, psychological assessments, criminal background, and credit checks,”

21
22 THEREFORE BE IT RESOLVED THAT the Board of Ordained Ministry of the California-Pacific
23 Annual Conference, in the spirit of the Book of Discipline of The United Methodist Church 2020/24 ¶
24 310.2.b), shall work with District Committees on Ordained Ministry to ensure that candidates for
25 ordained or licensed ministry will – as necessary – be able to undertake their psychological assessment
26 (including written examinations) in their native language.

27
28 BE IT FURTHER RESOLVED that the Board of Ordained Ministry will make funds available so that
29 candidates may apply, as needed, for scholarships to pay additional costs associated with providing
30 psychological assessments in languages other than English.

RULES

RUL 25-01 | CONFERENCE TREASURER/CFBO

4 In response to, and at the recommendation of a systems audit of the California-Pacific Annual
5 Conference by representatives of the General Council on Finance and Administration, an ad hoc
6 response team to the GCFA report, the Council on Finance and Administration, the Connectional
7 Table, and the Staff Relations Committee have worked in concert to re-envision the scope of work of the
8 Conference Treasurer. For the mission and ministry of the church, and to provide for more
9 comprehensive and strategic leadership, we are renaming this position as Chief Financial and Benefits
10 Officer. The requirements for a Conference Treasurer found in the Book of Discipline will remain in
11 place, and be fulfilled through this conference officer.

13 This requires changes, mostly editorial, to the following sections of the conference rules.

15 (Note: We include changes to sections consistent with proposed rule changes regarding the
16 Connectional Table)

III. B. Conference Statistician

2. The Conference Statistician shall gather data from the Churches, Essential Ministry Teams, Agencies, Boards, Commissions, Committees, or Councils of the Annual Conference and prepare statistical reports and analyses for publication in the Journal or, at the request of stated Conference Essential Ministry Teams, Agencies, Boards, Commissions, Committees, or Councils, in cooperation with the Cabinet and the ~~Executive Director of Finance and Facilities~~ Chief Financial and Benefits Officer.

III. C. Chief Financial and Benefits Officer (Conference Treasurer)

1. The Conference Treasurer shall be elected in accordance with ¶619 of *The Discipline*.
2. This position shall be known in the California-Pacific Annual Conference as the ~~Executive Director of Finance and Facilities~~ Chief Financial and Benefits Officer (CFBO).
3. The ~~Executive Director of Finance and Facilities~~ Chief Financial and Benefits Officer shall be the Treasurer of all Conference groups and Agencies.

IV. A. 3. d. Conference officers - Secretary, Treasurer (**Chief Financial and Benefits Officer**), Statistician (if they are laity) and the Conference Chancellor.

V. BUSINESS OF THE CONFERENCE

C. 3. C. As a convenience to Conference Members, District Groups, Essential Ministry Teams, Agencies, Boards, Commissions, Committees, and Councils related to the Conference, the office of the Conference Secretary may, within the limits of time and available staff, reproduce such resolutions at a fee to be determined by the Conference Secretary. No Resolution, Petition, Report, or Statement will be reproduced without a receipt, signed by the Executive Director of Finance and Facilities Chief Financial and Benefits Officer, for payment of the necessary cost.

2025 CAL-PAC PRELIMINARY REPORT

1 VI. STRUCTURES OF CONFERENCE ORGANIZATIONS

2 A. Staffing — All groups shall seek staff support as appropriate in coordination with the
3 Officers, Executive Directors, or Directors employed by the Annual Conference.

5 VI.D.5. Tenure shall not be limited for:

6 e. ~~Executive Director of Finance and Facilities~~ Chief Financial and Benefits Officer
7 (Conference Treasurer)

9 VII-VIII. ESSENTIAL MINISTRY TEAMS

10 D. C. New Ministries Essential Ministry Team (NM-EMT)

11 4.C.i.(3)

12 - One Treasurer: Cal-Pac ~~Executive Director of Finance and Facilities~~ Chief Financial and
13 Benefits Officer

15 VIII. IX. BODIES MANDATED BY THE BOOK OF DISCIPLINE

16 H. Finance and Administration, Council on

17 4. f. Congregational Loan Fund

18 The Congregational Loan Fund (CLF) will be administered under the Conference Council on
19 Finance and Administration (CFA). CFA to establish a CLF Sub-Committee named from
20 within its members, three members from the previous Congregational Loan Committee. A
21 representative from the Cabinet as well as the Chair of the New Ministries Essential Ministry
22 Team. An as needed at-large member category included to assure skill needs. The ~~Executive~~
23 ~~Director of Finances and Facilities~~ Chief Financial and Benefits Officer, ...

24 5. Ex-Officio Members: The ~~Executive Director of Facilities and Finances~~ Chief Financial and
25 Benefits Officer, along with her/his staff (Including the congregational Loan Officer) shall
26 provide staff support to the Council on Finance and Administration.

27 O. Trustees, Board of

28 3. Ex-Officio Members: The Resident Bishop and the ~~Executive Director of Facilities and~~
29 ~~Finances~~ Chief Financial and Benefits Officer along with her/his staff shall provide staff
30 support to the Board of Trustees. In all cases, staff members may have voice in all matters but no
31 vote.

33 XI. OTHER BODIES

34 A. 2. 2. The membership shall consist of: the Bishop (or a person designated by the Bishop), who shall
35 chair the Task Force, Cabinet members assigned by the Bishop, the ~~Treasurer/ Executive~~
36 ~~Director of Finance and Facilities~~, Chief Financial and Benefits Officer, ...

38 E. Staff Relations Committee

39 3.h. Ex-officio, non-voting: Director of Human Resources, ~~Executive Director of Finance and~~
40 ~~Facilities~~ Chief Financial and Benefits Officer, Executive Director of Connectional Ministries,
41 Director of Camping and Ministry Operations, one member of the Cabinet (5)...

43 XII. Fiscal Rules

44 A. 1. 1. Council on Finance and Administration (CFA) discourages incurring of debt. Any
45 ministry/program that expects to run into a deficit must consult with the ~~Treasurer~~ Chief
46 Financial and Benefits Officer and CFA in advance.

1 2. Every Clergy member of the California-Pacific Annual Conference (Conference) shall file,
2 annually with the ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits**
3 **Officer**, a statement of the items of income paid to him/her by his/her employer including
4 allowances for expenses. Such information shall be supplemented by a record of payments made
5 from any Conference or General Board source. The entire schedule shall be printed in the
6 Conference Journal.

7

8 C. 2. All claims for expense shall be made on forms provided by the ~~Executive Director of Finance and~~
9 ~~Facilities~~ **Chief Financial and Benefits Officer** and shall be approved by a person authorized by
10 each agency before payment of the claim is made.

11

12 E. 1. d. Utilities for housing – water, electricity, gas (fuel), sewer fee, trash, recycling, and green waste
13 collection, basic providers cable/dish/streaming/TV plan, High Speed Internet, Phone; including
14 related taxes, fees and surcharges, Cell phone plan, line access, and all related surcharges, taxes
15 and fees related to the cost of a single staff phone – shall be paid (or reimbursed) upon
16 submission of the bills to the ~~Executive Director of Finance and Facilities~~ **Chief Financial and**
17 **Benefits Officer**. Office utilities when the office is not in home should be included in Office
18 Expense reimbursement. Both home and office telephone expenses shall be reported in the
19 “Telephone” category. In home office supplies shall be paid (or reimbursed) upon submission of
20 the bills to the ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits**
21 **Officer** (scanned, faxed, and screen shot copies shall be considered as original receipts).

22

23 e. Health insurance plan payments, and the “employer share” of the pension and death and
24 disability insurance payments, shall be paid directly by the ~~Executive Director of Finance and~~
25 ~~Facilities~~ **Chief Financial and Benefits Officer** even though they are included in the District
26 Superintendent’s budget. The personal share of pension payments may be paid by the
27 Treasurer’s office and deducted from salary payments. (2010)

28

29 E.3.a. Monthly statements comparing actual expenses to budgeted figures will be provided to each
30 District Superintendent by the ~~Executive Director of Finance and Facilities~~ **Chief Financial and**
31 **Benefits Officer**. Care shall be taken to keep actual expense at or below the budgeted amounts.
32 Vouchers and backup documentation shall reach the ~~Executive Director of Finance and~~
33 ~~Facilities~~’ Office **of the Chief Finance and Benefits Officer** by the end of the month in order to
34 be included on that month’s statement.

35 b. In the event a request for payment exceeds the annual budgeted account the ~~Executive Director~~
36 ~~of Finance and Facilities~~ **Chief Financial and Benefits Officer** is directed not to advance
37 payment except for salary related items. An appeal for payment beyond the budgeted figure may
38 be submitted to the CFA for negotiation.

39

40 4. c. Needed office equipment shall be purchased through the Plant Fund with the approval of the
41 ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits Officer** and the CFA.
42 Additional equipment purchases shall be arranged between the District Union and the CFA.

43

44 L. Pastor’s Compensation Arrearage Policy

45 4. Should there be a dispute between the pastor and the local church about the validity and/or the
46 amount of a claimed arrearage, the Cabinet or CEC shall call an ad hoc committee to determine
47 the validity and amount of the arrearage claim. The ad hoc committee shall consist of two

1 representatives of CEC, two representatives of the Cabinet, one representative of the ~~Conference~~
2 ~~Treasurer~~ **Chief Financial and Benefits Officer**, one representative of the Conference office on
3 Human Resources, and one representative of the CFA. The ad hoc committee shall consult with
4 both the pastor and the church.

5
6 N. Moving Expense Plan

7 1. Clergy members and full time local pastors due to a change in appointment are eligible for the
8 moving benefit that shall relate only to the actual transportation costs of household goods and
9 personal property unless otherwise authorized by the CFA/Cabinet. In keeping with IRS
10 regulations stating that reimbursed moving costs are now considered taxable income to the
11 individual, the office of the ~~Executive Director of Finance~~ **Chief Financial and Benefits Officer**
12 will provide to every moving clergy member and moving full time local pastor an IRS 1099 form
13 stating actual moving costs incurred. In addition, a remuneration of five percent (5%) of the
14 total amount of the move costs will be disbursed to assist with the incurred tax liability. The
15 total of the move cost and the 5% remuneration will be included on the IRS 1099 Form. This
16 disbursement will be for the year in which the move occurred only.

17
18 9. Moves by clergy or full-time local pastors coming to an appointment in the Conference from
19 outside its bounds of the Conference are eligible for the moving policy benefit as set forth in
20 sections 2 and 3 above, with the exception that it will be paid 80% by Conference and 20% by
21 local church of Conference department/EMT. Travel expenses for the clergy, spouse, and his/her
22 dependent children may be reimbursed by the Conference upon the request of the receiving
23 District Superintendent who shall plan with the family, prior to moving, as to what constitutes
24 reasonable and reimbursable expense. Such charges are subject to review by the ~~Executive~~
25 ~~Director of Finance and Facilities~~ **Chief Financial and Benefits Officer**. When driving, the
26 reimbursement will be the current move mileage rate as set by the IRS for one vehicle, otherwise
27 one-way airfare for eligible dependents will be paid by the Conference.

28
29 11. Persons employed on the Exempt Staff of the Conference shall be eligible for the moving policy
30 benefit at the time of their employment or appointment (clergy) in our Conference. The
31 20/30% portion of moving expense shall be charged to the employing department or EMT.
32 Travel expenses for the staff person, spouse, and dependent children will be planned with the
33 Director of the employing Department/EMT prior to moving, as to what constitutes reasonable
34 and reimbursable expense. Such charges are subject to review by the ~~Executive Director for~~
35 ~~Finance and Facilities~~ **Chief Financial and Benefits Officer**.

36
37 13. All moves are to be coordinated through the ~~Executive Director of Finance and Facilities~~' office
38 **of the Chief Financial and Benefits Officer**. The District Superintendent shall provide a move
39 authorization form to the office of the ~~Executive Director of Finance and Facilities~~ **Chief**
40 **Financial and Benefits Officer** to start the process. For convenience and control a corporate
41 central billing will be paid by the Conference and will invoice the local church/pastor for their
42 portion of the move expense.

43
44 14. Exceptions to the provisions of this policy shall be subject to an approval by a two-thirds vote of
45 the Cabinet and that approval shall be ratified by the ~~Executive Director of Finance and~~
46 ~~Facilities~~ **Chief Financial and Benefits Officer** in advance of the move.

1 POLICIES

2 CLERGY HOUSING POLICIES AND STANDARDS

3

4 V. REVIEW OF CLERGY HOUSING POLICIES AND STANDARDS

5 In the last year of each Quadrennium, the Conference CFA and the Conference Rules Committee
6 shall jointly convene a study group to review these Policies and Standards and shall recommend
7 appropriate additions, changes and deletions for Annual Conference action. The study group shall
8 include representation from the Cabinet, Commission on Equitable Compensation, clergy, clergy
9 spouses, laity, CFA, Rules, and ~~Executive Director of Finance and Facilities~~ the conference Chief
10 Financial and Benefits Officer.

11

12 **RUL 25-02 | SEPARATE CONNECTIONAL TABLE FROM EMTS**

13 Rationale of Proposed Change:

14 - Separate the Connectional Table from the section on Essential Ministry Teams
15 - Clarify that purpose of the Connectional Table is to be an umbrella body, to coordinate our work to God's
16 vision, and to reduce the tendency to work in "silos"
17 - Add members to the Connectional Table for greater representation and communication
18 - Define a Coordinating Council of the Connectional Table to focus on strategy.

19 Proposed Change (Narrative):

20 - Rerumber Sections XII to XIII, XI to XII, X to XI, IX to X, VIII to IX and VII to VIII.
21 - Insert a new section VII
22 - Amend current Section VII. C. as shown below
23 - Rename Section VII D. to VII C.

24

25 C. Connectional Table (CT) VII. CONNECTIONAL TABLE

26

27 **A. The Connectional Table (CT)**

28 1. Function

29 The Connectional Table will help to focus and guide the mission and ministry of The
30 United Methodist Church within the boundaries of the California- Pacific Conference in the
31 spirit of ¶608 The Discipline. This body gathers the diversity of our voices assisting the
32 annual conference to seeking, name, and claim God's vision for us. It will be accountable
33 to the annual conference and serve in partnership with the Executive Director of
34 Connectional Ministries and the Conference Treasurer/Chief Financial and Benefits
35 Officer. It shall assist the annual conference in:

36 "1. envisioning the ministries necessary to live out the mission of the church in and through
37 the annual conference;
38 2. creating and nurturing relationships and connections among the local, district, annual
39 conference, and general church ministries;
40 3. providing encouragement, coordination, and support for the ministries of nurture,
41 outreach, and witness in districts and congregations for the transformation of the world;
42 4. ensuring the alignment of the total resources of the annual conference to its mission;
43 5. developing and strengthening ethnic ministries, including ethnic local churches and
44 concerns;
45 6. providing for advocacy and monitoring functions to ensure that the church is consistent
46 with its stated values." (¶608 *The Discipline*)

2025 CAL-PAC PRELIMINARY REPORT

1 2. Organization

2 It shall organize and determine its meeting schedule within 30 days following the session of
3 annual conference at which its membership is elected or named.

4 3. Membership

5 Its membership shall include the following:

6 - A Chairperson nominated by the Conference Nominations Committee in consultation
7 with the Executive Director of Connectional Ministries and Conference Treasurer/CFBO
8 and elected by the annual conference to serve a quadrennium;

9 - Conference Lay Leader(s);

10 - Chairpersons of Justice and Compassion; Leadership and Discipleship, New Ministries
11 Essential Ministry Teams; Council on Youth Ministries; and Council on Young Adult
12 Ministries.

13 - The Chairperson of the Conference Council on Finance and Administration;

14 - The Chairperson of the Board of Ordained Ministry

15 - First Lay and Clergy person General Conference delegates (or designate from delegation);
16 - Presidents or Chairpersons of the Conference Hispanic and Native American Committees,
17 the Conference Korean Ministry Council, the Pacific-Islanders Commission, and the
18 Committee to Strengthen the Black Church for the 21st Century;

19 - Five additional members for the purpose of gender, racial, age and district inclusivity to be
20 nominated by the Conference Nominations Committee and elected by the Annual
21 Conference to serve a quadrennium;

22 - Executive Director of Connectional Ministries;

23 - Conference Treasurer/Chief Financial and Benefits Officer

24 - Bishop (Non-voting);

25 - Dean of the Cabinet (Non-voting);

26 - The President & CEO of the California-Pacific United Methodist Foundation (Non-
27 Voting)

28 - The Conference Secretary (Non-voting);

29 - The Chairpersons of the Conference Commission on the Status and Role of Women, and
30 the Conference Commission on Religion and Race;

31 - Lay or clergy members of the Annual Conference who may be elected to serve on the
32 Connectional Table of The United Methodist Church.

33 **B. The Coordinating Council (CT)**

34 1. Function

35 The Coordinating Council is the Executive Committee of the Connectional Table.

36 Holding to the principles of transparency, equity, and sustainability, this council
37 coordinates the implementation of the vision God provides for the annual conference.

38 This body will focus on strategy; in order to

39 - address emergent matters between annual conference sessions

40 - align resources for sustainable ministry

41 - harmonize our efforts

42 - promote effectiveness

43 - and offer measures for accountability.

44 2. Organization

45 As the executive committee of the Connectional Table the Coordinating Council shall
46 be organized and a meeting schedule established the first meeting of the Connectional
47 Table each conference year.

3. Membership

Its membership shall include the following members of the Connectional Table:

- Conference Lay Leader(s);
- Chairpersons of Justice and Compassion; Leadership and Discipleship, New Ministries Essential Ministry Teams
- The Chairperson of the Conference Council on Finance and Administration;
- The Chairperson of the Board of Ordained Ministry
- Executive Director of Connectional Ministries;
- Conference Treasurer/Chief Financial and Benefits Officer
- Bishop (Non-voting);
- Dean of the Cabinet (Non-voting);
- The President & CEO of the California-Pacific United Methodist Foundation (Non-Voting)
- Two of the Lay At-Large members of the Connectional Table to bring balance and equity of representation.

RUL 25-03 | LAITY COUNCIL MEMBERSHIP

VII. Essential Ministry Teams

B. Leadership and Discipleship Essential Ministry Team

4. Structure of the LD-EMT

f. Laity Council

- i. The purpose of the Laity Council is defined in ¶631 The Discipline.
- ii. Membership shall be composed of the Conference Lay Leader, the Director of Lay Servant Ministry, all the Lay Leaders of the districts, the Associate Lay Leader of each District, the Lay Servant Ministries Certified Lay Minister Director, each Lay Servant Ministries District Director, the respective Lay Servant Ministries language District Directors in Tongan, Spanish and Korean, up to 3 Mission Area Associate Lay Leaders from each district, UMW Rep., UMM Rep., UM Youth, UM Young Adult, Conference Lay Ministry Academy Dean/s with voice and vote. Cabinet Rep., Exec. Dir. Of Conn Min., Director of Communication, and Bishop with voice but no vote. The Conference Lay Leader shall be the chair of the Laity Council. The Conference Lay Leader shall be nominated by the Lay Members of the Nominations Committee.
- iii. District Lay Leaders will also serve on the Nominations Committee.
- iv. This Council is responsible for the Lay Servant Ministry and Certified Lay Ministry responsibilities of the Annual Conference. The lay members of the Laity Council shall nominate the Director of the Lay Servant Ministry. The office shall be filled by a certified lay servant. The nomination will be forwarded to the Nominating Committee to be included in the slate of nominations at Annual Conference.
- v. The Lay Servant Ministries language Directors will be recommended by the respective Conference language committee, commission or caucus. The recommendation will be forwarded to the Nominating Committee to be included in the slate of nominations at Annual Conference.
- vi. The Laity Council is responsible to the Leadership and Discipleship Essential Ministry Team.

1 **Here is what the 2020/2024 Book of Discipline says about the Board of Laity:**

2 ¶630. Conference Board of Laity—1. There shall be in every annual conference a conference board of
3 laity or other equivalent structure to provide for these functions and maintain connectional relationship.
4 It shall provide for the ministry of the laity related to the objectives of the General Board of Discipleship
5 as set forth in ¶¶1101-1122.

6 2. The purpose of the conference board of laity shall be:

7 a) To foster an awareness of the role of the laity both within the local congregation and through their
8 ministries in the home, workplace, community, and world in achieving the mission of the Church; to
9 develop and promote programs to cultivate an adequate understanding of the theological and biblical
10 basis for lay life and work among the members of the churches of the annual conference.

11 b) To develop and promote stewardship of time, talent, and possessions within the annual conference in
12 cooperation with the conference council on ministries or other appropriate conference bodies.

13 c) To provide for the training of lay members of annual conference.

14 d) To provide support and direction for the ministry of the laity on the local, district, and annual
15 conference levels and to promote the observance of Laity Sunday.

16 e) To provide organization, direction, and support for the development of local church leaders.

17 3. The following membership of the board is recommended: the conference lay leader, associate
18 conference lay leaders, the conference director of Lay Servant Ministries, the conference scouting
19 coordinator, and the presidents and two representatives elected by each of the conference organizations
20 of United Methodist Men, United Methodist Women, United Methodist Young Adults, and the
21 conference council on youth ministries; and in addition, the district lay leaders, two laymen, two
22 laywomen, and two youth elected by the annual conference upon nomination of the conference
23 nominating committee, a district superintendent designated by the cabinet, the director of the
24 conference council on ministries, and the presiding bishop. Special attention shall be given to the
25 inclusion of people with disabilities and racial and ethnic persons. All members shall be professing
26 members of local churches.

27 4. The conference lay leader shall chair the board. Other officers shall be elected as the board shall deem
28 necessary.

29 5. The board shall relate to Lay Servant Ministries and other organized lay groups in the conference,
30 such as United Methodist Men, United Methodist Women, United Methodist Young Adults, and
31 United Methodist Youth and shall support their work and help them coordinate the activities of the
32 organized laity of the conference.

33 6. Conference Committee on Lay Servant Ministries—

34 a) Every annual conference is encouraged to create a conference committee on Lay Servant Ministries or
35 other equivalent structure to fulfill the requirements of ¶¶ 266-268 and to relate to the conference board
36 of laity and the General Board of Discipleship as per ¶ 1116 and others that might apply.

37 b) The purpose of a conference committee on Lay Servant Ministries is to set criteria and guidelines for
38 district committees on Lay Servant Ministries, to develop lay servant courses and approve courses
39 developed by district committees, and to organize conference-wide lay servant events.

40 c) A conference committee on Lay Servant Ministries will consist, at a minimum, of the district directors
41 of Lay Servant Ministries or their equivalent.

42 d) There will be a conference director of Lay Servant Ministries. This position will be filled in a manner
43 to be determined by the annual conference. This position shall be filled by a certified lay servant. The
44 conference director will chair the committee. Other officers will be elected by the committee as the
45 committee deems necessary.

1 **RUL 25-04 | PRIORITIZING RETIRED DEACONESSES/HOME MISSIONERS FOR LAY EQUALIZATION**

2 **Rationale:**

3 The United Methodist Church recognizes three Orders - Elders, Deacons, and the Order of Deaconess
4 and Home Missioner - each bringing irreplaceable gifts to our shared ministry.

5
6 Retired deaconesses and retired home missioners are informed, educated, committed laypeople who have
7 dedicated their lives to the church. Active deaconesses and home missioners already have votes at annual
8 conference, but upon retirement, they lose their voting rights. Retired Deaconesses and Home
9 Missioners offer crucial insights from their lifetime of professional lay ministry that complement clergy
10 perspectives, especially in understanding institutional and community ministry needs. Retired
11 deaconesses and retired home missioners should be added as lay equalization members to our conference
12 rules to help the conference equalize its lay and clergy membership while also strengthening its
13 commitment to lay ministry and honoring the lifetime commitment of deaconesses and home
14 missioners.

15
16 We thank you for your time and attention to this proposed rule change.

17
18 Respectfully submitted by the Justice and Compassion Essential Ministries Team and Deaconess Sharon
19 McCart on behalf of the California-Pacific Deaconess/Home Missioners.

20
21 **Proposed Change: (in bold-underline)**

22
23 **IV. CONFERENCE PROCEDURES**

24 **A. Election of Members and Observers**

25 1. Clergy membership in the Annual Conference shall be as outlined in ¶602.1 of The Discipline.

26 2. Annual Conference Lay membership and method of election shall be in accordance with ¶32
27 and ¶602.4 and .5, The Discipline. Lay members shall be elected quadrennially. The following
28 shall be members of the Annual Conference by virtue of those provisions of The Discipline:

29 a. A Lay Member elected by each charge.

30 b. Diaconal Ministers

31 c. Deaconesses

32 d. Home Missioners

33 e. Conference President of United Methodist Women f. Conference President of United
34 Methodist Men

35 f. Conference Lay Leader (One vote only; Co-Lay Leaders, refer to Rule IV.A.3.p) I-7 2024
36 SECTION I CONFERENCE RULES

37 g. District Lay Leaders (One vote only per District)

38 h. Conference Director of Lay Servant Ministries

39 i. Conference Secretary of Global Ministries (if Lay)

40 j. President of the Conference Young Adult Council

41 k. President of the Conference Youth Council

42 l. Chair of Conference College Student Organization

43 m. One Youth between the ages of 12 and 17 and one Young Person between the ages of 18 and
44 30 from each District to be selected in such a manner as may be determined by the Annual
45 Conference.

46 n. In Districts where United Methodist Lay Persons serve as Campus Ministers/Directors of
47 Wesley Foundations, they shall be added as District-at-large Lay Members to the Annual

1 Conference. In Districts where United Methodist Clergy serve as Chaplains, Campus
2 Ministers, and Directors of Wesley Foundations, the Lay Persons elected as their balancing
3 counterpart shall be elected from either the Campus Ministry Board of Directors or a
4 student from that ministry/foundation. In making sure that such inclusion is adhered to,
5 special consideration shall be given to the inclusion of United Methodist Young Adults who
6 are active participants in Campus Ministry.

7 o. Charges served by more than one Clergy Member under appointment (including deacons in
8 full connection for whom this is their primary appointment) shall be entitled to as many lay
9 members as there are clergy members under appointment.

10 3. Furthermore, to reach the required number of Lay Members in equalizing membership (lay and
11 clergy), as allowed under ¶602.4 The Discipline, the California-Pacific Conference will use the
12 following priority basis until the number needed is eight (8) or less, at which time the Cabinet
13 will make nominations to the Annual Conference which shall, in turn, elect at its first session.
14 a. Each District shall elect, annually at a District Conference, ten (10) lay members to the
15 Annual Conference, five (5) of whom shall be youth (age 12-18) and nominated by the
16 District Council on Youth Ministries, and five (5) whom shall be young adults (between the
17 ages of 18 and 30) who shall be nominated by the District young adult organization,
18 including those specified by ¶32, and ¶602.4 The Discipline and Rule IV.A.2.l above.
19 Certification of their election shall be through a manner similar to the certification of other
20 Lay Members of the Conference except that it shall be through the office of the District
21 Superintendent rather than a local church.
22 b. In charges with more than one organized local church, each organized local church shall elect
23 one lay member.
24 c. Each local church shall elect additional lay members based on membership of the local
25 church from the most recent statistics available as of September 1 of the year preceding
26 Annual Conference as reported on Table I of the Statistical Reports. One additional lay
27 member shall be elected for a membership of at least 200, 450, 750, and 1400 members. The
28 application of this rule is cumulative. The preceding membership numbers shall be pro-rated
29 up or down by the Conference Statistician to comply with rule IV.A.3.o. The pro-rate
30 percentage shall be reported to the districts along with the number of district members at
31 large as determined under rule IV.A.3.o.
32 d. **Retired Deaconesses and Retired Home Missioners**
33 e. Conference officers - Secretary, Treasurer, Statistician (if they are laity) and the Conference
34 Chancellor.
35 f. Lay chairpersons of the District Leadership Teams.
36 g. Executive Directors of the Conference who are not clergy.
37 h. Lay Directors and Lay Associate Directors of Conference Ministry Areas.
38 i. Lay chairpersons of the following Conference Boards and Agencies: Rationale: To clarify
39 what Boards, Agencies, and Committees shall have their Chairpersons be voting members of
40 the Annual Conference, if not from any other category, if the Chairpersons are Lay. Those
41 organizations marked (Disciplinary) are required by The Book of Discipline. Those marked
42 (Functional) are required simply for the total organization of the Annual Conference session
43 to function. Those marked (added per Amendment) were included during the voting of the
44 Rules Change.

1 RUL 25-05 | TITHE APPORTIONMENTS

2 SUBMITTED BY: Molly Vetter, on behalf of the Council on Finance and Administration

3 ESTIMATED FISCAL IMPACT:

4 SOURCE OF STAFF TIME:

5 Proposed Rules Change, recommended by the Council on Finance and Administration, to Rule XII.D.

6 This new rule would replace the existing rule with entirely new wording, as below.

7 Our intention is to change the way apportionments are calculated for churches in the conference.
8 Instead of using a Grade Figure Formula to apportion a percentage of the Conference Budget to each
9 church, we would set the apportionments for each church at 10% of their total operating income.

10 This would change at least two significant things:

11 - it would set the total Conference budget in relationship to the actual operating income of our Conference
12 churches. Instead of the Conference deciding on the amount of the budget, the total budget amount would
13 now be determined as a percentage of line 52t in Table 3 of our Conference statistical report.

14 - it would change the statistics used to calculate a church's apportionment, to a simpler formula, based on
15 income, rather than on membership and expenses.

16 Our reasons for wanting the change include:

17 - To tie the Conference income to local church income, so that the two always exist in relationship to each
18 other.

19 - To simplify the calculation of apportionments so that it is easier to understand and communicate

20 - To line up our practice of apportionment giving with the practice of tithing.

21 - Because we believe that these above changes will help us increase our faithfulness in paying apportionments.

22 Our proposed change is below:

23 XII. FISCAL RULES

24 D. Grade Figure Formula Tithe Apportionment Formula

25 Each church shall be apportioned a share of the Conference budget, based on their actual income.

26 1. Each church's annual apportionment shall be calculated as 10 percent of their Total Income
Received for Annual Budget/Spending Plan*, using the most recent published statistics.
*(Line 52t of Table 3 of the local church's annual statistical report to the annual conference)

27 The Grade Figure Formula, used to calculate each church's apportioned share of the Conference
28 budget, shall be based on the following factors:

29 1. One fifth of the apportionment shall be in proportion to the membership of the church as
compared to the total Conference church membership.

30 2. Four fifths of the apportionment shall be in proportion to the total church expenditure reported
in Table II.

31 3. Prior to the determination of the decimal the following deduction shall be applied to the total of
the expenses indicated therein:

- 1 a. An amount equal to 80% of the average cash salary of the ministers of the Conference as
2 computed in the Conference Journal plus 80% of the estimated Pension Plan Contribution
3 paid by each church for the senior pastor.
- 4 b. The maximum deduction (80% of the average cash salary) shall be applied only to the extent
5 the church paid at least 100% of the average cash salary figure to its pastor. In the event a
6 church pays a lesser amount than the average cash salary the deduction would be prorated in
7 relation to the normal payments.
- 8 c. 80% of the amount paid by the local church for health plan coverage for the senior pastor
9 and family.
- 10 d. 80% of the amount paid by the local church for coverage by the Comprehensive Protection
11 Plan for the senior pastor.
- 12 e. Actual housing allowance paid by the local church for all pastors up to \$24,000 per pastor.
- 13 f. The above deductions and conditions will also be applied for one second language pastor for
14 each segment of the congregation, which worships and carries out its ministry in a language
15 different from the primary language of the local church as identified by the District
16 Superintendent.

- 17 4. In special cases, where inequities may occur, the Executive Committee of the Council may make
18 certain adjustments in the Grade Figure of the churches (upon recommendation) as follows:
19 a. Any District Superintendent may recommend that certain adjustments be made provided
20 that 1) the total amount apportioned to the District shall remain the same and 2) the
21 churches, whose Grade Figure may thus be changed, have been notified in advance by letters
22 from the Superintendent to the pastor and to the chairperson of the Committee on Finance
23 of the church.
- 24 b. When unusual inequities exist the Grade Figure Committee may recommend to the Council
25 that certain adjustments be made without reference to the District apportionment totals.

RUL 25-06 | POLICY CHANGE: BACKGROUND CHECKS IN THE LOCAL CHURCH

SUBMITTED BY: Submitted by Cal-Pac Commission on the Status and Role of Women and Rev. Paige Eaves, A2B in collaboration with Conference Human Resources

Rationale:

* To add Safe Gatherings as an option for background checks in the local church.

* To update BOD references to the 2020/2024 BOD.

* Regarding A.2: Boundaries and sexual ethics training:

Intent and Reasoning:

CSRW is submitting this Rules Change after much discussion internally and with Conference leadership on how to best help clergy create and maintain healthy boundaries and sexual ethics while serving under appointment. Most, if not all clergy, can name a circumstance or situation where boundary lines were blurred and it was difficult to know how to respond. Most, if not all clergy, can also speak to how difficult it is to maintain self-care, sustain healthy personal relationships outside work, and feel supported when they are struggling. Boundary crossing happens more than people may think and can be devastating for clergy, lay persons, and entire churches and communities. The impact is felt physically, mentally, spiritually, and financially. This kind of required training is a standard practice in similar professions such as therapists, social workers, counselors, etc. and is seen as a best practice.

1 To that end, we intend to provide training to clergy and lay persons assigned on maintaining healthy
2 boundaries in their ministry setting, including all appointed clergy and lay persons assigned no matter
3 their status (LPA, LLP, provisional, or ordained). The training will provide tools on self-care and
4 wellness, relevant issues clergy face, and how to respond when a boundary has been crossed, either by
5 themselves or someone else. As we plan and create this training, we will solicit feedback from clergy and
6 intentionally create a training that will be relevant and accessible to our diverse clergy members across
7 the entire conference.

8
9 We decided to submit a Rule, as opposed to a Resolution or Recommendation, to ensure that no matter
10 the conference leadership, this resource will be provided and required of all clergy. These are difficult
11 topics to discuss, but also vital. Requiring the training for appointability will ensure all clergy are
12 provided with the proper tools, and will hopefully help ease some of the stigma and discomfort around
13 discussing these topics. We decided to keep the logistics around the training out of the Rule to allow for
14 the training to be contextual and relevant, especially since this is a new venture for our conference.

15
16 Ultimately through this training and the work of our Cal-Pac CSRW, we hope to help create a culture
17 of support, openness, and community among clergy in our conference that brings us closer to the kin-
18 dom of heaven as we move on to perfection in love.

19
20
21 **BACKGROUND CHECK AND MINISTRY SAFE, ABUSE PREVENTION, AND BOUNDARY**
22 **TRAINING PROCESS FOR CLERGY, DECLARED CANDIDATES, AND LAY PERSONS**
23 **ASSIGNED**

24
25 **A. Applicability of policy, and frequency of background checks and trainings:**

26 1. A background check is required every ~~two~~ three years for clergy and lay persons assigned under
27 episcopal appointment, and as part of the application process for provisional membership or
28 transfer into conference membership. In addition to the background check, all clergy under
29 episcopal appointment, including those transferring into conference membership, lay persons
30 assigned, elders appointed to extension ministries, and deacons appointed beyond the local
31 church, must complete online training through either the Ministry Safe or Safe Gatherings
32 abuse-prevention program. In addition, declared candidates for ordained ministry are subject to
33 this policy. Under ~~this program~~ these programs, the background check and the online training
34 are initiated simultaneously. Retired clergy who are appointed to serve a church must undergo a
35 background check and training through the Ministry Safe or Safe Gatherings program at the
36 time of the appointment. In addition to the online training and electronic background check
37 obtained through Ministry Safe or Safe Gatherings, clergy in all classifications listed above who
38 are appointed to churches, or to Conference staff in positions serving youth, are required to
39 obtain a criminal background check via a Live Scan fingerprint search.

40 2. The boundaries and sexual ethics training is required every three years for clergy and lay
41 persons assigned under episcopal appointment and as part of the application process for
42 provisional membership or transfer into conference membership. This includes clergy
43 serving under appointment, lay persons assigned, those transferring into conference
44 membership, elders appointed to extension ministries, deacons appointed beyond the local
45 church, and retired clergy serving under appointment.

46
47 **B. Disqualifying offenses and handling of unsatisfactory background check results:**

1 (a.) **1.a.** A person who is not a clergy member in full connection may be denied examination,
2 eligibility, or appointment when he or she has made a false statement of any material fact or
3 attempted any deception or fraud in any part of the selection process.

4 (b.) **1.b.** A clergy member in full connection who has made a false statement of any material fact
5 or attempted any deception or fraud in any part of the selection process is subject to the
6 complaint procedure in the Book of Discipline, ¶362. (2016)

7 **2.** A person convicted of a crime of child abuse, sexual assault, child neglect, murder, voluntary
8 manslaughter, felony assault, arson, robbery, burglary, indecent exposure, public lewdness,
9 terrorist threat, offenses against a minor, kidnapping, or a felony violation of the Controlled
10 Substance Act may be disqualified and prohibited from serving as a representative of the
11 California-Pacific Conference.

12 *From Background Screening Guide for Religious Institutions, Philadelphia Indemnity Insurance
13 Company.*

14 **3.** Unsatisfactory background check results will be reviewed by the Bishop and handled under
15 the complaint procedures outlined in the Book of Discipline, ¶362

16 **C. 4. Other factors that will be considered:**

- 17 1. **a.** The nature and seriousness of the offense;
- 18 2. **b.** The circumstances under which the offense occurred;
- 19 3. **c.** The age of the person at the time of the offense;
- 20 4. **d.** Societal conditions that may have contributed to the nature of the offense;
- 21 5. **e.** The probability that the person will repeat the offense;
- 22 6. **f.** The person's commitment to rehabilitation (if rehabilitation is called for).
- 23 7. **g.** *The Book of Discipline* in the Social Principles also affirms "the right of individuals to
24 dissent when acting under the constraint of conscience and, after having exhausted all legal
25 recourse, to resist or disobey laws that they deem to be unjust or that are discriminately
26 enforced," and this would also be considered in evaluating background check reports.
- 27 8. **h.** According to the guidelines of the Legal Manual of the General Council of Finance and
28 Administration, "If reference and background checks reveal previous incidents of sexual
29 misconduct, Richard Hammar's Pastor, Church and Law recommends that the following
30 factors be considered before hiring the person: "(a) the nature and severity of the previous
31 misconduct; (b) the frequency of the previous misconduct; (c) how long ago the
32 misconduct occurred; (d) whether the minister received counseling; (e) the competency
33 and effectiveness of any counseling received; (f) the likelihood that the minister will repeat
34 the same type of misconduct now; (g) the possibility of legal liability if a jury concludes,
35 on the basis of all evidence, that the church [organization] was negligent in hiring the
36 minister." [GCFA Legal Manual – 2005-2012 Edition, Personnel, Section 1, p. 16.]

38 **D. C. Processing background check results and training:**

- 41 1. Declared Candidates for Ministry: The Administrative Assistant of each district is
42 designated as a Ministry Safe Administrator **and Safe Gatherings Regional Administrator**
43 for declared candidates, and receives information about new declared candidates from the
44 District Committee on Ordained Ministry (DCOM). The Administrative Assistant receives
45 notification from Ministry Safe **and Safe Gatherings** regarding the background check and
46 training completion. If a report presents concern about a declared candidate, as reported to
47 the District Administrative Assistant, the Administrative Assistant forwards the information

1 to the DCOM Chair, the DCOM Registrar, and the District Superintendent for review
2 and handling. In keeping with Book of Discipline requirements, a credit report will be
3 obtained for declared candidates as part of the approval for the candidacy process.

4 2. Candidates for Provisional Membership: The ~~Associate Director of the Board of Ordained~~
5 ~~Ministry~~ Associate Director of Lay and Clergy Credentialing and Development reviews
6 current compliance for those who applied to the Board of Ordained Ministry for
7 provisional membership, and refers to the District Offices for initiation of background
8 checks if needed. The District Administrative Assistants provides results to the ~~Associate~~
9 ~~Director of Board of Ordained Ministry~~ Associate Director of Lay and Clergy
10 Credentialing and Development, who reports the information to the Provisional Registrar
11 of the Board.

12 3. Clergy: Background checks and training for all classifications referenced in section A
13 [Applicability section] are conducted through the Ministry Safe and Safe Gatherings
14 systems. ~~The pastor receives a notification from the District Office after consulting the~~
15 ~~Ministry Safe~~ database that a background check is due to be completed. The District
16 Office Administrative Assistant assigns the training to the pastor. The pastor accesses the
17 online application and initiates the background check and training. The District Office
18 Administrative Assistants are designated as ~~Ministry Safe~~ Administrators. Once the
19 background check and training are completed, ~~the pastor receives an email notification~~
20 regarding the approval. The District Office Administrative Assistant receives notification
21 of completed background checks and training, and makes a notation in the Conference
22 database that the process is complete. Actual results and reports are confidential and are
23 not available to or shared with anyone outside the District or Episcopal Office. If a
24 questionable or unsatisfactory background check is received, the District Office
25 Administrative Assistant provides a copy to the District Superintendent, who processes it
26 to the Bishop for handling, as outlined in section B.3 of this policy.

27 4. All persons under episcopal appointment: The boundaries and sexual ethics training is
28 provided by the Conference. Records of successful completion of this training is
29 monitored and held by the Cabinet.

30 5. Waivers: A background check, or review of a background check previously conducted, will not be
31 required for clergy of our Annual Conference appointed to United Methodist General Boards
32 and Agencies who are required to submit to background checks as a condition of their
33 employment/appointment with the agency.

35 **F. D. Background check storage:**

36 Electronic background check results and reports are stored online in the Ministry Safe and Safe
37 Gatherings systems, and are accessible by administrators at the District and Conference
38 offices.

40 **E. Financial implications:**

41 ~~The cost of the background check is paid by the Conference, and then billed by the Conference to~~
42 ~~the pastor's salary paying unit via the Conference billing system at the time the background check is~~
43 ~~conducted. This expense normally occurs every two years. Each applicant is responsible for the cost~~
44 ~~of the background check. Employers may choose to reimburse these costs.~~

CONSTITUTIONAL AMENDMENTS

Proposed amendments to the Constitution of The United Methodist Church were approved by the 2020/2024 General Conference and must now be voted upon by the members of the annual conferences. It is required that each one must pass with an aggregate 2/3 approval from all voting members as canvassed by the Council of Bishops.

In order to retain the cleanest and clearest documentation of these Constitutional Amendments, the documents as provided by the General Conference Secretary will be shared unedited (with the exception of header/footer for this Preliminary Report) on the following pages. For more information including translated documents, please visit: <https://www.resourceumc.org/en/churchwide/general-conference-2020/legislation/amendments-to-united-methodist-constitution>

These Constitutional Amendments will be addressed as four(4) separate votes. When it is time to vote on each of these Constitutional Amendments, eligible voters may speak for or against ratification, but Constitutional Amendments *may not be amended*. When voting, the only two options will Yes or No, and *there will be no option to abstain*. If you wish to abstain, simply do not vote. Because the final results must be tabulated as an aggregate of all votes across the various Conferences, the results for the California-Pacific Conference *will not be reported*.

Proposed Constitutional Amendments

Approved by the 2020/2024 General Conference

To be canvassed for ratification by the Annual Conferences of The United Methodist Church

[The following proposed amendments to the Constitution of The United Methodist Church were approved by the 2020/2024 General Conference and must now be voted upon by the members of the annual conferences. It is required that each one must pass with an aggregate 2/3 approval from all voting members as canvassed by the Council of Bishops. The proposed changes are indicated by strike-through for deletions and underscore for additions.]

[This document is a DRAFT to be utilized as an initial informational and educational resource. The final document is subject to editing and verification.]

Ratification Ballot #1	Calendar Item 22 Committee Item ST29 Petition 21039	Approved 586-164 Approved 29-0	April 25, 2024 April 22, 2024
---------------------------	---	-----------------------------------	----------------------------------

[Editorial Note: Numbering of paragraphs will be subject to the final editing of The Book of Discipline 2020/2024. The proposed changes in this calendar item are included for internal reference. Due to the length and complexity of this calendar item, the text and formatting from the Daily Christian Advocate is being used for context.]

AMEND ¶¶ 9, (which shall be renumbered ¶ 10), 10 (which shall be renumbered ¶ 9), 15, 16, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 38, 39, 40, 46, 49, 50, 52, 56, 61 and add new 13 as follows:

¶ 10-9. Article III Article II. - There shall be central regional conferences for the work of the worldwide Church outside the United States of America and, if necessary, provisional central regional conferences, all with such powers, duties, and privileges as are hereinafter set forth, provided that in The United Methodist Church there shall be no regional or jurisdictional conference based on any ground other than geographical division.

¶ 9 10. Article II Article III. - There shall may be jurisdictional conferences for the work of the Church in the United States of America, with such powers, duties, and privileges as are

hereinafter set forth, provided that in The United Methodist Church there shall be no jurisdictional ~~or central~~ conference based on any ground other than geographical and regional division.

(NEW - Renumber subsequent paragraphs) ¶ 13. Article VI. – The General Conference, regional conferences, jurisdictional conferences, and annual conferences shall have autonomy of action within the limits fixed by the Constitution, provided that any legislation enacted within the respective powers of a conference but overlapping with the powers of another shall not be rendered invalid, unless its purpose and substance are beyond the authority of the enacting body.

¶ 15. Article III. – The General Conference shall fix the ratio of representation in the General, ~~jurisdictional~~, and ~~central~~ regional conferences from the annual conferences, missionary conferences, and the provisional annual conferences, computed on a two-factor basis: (1) the number of clergy members of the annual conference and the missionary conference, and (2) the number of professing members in the annual conference and the missionary conference, provided that each annual conference, missionary conference, or provisional annual conference shall be entitled to at least one clergy and one lay delegate in the General Conference and also in the ~~jurisdictional or central~~ regional conference.

In a regional conference with jurisdictions, the regional conference shall fix the ratio of representation in its jurisdictional conferences from the annual conferences, missionary conferences, and the provisional annual conferences, computed on a two-factor basis: (1) the number of clergy members of the annual conference and the missionary conference, and (2) the number of professing members in the annual conference and the missionary conference, provided that each annual conference, missionary conference, or provisional annual conference shall be entitled to at least one clergy and one lay delegate in the jurisdictional conference and

further provided that all general and regional conference delegates will be members of their respective jurisdictional conferences.

¶ 16. Article IV.- The General Conference shall have full legislative power over all matters distinctively connectional, subject to the limits fixed by the Constitution, and in the exercise thereof shall have authority as follows:

...

16.3. To define and fix the powers and duties of regional conferences, jurisdictional conferences, annual conferences, provisional annual conferences, missionary conferences and missions, and of central conferences; district conferences, charge conferences, and congregational meetings.

16.4. To provide for the organization, promotion, and administration of the work of the worldwide Church outside the United States of America.

...

16.10. To fix a uniform basis upon which bishops shall be elected by the jurisdictional conferences and to determine the number of bishops that may be elected by central regional conferences without jurisdictions.

...

16.12. To change the number and the boundaries of regional conferences and to change the number and the boundaries of jurisdictional conferences upon the consent of a majority of the annual conferences in each jurisdictional conference involved.

...

16.17. To legislate what is non-adaptable for regional conferences by a 60% majority vote, while respecting the powers given to regional conferences according to ¶31.5.

¶ 23. *Article I.* - The jurisdictional conferences shall be composed of as many representatives from the annual conferences and missionary conferences as shall be determined by a uniform basis established by the ~~General Conference~~ regional conference where jurisdictions exist, provided that no jurisdictional conference shall have fewer than 100 delegates. The missionary conferences shall be considered as annual conferences for the purpose of this article.

¶ 24. *Article II.* - All jurisdictional conferences shall have the same status and the same privileges of action within the limits fixed by the Constitution. The ratio of representation of the annual conferences and missionary conferences in the General Conference and the regional conference where jurisdictions exist shall be the same for all jurisdictional conferences.

¶ 25. *Article III.* - The ~~General Conference~~ regional conference where jurisdictions exist shall fix the basis of representation in the jurisdictional conferences, provided that the jurisdictional conferences shall be composed of an equal number of clergy and lay delegates to be elected by the annual conferences, the missionary conferences and the provisional annual conferences.

¶ 26. *Article IV.* - Each jurisdictional conference shall meet at the time determined by the ~~Council College~~ of Bishops of the regional conference where jurisdictions exist or its delegated committee, each jurisdictional conference convening on the same date as the others and at a place selected by the jurisdictional committee on entertainment, appointed by its respective College of Bishops unless such a committee has been appointed by the preceding jurisdictional conference.

¶ 27. *Article V.* - The jurisdictional conferences shall have the following powers and duties and such others as may be conferred by the General Conferences:

...

4. To determine the boundaries of their annual conferences, provided that there shall be no annual conference with a membership of fewer than fifty clergy in full connection, except by the consent of the General Conference regional conference where jurisdictions exist.

5. To make rules and regulations for the administration of the work of the Church within the jurisdiction, subject to such powers as have been or shall be vested in the General Conference and in the regional conferences.

6. To appoint a committee on appeals to hear and determine the appeal of a traveling preacher clergy or lay member of that jurisdiction from the decision of a trial committee.

Section V. Central Regional Conferences

¶ 28. Article I.— There shall be central regional conferences for the work of the worldwide Church outside the United States of America with such powers, duties, powers, and privileges as are hereinafter set forth, to be exercised equitably across the regional conferences, subject to limits fixed by the Constitution.

~~The number and boundaries of the central conferences shall be determined by the Uniting Conference. Subsequently the General Conference shall have authority to change the number and boundaries of central conferences. The central conferences shall have the duties, powers, and privileges hereinafter set forth.~~

1. Initially, the number and boundaries of the regional conferences shall be as follows:

a) There shall be a regional conference for the work of the Church in the United States of America that includes all of the areas that comprise the jurisdictional conferences identified in Division Two, Section VII, ¶ 37.

b) The central conferences or provisional central conferences which existed prior to the postponed 2020 General Conference shall become regional or provisional regional conferences.

2. The General Conference shall have the authority to change the number and boundaries of regional conferences and provisional regional conferences.

¶ 29. *Article II.*— The ~~central~~ regional conferences shall be composed of as many delegates as shall be determined by a basis established by the General Conference. The delegates shall be clergy and lay in equal numbers.

¶ 30. *Article III.*— The ~~central~~ regional conferences shall meet within the year succeeding the meeting of the General Conference at such times and places as shall have been determined by the preceding respective ~~central~~ regional conferences or by commissions appointed by them or by the General Conference. ~~The date and place of the first meeting succeeding the Uniting Conference shall be fixed by the bishops of the respective central conferences, or in such manner as shall be determined by the General Conference.~~

¶ 31. *Article IV.*— The ~~central~~ regional conferences shall have the following powers and duties ~~as the special conditions and the mission of the Church in the area require, subject to the limits fixed by the Constitution,~~ and such others as may be conferred by the General Conference:

1. To promote the evangelistic, educational, missionary, social-concern, and benevolent interests and institutions of the Church within their own boundaries.

2. ~~In regional conferences without jurisdictions, to elect the bishops for the respective~~ central regional conferences in number as may be determined from time to time, upon a basis fixed by the General Conference; ~~to fix the tenure of their bishops, the episcopal areas and residences, and to assign the bishops who are to reside in the respective regional conference to~~

their areas; and to cooperate in carrying out such plans for the support of their bishops as may be determined by the General Conference.

3. To establish and constitute such ~~central~~ regional conference boards as may be required and to elect their administrative officers.

4. To determine the number, names, and boundaries of the annual conferences in accordance with ¶ 40 within their respective areas.

5. To ~~make such legislate and make~~ rules and regulations for the administration of the work within their boundaries including ~~such~~ changes and adaptations of the ~~G~~eneral *Discipline* as follows, ~~as the conditions in the respective areas may require, subject to the powers that have been or shall be vested in the General Conference while upholding the Constitution and the decisions of General Conference in accordance with ¶ 16.17:~~

- a) To establish and publish a regional *Discipline* with legislation and provisions pertaining to the regional, annual, district, and charge conferences within its boundaries, including qualifications and educational requirements of clergy and specialized lay ministries, and forms of organization according to the laws of the country or countries.
- b) To set standards of character and other qualifications for admission of lay members.
- c) To acknowledge annual conferences as the basic bodies of the church (¶ 33) voting on all matters relating to the character and conference relations of its clergy members, and therefore considering the requirements set forth in a regional *Discipline* regarding specialized lay ministry and license, ordination, or conference membership, as minimum requirements.
- d) To establish and publish a regional hymnal and ritual of the Church, including ecclesial acts of marriage and burial, subject to the limitations of the first and second

Restrictive Rules, but authorizing to interpret Article XXIII of the Articles of Religion so as to recognize the governments of the country or countries.

e) To allow the annual conferences to adopt structures adequate to their mission while upholding mandated structures.

When adapting the investigative and trial process, each Regional Book of Discipline shall guarantee confidentiality, protections of the accused, protection of the accusers along with the ability to adapt the process based on the legal system of each country.

6. To appoint a judicial court to determine legal questions arising from the rules, regulations, and such revised, adapted, or new sections of the ~~central regional conference Discipline~~ enacted by the ~~central~~ regional conference.

7. To adopt rules of procedure governing the investigation and trial of its clergy, including bishops, and lay members of the Church and to provide the necessary means and methods of implementing the said rules; provided, however, that the ordained ministers shall not be deprived of the right of trial by a clergy committee, and lay members of the Church of the right of trial by a duly constituted committee of lay members; and to make changes in the chargeable offenses and their penalties.

To A regional conference or a jurisdiction, if a regional conference has jurisdictions, shall appoint a committee on appeals to hear and determine the appeal of a ~~traveling preacher~~ clergy or lay member of that ~~central~~ the respective conference from the decision of a committee on trial.

¶ 32. Article I.— The annual conference shall be composed of clergy and lay members.

The clergy membership shall consist of deacons and elders in full connection, provisional members, associate members, and local pastors under appointment. The lay membership shall

consist of professing lay members elected by each charge, the diaconal ministers, the active deaconesses, and home missionaries under episcopal appointment within the bounds of the annual conference, the conference president of United Methodist Women, the conference president of United Methodist Men, the conference lay leader, district lay leaders, the conference director of Lay Servant Ministries, conference secretary of Global Ministries (if lay), the president or equivalent officer of the conference young adult organization, the president of the conference youth organization, the chair of the annual conference college student organization, and one young person between the ages of twelve (12) and seventeen (17) and one young person between the ages of eighteen (18) and thirty (30) from each district to be selected in such a manner as may be determined by the annual conference. In the annual conferences of the ~~central regional~~ conferences outside the USA, the four-year participation and the two-year membership requirements may be waived by the annual conference for young persons under thirty (30) years of age. Such persons must be professing members of The United Methodist Church and active participants at the time of election. Each charge served by more than one clergy shall be entitled to as many lay members as there are clergy members. The lay members shall have been for the two years next preceding their election members of The United Methodist Church and shall have been active participants in The United Methodist Church for at least four years next preceding their election.

If the lay membership should number less than the clergy members of the annual conference, the annual conference shall, by its own formula, provide for the election of additional lay members to equalize lay and clergy membership of the annual conference.

¶ 33. Article II.-The annual conference is the basic body in the Church and as such shall have reserved to it the right to vote on all constitutional amendments, on the election of clergy

and lay delegates to the General Conference and their respective regional jurisdictional or central conferences, as well as jurisdictional conference if its regional conference has jurisdictions, on all matters relating to the character and conference relations of its clergy members, and on the ordination of clergy and such other rights as have not been delegated to the General Conference under the Constitution, with the exception that the lay members may not vote on matters of ordination, character, and conference relations of clergy except that the lay members of the conference board of ordained ministry and the committee on investigation may vote on matters of ordination, character, and conference relations of clergy, with the further exception that lay members of the district committee on ordained ministry be full participating members of the district committee on ordained ministry with vote. It shall discharge such duties and exercise such powers as the General Conference under the Constitution may determine.

¶ 34. Article III.-The annual conference shall elect clergy and lay delegates to the General Conference and to its jurisdictional or central respective regional conference as well as jurisdictional conference, if its regional conference has jurisdictions, in the manner provided in this section, Articles IV and V. Such elections shall include open nominations from the floor by the annual conference, and delegates shall be elected by a minimum of a simple majority of the ballots cast. The persons first elected up to the number determined by the ratio for representation in the General Conference shall be representatives in that body. Additional delegates shall be elected to complete the number determined by the ratio for representation in the jurisdictional or central regional conference, who, together with those first elected as above, shall be delegates in the jurisdictional or central regional conference. The additional delegates to the jurisdictional or central regional conference shall in the order of their election be the reserve delegates to the General Conference. The annual conference shall also elect reserve clergy and lay delegates to

the ~~jurisdictional or central~~ regional conference as it may deem desirable. These reserve clergy and lay delegates to the ~~jurisdictional or central~~ regional conferences may act as reserve delegates to the General Conference when it is evident that not enough reserve delegates are in attendance at the General Conference.

In regional conferences with jurisdictions, all general and regional conference delegates shall be delegates to the jurisdictional conference. Whenever possible, reserve delegates to the regional conference shall also serve in order of election as delegates to the jurisdictional conference, with any reserve delegates who cannot be seated as jurisdictional delegates becoming reserve delegates to the jurisdictional conference. As needed, additional delegates shall be elected to complete the number determined by the ratio for representation in the jurisdictional conference. The annual conference may also elect additional reserve clergy and lay delegates to the jurisdictional conference as it may deem desirable.

¶ 35. Article IV.-The clergy delegates to the General Conference and to their respective ~~regional and jurisdictional or central~~ conference ~~as well as jurisdictional conference, if its regional conference has jurisdictions,~~ shall be elected from the clergy members in full connection and shall be elected by the clergy members of the annual conference or provisional annual conference who are deacons and elders in full connection, associate members, and those provisional members who have completed all of their educational requirements and local pastors who have completed course of study or an M. Div. degree ~~or its equivalent in regional conferences outside of the USA~~ and have served a minimum of two consecutive years under appointment immediately preceding the election.

¶ 36. Article V.-The lay delegates to the General Conference and to their respective ~~regional conference, and jurisdictional or central conferences~~ ~~as well as jurisdictional conference if its~~

regional conference has jurisdictions, shall be elected by the lay members of the annual conference or provisional annual conference without regard to age, provided such delegates shall have been professing members of The United Methodist Church for at least two years next preceding their election, and shall have been active participants in The United Methodist Church for at least four years next preceding their election, and are members thereof within the annual conference electing them at the time of holding the General Conference and jurisdictional or central regional conferences as well as the jurisdictional conferences, if its regional conference has jurisdictions.

[DELETE ¶ 38 and ¶ 39 and renumber all of the articles within its section and renumber all subsequent paragraphs of the Constitution.]

~~¶ 38. Article II.~~ The work of the Church outside the United States of America may be formed into central regional conferences, the number and boundaries of which shall be determined by the Uniting Conference, the General Conference having authority subsequently to make changes in the number and boundaries.

~~¶ 39. Article III.~~ Changes in the number, names, and boundaries of the jurisdictional conferences may be effected by the General Conference upon the consent of a majority of the annual conferences of each of the jurisdictional conferences involved.

~~¶ 40 Article IVII.~~ The number, names, and boundaries of the annual conferences and episcopal areas shall be determined by the respective regional conferences or by the jurisdiction, if a regional conference has jurisdictions jurisdictional conferences in the United States of America and by the central conferences outside the United States of America according to the provisions under the respective powers and pursuant to the respective structures of the jurisdictional and the central conferences. The authority of regional and jurisdictional and central

conferences provided herein is not circumscribed or limited by the authority provided to the College of Bishops to arrange a plan of episcopal supervision.

¶ 46. Article II.-The bishops shall be elected by the respective regional conferences or by the jurisdiction, if a regional conference has jurisdictions, jurisdictional and central conferences and consecrated in the historic manner at such time and place as may be fixed by ~~the General Conference for those elected by the jurisdictions and by each central regional conference for those elected by such central conference~~, provided that episcopal elections in ~~central regional conferences without jurisdictions~~ shall be held at a regular, not an extra, session of ~~the central such regional conference~~, except in the case where an unexpected vacancy must be filled.

¶ 48. Article IV.-The bishops of each ~~jurisdictional and central conference regional conference or jurisdiction, if a regional conference has jurisdictions~~, shall constitute a College of Bishops, and such College of Bishops shall arrange the plan of episcopal supervision of the annual conferences, missionary conferences, and missions within their respective territories.

¶ 49. Article V.-The bishops shall have residential and presidential supervision in ~~the jurisdictional or central conferences~~ their respective regional conference or jurisdiction, if a regional conference has jurisdictions, in which they are elected or to which they are transferred. Bishops may be transferred from one jurisdiction to another jurisdiction for presidential and residential supervision under the following conditions: (1) The transfer of bishops may be on either of two bases: (a) a jurisdiction that receives a bishop by transfer from another jurisdiction may transfer to that jurisdiction or to a third jurisdiction one of its own bishops eligible for transfer, so that the number transferred in by each jurisdiction shall be balanced by the number transferred out; or (b) a jurisdiction may receive a bishop from another jurisdiction and not transfer out a member of its own College of Bishops. (2) No bishop shall be transferred unless

that bishop shall have specifically consented. (3) No bishop shall be eligible for transfer unless the bishop shall have served one quadrennium in the jurisdiction that elected the bishop to the episcopacy. (4) All such transfers shall require the approval by a majority vote of the members present and voting of the jurisdictional committees on episcopacy of the jurisdictions that are involved. After the above procedures have been followed, the transferring bishop shall become a member of the receiving College of Bishops and shall be subject to residential assignment by that jurisdictional conference.

A bishop may be assigned by the Council of Bishops for presidential service or other temporary service in another jurisdiction than that which elected the bishop, provided that the request is made by a majority of the bishops in the jurisdiction of the proposed service.

In the case of an emergency in any jurisdiction or central regional conference or jurisdiction, if a regional conference has jurisdictions, through the death or disability of a bishop or other cause, the Council of Bishops may assign a bishop from another jurisdiction or central regional conference or jurisdiction, if a regional conference has jurisdictions, to the work of the said jurisdiction or central regional conference or jurisdiction, if a regional conference has jurisdictions, with the consent of a majority of the bishops of that jurisdiction or central regional conference or jurisdiction, if a regional conference has jurisdictions.

¶ 50. Article VI. - The bishops, both active and retired, of The Evangelical United Brethren Church and of The Methodist Church at the time union is consummated shall be bishops of The United Methodist Church.

The bishops of The Methodist Church elected by the jurisdictions, the active bishops of The Evangelical United Brethren Church at the time of union, and ~~b~~Bishops elected by the jurisdictions of The United Methodist Church shall have life tenure. ~~Each~~ ~~b~~Bishops elected by a

~~central regional conference without jurisdictions of The United Methodist Church~~ shall have such tenure as the ~~central regional~~ conference electing ~~him~~ ~~them~~ shall have determined.

The regional conference or the jurisdiction, if a regional conference has jurisdictions, ~~jurisdictional conference~~ shall elect a standing committee on episcopacy to consist of one clergy and one lay delegate from each annual conference, on nomination of the annual conference delegation. The committee shall review the work of the bishops, pass on their character and official administration, and report to ~~the its respective regional conference or jurisdiction, at conference if a region has jurisdictions~~, its findings for such action as the conference may deem appropriate within its constitutional warrant of power. The committee shall recommend the assignments of the bishops to their respective residences for final action by the ~~jurisdictional respective regional conference or the jurisdiction, if a regional conference has jurisdictions~~.

These provisions shall not preclude the adoption by the General Conference of provisions for the Council of Bishops to hold its individual members accountable for their work, both as general superintendents and as presidents and residents in episcopal areas.

¶ 52. Article VIII. - The bishops of the several regional jurisdictional and central conferences shall preside in the sessions of their respective conferences. If a regional conference has jurisdictions, the bishops shall also preside in the session of their respective jurisdictional conference.

¶ 56. Article II. - The Judicial Council shall have authority:

1. To determine the constitutionality of any act of the General Conference upon an appeal of a majority of the Council of Bishops or one-fifth of the members of the General Conference and to determine the constitutionality of any act of a regional or jurisdictional or central conference upon an appeal of a majority of the bishops of that regional or jurisdictional or central

conference or upon the appeal of one-fifth of the members of that regional or jurisdictional or central conference.

...

4. To hear and determine the legality of any action taken therein by any General Conference board, or regional, or jurisdictional or central conference board or body, upon appeal by one-third of the members thereof, or upon request of the Council of Bishops or a majority of the bishops of a regional or jurisdictional or a central conference.

...

¶ 61. Article III. - A regional or jurisdictional or central conference may by a majority vote propose changes in the Constitution of the Church, and such proposed changes shall be submitted to the next General Conference. If the General Conference adopts the measure by a two-thirds vote, it shall be submitted to the annual conferences according to the provision for amendments.

The ratification process by the annual conferences for the constitutional amendments in this petition shall begin no later than 30 days after the adjournment of the postponed 2020 General Conference.

[If ratified, the paragraphs would read as follows:]

¶ 9. Article II. - There shall be regional conferences for the work of the worldwide Church and, if necessary, provisional regional conferences, all with such powers, duties, and privileges as are hereinafter set forth, provided that in The United Methodist Church there shall be no regional or jurisdictional conference based on any ground other than geographical division.

¶ 10. Article III. - There may be jurisdictional conferences for the work of the Church, with such powers, duties, and privileges as are hereinafter set forth, provided that in The United Methodist Church there shall be no jurisdictional conference based on any ground other than geographical and regional division.

¶ 13. Article VI. - The General Conference, regional conferences, jurisdictional conferences, and annual conferences shall have autonomy of action within the limits fixed by the Constitution, provided that any legislation enacted within the respective powers of a conference but overlapping with the powers of another shall not be rendered invalid, unless its purpose and substance are beyond the authority of the enacting body.

¶ 15. Article III. - The General Conference shall fix the ratio of representation in the General and regional conferences from the annual conferences, missionary conferences, and the provisional annual conferences, computed on a two-factor basis: (1) the number of clergy members of the annual conference and the missionary conference, and (2) the number of professing members in the annual conference and the missionary conference, provided that each annual conference, missionary conference, or provisional annual conference shall be entitled to at least one clergy and one lay delegate in the General Conference and also in the regional conference.

In a regional conference with jurisdictions, the regional conference shall fix the ratio of representation in its jurisdictional conferences from the annual conferences, missionary conferences, and the provisional annual conferences, computed on a two-factor basis: (1) the number of clergy members of the annual conference and the missionary conference, and (2) the number of professing members in the annual conference and the missionary conference, provided that each annual conference, missionary conference, or provisional annual conference

shall be entitled to at least one clergy and one lay delegate in the jurisdictional conference and further provided that all general and regional conference delegates will be members of their respective jurisdictional conferences.

¶ 16. Article IV.- The General Conference shall have full legislative power over all matters distinctively connectional, subject to the limits fixed by the Constitution, and in the exercise thereof shall have authority as follows:

...

16.3. To define and fix the powers and duties of regional conferences, jurisdictional conferences, annual conferences, provisional annual conferences, missionary conferences and missions, district conferences, charge conferences, and congregational meetings.

16.4. To provide for the organization, promotion, and administration of the work of the worldwide Church.

...

16.10. To fix a uniform basis upon which bishops shall be elected by the jurisdictional conferences and to determine the number of bishops that may be elected by regional conferences without jurisdictions.

...

16.12. To change the number and the boundaries of regional conferences, and to change the number and the boundaries of jurisdictional conferences upon the consent of a majority of the annual conferences in each jurisdictional conference involved.

...

16.17. To legislate what is non-adaptable for regional conferences by a 60% majority vote, while respecting the powers given to regional conferences according to ¶31.5.

¶ 23. Article I. - The jurisdictional conferences shall be composed of as many representatives from the annual conferences and missionary conferences as shall be determined by a uniform basis established by the regional conference where jurisdictions exist, provided that no jurisdictional conference shall have fewer than 100 delegates. The missionary conferences shall be considered as annual conferences for the purpose of this article.

¶ 24. Article II. - All jurisdictional conferences shall have the same status and the same privileges of action within the limits fixed by the Constitution. The ratio of representation of the annual conferences and missionary conferences in the General Conference and the regional conference where jurisdictions exist shall be the same for all jurisdictional conferences.

¶ 25. Article III. - The regional conference where jurisdictions exist shall fix the basis of representation in the jurisdictional conferences, provided that the jurisdictional conferences shall be composed of an equal number of clergy and lay delegates to be elected by the annual conferences, the missionary conferences and the provisional annual conferences.

¶ 26. Article IV. - Each jurisdictional conference shall meet at the time determined by the College of Bishops of the regional conference where jurisdictions exist or its delegated committee, each jurisdictional conference convening on the same date as the others and at a place selected by the jurisdictional committee on entertainment, appointed by its respective College of Bishops unless such a committee has been appointed by the preceding jurisdictional conference.

¶ 27. Article V. - The jurisdictional conferences shall have the following powers and duties and such others as may be conferred by the General Conferences:

...

4. To determine the boundaries of their annual conferences, provided that there shall be no annual conference with a membership of fewer than fifty clergy in full connection, except by the consent of the regional conference where jurisdictions exist.

5. To make rules and regulations for the administration of the work of the Church within the jurisdiction, subject to such powers as have been or shall be vested in the General Conference and in the regional conferences.

6. To appoint a committee on appeals to hear and determine the appeal of a clergy or lay member of that jurisdiction from the decision of a trial committee.

Section V. Regional Conferences

¶ 28. Article I.— There shall be regional conferences for the work of the worldwide Church with such powers, duties, and privileges as are hereinafter set forth, to be exercised equitably across the regional conferences, subject to limits fixed by the Constitution.

1. Initially, the number and boundaries of the regional conferences shall be as follows:

a) There shall be a regional conference for the work of the Church in the United States of America that includes all of the areas that comprise the jurisdictional conferences identified in Division Two, Section VII, ¶ 37.

b) The central conferences or provisional central conferences which existed prior to the postponed 2020 General Conference shall become regional or provisional regional conferences.

2. The General Conference shall have the authority to change the number and boundaries of regional conferences and provisional regional conferences.

¶ 29. *Article II.*— The regional conferences shall be composed of as many delegates as shall be determined by a basis established by the General Conference. The delegates shall be clergy and lay in equal numbers.

¶ 30. *Article III.*— The regional conferences shall meet within the year succeeding the meeting of the General Conference at such times and places as shall have been determined by the preceding respective regional conferences or by commissions appointed by them or by the General Conference.

¶ 31. *Article IV.*— The regional conferences shall have the following powers and duties as the special conditions and the mission of the Church in the area require, subject to the limits fixed by the Constitution, and such others as may be conferred by the General Conference:

1. To promote the evangelistic, educational, missionary, social-concern, and benevolent interests and institutions of the Church within their own boundaries.
- 2 . In regional conferences without jurisdictions, to elect the bishops for the respective regional conferences in number as may be determined from time to time, upon a basis fixed by the General Conference; to fix the tenure of their bishops, the episcopal areas and residences, and to assign the bishops who are to reside in the respective regional conference to their areas; and to cooperate in carrying out such plans for the support of their bishops as may be determined by the General Conference.
3. To establish and constitute such regional conference boards as may be required and to elect their administrative officers.
4. To determine the number, names, and boundaries of the annual conferences in accordance with ¶ 40 .

5. To legislate rules and regulations for the administration of the work within their boundaries including changes and adaptations of the general *Discipline* as follows, while upholding the Constitution and the decisions of General Conference in accordance with ¶ 16.17:

- a) To establish and publish a regional *Discipline* with legislation and provisions pertaining to the regional, annual, district, and charge conferences within its boundaries, including qualifications and educational requirements of clergy and specialized lay ministries, and forms of organization according to the laws of the country or countries.
- b) To set standards of character and other qualifications for admission of lay members.
- c) To acknowledge annual conferences as the basic bodies of the church (¶ 33) voting on all matters relating to the character and conference relations of its clergy members, and therefore considering the requirements set forth in a regional *Discipline* regarding specialized lay ministry and license, ordination, or conference membership, as minimum requirements.
- d) To establish and publish a regional hymnal and ritual of the Church, including ecclesial acts of marriage and burial, subject to the limitations of the first and second Restrictive Rules, but authorizing to interpret Article XXIII of the Articles of Religion so as to recognize the governments of the country or countries.
- e) To allow the annual conferences to adopt structures adequate to their mission while upholding mandated structures.

When adapting the investigative and trial process, each Regional Book of Discipline shall guarantee confidentiality, protections of the accused, protection of the accusers along with the ability to adapt the process based on the legal system of each country.

6. To appoint a judicial court to determine legal questions arising from the rules, regulations, and such revised, adapted, or new sections of the regional *Discipline* enacted by the regional conference.

7. To adopt rules of procedure governing the investigation and trial of its clergy, including bishops, and lay members of the Church and to provide the necessary means and methods of implementing the said rules; provided, however, that the ordained ministers shall not be deprived of the right of trial by a clergy committee, and lay members of the Church of the right of trial by a duly constituted committee of lay members; and to make changes in the chargeable offenses and their penalties.

A regional conference or a jurisdiction, if a regional conference has jurisdictions, shall appoint a committee on appeals to hear and determine the appeal of a clergy or lay member of the respective conference from the decision of a committee on trial.

¶ 32. Article I.— The annual conference shall be composed of clergy and lay members. The clergy membership shall consist of deacons and elders in full connection, provisional members, associate members, and local pastors under appointment. The lay membership shall consist of professing lay members elected by each charge, the diaconal ministers, the active deaconesses, and home missionaries under episcopal appointment within the bounds of the annual conference, the conference president of United Methodist Women, the conference president of United Methodist Men, the conference lay leader, district lay leaders, the conference director of Lay Servant Ministries, conference secretary of Global Ministries (if lay), the president or equivalent officer of the conference young adult organization, the president of the conference youth organization, the chair of the annual conference college student organization, and one

young person between the ages of twelve (12) and seventeen (17) and one young person between the ages of eighteen (18) and thirty (30) from each district to be selected in such a manner as may be determined by the annual conference. In the annual conferences of the regional conferences outside the USA, the four-year participation and the two-year membership requirements may be waived by the annual conference for young persons under thirty (30) years of age. Such persons must be professing members of The United Methodist Church and active participants at the time of election. Each charge served by more than one clergy shall be entitled to as many lay members as there are clergy members. The lay members shall have been for the two years next preceding their election members of The United Methodist Church and shall have been active participants in The United Methodist Church for at least four years next preceding their election.

If the lay membership should number less than the clergy members of the annual conference, the annual conference shall, by its own formula, provide for the election of additional lay members to equalize lay and clergy membership of the annual conference.

¶ 33. Article II.-The annual conference is the basic body in the Church and as such shall have reserved to it the right to vote on all constitutional amendments, on the election of clergy and lay delegates to the General Conference and their respective regional conferences, as well as jurisdictional conference if its regional conference has jurisdictions, on all matters relating to the character and conference relations of its clergy members, and on the ordination of clergy and such other rights as have not been delegated to the General Conference under the Constitution, with the exception that the lay members may not vote on matters of ordination, character, and conference relations of clergy except that the lay members of the conference board of ordained ministry and the committee on investigation may vote on matters of ordination, character, and

conference relations of clergy, with the further exception that lay members of the district committee on ordained ministry be full participating members of the district committee on ordained ministry with vote. It shall discharge such duties and exercise such powers as the General Conference under the Constitution may determine.

¶ 34. Article III.-The annual conference shall elect clergy and lay delegates to the General Conference and to its respective regional conference as well as jurisdictional conference, if its regional conference has jurisdictions, in the manner provided in this section, Articles IV and V. Such elections shall include open nominations from the floor by the annual conference, and delegates shall be elected by a minimum of a simple majority of the ballots cast. The persons first elected up to the number determined by the ratio for representation in the General Conference shall be representatives in that body. Additional delegates shall be elected to complete the number determined by the ratio for representation in the regional conference, who, together with those first elected as above, shall be delegates in the regional conference. The additional delegates to the regional conference shall in the order of their election be the reserve delegates to the General Conference. The annual conference shall also elect reserve clergy and lay delegates to the regional conference as it may deem desirable. These reserve clergy and lay delegates to the regional conferences may act as reserve delegates to the General Conference when it is evident that not enough reserve delegates are in attendance at the General Conference.

In regional conferences with jurisdictions, all general and regional conference delegates shall be delegates to the jurisdictional conference. Whenever possible, reserve delegates to the regional conference shall also serve in order of election as delegates to the jurisdictional conference, with any reserve delegates who cannot be seated as jurisdictional delegates becoming reserve delegates to the jurisdictional conference. As needed, additional delegates shall

be elected to complete the number determined by the ratio for representation in the jurisdictional conference. The annual conference may also elect additional reserve clergy and lay delegates to the jurisdictional conference as it may deem desirable.

¶ 35. Article IV.-The clergy delegates to the General Conference and to their respective regional conference as well as jurisdictional conference, if its regional conference has jurisdictions, shall be elected from the clergy members in full connection and shall be elected by the clergy members of the annual conference or provisional annual conference who are deacons and elders in full connection, associate members, and those provisional members who have completed all of their educational requirements and local pastors who have completed course of study or an M. Div. degree or its equivalent in regional conferences outside of the USA and have served a minimum of two consecutive years under appointment immediately preceding the election.

¶ 36. Article V.-The lay delegates to the General Conference and to their respective regional conference, as well as jurisdictional conference if its regional conference has jurisdictions, shall be elected by the lay members of the annual conference or provisional annual conference without regard to age, provided such delegates shall have been professing members of The United Methodist Church for at least two years next preceding their election, and shall have been active participants in The United Methodist Church for at least four years next preceding their election, and are members thereof within the annual conference electing them at the time of holding the General Conference and regional conferences as well as the jurisdictional conferences, if its regional conference has jurisdictions.

¶ 40 Article II.— The number, names, and boundaries of the annual conferences and episcopal areas shall be determined by the respective regional conferences or by the jurisdiction,

if a regional conference has jurisdictions. The authority of regional and jurisdictional conferences provided herein is not circumscribed or limited by the authority provided to the College of Bishops to arrange a plan of episcopal supervision.

¶ 46. Article II.-The bishops shall be elected by the respective regional conferences or by the jurisdiction, if a regional conference has jurisdictions, and consecrated in the historic manner at such time and place as may be fixed by each regional conference, provided that episcopal elections in regional conferences without jurisdictions shall be held at a regular, not an extra, session of such regional conference, except in the case where an unexpected vacancy must be filled.

¶ 48. Article IV.-The bishops of each regional conference or jurisdiction, if a regional conference has jurisdictions, shall constitute a College of Bishops, and such College of Bishops shall arrange the plan of episcopal supervision of the annual conferences, missionary conferences, and missions within their respective territories.

¶ 49. Article V.-The bishops shall have residential and presidential supervision in their respective regional conference or jurisdiction, if a regional conference has jurisdictions, in which they are elected or to which they are transferred. Bishops may be transferred from one jurisdiction to another jurisdiction for presidential and residential supervision under the following conditions: (1) The transfer of bishops may be on either of two bases: (a) a jurisdiction that receives a bishop by transfer from another jurisdiction may transfer to that jurisdiction or to a third jurisdiction one of its own bishops eligible for transfer, so that the number transferred in by each jurisdiction shall be balanced by the number transferred out; or (b) a jurisdiction may receive a bishop from another jurisdiction and not transfer out a member of its own College of Bishops. (2) No bishop shall be transferred unless that bishop shall have specifically consented.

(3) No bishop shall be eligible for transfer unless the bishop shall have served one quadrennium in the jurisdiction that elected the bishop to the episcopacy. (4) All such transfers shall require the approval by a majority vote of the members present and voting of the jurisdictional committees on episcopacy of the jurisdictions that are involved. After the above procedures have been followed, the transferring bishop shall become a member of the receiving College of Bishops and shall be subject to residential assignment by that jurisdictional conference.

A bishop may be assigned by the Council of Bishops for presidential service or other temporary service in another jurisdiction than that which elected the bishop, provided that the request is made by a majority of the bishops in the jurisdiction of the proposed service.

In the case of an emergency in any regional conference or jurisdiction, if a regional conference has jurisdictions, through the death or disability of a bishop or other cause, the Council of Bishops may assign a bishop from another regional conference or jurisdiction, if a regional conference has jurisdictions, to the work of the said regional conference or jurisdiction, if a regional conference has jurisdictions, with the consent of a majority of the bishops of that regional conference or jurisdiction, if a regional conference has jurisdictions.

¶ 50. Article VI. - Bishops elected by the jurisdictions shall have life tenure. Bishops elected by a regional conference without jurisdictions shall have such tenure as the regional conference electing them shall have determined.

The regional conference or the jurisdiction, if a regional conference has jurisdictions, shall elect a standing committee on episcopacy to consist of one clergy and one lay delegate from each annual conference, on nomination of the annual conference delegation. The committee shall review the work of the bishops, pass on their character and official administration, and report to its respective regional conference or jurisdiction, if a region has jurisdictions, its findings for

such action as the conference may deem appropriate within its constitutional warrant of power.

The committee shall recommend the assignments of the bishops to their respective residences for final action by the respective regional conference or the jurisdiction, if a regional conference has jurisdictions.

These provisions shall not preclude the adoption by the General Conference of provisions for the Council of Bishops to hold its individual members accountable for their work, both as general superintendents and as presidents and residents in episcopal areas.

¶ 52. Article VIII. - The bishops of the several regional conferences shall preside in the sessions of their respective conferences. If a regional conference has jurisdictions, the bishops shall also preside in the session of their respective jurisdictional conference.

¶ 56. Article II. - The Judicial Council shall have authority:

1. To determine the constitutionality of any act of the General Conference upon an appeal of a majority of the Council of Bishops or one-fifth of the members of the General Conference and to determine the constitutionality of any act of a regional or jurisdictional conference upon an appeal of a majority of the bishops of that regional or jurisdictional conference or upon the appeal of one-fifth of the members of that regional or jurisdictional conference.

...

4. To hear and determine the legality of any action taken therein by any General Conference board, regional, or jurisdictional conference board or body, upon appeal by one-third of the members thereof, or upon request of the Council of Bishops or a majority of the bishops of a regional or jurisdictional conference.

...

¶ 61. Article III. - A regional or jurisdictional conference may by a majority vote propose changes in the Constitution of the Church, and such proposed changes shall be submitted to the next General Conference. If the General Conference adopts the measure by a two-thirds vote, it shall be submitted to the annual conferences according to the provision for amendments.

The ratification process by the annual conferences for the constitutional amendments in this petition shall begin no later than 30 days after the adjournment of the postponed 2020 General Conference.

Ratification Ballot #2	Calendar Item 240 Committee Item GA11 Petition 20240	Approved 607-67 Approved 48-2	May 3, 2024 April 26, 2024
---------------------------	--	----------------------------------	-------------------------------

¶ 4. Article IV. Inclusiveness of the Church-The United Methodist Church is a part of the church universal, which is one Body in Christ. The United Methodist Church acknowledges that all persons are of sacred worth. All persons without regard to race, gender, ability, color, national origin, status,⁴ or economic condition, shall be eligible to attend its worship services, participate in its programs, receive the sacraments, upon baptism be admitted as baptized members, and upon taking vows declaring the Christian faith, become professing members in any local church in the connection.⁵ In The United Methodist Church no conference or other organizational unit of the Church shall be structured so as to exclude any member or any constituent body of the Church because of race, color, national origin, status or economic condition.⁶

4. Amended 1992.

5. Amended 2000.

6. See Judicial Council Decisions 242, 246, 340, 351, 362, 377, 398, 594, 601, and Decisions 4 and 5, Interim Judicial Council.

[If ratified, the paragraph would read as follows:]

¶ 4. Article IV. Inclusiveness of the Church-The United Methodist Church is a part of the church universal, which is one Body in Christ. The United Methodist Church acknowledges that all persons are of sacred worth. All persons without regard to race, gender, ability, color, national origin, status,⁴ or economic condition, shall be eligible to attend its worship services, participate in its programs, receive the sacraments, upon baptism be admitted as baptized members, and upon taking vows declaring the Christian faith, become professing members in any local church in the connection.⁵ In The United Methodist Church no conference or other organizational unit of the Church shall be structured so as to exclude any member or any constituent body of the Church because of race, color, national origin, status or economic condition.⁶

4. Amended 1992.

2025 CAL-PAC PRELIMINARY REPORT

5. Amended 2000.
6. See Judicial Council Decisions 242, 246, 340, 351, 362, 377, 398, 594, 601, and Decisions 4 and 5, Interim Judicial Council.

Ratification Ballot #3	Calendar Item 550 Committee Item IC50 Petition 20332	Approved 621-59 Approved 25-1	May 3, 2024 April 27, 2024
---------------------------	--	----------------------------------	-------------------------------

¶ 5. Article V. Racial Justice-The United Methodist Church proclaims ~~the value of each person that from God's goodness and love, God created all persons as a God's unique and beloved children, child of God and commits itself to the healing and wholeness of all persons. The United Methodist Church recognizes that the sin of racism has been destructive to its unity throughout its history. Racism continues to cause painful division and marginalization. The United Methodist Church shall confront and seek to eliminate racism, whether in organizations or in individuals, in every facet of its life and in society at large. The United Methodist Church shall work collaboratively with others to address concerns that threaten the cause of racial justice at all times and in all places. Racism opposes God's law, goodness, and love and diminishes the image of God in each person. Fueled by white privilege, white supremacy, and colonialism, the sin of racism has been a destructive scourge on global society and throughout the history of The United Methodist Church. It continues to destroy our communities, harm persons, obstruct unity, and undermine God's work in this world. Racism must be eradicated. Therefore, The United Methodist Church commits to confronting and eliminating all forms of racism, racial inequity, colonialism, white privilege, and white supremacy, in every facet of its life and in society at large.~~⁷

7. Amended 2000

[If ratified, the paragraph would read as follows:]

¶ 5. Article V. Racial Justice-The United Methodist Church proclaims that from God's goodness and love, God created all persons as God's unique and beloved children. Racism opposes God's law, goodness, and love and diminishes the image of God in each person. Fueled by white privilege, white supremacy, and colonialism, the sin of racism has been a destructive scourge on global society and throughout the history of The United Methodist Church. It continues to destroy our communities, harm persons, obstruct unity, and undermine God's work in this world. Racism must be eradicated. Therefore, The United Methodist Church commits to confronting and eliminating all forms of racism, racial inequity, colonialism, white privilege, and white supremacy, in every facet of its life and in society at large.⁷

7. Amended 2000

Ratification Ballot #4	Calendar Item 555 Committee Item OM153 Petition 20070	Approved 547-99 Approved 39-4	May 2, 2024 April 27, 2024
---------------------------	---	----------------------------------	-------------------------------

¶ 35. Article IV. The clergy delegates to the General Conference and to the jurisdictional or central conference shall be elected from ⁷⁴ the clergy members in full connection and shall be elected by the clergy members of the annual conference or provisional annual conference who are deacons and elders in full connection, associate members, and those provisional members who have completed all of their

2025 CAL-PAC PRELIMINARY REPORT

educational requirements and local pastors who have completed course of study or an M. Div. Master of Divinity degree from a University Senate-approved theological school or its equivalent as recognized in a central conference and have served a minimum of two consecutive years under appointment immediately preceding the election. ⁷⁵

74. Amended 1996

75. See Judicial Council Decision 1181. Amended 2008.

[If ratified, the paragraph would read as follows:]

¶ 35. Article IV. The clergy delegates to the General Conference and to the jurisdictional or central conference shall be elected from ⁷⁴ the clergy members in full connection and shall be elected by the clergy members of the annual conference or provisional annual conference who are deacons and elders in full connection, associate members, and those provisional members who have completed all of their educational requirements and local pastors who have completed course of study or a Master of Divinity degree from a University Senate-approved theological school or its equivalent as recognized in a central conference and have served a minimum of two consecutive years under appointment immediately preceding the election. ⁷⁵

74. Amended 1996

75. See Judicial Council Decision 1181. Amended 2008.

[Editorial note: The proposed change of language in this paragraph related to central conferences would be changed to reflect the necessary updates should the Proposed Constitutional Amendment related to Regionalization be ratified.]

VOTING RIGHTS OF CLERGY MEMBERS & LAY MEMBERS TO ANNUAL CONFERENCE

¶ References from Book of Discipline 2020/2024

BADGE COLOR	MEMBERS & RELATIONSHIP	WHITE		RED		GOLD		PINK OR GRAY		LIGHT VIOLET		VIOLET	
		Light Green	Green	Orange	Blue	Light Blue	Blue	Light Violet	Violet	Pink or Gray	Light Violet	Violet	Light Violet
Elders & Deacons in Full Connection (Active, Retired, All Leaves Except Involuntary Leave) [FE, FD]	Elders & Deacons in Full Connection on Involuntary Leave of Absence [FE, FD – INV]	Provisional Elders & Deacons (all Cal-Pac Provisional Members have met educational requirement) [PE, PD]	Associate Members (Active, Retired) [AM]	Full-time or Part-time Local Pastors (>meets educational & service requirement) [FL, PL]	Full-time or Part-time Local Pastors (has not met educational or service requirement) [FL, PL]	Members of other Annual Conferences or Methodist denominations appointed here, including Affiliate Members [AF, OE – A, OD – A, OP – A, OL – A]	Members of other Annual Conferences or Methodist denominations appointed in this conference [OF – A] [Voice but no vote if approved by BOM]	Observers (Retired Local Pastors, Board & Agency Members, Lay Representatives from Emerging Congregations, Conference Staff) [Voice but no vote]	Lay Members elected by local churches, Wesley Foundations, or districts, in specified leadership roles in districts & conference, or nominated by Cabinet	Appointed Deaconesses & Home Missionaries, and Diaconal Ministers (Active or Retired)	Lay Persons Assigned (un) elected Lay Member by local church, former Clergy Members on Honorable or Administrative Location, Spouses, Guests, Vendors, and others		
Conference Legislation	YES	YES	YES	YES	YES	YES	YES	NO	NO	NO	NO	YES	YES
Constitutional Amendments	YES	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Clergy Matters: Ordination, Character, Conference Relations	YES	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Other Matters before Clergy Session	YES	YES	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Elect Delegates to General & Jurisdictional Conference	YES (Clergy Delegates)	#NO	YES (Clergy Delegates)	YES (Clergy Delegates)	YES (Clergy Delegates)	YES (Clergy Delegates)	YES (Clergy Delegates)	¶346.1, ¶344.4, ¶318.4	¶346.2	¶320.5, Conf Rules IV.A.5-7, V.D.3	¶33, ¶602.1e	¶33, ¶602.2, ¶1602.4	
Relevant BOD 2016 Reference	¶33, ¶602, ¶353.7	¶354.8, ¶33, ¶602, ¶355.9	¶327.2, ¶602.1b	¶321.1, ¶602.1c	¶317.6, ¶602.1d	¶317.6	¶317.6						

^ ¶317.6: Educational & Service Requirements for local pastors to vote on Delegates: Completed Course of Study or Master of Divinity degree + Served a minimum of two consecutive years under appointment prior to the election.

¶355.9: Clergy on Involuntary Leave of Absence shall not be delegates to general and jurisdictional conferences or vote on other clergy delegates.

* ¶346.2: If approved by Board of Ordained Ministry, may be accorded the right to vote on all matters except constitutional amendments, election of delegates to General or Jurisdictional Conferences, all matters of ministers, character, and conference relations of ministers.

2025 CAL-PAC PRELIMINARY REPORT

41st Annual Session of the California-Pacific Conference of The United Methodist Church: June 11-14, 2025 (legislative sections via Zoom June 2)

SCHEDULE OVERVIEW - SUBJECT TO CHANGE

VISION - Ending Spiritual and Physical Hunger: Cherish!

		Wednesday 11th	Thursday 12th	Friday 13th	Saturday 14th
PDT	HST	Zoom June 2 @ 6:30pm PDT, 3:30pm HST	E, N, S District Breakfasts 7:00am - 8:30am	H, W District Breakfasts 7:00am - 8:30am	Breakfast(s) 7:00am - 8:30am
8:30am	5:30am	Early Morning Activities: 6 - 7 am Thurs: Labyrinth Fri: Yoga Sat: Sound Bath	Praise & Worship (9:00am - 11:45am)	Praise & Worship (9:00am - 11:45am)	Praise & Worship (9:00am - 11:45am)
9:00am	6:00am				
9:30am	6:30am				
10:00am	7:00am				
10:30am	7:30am				
11:00am	8:00am				
11:30am	8:30am	Clergy Orders	Lunch (Esmeralda 1-4)	Lunch Laiety Deacons	Plenary Justice & Compassion
12:00pm	12:00pm				
12:30pm	9:30am				
1:00pm	10:00am		Break		
1:30pm	10:30am		Opening Worship (1:30-2:45pm)	Luncheons(s) 12:15-1:45pm	Commissioning and Ordination Service
2:00pm	11:00am				
2:30pm	11:30am		Plenary (2:00-4:30pm)	Plenary (2:00-4:30pm)	
3:00pm	12:00pm				
3:30pm	12:30pm				
4:00pm	1:00pm				
4:30pm	1:30pm		Break	Break	
5:00pm	2:00pm		Dinner	Dinner	
5:30pm	2:30pm				
6:00pm	3:00pm				
6:30pm	3:30pm		Celebration of Ministry (5:15-6:45pm)	Cheerish Dinner (5:15-6:45pm)	Bishop's Award (5:15-6:45pm)
7:00pm	4:00pm	Clergy Executive Session & Laity Session	Memorial Worship	Workshops / Service / Fellowship	
7:30pm	4:30pm				Various Locations
8:00pm	5:00pm				Ordination Rehearsal
8:30pm	8:30pm	Karaoke / Games	Open Mic Night / Other	Trivia Night / Book Chat	
9:00pm	6:00pm				

Modified: 03/10/2025

This page intentionally left blank.

