

# 2025 SECTION H REPORTS TO THE ANNUAL CONFERENCE

## SECTION H: REPORTS, PETITIONS, RESOLUTIONS, and RECOMMENDATIONS to the **California-Pacific** Annual Conference

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### (1) 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

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### 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 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 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.**

## 2025 SECTION H REPORTS TO THE ANNUAL CONFERENCE

### 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 Huckaby, 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.

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.

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### 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.

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 125<sup>th</sup> Anniversary celebration this past September. As church historian, I led the group, but all of our members had experience with the church's 100<sup>th</sup> 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.

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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](http://bu.edu/sth/marpl). An online Master of Divinity program is planned for Fall 2026.

**Faculty Research:** Associate Dean Cristian De La Rosa received a second Lilly Endowment Parenting Grant for \$1.25 million. Faculty published more than 130 books, scholarly articles, op-eds, presentations, and book reviews during 2024. Many were interviewed by media publications or featured on podcasts for their scholarship in topics such as social justice activism, historical Methodist leaders, responding to trauma, and the use of AI to predict religious extremism. Selected stories are found at [bu.edu/sth/research/faculty-research/](http://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](http://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**

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### 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.

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

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### 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 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](http://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**

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### 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 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**

## 2025 SECTION H REPORTS TO THE ANNUAL CONFERENCE

### 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 to 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

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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

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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.

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

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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.

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 devastated 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**

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### 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.

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

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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 lost 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 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

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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.

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

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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
- 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 UVMIM 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.

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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.

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

### **Reconciling Ministry Strategy Group:**

The Reconciling Ministry Strategy Group continues to educate congregations on ways they can become reconciling

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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.
- 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,

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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
- 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)*

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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 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.

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### 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.
  - 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 have seen over the past several years, including a global pandemic, significant denominational uncertainty and

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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 tithing 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 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**

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### 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 80<sup>th</sup> 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](http://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 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 (HBTI) of The United Methodist Church. Gammon’s Mission is to help prepare for the practice of Christian ministry and public leadership individuals who understand their vocation as working in partnership with God in forming a just and generative world for all.

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

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

- In June 2024, we hired a world-renowned theologian and scholar, Dr. Renita J. Weems, as our Chief Academic Officer.

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

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

- In Spring 2024, Gammon hosted our 2nd Annual Student Scholarship Fundraiser Golf Tournament, which received \$70,000 in donations toward the scholarship fund.
- The Rev. Walter H. McKelvey Endowed Scholarship The fund, which was launched by Dr. Loretta F. McKelvey (wife of the late Rev. McKelvey) and Dr. Walter Kimbrough, continues to grow with matching gifts in partnership with the South Carolina United Methodist Foundation.
- In June 2024, the Florida Conference's Rev. Geraldine McClellan Endowed Scholarship Fund, which is now fully endowed at the Florida United Methodist Foundation, continued to grow with donations for 2024. Now, the fund balance exceeds \$130,000.00, and Dr. Geraldine McClellan was honored at our 2024 Founder's Day/Pastors and Leaders Conference Gala banquet with our Icon of Excellence Award.
- Gammon hosted the Ebony Exploration Event for 75 young adults under the age of 35. The students explored their sense of call and vocational discernment.
- In December 2024, Gammon celebrated our 141st Founder's Day and Pastors and Leaders Conference. We hosted over three hundred people attending workshops (in person and virtual) and our Scholarship Gala Dinner at IMPACT Church in Atlanta, GA.
- Gammon received two \$10,000 donations for two new endowed funds from Dr. James H. Salley, in honor of his parents in the South Carolina Conference, and from Rev. Dr. Michael McQueen, District Superintendent for the North Georgia Central North District.

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 172<sup>nd</sup> 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

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disproportionate impact it tends to have on the poor and local economies. Another major grant is funding work in our Centro Raíces Latinas to strengthen Hispanic-Latiné pastoral leaders and congregations, helping clergy and communities build institutional capacity and expand their ministries. Yet another grant is helping to expand the reach and impact of our Garrett Collective, our lifelong learning and resource platform that seeks to make theological education accessible and affordable to a significantly broader audience.

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

### 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.

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### 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.

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 31<sup>st</sup> 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.

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

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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 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.

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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 its 4th year; having its 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 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.

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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](http://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](mailto: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.

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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 Stryko, 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

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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 promote wellbeing and good health. The Wespath Benefits website ([www.wespath.org](http://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:

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");

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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.

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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/](http://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 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"

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- 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.

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.

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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 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

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### 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)
- 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

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- 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.

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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:

- 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.

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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.

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

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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, *Unfamiliar Terrain{s}*, a creative dialogue between UK-based artist, Michael Magruder, and Artificial Intelligence; and *Notebook*, featuring works by Iranian-born artist, Mojdeh Rezaeipour. We also welcomed Ama BE, a Ghanaian-American transdisciplinary artist exploring African migration ecologies. <https://www.luceartsandreligion.org/>

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

<https://www.churchleadership.com/>

**Rev. Dr. David McAllister-Wilson, President**

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### 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

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)

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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
- 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.

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### 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 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

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

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### (2) 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.

*Recommendation 25-01 was approved by 98% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.*

#### 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  $\times 35 = 88\%$  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 25-02 was approved by 98% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.*

#### 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;

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

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such payments from Wespath Benefits and Investments (Wespath), during the year 2026 by each retired or disabled Clergy person 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 Clergy person; 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 Clergy person rendered to this Conference or that a retired or disabled Clergy person 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 Clergy person to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such retired or disabled Clergy person'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 Clergy person'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 Clergy person's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergy person to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

***Recommendation 25-03 was approved by 100% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.***

### **REC 25-04 | 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.*

***Recommendation 25-03 was approved by 100% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.***

## 2025 SECTION H REPORTS TO THE ANNUAL CONFERENCE

### REC 25-05 | 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

*Recommendation 25-05 was approved by 99% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.*

### 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
<b>1</b>	76%	53,223	<b>11</b>	86%	60,226	<b>21</b>	96%	67,229
<b>2</b>	77%	53,923	<b>12</b>	87%	60,926	<b>22</b>	97%	67,929
<b>3</b>	78%	54,623	<b>13</b>	88%	61,626	<b>23</b>	98%	68,629
<b>4</b>	79%	55,324	<b>14</b>	89%	62,327	<b>24</b>	99%	69,330

## 2025 SECTION H REPORTS TO THE ANNUAL CONFERENCE

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

*Recommendation 25-06 was approved by 97% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.*

### REC 25-07 | 2026 BUDGET WITH NARRATIVE

California Pacific Annual Conference					
of the United Methodist Church					
2026 Proposed Apportionment Budget					
		<b>2024</b>	<b>2024</b>	<b>2025</b>	<b>2026</b>
		<b>Budget</b>	<b>Actual</b>	<b>Budget</b>	<b>Budget</b>
<b>Revenue</b>					
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
<b>subtotal</b>		<b>10,762,272</b>	<b>7,361,685</b>	<b>10,763,924</b>	<b>10,075,890</b>
Gap on Apportionment Payments		1,571,234		1,036,000	673,062
<b>Total Revenue</b>		<b>9,191,038</b>	<b>7,361,685</b>	<b>9,727,924</b>	<b>9,402,828</b>
* 2024 actual excludes Alternate Apportionments					

## 2025 SECTION H REPORTS TO THE ANNUAL CONFERENCE

<b>Expense</b>					
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	
<b>Total General Church</b>	<b>2,317,808</b>	<b>1,484,361</b>	<b>2,395,675</b>	<b>2,487,511</b>	
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	
<b>Total Episcopacy</b>	<b>294,052</b>	<b>371,478</b>	<b>378,102</b>	<b>378,102</b>	
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	-	-	
<b>Total Finance and Administration</b>	<b>1,489,612</b>	<b>1,699,697</b>	<b>1,610,000</b>	<b>1,712,000</b>	
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			-	
<b>Total Other budget lines under F&amp;A</b>	<b>1,791,234</b>	<b>122,177</b>	<b>220,000</b>	<b>196,000</b>	
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	
<b>Total Board of Pension and Health Benefits/HR</b>	<b>151,100</b>	<b>82,098</b>	<b>117,100</b>	<b>61,000</b>	
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	
<b>Total DS and District Office Ministries</b>	<b>1,817,745</b>	<b>1,865,800</b>	<b>2,054,099</b>	<b>1,972,166</b>	
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	

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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
<b>Total Leadership</b>		<b>245,368</b>	<b>239,826</b>	<b>271,500</b>	<b>160,823</b>
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
<b>Total Justice and Compassion Ministries</b>		<b>155,000</b>	<b>90,449</b>	<b>155,000</b>	<b>125,000</b>
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
<b>Total New Ministries</b>		<b>412,000</b>	<b>337,064</b>	<b>412,000</b>	<b>329,500</b>
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
<b>Total Equitable Comp</b>		<b>357,000</b>	<b>362,101</b>	<b>380,000</b>	<b>342,000</b>
Communications					
Communications		253,113	239,670	281,629	254,280
Communications Commission		1,000	-	1,000	1,000
<b>Total Communications</b>		<b>254,113</b>	<b>239,670</b>	<b>282,629</b>	<b>255,280</b>
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
<b>Total Committees</b>		<b>262,850</b>	<b>233,379</b>	<b>257,000</b>	<b>210,400</b>
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
<b>Total Expense</b>		<b>10,762,272</b>	<b>8,139,582</b>	<b>9,727,924</b>	<b>9,402,828</b>
<b>Net income/loss</b>			(777,897)		

*Recommendation 25-07 was approved during Plenary Session #4 on Friday, June 13, 2025.*

### 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

## 2025 SECTION H REPORTS TO THE ANNUAL CONFERENCE

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	
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	
<b>Total for Quotas</b>	<b>309,000</b>	<b>117,953</b>	<b>309,000</b>	<b>309,000</b>	

Funds raised will pay for the programmatic expenses for these ministries

BOD ¶ 1208.

*Recommendation 25-08 was approved by 99% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.*

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

**Information only-not part of the SRC recommendation:**

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

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

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

#### 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

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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

### 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

*Recommendation 25-09 was approved by 99% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.*

### REC 25-10 | NOMINATIONS REPORT

The approved Nominations Report can be found in Section B of this 2024 Journal.

*Recommendation 25-10 was approved during Plenary Session #6 on Saturday, June 14, 2025.*

### REC 25-11 | CLOSURE OF WESTMONT UNITED METHODIST CHURCH

**SUBJECT:** Closure of Westmont United Methodist Church, Pomona Valley, CA

**SUBMITTED BY:** Appointive Cabinet

**WHEREAS**, Westmont United Methodist Church, located in Pomona in the East District, has faithfully served its community from 1884 through worship, discipleship, and mission; and

**WHEREAS**, the church has struggled to effectively maintain and carry out its mission and ministries for over a decade; and

**WHEREAS**, the membership of the church has declined to five remaining members, who have discerned that it is no longer sustainable to continue as an active congregation; and

**WHEREAS**, the Church Conference of Westmont United Methodist Church was held on January 15, 2025 and the remaining membership voted to discontinue as a church; and

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**WHEREAS**, the consent to discontinue has been granted by the presiding bishop and the cabinet, and the East District Board of Church Location and Building pursuant to 2020/2024 Book of Discipline ¶2549.2.(4).b; and

**WHEREAS**, the five remaining members of Westmont United Methodist Church will be transferred to Montclair United Methodist Church and received into its care and fellowship; and

**WHEREAS**, the remaining cash assets around \$2,000 of Westmont United Methodist Church as of the closure date shall be transferred to the Montclair UMC.

**WHEREAS**, Pomona Valley Chinese United Methodist Church, a nesting congregation at Westmont United Methodist Church, is currently exploring the possible transfer of the property title; and

**WHEREAS**, these discussions are ongoing and additional time will be needed before a final determination regarding the future of the property can be made;

**THEREFORE, BE IT RESOLVED** that the California-Pacific Conference of The United Methodist Church, meeting in regular session on June 12-14, 2025, approves the formal closure of Westmont United Methodist Church, effective June 30, 2025; and

**BE IT FURTHER RESOLVED**, that the Cabinet will report to the 42<sup>nd</sup> Annual Session of the California-Pacific Conference in 2026 regarding the disposition of Westmont UMC's property.

*Recommendation 25-11 was approved during Plenary Session #5 on Friday, June 13, 2025.*

### REC 25-12 | TITHE APPORTIONMENT PROPOSAL

**SUBMITTED BY:** Council on Finance and Administration with support from George Hooper, Chair, Connectional Table

**WHEREAS** we have heard from many of our churches that our current apportionments are not sustainable. Costs such as insurance, health care, and staffing have continued to rise faster than overall inflation; overall, our congregations have experienced decline in both membership and income. Decreases in our Conference budget have not resulted in reduced apportionments for all congregations.

**WHEREAS** we have also seen a continuing decline in the percentage of apportionments paid. We know that there are many factors that contributed to the decrease in giving we 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."

**WHEREAS** our current apportionment rule is based on church expenses. We have found that in practice, church expenses tend to change more slowly than church income. Additionally, we think that establishing apportionments to be a tithe of local church income is consistent with faithful practices of tithing that stretch back through church tradition and scripture. We believe that there will be benefits that come from an increased consistency between how we model giving from the local church to the connectional church and how we teach giving from our church folks to our congregations.

**WHEREAS** our CFA prepared a new rule and formula for calculating apportionments that attempted to respond to these realities, we found that an unanticipated, unintended consequence of our proposal is that it would result in a disproportionate overall increase for congregations of color and small churches, relative to predominantly white congregations and large churches.

**WHEREAS** a new rule that is based on church income would likely be based on statistics from Table III, which have not been used in calculating apportionments previously, and have been largely unaudited; in looking at this statistical

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data, we see multiple examples that suggest some congregations have used divergent methods to calculate the numbers submitted.

**THEREFORE BE IT RESOLVED** that we charge the Council on Finance and Administration to bring a new apportionment rule recommendation to the 2026 Annual Conference session. To do this, the CFA should organize and oversee a task force that would further study the issues. Working with our Conference Statistician, the task force should provide support to collect more accurate income statistics for the 2025 year and moving forward.

**BE IT FURTHER RESOLVED** that the task force should give special attention to questions of equity, across the racial/ethnic diversities of our congregations, as well as church size. Consideration should be given to how special sources of income impact apportionment askings, such as rental income from housing that is used to generate funds for housing allowances.

**BE IT FURTHER RESOLVED** that the new rule proposal should:

- Set apportionment askings as a percentage of local church finances. This tithe model would mean that the Conference budget would be set in relationship to local church realities.
- Use income, rather than expense, to calculate each church's asking.

*Recommendation 25-12 was approved during Plenary Session #5 on Friday, June 13, 2025.*

### (3) RESOLUTIONS

#### **RES 25-01 | NO RENEWAL OF MILITARY LEASES ON O'AHU**

**SUBJECT:** No Renewal Of Military Leases On O'ahu

**SUBMITTED BY:** Hawai'i District United Methodist Church Acts of Repentance Task Force

**ESTIMATED FINANCIAL IMPACT:** None

**SOURCE OF STAFF TIME:** None

**WHEREAS**, on January 17, 1893 American businessmen and leaders orchestrated the illegal overthrow of the Hawaiian Kingdom and Queen Lili'uokalani. In spite of five treaties signed by the U.S. Government with the Hawaiian Kingdom, and the fact that sixteen other nations maintained official diplomatic ties with Honolulu, resident businessmen – some of whom were descended from the original missionaries – calling themselves “the Committee of Safety” seized power by illegally occupying the government building, with the assistance of 162 U.S. Marines and Navy sailors;

**WHEREAS**, according to newspaper articles and church archival documents, the Rev. Dr. Harcourt W. Peck supported the illegal overthrow and served as sharpshooter and acting adjutant for Colonel J. H. Fisher, commander of the forces who dethroned Queen Lili'uokalani. When he returned to Hawai'i a year later to serve as pastor of First Methodist Episcopal Church, he rejoined the sharpshooter company and served as chaplain of the new forcibly established Republic of Hawai'i. Rev. Peck's armed participation against the legal and internationally recognized indigenous government of Hawai'i, as well as his continued solidarity with those who orchestrated the overthrow, solidified First Methodist Episcopal Church's establishment in Honolulu and ensured the continuation of Methodism in Hawai'i;

**WHEREAS**, the 2020/2024 United Methodist Church General Conference passed a resolution to acknowledge the history of racism and imposed colonial rule in Hawai'i from the illegal overthrow to the present, and initiated an apology on behalf of the United Methodist Church for the church's role and complicity in the overthrow;

**WHEREAS**, the Hawai'i District Acts of Repentance Task Force was established to nurture authentic community with Native Hawaiians and make the church's apology meaningful;

**WHEREAS**, in 1964 the U.S. Army signed 65-year leases for \$1 per lease with the State of Hawai'i, Department of Land and Natural Resources, for 782 acres at Makua Military Reservation (MMR), 1,150 acres of land at Kahuku Training Area (KTA), and 4,390 acres at Kawailoa-Poamoho Training Area (Poamoho);

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**WHEREAS**, the US Army leases of lands of “State of Hawai‘i” lands at MMR, KTA, and Poamoho totaling 6,322 acres on the island of O‘ahu are set to expire in 2029;

**WHEREAS**, one hundred percent of the 6,322 acres the US Army leases from the State of Hawai‘i at MMR, KTA, and Poamoho are Hawaiian Kingdom Crown and Government lands which were seized by the US Government and transferred to the State of Hawai‘i without the consent of or compensation to the Native Hawaiian people of Hawaii or their sovereign government;

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

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

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

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

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

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

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

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

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

*Resolution 25-01 was approved by 98% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.*

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

**SUBJECT:** Psychological Assessments in the Primary Languages of Candidates for Ordained or Licensed Ministry  
**SUBMITTED BY:** Jackeline Vives, Ervin Adin Aguilon, Ariana Arredondo, Baldwin Avendano, Richard Bentley, Melinda Teter Dodge, James Dollins, Lyda Eddington, Ruben Esponda, David Farley, Dori Fotsch, Reynaldo Guevara, Jennifer Gutierrez, Edward Hansen, Joel Hortiales, Brian Suk-Boo Lee, Mateo Mamea, Janet Gollery McKeithen, Martha Morales, Sharon Rhodes-Wickett, Stephanie Rice, Toña Rios, Phillip Valdes, Lily Villamin, Jose Vindel, Frank Wulf

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

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

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

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

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

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

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

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

*Resolution 25-02 was referred to the Board of Ordained Ministry during Plenary Session #4 on Friday, June 13, 2025.*

### RES 25-03 | OPPOSING REPRESSION OF ADVOCACY FOR PALESTINIAN RIGHTS

**SUBJECT:** Defending Free Speech, Opposing Repression of Advocacy for Palestinian Rights

**SUBMITTED BY:** The California-Pacific Palestine/Israel Task Force (including Allison Mark, Paige Eaves, Mary Ann Pickard (chair), M. Theresa Basile, Yoshi Kuramoto, Jeanne Roe Smith, Helen T. Alo, Silaupama Alo-Rojas, Laura Pinho, Steven Rojas)

AS WELL AS Mary Elizabeth Moore, Mark Stephenson, Richard Bentley, Frank Wulf, Sharon McCart, Gary Williams, Debbie Gara, Suanne Ware-Diaz, Lily Villamin, Louis Chase, Amy Wake, Janet McKeithen, Janet Cromwell, James Dwyer, Rich Bolin, Tom Zeigert, Jim Conn, Roy Riggs, Erik Iki, Terry Van Hook, Ed Hanson, Victor Cyrus-Franklin, Sandie Richards, David Farley, Myrna Jefferson-Williams, Piula Ala'ilima, Diane Rehfield, Samuel Domingo, Lorilyn Teasdale, Katie Monfortte, Jay Campbell, Dori Fotsch, Erika Gara, Holly Reinhart-Marean, Tom Reinhart-Marean

**ESTIMATED FISCAL IMPACT:** None

**SOURCE OF STAFF TIME:** Conference Secretary

WHEREAS the right of free speech and dissent is a cornerstone of democratic societies, and attempts to stifle free speech and threats to Americans’ civil liberties have been rising in recent years and have expanded alarmingly in 2025 in what some have called “the new McCarthyism,” and

WHEREAS these repressive practices are particularly and heavily targeting advocates for Palestinian human rights, and

WHEREAS the prophet Isaiah called on God’s people to “learn to do good; seek justice; rescue the oppressed; defend the orphan; plead for the widow” (Isaiah 1:17), and

WHEREAS tens of thousands of students and other human rights advocates in the U.S. are rising up in anguish over Israel’s horrifying extermination of Palestinians in Gaza, a massacre of captive civilians carried out with ample military aid from the United States, and

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**WHEREAS**, due in large part to Palestine solidarity actions on their campuses, colleges and universities are being threatened by the U.S. government, through the withholding of federal funds, banning of international students, and other draconian measures, and

**WHEREAS** thousands of students, faculty, and people of conscience across the U.S. are under attack for protesting Israel's genocidal assault on Gaza and supporting Palestinian rights, and they are being harassed, censored, physically attacked, fired, expelled, illegally arrested, imprisoned, and deported, with hundreds having been deported already, and

**WHEREAS** as the prophet Zechariah cautions us to "speak the truth to one another; render in your gates judgments that are true and make for peace (Zechariah 8:16), and

**WHEREAS** the prophetic practice of "speaking truth to power" requires courage and clarity, and Christians must name injustices accurately and boldly in order to transform human society, and

**WHEREAS** we acknowledge the evil of antisemitism to be prevalent for too long in Christian history, we reject this sin wherever and whenever it appears, we strongly condemn all racist acts of violence, and declare they do not reflect or support any just cause for equality and liberation, and

**WHEREAS** we know that antisemitism is one of many manifestations of racism that plague our society and is not effectively addressed in isolation from other forms of racism, and we are committed to the dismantling of racism in all its manifestations including antisemitism, Islamophobia, and anti-Black, anti-Asian, and anti-Hispanic racism, among others, and

**WHEREAS** the dangerous and dishonest tactics of equating advocacy for Palestinian rights with antisemitism and/or support for terrorism have become commonplace throughout the United States, and United Methodist justice advocates are educating and mobilizing to refute these lies (see <https://kairosresponse.org/antisemitism.html>), and

**WHEREAS** we declare emphatically that naming crimes against humanity that Israel is committing, such as genocide, apartheid, and ethnic cleansing, is not a manifestation of antisemitism nor is it support for terrorism, but rather an indispensable step in ending those crimes and holding perpetrators accountable, and

**WHEREAS** the world's leading human rights organizations and Israel's own human rights centers, eminent Holocaust scholars, authorities on apartheid and international law, dozens of Jewish organizations, several Christian denominations, and several United Methodist bodies including the California-Pacific conference, have identified crimes against humanity that Israel is committing, such as genocide, apartheid and ethnic cleansing, and

**WHEREAS** boycott, divestment and sanctions (BDS) are ethical and nonviolent methods of addressing and correcting systems of injustice that have long been used by United Methodists and have been valuable tools in such struggles as the U.S. civil rights movement, the Indian independence movement led by Mahatma Gandhi, and the global movement to end South African apartheid, and

**WHEREAS**, the United Methodist Church has long engaged in boycott and divestment actions in support of Palestinian rights and in solidarity with Palestinians of all faiths, including:

- Calling for a global ban on products from the illegal Israeli settlements in occupied Palestinian territory since 2012
- Calling on church investment managers to avoid the government bonds of Israel, Turkey and Morocco, due to the prolonged oppressive illegal occupations they maintain,
- Blacklisting five Israeli banks due to their support for Israeli settlements in the West Bank
- Divesting from G4S, an international security firm that maintains infamous Israel prisons
- In annual conferences, adopting dozens of resolutions calling for church divestment from companies that are complicit in Israel's oppression of Palestinians,
- In the General Board of Church and Society, endorsing the global boycotts of SodaStream (2014) and Chevron (2025) in support of Palestinian rights, and

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**WHEREAS** false accusations of antisemitism and of support for terrorism have become the most common, dangerous and insidious tools employed in the U.S. and Europe for repression of advocacy for Palestinian human rights, and

**WHEREAS** those who would shield Israel from criticism and thereby enable the continued oppression and destruction of Palestinians have organized powerful methods of silencing that criticism and attacking human rights defenders, including:

- Embedding the deeply flawed Definition of Antisemitism from the International Holocaust Remembrance Alliance (hereafter called “the IHRA Definition”) in government policy,
- Unfounded and deceitful accusations of “support for terrorism,” against individuals and groups being codified in legislation that would weaponize these accusations against Palestinian solidarity organizations,
- Project Esther, a policy blueprint to crush the Palestinian solidarity movement in the United States created by the Heritage Foundation, the think tank that spearheaded Project 2025,
- Anti-boycott legislation, already adopted in over 35 states and repeatedly proposed in Congress, that penalizes Americans for supporting boycott and divestment campaigns for Palestinian rights, and

**WHEREAS** the IHRA Definition has become a favored tool for weaponizing charges of antisemitism and examples of its spreading use in government include:

- President Donald Trump issuing two Executive Orders (#13899 in December 2019 and #14188 in January 2025) that promote the use of the IHRA Definition in the United States government.
- The IHRA Definition being adopted by the U.S. State Department and U.S. Department of Education and used as justification to harass and attack students and others across the U.S.
- The U.S. Congress repeatedly considering legislation that would codify the IHRA Definition as national policy, at the urging of organizations that notoriously and continuously seek to suppress advocacy for Palestinian rights.
- The Trump administration using the IHRA Definition, as well as unfounded accusations of support for terrorism, to prosecute and deport legal residents in the U.S., simply for opposing Israeli actions and U.S. complicity in those and for supporting BDS actions in solidarity with Palestinians, and
- Several versions of legislation proposed in the state of California that would impose the IHRA definition of antisemitism on the educational system and threaten the ability of educators to teach honestly and accurately about Palestine/Israel, and
- Several U.S. cities adopting the IHRA Definition and subsequently applying repressive tactics against Palestine solidarity activists in their communities, and

**WHEREAS** many human rights defenders and organizations have warned the public about the “weaponization of antisemitism” as a tool of repression and have strenuously opposed the adoption of the IHRA Definition, and

**WHEREAS** adoption of the IHRA Definition as government policy has not only contributed greatly to the erosion of civil liberties in the United States and Europe, but the widespread unjust charges of antisemitism this policy encourages have dangerously weakened efforts to combat real antisemitism, and

**WHEREAS** organizations and leaders across the ideological spectrum are calling for governments and institutions to reject the IHRA Definition as their policy, including:

- Kenneth Stern, the primary author of the IHRA Definition
- Jewish Voice for Peace and dozens of other Jewish organizations in the U.S. and worldwide
- Over a dozen Israeli NGO’s and civil society organizations
- Hundreds of Jewish and other scholars in the U.S. and around the world
- The ACLU
- Human Rights Watch
- Amnesty International
- The Center for Constitutional Rights
- The National Lawyers Guild
- PEN America
- The Southern Poverty Law Center Action Fund, and

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**WHEREAS** it is vital for United Methodists to continue to attest to the truth of what is happening to the Palestinian people, in order to relieve suffering, save lives, lift oppression, and dismantle apartheid, with a goal of achieving a just and lasting peace for all the people of the Holy Land,

**THEREFORE, BE IT RESOLVED** that the California-Pacific Conference of the United Methodist Church:

1. Calls on our leaders in state and national government to vigorously protect our civil liberties regardless of their personal ideological preferences and partisan loyalties,
2. Stands in solidarity with students, faculty, clergy, and other human rights advocates who nonviolently defend Palestinian human rights and oppose Israel's crimes against humanity,
3. Affirms our right to identify and condemn human rights violations, ethnic cleansing, apartheid, genocide, and other crimes against humanity committed by any government,
4. Asserts our right to apply the nonviolent economic advocacy tools of boycott, divestment, and sanctions to situations of injustice, be they in the United States, Israel, or any place in the world, and

**BE IT FURTHER RESOLVED** that the California-Pacific Conference opposes:

1. The adoption or application of the IHRA Definition of Antisemitism as policy by any U.S. governmental branch or office, be they municipal, state or federal,
2. Equating prophetic and principled justice advocacy with antisemitism or any form of bigotry,
3. Unfounded claims of "support for terrorism" and similar accusations and methods to repress freedom of speech, as well as any state or federal legislation that would enable these governmental abuses,
4. Plans for destroying the movement for Palestinian rights in the United States as described in Project Esther, and

**BE IT FURTHER RESOLVED** that the Secretary of the California-Pacific Conference will transmit the full text of this resolution to all members of the state legislatures of California and Hawaii, the Governors and Lieutenant Governors of those states, the Senators and Representatives in the U.S. Congress that represent the states and districts in the California-Pacific Conference, and the U.S. President and Vice-President.

*Resolution 25-03 was approved during Plenary Session #5 on Friday, June 13, 2025.*

### RES 25-04 | FOSSIL FUEL DIVESTMENT

**SUBJECT:** California-Pacific Annual Conference Resolution on Fossil Fuel Divestment

**SUBMITTED BY:** Rev. Christian DeMent, Eric Dewey-Hoffman, Suanne Dewey-Hoffman, Rev. Leigh Ann Shaw, Susan Naslund, Sharon Russo, Rev. Molly Vetter, Rev. Janet Voigts, Rev. Jeanette Bragunier, Rev. Erika Gara, Kenny Funk, Rev. Bob Rhodes, Rev. Molly Lorden, Honor Leibold, Rev. Jennifer Rath, Rev. Karen Ristine

**ESTIMATED FISCAL IMPACT:**

**SOURCE OF STAFF TIME:**

**WHEREAS:** The spiritual and moral reasons for divesting from fossil fuels are clear. Jesus said, "Do to others as you would have them do to you" (Luke 6:31). In "The General Rules," John Wesley said, "First: By doing no harm, by avoiding evil of every kind, especially that which is most generally practiced...." In secular terms, the simplest moral reason is that "It is wrong to profit from devastating the planet and degrading the natural world."

**WHEREAS:** In 1980, The United Methodist General Conference as a body passed a resolution on Energy Policy acknowledging the harm caused by fossil fuels (#1120, 2024 Book of Resolutions, pages 67). The UMC was the first denomination to call for a just transition away from fossil fuels toward conservation and renewable energy by governments and the church, yet our denomination continues to invest in and profit from coal, oil, and gas.

**WHEREAS:** The United Methodist Church's endorsement of fossil fuel corporations through our investments contradicts our stated commitment to a transition away from fossil fuels and toward a just and sustainable future. Two decades of Wespeth's corporate engagement and stockholder actions with the world's largest greenhouse gas producers, including Chevron, Exxon Mobil, and Occidental Petroleum, [have failed](#).

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**WHEREAS:** These corporations have known since 1970s that [their products would warm the climate](#) and endanger creation, but instead of transitioning to conservation and renewable energy, they created a massive [public relations campaign](#) to foster doubt that climate change was real. Their profit-seeking strategies continue today in the form of “greenwashing,” lobbying government for corporate subsidies, and blocking strong climate legislation and international treaties. By continuing to invest and engage with them, we provide moral cover for these corporate “bad actors.” This makes The United Methodist Church complicit in knowingly causing unspeakable harm to children, marginalized people, our human family, and the community of all creation, not just now but into the future.

**WHEREAS:** In addition to being the primary drivers of climate change, fossil fuels cause tremendous harm in their extraction, transport, and processing. They create “[sacrifice zones](#)” by polluting marginalized, mostly racially diverse communities, regions, and countries. When burned, they destabilize the climate, causing harm on a scale that [threatens human civilization](#) and the [community of creation](#) here on Earth. This harm disproportionately impacts the world’s most vulnerable people, who have done least to cause climate change.

**WHEREAS:** The fossil fuel divestment movement has now grown to over [1,600 institutions with assets totaling over \\$40.6 trillion](#) that have divested from fossil fuels. Thirty-five percent of them are churches and other faith communities. If we divest from fossil fuels here in the California-Pacific Annual Conference, it will be a witness to how The United Methodist Church can walk its talk about climate change.

**WHEREAS:** Investing is always risky but investing in fossil fuel stocks will become ever-riskier financially as climate change accelerates. Known coal, oil, and gas reserves cannot all be burned without making the planet uninhabitable. These reserves will become “[stranded assets](#)” as the global transition to renewables advances, as renewables continue to gain market ground, as [lawsuits against fossil fuel corporations](#) become more common, and as large institutions continue to divest.

**WHEREAS:** In the past ten years, fossil fuels have [underperformed](#) when compared to the overall stock market. Many alternative investment funds are available that are largely fossil free, including the Social Values Choice funds administered by Wespath. These funds have a five-year history of competitive returns, usually outperforming their counterparts; and

**WHEREAS:** the California-Pacific Annual Conference has shown its support for creation care and climate action, and has made the commitment to reduce its emissions to Net Zero by 2050,

**THEREFORE, BE IT RESOLVED THAT:** by October 1, 2025, the California-Pacific Annual Conference of The United Methodist Church shall identify all investments in their portfolios whose core business activity involves the ownership of reserves and/or production of coal, petroleum, or natural gas. Core business activity refers to a company’s primary, central focus of activity and is an essential element in the company’s economic success, and

**BE IT FURTHER RESOLVED** that by February 1, 2026, the California-Pacific Annual Conference shall have identified sound financial strategies to screen out fossil fuels from conference investment portfolios, with the help of consultation and resources readily available through annual conferences that have already divested from fossil fuels, and

**BE IT FURTHER RESOLVED** that by May 1, 2026, the California-Pacific Annual Conference shall be following a path of divestment away from any company or entity whose core business activity involves the ownership of reserves and/or production of coal, petroleum, or natural gas, and

**BE IT FURTHER RESOLVED** that there will be a report on the progress of divestment from fossil fuels and a timeline for its completion made by the Council on Finance and Administration to the 2026 California-Pacific Annual Conference session.

*Resolution 25-04 was approved during Plenary Session #5 on Friday, June 13, 2025.*

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### RES 25-05 | FOSSIL FUEL DIVESTMENT TASK FORCE

**SUBJECT:** Creating a Task Force for Cal-Pac Annual Conference Fossil Fuel Divestment

**SUBMITTED BY:** Rev. Christian DeMent, Eric Dewey-Hoffman, Suanne Dewey-Hoffman, Rev. Leigh Ann Shaw, Susan Naslund, Sharon Russo, Rev. Molly Vetter, Rev. Jeanette Bragunier, Rev. Erika Gara, Kenny Funk, Rev. Bob Rhodes, Rev. Molly Lorden, Honor Leibold, Rev. Jennifer Rath, Rev. Karen Ristine

**ESTIMATED FISCAL IMPACT:**

**SOURCE OF STAFF TIME:**

**WHEREAS:** The spiritual and moral reasons for divesting from fossil fuels are clear. Jesus said, “Do to others as you would have them do to you” (Luke 6:31). In “The General Rules,” John Wesley said, “First: By doing no harm, by avoiding evil of every kind, especially that which is most generally practiced....” In secular terms, the simplest moral reason is that “It is wrong to profit from devastating the planet and degrading the natural world.”

**WHEREAS:** In 1980, The United Methodist General Conference as a body passed a resolution on Energy Policy acknowledging the harm caused by fossil fuels (#1120, 2024 Book of Resolutions, pages 67). The UMC was the first denomination to call for a just transition away from fossil fuels toward conservation and renewable energy by governments and the church, yet our denomination continues to invest in and profit from coal, oil, and gas.

**WHEREAS:** The United Methodist Church’s endorsement of fossil fuel corporations through our investments belies our stated commitment to a transition away from fossil fuels and toward a just and sustainable future. Two decades of Wespath’s corporate engagement and stockholder actions with the world’s largest greenhouse gas producers, including Chevron, Exxon Mobil, and Occidental Petroleum, [have failed](#).

**WHEREAS:** These corporations have known since 1970s that [their products would warm the climate](#) and endanger creation, but instead of transitioning to conservation and renewable energy, they created a massive [public relations campaign](#) to foster doubt that climate change was real. Their profit-seeking strategies continue today in the form of “greenwashing,” lobbying government for corporate subsidies, and blocking strong climate legislation and international treaties. By continuing to invest and engage with them, we provide moral cover for these corporate “bad actors.” This makes The United Methodist Church complicit in knowingly causing unspeakable harm to children, marginalized people, our human family, and the community of all creation, not just now but into the future.

**WHEREAS:** In addition to being the primary drivers of climate change, fossil fuels cause tremendous harm in their extraction, transport, and processing. They create “[sacrifice zones](#)” by polluting marginalized, mostly Indigenous, Black, and Brown communities, regions, and countries. When burned, they destabilize the climate, causing harm on a scale that [threatens human civilization](#) and the [community of creation](#) here on Earth. This harm disproportionately impacts the world’s most vulnerable people, who have done least to cause climate change.

**WHEREAS:** The fossil fuel divestment movement has now grown to over [1,600 institutions with assets totaling over \\$40.6 trillion](#) that have divested from fossil fuels. Thirty-five percent of them are churches and other faith communities. If we divest from fossil fuels here in the California-Pacific Annual Conference, it will be a witness to how The United Methodist Church can walk its talk about climate change.

**WHEREAS:** Investing is always risky, but investing in fossil fuel stocks will become ever-riskier financially as climate change accelerates. Known coal, oil, and gas reserves cannot all be burned without making the planet uninhabitable. These reserves will become “[stranded assets](#)” as the global transition to renewables advances, as renewables continue to gain market ground, as [lawsuits against fossil fuel corporations](#) become more common, and as large institutions continue to divest.

**WHEREAS:** In the past ten years, fossil fuels have [underperformed](#) when compared to the overall stock market. Many alternative investment funds are available that are largely fossil free, including the Social Values Choice funds administered by Wespath. These funds have a five-year history of competitive returns, usually outperforming their counterparts; and

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**WHEREAS:** the California-Pacific Annual Conference has shown its support for creation care and climate action, and has made the commitment to reduce its emissions to Net Zero by 2050,

**THEREFORE, BE IT RESOLVED THAT:** by October 1, 2025, the California-Pacific Annual Conference of The United Methodist Church shall identify all investments in their portfolios whose core business activity involves the production of coal, petroleum, or natural gas. Core business activity refers to a company's primary, or central focus of activity and is an essential element in the company's economic success, and

**BE IT FURTHER RESOLVED** that the California-Pacific Annual Conference Council on Finance and Administration convene a task force that includes ongoing study, consultation, and engagement during the upcoming conference year on how to identify sound financial strategies to screen out fossil fuels from Conference investment portfolios. The task force will include members from the following agencies and teams: Conference Board of Pensions, Conference Foundation, Conference Claimants Endowment Board, Conference Green Team [or equivalent], General Council on Finance and Administration, Wespeth, United Methodist Creation Justice Movement, and Fossil Free UMC.

**BE IT FURTHER RESOLVED** that, following the work of the task force, the various agencies of the California-Pacific Annual Conference of The United Methodist Church shall begin to gradually reduce investments in any company or entity whose core business activity involves the production of coal, petroleum, or natural gas, and to invest instead in products or services that are consistent with United Methodist positions on energy and climate as stated in the Social Principles, and

**BE IT FURTHER RESOLVED** that, the California-Pacific Conference Council on Finance and Administration will make a report, including recommendations, to the 2026 Annual Conference.

*Resolution 25-05 was withdrawn during Plenary Session #5 on Friday, June 13, 2025.*

### RES 25-06 | STANDING WITH THE IMMIGRANTS

**SUBMITTED BY:** Jason Takagi, Dori Fotsch, Frank Wolf, Joel Hortiales, Tona Rios, Raphael Rios, Mateo Mamea, Josh Lopez-Reyes, Baldwin Israel Avendano, Monalisa S. Tu'itahi, Mele Maka, Ainise Isama'u, Allison Marks, Alena Uhamaka, Elenoa Fonua

**ESTIMATED FINANCIAL IMPACT:** NONE

**SOURCE OF STAFF TIME:** Conference Leadership, The Cabinet

**WHEREAS** the Word of God implores all Christians to welcome migrants into our churches and communities and to treat noncitizens as our native-born citizens (E.g., Leviticus 19:33-34, Matthew 25:35); and

**WHEREAS** Jesus, Mary, and Joseph fled Herod's persecution and sought refuge in Egypt (Matthew 2:13-18). Likewise, refugees and asylum-seekers from around the world have fled persecution on account of race, religion, nationality, membership in a particular social group, or political opinion, and sought refuge in the United States; and Whereas in the California-Pacific Conference of The United Methodist Church, "[w]e oppose all laws and policies that attempt to criminalize, dehumanize, or punish displaced individuals and families based on their status as migrants, immigrants, or refugees" (Social Principles); and

**WHEREAS** the California-Pacific Conference opposes separating immigrant children from their parents (RES 18-17, Journal 2018, H 72); and

**WHEREAS** the California-Pacific Conference, "affirms the worth, dignity, and inherent value and rights of all persons regardless of their nationality or legal status (RES 19-12, Journal 2019, H 89-90); and

**WHEREAS** "We call upon all United Methodist churches to... advocate for legislation that will uphold the civil and human rights of all migrants to the United States and will provide an opportunity to attain legal status for all

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undocumented migrants currently in the United States, as well as for those arriving in the future (RES 19-12, Journal 2019, H 89-90); and

**WHEREAS** “California-Pacific churches are encouraged to adopt a policy that respects privacy by not asking members of their congregation or members of the public who interact with the congregation about their immigration status, and adherence to a policy of not recording any information about any individual’s immigration status (RES 18-2, Journal 2018, H 61); and

**WHEREAS** “We call upon all United Methodist churches to... welcome newly arriving immigrants into our congregations. (RES 19-12, Journal 2019, H 89-90)

**THEREFORE, BE IT RESOLVED** that the California-Pacific Conference re-affirms resolution 19-12 Immigrants in the United States, that calls upon all United Methodist churches to engage in the following:

- advocate for legislation that will uphold the civil and human rights of all migrants in the United States and will provide an opportunity to attain legal status for all undocumented migrants currently in the United States, as well as for those arriving in the future;
- denounce and oppose the rise of xenophobic, racist, and violent reactions against migrants in the United States, and support all efforts to build relationships among people, instead of building walls among diverse ethnicities and cultures;
- welcome newly arriving immigrants into our congregations;
- oppose the building of a wall between the United States and Mexico, which the communities of both sides of the border are in opposition to;
- call the United States government to immediately cease all arrests, detainment, and deportations of undocumented immigrants, including children, solely based upon their immigration status until a fair and comprehensive immigration reform is passed.

**BE IT FURTHER RESOLVED** that the California-Pacific Conference of the United Methodist Church denounce and oppose the use of the National Guards, Marines and other military personnel for the use of immigration raids; and

**BE IT FURTHER RESOLVED** that the California-Pacific Conference of The United Methodist Church denounce and oppose the use of church property by U.S. Immigration and Customs Enforcement personnel, that our Chancellor’s office take all possible legal action to stop the use of church property by U.S. Immigration and Customs Enforcement personnel; and

**BE IT FURTHER RESOLVED** that the California-Pacific Conference urges all local churches to take steps to protect all immigrants and prevent the use of church property by U.S. Immigration and Customs Enforcement personnel.

*Resolution 25-06 was approved during Plenary Session #6 on Saturday, June 14, 2025.*

### (4) RULE CHANGES

#### **RUL 25-01 | CONFERENCE TREASURER/CFBO**

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

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

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(Note: We include changes to sections consistent with proposed rule changes regarding the 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.

## VI. STRUCTURES OF CONFERENCE ORGANIZATIONS

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

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

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

## ~~VII.~~ **VIII.** ESSENTIAL MINISTRY TEAMS

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

4.C.i.(c)(3)

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

## ~~VIII.~~ **IX.** BODIES MANDATED BY THE BOOK OF DISCIPLINE

H. Finance and Administration, Council on

4. f. Congregational Loan Fund

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

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

O. Trustees, Board of

3. Ex-Officio Members: The Resident Bishop and the ~~Executive Director of Facilities and Finances~~ **Chief Financial and Benefits Officer** along with her/his staff shall provide staff support to the Board of

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Trustees. In all cases, staff members may have voice in all matters but no vote.

### XI. OTHER BODIES

- A. 2. 2. The membership shall consist of: the Bishop (or a person designated by the Bishop), who shall chair the Task Force, Cabinet members assigned by the Bishop, the ~~Treasurer/ Executive Director of Finance and Facilities~~, **Chief Financial and Benefits Officer**, ...
- E. Staff Relations Committee
  - 3.h. Ex-officio, non-voting: Director of Human Resources, ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits Officer**, Executive Director of Connectional Ministries, Director of Camping and Ministry Operations, one member of the Cabinet (5)...

### XIII. Fiscal Rules

- A. 1. 1. Council on Finance and Administration (CFA) discourages incurring of debt. Any ministry/program that expects to run into a deficit must consult with the ~~Treasurer~~ **Chief Financial and Benefits Officer** and CFA in advance.
- 2. Every Clergy member of the California-Pacific Annual Conference (Conference) shall file, annually with the ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits Officer**, a statement of the items of income paid to him/her by his/her employer including allowances for expenses. Such information shall be supplemented by a record of payments made from any Conference or General Board source. The entire schedule shall be printed in the Conference Journal.
- C. 2. All claims for expense shall be made on forms provided by the ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits Officer** and shall be approved by a person authorized by each agency before payment of the claim is made.
- E. 1. d. Utilities for housing – water, electricity, gas (fuel), sewer fee, trash, recycling, and green waste collection, basic providers cable/dish/streaming/TV plan, High Speed Internet, Phone; including related taxes, fees and surcharges, Cell phone plan, line access, and all related surcharges, taxes and fees related to the cost of a single staff phone – shall be paid (or reimbursed) upon submission of the bills to the ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits Officer**. Office utilities when the office is not in home should be included in Office Expense reimbursement. Both home and office telephone expenses shall be reported in the “Telephone” category. In home office supplies shall be paid (or reimbursed) upon submission of the bills to the ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits Officer** (scanned, faxed, and screen shot copies shall be considered as original receipts).
- e. Health insurance plan payments, and the “employer share” of the pension and death and disability insurance payments, shall be paid directly by the ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits Officer** even though they are included in the District Superintendent’s budget. The personal share of pension payments may be paid by the Treasurer’s office and deducted from salary payments. (2010)
- E.3.a. Monthly statements comparing actual expenses to budgeted figures will be provided to each District Superintendent by the ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits Officer**. Care shall be taken to keep actual expense at or below the budgeted amounts. Vouchers and backup documentation shall reach the ~~Executive Director of Finance and Facilities~~’ Office **of the Chief Finance and Benefits Officer** by the end of the month in order to be included on that month’s statement.
- b. In the event a request for payment exceeds the annual budgeted account the ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits Officer** is directed not to advance payment except for salary related items. An appeal for payment beyond the budgeted figure may be submitted to the CFA for negotiation.
- 4. c. Needed office equipment shall be purchased through the Plant Fund with the approval of the ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits Officer** and the CFA. Additional equipment purchases shall be arranged between the District Union and the CFA.

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### L. Pastor's Compensation Arrearage Policy

4. Should there be a dispute between the pastor and the local church about the validity and/or the amount of a claimed arrearage, the Cabinet or CEC shall call an ad hoc committee to determine the validity and amount of the arrearage claim. The ad hoc committee shall consist of two representatives of CEC, two representatives of the Cabinet, one representative of the ~~Conference Treasurer~~ **Chief Financial and Benefits Officer**, one representative of the Conference office on Human Resources, and one representative of the CFA. The ad hoc committee shall consult with both the pastor and the church.

### N. Moving Expense Plan

1. Clergy members and full time local pastors due to a change in appointment are eligible for the moving benefit that shall relate only to the actual transportation costs of household goods and personal property unless otherwise authorized by the CFA/Cabinet. In keeping with IRS regulations stating that reimbursed moving costs are now considered taxable income to the individual, the office of the ~~Executive Director of Finance~~ **Chief Financial and Benefits Officer** will provide to every moving clergy member and moving full time local pastor an IRS 1099 form stating actual moving costs incurred. In addition, a remuneration of five percent (5%) of the total amount of the move costs will be disbursed to assist with the incurred tax liability. The total of the move cost and the 5% remuneration will be included on the IRS 1099 Form. This disbursement will be for the year in which the move occurred only.
9. Moves by clergy or full-time local pastors coming to an appointment in the Conference from outside its bounds of the Conference are eligible for the moving policy benefit as set forth in sections 2 and 3 above, with the exception that it will be paid 80% by Conference and 20% by local church of Conference department/EMT. Travel expenses for the clergy, spouse, and his/her dependent children may be reimbursed by the Conference upon the request of the receiving District Superintendent who shall plan with the family, prior to moving, as to what constitutes reasonable and reimbursable expense. Such charges are subject to review by the ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits Officer**. When driving, the reimbursement will be the current move mileage rate as set by the IRS for one vehicle, otherwise one-way airfare for eligible dependents will be paid by the Conference.
11. Persons employed on the Exempt Staff of the Conference shall be eligible for the moving policy benefit at the time of their employment or appointment (clergy) in our Conference. The 20/30% portion of moving expense shall be charged to the employing department or EMT. Travel expenses for the staff person, spouse, and dependent children will be planned with the Director of the employing Department/EMT prior to moving, as to what constitutes reasonable and reimbursable expense. Such charges are subject to review by the ~~Executive Director for Finance and Facilities~~ **Chief Financial and Benefits Officer**.
13. All moves are to be coordinated through the ~~Executive Director of Finance and Facilities'~~ office **of the Chief Financial and Benefits Officer**. The District Superintendent shall provide a move authorization form to the office of the ~~Executive Director of Finance and Facilities~~ **Chief Financial and Benefits Officer** to start the process. For convenience and control a corporate central billing will be paid by the Conference and will invoice the local church/pastor for their portion of the move expense.
14. Exceptions to the provisions of this policy shall be subject to an approval by a two-thirds vote of the Cabinet and that approval shall be ratified by the Executive Director of Finance and Facilities **Chief Financial and Benefits Officer** in advance of the move.

### POLICIES

#### CLERGY HOUSING POLICIES AND STANDARDS

### V. REVIEW OF CLERGY HOUSING POLICIES AND STANDARDS

In the last year of each Quadrennium, the Conference CFA and the Conference Rules Committee shall jointly convene a study group to review these Policies and Standards and shall recommend appropriate additions, changes and deletions for Annual Conference action. The study group shall include representation from the Cabinet,

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Commission on Equitable Compensation, clergy, clergy spouses, laity, CFA, Rules, and ~~Executive Director of Finance and Facilities~~ the conference Chief Financial and Benefits Officer.

*Rule 25-01 was approved by 97% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.*

### RUL 25-02 | SEPARATE CONNECTIONAL TABLE FROM EMTS

Rationale of Proposed Change:

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

Proposed Change (Narrative):

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

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

##### A. The Connectional Table (CT)

###### 1. Function

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

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

###### 2. Organization

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

###### 3. Membership

Its membership shall include the following:

- A Chairperson nominated by the Conference Nominations Committee in consultation with the Executive Director of Connectional Ministries **and Conference Treasurer/CFBO** and elected by the annual conference to serve a quadrennium;
- Conference Lay Leader(s);
- Chairpersons of Justice and Compassion, Leadership and Discipleship, Congregational Vitality Essential Ministry Teams; Council on Youth Ministries; and Council on Young Adult Ministries.
- The Chairperson of the Conference Council on Finance and Administration;
- **The Chairperson of the Board of Ordained Ministry**
- First Lay and Clergy person General Conference delegates (or designate from delegation);

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- Presidents or Chairpersons of the Conference Hispanic and Native American Committees, the Conference Korean Ministry Council, the Pacific-Islanders Commission, and the Committee to Strengthen the Black Church for the 21st Century;
- Five additional members for the purpose of gender, racial, age and district inclusivity to be nominated by the Conference Nominations Committee and elected by the Annual Conference to serve a quadrennium;
- 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)**
- **The Conference Secretary (Non-voting):**
- The Chairpersons of the Conference Commission on the Status and Role of Women, and the Conference Commission on Religion and Race;
- Lay or clergy members of the Annual Conference who may be elected to serve on the Connectional Table of The United Methodist Church.

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

#### **1. Function**

- The Coordinating Council is the Executive Committee of the Connectional Table. Holding to the principles of transparency, equity, and sustainability, this council coordinates the implementation of the vision God provides for the annual conference. This body will focus on strategy; in order to**
- **address emergent matters between annual conference sessions**
  - **align resources for sustainable ministry**
  - **harmonize our efforts**
  - **promote effectiveness**
  - **and offer measures for accountability.**

#### **2. Organization**

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

#### **3. Membership**

- Its membership shall include the following members of the Connectional Table:**
- **Chairperson of the Connectional Table, who shall be the Chairperson of this body;**
  - **Conference Lay Leader(s);**
  - **Chairpersons of Justice and Compassion, Leadership and Discipleship, Congregational Vitality 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);**
  - **Council on Higher Education and Campus Ministries, and Camp and Retreat Ministries Council;**
  - **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.**

*Rule 25-02 was approved by 98% in its Legislative Section. It was presented on the Consent Calendar but was removed during Plenary Session #4. Rule 25-02 was amended and was approved as amended during Plenary Session #5 on Friday, June 13, 2025.*

### **RUL 25-03 | LAITY COUNCIL MEMBERSHIP**

VII. Essential Ministry Teams

B. Leadership and Discipleship Essential Ministry Team

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### 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.

*Rule 25-03 was approved by 100% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.*

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

#### **Rationale:**

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

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

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

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

Proposed Change: (in bold-underline)

#### IV. CONFERENCE PROCEDURES

##### A. Election of Members and Observers

1. Clergy membership in the Annual Conference shall be as outlined in ¶602.1 of The Discipline.
2. Annual Conference Lay membership and method of election shall be in accordance with ¶32 and ¶602.4 and .5, The Discipline. Lay members shall be elected quadrennially. The following shall be members of the Annual Conference by virtue of those provisions of The Discipline:
  - a. A Lay Member elected by each charge.
  - b. Diaconal Ministers

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- c. Deaconesses
  - d. Home Missioners
  - e. Conference President of United Methodist Women
  - f. Conference President of United Methodist Men
  - f. Conference Lay Leader (One vote only; Co-Lay Leaders, refer to Rule IV.A.3.p) I-7 2024 SECTION I CONFERENCE RULES
  - g. District Lay Leaders (One vote only per District)
  - h. Conference Director of Lay Servant Ministries
  - i. Conference Secretary of Global Ministries (if Lay)
  - j. President of the Conference Young Adult Council
  - k. President of the Conference Youth Council
  - l. Chair of Conference College Student Organization
  - m. One Youth between the ages of 12 and 17 and one Young Person between the ages of 18 and 30 from each District to be selected in such a manner as may be determined by the Annual Conference.
  - n. In Districts where United Methodist Lay Persons serve as Campus Ministers/Directors of Wesley Foundations, they shall be added as District-at-large Lay Members to the Annual Conference. In Districts where United Methodist Clergy serve as Chaplains, Campus Ministers, and Directors of Wesley Foundations, the Lay Persons elected as their balancing counterpart shall be elected from either the Campus Ministry Board of Directors or a student from that ministry/foundation. In making sure that such inclusion is adhered to, special consideration shall be given to the inclusion of United Methodist Young Adults who are active participants in Campus Ministry.
  - o. Charges served by more than one Clergy Member under appointment (including deacons in full connection for whom this is their primary appointment) shall be entitled to as many lay members as there are clergy members under appointment.
3. Furthermore, to reach the required number of Lay Members in equalizing membership (lay and clergy), as allowed under ¶602.4 The Discipline, the California-Pacific Conference will use the following priority basis until the number needed is eight (8) or less, at which time the Cabinet will make nominations to the Annual Conference which shall, in turn, elect at its first session.
- a. Each District shall elect, annually at a District Conference, ten (10) lay members to the Annual Conference, five (5) of whom shall be youth (age 12-18) and nominated by the District Council on Youth Ministries, and five (5) whom shall be young adults (between the ages of 18 and 30) who shall be nominated by the District young adult organization, including those specified by ¶32, and ¶602.4 The Discipline and Rule IV.A.2.1 above. Certification of their election shall be through a manner similar to the certification of other Lay Members of the Conference except that it shall be through the office of the District Superintendent rather than a local church.
  - b. In charges with more than one organized local church, each organized local church shall elect one lay member.
  - c. Each local church shall elect additional lay members based on membership of the local church from the most recent statistics available as of September 1 of the year preceding Annual Conference as reported on Table I of the Statistical Reports. One additional lay member shall be elected for a membership of at least 200, 450, 750, and 1400 members. The application of this rule is cumulative. The preceding membership numbers shall be pro-rated up or down by the Conference Statistician to comply with rule IV.A.3.o. The pro-rate percentage shall be reported to the districts along with the number of district members at large as determined under rule IV.A.3.o.
  - d. **Retired Deaconesses and Retired Home Missioners**
  - e. Conference officers - Secretary, Treasurer, Statistician (if they are laity) and the Conference Chancellor.
  - f. Lay chairpersons of the District Leadership Teams.
  - g. Executive Directors of the Conference who are not clergy.
  - h. Lay Directors and Lay Associate Directors of Conference Ministry Areas.
  - i. Lay chairpersons of the following Conference Boards and Agencies: Rationale: To clarify what Boards, Agencies, and Committees shall have their Chairpersons be voting members of the Annual Conference, if not from any other category, if the Chairpersons are Lay. Those organizations marked (Disciplinary) are required by The Book of Discipline. Those marked (Functional) are required simply for the total organization of the Annual Conference session to function. Those marked (added per Amendment) were included during the voting of the Rules Change.

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*Rule 25-04 was approved by 95% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.*

### **RUL 25-05 | TITHE APPORTIONMENTS**

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

ESTIMATED FISCAL IMPACT:

SOURCE OF STAFF TIME:

Proposed Rules Change, recommended by the Council on Finance and Administration, to Rule XII.D. This new rule would replace the existing rule with entirely new wording, as below.

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

This would change at least two significant things:

- it would set the total Conference budget in relationship to the actual operating income of our Conference churches. Instead of the Conference deciding on the amount of the budget, the total budget amount would now be determined as a percentage of line 52t in Table 3 of our Conference statistical report.
- it would change the statistics used to calculate a church's apportionment, to a simpler formula, based on income, rather than on membership and expenses.

Our reasons for wanting the change include:

- To tie the Conference income to local church income, so that the two always exist in relationship to each other.
- To simplify the calculation of apportionments so that it is easier to understand and communicate
- To line up our practice of apportionment giving with the practice of tithing.
- Because we believe that these above changes will help us increase our faithfulness in paying apportionments.

Our proposed change is below:

## XII. FISCAL RULES

### D. ~~Grade Figure Formula~~ Tithe Apportionment Formula

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

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)

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

- ~~1. One fifth of the apportionment shall be in proportion to the membership of the church as compared to the total Conference church membership.~~
- ~~2. Four fifths of the apportionment shall be in proportion to the total church expenditure reported in Table II.~~
- ~~3. Prior to the determination of the decimal the following deduction shall be applied to the total of the expenses indicated therein:
  - ~~a. An amount equal to 80% of the average cash salary of the ministers of the Conference as computed in the Conference Journal plus 80% of the estimated Pension Plan Contribution paid by each church for the senior pastor.~~
  - ~~b. The maximum deduction (80% of the average cash salary) shall be applied only to the extent the church paid at least 100% of the average cash salary figure to its pastor. In the event a church pays a lesser amount than the average cash salary the deduction would be prorated in relation to the normal payments.~~~~

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- ~~c. 80% of the amount paid by the local church for health plan coverage for the senior pastor and family.~~
- ~~d. 80% of the amount paid by the local church for coverage by the Comprehensive Protection Plan for the senior pastor.~~
- ~~e. Actual housing allowance paid by the local church for all pastors up to \$24,000 per pastor.~~
- ~~f. The above deductions and conditions will also be applied for one second language pastor for each segment of the congregation, which worships and carries out its ministry in a language different from the primary language of the local church as identified by the District Superintendent.~~
- 4. In special cases, where inequities may occur, the Executive Committee of the Council may make certain adjustments in the Grade Figure of the churches (upon recommendation) as follows:
  - a. Any District Superintendent may recommend that certain adjustments be made provided that 1) the total amount apportioned to the District shall remain the same and 2) the churches, whose Grade Figure may thus be changed, have been notified in advance by letters from the Superintendent to the pastor and to the chairperson of the Committee on Finance of the church.
  - b. When unusual inequities exist the Grade Figure Committee may recommend to the Council that certain adjustments be made without reference to the District apportionment totals.

*Rule 25-05 was withdrawn by the Council on Finance and Administration (CFA).*

### **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.

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

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

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

### BACKGROUND CHECK AND MINISTRY SAFE, ABUSE PREVENTION, AND BOUNDARY TRAINING PROCESS FOR CLERGY, DECLARED CANDIDATES, AND LAY PERSONS ASSIGNED

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

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

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

- ~~(a.)~~ **1.a.** A person who is not a clergy member in full connection may be denied examination, eligibility, or appointment when he or she has made a false statement of any material fact or attempted any deception or fraud in any part of the selection process.
- ~~(b.)~~ **1.b.** A clergy member in full connection who has made a false statement of any material fact or attempted any deception or fraud in any part of the selection process is subject to the complaint procedure in the Book of Discipline, ¶362. (2016)
- 2.** A person convicted of a crime of child abuse, sexual assault, child neglect, murder, voluntary manslaughter, felony assault, arson, robbery, burglary, indecent exposure, public lewdness, terrorist threat, offenses against a minor, kidnapping, or a felony violation of the Controlled Substance Act may be disqualified and prohibited from serving as a representative of the California-Pacific Conference.  
*From Background Screening Guide for Religious Institutions, Philadelphia Indemnity Insurance Company.*
- 3.** Unsatisfactory background check results will be reviewed by the Bishop and handled under the complaint procedures outlined in the Book of Discipline, ¶362

#### ~~C.~~ **4.** Other factors that will be considered:

- ~~1.~~ **a.** The nature and seriousness of the offense;
- ~~2.~~ **b.** The circumstances under which the offense occurred;
- ~~3.~~ **c.** The age of the person at the time of the offense;
- ~~4.~~ **d.** Societal conditions that may have contributed to the nature of the offense;
- ~~5.~~ **e.** The probability that the person will repeat the offense;
- ~~6.~~ **f.** The person's commitment to rehabilitation (if rehabilitation is called for).
- ~~7.~~ **g.** *The Book of Discipline* in the Social Principles also affirms "the right of individuals to dissent when acting under the constraint of conscience and, after having exhausted all legal recourse, to resist or disobey laws that they deem to be unjust or that are discriminately enforced," and this would also be considered in evaluating background check reports.
- ~~8.~~ **h.** According to the guidelines of the Legal Manual of the General Council of Finance and Administration, "If

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reference and background checks reveal previous incidents of sexual misconduct, Richard Hammar's Pastor, Church and Law recommends that the following factors be considered before hiring the person: "(a) the nature and severity of the previous misconduct; (b) the frequency of the previous misconduct; (c) how long ago the misconduct occurred; (d) whether the minister received counseling; (e) the competency and effectiveness of any counseling received; (f) the likelihood that the minister will repeat the same type of misconduct now; (g) the possibility of legal liability if a jury concludes, on the basis of all evidence, that the church [organization] was negligent in hiring the minister." [GCFA Legal Manual – 2005-2012 Edition, Personnel, Section 1, p. 16.]

### D. C. Processing background check results and training:

1. Declared Candidates for Ministry: The Administrative Assistant of each district is designated as a Ministry Safe Administrator and Safe Gatherings Regional Administrator for declared candidates, and receives information about new declared candidates from the District Committee on Ordained Ministry (DCOM). The Administrative Assistant receives notification from Ministry Safe and Safe Gatherings regarding the background check and training completion. If a report presents concern about a declared candidate, as reported to the District Administrative Assistant, the Administrative Assistant forwards the information to the DCOM Chair, the DCOM Registrar, and the District Superintendent for review and handling. In keeping with Book of Discipline requirements, a credit report will be obtained for declared candidates as part of the approval for the candidacy process.
2. Candidates for Provisional Membership: The ~~Associate Director of the Board of Ordained Ministry~~ Associate Director of Lay and Clergy Credentialing and Development reviews current compliance for those who applied to the Board of Ordained Ministry for provisional membership, and refers to the District Offices for initiation of background checks if needed. The District Administrative Assistants provides results to the ~~Associate Director of Board of Ordained Ministry~~ Associate Director of Lay and Clergy Credentialing and Development, who reports the information to the Provisional Registrar of the Board.
3. Clergy: Background checks and training for all classifications referenced in section A [Applicability section] are conducted through the Ministry Safe and Safe Gatherings systems. ~~The pastor receives a notification from the District Office after consulting the Ministry Safe database that a background check is due to be completed. The District Office Administrative Assistant assigns the training to the pastor. The pastor accesses the online application and initiates the background check and training. The District Office Administrative Assistants are designated as Ministry Safe Administrators. Once the background check and training are completed, the pastor receives an email notification regarding the approval. The District Office Administrative Assistant receives notification of completed background checks and training, and makes a notation in the Conference database that the process is complete. Actual results and reports are confidential and are not available to or shared with anyone outside the District or Episcopal Office. If a questionable or unsatisfactory background check is received, the District Office Administrative Assistant provides a copy to the District Superintendent, who processes it to the Bishop for handling, as outlined in section B.3 of this policy.~~
4. All persons under episcopal appointment: The boundaries and sexual ethics training is provided by the Conference. Records of successful completion of this training is monitored and held by the Cabinet.
5. Waivers: A background check, or review of a background check previously conducted, will not be required for clergy of our Annual Conference appointed to United Methodist General Boards and Agencies who are required to submit to background checks as a condition of their employment/appointment with the agency.

### ~~F.~~ D. Background check storage:

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

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### E. Financial implications:

The cost of the background check is paid by the Conference, and then billed by the Conference to the pastor's salary-paying unit via the Conference billing system at the time the background check is conducted. This expense normally occurs every two years. The Conference is responsible for the costs of the trainings and the background checks.

*Rule 25-06 was approved as amended during Plenary Session #5 on Friday, June 13, 2025.*

### **RUL 25-07 | CONGREGATIONAL VITALITY EMT**

**SUBMITTED BY:** New Ministries Essential Ministry Team

#### **Rationale of Proposed Change:**

- To expand the scope of work of New Ministries to address the various challenges and needs of churches at different stages of their lifecycle.
- To leverage the innovative continuity and synergy that comes from working with churches of differing challenges and capabilities and at different stages of their lifecycle.
- To increase our effectiveness in supporting our local churches through collaboration with other EMTs, District Planning and Strategy Committees, the Inter-Ethnic Strategy Group, and the Connectional Table.

#### **Proposed Changes:**

- Change all "New Ministries" or "NM" to "Congregational Vitality" or "CV"
- Change 1.a., Statement of Purpose, to a more focused description of the overall task of the EMT
- Under 1.b.i., Responsibilities, add the key overall responsibility to fulfill the purpose of the EMT
- Remove 1.b.ii., under Responsibilities
- Under 1.b, Responsibilities, move i. to ii.
- Under 1.b, Responsibilities, name the specific entities that the CV-EMT will collaborate with.
- Under 1.b, Responsibilities, add vi. to acknowledge the grants and support the EMT will provide.
- Remove 2., Goals. Instead of having static goals in the rules for the CV-EMT, the EMT will decide on appropriate and effective goals every year.
- Under 3, Membership and Officers, we have reduced the number of members from 23 to 13, so that the EMT will have a more focused membership that will spearhead the work of the EMT and collaborate with individuals and committees outside the EMT.
- Under 3, Membership and Officers, we have highlighted the importance of having a DPAS representative and an equal number of laity as clergy on the CV-EMT. The conference staff will provide the communication and representation for other conference committees and communities.
- Under 3.c, Election of Officers, we suggest that the CV-EMT elects the officers, because the members of the team will know who would best lead the EMT in the upcoming year.
- Under 3.d, Ex-Officio Members, the conference staff and CV-EMT chair will be in regular communication and collaborate with the other EMTs.
- Remove 4.a, Structure and Staffing. The CV-EMT will assign appropriate teams for various initiatives to reach the goals established each year.
- Move 4.b and 4.c, the ethnic ministries portion, to the Inter-Ethnic Strategy Group on the 2024 Conference Rules, I-40, Rule X.C. A rule change proposal for the Inter-Ethnic Strategy Group is needed to add 4.b and 4.c to the Inter-Ethnic Strategy Group.

#### **D. ~~New Ministries Essential Ministry Team (NM-EMT)~~ Congregational Vitality Ministry Team (CV-EMT)**

1. Statement of Purpose of the ~~NM-EMT~~ CV-EMT
  - a. To assist Bishop and Cabinet and conference staff, ~~the New Ministries Essential Ministry Team helps to strategically cultivate, plant, and grow healthy, fruitful ministries by equipping and resourcing leaders and congregations for the transformation of our radically diverse region.~~ the Congregational Vitality Essential Ministry Team assists churches in every age and stage of their life cycle.

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- b. Responsibilities – Make recommendations concerning ~~New Ministries~~ **Congregational Vitality** development in our Annual Conference. Subject to the superintending leadership of Bishop and Cabinet, the ~~NM EMT CV-EMT~~ shall:
- i. **Create healthy systems to encourage discussion and action around the natural life cycle of churches and ministries**
  - ~~ii. Keep sub teams accountable to one another and the primary outcomes~~
  - ii. Establish year-to-year priorities within ~~New Ministries~~ **Congregational Vitality**
  - iii. Develop and apply evaluative tools to monitor progress
  - iv. Budget and manage resources
  - v. Maintain lines of accountability ~~to the Annual Conference through Connectional EMT and the primary outcomes of the Annual Conference~~ **and collaboration with the Districts and Annual Conference through the District Planning and Strategy committees, the Inter-Ethnic Strategy Group and the Connectional Table**
  - vi. **Provides grants and resources to support churches and ministries in various stages of their life cycle**
2. ~~Goals of the NM EMT~~  
In carrying out its purpose, the ~~NM EMT~~ collaborates with Bishop and Cabinet, conference staff and other EMTs to achieve the following common goals
- a. ~~Primary Goals~~
    - ~~i. Change the culture of our Annual Conference to reflect a new ministry orientation, through finding opportunities to start New Ministries and to birth New Ministries from existing ministries.~~
    - ~~ii. Plant healthy, fruitful ministries that reflect the diversity of our mission field.~~
    - ~~iii. Increase the number of GROWING & VITAL churches~~
    - ~~iv. Strengthen congregations to ensure that those charged with a leadership role in revitalizing or planting a revitalized or New Ministry are paid an equitable salary and receive the benefits to which they are entitled. In turn, they should yield the expected results/fruits.~~
    - ~~v. Equip and empower clergy & lay to revitalize/plant ministries.~~
    - ~~vi. Cultivate a strategic approach to revitalized/new ministries through the AC.~~
    - ~~vii. Seek out, manage, combine and leverage funds for New Ministries.~~
  - b. ~~Secondary Goals~~
    - ~~i. Equip and empower each District Planning & Strategy Team or its equivalent to produce a strategic plan with priorities & make recommendations for funding to this end.~~
    - ~~ii. Coordinate and communicate plans across ethnic ministries planning teams.~~
    - ~~iii. Identify/recruit/train potential leaders to cultivate/grow new and revitalized ministries.~~
  - c. ~~Tertiary Goals~~
    - ~~i. Create trained planters/developers.~~
    - ~~ii. Be poised to take advantage of opportunities to cultivate/plant/grow/undergird strategic initiatives towards vitality.~~
    - ~~iii. Pioneer at least 2 new forms of disciple making communities.~~
    - ~~iv. Cultivate a culture of engaging & connecting with the community.~~
2. Membership and Officers of the ~~NM CV-EMT~~
- d. Membership  
The ~~New Ministries~~ **Congregational Vitality** Essential Team shall be comprised of ~~Twenty-three (23)~~ Thirteen (13) members total. The membership of the Team shall be constituted as follows:
    - Chair
    - Vice Chair/Secretary
    - ~~Four (4) members from the Grant Team~~
    - ~~Four (4) members of the Vitalization Team~~
    - ~~Four (4) members of the Multiplication Team~~
    - ~~Four (4) members of the Training Team~~
    - ~~2 Members Religion and Race/Cross Cultural Bridging Standing Committee~~
    - ~~2 members Equitable Compensation Commission~~
    - Five (5) DPAS representatives, one representative from each DPAS**
    - Three (3) clergy from Cal-Pac**

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~~- Three (3) lay members from Cal-Pac~~

~~- Two (2) Conference Staff members- Congregational Vitality and Property Redevelopment~~

- e. Elections and Terms of Office  
~~Eighteen (18) **Eight (8)** members of the NM EMT **CV-EMT** will be nominated by the Nominations Committee and are subject to yearly terms with a maximum of eight years total. ~~Five (5) members of the NM EMT shall be the chair of DPAS. The representatives from the other EMTs, the CEC, and District Planning and Strategy Teams are subject to the election and terms as stipulated within their respective bodies.~~~~
- f. Election of Officers  
The Chair, Vice-chair/Secretary shall be ~~nominated by the Nominations Committee~~ **shall be decided by the CV-EMT.**
- g. Ex-Officio Members  
~~The New Ministries~~ **The Congregational Vitality** EMT shall have the Director of ~~New Ministries~~ **Congregational Vitality and Property Redevelopment.** Staff persons shall have voice but no vote in matters before the EMT.  
1 Member of the Leadership and Discipleship EMT
3. ~~Structure and Staffing of the NM EMT~~
- a. ~~Standing Committees of the NM EMT, each with four (4) people Nominated by Nominations Committee. This new structure lines up with budget categories in New Ministries.~~
- i. ~~Grant Team: (GT) — 4 people~~
- a) ~~Creates yearly application for micro grants & new starts/vitalizations grants.~~
- b) ~~Reviews sources of funding for NM and make yearly recommendations (budget and beyond).~~
- c) ~~Make recommendations (with LT) on micro grants (fall and spring).~~
- d) ~~Reviews any grant applications that come in off cycle with LT.~~
- e) ~~Attends NM meetings (fall and spring) and 1-3 congregational development trainings per year. Prays for NM projects.~~
- ii. ~~Vitalization Team (VT) — 4 people~~
- a) ~~Reviews and recommend opportunities for equipping new generations through scholarships for School of Congregation Dev, Coaching, IMW and other learning opportunities.~~
- b) ~~Designs, send out, compiles and communicates yearly survey on R360; recommend changes and updates to vitalization process in Cal Pac.~~
- c) ~~Explores and implements possible Mystery Visitor program for churches — starting with projects funded by New Ministries.~~
- d) ~~Receives report on coaches being used in Cal Pac for vitalization work.~~
- e) ~~Attends NM meetings and 1-3 congregational development trainings per year. Prays for NM projects.~~
- iii. ~~Multiplication Team (MT) — 4 people~~
- a) ~~Receives report on coaches being used in Cal Pac for new starts.~~
- b) ~~Reviews and shares WJ Bootcamp (Launchpad) and Trailhead events.~~
- c) ~~Reviews NM Initiative and advices on updates and additional initiatives.~~
- d) ~~Receives report from Hawaii DS on how NM funds were used for training and make budget recommendations yearly.~~
- e) ~~Attends NM Meetings and 1-3 congregational development trainings per year. Prays for NM projects.~~
- iv. ~~Training Team (TT) — 4 people~~
- a) ~~In conjunction with Director and Districts schedules and gives support to District trainings.~~
- b) ~~Supports and encourages yearly Institute.~~
- c) ~~Encourages attendance at yearly Path 1 coach training.~~
- d) ~~Schedules opportunities for NM team and DPAS members to attend trainings.~~

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- e) ~~Attends NM Meetings and 1-3 congregational development trainings per year. Prays for NM projects.~~
- v. ~~Leadership Team (LT) — Chair, Vice Chair, Direction, One member from each sub team, one member Equitable comp, one member from the Leadership EMT, and up to 2 members of Religion and Race:
  - a) ~~Sets direction for meetings, trainings and communications.~~
  - b) ~~Sets yearly budget for NM~~
  - c) ~~Hears reports on Path 1 Identified Churches.~~
  - d) ~~Gives leadership to Path 1 assessments.~~
  - e) ~~Connectional Relationships / Responsibilities of the NM EMT~~~~
- b. ~~Native American Committee — Required by ¶654 The Discipline.
  - i. ~~The current makeup of the Native American Committee as listed below, shall be substituted for the current definition of the Native American Committee in our Conference Rules: Native American Committee — 11 members, a majority of Native Americans where possible. Membership shall include: One clergy serving the NAUMC Anaheim, one clergy serving the Circle of Life NA Fellowship Los Angeles, one Regional Representative of the Native American International Caucus (NAIC), one Youth/Young Adult, one representative from the NAUMC Anaheim and one from the Circle of Life NA Fellowship Los Angeles, one representative from the conference (staff or cabinet) with no vote, and the balance of the board made up of AT LARGE members for a total of 11. For purposes of advocacy, monitoring, and coordination of concerns with other ethnic ministries, The Native American Committee is accountable to the Inter Ethnic Strategy Group, which is accountable to the Connectional Table. For purposes of new and revitalized ministry development, The Native American Committee is accountable to the Cross Cultural Bridging Standing Committee.~~~~
- e. ~~Changes to Racial Ethnic Councils and Commissions
  - i. ~~To enable creativity & self-determination, racial ethnic/language groups will continue to self-organize and mobilize around particular issues, initiatives, and strategies.
    - a) ~~Conference Hispanic Committee (See Description in the Rules for Connectional Table)~~
    - b) ~~Korean Ministry Council — 21 members
      - 1) ~~As an integral part of the Conference the Council will resource Korean American the Annual Conference to meet their growing needs and vitalize their ministries as they seek to be vibrant and faithful mission partners with other churches and members of the Annual Conference.~~
      - 2) ~~Membership on the Council shall include 18 at large members who are Korean-Americans and representatives from the CFA, Western Jurisdictional Korean Mission, and Ethnic Ministries. At least one of the at large members shall be a Korean American youth or young adult. If possible, one at large member should be from the Hawaii District.~~
      - 3) ~~Additional representative members from other conference boards and agencies can be named when deemed necessary.~~~~
    - c) ~~Pacific Islanders Committee — membership variable, dependent on number of currently active congregations
      - 1) ~~To promote the work and enable the ministry of the various congregations of the Pacific Islands' natives both on the mainland and in the Pacific.~~
      - 2) ~~Membership on the Pacific Islanders Committee shall include one clergy and one laity from each of the identified congregations, two non-Pacific Islander laity from each Pulenga, one representative each from the Board of Ordained Ministry and the Justice & Compassion EMT, and two District Superintendents (one from each Pulenga).~~
      - 3) ~~Officers of the Pacific Islanders Committee shall consist of:
        - Co-Chairpersons: Samoan and Tongan from Hawaii/ Mainland Pulenga
        - Four Coordinators: Samoan and Tongan from each Pulenga
        - Two Comptrollers: Samoan and Tongan from separate Pulenga~~~~~~~~

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- ~~Two Secretaries: Samoan and Tongan from separate Pulenga~~
  - ~~One Treasurer: Cal Pac Executive Director of Finance and Facilities~~
  - ~~Four Assistant Treasurers: Samoan and Tongan from each Pulenga~~
  - ~~4) The Pacific Islanders Committee shall meet annually: To be held alternately between Hawaii and the Mainland. Emergency meetings shall be called by the Executive Committee.~~
  - ~~5) Pulenga (working committees) The Pacific Islanders Committee shall consist of two Pulenga, one in Hawaii and one on the mainland. Each Pulenga shall consist of one pastor and four lay persons, of whom shall be a woman and one a youth, from each member congregation; the Cabinet representative; and any non-Pacific Islands' pastor or lay person named in the Committee's membership above.~~
  - ~~6) Responsibilities and Relationships~~
    - ~~The Committee shall provide advice and counsel to the Bishop's Cabinet on the starting of new congregations, on the termination of congregations and on matters relating to appointments to Pacific Islanders' congregations.~~
    - ~~With regard to ministerial leadership the Committee itself shall be sensitive to the cultural and religious heritage of Pacific Islanders as well as the historical Wesleyan tradition of Methodism, and shall interpret The Book of Discipline with due regard for its permissive inclusiveness validating the variety of leadership styles within United Methodism.~~
    - ~~The Committee will work with the District Committees on Ordained Ministry and the Conference Board of Ordained Ministry, as well as other agencies of the Church, to implement this concern.~~
  - ~~7) Implementation These By laws, as revised, shall become effective upon their approval by the Annual Conference and may be revised or amended upon approval by the Pacific Islanders' Committee and ratification by the Annual Conference.~~
  - ~~d) Committee to Strengthen the Black Church 11 members~~
    - ~~1) To strengthen and develop African American churches within the Annual Conference.~~
    - ~~2) Membership on the Committee to Strengthen the Black Church shall be composed of 2 from the North, South, East and West districts (1 lay and 1 clergy) all elected at large; in addition to the chairpersons of Conference Black Methodists for Church Renewal (BMCR), Black Clergy Women, and the Ebony Prophets. Terms shall be for 4 years. African Americans exempt from one position rule. It is strongly recommended that all members shall be black, or members of black churches.~~
3. Board of Congregational Development  
~~The New Ministries EMT~~ **The Congregational Vitality EMT** absorbs the Board of Congregational Development and expands on its current work.

*Rule 25-07 was approved by 83% in its Legislative Section. It was presented on the Consent Calendar but was removed during Plenary Session #4. Rule 25-07 was amended and was approved as amended during Plenary Session #4 on Friday, June 13, 2025.*

### **RUL 25-08 | INTER-ETHNIC STRATEGY GROUP**

**SUBMITTED BY:** New Ministries EMT and the Inter-Ethnic Strategy Group

#### **Rationale of Proposed Change:**

- To move the section regarding details for specific ethnic ministry groups from the 2024 rules of the New Ministries EMT (I-32-33, D.4.b,c,d) to the Inter-Ethnic Strategy Group rules (2024, I-40, X.C).

#### **C. Inter-Ethnic Strategy Group**

1. The Inter-Ethnic Strategy Group will be responsible for speaking with a broader voice for advocacy in all ministries and missions of our Annual Conference. It connects to the desired primary outcomes in the areas of

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New Ministries, Justice & Compassion, Leadership Development. It shall be comprised of representatives from current and future racial ethnic caucuses.

2. The membership shall consist of: 2 members assigned by each caucus, and 4 members at large nominated by the Nominations Committee.
  - a. Cal-Pac Korean Caucus
  - b. Pacific Islander's Committee
  - c. Latin American Ministry Advocacy Group (L.A.M.A.G.)
  - d. Black Ministers for Church Renewal (B.M.C.R.)

### 3. Ethnic Caucuses

- a. Native American Committee – Required by ¶654 The Discipline.
  - 1) The current makeup of the Native American Committee as listed below, shall be substituted for the current definition of the Native American Committee in our Conference Rules: Native American Committee - 11 members, a majority of Native Americans where possible. Membership shall include: One clergy serving the NAUMC Anaheim, one clergy serving the Circle of Life NA Fellowship Los Angeles, one Regional Representative of the Native American International Caucus (NAIC), one Youth/Young Adult, one representative from the NAUMC Anaheim and one from the Circle of Life NA Fellowship Los Angeles, one representative from the conference (staff or cabinet) with no vote, and the balance of the board made up of AT LARGE members for a total of 11. For purposes of advocacy, monitoring, and coordination of concerns with other ethnic ministries, The Native American Committee is accountable to the Inter-Ethnic Strategy Group, which is accountable to the Connectional Table. For purposes of new and revitalized ministry development, The Native American Committee is accountable to the Cross- Cultural Bridging Standing Committee.
- b. Changes to Racial Ethnic Councils and Commissions
  - 1) To enable creativity & self-determination, racial ethnic/language groups will continue to self-organize and mobilize around particular issues, initiatives, and strategies.
    - a) Conference Hispanic Committee (See Description in the Rules for Connectional Table)
    - b) Korean Ministry Council – 21 members
      - 1) As an integral part of the Conference the Council will resource Korean-American the Annual Conference to meet their growing needs and vitalize their ministries as they seek to be vibrant and faithful mission partners with other churches and members of the Annual Conference.
      - 2) Membership on the Council shall include 18 at-large members who are Korean-Americans and representatives from the CFA, Western Jurisdictional Korean Mission, and Ethnic Ministries. At least one of the at-large members shall be a Korean-American youth or young adult. If possible, one at-large member should be from the Hawaii District.
      - 3) Additional representative members from other conference boards and agencies can be named when deemed necessary.
- c. Pacific Islanders Committee – membership variable, dependent on number of currently active congregations
  - 1) To promote the work and enable the ministry of the various congregations of the Pacific Islands' natives both on the mainland and in the Pacific.
  - 2) Membership on the Pacific Islanders Committee shall include one clergy and one laity from each of the identified congregations, two non-Pacific Islander laity from each Pulenga, one representative each from the Board of Ordained Ministry and the Justice & Compassion EMT, and two District Superintendents (one from each Pulenga).
  - 3) Officers of the Pacific Islanders Committee shall consist of:
    - Co-Chairpersons: Samoan and Tongan from Hawaii/ Mainland Pulenga
    - Four Coordinators: Samoan and Tongan from each Pulenga
    - Two Comptrollers: Samoan and Tongan from separate Pulenga
    - Two Secretaries: Samoan and Tongan from separate Pulenga
    - One Treasurer: Cal-Pac Executive Director of Finance and Facilities

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- Four Assistant Treasurers: Samoan and Tongan from each Pulenga
- 4) The Pacific Islanders Committee shall meet annually: To be held alternately between Hawaii and the Mainland. Emergency meetings shall be called by the Executive Committee.
- 5) Pulenga (working committees) - The Pacific Islanders Committee shall consist of two Pulenga, one in Hawaii and one on the mainland. Each Pulenga shall consist of one pastor and four lay persons, of whom shall be a woman and one a youth, from each member congregation; the Cabinet representative; and any non-Pacific Islands' pastor or lay person named in the Committee's membership above.
- 6) Responsibilities and Relationships
  - The Committee shall provide advice and counsel to the Bishop's Cabinet on the starting of new congregations, on the termination of congregations and on matters relating to appointments to Pacific Islanders' congregations.
  - With regard to ministerial leadership the Committee itself shall be sensitive to the cultural and religious heritage of Pacific Islanders as well as the historical Wesleyan tradition of Methodism, and shall interpret The Book of Discipline with due regard for its permissive inclusiveness validating the variety of leadership styles within United Methodism.
  - The Committee will work with the District Committees on Ordained Ministry and the Conference Board of Ordained Ministry, as well as other agencies of the Church, to implement this concern.
- 7) Implementation - These By-laws, as revised, shall become effective upon their approval by the Annual Conference and may be revised or amended upon approval by the Pacific Islanders' Committee and ratification by the Annual Conference.
- d. Committee to Strengthen the Black Church – 11 members
  - 1) To strengthen and develop African-American churches within the Annual Conference.
  - 2) Membership on the Committee to Strengthen the Black Church shall be composed of 2 from the North, South, East and West districts (1 lay and 1 clergy) all elected at large; in addition to the chairpersons of Conference Black Methodists for Church Renewal (BMCR), Black Clergy Women, and the Ebony Prophets. Terms shall be for 4 years. African-Americans exempt from one-position rule. It is strongly recommended that all members shall be black, or members of black churches.

~~3.~~ 4. The Inter-Ethnic Strategy Group reports to the Connectional Table but is accountable to the Annual Conference.

*Rule 25-08 was approved by 95% in its Legislative Section, presented on the Consent Calendar and approved during Plenary Session #4 on Friday, June 13, 2025.*

### (5) CONSTITUTIONAL AMENDMENTS

The California-Pacific Annual Conference voted on four Constitutional Amendments from the 2020/2024 General Conference. Constitutional Amendment #1 (Worldwide Regionalization) was moved and the votes recorded during Plenary #2 on Thursday, June 12, 2025. Constitutional Amendment #2 (Gender and Ability Inclusion, Constitutional Amendment #3 (Racial Justice), and Constitutional Amendment #4 (Educational Requirements for Clergy members) were moved and the votes recorded during Plenary #3 on Thursday, June 12, 2025.

Results were tabulated and sent to the Council of Bishops to be tabulated as part of an aggregate global total. More information on these amendments and the results as released by the Council of Bishops can be found at <https://www.resourceumc.org/en/churchwide/general-conference-2020/legislation/amendments-to-united-methodist-constitution>.

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### (6) PAST RESOLUTIONS IN EFFECT JUNE 2013 – JUNE 2025

The following section is a collection of resolutions adopted by the Annual Conference in the last twelve years remaining in effect per Conference Rule V.C.3.d (i). They have been compiled to make them more readily accessible to Local Churches, Districts, and Conference Essential Ministry Teams. Omitted from this listing are resolutions that are no longer timely, have been rescinded, superseded, or accomplished (e.g., resolutions to past General Conferences, those changing Conference Rules, etc.). What is listed is a compilation of actions, which may still be relevant until amended or removed by Conference action.

Please note that the actual resolution should be examined. The summaries as printed often fail in conveying the full extent and content of the specific action. Previous Journals are often kept in local church libraries. The Conference Secretary, the Conference Archives and History collection, and the Conference Pensions offices all have a complete collection.

Questions may be directed via e-mail to the **Conference Secretary** at [secretary@calpacumc.org](mailto:secretary@calpacumc.org). The resolutions adopted in the year 2014 will be removed at the conclusion of the 2026 Session of Annual Conference from this list unless renewed by action of the Annual Conference.

#### **A Way Forward, Support for**

The California-Pacific Annual Conference endorses A Way Forward, recommended by the Council of Bishops and approved by the 2016 General Conference. A Way Forward provides that the Council of Bishops shall appoint a special Commission “to develop a complete examination and possible revision of every paragraph in our Book of Discipline regarding human sexuality” and that the Council of Bishops will “maintain an on-going dialogue with this Commission” and that if it completes the work in time, report to a called General Conference before the regular 2020 General Conference.

RES 16-5, Journal 2016, H 83

#### **Advocating for the Rights of Palestinian Children and Families**

The California-Pacific Annual Conference of the United Methodist Church joins the UMC General Board of Church and Society in endorsing the congressional bill H.R. 2590, “Defending the Rights of Palestinian Children and Families Living Under Israeli Military Occupation Act” and urges all U.S. Representatives for the States of California and Hawaii to co-sponsor and support this legislation in the House of Representatives and urges the U.S. Senators for the States of California and Hawaii to introduce a companion bill in the Senate or to support such a bill when it is introduced in the Senate.

RES 21-08, Journal 2021, H 74

#### **Affirmation of the Queer Delegates’ Call**

The California-Pacific Annual Conference stands with, supports, and amplifies the queer delegates’ call to justice and empowerment for the LGBTQIA+ community; affirms the spirit of the abeyance as proposed to the General Conference; implores Conference leadership to follow the same spirit of abeyance; and aspires to become a UMC where LGBTQIA+ persons are protected, affirmed, and empowered.

RES 23-04, Journal 2023, H 85

#### **Archival Preservation of Closed Churches**

Sets aside \$2,000 from the assets and/or sale proceeds of closed churches to maintain the denomination’s required archival history.

RES 18-7, Journal 2018, H 63

#### **Assets and Church Property**

The California-Pacific Annual Conference continues to maintain a “Conference Congregational Development Endowment Fund” within the California-Pacific United Methodist Foundation, managed by the California-Pacific United Methodist Foundation, and distributions shall be authorized and directed by the New Ministries EMT in consultation with the Cabinet. A Resolution of Discontinuance considered by the Annual Conference shall include a

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determination of the assets from the discontinued charge after any and all outstanding financial liabilities and/or obligations are resolved, and including any and all anticipated proceeds from the sale of “real and personal, tangible and intangible property of the local church.” The Annual Conference follows the same policy for the allocation of funds resulting from the sale of local church properties when a local charge has been abandoned, as adopted for that of a church which has been discontinued. This resolution replaces Resolution 40, Journal 2007, H 145-146  
RES 17-9, Journal 2017, H 94

### **Allowance for Insurance Non-Payment**

The California-Pacific Annual Conference Council on Finance and Administration will continue to budget for allowance for insurance non-payment gap arising out of non-payment of 100% health insurance for active clergy and non-payment of church property and liability insurance.  
RES 16-3, Journal 2016, H 81

### **Allowance for Gap on Apportionment**

The California-Pacific Annual Conference Council on Finance and Administration will continue to budget for gap on Apportionment and present it as a budgeted line item to meet with its spending plan and stay within the budget.  
RES 16-4, Journal 2016, H 81

### **Apology for Illegal Overthrow of Hawaiian Kingdom**

That the United Methodist Church acknowledge the history of racism and imposed colonial rule that has impacted Native Hawaiians since the overthrow to the present, that the United Methodist 2020 General Conference issue a formal public apology to Native Hawaiians for the church’s complicity in the illegal overthrow of the Hawaiian Monarchy in 1893, that the California Pacific Conference send this resolution to the General Board of Church and Society, the General Commission on Religion and Race, the General Board of Discipleship, and the 2020 General Conference for its support and passage, and that the California-Pacific Conference Bishop appoint a task force to engage Native Hawaiians in a time of listening in order to prepare for a meaningful apology and to nurture authentic community.  
RES 18-9, Journal 2018, H 65

### **Call for Transparency and Faithfulness**

The California-Pacific Annual Conference calls for a direct and public accountability of all individuals involved in perpetrating and abetting alleged breaches related to ethical violations and misallocation of delegates at the special called 2019 General Conference through their actions or silence; calls for and will support initiatives that build parity and trust in our denominational system, including efforts to solve issues of equity and justice that arise from the inability of delegates to attend future sessions of the General Conference after being denied entry visas to the country where the sessions are held; the suspension of implementation of all votes taken by the 2019 General Conference until the 2020 General Conference convenes when legislative actions can be confirmed or rejected by a vote of General Conference or the evaluation of those votes by the Judicial Council; and requests immediate action be taken by the Commission on the General Conference to formulate and strengthen the structure of the Ethics Committee by formulating and reporting a detailed scope of duties and bank of resources on which it will be able to call in the conducting of any investigations, examinations and responses to questions of ethical or procedural anomalies which occur prior to, during, or after General Conferences.  
RES 19-05, Journal 2019, H 82-83

### **Call to Address the Current War in the Holy Land**

The California-Pacific Annual Conference calls for an immediate and permanent ceasefire in Gaza, unrestricted humanitarian aid, restoration of U.S. funding to UNRWA, and an end to weapons transfers in the region.  
RES 24-13, Journal 2024, H 75

### **Childcare for UM Clergy at Preschools on Church Properties, Subsidized**

Preschools on United Methodist Church properties (both preschools that are affiliated with the UMC or renting property) are strongly recommended to provide discounts for all United Methodist clergy, including part-time and clergy in extension ministries so that clergy with young children may thrive and utilize their energy, creativity and time for the local church, Cal-Pac conference and the wider church in the best way possible. The amount of the reductions will inevitably differ according to the preschool size and financial state but our recommendations are between 50%-100%

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tuition reductions for larger preschools (over 50 students) and 25%-60% reductions for smaller preschools (under 50 students) with an understanding that reductions may lessen with every subsequent sibling enrolled to not excessively burden the preschool financially.

RES 18-10, Journal 2018, H 66

### **Clergy Medical Leave, Establish Joint Committee on**

The California-Pacific Annual Conference institute a Joint Committee on Clergy Medical Leave, to seriously undertake the responsibilities specified in ¶652 of the 2012 Discipline and to report on its work annually to the Annual Conference.

RES 14-1, Journal 2014, H-86

### **Clergy Trials Used as Disciplinary Actions to Address Conducting Same Gender Wedding, Reprieve on**

The California Pacific Annual Conference to go on record in support of clergy and congregations who are embracing the “Biblical Obedience Movement” in the spirit of inclusivity, and urge its Cabinet and Bishop to consider a moratorium on the use of church trials as a disciplinary action for conducting same gender wedding ceremonies, and instead look for other means of resolution should official complaints be brought forward.

RES 14-3, Journal 2014, H-89

### **Conference Approval to Sell Campsites**

Requires that the sale of Cal-Pac campsites requires Conference Approval with requirements for presentation of such a sale, and how proceeds from such sales may be used.

RES 21-03, Journal 2021, H-68

### **Conference Plan for Racial Equity**

The California-Pacific Annual Conference commits funds to be used over the next five years to contract with expert trainers who will help us develop lay and clergy leadership in the Annual Conference, as well as educate the whole body, as we seek to implement the results of the racial disparity audit. Urban Kids Camp will be funded for the same period. The Conference Commission on Religion and Race is empowered to oversee these efforts.

RES 22-02, Journal 2022, H 61-62

### **Covenant to Be Good Stewards of Creation**

The California-Pacific Annual Conference commits to achieving net-zero emissions by 2050, exploring divestment from fossil fuels, and promoting environmental education and sustainable practices.

RES 24-10, Journal 2024, H 72

### **Declaration of Gun Violence as a Public Health Emergency**

The California-Pacific Annual Conference recognizes gun violence as a public health emergency and calls on congregations to engage in dialogue and advocacy for responsible firearm legislation, including universal background checks, expanded mental healthcare access, and restrictions on high-capacity firearms.

RES 24-02, Journal 2024, H 64

### **Denounce Use Of Church Property By ICE Personnel**

The California-Pacific Annual Conference officially denounces and opposes any use of United Methodist Church property by U.S. Immigration and Customs Enforcement (ICE) personnel for enforcement activities. This resolution directs the Chancellor’s office to take all possible legal actions to prevent such use and urges local churches to implement protective measures for immigrants within their communities. The action affirms the church’s role as a sanctuary and its commitment to protecting the dignity and safety of all people regardless of immigration status.

RES 25-06, Journal 2025, H 62

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### **Disabilities and the Ordination Process**

The California-Pacific Annual Conference encourages training for District Committees on Ordained Ministry and the Conference Board of Ordained Ministry on disabilities and reasonable accommodations, ensuring that candidates with disabilities are evaluated based on their gifts and skills. This training will be repeated at the beginning of each quadrennium.

RES 24-01, Journal 2024, H 63

### **DisAbility Awareness Sunday Offering**

That every congregation will observe Disability Awareness Sunday annually on the third Sunday of October or on another Sunday that suits the congregation's schedule and that an offering will be taken on DisAbility Awareness Sundays to be divided as follows: 1/2 for the local congregation's accessibility needs, and 1/2 for the Conference DisAbility Awareness Task Force (through the conference Advance Special).

RES 18-1, Journal 2018, H-61

### **Disavowal of the Traditional Plan**

The California-Pacific Annual Conference opposes the 2019 General Conference's passage of the "Traditional Plan" and laments the harm caused to LGBTQI+ persons, their families, and the body of Christ. It renews its request that Conference leadership and the Board of Ordained Ministry fully support LGBTQI clergy and candidates; commits to dynamic, transformational ministry with all persons; seeks to create a bold, fully inclusive Methodism; empowers its elected delegations to lead this vision; and directs staff to translate this resolution into the languages used in worship and General Conference.

RES 19-06, Journal 2019, H 83-84

### **Discontinuance of Arlington UMC**

The Arlington United Methodist Church is discontinued effective August 15, 2018 with the members transferred to other UM churches of their choice, and all financial, personal and real assets transferred to California-Pacific Annual Conference.

RES 19-19, Journal 2019, H 97

### **Discontinuance of First UMC of Barstow**

The Barstow United Methodist Church is discontinued effective June 30, 2019 with the members remaining at the mission, and all financial, personal and real assets transferred to Victorville United Methodist Church for future ministry development.

RES 19-21, Journal 2019, H 99

### **Discontinuance of Big Bear Lake UMC**

The Big Bear Lake UMC is discontinued effective September 30, 2017 with the members transferred to other churches of their choice, and all financial, personal and real assets transferred to California-Pacific Annual Conference and the East District of the United Methodist Church for future ministry development.

RES 19-18, Journal 2019, H 96-97

### **Discontinuance of Calvary UMC: Los Angeles**

Calvary UMC: Los Angeles is discontinued effective May 26, 2021 with the members transferred to other churches of their choice, and all financial, personal and real assets transferred to California-Pacific Annual Conference, the West District and the West District Union of the United Methodist Church for future ministry development.

RES 21-04, Journal 2021, H 69

### **Discontinuance of College UMC: Ventura**

The California-Pacific Annual Conference voted to discontinue College UMC in Ventura effective on or before December 31, 2019, with members transferred to other UM churches of their choice, and all financial, personal and real assets transferred to the California-Pacific Annual Conference and the North District Union of The United Methodist Church. The College Ministry Center is being formed.

RES 20-05, Journal 2020, H 72-73

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### **Discontinuance of Community UMC of Desert Hot Springs**

The church and adjacent fellowship building will be held in trust by the East District Union until such time that a decision is made as to the mission direction of the property or its inability to serve as a mission to the community of Desert Hot Springs. The Desert Hot Springs parsonage be sold and proceeds from its sale will be first made available to pay any and all outstanding financial liabilities and/or obligations, second be made available to assist in the upkeep and renovation of the church properties.

RES 19-20, Journal 2019, H 98

### **Discontinuance of First UMC of Calexico (reopen as Missional Congregation)**

The California-Pacific Annual Conference voted to discontinue First UMC of Calexico as of June 30, 2018, and reopen it as a Missional Congregation under ¶259a of the 2016 *Book of Discipline*, retaining its GCFA# for statistical reporting. If any property is sold, proceeds—after resolving all financial obligations—shall be allocated as follows: 10% to the New Ministries EMT for church development, 15% to the Conference Congregational Development Endowment Fund, and 25% to the South District Union for congregational revitalization, with use authorized by the District Planning and Strategy Committee. Any remaining assets shall support the UMC's mission in compliance with state law.

RES 18-13, Journal 2018, H 69

### **Discontinuance of First UMC of El Monte**

The California-Pacific Annual Conference voted to discontinue First UMC of El Monte as a United Methodist chartered congregation. After the sale of church property including parsonage, and after all outstanding financial obligations including funds owed to the Annual Conference are paid, the net proceeds are to be distributed as follows: 15% to New Ministries EMT for current expense or for the Congregational Development Fund, as they see fit, for the development of new congregations and the revitalization of existing congregations; 15% to Conference Trustees and CFA for the Phoenix Fund; 70% to the East District Union in order to establish a fiscally responsible budget.

RES 22-04, Journal 2022, H 63

### **Discontinuance of First UMC of Huntington Beach**

The California-Pacific Annual Conference voted to discontinue First UMC of Huntington Beach as of June 30, 2022, with members convening as a Missional Congregation under ¶259 of the 2016 *Book of Discipline* for one year. The South District Union shall receive all assets and property titles held in trust for the Conference. If any property is sold, proceeds—after settling financial obligations—shall be distributed per Rule I-52P 2021 to support mission and ministry in the South District and across the Annual Conference, honoring the church's legacy.

RES 22-06, Journal 2022, H 65-66

### **Discontinuance of First UMC of Santa Paula**

The California-Pacific Annual Conference voted to discontinue First UMC of Santa Paula on or before June 30, 2018, with the members transferred to other UM churches of their choice, and all financial, personal and real assets transferred to California-Pacific Annual Conference and the North District Union of the United Methodist Church for future ministry development. If any property is found to exist and be sold, after any and all outstanding financial liabilities and/or obligations are resolved, and including any and all anticipated proceeds from the sale of property(ies) and any and all gifts, legacies, endowments, annuities and other benefits previously assigned to the local charge; these will be distributed according to the Book of Discipline and the rules of the California-Pacific Annual Conference.

RES 18-11, Journal 2018, H 67

### **Discontinuance of Hansarang UMC**

The California-Pacific Annual Conference voted to discontinue Hansarang UMC on or before June 30, 2017, with the members transferred to Crescenta Valley Korean Ministry of the Crescenta Valley UMC, and all financial, personal assets transferred to the Crescenta Valley United Methodist Church for continuing the Crescenta Valley Korean Ministry development.

RES 17-11, Journal 2017, H-97

### **Discontinuance of Holtville UMC**

The California-Pacific Annual Conference voted to discontinue Holtville UMC on December 31<sup>st</sup>, 2019, with the members transferring to a nearby UMC of their choosing, and all financial, personal and real assets transferred to

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California-Pacific Annual Conference and the South District of The United Methodist Church for future ministry development.

RES 20-02, Journal 2020, H 69

### **Discontinuance of Imperial Beach UMC (reopen as a Missional Congregation)**

The California-Pacific Annual Conference voted to discontinue Imperial Beach UMC as of June 30, 2018, and reopen it as a Missional Congregation under ¶259a of the 2016 *Book of Discipline*, retaining its GCFA# for statistical reporting. The new congregation may seek 501(c)(3) status as a United Methodist Ministry with a Board of Directors holding property in trust for the Conference. If property is sold, proceeds—after settling financial obligations—shall be allocated as follows: 10% to the New Ministries EMT, 15% to the Congregational Development Endowment Fund, and 25% to the South District Union for revitalization, with use authorized by the District Planning and Strategy Committee. Any remaining assets shall support the UMC's mission in compliance with state law.

RES 18-14, Journal 2018, H 69

### **Discontinuance of Lake Elsinore UMC**

The California-Pacific Annual Conference voted to discontinue the First United Methodist Church of Lake Elsinore on June 30, 2016, with the members transferred to local churches of their choice, and all financial, personal and real property assets transferred to the South District Union.

RES 16-8, Journal 2016, H 88

### **Discontinuance of La Tijera UMC**

The La Tijera UMC membership voted to dissolve its charter as of June 30, 2019 at a Special Charge Conference held on March 13, 2019, with the membership being allowed to transfer their membership to a United Methodist congregation of their choice. All financial, personal and real assets will be transferred to the California-Pacific Annual Conference and the West District of the United Methodist Church for future ministry development.

RES 19-17, Journal 2019, H 95-96

### **Discontinuance of Piru UMC**

The California-Pacific Annual Conference voted to discontinue Piru UMC on or before October 31, 2018 with the members transferred to other UM churches of their choice, and all financial, personal and real assets transferred to California-Pacific Annual Conference and the North District of the United Methodist Church for future ministry development according to ¶2549.7.

RES 19-09, Journal 2019, H 86-87

### **Discontinuance of Rosewood UMC**

The California-Pacific Annual Conference voted to discontinue Rosewood UMC effective June 20, 2020 with all financial, personal and real assets transferred to the California-Pacific Annual Conference and the West District Union of The United Methodist Church for future ministry development.

RES 20-03, Journal 2020, H 70-71

### **Discontinuance of Shandon UMC Community Center**

The California-Pacific Annual Conference voted to discontinue Shandon UMC Community Center on or before June 30, 2018, with members transferring to other UM churches and all assets going to the Conference and North District. If property is sold, proceeds—after obligations—shall be distributed according to the *Book of Discipline* and Conference rules.

RES 18-12, Journal 2018, H 68

### **Discontinuance of Trinity UMC**

The California-Pacific Annual Conference voted to discontinue that Trinity UMC in Ontario effective June 30, 2015, with all financial, personal, and real property assets transferred to the East District Union of the California-Pacific Conference. Following the sale of the property and when any/all outstanding financial liabilities and/or obligations are resolved, the net proceeds are to be disbursed as follows: 15% New Ministries Endowment Fund, 10% New Ministries

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Fund, 25% East District Union, 50% determined in consultation with the East District Planning and Strategy Team and the Appointive Cabinet.  
RES 15-15, Journal 2015, H 141

### **Discontinuance of Trona Community UMC**

The California-Pacific Annual Conference voted to discontinue Trona Community UMC on or before June 30, 2017, with members transferring to other UM churches and all assets going to the Conference and North District for future ministry. If property is sold, proceeds—after obligations—shall be distributed according to the *Book of Discipline* and Conference rules.

RES 17-12, Journal 2017, H 98

### **Discontinuance of Valley Central UMC**

The Valley Central UMC was closed on February 28, 2019, with the members transferring to the Northridge UMC, and all financial, personal and real assets transferred to California-Pacific Annual Conference and the North District of the United Methodist Church for future ministry development.

RES 19-11, Journal 2019, H 88-89

### **Discontinuance of Woodland Hills First UMC**

The Woodland Hills UMC (English) was closed on February 28, 2019, with the members transferred to other UM churches of their choice, and all financial, personal and real assets transferred to California-Pacific Annual Conference and the North District of the United Methodist Church for future ministry development.

RES 19-10, Journal 2019, H 87-88

### **Disposition of Assets: Community UMC of Desert Hot Springs**

Assets from the sale of Community United Methodist Church of Desert Hot Springs are to be distributed according to the guidelines of Resolution 17-9. Following the sale of property and when all outstanding financial obligations including funds owed to the Annual Conference are resolved, the net proceeds are to be distributed as follows: 10% to Conference New Ministries EMT; 15% to Conference Congregational Development Endowment Fund; 25% to East District Union; 50% to Conference Trustees and Conference Committee on Finance and Administration for use in collaboration with the Cabinet and The Connectional Table.

RES 22-03, Journal 2022 H 63

### **Draft Disaffiliation Agreement**

The California Pacific Annual Conference directs its board of trustees to immediately develop a draft “disaffiliating agreement” for ratification by the Annual Conference, and that this “disaffiliating agreement” specify the terms and conditions, including effective date, of the agreement between the annual conference and any disaffiliating local church.

RES 19-23, Journal 2019, H 100

### **Ending Exploitation of Trafficked Workers from the Philippines**

The California-Pacific Annual Conference calls on the governments of the Philippines and the United States to end the exploitation of trafficked Filipino workers by enforcing existing labor laws, protecting victims, and addressing economic conditions that drive migration.

RES 24-06, Journal 2024, H 68

### **Endorse Christmas Covenant Legislation**

The California-Pacific Annual Conference endorses the Christmas Covenant legislation, including the creation of a U.S. Regional Conference, and urges all California-Pacific delegates to General and Jurisdictional Conference, including alternates, to support the Christmas Covenant and to make such legislation a priority for the delegation

RES 21-05, Journal 2021, H 70

### **Episcopal Leader in the West. Election**

The California-Pacific Annual Conference encourage our Jurisdictional Conference delegates to elect an Episcopal leader in 2016 as detailed: An Episcopal leader should be Christ-centered; a strong administrator/leader; a strong

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communicator; demonstrate deep spiritual maturity and effectiveness in leading the diverse people of the Western Jurisdiction. Sexual orientation should not be a barrier to election.  
RES 16-2, Journal 2016, H 80

### **Fossil Fuel Divestment**

Guided by the spiritual and moral imperative to “do no harm,” the California-Pacific Annual Conference calls for the divestment of all funds from the fossil fuel industry. This resolution highlights the devastating impact of fossil fuel-driven climate change on the environment and global communities, particularly the most vulnerable. It urges the conference and its related entities to move investments into sustainable energy alternatives to align financial practices with the United Methodist commitment to stewardship of creation.

RES 25-04, Journal 2025, H 58-61

### **Gun Safety**

The California-Pacific Annual Conference, recognizing the harm caused by gun violence, urges local, state, and federal lawmakers to: Enforce universal background checks and mandatory waiting periods; ban future sales of assault weapons, high-capacity magazines, and high-velocity ammunition (except for military/law enforcement); prohibit full-auto conversion kits; criminalize gun trafficking and increase penalties for “straw purchases”; require gun safety training for purchases; and ensure all felony convictions are entered into the federal background check database.

RES 16-7, Journal 2016, H 87

### **Gun Safety, Anti-Gun Violence, Silencers**

The California-Pacific Conference of the United Methodist Church opposes a softening of the current laws regulating silencers for use by civilian gun owners.

RES 17-6, Journal 2017, H 90

### **Gun Safety, Anti-Gun Violence, Concealed Carry**

The California-Pacific Annual Conference of the United Methodist Church opposes Concealed Carry Reciprocity.

RES 17-7, Journal 2017, H 91

### **Heritage Landmark, Christ UMC Honolulu**

California-Pacific Annual Conference asks the General Commission on Archives and History to prepare legislation for the 2020 General Conference of the United Methodist Church to declare Christ United Methodist Church, Honolulu, Hawaii, as a Heritage Landmark of the United Methodist Church as the First Korean Methodist Church in the United States and its territories.

RES 18-5, Journal 2018, H 63

### **Hispanic Ministries Sunday**

The California-Pacific Annual Conference designates the third Sunday of September as Hispanic Ministries Sunday, encouraging awareness, education, and support for Hispanic/Latino ministries through a special offering.

RES 24-08, Journal 2024, H 70

### **Historic Designation, Christ UMC, Honolulu**

The approval of Christ United Methodist Church, Honolulu, Hawaii, as the first Korean Methodist Church outside of Korea, and the first Korean Methodist Church in the United States and its territories.

RES 17-2, Journal 2017, H 86

### **Historic Designation, Downey UMC**

Recommendation to the General Commission on Archives and History that Downey United Methodist Church, Downey, California, be designated as a Historical Site as the first Church of the Methodist Episcopal Church South in Southern California.

RES 18-4, Journal 2018, H 62

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### **Historic Designation, First UMC Honolulu**

Recommendation to the General Commission on Archives and History that First United Methodist Church of Honolulu be designated.

RES 18-3, Journal 2018, H 62

### **Historic Designation, First UMC Los Angeles**

The California Pacific Annual Conference of the United Methodist Church declares to the General Commission on Archives and History that First United Methodist Church Los Angeles, be designated as a Historical Site, as the first Methodist Church in Southern California.

RES 19-01, Journal 2019, H 77-78

### **Historic Designation, Harris UMC**

The approval of Harris United Methodist Church as the Historical Memory Site of the first Japanese Methodist Church in Southern California and Hawaii.

RES 17-1, Journal 2017, H 85

### **Historic Designation, Heritage UMC**

The approval of Wesley United Methodist Church, now known as Heritage United Methodist Church of Los Angeles, California, since merging with Bowen Memorial United Methodist Church, as the first Black Methodist Episcopal Church in Southern California and therefore a Historical Site of the California Pacific Annual Conference.

RES 21-02, Journal 2021, H 67

### **Holy Land, Investments**

The California-Pacific Annual Conference encourages California-Pacific clergy and lay participants in United Methodist pension funds, as well as those who manage investments for and within the annual conference, to move a portion of their investments in equities to the Equity Social Values Plus Fund, with information on how individuals and church bodies may participate to be provided by the conference's Holy Land Task Force.

RES 17-4, Journal 2017, H 88

### **Holy Land, Travel**

The California-Pacific Conference urges those planning to visit the Holy Land to read the Kairos Palestine Document: "A Moment of Truth: A word of faith, hope and love," to study United Methodist Book of Resolutions that pertain to the Holy Land with particular attention to Resolution #6111 (2016 Book of Resolutions), and to invite the conference's Holy Land Task Force to make a presentation and/or provide information for those who will be visiting the Holy Land.

RES 17-5, Journal 2017, H 89

### **Human Rights, Philippines**

The California-Pacific Conference joins the JustPeacePH platform in supporting the continuation of the Philippines' peace process and the freeing of the 400-plus political prisoners. We pledge to continue efforts to educate our constituents about the process, monitor the process, and advocate for a just and lasting peace as requested by the Filipino people themselves.

RES 17-8, Journal 2017, H 92

### **Human Rights, Philippines**

Expression of solidarity with the United Methodist churches and the National Council of Churches in the Philippines as well in the wake of the spate of harassments and assassinations, and that, that the California-Pacific Annual Conference send a fact-finding mission to the Philippines no later than the end of this year with a mandate to report back to the conference.

RES 18-8, Journal 2018, H 64

### **Human Sexuality: Affirming LGBTQI clergy**

As members of the California-Pacific Annual Conference, we re-affirm our baptismal vows "to resist evil, injustice, and oppression in whatever forms they present themselves," especially when it exists in our own Book of Discipline and in rulings of Judicial Council. We aspire to live as the Beloved Community by responding to God's Great Commission to

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proclaim the good news to all people, and we intend to live into the reality of the beautiful, bold, diverse, and inclusive Body of Christ. We uphold our denomination's mandate to foster inclusiveness and remain in support and in solidarity with all LGBTQI clergy persons; and with humility, integrity, and courage, we renew our commitment to continue affirming LGBTQI clergy persons in their calls to ministry, support them in their service to the church, and prayerfully work with them to transform all forms of institutional discrimination.

RES 17-13, Journal 2017, H 99

### **Human Sexuality: Affirming Western Jurisdiction College of Bishops**

The California-Pacific Conference affirms and embraces the Western Jurisdiction College of Bishops' pastoral statement in response to Judicial Council decision #1341.

RES 17-14, Journal 2017, H 100

### **Human Sexuality: Called General Conference 2019**

The California Pacific Conference to petition the Western Jurisdiction College of Bishops to call a special session of the Western Jurisdictional Conference following the release of the report of the Commission on a Way Forward prior to the called 2019 session of the General Conference.

Res 17-15, Journal 2017, H 102

### **Identifying and Opposing Apartheid in the Holy Land**

The California-Pacific Conference affirms that apartheid is antithetical to the Gospel message and opposes Israeli apartheid; calls on the U.S. government to condition U.S. funding to Israel upon a willingness to dismantle its apartheid system; urges all UMC clergy to listen to the voices of Palestinians regarding their situation.

RES 23-02, Journal 2023, H 72

### **Immigrant Children. Opposing Separation from their Parents**

California-Pacific Annual Conference opposes this practice of separating immigrant children from their parents and will write a letter to the Attorney General of the United States requesting an end to this practice of the separation of children from their parents resulting in frightened and isolated children being held in detention; and urges its members to write their congressional representatives, to use all other avenues of social media and action to highlight this immoral, inhumane and unchristian practice and to demand that it be ended.

RES 18-17, Journal 2018, H 72

### **Immigrants in the United States**

The United Methodist Church affirms the worth, dignity, and inherent value and rights of all persons regardless of their nationality or legal status. United Methodist churches throughout the United States are urged to build bridges with migrants in their local communities, to learn from them, celebrate their presence in the United States and recognize and appreciate the contributions in all areas of life that migrants bring. We call upon all United Methodist churches to engage in the following:

- advocate for legislation that will uphold the civil and human rights of all migrants in the United States and will provide an opportunity to attain legal status for all undocumented migrants currently in the United States, as well as for those arriving in the future;
- denounce and oppose the rise of xenophobic, racist, and violent reactions against migrants in the United States, and support all efforts to build relationships among people, instead of building walls among diverse ethnicities and cultures;
- welcome newly arriving immigrants into our congregations;
- oppose the building of a wall between the United States and Mexico, which the communities of both sides of the border are in opposition to;
- call the United States government to immediately cease all arrests, detainment, and deportations of undocumented immigrants, including children, solely based upon their immigration status until a fair and comprehensive immigration reform is passed.

RES 19-12, Journal 2019, H 89-90

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### Just Wages for Lay Employees

The California-Pacific Annual Conference directs the Conference Office of Human Resources/Benefits to carry out a study of just compensation for lay employees of the Annual Conference and its churches/ministries and report its findings to the 2017 Annual Conference.

RES 16-1, Journal 2016, H 78

### Korea, Peace in the Korean Peninsula

The California Pacific Annual Conference send a letter to the White House and each Congress member stating: That U.S. government should not take any actions to cause a war in Korean Peninsula including “preemptive strike.” That US government sets a goal that “the peaceful reunification of Korea” should be a formal U.S. policy goal. And that US government takes a step further for bilateral diplomatic and human contacts between the United States and North Korea. The California Pacific Annual Conference promotes the awareness and prayerful engagement for peace in the Korean Peninsula and for reunification between the two Koreas.

RES 17-10, Journal 2017, H 96

### Lay Servant Reporting to Local Churches

Each District will offer the course, “Leading Worship” at least once every three years to train Lay Servants to lead worship services when ordained clergy are not available, and that each local church will observe Laity Sunday annually, preferably on the third Sunday of October to celebrate the ministry of all lay Christians and will utilize the ministries of Lay Servants on this Special Sunday. The Annual Conference encourages all churches to designate the Sunday after Annual Conference as a day for laity to lead worship in the local churches.

RES 14-6, Journal 2014, H 91

### Living Out the Big Table Theology

The California-Pacific Annual Conference reaffirms its commitment to the inclusivity of all theological perspectives within the conference, ensuring space for Pacific Islander and other traditional faith communities to carry out their ministries authentically.

RES 24-15, Journal 2024, H 78

### Mass Shooting in Orlando, Florida, Response to

The California-Pacific Conference mourns the deaths of those murdered and prays for the healing of those wounded in the mass shooting at the Pulse nightclub on June 12, 2016; asks that the Conference repent of its own complicity in the creation and maintenance of a global civic and religious culture that tolerates and sometimes even encourages hatred and fear against LGBTQ persons; directs the LGBTQ Task Force of the JCEMT to report annually to the Conference about the progress of its work with any proposals that it may have for practical and prophetic action; and asks the Conference and its leaders continue to work diligently both to witness to The United Methodist Church as a whole about the work of God’s Spirit among LGBTQ persons, and to advocate for an end to the denomination’s exclusionary policies and statements toward LGBTQ persons and communities.

RES 16-6, Journal 2016, H 85

### Merger of Bethany Korean UMC and Pacific Islanders UMC

Merger Between Bethany Korean UMC, Pearl City, HI and Pacific Islanders UMC, Honolulu, HI., to form Bethany UMC

RES 21-01, Journal 2021, H 66

### Merger of Bowen and Wesley UMCs

The California-Pacific Conference approved the merger of Bowen UMC, Los Angeles, CA, and Wesley UMC, Los Angeles, CA, to form Heritage UMC as of July 1, 2019 after an affirmative vote of a Special Charge Conference on March 26, 2019; assets owned by Wesley UMC and Bowen UMC, including real property, financial accounts and financial instruments, will become assets owned by Heritage UMC.

*This resolution was not moved during the 2019 Session, so it was presented and affirmed at the 2020 Session.*

RES 19-22, Journal 2020, H 68

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### **Merger of Del Rosa, Emmanuel, Fontana, Muscoy, St. Paul's and Trinity UMCs**

The California Pacific Annual Conference approved the merger of Del Rosa UMC, Emmanuel UMC, Fontana UMC, Muscoy UMC, St. Paul's UMC and Trinity UMC of the Inland Empire will unite and become one church with the name New Beginnings United Methodist Church as of July 1, 2018. New Beginnings United Methodist Church will retain the properties at the existing Del Rosa UMC, to be renamed the North Campus, and St. Paul's UMC, to be renamed the Downtown Campus, as part of the new multi-site church. The church properties at Emmanuel UMC, Fontana UMC, Muscoy UMC and Trinity UMC of the Inland Empire will be marketed and sold in order to renovate both the North Campus and Downtown Campus at the direction of the new governing body of New Beginnings United Methodist Church in consultation with the District Superintendent. The sale of all existing properties will be in consultation with the District Superintendent, District Committee on Building and Location and in compliance with ¶2542 & ¶2543.3, 2016 Book of Discipline. The District Superintendent will obtain the opinion of legal counsel as to the existence of any reversion, possibilities of reverter, right of reacquisition or similar restrictions pursuant to 2016 Book of Discipline ¶ 2549.2. All parsonages and other real properties owned and maintained by Del Rosa UMC, Emmanuel UMC, Fontana UMC, Muscoy UMC, St. Paul's UMC and Trinity UMC will be transferred and deeded to New Beginnings United Methodist Church. All said parsonages and real property shall be governed and maintained by the new governing body of New Beginnings United Methodist Church. The sale of parsonages will be in consultation with the District Superintendent, District Committee on Building and Location and in compliance with ¶2542 & ¶2543.3, 2016 Book of Discipline. The District Superintendent will obtain the opinion of legal counsel as to the existence of any reversion, possibilities of reverter, right of reacquisition or similar restrictions pursuant to 2016 Book of Discipline ¶ 2549.2.

RES 18-15, Journal 2018, H 70

### **Merger of Highland First UMC with New Beginnings UMC**

The California Pacific Annual Conference approved the merger of Highland First UMC with New Beginnings UMC as of Oct. 1, 2018. Highland First UMC will be marketed and sold in order to assist in renovation of both the North Campus and Downtown Campus with an intention to develop a new site in the East Highland or Devore area at the direction of the new governing body of New Beginnings UMC in consultation with the District Superintendent. The existing preschool at Highland First UMC will continue to operate under the supervision of the new governing body of New Beginnings UMC with a desire to keep it operational until a sale of the property is complete. Highland First UMC, parsonage and other real properties owned and maintained by Highland First UMC will be transferred and deeded to New Beginnings United Methodist Church. All said parsonages and real property shall be governed and maintained by the new governing body of New Beginnings United Methodist Church. The sale of all properties will be in consultation with the District Superintendent, District Committee on Building and Location and in compliance with ¶2542 & ¶2543.3, 2016 Book of Discipline. The District Superintendent will obtain the opinion of legal counsel as to the existence of any reversion, possibilities of reverter, right of reacquisition or similar restrictions pursuant to 2016 Book of Discipline ¶ 2549.2.

RES 18-16, Journal 2018, H 71

### **Murder of George Floyd and Others, Response to**

The California-Pacific Annual Conference strongly urges the Commission on the General Conference and the Council of Bishops to ensure that all delegates to the 2021 General Conference will both be and feel safe participating irrespective of race, culture, nationality, or language; to make a public announcement about the specific measures taken to ensure the safety and well-being of black and brown participants; set aside significant time during the first week of the 2021 General Conference for dialogue with Black Lives Matter and other anti-racist organizations to address the Church's complicity in racism and white privilege and explore how the Church itself must change to become authentically anti-racist; and for the 2021 General Conference to create and financially support Shalom Partnerships between the Church and grassroots organizations that are led by under-represented persons.

RES 20-04, Journal 2020, H 71-72

### **New Apportionment Rule**

We charge the Council on Finance and Administration to form a task force to study and recommend a new apportionment rule for the 2026 Annual Conference session. This task force will focus on a "tithe model" that sets apportionment askings as a percentage of local church income rather than expenses. Special attention will be given to

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ensuring equity across diverse congregations and addressing how specific sources, such as rental income, impact these calculations.

REC 25-12, Journal 2025, H 53

### **Non-Conformity with the Book of Discipline. A Call for**

The California-Pacific Annual Conference urges the Bishop and Cabinet to state publicly they will not deny appointments based on sexual orientation or gender identity; urges the Board of Ordained Ministry to declare its intention not to consider sexual orientation and gender identity in making decisions in regard to commissioning and ordination; urges trial boards not to convict for chargeable offenses pertaining to being “a self-avowed, practicing homosexual,” as well as for those clergy who officiate at weddings for couples regardless of the gender of the partners, and that these matters would be addressed through “Just Resolution.” The California-Pacific Annual Conference and its members are urged to not participate in or conduct judicial procedures related to The Book of Discipline’s prohibitions against LGBTQIA persons.

RES 16-11, Journal 2016, H 89

### **No Renewal Of Military Leases On O’ahu**

The California-Pacific Annual Conference urges the Department of Land and Natural Resources to allow the U.S. Army leases for 6,322 acres at Makua, Kahuku, and Poamoho to expire in 2029. This resolution advocates for the restoration and return of these “State of Hawai’i” lands to the Native Hawaiian people, acknowledging the history of illegal overthrow and subsequent environmental and cultural desecration. It further calls for the U.S. military to clean and restore the lands before their return.

RES 25-01, Journal 2025, H 53-54

### **Opposing Repression Of Advocacy For Palestinian Rights**

The California-Pacific Annual Conference affirms the right of students, faculty, and clergy to nonviolently advocate for Palestinian human rights and opposes the “weaponization of antisemitism” to silence such dissent. It specifically rejects the adoption of the IHRA Definition of Antisemitism by government offices, arguing that equating criticism of Israeli policy with bigotry erodes civil liberties. The resolution also asserts the right of United Methodists to use nonviolent economic tools like boycott, divestment, and sanctions in the pursuit of justice.

RES 25-03, Journal 2025, H 55-58

### **Petition to General Conference – General Commission on the Status and Role of LGBTQIA+ People**

Petitions the 2020 General Conference (to be held in 2024) to create a General Commission on the Status and Role of LGBTQIA+ persons.

RES 23-03, Journal 2023 H 74

### **Petition Western Jurisdiction College of Bishops to Convene Special Western Jurisdiction Conference**

We urge the Western Jurisdiction College of Bishops to appoint a special planning team that will: 1) consider creative ways of minimizing the cost of a specially called session; and 2) find creative sources for funding a specially called session. We urge immediate action so that the beginnings of a Jurisdictional plan can be in place prior to the 2020 General Conference.

RES 19-25, Journal 2019, H 101-102

### **Racial Equity for the California-Pacific Conference. Strategic Plan for**

The California-Pacific Annual Conference joins Bishop Hagiya in condemning racism in all forms and seeks to understand the ways structural and system racism have historically impacted the experience and well-being of POC conference members; claims anti-racism as a primary value and focus, and supports a plan to address institutional inequity at all levels of our church body; a racial disparity audit will be conducted at every level of the conference to evaluate changes necessary to address and dismantle oppressive structures and systems; a half-time staff person will be hired and dedicated to the examination of race and racism in our conference, creating meaningful next steps based on the internal audit, and tasked with leadership of this community effort toward a more equitable church; empower the Commission on Religion and Race to oversee and monitor the progress and applications of this resolution and report

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back with updates and recommendations; and that funding shall be set aside for a Leadership Development Institute for Young People of Color to address justice issues affecting them and their communities.

RES 20-06, Journal 2020, H 73-74

### **Ratification of Regionalization Constitutional Amendments**

The California-Pacific Annual Conference supports the global ratification of constitutional amendments for worldwide regionalization and encourages efforts to educate and mobilize voting members of the Annual Conference.

RES 24-12, Journal 2024, H 74

### **Reconciling Annual Conference**

The California-Pacific Annual Conference affirms that it intends to be a Reconciling Annual Conference, committed to welcome persons of all sexual orientations as “persons of sacred worth” into the life of the United Methodist Church and committed to work toward understanding and trust between persons who have been divided on this issue. Also, form an LGBTQ taskforce under the Justice and Compassion Essential Ministry Team to facilitate outreach to the LGBTQ community, encourage dialogue about how church policies affect LGBTQ members and increase awareness of contributions of LGBTQ members to the California-Pacific Annual Conference.

RES 15-11, Journal 2015

### **Rescind Support of the Separation Protocol**

The California-Pacific Annual Conference of The United Methodist Church rescinds RES 21-06 Support of the Protocol of Grace and Reconciliation through Separation.

RES 22-05, Journal 2022, H 64

### **Safe Harbor Policy for Local Churches and DCOMs**

The California-Pacific Annual Conference acknowledges and affirms the gifts of and need for LGBTQIA+ clergy in all geographical areas of our denomination, and supports the self-determination and local call of candidates and appointed clergy. The Cabinet, Board of Ordained Ministry, JC-EMT, and DCOMs are urged to coordinate and establish Safe Harbor policies that make explicit the Annual Conference’s commitment to provide Christ’s unconditional welcome to United Methodist clergy as well as ministry candidates at any point in the discernment, licensing, and candidacy process from any Jurisdiction or Central Conference.

RES 22-07, Journal 2022, H 66-67

### **Sale, Camp Arroyo Grande**

The California-Pacific Annual Conference directs the Conference Board of Trustees to sell Camp Arroyo Grande with proceeds used at the discretion of the Conference Council on Financial Resources in consultation with the Camping and Retreat Council. A report of this action will be made to the Annual Conference at its 2016 session along with the distribution of the assets done by the Conference Council on Financial Resources.

RES 15-13, Journal 2015

### **Sanctuary for Immigrants, Cal-Pac Support for**

California-Pacific churches are encouraged to adopt a policy that respects privacy by not asking members of their congregation or members of the public who interact with the congregation about their immigration status, and adherence to a policy of not recording any information about any individual’s immigration status; to seek out resources in their own communities to help them be knowledgeable about the issues being faced by their neighbors; to learn how to stand in solidarity with immigrants living in fear; to host “Know your Immigrants’ Rights” workshops in their neighborhood, set up skill training sessions to learn how to accompany people to immigration hearings, and be present in solidarity for ICE hearings and arrests; to enlist and engage others in their communities to join a network to welcome immigrants; to continue to witness by protesting, writing and signing petitions, attending lectures, workshops and rallies, and discussing concerns with authorities; and to consider becoming a host site for someone seeking sanctuary.

RES 18-2, Journal 2018, H 61

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### **Solidarity with the Filipino People**

The California-Pacific Annual Conference of the United Methodist Church affirms that every life is sacred. And in that spirit joins the call for a congressional hearing to investigate how U.S. aid is being used by the Philippine government to ensure that not one tax dollar is being used to commit human rights violations and democratic repression of the Filipino people. We pledge to continue efforts to educate our members, monitor the human rights crisis as much as possible with our Methodist siblings, and advocate for a just and lasting peace as requested by the Filipino people themselves.

RES 19-03, Journal 2019, H 79-80

### **Solidarity with the Filipino People (2024)**

The California-Pacific Annual Conference expresses solidarity with the Filipino people by supporting the Philippines Human Rights Act (H.R. 1433) and advocating for an end to human rights violations and militarization in the region.

RES 24-05, Journal 2024, H 66

### **Standard Change to Calculation of Median Cash Salary**

The Commission on Equitable Compensation proposes Standard regarding an annual calculation of the Median Cash Salary be suspended for 2020 resulting in no increase in Median Cash Salary of the clergy minimum salary tables for 2021.

RES 20-01, Journal 2020, H 68-69

### **Support for Peace Talks in the Philippines**

The California-Pacific Annual Conference supports peace negotiations between the Government of the Philippines and the National Democratic Front, urging the resumption of talks to end long-standing violence and promote stability.

RES 24-07, Journal 2024, H 69

### **Support for Worldwide Regionalization**

The California-Pacific Annual Conference affirms the move toward worldwide regionalization of The United Methodist Church and commits to education and engagement in the ratification process.

RES 24-11, Journal 2024, H 73

### **Support of LGBTQIA+ People**

The California-Pacific Annual Conference reaffirms full inclusion of LGBTQIA+ persons in all aspects of church life, advocating for policies that protect LGBTQIA+ rights and establishing an annual LGBTQIA+ Sunday.

RES 24-09, Journal 2024, H 71

### **Support of Living Wages and the Right to Organize**

The California-Pacific Annual Conference supports workers' rights to earn a living wage and to form collective bargaining units, emphasizing the importance of economic justice and fair labor practices.

RES 24-04, Journal 2024, H 66

### **Support of the Protocol of Grace and Reconciliation through Separation**

The California-Pacific Annual Conference hereby urges the passage of the Protocol of Grace and Reconciliation through Separation when said legislation comes before a special called general conference or a regular session of general conference provided that payment of funds will not happen until all the constitutional amendments of the Christmas Covenant are ratified.

RES 21-06, Journal 2021, H 71

### **Support of Tourism and Hospitality Workers**

The California-Pacific Annual Conference affirms the rights of tourism and hospitality workers to fair wages and equitable working conditions, advocating for economic justice in these industries.

RES 24-03, Journal 2024, H 65

### **Support of the Western Jurisdiction's Efforts**

The members of the California-Pacific Annual Conference support all efforts by the Western Jurisdiction of the United Methodist Church to be a home for all God's people; affirm the statement by the Western Jurisdiction Leadership Team,

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“As We Make Our Way Back Home;” and expects Conference Leadership to work as closely as possible with the Western Jurisdiction and the other annual conferences of the Western Jurisdiction to be a home for all God’s people. The leadership of the California-Pacific Annual Conference will report back to the 2020 annual conference on how they responded to this resolution.

RES 19-02, Journal 2019, H 78-79

### **Support for Reproductive Health Care, Rights, & Justice**

The California-Pacific Conference joins other Annual Conferences in the Western Jurisdiction in supporting the work of the Religious Coalition for Reproductive Choice (RCRC) and encourages local churches to raise awareness on reproductive health care, rights, choice, and justice; opposes government-imposed “conscience rules” that allow personal beliefs to override patient care; supports access to quality reproductive health services; and resists misinformation from anti-abortion groups. The Conference urges its 2020 UMC General Conference delegates to advocate for reproductive justice and oppose additional restrictions on affordable reproductive health care.

RES 19-08, Journal 2019, H 85-86

### **United Women in Faith Day Observance**

Each local church shall observe the last Sunday of January or an alternate Sunday as United Women in Faith Day.

RES 22-01, Journal 2022, H 61

### **Visitor Registration Fees for Western Jurisdiction Conference**

The California-Pacific Annual Conference urges the Western Jurisdiction to provide an option for visitors to register for \$10 or less without requiring meal purchases, ensuring accessibility for all attendees.

RES 24-14, Journal 2024, H 76

### **Women in Church Leadership**

The California-Pacific Annual Conference reaffirms the UMC’s history of struggle and ongoing work toward full inclusion of women in leadership in the church and all society, and requests a statement regarding the SBC’s action to expel churches with women pastors.

RES 23-05, Journal 2023, H 86