OFFICIAL REPORTS, RESOLUTIONS, AND RECOMMENDATIONS TO THE 32nd ANNUAL SESSION OF THE CALIFORNIA-PACIFIC CONFERENCE

Thursday, June 16, 2016 - Saturday, June 18, 2016

University of Redlands
Redlands, California
A paraphrase of the Book of Discipline 2012 (para. 641) reminds us that the Commission is charged with collecting, preserving, and making accessible the historically significant records of the Annual Conference and its agencies, including data relating to the origin and history of the conference and its antecedents. It is also called to encourage and assist the local churches in preserving their records, their histories, and celebrating their heritage as well as providing permanent safekeeping of the historical records of closed or discontinued churches in the Annual Conference. In reality, the Commission provides the Ministry of Memory for the Annual Conference.

The Conference Archives is located in the lower level of the Claremont School of Theology Library. The part-time Archivist, Linda Larsen, maintains the materials and adds newly received items to the collection. She is also continuing to transfer VHS tapes to DVDs. One of the newer challenges of maintaining archives is the need to maintain equipment to read electronic and digital data as well as monitoring all of the non-paper items to be certain that the data is still accessible.

During the past year, the Commission has met regularly to support the Archivist and to look at ways to make the collection more accessible. As part of the efforts to make materials more useful and the Archives more visible, the following activities have taken place.

- Rev. Dr. DarEll Weist and the library staff have converted over 10,000 pages of Conference Journals, including Cal-Pac 1986-87, and 40 years of journals from 1876-1915. In the coming couple of years, we expect to scan an additional 63 more years. To use the scanned journals, you may go to www.calpacumc.org/history-journals.
- The Archives have begun collecting electronic newsletters from churches. While we still want paper copies from those churches still using paper, we encourage churches with electronic distribution to include the Archives on their mailing lists. The Archives collection of e-newsletters dates from 2013 and is fully searchable. To add your church to the mailing list, please email cpdigitalarchives@gmail.com.
- Trainings for local church staff and church historians have been offered in the South District (2015) and at 2 locations in the West District (2016). Each of the Districts had about 35 participants and helped churches get started in the process of maintaining local archives. Plans are underway to complete the District workshops in 2018. Following that, the Commission will review the process and determine what other activities may be offered.
- Rev. Phil Peace, a Commission member, created a video about the Archives and the ministry of memory offered by the Archivist.
- We have created two brochures for use in the local church. *Preserving Church Records* looks at how to store paper and electronic records. *Church Records Management 101* is a quick look at how to create a policy and guidelines for records management in the local church. These are available from the Archives or from Rev. Randa D’Aoust, Chair of the Commission.

As reported last year, the Commission has contracted with a scholar to write a history of the Annual Conference which will cover from 1950 to current times. The Rev. Dr. Paul McCleary is the author of several books and studies. He has served in numerous United Methodist and non-governmental agencies. He has already begun work and has met with some of the members of this Conference. His book, expected to be completed in 2017, will look at the ministry of this Annual Conference in the context of our geographical and political setting. The Commission is still deciding how the book will be published and distributed.

We continue to honor Rev. Hans Holborn as the Conference Patriarch and keeper of the Bishop’s Cane as well as Rev. Nancy Grissom Self as the Conference Matriarch. In 2015, we recognized the 25th, 35th, 50th, and 60th anniversaries of Ordained Elders in our Annual Conference. We will also be honoring local church anniversaries later in the year.

As we look to the future, the Commission members recognize the importance of maintaining a record of our ministry in memory as we continue to create new opportunities to be in ministry in new places and
new ways. In 2017, the Jurisdictional Commission on Archives & History will meet in Alaska over the summer solstice. This opportunity to meet with other Archivists and Commission members is a quarterly event, so we hope to have several of the Conference Commission members participate. I am grateful for the ministry and support of this Commission. The current members of the Commission on Archives and History are DarEll T. Weist, George Ellison, Bee Campbell, Phil Peace, Robert Smith, Thomas Griffith, Matthew Herbst, Randa D’Aoust, Albert Pineda, Nancy Carlson, Betty Clements, Aisea Manu, and Nelly Hernandez.

Rev. Randa J. D’Aoust, Chair

BOSTON UNIVERSITY SCHOOL OF THEOLOGY

Dear Colleagues in the California-Pacific Conference:

Greetings in the Spirit of Jesus Christ! The Boston University School of Theology (STH) walks with you on the journey of discipleship, seeking to love God and to love our neighbors with all our hearts, souls, minds, and strength. Thank you for your prayers that inspire and support the STH mission to love God, build knowledge, and equip leaders for the church and society.

NEWS
- **New faculty**: This year, Boston University welcomed new faculty in ethics, psychology, theologies of spirituality, comparative theology, church renewal, Black church leadership, and mission studies. We welcomed: Nimi Wariboko (Walter G. Muelder Professor of Social Ethics); David Decosimo (Theology); Theodore Hickman-Maynard (Evangelism and Church Renewal); Andrea Hollingsworth (Theology); Barbod Salimi (Psychology and Peace Studies); and Daryl Ireland (Associate Director of the Center for Global Christianity and Mission).
- **Spiritual life**: STH continued to expand and deepen its spiritual life program, led by Charlene Zuill, Spiritual Life Coordinator and United Methodist elder. Bishop Susan Hassinger, Claire Wolfteich, and many others also offer a rich selection of courses in spirituality and leadership.
- **Chaplaincy track**: STH added a chaplaincy track to the MDiv degree, preparing students for hospitals, prisons, and military settings.

ENGAGING IN DIALOGUE: STH spent much energy this year in hard conversations on violence, racism, and injustice, seeking to be honest and vigorously open to change, while honoring the dignity of all persons.
- **Power, Privilege and Prophetic Witness** is the STH theme for 2015-2017. We engaged the theme in classes, lectures, retreats, and workshops, seeking to stretch our capacities to do justice, love mercy, and walk humbly with our God.
- **Examining the intersection of theology and race**: The opportunities this year included: a brilliant new documentary on North Korea; a dialogical viewing of *Selma*; dialogues on racism with Thandeka and Andrew Sung Park; a retreat on building race relations; circle worship; a student-led event *Missing Voices, Daunting Choices: The Erasure of Black Women in Black American Movements*; and events on interfaith understanding.

CARING FOR THE CHURCH through leadership and service.
- **Serving the United Methodist Church**: Students served local churches and church bodies as interns, staff, and volunteers. Faculty served with such bodies as: United Methodist Women, World Methodist Council, Ministry Study Commission, Women of Color Scholars and Mentors program, Pan Methodist Commission on Children in Poverty, and boards and agencies of the general church and annual conferences.
- **Empowering young Latino/a leaders**: Young leaders gathered with seasoned mentors to enhance their gifts and service as Christian leaders: Hispanic Youth Leadership Initiative (HYLA) and Raíces Latinas Leadership Institute
- **Facilitating dialogues on church renewal**: We launched a new initiative on Evangelism and Church Renewal.
Reflecting on worship. We contributed to a special issue of Worship Arts Magazine, edited and written by STH faculty, alumni/ae, and students, and published by the Fellowship of United Methodists in Music and Worship Arts.

CARING FOR THE WORLD

Offering opportunities for engaged learning. Opportunities included the Doctor of Ministry program in Transformational Leadership; an urban ministry course; travel seminars to India, the Arizona-Mexico border, Israel-Palestine, Mexico, and Turkey (Ephesus); work with leaders in Ferguson, MO; and a travel seminar for UMC clergywomen to Cuba, co-sponsored by GBHEM and STH.

Collaborating with the global church. Collaborations included sponsorship of the Dictionary of African Christian Biography; events and art exhibits on local and global ecology; and dialogues with global church leaders.

As we at STH seek to be faithful and to partner with you in ministry, we give thanks for your witness. Thank you too for your continuing inspiration and contributions to our shared journey.

Blessings and gratitude,

Mary Elizabeth Moore
Dean of Boston University School of Theology

CAMPING AND RETREAT MINISTRY COUNCIL

As the participants began to leave the Bishop’s Confirmation Retreat at Lazy W Ranch in March, Todd Potter (10th grader) from Redondo Beach UMC summed up the powerful experience this way: “After the final worship together, we passed the peace of Christ. The newfound urgency of hugs, once people realized they were leaving the friends they made that weekend, was breathtaking. I saw the swapping of phone numbers and words of encouragement being exchanged, but then as quickly as it began we were driving out of the wilderness to spread God’s life-giving love to the world.”

The Camp and Retreat Ministry of the Cal Pac Conference offers “Discipleship in Creation” for the over 27,000 retreat guests, campers and volunteers who annually visit our nine centers in beautiful natural settings in Southern California and Hawaii: ALDERSGATE, ARROYO GRANDE, CEDAR GLEN, COLBY, KOKE’E, LAZY W, MEKOKIKO, STURTEVANT and WRIGHTWOOD.

STRATEGIC PLAN:

- The Cal-Pac Camp and Retreat Ministries Strategic Plan was presented and warmly received by the 2015 annual conference (see last year’s journal). Implementation began and began in the past 12 months with specific outcomes planned by the Council and staff.
- This plan was shared and merged with that of other conference ministries through the Conference Connectional Table as we seek together to “inspire the world as passionate followers of Jesus Christ so all may experience God’s life-giving love.”
- The emphasis for 2016 has been on building relationships with the churches, pastors, and leaders of the Cal-Pac Conference so as to support their ministry through camps and retreats.
- Specific outcomes were established for 2016 in terms of number of contacts with local churches and leaders, growing summer camp and new United Methodist retreat groups.

SUMMER CAMP:

- “Live in the Spirit” was the Cal-Pac Conference Summer Camp theme for 2015 at Aldersgate, Arroyo Grande, Cedar Glen, Colby, Lazy W and Wrightwood had close to 1000 campers, mostly from United Methodist churches and over 250 volunteers.
- 175 campers received $25,000 in conference provided summer camp scholarships in 2015.
- In addition to the Elementary, Junior High and Senior High events there were new specialty camps – Film Camp, Surf Camp and Adventure Camp.
• 2016 Summer Camp theme is “Fearless Faith” based on scripture texts that focus on gaining courage to forgive and be forgiven, courage to take a stand, courage to do justice and to change by being in faithful community.
• The on-going goal is to establish an ecumenical summer camp ministry in Hawaii for 2016.

CAL-PAC MINISTRY PARTNERSHIPS:
• In partnership with the Office of Justice and Compassion Colby Ranch and conference staff led the first of several summer week-long retreats for migrant refugee children and youth from Central America. A second was held for girls at Aldersgate the weekend before Christmas. Three others are planned for 2016, including a second, expanded summer camp at Colby.
• In partnership with the Office of Hispanic Ministries over 120 persons attended a revival of the Hispanic Family Retreat on Labor Day weekend at Colby Ranch and further work to expand the Spanglish youth leadership event in 2016.
• In partnership with the Office of the Bishop conference and Lazy W Ranch staff planned and led the first annual Bishop’s Confirmation Retreat in March 2016, attended by 111 youth and leaders from five districts and 13 churches. The theme, “Inspiring the World”, focused on the conference’s vision statement and how the youth and their churches can live this vision in their lives and communities. A similar event for Hawaii is planned in December 2016 and will be repeated in March 2017.
• In partnership with the AIDS Task Force, Cal-Pac Camps and Retreats continued to help lead Strength for the Journey camps for San Diego (at Cedar Glen), Orange County (at Camp Sky Meadows), and Los Angeles (at Colby Ranch).

FINANCES
• Center operations at Aldersgate, Arroyo Grande, Cedar Glen, Colby, Lazy W and Wrightwood completed the 2015 year with $2,710,518 in income and $2,729,064 in expenses.
• For the six centers Aldersgate, Arroyo Grande, Cedar Glen, Colby, Lazy W and Wrightwood 21.6% of the income in 2015 came from United Methodist retreat events or Cal-Pac Conference programs including summer camp.
• Income from other denomination religious events was 26.6% and other non-profit group events was 26.9% with 19.2% of income coming from school contracts.
• Personnel costs have topped 50% of expenses due to increases in minimum wage levels and benefit costs. Insurance (5.1%), Maintenance (10.7%), Utilities (8.8%), Food (11.3%) and Program Expenses (4.6%) make up the rest of expenses at the sites.
• The sale of Camp Sturtevant was completed in April 2015. Camp Cisquito and Camp Arroyo Grande are still listed for sale with the process being managed by the Trustees.
• A new system is in place for retreat groups to book events via credit card and a new summer camp registration system is in use for 2016.

Submitted by: Rev. Riley McRae, Chair Rev. David Berkey, Director

CABINET MATTERS
See REC 16-6 Clergy Background Checks and RES 16-8 Discontinuance of First UMC Lake Elsinore.

CANDLER SCHOOL OF THEOLOGY
For more than 100 years, Candler School of Theology at Emory University has prepared real people to make a real difference in the real world. Since our founding in 1914, over 10,000 students have graduated from Candler, where they have been shaped as Christian leaders who put faith and love into action, transforming the name in the Jesus Christ.

One of 13 official seminaries of The United Methodist Church, Candler is also one of seven graduate professional schools of Emory University, a top-tier research institution offering extensive resources and a rich context for study. Our location in Atlanta provides a learning environment that reflects the highly diverse communities of the 21st century. Simply put, there is no better place for ministry preparation that
addresses our major denominational priorities: developing leaders, starting and growing churches, ministry with the poor, and improving global health.

In order to keep pace with the needs of the church and the world, Candler now offers 17 degrees: seven single degrees and ten dual degrees pairing theology with bioethics, business, development practice, law, public health, or social work. One of our newest degrees is a retooled Doctor of Ministry that is 90 percent online, so students can remain in their places of ministry as they study—and apply what they learn in real time. We’ve also partnered with the University of Georgia’s School of Social Work to create an MDiv/MSW where students learn to maximize their effectiveness by combining pastoral skills such as spiritual counseling with social work practices such as family therapy and community assessment.

Our student body continues to reflect the diversity and breadth of the Christian faithful. 466 students are enrolled, with 48 percent women, 34 percent people of color (U.S.), and a median age of 29. Students represent 44 denominations, with 51 percent coming from the Methodist family. 82 percent of students are seeking a degree to prepare them as ministry professionals.

Candler has a deep commitment to alleviating student debt and employs a multi-pronged approach to tackle this issue. In 2015-2016, we awarded nearly $5.5 million in Candler scholarships, with 92 percent of MDiv students and 84 percent of all students receiving support. And our comprehensive financial literacy program teaches money management skills that serve our students now and will continue to serve them—and the churches they serve—well into the future.

At the end of the 2015-2016 academic year, Candler says goodbye and Gods speed to a handful of noted faculty as they retire: Barbara Day Miller, Luke Timothy Johnson, Steve Tipton, and Bishop Woodie White. Yet even as these legends take their leave after distinguished careers of scholarship and service, we look forward to welcoming a new crop of scholar-leaders who will join us in the coming months and grow with us in the coming years. We are especially pleased to welcome Bishop Larry Goodpaster, who will join the faculty as bishop-in-residence in the fall of 2016.

Candler draws considerable strength and inspiration from its relationship with The United Methodist Church. Our ability to fulfill our mission of educating faithful and creative leaders for the church’s ministries in the world depends upon your support, gifts, and prayers. Thank you for the countless ways you advance this vital ministry in the life of our denomination. Visit us in person in Atlanta or online at candler.emory.edu to see firsthand how Candler prepares real people to make a real difference in the real world.

Jan Love
Dean and Professor of Christianity and World Politics
Candler School of Theology

CLAREMON THEOLOGY

CHARTING THE COURSE
Claremont School of Theology (CST) stands poised to enter one of the most significant periods of growth in its history. Last July, the Board of Trustees approved a new strategic plan, entitled “Leveraging Our Past to Build Our Future.” The plan, which sets CST’s course for the next five years, identifies three strategic goals:

1. Promote Transformative Education
2. Engage Local and Global Communities
3. Achieve Long-Term Institutional Sustainability

All three goals support CST’s driving purpose of Creating a Difference for the Church and for the world. The 2015-16 academic year has seen several significant strides taken towards achieving these strategic goals.

CST has invested in growing and developing its programs offered in Hybrid/Online format, which allow students to take advantage of the transformative education that CST offers from wherever their lives are rooted. Students travel to Claremont for two weeks out of the year to take part in intensive in-person,
collaborative work, while the remainder of coursework is completed in the context of their current lives and vocations.

CST began offering its Master of Divinity degree program in Hybrid/Online format in the fall of 2014. Enrollment for students in the Hybrid/Online program now equal that of the residential program. In January 2016, CST launched a brand new Hybrid/Online Doctor of Ministry (D.Min.) in Spiritual Renewal, Contemplative Spirituality and Strategic Leadership. The program offers clergy and professional lay leaders an opportunity to refresh their perspective on vocation and ministry, while pursuing an individualized research topic over a two year period. Half of students enrolled in both programs are United Methodist.

Shortly after the Strategic Plan was approved, resources were applied to pursuing a new Campus Master Plan for the School. DCG Real Estate, a consulting firm specializing in master planning efforts by churches and schools, was contracted to evaluate the current campus infrastructure and make recommendations for meeting the School’s 21st century needs. In February 2016, the Board approved a period of discernment to evaluate whether it might be possible for CST to engage in a shared land deal with Claremont United Methodist Church, which is also evaluating its campus. In August 2016, the Board of Trustees will evaluate whether such a deal will help CST to achieve its strategic goal of long-term institutional sustainability.

On February 28, 2016 Claremont Sunday was observed for the second year in a row in the California-Pacific Annual Conference. Claremont Sunday offers an opportunity for the Annual Conference to celebrate its relationship with its seminary. Faculty, staff and students were invited to preach and share updates on the School at congregations throughout Southern California. And a special offering was taken to support CST’s mission to lift up the next generation of clergy and lay leaders for The United Methodist Church.

CST is saddened to share the news of the death of Professor Cornish Rogers, the School’s first African-American tenured professor. Prof. Rogers served United Methodist churches in Boston, New York City and Los Angeles. He served as News Editor for The Christian Century and was a classmate of Martin Luther King, Jr. at Boston University.

Claremont School of Theology is looking forward to having a presence at the 2016 General Conference of The United Methodist Church in Portland, OR. Alumni/ae, friends and those interested in pursuing a call to ministry are invited to stop by its booth to catch up and learn more about degree programs at CST. Special events will be held for alumni/ae and friends during General Conference. For details, contact Director of Alumni/ae Relations Noemi Ortega at nortega@cst.edu or (909) 447-2545.

The year ahead promises to be full of impactful ministry for CST, as it continues in its mission to Create a Difference for the Church and the world. Stay connected to life at CST by visiting cst.edu or following CST on social media on Facebook and on Twitter @CST_News.

**COMMUNICATIONS, CONFERENCE**

With the adoption of the Communications Strategic Plan in 2015, the Communications efforts of the California-Pacific Conference have been strengthened through greater agility and capability over the course of the 2015-2016 ministry year.

This is, in large part, a result of the deep collaboration between the Communications Commission and the Director of Communications that met in July and October of 2015 and is scheduled to consult in April of 2016. Each of the meetings resulted in recommendations based on the needs of the local church as well as basic contemporary communications practices. The recommendations included the following:

- to continue building a robust database of contacts that includes more local church members
- to provide local churches with a “resource package” that includes instructions on practices as well as opportunities for new website design and information on audio/video hardware
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- to provide support and practice quality assurance so that our communications keep up with the times
- to research why members of our churches become members as well as to understand the needs of those, especially known as “millenials,” who do not

The efforts of the Office of Communications, based on these recommendations and in implementing the Communications Strategic Plan, led to the accomplishment of a number of projects including the following:

1. Communications School (c.school) 2015 - 90 participants gathered in La Mirada for the very first all-day Communications School with numerous “how-to” workshops. calpacumc.org/cscool

2. Communications Laboratory (c.lab) 2016 - 25 participants from the Channel Islands Mission Area analyzed their local church’s communications efforts based on contemporary marketing strategy and tactics. calpacumc.org/clab

3. Cal-Pac Academy - The first “batch” of workshops, in the area of Communications and in video form, is now online at calpacumc.org/academy

4. “One-Pagers” - Guidelines on basic local church communications have been made available as “one-pagers” at calpacumc.org/localchurch

5. Website Design Pilot Program - Five local churches were selected for, and completed, a pilot program that provided a pre-designed website, training on managing the website, and two years of hosting and domain costs for a small, one-time fee.

6. Membership Research - A survey was conducted of local church members who had become a member in the past five years. Questions were posed to gain insight into what motivated the decision made to become a member. At the time of writing of this report, the data is being analyzed and a report will be made available with communications recommendations.

Going forward, our plan is to continue the ongoing efforts listed above as well as to implement the main externally focused project of the Communications Strategic Plan which is the development of an millennial-focused online publication.

Prepared by Rev. Lydia Sohn, Chair of the Communications and James J. Kang, Director of Communications

CONNECTIONAL TABLE

2015-2016 was an organizational year that had many new faces coming together to work on taking the Vision Statement adopted by the Annual Conference, Inspiring the world as passionate followers of Jesus Christ so all may experience God’s life-giving love and began the work of developing a Comprehensive Strategic Plan for the California-Pacific Conference.

Our first task was to organize ourselves in this new structure that was adopted at the 2015 session of the California-Pacific Annual Conference, get to know who all the leaders were, define our work as a body and begin working on behalf of the Annual Conference. At our initial meeting in September of 2015 we got right to work, as we got to know a little bit about each group, committee or area of ministry that is part of the connectional table. We listened to the purpose, function, hopes and dreams of each person at the table and then began developing a framework and process whereby each area of ministry that relates to the Connectional Table would begin working on creating clearly defined strategic initiatives. We looked at how our work not only relates to the vision of the California-Pacific Annual Conference, but the four foci of the denomination of: Developing principled leaders, Renewing congregations, Reducing poverty and addressing the needs of the poor and Improving health globally. There was midyear reporting of each groups work and then a standardized format was adopted and each group went back to refine their strategic initiatives. Those individual initiatives that are being presented at this year’s session of annual
conference will become the basis for the work of developing the Comprehensive Strategic Plan for the California-Pacific Conference in 2016-2017.

The culmination of that work came together at our March meeting when each of the areas under the connectional table reported their work on the strategic initiatives. Their work is contained in a detailed report that can be downloaded from the conference website at www.calpacumc.org/connectionaltable.

While developing strategic initiatives was the major work of the connectional table, it was not all that we did. We continued our work with CFA to develop the proposed 2017 Conference Budget. As chair of the connectional table I continued to work with the reformulated Conference Staff-Relations Committee. This year, with Executive Director of Connectional Ministries, Rev. Stephen Hundley’s decision to take the position as President and Chief Operating Officer of the United Methodist Insurance under GCFA, I was involved in the interview of candidates for the new Executive Director of Connectional Ministries.

On a personal note, as the interim chair of the Connectional Table it has been a blessing to work with such dedicated and passionate followers of Jesus Christ who are inspiring the world so all may experience God’s life-giving love. Five years ago, when I received a call from a member of the conference Nominations Committee to be on a new conference leadership team being proposed that year was an exciting opportunity. There has not been a dull moment in my life ever since. First being elected to be the vice chair of the Navigation Essential Ministries Team and chair of the mission-vision discernment team was a surprise. My hope and prayer leading into that meeting was to be a part of a team that would help the conference develop a clearly defined vision and strategic plan. Five years later, as last chair of the Navigation Essential Ministries Team and the interim chair of the connectional table it has been a blessing to work with the great staff, volunteer elected leaders and Bishop Carcaño. Finally, I want to thank the conference for putting their trust in my leadership.

Peace and Grace in the name of Christ Jesus,
Rev. David McGlocklin, Chair – Conference Table

DISTRICT SUPERINTENDENT: EAST DISTRICT

The highpoint of 2015 in the East District was the visit of Bishop Carcaño for 4 intentional days she spent with us in September. I thank our excellent planning team who offered opportunities for a variety of events that spanned the geographically large East District. In every setting there was prayer and opportunities for people to interact with the Bishop. We also focused on Imagine No Malaria and distributed large numbers of donation boxes to be taken back to the local churches in their local efforts.

It was my joy to travel with the Bishop to all these events and to share the deeper celebrations and struggles of the communities in our district. I extend my gratitude to the local congregations who hosted the following events and for the deepened relationships they created:

- Four Bishop’s Listening Hours allowed Bishop Carcaño to listen and share directly in smaller gatherings with clergy and laity on a variety of topics.
- ‘A Taste of Culture Dinner’ highlighted an evening of ethnic foods and cultural presentations.
- Fellowship & Luncheon hosted by the Greater San Gabriel Mission Area.
- Messy Church for kids and families allowed us to walk in the Footsteps of Jesus with paint on our feet!
- Tour of David and Margaret Youth and Family Services, one of our UMW National Mission Institutions and to see the progress on the new apartments for young adults who age out of the foster system.
- Participated in Breakfast Program at Joshua Tree UMC, one of our smallest and poorest churches, who have organized 12 partner churches to assist them in feeding members of that community weekly.
- Bishop preached on Sunday morning at Chino UMC and at the large worship gathering at Bell Memorial UMC as our last gathering on Sunday afternoon.
- Our ‘set apart’ time was so fruitful that Bishop Carcaño is planning to do a similar intensive time in each district over the next few years.
Another highlight of the year was the announcement that the East District surpassed the goal of a 1% increase in apportionment giving. Our 4.2% increase demonstrated a deep and growing commitment to the ministries of our connectional system and I thank the clergy and laity who obviously gave this great effort. Every church gave something towards our apportionments!

I thank Karen Britten, our Administrative Assistant for her fine work and helpful attitude. Special thanks to our outgoing District Lay Leader Ralph Hogan and Annie Solomon, Associate Lay Leader, who are active in so many ways. There are also very hard-working members of our District Committees. I offer special gratitude to the chairs of these committees - David Palmer, District Planning and Strategy, which gives enormous hours in resourcing local congregations; Niponi Finau, Superintendency Committee, that provides support and counsel to me; John Yoon and Amanda Burr, District Union, that deals with legal and property issues; Lynn Reece and Floyd McKeithen, District Committee on Ordained Ministry, that does incredibly complex work with those who seek to become certified candidates as a local pastor or as ordained clergy; Ben Ellis, Building and Location Committee, that assists in local church properties; Liz and Bert Roark, Lay Servant Ministry, that offers leadership training for laity; and Don Leiffer, who edits the District Newsletter.

The Readiness 360+ program, led by Rev. Nicole Reilley, is concentrating this year on the East District. 12 churches are engaged in the program that involved each church taking an online survey. Armed with that information, they are spending 15 months in learning, planning and carrying through ways to revitalize their churches with attention to Spiritual Intensity, Missional Alignment, Dynamic Relationships, and Cultural Openness. It is great to see their energy and commitment.

We continued to support our churches with 3 “How-To Workshops” with sessions offered in English, Spanish and Chinese languages. Our district also hosted a “Tables I, II, III” workshop by Archana Carey and Joyce Zirkle, from our Conference Treasurer's Office.

It continues to be a joy (and sometimes a challenge) to serve as a District Superintendent! In this second year, I appreciate the growing relationships with pastors and laity and the opportunities to work with so many churches throughout the year. I treasure the Bishop and my colleagues on the Cabinet as we work together to support one another in our ministry. My prayer and my belief is that the East District is growing stronger and more fruitful as we focus on growing worshipping congregations who serve their communities in Christ’s name.

DISTRICT SUPERINTENDENT: HAWAII DISTRICT

For me, 2015-16 was a year of transition going from a local church to the beautiful Hawaii District. It is my privilege and honor to serve the most diverse district in terms of racial, cultural and ethnic background in our Annual Conference. The people in Hawaii live in the spirit of Aloha harmoniously.

First of all, I would like to express my sincere appreciation to the members of the Hawaii District, the Superintendency Committee members and staff whose spirit of caring and openness moved me. Their welcome inspired and helped me very much as I settled in my new environment. In the months of July and August, I also spent much time getting acquainted with pastors, laity and their ministries in my new ministerial setting.

HIGHLIGHTS OF THE DISTRICT:
- **Consecration Service at Aiea Korean and Pacific Islander’s Fundraising for Imagine No Malaria Campaign and Worship:**
  - The highlight of the District in year 2015 was a visit by the Bishop for two special occasions:
    - 1) The Consecration of the new Sanctuary of Aiea Korean United Methodist Church on December 20th. After years of prayers and dedication, they were able to consecrate their new spiritual home which costed $11 million. It was such a joy to witness the historical moment where the sanctuary was consecrated by our bishop
who offered our thanksgiving and praise along with members and friends of Aiea KUMC;

- 2) The Pacific Islanders united for the “Imagine No Malaria” Campaign and worship on December 20th. $16,000 was raised that day. More than 10 Tongan and 2 Samoan churches participated in the cause.

**Apportionment Giving:** The District accomplished 100% in apportionment giving in year 2015. The District is small in size but they are very faithful for their connectional obligation. I appreciate all members of every church and their pastors whose effort made it possible.

**COMPASSION AND JUSTICE MINISTRIES:**

- **Acts of Repentance:** My interfaith involvement with the Hawaii District started on September 4th which had a special celebration commemorating the last queen of Hawaii, Queen Liliuokalani. The District continues our endeavor of “Acts of Repentance” in seeking justice and peace for the people in Hawaii, especially for Native Hawaiians. I appreciate the chair of the committee, Rev. Piula Ala'ilima and its members.

- **The First LAP:** The District continues to support First LAP (Life After Prison) for its financial and organizational matters. I deeply appreciate our District Lay Leader, Francis Fukumoto and Patrick Zukemura for their guidance and prayerful support for the ministry.

- **Micronesian Ministry:** Calvary Korean United Methodist Mission provides a place of worship, fellowship and meals for Micronesian children who are coming into their church. The District is supporting their ministry as helping them to provide a vehicle for the ministry.

**EDUCATIONAL OPPORTUNITIES:**

- **How to Workshop:** The District provided educational opportunities to lay and clergy through the workshop which covered the subjects: Board of Trustee, Stewardship, How to Teach Lay Speaking Classes and the Role of the Staff Parish Relation Committee. The SPRC class led by trilingual – English, Korean, and Tongan for their language convenience. I appreciate the connectional leaders of the Conference, Rev. Greg Batson and Archana Carey (Conference Treasurer) and Revs. Amy Wake and Linita Moa for leading various workshops. I also had a chance to teach in the Korean language for the SPRC class at the workshop.

- **The Britt Lecture:** Professor Jack Jackson of the Claremont School of Theology was a speaker for the Britt Lecture in 2016. The lecture’s main topic was Evangelism and focused on core values of John Wesley’s teaching of Methodism. Loyd Allan will be a speaker of 2017 Britt Lecture who is a professor of McAfee Scholl of Theology and will focus on “Christian Spirituality.”

- **The Walk to Emmaus:** Continues to provide leadership development opportunities to lay and clergy. This ministry is very active in the Hawaii District.

- **Lay Servant Ministries:** Hawaii District has been blessed with so many Lay Servants and Certified Lay Ministers under the leadership of Winnie Ching whose efforts made possible this amazing ministry in the Hawaii District.

**Refurbishment of Wesley Foundation Parsonage:** The year of 2015 was a year to remodel the Wesley Foundation parsonage which was neglected for a very long time. Hawaii United Ministry Union spent approximately $220,000 to repair and make necessary upgrades to the house which took 6 months. Our special appreciation goes to Patrick Zukemura, Chair of the Building and Location Committee, whose efforts made this project possible.

I am grateful to all the members of the district for their strong commitment and faithful response to God’s call, which will continue to sustain Hawaii district to be a sign of hope for the world.

Aloha to all!
This is the first year I have been privileged to partner with the North District church’s but not the first year of our work together. I have been serving in the North District for 28 years, much of that time at the Palmdale UMC and in camping and outdoor ministries. The prayer of Jabez includes the statement “expand my territory” and this has been answered. My territory includes the church communities from the Eastern Sierra Cooperative Parish (Bishop, Big Pine, Independence) all the way over the mountains to the ocean to Morro/Estero Bay and Paso Robles.

Paso Robles 1st UMC is a new ministry (restart) that has been supported by you- the Cal-Pac Conference- through the New Ministries EMT, the North District Union, the North DPAS, and the Cabinet. Currently worshipping 45 people with 10 new members and one baptism in just 10 months. I want to give thanks to all the persons who have given hundreds of hours volunteering to make this growing ministry a blessing to this growing Central Coast region.

Our territory’s southern boarder includes Malibu, North Hollywood, Immanuel Korean, and Holliston/Pasadena with all UMC’s along the 101, 134, 126, 210, and 14 freeways. Because of the geographic challenges of gathering the North District clergy and laity, we have continued to realign and strengthen the 18 Mission Areas of churches. I was able to meet with all the pastors and many lay leaders of our 85 church and mission ministries this first year. However, I look forward to working with so many more North District servant leaders this coming year.

We strive to bring churches in these Mission Areas together in a shared ministry and mission of. Churches are beginning to invest their individual resources into collaborative children’s, youth, and young adult discipleship gatherings. Churches like Christ Our Savior: Quartz Hill, Palmdale, and Lancaster; Altadena, Scott, and Pasadena 1st; St. Mark, University, and Santa Barbara 1st; Bardsdale, El Buen Pastor, and Santa Paula 1st; are just a few examples of UMC’s changing lives through their collaborative work with the Holy Spirit’s guidance.

We are beginning to refocus our efforts to lift our eyes from the needs of the church to see the needs of the families around us. The North Hills Mission Church (formally Sepulveda UMC) has been supported by the North District, our Conference, and the General Church through the Welcome Center. But the real stories are the unaccompanied children, displaced families, immigrant persons, and pockets of poverty being addressed by this mission church. Many of the North District churches are involved with assisting undocumented adults and children, but North Hills is breaking new ground with person-to-person, life and death ministry. We will continue to work on finding funding and sustainability for this new mission outpost.

The North District is not only geographically diverse with beach, mountain, valley, high desert, agrarian, industrial, suburban, and urban communities; we are also theologically, economically, socially, and culturally diverse. All members are called to serve our Lord Jesus Christ with life-changing love. We are in deeper conversations so that North District congregations can face more difficult decisions and specific ministries regarding issues around Sanctuary Churches, Reconciling Congregations, and advocating against Human Trafficking.

I want to thank the lay leadership, the pastors, the young adults, the youth and children of the North District for receiving me as their DS and pulling together to serve. I also want to thank our District Lay Leaders, Officers, and Dorrel Atteberry (Administrative Assistant) of the North District who make this ministry possible.
The 2015-2016 Appointment year began by welcoming newly appointed pastors into our midst with gatherings at the homes of Rev. Craig Brown and Rev. Robb Fuesler. Our thanks to these two pastors and their families for their generous hospitality. One of the new leaders we welcomed into our midst is Julie Walker who came to us from Kentucky to become the new director of Wesley Student Ministry at SDSU. Under Julie’s leadership we are envisioning a new model of ministry to and with college age students and young adults on the South District.

During 2015 and 2016 our new Border Ministry Team under the leadership of founding Chair Rev. Luis Garcia and the new Chair Rev. John Fanestil, partnered with the Justice and Compassion Essential Ministry Team in establishing a “Welcome Center” for unaccompanied minors and those displace by deportation and other border related issues at Escondido UMC. Rev. William Debos and Pastor Ruben Torres have become essential partners with us in ministry to this marginalized population and are developing one of the most exciting ministry partnerships in our Conference as they merge the English and Hispanic members into a unified ministry.

Three new ministry starts have also begun on the South District. The First United Methodist Church of San Diego in partnership with our conference New Ministry Essential Ministry Team and PATH I the General Church new ministry program has begun the process of establishing a new ministry with Rev. Joshua Clough as a New start Resident at San Diego First and is growing a new community that will soon launch. Chula Vista First UMC under the leadership of Senior Pastor Rev. Brian Parcel and Associate Pastor Rev. Francisco Garcia-Velasquez has also taken on the challenge of a new start in the Eastlake Otay Ranch area of South Bay and are reaching new people in new places. Rev. Luis Garcia of Nestor UMC will begin a Hispanic Ministry New Start July 1, 2016.

In January of 2016 60 clergy and lay persons gathered at the Eastlake Country Club for the “Imagine No Malaria Golf Tournament”. In our first effort with a District Golf Tournament fund raiser, we raised $3,000 for the Imagine No Malaria campaign!

Apportionments for 2015 came in at 83.65% in the South District which is an increase over the last two years and added to the 2.7% overall increase throughout the conference. In addition, 36 of our churches reach 100% or more in apportionment giving.

The South District also hosted some important guests in the first 6 month of 2016. The General Council on Finance and Administration held their annual meeting in San Diego during February and spent a day in mission and service at the food distribution centers at Imperial Beach UMC and the Good Neighbor Centers at Nestor UMC and Chollas view UMC. In addition, the Border Ministry Team hosted them for a tour of the border and oriented them to the needs of people impacted by border life and the ministries being developed to assist them. In addition, Bishop Minerva G. Carcaño spent Holy Week with us preaching on Palm Sunday at St. Marks UMC, Maundy Thursday at North Coast UMC, visiting on Good Friday with Nestor UMC, Holy Saturday at San Carlos UMC and bringing the Easter message at Murrieta UMC.

God is surely doing a good thing in the South District of the California Pacific Conference!

Faithfully submitted, by Rev. John Farley South District Superintendent
As I complete eight years as District Superintendent, I am proud to report there is a faithful and fruitful witness of mission and ministry throughout the West District.

Goals achieved for 2015-16

Leadership – We shall identify, assess, and develop principle leaders (local churches, dCom). The district committee on ministry continues to develop principle leaders.

The district committee on ordained ministry (dcom) has done an excellent job in providing space for inquiring candidates to have an “introduction” conversation with the committee. Conversations have continued with the DS and Candidates this year – allowing the candidates to meet with the DS regularly to discuss their individual and collective process toward becoming a fruitful UMC local pastor and/or commissioned Elder or Deacon. The District Lay Servant Committee continues to engage laity in ministry development and subject matter expansion with a fall session (Saturdays) and spring session (Monday nights).

New Ministries – We shall identify, assess and recommend opportunities where God is calling us.

In partnership with the Cabinet, West District Union, United Methodist-Living Into The Future Foundation, Connectional Ministries staff, and District Planning and Strategy - there were intentional appointments made to La Trinidad UMC (revitalization) and in October 2015 The New Paramount, a new start (part-time). The two ministries have shown fruitful signs of faithfulness and God’s witness. We look forward to these two continuing and adding a new faith community in another part of our district very soon (e.g. Downtown Long Beach, Latino Mid-City, and Downey Multi-Cultural service).

Global Health – Let us continue to work toward our Imagine No Malaria pledges and our share of the three (3) million dollars to which the California-Pacific Annual Conference is committed.

We express our thanks to the West District Union, United Methodist – Living Into the Future Foundation (UM-LITFF), and every church that made their best effort for the California-Pacific Annual Conference to reach our 3 million dollar goal.

Working with the Poor – Let us continue to identify areas of partnership with the poor where our working together will strengthen and encourage.

The West District continues to engage in “working with the poor” through the ongoing ministries of the local church - including Loaves and Fishes (collaborative food program), after-school programs, and specific projects at various venues (La Plaza, Casa Shalom, JW Apartments, Pico Rivera, and The New Paramount).

New Wine Skin

The churches of the 91/5 Mission Area (Anaheim United, Native American, Anaheim Tongan Fellowship, West Anaheim, Grace River, Orangethorpe, La Palma, and La Palma Korean) continue to live into the vision of “New Wine Skin.” Native American UMC has partnered with Native American Fellowship for a greater Southern California witness, being the embodiment of “the world as our parish.” Orangethorpe UMC (English and Latino/Hispanic) and Grace River Korean UMC are engaged in a three-ministry youth program that continues to show fruitfulness among the young people. Orangethorpe is leading the way with a “Living Water” Shower and Laundry ministry. A trailer comes twice per month offering showers and laundry services to those needing the services. West Anaheim continues to grow into their merger with Anaheim Vietnamese. La Palma and La Palma Korean are excited about the approval and support from the City, the West District Union, and the United Methodist Federal Credit Union for their building project’s next phase.
Path1/SBC21
Holman and Wilshire were a part of the Cabinet/Path1 assessment process. Path1/Strengthening The Black Church for the 21st Century partner partnered with Holman on their next level. Wilshire is focused on one ministry with two languages (English and Korean multi-culture) which continues to give us a witness among us.

South Los Angeles Initiative
This past year Strengthening the Black Church for the 21st Century became partners with a few South Los Angeles Mission Area churches – Bowen, Wesley, Hamilton, Faith, and St. John’s. A coach was assigned to each church working with the pastor and church leadership in living into a revitalized future for the current community.

Play it Forward (¶213)
Our district Planning And Strategy committee (dPAS) continues to work with churches in assessing their concerns. This year the assessment included: Venice UMC, First UMC LA, Lakewood First, and Bellflower First. Hollywood North Campus continues to grow their witness in Toluca Lake.

Here in the West District individual churches continue to grow in their faithfulness, fruitfulness, and financial giving to mission and ministry.

Apportionment Giving
The West experienced the highest apportionment giving (83.1%) within the district in my eight years – what a way to complete my time with the people of the West District.

Teamwork within the District
I am thankful to the district leaders, both clergy and laity, for a faithful and fruitful 2015-2016. And as we move toward 2016-17, we shall part ways, but remain constant in our call to faithful and fruitful ministry with whomever, and where ever God calls us.

I am honored to have served as an extension of our Resident Bishop of the United Methodist Church, Bishop Minerva G. Carcaño. I thank God for her leadership and witness among us. In partnership with the awesomeness of God, in humility,

Kathey M. Wilborn

DREW UNIVERSITY THEOLOGICAL SCHOOL

A Cohering Vision: Curriculum, Community, Co-Curricular Initiatives
After much collaborative discussion, discernment, and evaluation of the current state of theological education, those of us who lead, teach, and support Drew Theological School have launched on an ambitious course. Nearly 150 years after our founding, we envision a future as bright as the best eras in our past. I am pleased to share with you here the concrete steps we have taken—and are taking—to bring this future to light.

First, our efforts have been attentive to the history of Drew, in particular its Methodist roots, its long commitment to the Church and its ministries, and draw from this wellspring for inspiration and direction. Also, we have honored our progress to achieve denominational, ethnic, gender, and racial diversity in our faculty and student body. This rich diversity has become both a hallmark of Drew and an expansion of our wellspring. Forces beyond our campus—notably, that the reasons for pursuing a theological education and expected outcomes are shifting dramatically—further press the need for us to align our vision and its supporting systems with our communal reality.

Given this imperative, we are focused on the three “C’s” of our cohering vision: redesigning our curriculum, strengthening our community of learning, and deepening training through revived co-curricular initiatives. These three aspect of a Drew Theological School education will work together to enable us to to empower creative thought and courageous action to advance justice, peace, and love of God, neighbor, and the earth—as well as uniquely position us to lead evolving expressions of Christianity.
Designing distinct pathways from curriculum to vocation
To remain meaningful and offer the greatest value to our students, each of the six degree paths that we offer must be as distinct as the ministry to which it leads. For example, our Master of Arts in Ministry program, which forms students for the broadest spectrum of theologically-informed advocacy and ministry, or our DMin program, which has become the “new” terminal vocational degree, must be custom rebuilt for current and emerging student needs and outcomes. This also holds true for our Master of Arts, Master of Sacred Theology, PhD, and, most critically, our Master of Divinity programs.

We have achieved our roadmap for curricular change through a period of intentional discernment, which included discussion with consultants, and with colleagues at peer institutions, who led a curricular formation retreats with our faculty; through the discernment and guidance of our faculty, and with the generous financial support of the Jesse Ball duPont Fund. Our next steps include a comprehensive analysis of pedagogical and technological trends in theological education, enrollment, and outcomes. Our redesigned curricular paths will be announced in the fall of 2017, concurrent with the 150th anniversary of the founding of Drew Theological School and the 500th anniversary of the Protestant Reformation.

Student experiences rooted in community
Despite the increase in students pursuing their education through evening classes and online enrollment, we remain committed to the on-campus experience of community. This begins with a student-centered educational experience that better attends to the scheduling needs of our students, offers broader course content and availability, and more intentionally integrates vocational or career aspirations with coursework.

The success of these efforts are inextricably linked to scholarship support. Only by removing the financial barriers for students pursuing vocations can we hope to attract and retain the most promising students and free them to learn and grow in community. Related to tuition support is the need for more affordable and modernized housing for those students who choose to live on campus. Together, scholarship support and housing relief will also unburden our students from unsustainable debt.

Fostering innovation in ministry and the work of spirit-filled justice
To round out changes in our curriculum and on-campus learning experiences, we are also reviving co-curricular initiatives. The existing Center for Lifelong Learning will be recast as the new Center for Innovation and Leadership in Ministry and serve students, alumni, and others seeking to find creative and courageous approaches to revitalizing ministry. Here, programming will train pastoral leaders, in particular, for service in rapidly changing church environments, as well as position them to lead fearlessly and prophetically.

Our second co-curricular center will be an expansion of the current Communities of Shalom. This initiative will focus on action, advocacy, and social justice work in both pastoral and lay environments. Projects will range from student interns supporting the work of A Future with Hope in our home state of New Jersey, advancing social justice in non-profit settings across the country and around the world, initiatives which seek to transform and end systemic poverty, expansion of our Partnership for Religion and Education in Prisons (PREP) program, and teaching residencies at Drew for prophetic leaders.

Success so far through our One and All Campaign
As the 14th dean of Drew Theological School, I am deeply committed to continuing our long and distinguished legacy. To this end, our vision is innovative, forward-looking, and grounded in the practical needs of our students—we hope, too, that it is an inspiration to the various constituencies we serve. I fully subscribe to the inimitable words of Antonio Machado, that “we make the road by walking.” The road to this bright future we envision will be made by the dedication, determination, and generosity of those who love Drew and believe in its future.

Our vision is coming to light, in part, because of the generosity of our many alumni-donors and friends. Our One and All fundraising campaign has raised more than $12 million to date for the Theological School and has seed-funded many of our burgeoning efforts.

Also, I encourage our alumni to embrace your power of influence to help grow philanthropic support for Drew Theological School. Many of our largest gifts have come from the influence of alumni, particularly pastors who serve in our church communities.
Yes, the needs ahead are many, yet our hope is high for a bright future for Drew Theological School. The road is made by walking. Let’s walk it together.

The Reverend Dr. Javier A. Viera
Dean of the Theological School
Professor of Pastoral Theology

**EQUITABLE COMPENSATION**

This commission operates under two primary Disciplinary mandates:
1) pastors are entitled to equitable compensation;
2) each local church has primary responsibility for paying their pastor.

- Equitable Compensation Standards

To establish equity in compensation, standards are recommended by the commission and approved by the Annual Conference. We are also mandated to report the median housing allowance each year for our Annual Conference so pastors and churches have a reference point to evaluate their own housing allowance amounts. The **2016 Median Housing Allowance remains at $24,000 as it has since 2008.**

The commission also recommends to the Annual Conference salary tables for use in calculation of clergy minimum salaries for the following year. (See the tables below) The method for creating these tables must be approved by the Annual Conference and then continues year after year until the Annual Conference votes to change the method. Changes to the method were most recently made and approved in 2015.

Current method of creating minimum salary tables: The Median Conference Salary (MCS) for 2016 is $53,059 (a 2.38% increase over 2015 MCS). The figures on these tables are based on the "adjusted MCS" which equals 99% of MCS for 2016 or $52,528 (a 1.34% increase). The “adjusted MCS” is placed on year 25 of the salary table for FM (full members). The salaries at all other years of experience are calculated in relation to that figure.

**The Commission on Equitable Compensation recommends for approval the minimum salary tables found below.**

### 2017 Minimum Salary Schedule FM

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### 2017 Minimum Salary Schedule PLA

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2017 Minimum Salary Schedule PLA
Using MCS method, reflects rules changes approved at 2015 AC

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Additional information about minimum standards for clergy salary and benefits is available on the Conference website under Charge Conference forms. (Appendix B – Minimum Compensation Standards)

- **SALARY SUPPORT GRANTS**

CEC administers the Equitable Compensation (EC) fund, which provides salary support grants to churches facing a temporary, circumstantial financial shortfall that prevents the church from paying its pastor. The Conference’s “5-Year Rule” reduces over time the maximum amount that can be awarded to a church, to enforce the Conference mandate that such grants should be temporary.

In addition, CEC administers the Vital Presence (VP) fund, which provides salary support for churches that are designated Vital Presence because they serve a region or segment of the population that would otherwise not be served. They are not expected to become self-sustaining and therefore are exempt from the 5-year rule.

The allocated funds for EC and VP grants did not increase for 2016 from 2015 and still remain far below historical levels. This reduction in grants possible because of a great deal of hard work by the Cabinet, the various District Planning and Strategy Committees, the CEC, and many local churches, all seeking to minimize the burden on apportioned funds and to maximize the number of self-sustaining churches in the Conference.

So far this year, $341,429 has been approved in grants. Of the total, grants to churches designated Vital Presence equal $136,350 or 40%. Mid-year additions or changes in grants (which have not yet been evaluated) might increase the total by approximately $16,000 maximum. Because of the limited amount budgeted for these grants, many churches that requested assistance did not get any grant money and most churches that requested money did not get as much as they anticipated needing.

See below for a list of current grant amounts by district and church. Many of these grants are for only 6 months and the others are for 12 months.

**East:** Big Bear $9,000 (VP); Brea $10,000 (EC); Hesperia $20,000 (EC); La Puente $9,329 (EC); Joshua Tree $22,805 (VP); Riverside Wesley $15,000 (EC); San Bernardino $7,500 (EC); San Dimas $20,000 (EC); Twenty-Nine Palms $10,000 (EC) Total = $123,634

**Hawaii:** Saipan Immanuel $17,362 (VP/NM); Waianae-English $14,439 (VP); Waianae-Tongan $6,000 (VP) Total = $37,801

**North:** Christ-Santa Maria $12,000 (EC); Crescenta Valley $24,000 (EC); Shandon $8,941 (VP); Hansarang $20,000 (NM); Ojai $20,000 (EC) Total = $84,941
South: Descanso $35,000 (VP); El Cajon $7,500 (EC); Jacumba $6,803 (VP); Point Loma $21,250 (EC), Westminster Good Shepherd $8,500 (EC) Total = $79,053
West: La Plaza $16,000 (VP) Total = $16,000

Thank you to the members of CEC for their service, and to Jan Hanson and Wanda Bethea for their support as conference staff.
Rev. Cindy Arntson and Steve Hable, co-chairs

ESSENTIAL MINISTRY TEAM, JUSTICE AND COMPASSION
Chairperson: Rev. Sunyoung Park
Vice-chair (Church & Society Section): J. Luis (Jolo) Buktaw
Vice-chair (Global Ministries Section): Rev. Holly Reinhart-Marean

As the people of the California-Pacific Annual Conference seek to “be church” in our particular localities, living out our calling to work for and witness to the justice, peace and loving wholeness that God intends for the world, the Justice & Compassion EMT’s purpose is to empower, connect and resource laity, clergy, congregations and communities as they meaningfully engage in ministries of justice and compassion both locally and globally. In this way we contribute to our common task of inspiring the world as passionate followers of Jesus Christ, so all may experience God’s life giving love. The JCEMT also serves to connect the congregations and ministries of our conference to the work and resources of the General Board of Global Ministries and the General Board of Church & Society.

The full JCEMT has met twice since Annual Conference 2015. In October 2015 we meet for a 3-day Planning Retreat focused on strategies for living out our conference vision in all the areas of justice & compassion ministry addressed by our Task forces. Our meeting on March 5 included continued work on our contribution to the conference strategic plan including the following 3 JCEMT Strategic initiatives: #1) Organizing to Engage in Ministries with the Poor; #2) Strengthening Missional Partnerships between Cal-Pac and the Global Church; #3) Developing a New Generation of Young Adult Leaders in Ministries of Justice and Compassion.

TASK FORCES

Abolition (Human Trafficking) Task Force:
The mission of the Abolition Task Force is to help educate churches about the issue of human trafficking and find ways to fight modern day slavery. Their work this year has involved resourcing and speaking in many local churches, UMW meetings and other venues.; participation in the Hope Conference on Human Trafficking in Washington D.C.; a Human Trafficking Workshop at the North District Training Dec. 17 Thurs. Abolitionists Planning Meeting @ Glendale UMC; workshops at the UMW’s Mission University in July, at the Western Methodist Justice Movement Retreat in August, and at the UMW Pasadena District meeting in September. They have made presentations to the Lancaster City Manager and city employees on human trafficking. They have worked together with several anti-human trafficking organizations and are ready to connect congregations to resources and speakers. For more info contact Leah Switzer at leahs2037@earthlink.net, Pastor Angela Galanis at associatepastor@pumcchurch.com or the Filipino Migrant Center at filipinomigrantcenter.org.

Disability Ministries:
Chairperson Sharon McCart and members of this task force continue to speak, teach and lead workshops and trainings at churches throughout our conference on accessibility, being truly welcoming and inclusive and on understanding and advocating for the civil rights of persons with disabilities. They continue to be available for an accessibility audit at local churches. Be sure to keep informed through their Facebook page, “Cal-Pac Resources for Ministry with People with Disabilities”, and participate in conversation together on the Facebook group of the same name.
Activities this year included the task force’s 4th annual participation at Abilities Expo and support other expenses to promote disability awareness and trainings. Abilities Expo was a success, speaking to at least a dozen self-identified United Methodists, and dozens of other people, answering questions, providing resources and making connections with local churches. Also, a dozen petitions related to disability are going to be voted on at General Conference, 9 of which were prepared by Sharon McCart.

The Task Force will begin this year to offer conference-level grants to churches to improve accessibility and welcome. For more info and to apply for these grants please visit the JCEMT page on the conference website calpacumc.org.

**Disaster Response/Volunteers in Mission:**
This Task force continues to enable congregations and mission teams to provide a caring Christian presence in times of need and in response to disaster, helping them to:

Be Prepared by: *Encouraging churches to establish a disaster plan and update it yearly; *Promoting the use of flash drives and photography to document church’s physical assets; *Training churches with Connecting Neighbors for local disasters; *Training individuals to be able to respond to disasters beyond their own communities; *Aligning our UM with other Volunteer Organizations Assisting in Disaster (VOAD); and providing team leader training (ERT and UMVIM—Early Response Team/United Methodist Volunteers in Mission)

Respond through: *Early Response Teams provide care between the rescue and the re-build phase of a disaster. They do muck/gut or ash/trash, but most importantly listen to the survivors and help them on their new journey; *UMVIM teams come in to help with recovery: homes, hospitals, schools, medical, education, Christian endeavors (such as Bible School experiences) *Donations Management; SUV (Spontaneous unaffiliated volunteers); sheltering (under the American Red Cross)

Review and improve: The DR task force is asking each UMVIM or ER team to prepare a report following their experience. Groups are invited to give an oral report to the task force; *The DR task force is working on developing an UMVIM web connection so that individuals who would like to serve on a team, but whose churches do not field teams, can find a place to serve

The Task Force is also working very hard on preparations to host ....

**HIV/AIDS Task Force:**
The task force reports that the Strength for the Journey retreats for people living with HIV/AIDS continue to thrive. Over 500 persons are served each year with these retreats. They are a wondrous multiethnic tapestry of both new campers and alumni from previous camps. Persons lives are changed as they reconnect with the Holy and one another. There are four of these camps - in Hawaii, Los Angeles, Orange County/Long Beach/Inland Empire, and a women’s camp in San Diego. The task force is also in conversation with the JCEMT as to how the Strength for the Journey ministry can expand beyond the retreat experiences to serve those living with HIV/AIDS in other ways as well.

**Hunger Task Force:**
The Hunger Task Force meet in December 2015 to review the hunger grant applications. This year, we awarded thirty-one hunger grants totaling $26,000. The grants went to United Methodist ministries in all five districts. By District, we awarded $4,400 (East - 5 ministries), $3,900 (North - 5 ministries), $5,700 (South - 8 ministries), $9,600 (West - 11 ministries), and $2,400 (Hawaii - 2 ministries). This year, the task force raised the potential amount available for individual grants to $1,500; two of those awards were made, one to St. Paul's UMC in San Bernardino and one to La Oportunidad, which is affiliated with University United UMC. The minimum award was $700. The gap between the funds requested and the amount available to be awarded was $15,300.
Most of these churches provide meals in a hospitable atmosphere. Some churches provide sack lunches, many operate a food pantry. The food is well-balanced and nutritious as much as possible, and it is all given in the love of Christ. We emphasize sustainability as one of our funding criteria. We give greater weight to churches who offer counseling, referrals and forms of assistance to help people get back on their feet. Some churches provide job training, access to government programs, counseling, referral to employment, health and nutrition education agencies. A few have a community garden, e.g. Murrieta, St. Mark LA are examples.

We worked with James Kang and the conference staff to develop an online application process, which we used for the first time. It worked quite well and we will look to improve on that process. Particularly noteworthy were two aspects: one, the ability for District Superintendents to approve applications online, and two, the ability for the applicants to sign the form online. We kept the applications online via Dropbox, which reduced printing costs and improved accessibility.

We invited the task force members to affirm their affiliation in 2016 and are pleased to have Ms. Myra Medina from the Hawaii district join us. We continue to communicate advocacy information from ministry partners, including Bread for the World.

Immigration Task Force:
The “You Are Not Alone” Migrant Children’s Program was launched last February 2015. This past year our program was able to provide a variety of services to unaccompanied Central American minors in the L.A area; mental health referrals, legal assistance referrals, monetary contributions for legal assistance, community events, retreats and outings. Our four Welcome Centers opened last year as well; North Hills UMC, St. John’s, Claremont and Escondido. In addition to the opening of our centers we had Summer Camp No Están Solos which served 35 children referred to us by legal and mental health service providers such as, AMANECER, ESPERANZA, Public Counsel and CARACEN. We also hosted a 3-day Residential Program at UCLA which served 14 students with the purpose to introduce them to the resources available to them to pursue higher education. The residential program was made possible through our collaboration with the Wesley Foundation at UCLA, the Center for Community College Partnerships and IDEAS at UCLA (the student support group for undocumented students). In December we also hosted our Young Women Empowerment Retreat at Aldersgate Retreat center, which served 21 young women. All our programs and services are free of cost. We provide transportation, food and lodging. Our Cal-Pac Neighborhood Immigration Clinics have provided at least one legal clinic a month this past year in churches throughout our conference. We also organized and held a Conference-wide Immigrant Welcoming Congregations gathering & training at Santa Ana UMC on April 23, 2016.

This year we hope to continue the efforts to provide assistance to this population. We intend to create a receptive environment for the youth and their families or sponsors, thus integrating them into the bigger community. We are also gearing up for our second summer camp “No Están Solos” at Camp Colby. We anticipate 100 participants and over 25 volunteers that need our help. We believe we are living out the Cal-Pac vision of, “INSPIRING THE WORLD as passionate followers of Jesus Christ so all may experience God’s life-giving love” to ensure that our brothers and sister feel the word of God through our work.

End Mass Incarceration Task Force:
Mission Statement: Conference Taskforce To Ending Mass Incarceration seeks to equip local churches of the Cal-Pac Conference in the ministry with the Incarcerated and their families through Networking, Educating, Advocating, and Resourcing/Re-entry (N.E.A.R.)

In Seeking to live out this mission this past year we did the following: 1) Hosted a viewing of the documentary film: The Redemption of the Prosecution with a Q&A with the Producer Jessie Lava. 2) Led small groups at two UMC congregations in the reading and studying of Michelle Alexander’s book The New Jim Crow Mass Incarceration in an of Colorblindness. 3) Attended Interfaith Organizing Initiative (IOI) Summit on Criminalization and Race Chicago IL at the Lutheran Center. 4) Participated in a discuss on mass incarceration with the interfaith high school youth brought together by New Vision Partners at the
Fishbowl Chapel of the USC religious center. 5) Worked with Thomas Elrod Urban Foundation Intern to create a list for potential UMC folk interested in joining the taskforce. 6) Organized a Prayer Vigil and community walk near Faith UMC South LA after the gang related killings began this past summer. 7) Partnered with LA Voice to create “Faith In Action” organizing project. The goal of this project is to support efforts of other community organizations and churches to end violence in the streets of South LA.

Missionary Support:
In November 2015, we attended the quadrennial summit of Conference Secretaries of Global Ministries held at the General Board of Global Ministries in New York City. This was our first such meeting, and it gave us the opportunity to meet and network with CBGM’s from across the denomination as well as General Board staff members. With the General Board moving to Atlanta in 2016, some staff changes are inevitable. One that was effective as of the end of February is the resignation of Rev. Richard Pusateri, Executive Secretary Mission Itineration and Missionary Support. Dick was our primary contact on the General Board and he will be missed. This Summit Gathering also served as our Jurisdictional Meeting of Western Jurisdiction CSGM. The 2016 Jurisdictional Meeting will be hosted by Cal-Pac on November 10T12. The location and details are to be announced. Cal-Pac continues to lead the Western Jurisdiction in both Missionary and Mission project support. In 2015 our Annual Conference made 2,354 gifts in support of Missionaries and Mission Projects totaling $1,559,648.08. Of this total, $188,859.10 was in direct salary support of missionaries. On “Giving Tuesday” the 1st of December, individuals and churches in our conference donated 227 gifts in the amount of $101,447.38. This was the third year for Giving Tuesday, an alternative to the Black Friday and Cyber Monday ads encouraging people to spend money.

Philippines Task Force:
In July 2015 the Taskforce Philippines in partnership with grassroots organizations hosted Southern California leg of the Cordillera North American Human Rights and Peace Advocacy Tour. Three human rights advocates, church workers, and health workers, were traveling to raise awareness about the increasing militarization of their communities, the civil war in the Philippines and the immediate need to resume peace talks. The middle of the month, the taskforce sent three delegates to observe the International People’s Tribunal on crimes against the Filipino People held in Washington DC. The end of July culminated in the Southern California leg of the Mindanao Human Rights Advocacy Tour, which consisted of a youth, catholic nun, and Muslim who were travelling the country highlighting the joint struggles of the people of Mindanao and how the struggles of different communities are so closely linked to each other. A highlight of the tour was the guest appearing on the Kababayan Today and the forum held at Rosewood UMC where over 60 people came together to learn about the situation of the people in Mindanao and how we here in the US can respond and take action for justice for the Indigenous peoples. Following are some highlights from the rest of the year: Dec. 9: Justice for the Filipino Bakery Workers Forum. Dec. 28: Taskforce Meeting with Cal-Nev Partners & ICHR invitation. Jan. 10: Peace Mission Report back. Jan. 11: Taskforce Meeting and Mission Planning, Late Jan. 2016: Release of Tagalog Trafficking PSA in partnership with FMC. April – We joined with UMC leaders throughout the world in standing in solidarity with the Farmers and LUMD attacked by the Military & Police in Kidapawan, Philippines and supporting Bishop Francisco in his stand against the violence.

Also in April, in partnership with UMW national and International Coalition Human Rights in the Philippines we hosted delegation of Indigenous Lumads of all ages (including Youth and Children) to the United States so they can share firsthand about the militarization of their communities, and human rights violations they and their communities are up against to protect their lands. This visit included a meeting with our Bishop Minerva Carcaño.

Eco-Justice Task Force:
The main event organized by the Eco-Justice Task Force this year was the “Love in Motion” Youth Eco-Justice Retreat held at the Community Roots Garden, which is a ministry of North Oxnard UMC. On May 13-15 many young people shared a time of connecting with God, with creation and with their neighbor,
this event is the first of more to come. If you are interested in issues related to the environment, ecology, justice, sustainability etc. please contact Ben Camp at ben.bhumc@gmail.com about how you and your congregation might participate in this collective.

**Economic Justice Task Force:**
One of the projects of this Task Force this year was the development of a Bible Study Curriculum on Economic Justice. Our internal bible studies focused on leadership development, training, and understanding local laws, power structures, stakeholders which affect our task of protecting the rights and welfare of workers and advancing economic justice locally and nationally. Our major plans for the year included finalizing our organizing documents, identifying key churches, individuals, and groups who are doing work in economic justice, and planning our first Bible Study on Reflections of Economic Justice which was hosted by First United Methodist Church of Wilmington. We hope to use this as a model that might be used in other church contexts.

The Taskforce accomplished one of our main goals of establishing the foundation of our Taskforce by creating our organizing documents which include Mission, Vision, Main Objectives, Constitution, and Orientation for New Members. Our Constitution includes sections for membership, membership rights and responsibilities, and election of leaders and commissioning a graphic designer to create our Taskforce logo. This logo will be used to design our T-shirts and our booklet. We have also identified key churches, individuals, and groups working on common goals towards Economic Justice to build connections across the Cal-Pac Conference. We have plans in the upcoming months to meet with these targeted key churches, individuals, and groups. In doing so, we hope to unite the United Methodists already doing Economic Justice work and further the work going on throughout the geographical region of the Cal-Pac Conference.

**Child Poverty Task Force:**
If you are passionate about addressing the sinful reality that an unconscionable number of children in our neighborhoods and our world live in poverty we invite you to contact the chairperson of this task force, Susan Stouffer at sstouffer.peacecenterdirector@gmail.com to join in doing something about it.

**Life Choices Task Force:**
The mission of the JCEMT Life Choices Task Force is to establish, operate and promote a resource sharing and information services network dealing with a full range of religious, moral and theological issues relating to the beginning and end of life, human sexuality, and related heal the care delivery systems.

The Task Force continues to work through the Western Methodist Justice Movement to help establish Life Choices task forces in all of the United Methodist Annual Conferences in the Western Jurisdiction. Regardless of what happens at General Conference, the Task Force will continue to prefect and offer its programing on end of life concerns. The presentation has had one “test run” and was well received. Churches or UMW Units interested should contact the Task Force Chair Mary Larson at mlarson.telfords@gmail.com or by calling 562-296-8521. A companion program on beginning of life concerns is also being developed.

**Peace with Justice Task Force:**
VIOLENCE AND PEACEMAKING: In response to the San Bernardino shootings of 2015, the Peace with Justice Committee was asked to create a workshop on Violence and Peacemaking, with a special emphasis on ending gun violence. David Farley, Gary Williams, and Sandie Richards designed the workshops, which were given by each of them at the district trainings: Gary Williams/West District, David Farley/East District, Sandie Richards/South and North Districts. Special thanks to Angela Galanis Price, who stepped in to give a second North District workshop on Feb 20 in San Luis Obispo. The Hawaii District training will be held in May.

INTERFAITH COALITION TO END GUN VIOLENCE EVENT was held on Thursday February 18, 2016,
from 7-9pm at Holman United Methodist Church. Christian, Jewish, and Muslim lay and clergy leaders met to discuss how we are impacted by gun violence, and steps we can take to end gun violence. This was a second event (the first was held in April of 2015). We hope to take part in a third meeting this summer. Gary Williams was one of the event speakers, Sandie Richards was the Emcee. Kelvin Sauls gave the welcome and opening reflection.

Planned Activities for 2016
New Members of the Committee: We are working with the District Superintendents in hopes of getting a Peace with Justice committee member from each District.

GRANTS: Good News  We have had the funds, which were inadvertently remitted to the General Board of Church and Society, returned to Cal-Pac. Peace with Justice Committee will be working with the JCEMT Executive Committee to confirm grant criteria, as well as a calendar for publicity about the grants, deadlines for submissions, and the approval and disbursal process.

LGBT Task Force:
In 2015 the Annual Conference voted to direct the JCEMT to establish an LGBT Task Force. The JCEMT has tasked Jason Takagi, in consultation with the JCEMT Executive Committee, to recruit and convene a task force which will be representative of the diversity of our conference and equitably represent all the Districts. This process is still underway and will be completed by our next JCEMT meeting in the Fall.

Rev. David K. Farley
Director of Justice and Compassion Ministries
dfarley@calpacumc.org ..................................................... 626-568-7356

ESSENTIAL MINISTRY TEAM, LEADERSHIP AND DISCIPLESHIP

Over the last year, we the Leadership and Discipleship Essential Ministry Team has continued to work collaboratively with the ministries that connect to our EMT.

As we live into the Annual Conference mission statement, we have initiated the process of strategic planning. We spent some time following the Clergy Convocation in discernment and discussion as our team works to implement leadership and discipleship to further the mission statement. At present, we are focusing on three main areas: Leadership and Discipleship Events (district focused and a one day conference-wide even in the spring of 2017), The Culture of the Call and Ministries for Children, Youth, and Young Adults.

We want to thank Rev. Stephen Hundley, the Director of Connectional Ministries, for his work with our team over the last two years. We also look forward to working with the new staff that will connect with our team in the coming months.

Various members of the Leadership EMT have worked with the other EMTs on visioning, planning, budgeting and hiring throughout the Annual Conference. The Leadership EMT is again collaborating with the New Ministries EMT for a Best Practices Workshop at Annual Conference.

In the coming year, we look forward to working with other Annual Conferences in our Jurisdiction to build relationships with their Leadership Teams following General Conference.

Each of the ministries that relate to the Leadership EMT is striving to work collaboratively to support one another for the greater good of the Annual Conference and local churches. As you read their reports, let us give thanks for the work of so many who collaborate to build leadership within our Annual Conference.
ESSENTIAL MINISTRY TEAM, NEW MINISTRIES

Who We Are: In Isaiah 43 we read, “Behold, I am about to do a new thing. Do you not perceive it?” This is the work of New Ministries Essential Ministries Team (NMEMT) – to be about leading our Conference toward the new. As part of Connectional Ministries, we resource our local churches to do new things so that disciples are made for the world’s transformation.

The NMEMT works in partnership with the Bishop, Cabinet and Districts to begin new ministries and to bring new vitality to existing churches. We do this by equipping laity and clergy who do the work of reaching our diverse and expansive mission field as well as by funding projects and providing coaching and accountability. We meet twice a year as a full team and quarterly as a smaller team with additional meetings as needed throughout the year.

How We Are Organized: In addition to our leadership – Mark Stephenson (Chair), Sherry Klahs, (Vice-Chair), Nicole Reilley (Director of New Ministries), the NMEMT team is 29 persons including representatives from the Leadership EMT & Religion and Race. The NMEMT is diverse in age, ethnic heritage and ministry experience, and includes lay and clergy representation from all Districts. Together the NMEMT works in the areas of leadership, grants, vitalization, multiplication and training.

2013-2024 New Faith Community Goals: Our goal for starting new churches has been set by the Western Jurisdictional plan – we have embraced the goal of 62 new church starts by 2024.


The following strategies, affirmed in 2014, are our focus for church planting in Cal-Pac.

1. Inviting churches-within-churches to launch out on their own as new congregations in the fullest sense.
3. Micro-church networks – clusters of small fellowships (often less than 20 people each – other times with up to 50 people each).
4. Inviting healthy churches to plant new ministries.

Training Events:
- Readiness360+ - (15-month Month Vitalization Training) – 5 churches in the South District and 12 churches in the East District.
- Trailhead (Orientation to Launching New Faith Communities), hosted in Desert Southwest Conference with over 65 people in attendance.
- Launchpad (Training for Starting New Faith Communities), hosted in Cal-Pac with over 100 people in attendance.
- Messy Church (Multi-generational worship gathering) – trainings in Cal-Pac with over 60 people in attendance.
- Small Church Academy (for churches under 100 in worship) – NEW this year (May 2016).

Funding: The core work of NMEMT focuses on the granting of funds for new starts and revitalizations. These projects are vetted at the District level, as well as by the Bishop and Cabinet, before they come to New Ministries in our Fall Meeting. New Ministries members evaluate each vetted project, considers indicators of potential success, and votes on each application.

For 2016-17 years, a total of 10 projects were approved
2016 REPORTS TO ANNUAL CONFERENCE

- Desert Hot Springs United Methodist Church Hispanic Latino (Yr 3)– East $35,000
- Inglesia Christiana Amigos, Methodista Unida (Victorville, Hesperia) (Yr 2) - East - $19,000
- Hollywood UMC North Campus Multi-Site (Yr 3) – West - $65,360
- The Gathering New Start (Yr 1) – South - $50,000
- Hindi-Urdu Vitalization (Yr 3) – North - $23,840
- Paso Robles New Start (Yr 2) North - $60,000
- Thousand Oaks Multicultural (Yr 2)- North – $10,000
- Chula Vista First Hispanic Latino Revitalization (Yr 1)– South - $30,000
- San Diego First New Start (Yr 1) – South $45,000
- Nestor Hispanic Latino (Yr 1) – South - $44,000

Funding begins on July 1 for the 2016-17 cycle of funding.

Two churches received micro-grants (under $5,000, one time only): Westlake Village, new worship gathering, North - $5,000; Normal Heights, Let Us Spray, South - $4,300

Total amount given in funding: $391,500 (3/23/16)

In addition to granting funds in our Fall Meeting, each currently funded project presents their progress at our Spring Benchmark Summit Meeting. Those receiving grants also submit monthly reports (distributed to the Cabinet) as well as receive ongoing training and support.

Initiatives - contact Rev. Nicole Reilley at NReilley@calpacumc.org for additional information.

Real Discipleship Survey: This online tool will enable you and your congregation to see where you are on the discipleship journey of being part of the Body of Christ, becoming more like Jesus and joining Jesus in mission. This assessment will help you discern your next steps so that your church may put together a customized process to move people into a deeper life in Christ.

NM Micro Grants: Are you looking for some seed money to start something NEW? Is there a community event you’d like to host to reach NEW people? Is your congregation in need of some coaching in order to help you begin a NEW ministry? NMEMT has set aside funds to help. Micro grants are available Fall and Spring.

Readiness360+: This 15-month process helps churches become more vital by focusing on these drivers of vitality: spiritual intensity, missional alignment, dynamic relationships and cultural openness through workshops, coaching and 90-day goal setting. Begun in the South District with five churches (2015) and expanded to the East District (12 churches) this year. 2016-17 Readiness comes to the North District.

MissionInsite: Learn the demographics of your community with MissionInsite. Access this resource at www.calpacumc.org/newministries

Discipleship Small Groups: Training for local churches in a discipleship is offered via video conferencing. This model of making and growing disciples begins (Huddle 1) with helping people grow in their awareness of how God is already working in their lives and how they can more fully participate in the Spirit’s action. Huddle 2 builds on Huddle 1 and expands to include leadership development and ministry discernment. Find out more at: http://www.calpacumc.org/huddle.

Messy Church Training: This is training for teams at local churches that want to begin a multi-generational, once a month worship service to reach families and those not connecting with Sunday morning. Our goal is to launch 50 Messy Church faith communities by 2018. Schedule training for your church at: http://www.calpacumc.org/messychurch.
Upcoming Dates:

First 12 – July 27-28, 2016 at San Diego First UMC - First 12 is a two-day training event designed to help you gather and grow the First 12 people in your new ministry, new church, or new faith community. Combined with a year of practical coaching follow-up, you will learn the skills, habits, and lifestyle practices that will give your new vision the best chance of launching with a team of 12 committed leaders. First 12 is a product of the best thinking available from the team at Path1 New Church Starts, who have coached and consulted with hundreds of leaders in starting new ministries, new churches, and new faith communities. Although designed from new faith community planting, this training is equally valuable for existing church leaders who want to start new small groups, new fellowships, new mission outreaches, new worship services, or new gatherings. Learn more and register here: http://www.calpacumc.org/newministries.

Small Church Academy – December 3, 2016, location to be determined. Did you know that sixty 60 percent of churches in the US are small? It’s true, the majority of churches in the United States are small churches with the median church having 75 regular participants. So how do we strengthen the small church in today’s world? Join Rev. Steve Ross, as he brings us the best thinking on single board governance. For churches under 200 in worship, this workshop will encourage you & give you practical tools for small church ministry.

For additional information on New Ministries events contact Rev Nicole Reilley at NReilley@calpacumc.org

FINANCE AND ADMINISTRATION, COUNCIL ON (2015 BUDGET)

The Conference Council on Finance and Administration (CFA) is responsible to develop, maintain, and administer a comprehensive and coordinated plan of fiscal and administrative policies, procedures, and management services for the Cal-Pac Conference.

In 2015 and to date refinements have been accomplished for the monthly distribution of financial and management reports. Our continued thanks are expressed to the many individuals in their respective departments for reviewing the monthly preliminary income and expense reports and making appropriate modifications for accuracy.

It is with genuine appreciation that spending has been monitored by Conference Staff and Volunteer Leadership and for the fourth year in a row total spending did not exceed the revenue of the Annual Conference. Once again, thanks for the combined effort to provide essential services within the budget. This is a phenomenal accomplishment.

Apportionment giving for 2015 has been a cause for celebration! Your total 2015 apportionment giving was 84.75% of our conference’s apportionment budget of $12.8 million. This was an increase of 2.7%, $352,267 more than what was contributed in 2014. 207 churches gave 100%, or more, of their apportionment, an increase in comparison to 203 churches in 2014. All districts showed an increase in total apportionment giving. Thanks be to God for all of the faithful giving in all churches.

The 2017 apportionment budget has had substantial discussion since the late fall of 2015. The Council on Finance and Administration reviewed the income and expenses of the conference and recommended a 2017 budget amount. Several meetings occurred with EMT staff, EMT Leaders and the Treasurers’ Office. The Council on Finance and Administration met with the Connectional Table on April 2 and appreciates their input and cooperation to reach a balanced budget with the funds that are provided through our Apportionment Asking. You will see the 2017 proposed budget which outlines the projected income and expenditures in the Treasurer’s report.
Sincere thanks and appreciation to all members of the Council on Finance and Administration for their dedicated service to the important work of our Annual Conference. CFA is continually striving to insure the fiscal vitality of the Cal-Pac Conference. Special thanks to Archana Carrey, Treasurer, Greenilo Guevarra, Controller and Joyce Zirkle for continued behind the scenes leadership and the other members of the Treasurer’s Office who strive and achieve excellence in responding to your requests for accurate and timely information.

Prayerfully, Dan Griffin, President,
Council on Finance and Administration

FOUNDRATION, CAL-PAC UNITED METHODIST

The California-Pacific United Methodist Foundation continued to grow and serve the Annual Conference in 2015. Our primary tasks are: managing funds entrusted to it in a competent and socially responsible manner; providing planned giving opportunities and stewardship education; and developing endowment funds to support ministry.

Funds Management – 2015 was a difficult year for both the equity and fixes income markets. Our investment portfolio ended the year at a market value of $53 million, a (2.3%) decrease from 2014. Concerns over declining global growth and a 50% decline in oil prices produced weakness in all equity markets in the second half of 2015. Accordingly, our Investment Committee and Board has taken action to reduce risk in the portfolio by moving from a 75% equites/25% fixed income asset allocation to 70% equities/30% fixed income in 2016. The Committee also replaced the International Equity manager in the 4th quarter of 2015 due to poor performance in that sector, and continues to meet quarterly to review our overall performance. Our Investment Committee meetings are open, and we encourage interested parties to call the office for information on dates and times. Due to our continuing efforts to assist churches in building their endowments, the Foundation received $1.6 million in new funds in 2015.

Planned Giving & Stewardship - The Foundation provides stewardship resources to local congregations in many ways. Our staff offers consultative support to endowment committees and local church foundations by sharing best practices in endowment ministry. We offer estate planning workshops and planned giving services. We made 40 different presentations to congregations, districts, Annual Conference Agencies, and United Methodist-related non-profits in 2015. The Foundation is trustee for charitable remainder trusts and is licensed by the State of California Department of Insurance to offer charitable gift annuities. Our planned giving program provides administration and management of over $4.0 million in gifts that provide a lifetime income stream for the donor and a residual gift to the donor’s church, the Methodist Hospital of Arcadia, Claremont School of Theology and various community agencies. The Foundation also helps local congregations with current gifts, especially with gifts of stock. The Foundation will receive a gift of stock on behalf of a local congregation, liquidate the stock and send all of the proceeds directly to the church. The Foundation staff prepares the required tax forms regarding the gift, providing the donor or donors with documentation for their individual tax returns.

Ministry Support – The Foundation distributed $2,533,552 for ministry across this Annual Conference. The distributions were made possible mainly by the generous legacy gifts from individuals, plus the careful stewardship of the funds on the part of the Foundation. Distributions from Foundation funds benefitted retired clergy and surviving spouses, clergy with emergency medical expenses, urban ministries, camps, scholarships at seminaries and colleges, social service charities, Hispanic Ministries, the General Board of Global Ministries, and United Methodist Women.

The staff of the Foundation is happy to serve all of our local congregations and Methodist-related non-profits through the Annual Conference. Please contact the Rev. Greg Batson - President/CEO, Nia Bailey - Administrator, or Daniel Nign - Financial Manager for any assistance you may need.

Patrick J. Modugno, Chairperson, Board of Directors
Rev. Greg Batson, President & CEO
The Higher Education and Campus Ministry Council has been active in two major areas this year.

1) First, the Council has continued to partially fund the Campus Ministers at the University of Hawaii, University of California Los Angeles, and San Diego State University.
   a) For several years the total funding of these three ministries has not come from Annual Conference Apportionments but from paying down the Higher Education and Campus Ministry Council [HECMC] endowment and the fundraising efforts of the Local Campus Ministry Boards.
   b) Each year more of the funding must come from the local Campus Ministry Boards as the Endowment Fund is being depleted.
   c) Much energy of the Local Boards is taken by fund raising for Campus Ministers salaries.

2) Second, the Council has been working on the following goals:
   a) Develop HECMC leadership & infrastructure and long term vision/plan of campus ministry in our conference.
      i) Assess current status of campus ministry in our conference and in each district.
      ii) Align HECMC vision with cabinet & Bishop to establish unified direction and align with the conference vision.
      iii) Establish a full slate of board members for June for approval at Annual Conference.
      iv) Ensure student reps on the council.
   b) Develop a process and implement evaluations of local campus ministries.
   c) Create a Campus Ministry communication structure that would also support a future marketing plan.
      i) Develop contact lists for local churches and youth leaders.
      ii) Work through District Superintendents to go directly to local churches.
      iii) Create an infrastructure to track youth/college bound students.
      iv) Develop infrastructure to track communications.
      v) Encourage consistent communication at a Conference-level.
      vi) Identify ways to reach high school students going to college.
      vii) Identify ways to reach college students.
   d) Support and advocate for current and emerging campus ministries. May include:
      i) Facilitate conference calls among people working with college students.
      ii) Plan/Present/Fund workshops such as the fundraising workshop from a couple of years ago.
      iii) Provide support (direction, monetary, etc.) to emerging campus ministries.

We are making progress on these goals. In Goals “1 & 4” HECMC is discovering venues where Campus Ministry is taking place in Cal-Pac Annual Conference and will be seeking local churches involved in ministry with College students. HECMC believes that as we evaluate Campus Ministers we should also evaluate Campus Ministries. In goal “2” HECMC will ask local Campus Ministry Boards to share in a process of evaluation. With goal “3” HECMC has started a process directed at identifying college bound high school seniors and the college or university they will be attending.

Respectfully Submitted, Higher Education and Campus Ministry Council
Charles Kishpaugh, Chair

REC 16-5 RECOMMEND WESLEY FOUNDATION BOARD OF DIRECTORS (See text below)
Recommendation 16-5 was approved by 100% in the Legislative Section, where it was amended to include omitted names, it was presented as updated and approved during Plenary #6 on Saturday, June 18, 2016.
HISPANIC / LATINO MINISTRIES

The Conference Hispanic Committee (CHC) has been working in collaboration with the office of New Ministries, Justice and compassion, Camping and Youth, and Young Adult ministries. This is with the purpose of aligning to the goals of the Comprehensive Strategic Plan for Ministries with Hispanics in the California-Pacific Annual Conference. Below is some of the work done in collaboration with the offices mentioned above:

a) There is a vision for the Hispanic/Latino Ministries in their respected geographical area that the leadership of the Districts Superintendents, and the four established District Hispanic Committees (DHC) support. Some DHC are also working on projects together one being the South District established lectionary group. Also, the East District is working to establish a Spanish Spiritual support group for Lay and Clergy.

b) “Centro Hispano de Recursos Para la Excelencia Ministerial” (CHREM), with the expertise and leadership of Maria Dolores Cruz, has been the Hispanic Resource Center for Excellency in Ministry to the formation, education, training and empowerment of laity. CHREM offered some workshops in Spanish and English about UM History, Polity and Theology to different churches and West District gathering during 2015. (A detail report of all the events that CHREM was organizing like the GBHEM modules, GBOD is upon request to the Office of Latino/Hispanic Latino Ministries).

In the same year, Pastor Guadalupe Alonso offered, with great success, a basic Pastoral Counseling training to 14 lay people. Her idea was to help pastors to be more effective in their ministry. Due to ministerial priorities, Maria Dolores Cruz resigned as the director of CHREM effective September 1, 2015. The direction of CHREM has been taken by the office of Hispanic/Latino Ministries since then on.

c) With the help of Camping and Retreat Ministries of Cal-Pac and the Methodist Advocacy Group (LAMAG), a Family Camp (Campamento Familiar 2015) was organized. Campamento Familiar took place during the Labor Day weekend of September 5-7, 2015 in Colby Camp. There were 179 participants from 9 churches that represented more than 40 families. The main goal of the camp was to offer opportunities for family members to get closer to God as a family and to network with other Hispanic/Latino families in the Conference.

d) In collaboration with the Youth and Young Adult Ministries, the interim Manager, Caroline Dawes, and the Spanglish Design Team, we developed a bi-lingual and bi-cultural Spanglish Camp for 2015. The camp's theme was “No Fear: Dios Esta Contigo” based on Joshua 1:9. There were 115 Hispanic/Latino Youth and Young Adults in attendance. The youth and young adult were invited to be part of the movement of God to make Disciples of Christ for the transformation of the world. After that camp there were two follow-up gatherings called Nite of Worship (NOW). The NOW events where held in Huntington Park UMC and Escondido UMC and were planed by Emma Vega and the committees on the local churches. The purpose of NOW is to resource local churches to help the Youth and Young Adults in their discipleship. This is done through nights of worship and fellowship.

Personal Remarks

I have been working with the Bishop and the Cabinet closely in whatever they request to the office of Hispanic/Latino Ministries. I’ve been resourcing and forming partnerships with my colleagues in Connectional Ministries (New Ministries, Justice and Compassion, Communication, Camping, Youth and Young Adult Ministries) in several projects.

Finally, a word of gratitude to Bishop Carcaño, to the Cabinet, to my colleagues of Connectional Ministries, and to the Rev. Dr. Steve Hundley who brought to practice the philosophy of “Team Work” every Tuesday in our Connectional Ministries meetings. Thanks be to God and The California Pacific Conference to allow me to serve in this capacity.

Respectfully submitted by Rev. Joel Hortiales
Greetings from the Iliff School of Theology in Denver, Colorado. We wish you blessings as together we share the work of strengthening the Church and offering a compassionate presence to the World.

The Iliff School of Theology’s commitment to the Wesleyan ethos of providing hopeful, intellectually alive, and spiritually grounded theological education for each and every student over the course of their lifetime continues. Iliff’s identity is focused on educating leaders for three primary publics: the world, the church, and the academy. At Iliff, we refuse to choose between being a training home only for ministerial candidates, a center only for activists and scholar-activists, or a school only for academics. We believe all three are inseparable and enhance one another as we deliberately situate ourselves in the world and critically operate out of the world’s complexities.

As such, we recognize that the world’s religious landscape is changing and there is much at stake. Iliff recently completed its strategic plan, revised its curriculum, transformed its library, and initiated new relationships with other institutions. In collaboration with the people of Africa, we’ve started a discussion with Africa University (AU) to foster an educational alliance that will benefit Iliff and AU students. We have also joined a multi-institutional collaboration facilitated by the General Board of Higher Education and Ministry and the HANA Scholarship to create a pipeline for Hispanic students from United Methodist related secondary schools and historically black colleges leading to graduate level theological education.

Iliff’s enrollment continues to be strong with 365 students joining us this academic year, 60% female and 40% male, 35% Methodist – all actively engaged in a host of ministry contexts. Their interest continues to be strong in Iliff’s online and hybrid classes. A concerted move by Iliff to reduce student debt and grow the ability of students to lead financially sound, engaged communities continues with many MDIV students participating in the Spiritually-Integrated Financial Resiliency Program, funded by a $250,000 grant from the Lilly Endowment.

Iliff’s numerous events for area clergy and supporters remains part of our foundation. Via forums and conferences on social justice, food justice, the role of faith in politics, environmental stewardship, theology and disability inclusion, and more. Campus speakers included Rev. Gerald Durley, nationally-known civil rights leader and this year’s Jameson Jones Preacher, Heather Jarvis, student debt reduction advocate, and more. Our efforts were duly noted by McCormick Theological Seminary’s Center for Faith and Service when we were named as one of the nation’s “Seminaries That Change the World” and our Master’s of Theology Program was ranked seventh in the nation by OnlineColleges.net.

We welcomed two new scholars to our faculty this year, Rev. Dr. Jennifer Leath, Assistant Professor of Religion and Social Justice and ordained in the African Methodist Episcopal Church, and Rev. Michelle Watkins-Branch, Gerald L. Schlessman Professor in Methodist Studies and Assistant Professor of Theology and ordained in the United Methodist Church.

We continue to look forward with a courageous theological imagination. We are sincerely grateful for your support of theological education and the Ministerial Education Fund.

Rev. Dr. Thomas V. Wolfe, President and Chief Executive Officer  www.iliff.edu  1-800-678-3360
NOMINATIONS, CONFERENCE COMMITTEE ON

We, the committee, have been hard at work to find the right people into the different positions that have needed to be filled. We have met almost monthly since the 2015/16 Annual Conference. The report of the committee is a very fluid document. The Nominations Report can be found at http://www.calpacumc.org/AC2016.

As per the rules passed last year, which makes most of the committees’ quadrennial, we will only need to vote on the names in red. They are filling vacancies that occur throughout the year or on a new committee under the quadrennial or class or 4/8 year tenure.

You will find names in bold type and brackets throughout the report. These are people that will stay on the committee they are listed under if the Tenure Rule is passed by this 2016 Annual Conference. If this rule is not passed, those names will come off and there will be vacancies until the Nominations Committee meets.

The committee has 4 rule changes to be brought before this body for consideration and vote. They are One-Person/One-Position Rule, Tenure Rule, Vacancies Rule, and the name change of Inter-faith Ecumenical Council.

If you have any questions or changes, please put them in writing/text and get them to me by contacting me at: lizumc94@gmail.com; 909-227-6919. After conference you can also reach me at 695 Sequoia St., San Bernardino, CA 92407 and my office email: office@bygraeunited.net.

Respectfully Submitted,
Liz Roark, chairperson

REC 16-10 was presented in Plenary #4 on Friday, June 17, and approved in Plenary #5 on Saturday, June 18.
For the full Nominations report, see Conference Journal Section B

ORDAINED MINISTRY, BOARD OF

As our Board of Ordained Ministry continues to serve those who seek to respond to God’s call to offer their lives as ordained clergy, it recognizes the need to strengthen its response to the various needs of pastors as they evolve through the course of active service to congregations in the conference as well as expressions of ministries in other settings. From the initiation of discerning call through retirement, the Board presents itself as a resource designed to advocate for and support the fulfilling God’s call to individuals and congregations while preparing women and men for the emerging needs of ministry in new contexts. The mandated work of the Board can be found in paragraphs related to the Ministry of the Ordained of The Book of Discipline.

While the polity of the denomination guides the activity of the Board as it determines specific duties that are to be undertaken, conference Boards note the need to put in place further activities to better prepare and more fully serve both individuals and the conference. Discussion enhanced by interaction with current Clinical Pastoral Education leaders and participants currently considers the possibility of reinstating a CPE requirement to better prepare women and men to carry out pastoral responsibilities with a deeper understanding of self in that role as well as the development of practices consistent with growing need for such ministry. Recognizing that any additional requirement places new demands of time and funding on those seeking ordination, the Board is designing a plan to fulfill this requirement through early and ongoing notification, exploration of programs that may be possible beyond the traditional hospital setting, and the offering of appropriate financial support for those undertaking this important developmental activity. The Board is aware of the effect of increasing requirements but is confident that this preparation will bear fruit in superior ministry.
The Board is grateful for the willingness of the conference to recently adopt a rule change that permits persons to serve up to three successive quadrennia, as is allowed by the Book of Discipline. This will enable the Board to expand its service to all by attending to other concerns related to discernment of call such as improved recruitment and more intentional interaction with those moving through the program of discernment. Longer tenure will allow for the exploration of these new possibilities. Doug Williams is currently developing a program to enhance relationships between provisional members, local church Staff-Parish Relations Committees, and the Board as men and women move toward possible ordination. Brian Long will be expanding recruitment efforts to better more fully indentify the next generation of effective pastoral leaders. General Conference may institute Disciplinary requirements that will direct the Board’s attention to other matters of discernment. The Board is ready to respond to newly-articulated expectations of the church and its people.

These changes as they relate to ministry may be a part of the quadrennial training that will convene in early October. Leaders of the Board will travel to Chicago to join with members of other conference Boards of Ordained Ministry to strategize for greater fruitfulness of the work of the Boards. New ideas flow easily in such a setting, for the benefit of all.

As it begins its new quadrennium of service immediately following this General Board of Higher Education and Ministry-led gathering, the Board will prepare itself for ongoing work and new opportunities to improve its program of discernment and support. Discussion topics will include emotional intelligence, CPE, Residence in Ministry offerings, further recruitment strategies, and improving communication and collaboration between district committees and the Board. The institution of a GBHEM program of strengthening pastoral leadership in the local church will be reviewed and plans for its initiation will be made, in coordination with the cabinet.

The Board has enthusiastically welcomed the Reverend Mr. James Dollins, The Reverend Ms. Leigh Ann Shaw, Dione Taylor, David Nesamony, Carl Bailey, Jr., Veda Ward, the Reverend Mr. Brian Long, Alnita Dunn, and the Reverend Mr. Mark Ulrickson to its membership. These persons have already demonstrated readiness to serve the needs of the Board and conference. We anticipate equally energetic and discerning laypersons and clergy to be appointed by Bishop Carcaño for the next quadrennium.

Several members leave the Board this year, often to undertake other conference and ecclesial assignments or care for family needs. Sharon Rhodes-Wickett vacates her role as chair of the Conference Relations Committee after leading it to greater attention to its many duties. Our appreciation goes out to Joanne Fukumoto, Mary Allman-Boyle, Kyung Hwan Oh, Ruben Torres, and Frances Weibenga. Greg Norton and Molly Vetter have participated in the Board out of their responsibilities as chairs of the orders; their tenure ends this conference year and we thank them for their service rendered on behalf of the clergy.

Cathy Wilson continues to intentionally grow in her ability to serve the Board as its staff person even as she expands her knowledge of the work of the Board to be ever more able to respond fully to the questions of those who contact her. She is an invaluable resource to all; we are grateful for her “ministry” of care for all who interact with the Board.

All are alerted to the Candidacy Summit to take place August 20, 2016. This Saturday event is offered to all who may be sensing a call to ministry and fulfills a Disciplinary requirement currently outlined in Paragraph 312. Please encourage any who sense God’s call to attend this free event taking place in Glendale. The related needs of the people of the Hawai’i District will be addressed in an alternative form that also fulfills the Disciplinary mandate.

As we soon conclude the current quadrennium, we are grateful for the leadership of those who have served, in most instances for a full four years. The Reverend Dr. James Stevenson has ably served as
our vice-chair, graciously assuming various tasks asked of him. The Reverend Dr. Elbert Kim has taken up responsibilities as Board registrar, doing so with special attention to policies and procedures. The Reverend Ms. Sunyoung Lee has shepherded both candidates and interviewing teams through the provisional application, eventuating in the recommendation to commission and extend provisional membership to 7 men and women this year. The Reverend Mr. Doug Williams has diligently led the full connection section as registrar in its recommending 8 persons for full membership in the annual conference and ordination. The Reverend Ms. K. Cherie Jones has been our Board secretary, carefully crafting accurate minutes and acting upon appeals. The Reverend Dr. Joseph Choi has contributed his diligent attention to budget and expenditures as our treasurer.

William Lazarte has overseen our scholarship offerings, the Reverend Mr. Brian Parcel has organized and presented our Residence in Ministry events, the Reverend Mr. José Vindel has assisted men and women seeking candidacy, the Reverend Ms. Mamie Ko has overseen various certification programs of the church, the Reverend Mr. Steve Peralta (along with Cathy Wilson) has generated new enthusiasm for ministry as he has led the vocational discernment program, the Reverend Mrs. Mary Allman-Boyle has carefully attended to provisional members as they proposed events that would qualify for RIM, the Reverend Mr. Jim Brookings has provided leadership for local pastors, Dr. Sharon Phelps has managed our psychological assessment program, and the Reverend Mr. John Yoon has interfaced with the Equitable Compensation Commission. Interview leaders have included the Reverend Mr. Eugene Han, the Reverend Ms. Jane Voigts, Dr. Sharon Phelps, the Reverend Sharon Rhodes-Wickett, the Reverend Mr. Steve Peralta, and the Reverend Dr. Lincoln Galloway.

As of this writing, the Board is in the season of recommending and electing leadership, as is required by The Discipline; those elected for the next quadrennium will oversee the assignment of the tasks of the Board for these next four years.

All are directed to the Board’s website for information and application. This site may be located at calpacumc.org/bom
Grace and Peace to all God’s Servants, Richard C. Garner

PACIFIC ISLANDERS COMMISSION

Greetings in the name of our Risen Lord and Savior, Jesus Christ. Fa`afetai Lava, Fakafeta`i, Praise God. For it is through the power of the Risen Christ that the PIC has lived out its vision and mission during the last conference year. Thanks be to God.

We also extend a warm thank you to the Bishop and the members of the Annual Conference for enabling the work of PIC, as a member of the Annual Conference’s kainga, or extended family. Your support of PIC is an important tool of empowerment, and provides a sense of belonging and affirmation to Pacific Islanders of the California-Pacific annual conference. Thank you to the Cabinet representative, The Rev. Dr. Kathey Michelle Wilborn, for her leadership and support over the years.

In addition to the normal day to day ministry carried out by the 25 local congregations that make up the PIC, the following is a short summary of the work that PIC has been about this past year:

- **Self-determination funding and administration**: This conference year presented an opportunity for growth, that was initially perceived as a funding challenge. The changes in the annual conference’s structure and funding pattern resulted in a wide gap in PIC’s operational budget. However, the members affirmed the values of the commission and the need to continue its existence, and voted to continue the work of PIC as an entity of the annual conference. Local Pacific Island congregations provide funding to continue the existence of the PIC. This move toward self-sustenance has been an important affirmation of growth and capacity building, and we hope to continue this work into the future.
**Membership at the Annual Conference Table:** The addition of the PIC Co-Chair as part of the Annual Conference Connectional Table has been an inclusive act to give PIs voice and an opportunity to align PIC work with the leadership of our Annual Conference. Subsequently, all of the PIC work are being tailored to follow closely with the directives of the Bishop, Cabinet, and the Connectional Table. Partnership has been fostered between PIC and other leadership entities of the Annual Conference. Some of the EMT leaders are planning to work together with PIC through training, workshops and other ventures in the future.

**Leadership Development:** PIC has been blessed with a large youth and young adult members. In the past conference year, PIC in partnership with Pacific Islanders Ministry Comprehensive Plan (PIMCP) and Pacific Islanders National Caucus of the United Methodist Church (PINCUM) have intentionally trained the current leaders and future PI leaders. PIC has also submitted this as a strategic initiative to the Connectional Table.

**No More Malaria:** The Hawaii Pulega (Tongan and Samoan Ministries) took the initiative for PIC in contributing funds towards this cause. The Mainland Pulega is working on following Hawaii’s lead, however, the details are not available at the writing of this report.

In closing, we continue to give thanks to God for the opportunity and blessings to be part of His Kainga through the life of the California Pacific Annual Conference.

Submitted by Rev. Dr. Siosaia F. Tu’itahi for PIC Co-Chairs (Rev. Joseph Siofele)
609 N Spurgeon Street, Santa Ana, CA 92701. (714)542-2322 stuitahi@hotmail.com

**PENSIONS & HEALTH BENEFITS, BOARD OF**

The Conference Board of Pension and Health Benefits (also referred to as the “Board of Pensions” or the “Board”) is charged with the responsibility of providing for, and contributing to, the support, relief, assistance and pensioning of clergy and their families, other church workers and lay employees related to the Annual Conference. At the close of the 2014-2015 Conference year, the California-Pacific Conference had 454 active and 415 retired clergy. More than 48% of the clergy in our Annual Conference are now retired.

**Health Care:** Health care for our clergy and their families remains a major concern for our Board as we continue to honor the historic commitment of our Annual Conference to insure that quality, affordable health care is available to all our clergy, their families, and our Conference lay employees. We do this in full awareness of the difficult financial realities and rising health care costs that continue to face all of us.

**Active Health Care:** Our Conference offers alternatives for our churches as they provide health care for their pastors and families. Currently every active pastor under appointment must be covered by one of our two Conference plans (United Healthcare or Kaiser). In addition, health insurance may be provided by an equivalent spousal plan, an equivalent individual plan under Covered California (the state exchange program), or by having the local church create its own small group plan under Covered California. If the choice is to obtain health insurance through Covered California, then the church must increase the pastor’s salary since the church is responsible for clergy health insurance. This additional salary would be taxable income for the pastor, so the actual cost is the cost of the insurance premium plus the cost of additional income taxes. Decisions about choices in coverage are driven by cost, geographical location, accessibility of doctors, and individual health care needs. Since the expense of health insurance for active clergy is borne by the churches they serve, we continue to look for ways to control that cost on behalf of the churches, while identifying adequate health care options for clergy and their families. There are now twice as many of our people enrolled in Kaiser than in United Health Care and others continue to leave our two Conference plans to enroll in the state exchanges or small employer group plans obtained by the local church.
Retiree Health Care:
The 2015 Annual Conference approved our Board’s recommendation to begin a new Health Reimbursement Account (HRA) benefit program for qualifying retired clergy, spouses and surviving spouses through a private Medicare exchange called OneExchange effective January 1, 2016. That program is now underway. In our Recommendation No. 2, we are proposing that we continue with the same Health Reimbursement Account program for 2017.

HRAs are tax-advantaged accounts that are used to reimburse eligible health care expenses (insurance premiums, Medicare Part B premiums, dental premiums, vision premiums, and out-of-pocket expenses). The program is administered through OneExchange, a private Medicare exchange program that currently has over 4 million Medicare retirees. Their large number of participants allows them to negotiate better rates and programs with the insurance carriers and spread administrative costs. OneExchange offers our participants a wide variety of HMO and Medicare Supplement Plans, including Kaiser. OneExchange benefit advisors work individually with each retiree to determine what insurance plan and benefits are most appropriate for their situation.

For 2016, our Board recommended a target HRA for retirees under age 85 (the maximum that could be received for 50 years of service) of $2,800. Each eligible and participating retiree, spouse and surviving spouse receives 2% of that target for each year of service. Conference Rules continue to define eligibility to receive HRAs. During the annual open enrollment period in the fall, participants are able to change insurance plans under OneExchange, and those who are not participating have an opportunity join the program. The recommended 2017 target HRA for participants under age 85 will be announced prior to Annual Conference 2016 and included in Recommendation #2 for a conference vote.

The HRA for retirees age 85 and over (or retired prior to 1982), is calculated by conference health plan rules that ensure reimbursement of 100% of the premium for a plan chosen by the retiree through OneExchange that is equivalent to the Conference-sponsored retiree health insurance Medigap Plan L in place in 2015. The 2016 HRA for age 85 and over was $3,350. The 2017 HRA for retirees age 85 and over will be announced prior to Annual Conference 2016 and requires no vote by the conference.

Health and Wellness:
Our Board continues to offer the walking program sponsored by the Center for Health of the General Board of Pension and Health Benefits and administered by Virgin Pulse. The program is open to all clergy and spouses (both active and retired) and lay employees of the Annual Conference. The program is built on a “quarterly task-based” model, enabling participants to achieve short-term rewards, with rewards being given for meeting goals during each quarter, as well as a bonus for meeting goals in all 4 quarters. Currently about 500 people are participating in these walking programs.

Lynch Trust Funds: The Board continues to oversee the distribution of earnings from the Frank and Georgia Lynch Funds, which were created from the last wills and testaments of Georgia and Frank Lynch in 1936. Their wishes were clear that the distribution of these earnings was intended to augment the pensions of retirees, their widows and dependent children. In keeping with the terms of the Lynch Trusts, during the year 2015, we continued to distribute the earnings from the Frank Lynch Fund and the Georgia Lynch Fund as supplementary grants to our retired clergy and surviving spouses. A total of $397,070.86 we need updated figures was distributed from earnings from this past year, at the rate of $29.08 per year of service in Cal-Pac Conference. A full detailed report of this distribution is available in the Board of Pensions office.

The 2014 Annual Conference passed a rule change concerning what will happen at such time as the trusts cease on the death of the one remaining Lynch nephew, and the Cal-Pac share of the corpus of the Lynch Trust comes to the Conference. The rule change now mandates that when the corpus of the fund is received, it shall be placed in the Conference Endowment Fund, with the annual earnings to be used for pension and health benefits of Conference Claimants, upon recommendation of the BOP and approval by the Annual Conference. This action will continue to honor the Lynches’ original intent.
Reserve Funds: Our Board is responsible for an increasing number of reserve accounts and trust funds. After insuring that adequate fiduciary insurance was in place for our Annual Conference, our Board Investment Committee will be developing policies and guidelines, and making recommendations to our Board about responsible investment of the funds which we administer.

Special Grants and Financial Assistance Given During 2015: Over the years, the Conference Board of Pension and Health Benefits has tried to cultivate and maintain sources of funds that may be used to assist retired clergy, their spouses and surviving spouses in difficult times. Most often, the needs that have arisen have had some connection with health and health care issues. At Annual Conference 2015, the Board established the McMillan Retiree Assistance Fund for the purpose of providing financial assistance to retired clergy, their spouses and surviving spouses in time of need. This fund was established in honor of long-term Board Chair Rev. Ken McMillan and his commitment to the care and wellbeing of those who have served so long and so faithfully. In 2015, a grant of $2,348 was made from this fund, but was returned by the grateful recipient as unneeded after all. In addition, grants from the Hough Emergency Fund went to retired clergy or surviving spouses totaling $20,135, and from the Crowell Fund, grants in the amount of $2,075 were made to benefit surviving spouses of clergy. The 2012 Book of Discipline provides in ¶1506.11 that the Conference Board of Pensions may make special grants to clergy members of the Annual Conference and their spouses. During 2015, grants from the Conference special grants account went to active and retired clergy in the amount of $1,000.

In conclusion:
It has been an important year for the Board of Pensions and Health Benefits as we implemented the new Health Reimbursement Account (HRA) program for retirees through OneExchange. We remain committed to provide for all of those in our care. Thoughtful consideration, communication and transparency continue to be important aspects of our work.

I am personally grateful to all the members of our Board for their dedication and commitment to this important work of our Annual Conference. Gary Ward continues to serve as a consultant to our Board for health care issues, and we are grateful for the knowledge, expertise, and commitment he brings to this critical task.

Cynthia Huskey serves as the new Chair of the Finance Committee of our Board, and demonstrates an enthusiasm to learn and provides capable leadership. Our Board is thankful for the close cooperation we've experienced with Archana Carey and Green Guevara (our Conference Treasurer and Controller), who have provided reports, understand new accounting systems, and made our work easier and more fiscally responsible. The General Board of Pension and Health Benefits continues to provide us with support, guidance and information. We are especially grateful for the work of Barbara Hora, our Conference Liaison, and Peter Hang, Benefit Educator, who bring the wisdom of the General Board to us throughout the year.

We have a marvelous, talented staff that serves on behalf of the whole Annual Conference: Jan Hanson, Conference Benefits Officer and Human Resources Director; Wanda Bethea, Pension Coordinator; Rhiannon Lucero, our new Health Benefits Coordinator; and Lillian Figueroa, Human Resources
Coordinator. Each of them brings a concern for persons, sensitivity to the needs of each person with whom they interact, grace in the midst of difficult situations, a boatload of skills and talents for the many tasks and responsibilities that are theirs, and a dedication to provide caring, quality resources to all whom they serve. Each of them views their job as a ministry; they bring hope and patience, perspective and hard work to all they do; and we are all blessed by it. Our Conference is fortunate to have each of them in our midst, working on behalf of all of us.

Thanks be to God for a marvelous Board and a gifted staff. I have been privileged to serve with them!
Randy Johnson, Board Chair

Recommendations 16-1, 16-2, 16-3, and 16-4 were approved on the Consent Calendar in Plenary #5 on Saturday, June 18, 2016

PERKINS SCHOOL OF THEOLOGY / SOUTHERN METHODIST UNIVERSITY

PRESIDENT’S REPORT
Over the past five years, Southern Methodist University has celebrated the centennial of its founding in 1911 by the Methodist Episcopal Church, South, and its opening in 1915. Highlights of recent developments follow:

- In fall 2015 SMU’s total enrollment of 11,643 included 6,411 undergraduates and 5,232 graduate students. Ethnic minority students made up 26 percent of total enrollment. An international enrollment of 1,652 (14 percent of total enrollment) represented 92 foreign countries, with the largest numbers from China, India and Saudi Arabia.
- SMU ranks among the nation's top universities. In the 2016 U.S. News & World Report listings, SMU ranks 61st among 270 of the “best national universities.” Several individual schools and academic programs also earned national rankings.
- SMU received $26 million in external funding during 2014-15 for research in the U.S. and worldwide. Current research subjects include water quality, natural hazards, cyber security and treatments for cancer and other diseases.
- SMU Unbridled: The Second Century Campaign reached its $1 billion goal ahead of schedule in Sept. 2015. It provided funds for 607 student scholarships; 62 endowed faculty positions, making a total of 114; 66 academic programs, including major endowment support for two schools; and 18 capital projects, including new and renovated facilities.
- The Meadows Museum at SMU celebrated its 50th anniversary in 2015 with exhibitions never before seen in the U.S. The museum houses one of the largest and most comprehensive collections of Spanish art outside of Spain.

SMU treasures its Methodist heritage, and we ask for your continued prayers and support.
R. Gerald Turner
President
Southern Methodist University

DEAN’S REPORT
Perkins celebrates our vital connections with the California-Pacific Annual Conference:

- One student affiliated with the California-Pacific Conference is enrolled at Perkins, in the Master of Divinity program.
- Qualifying students receive $6,000 each in need-based aid.

Enrollment at Perkins for the 2015-16 academic year totals 365 students, of which more than two-thirds are United Methodist and more than 40 percent are ethnic minority students. Master’s degree programs comprise approximately 53 percent male and 47 percent female students. The D.Min. program includes students from southern Asia taking classes in Singapore and Dallas. Our Ph.D. program has 32 students.
Please note the following faculty additions:

- Dr. O. Wesley Allen Jr. (Ph.D., Emory) joined the Perkins faculty as the Lois Craddock Perkins Chair in Homiletics in August 2015.
- Dr. Evelyn L. Parker (Ph.D., Northwestern), Associate Dean for Academic Affairs at Perkins, was appointed to the Susanna Wesley Centennial Chair in Practical Theology at Perkins.
- Dr. Priscilla Pope-Levison (Ph.D., University of St. Andrew’s) joined Perkins as the school’s Associate Dean for External Programs.
- Dr. Tom Spann was named director of the Perkins Intern Program, succeeding Dr. Bill Bryan, who was named to the newly created position of Associate Dean of Student Affairs.
- Dr. Paul Barton (Ph.D., Southern Methodist University) was named director of the Mexican American and Hispanic-Latino/a Church Ministries Program.

Highland Park United Methodist Church provided a $1.5 million gift to Southern Methodist University that endowed the Umphrey Lee Professorship in Methodist History at Perkins as well as support the HPUMC Future Church Leaders Program.

The Center for the Study of Latino/a Christianity and Religions at Perkins was awarded a $500,000 grant by The Henry Luce Foundation’s Theology program. The three-year grant will significantly expand the Center’s work in promoting an understanding of the different religious expressions within the Latino/a communities in the United States and in Latin America.

Perkins unveiled a new degree option, the Master of Theology (Th.M.), which began enrolling students in the Fall 2015 semester. The Th.M. degree is a second master’s and requires 24 term hours within one of four divisions of study: The Biblical Witness, The Heritage and Context of Christianity, The Interpretation of the Christian Witness and The Theology and Practice of Ministry.

Additionally, Perkins revealed that it will begin offering a Spanish-language Master of Theology (Th.M.) degree beginning in fall 2017. The degree, the first of its kind among the 13 United Methodist-related schools of theology, will be a nonresidential program designed for experienced full-time pastors or church/academic leaders.

Perkins also announced the creation of a first-of-its-kind degree, the Doctor of Pastoral Music, which will begin enrolling students in 2016. Areas of focused study will include liturgy, congregational song, worship leadership, performance skills and the theological basis of church music.

Perkins thanks our many colleagues, friends, and alumni/ae across the connection for generous support in many ways, including referrals of prospective students, as we continue our vital mission of preparing women and men for faithful leadership in Christian ministry.

I will retire as Dean of Perkins School of Theology on May 31, 2016. It has been my privilege to serve in this capacity since 2002. In our mission to prepare women and men for faithful leadership in Christian ministry, the students who have passed through the halls of this school and into the world of ministry are the focus of our work. I am honored to have been a part of their journey.

Grace and peace,
William B. Lawrence
Dean and Professor of American Church History
RELIGION AND RACE, COMMISSION ON / CROSS-CULTURAL BRIDGE BUILDING TEAM

The year 2015 was a time of re-construction, re-commitment, and the continuance of gathering together for prayer, reflection, training, and strategic planning. The work of the Conference Commission on Religion and Race and the Cross-Cultural Bridge Building Team continued under the leadership of Reverend Dr. Stephen Hundley, Executive Director of Connectional Ministries, and Pastor Fredrick Johnson the newly elected chair of CORR/CCBB. The committee was reduced to 12 members, Lay and Clergy, in order to be in compliance with the rules.

Our Vision
CORR/CCBB’s work reflects and values the diversity of God at all levels in the Church and all around the world. This aspiration and vision both support the Biblical teachings of Christ, the mission of CORR/CCBB and that of the Church. CORR/CCBB are committed to developing new leaders in the church, which will lead to new ideas and innovations that will help the Church adapt to changing times.

Our Mission
CORR/CCBB must continue to work toward the goal of eliminating racism while enabling the Church to become contextually relevant and equitable in ever changing global communities.

Our Work
CORR/CCBB ministry models align with the General Commission on Religion and Race, of which our Bishop resides as president. The three ministry models (Institutional Equity, Vital Conversation, and Intercultural Competency) are being utilized to develop a working profile (strategic plan). This profile will be implemented at the Local, District, and Conference level of the California Pacific Annual Conference. Our work is to build the capacity of The United Methodist Church to be contextually relevant and to reach more people, younger people, and more diverse people, “Inspiring all to be passionate followers of Jesus Christ so all may experience God’s life-giving love,” (Conference Council on Religion and Race, 2015).

Yours in Christ,
Pastor Fredrick Johnson, Chair

SECRETARY, ANNUAL CONFERENCE

This has been the hardest year as Conference Secretary, even though for most of it, I wasn’t even serving in that role. Leanne Nakanishi touched so many people within the global United Methodist Church that most of us could honestly call her a friend. Even more benefited from her faithful and tireless ministries of service.

Words cannot do her justice, but I choose to share that Leanne was one of my personal cheerleaders. We worked hard together and let off steam together. She was always “bad cop” for deadlines, but also the most optimistic person in every way. I remember her repeatedly asking, “Why are church people so mean to each other?” and advising, “You need to trust the Holy Spirit more.” She let me handle the designs and reports while she juggled the microscopic, ever-changing specks of details.

Leanne, we now carry your mantle, and boy is it heavy. We know you’re busy organizing upstairs and we look forward to receiving instructions from you again someday. Thank you for giving your everything!

Dan Lewis
The Staff Relations Committee has been hard at work since our last Annual Conference. Among the items accomplished:

- Adoption of a new sick leave policy necessitated by a change in State law;
- Adoption of a new lay exempt vacation cap of 210 hours;
- Review of the job description for the Health Benefits Coordinator position necessitated by the incumbent taking a new job;
- Updating the job description for the Executive Director of Connectional Ministries;
- Creation of a non-exempt Grant-Loan Processor position, necessitated by the elimination of the Director of Congregational Loans, when those functions were absorbed into the Council on Finance and Administration and/or the Cabinet;
- Adoption of a job description for Associate Director of Lay Leadership and Age Level Ministries;
- Updating several existing job descriptions to reflect changes in roles and responsibilities;
- Analyzing the potential impact of proposed new federal Department of Labor guidelines pertaining to the minimum salaries of employees classified as exempt. Although the guidelines are yet to be established, they propose increasing the minimum salary for exempt classification to $50,440 from $23,660. This new minimum would impact a number of Conference staff positions, primarily in Camping and Retreat Ministries;
- Annual review of salaries and wage scales for Conference staff positions. (The Recommendation for 2017 Salary Ranges for Conference Staff Positions will be submitted as an addendum to this report prior to Annual Conference.)

Work still in progress includes working with the CFA to review the existing formula used to establish compensation for our District Superintendents and Executive Directors for consideration in the 2018 budget.

With the elimination of the Resource Essential Ministry Team and the redefining of the Navigation Essential Ministry Team as the Connectional Table, the Rules of the Annual Conference require amendment to ensure the SRC retains its 15 voting members. To that end an additional At-Large member is being added while the representatives from the Council on Finance and Administration and the Board of Pension & Health Benefits are now specified as stand-alone members of the SRC.

It is with regret that we bid our Executive Director of Connectional Ministries, Rev. Dr. Stephen Hundley, goodbye as he leaves to assume the role of President and Chief Executive Officer of United Methodist Insurance. He has been a valued member of the SRC and his contributions will be missed. This upcoming year we will welcome two new members to our Conference staff; a new Executive Director of Connectional Ministries yet to be announced, and Demetrio Beach as the Associate Director of Lay Leadership and Age Level Ministries. Demetrio comes to us from the Upper New York Annual Conference where his responsibilities included serving as the Director of Program and Outreach for Camp and Retreat Ministries. You may recognize him as he was our keynote speaker at last year’s Laity Session.

Submitted by: JP Harris, Chair, Staff Relations Committee
Psalm 34:1-3  I will bless the LORD at all times; His praise shall continually be in my mouth. My soul will make its boast in the LORD; the humble will hear it and rejoice. O magnify the LORD with me, And let us exalt His name together.

Dear colleagues,

God’s grace and mercies have continued to overflow in the life of our Annual Conference all last year. This is evident in every aspect of our connectional life including the giving. Your total 2015 apportionment giving was 84.75% of our conference’s apportionment budget of $12.8 million. This was an increase of 2.7%, $352,267 more than was contributed in 2014. 207 churches gave 100%, or more, of their apportionment, an increase in comparison to 203 churches in 2014. All districts showed an increase in total apportionment giving. This has indeed been a quadrannium of extravagant generosity. Praise be to God!

Because of this generosity and extravagant giving from our local congregants, our conference was in a position to send additional funds to our connectional commitment to the General Church and Western Jurisdiction. The joy and gratitude multiplied when GCFA (General Council on Finance and Administration) shared that this is the first time since 1998 that our conference has made 100% contribution. They do not have records beyond 1998 so we don’t know whether or not we made 100% contribution prior to 1998.

In addition to this great news, we were in a position to bring our Jurisdictional Giving at 100% with an additional contribution of $3,300. Continuing on with the Spirit of Thanksgiving to God from whom all good and perfect gifts come to us, I also share that we collected $40,000 towards our conference’s support to the Claremont School of Theology, enabling us to fund 100% of this budgeted line item without and additional funding – Thanks be to God!

Cal-Pac Giving to General Church Apportionment in 2015

<table>
<thead>
<tr>
<th>Apportionment Budget</th>
<th>Budget in $$</th>
<th>Actual Collection January - December</th>
<th>Additional Giving</th>
<th>Total Giving in $$</th>
<th>Total Giving in %</th>
</tr>
</thead>
<tbody>
<tr>
<td>World Service</td>
<td>1,395,108</td>
<td>1,364,963.37</td>
<td>30,144.63</td>
<td>1,395,108</td>
<td>100%</td>
</tr>
<tr>
<td>Ministerial Ed</td>
<td>359,220</td>
<td>312,283.29</td>
<td>46,936.71</td>
<td>359,220</td>
<td>100%</td>
</tr>
<tr>
<td>Black College</td>
<td>191,064</td>
<td>155,901.46</td>
<td>35,162.54</td>
<td>191,064</td>
<td>100%</td>
</tr>
<tr>
<td>Africa University</td>
<td>42,756</td>
<td>35,812.44</td>
<td>6,943.56</td>
<td>42,756</td>
<td>100%</td>
</tr>
<tr>
<td>Interdenominational</td>
<td>37,476</td>
<td>37,406.46</td>
<td>69.54</td>
<td>37,476</td>
<td>100%</td>
</tr>
<tr>
<td>General Admin</td>
<td>168,396</td>
<td>168,397.53</td>
<td></td>
<td>168,397.53</td>
<td>100%</td>
</tr>
<tr>
<td>Episcopal Fund</td>
<td>418,428</td>
<td>383,647.46</td>
<td>34,780.54</td>
<td>418,428</td>
<td>100%</td>
</tr>
<tr>
<td><strong>Total Apportioned Funds</strong></td>
<td><strong>$2,612,448</strong></td>
<td><strong>2,458,412.01</strong></td>
<td><strong>154,036</strong></td>
<td><strong>$2,612,448</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Cal-Pac Giving to Western Jurisdiction Apportionment in 2015

<table>
<thead>
<tr>
<th>Budget</th>
<th>Budget in $$</th>
<th>Actual Collection January - December</th>
<th>Additional Giving</th>
<th>Total Giving in $$</th>
<th>Total Giving in %</th>
</tr>
</thead>
<tbody>
<tr>
<td>WJ Budget</td>
<td>78,154</td>
<td>74,817.80</td>
<td>3,336.20</td>
<td>78,154</td>
<td>100%</td>
</tr>
</tbody>
</table>
Oh give thanks to the Lord; call upon his name; make known his deeds among the peoples!
Psalm 105: 1

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>East</td>
<td>$2,192,417</td>
<td>$1,807,995</td>
<td>82.47%</td>
<td>$2,180,911</td>
<td>$1,701,355</td>
<td>78.0%</td>
</tr>
<tr>
<td>Hawaii</td>
<td>$907,508</td>
<td>$911,772</td>
<td>100.47%</td>
<td>$876,534</td>
<td>$880,441</td>
<td>100.4%</td>
</tr>
<tr>
<td>North</td>
<td>$2,880,830</td>
<td>$2,442,487</td>
<td>84.78%</td>
<td>$2,960,946</td>
<td>$2,431,148</td>
<td>82.1%</td>
</tr>
<tr>
<td>South</td>
<td>$3,607,090</td>
<td>$3,017,169</td>
<td>83.65%</td>
<td>$3,510,058</td>
<td>$2,875,525</td>
<td>81.9%</td>
</tr>
<tr>
<td>West</td>
<td>$3,231,260</td>
<td>$2,685,049</td>
<td>83.10%</td>
<td>$3,290,656</td>
<td>$2,623,736</td>
<td>79.8%</td>
</tr>
<tr>
<td>Total</td>
<td><strong>$12,819,105</strong></td>
<td><strong>$10,864,472</strong></td>
<td><strong>84.75%</strong></td>
<td><strong>$12,819,105</strong></td>
<td><strong>$10,512,205</strong></td>
<td><strong>82 %</strong></td>
</tr>
</tbody>
</table>

Annual Conference (Benevolence and Administration) = $8,173,870

Total Apportionment Giving in 2015 ($2,612,448+ $78,154+ $8,173,870) = $10,864,472

After consulting with the Cabinet, the Council on Finance and Administration presents a budget with a 1% increase over the prior year. The proposed budget to the Session of this Annual Conference is the outcome of collaborative efforts of leaders of each Essential Ministries Team, staff and the Council on Finance and Administration over several meetings in 2014 and 2015 concluding with the Connectional Table review on April 2, 2016.

There are several items that are worth celebrating.
1. Our efforts to increase our General Church apportionment payment since 2012 reached 100% goal in 2015.
2. We have worked very hard to stay within our spending plan for 4 (four) years in succession now (2012, 2013 2014 and 2015), and we thank all programs and ministries that helped make this possible.

We have continued to:
1. Remit pension payments to the General Board of Pensions on a monthly basis. This helped us operate within our means and plan for cash flow needs far in advance.
2. NOT borrow funds from Congregational Loan Fund or any financial institution for cash flow purposes since 2012.
3. Keep separate the designated funds meant for programs and ministries which are available to such programs and ministries at all and any time during the year.
4. Improve on our processes for providing financial information to our stakeholders consistently and on a regular basis.

Congregational Loan Fund:
Conference borrowed around $4 Million from the Congregational Loan fund in 2011 and prior years to pay for deficit funding occurred under certain programs. Please note that there has not been any inter-fund borrowing since 2012 and continued genuine attempts are being made to help repay this borrowing. A new line (Congregational Loan Repayment) was created in the budget starting 2014. Beginning 2012, the conference has made following repayments towards borrowing from its Congregational Loan Fund:

2012  $ 250,000 (This was the net proceeds from Jubilee Fund; the CFA voted to use the funds for repayment and not for its operations)
2013  $15,258.12 the Conference Board of Trustees released funds from its budget to apply towards the interest payment
2014  $83,806 was collected through apportionment of which $48,203.79 went into principal payment and $ 35,602.29 towards interest payment
2015  $89,568.13 came through apportionment: $59,654.64 went into paying of principal and $29,913.49 was applied towards interest payment.
2016 REPORTS TO ANNUAL CONFERENCE

Our records indicate there were 7 (seven) outstanding loans to local congregations at the end of the year with a total balance due $4,247,852.84

I thank God for His presence in the life of our conference and in my ministry as the Conference Treasurer. I am grateful for the opportunity to serve the Lord and seek His wisdom in all that I do. I thank Dan Griffin, President of Council on Finance and Administration (CFA), members of the CFA, Bishop Minerva Carcaño, my colleagues, District Superintendents, local churches and everyone who helped me in my ministry.

**Trustee Matters:**

**Risk Management:** Our insurance broker HUB International was successful in securing insurance renewal to our local churches at small additional premium cost for the year 2016. This is 1st increase in 5 (five) years - 5.85% ($250,324). The property values for all church buildings increased by 5%. While the past few years ended in fewer claims, the current year has begun with several claims that were reported within the first 90 days, amounting to $764,318.

**Source of Claims in 2015:**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Property Losses</td>
<td>30%</td>
</tr>
<tr>
<td>Liability Losses</td>
<td>67%</td>
</tr>
<tr>
<td>Automobile Losses</td>
<td>1.6%</td>
</tr>
<tr>
<td>Directors/Officers/Trustees Liability Losses</td>
<td>1.0%</td>
</tr>
<tr>
<td>Camping Losses</td>
<td>0%</td>
</tr>
<tr>
<td>Cyber Liability Losses</td>
<td>0%</td>
</tr>
<tr>
<td>Umbrella Liability Losses</td>
<td>0%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
</tr>
</tbody>
</table>

The Treasurer’s Office with the support from HUB International is conducting four (4) loss control seminars in CA this year (2016) expecting attendance from clergy, church treasurers and trustees representing conference-wide local churches. HUB International will once again underwrite the entire cost of these workshops.

We are grateful to HUB International and Don Williams, its representative to our conference for providing us with excellent services. Please stop by at the information booth in Redlands to thank him and his staff and also receive your free copy of Audit Guide put together by the General Council on Finance and Administration and made available by HUB. HUB International also puts together a Quarterly News-Letter “The Guardian” that offers valuable information on risk management - it is sent to you through district offices. Beginning May 2016, you will be able to access it online at [www.hubumc.com](http://www.hubumc.com). You can also receive a premium quote, purchase Mexican Automobile Insurance, request certificate, access loss control services from Philadelphia Insurance and GuideOne and many other services from this website.

The **Episcopal Residence** renovated in 2012 is continually cared for by Bishop Carcaño. The Episcopal Residence Committee is also active into the budgeting and upkeep of the asset and it met onsite last year for a tour to the residence and was treated with warm hospitality by our Bishop.

**Camping:** Currently, Camp Cisquito and Camp Arroyo Grande are listed for sale and actively marketed. The Board of Trustees are working hard to sell these properties.

I thank Rev. Karen Tannheimer, Chair of the Board of Trustees, members of the Board of Trustees, and Bishop Carcaño, for their support all year. I am grateful to our Chancellor, Lori Meaders, who has helped us through countless complex legal matters. Finally, I thank our dear sister Leanne Nakaniishi who served on the Board in her secretarial role. Her contribution and service along with her charm will always be
remembered. Above all, I thank God for allowing us to remember that He is in control and He loves us – unconditionally.

My report will be incomplete if I do not recognize my team. I am grateful to our Conference Controller, Green Guevarra who continues to serve professionally with humility and wit. Joyce Zirkle, a key link between the treasurer’s office and local church has been of great help tirelessly reviewing the Tables Data from churches so we can submit accurate records to the General Council on Finance and Administration AND accomplish fair distribution of apportionment budget amongst the local churches. Salend Krishna, Information Technology, has worked hard to upgrade our servers, negotiate better and cost effective services with internet, phone, copier, and other providers of various services. How can I ever forget my wonderful support staff who strived equally hard with utmost loyalty and dedication! Rubi Rincon, Ferdie Bondoc, Susan Bonaparte, Gay Morgan are great souls to work with. I am very grateful and proud of these dedicated servants of Jesus Christ who attempt so hard to serve you and help make a difference in the world. We are all committed to provide high level of services to the annual conference.

May God continually shine His face upon the California-Pacific Annual Conference, leading and guiding us as we seek to make disciples of Jesus Christ for the transformation of the World.

God bless,
Archana Carey
Conference Treasurer/Executive Director of Finance and Facilities

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TRUSTEES, CONFERENCE BOARD OF

The California Pacific Board of Trustees is grateful for the last year of wonderful ministry here are just a few highlights of 2015.

I. INSURANCE MATTERS: - In November the Board of Trustees was grateful to learn that the Insurance Premiums from Philadelphia Insurance for 2016 will increase only by a moderate amount. In 2016 the premiums charged to the Annual Conference and local churches will increase by 5.85 %, or $250,300.00 this is the first increase in five years.

1. In 2015 churches within the Annual Conference have submitted $2,288,137 in claims paid and some of those are still pending. In 2015 the churches in the Annual Conference paid $3,902,559.00 in premiums. Philadelphia Insurance will remain the carrier for the Annual Conference this year and for all of the churches in California. Guide One will remain the carrier for the Hawaii District

2. Hub International and their representative to the Annual Conference, Don Williams worked faithfully with Philadelphia Insurance to ensure the best possible coverage for the Annual Conference. Our policy continues to be reviewed and enhanced each year to include coverage for new types of losses or possible risk. For example, Cyber Liability coverage was added to our existing policy in 2013 without any additional cost to the local churches. Other Insurance enhancements this past year include:

- A complete review and analysis of our current carrier premiums and cost associated for our churches, looking at the competitions pricing and coverage.
- Maintaining a 1-800 number for the use of our church leaders to gain information and obtain assistance with questions on property and insurance.
- Consideration and review for possible terrorist coverage and a cost review on a regular basis review for earthquake and other insurance products.
- Providing an information booth at Redlands during Annual Conference for questions and assistance for Local Churches and their Board of Trustees.
3. One of the recent highlights of this current year has been the four Loss Control Workshops sponsored by Hub International and Philadelphia Insurance Company. More than 500 leaders, Pastors and Trustee Committee members are anticipated to attend these workshops. The Loss Control Workshops have had a positive effect on our insurance losses in prior years. We are hopeful that the workshops this spring will have the same effect on the 2016 claims and losses.

4. Philadelphia Insurance has continued providing an all-Conference Newsletter “The Guardian” which highlights current insurance concerns for local churches. They have provided ongoing help and support by maintaining a web-site and work with individual churches and church leaders to resolve and rectify any insurance needs or claims in a timely and professional manner.

5. The Trustees with help from our Conference Chancellor have reviewed and monitored any claims concerning worker’s compensation and/or other legal matters including, wrongful termination claims, liability and any potential denial of claim issues as they arise.

II. CAMPING MINISTRY:
Dialogue has continued this year with the camping leadership concerning the long view and viability of our camps. Currently, Camp Cisquito and Camp Arroyo Grande are both listed for sale and are being actively marketed, we are working diligently to sell these properties. The Conference Trustees have worked with David Berkey- Director of Camping and CORMC to continue to review each camp property; both facilities and their finances. We are hopeful that recommendations may be forth coming from the camping committee with ways to continue to enhance the mission of camping for the Annual Conference.

III. EPISCOPAL RESIDENCE COMMITTEE: The Episcopal residence renovations were completed in 2013. This year ongoing care and maintenance continues on a regular basis, being supervised by the Episcopal Residence Committee and conference staff. The Leadership of the Board of Trustees, along with Insurance and Conference leadership were treated to a tour of the residence this year. We will continue to review any further updating of the Bishop’s residence and will continue to complete repairs as needed which will add value and provide safety and security to the home.

Your Trustees have been actively at work on behalf of the Annual Conference during this past year. We would like to give a big thank you to Archana Carey, our Conference Treasurer, for her support and guidance during this past year. Her leadership has been a blessing to us. She has provided support and leadership for the ongoing building, health and safety renovations for the Conference Headquarters. You might stop in and see the new carpet, paint, windows and many ongoing projects which have enhanced and serve to beautify our Conference Office.

We want to thank and acknowledge our new Conference Chancellor Lori Meaders for her legal expertise and leadership in so many matters of legal concern to the Annual Conference. We give thanks for Joyce Zirkle and the staff of the Conference Treasurer’s Office for their continued service; Greg Batson for his leadership of the Methodist Foundation. And finally for our wonderful sister Leanne Nakanishi, for her many gifts and grace in taking minutes faithfully, she lead us by providing great insights and assistance at our meetings.

This report would not be complete without expressing our sincere thanks to Bishop Carcaño for her help to the Board of Trustees and her service to our Annual Conference.

Submitted in Gratitude,
Rev. Karen Tannheimer –Chairperson
By Mele Faiva Blagojevich, Cal-Pac UMW President

Through FAITH, a vision was formed! Through HOPE, a purpose and mission was developed. Through LOVE, the vision was made real and in 1869, this amazing organization called United Methodist Women went into Action. At first, they were a small in number – all eight of them – but they were mighty in spirit, compassion, conviction, and determination. They dared to make a difference, with the purpose to know God and join in the mission of engaging women, children and youth globally. It took “creative, supportive” women that grew from 8 members in 1869 to over 800,000 members strong today.

In 2015, these United Methodist Women (“UMW”) once again went into action to make the vision even clearer and more connectional—they boldly took the steps to realign with the California-Pacific Conference United Methodist Churches. After much discussion, decision made, months of transition process, hard work, and planning, this vision was made real. The action culminated in October, at the UMW Conference Annual Celebration; the realignment was complete and 8 districts became 5 districts; namely, now called East, Hawaii, North, South and West Districts. In 2019, we will joyfully CELEBRATE 150 Years of UMW being in mission to serve God and to continue telling their story so that the UMW Legacy will continue to live on for generations to come. In the company of such empowered women, I am honored and blessed to serve as the California-Pacific (“Cal-Pac”) Conference UMW President, together with the Leadership Team.

Today, there are over 300 Mission Institutions supported through the United Methodist Women members’ Pledge to Mission. In 2015, the California-Pacific Pledge to Mission was $260,000.00 we received $286,661.00. A total of $324,013.00 was sent National UMW including the 5 Star Giving. Cal-Pac Conference supports 4 National Mission institutions which are assigned Conference and/or District Representatives: 1) David & Margaret Youth and Family Services in La Verne, CA - A refuge for children in need; 2) Neighborhood House of Calexico in Calexico, CA - Feed the hungry, house the homeless; 3) Susannah Wesley Community Center in Honolulu, HI - Multi-purpose community center with programs & services for children, elderly and poor; and 4) Toberman Neighborhood Center in San Pedro, CA - Center empowering people to grow toward moral, spiritual, and financial independence. In addition, there are 2 local projects within Cal-Pac with assigned representatives: 1) Methodist Hospital of Southern California in Arcadia, CA - Providing health and spiritual care; 2) New Entra Casa in San Diego, CA - Residential treatment program for female ex-offenders & transitional housing.

Current Justice Issues include: Economic Justice, Climate Justice, Mass Incarceration, and Maternal and Child Care. The UMW Conference Leadership Team are blessed to have the support of Bishop Minerva Carcaño, local Pastors, district/local leaders and members for our organization’s continuing efforts in our missions.

Conference and District Officers worked together to visit and help revitalize inactive local organizations. We are happy to report that we have welcomed two local units to UMW: Ewa Beach UMW and Kona UMW.

In 2015, the United Methodist Women participated in the following events:

- **Conference and District Leadership Training:**
  Conference leaders attended the National UMW Leadership Training Days in Tempe, AZ and the Voices Language Coordinators Training in Nashville, TN. Leadership training included various workshops (i.e., conflict management, spiritual formation and growth, program planning, social justice involvement, and more. The 8 districts (previous to realignment, Hawaii, Long Beach, Los Angeles, Pasadena, Riverside, Santa Ana, San Diego, Santa Barbara) held their Leadership Training in January. Officers were equipped with resources to learn their various positions.

- **Mid-Winter Event:** In February, the Mid-Winter Event introduced the possibility of realignment with the Theme, “One in the Spirit,” and having as our guest speaker, Reverend Dr. Cedrick Bridgeforth, to give us his perspective, guidance and the benefit of his/Cal-Pac’s experience. Workshops were held for deeper discussions with the local, district and conference women. Pros and cons were lifted up and together we prayed for guidance and deeper understanding. There was also a presentation from the
Methodist Hospital by Hospital Foundation President Mike Driebe as he spoke on the Campaign to rebuild a new Rehab Unit to provide care for more patients with the latest technology, more experts in the field and better facilities. Because We Care, because of our UMW legacy (UMW founded the Arcadia Methodist Hospital), UMW pledged $100,000 for this Rehab Unit campaign.

Spiritual Retreat: Held in March at Aldersgate, in Pacific Palisades, the Spiritual Retreat offers a special time for the Conference Team to refresh, reconnect with fellow officers and be in worship, fellowship, prayer, share and reflect at a more personal level. The spiritual growth program was led by Rev. Dr. Kalesita Tu’ifua. We included Leadership Team meeting to prepare for future events.

Annual Conference Luncheon: Held in June at Redlands University during Annual Conference the UMW focused on our Legacy as we wore our “Legacy Hats” and joined our Conference UMW President (and Leadership Team) as she spoke of UMW’s mission and dedication to serve. President Mele Faiva Blagojevich presented to Bishop Carcaño her Legacy hat. At the UMW Luncheon, we continued the focus on Legacy with our guest speaker, Betty Lopez, and her story of passing the legacy on. She started the Emma’s Circle which consists of young ladies and helping them be a part of UMW and serving the Lord with their talents and gifts.

Mission u: Held at Biola University in July, over 350 participants at this spiritual and educational weekend attended classes in spirituality (Happiness), study on the people of Latin America, and awareness of people with disabilities at the church. Classes were offered in English, Korean, Spanish, and Tongan for adults, young people, youth and children, facilitated by top clergy and lay scholars. There was a “bridging class” for young women 18-23 to learn and grow spiritually. Offered were Workshops designed to be educational as well as entertaining.

Annual Celebration: Held in October at Holliston UMC in Pasadena, “A Sisterhood at Its Best: Making It Happen”, the Celebration had approximately 300 guests. We were honored and blessed with National UMW President Yvette Richards as our keynote speaker. With prayers, the blowing of conch shell, and the energizing beat of Taiko Drums, the procession began with the 8 districts, with their banners, and the Conference Leadership team. This was emotional and significant as this would be the last time that the previous 8 districts would march with their previous banners. It was also exciting because we UMW members would embark in a new Chapter of new Districts (East, Hawaii, North, South and West) filled with many hopes and possibilities that would expand and grow UMW’s mission. As the business meeting proceeded the excitement heightened as the election and installation of new Conference officers were announced and the new District officers were named.

The UMW Conference Leadership Team diligently meets 4 times a year with much thought and prayers to carefully plan and prepare these events. My heart is filled with joy and immense gratitude to serve the Lord along with a diverse Community of Women who willingly shares their time and talents because they have been called to serve in mission. What an honor to be a part of this largest Denominational Faith Organization for women in the world. Thanks be to God.
Wesley Students Are Answering God’s Call
Wesley provides more than $2 million dollars annually in scholarships to our students thanks to the consistent support of alumni, congregations and friends of the seminary. The Ministerial Education Fund and conference partners help us equip a broad range of students to serve the church as pastors and leaders. These include:

- Two Master of Divinity students who are exploring ordination in the UMC that have created outreach opportunities for people who ordinarily would not consider going into a church. Zach Spoerl and Matt Wilke, working with three United Methodist Churches and Wesley, have started Pub Theology in downtown D.C., drawing spiritual-but-not-religious young adults into Christian community.

- Master of Theological Studies student Jane Adams is working with denominations and congregations on issues of poverty and hunger in the U.S. As an intern at the Center for Faith-Based and Neighborhood Partnerships at the U.S. Department of Health & Human Services, she provides tools for building on charitable activities such as food pantries and backpack ministries. As a member of a local United Methodist congregation, she’s putting her knowledge to work in her local church and neighborhood, too.

Christian leadership must innovate for greater faithfulness and be able to engage the full diversity of people within our society even while holding true to the foundations of our faith and tradition. The people named above – as well as so many more of our students – exemplify these aims. Read more about our students at wesleyseminary.edu/stories.

Mourning the Loss of a Christian Leader
The Rev. Clementa Pinckney was a Doctor of Ministry student at Wesley in the Leadership Excellence track. He was working on a research project on the combined role of pastor and statesman, when his life was taken along with eight others at Mother Emanuel AME Church in Charleston, S.C. Rev. Pinckney exemplified the spiritually powerful and prophetic leadership that is at the core of our mission.

To ensure Pinckney’s legacy continues, Wesley has established scholarships in his name for Doctor of Ministry candidates seeking to empower their congregations, engage their communities, and influence public discourse. Additionally, Wesley has developed a Doctor of Ministry track exploring the intersection between public life and church leadership. This degree focus amplifies Wesley’s mission and location and, we hope, will raise up leaders to continue Pinckney’s legacy. https://www.wesleyseminary.edu/doctorofministry/

Seeking Connection
We are on this journey of faith together. As you follow Jesus Christ, we pray and trust the Spirit will equip you to mentor future leaders and to help others identify God’s call to ministry on their lives. Let us know about someone you feel has the potential for Christian leadership by emailing us admissions@wesleyseminary.edu. And may God’s transformative, creative Spirit lead all of us, as the body of Christ, to new and faithful ways of sharing God’s grace and love with all God’s people, for the redemption of the world. Learn more at wesleyseminary.edu.

Sent by Rev. Dr. Wm. D. Aldridge; Jr. | Associate Dean of Admissions, on behalf of Wesley Theological Seminary
RECOMMENDATIONS

REC 16-1  PENSIONS & HEALTH BENEFITS 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, policies, and offerings for active clergy, their families, and Conference lay employees for 2017, and that no substantive changes in programs, eligibility or funding patterns be made for the next year.

The Board is committed to insuring 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 16-1 was approved by 99% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.

REC 16-2  PENSIONS & HEALTH BENEFITS 2 – RETIREE HEALTH CARE

The Board of Pension and Health Benefits recommends that the Annual Conference continue its present health care rules, policies, and offerings for retired clergy, their families, and retired Conference Lay Employees for 2017 and that no substantive changes in programs, eligibility or funding patterns be made for the next year.

The 2017 recommended target HRA (the maximum that would be allowed for 50 years of service) is $2800. The HRA for every eligible participant (retiree, spouse, and surviving spouse) will be based 2% of the target HRA for each year of service.

The HRA for retirees age 85 and over (or retired prior to 1982), is calculated by conference health plan rules that ensure 100% coverage by a plan through OneExchange that is equivalent to the retiree health insurance Medigap Plan L in place in 2015.

The members and staff of the Conference Board of Pension and Health Benefits will work carefully and closely with OneExchange and the General Board of Pension and Health Benefits to ensure that every retiree, spouse, and surviving spouse receives adequate information, appropriate counsel, and caring support as they make their health care decisions, working with them to provide the best possible coverage, and working carefully and transparently to assure them that they have not been abandoned, forgotten, or dismissed by the Annual Conference.

Recommendation 16-2 was approved by 93% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
A Comprehensive Benefit Funding Plan is a formal funding plan that describes how to pay for benefit obligations, including those obligations that are dependent on the conference continuing its current benefit programs. This plan balances benefit design with benefit funding—realistically aligning design expectations with funding patterns. As a result, the conference is better able to plan for the payment of all benefit obligations. The necessity of transparency concerning benefit funding has been a common theme throughout the connection in many settings. The General Board of Pension and Health Benefits requires each conference to publish and gain approval for their conference’s Comprehensive Benefit Funding Plan. All the components of the plan that were previously reported individually, including the pre-82 past service rate, are now reported collectively as part of the comprehensive plan.

Clergy Retirement Security Program (CRSP) Defined Benefit (DB) and Defined Contribution (DC)

The Clergy Retirement Security Program (CRSP) is an Internal Revenue Code section 403(b) retirement program providing lifetime income and account flexibility designed for those who serve God as clergy of The United Methodist Church. CRSP replaced the Ministerial Pension Plan (MPP) effective January 1, 2007.

CRSP consists of both a defined benefit (DB) plan, which provides a monthly benefit at retirement based upon years of credited service to the Church, and a defined contribution (DC) plan, which provides a retirement account balance established and funded by annual conferences.

CRSP-DB
The total denominational liability for CRSP-DB annuities as of 1/1/2015 is $1.2 billion, the total plan assets are $1.4 billion, and the current funded ratio for the plan is 110.73%. The California-Pacific Conference’s portion of the total liability is 1.98%, and the conference has elected to include 50%+ for FTE eligibility for 2017. As a result, the required contribution due as of 12/31/17 is $2,066,561. It is anticipated that the amount will be funded from New Incoming Money, through direct billing to churches, totaling $2,066,561. The total account and/or future incoming money covers the required contribution.

CRSP-DC
Effective January 1, 2014, the CRSP-DC plan was reduced from a 3% to a 2% of plan compensation non-matching contribution. Clergy have the opportunity to earn up to an additional 1% CRSP-DC contribution by contributing at least 1% of their plan compensation to UMPIP. Therefore, if a participant contributes at least 1% of plan compensation to UMPIP, the participant will receive a contribution of 3% to CRSP-DC. The 2015 contribution was $499,080 and was funded by required contributions billed to local churches. It is anticipated that increases for future years will average 3% due to the overall average salary increase for clergy of 3%. As clergy salaries increase, the CRSP-DC contributions increase because CRSP-DC is calculated as a percentage of the pastor's plan compensation (salary plus housing).
Ministerial Pension Plan (MPP)

The Ministerial Pension Plan (MPP) provides clergy with a pension for their years of ministry with The United Methodist Church from 1982 through 2006. MPP was replaced by the Clergy Retirement Security Program (CRSP) effective January 1, 2007. However, if a pastor has an MPP account, it will continue to be invested, and he/she will receive benefits from the plan as before. MPP is an Internal Revenue Code section 403(b) retirement plan. Upon retirement, exactly 65% of the account balance must be annuitized when it is to be distributed. The remainder may be rolled over to UMPIP, another qualified plan or IRA, or paid in a lump sum.

The total denominational liability for MPP annuities as of 1/1/2015 is $3.1 billion, the total plan assets are $3.5 billion, and the current funded ratio for the plan is 112.38%. Future MPP annuitants have a total account balance of $4.1 billion, and the California-Pacific Conference’s portion of that balance is $86 million, or 2.08% of the total. There is no required contribution for 2017.

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 2016, the Past Service Rate (PSR) is $688. For 2017, the conference is increasing its PSR to $702. On average, the conference cautiously estimates future increases to be approximately 2%, but will thoroughly evaluate each year. The contingent annuitant percentage is at the 100% level.

Based on the final actuarial valuations from the General Board of Pension and Health Benefits as of January 1, 2015 for 2017, the portion of the Pre-82 liability attributable to the California-Pacific Conference and funded status as of 1/1/15 is as follows:

Funding Plan Liability as of 1/1/2015: ($55,490,981)  
Plan Assets as of 1/1/2015: $68,593,310  
Current funded status is $13,102,329 for a 124% funded ratio.  
The conference does not intend to redirect Pre82 surplus.

Key assumptions: 6.75% discount rate, using the RP2000 mortality table with a BB generational projection.

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.
California-Pacific Annual Conference

This funding plan incorporates, to the best of our understanding, the conference's obligations and funding of the benefits provided to clergy and laity, as noted below.

It is understood by the signees that defined benefit plan liabilities (Pre-R2, MPP and CRSP-DB) continue until the last benefit is paid to participants and their surviving spouses irrespective of the funding level of the plan. That is, even if the assets in the plan are larger than the liabilities in the plan, the conference still has a liability (obligation) and potential future contribution due to the plan.

X CRSF DB and UC
X MPP
X Pre-1982
X PRM
X Active Health
X CPP
X UMPIP Clergy
X UMPIP Lay

/s Jan Hanson
Signature
Jan Hanson, Dir. Of HR/CSO, 4/29/2016

/s Randy Johnson
Signature
Randy Johnson, Chair, CBOPHB, 4/29/2016

/s Archana Carey
Signature
Archana Carey, Dir. F&F/Treasurer, 4/29/2016

Signatures are required from the Conference Benefit Officer (or equivalent), Conference Board of Pension Chair and Conference Treasurer. Signatures are recommended from Council on Finance and Administration Chair and/or other conference leaders as deemed appropriate.

Signatures on file at GBOPHB

Opinion on California-Pacific 2017 Comprehensive Benefit Funding Plan

This Funding Plan meets the standards for a Pre-R2 funding plan as established by the General Board, and the requirements for a favorable opinion of a Funding Plan.

Note: The statement above and any written opinion provided by the General Board do not imply any representation as to the ability or probability of the applicable Conference to fulfill the obligations included in the Funding Plan.

General Board of Pension and Health Benefits

Glenview, Illinois
May 4, 2016

Recommendation 16-3 was approved by 100% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
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 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 or disability payments received from plans authorized under The Book of Discipline of The United Methodist Church (the “Discipline”), which includes all such payments from the General Board of Pension and Health Benefits (“GBOPHB”), and any funds distributed from the Lynch Fund as a pension supplement, during the year 2017 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 or disability payments to which this rental/housing allowance applies will be any pension or disability payments from plans, annuities, or funds authorized under the Discipline, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the Discipline, that result from any service a Clergyperson rendered to this Conference or that 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, and also applies to any funds distributed from the Lynch Fund as a pension supplement during the year.

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 16-4 was approved by 100% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
APPROVE WESLEY FOUNDATION BOARD MEMBERS

Wesley Foundation Board Members to be approved by Annual Conference:

San Diego State University
1. Anthony Aranico
2. Rev. Joshua Clough
3. Susan Farnsworth
4. Shirley Ferrell
5. Matt Hambrick
6. Rev. Chuck Kishpaugh
7. Natha Kraft
8. Kim Melchior
9. Eric Swanson

University of Hawaii
1. Linda Avegalio
2. Judy Cramer
3. Grace Omura
4. Atina Pascua
5. Rev. Piula Alailima
6. Alan Mark

University of California Los Angeles
1. Rev. Janet Cromwell
2. Rev. Allison Mark
3. Rev. Lynette Fuka
4. Seidi Valencia
5. Alfred Herrera
6. Melissa Veluz-Abraham
7. Rev. Sharon Rhodes-Wickett
8. Dr. Marguerite Phillips
9. Persida Murza-Radu
10. Natalie Kirsten
11. James C. Kim
12. Aura Imbarus
13. Liana Ghica (ex-officio)

University of Southern California
1. Brian Gaeta-Symonds
2. Sharon Tool
3. Sonia Rodriguez
4. Janice Elizabeth Kreh
5. Rod Sprott

Cal Poly San Luis Obispo
1. Jason Takagi, Chairperson
2. Suzanne Barron, Director
3. Dave Mason, Treasurer
4. Rev. Rick Uhls
5. Rev. Rich Bolin
6. Cornell Morton
7. Hal Cota
8. Susan Richardson
9. Sasha Greelee
10. Robb Etter
11. Judy Brummel
12. Keith Brummel
13. Lynn Hamilton
14. Debbie Wacker

Recommendation 16-5 was approved by 100% in the Legislative Section, where it was amended to include omitted names, it was presented as updated (above) and approved during Plenary #6 on Saturday, June 18, 2016.
BACKGROUND CHECK PROCESS FOR CLERGY

A. **How often background checks will be required:** Frequency of background checks:
   A background check is required **every three years** for clergy under episcopal appointment, and as part of the application process for provisional membership or transfer into conference membership. **and every five (5) years** for clergy under episcopal appointment. In addition to the background check, all clergy, including those transferring into conference membership and candidates approved for commissioning, must complete online training through the Safe Gatherings program. Under this program, the background check and the online training are initiated simultaneously.

B. **Which types of offenses are relevant:** Disqualifying offenses and handling of unsatisfactory background check results:
   Any and all criminal behavior, especially felonies or a pattern of misdemeanor violations, would require careful review and consideration. Sexual offenses and credit/finance offenses are also relevant. Appropriate legal counsel may be sought by members of the Board of Ordained Ministry responsible for receiving and reviewing background check reports if other types of offenses are in question.

   1. A person 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.

   2. However, the presence of a “red flag” (offense) should not always result in automatic rejection or complaint, especially if the person has admitted to the offense. When evaluating criminal history, motor vehicle or credit bureau record checks, members of the Board of Ordained Ministry responsible for receiving and reviewing background check reports will consider other factors that should be taken into account.

   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, ¶363 (2012).

C. **What other factors will be considered:**
   1. The nature and seriousness of the offense;
   2. The circumstances under which the offense occurred;
   3. The age of the person at the time of the offense;
   4. Societal conditions that may have contributed to the nature of the offense;
   5. The probability that the person will repeat the offense;
   6. The person’s commitment to rehabilitation (if rehabilitation is called for).
7. *The Book of Discipline* 2004-2016 ¶164.F of 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 discriminatingly enforced,” and this would also be considered in evaluating background check reports.

8. According to the guidelines of the Legal Manual of the General Council of Finance and Administration, “If 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.”


D. How the rights of the candidate, clergy, or local pastor will be preserved:
The members of the Board of Ordained Ministry responsible for receiving and reviewing background check reports will maintain strict standards of confidentiality and exercise great discretion in handling all background check reports. They will also seek and follow legal counsel when necessary to ensure that they maintain compliance with all federal, state, and local laws and with *The Book of Discipline*.

E. Who has access to this sensitive information: C. Processing background check results and training:

1. All background check reports for Candidates for Provisional Membership: The Provisional Registrar is designated as a Safe Gatherings Administrator for candidates for provisional membership. The Registrar receives notification from Safe Gatherings regarding the background check and training completion. All reports will be reviewed by the Provisional Registrar. If a report presents concern about a candidate, the Provisional Registrar may ask the Registrar and Chairperson of the Board of Ordained Ministry to review the report, as well. If necessary, these three officers may consult with legal counsel and other experts in this area before making any decision. For administrative purposes only, one or two staff persons in the Human Resources Office of the California-Pacific Annual Conference who are designated as Safe Gatherings Administrators will also have access to this information.

2. Clergy: Background checks and training for local pastors, provisional members and full members are conducted through the Safe Gatherings system. The pastor receives a notification from Safe Gatherings that a background check is due to be completed. The pastor accesses the online application and initiates the background check and training. Two Human Resources staff members are designated as Safe Gatherings Administrators, with primary responsibility for administration assigned to the Human Resources Coordinator. Once the background check and training are completed, the pastor receives an email notification regarding the approval. Clergy may access the background check report on the online secure system at any time. The Human Resources coordinator 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 Human Resources administration, except in the case of a questionable result. If a questionable or unsatisfactory background check is received, the Human Resources Coordinator prints a hard copy of the report and gives it to the Bishop for handling.

3. A Background Check Review Committee (BCRC) of five clergy persons will be elected to review background check reports for all other active clergy, local pastors, and persons
seeking transfer into conference membership. The five clergy will be members of the Board of Ordained Ministry who are nominated by the Executive Committee of the Board and elected by the Board of Ordained Ministry. Members of the BCRC may not be members of the Executive Committee, the Conference Relations Committee, or hold any other office on the Board that would violate due process in the event that a concern arises from a background check. Members of the BCRC may not have family members (including extended family) who are clergy in the California-Pacific Annual Conference.

4. If a report presents concern about an active clergyperson, local pastor, or persons seeking transfer into conference membership, the BCRC may consult with legal counsel and other experts in this area before making any decision. Reports of any concerns made by the BCRC to the Board of Ordained Ministry must be made without names of persons involved, and all meetings of the BCRC with involved persons will take place at discreet locations other than the Annual Conference Center in Pasadena. The BCRC has the freedom and responsibility to confer with the Bishop and/or initiate complaints if concerns arise regarding any active clergy or local pastor.

5. For administrative purposes only, one or two staff persons in the Human Resources Office of the California-Pacific Annual Conference may also have access to this information.

F. When a background check has already been made: D. Waivers:
In the event that a person’s employer has already required a background check, that person may choose to provide the Background Check Review Committee with a copy of the report rather than submit to a second background check. 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 were required to submit to background checks as a condition of their employment/appointment. However, at the BCRC’s discretion, a second background check may be required.

G. How the information will be stored: E. Background check storage:
Each background check report will be kept in a CONFIDENTIAL file, separate from the person’s other application, examination, and employment information, and these files will be kept in the Board of Ordained Ministry’s secure storage facility located at the California-Pacific Annual Conference Center in Pasadena. Only the members of the Background Check Review Committee will have keys to the secure storage facility. The Provisional Registrar will work with the members of the Background Check Review Committee to ensure the proper handling and storage of these files. Hard copies of background check results for all clergy are printed out by the Human Resources Coordinator. These reports are stored in secure clergy files in the Episcopal Office.

H. The length of time the confidential file will be maintained, and disposal instructions:
Background check information files will be kept for the duration for the person’s employment by the United Methodist Church and for a minimum of seven years following termination of employment. Files will be properly destroyed when the insurer deems appropriate.

I. F. Financial implications:
The Annual Conference will bill each person for the cost of her or his background check. The current cost is estimated to be between $40-$50 (per background check). The cost of the background check is billed to the pastor’s salary-paying unit at the time the background check is conducted. A background check expense normally occurs every three years. The Annual Conference subsidizes the cost of the Safe Gatherings online training and program administration for all clergy.

J. Final statement:
The Board of Ordained Ministry shares the perspective of the General Council on Finance and Administration when it states that “Hiring any person who has been involved in previous
serious criminal acts can be extraordinarily risky for a church organization, because of the ever present possibility of a recurrence and the difficulty of taking careful steps to prevent such a recurrence. It is typically hard for a church to balance the seeming conflict between Biblical notions of forgiveness and redemption and the stark reality in today’s world that someone in a church setting may cause injury to a member, embroiling the church in an expensive and painful lawsuit in the event of a recurrence, especially when children are involved. Church organizations should consult with legal counsel and other experts in this area before making any decision.” [GCFA Legal Manual—2005-2012 Edition, Personnel, Section 1, p. 16.]

Recommendation 16-6 was removed from the Consent Calendar, amended by the plenary (as indicated above in red) and approved during Plenary #6 on Saturday, June 18, 2016.
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 as determined by the Staff Relations Committee, Executive Management and state and federal laws. New federal rules updating the salary levels needed for exempt classification are effective December 1, 2016. This minimum annual salary level is $47,476.

The Staff Relations Committee of the California-Pacific Conference recommends that salary ranges for conference staff positions for the calendar year 2017 be set as follows:**

<table>
<thead>
<tr>
<th>Exempt Positions</th>
<th>Minimum</th>
<th>Median</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Communications</td>
<td>$75,000</td>
<td>$82,500</td>
<td>$90,000</td>
</tr>
<tr>
<td>Director of New Ministries</td>
<td>$75,000</td>
<td>$82,500</td>
<td>$90,000</td>
</tr>
<tr>
<td>Director of Justice &amp; Compassion</td>
<td>$75,000</td>
<td>$82,500</td>
<td>$90,000</td>
</tr>
<tr>
<td>Director of Camping and Ministry Operations</td>
<td>$76,000</td>
<td>$85,000</td>
<td>$95,000</td>
</tr>
<tr>
<td>Associate Director of Lay Leadership &amp; Age Level Ministries</td>
<td>$68,000</td>
<td>$76,500</td>
<td>$85,000</td>
</tr>
<tr>
<td>Associate Director of Hispanic/Latino Ministries</td>
<td>$68,000</td>
<td>$76,500</td>
<td>$85,000</td>
</tr>
<tr>
<td>Administrative Coordinator, Board of Ordained Ministry</td>
<td>$48,000</td>
<td>$54,000</td>
<td>$60,000</td>
</tr>
<tr>
<td>Business Office Manager, Camping</td>
<td>$47,476</td>
<td>$51,238</td>
<td>$55,000</td>
</tr>
<tr>
<td>Director of Human Resources</td>
<td>$78,000</td>
<td>$86,500</td>
<td>$95,000</td>
</tr>
<tr>
<td>Controller</td>
<td>$80,000</td>
<td>$88,000</td>
<td>$96,000</td>
</tr>
<tr>
<td>Camp Site Director (gross revenue over $500k)</td>
<td>$57,000</td>
<td>$61,275</td>
<td>$65,550</td>
</tr>
<tr>
<td>Camp Site Director (gross revenue $250 - $500k)</td>
<td>$52,000</td>
<td>$54,600</td>
<td>$57,200</td>
</tr>
<tr>
<td>Camp Site Director (gross revenue under $250k)</td>
<td>$47,476</td>
<td>$49,850</td>
<td>$52,224</td>
</tr>
<tr>
<td>Camp Site Program Manager</td>
<td>$47,476</td>
<td>$49,850</td>
<td>$52,224</td>
</tr>
<tr>
<td>Camp Site Operations Manager</td>
<td>$47,476</td>
<td>$49,850</td>
<td>$52,224</td>
</tr>
<tr>
<td>Camp Site Food Service Manager</td>
<td>$47,476</td>
<td>$49,850</td>
<td>$52,224</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non-Exempt Positions</th>
<th>Minimum</th>
<th>Median</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Assistant, Connectional Ministries</td>
<td>$18.00</td>
<td>$22.00</td>
<td>$26.00</td>
</tr>
<tr>
<td>Communications Assistant</td>
<td>$18.00</td>
<td>$22.00</td>
<td>$26.00</td>
</tr>
<tr>
<td>Executive Secretary, Finance</td>
<td>$23.00</td>
<td>$27.50</td>
<td>$32.00</td>
</tr>
<tr>
<td>Accountant/Payroll Administrator</td>
<td>$25.00</td>
<td>$29.50</td>
<td>$34.00</td>
</tr>
<tr>
<td>Bookkeeper</td>
<td>$22.00</td>
<td>$25.00</td>
<td>$28.00</td>
</tr>
<tr>
<td>Accounting &amp; Facilities Assistant</td>
<td>$18.00</td>
<td>$22.00</td>
<td>$26.00</td>
</tr>
<tr>
<td>Receptionist</td>
<td>$14.00</td>
<td>$15.50</td>
<td>$17.00</td>
</tr>
<tr>
<td>Archivist Assistant</td>
<td>$16.00</td>
<td>$19.50</td>
<td>$23.00</td>
</tr>
<tr>
<td>Pension Coordinator</td>
<td>$22.00</td>
<td>$25.00</td>
<td>$28.00</td>
</tr>
<tr>
<td>Health Benefits Coordinator</td>
<td>$22.00</td>
<td>$25.00</td>
<td>$28.00</td>
</tr>
<tr>
<td>Human Resources Coordinator</td>
<td>$22.00</td>
<td>$25.00</td>
<td>$28.00</td>
</tr>
<tr>
<td>IT Systems Coordinator</td>
<td>$30.00</td>
<td>$40.00</td>
<td>$50.00</td>
</tr>
<tr>
<td>Administrative Assistant, District Office</td>
<td>$23.00</td>
<td>$27.50</td>
<td>$32.00</td>
</tr>
</tbody>
</table>
2015 Journal, X.E.1.a.: The formula for determining the salaries of the District Superintendents shall be as follows: 1.45 times the Median Cash Salary (MCS) of the Annual Conference as reported by the Commission on Equitable Compensation for the year preceding the Conference budget presentation...E.1.b ...The formula for determining the housing allowance of the District Superintendent shall be...1.25 times the Median Housing Allowance for pastors...

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

Survey Data Analysis

Conference Center and District Staff Salaries

- The analysis does not include salaries determined by established rules and formulas, ie: District Superintendents, Executive Directors and Campus Ministers.

- The Center for Non-Profit Management Survey breaks down the data several ways for purposes of comparison: budget size, geographic location, and “all organizations” being the most pertinent. For our Salary Range Recommendation, the salary ranges associated with the organizations' budget size was used for exempt positions, in keeping with the scope and responsibilities of these positions. For non-exempt positions, the geographical area associated with the organizations in the survey was the breakdown used, in order to be competitive in the local area from which applicants are more often drawn for these positions.

- In addition to the new federal rules updating limits on salary for exempt classification noted in the heading for the salary proposal on the reverse, new hourly minimum wage rules are going into effect in California and the City of Pasadena that indirectly impact Conference staff positions. In 2016, the City of Pasadena passed Ordinance 7278, which sets forth a series of hourly minimum wage increases for all employees within the city limits. The schedule begins effective July 1, 2017, with minimum wage going to $12.00 per hour. Conference staff employees who work at the Conference Center, located in Pasadena, are subject to this requirement. (The schedule for the new California minimum wage rules signed into law by Governor Jerry Brown, goes into effect January 1, 2017, with a minimum of $10.50, and is superseded by the Pasadena ordinance for employees within the city limits.) While rates for all conference non-exempt positions have been and continue to be set higher than the prevailing minimum wage, the relationship to the minimum needs to be taken into account. Therefore, there are increases recommended in the proposed 2017 wage proposal that increase the scale for some positions to reflect the new, higher, minimum wage rules.

Camping Salaries

- For the Camp Site Director positions, the overall numbers and totals in the American Camp Association survey included all sponsorship segments, ie: both profit and non-profit. For our purposes, we used the data that was specifically available for the “religious” sponsorship segment.

- Although there is a breakdown of salaries according to business volume in the survey, the benchmarks are not the same as ours in Cal-Pac. Therefore, the best comparison figures to use from the survey for the Site Director were the one for “under $250,000,” and we built the other levels from there based on our past practice relative to the lowest level.

- The new federal minimum for exempt employees goes to $47,476 on December 1, 2016. This creates the situation for us where the entry-level management position must be placed at $47,476, even if a smaller number might appear to be warranted by survey data.

- For the entry-level manager positions on the survey, there was a breakdown according to title, with Food Service Manager generally at a lower level than the positions that are comparable to our Program Manager and Operations Manager. Cal-Pac has an established practice of paying the exempt minimum salary for all three entry-level management positions.

- Recommendation 16-7 was approved by 99% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
REC 16-8  CLERGY MINIMUM COMPENSATION STANDARDS

CEC recommends to the Annual Conference the salary tables below for use in calculation of clergy minimum salaries for 2017.

The Median Conference Salary (MCS) for 2016 is $53,059 (a 2.38% increase over 2015 MCS).

These tables are based on the "adjusted MCS" which equals 99% of MCS for 2016 or $52,528 (a 1.34% increase). The "adjusted MCS" is placed on year 25 of the salary table for FM (full members). The salaries at all other years of experience are calculated in relation to that figure. This method of creating these tables was approved at 2015 Annual Conference.

![2017 Minimum Salary Schedule FM](image)

2017 Minimum Salary Schedule FM
(Full Members-Elders & Deacons)
Using MCS method, reflects rules changes proposed at 2015 AC

- Year  | Pct of MCS | Salary  | Year  | Pct of MCS | Salary  | Year  | Pct of MCS | Salary  | Year  | Pct of MCS | Salary  |
--------|------------|---------|-------|------------|---------|-------|------------|---------|-------|------------|---------|
- 1     | 76%        | $39,922 | 11    | 86%        | $45,174 | 21    | 96%        | $50,427 |
- 2     | 77%        | $40,447 | 12    | 87%        | $45,700 | 22    | 97%        | $50,953 |
- 3     | 78%        | $40,972 | 13    | 88%        | $46,225 | 23    | 98%        | $51,478 |
- 4     | 79%        | $41,497 | 14    | 89%        | $46,750 | 24    | 99%        | $52,003 |
- 5     | 80%        | $42,023 | 15    | 90%        | $47,276 | 25    | 100%       | $52,528 |
- 6     | 81%        | $42,548 | 16    | 91%        | $47,801 | 26    | 101%       | $53,054 |
- 7     | 82%        | $43,073 | 17    | 92%        | $48,326 | 27    | 102%       | $53,579 |
- 8     | 83%        | $43,599 | 18    | 93%        | $48,851 | 28    | 103%       | $54,104 |
- 9     | 84%        | $44,124 | 19    | 94%        | $49,377 | 29    | 104%       | $54,630 |
- 10    | 85%        | $44,649 | 20    | 95%        | $49,902 | 30    | 105%       | $55,155 |

![2017 Minimum Salary Schedule PLA](image)

2017 Minimum Salary Schedule PLA
(Probationary Mem., Local Pastors, Associates)
Using MCS method, reflects rules changes proposed at 2015 AC

- Year  | Pct of MCS | Salary  | Year  | Pct of MCS | Salary  | Year  | Pct of MCS | Salary  | Year  | Pct of MCS | Salary  |
--------|------------|---------|-------|------------|---------|-------|------------|---------|-------|------------|---------|
- 1     | 66%        | $34,669 | 11    | 76%        | $39,922 | 21    | 86%        | $45,174 |
- 2     | 67%        | $35,194 | 12    | 77%        | $40,447 | 22    | 87%        | $45,700 |
- 3     | 68%        | $35,719 | 13    | 78%        | $40,972 | 23    | 88%        | $46,225 |
- 4     | 69%        | $36,245 | 14    | 79%        | $41,497 | 24    | 89%        | $46,750 |
- 5     | 70%        | $36,770 | 15    | 80%        | $42,023 | 25    | 90%        | $47,276 |
- 6     | 71%        | $37,295 | 16    | 81%        | $42,548 | 26    | 91%        | $47,801 |
- 7     | 72%        | $37,820 | 17    | 82%        | $43,073 | 27    | 92%        | $48,326 |
- 8     | 73%        | $38,346 | 18    | 83%        | $43,599 | 28    | 93%        | $48,851 |
- 9     | 74%        | $38,871 | 19    | 84%        | $44,124 | 29    | 94%        | $49,377 |
- 10    | 75%        | $39,396 | 20    | 85%        | $44,649 | 30    | 95%        | $49,902 |
## Analysis and Trends

**2016 CEC- Adjusted MCS Salary**
$52,528

(reflects 1% reduction to MCS for annual YOS gains, and reflects new $20K min HA)

### Schedule FM Trends:

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>$33,218</td>
<td>10%</td>
</tr>
<tr>
<td>2009</td>
<td>$35,805</td>
<td>7.8%</td>
</tr>
<tr>
<td>2010</td>
<td>$38,856</td>
<td>8.5%</td>
</tr>
<tr>
<td>2011</td>
<td>$39,306</td>
<td>1.2%</td>
</tr>
<tr>
<td>2012</td>
<td>$40,555</td>
<td>3.2%</td>
</tr>
<tr>
<td>2013</td>
<td>$43,729</td>
<td>7.8%</td>
</tr>
<tr>
<td>2014</td>
<td>$48,204</td>
<td>10.2%</td>
</tr>
<tr>
<td>2015</td>
<td>$48,927</td>
<td>1.5%</td>
</tr>
<tr>
<td>2016</td>
<td>$49,902</td>
<td>2.0%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>$26,906</td>
<td></td>
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<tr>
<td>2009</td>
<td>$27,802</td>
<td>3.3%</td>
</tr>
<tr>
<td>2010</td>
<td>$30,653</td>
<td>10.3%</td>
</tr>
<tr>
<td>2011</td>
<td>$31,008</td>
<td>1.2%</td>
</tr>
<tr>
<td>2012</td>
<td>$31,993</td>
<td>3.2%</td>
</tr>
<tr>
<td>2013</td>
<td>$34,984</td>
<td>9.3%</td>
</tr>
<tr>
<td>2014</td>
<td>$39,045</td>
<td>11.6%</td>
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<tr>
<td>2015</td>
<td>$39,631</td>
<td>1.5%</td>
</tr>
<tr>
<td>2016</td>
<td>$39,922</td>
<td>0.7%</td>
</tr>
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</table>

### MCS Trends:

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>$42,124</td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td>$43,173</td>
<td>2.5%</td>
</tr>
<tr>
<td>2010</td>
<td>$43,673</td>
<td>1.2%</td>
</tr>
<tr>
<td>2011</td>
<td>$45,061</td>
<td>3.2%</td>
</tr>
<tr>
<td>2012</td>
<td>$46,031</td>
<td>2.2%</td>
</tr>
<tr>
<td>2013</td>
<td>$48,204</td>
<td>4.7%</td>
</tr>
<tr>
<td>2014</td>
<td>$51,578</td>
<td>7.0%</td>
</tr>
<tr>
<td>2015</td>
<td>$52,528</td>
<td>1.8%</td>
</tr>
<tr>
<td>2016</td>
<td>$53,059</td>
<td>2.4%</td>
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</table>

### Schedule PLA Trends:

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>$28,302</td>
<td>7%</td>
</tr>
<tr>
<td>2009</td>
<td>$31,593</td>
<td>11.6%</td>
</tr>
<tr>
<td>2010</td>
<td>$34,538</td>
<td>9.3%</td>
</tr>
<tr>
<td>2011</td>
<td>$34,938</td>
<td>1.2%</td>
</tr>
<tr>
<td>2012</td>
<td>$36,049</td>
<td>3.2%</td>
</tr>
<tr>
<td>2013</td>
<td>$39,126</td>
<td>8.5%</td>
</tr>
<tr>
<td>2014</td>
<td>$43,884</td>
<td>10.9%</td>
</tr>
<tr>
<td>2015</td>
<td>$44,034</td>
<td>1.5%</td>
</tr>
<tr>
<td>2016</td>
<td>$44,649</td>
<td>1.4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Year</th>
<th>Salary</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>$22,924</td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td>$23,589</td>
<td>2.9%</td>
</tr>
<tr>
<td>2010</td>
<td>$26,336</td>
<td>11.6%</td>
</tr>
<tr>
<td>2011</td>
<td>$26,641</td>
<td>1.2%</td>
</tr>
<tr>
<td>2012</td>
<td>$27,938</td>
<td>4.9%</td>
</tr>
<tr>
<td>2013</td>
<td>$30,380</td>
<td>8.7%</td>
</tr>
<tr>
<td>2014</td>
<td>$34,225</td>
<td>12.7%</td>
</tr>
<tr>
<td>2015</td>
<td>$34,738</td>
<td>1.5%</td>
</tr>
<tr>
<td>2016</td>
<td>$34,669</td>
<td>-0.2%</td>
</tr>
</tbody>
</table>

Recommendation 16-8 was approved by 100% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
Dear Brothers and Sisters:

This narrative is a supplement to proposed 2017 budget and provided for better understanding of the apportionment budget line items. At its December 2015 meeting, the Conference Council on Finance and Administration voted to increase its apportionment budget by 1%. Subsequently, several meetings took place with EMT staff, EMT Leaders, and the Treasurer’s Office in building this budget through collaboration. The Council on Finance and Administration met with the Connectional Table on April 2, 2016 for review of the proposed 2017 budget request. As always, the budget challenges us to carefully and prayerfully use the resources at our disposal to undertake the ministries to which God has called us. The apportionment funds are distributed amongst the ministries of the General Church, Jurisdiction and our own Annual Conference:

1. General Church $  2,794,893
2. Jurisdictional Conference $     80,000
3. California-Pacific Annual Spending Budget $  7,830,308

Allowance for gap (Insurance non-payment) $     300,000
Allowance for gap (Apportionment non-payment) $  1,942,095

Total Apportionment Budget $12,947,296

I: General Church (GC) and Western Jurisdiction (WJ) Apportionment Giving = $2,794,893:

This budget amount is established by The General Council on Finance and Administration (GCFA) to fund the programs and ministries for the seven funds outlined as under. The California-Pacific Annual Conference remits the connectional giving to these funds regularly every month to the GCFA based on the giving from the church. (Please note that this is preliminary budget for GC and WJ subject to change upon the General Conference’s decision next month -May 2016).

1. World Service Fund: $1,426,349 - The World Service Fund is one of seven apportioned funds of The United Methodist Church. Paragraph 812 in The Book of Discipline proclaims that the World Service Fund “is basic in the financial program of The United Methodist Church. World Service on apportionment represents the minimum needs of the general agencies of the Church. Payment in full of these apportionments by local churches and annual conferences is the first benevolent responsibility of the Church.” Giving to the World Service Fund enables the people of The United Methodist Church to play an active role in reaching the denomination’s four areas of focus. Basic to the financial program of The United Methodist Church, this vital fund helps to build new churches, prepare clergy and lay leaders, increase the number of young clergy and pay missionary salaries. It also helps to expand Bible studies, provide leadership for youth ministry, continue a proud tradition of cooperation and dialogue with other faith traditions through interdenominational and ecumenical work and express the church’s commitment to God’s reign through advocacy for peace and justice. The World Service Fund is the financial lifeline to a long list of Christian mission and ministry throughout the denomination.
The World Service Fund truly demonstrates the mission of The United Methodist Church by supporting work with children, youth, students, people with mental and physical challenges, adults and older adults. Anyone wishing to see a detailed budget of this and any other General Church apportionment may do so by going to www.gcfa.org and typing, “Financial Commitment” in the search box. World Service Fund assists local churches by enabling them to reach out with love and compassion in the name of Jesus Christ to the world’s most needy people.

2. Ministerial Education Fund, $489,688 - Men and women choose the ministry because God calls them. The Ministerial Education Fund is our way of helping them answer that divine call. Our United Methodist seminaries lead the effort to proclaim God’s word in a world desperately in need of that message. The Ministerial Education Fund is a General Church apportionment which is used “to enable the Church to unify and expand its program of financial support for the recruitment and education of ordained and diaconal ministers and to equip the annual conferences to meet increased demands in this area.” (The Book of Discipline ¶816). The largest portion of the funds collected go to support the theological schools (usually, seminaries) of the United Methodist Church. However, the annual conference retains 25% of apportionment funds remitted for use by the conference’s Board of Ordained Ministry to support the education of our clergy. The Ministerial Education Fund assists local churches in the development of current and future clergy leaders to guide local churches in their efforts to make disciples for Jesus Christ.

3. Black College Fund: $195,332. The Black College Fund (¶815) began in 1972 as one of the apportioned General Church funds. The objective of the fund is to provide financial support for institutions of higher education that have historically served the educational needs of black students. The 11 U.S. historically Black colleges and universities supported by The United Methodist Church have played a unique role in U.S. higher education. Their graduates—teachers and doctors, ministers and bishops, judges, artists and entrepreneurs—are leaders in the African-American community and in a rapidly changing, more diverse United States. The Black College Fund assists local churches in reaching out to improve the lives of dedicated and ambitious young people of color, who might otherwise have no means to fulfill their life potential.

4. Africa University Fund: $43,715. Three decades ago, when African bishops of The United Methodist Church surveyed the emerging socio-economic and political needs in their countries, they called on the church to invest in higher education in Africa. At the cry of Bishops Arthur Kulah and Emilio J.M. de Carvalho—for “a university for all of Africa”—The United Methodist Church worldwide responded. Founded in 1992, Africa University is educating leaders for the continent of Africa who bring hope to the most desolate of circumstances. Located in Old Mutare, Zimbabwe, our apportionment giving to Africa University is extremely important. We cannot insist that developing nations become self-supporting without providing them with the educational tools to do so. The Africa University Fund provides an avenue for local churches to supply those tools. Six (6) undergraduate faculties (equivalent to bachelor’s degrees) are offered and five (5) graduate faculties (equivalent to master’s degrees) are offered. More information can be accessed by visiting www.africau.edu

5. Episcopal Fund: $429,356. Bishops have always had a very special role in our church…elected and consecrated to speak to the church…and from the church. The apostle Paul called it “a noble task,” but it is practical, too, since our bishops oversee and promote the church’s spiritual and temporal interests as well. The Episcopal Fund supports active and retired bishops, and provides for active bishops’ salary, office and travel expenses. (The Book of Discipline ¶818). Bishops oversee the United Methodist faith community. Bishops assist local churches by appointing
pastors, guiding the work of the Cabinet, encouraging leaders of all kinds, providing guidance and leadership to every level of the United Methodist Church.

6. **General Administration Fund: $172,156.** “The General Administration Fund shall provide for the expenses of the sessions of the General Conference, the Judicial Council, special commissions and committees constituted by the General Conference, and other administrative agencies and activities recommended for inclusion in the general administration budget by the General Council on Finance and Administration and approved by the General Conference.” (The Book of Discipline ¶813). The General Administration Fund supports the critical work of the church that’s less visible than many of our other missional expressions. It is not quite as glamorous as some of the more visible work The United Methodist Church is doing but, guided by God’s Spirit, the General Administration Fund is the oil that lubricates all of the above gears moving the church’s work forward to impact hearts and lives. Without it, the life-giving work of The United Methodist Church simply wouldn’t be possible. The General Administration Fund is what enables The United Methodist Church to function most effectively. Every four years delegates from around the globe, selected by their peers, meet to discern the church’s future at General Conference. Our church’s highest court, the nine-member Judicial Council, executes its directive to uphold church law. The history that formed us, and can still guide us today, is being preserved. None of these—that allow us to continue our rich tradition of worship and service in the world—would be possible without The General Administration Fund.

7. **Interdenominational Cooperation Fund: $38,297.** “This fund shall provide United Methodist Support of the basic budgets of those organizations that relate to the ecumenical responsibilities of the Council of Bishops.” (The Book of Discipline ¶814). Participation in ecumenical efforts reminds us that we are not alone in our work for Jesus Christ. We United Methodists acknowledge that we are but a small part of the worldwide Christian church—the living body of Jesus Christ. Our unity with other Christian communions is affirmed as we witness to a common Christian faith, meet human suffering and advocate for peace and justice all over the world.

Established in 1952, the fund enables United Methodists to have a presence and a voice in the activities of the World Council of Churches, World Methodist Council, Pan-Methodist Commission and the National Council of the Churches of Christ in the USA.

**II: Western Jurisdiction Apportionment: $80,000.**

The WJ Conference is a regional organization of the United Methodist Church. The Jurisdictional Conference Fund serves local churches by providing the means to elect leaders who are integral to the life of the church and by extending the missional reach of each congregation. The jurisdictional conferences promote the evangelistic, educational, missionary, and benevolent interests of the Church and provide for interests and institutions within their boundaries. The WJ conference is comprised of these annual conferences, namely: Alaska Annual Conference, California-Nevada Annual Conference, our own California-Pacific Annual Conference, Desert Southwest Annual Conference, Oregon-Idaho Annual Conference, Pacific Northwest Annual Conference, Rocky Mountain Annual Conference and Yellowstone Annual Conference. More information is available at www.westernjurisdictionumc.org

**III: California-Pacific Annual Conference Proposed Spending Budget: $7,830,308**
This budget includes the annual conference benevolence budget, administrative expenses budget and the board of pensions budget. There is also a line item for allowance on unpaid health and insurance billing AND allowance for gap on non-payment of apportionment.

**Episcopacy: $88,750 – This budget includes funding needs of Episcopacy Committee, Episcopal Area Office and Episcopal Residence:**

**Episcopacy Committee: $750** - The responsibilities of the Conference Committee on Episcopacy are found in *The Book of Discipline* ¶637. The committee supports the bishop of the Los Angeles area in the oversight of the spiritual and temporal affairs of the Church. The committee assists in the determination of the episcopal needs of the area and to make recommendations to appropriate bodies. *It also* keeps the bishop advised concerning conditions within the area as they affect relationships between the bishop and the people of the conference agencies. *It also* engages in annual consultation and appraisal of the balance of the bishop’s relationship and responsibilities to the area and annual conferences, the jurisdiction, general Church boards and agencies, and other areas of specialized ministry, including, at all levels, concern for the inclusiveness of the Church and its ministry with respect to sex, race, and national origin, and understanding and implementation of the consultation process in appointment-making. The committee reports needs for episcopal leadership to the jurisdictional committee on episcopacy through the duly elected conference members of that committee.

**Los Angeles Episcopal Area Office - $63,000** - More commonly called the “Bishop’s Office,” these apportionments are utilized for the support of the Area Office which is located in the United Methodist Center in Pasadena. The LA Episcopal Area Office also receives funding from General Church annually for $82K. Personnel expenses and travel expenses beyond the ministries of the annual conference for the Bishop are paid by the General Church from the “Episcopal Fund.” The LA Area Office serves local churches – and the denomination as a whole – by providing a place to connect with the Bishop and the Cabinet.

**Episcopal Area Residence: $25,000** The Episcopal Residence is the place where the Bishop resides. This is conference owned property located in Pasadena. This line item covers for the maintenance, utilities and other expenses related to the property. In addition, the Episcopal Residence may receive $10,000 from the General Council on Finance and Administration.

**District Superintendents and District Office Ministries: $1,646,980**

**District Superintendent and District Office budget: $1,309,980.** District Superintendents are elders in full connection appointed by the bishop to the cabinet as an extension of the superintending role of the bishop within the annual conference through the same disciplines and in accordance with their responsibilities designated in *The Book of Discipline* under the supervision of the resident bishop. In our current structure, Cal-Pac Annual Conference is divided into five regions, served by one superintendent each.

The 5 superintendents provide oversight to over 350 local churches and several mission churches, averaging 75 churches per district. The District Superintendents assist local churches in the orderly transition of pastors, in helping local churches work through crisis situations, in assisting the Bishop in the oversight of the life of the annual conference and in aiding local churches and pastors to fulfill the mission that God places before them.
The 2017 budget reflects best efforts, based on the actual 2015 figures to account for the increase in health insurance rates, travel and lodging costs, assumed by each Superintendent and Administrative Assistant, and basic operational support in the Offices.

**DS Transition: $2,000**

**The Cabinet Resources: $30,000** - line item is used by Cabinet to address matters that are created due to suspensions, exceptions to standing rules, or other happenings that are not cared for in any other place in the budget. Disbursements from Cabinet Resources require Cabinet vote and minutes of such decisions are shared with the Conference Treasurer’s Office to verify approval and detail disbursement details.

**Sustentation: $25,000** - in place to support clergy in desperate situations when the local church or other funds are not available to assist. Such funds are managed by the Cabinet and the Board of Ordained Ministry.

**Pastoral Transition: $30,000** The Cabinet utilizes this fund to help those pastors who would like to transition to other vocations.

**Moving Expenses: $250,000** is governed by Conference Rules, and any exceptions to the Rules are voted on by the Cabinet in advance of any funds being disbursed. The itinerant system is the accepted method of the United Methodist Church by which ordained elders, provisional elders and associate members are appointed by the bishop to fields of labor. For all mainland appointments, the annual conference and the local church share the moving expenses in the ratio of 70:30%. For Hawaii appointments, the expenses are shared 80:20% respectively.

**Connectional Ministry operating expenses: $228,257** This request covers the personnel cost of the Executive Director of Connectional Ministries (EDCM), assistant to this position and other operating expenses. The EDCM focuses and guides the mission and ministry of the United Methodist Church within the California-Pacific Annual Conference through leadership and example.

**Communication: $221,428**

**Operating Expenses: $125,878** This request resources the personnel cost of the Director of Communications, as well as the communications structures necessary to fulfill the purpose of focusing and guiding the communications ministry of The United Methodist Church within the annual conference with the Communications Strategic Plan.

**Communication Activities and Plan: $90,550** - This request will allow for myriad of capabilities including training effort through c.school, c.lab, and the online academy, a research effort through internal and external research projects, a design and media services effort through a website design program for local churches, and an external communications effort through the development of an digital publication with video, social and other media.”

**Mission/Vision Articulation $5,000** - This budget resources the work of the Mission/Vision Articulation Team in serving as the Communications Commission as well as the ongoing work of articulating of the Conference vision.
Database Manager: $49,200 Consulting fees for services as conference registrar, contract negotiator for the annual conference with University of Redlands, data base manager.

Standing Committees: $291,850 - This includes committee expenses of Commission on the Status and Role of Women (COSROW), Christian Unity and Inter Religious Commission (CUICC), a budget for the next General Conference in 2020, request for partially funding the Hispanic-Latino Ministries of the annual conference $60,000, meeting expenses for committee on Race and Religion and Systems Assessment.

The budget request for Annual Conference Session 2017 is also included under this category $209,850: The expense of the Annual Conference session is funded primarily by this apportionment. Smaller amounts are also utilized from various departments, fees and grants. The Annual Conference session serves the local church by providing a gathering place for every Charge to participate in the formation of the policies and practices of the Annual Conference. Further, attendees are spiritually enriched with dynamic worship and teaching. The free sharing of resources, ideas, and peer-to-peer conversations plants seeds of mission and ministry, which are carried back to local churches to grow and bear fruit.

Another expense under this category includes a line item for Conference Secretaries $7,500. The request covers printing expenses of any preliminary reports and handouts for Annual Conference Session. The printing cost of journal (per book of discipline) is included here.

Leadership Essential Ministries Team: Total Request $679,762

Operating Expenses: $23,375

Standing Committees:

Campus Ministry: $60,000 – helps underwrite some operating expenses of the campus ministries.

Claremont School of Theology: $40,000 – This United Methodist Seminary in the Western Jurisdiction helps prepare future leaders in ministry. The Cal-Pac Annual Conference shares the connection by supporting the School of Theology through this budget request.

Laity Council: $16,000 – Fosters an awareness of the role of laity both within the local congregation and through the ministries in the home, workplace, community and world in achieving the mission of the Church. Provides support and direction for the ministry of laity in the local, district and annual conference levels and helps develop local church leaders. This request includes meeting and event expenses.

Orders: $4,700 – This committee provides for gatherings of ordained deacons and ordained elders for continuing formation in relationship to Jesus Christ. Helps develop a bond of unity and common commitment to the mission and ministry of the United Methodist Church.

Lay Leadership/Age Level Ministries: $131,625 – Funds the personnel and operating expense and $30,000 of this amount is budgeted for program expenses. Additional program and event expenses will be funded through grant and reserve accounts From Youth Service Fund: balance $8,099.50 and Youth Ministry Sunday: balance $104,000.45 respectively on March 31, 2016.
Board of Ordained Ministry $220,000 The Conference Board of Ordained Ministry is responsible for the approval and nurture of all ordained, commissioned and licensed persons in service to the Cal-Pac Annual Conference. The Board is responsible for examination of candidates for ministry, to ensure that they have the gifts and graces to serve local churches and have fulfilled all of the educational requirements. Budget funds are utilized for the personnel and administrative expenses of the Board: meetings, travel, training, orientation and other expenses associated with certification, licensing and ordination of candidates. Scholarships and other expenses are supported by the Ministerial Education Fund (mentioned under General Church – Ministerial Education Fund). The Board of Ordained Ministry serves local churches by ensuring that pastors meet or exceed the qualifications necessary for leading successful ministries.

Camp and Retreat Ministry $184,062 This budget provides compensation and expenses for the office of Director of Camping Ministry and Operations who is responsible for the oversight of the programs and operations of Cal-Pac camp sites and supervision of the camp directors. This line item also includes camperships for our conference-led summer camp program at all of our sites, information about camps and retreats through print materials, mailings and web-based media, and a new initiative for 2017 to support local church community day camp programs with training and summer internships.

New Ministries Essential Ministries Team: $988,950

Isaiah 43 reads, “Behold, I am about to do a new thing. Do you not perceive it?” This is the work of New Ministries Essential Ministries Team (NMEMT) – to be about leading our Conference toward the new. As a part of Connectional Ministries, the New Ministries EMT resources our local churches to do new things so that new disciples are made for the world’s transformation.

The operating expenses request for $169,000 includes the personnel cost, meetings, yearly benchmark summit for new ministry projects, and tools for the local church such as demographics which support local churches in knowing their mission field.

Program Vitalization: $68,200 - This fund provides scholarships, coaching, training and other tools for a new generation of leaders while it also supports training and coaching for ongoing leadership and church development. Mystery visitors are sent to visit new start projects for an outsider’s perspective on the new ministry. Church planting orientation and bootcamp, offered yearly are supported from this fund.

Program Multiplication: $39,250 - New starts are supported with ongoing coaching and resourcing from this fund which includes trainings and hands on Discipleship Huddle training.

New Ministries Grant: $650,000 - Grants to start new church and ministries awaken new possibilities in our Conference! Much of this budget funds local churches in doing new and exciting things. In 2017, our goal is to give back $650,000 to churches doing new things!

Trainings for Vitalization: $62,500 - Funds are budgeted to provide training to strengthen our local churches for the 21st Century on vitality drivers, the Institute for Missional Wisdom, Messy Church, training for coaches and growing the knowledge base of New Ministries EMT.

Equitable Compensation: $385,000 - This fund is utilized to assist local churches with pastor salary expenses where there is potential for church growth or some other transition is taking place. Limits are
applied for the amount of support given and the time period that a church/charge can receive support. Funds are requested by the Cabinet, approved by the Commission on Equitable Compensation and distributed by the Treasurer’s office to the local church or charge. Mandated by the book of discipline ¶¶ 338,625. The equitable compensation grants $190,000; Vital Presence Church Grants $155,000; Vitality Initiative $40,000

Justice and Compassion Essential Ministry Team: $383,504

Operating Expenses: $175,504: Covers personnel expenses for the director of JCEMT, shared support staff and other operating expenses (travel, meals, mailings, phone conference fees, printing etc.)

Ministry Enabling: $98,000: Supports the communication, training and outreach ministries of the CalPac Annual Conference. This request also includes $50,000 to be given out as grant funding for local justice and compassion ministries.

Justice/Church and Society: $65,000 Provides programs covering a variety of social issues and responses to critical issues.

Compassion/Global Ministries: $45,000: Helps coordinate the work of JCEMT with the denomination’s boards and agencies such as General Board of Church and Society and General Board of Global Ministries.

Administration Expenses: $1,320,427

Trustees: $229,540 The Conference Treasurer and Board of Trustees maintain an oversight of about 15 Conference-owned properties, including the United Methodist Center. The trustees become the custodians of local church properties when they are abandoned. This fund primarily pays for the legal expenses ($45,000), insurance expenses ($170,000 – conference property and liability, conference director and officers) and other expenses 14,540).

Council on Finance and Administration: $557,224. The Treasurer’s office is responsible for managing annual budget of approximately $31 Million (apportionment $12 Million, active health and retiree billings $8 Million, property and liability billings $ 4.5 Million, camping program $2.5 Million and designated funds $4 Million. This fund pays for the personnel and other expenses of the Treasurer’s office, controller, a bookkeeper/AP assistant, accountant/ payroll administrator, accounting and facility assistant and the secretary to the Treasurer’s position.

Also included in the budget is $65,000 to pay for external audit, bank charges, renewal of several licenses and annual subscriptions for systems such as accounting software. $8,500 will pay for all office expenses such as printing, postage, office supplies, etc.

Conference Center Operations: $330,663 - Staffing expenses for IT coordinator and Receptionist - $93,000. All expenses tied to the Conference headquarters building in Pasadena, including mortgage, utilities, equipment contracts, repairs and maintenance of the center, are also paid out of this line budget.

Other Expenses: $203,000 – This includes $20,000 to provide cash flow and working capital for emergency needs; Capital Replacement Plant Fund: $155,000; and, Archives and History: $28,000. The very extensive responsibilities of the Commission on Archives and History are found in ¶641 of The Book of Discipline. These funds are utilized by the conference’s Commission on Archives and History for meeting expenses and programmatic purposes. The Commission serves local churches by preserving and
safeguarding vital records which define our past and guide our future. This request also pays for a part-time staff position that helps with the program.

**Health Insurance, Retirees & Medical Leave; HR Administration $1,446,200**

**Retiree Health Reimbursement Account: $1,133,000** - About half of our retired clergy, spouses and surviving spouses obtain their health insurance through a private Medicare exchange called OneExchange. Those who participate in this program receive reimbursement for all or part of their health insurance-related expenses from a Health Reimbursement Account (HRA), the funds for which are provided by the Conference. For retirees under age 85, a target HRA is established, and each participant receives a portion of the targeted amount based on the pastor’s years of service. (The HRA for retirees age 85 or over is calculated according to conference health plan rules to ensure full coverage by a plan through OneExchange that was equivalent to the health insurance plan in place in 2015.) Instead of using apportioned funds to pay insurance carriers, as was the case under the program that was in effect until 1/1/16, the conference deposits the apportioned funds into HRAs for each participating retiree. Retired clergy who do not participate in the Conference plan receive their health insurance from other sources, such as a plan through their spouse, and are not eligible to the HRA. Since the HRA contribution is not directly tied to the cost of insurance, the amount placed in the HRAs are proposed each year based on factors that do not include the actual cost of premiums.

**Retiree Medical Valuation: $15,000** - Each year, the Conference Board of Pension and Health Benefits is required to obtain a valuation of the Conference’s future liability for funding retiree health benefits, in keeping with Generally Accepted Accounting Practices.

**Health Benefits-Clergy Medical Leave: $164,000** - Conference Health Insurance Plan rules require that for clergy appointed to Medical Leave, health insurance premiums for the clergy and any eligible dependents must be covered entirely by the Conference.

**Human Resources Administration $134,200** - The office of Human Resources Administration is the office that supports the staff of the Annual Conference, consisting of the conference center, camps, district offices and campus ministry. Because the work of this office benefits all staff, apportioned funds are used to cover the cost of the position and administration. The apportionment asking is higher than for 2016, primarily due to the inclusion of Conference-wide Safe Gatherings training and administration costs.

**Congregational Loan Repayment: $100,000** - The annual conference borrowed $4 Million from the Congregational Loan fund during the years of 2000-2011 to fund its operating deficit and help ease the cash flow issues. The Council on Finance and Administration made an agreement with the Congregational Loan Committee in 2012 to repay the borrowed amount. The money collected under this budget line is allocated to repaying of the internal debt.

**Allowance for Insurance non-payment: $300,000** - The annual conference participates in the group health insurance program to help local church pastors and their families receive the best health care at cost effective rates. The conference also purchases property and liability insurance on behalf of the local church. Each month the conference advances payment to the vendors and subsequently bills the churches for the local pastor’s health insurance (approximately $6.5 Million) and church property and liability insurance ($4.5 Million). While most churches send their payments to the annual conference in a timely manner, there are many who go delinquent. Due to the lack of any other source of income, the conference
is forced to dip into the apportionment funds to pay for the delinquencies of the local churches. This line item will ease the stress of utilizing the apportionment funds meant for programs.

**Allowance for gap on apportionment: $1,942,095** Historically, the annual conference has not received 100% connectional giving from all its local churches. In order to pay for the expenses listed above, full participation will be required from local churches in their giving. Since that doesn’t happen and lessor amount is received than apportioned, it creates a gap between the spending plan and actual receipt. The allowance is budgeted and factored into the apportionment to help meet the gap.

**TOTAL AMOUNT OF PROPOSED 2017 SPENDING BUDGET WITH GAP = $12,947,296**

And my God will meet all your needs according to the riches of his glory in Christ Jesus. Philippians 4:19 NIV
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<th>Description</th>
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### Leadership and Discipleship EMT

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#### Standing Committees

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<td>Total Standing Committees</td>
<td>252,325</td>
<td>248,190</td>
<td>248,190</td>
<td>222,102</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Committee</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Board of Ordained Ministry</td>
<td>220,000</td>
<td>181,000</td>
<td>181,000</td>
<td>180,000</td>
</tr>
</tbody>
</table>

### New Ministries EMT

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Expenses</td>
<td>154,000</td>
<td>172,000</td>
<td>172,000</td>
<td>172,000</td>
</tr>
<tr>
<td>Benchmark Summit (travel, food, lodging, etc.)</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
<td>5,000</td>
</tr>
<tr>
<td>Demographics (Mission Insite)</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Total Operations</td>
<td>169,000</td>
<td>187,000</td>
<td>187,000</td>
<td>187,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Committee</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Ministries Grants</td>
<td>650,000</td>
<td>750,000</td>
<td>638,000</td>
<td>750,000</td>
</tr>
</tbody>
</table>

#### Program: Vitalization

<table>
<thead>
<tr>
<th>Program Area</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reaching New Generations</td>
<td>17,000</td>
<td>20,000</td>
<td>20,000</td>
<td>20,000</td>
</tr>
<tr>
<td>Strategies for Vitalization</td>
<td>17,000</td>
<td>30,000</td>
<td>30,000</td>
<td>30,000</td>
</tr>
<tr>
<td>Mystery Visitors</td>
<td>4,000</td>
<td>4,000</td>
<td>4,000</td>
<td>4,000</td>
</tr>
<tr>
<td>Bootcamp/LaunchPad (Hispanic and multi-ethnic, 2)</td>
<td>10,200</td>
<td>12,000</td>
<td>12,000</td>
<td>12,000</td>
</tr>
<tr>
<td>Coaching for Vitalization (4 churches onsite visit)</td>
<td>20,000</td>
<td>20,000</td>
<td>20,000</td>
<td>20,000</td>
</tr>
<tr>
<td>Total Program Vitalization</td>
<td>68,200</td>
<td>86,000</td>
<td>86,000</td>
<td>86,000</td>
</tr>
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</table>

#### Program: Multiplication

<table>
<thead>
<tr>
<th>Program Area</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hawaii District Training</td>
<td>5,000</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Coaching for New Starts (6 churches, onsite visit)</td>
<td>30,000</td>
<td>30,000</td>
<td>30,000</td>
<td>30,000</td>
</tr>
<tr>
<td>Discipleship Huddles (small group model)</td>
<td>1,700</td>
<td>2,000</td>
<td>2,000</td>
<td>2,000</td>
</tr>
<tr>
<td>House Churches (resources)</td>
<td>2,550</td>
<td>3,000</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>Total Program Multiplication</td>
<td>39,250</td>
<td>45,000</td>
<td>45,000</td>
<td>45,000</td>
</tr>
</tbody>
</table>

#### Trainings (v=vitalization, m=multiplication)

<table>
<thead>
<tr>
<th>Training Area</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>V: Call to Action: 16 Vitality Drivers (4 District Trainings)</td>
<td>20,000</td>
<td>25,000</td>
<td>25,000</td>
<td>25,000</td>
</tr>
<tr>
<td>M/V: Institute (10 month training clergy and laity)</td>
<td>17,000</td>
<td>25,000</td>
<td>25,000</td>
<td>25,000</td>
</tr>
<tr>
<td>V/M: Messy Church (10 trainings)</td>
<td>4,250</td>
<td>3,000</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>Coach Trainings (in Cal-Pac)</td>
<td>8,500</td>
<td>10,000</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>New Ministries Team Training</td>
<td>12,750</td>
<td>15,000</td>
<td>15,000</td>
<td>15,000</td>
</tr>
<tr>
<td>Total Trainings</td>
<td>62,500</td>
<td>78,000</td>
<td>78,000</td>
<td>78,000</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Committee</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Ministries EMT</td>
<td>988,950</td>
<td>1,146,000</td>
<td>1,034,000</td>
<td>1,146,000</td>
</tr>
</tbody>
</table>

#### Equitable Compensation

<table>
<thead>
<tr>
<th>Committee</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equitable Compensation Grants</td>
<td>190,000</td>
<td>189,000</td>
<td>189,000</td>
<td>189,000</td>
</tr>
<tr>
<td>Vital Presence Church Grants</td>
<td>155,000</td>
<td>148,692</td>
<td>148,692</td>
<td>148,692</td>
</tr>
<tr>
<td>CEC/NMFT Vitality Initiative</td>
<td>40,000</td>
<td>40,000</td>
<td>40,000</td>
<td>40,000</td>
</tr>
<tr>
<td>Administrative/Meeting Expenses</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>Total Equitable Compensation</td>
<td>385,000</td>
<td>378,692</td>
<td>378,692</td>
<td>378,692</td>
</tr>
<tr>
<td>Category</td>
<td>2016</td>
<td>2015</td>
<td>2014</td>
<td>2013</td>
</tr>
<tr>
<td>---------------------------------------------------------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
</tr>
<tr>
<td><strong>Total Other Expenses</strong></td>
<td>232,500</td>
<td>211,600</td>
<td>222,500</td>
<td>207,500</td>
</tr>
<tr>
<td><strong>Archives and History</strong></td>
<td>28,000</td>
<td>27,500</td>
<td>27,500</td>
<td>26,600</td>
</tr>
<tr>
<td><strong>Working Capital</strong></td>
<td>20,000</td>
<td>35,000</td>
<td>20,000</td>
<td>35,000</td>
</tr>
<tr>
<td><strong>Office Expenses</strong></td>
<td>1,000</td>
<td>1,300</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Equipment Lease</strong></td>
<td>55,000</td>
<td>62,000</td>
<td>47,600</td>
<td>67,000</td>
</tr>
<tr>
<td><strong>Storage, Shipping, postage, taxes</strong></td>
<td>35,000</td>
<td>39,950</td>
<td>39,950</td>
<td>39,950</td>
</tr>
<tr>
<td><strong>Repairs and Maintenance</strong></td>
<td>28,000</td>
<td>36,500</td>
<td>36,500</td>
<td>36,500</td>
</tr>
<tr>
<td><strong>Phone, water, electricity, trash, gas</strong></td>
<td>58,000</td>
<td>74,750</td>
<td>74,750</td>
<td>65,850</td>
</tr>
<tr>
<td><strong>Janitorial Services</strong></td>
<td>21,000</td>
<td>17,000</td>
<td>17,000</td>
<td>19,000</td>
</tr>
<tr>
<td><strong>Legal Expenses</strong></td>
<td>45,000</td>
<td>60,000</td>
<td>60,000</td>
<td>86,000</td>
</tr>
<tr>
<td><strong>Insurance and other expenses</strong></td>
<td>184,540</td>
<td>207,200</td>
<td>187,200</td>
<td>180,400</td>
</tr>
<tr>
<td><strong>Total Trustees</strong></td>
<td>229,540</td>
<td>267,200</td>
<td>247,200</td>
<td>266,400</td>
</tr>
<tr>
<td><strong>Council on Finance and Administration</strong></td>
<td>483,724</td>
<td>488,918</td>
<td>478,918</td>
<td>478,245</td>
</tr>
<tr>
<td><strong>Total Conference Center Operations</strong></td>
<td>330,663</td>
<td>359,000</td>
<td>344,600</td>
<td>341,509</td>
</tr>
<tr>
<td><strong>Other Expenses</strong></td>
<td>203,000</td>
<td>222,500</td>
<td>207,500</td>
<td>211,600</td>
</tr>
<tr>
<td><strong>Total Trustees, CFA, Conference Center and Other</strong></td>
<td>1,320,427</td>
<td>1,413,918</td>
<td>1,354,518</td>
<td>1,375,354</td>
</tr>
</tbody>
</table>
Recommendation 16-9 was approved in Plenary #5 on Saturday, June 18, 2016.

<table>
<thead>
<tr>
<th>Health Insurance - Retirees &amp; Medical Leave; HR Administration</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Benefits - Clergy Medical Leave</td>
<td>164,000</td>
<td>210,120</td>
<td>210,120</td>
</tr>
<tr>
<td>Retiree Health Reimbursement Account (Formerly Retiree Health Premium)</td>
<td>1,133,000</td>
<td>1,413,392</td>
<td>1,163,392</td>
</tr>
<tr>
<td>Retiree Medical Valuation</td>
<td>15,000</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Human Resources Administration</td>
<td>134,200</td>
<td>104,491</td>
<td>104,491</td>
</tr>
<tr>
<td>Endowment Fund Income used to lower apportionment request</td>
<td>-</td>
<td>-</td>
<td>(250,000)</td>
</tr>
<tr>
<td>Withdrawal from Deposit Account</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Allowance for Gap</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>1,446,200</td>
<td>1,728,003</td>
<td>1,478,003</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Congregational Loan</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Congregational Loan Repayment</td>
<td>100,000</td>
<td>100,000</td>
<td>100,000</td>
</tr>
<tr>
<td>Total Congregational Loan</td>
<td>100,000</td>
<td>100,000</td>
<td>100,000</td>
</tr>
<tr>
<td>Allowance for Insurance Non-Payment</td>
<td>300,000</td>
<td>300,000</td>
<td>300,000</td>
</tr>
<tr>
<td>TOTAL BUDGET</td>
<td>11,005,201</td>
<td>11,451,130</td>
<td>10,872,230</td>
</tr>
<tr>
<td>Allowance for gap on Apportionment Payment</td>
<td>1,942,095</td>
<td>1,367,975</td>
<td>1,946,875</td>
</tr>
<tr>
<td>Total Proposed 2017 Apportionment Budget</td>
<td>12,947,296</td>
<td>12,819,105</td>
<td>12,819,105</td>
</tr>
</tbody>
</table>

Note 1: Hispanic/Latino Ministry: Funds from Santa Ana District amounting to $300,275.47 are being applied to fund the position since 2014. The beginning balance - 1/1/16 is $ 248,518. The budgeted expenses for 2016 amounting to $130,000 will be paid out of this, leaving net of $118,518 at the year end. A small portion in next year’s budget will help phase it out and by 2019 the entire ministry cost will be supported by Apportionment Funding.

Note 2: The program and event expenses will be funded through grant and reserve accounts: Youth Service Fund $ 8,099.50 and Youth Ministry Sunday $ 104,000.45 (these balances are as of March 31, 2016)
REC 16-10 NOMINATIONS REPORT

REC 16-10 was presented in Plenary #4 on Friday, June 17 and approved in Plenary Session #5 on Saturday, June 18.
For the full Nominations report, see Conference Journal Section B

RES 16-1 CONCERNING JUST WAGES FOR LAY EMPLOYEES

SUBJECT: Study of Just Compensation for Lay Employees of the Annual Conference and Its Constituent Churches/Ministries

SUBMITTED BY: Susan Stouffer, Frank Wulf, Dan Lewis, Sandie Richards, Richard Bentley, Jennifer Gutierrez, Jeanne Roe Smith, Holly Reinhart-Marean, Kelvin Sauls, Janet McKeithen, Vilma Cruz, Stanley Shimotsu, Connee Freeman, Phil Freeman, Dave Johnson, Sharon Tool, Mary Larson, Sharon McCart, Jackeline Vives, Andre Aldridge

ESTIMATED FISCAL IMPACT: Staff time to carry out research and to organize results into a report; Attendance by Human Resources/Benefits staff at 1-2 meetings of the Justice and Compassion EMT; Publication of the report for review by the Annual Conference

SOURCE OF STAFF TIME: Human Resources and Benefits Staff and Justice and Compassion Ministries Staff

SOURCE OF FUNDING: Funding would be taken from the existing budgets of the Justice and Compassion EMT and the Human Resources/Benefits Office

WHEREAS Jesus affirms that the second great commandment of the law is to love our neighbors as ourselves (Matt. 22:39-40; cf. Lev. 19:18), and loving our neighbors surely includes treating these neighbors with justice and compassion;

WHEREAS the Bible clearly testifies to the value of work and to the importance of treating workers justly (cf. Deut. 24:14-15; Jeremiah 22:13; Amos 2:6-7; James 2:15-16; etc.);

WHEREAS The Social Principles of The United Methodist Church state: “Every person has the right to a job at a living wage.” (The Book of Discipline of The United Methodist Church 2012, ¶163.C);

WHEREAS Resolution 4101. Living Wage Model ¶ III.B) (The Book of Resolutions of The United Methodist Church 2012) states:

In calling for a living wage in every industry, The United Methodist Church recognizes its own responsibility to model fair and faithful compensation. To this end, The United Methodist Church adopts the living wage as a model for justice in the world and in the household of faith, holding all levels of the church accountable—local United Methodist congregations, annual conferences, and their agencies, the general church and its agencies—to adjust compensation for all employees, including support staff, to effect the following:

• reflect the local cost of living;
• provide for adequate health coverage for employees and their dependents;
• provide mechanisms for training, promotion, and advancement for all United Methodist employees at all levels; and
• ensure that fair and consistently applied personnel policies pertain to all employees of The United Methodist Church and its agencies.

WHEREAS Resolution 4135. Rights of Workers ¶ IV.1) (The Book of Resolutions of The United Methodist Church 2012) states:
The United Methodist Church encourages all employers—and especially United Methodist employers—to share prosperity with workers and seek ways to reduce disparity between top and bottom wage earners;

WHEREAS The United Methodist Church encourages a culture of call, in which all persons, lay and clergy, are encouraged to follow their particular calling from God, including lay persons who work in our Conferences and our local churches/ministries.

THEREFORE BE IT RESOLVED that the California-Pacific Annual Conference of The United Methodist Church directs the Justice and Compassion Essential Ministry Team to collaborate with 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. This study will:

1. Ascertain current salaries and benefits paid to lay employees by the Conference and its constituent churches/ministries;
2. Do an analytic study of salaries and benefits paid for comparable jobs outside of the Conference;
3. Report its findings to the 2017 session of the California-Pacific Annual Conference; and
4. Provide recommendations to the Conference and its constituent churches/ministries about just and equitable salaries and benefits for lay employees, including recommendations for cost of living and merit adjustments to salaries.

BE IT FURTHER RESOLVED that the Conference and its constituent churches/ministries be strongly encouraged to pay a just and living wage to all employees.

BE IT FURTHER RESOLVED that the Conference encourage its churches/ministries to show appropriate recognition and appreciation to lay employees and the important work that they do.

Resolution 16-1 was amended in Legislative Section and approved as amended by 99% of the Legislative Section and approved during Plenary Session #6 on Saturday, June 18, 2016
RES 16-2  ELECTION OF AN EPISCOPAL LEADER IN THE WEST

SUBJECT: Election of an Episcopal Leader in the West

SUBMITTED BY: Sharon Rhodes-Wickett, Mark Nakagawa, Lily Villamin, Louis Chase, Amy Rosenbaum, Jim Conn, Janet Gollery McKeithen, Debbie Gara, Jennifer Gutierrez, Cedric Bridgeforth, Susan Stouffer, Jim Brooking, Ed Hanson, Garry Williams, Melinda Tetter Dodge, Randa D'Aguest, , Sharon Tool, Reinhart-Marean, Mary Larson, Tom Reinhart-Marean, Kathy Cooper-Ledesma, JoAnn Yoon Fukumoto, John Cobb, Jim Brewster

ESTIMATED FISCAL IMPACT: No additional funds needed
SOURCE OF STAFF TIME: None

“I give you a new commandment, that you love one another. By this everyone will know that you are my disciples, if you have love for one another.” JOHN 13:34-35

WHEREAS, the United Methodist California-Pacific Conference and the United Methodist Western Jurisdiction have had a commitment to prophetic and pastoral ministries among all people for many years, and

WHEREAS, this commitment was explicit in the following resolution of protest adopted at the 2000 Western Jurisdiction Conference titled “We Will Not Be Silent.”

“The votes may have been cast but our voices will not be silent. Our jurisdictional vision calls us to be ‘a home for all God’s people, gathered around a table of reconciliation and transformation.” Affirming the statement of United Methodists of Color for a Fully Inclusive Church, “We acknowledge that there may be differences of opinion among us, but this does not require that we wait on justice.” We cannot accept discrimination against gay, lesbian, bisexual or transgender persons and therefore, we will work toward their full participation at all levels in the life of the church and society. Valuing the voices of those who disagree, we will continue to be in dialogue as we journey together in creative tension. We will continue to be in ministry with all God’s children and celebrate the gifts diversity brings. We will continue to feast at table with all God’s children,” and

WHEREAS, this commitment has been reaffirmed, broadened and strengthened at each Jurisdictional Conference> For example, in 2012 the Conference said:

“We, the Western Jurisdiction of the United Methodist Church name and claim our ministries as welcoming and reconciling throughout the jurisdiction. We open our doors to all persons regardless of sexual orientation or gender identity, we open our hearts to those who have been shunned, we open our minds to radical obedience to the Gospel of Jesus Christ, even when at odds with The Book of Discipline, in order to further the work of God’s justice and the creation of the beloved community.

“As a Welcoming and Reconciling Jurisdiction we will take steps of inclusion in the sacred trust of marriage, ordination, and leadership roles for all. Knowing that we are not all alike, but that we do intend to love alike, we recognize that this statement is made of courage, not agreement; this statement is made on faith, not law; and this action is taken to further the witness of The United Methodist Church, not to disregard its importance.”

THEREFORE, BE IT RESOLVED that we of the California-Pacific Annual Conference encourage our Jurisdictional Conference delegates to elect an Episcopal leader in 2016 as detailed in the list below:

An Episcopal leader should be Christ-centered; a strong administrator/leader; a strong 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.

Resolution 16-2 was approved by 94% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
RESOLUTION 16-3: ALLOWANCE FOR INSURANCE NON-PAYMENT: The 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.

Explanation: The annual conference participates in the group health insurance program to help local church pastors and their families receive the best health care at cost effective rates. The conference also purchases property and liability insurance on behalf of the local church. Each month the conference advances payment to the vendors and subsequently bills the churches for the local pastor’s health insurance (approximately $6.5 Million) and church property and liability insurance ($4.5 Million). While most churches send their payments to the annual conference in a timely manner, there are many who go delinquent. Due to the lack of any other source of income, the conference is forced to dip into the apportionment funds to pay for the delinquencies of the local churches. This line item eases the stress of utilizing the apportionment funds meant for programs.

RESOLUTION 16-4: ALLOWANCE FOR GAP ON APPORTIONMENT: The 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.

Explanation: Historically, the annual conference has not received 100% connectional giving from all its local churches. In order to fund its ministry and administrative costs, as well as send
apportionment to the General Church and Western Jurisdiction, full participation will be required from local churches in their giving. Since that doesn’t happen and lessor amount is received than apportioned, it creates a gap between the spending plan and actual receipt. An allowance is budgeted and factored into the apportionment budget to help meet the gap.

Resolution 16-3 was approved by 100% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.

Resolution 16-4 was approved by 99% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
RES 16-5  RESOLUTION TO SUPPORT THE COUNCIL OF BISHOP’S PROPOSAL:
A WAY FORWARD


California-Pacific Annual Conference of the United Methodist Church
A Resolution to Support the Council of Bishops’ Proposal
A Way Forward

WHEREAS, the United Methodist General Conference (May 2016) adopted the recommended plan authored by the Council of Bishops entitled A Way Forward, and deferred consideration of all legislation related to human sexuality before the 2016 General Conference;

WHEREAS, 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 they complete their work in time, report to a called General Conference before the regular 2020 General Conference;

WHEREAS, the California-Pacific Annual Conference supports A Way Forward, and endorses the leadership of the Council of Bishops and the 2016 General Conference in its decision to address discrimination against lesbian and gay persons currently in the Book of Discipline;

WHEREAS, the California-Pacific Annual Conference previously expressed its views on human sexuality in the following ways:

* In 2012 the Annual Conference approved the statement, “Renounce the statement that homosexuality is incompatible with Christian teaching, and declare that it is itself incompatible with the life and teachings of Jesus Christ; invite churches and individuals to adopt this statement and join us in living out its principles.”

* In 2014, the Annual Conference approved Resolution 14-3 (2014): Encouraging a Reprieve on Clergy Trials Used as Disciplinary Actions to Address Conducting Same Gender Weddings

* In 2015, the Annual Conference sent four petitions to General Conference:
  1) Resolution 15-7: “Human Sexuality: The Book of Discipline para 161F and footnote 3 of para 310.2” which petitioned to strike the “incompatibility” language of The Book of Discipline ¶161.F and broaden the definition of marriage to two people in footnote 3 ¶310.2 (d).
  2) Resolution 15-8: “Use of Church Funds” which petitioned to strike language in The Book of Discipline ¶613.19 prohibiting any United Methodist entity from giving any United Methodist funds to “any gay caucus or group, or otherwise use such funds to promote the acceptance of homosexuality”
  3) Resolution 15-9: “Ordained Clergy” which petitioned that amendments be made in The Book of Discipline ¶304.3, ¶2702.1, and Footnote 3 of ¶310.2(d), removing the barrier for ordination and service within The United Methodist Church.
  4) Resolution 15-10: Marriage which petitioned to change the The Book of Discipline ¶161B, ¶341.6, and ¶162.J, regarding marriage, civil unions, marriage ceremonies to offer services of Christian marriage to all prepared couples
* In 2015, the Annual Conference voted to become a Reconciling Conference and to establish a task force within the Cal-Pac UMC structure under the Justice & Compassion EMT

WHEREAS, Social Principle ¶161F, Book of Discipline provisions ¶341.6 and ¶304.3, and other sections conflict with the Constitution of the United Methodist church which provides that “all persons are of sacred worth,” and “We implore families and churches not to reject or condemn lesbian and gay members and friends. We commit ourselves to be in ministry for and with all persons.”

WHEREAS, our United Methodist connection calls us to treat well-intentioned, well-reasoned differences of opinion with mutual respect rather than insisting upon a verdict or language that rejects one side or the other; now

WHEREAS, we acknowledge the critical importance of carrying out this historic process with the utmost of care, effectiveness, and timing. And, while we agree that establishing the details and naming the members of the Commission are paramount to overall success, we must also acknowledge the harm that grows with each passing day and the importance of preserving momentum and collective trust that this new way forward will not ultimately result in failure as similar Commissions have in our past. We must not repeat past mistakes.

THEREFORE, BE IT RESOLVED that the California-Pacific Annual Conference endorses A Way Forward, commits to being in continued prayer for the Council of Bishops and the Commission throughout the journey ahead, and encourages the Council of Bishops to do the following:

Name the members of the A Way Forward Commission as soon as possible but no later than August 1, 2016 and require that the first Commission meeting be convened within 60 days of the Commission members being appointed;

Among the members of the Commission, include out LGBTQI persons so that such voices will be represented in what will otherwise be a conversation about LGBTQI persons by heterosexual, cisgender persons. Such a conversation will lack integrity if LGBTQI voices are not included;

Authorize and encourage the Commission to seek out and invite established experts to provide information as needed.

Provide a forum for the Commission to receive input from individual churches and members, perhaps through and with the cooperation of the Annual Conferences.

Report to the Annual Conferences at least once each quarter on the progress of the work of the Commission;

Provide a final report at least two months in advance of any called General Conference that shall take up any necessary legislation to implement the recommendations of the Commission;

Provide continued leadership and a commitment to unity during this interim and vulnerable period, agreeing to a moratorium on the processing of any current or future complaints related to Discipline paragraphs having to do with human sexuality until the General Conference is reconvened.

Resolution 16-5 was approved by 89% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
RES 16-6   RESPONSE TO THE MASS SHOOTING IN ORLANDO, FL

SUBMITTED BY: Frank Wulf, Kathy Cooper Ledesma, Mark Stephenson, Sandie Richards, Rosie Rios, Jeanne Roe Smith, Nestor Gerente, Norma Kehrberg, Gary Bernard Williams, John Woodall, Susan Stouffer, Sharon Tool, Richard Bentley, Johan Dodge, Melinda Teter Dodge, Michele Johns, Sherry Burch, Bob Rhodes, Cheryl Yamamoto, Jason Takagi, Erika Gara, Sharon Rhodes-Wickett, Kathy Black, Mark Wiley, Melanie Little, Martha Morales, Fern Jo Kaukonen, Ron Harrington, Clara Soto Ivey, Bridie Roberts, Paige Eaves, Ed Hansen, Sandy Olewine, Cedrick Bridgeforth, Mark Ulrickson, Jennifer Gutierrez, Dennis Pacht, Jeffrey Tangonan Acido, Wallis Wake, Frank Schaefer, Gilbert Stones, Mandy Sloan McDow, Blair Trygstad, Kerry Cooper, Emily Redenbach, Madison McLaughlin, Janet Cromwell, Judy McCall, Allison Mark, Rich Bolin, Tom Reinhart-Marean, Holly Reinhart-Marean, Mary Larson

ESTIMATED FISCAL IMPACT: Cost of meetings to be covered under the existing JCEMT budget

SOURCE OF STAFF TIME: Connectional Ministries Support Staff

Whereas, in the early morning of June 12, 2016, a shooter armed with military-style automatic weapons
assault weapons opened fire in the Pulse nightclub in Orlando, Florida, killing 49 persons and wounding
53 others; and

Whereas the Pulse nightclub is a well-known and popular gay venue that attracts large crowds of LGBTQ
persons and their allies who are seeking to celebrate life and have fun in a safe and welcoming
environment; and

Whereas this act of violence took place in the context of a long and ongoing history of anti-LGBTQ
discrimination and violence both in the United States and around the world, and that the killer’s decision
to kill was most likely rooted in a deep-seated hatred and fear of LGBTQ persons that transcends any
particular religious or cultural ideology; and

Whereas our United Methodist stand against the full inclusion of LGBTQ people feeds the undercurrent
of intolerance, hatred and fear that still permeates our society and our world; and

Whereas this intolerance, hatred and fear are not the way of Jesus, who was sent by God to bring
salvation rather than condemnation to the world as an expression of God’s boundless love (John 3:16-
17);

THEREFORE BE IT RESOLVED:

1) That the California-Pacific Conference of The United Methodist Church joins in mourning the
deaths of those who were murdered and in praying for the healing of those who were wounded
in the mass shooting at the Pulse nightclub on June 12, 2016;
2) That a period of time for prayer to be set aside during the Conference’s 2016 session to read the
names of those who were killed, to implore the healing for those who were wounded, to offer
comfort and support to those who grieve and provide care, and to seek the spiritual and emotional
restoration of those whose sense of wellbeing has been profoundly violated;
3) That the Conference thank and commend Bishop Minerva Carcaño for her compassionate and
prophetic response to the attack, in which she suggests that the negative attitude and position
toward LGBTQ persons reflected in current United Methodist policies and rules might contribute
“to the kind of thinking that promotes doing harm to these our brothers and sisters, our children,
the children of God;”
4) 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;

5) That the Conference directs the LGBTQ Task Force of the JCEMT to work in close cooperation and collaboration with leaders of the diverse LGBTQ communities located within Conference’s geographical bounds, as well as with ecumenical and interfaith partners, and appropriate governmental and civic agencies, to explore how to build communities where LGBTQ persons can find true safety and security, where they are received with authentic care and real respect, where their wellbeing is supported and encouraged, and where they are protected from all forms of harassment, intimidation, humiliation, and violence;

6) That this Task Force report annually to the Conference about the progress of its work with any proposals that it may have for practical and prophetic action; and

7) That 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.

Resolution 16-6 was considered and approved during Plenary Session #6 on Saturday, June 18, 2016.
RES 16-7   A CALL FOR COMMON SENSE GUN SAFETY

SUBMITTED BY: Mark Stephenson, Kerry Cooper, Kathy Cooper Ledesma, Allison Mark, Camille Mattick, Andy Mattick, Anne Hawthorne, Rosie Rios, Karen Ristine, J. Daniel Lewis, Janet McKeithen, Sharon Rhodes-Wickett, Ginny Birdeau, Cedrick Bridgeforth, Sandy Olewine, Madison McLaughlin, Emily Redenbach, Robert English, Frank Wulf, Mandy Sloan McDow, Blair Trygstad

ESTIMATED FISCAL IMPACT: No additional funds needed
SOURCE OF STAFF TIME: None

WHEREAS, in an average year, over 108,000 people in America are victims of gun violence, of which over 32,000 individuals die as a result;

WHEREAS, the devastating toll of mass shootings have recently impacted numerous cities including Orlando, FL, San Bernardino, CA and Charleston, SC;

WHEREAS, the victims of gun violence extend beyond the grave of those lost to these tragic shootings;

WHEREAS, millions of guns are sold every year without background checks;

WHEREAS, Jesus in the Sermon on the Mount instructs his followers to be instruments of peace:

"You have heard that it was said, 'An eye for an eye and a tooth for a tooth.' But I say to you, Do not resist an evildoer. But if anyone strikes you on the right cheek, turn the other also." "...You have heard that it was said, 'You shall love your neighbor and hate your enemy.' But I say to you, Love your enemies and pray for those who persecute you." (Matthew 5:38-39, 43-44);

THEREFORE, BE IT RESOLVED that the California-Pacific Annual Conference of The United Methodist Church, in response to the destructive impact on communities due to deaths by gun violence, calls for the following steps to be taken by our local, state and federal lawmakers:

1. Require and enforce universal background checks and mandatory waiting periods on all gun sales;
2. Except for the use of military and law enforcement agencies, institute a clear ban on all future sales, transfer, importation and manufacture of military style semi-automatic weapons, high-capacity ammunition magazines and high-impact high-velocity ammunition;
3. Ban the importation and manufacture of full-auto conversion kits that convert automatic weapons;
4. Make gun trafficking a Federal crime, and increase penalties for those who engage in "straw purchases" of firearms for ineligible persons;
5. Prohibit persons from purchasing guns without evidence of gun safety training.
6. Compel the United States government to complete the criminal background check database and enter all of the felony convictions that have currently been omitted.

BE IT FURTHER RESOLVED that the Conference asks local churches to download and conduct the free GBCS study on gun violence, Kingdom Dreams; Violent Realities.

Resolution 16-7 was presented during Plenary Session #6 on Saturday, June 18, 2016. It was amended as noted above and approved.
RES 16-8  DISCONTINUANCE OF FIRST UMC LAKE ELSINORE

RESOLUTION FOR DISCONTINUANCE: First United Methodist Church of Lake Elsinore
SUBJECT: First United Methodist Church of Lake Elsinore, Lake Elsinore, CA.
SUBMITTED BY: Appointive Cabinet
ESTIMATED FINANCIAL IMPACT: None
SOURCE OF STAFF TIME: Cabinet

WHEREAS a ministry began in the community of Lake Elsinore for the purpose of sharing the gospel and engaging the nearby communities with worship and Christian Education opportunities; and

WHEREAS the First United Methodist Church of Lake Elsinore has been a faithful witness among us in the conference, and

WHEREAS the members of the First United Methodist Church of Lake Elsinore held their final worship service on Easter of 2016, and

WHEREAS the District Superintendent, and the District Planning and Strategy Committee, recommend discontinuance of The First United Methodist Church of Lake Elsinore, and

WHEREAS the consent to discontinue has been granted by the presiding Bishop, and all of the District Superintendents; and

WHEREAS 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 2012 Book of Discipline ¶ 2549.1; and

THEREFORE, BE IT RESOLVED that the First United Methodist Church of Lake Elsinore be discontinued 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.

BE IT FURTHER RESOLVED that 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. The Resolution shall include:

- A recommendation by the discontinued congregation allocating up to half of the assets for purposes consistent with the mission of the U.M.C. and state law.
- An allocation of a minimum of 10% to the New Ministries Essential Ministry Team for the development of new congregations and the revitalization of existing congregations.
- An allocation of a minimum of 15% to the Conference Congregational Development Endowment Fund.
- An allocation of a minimum of 25% to the District Union of the South district in which the discontinued charge was located. Use of these funds for the purposes of congregational development and revitalization shall be authorized by the district Planning and Strategy Committee.
- Any balance of assets remaining after these allocations shall be used for purposes consistent with the mission of the U.M.C. and state law.

Resolution 16-8 was presented and approved during Plenary Session #6 on Saturday, June 18, 2016.
RES 16-11  A CALL FOR NON-CONFORMITY WITH THE BOOK OF DISCIPLINE

SUBMITTED BY: Mark Stephenson, Mandy Sloan McDow, Kathy Cooper Ledesma, Cedrick Bridgeforth, Frank Wulf, Sandy Olewine, Mele Maka, Janet McKeithen, Adiel DePano, Bob Rhodes, Blair Trygstad, Sarah Heath, Johan Dodge, Kerry Cooper, Emily Redenbach, Madison McLaughlin, Judy McCall, Sharon Stewart, Meg Estrada, Ginny Brideau
ESTIMATED FISCAL IMPACT: No additional funds needed
SOURCE OF STAFF TIME: None

WHEREAS, according to The Book of Discipline of The United Methodist Church, "all persons are of sacred worth" and "The United Methodist Church does not condone the practice of homosexuality and considers this practice incompatible with Christian teaching" (161.F); and WHEREAS, United Methodist Church doctrine calls for inclusiveness in which “all persons are open, welcoming, fully accepting, and supporting of all other persons, enabling them to participate fully in the life of the Church, the community, and the world” (140); and

WHEREAS, a candidate's sexual orientation and gender identity should not be considered as criteria for fitness or effectiveness in ministry; and

WHEREAS, the Book of Discipline encourages “a respectful dialogue with those with whom we disagree, to explore the sources of our differences, to honor the sacred worth of all persons,” and acknowledges that “we do not see the ‘Discipline’ as sacrosanct or infallible” (Episcopal Greetings, p. v); and

WHEREAS, ordained clergy seeking to navigate the inconsistencies within United Methodist Church doctrine face extraordinary penalties by ministering fully to the LGBTQIA children of God, and charges have been made and trials held against ordained clergy for conducting marriage ceremonies; and WHEREAS, Bishops have publicly and privately opposed recommendations for such charges, and spoken out against trials and penalties for ministers officiating at these marriages; and

WHEREAS, by scripture, God’s covenant extends to all persons, as made living by the Christ whose command was to love God and neighbor, teaching radical inclusion, and through our Church mandate to gather all persons of faith into the community of the body of Christ;

THEREFORE, BE IT RESOLVED 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."

BE IT FURTHER RESOLVED 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 was distributed at the end of Plenary #5 and considered after a suspension of the 24-hour rule and approved in Plenary #6 on Saturday, June 18, 2016.
RULES 16-1 ONE PERSON / ONE VOTE

F. One-Person/One-Position Rule

1. In order to provide a broader representation on Conference organizations, no person shall be elected to serve on more than one Conference organization at any given time. However, a person may serve on more than one Conference organization when required by the structure of the Annual Conference, The Book of Discipline, and/or the special constituency/representational requirements noted below. However, even where these specific exclusions apply, organizations are asked to follow the spirit of the rule.

2. The organizations and situations specifically excluded from the requirements of the one person-one position rule are:
   - Administrative Review Committee
   - Adult Family Ministries Council (young adult members only)
   - Committee on Episcopacy
   - Committee on Investigation
   - Conference Council on Youth Ministries (youth members only)
   - Council on Young Adult Ministries (young adult members only)
   - Conference Council on Children’s Ministries
   - Disaster Response Committee
   - Members of the Inter-Ethnic Strategy Committee and the Conference Hispanic Committee (ethnic minorities only)
   - Hispanic Committee, Conference (ethnic minorities only; Hispanic only)
   - Korean Ministry Council (Korean only)
   - Lawyers’ Committee
   - Native American Committee (Native Americans only)
   - Pacific Islanders Commission (Pacific Islanders only)
   - Sessions Task Force (except for at-large members)
   - Strengthen the Black Church, Committee to (Black members only)
   - UM Joint Commission for Church Extension & Cooperation between Mexico and the USA
   - United Methodist Men Executive Committee
   - United Methodist Women Executive Committee

Rules 16-1 was approved by 99% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
RULES 16-2 VACANCIES

Rule VI. E

E. Vacancies

1. Any vacancy, which occurs between sessions of the Annual Conference in a position to which the Nominations Committee is empowered to make the nomination to the Annual Conference, may be filled by the Nominations Committee between sessions of the Annual Conference. Any other vacancy which occurs between sessions of the Annual Conference may only be filled by the Committee it receives a nomination from the person or organization empowered to make the nomination to the Annual Conference, except as stipulated otherwise by The Book of Discipline.

2. Any other vacancy which occurs between sessions of the Annual Conference may only be filled by the following process, except as stipulated otherwise by The Book of Discipline:
   a. The conference officer or organization empowered to make the nomination to the Annual Conference sends a nomination to the Nominations Committee with a request that the vacancy be filled as soon as possible.
   b. The Nominations Committee votes to elect the person nominated by the conference officer or organization empowered to make this nomination.

Until the Nominations Committee elects a person to fill a vacancy, the nominee may not serve on the conference organization.

3. Any person elected to fill a vacancy between sessions of the Annual Conference shall serve until the next session of the Annual Conference, at which time the Nominations Committee will present the name for election by the Annual Conference to fill the vacancy.

4. If a member of a Conference organization is absent from two consecutive meetings or one year, whichever is the lesser period of time, without a reason acceptable to the organization, then the Conference organization shall notify the person and the Conference Nominations Committee that the person has been removed from its membership. This rule does not apply to ex-officio members, but shall apply to any duly appointed representatives.

Rules 16-2 was approved by 100% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
RULES 16-3 CONFERENCES HISPANIC COMMITTEE MEMBERSHIP

Rule change request comes from The Council on Finance and Administration, The Conference Board of Trustees and The Cabinet

2014 Rules VII. C. 4. c. iii.

(a) The Hispanic Committee will be composed of the following voting members:

1. Two Representatives from each of the District Hispanic Committees or where there is no such committee, two persons designated by the district (Four mainland districts)

   - One District Superintendent, representing the Cabinet
   - One Representative from the New Ministries EMT
   - One Representative from the Council on Financial Resources
   - One Representative from the Commission on Religion and Race
   - One Representative from the Conference Board of Trustees
   - One Representative from the Navigation EMT

2. Three Representatives from the Latin-American Methodist Advocacy Group (L.A.M.A.G.)

3. Four members at large nominated by the Conference Committee on Nominations and elected by the annual conference.

(b) The elected chair of the Conference Hispanic Committee shall be from among the Hispanic members of the Committee, and shall be a voting member of the Connectional Table.

Staff for this Committee, who shall have voice but no vote, shall include the Associate Director for Hispanic/Latino Ministries, and the Executive Director of Connectional Ministries, and the Executive Director of Finance and Facilities or a person designated by the Executive Director of Finance & Facilities.

Rules 16-3 was approved by 98% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
RULES 16-4 STAFF RELATIONS COMMITTEE

a. Staff Relations Committee
   i. Purpose:
      To establish uniform and equitable policies and practices in the employment and
      compensation of personnel, in consultation and cooperation with other conference
      agencies that employ staff...[¶613.13]

   ii. Scope:
      The Staff Relations Committee (SRC) has responsibility for carrying out the duties and
      tasks that accomplish the SRC purpose for all staff employed by the California-Pacific
      Annual Conference in the various Essential Ministry Teams and other subdivisions and
      work areas, specifically: Finance and Facilities, Connectional Ministries, Human
      Resources, Communications, Camp and Retreat Ministries, District Offices, and
      Campus Ministry. These responsibilities are:
      a. To develop and update personnel policies, and to recommend
         changes to the Annual Conference as may be required from time
         to time.
      b. To apply or revise policy as necessary between sessions of the Annual Conference to
         comply with the intention of the Annual Conference or with such state and/or federal
         laws as may be, or become, applicable. Any such application or revision of the
         Personnel Policies will be reported to the next session of the Annual Conference with
         the appropriate recommendations(s).
      c. To develop and recommend salary ranges for all staff positions of
         the Annual Conference.
      d. To review and approve job descriptions for new and substantially
         altered staff positions.
      e. To form and coordinate recruiting and selection teams for open
         and available senior staff positions of the Conference.
      f. To review and monitor the use of a system of performance
         management for all Conference staff, ensuring the conducting of
         annual performance evaluations by supervisory staff.
      g. To act as the final appeals board for non-appointed Conference staff grievances.

   iii. Organization:
      The SRC shall be composed of 20 members, with 15 voting members and 5 ex-officio,
      non-voting members.
      a. From Justice & Compassion EMT: Chair and one additional member (2)
      b. From New Ministries EMT: Chair and one additional member (2)
      c. From Leadership EMT: Chair, one member from the Board of Higher
         Education and Ministry and one member from the Board of Camping
         (3)
      d. From the Connectional Table: Chair and one additional member (2)
      e. From the Council on Finance and Administration: one member (1)
      f. From the Board of Pension & Health Benefits: one member (1)
      g. At large: Three members from the Annual Conference at large who
         have specific experience in or knowledge of one or more of the
         work areas.
following areas: employment laws, benefits, salary administration, employment policy, employee relations (3) (4)

h. Ex-officio, non-voting: Director of Human Resources, Executive Director of Finance and Facilities, Executive Director of Connectional Ministries, Director of Camping and Ministry Operations, one member of the Cabinet (5)

i. The SRC Chair shall be elected from among the voting membership of the SRC, with the exception of those who are on the committee as Chair of their respective EMT.

ii. There are, therefore, a total of \( \frac{11}{4} \) people from whom the Chair may be elected. The Chair shall vote only in the case of a tie.

i. Three subcommittees consisting of 2-3 people each shall be formed out of the voting and non-voting membership of the SRC to work with Human Resources staff on specific ongoing responsibilities of the SRC.

i. Compensation Subcommittee: Reviews salary surveys and develops salary ranges for conference staff for review and approval by the SRC and Annual Conference.

ii. Job Description Subcommittee: Develops job descriptions as needed for review and approval by the SRC and Annual Conference.

iii. Policy Development Subcommittee: Develops and updates personnel policies for review and approval by the SRC and Annual Conference.

iv. Meeting Schedule:

The SRC shall meet at least twice annually to conduct the business of the committee. The SRC shall meet as needed to fill any vacancies of senior staff. The SRC shall meet as needed to receive, review and reach decisions regarding grievances brought by non-appointed Conference staff. The SRC Chair or designated representative shall make an activity report to the Resource Essential Ministry Team at their next available meeting following each SRC business meeting.

Rules 16-4 was approved by 100% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
RULES 16-5 INTERFAITH-ECUMENICAL COMMITTEE NAME CHANGE


Change the name of the “Interfaith-Ecumenical Committee” to the “Council on Unity and Inter-Religious Relationships” to make the name consistent the 2012 Book of Discipline ¶642.

This Rule Change came from the Nominations Committee.

Rules 16-5 was approved by 100% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
RULES 16-6  RETIREE VISION HEALTH PLAN

Board of Pension and Health Benefits
Rule Change: X. R. 5. e. i.

Rationale: The Board has voted to sponsor and fully subsidize a vision plan for all retirees who participate in the Health Reimbursement Account program under OneExchange, and non-Medicare eligible retirees who participate in the conference health plan. This eliminates the need for adding the value of a vision plan to the formula for the Health Reimbursement Account for age 85 and above and pre-82 retirees.

R. The Health Insurance Plan (HIP) of the Conference
5. Financial Responsibility for Health Insurance
e. Retirees – Clergy
i. For each eligible retired clergy participating in the HIP who retired prior to 1982 or has attained 85 years of age (or will attain age 85 in the current year) (and such clergy’s spouse, surviving spouse and dependent children) the Board of Pension & Health Benefits will establish an HRA and contribute to such HRA an amount equal to 105% of the prior year’s median premium for an equivalent Medicare Supplement Insurance (Medigap) Plan L offered through the Retiree Plan plus 105% of the premium for a vision care plan.

Rules 16-6 was approved by 100% in the Legislative Section, presented on the Consent Calendar, and approved during Plenary Session #5 on Saturday, June 18, 2016.
PAST RESOLUTIONS IN EFFECT JUNE 2005 – JUNE 2017

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.g(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 Rev. Karen Clark Ristine at secretary@calpacumc.org. The resolutions adopted in the year 2005 will be removed at the conclusion of the 2017 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

Assets and Church Property
The California-Pacific Annual Conference to establish a Congregational Development Endowment Fund within the California-Pacific United Methodist Foundation.
Oversight/Administration: Conference Board of Congregational Development
R 40, Journal 2007, H 145-146

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

Brandon Hein: Justice for,
The California-Pacific Annual Conference shall send a letter to the Governor of California appealing to him for clemency and the commutation of Brandon Hein’s sentence.
Oversight/Administration: Board of Church and Society
R 42, Journal 2007, H 148-149
Book of Discipline, A Call for Non-Conformity With
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 selfavowed, 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

California State Budget Is a Moral Document
The California-Pacific Conference is to call upon the Governor of the State of California and all our elected representatives in the California State Legislature to address concerns raised by California Church IMPACT, to have a balanced budget for the State of California.
Oversight/Administration: unspecified
R 16, Journal 2005, H-113

California State Legislature Support, Majority Vote in
The California-Pacific Annual Conference supports efforts to amend the constitution of the state of California to state that all legislative actions on revenue and budget must be determined by a majority vote.
Oversight/Administration: Board of Church and Society

Campus Ministry: Apportionment Commitment in the California-Pacific Conference Annual Budget
The California-Pacific Annual Conference makes Campus Ministry a priority ministry and, even in this difficult year, fund minimum salary, benefits, and housing for at least one of the four remaining campus ministers in the 2013 apportionment budget at the average cost of the four; and include apportionment budget funding for four campus ministers from 2014 to 2016.
Oversight/Administration: Conference Council on Financial Resources

Six regional boards to be organized under the supervision of the California-Pacific Annual Conference Board of Higher Education and Campus Ministry to promote, develop, and oversee campus ministry in their regions.
Oversight/Administration: Connectional Ministries Staff
R 28, Journal 2006, H 96-97

Campus Ministry Revisited
The California-Pacific Annual Conference rescinded Resolution 28. The California-Pacific Conference Board of Higher Education and Campus Ministry is to continue to develop a regional board in the Santa Barbara area as a test project.
Oversight/Administration: Higher Education & Campus Ministry
R 43, Journal 2007, H 149-150

Capital Punishment, Moratorium on
The California-Pacific Annual Conference renews its opposition to Capital Punishment and urges the State of California to declare a moratorium on Capital Punishment, and to pass laws to abolish Capital Punishment in the State of California.
Oversight/Administration: Church and Society
Res 11-4, Journal 2011, H 171-172
Child Poverty Task Force
The California-Pacific Conference will create a Task Force of people from across the Conference who are passionate about working on goals, programs, and projects to address childhood poverty through avenues such as education, action, and advocacy.
Oversight/Administration: Justice and Compassion Essential Ministry Team
Res 13-2, Journal 2013, H-96

Civility in the Public Square, Call for Restoring
Following the example of its leadership in establishing the Response Committee on Welcoming, the California-Pacific Annual Conference calls for a reclaiming of civility in the public square, including in the media, talk shows, newspapers, government and other public forums, the Internet, private meetings and in personal conversations, and supports the work of its boards and agencies and its local churches and ministries in taking leadership in efforts to help bring about the restoration of civility in the public square.
Oversight/Administration: California-Pacific Conference Board of Church and Society
Res 10-8, Journal 2010, H-118

Civil Rights of All Persons Support
The 2010 Annual Session of the California-Pacific Conference reaffirms its support for civil marriage equality, and calls upon the laity, clergy, and leadership of the Conference to be actively involved in protecting the civil rights of all persons as they pertain to the right to civil marriage.
Oversight/Administration: California-Pacific Conference Board of Church and Society
Res 10-3, Journal 2010, H-113

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.
Oversight/Administration:
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.
Oversight/Administration: Cabinet
RES 14-3, Journal 2014, H-89

Death Benefit for Part-Time Local Pastors
The California-Pacific Annual Conference directs its Conference Board of Pensions to seek bids from outside insurance companies to provide a death benefit program for our part-time Local Pastors. Conference Board of Pensions is to return a proposal providing death benefits to part-time Local Pastors, to the 2006 Session of the California-Pacific Annual Conference for approval and implementation as of July 1, 2006.
Oversight/Administration: Conference Board of Pensions
R 13, Journal 2005, H-110

DisAbility Awareness Sunday
The California-Pacific Annual Conference sets the second Sunday of October (or another Sunday agreeable to each congregation) for observance of Disability Awareness Sunday per The 2012 Book of Discipline ¶262 and ¶265. A special offering will be sent to the Annual Conference and used by the Justice and Compassion Essential Ministry Team and DisAbility Ministries Task Force to promote creation of architectural and attitudinal accessibility for persons with disabilities in local churches, including the disbursement of accessibility grants.
Oversight/Administration: Justice and Compassion Essential Ministry Team and DisAbility Ministries Task Force
Disaster Response Awareness Month
The California-Pacific Annual Conference urges every local congregation to put into a “Disaster Plan of Action.” The Annual Conference declares the month of September of each year as “Disaster Preparedness and Awareness Month.”

Discontinuance of Anaheim: Light of the Canyon
The California-Pacific Annual Conference voted to discontinue Light of the Canyon UMC effective June 30, 2012. The property was sold for $2,700,000 and after applicable taxes and fees were paid, United Methodist Development Fund and Alhambra Foundation received full payment of the amounts due them. The California-Pacific Congregational Loan Committee and the Santa Ana Urban Society accepted a loss due to the low sales price.
Oversight/Administration: East District
Res 13-10, Journal 2013, H-106

Discontinuance of Christ UMC: San Diego
The California-Pacific Annual Conference voted to discontinue Christ UMC in San Diego effective on a date after July 1, 2011 (date to be determined by the San Diego District Superintendent). The site to be designated as Christ United Methodist Ministry Center following the date of discontinuance.
Oversight/Administration: San Diego District

Discontinuance of Crescent Heights UMC: West Hollywood
The California-Pacific Annual Conference voted to discontinue Crescent Heights UMC. If the property is sold, in accordance with action taken by the 2007 Annual Session of the California-Pacific Conference (Resolution 40), net proceeds would be distributed as follows: 50% would be managed by UMM-LAD for the purpose of establishing or supporting ministries with underserved populations within the West Hollywood/Hollywood area, 25% directed to the District Board of Congregational Development with preference given to new and existing ministries within the City of West Hollywood, 15% to the California-Pacific Conference Board of Congregational Development, and 10% to the California-Pacific Conference Endowment for new church starts.
Oversight/Administration: United Methodist Ministries – Los Angeles District

Discontinuance of Fontana UMC: Amendment for the Purposes of the Fontana Hispanic Ministry Initiative
The California-Pacific Annual Conference voted to discontinue Fontana UMC in 2008. This amendment would provide for the net assets, including the real property of Fontana UMC to continue to be held in the corporation named, “First UMC of Fontana,” to be used in supporting the ministry of Fontana Hispanic Ministry Initiative.
Oversight/Administration: Riverside (East) District Board of Congregational Development
Res 11-26, Journal 2011, H-205

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 Mission Congregations (4)
The Resident Bishop Minerva G. Carcaño and the Appointive Cabinet consented to discontinue Eastlight Korean United Methodist Mission (Glendale), First Korean UM Mission of Orange County (Lakewood), Maui Korean UM Mission (Wailuku), and Pico Union Shalom Hispanic Ministry (Los Angeles) on or before June 30, 2013.
Oversight/Administration: Appointive Cabinet
Discontinuance of Rolando UMC
The California-Pacific Annual Conference voted to discontinue Rolando UMC effective on a date after September 1, 2011 (date to be determined by the San Diego District Superintendent). The real and personal property of Rolando United Methodist Church be sold and the proceeds of the sale be distributed in accordance with action taken by the 2007 Annual Session of the California-Pacific Conference (Resolution 40): 15% to the California-Pacific Annual Conference Board of Congregational Development, 10% to the Conference Congregational Development Fund within the California-Pacific United Methodist Foundation for use in accordance with its purposes, 25% to the San Diego District Union for the purposes of congregational development and revitalization as authorized by the District Planning and Strategy Committee, and the remaining 50% to be determined by the District Superintendent in consultation with the leadership of Rolando United Methodist Church prior to the date of discontinuance.
Oversight/Administration: San Diego District

Discontinuance of Spurgeon UMC / Establishment of the Santa Ana United Methodist Cooperative Parish
The California-Pacific Annual Conference approved the establishment of the Santa Ana United Methodist Cooperative Parish in accordance with The United Methodist Book of Discipline 2008, ¶ 206.3c, and be it further resolved the Spurgeon Memorial United Methodist Church be discontinued as a United Methodist Church, effective September 30, 2011, pursuant to ¶ 2548, and the church property held by Spurgeon Memorial UMC be sold by the Cooperative Parish Board of Trustees, and net proceeds distributed in accordance with action taken by the 2007 Annual Session of the California-Pacific Conference (Resolution 40).
Oversight/Administration: Santa Ana (South) District

Discontinuance of St. Paul’s UMC: Los Angeles
The California-Pacific Annual Conference voted to discontinue St. Paul’s UMC in Los Angeles effective June 30, 2013. The property to be transferred to the West District for property management and support of ongoing ministries.
Oversight/Administration: West District

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 Fund, 25% East District Union, 50% determined in consultation with the East District Planning and Strategy Team and the Appointive Cabinet.
Administration: East District

Discontinuance of Toluca Lake UMC
The California-Pacific Annual Conference voted to discontinue Toluca Lake UMC in Los Angeles effective on or before August 31, 2013. The members to transfer to local UM churches of their choice, and all financial, personal, and real property assets to be transferred to the Hollywood UMC for ministry development. If Hollywood UMC cannot develop viable ministry on the property within five (5) years, the property will be transferred to the North District Union for future ministry development.
Oversight/Administration: North District
Res 13-12, Journal 2013, H-108
Discontinuance of Tolutasi Pacific Islanders UMC: Los Angeles
The California-Pacific Annual Conference voted to discontinue Tolutasi Pacific Islanders UMC in Los Angeles effective June 30, 2013. The members were to transfer to local UM churches of their choice, and the property was to be sold. After the indebtedness had been settled, the net proceeds to be distributed as follows: 10% for the California-Pacific Conference New Ministries Endowment and 90% to be retained by the West District Union to be utilized for specific ministry plans for reinvesting in and developing various ministries among Pacific Islanders.
Oversight/Administration: West District

Discontinuance of Vermont Square UMC: Los Angeles
The California-Pacific Annual Conference voted to discontinue Vermont Square UMC in Los Angeles effective June 30, 2013. The members were to transfer to local UM churches of their choice, and the property was to be sold. After the indebtedness had been settled, the net proceeds to be distributed as follows: 10% for the California-Pacific Conference New Ministries Endowment, in accordance with Resolution 40, and 90% to be retained by the West District Union to be utilized for further development of ministries in the South Los Angeles Mission Area, in compliance with The 2012 Book of Discipline ¶2549.7.
Oversight/Administration: West District
Res 13-14, Journal 2013, H-110

District Alignment Task Force
The California-Pacific Annual Conference to form a Task Force to develop a plan that would create new District boundaries for California.
Oversight/Administration: Conference Secretary
Journal 2013, H-144

District Re-Alignment Task Force Report Resolution
The California-Pacific Annual Conference to organize into 5 Districts: Hawaii, and in Southern California: North, South, East, and West Districts, effective July 1, 2012. The transition allowed 18 months for the District Unions to merge, with a specific report on distribution of assets to come to the 2013 Annual Session of the California-Pacific Conference and voted on, such proposed distribution to be determined as written in ¶2517.3 of The 2008 Book of Discipline.

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 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

Filipinos: Celebrating 100 years of United Methodist Ministry with Filipinos in the United States
The 2012 Annual Session of the California-Pacific Conference affirm, support, and embrace Filipino-Americans in their celebration of their centennial in America, particularly within the United Methodist Church; and include a celebration of the 100 years of United Methodist Filipino-American movement.

Filipino Contributions to the Labor Movement in California
The California-Pacific Annual Conference supports California Assemblyman Rob Bonta in pursuing his purposes of recognizing and telling the stories of Filipino laborers and labor leaders in the California farm labor movement.
Oversight/Administration: Justice and Compassion Essential Ministry Team
Res 13-8, Journal 2013, H-103
**Finances, Local Churches**

All books and financial records of all local churches shall be available for inspection by the Pastor of the Charge and/or District Superintendent at any time. Local Churches are also required to submit their financial records for annual review independent of the Church Treasurer and Finance Committee and report to the District Superintendent’s office, Pastor of the Charge, Ad Board/Council, and Annual Charge Conference.

Administration/Oversight: Conference Treasurer

R 25, Journal 2006, H 94-95

**General Conference 2016 Petition, Church Funds, Use of**

The California-Pacific Annual Conference to petition the 2016 General Conference to amend *The Book of Discipline* ¶613.9 and ¶806.9 by deletion of text that prohibits United Methodist funds from being given to “any gay caucus or group, or otherwise use such funds to promote the acceptance of homosexuality.”

Oversight/Administration: Conference Secretary


**General Conference 2016 Petition, Disability Compensation**

The California-Pacific Annual Conference to petition the 2016 General Conference to adopt a new resolution calling on the General Board of Church and Society to advocate globally to end discrimination by insurance companies against people with mental illnesses.

Oversight/Administration: Conference Secretary


**General Conference 2016 Petition, End of Life Options**

The California-Pacific Annual Conference to petition the 2016 General Conference to call upon local congregations to support existing and newly organized efforts to educate their members and the common society at large about end-of-life decisions including all aspects of the death with dignity movement and call upon the General Board of Church and Society and the General Board of Discipleship to develop and promote resource materials to assist these local congregations in this effort.

Oversight/Administration: Conference Secretary

Res 15-12, Journal 2015

**General Conference 2016 Petition, Human Sexuality**

The California-Pacific Annual Conference to petition the 2016 General Conference to amend ¶161f ¶161F and footnote of ¶310.2(d) regarding the use of “incompatibility” language.

Oversight/Administration: Conference Secretary


**General Conference 2016 Petition, Investment Screen, Occupied Lands**

The California-Pacific Annual Conference to petition the 2016 General Conference to establish a screen to remove and avoid investments in illegal settlements on occupied land.

Oversight/Administration: Conference Secretary

Res 15-14, Journal 2015

**General Conference 2016 Petition, Investment Screen, Petroleum, Coal Natural Gas**

The California-Pacific Annual Conference to petition the 2016 General Conference to amend *The Book of Resolutions* section 4071, Socially Responsible Investing Strategies, 1. Portfolio screening, to add that the church does not invest in companies that derive significant revenues from the production of coal, oil, or natural gas.

Oversight/Administration: Conference Secretary

**General Conference 2016 Petition, Investment Screen, Petroleum, Natural Gas**
The California-Pacific Annual Conference to petition the 2016 General Conference to direct the General Board of Pension and Health Benefits of The United Methodist Church to adopt the following policy: Investments shall not knowingly be made in any company or entity whose core business activity involves the production of petroleum or natural gas.  
Oversight/Administration: Conference Secretary  

**General Conference 2016 Petition, Investment Screen, Petroleum Production**
The California-Pacific Annual Conference to petition the 2016 General Conference to amend *The Book of Discipline* ¶717 to include petroleum, coal, natural gas in the list of investments to avoid.  
Oversight/Administration: Conference Secretary  
Res 15-6, Journal 2015

**General Conference 2016 Petition, Joint Committee Membership**
The California-Pacific Annual Conference to petition the 2016 General Conference to amend ¶652 to include active or retired clergy with one or more disabilities as member of the Joint Committee on Clergy Medical Leave.  
Oversight/Administration: Conference Secretary  

**General Conference 2016 Petition, Marriage**
The California-Pacific Annual Conference to petition the 2016 General Conference to amend *The Book of Discipline* ¶161B, ¶341.6, and ¶162.J, regarding marriage, civil unions, marriage ceremonies and the rights attenuating thereto.  
Oversight/Administration: Conference Secretary  

**General Conference 2016 Petition, Meeting Accessibility**
The California-Pacific Annual Conference to petition the 2016 General Conference to amend ¶ 610: Conference Agencies to strengthen language to ensure all meetings scheduled by the annual conference and its districts, boards, or committees are held in places that are accessible to persons with disabilities.  
Oversight/Administration: Conference Secretary  
Res 15-17, Journal 2015

**General Conference 2016 Petition, Mental Illness Benefits**
The California-Pacific Annual Conference to petition the 2016 General Conference to amend ¶806 to insert a new subparagraph 9 following subparagraph 8, to say: It shall be responsible for ensuring that no United Methodist board, agency, or other entity shall provide to their own agency, other agencies or to annual conferences disability compensation insurance for clergy or laity which offers different levels of protection based on whether or not the diagnosis is for a mental-nervous condition.  
Oversight/Administration: Conference Secretary  

**General Conference 2016 Petition, Ministry Candidates with Disabilities**
The California-Pacific Annual Conference to petition the 2016 General Conference to amend ¶324.8 to add. If a provisional candidate has one or more irremovable disabilities, those conditions shall have no bearing on the question of endorsing the candidate as an ordained elder in The United Methodist Church, with the decision based solely on the candidate having met the professional standards and is effective as a provisional member in ministry.  
Oversight/Administration: Conference Secretary  
General Conference 2016 Petition, Nominations Meetings, Closing
The California-Pacific Annual Conference to petition the 2016 General Conference to amend ¶ 722 to include, “Meetings of the local church committee on nominations and leadership development, district committee on nominations, conference committee on nominations, jurisdictional committee on nominations, or nominating committee of a general church agency shall all be closed, provided that a nominating committee may open a part of its meeting by a majority vote.”
Oversight/Administration: Conference Secretary

General Conference 2016 Petition, Ordained Clergy
The California-Pacific Annual Conference to petition the 2016 General Conference to amend The Book of Discipline ¶304.3, ¶2702.1, and Footnote 3 of ¶310.2(d), removing the barrier for ordination and service within The United Methodist Church
Oversight/Administration: Conference Secretary

Global AIDS Fund
The California-Pacific Annual Conference is to establish a minimum quadrennial Advance Special goal of raising an average of $1 per member beginning 2006. Also, that the Conference encourage each Local Church to observe a Global AIDS Awareness Sunday in September.
Oversight/Administration: Conference Secretary
R 20, Journal 2006, H-91

Global AIDS Fund Support
The California-Pacific Annual Conference is to set a goal of collecting $1 per member during the quadrennium in support of the global AIDS Fund.
Oversight/Administration: Director of Connections/Justice

Global Warning Carbon Offset Project for Local Congregations
All congregations to be strongly encouraged to calculate their carbon footprint on a biennial basis; and, the Conference Board of Church and Society's Environmental Ministries Subcommittee develop references, resources, programs, and projects to help our local congregations and their members.
Oversight/Administration: Environmental Ministries Sub-Committee Conference Board of Church and Society
Res 08-4, Journal 2008, H-76

Grocery Workers, Justice for
The California-Pacific Annual Conference join our Bishops and other leaders of the diverse religious communities in calling upon the corporate management of grocery stores “to reach a just and fair agreement with the union at the earliest possible time.”
Oversight/Administration: Conference Secretary

Gun Safety
The California-Pacific Annual Conference, in response to the destructive impact on communities due to deaths by gun violence, calls for local, state and federal lawmakers to: Require and enforce universal background checks and mandatory waiting periods on all gun sales; Except for the use of military and law enforcement agencies, institute a clear ban on all future sales, transfer, importation and manufacture of assault weapons, high-capacity ammunition magazines and high-velocity ammunition; Ban importation and manufacture of full-auto conversion kits that convert automatic weapons; Make gun trafficking a federal crime, and increase penalties for those who engage in "straw purchases" of firearms for ineligible persons; Prohibit purchasing guns without evidence of gun safety training; and Compel the federal government to complete the criminal background check database and enter all felony convictions.
Res 16-7, Journal 2016, H 87
**Health and Wellness Task Force**
The California-Pacific Annual Conference to form a Health and Wellness Task Force to focus on Clergy and Lay wellness and to make recommendations on wellness for the Annual Conference.

**Health Care For All**
Calls upon the California-Pacific Annual Conference to advocate for health care for all American citizens and to encourage Local Churches to offer health care to all lay employees. The Conference Health Task Force and the Conference Board of Pensions are asked to further research alternative health care plans.
Oversight/Administration: Conference Health Care Task Force, Conference Board of Pensions

**Health Care: Right to Health Care Unrestricted by National Borders or Economic Status**
The California-Pacific Annual Conference to work in partnership with indigenous churches, communities, and governments around the world to make comprehensive health care available for all. Conference Secretary to forward this resolution for submission to General Conference 2008.
Oversight/Administration: Church and Society
R 3, Journal 2007, H 120-121

**Healthy Families, Healthy Planet**
The California-Pacific Annual Conference endorses the “Healthy Planet, Healthy Planet” initiative, a project of the General Board of Church & Society to educate and mobilize United Methodists on maternal health and the importance of international family planning.
Oversight/Administration: Church and Society

**Higher Education: Affordable**
The California-Pacific Annual Conference calls on the California State Legislature to provide sufficient funding for public colleges and universities to guarantee accessibility and affordability to them for all students in the state particularly those who are economically poor or otherwise disadvantaged; go on record supporting Governor Schwarzenegger’s call for a Constitutional Amendment guaranteeing that the State of California will never again “spend a greater percentage of [its] money on prisons than on higher education.
Oversight/Administration: Board of Higher Education and Campus Ministry and Conference Secretary

**Hispanics: Comprehensive Strategic Plan for Hispanic Ministries - Capital Campaign**
By mandate of the 2012 Annual Session of the California-Pacific Conference of the United Methodist Church, the Conference Hispanic Committee with the support and participation of the extended Cabinet, Bishop, and CFR develop a Capital Campaign to raise the needed funds during the Conference year 2012-2013. The campaign plan will include the participation of all the Districts, Local Congregations, and programs of the California-Pacific Annual Conference. The plan will also include (1) strategies to strengthen exiting Hispanic/Latino ministries and congregations; (2) to start new ministries and congregations; (3) to identify, equip, and deploy clergy (elders, deacons and local pastors) and laity leaders (lay missioners and other indigenous leadership); (4) and to identify and deploy material and financial resources to sustain and support the implementation of the Strategic and Comprehensive Plan during the entire 10 years period and that it will bring the results of this Capital Fund raising campaign to the 2013 Annual Session of the California-Pacific Conference.
The Bishop, the Cabinet (Appointment and Extended branches), and all committees and agencies of the California-Pacific Annual Conference will provide consultation, guidance, and support, so that by June 2013, our Conference will have the funds needed to support this sound and workable Comprehensive, Strategic Plan for Ministry with Hispanics to be implemented in the Annual Conference boundaries and to become a priority for the California-Pacific Annual Conference for the remained of the present quadrennial and the next two quadrennials in the life of the United Methodist Church in the State of California and the islands in the Pacific.
Hispanic/Latino Ministries, Cal-Pac Strategic, Comprehensive Plans for
At the 2010 Annual Session of the California-Pacific Conference, the Conference Hispanic Committee with the support and participation of the extended Cabinet to develop a Strategic, Comprehensive Plan for Hispanic/Latino ministries within our Conference boundaries, and have this plan ready to be shared with the Hispanic District Committees and the District Conferences by February 1, 2011 and bring the same for final approval for implementation to the meeting of the 2011 Annual Session of the California-Pacific Conference.
Oversight/Administration: Conference Hispanic Committee

Hispanic Ministries Sunday
The California-Pacific Annual Conference designated the second (2nd) Sunday in October as Hispanic Ministry Sunday.
Oversight/Administration: Conference Hispanic Committee
Res 09-3, Journal 2009, H-120

Homelessness: Against Criminalizing Homelessness
The California-Pacific Annual Conference to strongly urge city, county, state, and federal law-makers to repeal or amend laws that are used or written specifically to criminalize people experiencing homelessness. Refrain from creating new laws used to criminalize people experiencing homelessness. Seek positive, humane solutions such as permanent and supportive affordable housing. Seek temporary humane solutions, such as safe places close to services where people sleep.
Oversight/Administration: Conference Secretary

Human Sexuality: Response to General Conference 2012
Renounce the statement that homosexuality is incompatible with Christian teaching, and declare that it is itself incompatible with the life and teachings of Jesus Christ; invite churches and individuals to adopt this statement and join us in living out its principles.
Oversight/Administration: Justice and Compassion Essential Ministry Team
Res 12-12, Journal 2012, H-104

Immigration and Customs Enforcement (ICE) Raids and Detention, Response to
The California-Pacific Annual Conference calls upon the President of the United States, the Congress, and all relevant departments of the federal government to put an immediate stop to these raids and work for a just, humane comprehensive reform of immigration laws. Also, urges governors and state legislators within the state of California and Hawaii to refrain from creating and enforcing legislation that would cause further disruption of the immigrant population, and calls upon state governments to refuse to allow any state official, including police and state troopers, to enforce federal immigration law, or to ask any immigrant for their documents.
The Conference pledges to create a Task Force to address immigration concerns and develop plans for emergency responses to ICE raids and investigate the locations of ICE detention centers within the Conference boundaries and consider how to provide ministries, legal support, and other services that will serve the objectives of Christian hospitality and civil and human rights. The Conference will engage in study of new General Conference resolutions on migration and immigration. The Conference urge all its congregations and their members to pray for the people whose lives are torn apart by ICE raids and detention.
Oversight/Administration: Conference Secretary
Res 08-9, Journal 2008, H 80-81

Immigration Policy for the United States
The California-Pacific Annual Conference is to call on the U.S. Congress and the President to adopt a comprehensive immigration reform.
Oversight/Administration: California-Pacific Conference Board of Church and Society
R 27, Journal 2006, H 95-96
**Immigration Reform**
All members of The California-Pacific Annual Conference to advocate before the U.S. Congress and join other faith-based advocacy groups until a just and humane reform of our system of immigration is achieved.
Oversight/Administration: California-Pacific Conference Immigration Task Force

**Iraq: Support for Ending Military Action**
The California-Pacific Annual Conference supports efforts calling for the clarification of U.S. policy as to when the war will end, withdrawal of U.S. combat forces from Iraq, providing full support and services for as long as necessary to all returning veterans, and supporting the Iraqi people in rebuilding their country.
Oversight/Administration: Peace with Justice
R 41, Journal 2007, H 147-148

**John Bolton as a nominee for the U.S. Ambassador to the United Nations be withdrawn**
The California-Pacific Annual Conference is to send this resolution to President Bush and request that he immediately withdraw John Bolton’s name as his nominee for the U.S. Ambassador to the United Nations.
Oversight/Administration: unspecified
R 12, Journal 2005, H-110

**Jubilee Fund, Distribution of**
The California-Pacific Annual Conference adopt a new formula for spending from the Jubilee Fund, which is to designate the entire seven percent annual distribution to repay the remaining supportive congregations according to a distribution schedule, commencing with the 2009 distributions.
Oversight/Administration: Conference Accounting Office staff
Res 08-3, Journal 2008, H-75

**Jubilee Grant Administration**
New ministries and the revitalization of existing ministries to be a priority of Jubilee Fund grants. Also, that a Jubilee Grant Task Force be established with stated representatives.
Oversight/Administration: Director of Connectional Ministries & Director of Finance and Administration
R 3, Journal 2005, H-100

**Judicial Council Reconsider Decision 1032**
The Conference Secretaries, on behalf of the California-Pacific Annual Conference, request that the Judicial Council on its own motion, and pursuant to its standing Rules of Practice, reconsider Decision 1032, issue a new finding that Decision 1032 is null and void, and direct that any prospective members denied membership as a result of Decision 1032 be offered admission into membership in The United Methodist Church.
Oversight/Administration: Conference Secretary

**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

**Kardia United Methodist Church Name Change**
The California-Pacific Annual Conference approved the name change from West Los Angeles First United Methodist Church to Kardia United Methodist Church.
Oversight/Administration: Conference Secretary
**Latino Ministry**
Revitalization and new Latino Ministries
Oversight/Administration: Latino Ministries Director
R 5, Journal 2005, H 100-101

**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 Lay 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 lay to lead worship in the local churches.
Oversight/Administration: Laity Council, Local churches
RES 14-6, Journal 2014, H-91

**Living Wages and the Right to Organize**
The California-Pacific Annual Conference upholds, advocates for workers’ rights to earn and be paid living wages and to form themselves into collective bargaining units to advocate for better salaries and working conditions.
Oversight/Administration: Board of Church and Society

**Marriage Equality in California, Affirmation of**
The California-Pacific Annual Conference of the United Methodist Church acknowledges the Supreme Court decision regarding marriage equality and supports same-gender couples who enter into the marriage covenant and encourage both congregations and pastors to welcome, embrace and provide spiritual nurture, and pastoral care for these families.

**Marriage Equality in California, Protecting**
(Opposition to “California Marriage Protection Act”)
The Conference OPPOSES the California Marriage Protection Amendment, and calls upon the laity and clergy of our churches to provide a witness against heterosexism and any discrimination based on sexual orientation.
Oversight/Administration: Church and Society

**Mass Incarceration**
The California-Pacific Annual Conference urges the Justice and Compassion Essential Ministry Team to form a task-group who will study the social, political, economic, and spiritual implications of race and class-based patterns and trends in incarceration policies and practices. Also, to encourage local congregations to study issues related to Mass Incarceration, and to find ways for being in ministry with or engaging in advocacy for prisoners, former prisoners, their families, and their communities.
Oversight/Administration: Justice and Compassion Essential Ministry Team

**Mass Shooting in Orlando, Florida, Response**
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 Mid-City Korean UMW and La Palma Korean UMC
The California-Pacific Annual Conference approved the merger of Mid-City Korean United Methodist Church with La Palma Korean United Methodist Church as of July 1, 2011 and the sale of the Mid-City Korean United Methodist campus.
Oversight/Administration: Santa Ana (West) District

MFSA: Celebrate MFSA at the 2007 Annual Session of the California-Pacific Conference
Sessions Committee is asked to consider including in their planning of the 2007 Session of the California-Pacific Conference, a significant amount of time to celebrate the 100th Anniversary of the Methodist Federation for Social Action and the Social Principles.
Oversight/Administration: Sessions Committee

Occupy America Movement, Support of the Non-Violent
The California-Pacific Annual Conference of the United Methodist Church expresses its strong support for the non-violent Occupy America movement, and encourage individuals and congregations within the United Methodist Church to join in that support, and advocate for non-violent and peaceful Occupy America movement participants who are hurt or arrested for their activities of non-violent civil disobedience.
Oversight/Administration: Justice and Compassion Essential Ministry Team

Paper Copies of the Conference Journal
The Conference Secretary to make paper copies of the full Journal available to Conference members who request it. The cost of production shall be charged to the member.
Oversight/Administration: Conference Secretary

Peace and Justice in the Holy Land
The California-Pacific Annual Conference is to call upon Local Churches, the Conference Board of Pensions, the Conference UM Foundation, and all who invest UM funds to review, identify companies that profit from sales that harm Palestinians or Israelis and to divest from these companies. Also, that the Conference Secretary forward this resolution to the General Board of Pensions of the UMC for submission for General Conference 2008.
Oversight/Administration: Conference Secretary
R 23, Journal, 2006, H 92-93
R 1, Journal, 2007, H-118

Philippines: A Cry for Justice
The California-Pacific Annual Conference takes several measures to communicate to the leadership in the U.S. and the Philippines of the call to end injustices.
Administration/Oversight: Conference Secretary

Philippines: Jonas Burgos Release Demand and End the Practice of Enforced Disappearances, Torture, and Extrajudicial Killings
The California-Pacific Annual Conference to join others to demand that (1) Jonas Burgos be surfaced and returned to his family immediately, (2) that all such detainees be released, (3) the Government of the Philippines educate, train, and re-orient its Armed Forces to respect the rights of individuals, (4) the Government of the Philippines and its Armed Forces immediate cease the practice of enforced disappearances, torture, and extrajudicial killings.
Administration/Oversight: Justice and Compassion Essential Ministry Team & California-Pacific Task Force on the Philippines
Philippines: Peace Talks Between the Government of the Republic of the Philippines and the National Democratic Front of the Philippines
The California-Pacific Annual Conference joins with the Philippine Ecumenical Peace Platform in celebrating the return of all parties to the peace process, and we pledge to continue efforts to educate our constituents about the process, monitor the process as much as possible, and advocate for an end to violence.
Oversight/Administration: Church and Society

Philippines: Respect for Human Rights as a Basis for Military Aid to the Philippines
The California-Pacific Annual Conference strongly urge members of the House and Senate Appropriations committees to exercise diligence in making sure that respect for human rights is irrevocably tied to the $11.1 million and other military aid to, as a precondition for the Philippines receiving the aid.
Oversight/Administration: Conference Secretary
Res 08-5, Journal 2008, H 76-77

Philippines: Revocation of Philippine Presidential Executive Order 546
The California-Pacific Annual Conference calls on US Elected Officials to withhold foreign military funding to the Philippines, so long as human rights violations continue and as long as Executive Order 546 and government sponsored counter-insurgency programs such as “Oplan Bayanihan” are in place.
Administration/Oversight: Conference Secretary
Res 13-1, Journal 2013, H 94-95

Philippines: Solidarity with the Victims of Human Rights Violations and Abuses
The California-Pacific Conference of the United Methodist Church reiterate our compassion for and solidarity with the victims of human rights violations and abused in the Philippines by observing 30 seconds of silence during this Annual Conference session and urge the U. S. government to undertake a thorough investigation as to where and how U.S. military aid to the Philippines has been spent to ensure it is not used in ways that violate people’s rights to life, liberty and security.
Oversight/Administration: Church and Society
Res 09-6, Journal 2009, H-125

Philippines: Trafficked Workers
The California-Pacific Annual Conference calls upon the government of the Philippines and the U.S. to end these exploitative practices by vigorous enforcement of existing law, vigorous protection of the victims of exploitation, and working to end reliance on remittances from overseas workers.
Oversight/Administration: Church and Society

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.
Oversight/Administration: Justice and Compassion

Religious Persecution
The Conference Board of Church and Society encourages and assists local churches to promote ecumenical dialogue to discourage religious persecution.
Oversight/Administration: Church and Society
Safe Sanctuaries Task Force & the Sexual Ethics Task Force
The California-Pacific Annual Conference directs all Local Churches and ministries adopt sex abuse prevention policies as mandated by the Guide One Insurance Company by January 1, 2006.
Oversight/Administration: District Superintendents
R 8, Journal 2005, H-102

Salary Scale for Pastors Study
Bishop to appoint a Task Force to study the salary scale for Pastors. Task Force to report to the 2006 Annual Session of the California-Pacific Conference.
Oversight/Administration: unspecified
R 6, Journal 2005, H-101

Sale, Camp Arroyo
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.
Oversight/Administration: Council on Financial Resources

Santa Ana United Methodist Cooperative Parish
The California-Pacific Annual Conference approved the establishment of the Santa Ana United Methodist Cooperative Parish in accordance with The United Methodist Book of Discipline 2008, ¶ 206.3c, and be it further resolved the Spurgeon Memorial United Methodist Church be discontinued as a United Methodist Church, effective September 30, 2011, pursuant to ¶ 2548, and the church property held by Spurgeon Memorial UMC be sold by the Cooperative Parish Board of Trustees, and net proceeds distributed in accordance with action taken by the 2007 Annual Session of the California-Pacific Conference (Resolution 40).
Oversight/Administration: Santa Ana District

Sex Crimes by United Nations Workers
The California-Pacific Annual Conference is to deplore violent acts against women and children around the world. We call upon the United Nations to eradicate crimes. Asks clergy and laity to write to the U.N. voicing outrage at crimes and demand resolution.
Oversight/Administration: Conference Commission on the Status and Role of Women

Stewardship, Call to
The California-Pacific Annual Conference is to encourage and support the Conference Leadership Team and Directors of Connectional Ministries to consolidate or reduce the number of Conference Committees to streamline work.
Oversight/Administration: Conference Leadership Team/Director of Connectional Ministries
R 26, Journal 2006, H-95

Turtle Bay Resort Hotel Boycott
The Hawaii District of the California-Pacific Annual Conference joins the consumer boycott against the Turtle Bay Resort Hotel. Conference Secretary to send a letter and this resolution to the hotel owners Oaktree Capital Management LLC.
Oversight/Administration: Conference Secretary and Hawaii District
United Methodist Women’s Day Observance
Each Local Church shall observe the last Sunday of January or an alternate Sunday as United Methodist Women’s Day.

U.S. Troops, Support of
Each congregation pledges to establish and maintain communication with every member of its congregation serving in the Armed Forces in Iraq and other locations and offer them tangible and meaningful support. Congregations urge Congress and the Administration to develop and implement a plan for the safe withdrawal of U.S. and partner coalition troops from Iraq, increase funding, and attention to the psychological and physical problems of returning veterans.
Oversight/Administration: Action by each District, and then, by local churches
Res 08-12, Journal 2008, H 83-84

Violence: We Will Not Condone Violence in Words or Deeds
The California-Pacific Annual Conference speaks out, before God, the church and the world, to insist that all forms of violence against gay, lesbian, bisexual, and transgendered persons are wrong.

Welcoming: Reaffirmation of 1998 Directional Statement
The 2006 Annual Session of the California-Pacific Conference re-affirms the spirit and intent of “Directional Statement” adopted by the 1998 Annual Session of California-Pacific Conference, and to continue the work of the Response Committee on Welcoming.

Welcoming the Sojourner
The 2010 Annual Session of the California-Pacific Conference stands with Bishop Minerva Carcaño, the leadership of the Desert Southwest Conference, and the religious leaders of the vast majority of faith communities in Arizona as they continue to speak and act prophetically and courageously on behalf of justice for our immigrant brothers and sisters and in opposition to AB 1070, and urges all United Methodists to advocate for the principles of comprehensive immigration reform.
Oversight/Administration: Conference Peace With Justice Committee’s Immigration Task Force
Res 10-12, Journal 2010, H-121

Youth & Young Adults: Inviting Into Inclusive Ministries
The California-Pacific Annual Conference affirms these congregations and ministries throughout Southern California and the Pacific Islands that are striving to realize the goal of becoming a base for confronting unjust heterosexist structures and of embracing people who have long felt they are not welcome at church, and direct the Conference Response Committee on Welcoming to work with youth and young adults to help them identify and make contact with United Methodist churches where this mission of an inclusive ministry is being carried out.

Youth Ministries Special Sunday
Local Churches in the California-Pacific Annual Conference to identify a Sunday in October as Youth Ministries Sunday, and that the congregations take a special offering on this Sunday for the world of youth ministries in the California-Pacific Annual Conference.
Oversight/Administration: Conference Youth Council
R 11, Journal 2005, H-1

Young People’s Ministry Endowment Fund
Conference Council on Youth Ministry recommends that an Endowment Fund for Youth and Young Adult ministries in the California-Pacific Annual Conference be established.
Oversight/Administration: Council on Youth Ministries
R 1, Journal 2007, H 151-152