PRELIMINARY REPORT
THE 36TH ANNUAL SESSION OF THE CALIFORNIA-PACIFIC CONFERENCE
JUNE 18-20, 2020  RESIDENT BISHOP GRANT J. HAGIYA
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REPORTS TO THE ANNUAL CONFERENCE (see Rules V.C.1, 2019 Journal)

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

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

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

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Our 2020 California-Pacific Annual Conference Session will go down in history as one of the most unusual and difficult of years. Dealing with the global pandemic and the Safer-at-Home protocols of our Southern California area, we have the legal and moral obligations not to physically gather as we usually do at the University of Redlands. All of us lament the fact that we cannot be together in community for Annual Conference Session. We will miss the camaraderie, inspiring worships, and vision and direction for our whole area. However, now is not the time for nostalgia, but for adaption, experimentation and innovation.

As such, we will be meeting for the first time virtually, and everyone can participate from the safety of their own home or location. We will only work on the minimum expectations of an annual conference, but we will try to do online worships, reports and legislations as best we can.

There will be technical errors and glitches because that is what happens when you move to a technological platform. However, I have found an incredible graciousness of the people of the California-Pacific Annual Conference, and with this love and patience, we will carry on.

Let us pray for the end of COVID-19, and for a time next year when we can meet again in person!

Be the Hope,

Bishop Grant

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**Book Recommendations**

I have recommended 4 books to Cokesbury for this year’s annual conference:

- *Quietly Courageous* by Gil Rendle
- *How to Lead When You Don’t Know Where You’re Going* by Susan Beaumont
- *Uproar* by Peter L. Steinke
- *The Universal Christ* by Richard Rohr
Each year during Annual Conference, Bishop Grant Hagiya celebrates a list of distinguished clergy and laypersons who have devoted their life of extraordinary service to the California-Pacific Annual Conference.

Because we are unable to gather in person this year, the recipients of the 2020 Bishop’s Awards will be honored at the 2021 Session of the Cal-Pac Annual Conference.

Recipients of the 2020 Bishop’s Awards

Rev. James Conn
Connee Freeman
Phil Freeman
Dan Gara
Lorraine Kadooka
Rev. Etuini Kelemen
Tupou Seini Kelemen
Rev. David Richardson
Ana-Haydée Urda
## Coordinators and Offices for 2020

(As of May 19, 2020)

<table>
<thead>
<tr>
<th>Office</th>
<th>Coordinator(s)</th>
<th>Email</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
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<td></td>
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<tr>
<td>Cabinet</td>
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<td>Conference Secretary</td>
<td>Rev. Bob Rhodes</td>
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<td>Host Pastors</td>
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</tr>
<tr>
<td>Lay Co-Leaders, Board of the Laity</td>
<td>Connee and Phil Freeman</td>
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<td></td>
</tr>
<tr>
<td>Legislation Chair &amp; Polling</td>
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<td>Media Team</td>
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<tr>
<td>Moderators</td>
<td>Rev. Won-Seok Yuh, Rev. Denyse Barnes</td>
<td></td>
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<td>Nominations Committee</td>
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<tr>
<td>Ordained Ministry, Board of</td>
<td>Cathy Wilson, Associate Director</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pensions &amp; Health Benefits</td>
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<tr>
<td>Treasurer’s Office</td>
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<td>UM Daily</td>
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</tr>
<tr>
<td>Worship</td>
<td>Rev. Janet Cromwell, Co-Chair, Rev. Victor Cyrus-Franklin, Co-Chair</td>
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### Conference Info, Livestream, Social Media

- calpacumc.org/ac2020
- calpacumc.org/secretary
- wearethechurch

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<table>
<thead>
<tr>
<th>Time (PDT)</th>
<th>Session/Report/Presentation</th>
<th>Chair/Presenter/Facilitator</th>
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<tr>
<td>2:00 PM</td>
<td>Clergy Orders</td>
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<tr>
<td>4:00 PM</td>
<td>How-to-engage/Participate Session</td>
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<tr>
<td>5:30 PM</td>
<td>Dinner Break</td>
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<tr>
<td>7:00 PM</td>
<td>Clergy Executive Session</td>
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<tr>
<td>10:00 AM</td>
<td>Opening Worship</td>
<td>Bishop Grant J. Hagiya</td>
</tr>
<tr>
<td>10:30 AM</td>
<td>Plenary Session 1</td>
<td></td>
</tr>
<tr>
<td>10:45 AM</td>
<td>Rules Change</td>
<td>Rev. Bob Rhodes</td>
</tr>
<tr>
<td>10:55 AM</td>
<td>Delegation Team</td>
<td>Rev. Denyse Barnes &amp; delegation</td>
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<tr>
<td>12:00 PM</td>
<td>Vote of affirmation of previously elected GC/JC delegates</td>
<td>Rev. Bob Rhodes</td>
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<td>12:20 PM</td>
<td>Board of Ordained Ministry</td>
<td>Rev. Richard Garner, Board of Ordained Ministry</td>
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<td>12:45 PM</td>
<td>Honoring Our Retired Clergy (videos)</td>
<td>Media Team</td>
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<td>1:00 PM</td>
<td>Lunch Break</td>
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<tr>
<td>3:00 PM</td>
<td>Plenary Session 2</td>
<td>Bishop Grant J. Hagiya</td>
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<tr>
<td>3:05 PM</td>
<td>Delegation Team</td>
<td>Rev. Denyse Barnes &amp; delegation</td>
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<td>3:20 PM</td>
<td>GBGM</td>
<td>Rev. Dr. Judy Chung</td>
</tr>
<tr>
<td>3:35 PM</td>
<td>Budget Q &amp; A / Action (Vote)</td>
<td>Archana Carey, Howard Hudson</td>
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<tr>
<td>4:05 PM</td>
<td>SAI/UMC Latino Youth Scholarship</td>
<td>Bob Arvizu</td>
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<tr>
<td>4:10 PM</td>
<td>Nominations Report &amp; Vote</td>
<td>Liz Roark, Nominations Chair</td>
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<td>4:20 PM</td>
<td>Disaster Response Task Force</td>
<td>Judy Lewis</td>
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<tr>
<td>4:30 PM</td>
<td>Break</td>
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<tr>
<td>4:45 PM</td>
<td>Cabinet Matters</td>
<td>Rev. John Farley, Dean of the Cabinet</td>
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<tr>
<td>5:00 PM</td>
<td>Legislation</td>
<td>Pastor Lea Booth</td>
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<tr>
<td>5:25 PM</td>
<td>Delegation Team</td>
<td>Rev. Denyse Barnes &amp; delegation</td>
</tr>
<tr>
<td>5:35 PM</td>
<td>Honoring Our Retired Clergy (videos)</td>
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<tr>
<td>5:45 PM</td>
<td>In Memorium - Virtual Remembrance Presentation</td>
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<tr>
<td>6:00 PM</td>
<td>Dinner Break</td>
<td></td>
</tr>
<tr>
<td>7:00 PM</td>
<td>Retirement Service</td>
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</table>
The offering of this educational scholarship fund for the Native Hawaiians is a collaboration of Interfaith groups of churches, temples, a synagogue and the Pacific Justice and Reconciliation Center in Hawaii.

We hope to identify candidates who would benefit from such scholarship opportunities in training, education, health wellness, cultural awareness and a field of study including teaching and learning.

Please give generously knowing that these funds will assist Native Hawaiians to reach their highest potential in their community, family and for themselves.

This offering will go to a fund for scholarships for children, youth and young adults to attend Cal-Pac Conference discipleship events such as Summer Camp, Winter Camp, Confirmation Retreat, Young Adult Retreat, Spanglish, Pacific Islander Youth/Young Adult Camp, Christmas Institute, Urban Kids Camp, and Hawaii Youth and Confirmation Retreats. The goal is that all children, youth and young adults can attend these life-changing events that complement the disciple-making journey of our local churches in every district.

Because our Conference Session is virtual, giving can take place in the following two ways:

- Give online at: [www.calpacumc.org/donate](http://www.calpacumc.org/donate)
- Mail your check to: PO Box 6006, Pasadena CA 91102-6006
REPORTS

ADVANCE SPECIALS
California-Pacific Advance Specials for 2020
submitted by the Justice and Compassion Essential Ministry Team

Recommended new Advance Specials

• The Border Church
• Imperial Beach Neighborhood Center
• Calexico UMC Asylum Seeker Program
• The Guest House, Victorville UMC
• San Fernando Valley Refugee Children Center
• Emergency Reentry Resource Center, Crossroads UMC, Compton
• The Legal Clinic (TLC) Justice for our Neighbors – 1st UMC Honolulu

Current list of approved Cal-Pac Conference Advance Specials

• Voces Y Sueños Social Media Initiative
• Safe Harbors Network
• Cal-Pac Disabilities Task Force
• Skid Row Ministry
• Cal-Pac Philippines Advocacy fund
• Cal-Pac Neighborhood Immigration Clinics
• Cal-Pac “You Are Not Alone” Migrant Children’s Program
• Colonel R.M. Baker Homes for Retired Ministers
• Filipino Migrant Center, Long Beach
• Los Angeles United Methodist Museum of Social Justice
• Los Angeles United Methodist Urban Foundation
• Wesley Foundation Serving UCLA, 580 Café
• Peace with Justice, Cal-Pac
• Children and Youth Family Collaborative, L.A.
• Strength for The Journey Retreats, Cal-Pac
• Interfaith Action Guatemala Mission Project
• Neighborhood House Calexico
• Camp Mekokiko, Hawaii
• Joint Commission for Church Extension Between Mexico & USA – Hands Across the Border
• Mary Magdalene Project
• Cal-Pac Camps
• David & Margaret Youth Services

Rev. David K. Farley, Director of Justice and Compassion Ministries

ARCHIVES AND HISTORY, COMMISSION ON
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. The Commission provides the Ministry of Memory for the Annual Conference.

In May of 2019, the Commission hosted the Western Jurisdictional Meeting of the Commissions on Archives and History in the San Diego area. We had about 25 participants from all over the Western Jurisdiction, with representation from each Annual Conference. Attendees had the opportunity to worship at the Border Church as well as at First UMC in San Diego. A visit to Christ Ministry Center in San Diego and reports from the Jurisdictions and leaders completed our time together. I am grateful for the opportunity to showcase our Conference’s activities and mission in the San Diego area.

For years, the Conference Archives has been housed in the lower level of the Claremont School of Theology Library. With the move of the Claremont School of Theology to Salem, OR, the Archives will need to relocate by the end of June 2020. Considerable time this year has been devoted to preparing the materials for the move as well as deciding on a location for the materials. As I write this in late March, the final decision about our new location has not been made. It is important that the materials continue to be accessible and maintained in the bounds of the Annual Conference.

Currently, our part-time Archivist, Linda Larsen, maintains the materials and adds newly received items to the collection. She is also continuing to transfer materials from older (and no longer supported) media formats to new ones. One of the ongoing challenges continuing to demand the attention of archivists and local churches is the need to maintain equipment to read electronic and digital data as well as monitoring 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 Archives more accessible. As part of the efforts to make materials more useful and the Archives more visible, we provide digital versions of many Conference Journals and local church newsletters.

- Currently, we have Annual Conference Journals from the various Southern California Conferences, and Methodist Episcopal Church (North) from 1876 to 2018. In addition, we have started on the Japanese and Chinese Conferences, the Hawaii Conference before it became a District of our Conference and the Western Danish and Norwegian Conference. They can be found at [www.calpacumc.org/archiveshistory](http://www.calpacumc.org/archiveshistory).
- We now have six years of Local Church Newsletters and national United Methodist Church Newsletters archived. To add your church to the mailing list of these fully searchable documents, please email [cpdigitalarchives@gmail.com](mailto:cpdigitalarchives@gmail.com).

We mourn the death of the keeper of the Bishop’s Cane, Rev. Hans Holborn in February 2020. When life has settled down again, we will announce the new holder of the Bishop’s Cane. Meanwhile, Rev. Nancy Grissom Self continues as the Conference Matriarch. The Bishop’s Cane is traditionally held by the oldest male Elder living in the bounds of the Annual Conference. In 2018, we recognized the 25th, 30th, 50th, 60th, 65th, 70th and 75th anniversaries of 70 Ordained Elders and Full Deacons in our Annual Conference.

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. We have been posting periodic vignettes and memories from our ministry on Facebook. Be sure to like our page (@CalPacArchivesHistory) if you wish to receive them regularly. We’re also on Twitter and Instagram.

I’m grateful for the ministry and support of this Commission. Current members of the Commission are DarEll T. Weist, Bee Campbell, Randa D’Aoust, Betty Clements, Mack Hall, Ed McRae, Ellie Mackie, Ron Harrington and Rex Wignall. Tom Phillips at the Claremont School of Theology Library and Archana Carey, the Conference Treasurer are vital to our ongoing success. I appreciate each of them for their role in maintaining the Conference history.

Rev. Randa J. D’Aoust, Chair

BOSTON UNIVERSITY SCHOOL OF THEOLOGY

Dear Colleagues in Ministry:

I am grateful to have one last opportunity to thank you for your moral, prayerful, and material support of the Boston University School of Theology (BUSTH), and also to highlight the promising future of the School as a new Dean joins our stellar faculty, staff, and students in summer 2020 to carry on the mission of the School in partnership with all of you.

BREAKING NEWS:

- **Students**: We continue to increase and celebrate diversity in our student body, creating opportunities for in-depth exchanges and a rich community life.
- **Faculty**: We welcomed two faculty this year: Filipe Maia as Assistant Professor of Theology, and Luis Menéndez-Antuña as Assistant Professor of New Testament. Both are extraordinary teachers who delight in working with students.
- **Scholarships**: We continue to offer free tuition to UMC registered candidates for ordained ministry, and to build student scholarships and housing as key priorities. BUSTH also offers leadership fellowships to support students in ethnic, gender, and sexuality studies: Raíces Latinas, Sacred Worth, Howard Thurman, Indigenous Studies, Korean Studies, Women in Leadership, and African Studies.
- **Two new Programs**: Faith and Ecological Justice (FEJ) and Raíces Latinas Program in Theology, Leadership, and Research (RL). FEJ leads programs to build ecological awareness, theological research, church collaborations, and community activism in ecological justice. RL sponsors programs to expand Latin American and Latinx theological study and research, and to enhance the leadership of students, young people, and leaders in Latino/Latina communities.
- **Online Lifelong Learning**: We have launched an exciting new program, offering online mini-courses, workshops, and reading groups for professional and spiritual enrichment.
- **Theology and the Arts Initiatives**: Exhibits highlight sacred spaces in Boston; wilderness photography; a 1619 visual lament of 400+ years of slavery; voices and faces of Colombia; and paintings of a gay man struggling with the church.
- **Campaign**: Our BUSTH development campaign concluded with the raising of $29.4 million to support students, faculty, and vital programs.
- **Website and Viewbook**: Check out our new BUSTH website (www.bu.edu/sth) and Viewbook.
PARTNERING FOR MINISTRY AND TRANSFORMATION:

• **Creative Callings:** In partnership with local churches, we seek to create “a culture of call.”

• **Engagement with the UMC:** Many of our students are delegates, volunteers, and singers in General Conference 2020.

• **Continuing Scholar Program:** BUSTH courses are open to alums and local clergy for small lifelong learning fees.

• **Doctor of Ministry:** The DMin in Transformational Leadership flourishes with lively student cohorts that are broadly ecumenical, culturally diverse, and global. The model includes intensives, online courses, and faculty mentoring.

• **Religion and Conflict Transformation Clinic:** The Clinic provides internships in local churches and organizations that foster just peacebuilding.

• **Travel seminars:** Immersion journeys open worlds to students in the borderlands of Arizona and Mexico, Cuba, Peru, Israel-Palestine, Civil Rights landmarks, and centers for ecological-spiritual renewal.

• **Ecumenical partnerships:** We now have four denominational Communities of Learning: Wesleyan/Methodist, Episcopal/Anglican, United Church of Christ, and Unitarian Universalist.

• **Partnership with Hebrew College:** Together we are able to enrich interreligious learning through joint courses and public events, and also co-sponsor The Journal of Interreligious Studies and the State of Formation for emerging leaders.

TAKING ACTION GLOBALLY AND LOCALLY:

• **Campus action:** Work to improve accessibility and sustainability. BUSTH is the first certified Green School in BU and is active in the Green Seminary Initiative. We have also been named as one of the “Seminaries that Change the World.”

• **Internships in global service and peacemaking:** Students participate in apprenticeship ministries across the world.

COMMITMENT TO JUSTICE:

• Faculty and students have been active in UMCOR efforts to support victims of hurricanes and fires, and in collaborative services to support people suffering the consequences of immigration practices, disability inequities, or racial violence.

• In Town Hall meetings, the community has deep conversations on issues that divide, seeking to develop capacities for relating across difference and to create a community based on the dignity of all.

BUSTH looks to the future. We celebrate transformational leaders of the United Methodist Church, who love with their whole hearts and follow Jesus Christ with their whole lives. Your legacy and witness give us hope and courage for the future.

Blessings and gratitude,
Mary Elizabeth Moore, Dean

CAMP, RETREAT AND DISCIPLESHIP MINISTRIES

The Camp, Retreat and Discipleship Ministries provide age-level programs, resources and training to enhance the discipleship process of the local churches of the Cal-Pac Conference. We seek to fulfill the priority of Transforming Lives through disciple-making and fostering Christian spirituality.
The 2019 summer camp theme, “Peace Works” helped participants experience concepts of God-given peace known by many different cultures including *Aloha, Ubuntu, Shalom, Agape, Heiwa and Si Se Puede*. Over 700 children, youth and adults participated (including a camp for grandparents and grandkids and an adventure camp) led by young adult interns and seasonal staff and over 200 volunteers from our local congregations. 22 sessions were held at Cedar Glen, Lazy W and Wrightwood as well as at Camp Mokule’ia in Hawaii, our ecumenical partner there. There was a significant increase in junior high campers in 2019 vs. 2018 and over $30,000 in scholarship money was provided from Cal-Pac Conference, camp operations and other funds.

Throughout the year several discipleship events were held including the following: Winter Camp at Camp Wrightwood each February, the first Western Jurisdiction Young Adult Queer Pride Retreat at Camp Sky Meadows (August 2019), Spanglish at Camp Sky Meadows (May 2019), Urban Kids Camp weekend at Aldersgate (July 2019), No Estan Solos day retreats (for unaccompanied refugee minors from Central America – August 2019), Pacific Islander Youth and Young Adult Camp (June 2019), Christmas Institute (December 2019), five separate weeks of Strength for the Journey in California and Hawaii (Summer 2019), the Hawaii District Youth Retreat (February 2020) at Camp Mokule’ia and the first Cal-Pac Young Adult Queer Retreat at Colby (February 2020).

In Young People’s Ministry, the Rev. Monalisa Siofele-Lolohea serves as quarter time coordinator advising the Young People’s Council and leads activities at annual conference, including closing worship. The Young People’s Ministry quota fund and the Youth Service Fund used a combined $76,000 to support local church, district and conference-wide events and training. Scholarships have been provided from these funds for training those working with children and young people as well as for those attending discipleship events. In the summer of 2019, two major programs took place supported by these funds: National United Methodist Youth Gathering in Kansas City attended by a Cal-Pac delegation and the Summer Intern Program involving 16 young adults, 9 serving in local churches and 7 serving in the camps.

Resources and opportunities to connect are available through the web sites [www.calpacumc.org/campaandretreat](http://www.calpacumc.org/campaandretreat), [www.calpacumc.org/youngpeople](http://www.calpacumc.org/youngpeople), and [www.calpacumc.org/childrenandfamilies](http://www.calpacumc.org/childrenandfamilies). Facebook pages and e-mails with updated information also help link our church leaders with information and support they need in disciple-making.

In 2019 over a third of the Cal-Pac churches sent participants or volunteers to summer camp and Cal-Pac sponsored events and/or held a local church retreat at one of our five Southern California sites or our partner Camp Mokule’ia in Hawaii. Almost every day of the year our faithful year-round camp and retreat ministry staff are providing excellent hospitality and careful stewardship of our five centers, despite many weather, facility and financial challenges, serving nearly 25,000 guests and almost 90,000 meals annually. Now most of these staff have been furloughed or laid off as events are cancelled and the facilities closed. In addition to the financial loss due to cancellations of camps and retreats there is the human toll on our staff and the loss of the opportunity to experience God’s creation and community outdoors for our guests.

As this is written in the spring of 2020 there are many things to consider as we make decisions about Cal-Pac Summer Camps in the midst of the COVID-19 virus outbreak. Our 2020 theme is “Lift our Hearts!” based on Psalm 121. There is a tremendous yearning among our young people to be able to get together with God and one another in our beautiful outdoor settings. Health, safety and government protocols will determine these decisions. A survey was sent out to parents and leaders of young people in our churches and
they overwhelmingly yearn for that time when camp can be open. Options for on-line camps, fall retreats and smaller events are being considered.

No matter what happens we seek to continue to connect with and build the community of disciples in our Cal-Pac churches remotely, yet together. As Paul wrote in Romans 8:18 (MSG) “…I don’t think there’s any comparison between the present hard times and the coming good times. The created world itself can hardly wait for what’s coming next…. Meanwhile, the joyful anticipation deepens.” The experiences that happen at camps, retreats, and youth and family events are needed now more than ever. Our hope is that when this report is written a year from now that we can report that our 2020 summer camps, our five camp and retreat centers and our conference’s ministries with young people were able to be a much-needed blessing to all! May the “joyful anticipation deepen”.

Submitted by
The Rev. David Berkey, Director, Camp, Retreat and Discipleship Ministries

CANDLER SCHOOL OF THEOLOGY
Since our founding in 1914, Candler School of Theology at Emory University has educated more than 10,000 students, shaping thoughtful, principled, and courageous leaders who are dedicated to transforming the world in the name of Jesus Christ.

This is especially important to note amid the current shifts in our denomination. It is an honor and a privilege for Candler to be one of 13 official seminaries of The United Methodist Church. Yet true to the Methodist tradition of ecumenical openness, Candler has enthusiastically welcomed the entire Wesleyan family to our community for generations. Faculty, staff, and students from the AME Church, the AMEZ Church, the CME Church, Free Methodists, Nazarenes, and others have worked, worshiped, learned, and prayed alongside United Methodists, and have been a vital part of shaping Candler and our mission. This diversity has been a wonderful gift and a rich blessing. As we move forward, we will continue to invite and welcome those from all expressions of the Wesleyan tradition. Indeed, we will continue to welcome all those who follow Jesus Christ.

This year, Candler has continued to strengthen our deep commitment to alleviating student debt and promoting financial literacy. In 2018-2019, we awarded $6.3 million in financial aid, with 100 percent of master of divinity (MDiv) students receiving support and financial coaching. In fall 2019, we announced a major expansion of our financial aid program to include full-tuition scholarships for all MDiv students who are certified candidates for ordained ministry in The United Methodist Church, and new merit scholarships covering 75% of tuition for qualifying MDiv students who identify as pan-Wesleyan, and those pursuing chaplaincy through Candler’s new chaplaincy concentration. In addition, all incoming students in the master of divinity, master of theological studies, and master of religious leadership programs will receive awards covering at least 50% of tuition.

This year also saw the launch of two pilot “formation communities,” off-campus student housing that focuses on intentional living and spiritual formation. Students from multiple degree programs applied to take part in these pilot groups. At the start of the year, the housemates created a “rule of life” to guide their days together, emphasizing prayer, fellowship, and celebration. A house chaplain—a Candler faculty member or church leader—supports them and shares in the journey. The ten students who took part this year describe feeling a richer sense of community and deeper connections to God and one another in the
midst of their busy lives. It is clear that this fulfills a need for our seminarians, and we eagerly anticipate the program’s growth in the coming years.

Candler’s student body continues to reflect the diversity and breadth of the Christian faithful, with an enrollment of 470 from 12 countries and 38 states, with 40 percent people of color (U.S.) and a median age of 27 among MDivs. Students represent 42 denominations, with 45% of all students and 50% of MDivs coming from the Methodist family.

We offer six single degrees and ten dual degrees pairing theology with bioethics, business, international development, law, public health, and social work. Our Doctor of Ministry degree is 90 percent online, so students can remain in their places of ministry while completing their degrees.

Candler draws 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 throughout the world depends upon your prayers, partnership, and support. Thank you for the countless ways you advance this vital ministry in the life of our denomination. We invite you to visit us in person or online at candler.emory.edu.

Jan Love, Mary Lee Hardin Willard Dean and Professor of Christianity and World Politics

CLAREMONT SCHOOL OF THEOLOGY

Now, more than ever, CST values its connection to The United Methodist Church and particularly to the conferences of the Western Jurisdiction. As I write this report, we are together facing a global pandemic, and I am grateful for your continued support of our students, alumni/ae, faculty, and mission.

Since 1885, we have existed to prepare students to become agents of transformation and healing in the world, and our alumni/ae are evidence of this mission. Every day, I see them serving local communities through compassionate and prophetic teaching, preaching, chaplaincy, and non-profit work. The world hungers for this kind of religious leadership, and I am grateful for innovative, effective, and restorative ways our alumni/ae have responded to the pandemic.

Five years ago, CST developed a strategic plan based on three goals: promoting transformative education, engaging local and global communities, and achieving long-term institutional stability.

I am proud to say, CST’s sacred transformative theological education will continue no matter what COVID-19 or shifting CDC guidelines demand. For nearly a decade our faculty have been teaching in online and hybrid formats, and right now they are preparing to teach their Fall 2020 courses as online courses, hybrid courses, or traditional face-to-face courses. We are ready to continue providing the progressive, innovative, and life-transforming theological education you have come to expect from CST this Fall 2020!

To ensure reaching long-term institutional sustainability, we continue our work with Willamette University in Salem, Oregon. In May 2019, we entered into an affiliation agreement, thus moving us another step closer. Last fall, we were welcomed graciously by Willamette University and the city of Salem with ceremony and ritual, and we offered courses in both Salem and Claremont for the 2019-20 academic year. To link the two campuses, we set up synchronous classrooms with state-of-the-art technology so that students 800 miles apart could learn simultaneously from a single professor.
Further, we are very excited to have been the recipient of a $30,000 Wabash Grant that allows faculty from CST and Willamette to collaborate on the three-year project to study strategies that enable dialogue across difference on campus and in the community. We also welcomed Heather Hawkins as our Director of Admissions and Enrollment Services in Salem, Oregon—our first life-long Oregonian staff person! And several of our seasoned faculty and staff members also relocated. By affiliating with Willamette, we retain both our connection to The United Methodist Church and our reputation as an excellent theological school with renowned programs.

CST’s 2019-20 Fall enrollment remained strong and this May we celebrated the graduation of our largest class in history, albeit virtually. As in years past, this class represented much diversity, confirming CST’s commitment to minoritized and marginalized communities. This year, our youngest enrolled student is 21, and our oldest is 75, with an average age of 41. Our student body is 32% Methodist, 44% other Christian, 16% non-Christian traditions, 2% non-religious, and 6% unaffiliated/undeclared. And more than 50% of our students identify as people of color (15% black/African American, 11% Asian, 15% international/non-resident, 6% Hispanic, 7% Pacific islander/native Hawaiian, 1% Native American, 2% two or more races, along with 4% undeclared, and 39% white).

In a world rife with division, fear, and confusion, our students, professors, and alumni/ae are agents of healing who model peace with justice. CST is made up of people who are engaging local and global communities on a variety of issues, and this year, while they have pivoted their approach, their innovative spirits prevail. Certainly, we could not do this critical work without the conferences of the Western Jurisdiction.

As much as the pandemic has wreaked havoc on the world, 2019 held some significant achievements for CST that serve to further our three goals.

With the help of alumnus and Board of Trustees member Steve Horswill-Johnston, a beautiful and inspiring short film about the spirit of CST, our preparedness for a changing world, and our move to Salem launched. The film is powerful and energizing, and I believe has even galvanized our board of trustees, staff, and faculty to continue our sacred work together. (Find the film on our YouTube channel.)

We partnered with the Performance Enhancement Group of Houston, Texas, to conduct a comprehensive alumni/ae, students, and friends survey. In the initial stages of the study, we formed focus groups of alumni/ae and friends to actually develop the survey instrument. Then, over the course of several weeks, we heard from more than 400 of our constituents. Today, we are beginning to share the results and engaging alumni/ae and friends in the strategic use of the results to build and strengthen relationships across the Western Jurisdiction.

With the help of our Advancement and Communications staff, two former CST librarians, and several dedicated student workers, we have created a memory book titled CST: Yesterday, Today, and Tomorrow. While not a complete history of CST, the book shares snippets of the school dating back to 1885 and includes links to some of CST’s video and film archives. Most importantly, it encourages readers to interact with its pages by adding their own memories and mementos. (Visit our website to order your copy.)

Thank you again for supporting Claremont School of Theology, and please stay connected through our monthly newsletters, our website, and our social media channels. Together, we are CST.

Blessings and good health,

Rev. Dr. Kah-Jin Jeffrey Kuan, President and Professor of Hebrew Bible
COMMISSION ON EQUITABLE COMPENSATION

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

To establish equity in compensation, standards are recommended by the commission and approved by the Annual Conference. The housing allowance was increased to $24,000 per year in 2019. The commission does not have a recommendation for changes to the housing allowance.

The commission also recommends to the Annual Conference salary tables for use in the calculation of clergy minimum salaries for the following year. 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 last changed in 2015.

The Median Conference Salary (MCS) for 2019 is $57,081. This is an increase of $1,081 (1.9%) over the 2018 MCS of $56,000. The 2018 increase was 5% over the 2017 MCS. The average annual increase over the last two years is 3.45%. Because of the severe economic impact of the COVID-19 pandemic, the commission recommends the salary tables for 2020 be frozen at the current 2019 level.

CEC administers the Equitable Compensation (EC) fund, which provides salary support to churches facing a temporary, circumstantial financial shortfall that prevents the church from being able to pay its pastor. According to the Conference’s “Five-Year Rule”, the maximum grant that can be awarded to a church reduces over time to no award available after five years. This reinforces the Conference mandate that these grants should be temporary.

In addition, the CEC administers the Vital Presence (VP) fund, which provides salary support for churches that are designated Vital Presence by their District Planning and Strategy Committees because the churches are deemed effective in serving a region or segment of the population that is under served. This designation exempts the church from the five-year year grant rule. District Planning and Planning Committees should review the Vital Presence designation periodically to determine if the church is still unable to be self-sustaining.

Our total budget for 2020 is $320,000. The number of applications for Vital Presence exceeds the applications for Equitable Comp. To date, we have allocated a total of $232,426 in both categories. This is less than the $286,086 allocated at this time last year. We have $87,574 available for any grants for the balance of 2020. Total grants to churches classified as Vital Presence is $186,171 which is 58.19% of the entire budget.

The following table summarizes the grants allocated to date:

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<th>District</th>
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<th>Amount</th>
<th>Time Period</th>
<th>Designation</th>
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<td>Vital Presence</td>
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<td>$30,000</td>
<td>Twelve months</td>
<td>Vital Presence</td>
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</tbody>
</table>
COMMUNICATIONS COMMISSION

This past year, our Conference Communications focused less on new digital content for those outside of the church and more so on our ministries with which we work together as a connection.

The big event was the Western Jurisdiction Fresh United Methodist Summit hosted here in the California-Pacific Conference at Rolling Hills United Methodist Church. While the event was managed by staff persons from throughout the Western Jurisdiction, our California-Pacific Conference members held key roles in ensuring the success of the event including Rev. John Demaree, Nick Wiley, and members of our Annual Conference Media Team who managed the livestream.

Conference Communications also emphasized our connectional nature by producing digital video of other events held here in the California-Pacific Conference such as from General Board of Global Ministries (GBGM), the Strengthening the Black Church (SBC), and the national Japanese-American Caucus.

Our efforts to resource the local church still continued. Conference Communications was able to provide a website with a new template from previous years at low cost for La Plaza United Methodist Church, La Verne United Methodist Church, and Lakewood First United Methodist Church.

While this past year then included major preparations for General Conference 2020, the focus has shifted since its postponement as well as the social implications of the COVID-19 pandemic.

We look forward to many ways by which our Conference Communications will help lead our ministries into our digital-first reality this coming year.

Respectfully submitted,
Rev. Lydia Sohn, Chair

CONNECTIONAL MINISTRIES

Bishop Hagiya called me last summer asking if I would consider filling the EDCM position on a part-time interim basis until such time as a full-time person could fill it. After five years of retirement I thought I might be up for a little excitement so I agreed to start September 1st on a quarter-time basis to primarily oversee and coordinate Connectional Ministries staff. Some synonyms for the word *interim* include gap, hiatus, hiccup, intermission, interruption and parenthesis. The EDCM position had experienced several gaps, or hiccups, or intermissions over recent years due to various circumstances. It was my hope to provide a little bridge of care and cohesion during this interim season.

The most important thing I want to convey to the Annual Conference is that you have an outstanding team of people staffing and leading Connectional Ministries. I am regularly inspired by their vocational calling to
do what they do. They each have unique gifts that are well suited for their ministry. They are thoughtful and spiritually grounded as they work with their various Essential Ministry Teams, councils and boards. You will see the fruit of their work as you peruse the Preliminary Report and get a sense of the myriad ways that we are indeed connected for ministry by the work they do. Because of their commitments and dedication lives are transformed regularly! Lives are changed at the Border and at camps. Lives are changed by internship programs for young people. Lives are changed because a new ministry was begun where none was imagined. Lives are changed when they found a new way to serve in a time of crisis. Lives are changed when food or shelter is offered, when the bread of Christ is found. Leaders are being equipped, supported, guided and sent forth. Justice is being called for in city hall and in the streets.

The time spent in the fall and winter, building our strength as a team and getting clearer about how our ministries intersect and engage one another, provided the foundation we needed when Covid19 hit. Now we gather on a screen called zoom with eagerness to connect with one another. An example of living out our name as connectional is that the Directors of Justice and Compassion, New Ministries, and Camping and Discipleship are working in tandem to find ways to serve during this pandemic. David Farley, Anthony Boger, and David Berkey are working together to find ways to bring the strength of this Annual Conference to the needs of the region. They have been working with representatives of The Los Angeles Homeless Services Authority to see how the assets of the church(es) can help the unhoused and the hungry. The conversation continues at the writing of this report. I’m sure John Wesley would be pleased.

The work of the directors and myself are undergirded and perfected by two amazing administrators, Nancy Perez-Barcelo and Marissa Wells. They each serve with a clear sense of calling to the work they do. Their range of gifts and skills is wide and deep as they untangle receipts, write blogs, manage websites, translate languages and try to assist several people all at the same time. We are blessed by them daily.

It is also my pleasure to be in partnership with the Chair of the Connectional Table, Jonathan Chute. He and I are both new to our positions and it has taken us awhile to try to assess where we are and what is needed. We each consulted our beloved predecessors (John Woodall and Myron Wingfield) to help us get our grounding. You will find his report elsewhere in this volume.

Whether I am a hiccup or an interruption I want you to know what a great team the Annual Conference has in its Connectional Ministries staff. They are treasures in clay jars…ok, yes with a few cracks. But do you know what the cracks reveal? Light! Light beams from inside those clay jars and we are all better for them. I am grateful for this interim time.

Sharon Rhodes-Wickett, Interim Executive Director of Connectional Ministries

CONNECTIONAL TABLE
The Connectional Table was developed to bring together the wideness and diversity represented across our Cal-Pac Annual Conference for purposes of vision, planning and strategy. That is a significant task at the level of a single local church. Imagining how to accomplish that for our annual conference is daunting to say the least.

The members of the Connectional Table include representatives from the several Essential Ministry Teams created during the tenure of Bishop Mary Ann Swenson. Under Bishop Minerva Carcaño the EMTs were brought together under a new structure aligned with the work of the wider UMC. The Connectional Table
for Cal-Pac includes representation not only of various ethnic, language and missional constituencies but lay and clergy at large.

In the 2019-20 Conference Year we were initially preoccupied with the aftermath of the Special General Conference in St. Louis, held in February of last year. The disruption and tumult generated by the decisions there landed hard on the churches of Cal-Pac and caused significant grief and distress. It also generated much energy and passion for the work of creating a future with hope for United Methodists, not only here in the West but across our global connection.

When we met in January of 2020 we spent a good deal of time getting to know one another better. It was clear that with a body as varied as we are, meeting as infrequently as we do, and having seen significant transitions of episcopal, staff and elected leadership, we needed to learn more about each other as persons. We invested a good share of our meeting time working to build a relational foundation for whatever it might be that would come after. We also had a significant presentation the first elected Lay member of our General Conference Delegation, Monalisa Tuitahi. We were able to hear about a number of possible approaches to building a more welcoming and fully inclusive future for our denomination, as well as learning about obstacles then before us.

We thought we understood the challenges we faced, but within a few short weeks we learned that the emergence of the novel coronavirus would threaten not only whatever plans we had for the May, 2020 General Conference in Minneapolis, but bring to a halt nearly everything we would see as normal operations for our mission and ministry. I know that the members of the Connectional Table are seeking to be faithful to God’s mission wherever we are serving, though the dilemmas before us have turned out to be even more complex than we once imagined.

I am grateful for the wisdom, experience and judgement of the Rev. Sharon Rhodes-Wickett, our interim Director of Connectional Ministries, who has been a steadying and encouraging presence throughout this year. I look forward to the arrival of her successor, scheduled to begin in September.

In the coming year I look forward as well to continuing to nourish connection and relationship among our members, exploring, discerning and discovering how and where God may be leading us through these intriguing days.

The Rev. Jonathan Chute, Chair

**DISTRICT SUPERINTENDENT: EAST DISTRICT**

“I See a New Church,” was our theme last year. Even as we faced General Conference and post General Conference, the East District continued to find ways to be the church. We lived into that theme by asking the question, “How are we aiding God in crafting a new church?” Some churches engaged in new conversation about topics they had never addressed, some churches began ministries to their neighborhoods, churches started new ways of worshipping, some churches found an online presence, some churches started projects with their Mission Areas that will bring mission and ministry to economically depressed areas.

The above work was added by many clergy and laity. Our East District Committees’ work, programs and outreach supported and inspired us in our work of becoming a new church. Thanks to our District Committees and their leadership: Dee Dee Taylor on District Superintendent, Rev. Matt Seargeant on District Board of Ordained Ministry, Rev. Phillips Whang on District Union, Rev. Eric Schmidt on District
Planning and Strategy, and Kathy Norris on District Building and Location. A very special thanks to Karen Britten, our Administrative Assistant, for her tireless assistance to all on the District. Thank you to Rev. Mary Dennis, our Change Manager. A huge thank you to our District Co-Lay Leaders Annie Solomon and Diane Gin continued vision and inspiration with their innovative trainings and commitment to connect our lay persons through District and Conference events.

Spiritual growth and equipping for ministry continue to be a focus for the East District. Our How to Workshop drew many from across our District for a time of leadership. Thanks to everyone who made that event happen. Our East District Hispanic Ministry Committee continues to hold leadership-training events in Spanish. In partnership with new ministries, we hosted Damian Geddry who lead a very successful workshop called the None, Dones & Spiritual but Not Religious on February 5, 2019. We look forward to more workshops lead by Damian Geddry in 2020.

I am truly grateful to be serving with all in the East District. I am excited and looking forward to being in ministry with the East District as we seek and explore more ways to be the new church!

Blessings Beloved!

Rev. Melissa Roux MacKinnon, East District Superintendent

DISTRICT SUPERINTENDENT: HAWAII DISTRICT

We are living in the most uncertain and challenging time as the COVID-19 impacts upon our daily lives to make new normalcy which requires us to have intentional separation and social distance with our loved ones. In this lonely time, I remember what Henry Nouwen said in his book, “The Way of the Heart,” subtitled “Desert Spirituality and Contemporary Ministry.” He points out the reality of a society where poverty and violence are dominating phenomenon that cause us to build barriers between individuals as well as between countries. No wonder we are lonely in the midst of crowds. However, he introduces the concept of solitude that will provide us a path to get back to God through desert spirituality.

In this moment we are lonely and separated not because of poverty and violence, but we are lonely and separated because of the coronavirus. I hope this wilderness time provides us to focus on God, who is our refuge and redeemer. I believe that God brings all together in his time with our loved ones. This is the time to learn how blessed we are and how ordinary life has much meaning to all of us. Yes, he is with us even such a time like today.

The Hawaii District continues to create the circle of trust by serving together in common commitment and call, but also tries to respect our differences in terms of value, culture, and national origin in 2019-2020. First of all, I would like to express my sincere appreciation to the members of the Hawaii District and staff whose efforts made it possible for me to continue my ministries here.

As I am finishing my 5th year of District Superintendency, I am happy to report that the Hawaii District is always loyal to the Annual Conference as we paid 100 % apportionment. The district was always a faithful partner of missions and ministries to Immanuel UMC for over 5 years and provided financial support and ministerial guidance. We also focused on the development of lay and clergy leadership through events like the “Grow Your Church” workshop led by Rev. Mary Scifres,” “How to Workshop” that included various topics,” and “Britt Lectures” with Bishop Palmer. The district was able to hold a wonderful and meaningful youth camp called “All About You,” where many young clergies, counselors, and youth students were
involved. The district also had the opportunity to work with GBGM Missionary Rev. Andrew Lee to host a
mission trip to Cambodia with 11 members from our district.

The district leaders and pastors provided wonderful leadership to the local churches and district activities
such as Lay Servant Ministry classes, Early Response Team Training with UMCOR staff, Work Mission
Trip to Saipan, Walk to Emmaus, Strength for the Journey, Acts of Repentance Taskforce, Gifts for the
Micronesian Ministry Christmas Program at Calvary UMM, Martin Luther King Jr. Coalition Parade, and
many UMW activities.

How blessed I was to be with the Hawaii District members and friends for these last 5 years! As I finish my
superintendency in the Hawaii District, I will cherish the moments I spent with the people who have all
shown me hospitality, loyalty, love, respect, understanding, and appreciation with the Aloha spirit.

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 the Hawaii District to be a sign of hope for the world. I pray for the
God’s guidance and blessings upon you always.

Rev. Se Hee Han, Hawaii District Superintendent

DISTRICT SUPERINTENDENT: NORTH DISTRICT

Dear Sojourners of the California Pacific Annual Conference.

I cannot imagine how our report from the North District could not include our stories of Pentecost. Our
time with the coronavirus has been a living illustration of how the Christians must have lived during the 50
days before Pentecost. The disciples and so many believers ran from Jesus’ crucifixion and even His
Resurrection. The Gospel tells us that Jesus revealed himself to more than 500 people, assuring them he was
(and is) alive. He even eats some grilled fish to highlight a bodily resurrection. Why were they running and
hiding? Because they feared of the unknown dangers from the Romans and from fellow Jews, like Saul.
Eventually, fear turned into survival, and then survival turned into service to others.

We have been doing our own share of hiding for fear from the Covid-19 virus. We have been social-
distancing ourselves and trying to protect the most vulnerable of our community. The church has had to go
back into homes and find new ways of communicating the stories of Jesus through new forms of worship,
fellowship, and study with each other. Just like in those days, people are still looking for hope and life
everlasting. The Holy Spirit has been with us and calls us to witness our faith in Jesus Christ to all the world.

This is to say, Pentecost has come and is always coming. I’ve heard so many wonderful stories of what many
are calling, a revival of the church. Worship attendance is up in most of our North District churches. People
we have not reached with the Gospel, have joined us for worship. Churches who have struggled to identify
their mission and ministry, are now clear the importance of spreading the Good News to our actual
neighbors, our local community, and our world.

Our North District churches have also continued to feed the hungry, clothe the naked, and visit the
imprisoned and the isolated. Our pastors have courageously engaged new forms of preaching and teaching
Bible studies. Our elderly have bravely engaged in digital technology and forged new ways of
communicating with each other and with their families.
One poignant story: A woman who has attended church for many years without her husband, was sitting at
the breakfast table with her iPad, watching her church’s service. Her husband sat down next to her and
joined her for worship for the first time in many years. Afterward, he commented about how wonderful that
preacher was and how much the service meant to him. There have been hundreds of stories of connections,
prayers, and answered prayers during this time of illness, disease, and even death. Resurrection and Holy
Spirit has come and will come again.

I want to thank every layperson and pastor who has taken on this worldwide pandemic and faithfully turned
it into a revival of love in Christ. My deepest gratitude goes out for all who have faced grave situations,
including our first responders in medicine, rescue, and law enforcement. Additionally, I want us to
remember the homeless, especially those who live in the margins of poverty, discrimination, and hatred.

Our work as the Body of Christ has begun again, and the Church is being reborn. The Holy Spirit is with us
all, and Pentecost is happening every day. When Jesus appeared to his disciples in the upper room, he
offered them these words, “Peace be with you.” He is offering the same words to us as the Spirit blows
through our homes and out into the world.

Peace be with you,
Rev. James R. Powell, North District Superintendent

DISTRICT SUPERINTENDENT: SOUTH DISTRICT

As in previous years, the South District began its new appointive year of 2019-2020 with two separate “New
Clergy Welcome” luncheons to greet the clergy newly appointed to South District. A heartfelt thanks goes
out to Rev. Greg Batson and Rev. George Hooper who each graciously hosted one of these gatherings in
their homes. The pastors welcomed this year into the district or into a new appointment on the district are
Rev. Richard Annett, Rev. Joe Samuela, Rev. George Hooper, Rev. Bailey Brawner, Rev. Trudy Robinson,

One of the events that has come to mean a great deal to us on the South District is the annual “Advent
Celebration Worship” we share together. Clergy and lay leadership gather together midweek for a
celebration of the sacred season. Each year, four different clergy bring a short meditation focused on one of
the Advent candles. This past year our four presenters were Rev. Elbert Kim, Rev. Lori Doyle, Rev. Eugenio
Raphael, and Rev. Bailey Brawner. What a blessing it is to hear a witness from each of these pastors with
their unique insights and inspiring presentations.

The Special Session of General Conference with its vote to support the Traditionalist Plan sent
reverberations throughout the conference. In response, each district sponsored “Listening Posts” to give
everyone an opportunity to share their feelings and thoughts, and to ask questions about the implications of
the General Conference action and the California-Pacific Conference response. In addition, each local
church spent time discerning its own sense of identity and mission. This discernment lead to the
development of local statements from each congregation expressing the kind of church and ministry it
wanted to proclaim and embody in the future. These statements were then collected and shared with
conference leadership as a guiding message for the future direction and decisions of the California-Pacific
Conference. They were also intended to be informative for the General and Jurisdictional Conference
delegates who were preparing to attend General Conference in May of 2020 and Jurisdictional Conference
in July of 2020. Both events were, of course, postponed due to the COVID-19 Pandemic.
Apportionment giving for 2019 was clearly impacted by the uncertainty and unrest in response to the 2019 Special Session of General Conference. I am grateful, however, for the clergy and congregations of the South District who worked hard to continue the missional giving that supports our conference’s and denomination’s shared ministry. The South District carries the largest cash portion of the conference apportionment budget, allocated at $240,000 more than the next highest district. Even in a most difficult year, our churches came in at 75.23% equaling $508,599.00 more than the next highest district. This responsibility and this response are key to the vitality of our ministry. My thanks to each of you who worked so faithfully in support of our church.

As we conclude another conference year, I want to give thanks for the ministry of those in the South District who are retiring in 2020. They are Rev. Mary Allman-Boyle with 15 years of service, Rev. Dr. Ronald Griffen with 22 years of service, Rev. Gerald Owyang with 32 years of service, Rev. Barbara Parnell with 19 years of service, and Rev. Dr. Philip Wood with 49 years of service. Each pastor’s ministry represents countless lives that have been transformed by their faithful service. Thanks be to God for being an instrument of grace through your ministry.

I am also grateful for the leadership of Ms. Dione Taylor who has served as the South District Lay Leader since 2015. Over the years, we have been moved by her Spirit-filled prayers and graceful support, and we will miss her as she now transitions to other leadership roles in the Conference.

Finally, as I write this report, we continue to live into an uncertain future. It has been weeks since we have been able to gather and embrace our friends and loved as we enter our sanctuaries or hold hands in a circle as we pray. The impact of the COIVD-19 Pandemic has altered how we do ministry and how we worship, but it has not altered our faith, or our call to make disciples of Jesus Christ for the transformation of the world. We are learning new ways to reach others, to care for each other, and to see God’s Holy Spirit at work. God is not shelter in heaven, the Spirit is not keeping a six-foot distance from us, the risen Christ is unmasked! We will get through, and we will be renewed. Thanks be to God!

Rev. John Farley, South District Superintendent/Director of New Ministries

DISTRICT SUPERINTENDENT: WEST DISTRICT

I write these words at a time when the church is in Exodus and Exile due to the current COVID-19 global pandemic. In the words of church consultant Gil Rendle, we are a people who have been taken out of a way of life that were once well known and deeply established.

At the same time, I am understanding this moment in history as a prophetic call by God. It is a call to be the church of Jesus Christ that God is calling us to be, in ways that many of us have never been challenged beforehand. To that end, I am humbled and heartened by what I have seen and witnessed among our West District clergy and laity since the beginning of stay-at-home orders and social distancing mandates issued by governmental authorities.

While our church buildings remain physically closed, the Holy Spirit is very much alive across the West District! This is most evident on Sunday mornings, as an increasing number of congregations have successfully made the “leap” to online and virtual worship, while tailoring their worship styles that work best within an electronic platform. I personally have enjoyed “attending” at least four or five worships each Sunday morning, and the wide varieties of styles and music reflect the vast diversity of the district. I deeply
appreciate all of the work that our clergy and church staff are putting into the design and production of worship each week!

The educational and pastoral ministries of our congregations also continue to move forward during this exilic time in new and innovative ways. A number of churches have shifted Christian education to online platforms from an on-site presence. Church School and adult education materials are being distributed so that children, youth and adults can continue their faith learning at home and also online. Prayer and devotional times are being conducted online or on the phone with clergy and laity. It appears that the only real change has been the geography; instead of everyone meeting in one physical space, electronic platforms enable more people to gather from more locations, potentially expanding the ministry of the church!

I am inspired by congregations that continue the social outreach ministries they were engaged in pre-pandemic: distributing food, assembling and handing out hygiene kits, opening a clothes closet and providing laundry programs. Most recently a “small but mighty” African American congregation on the district was highlighted in a national United Methodist news release for its specialized ministry to inmates who were recently released from prison due to COVID-19. The Wesleyan ethos of “social holiness” continues to make itself known across this district in spite of the physical limitations that have been placed upon us.

I conclude with a reflection that I shared with our West District clergy a month ago, which is the Asian understanding of the word “danger” defined as “crisis” + “opportunity.” We are in very dangerous times, with a crisis that continues to threaten our world in the most deadliest way. Yet, we also find ourselves with new, once-in- lifetime opportunities to be the Church of Jesus Christ if only we are willing to go forward in bold and risk-taking discipleship.

I am humbled and grateful for the privilege of being in ministry with the clergy and laity of the West District during this momentous period in history. Together, we are creating a new church for a new time when we will return home from exile, rejoice in what God has done, and sing a new song that is accompanied by creative ways of being the Church of Jesus Christ in the 21st century!

Rev. Mark M. Nakagawa, West District Superintendent

DUKE UNIVERSITY DIVINITY SCHOOL

Dean L. Gregory Jones, Dean of the Divinity School and Ruth W. and A. Morris Williams Jr. Distinguished Professor of Theology and Christian Ministry, had his term as dean extended for a full five years through 2023.

The Duke Endowment awarded Duke Divinity School a $12 million grant in support of DDS’s three core priorities and traditions: Thriving communities enlivened by healthy congregations and gifted pastors, embodied wisdom through rigorous intellectual vitality, and creative institutions that inspire imaginative and transformative leadership including the Thriving Communities Fellowship program, which will provide 52 new full-tuition scholarships over the next four years.

Duke Divinity School launched the Duke Divinity: Black Pastoral Leadership Collaboration which will draw on original research in Black church traditions and historical examples of effective Black church leadership to train and build networks of effective leaders for the Black church of today and the future. The
collaboration will be led by the Rev. David Emmanuel Goatley, research professor of theology and Black church studies and director of the Office of Black Church Studies at Duke Divinity School.

In 2019, Duke Divinity School welcomed 215 new students from 33 different states and seven other countries, including Canada, Malaysia, Singapore, South Korea, Taiwan, Thailand and Zimbabwe. The Master of Theological Studies (M.T.S.) and Master of Arts in Christian Practice (M.A.C.P.) degree programs received record enrollments of 35 students and 22 students respectively. The Master of Theology (Th.M., 14 students), Doctor of Ministry (D.Min., 20 students), and Doctor of Theology (Th.D., 4 students) all had strong enrollment. The D.Min. program was named the top online program by TheBestSchools.org. Duke Divinity’s new Certificate in Theology and Health Care will enroll 8 students, all of whom are fellows with the Theology, Medicine, and Culture (T.M.C.) Initiative at the school. The M.T.S. program also includes 8 students who are T.M.C. fellows, for a record year of 16 total fellows. The M.Div. degree program gained 110 new students, with minority students comprising more than 32 percent of the incoming M.Div. class, and Black students comprising 18 percent of the incoming M.Div. class. Female students made up 44 percent of incoming M.Div. students, while males were 56 percent. There were 24 denominations represented in the M.Div. entering class, with 42 percent affiliated with The United Methodist Church.

Two new faculty members, Brent Strawn and Brett McCarty, joined the DDS faculty in July 2019. Strawn, Professor of Old Testament, is an ordained elder in the North Georgia Conference. Strawn has a secondary appointment as a Professor of Law at Duke University School of Law. Prior to joining the Duke faculty, Strawn taught at Candler School of Theology at Emory University for eighteen years.

McCarty, Assistant Research Professor of Theological Ethics, is a theological ethicist whose work centers on questions of faithful action within health care. He is associate director of the Theology, Medicine, and Culture Initiative at Duke Divinity School, and he holds a joint appointment in the School of Medicine’s Department of Population Health Sciences.

Randy Maddox, William Kellon Quick Professor of Wesleyan and Methodist Studies, general editor of the Wesley Works Editorial Project, and elder in the Dakotas Conference, retires at the end of the 2019-2020 academic year.

United Methodist faculty member Brittany Wilson received tenure and promotion to the rank of Associate Professor.

Tito Madrazo joined the administrative leadership of the Divinity School as Senior Strategist for the Hispanic House of Studies. He will also serve as a consulting faculty member.

The Hispanic-Latino/a Preaching Initiative is currently in its fifth year of providing high quality theological education to current and aspiring Hispanic-Latino/a ministers. 21 students from multiple denominations are taking courses with us this year.

The Duke Endowment has also awarded Duke Divinity School a grant of $5.5 million over five years to cultivate meaning and purpose across diverse professional schools at Duke. The Lilly Endowment has also awarded grants to Duke Divinity School to coordinate initiatives on “Thriving in Ministry” and “Thriving Congregations” across the United States.
Duke Divinity School has a partnership with Huntingdon College and Virginia Wesleyan University to create streamlined admissions process and private campus events in order to better equip students from those institutions with a calling to serve the church. In an effort to expand access for quality theological formation to students, pastors, and lay leaders in the Nashville Episcopal Area, DDS is also partnering with the Turner Center at Martin Methodist College to offer theological training for innovative and entrepreneurial ministries.

L. Gregory Jones, Dean and Ruth W. and A. Morris Williams Jr. Distinguished Professor of Theology and Christian Ministry

ESSENTIAL MINISTRY TEAM – JUSTICE AND COMPASSION
Chairperson: Joyous Prim
Vice-chair (Church & Society Section): J. Luis (Jolo) Buktaw
Vice-chair (Global Ministries Section): TBD

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 2019. On October 18-19, 2019 we met for a 2-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 14 was held via zoom as we were just becoming aware of the need for social distancing in face of the Covid19 Crisis. This meeting included continued work on 2 JCEMT Strategic initiatives: #1) Organizing to Engage in Sustainable Ministries with the Poor (with increased focus on social enterprise strategies); #2) Strengthening our Global Ministries Section; We also focused on re-structuring task forces to work more inter-sectionally in enabling ministries of Justice & Compassion through our local churches.

TASK FORCES

New: Hunger/ Homelessness/Affordable Housing Task Force
At our Planning Retreat last Fall the JCEMT decided to expand our Hunger Task force to include addressing homelessness and affordable housing. Our first meeting and strategy session was held on Dec.7, 2019. We are currently working with New Ministries and Camping & Retreat Ministries on developing partnerships between the church, government agencies & community organization to care and advocate for marginalized populations during the COVID19 crisis.

Abolition (Human Trafficking) Task Force
Co-chairs – Leah Switzer & Angela Galanis Price
Mission: Help educate churches about the issue of human trafficking and find ways to advocate against modern day slavery.
Below is a list of some events, actions and programs organized and implemented by this Task Force since last annual conference.

- The Task Force always has a project at Annual Conference where they encourage attendees to buy Fair Trade projects.
- Partnered with organizations like Journey Out and FIAT (Faith Initiative Against Human Trafficking) to put on events and trainings.
- Helped Zuma Live secure speakers for their Human Trafficking event. Continued to help local churches or partner with them in projects related to human trafficking (send materials to them, speak at their churches, etc.)
- Have been provided funds by the North District to enable churches to engage in ministries related to Human Trafficking and have begun to give grants to certain organizations and ministries. Task Force Members give the grant to the organization or ministry at a certain event or personally go to meet with the staff and present the check.

**Disability Ministries:** Chairperson: Sharon McCart
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 and actions:
The task force consulted on a new version of the Discipline-required Accessibility Audit that is fillable online. Chairperson Sharon McCart was the keynote speaker at the first-ever National Disability Ministries Consultation in the Philippines Central Conference. Seven grant applications to improve physical accessibility, add a disability website, start a new inclusive program are currently being processed. The task force produced new materials for Disability Awareness Sunday observance.

**Disaster Response** (Chair, Judy Lewis)/**Volunteers in Mission** (Chair, Doug Lewis)
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. The Disaster Response Task Force meets approximately once a month to strategize and plan for equipment and volunteer teams for disaster works far and near.

**Actions and programs organized & implemented by your Task Force in 2019.**
The task force response continues to be training, fund raising through grants and appeals, active involvement with partners such as Long-Term Recovery Groups (LTRGs) in Ventura, Santa Barbara, San Diego, and Los Angeles. Task Force members have attended many LTRG meetings. We have at least one representative to each county VOAD (Volunteer Organizations Active in Disaster). Multiple members attended the Western Jurisdiction Disaster Academy in Phoenix, AZ. Doug and Judy Lewis also attended the National VOAD meeting in Nashville, TN. We currently have five ERT trainers in the Conference and Travis Lindsay from Encinitas, is an UMCOR consultant and a trainer of trainers. In September Travis, Doug and Judy travelled to Hawaii to help formulate a District Task Force and provide training for Hawaii District churches. In an effort to raise local church awareness of disaster preparedness, the Task Force chair was provided a moment of personal privilege on the floor of the Annual Conference in 2019 to promote Disaster Response. Judy delegated that promotion to Ken Ellis. A video of the work performed on a house consumed by the Woolsey Fire drew an appreciative response from the members. Task Force members...
appeared in the aisles in Tyvec suits to hand out invitational flyers to participate in ERT work in Saipan. Clergy Vests. For a local church to “earn” a Clergy vest for their pastor, preparedness information is needed on the forms provided for their local church charge conference. This publicity has proven to have raised awareness. We’ve had over a dozen churches presented with the vests since that publicity. Task Force members have attended local churches to present the vests at Sunday morning services in many churches around the Conference. Pictures have been posted on the Conference website. The task force offers consultations with local churches to help them work on their own disaster plans. The new on-line charge conference reports being submitted has resulted in an increase in information valuable and accessible in a disaster. A church pictorial inventory for each congregation remains a goal.

As earlier mentioned, the tool trailers and shower trailer have provided a wonderful service. Unfortunately, the small Tool Trailer was stolen and badly damaged during its theft and although the trailer was recovered, safety concerns generated a consensus that a new trailer be purchased and outfitted to be a suitable replacement. The shower trailer’s stated purpose is for volunteer team use while doing relief/recovery projects. Jim and Pam Conlin from First Riverside towed the shower trailer to Sacramento. Cal-Nev showed it off at their Annual Conference and have deployed it to use in an area that suffered extensive fire damage.

The tool trailers are so very valuable for efficiency on sites in disaster events. Having the correct tools not only lets the team work more quickly, it also lets them work more safely.

UMVIM
The Task Force is also responsible for the training of Team Leaders from local churches who lead mission trips both within the USA and internationally. Sue Harriss has been responsible for developing a standardized training manual which is likely to be adopted Jurisdiction wide. More and more receiving conferences and international locations are requiring at a minimum that the Team Leader have Leader training.

As Conference representatives for Disaster and UMVIM, Doug and Judy Lewis serve on the UMVIM Board of Directors at the Jurisdictional level. This group has instituted and is providing mission team insurance at a very reasonable rate per individual on teams and may be done online. A yearly Board meeting was held in late September early October in Salt Lake City. One of the pressing issues is accuracy of statistics. Many local churches may be sending teams to many locations internationally and across the USA but have not followed through by letting the Conference know. There is an online place for those simple reports. For example, Sierra Service Project although a separate 501c3 is still affiliated with the UMC. Thirty-nine churches sent teams to Sierra Service, but no church reported that Mission to the Conference Coordinators.

Most, if not all Mission sites, are requiring the development of leading practices for the protection of host and team and that includes insurance. We have easy access to insurance through the Western Jurisdiction. (Online insurance forms are also available through the Conference webpage).

Doug and Judy attended the Fresh Summit meeting in Rolling Hills and the Western Jurisdiction Leadership meeting in Sacramento February 8, in Phoenix Az. Judy and Doug participated in an Immigration Border Immersion experience led by Ronda Cordill February 9-16, in and around the border. They were introduced to many faith-based groups on both sides of the border dealing with the deadly consequence of fear, starvation and exploitation of migrants and asylum seekers. A presentation about this trip can be made to interested groups and churches. Sue Harriss is leading another group from all over the USA to the Arizona border in March.
The task force continues to be creative in offering support and care for those living with HIV/AIDS. Issues like immigration, poverty, health care, domestic violence, caring for elderly parents, recovery from addiction and disability concerns are a part of this work.

The HIV/AIDS task force also supports those living with HIV/AIDS through providing Strength for the Journey retreats and programs. In addition, the task force looks for new opportunities to support the World AIDS ministries of the general church and to resource and support the local church in their efforts to serve those living with HIV/AIDS.

Immigration Task Force: Co Chairs: Toña & Rafael Rios
The task force has continued to meet regularly through the year in support of numerous ministries related to immigrants, refugees, asylum seekers and unaccompanied minors; These include: “You Are not Alone” Ministries and Welcome Centers, at Huntington Park UMC, Santa Ana UMC, Echo Park UMC, Baldwin Park UMC, The San Fernando Valley Refugee Children Center, El Buen Pastor, Santa Paula, Wilmington UMC, 580 Café, Wesley Foundation at UCLA; the Victorville UMC Guest House Ministry, Calexico UMC Asylum Seeker Ministry and “The Legal Clinic” (TLC) Justice for our Neighbors Center at Honolulu 1st UMC. The Task force continues to provide workshops and trainings to develop Immigrant Welcoming Congregations throughout the conference, and also to work in partnership with interfaith and community coalitions for immigrants and refugee rights, Including The Border Church, Clergy and Laity United for Economic Justice, The Ecumenical Collaborative for Asylum Seekers, Safe Harbors Network, and the National Day Laborers Organizing Network.

Philippines Task Force: Chairperson, Andrew Esposo
This has been a very active year for this task force as we continue our ministry of solidarity and advocacy re: human rights in the Philippines and among the Filipino diaspora here in the US and around the world. Our work has included the following:
- August 7-19: World Council of Churches Pilgrimage for Peace and Justice in the Philippines and workers picket line pastoral visits.
- August 24: Fundraiser for Brandon Lee in LA.
- August 25: Karaoke for Brandon Lee in Long Beach.
- August 30: Visit to Rep Sherman’s office.
- September 15: Church in Ocean Park.
- September 19: WCC meeting with Bishop Swenson.
- September 20: Rising Against Church Repression: IFI Bishop Calang.
- October 13: Social Action Luncheon Whittier UMC.

Since our JCEMT Retreat in Oct, we have joined with our national partners through the International Coalition for Human Rights in the Philippines-US on a united effort for writing and introduction of the Philippine Human Rights Act (PHRA). With a focus in key legislative districts our meetings have been decentralized to account for particularities of the various districts. We had a full taskforce meeting in early January to unite on this approach with focus in the legislative work, quick response to ongoing Human Rights violations in the Philippines and our overall plans for the year. Action:
- Memorial for Atty Bert Mendoza who has been a long time UMC leader and human rights activist in our conference.
Community meeting and interfaith briefing in San Fernando.
• Presentation at Church in Ocean Park.
• Lobby Visits with Representative Ted Lieu.
• Lobby Visit with Representative Judy Chu.
• Lobby Visits with Representative Brad Sherman.
• Community Town Hall with Representative Jimmy Gomez.
• Meeting with Bishop Mary Swenson regarding partnership with World Council of Churches regarding Human Rights.

**Peace with Justice Task Force:** Co-Chairs, Sandie Richards & Darlene Rodriguez

Each year this task force distributes Peace with Justice Grants to local churches and ministries. These grants are drawn from the funds collected in our Peace with Justice Sunday offerings. A total of $13,400.00 was granted to 9 local churches and ministries throughout our conference.

The task force is working closely with the Restorative Justice Task Force and others to develop programs to enable congregations to address gun violence, issues of war and peace, and the violence of racism. Peace with Justice has also:

- Worked with Philippines Task Force on issues of Justice in the Philippines to end extra-judicial killings, help stop the US funding of Philippine Military, and restore justice.
- Helped support the struggle of Indigenous Hawaiians for Mauna Kea, to help as possible to keep the observatory from being built there.

At its Fall Planning Retreat this year the JCEMT decided to consolidate several Church & Society related task forces under the umbrella of the Peace with Justice task force in order to better coordinate resources and to work more inter-sectionally. These include: Restorative Justice (End Mass Incarceration); Holy Land (Middle East Concerns), Economic Justice, Eco-Justice, & Child Poverty. In order to assist in this and other community organizing work of the JCEMT Peace with Justice funded a part time community organizer Josh Lopez Reyes who has been doing excellent work enabling local churches to engage in ministries of justice and compassion.

**Rev. David K. Farley, Director of Justice and Compassion Ministries**

**ESSENTIAL MINISTRY TEAM – LEADERSHIP AND DISCIPLESHIP**

In the area of Leadership, the following paragraphs highlight critical areas of development and focus for the 2019-2020 term:

**Intern 2019:**
One of the great celebrations in the area of Leadership, as well as Discipleship, for 2019-2020 was *Intern 2019*, a summer internship program for 18-25 year-olds. In ministry settings ranging from local churches to outreach centers, community day camps to Conference campsites, 16 young people offered their gifts in ministry for eight to ten weeks each, full-time.

The funding for each intern was split equally between the Conference and the host site, reaching a combined investment of $70,000. (Conference spending of $35,000 came from the Young People’s Ministry quota fund.) Support was also provided to the interns by a program director who hosted weekly check-in meetings for interns to reflect on ministry, faith, and vocational discernment together.
Following their internship term, several of these young people have continued on in greater roles at their
intern sites as permanent staff, and some have begun work in new ministry settings within our conference.
While the pandemic impeded efforts to host the intern program in 2020, it is the hope of the Leadership
and Discipleship EMT that this program would be offered again in years to come.

Certified Lay Ministry:
Over the past three years, the Certified Lay Ministry program in Cal-Pac has undergone a re-tooling process.
The focus for 2019 was to address the question raised by both participants and related clergy that inevitably
followed one’s certification: What next?

In addition to a new framework for the two-year rotation of instruction (Cycles A-D), a project component
has been developed, using the free online course platform Moodle, to help walk participants through a
process of:
• self-reflection and discernment
• conversation and relationship building with clergy and congregational leaders
• development of a 6-month to 1-year plan for leadership in a particular area of ministry
• self-evaluation and assessment of further leadership development needs

Each step takes into account both the CLM’s responsibility and agency to discern and invest in the areas of
leadership to which they feel called, as well as to be in conversation with and accountable to the vision and
ministry of the pastoral leader. The intention is to help each candidate build momentum while completing
their coursework, so that they feel traction moving forward upon program completion.

Information about the Certified Lay Ministry program and its requirements can be found through the Lay
Servant Ministry page of the Cal-Pac website: www.calpacumc.org/LSM.

Young Clergy Initiative – Called Out|Set Apart:
The experiment of the CO|SA project has shifted forms from its original intent since the summer of 2018.
Some important discoveries of note:
• Even among clergy, the language and conversation around calling can be discomforting.
• How we talk about calling is particular to our context and experience. It should not be narrowed to
universal (majority) terms.
• Many young people wrestle with their calling as it challenges or contradicts past models or teachings
about who is called to particular roles or areas of leadership.

But most importantly:
• Young people do feel called, as well as a deep investment in the work God is doing in and among us.

The project has now taken the form of online community building and resourcing for young people and
their pastors/mentors. An Instagram account and Facebook group promote upcoming opportunities for
leadership development and discernment, as well as blog posts from the CO|SA website.

The website (www.calledoutsetapart.org) is host to The Next Step blog, where young people might find
monthly encouragement for discernment and intention setting, call stories or perspectives on ministry from
a diversity of voices, candidacy helps for those in the process toward ordained ministry, and ministry
highlights from unique ministry settings and programs in Cal-Pac.
The website also hosts worship resources for a *Call Sunday* dedicated to celebrating the baptismal call of all disciples to use their gifts for the ministry of the Gospel, as well as resources to help clergy open and invite dialogue about calling, especially with those in whom they see gifts for ministry (of all kinds!).

This project will continue to develop in the seasons ahead as part of the recruitment work of the Board of Ordained Ministry, staffed by the Vocational Discernment Coordinator.

**Rev. Darin Arntson, Associate Director of Leadership**

### Essential Ministry Team – New Ministries

**Summary**
The New Ministry (NM) EMT is working in the present with an eye to the future. We are embracing a paradigm shift in our view and understanding of the role of New Ministry. The full EMT has embraced this shift and committed to regular, monthly activities to help the ministries of the California-Pacific conference move into the future with hope.

**Measures of Good in 2019-20**
The NM EMT sponsored training on a variety of topics related to church growth and development during 2019-20. Examples include classes on creative worship, online worship, strategic church growth, community development, church planting, visitors at church and more.

The current cohort of ministries receiving funding in 2019-20 include Hope Korean UMC, Paso Robles UMC, Costa Mesa UMC, Lancaster Chinese UMC, Aldersgate UMC (Tustin), Garden Grove UMC, Water’s Edge (San Diego/Point Loma), Altadena UMC, Encounter (Santa Ana UMC), Harmony Toluca Lake (Hollywood UMC), Hawaii Calvary Micronesia, Victorville Hesperia Hispanic and New Room (Ontario/Upland).

We awarded thirteen grants for 2020-21 to Hope Korean UMC, Paso Robles UMC, Costa Mesa UMC, Aldersgate UMC (Tustin), Garden Grove UMC, Water’s Edge (San Diego/Point Loma), Altadena UMC, Encounter (Santa Ana UMC), ReNew (South Pasadena), YAM (Kona UMC), Crossroads UMC Dignity Center (Compton), Box Springs Parish and Hesperia UMC (Korean). The grant total amount awarded for 2020-21 is $389,700. The funding cycle is July 1, 2020 to June 30, 2021. For information on 2021-22 grant applications, see the notes on the Request for Proposal (RFP) process that follow.

We awarded microgrants in 2019-20 to:

- Arroyo Grande UMC for senior adults ($3,620)
- El Buen Pastor UMC’s Music Academy ($5,000)
- Grace For All Student Fellowship (Campus/College Ministry) at Grace UMC ($5,000)
- Sherman Oaks UMC ($5,000)
- Valencia UMC Young Adults Ministry ($5,000)
- Van Nuys UMC Spanish Youth Ministry ($5,000)

Microgrant applications can be submitted at any time during the calendar year. An application is available on the California-Pacific conference web site.
Approach and Accomplishments
The New Ministry EMT is continuing to evolve to meet the needs of the communities we serve in the California-Pacific conference. We are doing so with an eye on stewardship. We recognize funding is tight, so we took a more conservative approach during 2019-20. For example, we are encouraging new ministry church plants to find a pathway to sustainability that does not require conference funding as soon as feasible. We have seen this progression occur. Water’s Edge voluntarily reduced their grant request as did Harmony Toluca Lake UMC, while New Beginnings UMC returned funds. These are encouraging signs!

This year we expanded our engagement with ministry teams. We gathered as an EMT and with our new ministry cohort on the Fall Workshop (November 1-2, 2019) and the March Summit (March 20-21, 2020). The 2019-20 new ministry cohort met quarterly for a half-day to check-in, share best practices and challenges, and to have conversation with the NM EMT leadership.

A Community Development Cohort met quarterly during 2019-20 under the guidance of our Associate Director Anthony Boger. There were 25 people who regularly participated in the class. The star studded list of instructors included Rev. Mark Whitlock, Chris Jordan, James Kang and Anthony Boger. The class will be offered again in the fall of 2020 with a follow up class to be offered that will address practical aspects of fundraising, grant writing and nonprofit organizational management.

The EMT roster for 2019-20 includes staff members, District Planning & Strategy (DPAS) representatives from all Districts and seventeen (17) members. The members reflect our diversity and are both lay and clergy.

The operational structure of the EMT was modified this year. We support the original charter but realized there is more work to be done than fits into a twice yearly format with occasional updates. The EMT fully supported this new direction. We have been greatly encouraged and inspired by the willingness and passion of the team this year.

Consequently, the NM EMT has internally organized into a four team structure:

- Leadership team – Chair, Vice Chair, Director and Associate Director.
- Ministry Development team – developing a spectrum of ministries.
- Training Development team – resourcing ministries to help them be effective.
- Engaging New Ministry team – developing strategies to help ministry vitality.

Each of the leadership team members acts as a facilitator for the subteams. The EMT members voluntarily chose a team to serve this year. This operational structure is intended to be fluid. It will adapt as the needs of the communities across our conference change.

2020-21 Objectives and Goals
The primary goals of the New Ministry EMT are:

i. “Change the culture of our Annual Conference to reflect a new ministry orientation, through finding opportunities to start New Ministries and to birth New Ministries from existing ministries.

ii. Plant healthy, fruitful ministries that reflect the diversity of our mission field.

iii. Increase the number of growing and vital churches.”

(see California-Pacific Conference Rules 2018, page I-28)
We see the role of New Ministries as vital to the present and future reality of the United Methodist Church in our conference. This is particularly true during times of great change, as those are times of opportunity.

We began embracing a paradigm shift this year and expect to see the changes we have initiated beginning to bear fruit. We no longer see grant funding as the predominant means to change our culture, planting a rich diversity of spiritually vibrant ministries and improving the vitality of our local churches.

The vision of our Director and Associate Director is guiding us in three new channels in 2020-21. These channels are summarized as follow:

- **We are moving to a Request for Proposal (RFP) system for inviting new ministry applications.** Transitional grants and microgrants will be offered in 2020-22 to those congregations already receiving grants with an intent to transition those groups in a year or two. This approach will allow the conference to set ministry goals and invite groups to respond creatively with multi-year plans. We expect to offer our first New Ministry RFPs in July 2020.

- **We are planning to issue RFPs for theological enterprise applications.** This is a new avenue. We envision a variety of non-profit organizations to be developed around different social enterprises. These types of community-focused entities will encourage creative, entrepreneurial relationships and collaborations between the church and other community partners. We expect to offer our first Theological Enterprise RFPs in July 2020.

- **We are in the process of developing Engaging New Ministry offerings for 2020-21.** The training, tools and funding offered will pick up where Bishop Hagiya’s revitalization task force left off. Our goal will be to engage with existing local churches, offering them the specific help they need, rather than “one size fits all” products.

We are currently in the process of developing our first set of RFPs, along with guidelines and training to help interested parties with the application process. Two key aspects of the application process include a logic model and an evaluation rubric. Both were introduced in 2019-20 and will be used and improved as the new processes mature.

The leadership team of the NM EMT offers our thanks to the team members and our partners in ministry, those in the trenches of church planting. We are grateful to have Bishop Grant Hagiya, James Kang and other conference staff support and participate, as well as community and ministry partners. We have come a long way in the past year and see good things ahead in the next year. To God be the glory!

Respectfully Submitted,

**NM EMT Leadership Team**

**FOUNDATION, CAL-PAC UNITED METHODIST**

The California-Pacific United Methodist Foundation has seen a year of big transitions and growth. The Board of Directors had been conducting a search for a new CEO and President. In the interim, the Foundation was ably served by Dan Griffin to whom we owe a big thank-you for his oversight and care. A person was selected, and the Rev. John R. Woodall became the next President and CEO on June 1st.

Since then, the Foundation has been going through a great deal of transformation offering new products and approaches for how we serve local churches and ministries. Until this year, we offered one investment fund in which clients could place their endowments or other monies they wished to invest. We were hearing, from you, that more options would be a big help in the long-term strategy of providing solid financial
foundations for ministry. The outcome was the creation of two new funds to compliments our already existing fund. We now offer the “Near-Term”, “Growth” (the original fund), and “Growth+” strategies for Foundation clients. Investors can now choose their level of risk as well as allocate their investments over more than one fund. We believe this will, eventually, greatly aid our clients in their financial goals.

As was the case for investors across the board, 2019 was an incredibly strong year for performance. We finished the year at over 22% growth for those who invested in the Foundation. Our portfolio hit an all-time high approaching $62,000,000.00. Our Investment Committee working with our advisors at Merrill did a commendable job, outperforming the goals which had been established. We are taking a much more active approach in the evaluation of different fund managers to ensure that we are doing the best we can for our clients.

One of the other important aspects of our Foundation is education and consulting. A wide variety of workshops and presentations are available to you, for free, led by our CEO and President. Our Website has been completely revamped and you can quickly access the presentation possibilities at www.cpumf.org.

Our other Foundation Staff, Nia Bailey, and Daniel Nign are an invaluable part of the team and are there to help in any way they can. While we are a separate non-profit 501c3 organization, we are closely aligned with our Annual Conference. Serving the needs of Annual Conference Churches and Ministries is why we exist.

On a final note, while this was a quick overview of 2019, we would be remiss in not acknowledging the challenging times in which we currently find ourselves. The challenges present in social distancing because of the COVID-19 virus have greatly impacted our churches. We have stepped up and reorganized our grant program to offer additional limited support as best we can. This combined with the uncertainty regarding the future of the United Methodist Church makes for truly unique times in which we live. Through this, the Foundation is remaining strong and we look forward to our continued service to you.

Respectfully Submitted,
Rev. John R. Woodall, President & CEO
Mr. Peter Davis, Chair, Board of Directors

GENERAL AND JURISDICATIONAL CONFERENCE DELEGATES

This is the report of the 2020 General and Jurisdiction Delegation and Resolution 19-06 Progress Report.

When we were elected in June 2019 we expected to spend the balance of 2019 and the first four months of 2020 preparing for the General Conference in Minneapolis, Minnesota and the Jurisdictional Conference in Billings, Montana. There were certain norms that involved basic organizational details of establishing our monthly and regular meetings, devising communications plans, and establishing broader networks around the connection. The 2020 cycle of conferences was expected to be slightly more charged and potentially historic as we knew we would face several options for separation or federation of The United Methodist Church. Given what we knew at the time, we moved ahead prayerfully and intentionally, always aware that the Spirit of God is like the wind - we do not know which way it will blow but we know it will. Even in what we perceive as stillness, there is movement.

As 2020 came into view and COVID-19 came onto the global scene we did not fully comprehend the magnitude of what it would mean for the plans we made and the expectations we held. However, we, your elected delegates to the 2020 General and Jurisdictional Conference, continued and continue to remain
faithful to the charge(s) placed before us. Even with the postponement of both conferences, you, our Annual Conference tasked us, along with the 2016 Delegation, to complete a portion of the mandates outlined in the Resolution 19-06, and this report is both our account of that work and other efforts we have undertaken since our election.

Resolution 19-06 Update
The 2019 Session of Annual Conference approved Resolution 19-06 (Disavowal of the Traditional Plan). The text of the Resolution calls for the Conference to reaffirm and sustain its commitments to full inclusion of all persons at every level of the church. There is a strong charge for the Conference to ensure the Resolution is available in as many languages as possible so that all members can access it. In addition, the Resolution calls on the Conference to do some deliberate spiritual and strategic work that will enable the Conference to determine its own future with hope. Within the Resolution, the fourth “Be It Further Resolved” directs and empowers the 2016 and 2020 General/Jurisdictional Delegations to accomplish some very specific tasks.

…proactively coordinate and lead our Annual Conference’s envisioning of a new, inclusive form of Methodism The team will draft concrete proposals that among other values support all persons having the opportunity to enter into marriage and to fully serve as lay and clergy regardless of sexual orientation, gender, gender identity, race, ethnicity, marital status or differing abilities. In addition, this team will assess the consequences of those proposals – organizationally, economically, and spiritually, which includes how the California Pacific Annual Conference may disaffiliate from The United Methodist Church, coordinating its efforts in concert with other Annual Conferences, coalitions and working groups throughout the church. Regular progress reports will be presented and provided to the Annual Conference and beyond.

Since the adjournment of the 2019 Session, members of the delegation have been hard at work considering ways to fully and faithfully comply with the mandate given to us. It is obvious that one provision has not been fulfilled in that we have not issued regular progress reports. However, we have done much work - listening, engaging, praying, and investigating as we consider what makes the most sense to propose and present to the people of California-Pacific Conference. What follows is a brief report and explanation of our progress and possible pathways we may bring forth to the 2020 Session.

Although the 2016/2020 delegations were charged to do this work, we asked members of the delegations who had interest and passion to serve to take the lead on this. Various members of the delegation and others with expertise and interest in legal/judicial, political/polity, accounting and real estate provide great support and insight. Some of the original authors and contributors to the Resolution happen to be members of the delegation so that made it seamless to move this work under the auspices of the delegation and include regular support and check-ins during our monthly and impromptu meetings. Mark Stephenson, Jason Takagi, Sandy Olewine, and JoAnn Fukumoto were among the first to join this work. Along with them was Norma Kehrberg who felt quite strongly that this effort would do the most to move the Conference in the best direction possible. Shortly after beginning this work, Norma’s body succumbed to cancer and she was not able to continue this journey with us.

Listening Posts
The delegation provided technical and facilitator support to the Conference Listening Posts that took place September 2019 thru January 2020. Although the Listening Posts were not the brainchild of the delegation, nor were they designed to address the outcomes of Resolution 19-06, we recognized that the conversations
could not take place exclusively without one another. Rev. Denyse Barnes, Conference LGBTQIA+ Coordinator, met regularly with the delegation and provided in-depth reports about themes, responses and gaps discovered in that process. We did learn that some who were aware of Resolution 19-06 and may have been upset at the Conference or the General Church, used the Listening Posts as the avenue to voice their frustrations and longings they hold toward the Conference. Though we did not initiate or plan the Listening Posts, we agreed to mine the data from them to assist in our process of discerning and drafting recommendations.

**Survey Data**
For those members who attended Listening Posts, they were given a survey to complete. The survey was initiated and proctored by the delegation for the express purpose of gleaning insights into the desires and needs of Annual Conference members and churches. The data from those surveys have guided our deliberations and decisions related to our shaping of options and direction we submit and commend to the Annual Conference.

**#ISEEANEWCHURCH**
During the 2019 Session of Annual Conference, Bishop Grant Hagiya expressed a challenge to all clergy and laity that each local church must engage in intentional dialogue about what each congregation saw as its future expression of the gospel without regard for the decision of the General Conference or even the Annual Conference. Each congregation was asked to share the results of their conversations as part of their Charge Conference reporting. The members of the Appointive Cabinet compiled and distilled the responses to this request by identifying emerging and apparent themes within each District. The data from the #ISEEANEWCHURCH reports also inform the delegation and cabinet of what local churches see as imperative and hopes for their ministries.

**Major Gatherings**
The California-Pacific Annual Conference and the Western Jurisdiction are not the only entities engaged in conferencing to discern ways forward for or beyond The United Methodist Church. At the close of the 2019 General Conference in St. Louis, the Western Jurisdiction leadership read a statement of inclusion and resistance into the official record. The message was heard loud and clear around the world. Almost immediately the Western Jurisdiction Leadership Team moved into action to form workgroups charged to consider all the possible options the jurisdiction might have while also providing some support for Conferences within the Jurisdiction to explore alternatives to remaining with the denomination.

As the more progressive and some centrist and non-traditional plan supporters looked to the West for guidance and leadership, other groups were also working to build coalitions and support that would advance a more inclusive or at least a less exclusive expression of Methodism. The list below is not exhaustive but it does represent the breadth and depth of the movements, meetings and conversations in which members of our delegation engaged in. These meetings were helpful in that they were focused on the future of the church and we believed by engaging those meetings we would have a greater sense of possibilities, plans and allies with which we could find common ground and coalesced ideas to center our work.

- **Our Movement Forward** (Minneapolis) centered people of color, queer and trans voices to discuss three possible pathways: 1) Stay within the UMC and resist the harmful policies and practices enacted the UMC. 2) Stay within the UMC and build a parallel entity that relates to the UMC but is intentional in how it addresses and abhors discrimination and all forms of spiritual harm. 3) Exit the UMC and build something new and completely separate from the UMC. A product from the gathering was the “Loved and Liberated” Proclamation.
UMC Next (Kansas City) invited approximately 10 members from each of the U.S. conferences to participate in prescribed and facilitated conversations. There were approximately 600 centrist and progressive lay and clergy present. During this event there were special gatherings for people of color, large church pastors, and progressives. After the 10 members of Cal-Pac returned from UMC Next, Bishop Hagiya invited the team to begin meeting with the Extended Cabinet to further and build upon the work that began in Kansas City. That now meant the GC2020 delegates and UMC Next participants were invited to meet regularly with the Bishop and the Extended Cabinet to discuss plans and needs of the Annual Conference.

- **Reconciling Ministries Network Gathering** (Evanston) brought together a collection of LGBTQIA+ persons, groups and allies to consider legislative and other options that would advance the needs felt by those being harmed within and by the church. The major and lasting outcome of the gathering was a movement based in resistance. The Resist Harm platform that began to take shape during the UMC Next event found even greater support in Evanston. There were discussions about what total liberation would mean for the UMC but little movement happened in that conversation.

- **Church of the Resurrection’s 2019 Leadership Summit** (Kansas City) was billed as “UMC Next 2.0.” It was organized as an event to discuss legislative options that would center the centrist and progressive ideals in ways that would necessitate greater movement by the General Conference to consider reversing the actions of GC2019 or finding ways for gracious exit options. This group also gave rise to the UMC Next Plan that will be considered at GC2020.

- **Western Jurisdiction “Fresh Expressions” Summit** (Los Angeles) called together lay and clergy from throughout the jurisdiction soon after the WJ College of Bishops issued a policy and statement offering Safe Harbor to clergy seeking safety because their theological and ethical stances regarding full inclusion of LGBTQIA+ made them targets or unwelcome in their home conferences. The outcome of the Summit was the election and formation of a group of 10 (5 lay/5 clergy) to bring plans to the now postponed WJ Conference 2020, that will address our contextual, theological and ecclesial needs.

- **Advent Gathering** (Denver) was co-hosted by UM Forward and St. Andrews UMC in Highlands Ranch, Colorado. This gathering centered on two tracks: 1) Affiliation: Create pathways to allow dissenting congregations and clergy to associate/affiliate in some way while figuring out if they would leave the UMC. 2) Liberation: Create a separate denomination or fellowship grounded on principles of liberation that centers the voices and gifts of those who have been most marginalized and harmed within and by the UMC’s policies, polity, and practices. The outcome of the gathering was 3 foundational documents that delineated the needs and gifts required to organize a denomination or fellowship centered on liberationist principles.

- **Pre-GC Briefing** (Nashville) is usually held the January preceding the General Conference. Its primary purpose is to preview events, legislation and logistics for the upcoming GC. There were four (4) members of the Cal-Pac GC2020 delegation in attendance. The main focus of the Briefing was the Protocol. Although the other major plans for dissolution or separation were presented, all except one plan presentation voiced support for passage of the Protocol.

- **Reconciling Ministries Network Gathering** (Nashville) called together members of reconciling ministries and allies to fellowship and worship while discussing the church’s current state and the possibilities coming to GC2020.
Lenten Gathering (Dallas) focused on energizing a movement among liberationists committed to leaving the UMC with or without a change in disciplinary policies in 2020. The foundations of a liberative movement of those who share a Wesleyan ethos was put in motion.

Jurisdictional Gatherings of Jurisdictional Delegates
Due to the critical nature of the decisions that were to be made at General Conference 2020, the Cal-Pac delegation felt it was imperative for all of the delegates from the Western Jurisdiction to meet together prior to gathering in Minneapolis. Therefore in early September 2019 and January 2020, two-day Zoom gatherings were held. These were unprecedented gatherings and have helped create relationships and working teams across our region.

At the September meeting, the major outcome was the creation of #AllBelongUMC, which is a set of legislation that was submitted to the General Conference for consideration that both removes barriers and supports greater inclusion of diversity in our United Methodist Church. Implementing these changes will restore Wesleyan accountability, open the church to the movement of the Holy Spirit, restore the church’s ability to fund ministry to which it is called, and equip the church for the work for full inclusion. (https://allbelongumc.org/)

Christmas Covenant
"A Christmas Covenant: Our Gift of Hope" was conceived and written by a group of central conference leaders and presented to the Church in time for Christmas, 2019. It intentionally echoed the establishment of the new Methodist Episcopal Church during the Christmas Conference of 1784. The Christmas Covenant seeks to create an equitable global regional governance structure for the UMC. It will come before the The General Conference by vote of the Philippines’ Cavite Annual Conference. So, it is the only major restructure proposal coming from a central conference. The Christmas Covenant is anchored in a vision of a global church connected in doing mission together, celebrates diversity, and engaged in contextual ministries. It values structural equity, strong regional self-determination and parity. It is rooted in the principles of ubuntu (Africa) and bayanihan (Philippines). It transforms the current Central Conferences into Regional Conferences. And, it also makes the United States into a Regional Conference by incorporating the Connectional Table proposal to create a US Regional Conference.

General Conference in 2021
One of the main functions of delegates is to read and deliberate all of the plans, petitions, and resolutions presented for action by the General Conference. Although our plan was to be present and to be well-represented at GC2020, the postponement to 2021 necessitates changes to our rhythm, timeline, and abilities to perceive and maximize more localized options before and while looking ahead to 2021.

We will be collaborating with the other WJ delegates and delegates from other parts of the world to advance a legislative agenda that best supports who we are as Cal-Pac. We will also engage those who know what it means and how lifegiving it is to serve without having to hide one’s identity or heart for serving whomever God brings our way. Our Conference has 6 voting delegates and there are only 26 voting delegates assigned to the WJ as a whole. That means we must always work well with others in this arena and throughout the 14 legislative committees that comprise the General Conference.

In addition to attending national gatherings and global conversations, several members of the delegation participate in coalitions and ad hoc groups that share our collective values and legislative strategies. That is
necessary given our numbers and the limited impact we would have if we opted to work on our own. We would not have access to perspectives that differ from ours and we would not be as aware of contexts where hostility toward those who think differently, those who do ministry with folks others believe to be sinners, and those who truly love the Church and want to serve in ways that glorify God instead of doing only what sustains a religious institution.

**Annual Conference in 2020 and 2021**

We have participated in whole and in part in discussions, movements, and meetings within and beyond the Annual Conference. Each time our delegation holds our monthly meeting we allot considerable time to update each other on what we have heard and what we believe to be pertinent as we do our work to respond to Resolution 19-06 and to be good stewards of the trust imparted to us by the members of the Conference. We believe our work is made richer and becomes most relevant when and as we consider the work taking place around the denomination. Throughout this process of learning and determining what we believe best suits Cal-Pac, we have sought to hear from varying perspectives represented in the delegation, regardless of theology or stance on full inclusion.

Our use of surveys, Listening Post reports, #ISeeANewChurch submissions, engaging the AC Connectional Table and other committees, open dialogue in caucuses, and 1-on-1 conversations have given us broad perspectives on what is important to the local churches. We are aware that not everyone has been heard and not everyone will agree with what we present or with how we have chosen to conduct our work. Nevertheless, we have taken our charge and responsibilities seriously and consider it a privilege to serve Cal-Pac in this season of anticipated change and transition.

The impending actions of the General Conference are a mystery to all of us but that reality must not and will not impede our responsibility and need to provide leadership and responses wherever and whenever possible. One such response is our report on Resolution 19-06.

The GC2016 and 2020 delegates have drafted and approved recommendations that could become contingency legislation that will aid the Annual Conference in taking action(s) at AC2021. Our recommended legislative paths are put forth in 4 successive and contingent petitions. That means we put these forth with language that denotes the condition(s) under which these petitions would be advanced and necessary. General notes regarding each petition follows:

**Recommendation 1:** A theological statement outlines and expresses our deeply-held beliefs about God and our role in the world as followers of Jesus. The statement highlights our long-lived experience of doing ministry together even though and most certainly when we disagree about human sexuality. This statement grounds us in the scriptures of the Old and New Testaments, pulls from our Wesleyan heritage and builds upon our values of diversity and inclusion that have made us a beacon of hope for those who long for such in many other parts of the world.

**Recommendation 2:** A draft of a Call for Separation from the UMC. Should Cal-Pac decide it needs to disaffiliate from the UMC it will need a mechanism to do so and this petition would be used to allow that to happen provided the members present and voting approve it.

**Recommendation 3:** Call for a Constitutional Convention would be necessary if Cal-Pac elected to disaffiliate from the UMC.
Recommendation 4: Interim Operations Plan would be needed for the Conference to function until it approved a new Constitution and Rules of Order for the new entity. It delineates which parts of the UMC Book of Discipline would be in effect until the new Constitution was approved and ratified.

These four recommendations will not be brought forth this year, because we believe it is premature to do so. Also, since we are in the throes of COVID-19 and a world order unlike any of us imagined even two or three months ago, we will continue our work in ways that honor who we are as United Methodists.

Next Steps and Looking Forward
Over the course of the next year, the delegation will seek to gather more input and feedback on these recommendations, based on deeper listening and more engagement throughout the conference year. By refining them, the delegation hopes to provide a path forward for all the churches of the Conference. We will engage more deeply in the work of understanding what it means to build, work at, and serve in mission around a common table where a Wesleyan understanding and embodiment of grace are centered and practiced.

This may not be the will of the Conference and it may not be the pathway most efficacious on the other side of the next General Conference. However, with some anticipation that the Protocol or some separation plan does pass, with or without approval of either regionalization plan, we believe it is prudent to prepare for the most stringent option and provide substitution legislation should that be necessary.

We are working in prayer and with great humility considering what is at stake for every member of every local church, every community where we serve and every person who has found hope and healing through any ministry borne by Cal-Pac and our allies. We do not presume to have all the answers. We have immersed ourselves in data, travel and conversations that we believed would help us shepherd the process we have been charged to advance and offer responses.

Submitted by: Cedrick Bridgeforth and Monalisa Tu’itahi

HISTORIAN, CONFERENCE
Vignettes of The Southern California Conference Journals of The Methodist Episcopal Church

1895 – 125 Years Ago
RESOLUTION: A. M. HOUGH AND WIFE: Resolved, That the members of this Conference hereby express their appreciation of the magnificent gift of the Rev. A. M. Hough and wife to this Conference for the benefit of our superannuated and worn-out preachers, their widows and orphans. (pg. 11 of the 1895 Journal)

(Conference Historian’s note: This fund is still in existence and managed by our Conference Foundation. What was a piece of property worth $12,000 in 1895 (pg. 44 of the 1895 Conference Journal) is in 2020 a fund worth $516,000 (Conference Foundation.) It is estimated that it has dispersed over $300,000 to “worn-out preachers, widows and orphans.”)

1920 – 100 Years Ago
FIFTH ANNUAL REPORT OF METHODIST HOSPITAL OF SOUTHERN CALIFORNIA: Only a few years ago, (the hospital opened its doors for service in 1903) a company of good women of the Woman’s Home Missionary Society banded themselves together agreeing to pay 25 cents per week for the support of the Methodist Hospital of Southern California. In 1920 this institution has asse6ts valued at
$332,817.85. It has 100 registered beds and has treated 3,135 patients this year. (pg. 101 1920 Conference Journal)

1945 – 75 Years Ago

**In the Armed Forces:** There are 3,500 men from our churches in the Armed Forces … the Churches are keeping in touch with these boys… God forbid that anyone of them will ever feel that we at home didn’t care. From a questionnaire the most pronounced sentiment was to take them into spirit church life without too much emphasis upon their handicaps or the things they would like to forget…but treat them like people, warmly welcome them and put them to work. (pg. 100-101 1943 Conference Journal)

1970 – 50 Years Ago

**THE BISHOP’S HOUR – BISHOP GERALD KENNEDY** Acts 2:40 “Save yourselves from this crooked (untoward) generation.” Untoward means not aimed at anything, no goal.

He began by saying that we are untoward. The nation is with goals…our society is rich and affluent with no goals. Youth are full of idealism, knowledge, greater ability but want go in many directions – no goals.

There is tremendous power in any minority that knows what it wants. Whether the minority is a sect, or political party or a small group with an idea, they are not untoward.

Bishop Kennedy concluded by saying that this is where the gospel comes in. Is the church a necessity? Is theology central? Is the church to put its mark on civilization? The church is to convey the gospel, tell us who we are, the nature of man and where we ought to be going. We are promised that the gospel saves us from an untoward generation. (pg.127-128 1970 Conference Journal)

1995 – 25 Years Ago

**LAITY ADDRESS:** The address was given by the Conference Lay Leader Becky Hasse. She had three points:

1) We need to risk – we are too comfortable and we have lost the ability to say “Yes I can!”

2) Commitment – The members were asked to reflect on loving God, neighbor, denying ourselves and taking up our individual crosses as well as going out into the world.

3) Accountability – the members were called to hold one another to accountability. We need to have expectations for one another.

(c-8-9 1995 Conference Journal)

Rev. Dr. DarEll T. Weist: President of the Cal-Pac Historical Society and Conference Historian

**LAY LEADERS**

We are living in times more arduous than we can remember! Times that are nearly impossible to comprehend. Times that are abnormal. Times that create unusual anxiety. Times when the roles of church leaders are more critical. Times that only God can resolve! Never the less, the work of the California-Pacific Conference continues. Therefore, as in the past, the following reports are provided.

The Conference Laity Council consists of the District Lay Leaders and some Associate Lay Leaders from each of the Conference Districts, as well as the Director of Lay Servant Ministry, and representatives from the United Methodist Women, United Methodist Men and our youth. We normally meet quarterly and have done so until the government’s directive that no groups of more than ten can meet together. Consequently, our retreat on February 1st was the last in-person gathering that was held. At that time, we
It was an interesting retreat. None of us could have imagined that it would be our last in-person meeting during the 2019-2020 Conference year! But it was, and we are now in the midst of a deadly coronavirus pandemic! Nevertheless, we are blessed to share with you the following abbreviated reports from our District Lay Leaders and the Director of the Lay Servant Ministry:

EAST DISTRICT (Diane Gin and Annie Solomon) … The general mission and purpose of the East District churches at this time is to “proclaim God’s endless grace to all people, to practice intentional discipleship which allows all people to grow, learn and become children of God. This was accomplished through training, workshops, conferencing, hospitality activities, marketing strategies and effective outreach projects in the surrounding neighborhoods. Their intention was to remind them that God’s love is the miraculous healing force that tears down the wall that divides us! The outreach projects were the keys in getting the message to the masses. They played a key role in addressing the non-churched, neighborhoods and surrounding community needs. God is calling each one of us to be the church. FOLLOW His teaching.”

HAWAII DISTRICT (Lynn Owan) … “The central mission of the churches is to spread God’s love as followers of Jesus Christ to ALL people through worship, Christian action, our lives, helping address the homeless population, strengthening relationships and understanding between diverse cultures, teaching and preaching life changing scripture from God’s Word so that person recognizes that he/she has a purpose and impact on their friends, families and communities, answering their questions of unbelief, offering more flexibility in the worship setting, welcoming all people and offering them a place to feel that they are a part of God’s family and answering God’s call to BE the ‘New church’ … one church in the spirit of unity.”

NORTH DISTRICT (Mele Maka) … “I am happy to report that the North District is doing ministry in a new and mighty way. We had two leadership training workshops since the District is too big to have one. We had the first leadership training at Northridge United Methodist Church on January 25 and February 29 at Arroyo Grande United Methodist Church. The North District members experienced an amazing and spiritual worship service. We also offer a variety of workshops like “I See A New Church”, sharing your faith story, small group workshop and discipleship systems. The North District had completed all their charge conferences and they have donated $17,557.83 for Ministry Against Human Trafficking. The North District holds our prayer covenant for all of our churches especially during these difficult times. Thanks be to God who gives us the victory through our Lord Jesus Christ!”

SOUTH DISTRICT (Dione Taylor) … “Our churches are prayerfully engaged during this Lenten season for our church, families, friends, neighbors, country and world as we practice social distancing and shelter-in-place as the response to the coronavirus (COVID-19) pandemic. It is an adjustment to participate in worship via live streaming, but the presence of God is evident even in these unprecedented times. Each UMC pastor and local church lay leader is aware of the potential for feelings of uncertainty and isolation that is experienced by our church family. As such, UMC’s throughout the South District are vigilantly working to meet the needs of church and community members through their expressions of love and concern. The Holy Spirit is working through them as they become the hands and feet of Christ for everyone who misses the in-person worship pin the sanctuary. As District Lay Leader, I emailed all local Lay Leaders conveying a message from Bishop Hagiya with information comparing the multiple proposals,
including the ‘Proposal of Reconciliation & Grace Through Separation, that were going to be discussed and 
voted upon at General Conference 2020. However, General Conference has been postponed due to the 
COVID 19 Pandemic.”

WEST DISTRICT (J. Andre Aldridge and Mercy Herstad) … “In the West District, our 85+ churches and 
13 Mission Areas have been blessed with diverse and committed leadership which begins with our District 
Superintendent, Rev. Mark Nakagawa. And flows down to all of our clergy and laity. Rev. Mark has a 
passion for helping God’s people. To him all really means all. We are all called to study God’s word and 
be inclusive as we are called to make disciples of Jesus Christ for the transformation of this world and 
experience God’s love. The District strives to implement Cal Pac’s goal of planting and growing new 
churches by ‘inspiring the world as passionate followers of Jesus Christ, so that all can experience God’s life 
giving love’. As we continue our work, we agree that there are core values that we live out in our 
Jurisdiction and the most important is that all are welcome in the house of God and no one should be 
excluded from the love of God’. Our District continues implementing our Conference’s 
transformation objectives: (1) Christian Leadership (leadership development); (2) Lives (discipleship-
making); (3) The World (mission field engagement); (4) Vital congregations (church revitalization, new 
faith communities). As Co-Lay Leaders of the West District, we are amazed at the good works being 
performed around the District that honors our God, benefits our communities and up holds our Annual 
Conference. The following are a few of the highlights: our 13 Mission Areas, District Leadership Training 
Workshops, Safe Parking Lots and Bride Homes, ‘Resurgence Creative Lab’, Neighborhood Church 
Centers, Hosting Safe Visitation Sites for LA court ordered family/parental supervised visitations with 
children, Lay Servant School, UM-Living Into the Future Foundation, Kid City Program, UCLA 580 Café 
Program, The West District Union. Their Mission: To continue to work to provide a sign of God’s love in 
seeking peace, justice and freedom for ALL those we serve. We shall continue to work to alleviate human 
suffering in all forms within our District and beyond as we strive to make disciples of Jesus Christ for the 
transformation of the world.

"LAY SERVANT MINISTRIES (Howard Fallman) … “As reported last year, the two consistent themes 
raised in the Lay Servant and Certified Lay Minister annual reports are more educational and training 
opportunities and better communication. These issues will continue to be challenges for the Lay Servant 
Ministry Directors. However, as a committee our goals for the past year were to: (1) Improve the web page 
and the ability to communicate more directly with Lay Servants and Certified Lay Ministers. (2) Develop a 
uniform class registration form. (3) Improve the annual report form. (4) Better communicate where and 
when classes are being offered. (5) Facilitate the ability of Lay Servants to communicate between and among 
themselves. (6) Clearly communicate the three “certified” Lay Servant roles: Certified Lay Servant, Certified 
Lay Speaker, Certified Lay Minister. Through the efforts of our Conference staff, we have made great 
strides in accomplishing those goals. Using the Conference database as our central tool for class registration 
and for annual reports, we now have searchable information readily hand at hand. We give thanks to the 
following Conference staff for their guidance: Darin Arntson, Associate Director of Vocational Discernment 
and Call; Jennifer Gaylord, Database Manager; James Kang, Director of Communications and Innovation; 
Miya Kim, Communications Assistant. We also appreciate the assistance of our District Directors: Grace 
Leighton and Rev. Garth Gilliam (North District); Pam Churness and Susan Naslund (South District); 
Melody and Paul Ashley (West District); Pat Hogan and Susan Ross (East District) and Winifred Ching 
(Hawaii District). Let us be filled with the Spirit as we go forward together with the assurance and 
confidence of God being with us always.”

Submitted by Phil & Connee Freeman, Conference Co-Lay Leaders
LAY SERVANT MINISTRIES

We give thanks to those who have served before us as well as to those who now serve and we ask that, as followers of Christ, we will be filled by the Spirit to be the hands and feet, the expression of God’s love and grace for all, even as we move into the future with hope.

A continued blessing as Cal Pac LSM Director is receiving the Lay Servant and Certified Lay Minister annual reports. And as I reported last year the top two consistent themes raised in these reports are more educational and training opportunities, and better communication.

These top two themes are not new. They have been, and will continue to be, challenges for your Lay Servant Ministry Directors.

As a committee our goals for the past year were to:

1. Improve the web page and the ability to communicate more directly with Lay Servants and Certified Lay Ministers
2. Develop a uniform class registration form
3. Improve the annual report form
4. Better communicate where and when classes are being offered
5. Facilitate the ability of Lay Servants to communicate between and among themselves
6. Clearly communicate the three “certified” Lay Servant roles
   a. Certified Lay Servant
   b. Certified Lay Speaker
   c. Certified Lay Minister

Through the efforts of our Conference staff, we have made great strides in accomplishing these goals. Our Conference web page now has clearer communication of the three “certified” Lay Servant roles. Additionally, the staff has developed a uniform class registration form helping to establish a method and place to inform interested persons about upcoming classes and locations.

While something of a work in process and in communication of that process, the annual reports for the Certified Lay Servant (Report 16), Certified Lay Speaker (also Report 16) and Certified Lay Minister (Report 17) are now uniform. There is still some misunderstanding of which report to use, but as we go forward and people become more familiar with the format, this is clearing itself up.

Using the Conference database as our central tool for class registrations and for annual reports, we now have searchable information readily at hand. District Lay Servant Ministry Directors receive copies of the annual reports for those in their districts. They also can, through the Conference staff, request reports on the number of Certified Lay Servants, Speakers, and Ministers in their district and obtain other information as requested. For instance, they can find when persons last filed their annual report or took their most recent class for certification or recertification.

Having a centralized information and communication tool is a boon to all in Lay Servant Ministry. Once again, we give thanks for Rev. Darin Arntson, Associate Director of Vocational Discernment and Call, who has provided leadership for Cal Pac’s Certified Lay Ministry program and process, as well as guidance in our overall Lay Servant Ministry efforts, and to J.P. Harris our CLM Registrar.
Additionally, we are blessed to have Jennifer Gaylord, Database Manager, James Kang, Director of Communications and Innovation, and Miya Kim, Communications Assistant, guiding us in how we can better communicate with those we are trying to help answer their call to be in Lay Servant Ministry.

In continuing to offer Lay Servant Ministry to those interested in exploring and deepening their faith journey, we ask for your help as well, especially those having a Certified Lay Servant status. Who among you is willing to teach a class? Who among you is willing to organize a class session? Perhaps our Certified Lay Ministers will be a resource for new education and training opportunities as well.

We also give thanks to our District Directors: North District: Rev. Garth Gilliam; South District: Pam Churness and Susan Naslund; West District: Melody and Paul Ashley; East District: Susan Ross; Hawaii District: Winifred Ching.

It is with sadness and gratitude that we acknowledge the resignation of Grace Leighton as North District Director and Pat Hogan as East District Director. Both have served and given much to Lay Servant Ministry for many years. Pat also previously served as Conference Lay Servant Ministries Director. Although I am sure that Grace, Pat, and her husband Ralph, will continue to serve our Conference, their roles in Lay Servant Ministries will be greatly missed.

Looking forward in these uncertain times we are exploring new ways to present classes. Additionally, offering classes in languages other than English is a priority for Lay Servant Ministry.

Currently, and for some unknown length of time, LSM will not be offering in-person classes. However, Zoom or other online classes are available, as well as classes on the Be A Disciple platform. Some other ideas are to hold district or mission area online meetings to gather ideas for Lay Servant Ministries on a more localized basis. Often more good, innovative ideas come through inspiration and innovation from local church leadership rather than the other way around. We look forward to hearing your ideas. What can we help you do?

Let us be filled with the Spirit as we go forward together. We continue to be called to serve the “least of these”, to be the “Cup Overflowing,” to offer the “cool drink of water,” the kind word of hope, and the assurance and confidence of God being with us always.

Grace and Peace to You

Howard Fallman, Lay Servant Ministries Director

NATIVE AMERICAN MINISTRIES, CONFERENCE COMMITTEE ON

This year the Committee On native American Ministries expanded it’s connection to the Native American community within the California-Pacific Conference. Well known for outreach and presence at regional events and pow wows, the committee in connection with native American UMC of So Cal took a more direct role.

Starting June of 2019 the committee and church expanded the known Strawberry Festival to a pow wow on Saturday June 8, 2019, and church event on June 9, 2019. Pow wow attendance was over 400, plus included vendors from California, Arizona, and Nevada. All honorariums were covered by the Conference’s portion of Native American Ministries Sunday special offering. The Anaheim Tongan Fellowship also
participated with a food booth and special exhibition dances. The committee for this event included Pam James, Pow Wow Coor., Adam Loya, Arena Dir., Marjorie Webster, Fund Raising & Community Feed, Ruth Castañeda, Vendor Coor., & Winnie James, CONAM rep. & food coor.

At the 2019 Cal-pac Annual Conf., the CONAM booth became a place for churches and individuals to bring school supplies, comforters, snacks, beach towels, & personal items for students at Sherman Indian High School, Riverside, Ca. Sherman IHS is one of four resident schools still operated by the Bureau of Indian Affairs. Native American UMC of So Cal has a longstanding relationship with the school to supply student needs as many come for the first time being away from home. The response was beyond expectations and took several vehicles to take the donated items back to the church, where it took more than one large SUV to get everything to the school. The church and Conference were recognized at the school’s American Indian Days.

The many CONAM’s within the Western Jurisdiction have held two joint gatherings to look into creating a formal Western Jurisdiction CONAM. In October of 2019 three members attended the second gathering in portland, Oregon; Suanne Ware-Diaz, Winnie James, and Jane Cazabat. Discussions are ongoing in making this group a formal part of the Western Jurisdiction structure.

The region has held a Christmas Pow Wow for many years, under the leadership of several different groups and families. Over the past year the community came to the Native American UMC and asked the church to take leadership for this pow wow. On December 21 this pow wow was held at Native American UMC of So Cal, Anaheim. Again honorariums and supplies were covered by offerings to the Native American Ministries Sunday special offering. Toys and various give away items were donated by area families and community members. Several hundred people attended, and nearly 100 children received gifts from Native American Mr. & Mrs. Claus; many thanks to our Toy Coor.’s Rosie Moffitt & April Sands, plus generous giveaways by our head dancers Daren Henson & Kristian Smith, with bike donations from Southern California Indian Center.

The Cal-Pac Committee On Native American Ministries looks to continue these ministries and connections, as we work with funds that come from the Native American Ministries Sunday offering. We are also looking to expand the members serving on the committee and have reached out via e mail to each of our Conference Districts. Several members from this Conference are working with Jurisdictional and National leaders to develop formal structure for the Jurisdiction as well as national work with Comprehensive Plan and Native American International Caucus.

**Rev. Gregory Douglass & Ms. Winnie James, co-chairs Cal-Pac CONAM**

**NOMINATIONS, CONFERENCE COMMITTEE ON**

We, the Committee on Nominations (CNC) have continued to meet and work hard to find the best people for the different committees and boards for this Annual Conference. We continue to build strong communications with all the boards and committees by having liaisons from the 3 EMTs, having a member of the CNC as a contact person for most of the other boards and committees of the conference. This has been a process that we are still developing and has been immensely helpful to us as a committee to get the best possible people on each committee.

We have had continued help from Jennifer Gaylord with the resource directory of people presently serving on committees. This resource directory contains contact information, what committee they are on, their interests and gifts, and all the other details we need to help us fill and balance committees according to the rules and guidelines. We are so grateful to Jennifer for all the work she continues to do for us.
We are submitting a rule change to increase the number of at-large members to the CNC. We have worked with the structure that was formed when the conference was restructured several years ago. We have found a need to have more clergy on this committee. So, we are asking for the rule change to add one person to each class and strongly suggest that at least half of the at-large be clergy. Please read the proposed rule change that is found under legislation.

We continue to urge people to fill out a profile report, also known as stackform which can be found at http://www.calpacumc.org/nominations/. This is the best way for us to know who you are and what areas you are interested in.

We are saying good-bye to several key people on this committee. Connee and Phil Freeman will be coming off the committee as the Conference Lay Leaders. They have been faithful servants and a strong voice for people all over the conference to Nominations and will be missed. Sherry Klahs has been a strong and constant voice as our representative from New Ministry EMT. Joy Prim has been a strong voice as our representative from Justice & Compassion EMT also. We are also losing Dione Taylor, who is stepping away from the South District Lay Leader position and Andre Aldridge, who is stepping away from the West District Lay Leader position.

I am also leaving the committee. It has been an honor to be a member of this awesome committee for 8 years and chairperson for 6 of those 8 years. The members of this committee have put in many hours of hard work to have the report that is presented to Annual Conference each year. I want to thank each one of them for their commitment to this committee and the work of this conference. I will miss being a part of this work and these people that I have come to love and respect.

I am proud to announce that Joyce Zirkle will be taking on the position as the chairperson of CNC. She has been working with me to learn what all must be done to keep this committee working and doing their job. Thank you for taking on this position and challenge.

Our complete report of people serving on conference committees can be found in a separate report that will come to you later before Annual Conference. You can also find updated reports on the conference website. Please look at it for any corrections or changes you see. If you have any question or changes, please put them in writing/text and get them to me, Liz Roark, 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 at my office email: redlandsuumc.office@gmail.com.

Respectfully Submitted,
Liz Roark, Chairperson

ORDAINED MINISTRY, BOARD OF

"Then Jesus called the twelve together and gave them power and authority over all demons and to cure diseases, and he sent them out to proclaim the kingdom of God and to heal."


In this last year of the quadrennium and in the midst of great change in the denomination and in the world, your Board of Ordained Ministry continues to serve the people of the church, even sacrificially. We can be mindful that this Board meets over a total of more than ten days each year and carries out many of its responsibilities beyond these times of gathering. The Board is a community of people from diverse
experiences who come together to share their wisdom and faith and care for the candidates and pastors, and each other. Pretenses and titles have fallen away as we have worshiped and listened, argued and laughed and danced, enjoyed table conversation, celebrated birthdays and marriages, offered prayers for the sick and mourned together at deaths. The experience of “Board” is unlike any other offered through the church and all who are nominated to become part of this body are urged to consider both its meaningful and demanding work and its long-term rewards as they respond.

In addition to the many disciplinary responsibilities of the Board, the 2016 edition of *The Book of Discipline* at Paragraph 349.3 now requires an assessment of clergy every eight years. With the leadership of Amy Aitken, Tom Choi, Ken Suhr, Cathy Wilson, and Superintendent Jim Powell as the design team and the event assistance of James Dollins and Jane Voigts an Eight Year Enhancement event was held last summer at Indian Wells. The team of Dr. Chris Adams of Samaritan Counseling Center as main speaker, Linda Schultz as the spiritual director, and Rick and Laura Hall as part of the team building leadership presented hours of thoughtful and even hilarious reflections upon ministry. Opportunities for experiences in increasing health and well being included yoga and mindful eating and social interaction were much a part of the relaxed event. Pastors in attendance explored ministry as it has been experienced by each and the prospect for new experiences in ministry in the years ahead. This event is slated to be held each year with about 40 or so pastors participating until all clergy members have been served. Each cohort will include those with about ten years in ministry along with those who are at mid-career and a similar number of within ten years of retirement. The next EYE event is scheduled for August 3 through 6, 2020 at the Renaissance Esmeralda Resort & Spa in Indian Wells.

The work of the Board, particularly as it interacts with those seeking the affirmation of the clergy members of the annual conference, continually seeks to perfect its discernment of God’s call. Much communication with local congregations and seminaries and training of district Committees on Ministry and mentors seeks to strengthen cooperation among the many who are part of this discerning process. As further questions arise, and as *The Discipline* is amended by General Conference, the Board will undoubtedly and creatively respond with additional aspects of our ongoing discernment program.

With the advent of the COVID-19 pandemic, the Board is challenged to modify some of its expectations and deadlines due to difficulties in completing necessary requirements. We do so, recognizing the unforeseen challenges that responses to the virus have demanded and desiring to lessen the complexity of the many policies and procedures it has enacted to better prepare people of ministry. The Board does have a heart.

As we approach the new quadrennium, several members of the Board will conclude their exemplary service. Lori Doyle, Mamie Ko, and Jane Voigts, having spent the last 13 years on the Board join laypersons Sharon Phelps, Alnita Dunn, and William Lazarte and pastors Steve Peralta, Linita Moa, Alena Uhamaka, Joseph Choi, Jim Brooking, Eugene Han, Jim Butler, Mee Sue Park, Doug Williams, Brian Suk-Boo Lee, and Ken Suhr in departing from the Board after many years of exemplary service to us all. James Stevenson, Carl Bailey, and K. Samuel Lee resigned earlier in the term and we are grateful for their leadership as well. We await those who accept Bishop Hagiya’s invitation to join the Board as we reorganize for this next four years.

Likewise, leaders through a variety of expressions of the Board’s work come to an end of their particular service, although several may continue in the general membership of the Board. Veda Ward concludes her careful record keeping of our meetings as secretary, Elbert Kim finishes his tenure as Registrar, Sunyoung
Lee ends her leadership as registrar of the Provisional Section and K. Cherie Jones hands over the reigns of the Full Connection Section. Steve Peralta, Jane Voigts, Tom Choi, and Doug Williams have led interview teams over these years while Sharon Phelps has chaired the Psychological Assessment Committee and Jim Brooking has represented the ministry of Local Pastors. Brian Parcel has organized the Residence in Ministry (RIM) program, Joseph Choi has monitored the treasury, and Mamie Ko has overseen the denominational certification programs as they have been undertaken by conference members, their diligent and inspired work has born much fruit for us all.

Last June, in order that there be a year of shadowing and preparation afforded to newly-chosen leaders, the Board elected The Reverend Dr. Thomas Choi as its chair-elect, Ms. Monalisa Tu‘itahi as Vice Chair, The Reverend Sunyoung Lee as Registrar, The Reverend Ms. Diane Rehfield as Provisional Registrar, The Reverend Dr. Amy Aitken as Full-Connection Registrar, and Gail Kendall as Secretary. The Board’s Leadership Team will also include The Reverend Mr. Mark Ulrickson, our Conference Relations Chair, The Reverend Mr. Greg Batson as treasurer, and Dr. Veda Ward as member at large. Other Board members will be assuming leadership of various committees and other responsibilities as they are appointed.

We are grateful for the leadership of our Bishop Grant Hagiya who had graciously given his time to the Board and for the cabinet liaison The Reverend Ms. Melissa Roux MacKinnon, Superintendent of the East District who ably represents concerns related to appointability and justice. Cathy Wilson’s extensive work for the conference and the Board has been recognized by her elevation to the title of Associate Director for the Board of Ordained Ministry and the Orders. Her broad knowledge about the various systems of the church and her keen interest in such work is widely appreciated. Without her, the work of the Board would be far more difficult and likely less effective. Those who interact with Cathy—and they are many—know her to be a caring, compassionate listener who responds to concerns in a timely manner with good information and workable suggestions. Help and hospitality are always at the forefront of her thinking.

It has been a privileged and joyful adventure to serve as the chair of the Board for these six years. Its members have endured much, kindly responding to efforts and attempts to provide a growing experience for the members as well as give superior service to the conference, the districts, the local churches, and the denomination. My gratitude is extended to these brothers and sisters from whom I have learned much and with whom I continue to serve. My thanks to all for this opportunity to join in ministry.

Rev. Richard C. Garner, Chair

PENSION AND HEALTH BENEFITS, BOARD OF

While this has been a challenging year, it has also been productive as well as gratitude-filled for the generosity and foresight of Frank and Georgia Lynch and their magnanimous gifts to our Conference.

The Board’s efforts focused on balancing the need to offer high-quality health benefits and retirement offerings with the continuing issues of financial sustainability and affordability. All decisions are taken seriously, thoroughly researched, discussed and prayerfully considered.

To address the immediate COVID-19 pandemic and ensuing financial crisis, the Board approved providing financial relief for Conference churches by covering active clergy pension payments (CRSP DC and CRSP DB) and death and disability insurance (CPP) premiums for the months of April, May and June 2020. These payments will be made from the Board’s reserve funds.
Prior to the pandemic, the Board approved a three-year plan that addresses both the crucial need to sustain and secure health programs for retired clergy, active clergy and staff, while also recognizing the need to reduce and eventually eliminate apportionment funding for retiree health programs. This will be accomplished through the careful stewardship and use of the investment income from the Conference Endowment Fund. The apportioned budget presented to Annual Conference by the Council on Finance and Administration includes a 39% reduction in the apportionment request from the Board of Pension and Health Benefits, due primarily to the larger amount of interest income created by the acceptance of the Lynch Fund corpus into the Conference Endowment Fund and the ability to use this interest for the benefit of retirees by helping to fund their healthcare. Following is a description of what led to this development.

In November 2019, the Board learned that the last member of the Georgia and Frank Lynch family had passed away and, by the terms of the trusts, the Lynch Fund would be dissolved and the Conference would now receive its share (approximately $11 million) of the balance of the funds. To address the questions and plan for acceptance of these generous gifts, the Board convened the Lynch Fund Task Force, and invited 13 individuals to join. They represented a broad spectrum of our constituents including active and retired clergy; a surviving clergy spouse; CHARMS; Council on Finance & Administration; Conference Treasurer; Conference Benefits Officer; Conference Controller and Board of Pension and Health Benefits. Two meetings were held. At the initial meeting, the Task Force heard in-person and video-based presentations from three financial institutions proposing to manage the Funds.

Based on these presentations, a recommendation from the Task Force was presented to the Conference Board of Trustees, which has fiduciary responsibility for Conference investments, for a final decision on where the funds would be held and managed. The Board of Trustees accepted the Task Force’s recommendation to utilize the expertise of both the California-Pacific United Methodist Foundation and Wespath Benefits and Investments (formerly the General Board of Pension and Health Benefits) to manage these precious assets. True to the documented wishes and direction from the estates of Frank and Georgia Lynch, the assets from the now-dissolved Lynch Fund now reside in the Conference Endowment Fund, which is at present divided and held in two different locations as noted above: the Foundation and Wespath.

The BOPHB has the responsibility to steward the use of the income earned from these funds for the benefit of retired clergy. The Board has determined that the primary use of these funds is to support retiree healthcare, moving toward zero apportionment funding for retiree healthcare in the future.

The special Lynch Fund distribution that retirees have received in the past will be phased out. The final distribution from the Lynch Fund will be spread over two years so that there will be a distribution in 2020 and 2021 to those who have received this distribution in the past. Beginning in 2022, there will be no further distributions from the Endowment Fund to retired clergy.

The Board continues to manage to the requirement to support and maintain the required reserves for retiree healthcare. With the 2019 rule change clarifying the calculation of the 85 years and older retirees’ HRA at 120% of the Target HRA amount, we were able to significantly reduce the unfunded liability from $25.5 million to $18.3 million. This, of course, remains an area of focus for the Board to meet this lofty requirement.
Recommendation No.1 – Conference Health Care Plans for Active Clergy, their Families, and Conference Lay Employees.
The Board of Pension and Health Benefits recommends that the Annual Conference continue its present health care rules and policies for active clergy, their families, and Conference lay employees for 2021, and that no substantive changes in 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 No.2 – Retiree Health Care
The Board of Pension and Health Benefits is recommending to the annual conference that the 2021 Target HRA be reduced to the prior level of $2800 for participants age 84 and under. The Target HRA is the amount for pastors serving 50 years at the point of retirement, and under age 85. The actual HRA contributed for each participant is 2% of the Target HRA for each year under appointment prior to retirement. For example, a pastor serving 35 years will receive 2% x 30 = 70% of the HRA or $1,960 for 2021 (Note: the average years of service is currently 35 years).

Recommendation No.3 – Clergy Housing Allowance
The California-Pacific Conference (the “Conference”) adopts the following resolution relating to rental/housing allowances for retired or disabled clergypersons of the Conference:

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

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 Wespath Benefits and Investments (Wespath), and any funds distributed from the Lynch Fund as a pension supplement, during the year 2021 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 Wespath and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the Discipline, that result from any service a Clergyperson rendered to this Conference or that a retired or disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergyperson to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such retired or disabled Clergyperson’s pension or disability as part of his or her gross compensation, which includes UMPIP contributions, 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 #4 – Supplement One to the Clergy Retirement Security Program (Pre-82)

Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan, provides clergy with a pension for their years of ministry with The United Methodist Church prior to 1982. The Pre-82 Plan was replaced by MPP effective January 1, 1982. However, if a pastor was eligible to participate and was vested in the Pre-82 Plan, he/she will receive benefits from the plan as before. For 2020, the Past Service Rate (PSR) is $746. For 2021, the conference is increasing its PSR to $761. 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 Wespath Benefits & Investments as of January 1, 2019 for 2021, the portion of the Pre-82 liability attributable to the California-Pacific Conference and funded status as of 1/1/19 is as follows:

Funding Plan Liability as of 1/1/19: ($46,221,909)
Plan Assets as of 1/1/2019: $55,093,696
Current funded status is $10,299,870 for a 122% funded ratio.
The conference does not intend to redirect Pre82 surplus.

Key assumptions: 6.375% discount rate, using the RP2014 White Collar Mortality Table with generational projection using Scale MP-2016.

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

Pending opinion letter from Wespath Benefits & Investments.
2020 CAL-PAC PRELIMINARY REPORT

In conclusion:
I wish to express my heartfelt appreciation to the members of the Board of Pension and Health Benefits who met in person and via conference calls multiple times throughout the year for their compassionate discernment of complex issues; to Jan Hanson, our Conference Benefits Officer and her staff who so gracefully serve those who serve us. Finally, I ask that we all remember Frank and Georgia Lynch for their generous spirits that many years ago moved their hearts to establish trusts to live in perpetuity for the benefit of our retired clergy.

Barbara J. Roberts, Chairperson

SECRETARY, CONFERENCE

This Annual Conference Session will be unlike any that we have experienced before. It will all be different. We will all be learning new things. There will be mistakes and technical glitches and missed opportunities; and there will be laughter and there will be connection and there will be reminders that God continues to speak to and through us—even through virtual platforms.

I think it bears repeating, because I think we must accept it. This will not be a perfect Annual Conference Session.

I also think we must remember that God’s call is particularly poignant in times that feel like chaos. God’s voice speaks; and when the universe, when the world, when nature, when humanity responds faithfully, it is good!

Friends, we are not perfect. And when we collaborate and cooperate together as connectional people, we are made more perfect in relationships. It is with this in mind that I must share my gratitude for the incredible team with whom I have the privilege of serving. We would not be able accomplish the work before us without an incredible team. Please take a moment to say a word of thanks to: Archana Carey, Rev. Cathie Capp, Rev. John Demaree, Jennifer Gaylord, Margaret Irwin, James Kang, and Salend Krishna, who helped evaluate various technical platforms; for Rev. Denyse Barnes, Pastor Lea Booth, Rev. Erin Maddox-McPhee, Rev. Matt McPhee, Rev. Molly Vetter, Rev. Rachel Tabutol, Rev. Won-Seok Yuh, and Pastor Josh Zuluetta for establishing our new virtual procedures and moderating our Sessions; and for many more who have joined these capable leaders since this work began.

Because of the national and international response to the COVID-19 virus, so much of our world has had to adjust, including the postponement of the General Conference planned for this year. With this postponement, much of the work we anticipated for this Conference Session will wait until next year; and because we are meeting through a virtual platform, we are streamlining our agenda only to necessary items in order to minimize our screen fatigue.

Even so, we have work to do and I feel confident that we will be able to complete our work because of the capable leaders in our midst. I noted in last year’s Preliminary Report that I found a significant learning curve as an incoming Conference Secretary. Little did I know that this year’s learning curve would be even steeper. I continue to seek your grace, dear friends, as we follow God’s call together. I feel confident that the capable team working toward this year’s Conference Session will guide us together. May God continue to call us, to guide us, to equip us for God’s good work.

Rev. Bob Rhodes, Conference Secretary
STAFF RELATIONS COMMITTEE

The Staff Relations Committee exists to support, enable and aid in the implementation of the vision of the Annual Conference. We work to ensure that all of the extraordinarily committed and gifted members of the conference staff do their work in good order and are treated with dignity and respect (and that we follow the dictates of applicable laws in all we do). Among the many novel challenges this year have been the implementation of AB-5 in California and, of course the CoViD-19 crisis. In the past year we have focused on the following areas:

**Policies.** Each year, it seems, new employment laws are adopted. Each year we must apply, adopt, and implement these new rules. We also regularly review our policies to be in line with best practices of similar organizations. This year we have adopted or revised policies addressing: Evaluation of Staff Performance, Holidays, Sick Leave, Continuing Formation and Spiritual Growth Leave (Renewal Leave), Video Surveillance, Auto Use, and Meal Reimbursement. All of these may be found in the Conference Policies. We continue to advise on updates of the Employee Handbook.

**Position Descriptions.** We have continued to re-define positions to best operate within the Bishop’s cross-functional team model. We have adopted reviewed and revised position descriptions for the Annual Conference Children’s Program Director, Program Leader, and Staff members; Associate Director to the Board of Ordained Ministry; Associate Director for District Properties and Congregational Loans; Associate Director of Leadership; Assistant District Director; Associate Director of New Ministries; Associate Director of Vocational Discernment and Call; and Year-Round Camp and Retreat Ministry Intern.

**Compensation.** We have worked with the Council on Finance and Administration to clarify the process to propose standard salary increases. We have sought to develop compensation schedules which are fair and just, and which promote appropriate stewardship of the funds local churches send to the annual conference. Ordinarily we set our compensation as informed by the most current salary surveys from the Center for Non-Profit Management and the American Camp Association. Because of the uncertainty of finances in the current crisis, we recommend that all compensation for Annual Conference employees be frozen at the 2020 rate for the year 2021. Some increases must be made because of minimum wage increases. The recommended 2021 Wage Scale for Annual Conference employees is presented as a Recommendation to the Annual Conference (Recommendation 1).

**Response to Annual Conference Actions.** Resolution 19-24, asking for a “Change Navigator” to be added to the conference staff, was referred without action to the SRC. Rev Molly Vetter and Rev. Mark Ulrickson met with members of the Staff Relations Committee to discuss ways of achieving the goals of the makers of the resolution. We agreed that given the (at the time) need for quick action, we would propose that the vacant Executive Director of Connectional Ministries position be temporarily filled with a “Transitional EDCM.” This person could be hired for the interim period who would have a skill set that included organizational/institutional change, and who could (as stated in the resolution) coordinate with conference leaders and agencies and make transparent the steps being taken, and the ways to participate in “birthing a future Wesleyan witness.” We are very happy that the Bishop has taken these goals in mind when he appointed the Rev. Dr. Sharon Rhodes-Wickett as the Interim EDCM. Further, we were very pleased that these concerns were represented in the search for a new Executive Director of Connectional Ministries.

Annual Conference staff (including those who work in district offices and in camping) are precious and beloved children of God. They are professionals who create a community of hard work and collegiality. That sense of community extends through the cabinet, the members of committees, boards and agencies, and into...
the local church. In the past few months, our staff members have been called upon to gain new skills and ways of working, including working from home. They have responded to this call with ingenuity, integrity, and determination. We feel great compassion for those staff members (particularly among the Camp and Retreat staff, who have been idled by the shut-down of the camps and retreat center. We are pleased that the annual conference has had the foresight and care to have opted-in to the State of California Unemployment Insurance program, so that idled workers can receive this benefit. We are grateful for the conference leaders who have done the work necessary for the Annual Conference to receive a forgivable loan under the Paycheck Protection Program. We are pleased that those workers idled by this crisis will be given the opportunity to choose to have their full paycheck protected for eight weeks under the forgiveness terms of this loan.

On behalf of the members of the Staff Relations Committee, I thank Jan Hanson and her staff for all their efforts on behalf of the California-Pacific Annual Conference.

George C. Hooper, Chair, Staff Relations Committee

2021 Salary Ranges for Conference Staff Positions

Information only-not part of the SRC recommendation:

District Superintendents’ salaries are set by formula (Fiscal Rules, Section XII.E.1.a., 2018 Journal). The salaries of Executive Director of Finance & Facilities and Executive Director of Connectional Ministries are in line with District Superintendents. For 2021, the salary for District Superintendents and Executive Directors (including housing for clergy) will remain at the level set by formula for 2020: $115,375

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

The Staff Relations Committee of the California-Pacific Conference recommends that salary ranges for conference staff positions for the calendar year 2021 will remain at the levels set for 2020, except for those that are determined by federal and state minimum wage laws, as follows:

<table>
<thead>
<tr>
<th>Exempt Positions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Position</strong></td>
</tr>
<tr>
<td>Director of Communications</td>
</tr>
<tr>
<td>Director of Justice &amp; Compassion</td>
</tr>
<tr>
<td>Director of Camp, Retreat &amp; Discipleship Ministries</td>
</tr>
<tr>
<td>Associate Director of New Ministries</td>
</tr>
<tr>
<td>Associate Director for the Board of Ordained Ministry</td>
</tr>
<tr>
<td>Associate Director of Leadership</td>
</tr>
<tr>
<td>Assistant District Director (appt: 50% Conference/50% church)</td>
</tr>
<tr>
<td>Position</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Young People’s Ministry Coordinator (25% appointment)</td>
</tr>
<tr>
<td>Administrative Coordinator, Board of Ordained Ministry</td>
</tr>
<tr>
<td>Director of Human Resources</td>
</tr>
<tr>
<td>Controller</td>
</tr>
<tr>
<td>Associate Director of District Properties &amp; Congregational Loans</td>
</tr>
<tr>
<td>Camp Director</td>
</tr>
<tr>
<td>Camp Program Manager**</td>
</tr>
<tr>
<td>Camp Operations Manager**</td>
</tr>
<tr>
<td>Camp Food Service Manager**</td>
</tr>
</tbody>
</table>

Non-Exempt Positions

<table>
<thead>
<tr>
<th>Position</th>
<th>Min</th>
<th>Med</th>
<th>Max</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Assistant, Connectional Ministries</td>
<td>$20.00</td>
<td>$23.00</td>
<td>$26.00</td>
<td></td>
</tr>
<tr>
<td>Clinic Coordinator-Neighborhood Immigration Clinics</td>
<td>$20.00</td>
<td>$23.00</td>
<td>$26.00</td>
<td></td>
</tr>
<tr>
<td>Communications Assistant</td>
<td>$20.00</td>
<td>$23.00</td>
<td>$26.00</td>
<td></td>
</tr>
<tr>
<td>Executive Secretary, Finance</td>
<td>$24.00</td>
<td>$28.00</td>
<td>$32.00</td>
<td></td>
</tr>
<tr>
<td>Accountant/Payroll Administrator</td>
<td>$26.00</td>
<td>$30.50</td>
<td>$35.00</td>
<td></td>
</tr>
<tr>
<td>Full Charge Bookkeeper</td>
<td>$23.75</td>
<td>$26.40</td>
<td>$29.00</td>
<td></td>
</tr>
<tr>
<td>Accounting &amp; Facilities Assistant</td>
<td>$19.00</td>
<td>$23.00</td>
<td>$27.00</td>
<td></td>
</tr>
<tr>
<td>Receptionist</td>
<td>$16.00</td>
<td>$17.00</td>
<td>$18.00</td>
<td></td>
</tr>
<tr>
<td>Archivist</td>
<td>$16.00</td>
<td>$19.50</td>
<td>$23.00</td>
<td></td>
</tr>
<tr>
<td>Pension and Welfare Benefits Administrator</td>
<td>$24.00</td>
<td>$27.00</td>
<td>$30.00</td>
<td></td>
</tr>
<tr>
<td>Health Benefits and Employment Administrator</td>
<td>$24.00</td>
<td>$27.00</td>
<td>$30.00</td>
<td></td>
</tr>
<tr>
<td>IT Systems Coordinator</td>
<td>$32.00</td>
<td>$41.00</td>
<td>$50.00</td>
<td></td>
</tr>
<tr>
<td>Administrative Assistant, District Office</td>
<td>$24.00</td>
<td>$28.00</td>
<td>$32.00</td>
<td></td>
</tr>
</tbody>
</table>

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

**If minimum wage increases are suspended by state or federal order, these salary range increases will be amended to reflect that change, including the retention of 2020 ranges as appropriate.

(See next page for information about survey data analysis)
Survey Data Analysis

Conference Center and District Staff Salaries

- The analysis does not include salaries determined by established rules and formulas, i.e: District Superintendents and Executive Directors.
- The Center for Non-Profit Management Survey breaks down the data several ways for purposes of comparison: budget size, geographic location, field of service and “all organizations” being the most pertinent. For our Salary Range Recommendation, the salary ranges associated with the organizations’ or department’s budget size, or where appropriate, the field of service, was used for exempt positions, in keeping with the scope and responsibilities of these positions. For some 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.
- New hourly minimum wage rules are underway in California and the City of Pasadena that 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 began effective July 1, 2017, with minimum wage going to $12.00 per hour. For employers with 25 or more employees, the Pasadena has increased every year, including the final increase to $15.00 on July 1, 2020. 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 effective January 1, 2017, with a minimum of $13.00 in 2020, 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.

Exempt Minimum Salary

- California laws require that an employee classified as exempt must earn a monthly salary equivalent to no less than two times the state minimum wage for full-time employment. For 2021, based on the state minimum wage of $14.00 per hour for employers with 26 or more employees, an exempt employee must be paid no less than $58,240. (Calculation: $14.00 x 2080 hours x 2) Entry-level management positions classified as exempt must be placed at $58,240, even if a smaller number might appear to be warranted by survey data.

Camping Salaries

- For the Camp Director positions, the overall numbers and totals in the American Camp Association survey included all sponsorship segments, i.e: both profit and non-profit. For our purposes, we used the data that was specifically available for the “religious” sponsorship segment.
- 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.
I write this report with much gratitude for the faithfulness demonstrated by churches during this extraordinary and uncertain times in our life! While the world is going through anxiety, fear, doubts, and endless list of turmoil, I thank our church leaders for their strong leadership and love for their congregation. The laity is to be equally applauded for its support and services to the church. The Lord is our refuge and strength!

The year of 2019 was as busy as always. As United Methodists, we are called to make disciples of Jesus Christ and transform the world. Stewardship enables us to live out this calling. Last year (2019), the Connectional Giving from our local churches amounted to $9,521,767 towards our Apportionment Budget of $11,951,624; this is a 3.5% decrease from 2018. A decline in 100% giving churches was also reported – from 213 in 2018 to 194 in 2019.

As you are aware, our apportionment budget also includes giving to General Church and Western Jurisdiction for world-wide ministry of Jesus Christ. We have continued to make monthly remittances through the year of all amount that was received under these funds. In the light of Special Called General Conference in February of 2019 and its subsequent outcome, Conference Leadership requested Council on Finance and Administration to adjust the Apportionment Contribution form beginning with the May 2019 remittance to assist congregations who want to make such a demonstration in rejection of the GC 2019 decision. Two options under the General Church Apportionment category were made available, allowing for congregations to contribute to an alternative World Service Fund and an alternative General Administration Fund: a total of $216,860 and $25,047 respectively was remitted by the year end to these two categories. Conference Leadership with guidance from the Connectional Table will determine the best use of these funds as noted in a letter sent to churches in August 2019.

The following table captures giving by each district from last and previous year. The Appointed Cabinet reviews monthly apportionment giving reports with Bishop Hagiya to strategize the ministry work in each district.

<table>
<thead>
<tr>
<th>District Name</th>
<th>2019 Information</th>
<th>2018 Information</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Apportionment Budget</td>
<td>Actual Giving</td>
</tr>
<tr>
<td>East</td>
<td>1,956,933</td>
<td>1,431,335</td>
</tr>
<tr>
<td>Hawaii</td>
<td>911,235</td>
<td>911,540</td>
</tr>
<tr>
<td>North</td>
<td>2,726,850</td>
<td>2,180,216</td>
</tr>
<tr>
<td>South</td>
<td>3,298,192</td>
<td>2,748,105</td>
</tr>
<tr>
<td>West</td>
<td>3,058,415</td>
<td>2,250,571</td>
</tr>
<tr>
<td>Total</td>
<td>11,951,624</td>
<td>9,521,767</td>
</tr>
</tbody>
</table>

While the giving declined in 2019, Treasurer’s Office, CFA, DSs and Connectional Ministries worked together to avoid deficit spending and the year ended well.
I give thanks to God for His multifold blessings upon the conference, specially enabling to do ministry within the bounds of available financial resources. For the last three years, the CFA has presented a budget consistently on a reduced scale yet trying to fund essential ministries and programs to fulfill the mission and vision of our Conference and Church. I am humbled and grateful for God’s guidance and blessings helping our Conference to stay within the confinement of our operating resources – in succession now for eight (8) years - 2012, 2013 2014, 2015, 2016, 2017, 2018 and 2019, and we thank all programs and ministries that helped make this possible. It is such an honor to be of service to God.

Out Council on Finance and Administration meets 4-6 times regularly in a given year and helps support the work of Treasurer’s Office and other ministries. Financial stewardship is an important element that undergirds the ministry work.

**We still continue to celebrate some basic changes that were introduced in 2012:**

1. No borrowing from Congregational Loan Fund or any financial institution for cash flow since 2012.
2. All programs and EMTs have stayed within the boundaries of respective spending plan.
3. Remitting pension payments into conference’s account at Wespath monthly. This helped us operate within our means and plan for cash flow needs far in advance.
4. Keeping separate the designated funds meant for programs and ministries. These funds are available to such programs and ministries at all and any time during the year.
5. Improve on our processes for providing financial information to our stakeholders consistently and on a regular basis.

And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him. Colossians 3: 17

**Congregational Loan Fund:**

The inter-fund borrowing from the Congregational Loan fund of $4 million in 2011 and prior years to pay for deficit funding for programs was acknowledged in 2012 by Council on Finance and Administration (CFA) with a commitment to address it. Please note that there has not been any inter-fund borrowing since then and continued genuine attempts are being made to help repay this borrowing. A new line (Congregational Loan Repayment) was introduced in the budget starting 2014. Beginning 2012, the Conference has made following repayments towards Congregational Loan Fund:

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>$250,000 (This was the net proceeds from Jubilee Fund; the CFA voted to use the funds for repayment and not for operations)</td>
</tr>
<tr>
<td>2013</td>
<td>$15,258.12 the Conference Board of Trustees released funds from its budget to apply towards the interest payment</td>
</tr>
<tr>
<td>2014</td>
<td>$83,806 was collected through apportionment of which $48,203.79 went into principal payment and $35,602.29 towards interest payment</td>
</tr>
<tr>
<td>2015</td>
<td>$89,568.13 came through apportionment: $59,654.64 went into paying of principal and $29,913.49 was applied towards interest payment.</td>
</tr>
<tr>
<td>2016</td>
<td>$95,000 from apportionment giving was allocated towards principal payment</td>
</tr>
<tr>
<td>2017</td>
<td>$84,000 from apportionment giving was allocated towards the payment of principal</td>
</tr>
<tr>
<td>2018</td>
<td>$89,000 from apportionment giving was allocated towards the payment of principal</td>
</tr>
<tr>
<td>2019</td>
<td>$90,000 from apportionment giving is allocated towards the payment of principal</td>
</tr>
</tbody>
</table>
The Congregational Loan Fund Committee which is a sub-committee of CFA also meets as and when there is a request for a new loan, modification of an existing loan or a request for conditional grant. The Loan Fund has limited funding and best efforts are made to meet with the needs of our churches. Three (3) new loans were generated in 2019:

Orangethorpe UMC $52,140
Pacoima UMC $43,620
Redlands UMC $1,002,600

Two Conditional Grants were approved in 2019
Orangethorpe UMC $9,000
Pacoima UMC $7,000

Outstanding loan balance from 12/31/2019 is $6,912,125 which includes new loans made during the year.

**Episcopal Residence:** The Episcopal Residence that remained vacant for a few months in 2019 is currently leased. Conference pays a housing allowance from the net proceeds of the lease income to Bishop Hagiya. Efforts are made to set aside $10K annually for deferred maintenance on the property plus two months’ worth of rent for protection during an unplanned period of vacancy. Appreciation to Episcopacy Committee, CFA and Board of Trustees who jointly provide care for the residence (¶ 638)

**Trustee Matters:** ¶ 2512 of the Book of Discipline lists role of the Conference Board of Trustees which meets regularly to care for Conference owned properties including camp sites, address risk management, conduct sale of closed church properties, and negotiate contracts with vendors conducting businesses for cell-tower, solar equipment, etc. to help local churches.

**Risk Management:** Philadelphia Insurance Company continues to underwrite Property and Liability Insurance program for Conference. Each church and ministry of the Conference is required to participate in this master insurance program.

Worker’s Compensation Insurance is issued under an individual policy for each church through a program underwritten by GuideOne Insurance Company. **Even if your church has no staff, the church must purchase Workers Compensation Insurance to protect the pastor.**

HUB International Insurance Services Inc. has continued to serve as Conference’s insurance broker. They administer both the Property and Liability and Workers Compensation Insurance Programs.

In 2019, the number of Property and Liability claims reduced slightly from 62 to 60 and claim settlements reduced from $1,286,827 in 2018 to $1,251,940 in 2019. We believe the Loss Control Workshops conducted in 2018 and prior years have contributed to the reduction in claim severity as our churches continued to exercise good stewardship in maintaining their facilities. Unfortunately, our Loss Control Workshops scheduled for 2020 were postponed due to COVID-19. Although we have liability claims that remain open and unsettled, our broker, HUB International, was successful in obtaining a renewal of our insurance program for 2020 with an overall 5.2% net increase in premium. To put this increase into perspective, quoted here is a takeaway from The Council of Insurance Agents and Brokers’ Commercial Property/Casualty Market Report Q4 2019: Premium pricing across all-sized accounts increased by an average of 7.5% in Q4 2019, the ninth consecutive quarter of rate increase. Large and medium-sized
accounts experienced significant increases, at 9.4% and 8% respectively. Overall, the average increase across all lines of coverage was 7.6%.

The Board of Trustees meets regularly with HUB International to review the claims and other critical information. HUB conducts extensive market research annually to receive competitive rates from financially stable insurers for the benefit of the Conference and its local churches. Our current coverage through Philadelphia meets and exceeds the requirements set by the General Council on Finance and Administration.

We are grateful to HUB International and Don Williams its representative to our conference for providing us with excellent services. Please visit the insurance website established for your church at www.hubumc.com to be able access insurance information, obtain special insurance for mission trips and request certificates of insurance from this website.

My deepest appreciations to Howard Hudson, President of Council on Finance and Administration (CFA) for his guidance and leadership, wit and calm. I take this opportunity to thank all members of the CFA, Bishop Grant Hagiya, my colleagues, District Superintendents, local churches and everyone who supported me in my ministry of finance and administration.

I am grateful to Rev. Karen Tannheimer, Chair of the Board of Trustees and thank her for being immediately available during many critical business matters; my sincerest thankyou’s to all members of the Board of Trustees, and Bishop Hagiya for their support throughout the year. I am grateful to our Chancellor, Lori Meaders, for her guidance navigating through countless complex legal matters. Above all, I thank God for allowing us to serve Him, reminding us always that 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; Joyce Zirkle, a key link between the treasurer’s office and local church has been of great help in my work including tireless review of 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, a dedicated staff willing to help not only conference staff but also our local churches and is never afraid of negotiating cost effective services with internet, phone, copier, and other service providers. I thank Sandee Furuta, Associate Director of District Properties and Congregational Loan for her service and commitment. Jennifer Gaylord who brings in years of expertise in data coordination, sessions and other events planning working hard to keep an orderly data source for the entire conference! How can I ever forget my wonderful support staff who strived equally hard with utmost loyalty and dedication! Fredrick Santos, Ferdie Bondoc, Gay Morgan, Patricia Perez are servants of God and a joy to serve with! Together, we are all committed to provide high level of services to the Annual Conference.

We are hard pressed on all sides; we are perplexed, we are living in the midst of uncertainties, yet we are not crushed - we are not in despair because God is our refuge and our strength. Let us continue to be faithful and vigilant in our prayer for all: individuals, families, communities, nations and all those affected by this outbreak.

May God continually shine His face upon the California-Pacific Annual Conference, leading and guiding us especially in this difficult time as we seek to make disciples of Jesus Christ for the transformation of the World.
“And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus.” --Philippians 4:7

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

TRUSTEES, CONFERENCE BOARD OF

The past year has been an active and fruitful one for the Conference Trustees with a number of projects being considered and completed. We look hopefully and with humility into our next Conference year to serve with God’s help and guidance. I would like to sincerely thank our Board Members for their service:

Rev. Karen Tannheimer -Chair – East District
Rev. Dr. Faith Conklin- South District- Secretary
Sherri Cort - East District Troy Goar-Johnson- West District
Josie Grant - West District Rev Ellary Kim – Hawaii District
Rev. Floyd McKeithen- West District Rev. John Oh- North District
Tyler Pottenger -Hawaii District Rev. Dr. Kathey Wilborn – West District
Robert Terrell- West District Rev. Sidney Wilson – West District

- Bishop Grant Hagiya – Presiding Bishop of the California Pacific Annual Conference
- Non -voting: Rev. Mark Nakagawa- DS West District and Cabinet Representative.
- Non-voting: Archana Carey – Cal.Pac Treasurer

I.Insurance Report: At the end of 2018 the Board of Trustees were given a proposal for Insurance Premiums from HUB International proposing that our coverage be continued via Philadelphia Insurance. The 2019 premiums would be $4,263,544. Both HUB and Philadelphia have continued to support the Annual Conference by endeavoring to keep our premiums as low as possible. The primary driving factor for the cost of property/casualty insurance are the losses that are incurred. When all of us work together to keep our losses down when possible this will in turn create lower premiums going forward.

- In 2019 churches in California submitted 60 claims totaling $1,251,940.00 in losses for property, liability and casualty insurance which was a decrease from 2018. In 2019 the churches in California paid for various coverages which includes many types of protection for our churches and ministries. These coverages include property & general liability, auto, camping, professional liability, officers and director’s liability, internet and cyber liability coverages.
- In 2019 discussion was continued with the Hawaii District Leaders with the goal of including them in the Conference blanket policy. This year we are pleased to report that the Hawaii District Insurance coverages have been blended with the rest of our Cal-Pac community. Beginning in January of 2020 we will have all of our Cal-Pac churches and properties covered under one portfolio of coverage which will be managed by HUB International. In 2020 Philadelphia Insurance will become the primary carrier for the Annual Conference, churches and various properties.

Negotiations by Hub International and their representatives to the Annual Conference continue each year to ensure the best coverage for the Annual Conference properties and our churches. The Trustees continue to seek ways to enhance our coverage, by including products and new coverage for any potential losses or risks. Below are some other highlights which include:

PR-63
• Maintaining a toll-free number 1-800 645-6100 for the use of our church leaders to gain information and obtain assistance with questions on property insurance with dedicated staff available to speak to church leaders in times of crisis.

• Providing a booth at Annual Conference for information and assistance for Local Churches and their Board of Trustees and any insurance questions they have.

• In 2018 we conducted Loss Control Workshops sponsored and hosted by Hub International and Philadelphia Insurance Companies in 5 locations around the Annual Conference. The Loss Control Workshops are hosted every other year. Each time these workshops are provided we see positive effects and a reduction of insurance losses. We are hopeful that the workshops in 2020 will continue to provide education and assist our Churches by raising awareness, lowering claims and reducing overall losses in the future.

• HUB International has continued to provide ongoing help and support by maintaining a web-site and working with individual churches and Pastors to resolve and rectify any insurance needs or claims in a timely and professional manner. Check out www.HubUMC.com. Clergy and lay leaders are welcome to call anytime for help and support on many questions.

• The Board of Trustees, with help from our Conference Chancellor have reviewed and monitored all claims concerning legal matters including, wrongful termination claims, liability, fraud or embezzlement and any potential denial of claims or other issues as they have arisen.

II. CAMPING MINISTRY
The Board of Trustees has worked closely with CORMC this year and we are grateful for their partnership in supporting the mission of camping for the Annual Conference. We are grateful for their vision not only in fiscal management, but with their hard work updating and correcting property damage or deferred maintenance at our camp locations when it is discovered.

The Board of Trustees has been actively marketing Camp Cisquito for sale. We are hoping to sell the property in 2020 to a ministry that will be able to utilize the property and work in tandem with the California Forest Service to provide access to the wilderness areas of our Southern California forests.

We would like to give a big thank you to Archana Carey, Conference Treasurer for her support and guidance during this past year, her leadership has been a blessing to us.

We also want to thank and acknowledge Conference Chancellor Lori Meaders for her legal expertise and leadership in matters of legal concern to the Annual Conference. We give thanks for Joyce Zirkle and the entire staff of the Conference Treasurer’s Office for their continued service. This report would not be complete without also expressing our sincere thanks to Bishop Hagiya for his support, wisdom and leadership with the affairs of the Annual Conference.

Submitted in Gratitude;
Rev. Karen Tannheimer, Chairperson of the Board

UNITED THEOLOGICAL SEMINARY
For nearly 150 years, United Theological Seminary in Dayton, OH, has been preparing faithful, fruitful leaders to make disciples of Jesus Christ.
Students
In the Fall 2019 semester, United equipped 459 women and men for leadership in the Church, including 272 masters’ students and 187 doctoral students. An ecumenical community of many denominations, races and nationalities, United welcomed students from 11 countries, 42 states, and 37 denominations, with the student body comprised of 49% African American, 42% Caucasian, and 10% ethnic/racial minorities. The Seminary prepared 165 Course of Study students and served 36 students through the Hispanic Christian Academy, a 3-year Spanish online course of ministry program for Hispanic/Latino lay pastors and leaders. Altogether, approximately 660 students followed God’s call through United Theological Seminary.

Alumni/ae
United graduates are making an impact in their communities as they spread the Good News.

• 88% of alumni/ae are currently employed in or retired from ministry
• 70% serve in local parishes
• Rev. Dr. Brad Kalajainen (DMin ’99) received the 2019 Effective Ministry Award for his transformative leadership of Cornerstone UMC in Grand Rapids, MI.
• Rev. Dr. James Bushfield (MDiv ’79, DMin ’92) received the 2019 Distinguished Alumnus Award for his leadership and ministry in the Indiana Conference of The UMC.
• Rev. Dr. Sandra Coley (DMin ’14) received the Outstanding Doctor of Ministry Award for her advocacy of organ donation among African American communities.

New at United
United introduced a 36-hour Master of Arts (MA) degree, designed for those who wish to earn a degree while completing the requirements for Advanced Course of Study in pursuit of ordination in The United Methodist Church. The MA program is available fully online, on-campus or in a combination.

United continues to offer innovative learning through its Live Interactive Virtual Education (LIVE) environment introduced in 2018. In the first year, 59 students participated in LIVE courses, connecting with classmates on campus in Dayton, OH, and across the country by attending classes in real-time via simultaneous webcast.

Becoming Debt-Free
United remains committed to becoming debt-free by the seminary’s 150th anniversary on October 11, 2021. Thanks to the support of generous donors, United has received more than $2.5 million toward its goal of raising $4 million to “burn the mortgage.” Becoming debt-free as an institution will enable United to focus on generating income for scholarships that lighten the load of student debt for seminarians.

In Romans 10:14, St. Paul writes: “How shall they call on him in whom they have not believed? And how shall they believe in him of whom they have not heard? AND HOW SHALL THEY HEAR WITHOUT A PREACHER?” For 150 years, United has been preparing faithful and fruitful Christian preachers and leaders who proclaim the Good News of God’s unconditional love which has come to us in Jesus Christ. Thanks be to God!

Dr. Kent Millard, President
In his book, *A New Church and a New Seminary*, President David McAllister-Wilson writes, “Leadership requires a seminary to foster both wisdom and courage.” For 138 years, that stance has been a hallmark of Wesley Theological Seminary. Now, during this challenging and divisive time in the church and society, Wesley remains committed to fostering wisdom and courage, preparing graduates to lead innovative ministries while remaining grounded in our biblical and theological traditions for the sake of God’s inbreaking kingdom. We are grateful for so many partners in this mission, and we look forward to what God will do in and through us as we seek to faithfully minister to the world in the future.

**Working toward God’s vision for the church**

Wesley is pleased to announce new opportunities for UMC congregations to explore, clarify, and pursue thriving in their communities. Through the **Thriving Congregations Initiative**, Wesley will work with three cohorts of regional congregations in a two-year process of prayer, community engagement, congregational visioning, and coaching, with the goal of following Jesus in mission and ministry. Interested congregations can contact innovation@wesleyseminary.edu for more information. This work, funded by a $1 million Lilly Endowment, Inc grant, raises Wesley’s role as a leading research and development seminary for the whole church and complements Wesley’s other Lilly Endowment-funded projects focused on congregational vitality.

The **Religious Workforce Project** is an expansive study of the current and future nature of religious work, particularly in local congregations, so as to understand what opportunities and constraints may exist in the future and to adapt resources and training accordingly. Through the **Wesley Innovation Hub**, Wesley has worked with 18 congregations in the greater Washington area to experiment with ministries with young adults outside the church. Together, these projects forge insight into future ministry and local church development, influencing the way students are trained in master’s, doctoral, and course of study education, but also informing workshops, podcasts, articles, and training for church leaders working in their communities across the country.

**Is God calling you — or someone you know?**

Research shows that the primary way people learn about and begin to consider seminary options is through their pastor or an alumnus. Whether you feel called or you know someone who does, Wesley is ready to work with you as we make theological education more accessible and relevant to the realities of ministry today—for laity and clergy, for those seeking a degree or certification or continuing education, and for ministry from within or beyond the church.

Wesley offers an 81-hour Master of Divinity, a 36-hour Master of Arts, and a 60-hour Master of Theological Studies, any of which can be focused around specializations in public theology, urban ministry, arts and theology, missional church, or African American church leadership.

For full time students, we offer modern and affordable on-campus housing and food service in the nation’s capital. Our **Community Engagement Fellows** program prepares students to engage in entrepreneurial, community-based ministry. Generous stipends are available for each Fellow while they complete their MDiv degree. Our **3+3 Fast Track BA/MDiv program with Shenandoah University** allows students to complete both degrees in six years, entering ministry more quickly and with less debt.

For people with work, ministry, and family commitments, Wesley’s Master of Divinity degree can now be completed via online, weekend, short-term intensive, and weeknight courses in 5 years. Check out
upcoming flexible course offerings for Summer and Fall 2020 at www.wesleyseminary.edu/admissions/try-a-class-3.

Wesley works with each student to make seminary affordable. Thanks to the consistent support of graduates, congregations, and friends, Wesley provides more than $2 million annually in scholarships. In addition to our regular merit awards, ranging from 50% to 100% tuition with stipends, Wesley has released special additional scholarships. Inspired by the Young People’s Address at both the 2019 and 2020 General Conferences, Rising Generation awards are full-tuition scholarships for people recommended by Wesley alumni, campus ministers, or Christian camping or service ministries who feel called to leadership in the church as it is becoming. Recognizing that many people experience God’s call mid-career, Wesley is excited to offer its new Next Call in Ministry scholarship for students who have worked in a non-ministry setting for at least 10 years. In addition, the Generación Latinx Scholarships are full-tuition awards for emerging Latinx/Hispanic leaders for ministries both within and beyond the church.

Take your ministry to the next level
In addition to full master’s degrees, Wesley offers graduate certificates for those preparing for specialized ministry! The new Certificate for Children and Youth Ministry and Advocacy (CYMA) is designed for people who work with and advocate for children and young people, whether in churches, schools, or non-profit organizations. The non-residential certificate can be completed in 12 to 15 months through online coursework and up to two residential sessions. For more information, visit www.wesleyseminary.edu/admissions/cyma-3. The Certificate in Faith and Public Life explores the foundations of public theology, religious freedom, and civil discourse through graduate courses. For more information, visit www.wesleyseminary.edu/ice/programs/public-theology/public-life/.

Wesley is a leader in Doctor of Ministry programs in specialized tracks that can include international study. Wesley is pleased to offer two new Doctor of Ministry tracks for 2021: “Curating Community Through the Arts,” aimed to empower leaders with both conceptual and practical skills needed to utilize the arts in ministry that also generate and sustain communities; and our latest Cambridge, England-based DMin track, “For the Sake of the World: Church Transformation in Wesleyan Perspective,” for leaders concerned with exploring renewed ministry possibilities grounded in the life and ministry of John Wesley. The 2021 options are rounded out with new cohorts in our popular D. Min. programs, “Soul Care” and “Church Leadership Excellence.” Find out more or apply at www.wesleyseminary.edu/doctorofministry/.

Enrich your congregational outreach and explore new dimensions of ministry
The Lewis Center for Church Leadership continues to be on the leading edge of research for the local church. The Lewis Center’s Leading Ideas e-newsletter is the go-to source for over 20,000 people in ministry each week. Stay on top of their latest developments by subscribing to their podcast or newsletter at www.churchleadership.com. Also look for new practical online courses at www.lewisonlinelearning.org. The Community Engagement Institute at Wesley is celebrating its 10th anniversary in 2020. It embraces a vibrant vision to be the premier center for churches and faith-based organization engaging their communities. The innovative online Health Minister Certificate Program prepares congregations for public health work in their parishes. Contact Dr. Tom Pruski at tpruski@wesleyseminary.edu for more information or to register for future certificate classes.

The Center for Public Theology, situated on Capitol Hill and under the leadership of Distinguished Professor of Public Theology Mike McCurry, equips pastors, seminarians, people of faith, and the media to
create spaces for civil dialogue at the intersection of religion and politics. For more information, visit 

The Luce Center for Arts and Religion (LCAR) is the only seminary-based program uniting arts and theology. This past year, LCAR was privileged to receive the Ralph and Birgitta Peterson Collection of Modern Religious Art, including works by Marc Chagall, Henri Matisse, Andy Warhol and others, brought to the center by new LCAR Director, Dr. Aaron Rosen. Visiting Professor Dr. Devon Abts brings a new component to Wesley’s commitment to the arts and theology with her expertise in poetry and theology. For information on upcoming workshops and show at the Dadian Gallery, visit www.luceartsandreligion.org.

Faculty leading the way
Our internationally regarded faculty are the heartbeat of transformative education at Wesley. Our faculty continue to advance theological scholarship with new research, publications, and courses. During this past year, we celebrated the ministries of four retiring faculty members: Drs. Deborah Sokolov, Eileen Guenther, Sam Marullo, and Lucy Hogan. We also welcomed exciting new scholars to the Wesley community: Aaron Rosen, PhD, as our Professor of Religion and Visual Culture and new Director of the Henry Luce III Center for the Arts and Religion (LCAR); Visiting Instructor of Practical Theology Timothy K. Snyder, as Senior Researcher at the Lewis Center for Church Leadership; and Devon Abts, PhD, who serves as Assistant Director and Visiting Assistant Professor at LCAR. This summer, we look forward to welcoming New Testament professor Dr. Laura C. Sweat Holmes.

Stay connected
Contact us at (202) 885-8659 or admissions@wesleyseminary.edu about how Wesley’s degree programs can equip you for your next step in ministry.

Ready to join in our mission? Find out more about how you can be part of the future of Wesley at www.wesleyseminary.edu/support/. Join the Wesley Community online via Wesley’s social media, www.facebook.com/wesleyseminary, on Instagram @wesleyseminary, and on Twitter @WesTheoSem, or sign up for our electronic newsletter, eCalling, at www.wesleyseminary.edu/ecalling.
RECOMMENDATIONS

REC 20-01 | ADVANCE SPECIALS

California-Pacific Advance Specials for 2020
submitted by the Justice and Compassion Essential Ministry Team

Recommended new Advance Specials
- The Border Church
- Imperial Beach Neighborhood Center
- Calexico UMC Asylum Seeker Program
- The Guest House, Victorville UMC
- San Fernando Valley Refugee Children Center
- Emergency Reentry Resource Center, Crossroads UMC, Compton
- The Legal Clinic (TLC) Justice for our Neighbors – 1st UMC Honolulu

Current list of approved Cal-Pac Conference Advance Specials
- Voces Y Sueños Social Media Initiative
- Safe Harbors Network
- Cal-Pac Disabilities Task Force
- Skid Row Ministry
- Cal-Pac Philippines Advocacy fund
- Cal-Pac Neighborhood Immigration Clinics
- Cal-Pac “You Are Not Alone” Migrant Children’s Program
- Colonel R.M. Baker Homes for Retired Ministers
- Filipino Migrant Center, Long Beach
- Los Angeles United Methodist Museum of Social Justice
- Los Angeles United Methodist Urban Foundation
- Wesley Foundation Serving UCLA. 580 Café
- Peace with Justice, Cal-Pac
- Children and Youth Family Collaborative, L.A.
- Strength for The Journey Retreats, Cal-Pac
- Interfaith Action Guatemala Mission Project
- Neighborhood House Calexico
- Camp Mekokiko, Hawaii
- Joint Commission for Church Extension Between Mexico & USA – Hands Across the Border
- Mary Magdalene Project
- Cal-Pac Camps
- David & Margaret Youth Services

Rev. David K. Farley, Director of Justice and Compassion Ministries

REC 20-02 | PENSIONS 1: HEALTH CARE FOR ACTIVE CLERGY & FAMILIES, LAY EMPLOYEES

Recommendation No.1 – Conference Health Care Plans for Active Clergy, their Families, and Conference Lay Employees.
The Board of Pension and Health Benefits recommends that the Annual Conference continue its present health care rules and policies for active clergy, their families, and Conference lay employees for 2021, and that no substantive changes in 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.

REC 20-03 | PENSIONS 2: RETIREE HEALTH CARE
Recommendation No. 2 – Retiree Health Care
The Board of Pension and Health Benefits is recommending to the annual conference that the 2021 Target HRA be reduced to the prior level of $2800 for participants age 84 and under. The Target HRA is the amount for pastors serving 50 years at the point of retirement, and under age 85. The actual HRA contributed for each participant is 2% of the Target HRA for each year under appointment prior to retirement. For example, a pastor serving 35 years will receive 2% x 35 = 70% of the HRA or $1,960 for 2021 (Note: the average years of service is currently 35 years).

REC 20-04 | PENSIONS 3: CLERGY HOUSING ALLOWANCE
Recommendation No. 3 – Clergy Housing Allowance
The California-Pacific Conference (the “Conference”) adopts the following resolution relating to rental/housing allowances for retired or disabled clergypersons of the Conference:

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

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 Wespath Benefits and Investments (Wespath), and any funds distributed from the Lynch Fund as a pension supplement, during the year 2021 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 Wespath and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the Discipline, that result from any service a Clergyperson rendered to this Conference or that a retired or disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergyperson to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such retired or disabled Clergyperson’s pension or disability as part of his or her gross compensation, which includes UMIP 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 #4 – Supplement One to the Clergy Retirement Security Program (Pre-82)

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

For 2020, the Past Service Rate (PSR) is $746. For 2021, the conference is increasing its PSR to $761. 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 Wespath Benefits & Investments as of January 1, 2019 for 2021, the portion of the Pre-82 liability attributable to the California-Pacific Conference and funded status as of 1/1/19 is as follows:

- Funding Plan Liability as of 1/1/19: ($46,221,909)
- Plan Assets as of 1/1/2019: $55,093,696
- Current funded status is $10,299,870 for a 122% funded ratio.
- The conference does not intend to redirect Pre82 surplus.

Key assumptions: 6.375% discount rate, using the RP2014 White Collar Mortality Table with generational projection using Scale MP-2016.

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

Pending opinion letter from Wespath Benefits & Investments.
# 2021 Salary Ranges for Conference Staff Positions

The Staff Relations Committee of the California-Pacific Conference recommends that salary ranges for conference staff positions for the calendar year 2021 will remain at the levels set for 2020, except for those that are determined by federal and state minimum wage laws, as follows:

## Exempt Positions

<table>
<thead>
<tr>
<th>Position</th>
<th>Min</th>
<th>Med</th>
<th>Max</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of Communications</td>
<td>$80,000</td>
<td>$88,000</td>
<td>$96,000</td>
<td></td>
</tr>
<tr>
<td>Director of Justice &amp; Compassion</td>
<td>$80,000</td>
<td>$88,000</td>
<td>$96,000</td>
<td></td>
</tr>
<tr>
<td>Director of Camp, Retreat &amp; Discipleship Ministries</td>
<td>$80,000</td>
<td>$88,000</td>
<td>$96,000</td>
<td></td>
</tr>
<tr>
<td>Associate Director of New Ministries</td>
<td>$74,000</td>
<td>$81,400</td>
<td>$88,800</td>
<td></td>
</tr>
<tr>
<td>Associate Director for the Board of Ordained Ministry</td>
<td>$74,000</td>
<td>$81,400</td>
<td>$88,800</td>
<td></td>
</tr>
<tr>
<td>Associate Director of Leadership</td>
<td>$74,000</td>
<td>$81,400</td>
<td>$88,800</td>
<td></td>
</tr>
<tr>
<td>Assistant District Director (appt: 50% Conference/50% church)</td>
<td>$74,000</td>
<td>$81,400</td>
<td>$88,800</td>
<td></td>
</tr>
<tr>
<td>Young People’s Ministry Coordinator (25% appointment)</td>
<td>$48,000</td>
<td>$52,800</td>
<td>$57,600</td>
<td></td>
</tr>
<tr>
<td>Administrative Coordinator, Board of Ordained Ministry</td>
<td>$54,480</td>
<td>$59,928</td>
<td>$65,376</td>
<td></td>
</tr>
<tr>
<td>Director of Human Resources</td>
<td>$83,000</td>
<td>$89,500</td>
<td>$96,000</td>
<td></td>
</tr>
<tr>
<td>Controller</td>
<td>$83,000</td>
<td>$90,500</td>
<td>$98,000</td>
<td></td>
</tr>
<tr>
<td>Associate Director of District Properties &amp; Congregational Loans</td>
<td>$74,000</td>
<td>$81,400</td>
<td>$88,800</td>
<td></td>
</tr>
<tr>
<td>Camp Director</td>
<td>$60,000</td>
<td>$67,500</td>
<td>$75,000</td>
<td>Increase to CA exempt min. Max 3% over min.</td>
</tr>
<tr>
<td>Camp Program Manager**</td>
<td>$58,240</td>
<td>$59,120</td>
<td>$60,000</td>
<td>Increase to CA exempt min. Max 3% over min.</td>
</tr>
<tr>
<td>Camp Operations Manager**</td>
<td>$58,240</td>
<td>$59,120</td>
<td>$60,000</td>
<td>Increase to CA exempt min. Max 3% over min.</td>
</tr>
<tr>
<td>Camp Food Service Manager**</td>
<td>$58,240</td>
<td>$59,120</td>
<td>$60,000</td>
<td>Increase to CA exempt min. Max 3% over min.</td>
</tr>
</tbody>
</table>

## Non-Exempt Positions

<table>
<thead>
<tr>
<th>Position</th>
<th>Min</th>
<th>Med</th>
<th>Max</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Assistant, Connectional Ministries</td>
<td>$20.00</td>
<td>$23.00</td>
<td>$26.00</td>
<td></td>
</tr>
<tr>
<td>Clinic Coordinator-Neighborhood Immigration Clinics</td>
<td>$20.00</td>
<td>$23.00</td>
<td>$26.00</td>
<td></td>
</tr>
<tr>
<td>Communications Assistant</td>
<td>$20.00</td>
<td>$23.00</td>
<td>$26.00</td>
<td></td>
</tr>
<tr>
<td>Executive Secretary, Finance</td>
<td>$24.00</td>
<td>$28.00</td>
<td>$32.00</td>
<td></td>
</tr>
<tr>
<td>Accountant/Payroll Administrator</td>
<td>$26.00</td>
<td>$30.50</td>
<td>$35.00</td>
<td></td>
</tr>
<tr>
<td>Full Charge Bookkeeper</td>
<td>$23.75</td>
<td>$26.40</td>
<td>$29.00</td>
<td></td>
</tr>
<tr>
<td>Accounting &amp; Facilities Assistant</td>
<td>$19.00</td>
<td>$23.00</td>
<td>$27.00</td>
<td></td>
</tr>
<tr>
<td>Receptionist</td>
<td>$16.00</td>
<td>$17.00</td>
<td>$18.00</td>
<td></td>
</tr>
</tbody>
</table>
*Salary comparisons are obtained from the annual survey conducted in Southern California by the Center for Non-Profit Management, and from the American Camp Association.
**If minimum wage increases are suspended by state or federal order, these salary range increases will be amended to reflect that change, including the retention of 2020 ranges as appropriate.

**Note:**
- The budget figures are rounded to the nearest integer for clarity.
- All dollar amounts are in U.S. dollars.

### 2021 Proposed Apportionment Budget

#### General Church and Jurisdiction Apportionment

<table>
<thead>
<tr>
<th>Description</th>
<th>2019 Actual Spending</th>
<th>2020 Proposed Budget</th>
<th>2021 Proposed Budget</th>
<th>Diff</th>
</tr>
</thead>
<tbody>
<tr>
<td>World Service Fund</td>
<td>1,408,450</td>
<td>1,368,807</td>
<td>1,194,009</td>
<td>(174,798)</td>
</tr>
<tr>
<td>Alternate World Service</td>
<td>216,860</td>
<td>462,320</td>
<td>373,966</td>
<td>(88,354)</td>
</tr>
<tr>
<td>Ministerial Education Fund</td>
<td>475,709</td>
<td>421,271</td>
<td>38,854</td>
<td>(2,417)</td>
</tr>
<tr>
<td>Black College Fund</td>
<td>189,756</td>
<td>184,415</td>
<td>172,821</td>
<td>(11,594)</td>
</tr>
<tr>
<td>Africa University Fund</td>
<td>42,467</td>
<td>41,271</td>
<td>38,854</td>
<td>(2,417)</td>
</tr>
<tr>
<td>Episcopal Fund</td>
<td>417,099</td>
<td>405,360</td>
<td>479,439</td>
<td>74,079</td>
</tr>
<tr>
<td>Administration Fund</td>
<td>167,242</td>
<td>162,535</td>
<td>147,041</td>
<td>(15,494)</td>
</tr>
<tr>
<td>Alternate Administration</td>
<td>25,047</td>
<td>25,047</td>
<td>25,047</td>
<td>0</td>
</tr>
<tr>
<td>Inter Denominational Cooperation Fund</td>
<td>37,204</td>
<td>36,157</td>
<td>5,169</td>
<td>(30,988)</td>
</tr>
<tr>
<td>Western Jurisdiction Administration</td>
<td>73,248</td>
<td>75,954</td>
<td>2,706</td>
<td>(2,706)</td>
</tr>
<tr>
<td>General Church and Jurisdiction Apportionment</td>
<td>2,811,175</td>
<td>2,734,113</td>
<td>2,487,253</td>
<td>(246,860)</td>
</tr>
</tbody>
</table>

#### Cal-Pac Conference Budget

### Episcopacy

<table>
<thead>
<tr>
<th>Description</th>
<th>2020 Proposed Budget</th>
<th>2021 Proposed Budget</th>
<th>Diff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Episcopal Committee</td>
<td>1,000</td>
<td>1,000</td>
<td>0</td>
</tr>
<tr>
<td>Episcopal Area Office</td>
<td>100,450</td>
<td>121,744</td>
<td>21,300</td>
</tr>
<tr>
<td>Episcopal Residence</td>
<td>11,000</td>
<td>21,000</td>
<td>10,000</td>
</tr>
<tr>
<td>Total Episcopacy Budget</td>
<td>112,450</td>
<td>133,744</td>
<td>21,300</td>
</tr>
</tbody>
</table>

#### District Superintendents and District Offices Ministries

<table>
<thead>
<tr>
<th>Description</th>
<th>2020 Proposed Budget</th>
<th>2021 Proposed Budget</th>
<th>Diff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Expenses</td>
<td>1,382,007</td>
<td>1,340,006</td>
<td>(12,000)</td>
</tr>
<tr>
<td>Other Expenses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DS Transition</td>
<td>1,200</td>
<td>1,200</td>
<td>0</td>
</tr>
<tr>
<td>Cabinet Resource</td>
<td>20,000</td>
<td>20,000</td>
<td>0</td>
</tr>
<tr>
<td>Sustentation</td>
<td>17,000</td>
<td>17,000</td>
<td>0</td>
</tr>
<tr>
<td>Pastoral Transition</td>
<td>15,000</td>
<td>15,000</td>
<td>0</td>
</tr>
<tr>
<td>Moving Expenses</td>
<td>250,000</td>
<td>250,000</td>
<td>0</td>
</tr>
<tr>
<td>Total Other Expenses - DS</td>
<td>303,200</td>
<td>303,200</td>
<td>0</td>
</tr>
<tr>
<td>Total DS Budget</td>
<td>1,685,207</td>
<td>1,643,206</td>
<td>(24,000)</td>
</tr>
</tbody>
</table>

#### Connectional Ministries

<table>
<thead>
<tr>
<th>Description</th>
<th>2020 Proposed Budget</th>
<th>2021 Proposed Budget</th>
<th>Diff</th>
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</thead>
<tbody>
<tr>
<td>Operating Expenses</td>
<td>236,286</td>
<td>236,286</td>
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</tr>
<tr>
<td>Total Connectional Ministries Staff and Meetings</td>
<td>236,286</td>
<td>236,286</td>
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</table>
## Leadership & Discipleship EMT

<table>
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<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2020</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership Operations</td>
<td>93,146</td>
<td>94,835</td>
<td>96,590</td>
<td>96,590</td>
<td></td>
</tr>
<tr>
<td>Total Leadership</td>
<td>93,146</td>
<td>94,835</td>
<td>96,590</td>
<td>96,590</td>
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</table>

### Camp, Retreat and Discipleship Ministries

<table>
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<th>2019</th>
<th>2020</th>
<th>2019</th>
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</thead>
<tbody>
<tr>
<td>Operations</td>
<td>140,000</td>
<td>120,494</td>
<td>145,999</td>
<td>144,999</td>
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<tr>
<td>Camping Programs</td>
<td>30,000</td>
<td>25,000</td>
<td>26,000</td>
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<tr>
<td>Campus Ministry</td>
<td>55,000</td>
<td>55,000</td>
<td>-</td>
<td>(55,000)</td>
</tr>
<tr>
<td>Total Camping, Retreat and Discipleship</td>
<td>225,000</td>
<td>205,494</td>
<td>225,999</td>
<td>170,999</td>
</tr>
</tbody>
</table>

|                          |              |              |              |              |
| Board of Ordained Ministry | 215,000     | 190,012       | 210,000   | 210,000 |

### Standing Committees

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2020</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Claremont School of Theology</td>
<td>40,000</td>
<td>32,338</td>
<td>40,000</td>
<td>40,000</td>
<td>0</td>
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<tr>
<td>Lality Council</td>
<td>10,000</td>
<td>8,003</td>
<td>10,000</td>
<td>10,000</td>
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<tr>
<td>Orders</td>
<td>9,600</td>
<td>2,322</td>
<td>4,500</td>
<td>4,500</td>
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<td>Total Standing Committees</td>
<td>59,600</td>
<td>42,662</td>
<td>54,500</td>
<td>54,500</td>
<td>0</td>
</tr>
</tbody>
</table>

|                          | 2020         | 2019         | 2020         | 2019         |              |
| Total Leadership and Discipleship EMT | 592,746 | 533,003 | 587,089 | 532,089 | (55,000) |

### New Ministries EMT

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2020</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Expenses</td>
<td>143,489</td>
<td>162,629</td>
<td>145,796</td>
<td>146,702</td>
<td>906</td>
</tr>
<tr>
<td>Benchmark Summit (travel, food, lodging, etc.)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Demographics (Mission Insite)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Operations</td>
<td>143,489</td>
<td>162,629</td>
<td>145,796</td>
<td>146,702</td>
<td>906</td>
</tr>
</tbody>
</table>

|                          | 2020         | 2019         | 2020         | 2019         | 2020         |
| New Ministries Grants    | 500,000      | 552,696      | 500,000      | 500,000      | 0            |

### Program: Vitalization

- Reaching New Generations
- Strategies for Vitalization
- Mystery Visitors
- Bootcamp/Launch Pad (Hispanic and multi-ethnic, 2)
- Coaching for Vitalization (4 churches onsite visit)

| Total Program Vitalization | 25,000 | 22,534 | 25,000 | 25,000 | 0 |

### Program: Multiplication

- Hawaii District Training
- Coaching for New Starts (6 churches, onsite visit)
- Discipleship Huddles (small group model)
- House Churches (resources)

| Total Program Multiplication | 20,000 | 10,742 | 20,000 | 20,000 | 0 |

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

- V: Call to Action: 16 Vitality Drivers (4 District Trainings)
- M/V: Institute (10 month training clergy and laity)
- V/M: Messy Church (10 trainings)
- Coach Trainings (in Cal-Pac)
- New Ministries Team Training

| Total Trainings | 50,000 | 22,445 | 50,000 | 50,000 | 0 |

### Total New Ministries EMT

<table>
<thead>
<tr>
<th>2020</th>
<th>2019</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>738,489</td>
<td>771,046</td>
<td>740,796</td>
<td>741,702</td>
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</table>

### Equitable Compensation

<table>
<thead>
<tr>
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<th>2020</th>
<th>2019</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Equitable Compensation</td>
<td>190,000</td>
<td>69,951</td>
<td>190,000</td>
<td>190,000</td>
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<tr>
<td>Vital Presence Church Grants</td>
<td>110,000</td>
<td>242,556</td>
<td>110,000</td>
<td>110,000</td>
</tr>
<tr>
<td>CEC/NMCT Vitality Initiative</td>
<td>20,000</td>
<td>-</td>
<td>20,000</td>
<td>20,000</td>
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<tr>
<td>Total Equitable Compensation</td>
<td>320,000</td>
<td>312,507</td>
<td>320,000</td>
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</table>

### Justice and Compassion EMT

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Expenses</td>
<td>185,417</td>
<td>181,851</td>
<td>194,679</td>
<td>195,912</td>
</tr>
<tr>
<td>Total Staff and Operating Expenses</td>
<td>185,417</td>
<td>181,851</td>
<td>194,679</td>
<td>195,912</td>
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</table>

### JEMT Ministry Enabling

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2020</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communications/Collaboration</td>
<td>4,500</td>
<td>4,500</td>
<td>5,500</td>
<td>1,000</td>
<td></td>
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<tr>
<td>Training/Leadership Development</td>
<td>5,000</td>
<td>5,000</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Partnerships/Sponsorships</td>
<td>3,500</td>
<td>3,500</td>
<td>5,000</td>
<td>1,500</td>
<td></td>
</tr>
<tr>
<td>Category</td>
<td>Amount</td>
<td>2020 Calendar Year</td>
<td>2019 Calendar Year</td>
<td>2018 Calendar Year</td>
<td>Notes</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>--------</td>
<td>--------------------</td>
<td>--------------------</td>
<td>--------------------</td>
<td>-------</td>
</tr>
<tr>
<td>Emerging Issues (new task forces, etc.)</td>
<td>5,000</td>
<td>5,000</td>
<td>1,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Consultants/ Grant Writer</td>
<td>2,000</td>
<td>2,000</td>
<td>2,500</td>
<td>500</td>
<td></td>
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<tr>
<td>Hawaii Organizing &amp; Connections</td>
<td>3,000</td>
<td>3,000</td>
<td>3,000</td>
<td></td>
<td></td>
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<tr>
<td>Youth Outreach &amp; Involvement</td>
<td>12,000</td>
<td>12,000</td>
<td>15,000</td>
<td>3,000</td>
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<tr>
<td>Justice &amp; Compassion Grants (formerly Block Grants)</td>
<td>50,000</td>
<td>50,000</td>
<td>50,000</td>
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<tr>
<td><strong>Total JCEMT Ministry Enabling</strong></td>
<td>85,000</td>
<td>77,826</td>
<td>85,000</td>
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<td>(3,000)</td>
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<td><strong>Justice/ Church and Society</strong></td>
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<tr>
<td>Communities of Shalom</td>
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<td>2,000</td>
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<td>Peace with Justice (non-grant resources)</td>
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<td>20,000</td>
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<td>Disability Ministries</td>
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<tr>
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<td>Abolition Task Force</td>
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<td>End Mass Incarceration</td>
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<td>(5,000)</td>
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<td>5,000</td>
<td></td>
<td>(5,000)</td>
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<td>Environmental Justice Task Force</td>
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<tr>
<td>Child Poverty Task Force</td>
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<td>(5,000)</td>
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<tr>
<td>Life Choices Task Force</td>
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<td>5,000</td>
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<td>(5,000)</td>
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<td><strong>Total Justice/ Church and Society</strong></td>
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<td>36,500</td>
<td>62,000</td>
<td>55,000</td>
<td>(7,000)</td>
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<tr>
<td><strong>Compassion/ Global Ministries</strong></td>
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<td></td>
<td></td>
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<td>Missionary Coordination</td>
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<td>5,000</td>
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<td>Volunteers in Mission</td>
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<td>15,000</td>
<td>15,000</td>
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<td>Joint Commission to Mexico</td>
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<td>5,000</td>
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<tr>
<td>Hunger Task Force</td>
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<td>5,000</td>
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<td></td>
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<tr>
<td>Migrant Children's Program</td>
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<td>15,000</td>
<td>3,000</td>
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<td><strong>Total Compassion/ Global Ministries</strong></td>
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<td>24,883</td>
<td>42,000</td>
<td>45,000</td>
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<tr>
<td><strong>Total Justice and Compassion EMT</strong></td>
<td>374,417</td>
<td>321,060</td>
<td>383,679</td>
<td>377,912</td>
<td>(5,767)</td>
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<td><strong>Hispanic and Border Ministries</strong></td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>Operating Expenses</td>
<td>30,000</td>
<td>30,000</td>
<td>30,000</td>
<td>30,000</td>
<td>0</td>
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<td><strong>Total Hispanic &amp; Border Ministry Staff and Meetings</strong></td>
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<td>30,000</td>
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<tr>
<td><strong>Communication</strong></td>
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<tr>
<td>Operating Expenses</td>
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<td>132,983</td>
<td>132,983</td>
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<td>Communication Activities/Plan</td>
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<td>42,000</td>
<td>25,000</td>
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<td>(17,000)</td>
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<tr>
<td>Communications Commission</td>
<td>500</td>
<td>-</td>
<td>1,000</td>
<td>1,000</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Communication</strong></td>
<td>170,190</td>
<td>158,483</td>
<td>175,983</td>
<td>158,983</td>
<td>(17,000)</td>
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<td><strong>Database and Special Events</strong></td>
<td>52,118</td>
<td>73,030</td>
<td>89,461</td>
<td>91,500</td>
<td>2,039</td>
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<tr>
<td><strong>Total Database and Special Events</strong></td>
<td>52,118</td>
<td>73,030</td>
<td>89,461</td>
<td>91,500</td>
<td>2,039</td>
</tr>
<tr>
<td><strong>Other Committees &amp; Commissions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conference Secretary (Journal/Communications)</td>
<td>7,500</td>
<td>3,053</td>
<td>3,000</td>
<td>3,000</td>
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</tr>
<tr>
<td>General/Jurisdiction Conference</td>
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<td>1,549</td>
<td>4,000</td>
<td>4,000</td>
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<td>Sessions</td>
<td>170,000</td>
<td>170,000</td>
<td>178,500</td>
<td>178,500</td>
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<tr>
<td>Commission, Committees and Groups (Note 1)</td>
<td>3,000</td>
<td>1,000</td>
<td>3,000</td>
<td>4,000</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>Total Other Committees &amp; Commissions</strong></td>
<td>184,500</td>
<td>178,602</td>
<td>188,500</td>
<td>189,500</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>Trustees, CFA, Conference Center Operations and Other</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Legal Expenses</td>
<td>35,000</td>
<td>69,065</td>
<td>35,000</td>
<td>35,000</td>
<td>0</td>
</tr>
<tr>
<td>Insurance and other expenses</td>
<td>215,737</td>
<td>186,300</td>
<td>218,953</td>
<td>215,000</td>
<td>(3,953)</td>
</tr>
<tr>
<td><strong>Total Trustees</strong></td>
<td>250,737</td>
<td>255,365</td>
<td>253,953</td>
<td>250,000</td>
<td>(3,953)</td>
</tr>
<tr>
<td><strong>Council on Finance and Administration</strong></td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>479,774</td>
<td>494,167</td>
<td>494,167</td>
<td>494,167</td>
<td>0</td>
</tr>
<tr>
<td>Audit, Bank Charges, Renewals, Licenses</td>
<td>63,000</td>
<td>67,255</td>
<td>67,255</td>
<td>67,255</td>
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</tr>
<tr>
<td>Office Expenses</td>
<td>10,500</td>
<td>9,500</td>
<td>9,200</td>
<td>9,200</td>
<td>(300)</td>
</tr>
<tr>
<td><strong>Total Council on Finance and Administration</strong></td>
<td>553,274</td>
<td>551,389</td>
<td>570,922</td>
<td>570,622</td>
<td>(300)</td>
</tr>
</tbody>
</table>
Subject: Information regarding budget line items
Submitted by: Archana Carey, Conference Treasurer

Dear Brothers and Sisters: Welcome to this narrative which serves as a supplement to proposed 2021 apportionment budget and is provided for better understanding of the budget line items. This budget is a joint effort from staff and volunteers – both program and administrative, Council on Finance and Administration, and Episcopacy. 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. You are always welcome to call our office at 626-568-7306 if you have more questions.

Highlights of the proposed budget:

- Decrease in the budget amount by $893K
- Hiring Freeze: no new positions will be created; however, a vacancy created by retirement/resignation/termination will be filled within the scope of the budgeted amount for that position.
- Wage Freeze
- Health Reimbursement Account budget reduced by $400K
- Campus Ministry (Apportionment and Quota) will be funded through other source of income.
- General Church Apportionment budget decreased by $247K
- With this reduction, there will be a cumulative decrease of $2,289,191 in the apportionment budget.

### Conference Center Operations

<table>
<thead>
<tr>
<th>Operating Expenses</th>
<th>123,915</th>
<th>127,632</th>
<th>127,632</th>
<th>0</th>
</tr>
</thead>
<tbody>
<tr>
<td>Janitorial Services</td>
<td>16,000</td>
<td>16,480</td>
<td>16,480</td>
<td>0</td>
</tr>
<tr>
<td>Phone, water, electricity, trash, gas</td>
<td>76,000</td>
<td>73,277</td>
<td>75,000</td>
<td>1,723</td>
</tr>
<tr>
<td>Repairs and Maintenance</td>
<td>29,500</td>
<td>24,000</td>
<td>24,000</td>
<td>0</td>
</tr>
<tr>
<td>Storage, Shipping, postage, taxes</td>
<td>35,600</td>
<td>35,600</td>
<td>35,600</td>
<td>0</td>
</tr>
<tr>
<td>Equipment Lease</td>
<td>17,000</td>
<td>19,000</td>
<td>19,000</td>
<td>0</td>
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<tr>
<td>Office Expenses</td>
<td>1,500</td>
<td>500</td>
<td>500</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Conference Center Operations</strong></td>
<td><strong>299,515</strong></td>
<td><strong>297,418</strong></td>
<td><strong>296,489</strong></td>
<td><strong>298,212</strong></td>
</tr>
</tbody>
</table>

### Other Expenses

| Capital Replacement Plant Fund | 95,000 | 85,000 | 85,000 | 78,000 | (7,000) |
| Working Capital | 5,000 | 2,371 | 5,000 | 5,000 | 0 |
| Archives and History | 26,809 | 23,401 | 34,807 | 34,107 | (700) |
| **Total Other Expenses** | **128,809** | **110,772** | **124,807** | **117,107** | **(7,700)** |

| Total Trustees, CFA, Conference Center and Other | 1,232,335 | 1,214,944 | 1,246,171 | 1,235,941 | **(10,230)** |

### Health Insurance - Retirees & Medical Leave; HR Administration

| Health Benefits - Clergy Medical Leave | 77,250 | 69,210 | 77,250 | 77,250 | 0 |
| Retiree Health Reimbursement Account (Formerly Retiree Health Premium) | 1,047,000 | 1,098,000 | 954,000 | 547,000 | (407,000) |
| Retiree Medical Valuation | 16,000 | 31,155 | 16,000 | - | (16,000) |
| Human Resources Administration | 54,600 | 61,029 | 56,650 | 59,350 | 2,700 |
| Early Retiree Subsidy | 35,000 | 35,000 | 20,000 | - | (20,000) |
| **Total BOPHB/HR Budget** | **1,229,850** | **1,294,394** | **1,123,900** | **683,600** | **(440,300)** |

### Congregational Loan

| Congregational Loan Repayment | 100,000 | 90,000 | 100,000 | 100,000 | 0 |
| **Total Congregational Loan** | **100,000** | **90,000** | **100,000** | **100,000** | **0** |

### Allowance for Insurance Non-Payment

| Allowance for Insurance Non-Payment | 150,000 | 112,990 | 140,000 | 130,000 | (10,000) |
| **TOTAL BUDGET** | **10,019,763** | **9,322,040** | **9,872,928** | **9,083,990** | **(788,938)** |
| Allowance for gap on Apportionment Payment | 1,931,840 | 199,728 | 1,678,398 | 1,574,115 | (104,283) |
| **Total 2020 Proposed Apportionment Budget** | **11,951,603** | **9,521,768** | **11,551,326** | **10,658,105** | **(893,221)** |
Friends, we live in these exceptional times with the ongoing trust in the means of grace and the power of the Holy Spirit who continually creates and renews us.

Despite the challenges, we are called to be the hope - **this budget plan is about ministry. It is a vision and a mission about changing lives and changing the world even under circumstance such as this.**

Typically, our budget is divided to do ministry work within the Cal-Pac Conference, support the ministry of our Western Jurisdiction and support world-wide ministry through the General Church. For 2021, the following is proposed:

| 1 | General Church | $2,411,299 |
| 2 | Jurisdiction   | $75,954   |
| 3 | Cal-Pac Conference | $6,596,737 |
| 4 | Gap Allowance for apportionment non-payment | $1,574,115 |
| 5 | Total Proposed Budget | $10,658,105 |

**I: General Church (GC) and Western Jurisdiction (WJ) Apportionment Giving = $2,487,253**

($2,411,299 + $75,954):

Information available at: [www.gcfa.org/financialcommitment](http://www.gcfa.org/financialcommitment)

2020: $2,734,113; 2021: $2,487,253 Reduction: $246,860

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 its share of connectional giving towards these funds regularly each month to the GCFA based upon actual giving from local churches:

1. **World Service Fund: $1,194,009** - 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. The World Service Fund provides basic financial support to program-related general agencies, which are especially important to the common vision, mission, and ministry of The United Methodist Church. Through World Service funding, agencies support annual conferences and local congregations in living out God’s mission for the worldwide Church. General agencies also provide essential services and ministries beyond the scope of individual local congregations and annual conferences through services and ministries that are highly focused, flexible, and capable of rapid response.

2. **Ministerial Education Fund: $373,966** - 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: $172,821** - 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: $38,854** - 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. The student body has reached an enrollment level of around 1,500 full-time students from 25 African countries, with an additional 1,000 students studying part-time. Africa University’s more than 6,200 alumni have solidified the university’s status as a leadership preparation institution. They are college and seminary presidents, faculty members, district superintendents, communicators, hospital and clinic managers, farmers and agricultural extension workers, and leaders in every walk of life. More information can be accessed by visiting [www.africau.edu](http://www.africau.edu)

5. **Episcopal Fund: $479,439** - 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: $147,041** - “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 to impact hearts and lives. Without it, the life-giving work of The United Methodist Church simply wouldn’t be possible. This fund pays for General Conference expenses that meets every four years. church’s future at General Conference. Our church’s highest court, the nine-member Judicial Council, executes its directive to uphold church law. Paragraph 813.3 provides that the expenses of the Judicial Council will be paid from the General Administration Fund. The General Commission on Archives and History budget is also included under this line.

7. **Interdenominational Cooperation Fund: $5,169** - “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: $75,954.** 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 our 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

I hope you are still with me. Now we are going to look into the ministries that are supported within your Cal-Pac Conference. Offered here is a proposed spending plan for 2020 as the conference continues to do the ministry work:

**III: California-Pacific Annual Conference Proposed Budget: $8,178,340** (includes $1,573,016 for allowance for gap – apportionment non-payment)

2020: $8,817,214 2021: 8,170,852  Reduction: $646,362

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: $148,874 – Funding support needs of Episcopacy Committee, Episcopal Area Office and Episcopal Residence:

2020: $133,744  2021: $148,874  Increase: $15,130

Episcopacy Committee: $1,000 - 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 need for episcopal leadership to the jurisdictional committee on episcopacy through the duly elected conference members of that committee.

Los Angeles Episcopal Area Office - $126,874 - More commonly called the “Bishop’s Office,” these apportionments are utilized for the support of the Area Office which is located at the United Methodist Center in Pasadena. The LA Episcopal Area Office may also receive funding from General Church annually amounting to $75K (recently, GCFA reduced this amount by $12K). 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 as a whole – by providing a place to connect with the Bishop and the Cabinet. There are also two fulltime and one part time positions in the office.

Episcopal Area Residence: $21,000 - This is conference owned property located in Pasadena and currently rented out. This line item covers for expenses that are beyond the rental income. The residential bishop receives housing allowance paid out of the rental income. The subsidy from General Council on Finance and Administration was decreased to $10K from $20K resulting into an increase in the apportionment request.

District Superintendents and District Office Ministries: $1,618,636

2020: $1,643,206  2021: $1,618,636  Decrease: $24,570

District Superintendent and District Office budget: $1,327,436 - 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 335 local churches and several mission churches, averaging 75 churches per district in Southern CA 33 and in Hawaii. 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
curches and pastors to fulfill the mission that God places before them.

The 2021 budget reflects expenses for the salary, health insurance and other benefits, travel and lodging
costs, assumed by each Superintendent and an Administrative Assistant to the DS, and basic operational
support in the Offices.

**DS Transition: $1,200:** This fund is intended to help during DS transition.

**The Cabinet Resources: $15,000** - 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 at 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 disbursement details.

**Sustentation: $15,000** is 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: $10,000** - The Cabinet utilizes this fund to help those pastors who would like to
transition to other vocation.

**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: $236,286**

2020: $236,286  2021: $238,000  Increase $1,714

This request covers the personnel cost of the Executive Director of Connectional Ministries (EDCM),
as assistant to this position and all 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.

**Leadership & Discipleship Essential Ministries Team: Total Request $532,089**

2020: $587,089  2021: $532,089  Decrease $55,000

**Leadership Operations: $96,590:** This request partially covers the personnel cost of the Associate
Director of Leadership position and other operating expenses. The Associate Director of Leadership, in
collaboration with the Board of Ordained Ministry, Orders, Cabinet, and other Connectional Ministries
staff and Conference volunteers, supports faith communities in identifying, nurturing, and transforming
called, Christian disciples into Spirit-led, fruitful leaders.

**Camp, Retreat and Discipleship Ministries:** The Camp, Retreat and Discipleship Ministries provides
discipleship programs, training and consulting for churches and people of all ages with the Cal-Pac
Conference. This budget provides the compensation and operating expenses for the office of the
Director of Camp, Retreat and Discipleship Ministries, who oversees this ministry area and supervises
the directors and operations of the five camp and retreat centers – Aldersgate, Cedar Glen, Colby Ranch,
Lazy W Ranch and Camp Wrightwood – and the Coordinator of the Young People’s Council. In
addition, this budget area provides scholarship support for conference-led discipleship programs like Cal-Pacific summer camps, confirmation and young adult retreats and winter camps, and grants to campus ministries. Additional funding for age-level discipleship programs and training comes from the quota-based funding for Young People’s Ministry, the Youth Service Fund, and Campus Ministry. None of these apportionment funds go to support the local camp site operations

Operations $144,999
Camp and Retreat Ministries Program $26,000
Young People’s Ministry (funded through quotas)
Campus Ministry Grants: Funded from the Endowment Income – annual expectation $95,000 on an average

**Board of Ordained Ministry $210,000**

| 2020: 210,000 | 2021: 210,000 | No change |

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-Pacific 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.

**Standing Committees classified under Leadership and Discipleship EMT:**

**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: $10,000** – 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: $4,500** – 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.

**New Ministries Essential Ministries Team: $741,702**

| 2020:$740,796 | 2021: $741,702 | Increase: 906 |
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 $146,702

New Ministries Grant: $500,000 - 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 2019, our goal is to give back $500,000 to churches doing new things!

Program Vitalization: $25,000 - 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 boot camp, offered yearly are supported out of here.

Program Multiplication: $20,000 - New starts are supported with ongoing coaching and resourcing from this fund which includes trainings and hands on Discipleship Huddle training.

Trainings for Vitalization: $50,000 - 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: $320,000

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 $110,000; Vitality Initiative $20,000

Justice and Compassion Essential Ministry Team: $377,912

Operating Expenses: $195,912 - Covers personnel expenses for the Director of JCEMT, shared support staff, travel, meetings, meals, mailings, phone, printing, conference fees and other operating expenses.

Ministry Enabling: $82,000: 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: $55,000; Provides programs to enable local churches to engage in ministries of social justice & helps coordinate the work of the JCEMT with the General Board of Church & Society.

Compassion/Global Ministries: $45,000: Supports programs to equip local churches and ministries for missional engagement locally, nationally and globally. Helps coordinate the work of JCEMT with the General Board of Global Ministries.

Hispanic and Border Ministry: $30,000 is a shared cost for the position with the General Board of Global Ministries and Hispanic Ministry.

Communication: $158,983

Operating Expenses: $132,983 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: $25,000 - The Communications Commission continues to set direct communications with those outside of the church as a top priority. In 2021, our California-Pacific Conference Office of Communications will continue in its two foci strategy of ministering to those outside and inside of the church. The year will include efforts to produce media understandable to a population skeptical of institutional Christian religion, training and education for our ministry leaders on a digital-first mindset, as well as services for local churches in taking simple steps to be digitally present. What we anticipate to be different this year, however, are the implications of General Conference 2020 which are as of yet not able to be predicted. Therefore, we will be taking an approach of flexibility with the way our costs are structured.

Communications Commission $1,000 - This budget resources the work of the Communications Commission.

Database and Special Events: $91,500 – Operating expenses

Other Committees and Commissions: $189,500

Conference Secretary $3,000 - This 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.

$ 4,000 for the next General Conference and Jurisdictional Conference in the quadrennium

Sessions: $178,500: 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.

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

**Trustees: $250,000** - The Conference Treasurer and Board of Trustees maintain an oversight of about 10 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 ($35,000), insurance expenses ($215,000 – conference property and liability, conference director and officers, crime, employment practices liability, fiduciary liability, cyber, internet, professional, and umbrella as well as shared cost for camp liability coverage).

**Council on Finance and Administration: $570,622** - The Treasurer’s office is responsible for managing annual budget of around $29 Million (apportionment $11 million, active health, and clergy pension and welfare plan $7 Million, property and liability billings $4.5 million, camping program $2.5 million and designated funds $6 million. This budget pays for the personnel and operating expenses of the Treasurer’s office, controller, bookkeeper/AP assistant, accountant/ payroll administrator, and the secretary to the Treasurer’s position.

$67,255 to pay for external audit, bank charges, renewal of several licenses and annual subscriptions for systems such as accounting software. $9,200 budgeted for all office expenses such as printing, postage, office supplies, etc.

**Conference Center Operations: $298,212**

This budget line supports the operating expenses for IT coordinator and Receptionist (127,632), $170,580 utilities, equipment contracts, repairs and maintenance of the center, storage, shipping, postage, taxes.

**Other Expenses: $117,107**

This includes $78,000 Capital Replacement Plant Fund; $5,000 to provide cash flow and working capital for emergency needs; and

**Archives and History: $34,107** 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 $683,600**

2020: 1,123,900 2021: 683,600 Decrease: 440,300

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PR-85
Health Benefits-Clergy Medical Leave: $77,250 - 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. The amount needed from the apportionment has stayed about the same for the last few years. We have had some who have retired, and one or two new claims.

Retiree Health Reimbursement Account: $547,000 - About half of our retired clergy, spouses and surviving spouses obtain their health insurance through a private Medicare exchange called Via Benefits. 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. We also maintain a small separate HRA with Kaiser, which was set up prior to Kaiser being offered under Via Benefits. 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. For retirees age 85 or over, the HRA is calculated according to conference health plan rules at an amount equal to 120% of the target HRA. 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. Until now, the Board has relied in large part on apportionments to fund the HRA for the retirees. In late 2019, the Board received word that the Cal-Pac’s share of the corpus of the Lynch Fund would be sent to the Conference Endowment Fund, in keeping with the terms of the Lynch Fund Trust, as the last remaining Lynch relative passed away in 2019. This fund is to be used exclusively for the benefit of retired clergy, spouses and surviving spouses, and will enable the Board to wind down its reliance on the apportionments for the funding of the retiree HRA. Upon recommendation from Episcopal Leadership, CFA has provided the Board of Pension and Health Benefits with a step-down program beginning in 2021 that will result in no apportionments being used for retiree health after 2023.

Human Resources Administration $59,350 - The office of Human Resources Administration is the office that supports the staff of the Annual Conference, consisting of the conference center, camps, and district offices. Because the work of this office benefits all staff, apportioned funds are used to cover the administrative cost, but not staffing expense.

Congregational Loan Repayment: $100,000 - The annual conference borrowed $4 Million from the Congregational Loan fund during the years of 2000-2011 to fund operating deficit of programs funded apart from apportionment. 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: $130,000 - The annual conference participates in 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 $4 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 use 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: $1,574,115 - 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 lesser 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 2021 BUDGET WITH GAP = $10,658,105:** This represents a decrease of $893,221 from current year’s budget.

I hope the narratives were helpful to you. Please do not hesitate to call our office at 626-568-7306 should you have any question.

May the Lord grant us the wisdom, bless us and keep us always in an abundance of grace and mercy.

*Lamentations 3:22-23: Because of the Lord’s great love we are not consumed, for his compassions never fail. They are new every morning; great is your faithfulness. (NIV)*

**REC 20-08 | 2021 QUOTAS & SPECIAL OFFERINGS**

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<th>Actual 2019</th>
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<td><strong>$309,000</strong></td>
<td><strong>$20,000</strong></td>
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Notes: The Border Ministry request is upped by $20K to fund the increasing program needs.

**RESOLUTIONS**

**RES 20-01 | STANDARD CHANGE TO CALCULATION OF MEDIAN CASH SALARY**

SUBJECT: Changing the calculation of median cash salary because of the extraordinary circumstances brought about by the global coronavirus pandemic.

SUBMITTED BY: Commission on Equitable Compensation

ESTIMATED FISCAL IMPACT: None

SOURCE OF STAFF TIME: None
WHEREAS: Under Standards of the Annual Conference, page 1-71 under the section “Commission on Equitable Compensation-Median Cash Salary” Section A requires the Commission to report the median cash salary for the current year. Section B requires the creation of new minimum salary schedules based on years of service of clergy for the current year.

WHEREAS: With the COVID-19 pandemic, churches have not been allowed to hold worship services and have had to reduce in person attendance at other meetings. Giving and tithing has been reduced at most churches because of job loss or reduction in personal income of members of the congregations.

WHEREAS: The timeframe for returning to normal economic conditions and worship is unknown. Increasing clergy compensation would increase the financial strain to churches.

THEREFORE BE IT RESOLVED: the Commission on Equitable Compensation proposes Standard regarding an annual calculation of the Median Cash Salary, on page 1-71 of the 2019 Journal, Section A and Section B be suspended for this year, resulting in no increase in Median Cash Salary or the clergy minimum salary tables for 2021.

RULES CHANGES

RULES 20-01 | TECHNICAL/VIRTUAL CONFERENCE SESSIONS
SECRETARY’S NOTE: This rule change was submitted to the Rules Committee, but the Committee did not reach consensus on a recommendation.

Add Rule V.C.9

9. Should unexpected circumstances prevent physical gathering for an Annual Session, the Sessions Task Force under the direction of the Bishop may establish technical/virtual means to gather and to carry out the business of the Annual Conference. This must include methods to experience worship, participate in debate (including ways to perfect legislation), and vote. Security measures must be included to ensure the integrity of voting.

RULES 20-02 | ENDOWMENT AND LYNCH FUNDS

Fiscal Rules XII

I. Conference Endowment and Trust Funds
The Board of Pension & Health Benefits is the recipient of the income from the Conference Endowment Fund and the Frank and Georgia Lynch Trust Fund. The funds received by the Board from these sources shall be used for the benefit of Conference Claimants and/or Annuitants upon the recommendation of the Conference Board of Pension & Health Benefits and the approval of the Conference.

J. Frank and Georgia Lynch Fund

1. The Conference Endowment Fund is named beneficiary in trust provisions contained in the wills of Frank Lynch and Georgia Lynch, both of whom were members of the First United Methodist Church, San Diego, California. At the present time, the trusts are administered by named trustees and the annual income is paid over to the Board or Agency administering the Conference Endowment Fund for payment in full to the Board of Pension & Health Benefits.
2. Any and all expenses incurred in connection with the administration of this trust shall be a first charge to income from the trust.

3. The net income from said trust shall be paid annually to the Conference Board of Pension & Health Benefits and shall be distributed by the Board of Pension & Health Benefits to retired clergy (and eligible surviving spouses) who served in this Conference and are eligible for pension claim from this Conference.

4. When the Lynch Trusts are dissolved with the death of the last surviving Lynch relative, the corpus of the gift that comes to the Conference shall be placed in the Conference Endowment Fund. The annual earnings from this Fund shall be used for pension and health benefits of Conference Claimants upon recommendation of the Conference Board of Pension & Health Benefits and approval by the Conference.

Rationale: With the dissolving of the Frank and Georgia Lynch Funds and disbursement of the corpus of these funds to the Conference Endowment Fund, as discussed in the report to the Annual Conference by the Board of Pension and Health Benefits, the references to these funds and the processes and procedures connected with them are no longer needed and are requested to be deleted.

RULES 20-03 | HIGHER EDUCATION AND CAMPUS MINISTRIES COUNCIL

Change Rule VII.B.4.e

e. Higher Education and Campus Ministries Council

i. The purpose of the Higher Education and Campus Ministry Council (HECMC) is described in ¶634 of The Discipline.

ii. Membership on the Higher Education and Campus Ministry Council shall consist of:

(a) One representative from each of the districts (elected by the District Conference). (We have been unsuccessful in getting the Districts to cooperate by electing representatives. I believe that we can serve the function of having all five districts represented by asking Nominations to take District diversity into account in nominating the ten at-large members.)

(a) Ten members at-large (nominated by the Conference Nominations Committee). (Every effort shall be made by the Conference Nominations to ensure that these at-large members reflect the diversity of districts, geographies, races, ethnicities, language groups, genders, sexual orientations, and life-circumstances included within the California-Pacific Annual Conference. (It is important that we call the Nominations Committee to be aware of the diversities represented in our Conference and have them reflected in the composition of this Council.)

(b) Two campus ministers who have been recognized by the HECMC (elected by the campus ministers at the first meeting of campus ministers convened during or within a month following Annual Conferences held in even-numbered years) to serve a two-year term). (Please note that the two campus minister representatives are full members of the Council. The proposed rule change asks the Campus Ministers to choose their two representatives either during or immediately after the Annual Conference so that these people can be in place before the first meeting of the Council.)

(c) Three student representatives from campus ministries that have been recognized by the HECMC (nominated by the Conference Nominations Committee on the recommendation of the Campus Ministries). (There is no longer an acting UMSM. So the representative assigned to UMSM has been reassigned here. The overall representation of students should not be reduced.)
(d) One student representative of the United Methodist Student Movement (elected by the
students attending an official gathering of the UMSM);
(e) One representative from the Claremont School of Theology (selected by thePresident of
CST);
(d) One representative from the Conference Board of Trustees (selected by the Trustees);
(g) Ten members at large (nominated by the Conference Committee). (Moved to (a) above.)
(e) Any GBHEM members residing within the boundaries of the Conference will serve
as an ex-officio member with voice and vote. (This is a Disciplinary requirement.)
(f) One District Superintendent (selected by the Bishop) shall serve as an ex-officio member
of the Council with voice, but without vote; and (This forces the Bishop to take notice of
Campus Ministry long enough to assign a D.S.)
(g) The Executive Director of the Leadership and Discipleship Essential Ministry Team or a
designee of the Director of Connectional Ministries shall serve as an ex-officio member of
the Council with voice, but without vote.
(h) One liaison from the board of each campus ministry that is recognized by HECMC
(elected by the campus ministry board) shall serve a one-year term as an ex-officio
member of the Council with voice and vote.
(i) With the exception of the two campus minister representatives indicated above, campus
ministers who are serving campus ministries recognized and supervised by the HECMC shall
not serve as District representatives, at-large members or voting ex-officio members of the
HECMC. They shall be ex-officio members of the HECMC with voice, but without vote.

iii. The Executive Committee of the Higher Education and Campus Ministry Council shall – as
applicable – consist of the Chairperson, Vice-Chairperson, Recording Secretary, Administrative
Secretary and Financial Secretary of the HECMC (all to be elected by the HECMC at its first
meeting following the Annual Conference), as well as the Director of the Leadership and
Discipleship Essential Ministry Team, (with voice, but no without vote), the two Campus
Minister representatives, and one of the three Campus Ministry Representatives (chosen from
among and by the Campus Ministry Representatives) the UMSM representative. (This change
identifies how the student representative to the Executive Committee is chosen.)

iv. The Executive Committee shall have authority to conduct the business of the Council in
between meetings of the Council subject to review and approval by the Council either by email
or at a subsequent meeting of the Council. (This change allows the decisions of the Executive
Committee to be reviewed by an actual meeting of the HECMC.)

v. The Higher Education and Campus Ministry Council shall be responsible to the Leadership
and Discipleship Essential Ministry Team.

RULES 20-04 | NOMINATIONS COMMITTEE

Rule Change: VIII.J

J. Nominations Committee

1. The Nominations Committee will be responsible for developing and bringing forward for
annual conference election a full slate of nominees as indicated within the rules of Connectional
Table, Justice and Compassion EMT, Leadership and Discipleship EMT, and New Ministries
EMT.
2. The membership shall consist of: District Lay Leaders, Conference Lay Leader, 2-3
representatives from Connectional Table, 1 rep from each of the EMT’s, & 12 at-large of which
it is strongly encouraged that no less than 6 are clergy, nominated by District Lay Leaders, elected by annual conference.

3. The Chair/Co-Chairs are elected by the Nominations Committee from § 12 at-large by the committee. It is strongly encouraged that the Chair person will be a lay person. If the committee chooses to have co-chairs; the Co-Chairs shall consist of one clergy and one lay person.

4. The Nominations Committee is accountable to the Annual Conference.

The reasoning behind the changes are:

1. The deletion of the 2-3 reps from the CT because of the reps are from other committees to CT and would be in conflict with the one person, one committee rule. If you only use the at large members, would put more laity on the CNC and increase the work they would have to do. There is representation on the CNC with the reps from each of the 3 EMTs to the CNC.

2. Increasing the number of at large members will be the only way to increase the number of clergy on this committee.

3. Having a minimum of 6 clergy will be one way to accomplish #2.

4. The reasoning for the chair to be lay is to enable the committee to work independently and to answer only to the annual conference.
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**Theme - We Are the Church: Transforming the World**

Theme Scriptures: Acts 4:1-37 (selected verses)