

## COMMITTEE ON RULES

The Rules Committee of the Virginia Annual Conference met twice this past year. We had many recommendations sent to our committee over the past year and I believe the committee has worked really well together and put much thought into our Standing Rules of Order and Procedure and those recommendations. Our parliamentarians, members of this Rules Committee, this year have all received the proper training that was approved at our last Annual Conference. In our February 2020 meeting we elected our new officers for the next quadrennium. We have reviewed the Virginia Annual Conference Standing Rules and the following are our Proposals.

The first proposal (recommendation 1) includes adding a statement in the Preamble regarding the relationship of these Standing Rules to Robert's Rules of Order Newly Revised.

The second proposal (recommendation 2) has to do with a conversation by our Rules Committee and the Director of Connectional Ministries. The Charter for the Common Table for Church Vitality ("Common Table") was always an addendum to the Standing Rules, but never fully incorporated into the Rules. This recommendation would formally include their presence into the Purpose of the Annual Conference.

The third proposal (recommendation 3) is a name change that Common Table has requested. This would be effective throughout the entirety of the Standing Rules changing the term "Conference Leadership Discovery and Development Team" to simply the "Conference Nominations Team"

The fourth proposal (recommendations 4 & 5) makes changes to the manner of the distribution of the *Book of Reports*.

The fifth proposal (recommendation 6) changes the title under Proposals to allow for the possibility of something not being added to the agenda using this rule.

The sixth proposal (recommendation 7) allows for nominations of those clergy who may soon be eligible as delegates to General and Jurisdictional Conference. *The Book of Discipline* states very clearly that those who are elected must be in full connection, but not those who are nominated.

The seventh proposal (recommendation 8) is to correct a typographical error and with an updated cross-reference within our Standing Rules.

The eighth proposal (recommendation 9) is to update our Standing Rules to be in accordance with the requirements of *The Book of Discipline* ¶34, 2016.

The ninth proposal (recommendations 10 & 11) are about balloting for General Conference and Jurisdictional Conference Delegates. This would create a new paragraph that would keep the two separate voting bodies equal as to how a bishop handles a large portion of invalid ballots.

The tenth proposal (recommendations 12-21) is to reflect changes the Board of Laity is requesting for its membership. I would like to note that recommendation 21 reads the full paragraph with all the changes made.

The eleventh proposal (recommendation 22) is a change in the purpose of the Bishop's Foundation from a focus of providing training to providing funding for leadership development.

The twelfth proposal (recommendation 23) changes the membership of the United Methodist Foundation.

The thirteenth proposal (recommendation 24) is a request from the Virginia United Methodist Board of Pensions and Related Benefits to change the structure of their board to allow them to have more classes and less turnover in one quadrennium.

The fourteenth proposal (recommendation 25) changes the number of years in advance that the Conference Site Selection Committee will need to recommend locations for Annual Conference from five years to three years.

The fifteenth proposal (recommendation 26) inserts an appendix that was referenced in Standing Rule VII.D

– Joshua S. King, Chair

## RECOMMENDATIONS

### *Changes Recommended by Rules Committee*

1. Preamble – insert new 3rd paragraph as follows "The current edition of Robert's Rules of Order Newly Revised shall apply to any and all situations not covered elsewhere by these rules."
2. Paragraph I.A – insert at end of sentence, "The Common Table for Church Vitality ("Common Table") serves to coordinate and prioritize the ministries and resources of the Virginia Conference. It nurtures, interprets and promotes the vision of the Conference, as well as the mandates of *The Book of Discipline* which relate to Conference work. The Common Table lives out the values of the Conference in its own work, and advocates for the presence and observance of those values in the work and ministry of the Conference."
3. Paragraph I.D.1 and all other references – Strike all references of "The Conference Leadership Discovery and Development Team" and insert "Conference Nominations Team."
4. Paragraph II.A.1 – In the second sentence, strike "mail" and insert "make available"
5. Paragraph II.A.1 – Strike at the end of the second sentence, ", printing and mailing at conference expense." and insert period after "conference".
6. Paragraph II.D.3 – Change title of paragraph from "Proposals Requiring Addition to Agenda" to "Proposals for Consideration as Additions to the Agenda"
7. Paragraph III.C.1.a – 2nd Sentence – insert after full connection "and those who are recommended by the Board of Ordained Ministry to full membership in the connection"
8. Paragraph III.D.5 – strike from second sentence reference "(III.D.3.)" and insert "of the Annual Conference (I.B.3)"
9. Paragraph III.D.6.c – insert at the end of the sentence "and nominated from the floor."
10. Paragraph III.E.5.(b) – insert "invalid" in between "of" and "ballots"
11. Paragraph III.E.5.(b) – strike "not valid"
12. Paragraph III.E – create new subpoint 6 to read: "6. Conditions for a Revote. After the ballots have been counted and reported, if the number of collective invalid ballots exceeds 15%, the Bishop shall declare the prior ballot invalid and shall order a revote." And then renumber all subsequent paragraphs under III.E appropriately.
13. Paragraph V.A.4.f – second sentence – strike "to create a culture of call by engaging, equipping, and empowering people so that they might effectively partner with each other and their pastors to live out God's call as they lead the church in transforming the world as disciples of Jesus Christ." and insert "is to fulfill the mission of making disciples of Jesus Christ for the transformation of the world; and carry out the vision of the Annual Conference to be "Disciples of Jesus Christ who are lifelong learners who influence others to serve."
14. Paragraph V.A.4.f – third sentence – strike "three" and insert "four"
15. Paragraph V.A.4.f – third sentence – strike "sixteen (16)"
16. Paragraph V.A.4.f – third sentence – following "district lay leaders," insert, ", One Connectional Ministries staff representative,"
17. Paragraph V.A.4.f – fourth sentence – Insert at the beginning of the sentence, "No more than" and lowercase "Three"
18. Paragraph V.A.4.f – fourth sentence – place period after Executive Committee and strike "to serve as ex-officio members."

19. Paragraph V.A.4.f – fifth sentence – strike entire sentence.
20. Paragraph V.A.4.f – Insert new sentence following “Executive Committee” as follows, “The Conference Director of Scouting Ministries is to be appointed by the President and approved by the Board with voice representation.”
21. NOTE TO READER: The new paragraph V.A.4.f with these corrections shall read as follows:  
 “The Board of Laity shall act as an advocate for the Virginia Annual Conference laity in all forums of the annual conference. The purpose of the Board of Laity is to fulfill the mission of making disciples of Jesus Christ for the transformation of the world and carry out the vision of the Annual Conference to be “Disciples of Jesus Christ who are lifelong learners who influence others to serve.” Membership of the Board of Laity shall be composed of the conference lay leader, four associate conference lay leaders, the Conference Director(s) of Lay Servant Ministries, the presidents of the conference organizations of United Methodist Men and United Methodist Women or their designees, Young People’s Representative selected by the Youth or Young Adult Council, district lay leaders, one Connectional Ministries staff representative, one District Superintendent appointed by the Bishop, and the Bishop. No more than three clergy who model excellence in the lay-clergy partnership for ministry will be appointed by the Executive Committee. The Conference Director of Scouting Ministries is to be appointed by the President and approved by the Board with voice representation. The Board of Laity shall nominate to the annual conference for election a layperson to be the conference lay leader for the ensuing four years. Any person elected to the office of conference lay leader shall not be eligible to serve more than two consecutive terms, or a total of eight (8) years.”
22. Paragraph V.B.2 – first sentence – strike “training” and insert “funding”.
23. Paragraph V.B.10 – strike “pursuant to the charter heretofore approved by the Annual Conference in 2016; fourteen (14) of the twenty-three (23) trustees shall be elected by the Annual Conference.” and insert “pursuant to the Foundation charter the directors elected by Annual Conference shall be no less than fourteen (14) or no less than 60% of the total Foundation Directors. As the total number of Foundation directors can fluctuate from year to year, the Foundation will confirm annually with the Director of Connectional ministries on the number necessary to meet the Annual Conference 60% requirement.”
24. Paragraph V.B.15 – Strike “15. Pensions and Related Benefits, Virginia United Methodist, Inc. This agency, which is incorporated as Virginia United Methodist Pensions, Inc., shall be composed of twenty-four (24) members in two classes serving eight-year terms. It is recommended that all classes consist of one-third laywomen, one-third laymen, and one-third clergy. Any clergy member of the conference or lay member of a church within the conference who is a member of the General Board of Pension and Health Benefits shall also be a member of the agency” and replace with “15. Pensions and Related Benefits, Virginia United Methodist, Inc. This agency, which is incorporated as Virginia United Methodist Pensions, Inc., shall be composed of twenty-four (24) members serving eight-year terms, and arranged into classes at the agency’s discretion. It is recommended that all classes consist of one-third laywomen, one-third laymen, and one-third clergy. Any clergy member of the conference or lay member of a church within the conference who is a member of the Wespath shall also be a member of the agency”
25. Paragraph V.B.19 – last sentence – strike “five” and insert “three”
26. Pursuant to Paragraph VII.D insert “Appendix A” above “Name Badge Colors”

– Rev. Joshua S. King, Chair

## CABINET REPORT 2020

Glad for her restored health, we welcomed Bishop Sharma Lewis back from her six month medical. We share her gratitude for the service and leadership of interim Bishop Peter Weaver during her absence. Under her guidance throughout the year, the Cabinet has sought to lead faithfully in the midst of possibilities and challenges, including a global pandemic and nationwide racial justice movement. The District Superintendents’ ministry is formed by our regular worship together, the community forged in our cluster covenant groups, and the ways we address difficulties and opportunities with honesty and grace. Our work together, including appointment-making, is wrapped in prayer empowered by the Holy Spirit and focused on fruitfulness. Across our conference each district is engaging in contextual ministry and mission.

The **Alexandria District** has been learning to be adept as well as adaptive in the face of both expected and unexpected challenges and opportunities; revitalizing existing churches with initiatives like Next Level Innovations and Shift Plus; equipping laypersons for new missional initiatives with Neighborhood Seminary; supporting clergy through peer learning; and supporting new congregations taking next steps in planting new campuses, moving into independence from anchor churches, and becoming more multicultural. Our District Training day featured an inspiring presentation by Rev. Dr. Rodrigo Cruz on how to develop multicultural congregations. All of this before we pivoted to online worship across the district, mission in the time of economic distress, digital disciple-making and distance pastoral care.

The **Arlington District** warmly welcomed a new District Superintendent this year. Although this was not the year that anyone expected, we are incredibly proud of the way the District churches have risen to the challenges of denominational division, leading in a pandemic, and seeking racial justice. In a time of uncertainty, they have embraced a vision of “Leading in Love” and they have worked hard at staying calm, connected and on course with the mission. Our new Arlington Lay Leader, Karen McElfish, has been instrumental in helping to develop better relationships between the District and laity leadership. Six Arlington churches completed the ShiftPlus program, developing skills for needed changes. New churches have entered into Next Level Innovations and they join six others from the District in the powerful and ongoing work of moving from good to great. We look forward as a District to whatever the future holds and will stay adaptable and innovative to help make disciples and transform our communities!

In the **Charlottesville District**, we continue to support the Central Virginia Mission HUB ministry. This year the HUB expanded into other districts and even participated in a shoe drive. We also are working hard on a ministry for individuals with developmental disabilities called Rachel’s Haven which will be on the property of Hinton Avenue UMC. The laity and clergy of the district continue to be faithful and obedient disciples offering Christ to their communities and to the world. I personally appreciate the creativity of the clergy and laity during this season of the COVID-19 virus. It has simply been amazing to witness and shows their commitment to be the Church.

The **Danville District** continues its commitment to vital mission that sees the needs of our communities and responds with the Love of Christ, expressed in real and tangible ways. The Henry Fork Service Center welcomed its new Director, Jessica Hunt, this year. The Center offers child care and community support in an under-resourced area of Franklin County. Martinsville area churches have joined together to provide a Warming Center for the homeless, as well as the continuing outreach of relationship, food, clothes and support offered by so many of the local churches. In addition, Smith Memorial launched a new ministry, “Just Ask Granny” to provide support to parents and grandparents as they raise children. Our Patrick County churches continue to care for the elderly and those in need, and the Danville area churches were key in continuing recovery from Hurricane Michael, that caused extensive damage. These are a few examples of what God is doing in and through the local churches on the district. The churches in the Danville District have responded to the COVID crisis by innovating worship and connection that keeps the church family strong and grounded in the love of Christ. The Danville District is blessed to serve together as we live authentically as disciples of Jesus, sharing love and growing in faith.

The **Eastern Shore District** continues to offer ministry to new populations. A developing partnership with Just Neighbors is offering immigration services on the Shore. Craddockville UMC has begun a new Restoration Ministries to connect with persons returning from incarceration, substance abuse rehabilitation, and the military. The Agape Christian Children’s Community Center provides pre-school and after-school programs for children in northern Accomack County.

The **Elizabeth River District** is working hard to equip the laity and clergy to reach new people by getting out into the community in the midst of this pandemic. Our churches quickly adapted to online worship, daily devotions and caring for its’ congregants in innovative ways. Churches having been connecting to their communities to feed the needy and provide spiritual care for all. Over 31 churches have followed the Technical Assistance Manual to create safe in-person worship experiences to parishioners.

The **Farmville District** is blessed to be the hands and feet of Christ over the 5500 square miles that make up the Farmville District. Local churches of every size touch the lives of people every day, sharing the Love of Christ through relationship, food, and support for the challenges of everyday life. Just a few examples include the Latina ministry at Trinity on the Amelia Charge launching a Mothers’ of Preschoolers (MOP) ministry; Memorial offering a new, vibrant Celebrate Recovery Ministry and Journey Ministries touching hearts and lives with the diner, thrift store and lively worship. Thousands of dollars have been poured back into the community to help those in need. Rev. Mike Davis, founding pastor, went home to the Lord in February; but he has left us with a legacy of caring that is being taken up by the Journey family and the Farmville District. The clergy and laity of the Farmville District have been creative in innovating worship and connection. Many churches have experienced increased engagement through a new online presence. We are grateful for all of the ways that God is using the churches of the Farmville District to tell the story of God’s love in life-giving and life-saving ways.

In the fall of 2019, the **Harrisonburg District** sent an invitation to its clergy and laity to intentionally observe spiritual practices such as fasting, praying, Scriptural discernment, silent retreats, etc. The intentionality on these spiritual practices allow us to be in a deeper relationship with God and makes us stronger in our faith, which has become our number one priority including months of fasting, scripture reading, prayer revivals, anointing and discernment. The charge conferences of the District had a holistic approach where we gathered and had Encounters with Jesus and the charges participated in amazing ways. We worshipped God together and shared the Lord’s Supper, making it a solemn time and thus creating a deeper relationship with God. We learned about Leadership and explored what God wants us to do; we affirmed the laity and the clergy; we prayed for each of our pastors by laying hands and being surrounded by a prayer shawl; and we shared God’s love by being the hands and feet of Jesus in supporting and putting together 1,200 school kits. What an amazing way to share God’s love!

The **James River District** is committed to grow in “loving God and loving our neighbors as ourselves,” as we navigate the changes, challenges, and opportunities of general conference, a pandemic, and racial relationship healing. Our focus is on modeling, teaching, and encouraging leaders and congregations who are deeply rooted in spiritual discernment, making space and time to listen to and hear God’s will for us as the church. We are seeking the fullness of God in ourselves and our neighbors as we listen, learn, and live together.

The **Lynchburg District**’s 58 individual charge conferences were inspirational as church leaders shared ways in which God is at work within and beyond their congregation, calling them to take next steps in ministry together. Sixteen clergy are participating in our second year long coaching cohort led by Rev. Jim Chandler with Rev. Leigh Anne Taylor, Lynchburg District Revitalization Coordinator, equipping clergy for pastoral leadership in the 21st century. The Park View Community Mission Center continues to grow: Food for Families (a neighbor choice food pantry); Food for Thought (a backpack feeding program); Park View Café (a Wednesday night supper); Community Resource Center (helping neighbors learn the essentials to get ahead); and the Life Skills Institute (finding solutions and meeting needs in partnership with our neighbors).

Uncertainty looms over the future of our beloved denomination, but the **Rappahannock River District** has not lost sight of the missional objective of the UMC. We continue to make disciples of Jesus Christ for the transformation of the world. We remain focused on the needs of the members of our congregations and communities to find out what hurts or breaks their hearts. And then, we are finding creative and innovative ways to make a difference in each situation.

Despite the challenges of 2020 and by God’s grace the **Richmond District** has pursued God’s kingdom work within a hard year! We have worshipped and done ministry in innovative ways. We have welcomed another four churches into this year’s cohort of Next Level Innovations (NLI) and we have expanded our new Indian Ministry as it reaches a rapidly growing segment of our Richmond community. In spite of challenges, after saying heartfelt farewell to Rev. Pete Moon, our clergy and

laity are creatively and faithfully spreading Christ to the world, expecting God’s great things beyond what we can think or imagine (Eph 3:20-21).

The **Roanoke District**’s Share the Light Mission Initiative raised over \$50,000 and sponsored an UMVIM team to deliver and set up Solar Panel units in Vieques, Puerto Rico. Vision 2020: Seeing the World Clearly Through God’s Eyes focused the annual Wesley VT led district youth retreat. The District Common Table sponsored Leading on the Edge 2.0 on Racial Reconciliation in February and in June offered grants for church signage denouncing racism. With the disruptions of the pandemic, the Common Table also offered grants for local churches for establishing online giving and to prepare for on-line worship and re-opening for in-person worship.

On the **Staunton District**, Children and Youth have been key in building relationships sparked by the Secret Boutique ministry, in its third year on the campus of the former Wayne Hills UMC, engaging less-privileged Junior and Senior High students by providing clothes, personal hygiene supplies, and skills as well as haircuts in a salon-like environment. Born of these ministry connections is EMBRACE – Waynesboro, a Fresh Expressions worship-community using a dinner-church model, broadening our reach with community gardens, cooking and nutrition classes in Spanish and English, WIC clinics, tutoring and a teen computer lab. With support this year from our first UM ARMY mission teams from VA and PA, the Secret Boutique was able to spin off new sites in Harrisonburg/JMU as well as the city of Staunton. To the west, a large mission crew of Youth from seven District churches spent a week last June landscaping and painting Epworth UMC (Selma VA), to enhance this small church’s excellent work with children in the Allegheny Highlands. We also witnessed God’s hands at work in the inception of legal services for our immigrant/refugee community, via partnership with Just Neighbors, Basic UMC and EMBRACE. To God be the glory!

During the past Conference year, the **Winchester District** had as its focused theme, “Discipleship Pathways: Lifelong Learners, Influencing, and Serving.” We have explored, through a variety of means, how these three discipleship areas can be enhanced through effective strategic planning for all size churches. Some of the topics we addressed were: Strategic Planning as Missional Strategy, Learning as a Strategy Using Small Groups, The Essence of Worship, Influencing as a Strategy of Evangelism, Staying Connected within the Connection, Technical Training, and Serving as a Missionary Strategy. The adaptive learning we accomplished through this vision focused theme proved to be mission-critical as the clergy and the laity of the District pivoted to be the Church Christ has called us to be within our current COVID19 health crisis and our call to action against systemic racism. The 77 local churches and extension ministries of the District are highly focused on the Conference Vision as God’s plan for us in a season such as this; this focus is fruitful. We also report, with eternal joy even amid our current global struggles, that there were 163 Professions of Faith and 127 Baptisms on the Winchester District in 2019 – may God be praised!

As the **York River District** continues to celebrate God’s faithfulness, several strategies have been implemented to assist the churches in these unsettling times: District Clergy Association created space for worship, fellowship, and conversation through gatherings and retreat; District Board of Missions funded various local church missions, Dinner Church Encounter training and Launch Cohort training to start new ministries, and two phases of Discipleship training for clergy and laity to focus on their own Christian discipleship journey by developing personal discipleship pathway as well as congregational discipleship pathway. Several lay persons were trained to serve as Discipleship Coach/Facilitator to assist Pastors and churches for the process. All these efforts have served to create synergy and to instill a sense of excitement in the District. Although we have been hard pressed and perplexed due to COVID-19 pandemic, we have continued to worship faithfully and to serve creatively.

The Conference Lay Leader, the Conference Treasurer, the Director of Connectional Ministries, the Director of the Center for Clergy Excellence, and the Director of the Center for Congregational Excellence serve as members of the **Extended Cabinet** to inform and provide a connection between the program and missional ministries of the annual conference and the work of the Cabinet. We welcomed the Reverend Dr. Ted Smith to his new role as Director of Connectional Ministries. We offer our gratitude for all that retiring Lay Leader Warren Harper and Director of Congregational Excellence the Rev. Mark Ogren have shared.

Each year as transitions occur through appointments we give thanks for the variety of gifts, skills, and experiences of the Appointive Cabinet. We say “farewell” to the Reverend Dr. Peter Moon and the Reverend David Rochford who will receive new appointments and to the Reverend Kathleen Overby Webster who will enter retirement. We warmly welcome the Reverend Jay Carey, the Reverend Douglas Forrester, and the Reverend Dr. Hyo Lee.

We are exceedingly grateful to the Reverend Tom Joyce, Assistant to the Bishop, and Mrs. Terri Biggins, the Bishop’s administrative assistant, for their dedicated support and assistance.

We are blessed that the Cabinet Covenant shapes our life and leadership: *We the Cabinet of the Virginia Conference, covenant with each other to be a Holy Table where Christ is our servant example and Lord; where we joyfully hold each other in disciplines of prayer, study, worship, service and physical self-care; where the truth is told and honored; where we support one another in the effort to maintain confidentiality, through words/action of grace and in the spirit of love; where trust is the rule, brokenness is received with mercy, pain is healed with grace and forgiveness is sought, given and accepted; where the health of the whole Body of Christ is desired over that of any one part; where we seek perfection in love for God and for each other.*

– Jeffrey Mickle, Dean

## SITE SELECTION COMMITTEE

The Site Selection Committee is responsible for making the arrangements for the meeting of the Annual Conference and is to identify and recommend the location for the Virginia Annual Conference to meet. Beginning last year and forward, the Annual Conference convenes on Thursday and concludes on Saturday as set by Bishop Sharma D. Lewis.

By previous Annual Conference action, the following locations have been approved for the site of the Annual Conference:

<b>Hampton</b>	<b>June 17-19, 2021</b>
<b>Hampton</b>	<b>June 16-18, 2022</b>
<b>Roanoke</b>	<b>June 15-17, 2023</b>
Roanoke	June 20-22, 2024

Under the current Virginia Annual Conference Standing Rules of Order and Procedure, the Site Selection Committee would recommend a location five (5) years in advance of meeting. Under the 2020 proposed Standing Rules, the Site Selection Committee would recommend a location three (3) years in advance of the Annual Conference meeting.

The Site Selection Committee is recommending to amend the report accepted at the 2019 Annual Conference, to reflect the NEW RULE that is proposed at the beginning of the 2020 Annual Conference, and to accept only the next three years of location recommendation, which had previously been approved.

*Neal E. Wise, Chair*

## REPORT OF THE EQUITABLE COMPENSATION COMMISSION

The Equitable Compensation Commission continues to provide financial aid to those churches requiring supplementation to strengthen their ministries in the communities in which they are located and to provide minimum salary or salary supplementation for the pastors. Equitable Compensation support in the amount of \$215,821 was provided to 33 charges in 2019. A schedule of salary supplementation appropriations for 2018 has been provided to the conference secretary for publication in the *Journal*.

There were 5 charges receiving salary support in 2018 that did not require salary support in 2019. These are Fieldale-Mount Bethel Cooperative Parish (Danville), First UMC (Elizabeth River), Long Mountain Charge (Lynchburg), Two County Cooperative Parish (Danville), and Wesley UMC Colonial Heights (James River). These charges and their superintendents are commended for their success in providing a ministry in the communities they serve that has enabled them to grow spiritually in their stewardship.

District Superintendents and charges setting salaries for 2021 that may require supplementation are advised that the “floor” must come from sources other than the Commission on Equitable Compensation.

The Conference Average Compensation (CAC) for 2021 is \$64,904, which is an increase of 0.5% percent from 2020. The Commission considered Minimum Compensation and the Floor Schedule for 2021 and recommends the schedules remain the same as 2020.

### RECOMMENDATIONS

1. The Minimum Compensation Schedule: 2021 Proposed 2020 Approved

- a. Full Connection Pastors \$42,000 \$42,000
- b. Provisional and Associate Members \$38,500 \$38,500
- c. Local Pastors \$36,000 \$36,000

2. The Floor Schedule:

- a. Full Connection Pastors \$28,000 \$28,000
- b. Provisional and Associate Members \$25,600 \$25,600
- c. Local Pastors \$24,000 \$24,000

The Equitable Compensation Financial Report for 2017-2019 is provided below:

– Rev. Joseph T. Carson, III, Chair

	Year Ending 2017	Year Ending 2018	Year Ending 2019
Apportioned	350,000	350,000	300,000
Uncollected Apportionment	(36,432)	(41,327)	(52,561)
<b>Apportionment Income</b>	<b>313,568</b>	<b>308,673</b>	<b>308,673</b>
<i>Percent Collected</i>	<i>89.59%</i>	<i>88.19%</i>	<i>82.48%</i>
Grants	175,506	225,094	222,190
Sustentation fund grant	6,513		
Meeting Expense & Other	373	63	75
<b>Total Expenses</b>	<b>182,391</b>	<b>225,157</b>	<b>222,265</b>
<b>Receipts Over (Under) Expenses</b>	<b>131,176</b>	<b>83,516</b>	<b>25,173</b>

## VIRGINIA UNITED METHODIST PENSIONS, INC.

### Section I: Reports

#### n Report 1: Role & Responsibilities of Virginia United Methodist Pensions, Inc.

*The Book of Discipline of The United Methodist Church* directs each annual conference to establish a conference board of pension, auxiliary to Wespath Benefits and Investments (Wespath), to have charge of the interests and work of providing for and contributing to the support, relief, assistance, and pensioning of clergy and their families, other church workers, and lay employees of the United Methodist Church, its institutions, organizations, and agencies within each annual conference except as otherwise provided for by Wespath.

On June 22, 1965, the Virginia Annual Conference (VAUMC) established and incorporated the Virginia Methodist Pensions, Incorporation, (subsequently renamed on February 2, 1971 to Virginia United Methodist Pensions, Inc., or “VUMPI,”) as its conference board of pension.

VUMPI, in conjunction with Wespath, develops and administers the numerous employee pension and benefit plans sponsored by the Virginia Conference. Some plans are employer-paid, while others are voluntary and 100 percent participant-paid:

**VUMPI Plans**  
 Health  
 Prescription  
 Dental  
 Vision  
 Supplemental Life  
 Voluntary Life  
 Long Term Care  
 Healthcare Flexible Spending Account  
 Dependent Care Flexible Spending Account

**Wespath Plans**  
 Ministers Reserve Pension Fund (Pre-82)  
 Ministerial Pension Plan (MPP)  
 Clergy Retirement Security Program – Defined Benefit (CRSP-DB)  
 Clergy Retirement Security Program – Defined Contribution (CRSP-DC)  
 United Methodist Personal Investment Plan (UMPIP)  
 Comprehensive Protection Plan (CPP)

#### n Report 2: Virginia Conference-Sponsored Health Plans

VUMPI administers health plans for full time clergy of the Virginia Conference, as well as retired clergy who meet eligibility requirements based on years of ministry in the Virginia Conference. Details of the Conference-sponsored health plans follow:

##### Active Clergy Health Plans

Health plans recommended to be made available in 2021 are unchanged from the plans offered in 2020. Health plans available to clergy serving in full time appointments in the Virginia Conference include the following:

- **PPO Core:** \$1,000 individual deductible, \$2,500 family deductible, 20% coinsurance
- **PPO Buy-Up:** \$750 individual deductible, \$1,875 family deductible, and 20% coinsurance
- **HSA plan:** a plan with a higher deductible (\$2,250 individual, \$4,500 family) as required by Internal Revenue Service rules for HSAs, a Conference contribution to the Health Savings Account (\$750 for individual tier enrollees, \$1,500 for all other tier enrollees), 20% coinsurance

A fourth health plan which is currently offered, and which is made available only to clergy on medical leave with CPP disability benefits and surviving spouses and children of clergy, is recommended to continue to be offered in 2021 with no plan design changes.

A small group of participants in the previously offered Clergy Managed Care Plan, which is a high deductible health plan that is not eligible for HSA contributions, maintained eligibility to enroll in that plan in 2019 and 2020 due to remaining medical credits in the plan. Clergy enrolled in the Clergy Managed Care Plan in 2020 will have the option to remain enrolled in that plan in 2021, with no changes in the plan design or participant contributions. VUMPI encourages those who elect to remain enrolled in the Clergy Managed Care Plan in 2021 to utilize remaining medical credits under the plan, as the Clergy Managed Care Plan is not expected to be made available beyond 2021.

The vision plan will continue to be offered in 2021, with no changes in the plan design.

The two dental plan options currently administered by VUMPI are also recommended to continue to be offered in 2021 with no plan design changes.

The majority of the cost of the health plans made available to Virginia Conference clergy is funded through a Conference apportionment, as described in Recommendation 1. The remainder of the cost of the plans is funded by participant contributions, as described in Recommendation 2.

##### Retired Clergy Health Plans

VUMPI administers health plans for eligible retired clergy of the Virginia Conference. The eligibility requirements include a minimum of ten years of full time ministry in either Virginia Conference church appointments or Extension Ministry appointments with enrollment in the Conference-sponsored health plans.

Plans made available to eligible retirees are coordinated with Medicare eligibility. Specific plans for retirees who are not yet eligible for Medicare and the program for Medicare-eligible clergy are described below:

**Conference-sponsored health plan for pre-Medicare-eligible retirees:** retirees who are eligible to enroll in the Conference-sponsored retired clergy health plan but who are not yet eligible to enroll in Medicare may enroll in the self funded PPO Core or PPO Buy-Up plans administered by VUMPI. Pre-Medicare-eligible retirees may also enroll in the self funded dental insurance program and the fully insured vision program made available to active clergy. The majority of the cost of the health plans made available to Virginia Conference clergy is funded through a Conference apportionment, as described in Recommendation 1. The remainder of the cost of the plans is funded by participant contributions, as described in Recommendation 2.

**Conference-sponsored health plan for Medicare-eligible retirees:** retirees who are eligible to enroll in the Conference-sponsored retired clergy health plan and who are also enrolled in Medicare have two options for retiree medical coverage.

The first option is the Group Plan, which is a group Medicare Advantage plan created specifically for Virginia Conference retirees. The Group Plan integrates the retiree’s Medicare benefit and includes prescription drug coverage. The majority of the cost of the Group Plan is funded through a Conference apportionment, as described in Recommendation 1. The remainder of the cost of the plans is funded by participant contributions, as described in Recommendation 2.

The second option made available to eligible retirees who are enrolled in Medicare is the Connector option. Under the Connector option, Medicare-eligible retirees are able to select any Medicare Supplement plan or Medicare Advantage plan, and any Part D prescription drug plan, offered by United Healthcare. The Conference

will provide funding through a Retiree Reimbursement Account (“RRA”), and those funds can be used to partially or fully offset the cost of the coverage elected through the Connector option. The RRA funding made available to retirees who elect coverage through the Connector option is funded through a Conference apportionment, as described in Recommendation 1. The remainder of the cost of the elected health plan coverage, if any, is paid by the retiree directly to United Healthcare.

**n Report 3: Pension Plan Structure**

There are four components to the Clergy Retirement Security Program (CRSP):

- A. Ministers Reserve Pension Fund (Pre-82) for service and benefits accrued on and/or prior to December 31, 1981.
- B. Ministerial Pension Plan (MPP) for service and benefits accrued on and/or after January 1, 1982 through December 31, 2006.
- C. Clergy Retirement Security Program - Defined Benefit Plan (CRSP-DB) for service and benefits accrued on and/or after January 1, 2007.
- D. Clergy Retirement Security Program - Defined Contribution Plan (CRSP-DC) for service and benefits accrued on and/or after January 1, 2007.

Wespath refers to plans A – C above as defined benefit (“DB”) pension plans. That is, each year an eligible clergy member of the Virginia Conference served/serves and received/receives pension credit, the applicable plan will pay a certain benefit, or “defined” monthly income during retirement. Hence, the term “defined benefit.” Defined benefit plans do not maintain participant account balances since the employer, or in our case, Wespath, has the responsibility to manage the funds in a manner sufficient to pay the monthly defined benefit.

Simultaneous to Wespath calculating each participant’s defined benefit, it calculates each annual conference’s cost to provide these defined benefits. Wespath bills each annual conference the amount due. Each annual conference, or in our case, VUMPI, then in-turn bills and apportions our local churches for the cost of these plans.

In addition to these defined benefit plans, annual conferences provide their clergy pension benefits from the CRSP-DC, a defined contribution (“DC”) plan. Each year an eligible clergy member of the Virginia Conference serves and receives pension credit, the Virginia Conference determines how much pension contribution each clergy participant will receive in his/her pension account. VUMPI bills local churches for the required amount of pension contribution, then in-turn, makes monthly contributions into the clergy CRSP-DC accounts.

**n Report 4: Welfare Plans Structure**

The welfare plans made available to Virginia Conference clergy include the Comprehensive Protection Plan (“CPP”) sponsored by Wespath, as well as supplemental benefits sponsored independently by VUMPI.

The CPP disability benefits are as follows:

- For Clergy disabled on or after Jan. 1, 2002, the CPP disability benefit equals 70 percent of Plan Compensation, with compensation capped at 200 percent of the DAC.
- For Clergy disabled prior to Jan. 1, 2002, they will continue to receive the same CPP disability benefit per the plan document in-force at the time their disability claim originated.

The following generally describes the death benefit amounts payable under the CPP to eligible participants and their beneficiaries:

**Active Participant Death Benefits:** payable upon the death of an eligible active CPP participant, as follows:

- Participant: \$50,000, payable in 12 monthly installments or one lump sum
- Spouse of active participant: 20% of DAC in the year of death
- Surviving spouse of active participant: 15% of DAC in the year of death
- Child of active participant: 10% of DAC in the year of death
- Annual surviving spouse annuity benefit of 20% of DAC, less the annuity benefit payable from CRSP and other Church-related sources
- Annual surviving child benefit of 10% of DAC, payable in 12 monthly installments (for those age 17 and younger; benefits are paid through the month in which the child attains age 18)
- Annual surviving child educational benefit up to 20% of DAC, payable in equal installments (for those age 18 through 24 and attending school full-time)

**Retired Participant Death Benefits:** to be eligible for death benefits in retirement, a clergyperson must have been covered in CPP for a specified number of years. The 2012 General Conference approved a change to the CPP program which increases the length of service requirement for retirees. Retirees with 25 or more years of enrollment in CPP are eligible for the death benefits in retirement, and the eligibility criteria for those with fewer than 25 years in CPP is phased in with one-year increments, as detailed in the table on the next page:

Retirement Year	CPP Enrollment Requirement for Death Benefit Eligibility
2013	6 of last 10 years
2014	7 of last 10 years
2015	8 of last 11 years
2016	9 of last 12 years
2017	10 of last 13 years
2018	11 of last 14 years
2019+	12 of last 15 years

The death benefit amounts associated with retired participants are detailed in the table below:

Plan Provision	Clergy Who Retired Before Jan. 1, 2013	Clergy Who Retire Jan. 1, 2013 or Later
Death of retired participant	30% of DAC in the year of death	\$20,400
Death of retiree’s spouse	20% of DAC in the year of death	\$15,300
Death of retiree’s surviving spouse	15% of DAC in the year of death	\$10,200
Death of retiree’s child	10% of DAC in the year of death	\$8,160
Annual surviving child benefit, payable in 12 monthly installments	10% of DAC	10% of DAC
Annual surviving child educational benefit, payable in installments	20% of DAC	20% of DAC

The Conference Supplemental Death Benefit for active eligible clergy under episcopal appointment, and who are enrolled in CPP, is \$25,000. The Conference Supplemental Death Benefit is payable in addition to the CPP death benefit. During retirement, a \$5,000 Conference Supplemental Death Benefit will be payable to CPP participants, in addition to the CPP death benefit. The beneficiary will receive the Conference Supplemental Death Benefit payable in one lump sum. The Conference pays the entire cost of this Supplemental Death Benefit.

- In combination, the CPP and Conference Supplemental Death Benefit provide total death benefits as follows:
- \$75,000 to beneficiaries of active clergy participants
- 30% of the DAC + \$5,000 (or \$25,400 for those retiring January 1, 2013 or later) to beneficiaries of retired clergy participants

**Gift Benefit**

VUMPI currently elects to provide a one time \$1,500 gift at the time of retirement or disability (once awarded disability benefits under the Comprehensive Protection Plan) to each clergyperson who has served at least ten years of service in a full-time Virginia Annual Conference episcopal appointment in the Virginia Conference with pension credit. Further, a gift to the family of each clergyperson meeting the eligibility criteria above who dies in active service is paid in the same amount as the gift to retired or disabled clergypersons.

**n Report 5: Denominational Average Compensation**

Several of the pension and welfare plans incorporate the Denominational Average Compensation (“DAC”) into the formula for determining the plan benefit. The formula VUMPI uses for funding those plans relies on the DAC, as well.

As reported by Wespath, the DAC is projected to increase from 2020 to 2021 as follows:

Denominational Average Compensation	
2020	\$72,648
2021	\$74,199

## Section II: Recommendations for Annual Conference Approval

**n Recommendation 1: 2021 Pension and Health Plan Apportionment Recommendations**

For 2021, VUMPI recommends a total Clergy Benefit Apportionment of \$15,770,000. This represents a reduction of \$750,000 from 2020’s Clergy Benefits Apportionments, and is the seventh consecutive year in which VUMPI’s recommended apportionments are either unchanged from or less than the preceding year’s apportionments. The total benefits apportionment amount includes funding for the Active Clergy Health Plan (which includes health care coverage for eligible clergy on medical leave and widowed spouses of active clergy) and the Retired Clergy Health Plan. The apportionment total is allocated between these components as follows:

Clergy Benefits Apportionment Recommendations - 2020	
Active Clergy Health	\$ 9,710,000
Retired Clergy Health	6,060,000
<b>TOTAL CLERGY BENEFIT APPORTIONMENTS</b>	<b>\$ 15,770,000</b>

VUMPI recommends the above Active Clergy Health and Retired Clergy Health apportionments as part of its broad strategy focused on maintaining adequate health plans for Virginia Conference active and retired clergy, while moderating the financial impact on local churches and individual participants to the extent possible.

While there continues to be an unfunded liability associated with the Pre-82 pension program, VUMPI is not recommending a Pre-82 apportionment in 2021. The Pre-82 funding obligation that will be required to be paid in 2021 will be paid from VUMPI’s financial reserves. The suspension of the Pre-82 apportionment in 2021 is made possible by VUMPI’s financial reserve strategy, under which certain reserve assets have been notionally made available to fund the ongoing Pre-82 pension

liability. It is possible that the Pre-82 pension apportionment could be reintroduced in the future.

VUMPI will continue to bill Conference-responsible salary-paying-units (such as Extension Ministries) in 2021. The amount billed will be \$11,664 (\$972 per month) for each eligible clergyperson, plus their applicable Participant Contributions for active clergy as noted in Recommendation 2: 2021 Participant Contribution Recommendations.

**Recommendation 2: 2021 Participant Contribution Recommendations**

A key component of VUMPI's strategy is the administration of clergy health plans which provide sufficient and affordable health care coverage. VUMPI works closely with consultants and advisors to construct plan designs which are designed for long term financial sustainability, while optimizing both coverage and costs for enrolled clergy and their families. VUMPI is recommending no changes in participant contributions for any of the Conference-sponsored health plans for 2021.

**Active Clergy:**

	Medical Plans			Dental Plans	
	PPO Core	PPO Buy-Up	HSA	Core	Major
Clergyperson Only	\$102	\$130	\$80	\$13	\$34
Clergyperson + Spouse	\$308	\$351	\$263	\$49	\$98
Clergyperson + Child(ren)	\$312	\$357	\$269	\$51	\$100
Family	\$325	\$389	\$280	\$60	\$109

Note: active clergy have the opportunity to earn a \$15 reduction in Individual contribution rate or \$30 reduction in Family contribution rate through participation in the Virginia Conference wellness program.

**Clergy on Voluntary Leave, Sabbatical, or Retired Under ¶358.2.a (With Twenty Years of Service) or ¶358.3 (Prior to Age 62 With Fewer Than Thirty Years of Service):**

	Medical Plans		Dental Plans	
	PPO Core	PPO Buy-Up	Core	Major
Clergyperson Only	\$642	\$723	\$31	\$60
Clergyperson + Spouse	\$1,429	\$1,549	\$51	\$124
Clergyperson + Child(ren)	\$1,548	\$1,678	\$53	\$126
Family	\$1,994	\$2,162	\$64	\$137

**Clergy on Medical Leave with CPP Benefits & Under Age 65 Surviving Spouses of Clergy:**

	Medical Plans		Dental Plans	
	PPO (\$500 deductible)		Core	Major
Clergyperson Only	\$112		\$13	\$34
Clergyperson + Spouse	\$171		\$49	\$98
Clergyperson + Child(ren)	\$174		\$51	\$100
Family	\$185		\$60	\$109

**Retired Clergy Under Age 65 – Retired Under ¶358.1, ¶358.2b, ¶358.2c, or ¶358.3**

Years of Qualifying Virginia Conference Service	PPO Core		PPO Buy-up	
	Retiree Only	Family	Retiree Only	Family
10-14	\$701	\$1,600	\$834	\$1,901
15-19	\$568	\$1,295	\$675	\$1,539
20-24	\$434	\$991	\$516	\$1,177
25-29	\$301	\$686	\$357	\$814
30+	\$167	\$381	\$199	\$453

Years of Qualifying Virginia Conference Service	Dental Core		Dental Major	
	Retiree Only	Family	Retiree Only	Family
10-14	\$31	\$58	\$60	\$131
15-19	\$31	\$58	\$60	\$131
20-24	\$31	\$58	\$60	\$131
25-29	\$31	\$58	\$60	\$131
30+	\$31	\$58	\$60	\$131

**Optional Voluntary Vision Benefit Plan for Clergy and Lay Employees Enrolled in a Conference-sponsored Anthem Medical Plan**

	Vision
Employee Only	\$8.34
Employee + Spouse	\$15.05
Employee + Child(ren)	\$15.05
Family	\$24.19

**Retired Clergy Age 65 or Over – Retired Under ¶358.1, ¶358.2b, ¶358.2c, or ¶358.3**

Under the Conference-sponsored medical plan for Medicare-eligible retirees of the Virginia Conference, there will continue to be two coverage options, as described below.

**Group Plan Option:** The group plan is a group Medicare Advantage plan. The group plan has a required participant contribution based on full time years of service in the Virginia Conference. The recommended 2021 participant contributions for the group plan coverage option are as follows:

Medicare-eligible Retirees - Monthly Personal Contributions		
Years of Service	Individual	Family
10-14	\$375	\$750
15-19	\$310	\$620
20-24	\$245	\$490
25-29	\$180	\$360
30+	\$115	\$230

**Connector Option:** The Connector option allows qualifying clergy to select any available Medicare Supplement or Medicare Advantage plan, and any Part D prescription drug plan, offered by United Healthcare. Retirees electing coverage through this option receive Retiree Reimbursement Account (“RRA”) funding, which can be used to offset the cost of the selected coverage. VUMPI recommends 2021 monthly RRA funding based on qualifying years of Virginia Conference service as follows:

Connector Option - Monthly RRA Funding		
Years of Service	Retiree Only	Retiree and Spouse
20-24	\$150	\$300
25-29	\$200	\$400
30+	\$250	\$500

The monthly RRA funding amounts will be prorated for qualifying retirees and/or spouses of qualifying retirees who gain Medicare eligibility or otherwise gain eligibility for retiree coverage within a calendar year. Any RRA funds remaining at the end of a calendar year will roll over into the subsequent year for use by the enrolled retiree and/or spouse for qualifying medical expenses.

**General Virginia Conference Health Plan Information**

**For participants enrolled in the Anthem health plans, either as active clergy or as a retiree not yet eligible for Medicare, 2021 health plan selections will be made during the open enrollment period in the fall of 2020. If an eligible clergyperson does not elect coverage options during the annual open enrollment period, the default enrollment option is the prior year's plan selections (except for Flexible Spending Account or Dependent Care Spending Account contributions), and enrollees will be subject to the associated individual personal contribution rates.**

**If not selected during the open enrollment period, no Flexible Spending Account contributions can be made during 2021, in accordance with federal laws. All who are eligible to enroll in a Virginia Conference health plan are strongly encouraged to participate in online open enrollment in the fall of 2020. Details will be distributed through normal annual open enrollment means.**

Virginia Conference clergy members earn a year of service towards his or her Total Years of VAUMC Service as indicated in the coverage options above for each year that Virginia Annual Conference health plan eligibility is met.

Eligibility for the Conference-sponsored retiree medical plans requires a minimum of ten years of full time ministry in the Virginia Conference. Virginia Con-

ference clergy on approved leave or serving in an Extension Ministry appointment earn credit towards retiree medical plan eligibility only if enrolled in the Conference-sponsored health plan while on leave or while serving an Extension Ministry appointment.

**n Recommendation 3: 2021 Pre-82 Pension Past Service Rate**

The Pre-82 pension provides a benefit to all eligible clergy who have served in the Virginia Conference prior to 1982. This program pays the greater of the following:

- An annual benefit equal to the Past Service Rate (PSR) times years of pre-1982 service, or
- An annuity amount based upon the participant’s cash balance in his or her Defined Benefit Service Money Account

The Virginia Annual Conference establishes the PSR each year. For 2021, VUMPI recommends that the PSR be increased from \$575 to \$580.

**n Recommendation 4: 2021 CRSP/PPP/Supplemental Plan Funding Recommendations**

**Clergy Retirement Security Program (CRSP)**

The 2021 CRSP Contribution from the local churches and/or salary-paying-units for each appointed eligible clergy member under episcopal appointment at that location shall be:

- For the Defined Contribution component of CRSP: Plan Compensation (base salary plus housing allowance or parsonage rate in accordance with the Internal Revenue Service), times 3%.
- For the Defined Benefit component of CRSP: Plan Compensation (base salary plus housing allowance or parsonage rate in accordance with the Internal Revenue Service, up to 135% of the Denominational Average Compensation (“DAC”)) times 9%.

Local churches and salary-paying units are to make their monthly CRSP payments to VUMPI.

**Comprehensive Protection Plan (CPP)**

The 2021 CPP contribution from the local churches and/or salary-paying-units for each appointed eligible clergy member under episcopal appointment at that location shall be:

Plan Compensation (base salary plus housing allowance or parsonage rate in accordance with the Internal Revenue Service, up to 200% of the Denominational Average Compensation) times 4.4%.

Local churches and salary-paying units are to make their monthly CPP payments to VUMPI.

If, for any reason, CPP contributions are more than 30 days in arrears, participation in the CPP is suspended. If contributions are more than six consecutive months in arrears, participation in the CPP is terminated. For terminated participants, readmission into the CPP requires payment of seven months of contributions and submission of medical statement of good health.

Erroneously enrolled clergy who are ineligible to participate in the CPP have no right to benefits under the CPP. Eligible clergy who have not been properly enrolled in the CPP have no rights under the CPP until after proper enrollment.

**n Recommendation 5: 2021 Comprehensive Funding Plan**

The 2012 *Book of Discipline* ¶1506.6 requires that each annual conference develop, adopt and implement a formal comprehensive funding plan for funding all of its benefit obligations. The funding plan shall be submitted annually to Wespeth Benefits and Investments (Wespeth) for review and be approved annually by the annual conference, following the receipt and inclusion of a favorable written opinion from Wespeth. This document is only a summary of the information contained in the actual signed funding plan and does not contain all the information required for a comprehensive view of the conference’s benefit obligations. You may request the full contents of the 2021 comprehensive benefit funding plan from the VUMPI office.

**CLERGY RETIREMENT SECURITY PROGRAM (CRSP)**

The Clergy Retirement Security Program (CRSP) is an Internal Revenue Code section 403(b) retirement program providing lifetime income and account flexibility designed for those who serve as clergy of The United Methodist Church. The program is designed to provide participants with one portion of their overall retirement benefits. CRSP replaced the Ministerial Pension Plan (MPP) effective January 1, 2007, which had previously replaced the Pre 82 Plan for service rendered prior to January 1, 1982.

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

The Clergy Retirement Security Program (CRSP DB) annuities total liability as of January 1, 2019, is \$(1,913,258,514), while total plan assets are \$2,049,273,913, resulting in a current plan funded ratio of 107%. The Virginia Conference portion of the liability is 4.1493% and the 2021 contribution is \$4,363,096. General Conference 2012 approved a change to CRSP that provides each annual conference the discretion to determine whether to cover three quarter and/or half time clergy. The Virginia Conference has elected to cover clergy serving 50%+.

Effective January 1, 2014, the CRSP DC plan was reduced from a 3% to a 2% of plan compensation non matching contribution. Clergy can earn up to an additional 1% CRSP DC contribution by contributing at least 1% of their plan compensation to UMPIP; therefore, if a participant contributes at least 1% of plan compensation to UMPIP, the individual will receive a contribution of 3% to CRSP DC. The 2021 CRSP DC contribution is anticipated to be \$1,571,702.

**MINISTERIAL PENSION PLAN (MPP)**

Supplement Three to the Clergy Retirement Security Program (CRSP), also known as the Ministerial Pension Plan (MPP), provides clergy with a pension benefit for their years of ministry with The United Methodist Church from 1982 through 2006. MPP is an Internal Revenue Code section 403(b) retirement plan. MPP requires that exactly 65% of the account balance must be annuitized when the funds are to be distributed. The remainder may be rolled over to UMPIP, another qualified plan or an IRA, or it may be paid in a lump sum.

The Ministerial Pension Plan (MPP) annuities’ total liability as of January 1, 2019 is \$(3,718,398,163), while total plan assets are \$3,997,635,453, resulting in a current plan funded ratio of 108%. The required contribution for 2021 is \$0. The Virginia Conference’s percentage of the total liability is 3.4091%. Future MPP annuitants have a total account balance of \$3,231,280,101 and the Virginia Conference’s portion of that balance is \$116,481,000 or 3.60% of the total.

**PRE-82 PLAN**

Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre 82 Plan, provides clergy with a pension benefit for their years of ministry with The United Methodist Church prior to 1982. The Pre 82 Plan was replaced by MPP effective January 1, 1982. If a clergyperson retires within the Conference (and does not terminate), the minimum benefit payable is based on the clergyperson’s years of service with pension credit and the conference pension rate (Past Service Rate or PSR), which may change from year to year.

The number of years of service with pension credit is multiplied by the pension rate, and the product is the minimum annual benefit payable to those clergy eligible for Pre-82 Plan benefits. In certain situations, the benefit received from the Pre-82 plan may vary based on the applicability of what is referred to as Defined Benefit Service Money (DBSM), which is the defined contribution feature of the Pre-82 Plan. At the time that a participant retires, the DBSM account is converted to a life based benefit and, at that point, the clergy’s benefit is the greater of the PSR or DBSM benefit. If the conference increases the PSR, the clergy’s benefit is recalculated; but the DBSM based benefit does not change.

As indicated in Recommendation 3 above, the 2021 PSR recommended to the Virginia Conference will be \$580, representing a 1% increase from the 2020 rate. The contingent annuitant percentage is recommended to remain at the 70% level.

**ACTIVE HEALTH BENEFIT PROGRAM**

The Virginia Conference sponsors a self funded health benefit program for full-time active clergy. The cost of the program for 2021 is anticipated to be approximately \$13,200,000, which will be funded primarily by apportionments and health plan participant contributions.

**POST-RETIREMENT MEDICAL BENEFIT PROGRAM (PRM)**

The Virginia Conference currently sponsors a self funded health benefit program for pre-Medicare-eligible retirees and a Group Medicare Advantage plan for Medicare-eligible retirees, with optional RRA funding for the purchase of individual supplemental plans through a retiree medical exchange. The projected annual plan benefit cost for 2021, including health plan premiums, Retiree Reimbursement Account contributions and other plan expenses, is approximately \$7,250,000, which will be funded primarily by apportionments and health plan participant contributions.

**COMPREHENSIVE PROTECTION PLAN (CPP)**

The Comprehensive Protection Plan (CPP) provides death, long term disability and other welfare benefits for eligible clergy of The United Methodist Church and their families. It is an Internal Revenue Code 414(e) “church plan” funded by plan sponsor insurance premiums. Generally, clergy are eligible to participate in CPP if they satisfy the eligibility requirements, including full time appointment with plan compensation of at least 25% of the Denominational Average Compensation (DAC). Plan sponsors may elect to cover participants with three quarter time appointments and/or to continue to cover clergy who, due to certain leaves or appointments, are not otherwise eligible to continue coverage.

For 2021, the Virginia Conference has an expected required contribution to the Comprehensive Protection Plan of \$1,556,685, which is anticipated to be funded by direct billing to local churches.

**UNITED METHODIST PERSONAL INVESTMENT PLAN (UMPIP) FOR LAY AND CLERGY**

The United Methodist Personal Investment Plan (UMPIP) is an Internal Revenue Code section 403(b) defined contribution retirement savings plan for clergy and lay employees of The United Methodist Church and affiliated organizations. Participants may make before tax, Roth and/or after tax contributions through payroll deductions. Participant contributions, various optional plan sponsor contributions and investment earnings comprise the individual’s retirement account balance.

**OTHER DEFINED CONTRIBUTION (DC) OBLIGATIONS**

VUMPI currently offers a supplemental life insurance benefit that supplements the CPP life insurance benefit. The estimated cost of this supplemental benefit for 2021 is \$300,000.

**CONCLUSION**

The 2021 Comprehensive Benefit Funding Plan and this summary document incorporates, to the best of our understanding, the Virginia Conference’s obligations and funding requirements of the benefits provided to the clergy and laity of the Virginia Conference.

**n Recommendation 6: VUMPI Board of Directors Structure Change**

VUMPI recommends a change to the Virginia Conference Standing Rule V.15, which addresses the structure of VUMPI’s Board of Directors. Under the current rule, the Board is to consist of 24 members, and to be arranged in two classes serving eight year terms. VUMPI recommends the Conference’s approval of a revision, with a new Board structure to consist of four classes. The intent of this rule change is to eliminate the rotation of half of the Board’s membership off the Board of Directors at one time, which is the case under the current Board structure. If approved, the Board will continue to have 24 members, and terms will still be eight years. However, in order to implement the new structure, the terms of six current Board members will be shortened by two years and the terms of six Board members being appointed in 2020 will be shortened to six years. For all subsequent Board classes, the terms will be eight years, as required by Virginia Conference rules. If approved by the Virginia Annual Conference, Standing Rule V.15 will be changed to read as follows: “Pensions and Related Benefits, Virginia United Methodist, Inc. This agency, which is incorporated as Virginia United Methodist Pensions, Inc., shall be composed of twenty-four (24) members serving eight-year terms, and arranged into classes at the agency’s discretion. It is recommended that all classes consist of one-third laywomen, one-third laymen, and one-third clergy,” etc.

**n Recommendation 7: 2021 Housing Allowance/Exclusion**

**Resolutions Relating to Rental/Housing Allowances for Retired, Disabled, or Former Clergypersons of the Virginia Conference**

The Virginia Conference (the “Conference”) adopts the following resolutions relating to rental/housing allowances for active, retired, terminated, or disabled clergypersons of the Conference:

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED:

THAT an amount equal to 100% of the pension, severance, or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the “*Discipline*”), which includes all such payments from Wespeth Benefits and Investments, during the period January 1, 2021 through December 31, 2021 by each active, retired, terminated, or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a

rental/housing allowance for each such Clergy person; and

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

*NOTE: The rental/housing allowance that may be excluded from a Clergy person's gross income in any year for federal (and, in most cases, state) income tax purposes is limited under Internal Revenue Code section 107(2), and regulations thereunder, to the least of: (a) the amount of the rental/housing allowance designated by the Clergy person's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (b) the amount actually expended by the Clergy person to rent or provide a home in such year; or (c) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year. Each clergy person or former clergy person is urged to consult with his or her own tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.*

– Ken Peterson, Chair

## COMMON TABLE FOR CHURCH VITALITY

The unprecedented events of this past year have offered the Common Table fruitful insight into the function, operation and shortfalls of our committee. In the wake of the COVID-19 pandemic we have sought to deepen our understanding of why we exist beyond the sole operational dynamic of function.

A recap of events and their respective timeline can best explain our Common Table experiences, ministry efforts and leadership efforts and the proposals for this 2020 *Book of Reports*.

Our recap begins with the Vision of the Annual Conference adopted in our 2017 session. We remain grateful to Bishop Lewis for the Chat and Chews that led to the very clear concise vision of “...to be disciples of Jesus Christ who are lifelong learners who influence others to serve.”

With this Virginia Conference Vision enthusiastically embraced in 2017, it became the responsibility of the Common Table to implement the Vision. Alignment and implementation of the Vision became the primary goal of the Common Table in the fall of 2019. Thus, in the fall of 2019, the Common Table approved an alignment process that addressed structural, financial and human resources. The process led to structural recommendations in early November, financial recommendation in late January and staff/human resources adjustments in early March of 2020. At the core of the alignment is a deep dive focus and organizing around the three core parts of the Vision: Lifelong Learning, Influence and Serve/Service.

The Vision alignment work enabled the Common Table to emerge with a renewed commitment and determination to better understand the purpose of the Common Table to more effectively resource our districts, laity, churches and clergy. However, COVID-19 simultaneously presented challenging financial apportionment dynamics that required drastic adjustments at all levels of ministry, especially the rescheduling of Annual Conference as a virtual session.

With the Vision alignment items of structure, finances and human resources completed in the Spring of 2020, the Common Table next turned our attention to clarification of purpose and function. Additionally, we acknowledged a need to enter into a process of group building and deeper levels of trust. The decisive leadership Bishop Lewis gave the Virginia Conference in identifying a Conference Vision was demonstrated as she stepped in to give critically needed leadership to the Common Table in matters of trust, understanding of purpose and charter revision proposals.

The Common Table is preparing Charter revisions for a year of prayerful discernment. The proposed Charter revisions will be released after the 2020 Annual Conference for possible adoption at the 2021 session of Annual Conference.

*The following reports, from page 52 to page 75, fall under the umbrella of the Common Table for Church Vitality.*

## REPORT OF THE ECUMENICAL STUDY GROUP

The 2019 Annual Conference passed a resolution that “the Common Table conduct a study to improve the relationship of the Virginia Conference of the UMC with the Virginia Council of Churches regarding the aspirations to strengthen the ties with the larger Body of Christ in Virginia, the extending of Holy conversations, worship, and ministries that affect the ministry of love and grace of our Lord, and the encouraging of a positive witness of Christian unity and hope to our neighbors. I ask that this study involves a diverse team to include the Grants Committee, the Common Table, and others appointed who have interests and familiarity with ecumenical matters. This study with recommendations should report to the 2020 Virginia Annual Conference.”

In October 2019 a Study Group was formed consisting of:

Rev. Larry Lenow, VAUMC Ecumenical Representative, Chair

Dr. Ted Smith, Director of Connectional Ministries

Mrs. Unsil Choi, Grants Committee

Rev. Harold White, Common Table

Rev. Larry Thompson, former President, VCC

Rev. Charles Swadley, Resolution author

The Committee met in November, December and January. We first heard a presentation from Rev. Charles Swadley outlining the spirit and rationale of the resolution as well as the history of the relationship between the Virginia Council of Churches and the Virginia Annual Conference. We identified points of study. Next we met with Rev. Mary Anne Glover, Transitional General Minister of the VCC and clarified what is the present situation and hopes for the future. Then we finalized our conclusions and recommendations. They are as follows:

1. Ecumenism is critical, because we live in a world increasingly divided by hostilities and distrust. Ecumenical cooperation is a visible sign of hope and of the active presence of the Spirit. It is biblical (John 17), historical and an articulated need in our age of disunity. It is, thus, a tangible sign of the unity of hearts, hands, mind and Spirit, striving in concrete ways together to make visible the in-breaking of the Kingdom of God on earth. Current expressions of this cooperation include the Virginia Council of Churches (VCC); the Virginia Interfaith Center for Public Policy (VICPP); and Virginia LARCUM (Lutheran, Anglican, Roman Catholic, United Methodist.) Virginia Methodists have been an important part of the VCC since its inception 75 years ago. How we enlarge this effort will be a blessing of God's universal love and grace.
2. Real ecumenism must take place at the local level: Christians living and working side by side united in spirit animates God's love for all persons. Paradoxically, however ecumenism must be promoted at the judicatory level. Leadership at the highest level is paramount to inspire and to energize. Bishops and equivalent judicatory officials, leading by example, must encourage clergy and churches to become engaged. Therefore we encourage our bishop and cabinet to encourage ecumenical engagement in the conference, the district, and the local church.
3. The Virginia Council of Churches is currently in a time of rebirth and renewal following program and personnel changes. We urge development of services that would jointly minister to the needs of all God's children with the goal to stimulate mutual ecumenical efforts to live out Matthew 25:31-45. We must ask how can we care for the homeless, the disabled living and working on the edges of life, those suffering addiction from opioids, the increasing demands of an aging society, and recognizing the diminishing resources of individual faith communities; how we can bring, in a stronger diversity, a fresh wind of faith and renewed discipleship. We express confidence and support of the leadership and articulated vision of Transitional General Minister Mary Anne Glover of the VCC.
4. This is an era of financial pressure for the Virginia UM Annual Conference, as well as for the other 33 denominations of the VCC. We believe that the VAUMC current level of financial support of the VCC is minimally appropriate and should be reviewed for stronger support in collaboration and collegiality with other faith groups of the VCC.

Members of the Annual Conference may not be aware that the VCC is a very diverse body. Our participation with it has the potential to help bridge the racial,



social, economic, ethnic, and generational divisions in the Commonwealth. We must re-imagine our roles in the midst of challenges for ecumenical and denominational unity in the 21st century.

– *Ecumenical Study Group*

## BOARD OF CHURCH AND SOCIETY

*The United Methodist Book of Discipline* (1629) specifies the purpose of the Conference Board of Church and Society. The Conference Board is to help the conference, districts and congregations employ our Social Principles to connect our faith communities to the world around us. This work is both individual and societal. We are called to invite faithful disciples of Christ to lead the church prayerfully into the world.

We have organized our board to follow the issues raised by our United Methodist Bishops’ letter: “God’s Renewed Creation: Call to Hope and Action.” In this 2009 letter, UMC bishops raised virtually the same issues, as did Catholic Pope Francis in 2015, namely that the world is awash in 1. Violence, 2. Environmental Destruction, 3. Poverty.

Following the need to address these three interconnected disasters, we have organized three work areas: 1. Peace and Non-Violence, 2. Caretakers of God’s Creation, and 3. Eradicating Poverty/Criminal Justice and Mercy Ministries.

### Peace with Justice Sunday:

The Conference Board promotes the Peace with Justice Sunday Special Offering, one of the six Church-wide offerings that The United Methodist General Conference asks of each local church. In 2019, only a fraction of our churches gave to this Special Offering, but their giving has allowed the conference to fund key ministries within the conference. We expect the 2020 total will show more churches taking the offering. One half of the offering stays in the annual conference, the other half is used by the General Board.

### Caretakers of God’s Creation:

The Board’s Caretakers of God’s Creation work area has started a program of district workshops to help churches become “Green Churches”. The Caretakers are also working to help congregations divest of stocks of thermal coal companies as required by the resolution voted on at conference in 2015. Caretakers also co-sponsored the National Caretakers of God’s Creation Climate Justice Conference held at Mt. Olivet United Methodist Church in Arlington. Each year, Caretakers awards a conference church, the Green Church of the Year award.

### Peace and Non-violence Work Area:

The Peace and Non-violence Work Area has been active with NFOR to care for immigrants and refugees.

Reflecting our mission to serve people in need, Church and Society provided a Peace With Justice Grant to NoVa Friends of Refugees (NFOR), an interfaith grassroots network of people who welcome, assist, and advocate for refugees. During the 2018-2019 grant period the NFOR network grew 30% and became a respected referral resource for helping resettling refugees.

### Eradicating Poverty/Criminal Justice and Mercy Ministry:

The Eradicating Poverty Work Area is exploring ways to better serve our brothers and sisters who have been incarcerated to help them to be functional in society again.

### United Methodist Day at the General Assembly:

This year was the 28th anniversary United Methodist Day at the General Assembly. We partnered with the Virginia Interfaith Center on Public Policy to hold the United Methodist Day at the General Assembly. Each year, United Methodist Day at the General Assembly is held on the first Thursday in February. We hold this event jointly with the United Methodist Women and the Conference Legislative Network. We look forward to Bishop Lewis helping to lead the event in future years.

– *James Page, Clergy Co-Chair*

## THE BOARD OF COMMUNICATIONS

Over the last several years, the Board of Communications has been reflecting on our role as stated in the *Discipline* to “meet the communication, publication, multimedia, public and media relations, interpretation, and promotional needs of the annual conference.” (§ 646) We have reviewed all of the ways we communicate as a conference, and our effectiveness in meeting the needs of the entire annual conference.

Previously, the conference communications staff and the board spent the majority of their time producing and supporting the conference’s monthly magazine, the *Virginia United Methodist Advocate*. Producing a printed magazine is a labor-intensive effort, and it is a communications medium that continues to increase in cost while decreasing in readership. The *Advocate* had been running a deficit for several years, and despite multi-pronged ideas and efforts, readership continued to decline. Circulation fell to 1,600 people in a conference with over 300,000 members. We were therefore reaching less than 1% of our membership with our primary communications vehicle. To better live out our *Discipline* mandate, we needed to improve the way we communicate and engage with the membership of our conference. We therefore made the difficult decision to discontinue the *Advocate* in December 2019.

Working closely with the conference communications director and staff, the board has spent the last year reviewing current conference communications tools, identifying potential new tools that could support this ministry, and reaching out to clergy and laity across the conference to get their input. In early 2019, we conducted 19 listening sessions in five different locations, and were able to ask in-depth questions about the communication needs of 98 people from 10 districts. This helped us gather a variety of great ideas on how we could improve conference communications.

In June and July 2019, we distributed a communications survey conference-wide to help test the ideas we gathered in the listening sessions. We received 2,147 survey responses, with good representation from both clergy and laity across the conference.

The survey confirmed a strong interest in expanded digital communications. The top digital communications tool for both clergy and laity is the weekly *e-Advocate* newsletter. This will be the primary conference communications tool moving forward. It is quick and efficient, and provides much more timely updates. The conference will also continue to share news, events, and ministry stories through the conference website, social media, and the weekly *Sunday Advocate* bulletin insert.

The Board of Communications is working with the conference communications director and staff to help implement some of the key survey learnings. This work will continue into 2021. To view a copy of the survey results, and links to sign up for all the conference communications tools, please visit [www.VAUMC.org/survey](http://www.VAUMC.org/survey).

– *Jill W. Gaynor, President*

## BOARD OF DISCIPLESHIP

The Board of Discipleship desires to be a resource for the conference. All over the conference, we have available trained coaches who can assist churches of any size. Coaches are available to work with churches at reigniting the fires of discipleship, understanding and implementing Intentional Discipleship Plans and learning more about Membership to Discipleship within their churches. These coaches are clergy and laity within the conference who are now available for little or no cost to churches. This year we have been converting a comprehensive work on Intentional Discipleship Planning written by Don Jamison into seed packets which can be planted over time in specific situations to reap a growing harvest of disciples within any church. You can look over or pick up seed packets at the Discipleship Table during Annual Conference. In addition, Kathy Gochenour, chair of the Board, along with our Regional Directors are available to work with churches in understanding what it means to begin a discipleship movement within the local church. The Resource Group continues to develop a database that can be accessed through the [www.vaumc.org](http://www.vaumc.org). There you will find links to internet resources, stories of successful discipleship within the conference and lists of books and other resources to help with your journey. Our goal is constantly to be a resource for the local churches of the Virginia Annual Conference. We continue to work with the Bishop’s Steering team too as we align what we do with the other parts of the Common Table. Each year the Board of Discipleship awards one youth, one laity and one Clergy the Denman Evangelism award. This year, we had no local congregational responses to our invitation for receiving the One Matters award for recognition of turn around success in growth, professions of faith and fruitfulness. Each year we endorse candidates to be a General Evangelist in the United Methodist Church and this year with great acknowledgement of his work we endorse Greg West (Chaplain of Wesleyan College) as a General Evangelist. We also participate in the Christian Education Sunday and use those funds for scholarship and grant requests for Education in our local churches, districts and conference. We work closely with the Office of Bishop by facilitating conference wide activities like the Bishop’s Convocation of Prayer. Members of the Board continually work with the Conference Staff and Cabinet in areas of Discipleship and have participated in the Mid-Size and Small Church Initiatives. It has been my honor to serve as Chair this year as we focus on being disciples of Jesus Christ who are life-long learners influencing others to serve.

– *Kathy Bennett Gochenour, Chair*

## Older Adult Council

The Older Adult Council is tasked with engaging and equipping pastors and laity of local churches and districts with knowledge and skills for ministry to, for, by and with older adults within congregations and in the community at large. The Council works to provide lifelong learning and spiritual growth in discipleship throughout life, appreciating the great resource our older adults are to the Body of Christ. The Council works to combat the negative influence of ageism and to develop intergenerational sharing of the Good News. The Council, now advised by Age Related Ministries, strives to increase intergenerational programing and encourage older adults to share their rich spiritual legacy with all ages while continuing to develop their own discipleship skills. As the tsunami of aging adults, now including the Baby Boomers, present churches with significantly changing physical, emotional and spiritual needs, the Council provides resources through the Conference website, and offers classes, speakers and presentations. A curriculum on Spiritual Legacy has been provided to each District Office. Classes on Sacred Circle Dance and Ways of Experiencing God have been offered and well attended. In April the Council joined Pinnacle Living and the Beard Center on Aging of Lynchburg University in sponsoring the third annual Faithful Aging Conference held at Culpeper, Virginia. At the time of this writing a 2020 conference is planned for Roanoke. Faithful Aging is among the first statewide, faith-based, nondenominational, conferences on aging. Speakers included healthcare providers, chaplains, pastors, gerontologists, and other experts on issues faced by the aging population. Representatives from the Virginia Conference are serving in leadership roles with the Southeastern Jurisdictional Wisdom and Grace Conference held each year in Lake Junaluska. For more information, see the Conference website under Departments>Next Gen Ministries>Older Adult Council.

– *Suzanne Spencer, Chair*

## Conference Council on Youth Ministries

Grace and peace to you in the name of Jesus Christ!

We write to you as your 2020 Co Chairs of the CCYM. This spring the CCYM (conference council on youth ministries) met to review and award YSF (youth service fund) requests, we had an overwhelming number of applications.

We were able to help fund 16 groups with the \$5,900 we raised this year, including mission trips and projects to help churches grow their youth ministries.

In the coming year, we hope that all districts will actively seek and submit youth nominees for CCYM. To do so, please email Juli ([juliodell1982@gmail.com](mailto:juliodell1982@gmail.com)).

– *Chris Ganoë and Ally Shipe, Co-Chairs*

## CONFERENCE MISSIONAL MINISTRIES BOARD

“*Engaging, Connecting and Equipping Clergy and Laity of the Virginia Conference for God’s mission.*”

The Missional Discipleship and Engagement Team includes the interrelated work of several Conference Committees: Health and Welfare, Disaster Response, Partnerships of Hope, Volunteers in Mission and Voices of Youth, emphasizing missional discipleship and advocating for increased communication from and with the local church, district and conference leadership for effective outreach.

Initiatives of Hope (IOH) has changed its name to **Partnerships of Hope (POH)** under the leadership of Rev. Clarence Brown: Grace and peace in the name of our Savior! I am thankful to God for allowing us to partner with the church around the globe in service to those who are in need. As you know, we have for some years committed as an Annual Conference to partner with Methodist mission initiatives in Mozambique, Brazil and Cambodia abroad and locally with our Native American brothers and sisters. That work has proven fruitful, both in terms of meeting needs and spreading the gospel.

The health of children is cared for through the clinic and orphanage in Cambine, and others are cared for through the Chicupe Rural Hospital. Widows are cared for through the compound we have built in Massinga. Women are gathering productive skills through the fashioning of apparel that are sold for a profit. Men are learning woodworking skills for supporting themselves. Rice fields are productive. Acres of vegetable help feed many. Chickens are raised, eggs are sold to the end that the areas might become self-sustaining.

Shade and Fresh Water projects, supported by our wonderful missionaries on the ground – Gordon and Teca Greathouse – continue to serve children at risk, protecting them from gang related activity and providing both teachers and materials so that they might learn, grow and thrive. Wells have been dug to provide fresh water for villages that have been sharing pond water with their animals. New housing has been built for persons who had previously lived in insect infested mud huts

In Cambodia classes are being taught; hygiene kits are being gathered to promote healthy living. Medical teams have gone in support. And more teams are needed. IOH has continued to support new initiatives and relationships with Native Americans and is helped sponsor “Nitapewak” (FRIENDS) Family Camp last July at Camp Rockahok. It was open to all Native Americans and Friends of Every Nation including an Intertribal Powwow.

And that, perhaps, is the appeal of this annual report. In this day of declining revenues, the thing that is needed more than anything else is the transformation of lives into fuller discipleship. And I know of nothing more transformative than meeting Jesus as we serve others. The relationships developed, the satisfaction of helping

the kingdom come into fuller view, the extension of generosity, the extending and receipt of hospitality fostered by missional engagement may indeed be the place that invites a disbelieving world into life-saving relationships with Christ.

So we are partners with Christ in this endeavor, and I end with the offering that our committee together has made the decision to rename our endeavor “Partners In Hope.” My deepest thanks go to Judy Fender, Sue Boltz, Juanita Csontos, Larry Jent, Nancy Forrest, Rebecca Makowski, Lynda Moore, Nancy Robinson, David Vaughan, Nancy Yarborough, and our conference staff person, Glenn Rowley for their great work and constant encouragement. Partner with us, my Friends, as we go beyond borders and boundaries in becoming learners and influencers with brothers and sisters around the globe.

**The Virginia Conference Disaster Response Team** has been supporting Long Term Recovery efforts in the Danville District following the flooding from 2018 hurricanes. This effort has been led by the Rev. Lisa Nordan and Rev. Jon Woodburn who is the Danville District Disaster Response Coordinator. This recovery project has cost over \$75,000 and was done solely with donations from the Annual Conference.

Major efforts are underway to revitalize our large fleet of disaster trailers and equipment. This will ensure everything in the trailers is ready at a moment’s notice to deploy in support of response and recovery efforts in the conference and beyond. Repositioning several trailers to fill “ready for deployment” gaps has decreased the wait times for several regions to have equipment on site.

The new UMCOR Early Response Team training and registration protocol has decreased the credentialing turnaround time making sure that trained and equipment conference ERT teams are in place to respond when called upon to disasters in the Commonwealth.

At the time of this writing the Conference Disaster Response Team is readying equipment for possible deployment to the Ohio Conference in support of flood recovery efforts as well as to Nashville in support of tornado recovery efforts.

The Virginia Conference Disaster Response Team is an active member of the Virginia State VOAD (Voluntary Organizations Active in Disaster) and the South Eastern Virginia Regional VOAD. This allows for close coordination, collaboration, communication and cooperation between Federal, State, Local Emergency management agencies and other disaster response volunteer organizations.

As always this important mission and ministry cannot function without your support. Volunteering and becoming an UMCOR ERT trained and credentialed responder is one way to help immediately following any disaster. Please also give generously to the Special Advance for Disaster Response #5037. That fund is how we provide training and maintain our disaster equipment throughout the conference.

Thank you to all for your continued support of this vital mission and ministry of the Virginia Annual Conference.

– Bob Pihlcrantz

**Volunteers in Mission (UMVIM)** coordinated by Rebecca Makowski has organized UMVIM team leader training events with a renewed commitment to training team leaders throughout the conference with consistent and updated curriculum. In 2019, six volunteers were oriented as UMVIM trainers and provided several trainings for team leaders throughout the conference. Churches within the Virginia Conference deployed 33 UMVIM teams to domestic and international locations. Information was provided through the Conference communications channels about ministries and volunteer opportunities through the General Board of Global Ministries (specifically, full time mission service and the Mission Volunteers program). Those interested in mission volunteer opportunities are encouraged to visit the UMVIM webpage on the conference website (<https://vaumc.org/vaumvim>) and Facebook page (<https://www.facebook.com/VirginiaUMVIM/>) for upcoming training events, best practices, information, and the conference policy for short term volunteer in mission teams.

**Voices of Youth (VOY)** is a group of youth and adults with a passion for music and mission and combine those two gifts into a unique service experience. VOY will not be sending a team this summer.

Mrs. Anne Klotz, Missionary Itineration Coordinator, has facilitated connections and visits for many missionaries with their covenant churches during the past year.

**Mission Encounter** is a cooperative school offered by the Conference Missional Ministries Board and the United Methodist Women to help us understand God’s work in our world and our involvement as United Methodists. Mission Encounter 2020 will be offered July 24-26 at Smith Mountain Lake 4-H Center.

**Conference Committee on Mission Personnel (CCMP)**, chaired by Kip Robinson, guides and mentors interested persons through the application and discernment process for mission service. Applicants can access the Personnel Information Form (PIF– Application for Missionary Service) and other application materials from the Virginia Conference web site under Ministries - Center for Justice and Missional Excellence - Committee on Mission Personnel (CCMP) - Related Documentation. All completed application materials should be sent to the Virginia Conference Committee on Mission Personnel, The Virginia Conference Center for Justice and Missional Excellence, P. O. Box 5606, Glen Allen, VA 23058. It should NOT be sent to the General Board of Global Ministries.

– Nancy Robinson, Chair

## ADVANCE SPECIALS

### INTERNATIONAL

Mozambique: Chicouque Rural Hospital - #09734A • Congo: North Katanga Wings of the Morning - #08597A • Liberia: Ganta United Methodist Hospital - #15080N • Cambodia: Mission Initiative - #00230A • Cambodia: Street Children Ministry - #14921A • Macedonia: Macedonia in Mission Together - #00220A • Brazil: Ministry with Children, Shade and Fresh Water Project - #11580A • Israel: Bethlehem Bible College - #12017A • Eurasia: Eurasia Mission Initiative, Ukraine, Moldova - #14053A • Sierra Leone: Child Rescue Program - #14377A • Sudan: Sudan Development - #184385 • Global: Anti-Human Trafficking - #333615 • Global: Sustainable Agriculture - #982188 • Mexico: Give Ye Them To Eat - #07629A • Sierra Leone Water and Development Ministry - #181000 • Vietnam Mission Initiative - #14932A

### NATIONAL

Mississippi: Choctaw United Methodist Mission - #761544  
 District of Columbia: Christ House - #381215  
 Kentucky: Red Bird Mission, Inc., Beverly - #773726  
 Kentucky: Henderson Settlement, Frakes - #773365  
 South Dakota: Tree of Life Ministry - #123615  
 Tennessee: Jubilee Project, Inc., Sneedville - #781350  
 USA: Justice for Our Neighbors Immigration Ministry - #901285  
 USA: Volunteers in Mission, Southeastern Jurisdiction - #901875  
 USA: Society of St. Andrew - #801600 USA: Response and Recovery to Natural Disaster - #901670

## VIRGINIA

Agape Christian Children’s Community Center, Inc. - #5020  
 Caretakers of God’s Creation - #5016  
 Crossroads Mission Center - #5028  
 Disciple Bible Outreach Ministries of Virginia - #5029  
 ESL and Immigrant Ministries Childcare Support - #5036  
 Heart Havens - #6442  
 Henry Fork Service Center - #5008  
 Highland Support Project - #5007  
 Journey Community Center - #5009  
 Just Neighbors Ministry, Advance - #803002  
 Kids Soar (formerly UM Community Outreach Prog. of Roanoke) - #5004  
 Park View Community Mission - #5019  
 Pathways Virginia Advance - #5045  
 Rising Hope United Methodist Mission Church - #5043  
 Teens Opposing Poverty, Inc. (TOPS) - #5010  
 Tuesday’s Table - #5024  
 Una Familia - #5027  
 Virginia Conference Disaster Response & Recovery - #5037  
 Wesley Community Service Center - #5025  
 Abukloi Enterprises, Inc. – new  
 Basic UMC-Hispanic & God’s Table Ministry – new  
 Belmont UMC – Belmont Community Resource Services - new

## PARTNERSHIP REPORTS

### Heart Havens

Heart Havens continues its mission of empowering people with a developmental disability to live and thrive in their community. From paint nights and tailgate parties to the gym and church choir, our VAUMC friends empower the people we support to be active members in their community. Your financial gifts and volunteer engagement make our mission of empowerment possible!

We continue to operate group homes across the Conference. Heart Havens was born out of listening; it was listening to the needs and desires of people with a developmental disability and their families that led to the startup of Heart Havens. Through this listening, we have learned that it is time to offer new services and means of more individualized support. In 2019, Heart Havens ceased operating the Winchester location and added a Chester home. In the first part of 2020, Heart Havens will be opening a day program and community engagement program. These programs reflect our mission of empowerment; Heart Havens is about people, not houses.

We are blessed with the support of congregations and small groups throughout the Conference. Heart Havens shared our message of empowerment in February during Heart Havens Month. Additionally, we welcomed many volunteers from churches, businesses, and civic groups. These volunteers blessed us by planting flowers, assisting with maintenance, and organizing nights of fellowship.

Heart Havens recognized Buck Hodges as the 2019 Brian Manwiller “In HIS Grip” Award winner. Buck has made contributions throughout the years by planning and hosting dinners and picnics. Through his leadership, Buck has demonstrated friendship and fellowship to Heart Havens and especially to the women in the Ma-leigh-Holland home.

With your vital support, Heart Havens can continue to empower people with a developmental disability by doing more than just providing the basics but also enabling them to live vibrant, independent lives. As brothers and sisters in Christ, we invite you as the church to continue to advocate for Heart Havens and support people with a developmental disability.

–Jennifer Boyden, Chief Executive Officer

### Pinnacle Living

Driven by our mission of **Enriching Life’s Journey**, Pinnacle Living has celebrated several significant accomplishments in the last conference year:

- ✓ Cedarfield was designated as the first Dementia Friendly Business in Henrico County.
- ✓ Renovations and/or expansions are underway at all five of our communities.
- ✓ Our Person-Centered culture is making a difference in the lives of our residents. Pinnacle Living is committed to changing the culture of how senior living services are offered and experienced. Among our residents are 16 centenarians (100 years of age or older).
- ✓ Weekly worship services have seen an increase in participation. Residents and team members have created Advent and Lenten devotionals. Spiritual life retreats, Bible studies and religious life fellowship groups engage our residents in spiritual growth and discipleship.
- ✓ Our residents and team members are actively involved in community partnerships that make a difference in their local areas. During our Fiscal Year 2019, our communities offered workforce development initiatives for 166 students, providing 4,010 hours of supervised internships, onsite training and career exploration opportunities. We partnered with 102 not-for-profit organizations and community programs to impact the lives of other seniors as well as children and families.
- ✓ Our communities have received local, state and national recognitions including the Richmond Times Dispatch Top Workplaces award and being voted among Best Nursing Homes in Virginia.

Yet, we cannot rest on these laurels. Our board of directors is eagerly exploring opportunities for expanded services and new ventures with the potential to impact a greater number of seniors across the Commonwealth. Quality is one of our Core Values, making continuing education and lifelong learning important aspects of our mission and culture. The *Pinnacle Scholars Program* offers scholarships to team members. *The Faithful Aging Conference* with leadership from Pinnacle Living continues to enhance and expand older adult ministries in the local church. Pinnacle Living has taken an active role in guiding churches and communities to become dementia friendly. Team members have become Dementia Friends Champions, offering general information sessions to help everyone understand five key messages

about dementia, how it affects people and how we can make a difference in the lives of people living with dementia in all its varied forms. Contact us if you would like to involve your church in these educational and awareness efforts.

Pinnacle Living is grateful to all the churches that supports the Samaritan Program. This benevolent assistance has been given in Pinnacle Living communities since the organization was founded. We are privileged to recognize the following congregations as the 2019 Samaritan Award Churches offering the highest level of giving to the Samaritan Program:

- v Reveille (Richmond District)
- v Fairfax (Alexandria District)
- v Silverbrook (Alexandria District)
- v Fairmount (Richmond District)
- v Gum Springs (Richmond District)
- v Shady Grove - Mechanicsville (Richmond District)
- v Walker Chapel (Arlington District)
- v Raleigh Court (Roanoke District)
- v New Hope (York River District)
- v Monumental (Elizabeth River District)
- v Great Falls (Arlington District)
- v Clarendon (Arlington District)

The adage says, “It takes a village to raise a child.” Yet, this is not just true for children. It takes a village to nurture one another across the lifespan, from childhood through young adult life to our years of elderhood. Thank you for your continued support, prayer and generosity for the mission and ministry of Pinnacle Living.

– Martha Stokes, Director of Church and Community Relations  
– Charles W. Wickham, Director of Donor Development  
– Christopher P. Henderson, President and CEO

## UMFS - United Methodist Family Services of Virginia

In 2020, UMFS celebrates 120 years of service to children, teens and families. Our journey has been filled with twists and turns as the needs of children, families and communities have shifted, presenting complex challenges and opportunities for growth along the way. From the Virginia Conference Orphanage of 1900, to the Virginia Methodist Children’s Home of the 1950’s, to the present day state-wide agency bringing hope and healing to the whole family, UMFS has partnered with churches and church members to live out our mission.

We are unwavering champions for high-risk children and families across Virginia, collaborating with communities to help them reach their full potential. We help children find loving families through our programs in foster care, adoption, and kinship care. We help children and families heal through our residential treatment programs and our work in specialized therapies. We help guide students in our specialized education schools. We help children and families build brighter futures through our functional family therapy and intensive care coordination services. In 2019 we served 2,367 high-risk children. While many of our programs are focused on children, we strive to support the entire family, helping us touch the lives of 13,620 high-risk children and families in 190 communities in Virginia.

Since 1900, the churches of the Virginia Conference have partnered with us as advocates for high-risk children and families. Churches help recruit and support foster and adoptive families, provide much-needed financial support, and donate countless gifts-in-kind. Church members serve as dedicated volunteers, mentoring and tutoring, helping at events, and providing transportation for children and families. Our church partners, Child Champion Councils and the UMFS Auxiliary are critical resources for the children and families we serve.

As we celebrate 120 years of service, we also look to our future to ensure we can continue to serve high-risk children and families in Virginia for another 120 years and beyond. We are investing to upgrade facilities and technologies while building capacity for our programs to address some of the most pressing challenges facing our communities today. The Be a Champion Capital Campaign is the first comprehensive effort to revitalize our 33-acre Richmond campus since the 1950s. We will fund this project through charitable gifts, a long-term land lease on the front of our property, and internal refinancing and debt reduction. We will begin by upgrading the Child & Family Healing Center residential program from post-WW II cottages to a state-of-the-art treatment facility. In the second phase, we will build an addition to Charterhouse School which will enhance our career and technical education and expand services for elementary students and students with autism.

We are grateful for the support of the Virginia Conference and for your partnership with us as unwavering champions for high-risk children and families. Together, we can create a world where caring, opportunity and generosity are passed on from generation to generation, empowering all children to contribute to society as engaged citizens.

– Michael Giancaspro Chair, UMFS Board of Directors  
– Greg Peters, President and CEO

## Virginia United Methodist Housing Development Corporation

The Virginia United Methodist Housing Development Corporation (“VUMHDC”) is a covenant partner with the Virginia Annual Conference with the mission to expand the supply of affordable housing to low-income families and seniors and other special populations in Virginia. VAUMHDC has an annual goal of developing, renovating, partnering in, and/or refinancing at least one new facility a year.

VUMHDC is led by President Larry Dickenson, a lay member of Raleigh Court UMC in Roanoke. He is assisted by the three corporate officers making up the Executive Committee, and the other eleven (11) Directors. Currently, our Board includes five UMC clergy.

VUMHDC currently owns and operates sixteen (16) projects and is the non-profit minority partner of an additional sixteen (16) properties. Totalling these 36 properties, VUMHDC has approximately 1850 apartment units across the conference. The approximate value of our assets is \$72,000,000. These apartment properties serve approximately 3000 residents, equally mixed between seniors and families.

Over the past year, we completed sale of our interests in several properties as a means of solidifying our financial base, enabling a more robust development program in the future. For the period 2020-21, we are engaged in planning for potential new projects in Franklin County, Appomattox and the Eastern Shore. We are also partnering with two for-profit developers on three tax credit applications for projects Emporia, Augusta County and Richmond with a combined total of nearly 400 units.

The year 2019 also marked two major milestones in VUMHDC’s legacy leadership, with the retirement of Jim Branscome, our long-time Treasurer, and the passing of Rev Robert Regan, our founder and president from 1975-2010.

– Larry Dickenson, President

## Wesley Housing

Wesley Housing’s vision is that everyone in the greater Washington, DC region has a safe, quality, affordable home, serving as a foundation to thrive, and has a place of value in the community. This guides our mission of building up the lives of our most vulnerable community members by creating and operating healthy, inclusive, stable, affordable housing communities and providing supportive resident services. For over four decades, we have served over 25,000 residents in the Washington, DC metropolitan area. We currently manage 25 properties (more than 3,200+ residents) in Alexandria, Arlington, Manassas, Fairfax County, and the District. We also manage 9 Community Resource/Support Service Centers that offer a full range of crucially needed programs and services to support children, adults, seniors, those with chronic disease, and those with disabilities to regain their dignity and renew their lives.

### REAL ESTATE DEVELOPMENT

With many exciting projects budding in our real estate development department, Wesley Housing concluded 2019 with 791+ units in development (including renovation).

The following development projects recently received funding awards:

- v Senseny Place in Winchester, VA was awarded \$2 million through U.S. Department of Housing and Urban Development’s Section 202 funding. This new construction will result in 63 units of affordable housing for seniors.
- v The Arden in Alexandria, VA (Fairfax County) received \$800,000 in Amazon Reach funding and \$1.6 million from the Virginia Housing Trust Fund (HTF) and the National Housing Trust Fund (HTF). This 126-unit new construction, which will also be home to our new main office headquarters is expected to break ground in late April.
- v The Cadence in Arlington, VA received \$700,000 from the Virginia Housing Trust Fund (VHTF) and is expected to break ground in summer 2020.
- v Knightsbridge Apartments in Arlington, VA received \$125,000 the TD Charitable Foundation, the charitable giving arm of TD Bank as part of the foundation’s Housing for Everyone grant competition. We are rehabilitating all 37 units located in this Buckingham apartment community.
- v Final site plans were submitted for The Waypoint at Fairlington in Alexandria, VA (81 units). Designs are advancing to poise the project for a late 2020 closing and construction start.
- v Renovations on Brookland Place (DC, 84 units) and Culpepper Garden (Arlington, 204 units) are continuing and will be completed in spring 2020.
- v Wesley Housing received Planned Unit Development (PUD) approval to redevelop 1 Hawaii Avenue Apartments in the District from 37 units to 70 units after a 15 month long community engagement and entitlement process.

### RESIDENT SERVICES

- v **Housing Stability Initiative:** Every month, 400+ adults take advantage of housing stability and eviction prevention programs such as crisis intervention, referrals to community resources, financial literacy, household budgeting, resume building and job search assistance, computer training, and certification courses. Through the work of our Housing Stability Specialists, 99% of “high priority” referrals (712 households) maintained their housing in 2019, 118 residents participated in English proficiency courses, and 47 individuals obtained new and/or improved employment. Over 277 children and teens participated in youth programming, with 95 attending our learning intensive summer camp.
- v **Volunteerism & Season Campaigns:** In 2019, volunteers provided 10,500 hours of service by helping with food security initiatives, after school programs, adult education including ESOL, health and fitness classes, and summer camp. Additionally, 500 youth received new school supplies from our annual drive,

more than 150 households received food boxes during the holy season of Ramadan through our partnership with Islamic Relief USA, and 772 residents were supported during the holiday season.

v **Organization and Administrative**

- v Two of our properties in Fairfax County, Strawbridge Square Apartments and The Fallstead at Lewinsville Center, received the National Affordable Housing Management Association’s (NAHMA) “Communities of Quality” recognition, both meeting NAHMA’s high standards in physical maintenance, financial management, programs and services, employee credentials, endorsements, and several other categories.
- v Wesley Property Management was named 5x Winner of SatisFacts National Resident Satisfaction “Superior” Award from resident ratings of Wesley communities and recognized as 2019 Top 10 Annual Survey Company Award Winner.
- v In February, Wesley Housing announced its refreshed brand, including new logo, tagline and website. Details regarding our new brand can be found in our latest blog post: <https://wesleyhousing.org/our-new-look-and-feel/>

– *Shelley S. Murphy, President/CEO*

## THE BOARD OF HIGHER EDUCATION AND CAMPUS MINISTRY (BHECM)

The mission of campus ministry in the Virginia Conference is that of the United Methodist Church, “To make disciples of Jesus Christ for the transformation of the world.”

The Board of Higher Education and Campus Ministries oversees the mission and ministry of the 13 campus ministries related to and supported by the Virginia Conference. As such, the board’s role is to partner with local boards and campus ministers to support their mission and vision. To meet this commitment the board has focused on three objectives this academic year.

- A. **Training and Development:** All campus ministers and local boards will have the necessary information and skills to effectively execute their mission of discipleship, student leadership development, and campus transformation.
  1. The fall semester was dedicated to training new campus ministers and working with all campus ministers to develop Ministry Action Plans. The Campus Ministry Operational Team led this effort with reports from board members Paulo Lopes and Drew Ensz.
  2. The spring semester was dedicated to designing and delivering training for local boards. Based on a training needs assessment, and on the analysis of annual campus ministry reports, a comprehensive training program has been developed that includes on-site visits, webinars, centralized training, and a local board training resources website.
- B. **Property Oversight and Management:** Implement the Wesley Foundation Property Task Force recommendations regarding long-term financial sustainability.
  1. Explore Property Partnerships: This involves examining the interest of universities in purchasing campus ministry properties to include a provision for a long-term lease. It also involves examining the interest of universities and community groups in leasing space in our properties for student education programs.
  2. Develop Property Financial Sustainability Plans: Five-year plans are being prepared that identify property maintenance requirements and the financial actions that local boards must take to ensure property income will meet or exceed property expenses. Currently there are six Wesley Foundation, Inc. properties. The BHECM property committee is in the process of evaluating and validating the feasibility of each plan.
  3. Improve Property Management Oversight: A new Wesley Foundation, Inc. Board of Trustees will be appointed to provide conference property oversight. The Conference Board of Local Property Managers will be re-established with a focus on mutual support and property management responsibilities.
- C. **Communication:** Improve the level of interaction between the BHECM, campus ministers, local boards, and the conference staff. To accomplish this objective, each BHECM member has been appointed as a liaison to a campus ministry. They will attend local board meetings and facilitate two-way communications. In addition, BHECM newsletters are being sent to campus ministers, local board chairs, and each individual local board member.

**Reports**

We have been blessed with the appointment of four new campus ministers. They are Michael Dean Burnett, United Campus Ministries at Christopher Newport University; Jasmyn Graham, Wesley Foundation at Virginia State University (FLOW); Elizabeth Snader, Campus Christian Community, University of Mary Washington; and, Randy Timmerman, Wesley Foundation at Old Dominion University (IGNITE).

We invite you to read the stories shared by each of our campus ministries in this *Book of Reports*. Further, we invite you to pray for the continued fruitfulness of Higher Education ministries. Our campus ministries touch the lives of tens of thousands of students with invitations and opportunities “to explore, engage, and embody an active faith in God.” As part of this process, they are actively involved in partnerships to shape the quality of individual and community life on our campuses.

– *John E. Dunning, Chair*

## WESLEY FOUNDATIONS

### Ignite Norfolk - Wesley Foundation at ODU

The past year at IGNITENorfolk has seen our ministry go through a number of transformations that, both in looking back and looking forward, we can celebrate what God has done and what we expect God to continue to do.

In July of 2019, the Director position at IGNITE transitioned away from being a full-time appointment. Partnering with Larchmont United Methodist Church (the local UMC that is closest to Old Dominion’s campus), IGNITE’s Director shifted to part-time and, concurrently, served as Larchmont’s part-time Associate Pastor. During the 2019-2020 school year, there have been a few opportunities for our students to interact and serve alongside Larchmont’s congregation (supporting their Pumpkin Patch fundraiser, providing nursery workers, etc.) It is our hope that in the next year, we will find even more ways to serve together.

Alongside the input of IGNITE students, a temporary year-long vision was cast: “ReIGNITE a love of God through humble service.” The spirit behind this vision was that, since its inception, IGNITE has been a place where people come to experience God through service and mission first (what we call IGNITE’s “front door”). After our volunteers have those experiences of humble service, we strive to build meaning behind those very experiences on a foundation of Jesus Christ. We seek to inspire our students to live out the Great Commission before they even realize it!

In the daily work of IGNITE, we are excited to share that the IGNITEpantry that started about 5 years ago has begun to explode over the last few months. In October 2019, we started a collaboration with the brand-new Panera Bread near campus and we now receive twice weekly pastry pick-ups from them. In November 2019, the IGNITEpantry was featured on the front page of the ODU website which garnered a lot of attention from the community and helped us find passionate partners who wanted to do canned food fundraisers to support our ministry. In February 2020, through our partnership with the Food Bank of Southeastern Virginia, we were partnered with the brand-new ALDI grocery store near campus and receive twice weekly pick-ups of close to expired produce, meats, dairy, and a variety of other things. Because of these developments, during the first two months of 2020, we have already received 249 visits with 70 of those visits being households new to the pantry itself. These 249 visits already account for close to 60% of the visits that the pantry had in the entirety of 2019. God is good!

Behind the scenes, an Operations team has been formed, in partnership with some coaches from the Virginia Conference, to work through the Spiritual Leadership Inc. system of Loving, Learning, and Leading in order to help IGNITE’s ministry go from being a solo mission to becoming a generative ministry. This work has been tough, as it requires us to take a hard look at who IGNITE is and what we want IGNITE to become; however, through this work, a more permanent vision has been cast, through this team’s collaboration, that we feel encapsulates our core values in a succinct and memorable way: Everybody fed, full, and faithful.

As we wrap up one school year and begin to prepare for another, we cannot wait to witness what the Holy Spirit will continue to do through the doors of IGNITE. With God’s help, we look forward to the fire that IGNITE’s work will kindle in the hearts of our students, in our college community, and in Norfolk as a whole.

– *Randy Timmerman, Director*

### The Wesley Foundation at Longwood University & Hampden-Sydney College

It has been a very busy and exciting year here at the Wesley Foundation at Longwood and Hampden-Sydney. Our students are living into the vision of being a campus ministry where all members of the campus feel welcomed and love for who God has created them to be. Our student leadership and Board has worked to also provide a place where students belong. WE have had mission opportunities locally and regionally, worship, small groups, on campus activities and be involved with the greater community of Farmville.

Elwoods Cabinet is an adventure what we and the Student Government Association at Longwood have developed over the past year. There is a great need for food insecure students to have access to food not only here on our campuses but campuses around the country. Elwood is the mascot of Longwood and the Cabinet has been recognized by both secret organizations on campus, CHI (the spirit of Longwood) and Princeps (Leadership), for the work that they are doing to help with the ongoing needs of the student body.

We have been under construction here at Wesley doing some much needed upgrades of our physical building. We are nearing the completion of these projects and feel as though we have a building that is very conducive to providing the ministry we envision here.

We love the interactions we have with local congregations on Tuesday nights and our students enjoy sharing a meal with persons they may not otherwise meet.

It has been an exciting and busy year of ministry and we are working on planning for the coming year.

– *Justin A. Hicks, Director*

### The Pace Center - Wesley Foundation at VCU

The Pace Center has a mission to help bring the gifts and passions of VCU students to life in order to build community on campus. That is exactly what happens every Thursday at our Community Café: \$1 Thursday Lunch. VCU is an incredibly diverse campus. Students’ gifts and passions come to life as they take turns cooking from their favorite family recipes to feed their fellow VCU students, faculty, and staff. Guests of the café learn about and experience the culture of the chef. In the process, they have built a place where people from all over campus and from all different backgrounds come to form a community. Pace’s motto is Gather | Eat | Share. We believe doing so among a diverse group of people truly is a foretaste of the Kingdom of God.

Pace’s Community Café came out of our Servant Leadership Institute in which students learn how to identify and bring to life the gifts and passions of others. By the end of 2020, more than 100 students will have interviewed over 2,500 fellow students asking them about their dreams, skills, and passions. These interviews form the foundation for community building events at Pace which are led by VCU students based on the dreams of their colleagues. Past events have included: Mindfulness Meditation, Multicultural Thanksgiving, Open-Mic Night and Community Conversations around topics such as mental health, physical health, and what motivates people to vote. Pace’s Wednesday Lunch Church worship service and Friday Bible Study help Pace leaders to stay in touch with the Kingdom of God that they are striving to be a foretaste of. We can’t wait to see what the Spirit will do next!

– *Katie Gooch, Director*

### RISE Faith Community - JMU

In the past we have submitted lengthy and rather detailed reports for the *Book of Reports*, often exceeding our suggested word count. We are committed to be concise this year. We realize that there is probably too much puffed up, flowery rhetoric in the world already and really people just need to read and hear the straight truth without much spin. So here you go. Here’s the straight truth about RISE.

As always there is much to celebrate. Over the past year we have began the process of growing a closer relationship with Otterbein UMC, seeking to bridge generational gaps and demonstrate to the world that churches need not be in competition but instead find ways to complement one another’s ministry. Together, we opened a coffee shop called Just Java in downtown Harrisonburg right across from the courthouse that seeks to be a place where restorative justice is brought to the public awareness. Also, as part of this effort, we are currently working on creating an outreach ministry for folks coming out of incarceration. One piece of this larger effort, which we are calling the Just Love Initiative, is a ministry called WITH, which offers hospitality to folks visiting loved ones at the jail, which is across the street from our building, on Saturday and Sunday mornings. We also continue with a strong food backpack ministry sending food home with around 45 elementary aged students and their families every weekend. Lastly, this past year saw the start of a partnership with a JMU fraternity called Acacia in developing a unique clothing ministry for middle and high school students dealing with poverty called Secret Boutique.

In the midst of all this hope, we are also wrestling with the reality of changing times. We are deeply invested in conversations about how to remain vital and vibrant in the years to come. We are putting all aspects of our ministry and leadership under the microscope and seeking the wisdom of the Holy Spirit and trusted mentors and voices to guide us in making any necessary changes to our leadership structure and ministry emphases. Remaining nimble and flexible as inevitable changes come, be they financial, structural, or leadership, is going to be important for us like everyone else. But we believe we are up to the task.

To close, we leave you with this wonderful truth. In everything we do, in everything we hope for, and in everything we may fear, we are not alone. Or put more succinctly, “Best of all, God is with us.”

## The Wesley Foundation at UVA

The day after Ash Wednesday this spring, in our “God this Week” small group, we reflected on what it was like to spend most of the day walking around with black smudges on our foreheads. One student thoughtfully said that it made her more aware of “people who wear their religion” in more obvious ways than we usually do, specifically Muslim women who wear head coverings. As we reflected on her comment, we realized how easy it is to make “Muslim” the first thing we notice about some people in ways that almost never happen to us except for this one day when we walk around with smudged foreheads. We were not used to and sometimes uncomfortable being immediately called “the Christian” or “the religious one” in class, based only on one quick glance at our faces. As we began the conversation, we had no idea we’d end up contemplating our own connection to Muslims because of our Ash Wednesday experiences.

That’s where a great conversation with faithful students can take us. That’s where openness to the Holy Spirit opens us to a wider community than we were expecting.

As many of you know, we hosted UVA’s LGBTQ student group in our Wesley Foundation building. This hospitality began in the early 1970s when a student active in both groups asked campus minister Jim McDonald if the newly-formed Gay Student Union (as it was then called) could meet here. Meeting on the UVA campus was risky and too public for students who needed to keep their group membership anonymous. In the past year this relationship of hospitality has ended. I’m happy and relieved to say that this did not happen because of the 2019 General Conference but, rather, because the university has changed enough in all this time, that LGBTQ students don’t need to meet here anymore, out of sight and just off campus. With changing attitudes, more diversity in the student population, and a brand new set-aside gathering space at UVA, the Queer Student Union no longer needed the anonymity and hospitality we provided for so long. Though we miss hosting them, this is a success story for the church: we offered something crucial and timely to our neighbors in need (and in danger) when there was no other place for them to go.

The Wesley Foundation at UVA became the Virginia Conference’s first Reconciling campus ministry last spring, making official what we have been living for a long time. Student-led and board-supported, it was our first response to General Conference 2019. In the fall, we developed an Advent devotional called “Voices from the Wilderness” as another response, our effort to center and amplify and listen to the voices of those we have all been talking so much about. We are grateful to and humbled by the students, alumni, UVA faculty, and friends who generously offered their reflections to help guide us through Advent. United Methodists emphasize connectionalism, but we at Wesley are profoundly humbled that these siblings in Christ remain connected to The United Methodist Church—sometimes quite tenuously—even now.

Last spring, as Ramadan and final exams overlapped in the calendar, we joined together with several other campus ministries to host Iftar meals (dinners to break the fast in the evenings) for our Muslim neighbors. Over the course of 3 nights we welcomed 300 Muslim friends and volunteers! Throughout the week, new Muslim friends came up to thank the volunteers for providing these meals. They expressed how nice it was to gather as a larger community for prayer and the Iftar meal each night, noting that often when Ramadan falls during the school year students will go out to restaurants in small groups. They made a point of telling us that it was really special to be together in such large numbers. The Christian and Jewish volunteers stood by quietly each night as we listened to the beautiful call to prayer, a lovely melodic moment of communal hush before the bustle of getting the meal on the tables.

This is where campus ministry with faithful students can take us, where openness to the Holy Spirit opens us to a wider community than we were expecting.

– Rev. Deborah Lewis, *Campus Minister & Director*

## The Wesley Foundation at Virginia Tech

Wesley’s team-based approach to ministry enables us to create an environment where all students are engaged in the ministry using their gifts and grace to “Love Out Loud” on Virginia Tech’s campus, in the community and around the world.

This past year it was never more evident that this approach is critical to the continued success of our ministry at Wesley at Virginia Tech. There were many obstacles hindering our vision “to be a grace filled community where all people feel safe and supported in their journey to explore and grow in their faith and their relationships with each other without condition or preconceived notions. We strive to develop and send out all people as peacemakers and disciples in the world rooted in faith and the relationships they build in our community.” Several of these include: Our new Core Ministry Team was spread across the world making it difficult to plan and get ready for new students in the fall. A new dorm was being built beside our building (very exciting when it gets done!) and blocked our building from the campus. That same new dorm flooded our building with sewer water the day before and day of move-in! However, because of Wesley’s team-based approach our students stepped into action using their gifts and passions to do what was needed in order to welcome new students to our community. It was amazing to see students step into roles and carry out our vision!

Our team(s) at Wesley allow our students to grow in their leadership, spirituality, and fellowship with one another creating an atmosphere of trust, healthy conflict, commitment and accountability. It fosters an environment where we can help others grow spiritually, make disciples, and experience love and grace. Here are some of the “Glory Sightings” that have emerged this past year:

- ✓ Our Communities of Grace (CoGs – Small Groups) increased to 10
- ✓ Worship continues to be vital for around 40-50 students each week
- ✓ Leading Youth Retreats and Campus Exploration Weekends for youth around the Conference
- ✓ We became a Reconciling Ministry and continue to be a safe space for LGBTQ+ folk on our campus
- ✓ Our Food Pantry (209 Manna Ministries) continues to serve food insecure students on our campus
- ✓ We had 30 students travel to Edenton, NC for a Spring Break Mission Trip
- ✓ Our Fall Retreat had 30 students attend to hear from Halleemah Nash about Call and Vocation
- ✓ At FUN143 our students continue to transform the lives of over 10 Middle and High School students tutoring and mentoring them twice weekly.
- ✓ First UMC in Salem, VA came up to provide “family dinner” for our students and we then packed 10 shoeboxes for Operation Christmas Child.

- ✓ We have 3 Prayer Circles with 6-10 students at each praying for our community, the campus, and the world.
- ✓ We held two 24-hour prayer vigils over reading day
- ✓ For Welcome Week we took our life-sized game night to the Eggleston Quad and had a great turnout
- ✓ We handed out over 480 hot dogs to students downtown on a Friday night to share God’s love
- ✓ Our Outreach Team took 200 cookies to the library on several occasions to invite students to worship and other ministry events
- ✓ We collected over 750 cake mixes for the Montgomery County Christmas Store to give families a nice dessert for their Christmas dinner
- ✓ Our building continues to be a space that students gather every day to study, relax, enjoy fellowship, and grow together

All of this could not happen without incredible student leadership and teams that desire to live out their faith together. Our students commit themselves to the work of making disciples of Jesus Christ and it is witnessed over and over again in the ways they are creating an affirming, welcoming, and grace-filled environment for all people.

– Bret Gresham, *Campus Minister*

## The Wesley Foundation at William & Mary

When a hateful, judgmental preacher spent over three hours attacking primarily women and LGBTQIA+ students. Wesley showed up in support of the students who had gathered and offered a very different vision of what Christianity calls us to. Max shared with the students that Jesus taught “Love your neighbor as yourself,” and “Love your enemies.” And that Paul said that the entirety of the law is summed up in one commandment, “Love your neighbor as yourself.” Wesley students brought the banner from in front of the Wesley House and witnessed to God’s love for all people. After the preacher left, many of the students wanted to take a photo with the banner in the very spot where the preacher had been standing. Hate was replaced with love.

This is what Wesley does on campus. We offer the love of God through Jesus in so many tangible and intangible ways, from partnering with groups and offices across the campus, to offering meals and the Campus Food Pantry to help hungry students (this past semester the food pantry served over 60 students, including over 120 visits), to offering community, worship, and safe/brave spaces to worship and discuss our faith. The house is almost always full of people coming together to study, eat, share, and grow. Also, our small groups exploded this fall semester to over 20 students participating, as we discussed Nadia Bolz-Weber’s book, Shameless. We also provided 61 weeks of housing through the Wesley house and community partners to students who were unhoused. Furthermore, students who have left their faith are finding in Wesley a Christian community in which they can engage their faith again.

Here are a few testimonies from students about the Wesley community:

- ✓ “The people at Wesley welcomed me in an honest and genuine way that I hadn’t felt before, even in other religious settings. I never saw myself joining a religious group on campus, but looking back, I can definitively say that I can’t imagine myself at William and Mary without imagining myself at Wesley too.”
- ✓ “Wesley gave me a place to stay when I needed to get out of my home situation, so I am forever thankful for that. I am just happy to be a part of a group that is inclusive, rallying for radical change and love of everyone and anyone, and whose morals and values stand with mine so well. Thank you, Wesley, for making my college experience so much better!!”
- ✓ “I was raised Christian, but I’m not a Christian anymore. But I’ve never seen Christians, or a pastor do what y’all did, so I wanted to come see what y’all are all about, and I feel welcomed and loved.” (This is a student now active in Wesley who did so in response to our standing with other students in response to a hate group on campus last spring.)

Because of the firm foundation of faith, community, and a clear purpose, students are empowered to go across the campus and live out their faith. But it doesn’t stop at the campus. This past year, because of our partnership with Williamsburg UMC to bring Palestinian Christian Daoud Nassar from Tent of Nations to Williamsburg and to campus, one of our students ended up being the summer camp coordinator for Tent of Nations this summer. The entire experience has changed her life and empowered her in her faith.

Wesley impacts students in innumerable way to empower them to not only grow in their faith, but to live it out. Very simply: students are hungry, and we feed them. Students are homeless, and we provide them a home. It’s students serving students in the food pantry and cooking the community meals. It’s Wesley having the space to house students, but it’s the Wesley students welcoming them and embracing them that makes it a home. As our vision statement says, “Through following Jesus, we embrace God’s radical hospitality for all.” Thanks for being an annual conference that loves and supports campus ministry!

Max W. Blalock, *Campus Minister*

## ECUMENICAL MINISTRIES

### Arise Campus Ministry at GMU

This year has been a year of tremendous excitement and a great challenge at Arise Campus Ministry. Arise continues to be an ecumenical campus ministry that has a call to live out a partnership between the various denominational partners. They are the United Methodist Church, Episcopal Diocese of Virginia, National Capital Presbytery, the Potomac Association of the United Church of Christ, the Evangelical Lutheran Church in America, and the Disciples of Christ. Our vision statement is because we believe in Jesus, we welcome all, share God’s universal love and compassionately live out our faith on campus and in the community. We continue to help students experience the richness of a new and transformed life in Jesus Christ through a network of Life-groups throughout campus. Life-groups are small groups that meet for community to discuss life and faith issues. We have Life-groups that meet every day between Sunday and Thursday. We also have an off-campus Life-group that meets Thursday evenings primarily made up of students from NOVA Community Colleges and George Mason University.

We have seen the growth of unique and diverse students involved in Arise. Many of our students have had unfortunate experiences in churches before and come to us in need of pastoral care. Through their experiences at Arise, we have seen a number of them decide to reconnect in a local church. We also continue to experience students choosing to join or be baptized in their local congregations. This past month we had two students go through Confirmation at local churches. This relationship

building with local churches of all the denominations continues to be essential for the long-term health of the denominations that support Arise. Being this bridge to the local church is an integral part of our vision to live out our faith in the community.

Arise students also live out their faith through missions and service work. This year we helped with multiple hypothermia shelters in Fairfax County alongside our denominational partners. We also had the opportunity to host a Rise Against Hunger event, which we partnered with St. Matthews UMC as well as Burke Presbyterian Church. Arise also is planning on working with Fairfax Presbyterian Church in their Rebuilding Fairfax Day. Our partnership with the George Mason University pantry continues to be thriving, and we are excited about how we are living out Jesus’s call to feed those in need. Over the winter break, we took students to the Leadership Center in Honduras. The mission trip was an incredible opportunity to meet young Honduran women who are trying to make a difference in their communities through education and growing in entrepreneurial and leadership skills. We look forward to returning in January 2021. Through these activities with the help of all of our supporting congregations, we continue to serve and grow in faith.

This year has also been a very challenging one for Arise Campus Ministry. On September 21, 2019, the Ministry Director officiated a wedding as part of his duties and a part of the ecumenical partnership at Arise, which requires him to respect the tradition of all of the denominations, which the Virginia Annual Conference agreed to abide. As of the writing of this report (March 6, 2020), he continues to be under active complaint for violating the *Book of Discipline* from multiple parties. When the board wrote to the Bishop regarding the Ministry Director, whom we employ, we were informed nothing could be shared. We are hopeful that his case is dismissed so that he and all of the students and staff at Arise can continue to do the fruitful and vital work of making disciples in campus ministry. We want to thank the many leaders, clergy, and laity from all the denominations who have reached out to us in support. We also want to thank our donors, staff, board, and students who have continued to reach the students at GMU and beyond during this difficult time. We look forward to a day when all of God’s children will be able to be welcomed in the Virginia Annual Conference, just as all persons are welcome at Arise Campus Ministry. I humbly submit this report.

–Andy Greis, Board Chair

## Campus Christian Community at the University of Mary Washington

There has been a lot of change for the Campus Christian Community throughout this past year. We said goodbye to our Campus Minister of five years, Shannon Waite, and hired our new Campus Minister, Elizabeth Snader. The start of the semester brought a lot of excitement for the students, Elizabeth, and the board! The Board and Elizabeth dove into several visioning sessions, and together they were able to see where God is leading the CCC.

Our weekly programming this year provided students opportunities to connect and deepen their faith. During Bible Study we worked through the book of Luke and enjoyed conversation about our reading. We also had various Table Talk Dinners on Thursday nights where we enjoyed home cooked meals from our supporting churches and experienced worship and fellowship together. On Fridays we would gather for “coffeeology” and discuss various theological topics. In addition to our weekly programming we also participated in things like the Out of the Darkness Walk, paint night, roller skating, retreats, etc. Spirituality and faith discovery is a passion of the students at the CCC. This past year we had one student decide they wanted to be baptized!

Throughout the past year the CCC has been very involved in the community of the University of Mary Washington and the community of our supporting churches. We had many church visits and were able to participate in various church activities such as Trunk or Treat, Young Adult Events, etc. We are thankful for the way the VAUMC and the local church has and is welcoming and supporting us.

– Elizabeth Snader, Campus Minister

## Community College Ministries of Southwest Virginia

Community College Ministries is your campus ministry with community colleges in southern Virginia where over 50,000 students deal with faith, family, classes, careers, and a wide range of challenges every single day! Colleges include Virginia Western in Roanoke, Blue Ridge in Weyers Cave, Dabney Lancaster in Clifton Forge, Central Virginia in Lynchburg, Danville Community College, New River in Dublin, Patrick Henry in Martinsville, Wytheville Community College, Virginia Highlands in Abingdon, Southwest in Richlands, and Mountain Empire in Big Stone Gap. The Presbyterian Church USA and Cherrystone Missionary Baptist Church are also partners.

Community College Ministries sponsors Alliance for Excellence involving hundreds of students with African American congregations, launched in 1986 with support from GHGM EMLC and the United Methodist Self-Development Fund.

Alliance for Excellence provides vital ministries through fellowships, seminars, choirs, and mission, and outreach, including “Hoops Don’t Shoot” with youth facing the pressures of violence and poverty. This program led to a partnership with the Center for Truth, Racial Healing, and Transformation at Duke University. The Racial Healing program offers a model for changing the narrative of race in our colleges, churches, and communities.

For the ninth year now, Community College Ministries sponsors the “Rally in the Valley” bringing community college students of faith together from across the entire Commonwealth.

Our newest program is outreach among young people coming to college from foster care settings in cooperation with the Great Expectations program of the Virginia Community College System, Open Table, UMFS, and Presbyterian Children’s Homes.

And finally, Community College Ministries is host to mission and service opportunities for other campus ministries, colleges, churches, and agencies of the church. We have 72 home repair projects waiting for volunteers in the Appalachian region of the Commonwealth with housing and project supervision ready and available. The president of the board is Sandy Saunders of Danville, VA. The vice president of the board is Muriel Mickles of Lynchburg, VA. Thank you for your support of this vital ministry with all the love, grace, and mercy of our Lord Jesus Christ!

– The Rev. Stephen Darr

## The Wesley-Westminster Foundation at NSU

The Wesley-Westminster Foundation (WWF) at Norfolk State University (NSU) has received numerous accolades and awards over the past six years. Just this year, the Director, Rev. Dr. Joy Carrington was selected as a Leading Lady on campus. We continue to strive to be a sought-after voice for the spiritual well being of persons on the campus and in the community. WWF Campus Ministry is an ecumenical ministry of the United Methodist and Presbyterian Churches seeking to impact the College, the Community, and the Current Culture with Christian Principles, Open Hearts and Open Minds. It is our mission to provide a safe place to explore and to experience one’s faith, while offering a respectful and non-threatening environment of love, service to others and learning. We believe we accomplish this in each activity we host.

We continue to boast 100% participation in all school sponsored events. As Director, I was asked to offer Invocation at the Alumni Annual Recognition Dinner and Freshman Convocation as well as offer grace for the sold out Community Breakfast. Once again, the school invited WWF to host the Annual Family Weekend Worship service. We provided the music, the message, welcomed the parents and introduced Campus Ministry to persons who joined us for worship. Worship is always concluded with a family Brunch on campus. This is a great way to engage new students and their parents.

Ms. Wanda Boone, our on-campus advisor is helpful in assuring that our planned activities are approved and hosted on campus. We host several Open Mic Nights, Worship Services, and Bible Studies throughout the semester. Family Dinner is always a hit. We have been blessed with a Tidewater Community College Student studying culinary arts who serves as our resident chef. The students and I love her cooking. During Family Dinner we pray together and share in conversations that motivate. One of our most successful events was Harvest Night. More than 200 students and community members joined in food, fellowship and visiting the house

which was decorated during Homecoming for Halloween. Our flyer and ministry went viral on campus and Student Activities shared interest in future partnership with us. Our Ministry Retreat led by Dr. Lisa Johnson was phenomenal.

Instead of a Back to School Cookout, this year we hosted several Open Houses at the Campus House and entertained many new students who joined campus ministry. We realized that because of our students’ varying schedules many of our events had to be changed and or adjusted to accommodate their schedules. Outreach is paramount to us and #Lunchbag is where we fix lunches and distribute them in several locations where people hang out in the community. Our Small Groups, Choir, Outreach and Game Nights are just a few other ways we seek to provide ministry opportunities. We continue to offer food, fellowship and friendship to our students. Some issues remain. Many involved in campus ministry are academically astute but continue to struggle financially. It is our prayer that in the future we may be able to offer scholarships and or internship opportunities to some of our students to help alleviate the great strain of their financial burden to attend college.

## BOARD OF LAITY

The vision Bishop Lewis brought to us in 2017: to be disciples of Jesus Christ who are lifelong learners who influence others to serve, continues to be the board’s driving focus. The Board over the past several months re wrote the existing Board of Laity bylaws to more closely reflect this vision by allowing our District Lay Leaders to be closer together in work/prayer groups in geographical areas. Responding to local church ministries is driving lay leadership training. September District Lay Leader/ Lay Servant Director Training by Discipleship Ministries will strengthen our call to the local church through trained leadership.

We will continue to focus on ways to enhance our Lay Servant Ministry under the direction of Conference Director Richard Speirs and Mentor David Bailey. Lay Servant Academy is scheduled for July 17-19, 2020 at Randolph Macon College. Local District courses are being created and offered throughout the year in most districts. Certified Lay Ministers are being certified through cooperation of the Lay Servant Ministry and the Board of Ordained Ministry.

We continue to advocate for the United Methodist Women and United Methodist Men. Conference Director of Scouting Ministries, Bill Chaffin, has been working tirelessly this year on many aspects of this impactful ministry for local churches. The United Methodist Church celebrates 100 years this year of sponsoring Scouting units in our United Methodist Churches.

We have celebrated the leadership of six District Lay Leaders whose terms have ended on the Board, Joe Amend, Marquette Mitchell, Gene Cross, Sue Mayo, Gary Denette, Gloria Phillips. We thank them all for service to our Districts. They are servants among us always. In addition we have celebrated new faces joining the Board. We welcome Karen McElfish, Arlington, Eileen Fraedrich, Alexandria, Susan Custer, Richmond, Darlene Amon, Elizabeth River, Geraldine Sanderson, Farmville and Andrew Harbick, Harrisonburg. We thank Rev. Danny Kesner, for continuing as our Cabinet representative, Rev. Teresa Keezel one of our Clergy members. We thank Rev. Mark Ogren our Staff representative for guidance and support. Thanks to MaryKaye Cochran, Administrative Assistant for invaluable assistance and gifted wisdom always.

Bishop Sharma D. Lewis challenged us in June 2017 with a Vision for our conference - I repeat it here, A Disciple of Christ is a Lifelong learner who Influences others to Serve. We pray for Bishop Lewis as she continues to heal. Her partnership with the laity is ever before us. I am so very thankful for her presence and pray for her guidance daily.

As I end this report of the Conference Board of Laity I also end my term as your Conference Lay Leader. You, the laity of the Virginia Annual Conference know God is leading you. You are not special, you are God’s called laity for this time and in your place. You are “all called.” John Wesley said: “I want you to be all love” You are “all Love.” All love means love all until all love God.

– Warren R. Harper, Conference Lay Leader

## THE CHURCH DEVELOPMENT TEAM

The Church Development Team (CDT) continues to work diligently to fulfill its mission to assist in creating New Faith Communities and to promote vitality in existing churches under the All Things New initiative.

The Five Talent Academy offers training related to worship, financial stewardship, discipleship, evangelism, and ministry with the poor. In November, Reverend Jacqui Lewis, Reverends Andy and Anjie Woodworth, Bishop Ken Carter, and Reverend Michael Adam Beck led a session focused on community transformation.

The Equipping Planter Team directs the invitation, discernment, and training of planters for new faith communities in the Virginia Conference. Those with potential interest in serving as a planter engage in a process of discernment regarding their gifts for this unique ministry. The first stage of this occurs at the Church Leadership Institute which is held annually in the fall. The team is working with other conferences to develop a document that captures the characteristics of successful pastors in multi-site churches, and is working to offer additional opportunities for planters to get together and learn from one another’s experiences.

The New Faith Community subgroup of the CDT strives to create a culture of excellence, fruitfulness, and vitality for new faith community development in the conference. To this end, we provide resources and encourage recently launched new faith communities, local churches, district Boards of Mission and their equivalents, the Cabinet, and others in the conference who live out the “All Things New” strategy through the planting of new faith communities. The New Faith Community subgroup also reviews proposals for new faith communities and makes recommendations for approval and funding to the CDT. In 2019, the CDT approved applications for new faith communities for Restoration South Reston and for New Life International at St. Andrew’s. CDT also approved leadership grants for ongoing Next Level Innovations programs for the Elizabeth River District and the Richmond District. In addition, the CDT invited churches to apply for Fresh Expressions microgrants, an initiative that should gain momentum in the years ahead.

The CDT continues to partner with Large, Medium, and Small Church leadership teams to offer programs for pastors who are moving (Just in Time training), as well as initiatives focused on increasing vitality for all clergy and laity.

All the members of the CDT remain grateful for the outstanding work by Mark Ogren and MaryKaye Cochran without which our efforts to make All Things New within the Virginia Conference could not succeed.

– Paul S. Baker, chair

## COMMISSION ON DISABILITIES

Members of the Commission on Disabilities (COD) committee continues to strive to uphold our mission statement by providing advocacy, education, and direct service on behalf of persons with challenging conditions. We do this by affirming the responsibilities of the Church to be in ministry with all persons regardless of their physical and/or mental conditions. The Commission continues to promote full inclusion of persons with disabilities and other challenging conditions in the life of the local church and the VA Annual Conference.

We meet at least three times annually at the Conference Center Office. Our committee is made up of numerous clergy and laity throughout our VA Conference and we strive to have a representative from each district in our VA Conference.

We continue to have a good relationship with our Camp Rainbow committee and Heart Havens by supporting them in all ways possible. We have a representative

from COD that connects with Camp Rainbow and a representative from Heart Havens that is a member of our committee. We are currently working on an information video to be used for training purposes throughout our VA Conference.

We would like to thank all our clergy and laity with their support toward our COD committee and if you would like to be a part of our committee in some way you can visit us at our display table at our Annual Conference. We look forward at helping empower our churches and people to continue to strive to be inclusive and be a people with *Open Hearts, Open Minds, and Open Doors*.

– Rev. Neil W. McLaughlin, chair

## THE COMMISSION ON ETHNIC MINORITY CONCERNS AND ADVOCACY (CEMCA)

The Commission on Ethnic Minority Concerns and Advocacy (CEMCA) serves to be the prophetic voice for the full and equal participation of all ethnic and racial constituents into the total life and mission of the Virginia Annual Conference. This year our work focused on education, strategic planning, advocacy, and accompaniment into account God’s church at all levels (General, Conference, District, and Local). We believe that our commission can stimulate individual and group agency that will move the Virginia Annual Conference forward in more inclusive, ethnically-diverse, and racially just ways.

We represent: African-American Ministries, the Immigration Task Force, Asian-American Ministries, Native American Ministries, Black Methodists for Church Renewal (BMCR), VA FOCUS 2020, Methodists Associated for the Cause of the Hispanic-American (MARCHA), National/ South-Eastern Jurisdictional (SEJ) Hispanic-Latino Caucus, VAUMC’s Latino Clergy Caucus, along with Inter-Ethnic collaboration and integration across the annual conference. CEMCA supports and provides an advocating voice for GCORR grant recipients, like the FaithJustice Foundation (<https://www.faithjusticefoundation.org/>), through social justice work in the annual conference and across the UM connection.

This year we served as a multicultural resource for VAUMC’s SEJ/GC Delegation in response to last year’s elections at the 2019 annual conference. That statement can be found here on the VAUMC website: <http://www.vaumc.org/ncfilerepository/CEMCA/CemcaAC2019Statement.pdf>. In the fall, CEMCA facilitated an inter-ethnic dialogue which has already generated change toward a more beloved and diverse community in our annual conference. The full details of this meeting and the sequential action steps, is found here: [http://www.vaumc.org/ncfilerepository/CEMCA/CEMCAMinutes10\\_5\\_19.pdf](http://www.vaumc.org/ncfilerepository/CEMCA/CEMCAMinutes10_5_19.pdf) As a commission we are pleased to facilitate changes in the conference’s Leadership Development team process (known as CLDDT) and each of the Ethnic Caucuses leading our general conference delegation meetings through worship and vital conversations about issues that affect all ethnicities. In addition, multiple districts hosted successful Race & Reconciliation Events in response to CEMCA’s call to action to facilitate interethnic dialogues in each district.

We continue our conference monitoring efforts this year in conjunction with CoSROW. This year at annual conference we invite all laity and clergy to complete both the CEMCA and the CoSROW surveys found and in your conference packet. The CEMCA survey is also online (<https://vaumc.org/ceemca>). This information helps in our continued efforts to be sure all voices are heard, present, and represented in our annual conference.

We encourage all members of the Annual conference to focus on the talking points outlined in the Race & Reconciliation Convocation’s resources when engaging in difficult, faith-driven conversations as we continue the journey ever closer to becoming the Beloved Community.

With the help of each member of the annual conference, guidance by the Holy Spirit, and by the healing love that can only come from Christ our Savior, we look forward to continuing our partnerships in educating and resourcing our conference, at each district, and through the local church, in this divine work of reknitting the fabric that injustices and prejudices have torn.

– Lori Valentine de Segovia (Laity) and Rev. Lyle Morton ( Clergy), CEMCA co-chairs

## COMMISSION ON THE STATUS AND ROLE OF WOMEN (COSROW)

The Commission on the Status and Role of Women (COSROW) encourages participation of women in the full life of the United Methodist church. At each Annual Conference, COSROW works with the Committee on Ethnic Minority Concerns and Advocacy (CEMCA) to observe and record the participation of women, minorities, youth and young adults, and persons with disabilities in the leadership roles of the church. This data collection continues at Annual Conference 2020.

At the 2019 Annual Conference, COSROW and CEMCA worked together to collect demographic data on our Laity. We will repeat this process at AC 2020. Approximately 1,300 Lay Delegates attend Annual Conference each year. Here are the results of our survey:

We received 462 completed surveys, about 35% of delegates attending. Surveys were completed anonymously and asked for basic demographic information: Gender, Ethnicity, and Age range. Over time, we strive for more ethnic diversity and more delegates in the 18-34 age range.

Of the 462 surveys, 64.5% were women, 35% were men. (Three surveys (.65%) were marked “Prefer not to answer.”) Under Ethnicity, 90% were White (Not Hispanic or Latino/a), 4% were Black or African American; 1.3% were Hispanic or Latino/a; 1.8% were Asian; .22% American Indian (one respondent.) 3% of respondents marked “Other or Prefer Not to Answer,” a total of 16 surveys. The category of age was more balanced, however, we still have work to do. The 65-74 age category was the largest at 39%, then 35-64 at 36%; 75+ was 16%; 18-34 is 4% and under 18 also 4%.

Although the survey findings might not be surprising --lay delegates are majority white and women between 35-74--this survey sets a benchmark observation from which we can grow.

COSROW encourages our District Representatives to begin gatherings of women in the district for local ministry support and advocacy, such as a listening post or networking. COSROW can also send trained representatives to your district to hold a Listening Post.

COSROW encourages all to consider participating in the World Council of Churches Thursdays in Black campaign. We all have a responsibility to speak out against violence, to ensure that women and men, boys and girls, are safe from rape and violence in homes, schools, work, streets – in all places in our societies. More information at our COSROW display and [oikoumene.org/en/get-involved/thursdays-in-black](http://oikoumene.org/en/get-involved/thursdays-in-black).

Like us on Facebook for news, events, and updates at “Commission on the Status and Role of Women – VA United Methodist Conference.”

COSROW holds two in-person meetings and two conference call meetings per year. Meeting dates are announced on the Conference Calendar and on our Facebook page.

– Mary Dadisman, Clergy Chair

*The following four reports are from agencies that have been awarded Conference Benevolence Grants:*

## GRACEINSIDE

### United Methodist affiliated GraceInside staff:

Chaplain Michael Blythe (Greensville Corr. Ctr. – S-1 Cluster)  
Chaplain Donna Smith (Greensville Corr. Ctr. – S-2 Cluster)  
Chaplain Paul Ritter (Keen Mtn. Corr. Ctr. & Marion Corr. Treatment Center)

### Methodist Representatives serving on GraceInside’s Board of Trustees:

Rev. Marilyn Heckstall, Liaison to the Bishop (Virginia Conference UMC)  
Mr. Lindell Tinsley, Member at Large  
Vacant seat designated for the Holston Conference UMC (per Bishop Taylor’s selection)

GraceInside’s mission to “save lives from the inside out” is realized by staffing 30 Chaplains in 30 of Virginia’s 45 state prisons. Among our greatest blessings has been the loyal support of the Conferences and local congregations of the United Methodist Church, which stood among our founding denominations in 1920. Our partnership with the Virginia United Methodist Conference has forged an enduring commitment to bring Christ into the prisons and transform the lives of incarcerated men and women. Because of the generous help of the VAUMC, thousands of offenders have found a connection to Jesus Christ and His amazing grace. GraceInside strives to enhance public safety and to teach former criminals to depart from violence and to re-enter society by embracing Christian love instead of the world’s darkness and hatred. We endeavor to turn hearts of stone into hearts of flesh.

Here is a recent note received from C.F., a former offender: “I am at home writing this note because of the love and encouragement of a former Chaplain at Greensville Correctional Center. Suffice it to say that he taught me, through Jesus, to reach for my Bible instead of a gun or drugs. His counsel literally transformed my life and re-directed my eternal destiny from damnation to truly amazing grace.”

Regardless of the modern challenges that threaten to rend the fabric of our Christian unity, the commands of Jesus Christ transcend all controversies and schisms. Whether conservative or liberal, or something in between, all Christians acknowledge that Christ commanded His followers to minister to the imprisoned: “I was in prison, and ye came unto me” (Matthew 25:36b, KJV). Equally, as He hung in agony on the cross, Jesus assured the repentant thief who revered Him: “Verily, I say unto thee, Today shalt thou be with me in paradise” (Luke 23:43). Love so deep and eternal is beyond human understanding or any disagreements, and is indeed the first step of the “Stairway to Heaven.” We thank the Virginia United Methodist Conference for laboring with GraceInside, over the past 100 years, to build that stairway - soul by soul, tear by tear, prayer by prayer.

– Rev. J. Randy Myers, President

## SOCIETY OF ST. ANDREW

2019 marked the Society of St. Andrew’s 40th year, dedicated to stewardship of earth’s resources and sharing healthy food with hungry neighbors. Once again in 2019, the Virginia Conference and its congregations were foundational to all aspects of SoSA’s work. We are so grateful for this partnership in ministry that has only strengthened through the years and now moves into its fifth decade.

In 2019, SoSA recovered and shared 3.25 million pounds of nourishing food in Virginia (10 million servings), or about 11 servings for each person struggling to access food in the Commonwealth. Top produce items shared were Irish potatoes, sweet potatoes, apples, sweet corn, collard greens, peaches, watermelons, squash, strawberries, turnips, and pumpkins. We jumped at an opportunity to share quality proteins with feeding agencies this year as well, sharing more than 10,000 pounds of chicken and beef and 11,000 gallons of milk. 217 agency partners—food banks, food pantries, soup kitchens, shelters, emergency and disaster relief programs, senior and child nutrition programs, schools, and more—ensured that the healthy food SoSA shared reached people in greatest need.

301 VAUMC congregations and the Virginia Conference itself gave financially to support the work in 2019, giving more than \$115,000. The Hunger Trust and a family charitable trust held through the VA United Methodist Foundation provided additional support.

16 congregations gleaned with us, six sent groups to Harvest of Hope mission workcamps. 17 congregations received and distributed food in their communities through SoSA, and six congregations held crop drops in 2019. Altogether, more than 1,000 Virginia United Methodists volunteered with SoSA this year, many of them multiple times throughout the year.

Spiritual life resources published by the Society of St. Andrew fed spiritual hungerers of 183 VAUMC congregations at Advent, 204 VAUMC congregations at Lent and 21 VAUMC congregations at Vacation Bible School.

SoSA adopted a new Strategic Plan for 2020-2025 in the fall of 2019. This plan puts more boots on the ground in more places, organizing field and farmers’ market gleanings in more locations. It initiates a Share Our Surplus program for home gardeners; promotes “produce pickups” – a mini-version of crop drops perfect for smaller congregations; and implements an abundance preparedness program that will encourage large congregations to prepare in advance for a short-notice call to host a crop drop. All of these programs will engage more people in helping feed their own communities, reduce the number of miles good food travels to reach people who need it, and get healthy food on tables sooner. They’ll also offer even more opportunities for Virginia United Methodists to get involved!

## THE VIRGINIA COUNCIL OF CHURCHES

For over seventy-five years, the Virginia Council of Churches has encouraged Christians in Virginia to walk together in oneness. This unity has seen the Council become the most widely known expression of our unity in Christ within the Commonwealth of Virginia. As the oldest ecumenical agency in Virginia, the council includes thirty-eight judicatories of eighteen Catholic, Orthodox, and Protestant denominations, reflecting a membership of over 600,000 people. Our Covenant declares that:

“The Virginia Council of Churches is a community of communions which in response to the gospel as revealed in Scriptures, confess Jesus Christ, the incarnate Word of God, as Savior and Lord. Therefore, we covenant with one another to manifest ever more fully the unity of the Church. Relying upon the transforming power of the Holy Spirit, we gather in common mission, serving in all creation to the glory of God and our neighbor’s good.” (VCC “New Covenant” adopted 11/2003).

Our work includes the promotion and facilitation of ecumenism through education and bridge building. It also provides a “special home” for a wide range of ecumenical programs such as disaster response, Rural Family Development Head start in Caroline County, addressing shared concerns for reducing poverty, human trafficking, and the criminal justice system, solitary confinement, the death penalty, ministry with the VA Indian Tribes, Faith and Order, LARCUM, and Interfaith Dialogue. New efforts have emerged like the Next Generation of Ecumenists, Anti-racism Pro-conciliation and Covenant Congregations. The Life Net Health Inc. Faith Leaders’ Summit on “Life, Death, and Donation” is in the beginning conversation with medical and faith opportunities and concerns around the gift of organ and tissue donation.

The Council established in 1944, builds on Cooperative Church Activity dating back to 1875. The Holy Spirit moving through the churches led to the creation of a history of churches laboring to come together as the unified witness to one common Lord and Savior. In the twentieth century, the ecumenical movement gained momentum and differences among churches on ethical matters seemed marginal. Service, mission, social justice advocacy and moral witness were areas in which the church easily came together. The VCC provides support to the Virginia Annual Conference in the embodiment of the Body of Christ through the connecting of various Christian traditions and encouraging ministry and mission together to witness in strength and support for one another. During disaster response within the Commonwealth by serving as the link between the State EOC, FEMA, VDEM, and VOAD providing the Conference with current accurate information.

In 2019, the Council hosted the National Council of Churches Christian Unity Gathering in New Port News. This gathering marked 400 years since the arrival of the first enslaved Africans in America. The 2019 theme: “Confronting the Hierarchy of Human Value: Revisiting Our Past and Naming God’s Preferred Future” focused on systemic racism which continues to ravage our churches, communities and lives. In 2008, the Council convened a conference with Regent Divinity School, the World Council of Churches, the National Council of Churches and the Virginia Council of Churches on the clash of three cultures: Native, African, European as part of the 2007 Commemorations. The culmination of this conference was the book, Remembering Jamestown: Hard Questions for Christian Mission.

In the twenty first century, a new “normal” is required, a new approach, suited to the present moment. We need an ecumenism that does not live off of expectations of new breakthroughs. Despair and complacency conspire to remove ecumenism from the new normal. A new “normal” ecumenism would seek to deepen the real, but limited communion which already exists. How about the following: more open forums, providing “open” space for encounter, mutual learning, encouragement and whatever common initiatives that might develop? Actually, a new normal is already occurring: bilateral relations; Larcum; UMC and ELCA dialogues; a new “normal” ecumenism must seek common mission, where common mission is possible; our common mission and witness must also occur in our central witness to Christ, and to God’s saving work. Our sense of what counts as ecumenical dialogue needs to expand. In the past, many officially sponsored dialogues among experts almost always produced an agreed-upon text, which participants hoped would move the churches to closer unity. This process has reached limited returns. More important, perhaps, will be unofficial engagements across confessional boundaries, not either official or unofficially sponsored dialogues among experts, but both official and unofficial dialogues which directly links theological discourse with life collectively, then individually.

The vision of the Virginia Annual Conference and the vision of the Virginia Council of Churches are the same, we both seek ways in which we can move congregations and denominations beyond the present, to dream dreams of what might be. We both “envision churches where all God’s people are welcome at the table, nurtured, and transformed to be Christ to others in the World.” The very existence of the Council speaks to the movement from competition to the synergy of the churches coming together. The spirit of ecumenism is born in renewal and is nurtured in the constant cycle of renewal.

So, ecumenism today is rooted in a sense that things are not what they should be. As Christians, we take our name from the One who came to break down the walls of division; disagreement, even dispute may be a permanent part of Christian experience. Paul told the Corinthians, “There must be factions among you in order that those who are genuine among you may be recognized” (1 Corinthians 11:19). The journey forward together is through hope, consistent renewal and transformation.

– The Rev. Mary Anne Glover, Transitional General Minister

## VIRGINIA INTERFAITH CENTER FOR PUBLIC POLICY (VICPP)

The Virginia Interfaith Center for Public Policy (VICPP) is grateful for its partnership with the Virginia Annual Conference of the United Methodist Church. VICPP engages people of faith and good will in advocating economic, racial, social and environmental justice in Virginia’s policies and practices.

### Policy Highlights

- v Leading a campaign to get a Paid Sick Day standard in Virginia. VICPP partnered with the United Methodist Women to lead a campaign to get a Paid Sick Day standard in Virginia. UMW advocates met with legislators, signed petitions and educated communities about the need for a standard. As of the writing of this report, it appears that a bill will pass the General Assembly providing five paid sick days to workers in businesses with 15 or more employees. This will help approximately 600,000 low-wage workers in Virginia.
- v Stopping and deterring wage theft. VICPP has worked for the last three years to address the crisis of wage theft in Virginia. Two wage theft bills passed the 2019 General Assembly and it appears that four wage theft reform bills will pass in 2020. Together, these bills will help workers in low-wage jobs get more of their legally owed wages.
- v Curbing Predatory Lending. VICPP worked with the Virginia Poverty Law Center to pass two comprehensive reform bills to curb predatory lending in Virginia. United Methodist clergy helped lead the way on this fight by joining prayer vigils, sending emails and advocating at the General Assembly.
- v Raising the minimum wage. VICPP has been active in the statewide coalition to raise the minimum wage in Virginia.
- v Creating environmental justice standards in Virginia. Virginia Interfaith Power and Light, which is the environmental program of VICPP, led policy efforts at the General Assembly to codify the Environmental Justice Council and create a statewide policy that agencies must use around environmental justice. In addition, we supported efforts to decrease the energy burden (cost of electricity) on low-income families.
- v Making Virginia more welcoming to immigrants. VICPP supported coalition efforts to enable immigrant students who meet Virginia’s residency requirements to receive in-state tuition and create a driver’s license for immigrants.

### Organizing and Advocacy Highlights

- v Supporting UMC advocacy. As in past years, VICPP helped staff the United Methodist Day at the General Assembly.
- v Building Living Wage Certification programs. VICPP continued throughout 2019 to build its living wage certification programs. Programs are running in in Richmond, NOVA, Charlottesville and Harrisonburg, and Blacksburg is in the planning phase. If you’d like to learn more about these programs or help with

one of the local committees, email Amanda Silcox at [Amanda@virginiainterfaithcenter.org](mailto:Amanda@virginiainterfaithcenter.org).

- v Expanding congregational support. VICPP began recruiting Congregational Liaisons in 2019 to help us do a better job connecting with congregations. Please help us connect with a Congregational Liaison for your church. Email Dora Muhammad at [Dora@virginiainterfaithcenter.org](mailto:Dora@virginiainterfaithcenter.org).
- v Tapping volunteer “witnesses” at the Capitol. VICPP had a team of volunteer Witnesses at the Capitol during the 2019 and 2020 General Assembly. Our Witnesses worked hard and spent countless hours testifying in committees, meeting with legislators and their aides, distributing fact sheets, and helping with grassroots advocacy. United Methodists Warren Hottle, Bill Botts and Rev. Dr. Pat Shipley were rock-star UMC Witnesses. If you would like to be a “Witness” in 2021, please email Kim Bobo at [Kim@virginiainterfaithcenter.org](mailto:Kim@virginiainterfaithcenter.org).
- v Reaching more people. VICPP staff members reached more than 10,000 people in 2019 by leading workshops, giving presentations and meeting with groups about our work. Invite VICPP staff members, chapter leaders or board members to speak at an adult forum, social justice committee or UMW chapter.
- v Encouraging interfaith relationships. VICPP continued promoting interfaith relationships and dialogues, including the Interfaith Seder Service.

Welcoming immigrants. Many VICPP chapters are active in efforts to advocate more welcoming policies by local officials. For more information or to engage your congregation, email either Yanet Limon-Amado at [Yanet@virginiainterfaithcenter.org](mailto:Yanet@virginiainterfaithcenter.org) or Jase Hatcher at [Jase@virginiainterfaithcenter.org](mailto:Jase@virginiainterfaithcenter.org).

– Kim Bobo, Executive Director of VICPP

## THE CONFERENCE LEADERSHIP DEVELOPMENT DISCOVERY AND DEVELOPMENT TEAM

Ted Smith, *Director of Connectional Ministries*

Warren Harper, *Conference Lay Leader*

### *Monitors:*

Neil McLaughlin, *Commission on Disabilities*

Mary Dadisman, *COSROW*

Lyle Morton, *CEMCA*

### *District Representatives:*

Alexandria – John Meeuwissen

Arlington – Ellen LaCroix Fillette

Charlottesville – Charles Winner

Danville – Jaeyong Song

Eastern Shore – Greg Duncan

Elizabeth River – Samantha Hudler

Farmville – Geraldine Sanderson

Harrisonburg – Gordon Meriwether

James River – Susan Petrey

Lynchburg – Jennifer Moore

Rappahannock River – Bert Cloud

Richmond – Scotty Doyle

Roanoke – Joanna Paysour

Staunton – Beth Christian

Winchester – Daniel Wray

York River District – Melissa White



**NOMINATIONS**

**Common Table for Church Vitality**

*CLDDT Nominee:*  
Donald Jamison

*Bishop's Nominee:*  
Terry Bain

**Board of Church and Society**

*Clergy:*

Gordon Meriwether  
Deborah Porras  
Dan Purdom  
Daniel Wray

*Lay:*

Jennifer Greer  
Julianne Paunescu  
Tootie Urrutia

**Church Development Team**

Clarence Brown  
Amanda Garber  
Kotosha Griffin  
Ellen Heatwole  
Chad Herndon  
Hieu Phan

**Board of Discipleship**

Matthew Sergent  
Jeffrey Smith  
George Warner  
Nancy Yarborough

**Older Adult Council**

Brenda Brooks  
Wayne Reynolds

**Board of Higher Education and Campus Ministries**

Drew Ensz  
Joshua McCauley  
Ryan LaRock

**Missional Ministries Board**

*Clergy:*

Justin Hicks  
Nancy Robinson  
Bob Talbott  
Ken Thrasher

*Lay:*

John Meeuwissen  
Linda Rody  
Jessie Swann

**Commission on Archives and History**

*Clergy:*

W. James Athearn  
Michael Browder  
Carlton D. Casey  
Robert T. Casey  
Linda E. F. Crabbs  
Raymond Edmonds, Jr.  
William R. Freeman  
H. Hasbrouck Hughes, Jr.  
James John  
Margaret Kutz  
Barbara Lewis  
John T. Martin, Jr.  
Samuel E. NeSmith  
John C. Price  
Lee B. Sheaffer  
James M. Smith  
Elizabeth Taylor  
Arthur D. Thomas  
Rudolph E. Tucker, Jr.  
Raymond Wrenn  
Gary Ziegler  
Seonyoung Kim  
Barry Penn Hollar  
Al Horton

*Lay:*

Mary Ashton Athearn  
Kelly Blosser  
Robert S. Brock  
Ann D. Callender  
Jesse Fanshaw  
Nina Frederick

**Virginia United Methodist Communications, Inc.**

*Clergy:*

Patricia Kelley  
Andrew Ware

*Lay:*

Rachel Sanders

**Commission on Disabilities**

*Clergy:*

Ashley Allen  
Keith Moore  
Ray Sandifer

*Lay:*

Charles Bowles  
Susan Rigg  
Clarissa Shepherd

**Equitable Compensation Commission**

*Clergy:*

Tom Durrance  
Ray Sandifer

*Lay:*

Bill Sharp

**Commission on Ethnic Minority Concerns and Advocacy**

*Clergy:*

Maggie Hasselbach

*Lay:*

Les Kurtz

**Council on Finance and Administration**

*Clergy:*

Kirk Nave

*Lay:*

Rhona Alexander  
Ken Peterson  
Bill Talley, IV

**United Methodist Foundation**

Gary Bonnewell  
Sara Harrison-McQueen  
Mark Manasco  
Linda Monroe  
W. Richard Smith, III

**Virginia United Methodist Pensions, Inc**

*Clergy:*

Nancy Johnson  
Meredith McNabb  
Paul Oh  
Ed Walker

*Lay:*

Hoyte Cole  
Martha Dommissie  
Linda Hart  
Debbie Iwig  
Steve Martin  
Gregg Snow  
Merrion Walker  
Neal Wise

**Committee on Rules**

*Clergy:*

Tim Barth  
Lane Spigener

*Lay:*

Joelle Gotwals  
Blair Mitchell

**Commission on the Status and Role of Women in the Church (COSROW)**

*Clergy:*

Jennifer Day  
Suzanne Joyner

**Site Selection Committee**

*Clergy:*

Steve Hay

*Lay:*

Trish Vaughan  
Elizabeth Russell

**Conference Trustees**

*Clergy:*

Jim O'Quinn  
Sandra Benton Plasters

*Lay:*

Beth Godwin-Joes  
Carl Moravitz

**Bishops' Foundation**

*Clergy:*

Barbara Cousar  
Mikang Kim

**Society of St. Andrew**

Jason Brown  
Michael Smith

Jim Tongue

**Ferrum College**

Jeffrey Knotts  
Ronald E. Singleton

**Randolph-Macon Academy**

Eric Anderson  
Edward Morris  
Alonzo Neese  
Katie McIntyre Tewell  
Brian Bogart

**Randolph-Macon College**

Everett B. Birdsong  
Kelly K. Domson  
Robert B. Lambeth, Jr.  
Dee A. Raubenstine  
Cristin K. Traylor  
Adam T. Vasquez

**Shenandoah University**

Scott Miller  
Lauren Peterson  
Susan Helsey

**Virginia Wesleyan University**

Robert Kohler  
Mavis McKenley  
Anthony Walters  
Doug Wilson

**REPORT OF THE CONFERENCE STATISTICIAN**

	Total Professing Members at Beginning of Year	Received and Returned on Profession of Christian Faith	Net Transferred in (out) from other United Methodist Churches	Net Transferred in (out) from non-UM affiliated Methodist Churches	Renewed by Charge Conference action and prior year to no class	Withdrawn from Prof-feeding Membership	Returned by death	Total Professing Members at End of Year	Net Change in Membership	Percent Change	Average attendance at all weekly worship services	Number of Persons Baptized
Alexandria	36,975	498	29	89	127	442	310	36,653	-322	-0.9 %	11,083	334
Arlington	27,957	963	-118	86	188	408	133	27,699	-318	-1.1 %	12,611	258
Charlottesville	12,352	87	67	46	43	58	182	12,277	-75	-0.6 %	3,788	85
Danville	10,407	58	-226	-3	75	47	177	9,968	-489	-4.5 %	3,125	31
Eastern Shore	6,426	27	-6	14	8	22	105	6,385	-91	-1.4 %	1,946	31
Elizabeth River	29,128	283	32	46	381	52	268	28,819	-348	-1.2 %	8,257	212
Farmville	11,580	76	10	-14	183	27	165	11,337	-223	-1.9 %	3,883	88
Harrisonburg	17,074	78	38	25	18	28	234	16,954	-128	-0.7 %	5,448	88
James River	17,528	144	-46	21	85	37	243	17,293	-246	-1.4 %	4,996	111
Lynchburg	15,751	124	48	10	17	29	218	15,689	-82	-0.5 %	5,448	85
Rappahannock River	18,245	203	18	45	474	93	176	17,768	-477	-2.6 %	6,065	143
Richmond	38,219	368	87	56	97	98	335	38,200	-19	0.0 %	9,443	228
Roanoke	19,817	99	60	6	28	23	218	19,713	-184	-0.9 %	4,928	87
Staunton	12,112	87	-88	6	25	5	173	11,969	-143	-1.2 %	3,629	83
Winchester	17,837	173	45	60	138	35	172	17,769	-88	-0.4 %	5,364	127
York River	25,154	160	36	18	58	76	298	24,943	-211	-0.8 %	6,095	133
Totals for 2019	317,584	2,770	43	511	1,770	1,464	3,398	314,276	-3,308	-1.0 %	96,072	1,991

REPORT OF THE CONFERENCE TREASURER

FINANCIAL COMMITMENT REPORT  
December 31, 2019  
Virginia Conference

	YTD 12/31/2019	YTD 12/31/2018	Increase (Decrease)	Pct. Inc./Dec.	Total 2019 Appoint.	Total 2018 Appoint.	Pct. FY 2019	Pct. FY 2018
<b>Appointed Funds</b>								
<i>Conference Appointments</i>								
401 Conference: Mission & Ministries	2,629,626	2,817,829	(187,393)	-1.36%	3,221,000	3,230,000	82.47%	87.21%
402 Conference: Services	1,396,329	1,437,793	(41,464)	-2.88%	1,871,000	1,646,000	85.15%	88.17%
403 District Superintendents	1,714,227	1,888,812	(174,585)	-9.24%	2,000,000	2,021,000	85.73%	88.33%
404 Equitable Compensation	247,439	308,673	(61,234)	-19.84%	300,000	330,000	82.48%	88.15%
405 Church Extension & Development	881,238	831,180	49,958	5.99%	1,121,000	1,080,000	78.13%	81.52%
406 Virginia Education Fund	341,164	629,324	(288,160)	-45.79%	700,000	200,000	77.28%	82.44%
Subtotal	7,644,853	7,879,821	(234,968)	-2.97%	9,230,000	9,001,000	82.83%	87.80%
<i>Cherry Benefit Appointments</i>								
407 Active Clergy Health Benefits	8,306,238	8,798,111	(491,873)	-5.59%	9,710,000	9,710,000	87.60%	90.13%
408 Retired Clergy Health & Pension	3,246,390	3,431,713	(185,323)	-5.40%	6,860,000	6,860,000	86.36%	90.88%
409 Pension Liability Assessment-Prc 22	640,700	831,278	(190,578)	-22.93%	700,000	1,000,000	83.43%	81.33%
Subtotal	14,393,348	13,139,103	1,254,245	9.54%	16,270,000	16,770,000	87.13%	90.27%
<i>General &amp; Jurisdictional Appointments</i>								
410 Episcopal	714,330	779,325	(64,995)	-8.34%	875,000	900,000	81.71%	86.36%
411 World Service	2,369,887	2,341,861	27,926	1.19%	3,000,000	3,040,000	78.97%	82.72%
412 General Convocation	326,624	332,480	(5,856)	-1.76%	400,000	426,000	77.76%	82.74%
413 Ministerial Education	766,853	843,233	(76,380)	-9.06%	1,000,000	1,000,000	76.68%	82.86%
414 Black College	313,480	388,472	(74,992)	-19.30%	400,000	430,000	78.37%	82.77%
415 African University	83,834	77,129	6,705	8.70%	90,000	92,000	91.78%	81.88%
416 Interdenominational Comp.	53,810	58,274	(4,464)	-7.67%	80,000	81,000	78.76%	84.28%
Subtotal	4,642,720	5,326,821	(684,101)	-12.84%	5,861,000	5,579,000	79.16%	81.73%
<b>Total Appointed Funds</b>	<b>26,881,881</b>	<b>26,644,148</b>	<b>237,733</b>	<b>0.89%</b>	<b>31,695,000</b>	<b>31,380,000</b>	<b>84.38%</b>	<b>88.13%</b>

<b>Non-Appointed Receipts</b>				
<i>Advance Specials</i>				
EGEM	844,316	1,032,139	(187,843)	-18.29%
Va. Conference Advance Specials	187,442	83,574	103,867	123.73%
<i>Special Days</i>				
Human Relations	9,770	11,273	(1,503)	-13.24%
One Great Hour of Sharing	52,674	118,287	(65,613)	-55.51%
Native American Ministries	10,308	11,283	(975)	-8.64%
Peace with Justice	6,480	11,826	(5,346)	-45.21%
World Communion	17,190	17,404	(214)	-1.23%
UM Student	6,771	8,883	(2,112)	-23.78%
<i>Other Funds</i>				
Youth Service	212	334	(122)	-36.53%
Parade Living	13,426	21,143	(7,717)	-36.50%
UMMS	78,162	49,338	28,824	58.43%
Down on Gosh. Camp Reimburse	21,189	16,888	4,297	25.47%
Annual Conference Offering	123,510	149,833	(26,323)	-17.57%
Other	181,834	18,638	163,196	876.61%
<b>Total Non-Appointed Receipts</b>	<b>1,433,785</b>	<b>1,578,222</b>	<b>(144,437)</b>	<b>-9.15%</b>
<b>Total Church Receipts</b>	<b>28,314,869</b>	<b>28,222,370</b>	<b>92,499</b>	<b>0.33%</b>

Year	YTD	Year End
2019	84.38%	84.38%
2018	88.13%	88.13%
2017	89.91%	89.91%
2016	87.80%	87.80%
2015	81.85%	81.85%
2014	87.78%	87.78%
2013	88.17%	88.17%
2012	87.26%	87.26%
2011	86.33%	86.33%
2010	84.48%	84.48%
2009	81.92%	81.92%
2008	80.88%	80.88%
2007	82.83%	82.83%
2006	81.16%	81.16%
2005	81.87%	81.87%
2004	84.78%	84.78%
2003	81.38%	81.38%
2002	87.88%	87.88%
2001	86.33%	86.33%
2000	86.43%	86.43%
1999	84.92%	84.92%
1998	81.91%	81.91%
1997	80.64%	80.64%
1996	81.28%	81.28%
1995	81.31%	81.31%
1994	81.33%	81.33%

Virginia Annual Conference of The United Methodist Church  
Balance Sheets

	12/31/2019	12/31/2018
<b>ASSETS</b>		
<i>Current Assets:</i>		
Cash	1,144,958	1,945,912
Investments	6,243,417	5,697,044
Receivables	2,572,252	2,640,061
Prepaid expenses	99,384	93,771
<b>Total Current Assets</b>	<b>10,060,011</b>	<b>10,376,800</b>
<i>Fixed Assets:</i>		
Land	793,019	793,019
Buildings	5,192,247	5,017,597
Furniture & fixtures	369,337	318,708
Equipment and vehicles	772,076	740,555
Software	21,795	21,795
Accumulated depreciation	(2,789,658)	(2,547,632)
<b>Total Fixed Assets</b>	<b>4,298,756</b>	<b>4,343,962</b>
<i>Other Assets:</i>		
Francis Asbury Education Fund	1,169,672	1,022,666
Loans receivable	620,628	149,848
<b>Total Other Assets</b>	<b>1,790,300</b>	<b>1,172,514</b>
	<b>16,149,067</b>	<b>15,893,304</b>
<b>LIABILITIES and NET ASSETS</b>		
<i>Current Liabilities:</i>		
Accounts payable	4,089,980	4,079,364
Accrued expenses	18,014	22,712
Unearned revenue	86,553	73,900
<b>Total Liabilities</b>	<b>4,194,547</b>	<b>4,175,976</b>
<i>Net Assets:</i>		
Unrestricted conference reserves	3,240,974	3,082,876
Net assets with restrictions	8,713,546	8,634,452
<b>Total Net Assets</b>	<b>11,954,520</b>	<b>11,717,328</b>
	<b>16,149,067</b>	<b>15,893,304</b>

## Virginia Annual Conference of the United Methodist Church

### Statement of Changes in Unrestricted Conference Reserves

For the Year Ending December 31, 2019

<b>Income directly attributed to Conference Reserves:</b>		
Net gain on investments held at the Foundation	649,343	
Dividends and interest	72,954	
Ineligible institution forfeited funding	53,607	
Miscellaneous income	4,830	
<b>Total Income</b>	<b>780,734</b>	
<b>Expenses directly attributed to Conference Reserves:</b>		
Special funding - VUMAC closing	(487)	
Bank service charges	17,706	
<b>Total Expenses</b>	<b>17,219</b>	
<b>Income Over/(Under) Expenses</b>	<b>763,515</b>	
<b>Apportionment Closeouts:</b>		
401 - Conference Mission and Ministries	(156,610)	
402 - Conference Services	(335,512)	
403 - District Superintendents' Fund	(138,469)	
404 - Equitable Compensation Fund	25,174	
<b>Total Apportionment Closeouts</b>	<b>(605,417)</b>	
<b>Net increase/(decrease) in Conference Reserves</b>	<b>158,098</b>	
<b>Beginning Balance</b>	<b>3,082,876</b>	
<b>Ending Balance</b>	<b>3,240,974</b>	



### 401 - Conference Mission & Ministry Financial Summary

12/31/2019

Project#	Project Name	Apportionment Amount	Transfer In/ (Out)	Other Income	Total Income	Total Expense	Reserve Over/Under	Current to Conference Reserves	Beginning Balance	Ending Balance
300	Conference Governance Events	172,076.00	-	-	172,076.00	172,299.00	(223.00)	(223.00)	-	-
300	CT Special & Supporting Events	98,072.28	-	98,223.26	98,395.54	73,976.01	24,419.53	(24,419.53)	-	-
600	Benevolence Funds	77,882.82	(9,738.76)	223,994.75	242,138.81	263,767.85	(21,629.04)	-	26,484.41	64,855.37
300	Career Ministry	79,828.54	22,933.00	-	102,761.54	99,989.57	2,771.97	(2,771.97)	-	-
841	Program & Board Administration	1,396,917.17	-	98,828.06	1,495,745.23	1,484,998.84	(10,746.61)	(10,746.61)	-	-
300	Ministry's Brochure Funds	26,792.00	-	-	26,792.00	31,999.01	(5,207.01)	(5,207.01)	-	-
300	Ministry's Brochure Event	-	28,828.70	8,999.00	37,827.70	31,999.01	5,828.69	-	-	-
		<b>2,073,686.81</b>	<b>1,993.24</b>	<b>107,827.27</b>	<b>2,183,507.32</b>	<b>2,179,294.89</b>	<b>(4,214.53)</b>	<b>(4,214.53)</b>	<b>26,484.41</b>	<b>64,855.37</b>
<b>Schedule 1 - Program &amp; Board Administration</b>										
300	Conference Table	2,728.05	-	-	2,728.05	8,998.01	(6,269.96)	(6,269.96)	-	-
842	Departmental Administration	98,883.00	-	-	98,883.00	62,328.24	(36,554.76)	(36,554.76)	-	-
843	Board & Agency Administration	97,788.47	-	1,678.00	99,466.47	87,228.85	(12,237.62)	(12,237.62)	-	-
300	Personnel Costs - Conference Table	1,396,917.17	-	97,859.89	1,494,777.06	1,484,998.84	(9,778.20)	(9,778.20)	-	-
300	Outreach/Graphic Design Team	32,792.00	-	-	32,792.00	32,999.01	(207.01)	(207.01)	-	-
300	Video Production	8,999.00	-	1,999.00	10,998.00	8,998.24	2,000.76	(2,000.76)	-	-
300	Conference 23 Incentive	8,999.00	-	-	8,999.00	8,998.81	0.19	(0.19)	-	-
300	CT Design/Graphic	8,999.00	-	-	8,999.00	7,998.28	1,000.72	(1,000.72)	-	-
		<b>1,535,917.17</b>	<b>-</b>	<b>99,857.89</b>	<b>1,635,775.06</b>	<b>1,628,996.84</b>	<b>(6,778.20)</b>	<b>(6,778.20)</b>	<b>26,484.41</b>	<b>64,855.37</b>
<b>Supporting Schedule 2 - Departmental Administration</b>										
300	Conference Ministries Office	8,999.22	-	-	8,999.22	28,998.01	(19,998.79)	(19,998.79)	-	-
300	Communications Office	8,999.25	-	-	8,999.25	8,298.01	(899.24)	(899.24)	-	-
300	Congregational Care	8,974.00	-	-	8,974.00	7,257.28	1,716.72	(1,716.72)	-	-
300	Higher Ed & Post-sec Office	28,974.70	-	-	28,974.70	28,792.81	(181.89)	(181.89)	-	-
300	Inclusivity and Lay Ministry Inc	8,999.25	-	-	8,999.25	8,998.28	0.97	(0.97)	-	-
300	Justice and Mission Dept	21,999.00	-	-	21,999.00	21,798.21	(200.79)	(200.79)	-	-
		<b>81,975.42</b>	<b>-</b>	<b>-</b>	<b>81,975.42</b>	<b>78,753.24</b>	<b>(3,222.18)</b>	<b>(3,222.18)</b>	<b>26,484.41</b>	<b>64,855.37</b>
<b>Supporting Schedule 3 - Board &amp; Agency Administration</b>										
300	Board of Church & Society	8,999.00	-	-	8,999.00	1,772.77	(7,226.23)	(7,226.23)	-	-
300	Ministry & Mission Board	8,999.00	-	1,678.00	10,677.00	1,998.01	(8,679.01)	(8,679.01)	-	-
300	Board of Communications	8,999.22	-	-	8,999.22	4,228.89	(4,770.33)	(4,770.33)	-	-
300	Board of Higher Education	2,899.97	-	-	2,899.97	1,828.01	(1,071.96)	(1,071.96)	-	-
300	Board of Discipleship	7,497.53	-	-	7,497.53	7,328.28	(169.25)	(169.25)	-	-
300	Church Development Team	1,999.70	-	-	1,999.70	771.79	(1,227.91)	(1,227.91)	-	-
300	Board of Laity	8,999.00	-	-	8,999.00	8,998.01	0.99	(0.99)	-	-
300	CEMCA	1,999.70	-	-	1,999.70	1,998.24	(1,461.46)	(1,461.46)	-	-
300	CONFED	797.00	-	-	797.00	981.78	(184.78)	(184.78)	-	-
300	Commission on Disabilities	1,899.00	-	399.00	2,298.00	1,983.04	(314.96)	(314.96)	-	-
300	Conference 23 Incentive	8,999.00	-	-	8,999.00	8,998.81	0.19	(0.19)	-	-
300	Commission on Mission & Outreach	28,999.17	-	-	28,999.17	28,999.17	(0.00)	(0.00)	-	-
		<b>91,795.47</b>	<b>-</b>	<b>1,677.00</b>	<b>93,472.47</b>	<b>87,298.89</b>	<b>(6,173.58)</b>	<b>(6,173.58)</b>	<b>26,484.41</b>	<b>64,855.37</b>



**402 - Conference Services  
Financial Summary**

December 31, 2019

Project #	Project Name	Appropriation Income	Transfer w/ (from)	Other Income	Total Income	Total Expenses	Receipts Over/(Under) Expenses	Current Conference Reserves	Beginning Balance	Ending Balance
<b>Funds that flow to Reserves:</b>										
2100	Treasurer's Office	909,894	-	134,499	1,044,393	945,889	(92,895)	72,503	-	-
2130	Computer Services	139,899	(24,949)	709	95,189	144,864	(21,772)	21,771	-	-
2130	Annual Conference Services	289,891	-	3,534	293,425	383,878	(69,925)	49,928	-	-
2180	Conf Publications Committee	29,824	-	1,883	31,707	21,131	(9,576)	8,299	-	-
2140	Council on Finance & Admin	2,329	-	-	2,329	4,449	(2,120)	1,209	-	-
2159	Board of Trustees	1,273	-	-	1,273	909	(364)	(909)	-	-
2170	Committee on Episcopacy	1,751	-	-	1,751	1,877	(126)	(126)	-	-
2170	Historical Society	7,365	-	-	7,365	7,938	(573)	(573)	-	-
2189	Assistant to Bishop	78,495	-	-	78,495	84,897	(6,402)	8,299	-	-
2190	Cabinet Secretariat Fund	29,499	-	-	29,499	1,409	(1,409)	(1,409)	-	-
2200	Paster Relocation Transition	13,361	-	-	13,361	5,964	(7,397)	(7,397)	-	-
2200	Episcopal Retirees	-	-	29,809	29,809	93,937	(64,128)	18,987	-	-
2200	Episcopal Relief Support	29,877	-	-	29,877	29,909	(32)	2,499	-	-
2290	Conference Utility Invoices	29,599	-	-	29,599	27,939	(1,660)	1,780	-	-
2270	General Conference Delegation	9,914	-	-	9,914	5,494	(4,420)	(4,420)	-	-
2290	Contingencies	9,979	-	29,809	39,788	44,931	(5,143)	18,227	-	-
2900	ICM Personal Costs	294,738	-	-	294,738	389,809	(95,071)	(15,780)	-	-
2900	Chargé Despatch Admin.	34,829	-	-	34,829	7,967	(26,862)	(8,839)	-	-
2900	Board of Ordained Ministry	63,361	-	-	63,361	63,804	(443)	(443)	-	-
2990	ICM - Material Support	94,225	-	1,893	96,118	16,299	(79,819)	(18,789)	-	-
3400	Postage, Printing & Phone	49,297	-	8,899	58,196	49,139	(9,057)	(9,057)	-	-
		<b>1,279,599</b>	<b>(24,949)</b>	<b>187,309</b>	<b>1,441,969</b>	<b>1,542,179</b>	<b>(100,210)</b>	<b>122,729</b>	-	-
<b>CFA Designated Funds with Carryover Balances:</b>										
4900	United Methodist Center	179,797	24,349	139,879	343,925	383,909	(39,984)	-	41,539	(24,180)
4910	Building Maintenance Fund	-	-	-	-	-	-	-	290,809	290,809
4930	Wesley Foundation Inc.	-	(4,999)	-	(4,999)	-	(4,999)	-	4,999	-
4990	Legal Expenses	89,995	-	-	89,995	245,999	(155,999)	225,999	(99,794)	-
4990	Employee Moving Fund	-	-	-	-	-	-	-	6,279	6,279
4970	Archives	34,329	-	4,347	38,676	16,999	(21,677)	-	(10,579)	(18,099)
4999	Subscription Fund	-	-	-	-	-	-	-	29,809	29,809
4999	Bishop Strategic Collaboration	-	-	29,809	29,809	25,139	(4,670)	-	(3,899)	-
		<b>279,099</b>	<b>19,350</b>	<b>187,992</b>	<b>486,441</b>	<b>689,908</b>	<b>(203,467)</b>	<b>225,999</b>	<b>199,599</b>	<b>292,099</b>



**CFA Designated Funds with Carryover Balances  
Financial Summary**

December 31, 2019

Project #	Project Name	Appropriation Income	Transfer w/ (From)	Other Income	Total Income	Total Expenses	Receipts Over/(Under) to Conference Expenses	Current Conference Reserves	Beginning Balance	Ending Balance
<b>CFA</b>										
4900	United Methodist Center	179,797	24,349	139,879	343,925	383,909	(39,984)	-	41,539	(24,180)
4910	Building Maintenance Fund	-	-	-	-	-	-	-	290,809	290,809
4930	Wesley Foundation Inc.	-	(4,999)	-	(4,999)	-	(4,999)	-	4,999	-
4990	Legal Expenses	89,995	-	-	89,995	245,999	(155,999)	225,999	(99,794)	-
4990	Employee Moving Fund	-	-	-	-	-	-	-	6,279	6,279
4970	Archives	34,329	-	4,347	38,676	16,999	(21,677)	-	(10,579)	(18,099)
4999	Subscription Fund	-	-	-	-	-	-	-	29,809	29,809
4999	Bishop Strategic Collaboration	-	-	29,809	29,809	25,139	(4,670)	-	(3,899)	-
		<b>279,099</b>	<b>19,350</b>	<b>187,992</b>	<b>486,441</b>	<b>689,908</b>	<b>(203,467)</b>	<b>225,999</b>	<b>199,599</b>	<b>292,099</b>
<b>Conference Table</b>										
6200	Advocacy Publication	-	-	49,999	49,999	64,999	(15,000)	-	149,739	157,837
6200	Lay Service Ministries	-	-	7,999	7,999	8,999	(1,000)	-	3,299	2,999
6210	Board of Lay Spiritual Project	-	-	-	-	-	-	-	4,997	4,997
6220	Commonwealth Youth Conference	-	-	-	-	-	-	-	601	601
6230	Campus Ministry Team	-	-	-	-	-	-	7,299	(7,299)	-
6290	Camp Rainbow	-	-	94,429	94,429	79,999	(14,430)	-	29,394	29,429
6300	Coalition on Disabilities	-	-	999	999	1,999	(1,000)	-	6,999	7,994
6310	UMW	-	-	30	30	8,997	(8,967)	-	27,999	29,199
6310	UMW - Hall	-	-	24,290	24,290	49,999	(25,709)	-	69,929	49,999
6320	Wesley Film Cap Improvements	299,399	-	214,394	513,793	220,994	(292,799)	-	-	321,799
6390	Wesley Foundation Maintenance	21,994	4,999	21,994	26,993	34,999	(8,006)	-	-	72,999
6400	Mental Health Conference	-	-	-	-	-	-	-	1,299	1,299
6400	All God's Children Camp	-	-	72,679	72,679	69,999	(2,680)	-	29,999	(9,199)
6420	Safe Sanctuaries Training	-	-	-	-	-	-	-	2,992	2,992
6430	Five Tables Academy - Books	-	-	13,299	13,299	14,099	(799)	-	7,999	4,799
6430	Prayer Expeditions	-	-	29,990	29,990	29,791	(199)	-	-	(791)
6490	CBT Training Books	-	-	-	-	-	-	-	-	-
6590	Small Church Pastors	-	-	-	-	1,090	(1,090)	-	9,999	-
6570	Mid-Size Church Local Pastors	-	-	399	399	(299)	(698)	-	(999)	-
6600	Large Church Local Pastors	-	-	799	799	(7,999)	(7,199)	-	(9,799)	-
6990	Chrysopean's Coaching Inc.	-	-	-	-	4,999	(4,999)	-	6,999	299
		<b>299,399</b>	<b>4,999</b>	<b>514,393</b>	<b>721,499</b>	<b>694,994</b>	<b>(29,995)</b>	<b>299,999</b>	<b>629,944</b>	<b>629,377</b>
<b>Board of Ordained Ministry</b>										
4910	Welcome Mat at AC	-	-	-	-	1,999	(1,999)	-	1,999	499
4930	Order of Obedience	-	-	1,999	1,999	1,999	(99)	-	3,394	3,494
4990	Local Pastor's Retreat/Lunch	-	-	999	999	999	(997)	-	1,299	999
4990	Order of Elders	-	-	-	-	-	-	-	6,277	6,277
4990	Spouse Retreat	-	-	1,991	1,991	1,992	(1,001)	-	999	(997)
4990	Sunday School	-	-	24,490	24,490	24,499	(9)	-	279	271
4990	ICM Training Books	-	-	3,929	3,929	1,799	(2,130)	-	1,994	2,979
4900	Full Fund - Josephus Daniels	-	-	79,990	79,990	79,992	(2)	-	9,999	(932)
4910	Calling 21	-	-	24,290	24,290	29,799	(5,509)	-	24,999	24,999
4990	AC Chargé Spouse Luncheon	-	-	-	-	-	-	-	2,799	2,799
4990	Ministry Convocation	-	-	-	-	4,999	(4,999)	-	21,979	27,299
4990	Explosion	-	-	1,999	1,999	1,791	(208)	-	-	(199)
4970	Pilgrimage	-	-	19,990	19,990	17,299	(2,691)	-	1,999	2,994
4990	Cross Culture/Cross Racial	-	-	-	-	-	-	-	2,997	2,997
4970	VA Chargé Leadership Program	44,999	-	-	44,999	64,299	(19,299)	-	19,979	19,999
4900	Confidence Summit	-	-	7,994	7,994	9,999	(1,999)	-	1,999	(4)
4930	Liberty School	-	-	24,291	24,291	24,291	-	-	-	-
		<b>44,999</b>	<b>-</b>	<b>179,211</b>	<b>224,299</b>	<b>294,999</b>	<b>(69,700)</b>	<b>-</b>	<b>299,729</b>	<b>199,999</b>
<b>Total</b>		<b>399,179</b>	<b>24,349</b>	<b>694,992</b>	<b>1,424,274</b>	<b>1,404,902</b>	<b>(20,372)</b>	<b>229,999</b>	<b>714,999</b>	<b>699,999</b>



**Donor Designated and Miscellaneous Funds  
Financial Summary**

December 31, 2020

Project #	Project Name	Appropriation Income	Transfer in/ from	Other Income	Total Income	Total Expenses	Receipts Over/(Under) so Conference Expense	Balance to Conference Reserve	Beginning Balance	Ending Balance
<b>Property &amp; Equipment</b>										
4880	Program & Endowment Fund	-	-	-	-	48,326	(48,326)	-	4,346,948	4,346,797
<b>Church Brethren Fund</b>										
4980	Church Extension Fund	481,299	-	6,176	688,414	794,980	106,566	-	1,394,898	1,498,932
		481,299	-	6,176	688,414	794,980	106,566	-	1,394,898	1,498,932
<b>General received</b>										
4000	Ministerial Education Funds	194,721	-	700	195,421	181,684	13,737	-	696,489	696,972
4080	Discipleship Order	-	-	-	-	-	-	-	21,813	21,813
4080	Francis Ashby Education Fund	-	-	149,347	149,347	17,134	132,213	-	1,428,969	1,577,034
4080	Initiative of Hope	-	-	6,794	6,794	6,894	(1,100)	-	14,899	31,899
4080	IOH - Montague	-	-	-	-	6,328	(6,328)	-	14,790	14,792
4081	IOH - Brail	-	-	-	-	1,880	(1,880)	-	28,091	28,291
4081	Steve Leone	-	-	-	-	1,388	(1,388)	-	1,388	-
4084	IOH - Cambodia	-	-	-	-	1,948	(1,948)	-	30,321	28,379
4081	Hold Music School	-	-	19,800	19,800	19,800	-	-	-	-
4080	Rustlin Initiative	-	-	1,400	1,400	-	1,400	-	6,894	30,894
4080	CEMCA Hispanic Aid Fund	-	-	-	-	-	-	-	9,827	9,827
4080	Bishop's Foundation	-	-	3,400	3,400	3,427	(27)	-	1,877	1,900
4080	Wesley Foundation Process	-	(22,908)	-	(22,908)	-	(22,908)	-	299,098	299,098
4088	Disaster Relief Fund	-	-	26,346	26,346	21,138	5,208	-	14,343	18,999
4080	Youth Service Fund	-	-	6,498	6,498	12,328	(5,830)	-	6,873	4,187
4081	Peace with Justice	-	-	3,300	3,300	-	3,300	-	14,889	20,099
4080	Native American Awareness Fun.	-	-	6,294	6,294	14,297	(7,993)	-	21,829	17,838
4029	Division Education Special Rd	-	-	-	-	1,480	(1,480)	-	6,791	8,291
4080	Maria Awards	-	-	-	-	-	-	-	329	329
4400	Treasurer's Collection	-	-	-	-	384	(384)	-	2,891	2,897
4411	Marlow Recovery Grant	-	-	-	-	-	-	-	291,998	291,998
4411	MSCOR 2nd Marlow Recov Grant	-	-	-	-	6,498	(6,498)	-	6,498	-
4414	2019 Marlow Recovery	-	-	-	-	32,898	(32,898)	-	6,891	(29,097)
4411	2019 Marlow Recovery	-	-	21,581	21,581	32,898	(11,317)	-	999	(91,079)
		194,721	(22,908)	242,418	414,631	387,498	27,133	-	2,330,699	2,371,691
<b>Miscellaneous Connectional Funds</b>										
4008	Pandemic Relief Fund	-	-	-	-	89	(89)	-	-	89
4004	2019 III COB Leadership Intg	-	-	29,214	29,214	41,846	(12,632)	-	1400	(61,199)
4008	Global Mission Training Intern	-	-	-	-	(289)	289	-	(848)	(841)
4008	Virginia POCUS 2020	-	-	39,898	39,898	39,320	5,578	-	18,279	17,899
4007	2019 III Ministerial Sec Intg	-	-	3,481	3,481	-	3,481	-	(5,481)	-
4008	Net Net of UM Cong Developers	-	-	(7,894)	(7,894)	-	(7,894)	-	7,894	-
4008	Congregation's Account	-	-	(23)	(23)	6,898	(6,875)	-	6,880	2,888
4080	Heritage	-	-	89	89	797	(708)	-	6,813	4,294
4020	Scouting Campore	-	-	-	-	-	-	-	6,997	6,997
4080	Voice of Youth	-	-	29,870	29,870	29,948	(78)	-	10,892	1,994
4040	ARMS	-	-	19,400	19,400	6,898	12,502	-	20,798	21,999
4048	Richardson Area Episcopal office	-	-	-	-	-	-	-	-	-
4080	Caretakers of God's Creation	-	-	600	600	894	(294)	-	6,899	8,298
4008	Bishop's Convocation - Prayer	-	-	1,581	1,581	6,891	(5,310)	-	4,229	399
4008	Bishop's Conv - Race & Recon	-	-	-	-	-	-	-	1,081	1,081
4070	Conference Data Initiative	-	-	-	-	-	-	-	(894)	(894)
4079	Social Convocation	-	-	680	680	674	6	-	39	(64)
4080	Cultural Home	-	-	-	-	89	(89)	-	89	(89)
		-	-	94,294	94,294	191,874	(97,580)	-	61,797	48,099
<b>Total Donor Designated and Miscellaneous</b>		<b>194,721</b>	<b>(22,908)</b>	<b>389,921</b>	<b>575,953</b>	<b>489,974</b>	<b>85,979</b>	<b>-</b>	<b>2,392,496</b>	<b>2,419,790</b>

**Council on Finance and Administration**

**SECTION I - Proposed Conference Budget for 2021**

	Sub.	2020	2021	% of Budget	Inc./Dec.	% Chg.
<b>Conference Appropriations</b>						
401 - Conference Mission & Ministries	A	3,140,000	2,510,000	9.01%	(630,000)	-20.06%
402 - Conference Services	B	1,980,000	1,830,000	6.57%	(150,000)	-8.04%
403 - District Superintendents Fund	C	2,800,000	1,820,000	6.54%	(980,000)	-35.00%
404 - Equitable Compensation		250,000	200,000	0.72%	(50,000)	-20.00%
405 - Church Extension & Development		1,200,000	900,000	3.22%	(300,000)	-25.00%
406 - Virginia Education Fund		600,000	420,000	1.51%	(180,000)	-30.00%
<b>Total Conference Appropriations</b>		<b>9,180,000</b>	<b>7,680,000</b>	<b>27.57%</b>	<b>(1,500,000)</b>	<b>-16.34%</b>
<b>Clergy Benefits Appropriations</b>						
407 - Active Clergy Health		9,710,000	9,710,000	34.87%	-	0.00%
408 - Retired Clergy Health		6,060,000	6,060,000	21.76%	-	0.00%
409 - Pension Liability Assessment - Pre 82		750,000	-	0.00%	(750,000)	-100.00%
<b>Total Clergy Benefit Appropriations</b>		<b>16,520,000</b>	<b>15,770,000</b>	<b>56.63%</b>	<b>(750,000)</b>	<b>-4.54%</b>
<b>General &amp; Jurisdictional Appropriations</b>						
410 - Episcopal Fund		870,000	865,000	3.11%	(5,000)	-0.57%
411 - World Service		2,925,000	2,150,000	7.72%	(775,000)	-26.50%
412 - General & Intendominational Fund		480,000	325,000	1.17%	(155,000)	-32.29%
413 - Ministerial Education		950,000	675,000	2.42%	(275,000)	-28.95%
414 - Black College Fund		395,000	315,000	1.13%	(80,000)	-20.25%
415 - Africa University Fund		90,000	70,000	0.25%	(20,000)	-22.22%
<b>Total General &amp; Jurisdictional Appropriations</b>		<b>5,750,000</b>	<b>4,400,000</b>	<b>15.89%</b>	<b>(1,350,000)</b>	<b>-23.48%</b>
<b>Total Appropriations</b>		<b>31,450,000</b>	<b>27,850,000</b>	<b>100.00%</b>	<b>(3,600,000)</b>	<b>-11.45%</b>

NOTE: Beginning in 2021, the Appropriation 415 - Intendominational Cooperation Fund has been combined with the Appropriation 412 - General and Jurisdictional Fund Appropriation. The total appropriation for 2021 Intendominational Cooperation Fund is \$10,000.

**Schedule A - Apportionment 401 - Conference Mission & Ministries**

	2020	2021	Budget	Inc./Dec.	% Chg.
<b>Common Table Directed Ministries</b>					
A. Program & Board Administrative	1,379,200	1,125,000	4.04%	(254,200)	-18.43%
B. Benevolence Grants	200,000	160,000	0.57%	(40,000)	-20.00%
C. Special & Sustaining Grants	66,000	50,000	0.18%	(16,000)	-24.24%
D. Conference Programs	90,000	80,000	0.29%	(10,000)	-11.11%
E. Campus Ministries	850,000	800,000	2.87%	(50,000)	-5.88%
	<b>2,585,200</b>	<b>2,215,000</b>	<b>7.95%</b>	<b>(370,200)</b>	<b>-14.32%</b>
<b>Other Ministries</b>					
Wesley Foundation Capital Improvements	321,000	100,000	0.36%	(221,000)	-68.85%
Wesley Foundation Maintenance	60,000	60,000	0.22%	-	0.00%
Bishop's Discretionary Fund	30,000	20,000	0.07%	(10,000)	-33.33%
	<b>2,996,200</b>	<b>2,395,000</b>	<b>8.60%</b>	<b>(601,200)</b>	<b>-20.07%</b>
<b>Contingency Funds - Budget Shortfall</b>	<b>143,800</b>	<b>115,000</b>	<b>0.41%</b>	<b>(28,800)</b>	<b>-20.03%</b>
	<b>3,140,000</b>	<b>2,510,000</b>	<b>9.01%</b>	<b>(630,000)</b>	<b>-20.06%</b>
<b>Supporting Details for Line Items Above</b>					
<b>A. Program &amp; Board Administrative Expenses</b>					
1. Common Table	3,500	3,000	0.01%	(500)	-14.29%
2. Departmental Administration	57,900	50,000	0.18%	(7,900)	-13.64%
3. Agency Administration	60,800	50,000	0.18%	(10,800)	-17.76%
4. Personnel Costs	1,280,000	1,000,000	3.58%	(280,000)	-18.70%
5. Outsourced Graphic Design Services	7,000	6,000	0.02%	(1,000)	-14.29%
6. Video Production & Documentation	10,000	8,000	0.03%	(2,000)	-20.00%
7. Contingency	10,000	8,000	0.03%	(2,000)	-20.00%
	<b>1,379,200</b>	<b>1,125,000</b>	<b>4.04%</b>	<b>(254,200)</b>	<b>-18.43%</b>

**Schedule B - Apportionment 402 - Conference Services**

	2020	2021	Budget	Inc./Dec.	% Chg.
1. Board of Ordained Ministry (see below)	411,000	344,500	1.23%	(66,500)	-16.18%
2. Bishop's Assistant	85,000	55,000	0.28%	(30,000)	-35.29%
3. Annual Conference Session	245,000	245,000	0.88%	-	0.00%
4. Treasurer's Office	450,000	405,000	1.45%	(45,000)	-10.00%
5. Computer Services	130,000	120,000	0.43%	(10,000)	-7.69%
6. Richmond Area Episcopal Expense	26,500	26,500	0.80%	-	0.00%
7. Pastor Relocation & Transition	12,000	7,500	0.03%	(4,500)	-37.50%
8. Archives	20,000	20,000	0.07%	-	0.00%
9. Council on Finance and Administration	2,500	2,000	0.01%	(500)	-20.00%
10. Historical Society	4,000	4,000	0.01%	-	0.00%
11. Board of Trustees	1,500	1,000	0.00%	(500)	-33.33%
12. Telephone Service	10,000	10,000	0.04%	-	0.00%
13. Insurance	15,000	18,000	0.05%	3,000	20.00%
14. Postage & Printing	33,000	33,000	0.12%	-	0.00%
15. Building Operations & Services	190,000	175,000	0.63%	(15,000)	-7.89%
16. Conference Publications	12,000	7,500	0.03%	(4,500)	-37.50%
17. Contingency Funds for Unforeseen Expenses	25,000	15,000	0.05%	(10,000)	-40.00%
18. Legal	200,000	200,000	0.72%	-	0.00%
19. Audit		45,000	0.15%	45,000	NA
20. Episcopal committee	2,000	2,000	0.01%	-	0.00%
21. General Conference	10,000	-	0.00%	(10,000)	-100.00%
22. Contingency Funds - Budget Shortfall	105,500	94,000	0.34%	(11,500)	-10.90%
	<b>1,990,000</b>	<b>1,830,000</b>	<b>6.57%</b>	<b>(160,000)</b>	<b>-8.04%</b>
<b>Board of Ordained Ministry</b>					
1. Minister's Family Counseling	15,000	8,000	0.03%	(7,000)	-46.67%
2. Candidates' Evaluation	21,000	15,000	0.05%	(6,000)	-28.57%
3. Sexual Ethics Response Team	2,000	2,000	0.01%	-	0.00%
4. Conference Clergy Leadership Program	36,500	20,000	0.07%	(16,500)	-45.21%
5. Center for Clergy Excellence	16,000	14,500	0.05%	(1,500)	-9.38%
6. Personnel Costs	245,000	215,000	0.77%	(30,000)	-12.24%
7. Board of Ordained Ministry Administration	75,500	70,000	0.25%	(5,500)	-7.28%
	<b>411,000</b>	<b>344,500</b>	<b>1.23%</b>	<b>(66,500)</b>	<b>-16.18%</b>

**Schedule C - Apportionment 403 - District Superintendents Fund**

	2020	2021	Budget	Inc./Dec.	% Chg.
1. Salaries & Pension	1,685,000	1,645,000	5.91%	(40,000)	-2.37%
2. Travel & Meetings	140,000	130,000	0.47%	(10,000)	-7.14%
3. Continuing Education & Other	45,000	30,000	0.11%	(15,000)	-33.33%
4. Contingency Funds - Conference Budget Shortfall	130,000	15,000	0.05%	(115,000)	-88.46%
	<b>2,000,000</b>	<b>1,820,000</b>	<b>6.54%</b>	<b>(180,000)</b>	<b>-9.00%</b>



**SECTION II - Recommended Apportionments to Districts and Local Churches**

**A. Total Recommended Apportionment Levels:**

The Council of Finance and Administration (CFA) recommends that the amounts apportioned from the General, Jurisdictional, and Annual Conference be apportioned to the districts as follows:

**2021 Virginia Annual Conference Apportionments**

401-Conference Mission & Ministries	\$ 2,510,000
402-Conference Services	1,830,000
403-District Superintendents Fund	1,820,000
404-Equitable Compensation	200,000
405-Church Extension & Development	900,000
406-Virginia Education Fund	420,000
407-Active Clergy Health	9,710,000
408-Retired Clergy Health	6,060,000
410-Episcopal Fund	865,000
411-World Service	2,150,000
412-General & Interdenominational Fund	325,000
413-Ministerial Education Fund	675,000
414-Black College Fund	315,000
415-Africa University Fund	70,000
	<b>\$ 27,850,000</b>

**B. CONFERENCE APPORTIONMENT RECOMMENDATION SPECIFICS:**

The Conference Apportionments are intended to carry out the mission and ministry of the Virginia Annual Conference. All balances at the end of the year are to be closed to Conference Reserves unless an exception is granted by the Conference Council on Finance and Administration.

**401-Conference Mission & Ministries**

- This apportionment provides funding for the Conference Common Table benevolences and ministries, including Campus Ministries, other Common Table Program Boards and Agencies support.

**402-Conference Services**

- This apportionment primarily covers the administrative requirements of the Book of Discipline and Conference owned properties.

**403-District Superintendents Fund**

- This apportionment covers the personnel and travel costs of the District Superintendents.

**404-Equitable Compensation**

- This apportionment is required by the Book of Discipline and is administered by the Equitable Compensation Commission to provide clergy salary supplementation based upon their policies and procedures.

**405-Church Extension and Development Fund (CEF)**

- This apportionment is based on recommendations of the Common Table and is directed to the Church Development Team for use in providing conference-wide grants to new and existing churches in accordance of the policies of the Common Table.

**406-Virginia Education Fund**

- This apportionment is apportioned to the districts at \$420,000 for 2021. Based on recommendations of the Common Table, the following percentage distribution of the Fund is proposed for 2021:

**Virginia Education Fund Allocation**

Ferrum College	23.0%	96,600
Randolph-Macon College	22.0%	92,400
Randolph-Macon Academy	12.0%	50,400
Shenandoah University	21.5%	90,300
Virginia Wesleyan College	21.5%	90,300
		<b>\$ 420,000</b>

**Report on 2019**

- As set out in the Annual Conference procedures, the Annual Conference is informed, through this report, of shortfalls in the Apportionments that impact Conference Reserves. These shortfalls were managed through budget cuts, contingency funds and Conference reserves in accordance with Annual Conference-approved policy. Below are the stated Apportionments for 2019.

	<b>Shortfall</b>
401 Conference Mission & Ministries	565,314
402 Conference Services	278,471
403 District Superintendents	290,173
404 Equitable Compensation	52,561
	<b>1,186,519</b>

**SECTION III — Apportionment Procedures**

**A. APPORTIONMENT FORMULA:**

- All Apportionments except for the Active Clergy Health Benefits Apportionments are calculated using the last year of available statistics of each local church (i.e. 2021 apportionments are calculated using 2019 statistics). The formula is based on total net paid expenses which are the total expenditures of the church minus expenditures for benevolent causes, apportionments, capital improvements, and payments on loans and mortgages. The apportionments for each church are sent to each district based on decimal calculations from the formula below:

**Individual Church Net Paid/Total of all Conference Churches Net Paid = Church Decimal**

- **Active Clergy Health Benefits Apportionment Formula**  
The costs of the active clergy health benefits will be apportioned using a two-tier calculation. The first tier will consist of a fixed dollar amount (\$5,000) per health plan eligible clergy based upon the July 1, 2020 appointment list. The remaining costs after the tier one calculation will be apportioned to the churches based upon total clergy (regardless of classification) compensation (salary plus accountable reimbursement) paid by a church divided by the total clergy compensation paid in the last year of available statistics (2019 for 2021 apportionments).
- The district then passes the apportionments on to the local church according to recommendations developed by the district superintendents and the district stewards.
- The Council on Finance and Administration, in consultation with the Church Development Team and Cabinet, has the authority to set a policy for apportioning newly chartered churches, Legacy churches, and 2<sup>nd</sup> sites of chartered churches.
  - Effective January 1, 2016, the policy will be to phase in the apportionments for new chartered churches over a five year period with the first year beginning at 20% and increasing 20% for each subsequent year until the church is at 100%.
  - Effective January 1, 2016, for a Legacy church as determined by the Church Development Team and the Cabinet, the district superintendent may present a projected budget of expenses to be used in the Legacy church's apportionment calculation for the first 18 months of its classification as a Legacy church.
  - Effective January 1, 2016 for a 2<sup>nd</sup> site (satellite & multi-site) locations that are recognized as new faith communities by the Church Development Team and the Cabinet, the existing chartered church may exclude direct expenses of the second site from the apportionment calculation based upon the following schedule:
 

0-42 months	100%
43-54 months	80%
55-66 months	60%
67-78 months	40%
79-90 months	20%
  - Effective January 1, 2017, for a Renewal church location as determined by the Church Development Team and the Cabinet, the existing chartered church will be treated in the same manner as a newly chartered church.
  - Effective January 1, 2020, Ecumenical (multi-denominational) churches will be direct billed for health insurance when they are served by an eligible United Methodist pastor and will not be subject to the 407 apportionment.

**B. REPORTING GUIDELINES:**

- District superintendents will report the apportioned amounts for each church to the Conference treasurer and the apportioned amounts will be shown on the monthly Treasurer's report sent to each church.
- Apportionments are to be calculated and distributed annually rather than on a quadrennial basis.
- The Annual Conference will raise World Service funds only through contributions from the local churches. CFA urges that district superintendents, pastors, and local church leaders seek to fully implement Section 812 of the 2016 Discipline.

**C. IMPORTANCE OF WORLD SERVICE:**

- The importance of World Service to the life of the Church is lifted up to the Annual Conference. "The World Service Fund is basic in the financial program of The United Methodist Church. The World Service apportionment represents the minimum needs of the general agencies of the Church. Payment in full of these apportionments by local churches and annual conferences is the first benevolent responsibility of the Church." (Section 812 of the 2016 Discipline).

**SECTION IV - Annual Conference Special Offerings**

Annual Conference offerings provide important and life-giving support for key Conference programs. The following are recommended for approval for 2021:

- **United Methodist Family Services.** It is recommended that December be designated as United Methodist Family Services Month and that each church promote an offering during this time for this purpose.
- **Pinnacle Living (Sammitan Fund).** It is recommended that the period between Mother's Day and Father's Day be designated in support of the Pinnacle Living (Sammitan Fund), and that local church offerings collected during that period be dedicated to this ministry.
- **Heart Havens.** It is recommended that February be designated as Heart Havens Month and that each church promote an offering during this time for this purpose.
- **Annual Conference Offering.** CFA recommends continued support for this important offering.

**SECTION V - Policies**

**A. DISTRICT SUPERINTENDENT'S FUND**

Overall Policies for the Fund:

- In compliance with the Book of Discipline, the current salaries and expenses for district superintendents (DS), and those under special appointment, will be published in the Conference Journal with each DS's salary individually calculated and assigned each year as part of the appointive process, using the following criteria:
  - Each District Superintendent's salary shall be \$90,000.
  - Each year, the annual salaries of the District Superintendents are to be recommended by CFA to the Annual Conference.
  - CFA also administers salary-related expenses, to include such items as per diem, supplemental benefits, travel by voucher, continuing education, and other Cabinet-related expenses.
  - The total cost of salaries and related expenses apportioned to Districts are to be based on the current approved decimal system (upon recommendation of CFA).
  - All other District Superintendent's costs, such as housing, district office expenses and staff, are to be paid at the district level.

**B. TRAVEL & MEETING EXPENSES**

Board and Agency members and staff engaged in Conference business are provided and are to be managed as follows:

- The mileage reimbursement rate is set at 45 cents for Conference staff. The mileage reimbursement rate for volunteers is set at half the IRS rate for volunteers (currently 29 cents) for those serving boards and agencies of the Conference.
- Meals are to be reimbursed at actual costs, but not to exceed \$20 per 24-hour period. (Breakfast on the date of departure from home/office is not accepted; dinner on the date of return is not accepted, except when the arrival to home/office is after 7 p.m.)
- Reimbursement for daily room charges is set at \$100, if the travel incurred extends to a period over three hours prior to the starting time of 10 a.m. on the day of the meeting.

- Spouse expenses are not part of allowable expenses.
- To encourage stewardship in this area, CFA suggests: (1) that advance reading materials be provided for study prior to meetings; and (2) that there be use of teleconferencing, where feasible.

### C. INDIVIDUAL EXPENSES FOR ANNUAL CONFERENCE

Provided for and managed as follows:

- Each charge is responsible for the expenses of both the clergy and lay members (including diocesan ministers) from that charge to the annual conference, working out its own plan of compensating for actual expenses.
- Persons not covered through local church appointment shall receive annual conference reimbursement not to exceed \$170 a night for mileage, meals and lodging; the Conference treasurer shall reimburse the claimant through voucher of approved expenses. Coverage under this section extends to:
  - (a) retired clergy who retired with pension under one of the Disciplinary options and who are not serving full-time;
  - (b) clergy on medical leave;
  - (c) clergy on sabbatical leave who are members of the Virginia Annual Conference;
  - (d) retired diocesan ministers who served at least eight years in the Virginia Conference and who are granted a retired relationship by the Conference;
  - (e) persons expecting their first appointment;
  - (f) members of the conference who have been appointed to attend a theological school;
  - (g) those serving as chaplains in Armed Forces;
  - (h) deaconesses under appointment;
  - (i) full-titled missionary members of the Virginia Annual Conference;
  - (j) those on loan to other annual conferences, whose expenses are not otherwise provided for; and
  - (k) clergy returning from an approved leave of absence receiving local church pastoral appointments.
- Each district is responsible for the expenses of its district superintendent, youth members and members-at-large.
- Each board, agency or committee is responsible for the expenses of its chairpersons, if that person is not a clergy or lay member whose costs are covered by their charge or district.

### D. CONFERENCE RESERVE FUNDS

Policies on the Maintenance of Reserve Fund Levels:

- The Council monitors the Conference Reserves to ensure the ability to cover future contingencies including:
  - a) Reserve funds for emergencies and catastrophic needs related to the maintenance of Conference property held by the Conference trustees, and include: (1) Virginia United Methodist Center; (2) Wesley Foundation buildings; and (3) the Episcopal residence. [The total value of these properties is estimated at more than \$15 million.]
  - b) Reserve funds for cash flow purposes.
  - c) Reserve funds for economic and financial downturns.
- The Council has set the following target for Conference Reserve Funds:

Core Reserves:	
A. 20% of the Conference Budget that closes to reserves	\$ 1,476,000
a. 401 – Conference Mission and Ministries	
b. 402 – Conference Services	
c. 403 – District Superintendents’ Fund	
d. 404 – Equitable Compensation Fund	
B. 15% of Invested Assets	<u>937,000</u>
	<u>\$2,413,000</u>

At December 31, 2019 the Annual Conference had reserves greater than the target amount.

- Consistent with approved Annual Conference policies (effective January 1992), the use of investment income is authorized to maintain reserve levels. (At the discretion of CFA, excesses may be used to: (1) meet shortfalls in Conference benevolences; (2) meet shortfalls in Conference Services; and/or (3) reduce apportionments from the Annual Conference to local churches.
- Reserve funds in the amount of \$300,000 are available to cover actions emerging from Annual Conference vote, emergencies, support of advances for campaigns, and potential liabilities of the Conference.
- Of the amounts reserved: (1) up to \$50,000 is available for emergency needs of the Common Table, with the approval of CFA; and (2) up to \$100,000 may be allocated by CFA between sessions of Annual Conference, as deemed necessary.
- The status of Conference reserves at the end of the prior actual year is to be reviewed each year by CFA and included in the Treasurer’s Report to the Annual Conference Session.

### E. PASTOR RELOCATION TRANSITION FUND

1. By action of the June 2003 Annual Conference, CFA has established Pastor Relocation Transition Fund and has provided funding through the Conference Services apportionment.
2. Churches/charges which are served by fulltime clergy appointed to their charge as pastor may request reimbursement on the following schedule for an incoming pastor, if the previous pastor served two years or less in the appointment to their charge:
  - One-year appointment – Seventy-five percent of the verified moving expenses up to a maximum of \$3,000 reimbursement.
  - Two-year appointment – Fifty percent of the verified moving expenses up to a maximum of \$2,000 reimbursement.
3. No moving expenses will be reimbursed that are not in compliance with the Virginia Annual Conference Guidelines for Moving Expenses as printed in the Journal of the Virginia Annual Conference.
4. Payment will be made at the end of the year based on a pro-rata share of the apportionment receipts from the churches.

### F. CONFERENCE JOURNAL

The 2020 Journal is to be made available by posting on the Virginia Conference website ([www.vsmnc.org](http://www.vsmnc.org)) as a PDF file. It will be available as a printed copy upon request at a cost of \$25 which includes shipping. Requests for printed copies must be made by October 1 of the calendar year, and payment must be made at the time the order is placed. Only a small quantity of Journals will be printed and distributed in compliance with the Book of Discipline (506.2), to district offices, Conference staff, and those purchasing copies before the October 1 deadline.

### G. CONFERENCE PUBLICATIONS COMMITTEE

It is recommended that the Conference-Provided Publications Committee be continued, composed of the following: (1) the Director of Connecational Ministries; (2) Conference Treasurer; and (3) the Conference Director of Communications, who will serve as the convener of the committee. The Committee may convene at any time at the request of any committee member as long as a majority of the committee members are present. [The committee oversees the production and publication of the conference Journal and other such publications and mailings that are appropriate to keeping the conference members linked to the business of the Annual Conference.]

### H. CLERGY DIRECTORY

One copy of the *Directory of the Ministry* is to be mailed to all Virginia Conference clergy (active and retired, including lay pastors and diocesan ministers). Widows/widowers of clergy are also entitled to a free copy upon request. Additional copies may be purchased at a cost of \$4 each (includes shipping and handling). An updated version of the directory is available on the Conference website as a pdf file.

**I. AUDIT REPORTS**

The Council on Finance and Administration reminds all district offices, agencies, institutions, and organizations receiving any financial support from conference funds or from any authorized conference-wide appeal to be in compliance with the 2016 Book of Discipline 617.2 and 617.3 to submit audited financial statements to the Conference Treasurer no later than six months after the end of the organization’s fiscal year.

**J. IRS REGULATIONS**

CFA reminds all church and/or change treasurers to comply with the IRS regulations.

**K. REQUESTS FOR BUDGET FUNDING**

CFA recommends that all groups requesting funding from CFA submit requests for budget funding to CFA by January 15 of the year the request is being made. This will allow the requests to be reviewed by CFA in sufficient time for consideration at the Annual Conference Session the following June.

**SECTION VI – A Church in Mission**

We are a Church in Mission and a three-pronged focus of teaching, communication, and recognition enriches us as a Conference and as Christians. With it, we are able to share and learn further what it means to enter into the vision and share concerns with many people. But more importantly, it sets out a focus throughout our Conference on the value and importance of the unique connectional relationship we have as United Methodists.

Our charter has already been defined for us and it is set out in Scripture: “Just as in the human body, though it is made up of many parts, is a single unit, because of these parts, though many, make one body, so it is with Christ.” (1 Corinthians 12:12). And that body is composed of all of God’s children, including the rich and poor, freed and lost, and secure and dispossessed. For as Jesus said, “Truly, I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.” (Matthew 25:40).

As part of that body, we are called to serve our brothers and sisters in mission throughout the connection. Because of our covenant with God and with each other, it is our goal to find the basic missional witness of the United Methodist Church.

We have much to be proud of as a Conference, as we live out the full meaning of the Stewardship of the Gospel. Our connectional giving — the important life blood of the work we all do together — is a reflection of the great commitment that Virginia United Methodists have to the mission and ministry work of our Lord. The budgets we draw up, while important, are more than a series of numbers. They reveal the very character of the people who build them, support them, and act through them. They are Christ’s work in the world, put into a plan for receiving and spending — collective understandings of commitments to fulfilling ministries and mission priorities. It’s no small thing we do individually, when collectively we are making such big impacts beyond our church doors.

The Stewardship of our Conference is part of our response to the needs we know about, as well as those not yet seen. Seeing the need, then doing what Jesus would do. That’s true Stewardship! It’s our faith in action!

**Betty Forbes, President**

**BOARD OF ORDAINED MINISTRY**

The purpose of the Board of Ordained Ministry (BOM) of the Virginia Annual Conference is “to assist disciples of Jesus Christ with God’s continuing work in the areas of call, development, and collegial support.”

During the 2017-2020 quadrennium, the BOM continued its role as the credentialing and certifying authority to persons responding to God’s call as an ordained elder, ordained deacon, associate member, provisional elder, provisional deacon, and specialized ministries (Christian Education, Youth Ministry, Music, Evangelism and Older Adult Ministry).

Three core values undergirded the BOM’s ministry during the past four years:

- v **Whole Person** – In working with candidates and clergy, the whole person is considered, including their theological knowledge, emotional intelligence, practical skill, and cultural competency.
- v **A Changing World** – Effective ministry leadership is needed in the pulpit and far beyond it: Christ is present—and our witness is needed—in and for a rapidly changing world.
- v **Spiritual Discernment** – The Holy Spirit is at work in the BOM’s practice of discernment; being prepared, being prayerful, and being healthy all help the Spirit to move among us.

The following reports from a few workgroups reflect the additional year-long efforts of the BOM:

**The Grants and Loans Committee** - Awarded \$8,500 to five candidates through the Excellence in Clergy Leadership Scholarship with the General Board of Higher Education and Ministry. Also, a total of \$135,525 was awarded to twenty candidates through Service Loans, Grants, Individual Scholarship Funds, and Clinical Pastoral Education Funds.

**The Candidacy Team** - Hosted a Candidacy Summit in January in which twenty-seven people explored their calling to ministry. God is still calling people to serve, and the next Candidacy Summit will be July 10-11, 2020, at the Roslyn Retreat Center in Richmond.

**The Ethics Committee** - Continued to work with Dr. Sondra Wheeler as she presented sessions on clergy ethics on all sixteen districts this quadrennium, making four such presentations in 2019. Also, the Ethics Committee with the Sexual Ethics Response Team (SERT) provided Ethics 101 training at Licensing School.

**Eight-Year Clergy Assessment** - General Conference 2016 required that every annual conference develop a process for ordained clergy to participate in an assessment every eight years (paragraph 349.3). Under the leadership of the Center for Clergy Excellence, Rev. Lindsey Baynham, Rev. Beth Givens, and Rev. Leigh Anne Taylor crafted an “Aldersgate Renewal” whose pilot program will launch at the close of Annual Conference June 2020. The focus for the Eight-Year Assessment in Virginia will be thriving in ministry, inviting a season of deep reflection about what God is doing in their lives, creating a meaningful connection along the journey, reconnecting to the power of the Holy Spirit in ministry and renewing call. The prayer of the Eight-Year Assessment is that the clergy of the Virginia Annual Conference will experience hearts that are “strangely warmed.” Elements of the Aldersgate Renewal program include, but are not limited to, a dinner at the close of Annual Conference, a 24-hour retreat, participation in a cohort group, EM (Effective Ministry) 360 Assessment, personal goal setting, and reflection paper.

During the past year, the Center for Clergy Excellence completed its fifth cohort of the Virginia Clergy Leadership Program (enhancing vocational competencies in mission, disciple-making, worship leadership, and preaching).

**Calling 21** - Calling 21 is a young adult, local church internship program in partnership ministry with the Center for Clergy Excellence, the Cabinet, and Shenandoah University. The purpose of the program is for college students to explore their calling through a conference-wide, grassroots, congregation-based, youth-focused approach to the Virginia Conference’s emerging culture of call. These students spend a summer immersed in the life of a local church, not their own, discerning God’s call on their lives, and experiencing the diverse church communities in Virginia. Three interns will be serving this summer.

The BOM expresses its sincere appreciation to the Center for Clergy Excellence for its unwavering focus “primarily on clergy leadership, which includes developing, supporting, and training clergy leaders in light of the core values of excellence and fruitfulness.” The Director for Clergy Excellence is Rev. Lindsey Baynham; the Associate Director for Call and Candidacy is Rev. Joanna Dietz, and the Program and Administrative Director is Kristen Dowdy Seibert.

I also wish to offer my gratitude to the members of the BOM and the District Committees on Ordained Ministry, and at-large BOM committee members for their dedicated services to the Virginia Annual Conference.

– Rev. John R. Hall, Sr., Chair

**COMMITTEE ON EPISCOPACY**

The Committee on Episcopacy (COE) is responsible for the review and evaluation of the resident bishop as required by the *Book of Discipline*. A process for this review has been created and is used by all Conferences in the Southeastern Jurisdiction (SEJ). We meet with the bishop three to four times a year to engage in conversation around this process and to hear Bishop Lewis reflect on issues in the Annual Conference and the larger connection. The COE communicates the results and insights of this review with the SEJ COE for use in their assignment process. Bishop Lewis will complete her first quadrennium this year. Many United Methodists are experiencing apprehension related to issues associated with the 2020 General and Jurisdictional Conferences. The COE joins Bishop Lewis in calling the Virginia Annual Conference to prayer for the church and its leaders in this important season.

– Rev. Tom Berlin, Chair

**BOARD OF TRUSTEES**

The Virginia Conference Board of Trustees held their two regularly scheduled meetings in September and March. In addition, further communication via conference calls during the Conference year were also held to follow-up on other issues, including General Conference and VUMAC.

The Board continues to address property issues related to discontinued and/or abandoned United Methodist churches in the Virginia Conference. This is time-consuming, but important work in the stewardship of Conference church properties. Also, during this past Conference year, the sale of the Blackstone property was completed.

Coming out of the 2019 General Conference, a disaffiliation process was approved for annual conference implementation as needed for requests for disaffiliation by local churches. The Conference put together a Work Group to establish processes and steps for potential implementation. The process approved by General Conference revised implementation of the discipline’s trust clause through agreements on pensions for active and retired clergy, apportionment status, and outstanding debts, and other items. The Work Group included participation of Carl Moravitz and Kathy Lutman from Trustees, as well as, representatives from other related areas of our Conference as set out by General Conference action. It worked toward development of a Conference Disaffiliation process that would guide implementation of potential requests for separation. That process was delayed due to issues surfaced by the General Conference on the accuracy of final voting in 2019. Given other proposals on UMC organizational that are being proposed at the 2020 General Conference, the Work Group process reviews on disaffiliation represents important foundational work that may be useful after the May 2020 General Conference.

The Board continues its involvement with ongoing management of the Episcopal residence. Kathy Lutman serves as the Board’s representative to the Episcopal

Residence Committee (ERC). The annual inspection review of the Episcopal residence was completed in Fall 2019.

The Board of Trustees is directly supported by the Williams Mullen firm, which provides expert attorney services and counsel on Board of Trustees and Annual Conference matters. (Although our attorney support remained the same, it was provided through a different firm.) The firm, and, in particular, Andrew White, has integrated well into the total work of the Board, providing expert counsel to us in our current and ongoing work.

The current slate of officers for the Conference Trustees is: Carl L. Moravitz, president; Kathy Lutman, vice president; Clyde T. Nelson, secretary; David Domisse, treasurer.

I am thankful for the dedication of all the members of our Board as we work to meet the important tasks set out for the Board by the Conference and the *Discipline*. I am especially thankful for the continued leadership of our Vice President, Kathy Lutman, who has stepped in many times over the past year, when I was unavailable, to help me in the many tasks of our Board.

– Carl L. Moravitz, President

## THE BISHOPS’ FOUNDATION

The Bishops’ Foundation provides funding for leadership development of both laity and clergy in the areas of evangelism, spiritual formation, preaching, congregational leadership in the Wesleyan Spirit, and most recently, spiritual leadership. Funding comes from donations received in honor of retired bishops who select the Foundation as the trustee. The foundation is led by a board of directors (five clergy and four laity) nominated by the Cabinet. Endowment funds are invested with the Virginia UM Foundation. In 2014, the foundation was dissolved as a corporation and is now a board reporting to the annual conference.

As an event-sponsoring or co-sponsoring agency providing funding for clergy and laity leadership development, the foundation supported the Goodson Preaching Academy of 2020 and remains interested in supporting conference ministry programming that fosters opportunities for young adult laity and clergy to help the church in reaching all generations. Grant application forms can be found on the conference website under the tab for The Bishops’ Foundation.

– Kevin W. Bruny, Co-Chair

## UNITED METHODIST-RELATED SCHOOLS

### 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 of Duke Divinity School

## Ferrum College

As we begin a new decade, Ferrum College is moving forward in new directions and remaining true to its mission to be a community where students enter with promise and leave with purpose. At its core, the College remains steadfast in its commitment to service, both in its approach to teaching and learning, and in many of the careers our students pursue. Commitment to service translates into integrity and servant leadership, and we are proud of our students, faculty, staff, and alumni for the many ways they shine through their service.

This year, the College became the only four-year institution in the Commonwealth to guarantee that Virginia community college graduates can complete a bachelor’s degree within only two years, or they receive the remaining coursework for free. Several community colleges have already signed agreements to work with the College to promote the Ferrum Promise to their students in teacher education, agriculture, business, social work, ecotourism, and environmental science.

Another step forward this year was when we were approved by our accreditors to begin offering master’s degrees for the first time in our history. The initial programs will be a master’s degree in psychology and an education specialist degree. Additionally, the College was approved to offer its first fully online programs.

For the first time ever, the Ferrum College Chorale was invited to perform at Carnegie Hall. The Chorale performed as part of a larger chorus of 125, under the direction of Josh O’Dell, the choir director of Thrasher United Methodist Church in Vinton, Virginia.

The College’s tradition of strong athletic programs continues with the addition of track and field and the launch of a campaign to fund improvements for our softball facilities. We also welcomed a new athletic director, John Sutyak, who is working closely with coaching staff and our Office of Institutional Advancement to build and strengthen relationships among donors and area business sponsors.

In a wonderful example of graduates giving back, a 1992 alumnus, Greg Craddock, a U.S. Army veteran and CEO of Patriot Group, International, provided a gift to create a special lounge in the College’s Stanley Library. With a beautiful view of the campus, the Craddock Veteran’s Lounge offers students who are current or former service members a dedicated space to study or simply to relax between classes. The lounge was dedicated in November.

Tri-Area Community Health Clinic, the College’s partner for student health services, completed construction of its new facility and opened its doors in February. The clinic, consisting of a health center and a pharmacy, was formerly located beneath the College’s Vaughn Chapel. Its new location which is adjacent to campus, is more spacious and will benefit our students and the wider community in ever more expansive ways. The Tri-Area Community Center will be an important partner as the College continues to increase its health sciences programs.

During spring break, the College’s Dean of the Chapel, Rev. Dr. Jan Nicholson Angle, led a team of sixteen students, four faculty and staff, and one community volunteer to Baton Rouge, Louisiana, to assist with recovery efforts from Hurricane Barry. More than 600 Baton Rouge residents reported damage to their property in the days immediately following the storm, and Ferrum College students assisted some of these homeowners with cleanup and property repair.

In sum, it is gratifying to be part of a college community whose motto is a way of life and lived daily in student-centeredness. As we model “Not Self, But Others” by placing students at the center of all we do, students flourish, taking their talent well far beyond campus to live as responsible citizens in their community, nation and world. We are grateful to the United Methodist Church for its support of the College’s work to prepare students who enter with promise and leave with purpose.

– David L. Johns, Ph.D.

## Randolph-Macon Academy

We are deeply thankful that God was with us through 2019, which was definitely a year of hills and valleys. I am thrilled to let you know that our drill team successfully defended their Air Force Association Virginia State Air Force Junior ROTC Drill Championship title. We also sent a team to the Air Force Junior ROTC Nationals Competition in Ohio, and took eighth place overall in the nation, with our dual team taking first place in their competition! We were blessed with athletic talent as our girls’ soccer team and both the girls’ and boys’ middle school soccer teams won championships. But it was also a year in which we needed God’s comfort, as our beloved English teacher Robert Davies and longtime security officer Bob Johnson both lost their battles with cancer. I am thankful for His care of our school family as we mourned their loss.

Three of our longtime employees, Robert and Janie Lewallen, who filled a variety of positions over their decades of service, and Vice President Jonathan Ezell, retired at the end of the 2018-19 school year, and our Commandant, Col Frank Link, USAF, Retired, left for family reasons. We were blessed to have just the right person for the job already on staff, as LtCol Michael Starling, USMC, Retired, R-MA Class of 1988, stepped up and filled the role.

Despite these challenges, we had a successful and exciting year full of God’s blessings. We hosted our first Fine Arts Show in April, which combined musical performances with art displays and the inaugural induction of students into our new Tri-M Music Honor Society. Our senior class earned 191 college acceptances and were offered more than \$5.1 million in college scholarships.

In the fall, our Middle School students won first place in the robotics category at the local Lego League competition, and took third place overall. We opened the Betty and Dave ‘53 Moore Enterprise and Leadership Lab, which was named in honor of two people who are not only staunch supporters of Randolph-Macon Academy, but two of the kindest, truest Christians I have ever had the privilege to meet.

As we honor our heritage as a United Methodist Church, we continue to offer weekly chapel services, one for our Upper School students and one for our Middle School students. Our chaplain, Joshua Orndorff, has done an excellent job in connecting with our students and growing our spiritual life programs during his years here. There are many glory sightings to celebrate! In 2019, we averaged 30 students participating weekly in small group opportunities and movie nights, and 8 serve through their participation on the Praise Team. For the fifth consecutive year, we are offering confirmation classes; there are six enrolled in the UMC class.

The Interfaith Prayer Room became a reality in 2019, providing a quiet place for prayer and reflection in the center of campus. We also began a Spiritual Life Leadership Team that has 6 students and 3 faculty members involved in Campus Ministry Institute. The inaugural mission trip was a phenomenal success, with 16 students, along with six adult chaperones, assisting families through the Washington United Methodist Church Disaster Recovery Center in eastern North Carolina. Chaplain Orndorff returned with another group this year consisting of 23 students and six adult chaperones.

We have much to be thankful for. Your support and prayers are greatly appreciated as we continuously seek ways to bring our students closer to God, and for our Academy to be a “City on a Hill”. God bless you all.

– David C. Wesley, Brigadier General, USAF, Retired, President

## Randolph-Macon College

Founded in 1830, Randolph-Macon College is a selective, co-educational, nationally ranked liberal arts college located in Ashland, Virginia, just minutes north of Richmond and 90 miles south of Washington, D.C. The college achieves its mission of “developing the minds and character of each student” by balancing rigorous academics with individualized attention between our exceptional faculty and students. The student-faculty ratio is 11 to 1 and the average class size is 14 students. The college has an outstanding reputation for academics, national and international internships, study abroad programs and undergraduate research opportunities.

Now in our 190th year, the college is larger and more diverse than at any time in history, having experienced a significant growth in our student body in recent years. The 2019-2020 academic year opened with 1543 students from 26 states (plus the District of Columbia) and 27 countries. Of these students, 53% are female and 48% are male.

Our outstanding faculty has been recognized for its achievements on countless fronts, including superior teaching, research, and mentorship, creating personalized education for students both inside and outside of the classroom.

The EDGE Career Center is focused on preparing our students for careers and post-graduate success. Faculty serve as mentors and offer important advising, linking valuable liberal arts education with important career and post-graduate success strategies and life skills. The EDGE also offers Boot Camp, a signature two-day career-focused immersion program.

R-MC’s January Term (J-term) is a four-week session in which students can study abroad and immerse themselves in other cultures, conduct a regional, national or international internship, or take an on-campus course in a specific area of interest. January Term internships provide unique opportunities, and this year, 141 students performed internships.

One of the flagship programs at Randolph-Macon is the Schapiro Undergraduate Research Fellowship program (SURF), an endowment to support scholarly undergraduate research by students in all disciplines. SURF allows students the opportunity to conduct original research, under the guidance of a faculty member, and to be paid a stipend. Many students present their findings at academic and professional conferences both nationally and internationally. Now in its 23rd year, SURF has funded research opportunities for over 700 students.

R-MC offers a Four-Year Degree Guarantee, which pledges in writing that freshmen who meet all necessary requirements will graduate within four calendar years. If not, Randolph-Macon will waive tuition costs for R-MC courses needed to complete the degree.

R-MC integrates the value of diversity into the fabric of campus life. Through a wide range of student organizations and multicultural programs, Randolph-Macon seeks to build a community that upholds the inherent worth of individuals in an atmosphere of mutual respect, trust, and civility.

Randolph-Macon celebrates our strong alumni giving record. In 2019, 33% of our alumni gave back to the college. The college has experienced a campus renaissance, with over \$80 million spent on new and renovated facilities in recent years.

The A. Purnell Bailey Pre-Ministerial Scholarship Program was established in 2004 to support students who express an interest in ordained ministry in the Christian tradition. Students awarded this scholarship receive half-tuition for the first two years and full tuition for the junior and senior years. The program includes weekly mentoring, two internships in ministry settings, and support selecting and applying to theology school. As of January 2020, we have 133 living alumni who are United Methodist Clergy.

Randolph-Macon is honored to host Pathways to Science, which invites rising sophomore Hispanic girls to campus to meet scientists and explore STEM related activities. R-MC recently received an additional \$1,082,291 grant from the National Science Foundation to continue this program for an additional three years. Convergence, a 9-day event in which high school students explore the many ways that Christian faith and science come together, is now in its fourth year. Additionally, Valuing the Voices in Our Church is a new program for high school students to assist with vocational discernment.

In 2018, the college established a new Bachelor of Science in Nursing (BSN) program, and Dr. Cindy Rubenstein was named chair. The BSN program integrates R-MC’s liberal arts tradition as it prepares students to work as collaborative members of interdisciplinary healthcare teams. Payne Hall, a new, state-of-the-art building will house the BSN program. It is currently under construction and projected to be completed this September.

R-MC’s new Cybersecurity major is a computing-based discipline that involves the creation, operation, analysis, and testing of secure systems, networks, and applications to protect against a variety of digital threats. The college’s new Writing major heightens students’ power to use the written word effectively and with style. R-MC also boasts a new Criminology major, the central focus of which is to understand social structure and social processes in relation to crime, criminality, and punishment.

The college offers 18 intercollegiate sports (NCAA Division III) and participates in the Old Dominion Athletic Conference (ODAC). The men’s basketball team won the ODAC regular-season title, hosted and won games in the first two rounds of the NCAA Tournament, reaching the Sweet Sixteen. The baseball team won the ODAC regular-season title for the second straight year. The softball team reached the Division III World Series for the first time in program history. The women’s soccer team went undefeated during the regular season, won the ODAC title and won a first-round game in the NCAA Tournament. The women’s volleyball team won the ODAC regular-season title for the fifth straight year and earned an at-large bid to the NCAA Tournament.

The college recently launched an eSports program. eSports—also known as electronic sports or e-sports—is a form of competition using video games in an online environment.

R-MC also launched a Show Choir program. Show Choir uses vocals, choreography, staging, costuming and production to synthesize an artistic experience.

The college’s equestrian program continues to flourish, and in 2018, R-MC purchased Coventry Horse Farm. Located close to campus, it boasts 70 acres of pasture, has space for 33 horses, and includes an indoor riding arena, two large outdoor areas, and space for cross-country fences.

Student outreach through community service continues to be an important aspect of the Randolph-Macon College experience. In 2019-20, R-MC students collectively amassed more than 23,099 volunteer hours and donated \$48,860.64, to various causes. Students in Fraternity and Sorority Life contributed more than 13,613 hours of collective service to the community and donated nearly \$26,969.84 to various organizations and philanthropies. There are two signature events each year, The Big Event in the fall and Macon a Difference Day in April. Over 700 students participate in these events.

At Randolph-Macon College, students bond with their peers, faculty mentors and alumni to build meaningful relationships that last a lifetime.

– Sue Schick, Chair of the Board of Trustees

## Shenandoah University

I hope you will join me as we celebrate the “graduation” of the Rev. Dr. Rhonda VanDyke from Shenandoah University! Rhonda refuses to call it a retirement. Rhonda finished her time at Shenandoah University in May; for more than a decade, she has been a leader in changing the culture for our students. In her time at Shenandoah, we all started using the “do no harm, do good, and stay in love with God” three simple rules. We started using the words attributed to John Wesley, “do all the good you can, by all the means you can...” at worship services, then at graduation, and then at convocation. Students regularly send pictures of the words of John Wesley posted to their walls in their homes after they have graduated. Rhonda impacted thousands of graduates and her impact continues as others pass on these key theological foundations to generations to come. Yes, we have been blessed by Rhonda’s leadership over the last fifteen years. I hope you will join me in congratulating her on doing all the good she could, to all the people she could in her time at Shenandoah University. As we launch Rhonda into a new possibilities upon “graduation,” we are excited to announce that another Virginia Conference clergyperson, the Rev. Dr. Justin Allen, has been promoted to Associate Vice President for Student Affairs.

Part of Rhonda’s legacy is having helped build an exceptional partnership between Shenandoah University and the Virginia Annual Conference, Wesley Theological Seminary, and the whole of the United Methodist connection. Students, faculty, and staff have been at the last four General Conference gatherings (2020, 2019, 2016, and 2012). Over 100 college-age students have been Calling21 interns in local Virginia Conference United Methodist churches as they have explored their vocation with mentors and vibrant faith communities. Finally, the Faith Seeking Justice Christian Leadership program is entering its second decade and continues to educate and inspire future clergy in small numbers and future lay leaders in large numbers.

This year, thirty students have preached at the Higher Ground worship service on campus. They have learned about exegesis and commentaries, but they have taught their peers about a vibrant and active faith in Christ that calls us to love our neighbor and to pray for our enemies. As the students have taken ownership of their own service, leading the music, prayers, and sermons with the mentorship of our dean of Spiritual Life, Rev. Dr. Justin Allen, they have started to invite their friends and the service has grown. Outside of athletic events, Higher Ground is the largest regularly occurring event on campus and brings together students from all areas of study, all political persuasions, and all Christian denominations to worship as one corporate body.

Can you help us continue the partnership with the United Methodist connection? Here are two ways you can help. First, the Shenandoah University Youth Theology Institute engages high school students in a three-credit college course over two weeks in July as students explore their faith in a diverse world. If you would like to nominate a dedicated high school student, or you are a dedicated high school student that would like to apply, please do so at [su.edu/youththeology](http://su.edu/youththeology).

Second, we have notified the Site Selection Committee that the new James R. Wilkins, Jr. Athletics and Events Center on the campus of Shenandoah University might be well suited to host Annual Conference. With a capacity of nearly 5000 people, we are exploring opportunities to engage our community through large-scale regional events. I hope you will dream about what events we can hold on our campus in Winchester that might reach others as we “make disciples of Jesus Christ for the transformation of the world” and share those ideas with our Dean of Spiritual Life, Rev. Dr. Justin Allen.

Shenandoah University remains committed to educating and serving the diversity of God’s people and we want to continue to build a mutually beneficial partnership with the United Methodist Church as we make disciples of Jesus Christ for the transformation of the world. We are better together. So, together let us

“do all the good we can,  
by all the means we can,  
in all the ways we can,  
in all the places we can,  
at all the times we can,  
to all the people we can,  
as long as ever we can.”

– Tracy Fitzsimmons, Ph.D., President

## Virginia Wesleyan University

It has been an honor to serve as president of the National Association of Schools and Colleges of the United Methodist Church, leading the 117 Methodist-related higher education institutions during this pivotal time for the Church.

Virginia Wesleyan University continues to attract attention for its profound campus transformation over the past five years. In 2018, VWU was featured in Trust-eeship, the Association of Governing Boards (AGB) magazine. In 2019, we were featured in Business Officer, the National Association of College and University Business Officers (NACUBO) magazine. Both publications not only outlined the Virginia Wesleyan University transformation, but shared key takeaways designed to inspire others confronting the current challenges of small and mid-sized institutions.

In recognition of our commitment to civic engagement, we were selected to receive the Carnegie Foundation’s prestigious Community Engagement Classification—the leading framework for assessment in U.S. higher education. We are one of 119 U.S. institutions to earn this distinction in 2020.

Addressing national trends, affordability remains a top priority. Virginia Wesleyan offers a multi-faceted plan of affordability that combines the third consecutive year of frozen tuition, a new endowed Batten Honors College, an expanded donor-funded student employment program, a concurrent enrollment program with Virginia community colleges, affordable out-of-semester 12-month course options, and a fifth-year tuition guarantee.

Since our 2017 transition to University status, we have added new graduate programs and several thriving online programs. Academic programs have been expanded to include two new majors: Sport and Recreation Management and Recreation Therapy. In January 2020, VWU formalized our commitment to pursue a joint Bachelor of Science in Nursing degree with Sentara College of Health Sciences. Through a gift in 2019, we established a program to expand the study of African-American history and traditions.

In the fall, Virginia Wesleyan established an Esports program, which is now flourishing in its new donor-funded state-of-the-art arena. We also opened the Malbon Center for Technology, which has both a virtual and physical home. Our new Susan S. Goode Fine and Performing Arts Center opened in Spring 2019 and has attracted world-renowned artists. This new facility, coupled with planned expansion of the original Fine Arts Building, will enhance VWU’s offerings and showcase the prominence of our arts programs to the community.

Our Greer Environmental Sciences Center and highly selective Batten Honors College, both opened in 2017, continue to be national niche programs. The Greer Center has enhanced prominence in the natural sciences programs and has earned multiple accolades, including 2018 Conservationist of the Year from the Chesapeake Bay Foundation and recognition from the Elizabeth River Project for Sustained Distinguished Performance at the River Stars Model Level in 2020. We were also proud to name our first campus sustainability director recently in support of our ongoing commitment to the environment.

The Batten Honors College welcomed its third class in fall 2019 and will reach its full capacity of 160 students this fall. In February 2020, competing against 15 Virginia private colleges, VWU won the Virginia Foundation for Independent Colleges’ annual Ethics Bowl for the second time in University history. Our undefeated team was entirely comprised of Batten Honors College students who earned the coveted VFIC Batten Trophy.

A third national-niche program of VWU is the Center for the Study of Religious Freedom. The center aims to create a civil society through education, respectful dialogue, and mutual understanding, and it equips students and community members to address difficult and urgent problems. We are dedicated to diversity and inclusion, and in 2020, named the University’s first chief diversity officer.

Religious life on campus is vibrant as Marlin Ministries serves students of all faiths, interests, and backgrounds. Ecumenical services are offered weekly in the Monumental Chapel and Beazley Recital Hall. Several gatherings are held each week for students, faculty, and staff with various interests and journeys in their faith. The donor-funded Boyd Fellows program provides opportunities for student leaders to assist with the administrative, visionary, and programmatic aspects of religious life on campus. New agreements with the Candler School of Theology at Emory University and the Duke University Divinity School provide early assurance opportunities for students interested in pursuing careers in the ministry.

– Scott D. Miller, Ph.D., President

## ASSOCIATION OF RETIRED MINISTERS AND SPOUSES

ARMS works along with our Conference Office of Pensions and Benefits to provide for the needs and desires of our retired clergy and spouses. We had another good retreat in October at Eagle Ayrie with around 80 participants. It was a time of fellowship, good food and being encouraged for the well being of our body, mind and soul. As always we received updates on our Conference health plans and what we might expect for the future in our retirement. We look to see more of our retirees at our retreat this coming October 7 & 8. Our theme has been set for “Solid Hope in Changing Times.” More information and applications will be ready for our Retirees’ banquet provided by our Conference office of Pensions and Benefits. We again ask that all retirees and spouses consider donating \$10.00 annually toward expenses and defraying the cost of our retreat. Checks should be made out to the VUMC for ARMS.

– John & Cathy Price, Co-Presidents of the ARMS Board of Directors

## PREACHERS’ RELIEF SOCIETY

Since its inception 150 years ago the Preachers’ Relief Society had provided grants to help clergy who, for one reason or another, have been faced with financial emergencies beyond their ability to meet. In 2019 the Society was able to make grants to two clergy who were facing difficult situations.

Those facing financial emergencies who are eligible for assistance from the Preachers’ Relief Society include all clergy, active and retired, and the widows and widowers of deceased clergy. Requests for assistance must come through and be endorsed by the district superintendent. The Society carefully considers all requests and responds confidentially and appropriately.

Persons wishing to help underwrite the work of the Society should contact the Society’s treasurer, The Reverend Robert F. Cofield, Jr.

The current directors of the Society are Robert T. Casey, President; Edward Lilly, vice-president; James R. Bergdoll, secretary; Robert F. Cofield, Jr., treasurer; Robert N. Baker, III; Sallye Bowen; Katherine Kidwell; James S. Matthews, and Harold E. White, Sr.

– Robert T. Casey, President

## RETIRED CLERGY HOUSING CORPORATION

Retired Clergy Housing Corporation (RCHC) has been serving retired clergy and their families for 87 years by providing housing following retirement for those who qualify. Currently, RCHC owns twenty (20) properties across our conference in Bridgewater, Danville, Hampton, Lynchburg, Mechanicsville, North Chesterfield, Prince George, Raphine, Roanoke, Staunton, and Winchester.

Pinnacle Living assists the RCHC Board of Directors with the financial and day-to-day management of the corporation. The board has been actively engaged in the development of policies and procedures with the ultimate goal of improving the lives of those we serve while being good stewards of the gifts we receive.

The annual operating budget for RCHC is approximately \$175,000, and the fees we charge the residents fall short of our annual costs. Contributions and other sources of revenues are needed more than ever before to ensure the long-term viability of this wonderful ministry.

The annual Covenant of Gratitude drive is one way individuals and congregations can help support the work of RCHC. The Covenant of Gratitude asks for a commitment of a minimum of \$1 per commissioned Provisional Elder and Deacon at this Annual Conference session. We appreciate the past support we received from our Covenant of Gratitude family, but this year we are asking those who can, to do a bit more! If you are a current Covenant of Gratitude supporter, or if you have never supported our ministry before, please consider increasing your gift to \$2, \$3 or even \$5 for each commissioned Provisional Elder and Deacon at this Annual Conference. Your donation will help offset basic operations and unexpected repairs. Please remember, we receive no funds from the conference for the important work we do. We also invite you to make RCHC a part of your estate planning. If you are interested in learning more about how to support this mission, please contact Rev. Charles Wickham at 804-474-8724 and he will be happy to meet with you.

On behalf of the Board, I would like to thank you in advance for any assistance you are able to give. What an honor and privilege it is to talk with the families we serve and hear them say, “You will never know what this opportunity means to us. Without RCHC, we just don’t know what we would have done!” Our clergy have given themselves to the service of God and what an honor to now help support them with housing.

– *D. Michael Houff, RCHC Board of Directors, Chair*

## THE UNITED METHODIST CREDIT UNION

The United Methodist Credit Union is committed to offering our member churches, individuals, institutions, and the conference a primary resource for encouraging sound stewardship principles so we can all be more effective in our respective ministries. Our objective is to help our members “to earn all they can and save all they can so they can give all they can” as servants of Christ in the world.

We are a full service financial institution and we operate solely to serve the financial needs of our member owners. Our all-volunteer board of directors is comprised of a cross section of lay and clergy. We help our members by providing quality financial products and services, including savings and checking accounts, loans, Visa rewards credit cards, online services, and resources to assist our members with personal financial management. We also offer a product called SnapLoan that provides an educational line of credit for college students with discounted interest rates for students attending a United Methodist affiliated college or seminary. In addition, we have partnered with several local churches to establish Jubilee Assistance Funds; a program that assists churches with short-term loans to help people who may be experiencing a financial emergency. Plus, we recently partnered with a financial services firm that can assist our members with college planning/529s, annuities, long term care and saving for retirement.

Our church loan program helps local churches with loans for parsonages, renovations, and vans and buses, and with the refinancing of current loans to secure better rates and terms. We also offer project loans (up to \$50,000 unsecured) and Visa rewards credit cards for church business.

During the early stages of the coronavirus pandemic, The United Methodist Credit Union offered opportunities for members to skip a payment on their loans, low-interest personal loans without credit checks and with deferred payments, as well as free access to the services of GreenPath Financial Wellness, an affiliate of the credit union that provides help with debt management, bill payment assistance, and financial counseling, among other resources. Also, unsecured emergency loans were offered to churches requiring minimal paperwork and up to \$5,000 that could be disbursed in just one or two business days.

The United Methodist Credit Union is always looking for ways to assist member individuals and churches in their missional efforts within their respective communities and beyond. One of the newest such “missional banking projects” of the credit union that will be offered later this year is a loan program to assist members with adoptions.

John Wesley was among the first to organize financial cooperatives among faithful members of the Methodist movement, and it is in the spirit of Wesley that in 1952 a group of Virginia pastors, with help from the Virginia Conference, pooled their resources and established this credit union so they could be more effective in their respective ministries. Sixty-eight years later, our membership has now grown to include United Methodist churches, church members, clergy, organizations, agencies, and institutions in the conferences of North Carolina, Western North Carolina, Virginia, West Virginia, and Baltimore-Washington (churches and organizations only). The spirit of Wesley to earn all we can and save all we can so we can give all they can is alive and well in The United Methodist Credit Union.

– *Alvin J. Horton, Chair*

## UNITED METHODIST MEN

As key initiatives in the past year, the Virginia UM Men have deployed a disciple mentoring program, continued to encourage the formation of Wesleyan Transformational Small Groups at fellowships, and have focused on discipleship and service ministries.

Over the next year, we will continue to pursue our goals to have our leadership be representative of our membership with particular emphasis on discipling younger men. We will update our By-laws as well as our vision, values, and goals for 2020-2023 at a leadership retreat in the fall. We will partner with Districts in sponsoring men’s spiritual retreats regionally around the Conference. We will train our men on domestic violence prevention. Each of these efforts will help us fulfill the Conference vision of disciples who are life-long learners influencing others to serve.

**Vision:** Men building God’s Kingdom led by the Holy Spirit through Christian fellowship

**Values:** Service, Excitement (passion), Teamwork

**2019/20 Goals (summary):**

Prepare (disciple) men for service and leadership; succession management aligned with church demographics; reach new men and their families and mentor new Christians; connect with other Conference agencies and boards; prevent domestic violence jointly with UMW; Holy Spirit led Christian fellowship through Wesleyan Transformational Small Groups (class meetings) at all fellowships; Bible studies; revise the Men’s Spiritual Weekend; and ignite Younger Men’s Ministry. To accomplish this, we have filled two key vacancies for Vice President for Spiritual Life and Chaplain and are working to fill our Younger Men’s Ministry Advocate. Mentoring our replacements is a priority paying dividends. Please continue to pray for us!

### Ministries

**Men’s Spiritual Advance:** Building on 2018’s success, our Spiritual Advance weekend in the fall of 2019 continued to follow the model of the South Carolina Conference while taking into account the context of the Virginia Conference’s vision. Our two-day Spiritual Advance (September 27-28) featured the author of *The Class Meeting*, Rev. Dr. Kevin Watson; General Commission on United Methodist Men (GCUMM) deployed staff member Greg Arnold; and N. Georgia YoungER Men’s Ministry representative Odell Horne. Our theme was *Transforming Grace*.

Unfortunately, we had a significant drop in attendance. We have revised our strategy relative to spiritual retreats and are now partnering with men regionally to conduct joint District events around the Conference each year. Our first joint event was held at Camp Overlook near Harrisonburg on January 3-4, 2020. Our next retreat is scheduled on August 15-16 with a third to be announced later this year.

**Wesleyan Building Brothers (WBB) Mentoring:** Advocate David Bean and his team have deployed a mentor/mentee training program. Using Wesley’s 21 questions and corresponding scripture, the initiative will help us address generational gaps in our churches, provide new disciples with experienced mentors, and focus our discipleship on service (faith in action).

**Men’s Ministry:** Three certified Men’s Ministry Specialists (Todd Hoar, Johnnie Draughon and David Bean) are engaged in training and support activities offering *Understanding Men’s Ministry* and other courses around the Conference.

**Young Men’s Ministry:** In coordination with the Southeastern Jurisdiction (SEJ), we have established this ministry to explore ways to integrate and grow participation by late Boomers, Gen Xers, and Millennials. To this end we have deployed a mentoring program (see WBB above), and encouraged participation in small transformational groups. Additionally, by focusing on projects not presentations, interactions not programs, and by showing, not telling, we are demonstrating our dedication to building relationships, not walls.

**Scouting:** We serve over 16,000 youth with over 9,000 adult volunteer leaders. Scouting is a key element of our strategy to reach new people since half of scouting families do not have church homes. In 2019, Scouting Advocate Bill Chaffin was appointed to the Conference Board of Laity. We are planning 2 more Bishop’s Scouting Leadership Dinners for 2020 and 2021 (Roanoke and Arlington Districts) as well as formulating our Annual Conference plan focusing on celebrating the 100th Anniversary of our BSA/UMC partnership which began on February 12, 1920. We received a \$5,000 UM Foundation grant to initiate District programs, provide scholarships to Philmont for UM scouter training during the 100th Anniversary, and funding to stabilize the Conference structure. Finally, we created a chaplain aide training program.

**AMEND Together** is an innovative initiative dedicated to preventing domestic violence against women and girls by engaging and educating men. The GCUMM has partnered with AMEND Together to create the *AMENDING Through Faith* training course in which men learn to recognize, respond to, and prevent violence against women. Twelve men recently completed the course by online teleconference. “Good men” must play a critical role in creating a community where all women and girls are valued and safe. Only with the support and involvement of men and boys can the cycle of gender violence be broken. The Virginia Conference UMM received a grant to help fund this initiative. To find out more, visit the GCUMM website or view the video <https://youtu.be/KskVFJktm0g>.

**Prayer Advocacy:** There are currently seven District prayer advocates. Districts still in need of prayer advocates are Alexandria, Arlington, Charlottesville, Danville, Harrisonburg, Lynchburg, Rappahannock, Roanoke, and Staunton. Todd Hoar, our Conference Prayer Advocate, distributed Upper Room materials throughout the year. Our first quarter 2020 goal was to contact the DS’s and get recommendations for District prayer advocates. The Upper Room prayer wall can be found at <http://prayer-center.upperroom.org/prayer-wall>.

**Heart Havens:** The UMM, through Heart Havens Advocate David Campbell, support the developmentally disabled through fund raising, community events involving residents, and providing volunteer maintenance and repair to group homes.

The Winchester District UMM is also supporting the Saratoga House in Winchester, formerly operated by Heart Havens but now under the management of Shenandoah Valley Community Residences, Inc.

**Camp Rainbow Connection** holds a week-long respite camp once in June and once in July for individuals with developmental disabilities. While finances are a continuing challenge, an even greater challenge is getting enough camp counselors to serve. Camp Rainbow is held at Richard Bland College in Petersburg and Ron Rumsey is our Camp Rainbow Connection Advocate.

**Prison and Jail Ministries:** UMM provides volunteer and monetary support to: **Disciple Bible Outreach Ministry (DBOM)** which provides the thirty-two week Disciple Series to prisoners (Gene Mims, POC); **Good News Jail Ministry** serving inmates in Virginia’s county and city Jails; **Kairos** which provides an Emmaus Walk experience for inmates of Virginia’s Correctional Institutions; and **GracelInside**, a ministry supporting Prison Chaplains. We also advocate for the children of incarcerated adults through All God’s Children. Each year our Conference sponsors 90 youth and children with an opportunity to grow in Christ. Thirty different children enjoy one week outdoors at 3 different camps. One-on-one mentors pair with and give spiritual support to the campers. Contact our new Prison and Jail Ministries Advocate, Andrew Kissell, if you are called to serve!

**Hunger Relief:** Wade Mays, with the Society of St. Andrew, will have provided an estimated 1.6 million servings of food by July 2020 with the help of our UMM volunteers.

**The Beacon:** Our monthly e-newsletter has strong readership (1500+) from both clergy and laity as well as subscribers outside the Conference taking regular notice of our men’s activities. The Beacon is emulated by other Conferences providing insightful articles, timely news items, and promoting UMM sponsored events. Our editor, Jon Simons, always welcomes your input!

**SEJ and General Conference:** President Andrew Kissell has been elected to serve as President of the SEJ UMM beginning in July. As outgoing Conference President, Andrew would like to thank his brothers and sisters in Christ who have supported his leadership over the past four years, and he looks forward to continued growth, discipleship, and discernment in his service to the Lord alongside each of you!

**Web Page:** Visit us at <https://www.vaumc.org/UMM>

– *Andrew Kissell, President*

## UNITED METHODIST WOMEN

United Methodist Women is the women’s mission organization of The United Methodist Church, putting faith, hope, and love into action on behalf of women, children, and youth in the United States and internationally. We are a creative, supportive community of women organized around the Purpose, which is “to know God and to experience freedom as whole persons through Jesus Christ” and “to expand concepts of mission by participation in the global ministries of the church.”

Our theme this year has been “Let Your Light Shine: Ignited for Justice”. We provide opportunities and resources to grow spiritually, become more deeply rooted in Christ and put faith into action. We are organized for growth, with flexible structures leading to effective witness and action. We equip women and girls around the world to be leaders in communities, agencies, workplaces, governments and churches. We work for justice through compassionate service and advocacy to change unfair policies and systems. We provide educational experiences that lead to personal change in order to transform the world.

Virginia Conference United Methodist Women offers several opportunities to grow spiritually to women by attending retreats. Each spring a UMW Spiritual Life Retreat is held that brings together women from all over the conference. On May 15-17, 2020 the retreat theme was “Peace Be with You” with the Rev. Ileana Rosario as the retreat leader. The event was held at the 4H Camp at Smith Mountain Lake.

The second opportunity for spiritual growth is for the young women of our conference. Held in September each year is our Young Women’s Retreat and is always a great opportunity for young women between the ages of 18-40 to come together for worship, music, sharing, and crafts around a theme. The event’s date is September 11-12, 2020 at the Blessings Lodge at Camp Overlook in the beautiful mountains of the Shenandoah Valley. The retreat leader will be the Rev. Ashley Isernhagen.

Our Mission Encounter event is held each July and is an event shared by Virginia United Methodist Church and United Methodist Women and is for everyone - clergy, laity, and youth. The dates for the event for 2020 are July 24-26 at Smith Mountain Lake 4H Center. Our website [vaumw.com](http://vaumw.com) has registration forms.

We meet each October for our United Methodist Women Annual Meeting. This meeting will be held October 24th at Smith Mountain Lake 4H Center.

– *Mary Jane Rawley, President*

## VA PAUMCS

### (Professional Administrators Of The United Methodist Connectional Structure)

The purpose of PAUMCS is to provide a supportive base for the unity and fellowship of its members in order to provide individual growth, professional development, continuous education and spiritual enrichment. PAUMCS promotes and encourages the training and support of United Methodist Church secretaries; serves as an advocate for emerging concerns that affect church secretaries; encourages and assists in the establishment of chapters of church secretaries, within or across jurisdictional and annual conference boundaries, and assists in coordinating the program and work of these chapters.

The Professional Association of United Methodist Church Secretaries was organized on April 14, 1982 in Dallas, Texas. Since that first meeting, conferences have been held annually, by-laws and a logo were adopted, working committees were formed, a quarterly newsletter was established and chapters were organized across the connection. Legislation was adopted at the 1988 General Conference which states that the General Conference of Finance and Administration (GCFA) has the authority and responsibility to provide guidance and consultation for continuing education of church secretaries, including establishment of professional standards, training and certification programs and to provide assistance to the Professional Association of United Methodist Church Secretaries (*2016 Book of Discipline*, ¶807.18).

The Virginia Chapter of PAUMCS was established March 1999 at the Virginia United Methodist Conference Center (VUMAC) in Blackstone. Since that time the membership of the Virginia chapter has grown to as many as 90 members and an all time high of 130 attendees at a fall event at the Virginia United Methodist Conference Center. The chapter sponsors two meetings each year: normally, a one day fall training event and a one day spring training event and annual meeting, each good for .5 CEUs.

At their National Conference in Chicago in May 2017 the Professional Association of United Methodist Church Secretaries voted to change their name to the Professional Administrators of the United Methodist Connectional Structure, thereby broadening their vision while retaining their acronym, PAUMCS.

VA PAUMCS members are persons presently or previously, full-time or part-time, paid or volunteer, engaged in administrative work in any local church or agency of the United Methodist Church. For a member to be in good standing, annual dues must be paid for the current year. Membership advantages include reduced rates on workshop registration fees, a bi-annual chapter newsletter and networking with other church secretaries throughout the Virginia Conference.

During the Annual Conference year 2019-2020 VA PAUMCS:

In 2019 our annual mailing went digital. All newsletters, events and updates are posted to our webpage at <www.vaumc.org/paumcs> and promoted by MailChimp.

On Wednesday, October 30 we held our “Experience Your Conference Connection” Fall Event 2019 featuring Conference Database Manager Chris Malak, who led us in a workshop on data collection within the conference and how local churches can use that information; and MaryKaye Cochran, of the Conference Office of Congregational Excellence, who facilitated an interactive session on MissionInsite and how the website provides access to a great quantity of demographic information that can help the local church to reach out to their community. The event was attended by 58 clergy and laity from across the Conference.

Our National PAUMCS Conference will be held April 16-18 In Kansas City, MO. The theme is “Keep Our Eyes Focused on Christ” and our workshops will include an array of speakers from the Missouri Conference and General Boards. Topics will include Unleashing our Inner Warrior, Developing & Mentoring Young Leaders, Missional Focus: The Shop: New Ways to Reach God’s People, Strategies for Getting Volunteers or Servants, and Social Media for Churches, to name a few.

Our VA PAUMCS spring event will be held Wednesday, May 27, at the VAUMC Conference Center. Tami J. Wyrick, Vice President (Consultant) of Business Development for the Larkin Group will lead us in a day of how church professionals can maintain our personal and overall safety.

Bishop Lewis has said, “United Methodist Church secretaries are called to ministry as surely as any pastor. Our administrative staff persons are a part of the ministry teams of our local churches and other United Methodist agencies. It is critically important that we work to develop effectiveness and vitality in the life of these teams. To that end the VA PAUMCS is committed to providing a supportive base for the training and fellowship of its members.”

– Susan Mundell Petrey, President

## HISTORICAL SOCIETY

The Virginia United Methodist Historical Society continues to be active. Much of the work is accomplished through strong committees and foundations. In 2019, we supported the Southeastern Jurisdiction annual meeting at Candler School of Theology in Atlanta. Second only to the host Conference, Virginia had the largest delegation participating.

## Virginia Conference Archives

In accordance with church guidance and Disciplinary mandates, the mission of the Virginia Annual Conference (VAC) Archives is to collect, organize and preserve materials that document the historical development of the UMC and its antecedents in Virginia. The VAC Archivist is tasked with implementing this mission, which includes:

- v ensuring VAC records are deposited in the Archives in accordance with the *Discipline* and GCAH guidance;
- v arranging VAC records to make them accessible when needed;
- v providing research assistance to VAC churches, districts, committees, conference staff
- v maintaining the collections in accordance with prescribed guidelines for preserving archival records in all formats
- v providing guidance to VAC churches and Districts for maintaining and subsequently transferring to the Archives records as identified in the *Discipline*; and
- v keeping up-to-date with current archival practices and implementing changes as needed.

The current VAC Archivist is contracted and paid to work 15 hours per week. The majority of her time is spent responding to information requests from local churches, district superintendents, and researchers, and accepting new acquisitions.

Acquisitions to the Archives can represent multiple boxes and weeks of assessing, organizing, and filing. In recent years the archivist has processed records from over 20 closed churches, several closed districts, the entire Virginia United Methodist Assembly Center Collection, and the collection from the Blackstone College Alumnae Association.

With the prediction of more church closings, this job will of necessity become even more challenging. The job of archivist requires meticulous, detailed, and time

consuming work. Time constraints are currently preventing the Archivist from performing all of the critical tasks relating to the maintenance of the Archives.

During 2020 the Conference Archivist and the Archives Committee will be developing strategies and plans for making the job of Archivist a half-time position in 2021 and for attacking special projects such as the digitization of the audio visual collection.

– Cathy Morgan, Chair

## The Old Brunswick Circuit Foundation

Over the past year, the Old Brunswick Circuit Foundation has further developed its strategic plans for two of the properties by engaging others to help us build a comprehensive business plan to determine the cost of renovation, timeframe and acquire adequate fundraising. The first is the old Randolph-Macon College/Boydton Academy & Bible Institute site in Boydton. We attended and presented a Paper at the Lemon Project Symposium at William & Mary last March that was well received while gaining contacts and core information of people and organizations to support our strategic plans. Our focus is twofold, the preservation of the property and acquiring necessary funding and the resources to accomplish the project within the next several years. This includes the building (which served as a dormitory, classrooms, and administrative offices), plus restoring the adjacent Head Masters (HELENSHA) house. This house could be used for a learning center/library and/or Care taker Residence. Our leadership team for this project is making process developing relationships with granting organizations, foundations, and major donors. Secondly a plan for the utilization of the physical property and considering how best to interpret the significant history of both the original site of R-MC, which is the oldest Methodist College in America, and the Boydton Institute, which later occupied these same facilities, serving African American students for half a century in the years following the Civil War. These two schools had a significant impact on the education of whites and blacks for over 100 critical years in our history, providing leaders in many fields, including higher education and the civil rights movement.

The second project is “Canaan”, the name given by the Rev. Edward Dromgoole to his home, which served as a meeting place for early Methodists, including Bishop Francis Asbury, for many years. The Board of Supervisors of Brunswick County approved our “concept” for a retreat center and gave us a conditional permit to move forward with a plan to develop a rustic campground and assembly building that would accommodate about forty people for educational purposes. A leadership team for this project is in place and move forward. Steps were taken to shore up the foundation of the home and to prevent further deterioration. An archeological dig was conducted by the College of William and Mary, assisting in the identification of structures on the site and the recovery of artifacts. One such structure is a “spinning house”, which with restoration could become a museum and visitor orientation center. Our Board of Directors in 2019 together has contributed over \$27,000 to help with our start the fundraising drive.

We are grateful for the progress being made by the OBCF, but are much in need of help from United Methodists across the Conference. Financial gifts, on-site volunteers, and researchers are welcome to join in these efforts to preserve these vital aspects of the origins of Methodism in Virginia. Our focus is “Preserving Our Heritage to Inspire the Future”

– Jim Mott, President:

## The William Watters Foundation

The purpose of the William Watters Foundation is to oversee the preservation, care and interpretation of the gravesite of William Watters, United Methodist Historic Site No. 7, in McLean, Virginia. William Watters was the first American-born Methodist itinerant preacher.

The Board of Directors approved the slate of board members and officers at our May meeting. Board members were duly elected at the fall meeting of the Virginia Conference Historical Society on September 7, and officers were elected at the Foundation’s Annual Meeting.

The Annual Meeting of the William Watters Foundation was held on September 22 at Trinity UMC in McLean, Virginia. We returned to our traditional annual meeting format – a meeting open to the public, with a guest speaker, and refreshments – on a Sunday afternoon. Prof. Michael H. Browder was our guest speaker; his topic was “William Watters: A New Look at an Old Friend.” We will hold our next annual meeting on September 20 at Trinity UMC, McLean. The Foundation learned in late December 2019 that our quest for designation of the William Watters Gravesite as a United Methodist Heritage Landmark was denied. We will try again in time to gain approval by the 2024 General Conference.

We began a 2:1 match fundraiser on September 1, 2019, to be concluded by March 1, 2020. This fundraiser required all active board members to contribute to the effort to raise \$5,000. We recently met our goal, and now a generous benefactor will donate an additional \$10,000.

– Myra P. Lindsey, President

## The Old Stone Church Foundation

The Old Stone Church Foundation was established in 1974 by the Virginia Conference Historical Society to preserve, protect and interpret the Old Stone Church site in Leesburg. The site, a United Methodist Heritage Landmark, was the first Methodist-owned church property in America, deeded in 1766.

The Foundation held its annual meeting on September 11, 2019 at Mount Zion UMC in Leesburg. Mount Zion, founded in 1866 by the black members of the Old Stone Church, is recognized as the oldest continuing African American Methodist congregation in Virginia. Our guest speaker, the Rev. Steven J. Summers, Winchester District Superintendent, talked about “Leadership Lessons from Jenga.” Nominations for the 2020 Board of Directors were presented and approved. Prior to the Annual Meeting, Site Manager John Creamer led guests and members of the Board on a tour of the Old Stone Church site.

The board approved the 2020 slate of officers at the November 13 meeting, and set meeting dates for the new year. Preparations are underway for our Annual Meeting, scheduled for September 9, 2020.

Work continues in our effort to make the Old Stone Church Site a pilgrimage destination. Our beautiful memorial brick prayer garden continues to grow.

– Charles E. Williams, President

## Mandate

We are grateful for the work of our foundations, our committees and our faithful trustees. And we thank the Virginia Conference for the additional resources that have been made available to us. In these changing times, it has never been more important to preserve our heritage as mandated by the *Book of Discipline*.

– Mike Browder, President



## VIRGINIA UNITED METHODIST FOUNDATION

Since 1971, the Virginia United Methodist Foundation has existed to serve local United Methodist churches and Conference agencies throughout the Virginia Conference in the expansion of their programs and ministries through asset management, investing, endowments and planned giving. As such, the Foundation seeks to be in compliance with the Socially Responsible Investing principles of *The United Methodist Book of Discipline*. As a servicing organization of the Virginia Conference, we consider ourselves to be a partner in ministry. Our commitment is to live out our core values with a vision for relevant ministry that leaves a lasting legacy for generations to come.

Our values: Integrity, Connection, Excellence

Our vision: To be the preferred financial services partner of the Virginia Conference

Our mission: To serve, steward and minister in the spirit of Christ while focusing on achieving excellence in both customer service and our fiduciary responsibilities.

Over nearly fifty years, the Foundation has grown substantially. As of December 31, 2019, there are over \$72MM assets under management across 320 investment accounts. These accounts include churches, districts, the Virginia United Methodist Conference and United Methodist agencies. The \$72 MM is invested in four different funds: the Balanced Fund, the Balanced Plus Fund, the Stock Fund, and the Bond Fund. For investment management, the Foundation partners with the Humphrey-Kelly Group, a designated institutional investment consulting team with Merrill Lynch's Global Institutional Consulting group with a focus on non-profit faith based organizations.

Foundation staff members visit local churches to assist in starting endowment programs, which may grow each year and yield a percentage towards the funding of mission projects. For example, scholarship funds are popular and ensure that younger generations will have the education needed to proclaim the message of Christ. The Foundation currently manages 90 endowments, including the Fox Endowment which funds the Bishop's Convocation on Faith, Science and Ministry.

Since 2015, the Foundation's Grant ministry has awarded grants to Virginia United Methodist Churches and affiliated agencies across the Virginia Conference. The program's focus is on unifying mission, ministry and impact to better assist and equip ministries in their projects, as well as help them to build a future. Grants are given from three funds: Foundation Grants Fund, Dr. William J. and Frances Hanna Memorial Grant, and Micah 6:8/No Harm Do Good Endowment Grant. In October 2019, 56 different ministries applied for a grant with requests totaling over \$492,000. After thorough consideration by the Grant Committee, the Foundation Board of Directors awarded grants to 27 ministries across 13 districts totaling \$79,750 in December 2019. Additionally, two conference wide grants were awarded to the Virginia United Methodist Archives and Amending through Faith of the VA Conference UMM.

Throughout 2019, the Virginia United Methodist Foundation served hundreds of churches across the Virginia Conference in creating ministries for the future. Our commitment to serving every local church and dedication to helping all God's children, both present and forthcoming generations, is steadfast. We stand ready to help your church or your members design a program that will grow and serve others.

– Bo Bowden, President

## Virginia United Methodist Development Company

Founded in 2014, the Virginia United Methodist Development Company ('DevCo') exists as a wholly owned subsidiary of the Virginia United Methodist Foundation, a supporting organization of the Virginia Annual Conference of the United Methodist Church. DevCo fulfills its mission by providing loans to churches and affiliates for ministry expansion through investments made by individuals, churches and United Methodist agencies.

DevCo loan services include new construction loans, facility expansion loans, capital improvement loans, debt refinancing, as well as loans for building purchase and land acquisition. As of December 2019, the Development Company has 43 loans totaling loans of \$37MM throughout the Virginia Conference. Seven new loans were made in 2019.

As part of the connection, DevCo makes loans to United Methodist churches and related entities, funded by savings and investment certificates from United Methodist churches, related ministries, members and family or friends. DevCo acts as a conduit for missional investing and is able to provide financing to move God's kingdom forward. With the help of over 900 DevCo investors totaling \$46MM, loans are made for a variety of situations, such as providing a church the opportunity to buy an adjacent piece of property for additional parking, opening a preschool in an underserved community, or saving the church thousands of dollars by refinancing its mortgage. Through missional investing, a church can redirect funds to the community and "open hearts, open minds, and open doors."

At DevCo, we consider ourselves to be your partner in ministry. Our team takes a personal interest in the ministries of the churches we serve. We are concerned about the spiritual health of local church ministry, not just financial health. Our desire is to equip local church leaders in understanding how to serve their community through strategic planning and missional engagement. Additionally, DevCo has a fiduciary responsibility to protect our investors' money, which funds church loans, but we also have a strong desire to see local churches fulfill their God-given mission.

As DevCo grows, our focused perspective remains: Strengthening the local church to expand ministry in its community through effective planning and ongoing consultation as we manage assets and provide support to fulfill its enduring local mission!

– Bo Bowden, President