



## 2024 BOOK OF REPORTS

June 9-12, 2024 Lake Junaluska, NC



**HOLSTON CONFERENCE**  
of The United Methodist Church

# BOOK OF REPORTS June 9-12, 2024 Lake Junaluska, NC HOLSTON CONFERENCE of The United Methodist Church

## REGISTRATION INFORMATION

- Lay and Clergy Members of the Conference will register upon arrival at the conference site.
- Name badges will be distributed at the Registration sites (see below).
- Registration sites and times:
  - Sunday ..... 1:00 pm - 5:00 p.m. .... Bethea Welcome Center (Gaines Auditorium)
  - Monday ..... 8:00 am - 5:00 pm ..... Harrell Center (Room 202)
  - Tuesday ..... 8:00 am - 5:00 pm ..... Harrell Center (Room 202)
  - Wednesday... 8:00 am - 10:00 am ..... Harrell Center (Room 202)

## LAKE JUNALUSKA INFORMATION

Sunday ..... 3:00 pm ..... Housing Check-in: Hotel and Cottage Rental  
 Contact ..... Emergency Dial: 911 ..... Phone: 828-452-2881 ..... Fax: 828-452-2225

## MODIFIED MEAL PLAN

Meal tickets will be given to you at check-in based on the meal option that you chose when making your reservation. Please always have them with you so they can be presented to the Dining Room Attendant for entry. Keep in mind, these meal tickets are treated as cash. Your meal ticket color will reflect the building you are staying in during the conference, so please eat in the proper location to avoid long lines. All private meal functions will be charged separately by the sponsoring group or organization.

## CONFERENCE SERVICES

Chaplain ..... By Appointment Only ..... Terrace (Room 213)  
     Schedule an appointment ..... KathyHeustess@holston.org or 843-421-3536  
 Prayer Room 7:00 a.m. - 10:00 pm ..... Room of Memory (adjacent to Memorial Chapel)  
 Information Center (Messages) ..... Stuart Auditorium (Lobby)  
 Shop the World Gifts ..... Harrell Center (Lower Level)  
 Display Area ..... Harrell Center (Room 201)

## CONFERENCE OFFICES

Bishop ..... Stuart Auditorium (behind stage, 1st room on the left)  
 Communications & Staff ..... Harrell Center (Lower Level - Room 102)  
 Conference Secretary & Staff ..... Stuart Auditorium (Stage)

# HOLSTON CONFERENCE SURVIVAL GUIDE 2024

*Brought to you by Conference Lay Leadership & the Office of the Conference Secretary*



I'm packing for Annual Conference, wonder what I should wear?

- ✓ Casual clothes are fine. Bring an umbrella and jacket.



I have just turned into Lake Junaluska, where do I go first?

- ✓ Stop at Bethea Welcome Center first which is on the left.
- ✓ Get registered and get your name badge (you need to wear your name badge to all of the sessions).



How in the world do I find my housing?

- ✓ You can ask when you register, and they can tell you the location of the various hotels and housing.



Is Stuart Auditorium on the road that goes through Junaluska? Will it come up on my GPS?

- ✓ Stuart Auditorium is on the main road, and it is the biggest building on the right as you are going through. GPS will direct you.



How do I find the lay orientation?

- ✓ It is in Harrell Center right next to Stuart Auditorium.



Are there assigned seats in the main auditorium?

- ✓ No, just sit in any section.



What if I want to talk or ask a question?

- ✓ You raise your hand and wait for the Bishop to acknowledge you.



Who sets the rules?

- ✓ We use the rules that are in our Conference Journal.



Where do I get food?

- ✓ It depends on where you stay, buy a meal ticket, food trucks, or just go to local restaurants.



I left my glasses and phone in Stuart Auditorium, what do I do?

- ✓ Go to the back of the auditorium which has the lost and found items.



Where do I find the reports?

- ✓ Download the Book of Reports before you come to Lake Junaluska, print off your paper copy if you prefer, or order your printed copy from the link on [ac.holston.org](http://ac.holston.org).



Where do I turn in my church's mission money?

- ✓ There will be a mission emphasis on Monday night at which time the offering will be collected.

Questions: [CharlotteRiggins@holston.org](mailto:CharlotteRiggins@holston.org)





Bethea Welcome Center



The Cross



Stuart Auditorium



Harrell Center



Memorial Chapel



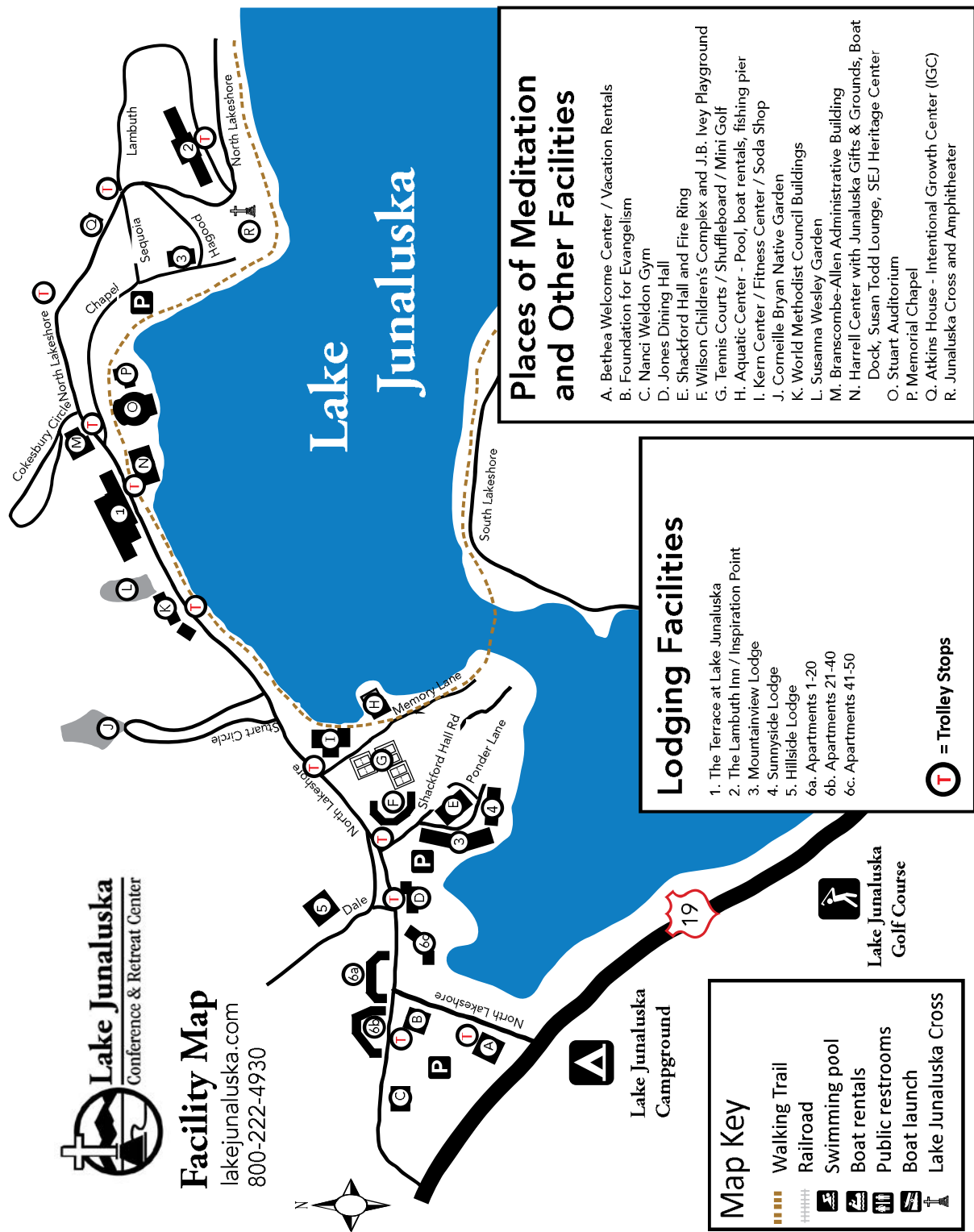
The Gardens (Labyrinth)



Terrace Hotel  
*Photos courtesy of Lake Junaluska*



Lambuth Inn



**TABLE OF CONTENTS**

<b>SECTION I.....</b>	<b>INTRODUCTIONS AND ORIENTATION</b>
Greeting - Bishop Wallace-Padgett.....	3
Word from the Secretary .....	4
Orientation Guide.....	5
Schedule / Agenda.....	11
Organizing Motions .....	14
Ushers / Tellers.....	15
<b>SECTION II .....</b>	<b>REPORTS</b>
<b>I. CABINET</b>	
The Cabinet Report of the District Superintendents .....	19
Affirmation(s) of Merger(s) & Resolution(s) for Closure(s) .....	20
<b>II. COMMUNICATIONS ADVISORY COUNCIL .....</b>	<b>36</b>
<b>III. COMMITTEE ON CONGREGATIONAL DEVELOPMENT .....</b>	<b>37</b>
<b>IV. BOARD OF HIGHER EDUCATION AND CAMPUS MINISTRY</b>	
East Tennessee State University - Wesley Foundation Board of Directors .....	38
Radford University - Wesley Foundation Board of Directors.....	39
University of Tennessee, Chattanooga - Wesley Foundation Board of Directors.....	40
University of Tennessee, Knoxville - Wesley Foundation Board of Directors .....	41
University of VA-Wise - Wesley Foundation Board of Directors.....	42
<b>V. BOARD OF LAY MINISTRY .....</b>	<b>43</b>
<b>VI. DISCIPLESHIP TEAM.....</b>	<b>44</b>
VI.a. Missions Team .....	44
VI.a.1. Willow UMC and Willow Community Food Pantry, Willow, Alaska Missionary Conference .....	45
VI.a.2. Project Crossroads.....	46
VI.a.4. Jubilee Project, Inc. ....	47
VI.a.5. Recommendations for The Advance 2024 .....	48
VI.b. Nurture Team	
VI.b.1. Children's Ministry Team .....	52
VI.b.2. Conference Council on Youth Ministries .....	53
VI.b.4. Camp and Retreat Ministry Board .....	54
VI.b.5. Older Adult Ministry Team .....	55
VI.c. Outreach / Advocacy Team	
VI.c.6. Strength for the Journey Team .....	56
VI.d. Stewardship Ministry Team .....	57
VI.e. Witness Team	
VI.e.1. Churches of Excellence in Evangelism.....	58
VI.e.2. Small Membership Congregation Team .....	60
VI.e.3. Hispanic/Latino Leadership Team .....	60
VI.f. Committee on Sexual Ethics and Boundaries .....	61
VI.h. Office of Multicultural Ministries .....	61

<b>VII.</b>	<b>BOARD OF ORDAINED MINISTRY .....</b>	<b>64</b>
<b>VIII.</b>	<b>GROUPS RELATED TO THE CABINET AND ORDAINED MINISTRY</b>	
VIII.c.1.	Order of Deacons .....	66
VIII.d.	Center for Wellbeing Supervisory Committee .....	67
<b>IX.</b>	<b>COUNCIL ON FINANCE AND ADMINISTRATION.....</b>	<b>68</b>
	Recommendations and Guidelines .....	68
	Benevolent Giving Comparison .....	71
	Membership Statistics Chart by District .....	72
	2024 Approved / 2024 Revised / 2025 Proposed Budget .....	73
	2023 Five Star Churches and 100% Tithe Churches.....	74
	2022 Financial Audit.....	79
<b>X.</b>	<b>ADMINISTRATION</b>	
X.a.	Board of Pensions .....	109
	2024 Comprehensive Benefit Funding Plan.....	109
	Insurance Rate Sheet for 2024 .....	120
	<i>Insurance Rate Sheet for 2025 (not available at time of publication)</i>	
X.b.	Board of Trustees .....	121
X.c.	Commission on Archives and History .....	122
X.c.1	History of Holston.....	123
X.d.	Commission on Equitable Compensation .....	128
	Minimum Salary Recommendations for 2024 .....	129
	Equitable Compensation by Recipient.....	129
X.f.	Committee on Nominations .....	132
	District Committees on Ordained Ministry.....	155
	District Boards of Church Location and Building .....	156
X.g.	Committee on Petitions and Resolutions.....	161
	2024 Annual Conference Resolutions.....	161
	2023 Annual Conference Resolution(s) Referred Responses .....	162
X.h.	Committee on Rules of Order .....	164
	Holston Annual Conference Bylaws, Rules of Order .....	165
X.j.	Personnel Resources Committee .....	181
<b>XI.</b>	<b>SUPPORT GROUPS</b>	
XI.b.	United Women in Faith (UWF).....	181
<b>XIII.</b>	<b>TASK FORCES</b>	
XIII.b.	Dismantling Racism Task Force .....	185
<b>XIV.</b>	<b>THE CONFERENCE STRATEGY TEAM.....</b>	<b>186</b>
	Trustees & Directors of Conference Related Institutions & Agencies	
	Holston Foundation.....	187



**XV. OTHERS**

Boston University School of Theology .....	189
Drew University Theological School.....	190
Duke Divinity School .....	191
Emory - Candler School of Theology .....	194
Gammon Theological Seminary.....	195
Garrett-Evangelical Theological Seminary.....	196
Hinton Rural Life Center .....	197
Holston Conference - Appalachian Trail Chaplaincy.....	199
Holston Conference - Dismantling Racism Team of Clinch Mountain District .....	200
Methodist Theological School in Ohio .....	201
Saint Paul School of Theology .....	202
United Theological Seminary.....	204
Wesley Theological Seminary.....	205

**SECTION III.....RESOURCES**

Reporting Guide for Lay Members .....	208
Notes.....	209
Special Events .....	215

*This page intentionally left blank*

**SECTION I**  
**INTRODUCTIONS AND ORIENTATION**

*This page intentionally left blank*

**GREETING - BISHOP WALLACE-PADGETT**

Dear Friends,

We will be gathering at Lake Junaluska on June 9-12 for the 2024 Holston Annual Conference. This will be our 200th Annual Conference, a major milestone which we will celebrate with flair! Thank you to Rev. Charles Maynard and the Bicentennial team for the special celebration they are planning for June 11 which will include several bishops with ties to Holston. Also, many thanks to Director of Connectional Ministries Rev. Mike Sluder, Conference Lay Leader Mrs. Becky Hall, Administrative Assistant to the Bishop Mrs. Lori Sluder, the planning team and countless volunteers for their tireless work in planning for the 2024 Annual Conference.

The 2024 “Serve Together” theme reminds us that God works through churches and leaders as we live life in community together. In addition to building on the 2022 and 2023 “Pray Together” and “Worship Together” emphases, this theme depicts a significant characteristic of Holston’s DNA. We have been “Serving Together” for 200 years!

This year’s guest preacher is Holston’s own Bishop David Graves who will preach at the Monday Evening Missions Celebration, Tuesday Bicentennial Observance, and Wednesday Sending Forth Service. Bishop Graves and his wife Nancy are products of Holston, having served faithfully in a variety of ministry roles in this Conference for 28 years, including pastoring churches of all sizes and serving as a District Superintendent for six years. Since his election to the episcopacy in 2016, he has led the Alabama/West Florida Conference with his responsibilities expanding in 2021 to also include the South Georgia Conference. He is appreciated across The United Methodist Church for his vision, focus and leadership.

Our teacher on Monday and Tuesday mornings is Rev. Dr. Michael L. Bowie who has been the National Executive Director of The United Methodist Strengthening the Black Church for the 21st Century since July 1, 2020. Prior to then, Dr. Bowie served with distinction for more

than 20 years in local churches, including as Senior Pastor at St. Luke “Community” United Methodist Church in Dallas, TX Senior Pastor at Love United Methodist Church in Houston, TX, and Teaching Pastor at Ginghamburg United Methodist Church in Tipp City, Ohio. Among other accomplishments since coming into his current role, Dr. Bowie has started “The Black Church Matters” initiative which focuses on strengthening congregations and transforming communities. Dr. Bowie believes in the power and ministry of the local church.

Our 2024 Mission Offering is for New Voices, an investment in Holston Conference Colleges, Wesley Foundations and Camps. Through this campaign, the goals of increasing connection, community and commitment of the young voices will be achieved. These ministries - Emory & Henry University, Tennessee Wesleyan University, The Wesley Foundations at the University Tennessee Chattanooga, The University of Tennessee Knoxville, East Tennessee State University, The University of Virginia College at Wise, and Radford University, Camp Lookout, Camp Wesley Woods, Camp Bays Mountain, Camp Dickenson and Camp in the Community - have been mission arms of the Holston Conference throughout our history. Countless lives have been positively impacted across our conference by the ministries highlighted by New Voices.

Thank you, Holston, for being the wonderful Conference you are. What a privilege it is to serve alongside you in this time and place. I look forward to seeing you at our Bicentennial Annual Conference.

As always, it is a joy to serve as your bishop.

Blessings,  
Debra Wallace-Padgett  
Resident Bishop, Holston and  
North Alabama Conferences



== == **END OF REPORT** == ==



**WORD FROM THE SECRETARY**

I want to welcome you to this pre-conference Book of Reports (BOR). It is available in electronic format and a printed version. As a member of the Annual Conference, it is your responsibility to familiarize yourself with the various items included in this document. You should also plan to bring this document to the conference sessions. It will be referenced by most of the speakers that come before the conference.

I want to bring to your attention some changes related to materials normally supplied at the conference. This Book of Reports is such a change. Due to economic restraints, we no longer make printed copies available. Everyone can access the pdf and read the material on an appropriate electronic device. I suggest that, prior to the conference, you download a copy to your device rather than trying to do so on-site.

Another item that will no longer be printed is the Conference Handbook/Directory. After careful consideration, we determined the material in the Handbook/Directory was being duplicated in the Journal. To more wisely utilize our staff and resources, we decided to stop publishing the handbook/directory as a stand-alone document. If the information previously printed in the Conference Handbook/Directory is needed, you can find it in the Journal's pdf or order a copy of the Journal from our Amazon site.

For pastors, we want to make you aware that the clergy session, which will be held on Sunday afternoon at 4:30 pm, will only have electronic documents available for you to use. In the past, we had that multi-page document with the various numbers and names, and you would be instructed where to turn to read the names. In this time of looking for savings wherever possible, it was decided that paying \$3,200 for a 50 plus page printed document that would, likely, simply be thrown away following the session was not a wise use of funds, nor environmentally friendly. This year, please download a copy of the Business of the Annual Conference (BAC) ahead of time and/or follow along with the items that will be on the projection screens during the clergy session. The download can be found at [ac.holston.org](http://ac.holston.org).

One of the elements of the clergy session and the BACs is that often we find misspelled names or other items that need to be corrected. This year, there will be a QR code that can access an online correction form. There will also be a limited supply of paper correction forms available at the session. If you need a paper correction form, please see an Usher/Teller.

Finally, be aware that in the days before the Conference Session, we also create a document called Annual Conference Book of Reports - Errata/Addendum. This document tries to tie up loose ends that may not have been discovered when the Book of Reports was published online. This is another document you should have available during the conference session.

I anticipate the Annual Conference this year will be another exciting time of worship, learning, and decision making. I hope to see you there.

Submitted by, Terry Goodman, Conference Secretary / Clergy Services, Director

**== == == END OF REPORT == == ==**

## HOLSTON ANNUAL CONFERENCE - ORIENTATION GUIDE

### 1. What Is the Purpose of the Annual Conference?

Annual Conference is a yearly meeting of Holston United Methodists (lay and clergy) for spiritual renewal, business and ministry decisions; also, appointments and ordination of clergy take place. The purpose of the Annual Conference is to make disciples of Jesus Christ for the transformation of the world by equipping its local churches for ministry and by providing a connection for ministry beyond the local church, all to the glory of God.

John Wesley desired Annual Conference to be a means of God's grace through Christian "conferencing." But first it was inquired whether any of our lay brethren should be present at this conference, and it was agreed to invite from time to time such of them as we should think proper. 'Twas then asked, 'Which of them shall we invite today?' The answer was, 'Thomas Richards, Thomas Maxfield, John Bennet, and John Downes,' who were accordingly brought in." John Wesley – Edited by Albert C. Outler, Oxford The Holston Annual Conference of The Methodist Church was organized in 1824. There are history books by R. N. Price, I. P. Martin, Robert Hilten, and others.

2. Why Do We Have It? - Historical – John Wesley initiated the practice of having "Conference" with the first Methodist clergy. The practice has continued and expanded. Annual Conferences are mandated by the United Methodist Constitution as outlined in Division Two – Organization of The *Book of Discipline*.

3. Who Calls It? - The Bishop is responsible for seeing that it is carried out and sets the date. The Annual Conference sets the place.

4. Who Plans and Runs the Annual Conference? - The Annual Conference Program Committee arranges and plans the Conference. The Bishop presides.

### 5. What Is the History of the Annual Conference?

- The first Annual Conference was on Monday, June 25, 1744.

- "The following persons being met at the Foundry – John Wesley, Charles Wesley, John Hodges, Henry Piers, Samuel Taylor, and John Meriton – after some time spent in prayer, the design of our meeting was proposed, namely, to consider:
  - what to teach;
  - how to teach; and
  - what to do, i.e., how to regulate our doctrine, discipline, and practice.

### 6. What Rules Does the Annual Conference Use to Operate? - Standing Rules in the Conference Journal.

7. Who Comes? - Lay members, clergy, and members-at-large. There are an equal number of lay and clergy members. Lay members are elected at the charge conference of the local church/charge each year. Members-at-large are laity elected annually at District Conferences. Other lay members are included based on positions and offices held within the districts and conference as outlined in the Discipline.

### 8. How Do I Participate?

- You must have an official name badge to vote.
- You may speak any time the chair recognizes you.
- Attendance at all sessions enhances participation, as listening to issues and reports being discussed is beneficial to knowing what is going on.
- Come prepared – read the Annual Conference Book of Reports, and Conference Rules of Order as found herein.
- A local church, district, an individual, or any official board, agency, commission, council, committee, or ministry team may submit a resolution to be voted on at Annual Conference. These resolutions must be received by the Conference Secretary no later than March 1.

### 9. Is There Follow-up?

- Reporting Guides are available to help with reporting back to the local church. These guides will be distributed at the laity orientation session and appear in Section III - Resources of the Book of Reports. The Call will highlight daily events and be available during conference. Summaries and pictures will also be available on the internet ([www.holston.org](http://www.holston.org)).

## 10. Where Do I Go to Register at Annual Conference?

- Lay and Clergy Members of the Conference are asked to register upon arrival at the conference site. Name badges and meal plan tickets will be distributed at the Registration sites. Please note registration sites and times can be found on the inside front cover of the Book of Reports.

## 11. What Will I Get When I Register at Annual Conference? - An official name badge will identify you as a lay or clergy member of Annual Conference.

## 12. What is the Theme for this years Annual Conference? Serve Together

## 13. Who Do I See for What and Where?

- Additional Conference-related information can also be found at the back of Stuart Auditorium at the information desk.
- Restrooms are located on the lake side of Stuart Auditorium and in Harrell Center on both floors.
- Meals on Lake Junaluska grounds may be included as part of your room cost for certain accommodations or purchased separately at Terrace or Lambuth.
- Lost and Found centers are located at the Information Center in the lobby of Stuart Auditorium and the Registration Desk in the Bethea Welcome Center (Sunday) or Susan Todd Lounge at Harrell Center (Monday through Wednesday mid-morning).

## 14. Spiritual Needs - A Chaplain is available to meet with you by appointment. Please check the information desk at the back of Stuart Auditorium for more information. The Chapel Room of Memories is open from 7 a.m. - 10 p.m. for prayer. (Chapel is located next to Stuart Auditorium).

## 15. Fun

- Golf, tennis, walking, paddle boats, fishing, rocking chairs, youth center (for teenagers), Lake Junaluska Bookstore and Cafe.
- Maggie Valley shops and attractions.
- Waynesville shops and attractions.
- Check with Lake Junaluska Administrative Office located across from Stuart Auditorium for more information on area activities and recreational opportunities or check the display racks located in Terrace and Lambuth.

## 16. Special Events / Fellowship Schedule - Orientation as scheduled in the Book of Reports. Special breakfasts, lunches, and dinners, and Fellowship times are listed on the inside back cover of the Book of Reports.

## 17. More Questions? How to Get Answers. - Before Conference – call the Annual Conference Connectional Ministries office in Alcoa at 865-690-4080 (toll-free at 866-690-4080) or call your district office.

## 18. Medical Concerns

- Go to information desk at Stuart Auditorium. For emergencies, call 911, or go to the emergency room at the hospital in nearby Waynesville.
- Check at the front desk where you are staying. First aid kits may be found at each place of lodging at Lake Junaluska. Emergency number at Lake Junaluska is (828) 452-2881.

## 19. Making Sense of the Material Maze

- If available, attend your District Pre-Conference Briefing or view the briefing online at [ac.holston.org](http://ac.holston.org).
- Attend the Laity Orientation Session on Sunday afternoon.
- Read the Annual Conference Book of Reports.
- Don't hesitate to ask questions if there is something you don't understand.
- Pray continually (1 Thessalonians 5:17).

## 20. How to Get Around

- Trolleys and buses operate on the grounds before and after all sessions.
- Walking is always an option.
- Parking is available on the main road with trolley service to bring you to the auditorium, the parking lot on the left side of the Stuart Auditorium, or behind the Lake Junaluska Administrative Office located across from Stuart Auditorium.

## 21. Lake Junaluska Resources

- Use Map available at Registration or at the Information Desk at the back of Stuart Auditorium.
- Go to Administrative Office located across the street from Stuart Auditorium.

## 22. Where to Stay (on/off the Lake Junaluska grounds)

- Call Lake Junaluska for housing (828/452-2881 or 800/222-4930).
- Call or visit the websites of the Maggie Valley or Waynesville Chamber of Commerce for housing options nearby.

## 23. What If I Want to Make or Speak on a Motion?

- See Rules of Order

## 24. How to Get an Issue Before the Conference

- Before Conference – Any church or district committee, commission, council, board, agency, ministry team, or individual may send a resolution to the Conference Secretary. Call the Conference Secretary's Office at 865-690-4080 (toll-free at 866-690-4080) if you have any questions. The deadline for resolutions was March 1. This deadline is published on [ac.holston.org](http://ac.holston.org) the first of the year.

## 25. Buzz Words and What They Mean

- AC...Annual Conference
- AP...Appalachian District
- AM...Associate Member
- BOLM...Board of Lay Ministry
- BOM...Board of Ordained Ministry
- Cabinet...The Bishop, The Assistant to the Bishop, District Superintendents, and, when appropriate, other conference staff. The Cabinet under the leadership of the Bishop is the expression of superintending leadership in and through the Annual Conference. '*Appointment Cabinet*' – The Bishop, Executive Assistant to the Bishop and District Superintendents; '*Extended Cabinet*' – The Bishop, Executive Assistant to the Bishop, District Superintendents, other conference staff, and Conference Lay Leader.
- CCFA...Conference Council on Finance and Administration
- CCYM...Conference Council on Youth Ministries
- CLM/LM...Certified Lay Minister – A lay minister that has received specific training and certification that will enhance the quality of ministry to small membership churches and expand team ministry in churches.
- CLL...Conference Lay Leader

- Connectional...A network of interdependent relations among persons and groups on local, regional, national, and international levels of The United Methodist Church.
- CM...Clinch Mountain District
- CRM...Camp and Retreat Ministries
- Conference Lay Leader...Primary representative of the laity of Holston Conference. Elected by the Annual Conference. Chairs Conference Board of Lay Ministry.
- Deacon (PD FD RD)...Deacons are ordained to a lifetime ministry of the Word, Service, Compassion, and Justice, to both the community and the congregation in a ministry that connect the two.
- Deaconess (DC)...A lay woman who, in response to God's call and on recommendation of the General Board of Global Ministries, is commissioned by a Bishop to share faith in Jesus Christ through ministries of love, justice, and service. Deaconesses form a covenant community rooted in Scripture and informed by history, driven by mission, ecumenical in scope and global outreach. Deaconesses serve the church in any capacity not requiring full clergy rights. They are related to the General Board of Global Ministries. A lifetime commitment to mission is presumed.
- Diaconal Ministers (DM)...This consecrated lay ministry exemplifies the servanthood every Christian is called to live in both church and world.
- BOD - Discipline...(The *Book of Discipline* of The United Methodist Church – 2016) "The Discipline is the book of law of The United Methodist Church. It is the product of the many General Conferences of historic religious bodies which now form The United Methodist Church." It is published every four years, after each General Conference.
- DA...District Associate
- DS...District Superintendent
- DT...Discipleship Team (to discern a vision and ministry direction for the Conference).
- Elder (PE FE RE)...Elders are ordained to a lifetime ministry of Service, Word, Sacrament, and Order. They are authorized to preach and teach God's Word, to administer the sacraments of Baptism and Holy Communion, and to order the life of the church for Mission and Ministry. They begin this calling as Provisional Members.

- General Conference....The legislative body of The United Methodist Church, composed of an equal number of elected lay and clergy delegates. It meets every four years and is the only body that can speak officially for the denomination.
- HI...Hiwassee District
- HM - Home Missioner...Lay man who is the counterpart of the Deaconess (see above).
- Jurisdictional Conference...A regional conference held every four years and attended by Holston Annual Conference by elected delegates, an equal number of lay and clergy. The business primarily involves the election and assignment of Bishops.
- Lay Leader...A function in the local church, carried out through a position elected by the Charge Conference, and who serves as the primary lay representative of the members of the local church. The Lay Leader has specific responsibilities detailed in the Discipline. Districts and Annual Conferences also elect lay leaders to serve as the primary representatives of their lay membership.
- Lay Members to Annual Conference...Lay members are elected at the charge conference of the local church/charge each year, and lay members at-large are elected annually at District Conferences. Other lay members are included based on positions and offices held within the districts and conferences as outlined in the Discipline.
- Lay Missioners...Committed laypersons, mostly volunteers, who are willing to be trained and work in a team with a pastor-mentor to develop faith communities, establish community ministries, develop church school extension, programs, and engage in congregational development.
- Lay Servants...Laypersons who complete lay servant training courses to serve the local church or charge in any way in which their witness or leadership and service inspires the laity to deeper commitment to Christ and more effective discipleship. Local Church Lay Servant has completed the basic training course; Certified Lay Servant has completed the basic and one of the advanced training courses for lay servant.
- Lay Speakers...Lay speakers are professing members of a local church or charge who are called and equipped to serve the church in pulpit supply by preaching the Word when the pastor is unavailable. Certified lay speakers will complete a course of study determined by the annual conference committee on Lay Servant Ministries.
- Local Pastor...A clergy person, serving under license, issued by the resident Bishop, who is authorized to perform all the duties of an ordained pastor, including the Sacraments, while assigned to a particular charge under the supervision of a District Superintendent.
- Ministry...The ministry of Christ is given to all Christians by virtue of their baptism (not reserved for clergy only).
- MV...Mountain View District
- NR...New River District
- NOW...Nurture, Outreach, and Witness ministry areas
- Ordination...The act of conferring ministerial orders, presided over by a Bishop. The authorization of the church for the practice of the Word, Sacrament, and Order (Deacon: Service & Compassion).
- OM...Other Methodist
- PRC...Personnel Resources Committee (recruits, employs, deploys, and evaluates staff of the Conference).
- Quadrennium...The official four-year period beginning July 1 following each General Conference, during which The United Methodist Church implements General Conference legislation.
- SEJ...Southeastern Jurisdiction
- SM...Smoky Mountain District
- SS...Scenic South District
- TR...Three Rivers District
- TV...Tennessee Valley District
- UMC...United Methodist Church
- UMM...United Methodist Men
- UWF...United Women in Faith
- WLI...Wesley Leadership Institute...A Conference initiative that creates educational opportunities for clergy through a Wesleyan perspective.



26. Fashion: What to Wear?

- Casual clothes are fine for all occasions; always wear a smile. God loves you!

- Avoid congregating at the entrances and exits, and avoid distracting conversations inside and outside the auditorium when Conference is in session.

27. Etiquette

- In Stuart Auditorium, please move toward the center of each section for seating, rather than taking up aisle seats.

Prepared by, Holston Conference Board of Lay Ministry

===== **END OF REPORT** =====

---

*This page intentionally left blank*

**HOLSTON ANNUAL CONFERENCE**  
**JUNE 9 - 12, 2024**  
**DEBRA WALLACE-PADGETT**  
 Resident Bishop, Presiding

**SERVE TOGETHER**

**SCHEDULE / AGENDA**

**SUNDAY - June 9, 2024**

*Schedule / Agenda subject to change*

<b>Time.....</b>	<b>Event .....</b>	<b>Location</b>
1:00 - 5:00 p.m. ....	Registration.....	Bethea Welcome Center
3:00 p.m. ....	Rehearsal for Ordination .....	Stuart Auditorium
4:30 p.m. ....	Laity Session.....	Harrell Center
4:30 p.m. ....	Clergy Session .....	Stuart Auditorium
5:45 p.m. ....	Break: Dinner	
7:15 p.m. ....	Pictures for Ordinands, Provisionals, & Associate Members.....	Memorial Chapel
7:30 p.m. ....	Sponsors and Cabinet line-up for Ordination Service .....	Memorial Chapel
7:45 p.m. ....	Service of Ordination & Commissioning .....	Stuart Auditorium
	(Bishop Debbie Wallace-Padgett, preaching and presiding)	
After worship .....	Rehearsal for Monday morning Communion servers.....	Stuart Auditorium
After worship .....	Rehearsal for Conference Choir .....	Memorial Chapel

**MONDAY - June 10, 2024***Schedule / Agenda subject to change*

<b>Time.....</b>	<b>Event .....</b>	<b>Location</b>
8:30 a.m. ....	Morning Worship with Bible Study & Communion.....	Stuart Auditorium
9:45 a.m.....	Hymn	
	Opening Prayer	
	Welcome from Lake Junaluska	
	Organizing Motions	
	Adoption of Agenda	
	Setting Bar of Conference	
	Election of Ushers/Tellers	
	Report from Committee on Rules of Order	
	State of the Church – Bishop’s Report	
	Conference Lay Leader Report	
	Director of Lay Servants	
	Council on Finance and Administration (Initial Budget Presentation)	
	Commission on Equitable Compensation	
	Personnel Resources Committee	
	Committee on Sexual Ethics and Boundaries	
	Discipleship Team - Witness (Denman Awards)	
Noon.....	Closing Prayer for the Session	
	Break: Lunch	
1:15 p.m. ....	Conference Choir Rehearsal .....	Stuart Auditorium
2:00 p.m. ....	Memorial Service .....	Stuart Auditorium
3:40 p.m. ....	Hymn .....	Stuart Auditorium
	General Conference Delegation	
	Invitation Team	
	Conference Strategy Team	
	Trustees	
5:10 p.m. ....	Closing prayer for Session	
	Break: Dinner	
7:00 p.m. ....	Evening Worship Service (Mission Celebration) .....	Stuart Auditorium
	Blessing of Hands-On Mission Kits	
	Mission Team Report	
	Holston Youth	
	Holston Conference Higher Education and Ministry	
	Emory & Henry College	
	Tennessee Wesleyan University	
	Recognition of Wesley Foundations	
	Francis Asbury Award	

**TUESDAY - June 11, 2024***Schedule / Agenda subject to change*

<b>Time.....</b>	<b>Event .....</b>	<b>Location</b>
8:30 a.m.....	Morning Worship with Bible Study .....	Stuart Auditorium
9:40 a.m.....	Discipleship: Outreach/Advocacy Ministry Team	
	Discipleship: Nurture Team	
	Board of Pensions	
	Dismantling Racism Task Force	
	Board of Ordained Ministry	
	United Women in Faith	
	Holston Foundation	
11:00 a.m.....	Retirement Recognition .....	Stuart Auditorium
Noon.....	Closing Prayer for the Session	
	Break: Lunch	
2:00 p.m. ....	Hymn .....	Stuart Auditorium
	Council on Finance and Administration (Budget Presentation for Approval)	
	Children's Ministry Team	
	Committee on Nominations	
	Cabinet Report	
	Committee on Petitions and Resolutions	
5:00 p.m. ....	Closing Prayer for the Session	
	Break: Dinner	
7:00 p.m. ....	Worship Together (Bicentennial Celebration) .....	Stuart Auditorium

**WEDNESDAY - June 12, 2024***Schedule & Agenda subject to change*

<b>Time.....</b>	<b>Event .....</b>	<b>Location</b>
9:00 a.m.....	Hymn .....	Stuart Auditorium
	Committee on Congregational Development	
	Multicultural Ministries	
	New business	
	Minute Question #76 "Where Shall Annual Conference Be Held?"	
	Thank you/Acknowledgements	
	Sending Forth	
12:15 p.m. ....	Adjournment	

= = = = **END OF SCHEDULE / AGENDA** = = = =

---



**2024 HOLSTON ANNUAL CONFERENCE - ORGANIZING MOTIONS**

**Annual Conference Roll Call:**

- I move that the registration constitutes the roll call and record of attendance. Excused clergy will be noted and recorded in the Journal.

**Legal Limits for Voting and Business:**

- I move that the legal voting and business limits of the 2024 Holston Annual Conference be the stage area, sections one (1) through ten (10), and pews of the George R. Stuart Auditorium.

**Agenda:**

- I move that the Schedule/Agenda as printed and included in the Annual Conference *Book of Reports* constitute the Agenda for the 2024 Session of the Holston Annual Conference, subject to any necessary changes and/or amendments by the Chair.

**Reports:**

- I move that reports found in the Annual Conference *Book of Reports* that do not require action and other reports submitted for information, subject to editorial corrections, be ordered to record and be published in the 2024 Conference Journal.

**Ushers/Tellers:**

- I move that the list of ushers and tellers as found in the *Book of Reports* and any necessary changes made since that printing by the Head Usher/Teller, be elected as the Ushers/Tellers of the 2024 Holston Annual Conference.

Submitted by, Rev. Terry Goodman, Conference Secretary / Director of Clergy Services

===== **END OF REPORT** =====

---

**NOMINATIONS FOR USHERS/TELLERS****Head Usher/Teller:**

- (C) Tony Collins

**Appalachian District**

- (L) Mary Baker
- (L) Alice Brooks
- (C) Richard Davis
- (L) Terry Fletcher
- (L) Linda Gilbert
- (L) Marsha Helton
- (C) Adam Love
- (C) Melissa Malcolm
- (L) Alberta Mitchell
- (L) Jerry Spaulding
- (L) Sharlene Spaulding
- (L) Karen Strok
- (C) Pat Tipton

**Clinch Mountain District**

- (L) Greg Bryant
- (L) Luke Cuddy
- (C) Barbara Doyle
- (C) Manny Elswick
- (C) Ethan Johnson
- (L) Tori Kariuki
- (L) Vanessa Lee
- (C) Laura Rasor
- (C) Dalton Richardson
- (C) V. Kaye Seay
- (L) Theresa Taylor

**Hiwassee District**

- (C) Angela Akers
- (L) Betsy Bassette
- (C) Rick Bassette
- (L) Becky Jaquish
- (L) Shaun McKeenan
- (L) Cindy Mishtal
- (L) JoAnn Parker
- (L) Amelia Reedy
- (C) Mark Reedy
- (L) Ronnie Templeton
- (L) Donna Yeane

**Mountain View District**

- (L) Ralph Alexander
- (C) R. Darrell Chambers
- (L) Celeste Coward
- (C) Carmel Day
- (L) Mark Grigsby
- (C) Judy Keller
- (C) Peter Kenny
- (C) Kathy Waters LaFollette
- (C) Vickie Moore
- (C) Stacey Morgan
- (L) Arthur Steen
- (L) Judy Steen
- (L) Marvin Stewart
- (L) John Stroud

**New River District**

- (C) Mark Asbury
- (L) Gail Catron
- (L) Joanna Corvin
- (L) Ellen Davis
- (L) Gary Hancock
- (C) Clay Holt
- (L) Mary Jeffries
- (L) Oliver McBride
- (C) Don Shelor
- (C) Angie Sowers
- (C) Knox Wimberly

**Scenic South District**

- (L) Jacqueline Brown
- (C) Wayne Cook
- (C) Scott Davis
- (C) Kim Dunn
- (L) Pam Foster
- (C) David Graybeal
- (C) Ed Helton
- (L) Pat Helton
- (C) Pam Kiper
- (C) Amy Nutt
- (L) Melissa Tibbs
- (C) Vannessa Trice Wallace

**Smoky Mountain District**

- (L) Jenessa Abernathy
- (L) Payton Abernathy
- (L) Nancy Bledsoe
- (C) Austin Byerly
- (C) Gracie Ellis
- (C) Nathan Irwin
- (L) Belinda Kenny
- (L) Tony Lane
- (L) Joe McBrien
- (C) Richard Rudesill
- (L) Gail Smith
- (L) Scott Young

**Tennessee Valley District**

- (C) Teresa Atkins McClure
- (L) Marcia Barton
- (L) Johnnie Bridges
- (C) Eric Bronkala
- (C) Diana Brown Taylor
- (L) Jonathan Cooper
- (L) Livingston Makwerere
- (C) Catherine Nance
- (C) Stephanie Parrott
- (L) Mary Ellis Richardson
- (L) Steve Richardson
- (C) Jennifer Spieth

**Three Rivers District**

- (C) Susan Arnold
- (C) Amy Blumberg
- (C) Nathan Dugger
- (C) Caleb Frazier
- (L) David Frost
- (L) Alice Lucas
- (L) Jennifer Mongold
- (C) Elizabeth Sullivan

Submitted by, Rev. Terry  
Goodman, Conference Secretary /  
Director of Clergy Services

== == **END OF REPORT** == ==

*This page intentionally left blank*

## **SECTION II REPORTS**

*This page intentionally left blank*

## I CABINET - REPORT OF THE DISTRICT SUPERINTENDENTS

The work of the Holston Appointive Cabinet in 2023-24 may best be described as transitional, nimble, pivotal, and, above all, hopeful.

It goes without saying Holston, and indeed the United Methodist Church, is in a time of transition. Holston Conference approved the departure of 279 churches through disaffiliation in 2023. This kind of transition impacts the whole and demands we answer questions of how best to institute changes that move us effectively forward.

Following the Annual Conference in 2023, we moved from nine district superintendents to seven and added two district associates. This model gives flexibility for the conference to consider the future realignment of districts and allows experimentation for superintending and providing ministry support and resources. Rev. Samuel Dzobo and Rev. Richie Hayes were appointed in a dual role as local church pastors and district associates. Together with District Superintendents Rev. Ann Robins and Rev. Jeff Lambert, they provided ministry support and supervision for four districts. We are gaining knowledge and experience from these positions that will inform and guide us as we tackle further questions of district alignment and ministry resourcing. And, it has the added benefit of reducing cost in anticipation of a future where financial resources must be meticulously and strategically managed. The present structure is meant to be nimble and to offer a greater ability to adapt in a time of change.

The extended cabinet and conference leadership at all levels continue the pivot toward discipleship exemplified in Passionate Spiritual Disciples, Passionate Spiritual Leaders, Passionate Spiritual Congregations, and Passionate Spiritual Groups. It is so refreshing to participate in conference and district meetings where THE topic of the agenda is how to better cultivate, resource and deploy Passionate Spiritual Leaders who will, in turn, impact their churches and communities with the Good News of the Gospel. The pivot started with the guidance of Spiritual Leadership Inc. (SLI) in the extended cabinet. Currently, district leadership and strategy teams are developing where we witness hopeful signs of renewal and spiritual growth in clergy and local churches. We see the impact spreading through connectional efforts like Read Together, Pray Together, Worship Together, Fresh Expressions, Covenant Discipleship Groups, Lay Ministries training, and on and on. We pray, with the guidance of the Holy Spirit, this pivot becomes the directional shift to God's preferred and hope-filled future for Holston Conference.

Finally, one of the tasks of the cabinet report is to bring the resolutions for church closures.

We celebrate the years of ministry represented here. The lives won into the Kingdom of God, the lonely and grieving who were comforted, the hungry who were fed, the naked who were clothed in local communities and around the world because of the ministry of these churches. We recognize that churches, like all living things, have lifecycles of birth and growth to maturity and death. These churches have completed that cycle. While we are saddened by the passing, we do not grieve as though this ending is a failure, any more than the death of one of God's saints is understood as failure. Instead, we give thanks for the fruitful and faithful years of ministry that have reached their conclusion in these churches.

The church closures are:

- Blair's Chapel, AP District
- Gilbert's Memorial, AP District
- Marble Point, AP District
- Bethany, NR District
- Brick, New River District
- Groseclose, New River District
- Mountain View, Claiborne County, Mountain View District
- Salem, New River District
- Valley Head, Hiwassee District
- Vine Grove/Mount Olive, Hiwassee District

Merger:

- Cokesbury and Wesley Memorial, Three Rivers District

Submitted by, Kim M. Goddard, Dean of the Cabinet

**I AFFIRMATION(S) OF MERGER(S)**

**AFFIRMATION OF MERGER  
BETWEEN**

**COKESBURY UNITED METHODIST CHURCH (JOHNSON CITY)  
WITH WESLEY MEMORIAL UNITED METHODIST CHURCH  
OF JOHNSON CITY, TENNESSEE  
THREE RIVERS DISTRICT  
HOLSTON CONFERENCE OF THE UNITED METHODIST CHURCH**

**Whereas** the Cokesbury United Methodist Church of Johnson City has served the community and the Holston Annual Conference offering grace and the salvation of Jesus Christ for many years; and

**Whereas** the members of the congregation of Cokesbury United Methodist Church (Johnson City) want to merge with Wesley Memorial United Methodist Church; and

**Whereas** a Church Conference was held on November 13, 2023, and both Cokesbury and Wesley Memorial voted unanimously to merge; and

**Whereas** both Cokesbury United Methodist Church (Johnson City) and Wesley Memorial United Methodist Church are both located in the Three Rivers District; and

**Whereas** the District Superintendent has given his consent for the merger of Cokesbury and Wesley Memorial United Methodist churches; and

**Whereas** all other provisions for the merger of two United Methodist Churches have been satisfied in accordance with Paragraph 2546 of The United Methodist Book of Discipline.

**Therefore, be it affirmed** by the Bishop and Cabinet of The Holston Annual Conference that Cokesbury United Methodist Church (Johnson City) is merged with Wesley Memorial United Methodist Church, and allocation of furnishings, fixtures, and all other assets, debts, and personal property be made in accordance with the terms of the merger agreed upon by the local church conferences held in this matter.

Signed this day, December 12, 2023



Bishop Debra Wallace-Padgett  
Resident Bishop



Rev. Kim Goddard  
Dean of The Cabinet

**===== END OF AFFIRMATION(S) =====**

**I RESOLUTION(S) FOR CLOSURE(S)****RESOLUTION OF CLOSURE****BETHANY UNITED METHODIST CHURCH  
CERES, VIRGINIA, NEW RIVER DISTRICT  
HOLSTON CONFERENCE OF THE UNITED METHODIST CHURCH**

**Whereas** the Bethany United Methodist Church, located at 7 Bethany Rd, Ceres, Virginia, in the New River District faithfully served the community and the Holston Conference, offering the grace and salvation of Jesus Christ since 1878; and

**Whereas** there is an insufficient number of people to maintain the ministry of the church; and

**Whereas** the church no longer serves the purpose for which it was organized, (*The Book of Discipline of The United Methodist Church 2016*, ¶ 2549.1a); and

**Whereas** the local church property will no longer be used, kept, or maintained by its membership as a place of divine worship of The United Methodist Church, (*The Book of Discipline of The United Methodist Church 2016*, ¶ 2549.1b); and

**Whereas** at a called church conference of the Ceres United Methodist Church on May 31, 2023, members voted to close; and

**Whereas** consent to closure was granted by the New River District Board of Missions and church extension and board of church location and building, and all Disciplinary requirements have been met; and

**Whereas** there is no plan to have any subsequent worship services.

**Therefore, be it resolved** that the Presiding Bishop Debra Wallace-Padgett and a majority of district superintendents, celebrating the ministry of this church, do hereby authorize the closure of the Bethany United Methodist Church; and

**Therefore, be it resolved** that the remaining members be transferred to New Zion United Methodist Church or a church of their own choosing; and

**Therefore, be it resolved** that all deeds, records, and other official and legal papers should be collected by the district superintendent for the Trustees of the Holston Annual Conference; and

**Therefore, be it resolved** that the furnishings and fixtures be distributed to the churches of the New River District or at the discretion of the District Superintendent or the Trustees of the Holston Annual Conference; and

**Be it further resolved** that any remaining assets be transferred to the Board of Trustees of the Holston Annual Conference; and

**Be it further resolved** that the Board of Trustees of the Holston Annual Conference be requested to dispose of the Bethany United Methodist Church property, real and personal, tangible, and intangible, in its sole discretion.



Reverend Kim Goddard,  
Dea of the Cabinet

May 17, 2023



Bishop Debra Wallace-Padgett  
Resident Bishop



Exigent Circumstances Closure under BOD ¶2549.3

**RESOLUTION FOR CLOSURE  
OF  
BLAIR’S CHAPEL UNITED METHODIST CHURCH  
GATE CITY, VIRGINIA  
APPALACHIAN DISTRICT  
HOLSTON CONFERENCE OF THE UNITED METHODIST CHURCH**

**Whereas**, the Blair’s Chapel United Methodist Church located at 414 Slab Town Circle, Gate City, Virginia in the Appalachian District of the Holston Conference of The United Methodist Church has served the community and the Holston Annual Conference offering grace and the salvation of Jesus Christ for many years, and

**Whereas**, the local church property is no longer used, kept or maintained by its membership as a place of divine worship of The United Methodist Church and no longer serves the purpose for which it was organized; and

**Whereas**, exigent circumstances exist that require immediate protection of the local church’s property, namely, it is no longer maintained by its membership as a place of divine worship, and its vacancy presents a threat to its destruction, vandalism and other structural hazards; and

**Whereas**, the Appalachian District Board of Church Building and Location has also approved the closure of the church; and

**Whereas**, the Presiding Bishop, the District Superintendent of the Appalachian District, and a majority of District Superintendents have given their consent for the closure of Blair’s Chapel United Methodist Church, in accordance with The 2016 United Methodist Book of Discipline ¶2549.3.

**Therefore be it resolved that** the Bishop, the local District Superintendent, the District Board of Church Location and Building, and a majority of the District Superintendents make a formal declaration that exigent circumstances exist for the closure of this local church in accordance with ¶2549.3 of The 2016 United Methodist Book of Discipline; and

**Be it further affirmed** that the title to all the real and personal, tangible and intangible property of the local church shall immediately vest in the Holston Annual Conference Board of Trustees, with authority to hold or dispose of such property in its sole discretion, in accordance with ¶2549.3 of The 2016 United Methodist Book of Discipline;

**Be it further resolved** that the District Superintendent be directed to collect and preserve all deeds, records, and official documents from the church, including its furnishings and fixtures, in a timely manner in accord with ¶2549 of the 2016 United Methodist Book of Discipline;

Signed this day, April 15, 2024



---

Bishop Debra Wallace-Padgett  
Resident Bishop



---

Rev. Kim Goddard  
Dean of The Cabinet

# **RESOLUTION OF ABANDONMENT**

## **BRICK UNITED METHODIST CHURCH MAX MEADOWS, VA, NEW RIVER DISTRICT HOLSTON CONFERENCE OF THE UNITED METHODIST CHURCH**

**Whereas** the Brick United Methodist Church, located at 126 Rose Rd. Max Meadows, VA in the New River District faithfully served the community and the Holston Conference offering grace and the salvation of Jesus Christ since 1906; and

**Whereas** the congregation of Brick United Methodist Church has not held worship services in the building since 2020; and

**Whereas** members of the congregation have died, moved away, or become unable to attend to the ministry of the church in the present location; and

**Whereas** the presiding bishop and a majority of the district superintendents consent to the abandonment of Brick United Methodist Church.

**Therefore**, be it resolved that the Holston Annual Conference, celebrating the ministry of this church, does hereby authorize the closure of the Brick United Methodist Church effective June 7, 2023; and

**Therefore**, further be it resolved that the District Superintendent be directed to collect all deeds, records, and official documents from the abandoned church as is required by paragraph 2549.4 of *The Book of Discipline of The United Methodist Church 2012*; and

**Therefore**, further be it resolved that the furnishings and fixtures of the Brick United Methodist Church be distributed by the New River District and the Holston Conference for use in future divine worship and the mission of The United Methodist Church.




---

Kim M. Goddard  
Dean of the Cabinet




---

Bishop Debra Wallace-Padgett  
Resident Bishop

May 17, 2023

Exigent Circumstances Closure under BOD ¶2549.3

**RESOLUTION FOR CLOSURE  
OF  
GILBERT’S MEMORIAL UNITED METHODIST CHURCH  
PENNINGTON GAP, VIRGINIA  
APPALACHIAN DISTRICT  
HOLSTON CONFERENCE OF THE UNITED METHODIST CHURCH**

**Whereas**, the Gilbert’s Memorial United Methodist Church located at 1705 Hickory Flats Road, Pennington Gap, Virginia in the Appalachian District of the Holston Conference of The United Methodist Church has served the community and the Holston Annual Conference offering grace and the salvation of Jesus Christ for many years, and

**Whereas**, the local church property is no longer used, kept or maintained by its membership as a place of divine worship of The United Methodist Church and no longer serves the purpose for which it was organized; and

**Whereas**, exigent circumstances exist that require immediate protection of the local church’s property, namely, it is no longer maintained by its membership as a place of divine worship, and its vacancy presents a threat to its destruction, vandalism and other structural hazards; and

**Whereas**, the Appalachian District Board of Church Building and Location has also approved the closure of the church; and

**Whereas**, the Presiding Bishop, the District Superintendent of the Appalachian District, and a majority of District Superintendents have given their consent for the closure of Gilbert’s Memorial United Methodist Church, in accordance with The 2016 United Methodist Book of Discipline ¶2549.3.

**Therefore be it resolved that** the Bishop, the local District Superintendent, the District Board of Church Location and Building, and a majority of the District Superintendents make a formal declaration that exigent circumstances exist for the closure of this local church in accordance with ¶2549.3 of The 2016 United Methodist Book of Discipline; and

**Be it further affirmed** that the title to all the real and personal, tangible and intangible property of the local church shall immediately vest in the Holston Annual Conference Board of Trustees, with authority to hold or dispose of such property in its sole discretion, in accordance with ¶2549.3 of The 2016 United Methodist Book of Discipline;

**Be it further resolved** that the District Superintendent be directed to collect and preserve all deeds, records, and official documents from the church, including its furnishings and fixtures, in a timely manner in accord with ¶2549 of the 2016 United Methodist Book of Discipline;

Signed this day, April 15, 2024



---

Bishop Debra Wallace-Padgett  
Resident Bishop



---

Rev. Kim Goddard  
Dean of The Cabinet

**RESOLUTION FOR ABANDONMENT**

**Groseclose United Methodist Church  
Speedwell, VA, New River District  
Holston Conference of the United Methodist Church**

**Whereas** the Groseclose United Methodist Church, located at 2219 Dry Rd. Speedwell, VA in the New River District faithfully served the community and the Holston Conference offering grace and the salvation of Jesus Christ since 1917; and

**Whereas** the congregation of Groseclose United Methodist Church has not held worship services in the building since 2018; and

**Whereas**, there is no plan to have any subsequent worship services;

**Whereas**, members of the congregation have died, moved away, or become unable to attend to the ministry of the church in the present location; and

**Whereas**, consent to abandonment was granted by the New River District Board of Missions and Church Extension and Board of Church Location and Building, and all Disciplinary requirements have been met; and

**Whereas**, the presiding bishop and a majority of the district superintendents consent to the abandonment of Brick United Methodist Church.

**Therefore** be it resolved that the Holston Annual Conference, celebrating the ministry of this church does hereby authorize the closure of the Groseclose United Methodist Church effective June 7, 2023; and

**Therefore, further**, be it resolved that the District Superintendent be directed to collect all deeds, records, and official documents from the abandoned church as required by paragraph 2549.4 of *The Book of Discipline of The United Methodist Church 2012*; and

**Therefore**, further, be it resolved that the furnishings and fixtures of the Groseclose United Methodist Church be distributed by the New River District and the Holston Conference for use in future divine worship and the mission of The United Methodist Church.



---

Kim M. Goddard  
Dean of the Cabinet



---

Bishop Debra Wallace-Padgett  
Resident Bishop

May 17, 2023

Exigent Circumstances Closure under BOD ¶2549.3

**RESOLUTION FOR CLOSURE  
OF  
MARBLE POINT UNITED METHODIST CHURCH  
GATE CITY, VIRGINIA  
APPALACHIAN DISTRICT  
HOLSTON CONFERENCE OF THE UNITED METHODIST CHURCH**

**Whereas**, the Marble Point United Methodist Church located at 1302 Daniel Boone Road, Gate City, Virginia in the Appalachian District of the Holston Conference of The United Methodist Church has served the community and the Holston Annual Conference offering grace and the salvation of Jesus Christ for many years as a union church jointly owned by a Baptist congregation, and

**Whereas**, the local church property is no longer used, kept or maintained by its membership as a place of divine worship of The United Methodist Church and no longer serves the purpose for which it was organized; and

**Whereas**, exigent circumstances exist that require immediate protection of the local church's property, namely, it is no longer maintained by its membership as a place of divine worship of The United Methodist Church and its closure will be to the benefit of the denomination; and

**Whereas**, the Appalachian District Board of Church Building and Location has also approved the closure of the church; and

**Whereas**, the Presiding Bishop, the District Superintendent of the Appalachian District, and a majority of District Superintendents have given their consent for the closure of Marble Point United Methodist Church, in accordance with The 2016 United Methodist Book of Discipline ¶2549.3.

**Therefore be it resolved that** the Bishop, the local District Superintendent, the District Board of Church Location and Building, and a majority of the District Superintendents make a formal declaration that exigent circumstances exist for the closure of this local church in accordance with ¶2549.3 of The 2016 United Methodist Book of Discipline; and

**Be it further affirmed** that the title to all the real and personal, tangible and intangible property of the local church shall immediately vest in the Holston Annual Conference Board of Trustees, with authority to hold or dispose of such property in its sole discretion, in accordance with ¶2549.3 of The 2016 United Methodist Book of Discipline;

**Be it further resolved** that the District Superintendent be directed to collect and preserve all deeds, records, and official documents relating to the church as a United Methodist congregation, as is practical, in accord with ¶2549 of the 2016 United Methodist Book of Discipline;

Signed this day, April 15, 2024



---

Bishop Debra Wallace-Padgett  
Resident Bishop



---

Rev. Kim Goddard  
Dean of The Cabinet



**RESOLUTION FOR CLOSURE****MOUNTAIN VIEW UNITED METHODIST CHURCH, SPEEDWELL  
IN THE MOUNTAIN VIEW DISTRICT OF  
THE HOLSTON ANNUAL CONFERENCE OF THE UNITED METHODIST CHURCH**

**Whereas** the Mountain View United Methodist Church, Claiborne County, was established in 1876, and was previously located at 119 Sharp Road in Speedwell, Claiborne County, Tennessee, which is now within the bounds of the Mountain View District;

**Whereas** the church experienced a catastrophic fire on October 30, 2022;

**Whereas** the Mountain View United Methodist Church has since its founding served the community and the Holston Annual Conference, offering the grace and salvation of Jesus Christ; and

**Whereas** there is now only one remaining member of the Mountain View United Methodist Church; and

**Whereas** without sufficient members and a building for worship, the church no longer serves the purpose for which it was organized, (*The Book of Discipline of the United Methodist Church 2016*, ¶2549.1a); and

**Whereas** the original church property can no longer be used, kept, or maintained as a place of divine worship of The United Methodist Church, (*The Book of Discipline of the United Methodist Church 2016*, ¶2549.1b); and

**Whereas** exigent circumstances exist that require immediate protection of the local church's property for the benefit of the denomination (*The Book of Discipline of the United Methodist Church 2016*, ¶2549.3b).

**Therefore, be it resolved** that the Resident Bishop, Bishop Debra Wallace-Padgett, and a majority of district superintendents, celebrating the ministry of this church, do hereby authorize the closure of the Mountain View United Methodist Church; and

**Be it further resolved** that all deeds, records, and other official and legal papers should be collected by the superintendent for the Trustees of the Holston Annual Conference; and

**Be it further resolved** that any remaining assets be transferred to the Board of Trustees of the Holston Annual Conference; and finally,

**Be it further resolved** that the Board of Trustees of the Holston Annual Conference be requested to dispose of the Mountain View United Methodist Church property, real and personal, tangible, and intangible, at its sole discretion.

The Trustees on the aforesaid Board of Trustees are hereby authorized and empowered to dispose of the real property of the Mountain View United Methodist Church, and to execute such deeds and other documents as may be needed, with all necessary covenants, warranties, and assurances, and to sign, seal, acknowledge, and deliver the same; and they are further authorized to seek such authority as may be necessary from the Circuit Court of Claiborne County, Tennessee, to effect and accomplish the same.



---

Rev. Kim Goddard, Dean of the Cabinet  
September 5, 2023



---

Debra Wallace-Padgett, Resident Bishop  
September 5, 2023

# **RESOLUTION FOR CLOSURE**

## **SALEM UNITED METHODIST CHURCH BLAND, VIRGINIA, NEW RIVER DISTRICT HOLSTON CONFERENCE OF THE UNITED METHODIST CHURCH**

**Whereas** the Salem United Methodist Church, located at 6255 Kimberling Rd, Bland, Virginia, in the New River District faithfully served the community and the Holston Conference, offering the grace and salvation of Jesus Christ since 1860; and

**Whereas** there is an insufficient number of people to maintain the ministry of the church; and

**Whereas** the church no longer serves the purpose for which it was organized, (*The Book of Discipline of The United Methodist Church 2016*, ¶ 2549.1a); and

**Whereas** the local church property will no longer be used, kept, or maintained by its membership as a place of divine worship of The United Methodist Church, (*The Book of Discipline of The United Methodist Church 2016*, ¶ 2549.1b); and

**Whereas** at a called church conference of the Salem United Methodist Church on March 29, 2023, members voted unanimously to close; and

**Whereas** consent to closure was granted by the New River District Board of Missions and church extension and board of church location and building, and all Disciplinary requirements have been met; and

**Whereas** there is no plan to have any subsequent worship services.

**Therefore, be it resolved** that the Presiding Bishop Debra Wallace-Padgett and a majority of the district superintendents, celebrating the ministry of this church, do hereby authorize the closure of the Salem United Methodist Church; and

**Be it further resolved** that the remaining members be transferred to Shiloh United Methodist Church or a church of their own choosing; and

**Be it further resolved** that all deeds, records, and other official and legal papers should be collected by the district superintendent for the Trustees of the Holston Annual Conference; and

**Be it further resolved** that the furnishings and fixtures be distributed to the churches of the New River District or at the discretion of the District Superintendent or the Trustees of the Holston Annual Conference; and

**Be it further resolved** that any remaining assets be transferred to the Board of Trustees of the Holston Annual Conference; and

**Be it further resolved** that the Board of Trustees of the Holston Annual Conference be requested to dispose of the Salem United Methodist Church property, real and personal, tangible, and intangible, in its sole discretion.



Rev. Kim Goddard, Dean of Cabinet



Bishop Debra Wallace-Padgett  
Resident Bishop

MAY 17, 2023

**RESOLUTION FOR CLOSURE**

**Valley Head United Methodist Church  
Cleveland, Tennessee, Hiwassee District  
Holston Conference of The United Methodist Church**

**Whereas** the Valley Head United Methodist Church, located at 960 Mouse Creek Road NW Cleveland, TN, in the Hiwassee District faithfully served the community and the Holston Conference, offering the grace and salvation of Jesus Christ since 1943; and

**Whereas** there is an insufficient number of people to maintain the ministry of the church; and

**Whereas** the church no longer serves the purpose for which it was organized, (*The Book of Discipline of The United Methodist Church 2016*, ¶ 2549.1a); and

**Whereas** the local church property will no longer be used, kept, or maintained by its membership as a place of divine worship of The United Methodist Church, (*The Book of Discipline of The United Methodist Church 2016*, ¶ 2549.1b); and

**Whereas** at a called church conference of the Valley Head United Methodist Church on April 26, 2023, members voted unanimously to close; and

**Whereas** consent to closure was granted on May 23, 2023, by the Hiwassee District Board of Missions and Church Extension and Board of Church Location and Building, and all Disciplinary requirements have been met; and

**Whereas** there is no plan to have any subsequent worship services; and

**Whereas** the Valley Head UMC building serves as the Hiwassee District office. And have carried the operating expenses of this building since October 2016.

**THEREFORE, be it resolved** that the Presiding Bishop Debra Wallace-Padgett and a majority of district superintendents, celebrating the ministry of this church, do hereby authorize the closure of the Valley Head United Methodist Church; and

**Be it further resolved** that the remaining members be transferred to First UMC Cleveland or a church of their own choosing; and

**Be it further resolved** that all deeds, records, and other official and legal papers should be collected by the district superintendent for the Trustees of the Holston Annual Conference; and

**Be it further resolved** that the furnishings and fixtures be kept for the use of the Hiwassee District Office or at the discretion of the district superintendent;

**Be it further resolved** that any remaining assets be transferred to the Board of Trustees of the Holston Annual Conference; and

**Be it further resolved** that the Board of Trustees of the Holston Annual Conference be requested to retain this building as the Hiwassee District Office.



---

Rev. Kim Goddard, Dean of Cabinet



---

Bishop Debra Wallace-Padgett  
Resident Bishop

May 17, 2023

**RESOLUTION FOR CLOSURE****Vine Grove / Mt. Olive United Methodist Church  
Dayton, Tennessee, Hiwassee District  
Holston Conference of The United Methodist Church**

**Whereas** the Vine Grove / Mt. Olive United Methodist Church, located at 290 Back Valley Rd, Dayton TN, in the Hiwassee District faithfully served the community and the Conference, offering the grace and salvation of Jesus Christ since 1833; and

**Whereas** there is insufficient source of income to maintain the building, increasing liability; and

**Whereas** the church no longer serves the purpose for which it was organized, (*The Book of Discipline of The United Methodist Church 2016*, ¶ 2549.1a); and

**Whereas** the local church property will no longer be used, kept, or maintained by its membership as a place of divine worship of The United Methodist Church, (*The Book of Discipline of The United Methodist Church 2016*, ¶ 2549.1b); and

**Whereas** at a called church conference of the Vine Grove / Mt. Olive United Methodist Church on May 21, 2023, members voted to close; and

**Whereas** on June 25, 2023, the congregation held a worship service of celebration and thanksgiving; and

**Whereas** consent to closure was granted on May 23, 2023, by the Hiwassee District Board of Missions and Church Extension and Board of Church Location and Building, and all Disciplinary requirements have been met; and

**Whereas** on June 25, 2023, the congregation held their final community gathering; and

**Whereas** there is no plan to have any subsequent worship services; and

**Whereas** exigent circumstances exist that require immediate protection of the local church's property for the benefit of the denomination (*The Book of Discipline of The United Methodist Church 2016*, ¶ 2549.3b).

**THEREFORE, be it resolved** that the Presiding Bishop Debra Wallace-Padgett and a majority of district superintendents, celebrating the ministry of this church, do hereby authorize the closure of the Vine Grove / Mt. Olive United Methodist Church; and

**Be it further resolved** that the remaining members be transferred to St. Clair United Methodist Church in Spring City, TN, or a church of their own choosing; and

**Be it further resolved** that all deeds, records, and other official and legal papers should be collected by the district superintendent for the Trustees of the Holston Annual Conference; and

**Be it further resolved** that the furnishings and fixtures be distributed to the churches of the Hiwassee District or at the discretion of the District Superintendent or the Trustees of the Holston Annual Conference; and


**Be it further resolved** that any remaining assets be transferred to the Board of Trustees of the Holston Annual Conference; and

**Be it further resolved** that the Board of Trustees of the Holston Annual Conference be requested to dispose of the Vine Grove / Mt. Olive United Methodist Church property, real and personal, tangible, and intangible, in its sole discretion.



Rev. Kim M. Goddard, Dean of Cabinet

May 17, 2023



Bishop Debra Wallace-Padgett

Resident Bishop

== == == **END OF REPORT** == == ==

---

**II COMMUNICATIONS ADVISORY COUNCIL (CAC)**

The Communications Advisory Council (CAC) plays a crucial role in backing the dedicated team of communication professionals within the Holston Conference. This group, comprised of both laypersons and clergy equipped with expertise in media, public relations, marketing, and related communication fields, serves as a consulting body. Their expertise is drawn upon to provide answers and professional guidance upon the communication team’s request.

The CAC collaborates with the entire Holston Conference communications team, which includes Annette Spence as the editor of The Call, Ben Smith as the multimedia specialist, and Tim Jones as the director of communications.

Key achievements that underline the efforts of Holston Communications to bolster communication initiatives at every tier of the annual conference include:

- Enhancing cybersecurity and information technology across conference and district offices by switching to a new third-party vendor and upgrading our equipment.
- Collaborating with the Conference Strategy Team, Delegation, Invitation Team, and Bishop Wallace-Padgett to establish a consistent flow of communication via blogs, videos, emails, podcasts, and newsletters.

- Launching a new podcast, re:Brand, during the 2023 Annual Conference, which has seen a steady increase in viewership and subscriptions.
- Expanding our presence on social media to broaden our communication reach and engage more effectively with our target audiences.
- Introducing a new web subsite, Hope.Holston.org, aimed at amplifying our “Good News” stories and providing additional resources for local churches.
- Implementing branding and new design initiatives across conference departments, district ministries, and local churches.
- Offering training, onboarding, and other communications resources to our local churches, district offices, and conference ministries.

Our hope is the communication efforts of the Holston Conference will persist in being a cornerstone for sharing our collective narrative. Above all, we aspire to convey the story of Jesus in all our communications, inviting everyone to discover new life in Him.

Submitted by, Tim Jones, Director of Communications

== == == **END OF REPORT** == == ==

---

### III COMMITTEE ON CONGREGATIONAL DEVELOPMENT (CD)

The Congregational Development Committee has had a fruitful year. The committee has followed God's guidance in meeting the diverse needs of congregations, which vary dramatically from church to church. The structure of the committee's meetings, agendas, and work followed the Spiritual Leadership, Inc. plan of forming a Ministry Action Plan. Two strong teams emerged from this: the directional and operational teams. These teams have worked diligently to look at the longer-term future of revitalization and growth in churches, new possibilities of Fresh Expressions, and the immediate need for retooling, equipping, and guidance. The committee connects with other teams and committees to enhance teaching opportunities and encourage shared ministries. Below, you will read key initiatives that spotlight ways Congregational Development has joined God in making great strides in strengthening Holston Conference congregations through:

- Launching a new website that provides practical resources to strengthen congregations through prayer, planting new places for new people, creating holy experiments, and revitalization. (Isaiah 43:19)
- Hosting a Breakthrough Prayer Initiative through the Weekend of Prayer Event. This aimed to help all congregations learn to seek God's guidance and direction in planting and revitalization. (Matthew 7:7-8)
- Introducing ways to cultivate holy experiments to reach new people in new places through: prayer, hosting Dinner Church simulations in many districts, Fresh Expressions equipping events, and Recovery Church training. (Zechariah 4:10)
- Offering support and guidance for revitalization to congregations recommended by their district superintendents. (Isaiah 40:30-31)
- Partnering with the Rev. Leah Burns, the Holston Conference Associate Director of Connectional

Ministries for Multicultural Ministries, on researching and sharing data for Resolution 7 and Resolution 9. Attending and participating in the Black Church Matters and Dare to Shift events. (Revelation 7:9)

- Offering Congregational Development resources that include a comprehensive range of equipping, training, onboarding, preaching, planting, and revitalization resources available to clergy and laity. (Ephesians 4:12)
- Engaging in active listening, participating in worship, visiting, and maintaining a presence with congregations, clergy, laity, Holston Conference communities, as well as conference and district staff members. (Ephesians 4:16)

Let's join together in lifting prayers of glory and praise for the unique ways in which God is working through these Congregational Development & Revitalization initiatives. We hope that through continued initiatives, key strategic pathways will continue to be developed to advance the identification, recruitment, equipping, sending, and multiplication of planters and revitalizers.

We invite you to pray that Congregational Development's initiatives and work will strengthen our congregations' vitality. Thank you for your continued encouragement, support, and prayers.

Cheering you on in Christ,  
Rev. Dr. Susan Arnold, Director of Congregational Development & Revitalization &  
Becky Hall, Congregational Development & Revitalization Directional Team Chairperson

Submitted by, Susan Arnold - Director of Congregational Development & Revitalization and Becky Hall - Congregational Development Directional Team Chairperson

=== END OF REPORT ===

---



## IV BOARD OF HIGHER EDUCATION AND CAMPUS MINISTRY

### IV EAST TENNESSEE STATE UNIVERSITY - WESLEY FOUNDATION BOARD OF TRUSTEES

Greetings from the ETSU Wesley Foundation! It is my joy to share with you some of the wonderful ways Holston Conference has been present for the college students and young adults in the Tri-Cities this year!

At ETSU Wesley, our motto is “OFFERING CHRIST to and CHANGING LIVES of YOUNG ADULTS.” We do this by investing in student leaders and equipping them to be leaders in the church. ETSU Wesley has a long tradition of this kind of discipleship as now countless alumni serve in leadership roles throughout our conference and connection.

To provide insight into our year of ministry, here are some highlights...

- Our average attendance for our Tuesday night worship service for the fall semester 2023 was 40.
- 26 students served on our Student Leadership Team.
- Once a month, students delivered several bagged meals throughout the Johnson City community in partnership with Munsey Church.
- 8 students attended a justice seminar on Capital Hill in Washington D.C. with the General Board of Church and Society.
- 19 students attended our Labor Day retreat at Jekyll Island, Georgia.
- 10 students lived in our Transou Student Leadership House.
- More than 15 students attended a spiritual retreat at Camp Bays Mountain.
- More than 15 students attended Resurrection.
- Students engaged in local mission through volunteering at the Melting Pot, Fairhaven UMC, Camp Bays Mountain, and others.
- Our Sunday night Bible study consisted of discussing the books of First, Second, and Third

John and completing Financial Peace University.

- Over 30 students engaged in weekly soul groups before worship.
- More than 100 people worshiped with us this year.

We are all hopeful and planning for a strong semester of ministry in the fall of 2024. Would you consider helping us OFFER CHRIST to and CHANGE LIVES of YOUNG ADULTS for the 2024/2025 school year? Here are some ways we invite you to help...

- Commit to pray for ETSU Wesley throughout the year.
- Learn more about our ministry at [www.etsuwesley.com](http://www.etsuwesley.com)
- If you know any students who will be attending college in the Tri-Cities, please help us connect with them. You can email us at [etsuwesley@gmail.com](mailto:etsuwesley@gmail.com). Also, please share our online new student guide at [www.etsuwesley.com/newstudentguide](http://www.etsuwesley.com/newstudentguide).
- Consider giving to our ministry. You can give at [www.etsuwesley.com/donate](http://www.etsuwesley.com/donate) or donate by mail at ETSU Wesley Foundation 1100 Seminole Drive Johnson City, TN 37604.

For every way you have supported and sustained our ministry, thank you. I am so grateful for the opportunity to serve as the Director of ETSU Wesley and I am excited as we prepare for and vision for the future!

Submitted by, Caleb Frazier, Director

# WESLEY

= = = = END OF REPORT = = = =

## IV RADFORD UNIVERSITY - WESLEY FOUNDATION BOARD OF TRUSTEES

John 15:9 [Jesus said] As the Father has loved me, so have I loved you. Abide in my love.

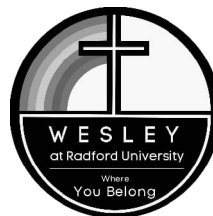
This year the Wesley Foundation at Radford University sought to cultivate the love of God among community. Communities engaged included: Holston Conference Collegiate ministries, Holston Conference Vocation and Discernment, Holston Conference Camp Dickenson, The General Board of Church and Society of The United Methodist Church in DC, Radford University Campus Ministries and other ecumenical connections within the City of Radford. Following are examples of fruit born through Wesley's efforts:

- Making blankets for hospitalized children through Project Linus
- Extending generosity and kindness to neighbors through making bird feeders to hang on around campus and blessing bags for the unhoused in our community
- Preparing and serving 100 meals four times a year through Community Table; a ministry of local churches that serve food insecure individuals and families
- Cooking together on Wednesday gaining culinary techniques, new recipes and serving nutritional food to the campus community
- Worshiping in the Wesley Foundation chapel and in the park
- Attending and serving in ministry to and with local United Methodist Churches
- Hosting Easter Egg hunts, Trunk or Treats, and Apple Butter making connections with local churches
- Engaging in Bible/topic studies that deepen faith
- Exploring vocation and discernment with Brad Hyde Holston Conference Vocational Discernment Director
- Fall Leadership Retreat at Camp Dickenson to learn and discover more about individual spiritual gifts and leadership strengths

- Camp Dickenson Part 2: all-out fun looking for skeletons and ghosts, capturing the flag, sharing devotion under the stars, and worshipping by the New River.
- Attending Resurrection and fellowshiping with other Wesley Foundation students while representing the ministries of Holston Higher Education Ministries to youth and adults in attendance. (This was the first time in over 3 years that all five Holston Conference Wesley Foundations had been able to gather together)
- Celebrating a decision for Christ in the baptism of two of our Wesley at Radford students
- Visiting DC and the US Holocaust Memorial Museum, National Museum of African American History and Culture, and the National Museum of the American Indian
- Attending a seminar at UM Church and Society to learn more about mercy and justice, racism and legislature, civil rights, climate and environmental justice, and explore ways young adults exercise their voice making a difference in the future of our nation and world

Wesley is grateful for the prayers, service and financial support offered by our United Methodist Holston Conference, Holston churches, districts, organizations, Wesley alumni and private donors. Jesus said, "Abide in my love." Your support enabled Wesley students to know, grow in and practice Jesus' command.

Submitted by, Rev. Dr. Jan C Nicholson Angle, The Wesley Foundation at Radford University Director



==== END OF REPORT =====

**IV UNIVERSITY OF TENNESSEE, CHATTANOOGA - WESLEY FOUNDATION**

Greetings from your United Methodist Campus Ministry in Chattanooga!

Thanks to all our local churches who support the work of the Wesley Center with their prayers, their presence, their gifts and their service. The 2023-24 has been as challenging as the previous year, but we kept moving forward and the past year has been great.

Our student leadership team went on a retreat together at Unicoi State Park in Helen, GA in early August to prepare for the year to come. We kicked off the school year with a stellar slate of Welcome Week activities, making contact with students who seemed eager for a new year to begin. The rest of the year followed along with our weekly Dinner&Devo, bible study opportunities, monthly social events, and a visit to Resurrection '24 for recruiting. As usual, we ended the year with a trip to St. Simons Island / Savannah, GA. For a little rest, service, reflection, and Methodist Heritage.

On behalf of the students, staff and board of the Wesley Center at Chattanooga, we thank you for your support.

Submitted by, Keith Moore, Director



**== == == END OF REPORT == == ==**

---

**IV UNIVERSITY OF TENNESSEE, KNOXVILLE - WESLEY FOUNDATION**

Grace and peace to you in the name of the Father, Son, and Holy Spirit! I bring greetings to you from the UTK Wesley Foundation. The 2023-24 academic year was my fourth year, which means that my first group of freshmen graduated in May. I realized how fast time flies and how little we have with our students during these transitional and defining years in their lives. Witnessing their growth into more mature adults who are much more sure of themselves and their faith is rewarding.

Our leadership team at Wesley began their work last Summer as they prepared for the beginning of the year. The fall semester was filled with meaningful worship, interesting conversations, and enjoyable activities, all of which were designed to welcome new students (hospitality); provide opportunities for our participants to grow in their faith (discipleship); and guide them into becoming the driving force of the Wesley community (leadership).

Using the model of “hospitality - discipleship - leadership” has served us well over the last three years. As time moved forward, the student leaders have become stronger, more creative, and more bold. They have worked to transform the Wesley Foundation into an intentional community where friendship and spiritual growth prepare students to emerge into the local church as leaders. We can see the evidence of success through our young alums.

Our students witness how our three foci come alive in a Christian community. They learn the importance of “welcome.” They experience the development of spiritual growth into true discipleship. And they feel the process of strengthening the skills important for leading a community.

Wesley continues to make changes to update our aging building. With the support of our board, we remodeled our kitchen (replacing our cabinets, countertops, and dishwashers). Within the next year, perhaps we will be able to update our restrooms and address more ongoing needs.

We appreciate the support of Holston Conference as we reach out and minister to all people. Whether it is someone who walks through our doors, a family in Costa Rica who is food insecure, or students struggling with finals, we welcome and serve them as we all become brothers and sisters in Christ. Your prayers, financial gifts, and church partnerships enable us to reach out and make a difference in the lives of young adults on the UT campus.

Submitted by, Mary K. Briggs, Executive Director



== == **END OF REPORT** == ==

---

**IV UNIVERSITY OF VA-WISE - WESLEY FOUNDATION BOARD OF DIRECTORS**

The Wesley Foundation at UVA Wise is an open and inclusive Christian community of spiritual exploration. Wesley is the presence of the United Methodist Church on campus. Thank you, Holston, for empowering the Wesley staff to share the love of God, offer spiritual nurture and companionship, and invite people to grow in relationship with God and each other. Leaders of the Church are being called, equipped, and formed through your ministry in Wise, Virginia. You have made a difference in the lives of several faculty, staff, and students through your gifts of prayers, presence, support, and contributions.

Wesley ministry at UVA Wise includes weekly gatherings of students for dinner & discussion, weekly gatherings of faculty and staff for study, and monthly events focused on worship opportunities for the campus community. Students also gather for weekly Bible study with each other. All these happenings nurture invitation to relationship with God through Jesus Christ by the power of the Holy Spirit. In addition to events, Smiddy's Closet is housed within the Wesley building, and is a place where students can acquire free career attire once per semester.

Early in the fall semester a student began attending Wesley activities who expressed curiosity about Christianity. The student, like many of their peers, was raised in a home where parents did not encourage any particular faith practice and wanted to give opportunity for the student to grow up then decide what they believed. After explaining that what Christians believe is centered in the person of Jesus Christ, a campus minister remarked that the Bible contained the information we believe about Jesus and inquired about the student having one. The student did not even know what a Bible was! Though this is difficult to believe from within the Church, it is becoming more common as the children of persons who left churches intentionally many years ago do not raise them with any faith formation at all. The student was given a Bible to read and study. Within a week, the

student had read through Genesis and parts of Exodus. The student continued to ask questions and seek information about Christ and Christianity throughout both semesters. We celebrated and welcomed this student as a sibling in Christ when they expressed faith in God. Hallelujah! The student remains involved and is interested in Christian leadership at a future time. This is one life that has been changed by Holston's ministry at the Wesley Foundation at UVA Wise. The student's life is forever changed because another student invited them to come to Wesley.

For the past two years, Pastor Ben Harding has served as a staff member at Wesley. He has challenged students to depend on and be in relationship with God. He has helped me in tremendous ways. As he transitions to a new stage of life and embarks on a life of full-time ministry, I want to express my sincere gratitude for who he is and all he has done. Thank you, Ben.

Your support of higher education ministry matters. Through individuals, local churches, districts, and conference entities, we at Wesley have been equipped to operate as an outreach to the entire college community, spreading the good news and giving God glory. The Wesley Foundation is a place where people can learn about and come to know God, and are encouraged to make God known by changing the world around them one life at a time. Thank you again, for helping make this ministry possible and enabling God to change lives through the Wesley Foundation at UVA Wise.

Submitted by, M. Beth Tipton, Director



**== == == END OF REPORT == == ==**

## V BOARD OF LAY MINISTRY

The Conference Board of Lay Ministry, is comprised of District Lay Leaders, Conference Presidents of United Methodist Men, Women, and Youth, Conference Director of Lay Servant Ministries, and members-at-large. The role of this board is to provide leadership and connectional relationships throughout the Conference. The aspects of this include fostering the work of laity in their churches, home, workplace, community, and world by promoting programs and training that cultivate the biblical basis for lay life.

Our *Book of Discipline* affirms that the ministry of the laity is one of the significant evangelistic tools for our congregations of the United Methodist Church. We desire to help make disciples of Jesus Christ for the transformation of the world.

This year has again been very different for our Conference. Many are still trying to get congregants to return to worship services in person as they have settled in watching the services online at home. However, as people have returned, the real sense of community is blossoming. After the disaffiliation, Holston is working to stay strong and to move forward together. Our strong mission emphasis remains in place realizing that we all have neighbors who need our love, care, and assistance. Lay and clergy working in tandem, have the opportunity to be the hands and feet of Jesus. New ways of doing worship and reaching people have evolved, as well as creative ways to reach new folks. Our churches are prevailing. It has been exciting to see how our churches have remained persistent in their efforts to live out their missions.

We encourage laity to use their God-given talents in a variety of ways such as outreach, missions, teaching, youth mentoring, working with persons who are homeless, sharing their faith with others for the Kingdom, and working together with their clergy. These are just a few of the ways to serve. There are avenues of training for laity including Lay Servant Ministries. This includes training for Lay Servants, Lay Speakers, and Certified Lay Ministers. All of these learning opportunities and curriculum equip laity to be informed and confident in the Christian work that they do in their areas. Our Lay Servant Training remains vital with some classes offered by Zoom and others in person. Participation has been very steady.

With the work that Holston has been doing with Spiritual-Leadership, Inc. these past two years, the Conference is emphasizing discipleship learning and development of passionate spiritual disciples and passionate spiritual leaders. As the number of these folks grow, we are striving to have shared ministries working in passionate spiritual groups. This is an open area that will further help our sense of connection.

One of the traditional roles of the Board of Lay Ministry at Annual Conference is to provide opportunities for prayer at Lake Junaluska. We plan to continue that this year by using the prayer room and will have materials to share prayer requests and lift up one another in prayer during our time together. The Board members divide the prayer request cards and continue to pray for those needs. Let's continue to spread the good news, dig deep into our learning more of the Word, and be passionate about who we are as Christians.

Submitted by, Becky G. Hall, Conference Lay Leader

== == **END OF REPORT** == ==

---

## VI DISCIPLESHIP TEAM

Greetings from the Discipleship Team, The Discipleship Team began the Conference Year in 2023 in need of a reboot. The disruptions caused by the pandemic and disaffiliation had brought the work of the committee to a halt. As such, a rethinking about the mission and ministry of the team was imperative. We did not have a clear vision for the future, but we knew that the Discipleship Team needed to be vastly different from what was pre-pandemic.

Thankfully, Mike Sluder and Susan Groschlose invested their time and knowledge with the team. They gave the members a crash course in SLI approach to ministry over several months.

Likewise, our team members were faithful in their participation and invaluable in their input. And, over these months, we have prayerfully discerned our Ministry Action Plan.

Mission: Empowering and resourcing passionate spiritual disciples and passionate spiritual leaders across the conference

With this mission as our guide, we have also gone to work putting our mission into action with our three core strategies:

Model spiritual formation/spiritual practices

Offer/Train Disciple-making systems/pathways

Create, provide, and communicate available resources/training

We are just beginning to put these strategies in motion and are excited to be a vital part of making passionate spiritual disciples and training passionate spiritual leaders.

We are thankful for the leadership of Bishop Debra Wallace-Padgett and the extended cabinet. And finally, we are filled with hope for the future of the Holston Annual Conference.

Submitted by, Randall Wright, Chairperson

== == == **END OF REPORT** == == ==

---

## VI.a MISSIONS TEAM

Holston Conference continues to be a place of vibrant, risk-taking mission and service. This is evident at the conference and local church levels. Over the past year, God continues to do great and mighty things through the people of Holston Conference and our partners in mission. As you read through the brief reports of some of our partners, please consider the following: First, please be in prayer for our mission partners. Prayer is the glue of the missional connection of God's people, who are often separated by great physical distances, cultural barriers, and contexts. The scope of the church's missional work goes beyond just trying to "do good," as the light that should always guide and fuel the missional work is the light of Christ, vivified in prayer.

Second, please remember that so much of the conference's missional work cannot be quantified in a report. At the heart of so many of our missional

emphases are relationships and decades-long partnerships. A seed sown twenty years ago might not bear fruit right away, or a short-term mission experience might spur an individual to change how they see the world in the eyes of God's children.

And finally, I want to personally thank all our churches and individuals who have supported the hands-on-mission kits over the years. These small acts of love are vital and have a tremendous impact on our partners in ministry. I learned this firsthand when traveling to Zimbabwe and Liberia this past September to meet with our partners in ministry who receive Holston's hands-on-mission supplies. The recipients deeply feel the love shown to them by the people of Holston in a tangible and personal way. Thank you for all that you do to be the hands and feet of Christ in mission ministry.

Submitted by, Chris Brown, Chairperson

== == == **END OF REPORT** == == ==

### **VI.a.1 WILLOW UNITED METHODIST CHURCH AND WILLOW COMMUNITY FOOD PANTRY, WILLOW, ALASKA MISSIONARY CONFERENCE**

We are delighted to be in our seventh year serving as pastors on your behalf in the Alaska Missionary Conference. We are stationed in the Matanuska Valley, about an hour and a half above Anchorage at Willow, Alaska. Here, we co-pastor the Willow United Methodist Church and we also work alongside Ola Williams and Mary Lemings (the Willow Community Food Pantry director and assistant) to help coordinate the many church and community ministries that take place through the pantry. The food pantry serves some 175 to 210 families each month and 80 to 100 children a week. We are also a distribution center for government food boxes and the church provides water, firewood, gas vouchers and other forms of emergency assistance to those in need. Christina has also been serving as the Alaska Conference Superintendent for a second year helping to care for the conference's 25 churches and 2 fellowships. This year we will be retiring and coming back to Holston to our home in Johnson City. As we leave Alaska we are delighted to pass the baton to John Redmond who will be commissioned as a provisional elder this year at annual conference. John, who will be accompanied by his spouse Denise and their two children, has been appointed to serve Willow. It will be wonderful to have another ministry couple from Holston serving in this position.

Willow UMC serves an area the size of Chattanooga with a population of 2000. We are at the center of the dog mushing world. The weather is extreme with many feet of snowfall each winter. Many people live on edge, some in dry cabins, some off the grid, many in extreme poverty. The closest United Methodist Church to us is in Wasilla, 30 miles to the south, and the next church to the north is 300 miles North in Fairbanks. We are delighted to be able to continue to post services for our "online church family" each week. Our services may be found on Facebook, YouTube and at [www.willowumc.org](http://www.willowumc.org).

We are thankful for the amazing support the Holston conference has given to the ministries here in Alaska across the years. In 2023 Holston Churches and individuals contributed over \$40,000 to the work here in Willow either through the Advance, through online giving or through direct donations. Your support has enabled us to be the hands and feet of Christ here in this place.

You enable us to provide food and hope, warmth and love to so many, strength and faith for one more day. We are also thankful for all the Holston VIM teams throughout the years that have come our way. The church is looking forward to two Holston churches sending teams this summer. We are also deeply grateful to Holston churches for the ways you support our "in kind" projects, sending beautiful handmade scarves and hats, warm gloves and socks, beautiful new clothing, school supplies, gift cards for teachers, and parcel post auction boxes.

We delight in being your "outpost of mission" here in Alaska. We are thankful for all who support this ministry through the Conference Advance (#874 Willow United Methodist Church – Christina DowlingSoka - soon to be John Redmond salary support) or #264 (Willow Church and Community Ministries.) And for all who send checks of support or in-kind gifts they may be sent to Willow United Methodist Church, P.O. Box 182, Willow, Alaska, 99688. We may be reached at 423-202-5143 or at [DWLNGSK@yahoo.com](mailto:DWLNGSK@yahoo.com)

**THANK YOU, HOLSTON!**

Submitted by, Christina and Rev. Joe-d DowlingSoka,  
Co-Pastors

**== == END OF REPORT == ==**



**VI.a.2 PROJECT CROSSROADS**

During this past year we have celebrated 30 years of full-time ministry with Project Crossroads. I got the opportunity to share our ministry during the Meet the Missionaries Dinner during 2023 Annual Conference. We are continuing to see an increase in requests from church groups that want to come and serve with us in ministry and mission.

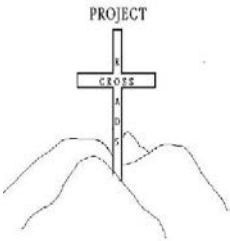
We have had a committee of our board meeting throughout this year with me to develop our succession plan in preparation for my retirement at the end of the year. I have worked closely with them on developing the new job description and updated ministry objectives for the new director. The successor has been selected, he is Kirk Lowe who is originally from Kingsport and came with their church team as a youth years ago. He has been bringing youth/adult teams since 2007 from United Methodist Churches in Knoxville and Pittsburg. I will be training him beginning in July so there is a smooth transition on January 1st of 2025. The Conference will provide his salary during this time and beginning January 1st the Director's Support will automatically fund his salary support package. Churches are encouraged to continue to send funds through the Holston Conference Advance in support of Kirk just as you have through the years for my support.

This year we have had eighteen work teams, three firewood teams, three Wesley Foundation teams, a team from the Emory and Henry School of Health Sciences, and a spring break team from the LMU PA Program come and serve with us. The ministries these teams participated in are our Home Rehab, Firewood, and Medical ministries. We also had the Emory and Henry School of Health Sciences students volunteer for the Emory RAM Clinic, which had to be cancelled due to a main water line break on campus. We had over three hundred volunteers this past year to serve with Project Crossroads. We have teams scheduling to come and serve with us this year for all of our ministries and assist us as we continue to serve those in need in our region.

We continue to encourage churches to put together cleaning buckets and hygiene kits for our Holston Disaster Response Program. Even though we were not called on to deliver any this past year, we want to have plenty on hand because two disasters can deplete our stock quickly.

We appreciate the support of Holston Conference Church and Community Ministries, the churches of Holston Conference, and the host of volunteers from our churches who have come to serve with us. Without your support, prayers, and presence we could not serve the families as effectively as we do. We look forward to and plan for many more years of mission ministry in Holston Conference. Thank you, Holston!

Submitted by, Harry Howe, Executive Director  
(Holston Conference Church and Community Worker)



**== = END OF REPORT == =**

### VI.a.4 JUBILEE PROJECT, INC.

Jubilee Project - 197 Jockey Street, Sneedville, TN 37869 - 423-733-4195 jubileeprojectsneedville@gmail.com

2023 was a wonderful year of ministry at Jubilee Project. Our Women's Ministry took day trips to area historic sites, including the Birthplace of County Music Museum in Bristol and the Abraham Lincoln Museum at Lincoln Memorial University in Harrogate, TN. The women participated in a Lenten Bible Study using the book, Seven Words, by Susan Robb. The women have begun the 2024 Lenten Bible Study using Bishop Tom Berlin's book, The Third Day.

The first chapter of The Third Day concentrated on the life and mission of Mary Magdalene. One of the class assignments was to draw some of the black holes in our history. I asked one of my staff members to draw a sample page and was both surprised and saddened when her drawings included abuse, drug and alcohol abuse, and a suicide attempt, among others. Her sharing through her sample enabled other members of the group to share more openly. Later in the session, we added the verse from John 1:5 to our drawing: "The light shines through the darkness, and the darkness can never extinguish it." NLT

Our Mission Team program hosted five Mission Teams from three different states, some for a week and some for a day. The teams built back porches and ramps for mobile homes, replaced flooring in a couple of homes, repaired a commode and back steps for another home, built a shelter for a water tank, and shared the love of Jesus Christ with children, their parents, and seniors.

The water ministry had some staff transitions but continued to repair wells and water systems, deliver water to water tanks, and work with homeowners to ensure clean, safe drinking water to homes. We are planning to install at least one if not two water catch systems this year, enabling homeowners to filter and use rainwater in their homes.

The arts and crafts ministry at the Hancock Elementary Afterschool program continues to grow, primarily because the Afterschool program is growing. When we began three years ago we prepared for 40 students; the director is asking us to make sure that we have supplies for 70-80 students. We love to hear the every Monday question of, "What are we making today?" We began the 2023 school year with the goal of teaching different methods as well as using different mediums, and the students have certainly responded. Projects include working with construction paper, beads, watercolors, stamp art, craft sticks, and different kinds of markers. Students' favorite crafts include food – decorating cookies and candy bar snowmen, making candy apple jack-o-lanterns, and creating turkeys out of Oreo's. The students in grades K-5 also enjoy completing projects that they can share with their families, and we share their creations on Facebook at Jubilee ProjectInc each week.

Some students jump right into the project each week, and some take the time to really think about their work. One of the 2nd – 3rd grade students loves to tell me, "You can't rush art!" Ben drew the heart at the right. When I announced that we were going to make Valentine's cards, he shared that he didn't know what to do. Then he started working, as he usually does, and expressed himself with some talent. Although he sometimes starts slowly, he takes his time, and is often one of the last students to leave the class.

Thank you for your support of Jubilee Project. We appreciate your gifts of time, talent, and resources through the Holston Conference Advance #015, and gifts of food, craft items, and funds sent to Jubilee Project in Sneedville, TN.

Submitted by, Lisa Nichols, Director



==== END OF REPORT =====

VI.a5 RECOMMENDATIONS FOR THE ADVANCE 2024





*formerly Advance Specials*

# The Advance

Advancing hope in Christ's name

Holston Annual Conference 2025 [www.holston.org](http://www.holston.org)

Be a 5-Star Church

To qualify for the 5-Star Award, churches must:

- 1. Pay tithe apportionment in full and give at least \$25 in categories 2 through 5:
- 2. Give to at least one International Advance
- 3. Give to at least one U.S. Advance
- 4. Give to at least one UMCOR Advance
- 5. Give to at least one Conference Advance

International Advance

A. Missionaries Assigned to Holston Conference

	GBGM Code	Holston Project #
<b>Jeanne Ntambo</b>	Code: 14176Z	<b>939</b>
Country: Democratic Republic of Congo		
<b>Gaston Ntambo</b>	Code: 14177Z	<b>940</b>
Country: Democratic Republic of Congo		
<b>The Rev. Bill Lovelace</b>	Code: 11872Z	<b>054</b>
Country: Lithuania		
<b>Helen Roberts-Evans</b>	Code: 3021129	<b>705</b>
Country: Liberia		
<b>Missionaries Around the World</b>		
(Any Amount)	Code: 00779Z	<b>075</b>

(Other missionaries may be supported by Holston churches. Inquiry should be made through the Conference Mission Sec.)



Courtesy of GBGM: Gaston & Jeanne Ntambo ~ Missionaries/Democratic Republic of Congo



Courtesy of Africa University

	GBGM Code	Holston Project #
<b>B. Africa</b>		
1. ISHE ANESU Project Zimbabwe	Code: 13071A	<b>160</b>
2. Africa University Scholarship	Code: 3021028	<b>629</b>
3. Imagine No Malaria	Code: 3021190	<b>684</b>
<b>C. Mexico</b>		
“Give Ye Them To Eat” Hunger Program	Code: 07629A	<b>074</b>
<b>D. Estonia</b>		
1. Baltic Mission Center	Code: 010923N	<b>055</b>
2. Baltic Methodist Theological Seminary Scholarship (\$1,500 per year)	Code: 15021B	<b>203</b>
<b>E. Paraguay</b>		
New Horizon School	Code: 3021089	<b>421</b>



Courtesy of Give Ye Them To Eat-Mexico

## Covenant Relationships

### with Missionaries and Persons in Mission

Although Advance salary support for missionaries is needed in any amount, churches wishing to have a Conference Covenant Relationship with a missionary provide \$1,000 per year; churches under 333 members provide \$3 per member per year. A GBGM Covenant Relationship with a missionary requires \$2,500 per year; churches under 333 members provide \$5 per member per year. Covenant Relationship forms and information can be secured from the Conference Mission Secretary. On the conference deposit slip, list the missionary's name, code number, and the amount.

## United States Advance

	GBGM Code	Holston Project #
<b>A. Missionaries Assigned to Holston Conference</b>		
<b>John Redmond</b>	Code: 931511	<b>874</b>
<b>B. Appalachian Ministries Network</b>		
	Code: 982041	<b>007</b>
<b>C. Appalachia Service Project</b>		
	Code: 982050	<b>092</b>
<b>D. Four Corners Native American Ministries, Shiprock, NM</b>		
	Code: 581254	<b>023</b>
<b>E. Henderson Settlement, Frakes, Kentucky</b>		
	Code: 773365	<b>088</b>
<b>F. Hinton Rural Life Center, Hayesville, NC</b>		
	Code: 731372	<b>042</b>



*Courtesy of Four Corners Native American Ministries ~ Mission Team*



*Courtesy of United Methodist Volunteers in Mission (UMVIM) ~ Work Project*

	GBGM Code	Holston Project #
<b>G. Willow, Alaska Church &amp; Community Ministry</b>		
	Code: 931520	<b>264</b>
<b>H. Red Bird Mission, Inc., Beverly, Kentucky</b>		
	Code: 773726	<b>010</b>
<b>I. Society of St. Andrew, Big Island, VA</b>		
	Code: 801600	<b>029</b>
<b>J. United Methodist Volunteers in Mission, SEJ Jurisdiction, Birmingham, AL</b>		
	Code: 901875	<b>043</b>
<b>K. Oklahoma Indian Missionary Conference Parish Partners</b>		
	Code: 583634	<b>056</b>



*Courtesy of UMCOR Emergency Relief ~ Ukraine*

## UMCOR Advance

	GBGM Code	Holston Project #
<b>A. Heifer Project, Living Gift</b>	Code: 982532	<b>031</b>
<b>B. UMCOR Disaster Response in U.S.</b>		
	Code: 901670	<b>026</b>
<b>C. UMCOR Emergency Relief (Around the World)</b>		
	Code: 982450	<b>050</b>
<b>D. World Hunger / Poverty</b>	Code: 982920	<b>016</b>



Courtesy of Mike Sluder (Celebrating Ishe Anesu's 25th Anniversary)

# Conference Advance

		Holston Project #
<b>A. Persons in Mission assigned to Holston Conference</b>		
<i>Harry Howe</i>	Marion, VA Code: 982926	020
<i>Paul Priest</i>	Costa Rica	1006
<i>Fred and Libby Dearing</i>	South Sudan	719
<i>Lisa Nichols</i>	Jubilee Project Code: 982953	330
<i>Nancy Chinzvende</i>	Zimbabwe	919
<i>David Warden (salary)</i>	Oklahoma Indian Missionary Conf.	925
<b>B. Asbury, Inc.</b>		091
<b>C. Campus Ministry and Wesley Foundations</b>		
<i>(Be sure to indicate which ministry you are supporting)</i>		
1. ETSU		064
2. Radford University		127
3. UT Knoxville		305
4. UT Chattanooga		313
5. UVA at Wise		061
<b>D. Disaster Relief Within Holston Conference</b>		143
<b>E. District Advance</b> <i>(Indicate which project)</i>		



Courtesy of Habitat for Humanity, Loudon County

Rev. 3/13/23

# Holston Annual Conference Offering New Voices

Holston Project #

<b>F. Hispanic Ministries within Holston Conference</b>			093
1. Galax, VA			541
2. Smoky Mountain District			542
3. Mountain View District			543
<b>G. Holston Conference Camps</b>			
1. Camperships			
Bays Mountain	238	Dickenson	437
Lookout	276	Wesley Woods	275
2. Camp Development Funds			
Bays Mountain	101	Dickenson	236
Lookout	078	Wesley Woods	113
3. Annual Ministry Funds			
Bays Mountain	486	Dickenson	488
Lookout	487	Wesley Woods	489
4. Camp in the Community			869
5. Camp & Retreat Ministries			870
<b>H. Homes for Children</b>			
1. Dermid Family Services, Bristol, VA			103
2. Holston Home, Greeneville, TN			002
<b>I. Neighborhood Centers</b>			
1. Wesley House Community Center			080
2. The Bethlehem Center			079
<b>J. Student Aid, Conference Scholarship Grants</b>			
1. Emory & Henry College			085
2. Tennessee Wesleyan University			125



Courtesy of Wesley Foundation, UVA Wise -- Disaster Response

## Conference Advance *Continued*

**Holston  
Project #**

### K. Support for Action Ministries

1. Appalachian Trail Chaplaincy	847
2. Bishop Mission Initiative	936
3. Celebrate Recovery North	917
4. Community Youth Outreach, 1st UMC, Johnson City	906
5. Crossroads Medical Mission	364
6. Elk Garden School Community Ministries	937
7. Emerald Youth Foundation - Just Lead	014
8. The GATE - Gateway to Independence	612
9. Good Samaritan Ministries, Inc.	066
10. Help For Haiti Children's Shelter	913
11. Interfaith Health Clinic	492
12. Jubilee Project	015
13. Morgan Scott Project	013
14. Mountain Top	1008
15. Nuba Mountains - Sudan	1009
16. Project Crossroads	047
17. Proverbs 3:27 Mission	918
18. Strength for the Journey	300
19. Susannah's House	830
20. Unity Center	151


*Courtesy of Coalition for Kids, Inc..*
**Holston  
Project #**

### L. Volunteer in Mission Projects and Personnel Projects approved by the Conference

1. New Church Development/ Orphanage in Guatemala	121
2. New Church Development in Costa Rica	161
3. New Church Development in Holston	380
4. New Church Development in Latvia	365
5. Resurrection-Costa Rica	920

### M. World Ministries

1. South Sudan Projects	537
2. Global Hope Partners	490
3. Magdy Bassaly- Ambassadors for Christ International	501

### N. "Change for Children"

012


*Courtesy of Morgan Scott Project*

*Courtesy of CASA of East TN, Inc. ~ New Advocates*

*Holston Annual Conference 2025*
[www.holston.org](http://www.holston.org)

==== END OF REPORT =====

## VI.b NURTURE MINISTRY TEAM

### VI.b.1 CHILDREN'S MINISTRY TEAM

The Children's Ministry Team serves as a resource to children's ministry leaders, volunteers and children in our conference. The team meets every other month, typically in virtual meetings with one face-to-face meeting per year.

Our purpose is to:

1. Celebrate- share and relay stories
2. Encourage- new and improving ministries
3. Equip- provide tools and resources for leaders (staff and volunteers)
4. Connect- deepen relationships between leaders

Last year at Annual Conference we continued to launch the initiative Cultivate Faith. Cultivate faith is the small daily and weekly faith steps with children that leads to big faith. The focus is to help families grow and develop spiritual practices and daily habits to cultivate faith in their own lives and the lives of their children, even in the mess and the chaos of a busy schedule.

During Annual Conference last year we continued to build connections and spread the word of Cultivate Faith, we created a sampler that went along with Cultivate Faith to build greater connection between church leaders and families. The sampler was to help them be able to see the potential of Cultivate Faith and an example for a simple way to Cultivate Faith with families.. On Tuesday of Annual Conference we hosted a training and throughout the year, two district trainings to help equip church leaders to build faith connections with their families within their congregation. The training has created a wealth of ideas and resources. We have been able to see God at work!

This year we were able to offer a book study to help equip church leaders/ families in the importance of faith connections in the home. The study was led by Susan Groseclose and Sherri Smith. The book that was studied was *Habits of the Household: Practicing the Story of God in Everyday Family Rhythms* by Justin Earley.

This past summer we partnered with Holston Conference Camping and Retreat Ministries to create simple guides to help Cultivate Faith through emails to parents during the week and after the week at Camp was finished. These guides were sent home with each camper and included family information and questions prompts to talk about what the children had learned at camp and how to continue to grow in their faith journey as they returned home from Camp.

In January at Resurrection, we had resources available at the Cultivate Resource table. These resources helped cast the vision for Cultivate Faith in addition we created a devotional guide that was a sampler that went along with the weekend's theme, Imagine! Many youth were thankful and excited for the devotional guide and it was designed to help take home and connect to their daily lives what they had learned and experienced over the weekend.

The Holston Conference Children's Ministry team has created a monthly email called the Monthly Bucket List. This email is sent to churches and is encouraged to send to families to help families continue to grow in their faith. Each month's email includes a resource list as well as simple prompts to encourage the faith to grow during the month.

Thank you to churches and individuals for your support of Change for Children through your offerings on Tuesday morning.. We were able to offer \$58,500 in grants this year from Change for Children. These grants included:

- 23 local church ministry grants
- 3 training scholarships for children's ministry leaders to attend CPC
- 1 block grant to CITC to provide scholarships for host churches
- Mission U grant to Women in Faith

We look forward to hearing God Sighting stories of how these grants helped ministries continue to grow and make an impact in people's lives.



The Children's Ministry Team continues to be an advocate and resource for Safe Sanctuaries in our churches. We are excited that a Safer Sanctuaries Train the Trainer has been scheduled for April 12, 2024 so that trainers are available in each district to train pastors and congregation leaders in the latest, updated safer sanctuary procedures using the new curriculum published by Upper Room Ministries and Discipleship Ministries.

For more information about the Holston Children's Ministry Team or to offer suggestions or comments please contact [susangroseclose@holston.org](mailto:susangroseclose@holston.org) or [meliiawarren@hixsonumc.org](mailto:meliiawarren@hixsonumc.org).

The Holston Children's Ministry is looking forward to how the Holy Spirit is going to lead in the next steps! We are so thankful for the many servant leaders in Holston and for their ministry to children and families in our conference and around the world. We look forward to serving in the upcoming year.

Submitted by, Melia Warren, Chair

== == **END OF REPORT** == ==

---

## VI.b.2 CONFERENCE COUNCIL ON YOUTH MINISTRIES

The Holston Council Conference on Youth Ministries (CCYM) represents the thoughts and views of youth and ensures a place for youth as an active and vital part of the Holston Conference. 1 Timothy 4:12 states, "Don't let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith, and in purity." In July of 2023, YOUTH 2023 was held in Daytona Beach, Florida. Every four years, youth from throughout The United Methodist Church have gathered for four days of discipleship, fun, and fellowship at the YOUTH event. Here is a report from the week, "YOUTH 2024 was an amazing experience for many youth. Approximately 2,700 people attended the conference. Youth were able to hear many incredible speakers, including Rachel Billups. We could pick from stations throughout the week with interactive learning, worship, Bible study, and service opportunities. Our mission work was through Rise Against Hunger to allow youth to help those in need. God touched many

lives and worked in wondrous ways at YOUTH 2023." – Lorelai Ziegler, CCYM Vice President We started this year at Resurrection 2024. Over 3,800 students and leaders were registered to attend. Due to unforeseen weather conditions, many were not able to attend. We were ecstatic to still have 3,250 students and leaders attend in person, while about 900 viewers joined online. Our God worked wonderfully that weekend. Over 4,000 people were able to experience Resurrection 2024, which is more than we expected initially. Our team decided to dedicate our Resurrection 2024 offering to the New Voices Campaign in support of the Annual Conference mission of raising 1.5 million dollars to support Holston's Conference Colleges, Wesley Foundations, and Camps. As we look forward, we are excited to see the many ways that God is moving in the lives of young people in the Holston Conference.

Submitted by, Sarah Thomas, President

== == **END OF REPORT** == ==

---



## VI.b.4 CAMP AND RETREAT MINISTRY BOARD

At the 2022 Holston Annual Conference Bishop Wallace-Padgett preached a powerful sermon on Ecclesiastes 3:1-8. In that sermon she said, “Every season is the right season for making disciples of Jesus Christ.” What better place to make passionate spiritual disciples and leaders than our 5 Holston Conference Camps!?

From Holston’s “northern kingdom” with Camp Dickenson in Southwest Virginia to Camp Bays Mountain in Upper East Tennessee near Kingsport to Camp Wesley Woods at the base of the mountains in Townsend, TN, to the Southern tip of Holston at Camp Lookout, we have camps strategically spaced across our conference. Several years ago, God pushed our imaginations beyond the locations of camps to form Camp in the Community, which travels from place to place with supplies and activities to partner with local churches to share the generous and creative love of God with the kids and youth in their immediate neighborhoods.

Did you know that Holston Conference is blessed to be one of the largest United Methodist Camp & Retreat Ministries in the world!? In 2023 we had almost 3,000 summer campers and over 8,000 retreat guests– this is remarkable as it edges closer to our highest numbers ever in 2019. In a season when many of our local churches are struggling to see pre-COVID attendance, our camps are growing toward those numbers and we are on trend to surpass previous records. Each year hundreds of young persons make faith commitments at camp and dozens feel the call to ministry, while numbers don’t tell the whole story, our numbers point to the fact that we are meeting our mission of forming young passionate spiritual disciples and leaders and

sharing the love of Christ in the glory of God’s creation. Inspired by our Bishop’s words, our 2024 summer camp theme is based on the same text in Ecclesiastes and our theme is “Every Season.” Most people think of summer as being the bulk of our mission and ministry, but camps are active year round with people of all ages due to retreats and natural education programs. In the summer we have the privilege of preparing young disciples and leaders to become more passionate and more spiritual year round in all they do. This outpouring has a ripple effect in our local churches, family units of all kinds, our neighborhoods, our school systems and work places, social clubs, and much, much more.

Every season IS the right season for making disciples of Jesus Christ, because God does God’s best work when we passionately build community and reach out to our neighbors in support and love. Our Camp staff, which is primarily young adults, are passionate spiritual leaders. Our Camp & Retreat Ministry Board is full of passionate spiritual leaders that actively share their time and talent, and we are ready to see what kind of season 2024 will hold! We are looking forward to another year of singing praises to Almighty God in the mountains and along the river, telling the stories of Jesus at campfires among the trees, and receiving the Holy Spirit as passionate spiritual disciples.

Submitted by, Rev. Sarah Varnell, CRM Board Chair  
Rev. Mary Thompson, CRM Executive Director



== == **END OF REPORT** == ==

**VI.b.5 OLDER ADULT MINISTRY TEAM**

Jubilation, a three-day retreat for adults 55+ continues to be the most significant ministry for/with Senior Adults in Holston. In its 22nd year, the planning team is offering a retreat format focused on the saints and sages of the conference featuring Ed and Kathleen Kilbourne. Eighty folks are attending as we explore “Grace Happens” through Biblical stories, reflection and song.

Thanks to new and well-seasoned design team members who make the retreat possible – Ann Stuart, Charlotte Riggins, Dennis Loy, Janice Groseclose, Joan DeTar, Joyce Marion, Judy McCready, Karen Wood, Margaret Deans, Mike Sluder, Nancy and Larry Hobbs.

The United States Census Bureau announced that by 2035 there will be a larger population of older adults than children for the first time in the history of the United States. Already our congregations are graying and this trend will continue as Baby Boomers retire. Our congregational ministries with older adults

span 40+ years and a one-size, fits all ministry, no longer works effectively. The ministry needs of those recently retired, who are too old to be young and too young to be old, are totally different than the needs of senior adults who have just moved into independent or assisted living. This past year, an Older Adult Committee was formed and the group met with Rick Gentzler, who provided a framework for our work and ministries with older adults throughout Holston. We are excited that Eric Bronkala will be chairing this committee and leading us in training and resourcing our churches.

We are grateful for the many servant leaders throughout Holston for their ministries with older adults in our congregations and communities. We look forward to serving with you in the upcoming year.

Submitted by, Susan Groseclose, Associate Director of Connectional Ministries for Discipleship

== == **END OF REPORT** == ==

---

**VI.c OUTREACH / ADVOCACY MINISTRY TEAM**  
**VI.c.6 STRENGTH FOR THE JOURNEY TEAM**

Strength for the Journey is a five-day retreat held annually that provides a safe, caring and healing community for people living with HIV. The retreat is open to anyone with HIV/AIDS without regard to religion, race, gender or sexual orientation. The week includes activities to nourish the mind, body and soul, so that participants may return home with a renewed strength and spirit.

The retreat began in 1997 at Buffalo Mountain Camp through the creative leadership of Dot Avers and several clergy of the Holston Conference. In 2024 we will celebrate twenty-five years of walking by the side of these men and women who have often felt unloved and outcast.

Now held in the Great Smoky Mountains, leadership is made up of a volunteer staff along with individuals who present programming and workshops at no cost to the retreat. The retreat gives campers the opportunity to focus on their own personal life journey and to explore ways in which they might enrich and strengthen themselves.

While partial funding is provided by Holston Conference, we depend on the generous support of Holston Churches, other area churches and individual donations to fund the retreat each year. You cannot imagine how many lives you have changed in the past twenty-five years. Thank you for helping us offer them Christ.

Support can be sent to Holston Project #300.

Submitted by, Gaye King, Design Team Chair and Retreat Coordinator



== == **END OF REPORT** == ==

---

## VI.d STEWARDSHIP MINISTRY TEAM

The Holston Conference Stewardship Team continues to focus on pathways for strengthening stewardship and generosity in Holston's churches. In doing so, we seek to provide tools and learning opportunities for both clergy and laity to help them lead, support, and encourage stewardship efforts in their congregations. We begin with the foundation that God is the creator of all things and the giver of every gift. We find continued affirmation throughout scripture and in the teachings of John Wesley that there is a strong link between our call to faithful discipleship and our call to lead generous lives.

Two current programs highlight the equipping efforts for both Holston's Stewardship Team and for the stewardship office led by Rev. Richard Edwards, Director of Stewardship (that is housed and significantly funded by the Holston Foundation): The first initiative is planning and leading the biennial generosity event. In 2024, clergy, laity, and church staff members are invited to join us for a two-day event, "Beyond Generosity," to be held on September 23-24 at Concord UMC. Speakers include Rev. Lisa Yebuah, Rev. Rachel Billups, Rev. Matt Rawle, Rev. Daniel Ogle, and Holston's Bishop Debra Wallace-Padgett. More information and upcoming registration details can be found at [www.holstonfoundation.org/beyondgenerosity](http://www.holstonfoundation.org/beyondgenerosity).

We are excited to build on the success and education of the "Unleashing Generosity" event, which was held in September 2022, where more than 200 clergy and laity participated.

The second is our Residency in Ministry program, which works with Holston's provisional elders. Initiated in 2021, we are grateful to continue this partnership with the Board of Ordained Ministry to offer this exciting and intensive ministry. Twenty-nine of our provisional elders have participated in this program, which utilizes a rich and comprehensive curriculum entitled Saving Grace – A Guide to Financial Well-Being. The goal is to help clergy grow their personal financial skills and to aid them in becoming stronger financial leaders in the churches they serve. Over the course, they receive concrete guidance on saving, earning, giving, spending, and building a sustainable financial plan, as well as knowledge on debt, retirement, the uniqueness of clergy taxes and benefits, and the vital importance of clergy living according to their calling to become financial leaders in their congregations. Holston's stewardship ministry continues to offer stewardship grants to churches seeking to initiate creative efforts to deepen generosity in their ministry settings. The Rev. Richard Edwards is available to speak at District clergy gatherings and to consult with pastors regarding financial matters. In this time of transition and challenge for our churches and church leaders, we exist to offer encouragement and practical support in areas of faith, money, and stewardship. Our thanks are offered to the continuing support of the Holston Foundation and Holston Conference in providing stewardship leadership in Holston. We especially thank Mr. Paul Bowman, Holston Foundation President, the Rev. Richard Edwards, Director of Stewardship, Mrs. LeRae Edwards Collins, Holston Foundation Director of Communications, and the Holston Conference Stewardship Team for their support.

Submitted by, Troy Forrester, Chair

=== **END OF REPORT** ===

---

**VLe WITNESS MINISTRY TEAM  
CHURCHES OF EXCELLENCE IN EVANGELISM FOR 2023**

APPALACHIAN DISTRICT

**Gold**

- First Broad Street UMC
- Mafair UMC
- Trinity UMC Big Stone Gap

**Silver**

- Vermont UMC

**Bronze**

- Colonial Heights UMC
- Gate City UMC
- Grange Hall UMC

**Honorable Mention**

- Amis Chapel UMC
- McFerrin UMC
- Mt. Carmel UMC

CLINCH MOUNTAIN DISTRICT

**Gold**

- Main Street UMC

**Silver**

- Byars-Cobb UMC
- Madam Russell UM!

**Bronze**

- Lebanon Memorial
- John Wesely UMC
- Blackwell Chapel UMC
- Clearview UMC
- Meadowview UMC
- State Street UMC

**Honorable Mention**

- Cedar Bluff UMC

HIWASSEE DISTRICT

**Gold**

- First UMC, Madisonville
- Ooltewah UMC

**Silver**

- First UMC, Dayton
- Keith Memorial UMC
- Niota UMC
- Wesley Memorial UMC, Etowah

**Bronze**

- Cedar Springs UMC
- Calhoun UMC

**Honorable Mention**

- *Not applicable*

MOUNTAIN VIEW DISTRICT

**Gold**

- *Not applicable*

**Silver**

- Asbury UMC
- Mt. Pleasant UMC
- Trinity UMC
- First UMC

**Bronze**

- Tate Chapel UMC
- First UMC

**Honorable Mention**

- Caton's Grove UMC
- Harmon's Valley UMC
- First UMC

NEW RIVER DISTRICT

**Gold**

- Rural Retreat UMC

**Silver**

- Auburn

**Bronze**

- Floyd UMC
- First Hillsville UMC
- First Pearisburg UMC
- First Pulaski UMC
- Thornsprng UMC

**Honorable Mention**

- Parrott UMC
- Oakland UMC

SCENIC SOUTH DISTRICT**Gold**

- White Oak
- Christ
- St.Marks

**Silver**

- Pikeville
- Red Bank
- First-Centenary
- Signal Crest
- Eastdale Village

**Bronze**

- Welch Chapel
- Tyner
- Brooks
- Washington Hills
- Dunlap

**Honorable Mention**

- East Ridge UMC
- Bethlehem-Wiley

SMOKY MOUNTAIN DISTRICT**Gold**

- Vestal

**Silver**

- Seymour
- Maryville, First

**Bronze**

- Broadway

**Honorable Mention**

- Meadow

TENNESSEE VALLEY DISTRICT**Gold**

- Bearden UMC
- Central UMC, Lenoir City
- Concord UMC
- Kingston UMC
- Magnolia Avenue UMC
- Powell UMC
- Rocky Top UMC
- Valley UMC

**Silver**

- Beaver Ridge UMC
- Bethel UMC, Amherst
- First Farragut UMC
- First UMC, Oneida
- Fountain City UMC
- Middlebrook Pike UMC
- Second UMC
- Trinity UMC

**Bronze**

- Asbury UMC, Clinton
- Christ UMC
- Kern Memorial UMC
- Memoirial UMC, Clinton
- New Century UMC

**Honorable Mention**

- Church Street UMC
- Jonesville UMC

THREE RIVERS DISTRICT**Gold**

- First Elizabethton
- First Johnson City

**Silver**

- Centenary
- Jonesborough

**Bronze**

- *Not applicable*

**Honorable Mention**

- *Not applicable*

== == = **END OF REPORT** == == =

---

**VI.e.2 SMALL MEMBERSHIP CONGREGATION TEAM**

The mission of the Small Membership Committee of the Holston Conference is to make disciples of Jesus Christ for the transformation of the world. We are called to love the people of Holston and guide them into relationship with Jesus Christ, giving to the world what God has given us.

We are excited to link arms with anyone who tells the story of Jesus while empowering the poor, strengthening the weak, embracing the outcasts and seeking the lost. We believe that small things done with great love will change the world.

It's that time of year again. The time when we take stock of what happened last year and start to look forward to what God is going to do in the year to come.

During the year of 2023 several meetings were held on zoom discussing the concerns of the small membership church, we take God's word very seriously and consider it to be the authority in all areas of Christian faith and practice.

We continue our goals and mission of the church with much prayer.

- A. We want to increase our Sunday morning worship attendance.
- B. Improve the outreach and evangelism.

We strive to follow Jesus' example of loving people. Jesus commissioned the church to share the Gospel with all mankind.

Submitted by, Annette Warren, Chairperson

**== == == END OF REPORT == == ==**

---

**VI.e.3 HISPANIC / LATINO LEADERSHIP TEAM**

The Holston Conference Hispanic/Latino Leadership Team continues to work hard on making sure that all voices are heard in Holston. There is a lot of exciting ministry going on in our conference, and we continue to celebrate the churches and missions across Holston who are reaching our Spanish speaking neighbors. This includes • First UMC-Dayton, TN • Roca Eterna– Maryville, TN • El Ministerio del Espiritu Santo- Sevierville, TN • Iglesia Rios Agua VivaMorristown, TN • Puerto del Cielo– Galax, VA • Nacimiento de Fe- Hillsville, VA • First UMC-Pulaski, VA. We give thanks for other missional outreaches that are happening in Chattanooga, Cleveland, Knoxville, and for other collaborations and partnerships in this area between Holston churches. And we continue to be encouraged by the growing interest shown across the Holston Conference in reaching out to our Spanish speaking neighbors. In 2023 and

2024 the Hispanic/Latino Leadership team provided funding to support our local churches and pastors, and also provided grants to help local English speaking churches reach out in new ways to their Spanish-speaking neighbors. We are also providing funding to help with training and development for our Spanish speaking pastors and laity, including helping to fund the initial cohort of students taking classes through the Hispanic House of Studies program offered through United Theological Seminary. We are interested in talking with anyone across the Holston Conference who is interested in developing or helping with Hispanic/Latino ministries and community outreach. We are grateful to the Holston Conference for its continued support in this vital area of ministry.

Submitted by, Michael Feely, Chairperson

**== == == END OF REPORT == == ==**

---

## VI.f COMMITTEE ON SEXUAL ETHICS AND BOUNDARIES

I would like to start by thanking the members of the Sexual Ethics and Boundaries Team for their work this year. I would also like to thank the Cabinet for their support of our work. The Team has continued to make sure that these issues remain at the forefront of our thinking as a conference. Our churches should be places of safety for all people. This includes the laity who deserve to have clergy who exhibit the high ethical and moral standards of our calling. It also includes our clergy who deserve to work an environment free of fear and harassment.

This year with the help of Tim Jones we have updated the information on the conference website to include more resources for churches, clergy and members. These resources include videos and a curated list of material to help talk about issues related to the work of The Sexual Ethics and Boundaries Team. Many of them can be used to spark and guide conversations in local churches, committees, Sunday Schools and small groups. I recommend everyone reading this go and look at those resources. The work of the Sexual Ethics and Boundaries Team will continue into the future.

Submitted by, Rev. Caleb Pitkin, Chairperson

= = = = END OF REPORT = = = =

---

## VI.h OFFICE OF MULTICULTURAL MINISTRIES

Dear friends of the Holston Annual Conference

I want to share with you the following report on the Multicultural Ministries journey since this time last year when this ministry area was created, and I was appointed to serve as the Associate Director. This report is a way of giving thanks for and celebrating the journey and what has been accomplished. And it also helps us to recognize the gaps, identify where we have fallen short, and identify where greater attention and accountability is needed.

I am very grateful for many clergy and laity I have encountered in the past months as I traveled across our connection; for your care, dedication, and guidance, and for

believing that God continues calling us to this multicultural work...for the transformation of our lives and our community. May we never lose sight of our hope and holy imagination. And remember...we are not alone in this work. Together with each other and with God's Spirit we go.

As you navigate through the information in the report, if you have questions, or desire to participate, or see areas for which I and/or the Holston Conference can pay greater attention, please reach out to me at [leahburns@holston.org](mailto:leahburns@holston.org).

Peace. Rev. Leah Burns



Annual Conference Report from the Office of the  
Multicultural Ministries

Google defines “culture” as “the customs, arts, social institutions, and achievements of a particular nation, people, or other social group. As such, the dimensions of culture are many.” As we seek to build diverse and inclusive faith communities, we must honor the richness and traditions that each culture brings.

It is the goal of Multicultural Ministries to help the Holston Conference and our congregations to achieve full, equal participation of racial and ethnic minority constituencies in the total life and mission of the Church. Multicultural Ministries leaves no one out. It is about providing opportunities to get to know each other, finding ways of supporting each other, and responding to the church in a positive way. It is indeed about hope for the future. The emphasis on Jesus, the Gospels, peace, justice and service is a powerful draw.

Multicultural Ministries is committed to providing resources, collaborative opportunities and support for multicultural churches and initiatives.

A Multicultural Congregation typically has:

- less than 80% of any one single ethnic/racial/cultural group,
- a specific concern for and attention to its multicultural identity,
- a vision that includes growth in diversity through congregational development and passionate spiritual disciple-making.

As a Conference area, Holston is diverse in many ways, including in our racial and ethnic diversity as you can see summarized in the chart below.

HOLSTON CONFERENCE RACE & ETHNICITY SUMMARY as of 12.31.22		
Asian (non-Hispanic) .....	35,569.....	1%
Black/African American (non-Hispanic) ....	168,549.....	5%
White (non-Hispanic).....	2,752,829.....	88%
Hispanic/Latino.....	109,607.....	4%
Pacific Us/A, Ind/Other (Non-Hispanic).....	62,573.....	2%
Total .....	3,129,127	

As we seek to build diverse and inclusive faith communities of passionate spiritual disciples reflective of the diversity surrounding our churches, we must honor the richness and traditions that each culture brings.

Multicultural Ministries collaborates with and fosters initiatives of the various ethnic caucuses and groups of The United Methodist Church which are:

- AFRICAN AMERICAN MINISTRY TEAM
- HISPANIC MINISTRY TEAM
- NATIVE AMERICAN MINISTRY TEAM
- BLACK METHODISTS FOR CHURCH RENEWAL
- DISMANTLING RACISM TASK FORCE
- METHODISTAS ASOCIADOS REPRESENTANDO LA CAUSA HISPANO-AMERICANOS
- COMMISSION ON RELIGION AND RACE

The work of Multicultural Ministries is central to who we are as a United Methodist faith community. Whether you’re just beginning this journey, or you’ve been on the path for many years, we hope you will find useful ideas and tools to help you do, or continue to do, the intentional work within your community of anti-racism, anti-oppression, and multicultural ministries.

The Multicultural Ministries goals I’ve been working toward since beginning in this role last July are:

Goal 1: Establish productive, professional relationships with constituency groups and partners through networking and direct contact.

Goal 2: Provide Training, resources and consultation at all levels of the Holston Conference in order to: Increase interculturally competent leaders who can engage in ministries that promote intentional diversity at every level of the church; Expand contextually relevant local church ministry in order to reach more people, younger people, and more diverse people; Promote antiracism efforts and challenge issues of privilege;

Goal 3: Work with Cabinet, local churches and BOM to develop and support cross-racial/cross-cultural and multicultural ministries and appointments.

Goal 4: Engage in vital conversations about the realities of race and culture in local and global contexts through consultations, research, reports, and annual conference training.

Goal 5: Remember and share the history of the Holston Conference in relationship with different cultures and races so those histories are not erased but embraced and utilized to help move the Conference forward

Goal 6: Grow the church membership within all races, ethnicities, and cultures and increase the number of congregations that are adequately prepared for and supported in healthy cross-racial and cross-cultural appointments.

Goal 7: Work with the Conference nominations process to ensure all people are represented with both place and voice at the decision-making table.

Goal 8: Resist and speak to injustices taking place enabling the Holston Conference to live into our Baptismal vows and our Social Principles.

Goal 9: Develop a Multicultural Ministries Equity Plan with vision, mission and objectives. Include 1 to 3-year actions. Encourage the ministry areas to develop a plan if they do not have one already developed.

Goal 10: Other responsibilities

- Developed a matrix of prioritized actions needed in support of Black churches
- Developing a matrix of actions needed to support Hispanic Ministry in the Holston Conference
- Create a space on the Multicultural Website for Ethnic local church grants to include success stories narrated and recorded by grantees
- IDI Cultural Competency assessment and training rolled out beginning with Extended Cabinet session in February,
- Co-develop and facilitate the Strengthening the Black Church 2.0... 6 month long weekly training program for TV District for pastors and lay leaders in Black churches,
- Created and maintain Multicultural Ministries website
- MLK Commission Interfaith Prayer service in Knoxville in memory of the Rev. Dr. Martin Luther King, Jr.
- Make connection to colleagues in similar positions in other Annual Conference and maintain regular communication and sharing.

== == **END OF REPORT** == ==

---

## VII BOARD OF ORDAINED MINISTRY (BOM)

Bishop Wallace-Padgett, and members of the Annual Conference. I am humbled to be assigned the honor of serving as the Chair of our Holston Conference Board of Ordained Ministry. Yet, to be honest, I was very happy to remain as the vice-chair. I had hoped to remain as the vice chair until I completed my term on the Board, and could roll off the committee. I did not seek this position. I love the local church. I would like to do nothing other than spend 100% of my time in the local church. I passionately feel the local church is where the rubber meets the road, where lives are dramatically changed in the name of Jesus, and where we get the joy and privilege of waking up every morning to kick the devil in the pants and right out of town.

However, over the years of serving as the Vice Chair, I have come to understand something important that I knew was true, but I didn't want to admit it. Serving on a Conference committee is often essential in supporting and equipping the local church to be the incarnational way of pointing people to God the Father, the Son, and the Holy Spirit. Even the earliest movements of the Jerusalem church had to figure out ways to be organized so that the Gentile widows and the Jewish widows would be treated fairly. We continue today in that same imperfect zig-zag line of forming committees to get ministry done.

So, though I would love to spend 100% of my time in the local church, my mind changed. I am enthusiastic and feel honored that it is now my turn to serve in this role. I share this with you because I am not the sharpest knife in the drawer. As a point of confession, I am embarrassed that it took my mind and heart years to get to this place. But it finally clicked. Now I understand that in my early days as a layperson and then as a pastor, I was enjoying the shade of trees planted by the hard work of previous faithful generations. I would now be a hypocrite if I didn't get busy about the business of planting trees, or at least shrubbery, for the next generation.

I know that some of you have no interest in serving on a committee of the Conference because of how it will compete with time served in the local church. And if I were to sit knee-to-knee and face-to-face and you told me what was going on in your local setting as a pastor or as a layperson, I would probably agree with you. And I would also argue that it is for that very reason, your

passion for the local church, that we need you to serve. And I would say we especially need you to serve on the Board of Ordained Ministry.

To brush with broad strokes, one of the essential tasks of the Board of Ordained Ministry is to do the necessary and sometimes heartbreaking work that will ensure the readiness and fitness of incoming clergy. We do this while also striving to inspire and equip those who are already serving as local pastors, associate members, deacons, and elders. If you want to be part of helping the Holston Conference go to the next level as we face the new frontier land of another 200 years of shared ministry, we need you to serve. We are better when we serve together.

Let me paint this picture for you. 200 years ago, laity and circuit-riding pastors had to brave the dark woods where animals would eat you, bandits could rob you, and a couple of ill-informed decisions could end you. I would say that the modern and future frontiers of the church face some of these same threats, masquerading under different names. We are entering a new frontier where we have to be more creative and innovative with how the local church does ministry and how we scout for, equip, and deploy clergy. The Board of Ordained Ministry does not need to get in the way of holy people being called into ministry, but instead figure out a way to throw gas on it, and to quote John Wesley, "Light ourselves on fire with the passion of faith so that people will come from miles to watch you burn." John Wesley's words are inspiring for me...and also problematic.

Our work as the Board of Ordained Ministry is guided by the *Book of Discipline* so that folks don't burn out, but also so that we don't put their lamp under a bushel basket.

As a member of the Holston Conference, I am sad to say there have been too many times I have personally watched passionate colleagues burn themselves right out the door of ministry, and we didn't do anything about it. There have also been too many times when we have seen the bright, holy spark of a passionate spiritual leader coming on strong, but we kept putting it under a bushel basket. We have now inherited the predictable results of that type of spark-extinguishing whack-a-mole.

Two additional initiatives we are pursuing as a Board are to: 1-audit and streamline the process that we ask of incoming clergy so that it is more effective at seeing what we need to see so we can do what we need to do, and 2-for our body to become more diverse and be more sensitive to diversity issues as they come before us. We need to move beyond entry-level conversation around diversity and race and graduate to 201 and 301 actions. I am impressed and proud of the people who serve on the Board of Ordained Ministry and those who serve on the District level. They are a hardworking, Jesus loving, Holy Spirit inspired group of people. You can find the membership of the full Board of Ordained Ministry on page 145 of the Book of Reports.

I sometimes look around the room and wonder why I am leading this group of leaders who inspire me. But then I realize it just happens to be my turn. I want to remind you, beloved friends of the Holston Conference, that your turn is coming, too. And for the future of the Kingdom as we understand it, God needs you to say yes even when it is inconvenient, challenging, and requires some sacrifice. But we shouldn't be surprised with that type of ask. That is what we signed up for when we said yes to being a follower of Jesus. We, serving together, following God, can shift the tide of the Kingdom in these beautiful frontier mountains we call home. This is too

much to ask of one committee, but many hands make light the load. When we worship together, when we serve together, we change lives for the Kingdom together.

If you want to read more, you can find the reports from groups related to the Cabinet and the Board of Ordained Ministry on pages 66 and 67 of the Book of Reports.

In addition to affirming the membership of the Board on the Conference and District level, I want to acknowledge that we would be a ship lost adrift in the sea of paperwork and *Book of Discipline* requirements if it was not for the rudder and sail of Terry Goodman our Conference Secretary and Director of Clergy Services and Clergy Concerns, and Brandy Williams Executive Assistant to the office of Conference Secretary and Clergy Services. They offer tireless and committed support to the larger purposes of our Conference. I am deeply thankful.

Bishop Wallace-Padgett, members of the Annual Conference, this concludes the Report of the Board of Ordained Ministry, thank you for allowing me the opportunity to make this presentation. I move for the acceptance of the report.

Submitted by, Don Hanshew, Chairperson

== == **END OF REPORT** == ==

---

**VIII GROUPS RELATED TO THE CABINET AND ORDAINED MINISTRY**  
**VIII.c1 ORDER OF DEACONS**

The deacon order has spent this past year working to improve our connection with each other, mentor our new deacons, to ensure our general conference delegation is aware of upcoming legislation with regards to deacons and our orders views on such legislation, and to work with the vocational discernment committee as we seek to engage with those who are discerning a call to ministry and possibly to be a deacon.

Our order had a wonderful meeting as an order last annual conference where we identified the above goals for our order. We have worked to have a monthly online zoom gathering so members can connect and support one another and our ministries. We also had an in-person gathering at convocation to update on our goals and to fellowship with one another.

All of our provisional deacons have an assigned deacon mentor who walks alongside them through the process. Currently, we have four provisional deacons involved in the residence in ministry program. We also interviewed and are recommending one deacon candidate for commissioning this year.

At our meeting last annual conference, we reviewed upcoming legislation for general conference and voted on a resolution of support which was forwarded to the delegation. This legislation seeks to give deacons sacramental authority in their areas of ministry where they serve. We feel that having been educated and trained equally as our elder counterparts and because we are a bridge from the community to the local church and the church out into the community, we need to be able to extend the sacraments of grace to those we serve and pastor. As the UMC continues to look towards being the church in community through fresh expressions and other means of community engagements, deacons are already in place and can help reach the unchurched and help connect them into God's family as the church.

We have also worked closely with the vocational discernment committee of the Board of Ordained Ministry to develop tools for helping clergy and churches reach out the those in the churches who are sensing a call to ministry. We are working to educate and equip deacons to recognize the specific gifts and graces of deacons and to assist them as they work through the candidacy process. We recently have decided to encourage those who attend the candidacy summit to interview clergy in the areas of set-apart ministry that they are discerning a possible call to so that clergy in those areas can assist them as they journey through the process. Our hope is to help us detect early in the process those who may be called to be a deacon so that we can walk alongside them and ensure they have the correct information to have a successful candidacy and be able to meet all the BOM requirements by the time they are ready to interview.

We, as an order, continue to work to support and encourage each other while praying for God to help us find ways to continue to lead God's people to be the church in the community and in the world. If you would like more information about the order of deacons, feel you might be being called to be a deacon, or know someone in your congregation who God might be calling to ordained ministry beyond the local church, please reach out to our chair, Rev Stephanie Parrott, our vice-chair, Rev Mike Stallings, or our chair of the division of deacons, Rev Rebekah Fetzer, who would be happy to have a conversation with you.

Submitted by, Stephanie Parrott, Chair



== == == **END OF REPORT** == == ==

### VIII.d CENTER FOR WELLBEING SUPERVISORY COMMITTEE

Greetings on behalf of The Holston Center for Wellbeing Supervisory Committee! Our committee has the pleasure of supporting the ministry of Rev. Kathy Heustess, Director of The Holston Center for Wellbeing as well as Pastoral Counselor for the Holston Conference. As stated on our page on the Holston Conference website, The Holston Center for Wellbeing offers professional counseling services to clergy, clergy family members, Holston Conference staff, district staff and other ministry professionals within the Holston Conference. This service exists for the mission of aiding and supporting the emotional, spiritual, and relational wellbeing of the clergy and clergy families and Holston churches. During the past year, Kathy has served the Conference in a number of different ways.

First, Kathy is leading three clergy groups this year. These are held in the Chattanooga, Knoxville, and Johnson City areas. The groups are engaged in reading particular books. This year, the groups had the opportunity to read *How to be an Antiracist* by Ibram X. Kendi. Groups also participated in discussion with Rev. Leah Burns, Holston Conference Director of Multi-Cultural Ministries. Clergy groups meet in person unless weather should prohibit meeting in person. Then, groups meet by Zoom.

Second, Kathy counsels individual clergy members, clergy families, and church staff members. Some sessions are conducted in person while some are conducted through Telehealth visits using the platform Doxy.me. There are so many issues facing clergy, their families, and congregations at this time. For example, dwindling numbers due to deaths, low attendance, disaffiliations, the future of the UMC, the effects of the pandemic, and financial sustainability have taken a toll on clergy, their families, staff members, and church members.

Kathy continues her work with the Sexual Ethics and Boundaries committee and the Critical Incident Response Team. Kathy also works with the Partners in Crisis Team. She made a presentation on “Flourishing in Ministry” to a couple of Districts in the Conference this year.

Kathy continues to be engaged in continuing education. This year, Kathy completed continuing education on suicide assessment and intervention. This is a licensure requirement by the State of Tennessee. She also completed the Safe Gatherings Course required by the Conference. In addition to continuing education, Kathy meets with a counselor herself which the Supervisory Committee is so glad to know.

The Holston Center for Wellbeing Supervisory Committee continues to be pleased with all the ways Kathy provides pastoral care in the Holston Conference. Kathy has a calm and steady presence. She is aided by her own ministry experience. People really feel like they can talk to her. She is just the right person to serve in this capacity, and we are blessed to have her as someone to listen to us as well as teach us.

Submitted by, Laura Blair Plaster, Chairperson

=== **END OF REPORT** ===

---

**IX CONFERENCE COUNCIL ON FINANCE AND ADMINISTRATION (CCFA)**

We express our gratitude for the tithes of our local churches, amounting to \$6,582,093, which have supported various ministries within the Holston Conference budget. It's important to note this figure excludes the 24-month tithe contributions from disaffiliating churches, which are reserved in a special account to stabilize our budget over a three-year period, starting in 2023.

In 2023, our expenditures totaled \$7,724,032, against an approved budget of \$8,889,088. We commend our ministry leaders for their prudent spending and prioritization of ministry needs, despite the approved budget being higher. However, the decrease in tithes collected led to the utilization of \$1,000,000 from the special account of disaffiliated churches' tithes.

As we approached the fall of 2023, it became clear that adjustments to the 2024 approved budget were necessary. After several months of collaborative efforts between the Cabinet, Directors, and Ministry Chairs, we have managed to make the required reductions. The amended 2024 budget proposed to the Annual Conference is

\$7,181,386, a decrease from last year's approved budget of \$8,182,747. The proposed budget for 2025 is \$6,782,541. Detailed summaries of these budgets are available in this Book of Reports and on our Holston.org.

To fund these budgets, it is likely that additional funds will be needed from the special account of disaffiliated churches' 24-month tithes. The CCFA has approved the use of up to two-thirds of the remaining amount in this account, reserving one-third for any emergency needs. We believe these budgets represent our best efforts to reduce spending without significantly impacting funding areas.

The budget details are listed under general ministry headings in this Book of Reports, with complete information available on our conference website.

Regarding salaries, the CCFA recommends that district superintendents' salaries be set at \$102,112.00. We are grateful to our district superintendents for voluntarily accepting a 5% salary reduction.

**RECOMMENDATIONS AND GUIDELINES**

The Conference Council on Finance and Administration (CCFA) recommends the continuation of the tithe which requires churches to submit 10% of their undesignated income to the Holston Conference. The primary responsibility rests upon the pastor to ensure full payment of the tithe. There are four exclusions to the amount that is included in determining the tithe:

1. Tuition based income (daycare, mother's day out, etc.)
2. Pass through donations sent to unrelated organizations (Advance specials, 5th Sunday offerings, UMCOR, etc.) The amount received matches the amount sent directly to the unrelated organization.
3. Endowment gifts (principal only unless earnings are also donor designated and actually used for such purpose.)

4. Designated funds from donor-designated gifts or capital-related gifts. Designated Funds are not related to operating expenses of the church. The balance sheet should contain any remaining amounts on hand at the end of the fiscal year.

A copy of the church tithe and remittance worksheet should be included with each church's monthly remittance by the 10th of the subsequent month for the collections received from the prior month.

**Causes Beyond Those Included in Conference Budget**

It is recommended that the Annual Conference continue recognition of local churches that give to the five-star program of payments. To qualify we would expect churches to send 10% of their income in compliance with the church tithe and remittance worksheet and at least one Advance Special in each of the four designated areas with a minimum payment of \$25.00 to each area.

District Superintendents

A. CCFA for 2024 we recommend the salary of the district superintendents to be \$102,112.00 which is a reduction 5% from 2023.

B. The itemized cost of travel for district superintendents in the performance of their duties shall be reimbursed upon requisition to the Office of Financial Services at the IRS business rate.

C. Actual moving expenses for incoming district superintendents shall be paid from the Cabinet Fund upon requisition to the Conference.

D. Direct invoicing costs for the Cabinet shall be paid by the Cabinet budget and the District Superintendent shall be responsible for funding the pastor's share of the insurance.

E. Adequate funding shall be provided by the districts for the office expense of superintendents.

F. The conference designates an amount annually of a cabinet staff person's salary as allowance for parsonage expense excludable for income tax purposes. This amount is to be set after receipt of the Housing Allowance Resolution by the Conference Treasurer.

Office of Financial Services

A. The Office of Financial Services shall carry a fidelity bond of no less than \$1,000,000.

B. The conference treasurer shall provide quarterly reports to each church during the period covered by the report as directed by CCFA.

C. The conference treasurer shall be responsible for accounting for all conference receipts and disbursements in a timely manner. The treasurer's books shall be closed within guidelines of generally accepted accounting principles, with reports provided promptly.

D. The Holston Conference Treasurer shall pay General Church and Southeastern Jurisdictional apportionments at a rate determined after the books close at the end of the year. Deficit spending will be charged against these apportionments.

E. The Holston Conference shall maintain a cash flow reserve policy equal to ninety days of estimated expenditures.

Policies for Boards, Commissions, and Agencies

A. At the close of each monthly period, the conference treasurer shall deposit to the account of all Advance specials or other designated giving as they shall receive.

B. All requisitions for any funds shall be submitted on approved vouchers and shall bear the signature of the properly authorized representative of the board, commission, team, agency or staff. Any requisition in excess of \$10,000 requires a signature of the head of a team, committee, council, board and the corresponding staff representative.

C. The standard travel rate for attendance at meetings of conference boards, teams, commissions and agencies shall be the recommended IRS rate for charitable travel and an additional two cents per person per mile for others traveling in the same vehicle for the same board or agency. The travel rate for paid staff employed by the conference shall be the IRS recommended rate per mile per car or actual cost of public transportation, for travel related to the performance of duties of their office(s).

D. Every district office shall annually submit to Holston Conference Council on Finance and Administration a complete financial report for the previous year showing sources of funding, uses of such funding, and balances in all cash and investment accounts. Such financial reports shall have been reviewed or audited by an independent person prior to submission to Holston Conference Council on Finance and Administration.

Recommendations to the Local Churches

A. It is the policy of the Holston Conference that administrative boards or charge conferences designate annually, in an official resolution, an amount of the pastor's salary as allowance for housing expense (housing exclusion) or for parsonage expenses that are excludable for income tax purposes. This amount is to be set after dialogue between the pastor and the pastor (staff) parish relations committee.

B. Charges of the conference shall pay the moving expenses for incoming pastors. The amount paid to pastors for moving expenses should be included on the W2 as income.



C. Local churches are urged to pay the expenses for members of the Annual Conference, both lay and clergy, inasmuch as such persons from the church are official members of the conference.

D. Church treasurers are reminded that The Book of Discipline 2016, ¶624, requires full payment of Ministerial Support approved by the charge conference including housing.

E. Since both past service and current pension obligations are remitted to the General Board of Pensions each month, and since other conference expenses must be met monthly, it is important that contributions from local churches be sent to the conference treasurer monthly.

F. We applaud the work of the Holston Foundation in their efforts to promote, attract, and manage special gifts, bequests, and endowments for our local churches and our Conference Institutions and Agencies. The Conference Council on Finance and Administration recommends the Foundation as trustworthy, efficient, and effective stewards of investment funds for all churches and institutions. We encourage all to utilize the materials and the expertise the Foundation provides as part of their mission to serve the church and the Holston Conference.

G. CCFA expects each local church to conduct an annual stewardship campaign and to provide year-round awareness and teaching opportunities to share information about giving and tithing as part of our Wesleyan heritage.

#### Miscellaneous Recommendations

A. The Holston Annual Conference shall reimburse the church or institution in which this annual conference session is held for reasonable expenses incurred by that body in addition to payments from other sources, upon itemized statements.

B. The publishing of the 2024 Conference Journal will be contracted by the office of the Secretary of the annual conference and the price announced. An electronic version will be available online at Holston.org.

C. The conference will continue the policy by which any church's administrative board or council wishing to withhold its proportionate share of the National and/or World Council of Churches payment may do so by communicating this action in writing to the conference treasurer. The treasurer will then notify the church of the amount designated for this cause in the local church tithe and will direct all receipts proportionately to the other causes.

D. The conference will reimburse the members at-large for a per diem amount of \$45 per day with a maximum of 3 days and mileage, for the 2022 Annual Conference. We believe serving as an at-large delegate to Annual Conference is another way for lay members to serve their church. At-large members of the annual conference are elected to equalize the number of lay member with those clergy who are not serving in the local or are retired (The Book of Discipline 2016, ¶ 32 Article 1).

E. Housing allowance paid to qualifying clergy on conference staff will be \$15,000 as parsonages are not provided.

The Holston CCFA reminds all churches and agencies of the annual conference that the IRS requires a Form 1099 for every person receiving non-employee compensation of \$600 or more per year. IRS Form W9 is used to obtain the information for filing the NEC Box 1. Also, all churches should be issuing W2 statements for all employees that are employed by the church. Each church should take great care to ensure they are meeting all of the requirements as outlined by the Internal Revenue Service to maintain the tax-exempt status.

CCFA recommends that F. Richard Cherry be elected as the Treasurer of Holston Conference for the quadrennium beginning in 2024.

Submitted by, Carolyn L. Kidd, President, Michael Vaughn, President-Elect, F. Richard Cherry, Treasurer

**BENEVOLENT GIVING COMPARISON**

<b>Categories</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
3000 - Peace With Justice	\$1,634.10	\$1,440.06	\$1,411.32	\$2,384.50	\$2,420.94
3100 - Native American Ministries	\$1,724.56	\$2,112.00	\$3,027.00	\$3,059.50	\$2,763.00
3200 - World Communion	\$2,164.00	\$1,998.00	\$4,941.00	\$2,115.50	\$3,617.07
3300 - UMCOR Sunday (One Great Hour)	\$16,649.56	\$22,356.22	\$15,264.50	\$5,753.00	\$21,705.65
3400 - Methodist Student	\$1,588.90	\$1,383.00	\$1,350.00	\$2,578.00	\$2,634.88
3500 - Youth Service Fund	\$723.00	\$771.50	\$407.50	\$175.00	\$1,267.25
3600 - Human Relations Day	\$1,359.26	\$1,470.75	\$1,497.00	\$3,672.23	\$2,693.10
4000 - AC Special Sunday Offerings	\$1,317.40	\$372.00	\$170.00	\$405.00	\$220.00
5000 - International Advance Specials	\$107,534.87	\$89,817.07	\$126,433.83	\$72,142.96	\$98,346.71
5100 - United States Advance Specials	\$70,928.67	\$89,755.47	\$71,191.05	\$90,896.31	\$80,377.52
5200 - UMCOR	\$319,737.00	\$648,225.49	\$384,544.78	\$273,851.59	\$271,909.80
6000 - Conference Initiated	\$394,390.29	\$639,029.33	\$672,227.68	\$557,165.58	\$867,459.58
7200 - World Service Special Gifts	\$275.00	\$337.00	\$170.00	\$145.00	\$170.00
<b>Total Benevolences</b>	<b>\$920,026.61</b>	<b>\$1,499,067.89</b>	<b>\$1,282,635.66</b>	<b>\$1,014,344.17</b>	<b>\$1,355,585.50</b>

---

MEMBERSHIP STATISTICS (JANUARY 1, 2023 - DECEMBER 31, 2023)

HOLSTON CONFERENCE MEMBERSHIP STATISTICS

January 1, 2023 - December 31, 2023

	1	2a	2b	2c	2d	2e	2f	3a	3b	3c	3d	3e	3f	4	
	Total Professing Members Reported at the Close of Last Year - 2022	Received this year by Profession of Faith through Confirmation - 2023	Received this year by Profession of Faith Other Than through Confirmation - 2023	Membership Restored by Affirmation of Faith - 2023	Added by Correction - 2023	Transferred in from another United Methodist Church - 2023	Transferred in from a Non-United Methodist Church - 2023	Removed by Charge Conference Action - 2023	Withdrawn from Professing Membership - 2023	Removed by Correction - 2023	Transferred out to another United Methodist Church - 2023	Transferred out to a Non-United Methodist Church - 2023	Deceased - 2023	TOTAL PROFESSING MEMBERS Reported at the Close of This Year - 2023	Gain (Loss) in EOY Membership during 2023
AP - APPALACHIAN DISTRICT	13,455	50	28	4	0	54	29	2	4,086	235	73	53	154	9,024	-4,431
CM - CLINCH MOUNTAIN DISTRICT	11,550	14	35	3	360	56	15	0	41	392	27	3,010	139	8,730	-2,820
HI - HIWASSEE DISTRICT	12,239	45	37	1	1	85	22	0	95	65	135	2,718	133	9,289	-2,950
MV - MOUNTAIN VIEW DISTRICT	12,806	21	29	4	29	47	26	83	60	532	34	5,297	211	6,746	-6,060
NR - NEW RIVER DISTRICT	15,695	23	29	5	2	43	23	100	5,305	165	27	115	140	9,976	-5,719
SM - SMOKY MOUNTAIN DISTRICT	21,328	29	49	11	4	80	50	6	50	6,046	296	35	144	14,993	-6,335
SS - SCENIC SOUTH DISTRICT	21,069	87	51	32	7	111	97	63	201	18	249	1,367	234	19,322	-1,747
TR - THREE RIVERS DISTRICT	12,928	38	28	0	26	48	35	0	6	41	905	3,163	106	8,884	-4,044
TV - TENNESSEE VALLEY DISTRICT	27,790	95	149	9	6	191	110	190	49	1,617	72	54	264	26,121	-1,669
2023 DISTRICT STATISTICAL TOTALS:	148,860	402	435	69	435	715	407	444	9,893	9,111	1,818	15,812	1,525	113,085	-35,775

NUMBERS BELOW ARE BASED ON MEMBERSHIP W/O DISAFFILIATED CHURCHES FACTORED IN --- GCFA STATS (ABOVE) ARE BASED ON ALL CHURCHES THAT WERE OPEN ANYTIME DURING 2023

AP - APPALACHIAN DISTRICT	9,206	50	28	4	0	54	29	2	29	43	73	53	154	9,024	-182
CM - CLINCH MOUNTAIN DISTRICT	8,440	5	35	3	360	56	15	0	41	392	27	62	138	8,259	-181
HI - HIWASSEE DISTRICT	9,350	45	37	1	1	85	22	0	89	65	135	74	127	9,056	-294
MV - MOUNTAIN VIEW DISTRICT	7,116	21	28	4	29	46	25	83	59	492	27	39	94	6,476	-640
NR - NEW RIVER DISTRICT	10,302	23	29	5	2	43	23	0	41	165	20	93	140	9,976	-326
SM - SMOKY MOUNTAIN DISTRICT	15,261	29	43	11	4	79	49	6	30	307	35	31	143	14,943	-318
SS - SCENIC SOUTH DISTRICT	19,677	87	51	32	7	111	97	63	201	18	63	161	234	19,322	-355
TR - THREE RIVERS DISTRICT	9,521	38	28	0	26	48	35	0	6	41	544	117	106	8,884	-637
TV - TENNESSEE VALLEY DISTRICT	25,156	91	146	9	6	182	106	190	49	20	70	51	252	25,074	-82
2023 DISTRICT STATISTICAL TOTALS:	114,029	389	425	69	435	704	401	344	545	1,543	994	681	1,388	111,014	-3,015

<b>Ministry Area</b>	<b>2024 Approved</b>	<b>2024 Revised</b>	<b>2025 Proposed</b>
Personnel Resources Committee	\$4,335,080	\$3,464,528	\$3,288,676
Cabinet Expenses	\$116,750	\$95,491	\$85,942
Communications	\$42,119	\$36,069	\$32,462
Information Technology	\$116,600	\$170,980	\$153,882
Congregational Development	\$341,890	\$283,000	\$262,840
Board of Ordained Ministry	\$24,766	\$37,350	\$35,600
Board of Laity	\$405	\$405	\$365
Discipleship/Ministry Teams	\$298,911	\$305,153	\$293,105
Higher Education	\$134,000	\$112,000	\$104,000
Groups related to CAB & BOM	\$46,471	\$38,995	\$35,755
Apportionments from GCFA	\$1,823,773	\$1,743,710	\$1,623,710
Council on Finance/Administration	\$188,798	\$161,698	\$145,528
Pension/Trustees/Episcopal	\$119,227	\$131,597	\$152,807
Archives and History	\$27,200	\$4,510	\$4,059
Equitable Compensation/Sustentation	\$455,000	\$480,000	\$459,500
Annual Conference Sessions	\$135,086	\$115,900	\$104,310
<b>Total Budget</b>	<b>\$8,206,076</b>	<b>\$7,181,386</b>	<b>\$6,782,541</b>

Please find the detail of the 2024 and 2025 Budgets at [Holston.org](https://holston.org)

== == **END OF REPORT** == ==

---

## 2023 FIVE STAR CHURCHES AND 100% TITHE CHURCHES

We want to thank the churches who qualified for the Five Star Award. To be a Five Star Church, churches must pay the conference tithe 100% and pay at least \$25 in each of the four Advance mission categories. International Advance, U.S. Advance, UMCOR Advance and Conference Advance. In addition, we would like to thank all the churches who paid their 100% tithe. Those churches are also recognized below.

### APPALACHIAN DISTRICT

#### FIVE STAR CHURCHES

(100% Tithe paid plus satisfied 4 mission requirements)

##### **GCFA#..... Church**

412282.....Flatwoods UMC	411323.....Trinity UMC Big Stone Gap	412145.....Prospect UMC
417502.....Amis Chapel UMC	412065.....Trinity UMC Wise	411447.....Tacoma UMC
411802.....First UMC Pennington Gap	411697.....Smith's Chapel UMC	416746.....Old Union UMC
411414.....Rye Cove UMC	412191.....Midway Memorial UMC	411881.....Chalybeate Springs UMC
416974.....Hermon UMC	416952.....Valley Center UMC	416941.....Glen Alpine UMC
411607.....Gate City UMC	416850.....McFerrin UMC	416928.....Fall Branch UMC
411711.....First UMC Jonesville	410410.....Fort Gibson UMC	411538.....Seminary UMC
417466.....Ross Campground UMC	417067.....First Broad Street UMC	966000.....St Mark UMC Kingsport
	417240.....Colonial Heights UMC	

#### 100% TITHE PAYER CHURCHES

(Did not satisfy all missions)

##### **GCFA#..... Church**

411755.....Campground UMC	417216.....Fudges Chapel UMC	417182.....Mafair UMC
411505.....Dryden UMC	416963.....Grange Hall UMC	411824.....Pound UMC
416906.....Emory UMC Kingsport	417001.....Kendricks Creek UMC	411961.....St Paul UMC
	416872.....Lebanon UMC	

CLINCH MOUNTAIN DISTRICT

## FIVE STAR CHURCHES

(100% Tithe paid plus satisfied 4 mission requirements)

**GCFA#..... Church**

421036.....Roberts Chapel UMC  
 416702.....Aldersgate UMC Bristol  
 411050.....Zion Hill UMC  
 410248.....Addilynn Memorial UMC  
 410693.....Beech Grove UMC  
 420954.....Midway UMC Cedar Bluff  
 410820.....Grace UMC

410011.....Blackwell Chapel UMC  
 411141.....Washington Chapel UMC  
 410523.....Chilhowie UMC  
 410408.....State Street UMC  
 410363.....Reynolds Memorial UMC  
 410237.....Wyndale UMC  
 410671.....Wallace UMC  
 421184.....Elk Garden UMC

410124.....Carvosso UMC  
 410204.....Abingdon UMC  
 410988.....Madam Russell UMC  
 417796.....Pisgah UMC  
 410751.....Rich Valley UMC  
 410762.....Lebanon Memorial UMC  
 410977.....Shady Grove UMC  
 965893.....Ebenezer UMC

## 100% TITHE PAYER CHURCHES

(Did not satisfy all missions)

**GCFA#..... Church**

421140.....Belfast UMC  
 410135.....Brumley Gap UMC  
 421322.....First UMC Honaker  
 410682.....Greendale UMC

410886.....Greenwood UMC  
 421628.....Looney's Chapel UMC  
 421583.....Main Street UMC  
 411015.....Paperville UMC  
 410545.....Seven Mile Ford UMC

421696.....Steelesburg UMC  
 410716.....Tate's Chapel UMC  
 410421.....Trinity UMC Bristol  
 410465.....Washington Springs UMC

HIWASSEE DISTRICT

## FIVE STAR CHURCHES

(100% Tithe paid plus satisfied 4 mission requirements)

**GCFA#..... Church**

413798.....Chilcutt UMC  
 414177.....Ten Mile UMC  
 414190.....Concord UMC  
 413628.....Allen Memorial UMC  
 413710.....Benton UMC

413823.....First UMC Cleveland  
 414224.....Ooltewah UMC  
 413880.....First UMC Copperhill  
 966454.....Reed Chapel UMC  
 414166.....Goodfield UMC  
 414086.....St Paul's UMC

414007.....Decatur UMC  
 414122.....Evansville UMC  
 414337.....Spivey UMC  
 414406.....Tasso UMC

## 100% TITHE PAYER CHURCHES

(Did not satisfy all missions)

**GCFA#..... Church**

413765.....Charleston UMC  
 414042.....Englewood UMC

419248.....Forkners Chapel UMC  
 413641.....Keith Memorial UMC  
 414064.....Mars Hill UMC

419135.....Wesley Chapel UMC

MOUNTAIN VIEW DISTRICT

## FIVE STAR CHURCHES

(100% Tithe paid plus satisfied 4 mission requirements)

**GCFA#..... Church**

420613.....Mulberry Gap UMC	420123.....Chestnut Hill UMC	419911.....Mary's Chapel UMC
420670.....Cedar Grove UMC Rutledge	419977.....New Market UMC	420522.....Cedar Grove UMC New Market
420145.....Caton's Grove UMC	420305.....First UMC Jefferson City	420602.....Parrottsville UMC
	420167.....First UMC Dandridge	420544.....First UMC Newport

## 100% TITHE PAYER CHURCHES

(Did not satisfy all missions)

**GCFA#..... Church**

418995.....Beth Car UMC	420247.....Christ UMC	966534.....Pruitt Hill UMC
420486.....Carter's Chapel UMC	420407.....First UMC Morristown	420806.....Russellville UMC
420384.....Centenary UMC	420500.....Mt Airy UMC	965962.....Woodlawn UMC Newport
	420395.....Mt Carmel UMC Greeneville	

NEW RIVER DISTRICT

## FIVE STAR CHURCHES

(100% Tithe paid plus satisfied 4 mission requirements)

**GCFA#..... Church**

965621.....New Hope UMC	418233.....King's Grove UMC	421721.....Pine Grove UMC Bastian
422873.....Mountain Plains UMC	965665.....New Mt Olive UMC	421880.....Bridle Creek UMC
422122.....First UMC Hillsville	421878.....Oakland UMC	418118.....Parrott UMC
418211.....Fulton UMC	422406.....First UMC Pulaski	422736.....Willis UMC
421218.....Green Valley UMC Eggleston	422144.....First UMC Independence	421162.....Eggleston UMC
422714.....Camp Bethel UMC	422645.....St Paul UMC	417923.....Shiloh UMC Bland
422268.....Davis UMC	422485.....Carter Street UMC	
	422601.....Thornspring UMC	

## 100% TITHE PAYER CHURCHES

(Did not satisfy all missions)

**GCFA#..... Church**

422383.....Aldersgate UMC	418313.....Ebenezer UMC	418472.....Mountain View UMC
421823.....Auburn UMC	421801.....Fairview UMC	422177.....Mt Zion UMC
421231.....Bear Springs UMC	421402.....First UMC Pearisburg	421641.....Providence UMC Pearisburg
965530.....Bethel UMC Bluefield	422292.....Flat Rock UMC	418153.....Trinity UMC Pulaski
421424.....Big Stoney UMC	422213.....Forest UMC	421060.....Virginia Avenue UMC Bluefield
421845.....Bland UMC	965767.....Franklin Street UMC	422463.....Wesley Memorial UMC
965984.....Crossroads UMC	422042.....Fries UMC	422805.....West Galax UMC
	422918.....Goshen UMC	

SCENIC SOUTH DISTRICT

## FIVE STAR CHURCHES

(100% Tithe paid plus satisfied 4 mission requirements)

**GCFA#..... Church**

966317.....Hurst UMC

413220.....Signal Mountain UMC

413218.....Pleasant Grove UMC

412588.....Lookout Mountain UMC

413184.....Sand Mountain UMC

414304.....Soddy UMC

412726.....St Elmo UMC Chattanooga

412464.....First-Centenary UMC

413127.....Pikeville UMC

413047.....Brooks Memorial UMC

412681.....Christ UMC

## 100% TITHE PAYER CHURCHES

(Did not satisfy all missions)

**GCFA#..... Church**

412420.....Eastdale Village Community

414144.....Fairview UMC

413253.....Lou's Chapel UMC

412602.....McFarland UMC

413003.....McKendree UMC

412761.....St Luke UMC Chattanooga

413366.....Welch's Chapel UMC

412497.....Whiteside UMC

SMOKY MOUNTAIN DISTRICT

## FIVE STAR CHURCHES

(100% Tithe paid plus satisfied 4 mission requirements)

**GCFA#..... Church**

419000 Murphy's Chapel UMC

419352 Middlesettlements UMC

419066 First UMC Gatlinburg

419204 Green Meadow UMC

419762 Camp Ground UMC

419363 Broadway UMC

418905 Binfield UMC

419443 First UMC Maryville

417683 Cokesbury UMC Knoxville

419465 Peck's Memorial UMC

419738 Seymour UMC

419820 Vonore UMC

417843 Ebenezer UMC Knoxville

418040 Colonial Heights UMC Knoxville

419374 New Hope UMC

## 100% TITHE PAYER CHURCHES

(Did not satisfy all missions)

**GCFA#..... Church**

419088.....Axley's Chapel UMC

419237.....Fenders UMC

419283.....Immanuel UMC

419168.....Logan's Chapel UMC

419181.....Loudon UMC

419660.....Luretta UMC

419113.....Williamson Chapel UMC



TENNESSEE VALLEY DISTRICT

## FIVE STAR CHURCHES

(100% Tithe paid plus satisfied 4 mission requirements)

**GCFA#..... Church**

415308.....Oakdale UMC

414964.....Grigsby Chapel UMC

417945.....Bearden UMC

415480.....Sinking Springs UMC

415081.....Rocky Top UMC

415104.....Central UMC Lenoir City

414884.....Concord UMC Knox

418164.....Fountain City UMC

414953.....Jonesville UMC Roane

418027.....Church Street UMC

966374.....Haven Chapel UMC

415525.....Sunbright UMC

415503.....Solway UMC

415228.....Mt Hermon UMC Knox

414827.....Memorial UMC Clinton

418107.....Emerald Avenue UMC

418404.....Second UMC

395951.....Bethel UMC Amherst

418288.....Macedonia UMC Knoxville

418266.....Lonsdale UMC

414703.....Bradbury UMC

418324.....Oakwood UMC

## 100% TITHE PAYER CHURCHES

(Did not satisfy all missions)

**GCFA#..... Church**

414680.....Beaver Ridge UMC

414851.....Bell's Campground UMC

415161.....Hansard Chapel UMC

415150.....Irwin's Chapel UMC

966410.....Lennon-Seney UMC

418244.....Lincoln Park UMC

418302.....Magnolia Avenue UMC

418608.....Middlebrook Pike UMC

415274.....Midtown Valley UMC

415115.....Pleasant Grove UMC Union

140316.....Valley Church

THREE RIVERS DISTRICT

## FIVE STAR CHURCHES

(100% Tithe paid plus satisfied 4 mission requirements)

**GCFA#..... Church**

416770.....Blountville UMC

415855.....Rockhold UMC

416063.....Watauga Point UMC

416360.....Jonesborough UMC

416495.....Roan Mountain UMC

416382.....Limestone UMC

416781.....Adams Chapel UMC

410922.....First UMC Mountain City

416358.....Wesley Memorial UMC

415981.....First UMC Elizabethton

416223.....First UMC Johnson City

416347.....Fairhaven UMC

416416.....Mt Wesley UMC

395734.....Jearoldstown UMC

416041.....Valley Forge UMC

416303.....Munsey Memorial UMC

416438.....Embreeville UMC

## 100% TITHE PAYER CHURCHES

(Did not satisfy all missions)

**GCFA#..... Church**

410955.....Doe Valley UMC

416006.....Hunter UMC

966567.....St Paul UMC

410000.....Trade UMC

410911.....Valley View UMC

965995.....West Market Street UMC

= = = = **END OF REPORT** = = = =

**FINANCIAL AUDIT**

*Consolidated Financial Statements*

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH,  
INCORPORATED

Year Ended December 31, 2022

TABLE OF CONTENTS

	<u>Page Nos.</u>
INDEPENDENT ACCOUNTANTS' AUDIT REPORT	1-3
FINANCIAL STATEMENTS	
Consolidated Statement of Financial Position	4
Consolidated Statement of Activities	5-6
Consolidated Statement of Cash Flows	7-8
Notes to the Consolidated Financial Statements	9-28



INDEPENDENT ACCOUNTANTS' AUDIT REPORT

Council on Finance and Administration  
Holston Annual Conference of the  
United Methodist Church, Incorporated  
Alcoa, Tennessee

**Qualified Opinion**

We have audited the accompanying consolidated financial statements of Conference Treasurer of Holston Annual Conference of the United Methodist Church, Incorporated, which comprise the consolidated statement of financial position as of December 31, 2022, and the related consolidated statements of activities and cash flows for the year then ended and the related notes to the consolidated financial statements.

In our opinion, except for the effects of the matter described in the Basis for Qualified Opinion paragraph, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Conference Treasurer of Holston Annual Conference of the United Methodist Church, Incorporated, as of December 31, 2022, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

**Basis for Qualified Opinion**

The accompanying consolidated financial statements do not present the expenses by their functional classification as required by the Financial Accounting Standards Board ASU 2016-14, *Presentation of Financial Statements of Not-for-Profit Entities*.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are required to be independent of Conference Treasurer of Holston Annual Conference of the United Methodist Church, Incorporated and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Responsibilities of Management for the Consolidated Financial Statements**

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Conference Treasurer of Holston Annual Conference of the United Methodist Church, Incorporated's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.

**Auditors' Responsibilities for the Audit of the Consolidated Financial Statements**

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Conference Treasurer of Holston Annual Conference of the United Methodist Church, Incorporated's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Conference Treasurer of Holston Annual Conference of the United Methodist Church, Incorporated's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

*Mitchell Emert & Hill*

March 14, 2024

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**CONSOLIDATED STATEMENT OF FINANCIAL POSITION**

December 31, 2022

**ASSETS**

Cash		\$	600,635
Investments:			
Money market accounts	\$	129,631	
Pooled mutual funds		12,355,461	
Notes receivable		<u>420,024</u>	12,905,116
Apportionments receivable			1,204,669
Accounts receivable, net of allowance for uncollectible accounts			101,815
Notes receivable			149,237
Prepaid expenses			57,000
Deposits			5,000
Property and equipment, net of accumulated depreciation			<u>3,288,488</u>
			<u>\$ 18,311,960</u>

**LIABILITIES AND NET ASSETS**

**LIABILITIES**

Accounts payable	\$	482,132
Due to affiliated organizations		1,240,634
Accrued liabilities		2,198
Note payable		702,706
Postretirement benefit obligation		<u>100,414</u>
		2,528,084

**NET ASSETS**

Without donor restrictions	\$	10,018,160	
With donor restrictions		<u>5,765,715</u>	<u>15,783,875</u>
			<u>\$ 18,311,960</u>

See the accompanying notes to the consolidated financial statements.

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**CONSOLIDATED STATEMENT OF ACTIVITIES**

Year Ended December 31, 2022

	Without Donor Restrictions	With Donor Restrictions	Totals
<b>SUPPORT AND REVENUE</b>			
Apportionments from member churches	\$ 7,916,059	\$ 0	\$ 7,916,059
Contributions	1,193,009	1,468,695	2,661,704
Registration and fees	1,496,011	0	1,496,011
Pension and insurance payments	11,076,382	0	11,076,382
Investment (loss)	(1,849,082)	(966,613)	(2,815,695)
Gain on disposal of property held for sale	185,083	0	185,083
Miscellaneous income	351,843	0	351,843
	<u>20,369,306</u>	<u>502,082</u>	<u>20,871,387</u>
Net assets released from restriction	<u>2,880,911</u>	<u>(2,880,911)</u>	<u>0</u>
<b>TOTAL SUPPORT AND REVENUE</b>	<b>23,250,217</b>	<b>(2,378,829)</b>	<b>20,871,387</b>
<b>EXPENSES</b>			
General and jurisdictional apportionments	1,625,351	0	1,625,351
Appointment cabinet	1,374,906	0	1,374,906
Ministry teams	1,232,024	0	1,232,024
Conference missions	2,163,033	0	2,163,033
Youth council	174,146	0	174,146
Camping and retreat ministries	3,253,670	0	3,253,670
Board of Higher Learning	504,721	0	504,721
Outreach advocacy	410,875	0	410,875
Board of Ordained Ministry	230,445	0	230,445
Conference administration	2,185,328	0	2,185,328
Healthcare	3,976,646	0	3,976,646

See the accompanying notes to the consolidated financial statements.



CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**CONSOLIDATED STATEMENT OF ACTIVITIES**

(continued)

Year Ended December 31, 2022

	Without Donor Restrictions	With Donor Restrictions	Totals
Pension	3,208,848	0	3,208,848
Other	<u>410,545</u>	<u>0</u>	<u>410,545</u>
<b>TOTAL EXPENSES</b>	<u>20,750,538</u>	<u>0</u>	<u>20,750,538</u>
<b>CHANGE IN NET ASSETS</b>	2,499,679	(2,378,829)	120,849
<b>NET ASSETS AT THE BEGINNING OF THE YEAR</b>	<u>7,518,482</u>	<u>8,144,543</u>	<u>15,663,025</u>
<b>NET ASSETS AT THE END OF THE YEAR</b>	<u><u>\$ 10,018,160</u></u>	<u><u>\$ 5,765,715</u></u>	<u><u>\$ 15,783,875</u></u>

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**CONSOLIDATED STATEMENT OF CASH FLOWS**

Year Ended December 31, 2022

**CASH PROVIDED(USED) BY  
OPERATING ACTIVITIES**

Change in net assets		\$ 120,849
Adjustments to reconcile change in net assets to net cash (used) by operating activities:		
Depreciation	\$ 97,374	
Donated property	(214,143)	
Loss on disposal of property and equipment	544,143	
Unrealized loss on investments	3,432,307	
(Increase)decrease in:		
Apportionments receivable	(202,780)	
Accounts receivable	24,414	
Prepaid expenses	(37,000)	
Increase(decrease) in:		
Accounts payable	101,242	
Due to affiliated organizations	(723,627)	
Accrued liabilities	(25,560)	
Postretirement benefit obligation	(6,223,307)	(3,226,937)

**NET CASH (USED) BY  
OPERATING ACTIVITIES** (3,106,088)

**CASH PROVIDED(USED) BY  
INVESTING ACTIVITIES**

Decrease in investments	2,292,236
Purchase of property and equipment	(144,061)
Payments received on notes receivable	21,989

**NET CASH PROVIDED BY  
INVESTING ACTIVITIES** 2,170,164

See the accompanying notes to the consolidated financial statements.

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**CONSOLIDATED STATEMENT OF CASH FLOWS**

(continued)

Year Ended December 31, 2022

**CASH PROVIDED(USED) BY  
FINANCING ACTIVITIES**

Principal payments on long-term debt (65,478)

**NET (DECREASE) IN CASH** (1,001,402)

**CASH AT THE BEGINNING OF THE YEAR** 1,731,667

**CASH AT THE END OF THE YEAR** \$ 730,266

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**

December 31, 2022

**NOTE A - DESCRIPTION OF ORGANIZATION**

Holston Annual Conference of the United Methodist Church, Incorporated (the Conference) is one of the basic organizational bodies in the global United Methodist Church. The Conference consists of 9 districts in Tennessee, Georgia and Virginia. The Conference provides administrative and program services to churches, clergy and laypeople within its geographic boundaries. Primary among these services are ordination and assignment of ministers, volunteer training, new church development and the collection and remittance of funds for local, regional and international ministries. The consolidated financial statements present only the operations, activities and transactions of the Conference Treasurer's offices. District, camping activities and other ministry operations are maintained by separate organizations controlled by the Conference; however, they have not been included in the consolidated financial statements. During the year ended December 31, 2012, Holston Conference Holding Company, Inc. (the Holding Company), was formed for the purpose of receiving, holding, managing, selling and otherwise disposing of real property, fixed assets and furnishings of United Methodist Churches and other related organizations operating under the authority or governance of the Conference. The Holding Company is a separate legal entity operating under the authority of the Conference. The activities of the Holding Company have been included in the consolidated financial statements of the Conference.

During the year ended December 31, 2022, approximately 250 member churches agreed to the guidelines and conditions set forth by the Trustees of the Conference and to pay the required fees in order to disaffiliate from the Conference. This disaffiliation was approved at the Special Session of the Annual Conference on April 22, 2023. This disaffiliation resulted in a decrease in apportionments from member churches during the year ended December 31, 2022.

**NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Use of Estimates**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Although these estimates are based on management's knowledge of current events and actions they may undertake in the future, actual results could differ from those estimates. Estimates are used when accounting for fair value of pledges, allowances for uncollectible receivables, depreciation, health insurance liabilities, allocation of expenses, and contingencies, among others.

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

Cash and Cash Equivalents

Cash and cash equivalents consist of cash and interest-bearing deposits. For purposes of the consolidated statement of cash flows, the Conference considers cash on deposit with financial institutions and all cash investments with original maturities of three months or less to be cash and cash equivalents.

At December 31, 2022 cash and cash equivalents consisted of the following:

Cash	\$ 600,635
Investments: money market accounts	<u>129,631</u>
	<u>\$ 730,266</u>

Property and Equipment

Property and equipment are recorded at cost or estimated cost if actual cost is not available. Donated property and equipment are recorded at the estimated fair value at the date of receipt. Depreciation is calculated using the straight-line method over the estimated useful lives of the assets, which range from five to forty years. Depreciation expense for the year ended December 31, 2022 was \$97,374.

The Conference's policy is to capitalize all acquisitions of land, buildings and equipment costing \$2,500 or more.

As required by the United Methodist Church's policy, the Conference receives the church property when a church is closed or abandoned. The Conference holds the church property with the intention of selling it and using the funds for Conference operations. At the Conference's discretion, a portion of sale may also be returned to the district in which the property was located. When the property is received, the Conference records the fair market value of the property as a contribution. Fair market value is estimated based on recent market transaction on similar assets that are observable or that can be corroborated by observable market data (Level 2 of the valuation hierarchy). During the year ended December 31, 2022, the Conference received several properties with fair market values totaling \$214,143. Six of these properties were sold during the year ended December 31, 2022 for amounts totaling \$515,083.

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

At December 31, 2022 property and equipment consisted of the following:

Land	\$ 589,753
Buildings	3,738,322
Property held for sale	275,000
Construction in process	70,862
Equipment	<u>149,230</u>
	4,823,167
Less accumulated depreciation	<u>(1,534,679)</u>
	<u>\$ 3,288,488</u>

**Support and Revenue**

Apportionment revenue, a principal source of revenue and support, represents amounts paid by member churches to fund Conference initiatives and operating expenses. The Conference records revenue during the year based on actual funds received. Final revenue and receivables for the current year are recorded at year-end, based on subsequent receipts collected in January that relate to the prior year. Accordingly, there is no need to consider or record an allowance for uncollectible apportionments. Receivables are never considered delinquent and no interest is charged on receivables. Apportionment revenue does not include amounts collected from member churches to be passed on to the general United Methodist Church.

Contributions are recorded as support when cash or other assets are received. Contributions are considered to be available for unrestricted use unless specifically restricted by the donor. Gifts of cash and other assets that are designated for future periods or restricted by the donor for specific purposes are reported as support with donor restrictions. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the consolidated statement of activities as net assets released from restrictions. Restricted grants and contributions whose restrictions are met in the same reporting period as they are received are reported as unrestricted. Revenue from services is recognized when the service is rendered.

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

Accounts receivable includes billings to each member church of the Conference with a full-time minister for health insurance and pension costs. An allowance for uncollectible accounts receivable is provided based upon historical trends. The allowance for uncollectible accounts at December 31, 2022 was \$405,000. Pension and insurance payments for ministers and lay employees are billed monthly and are recorded as revenue when billed.

Contributions of property and equipment and other long-lived assets with explicit restrictions that specify how the assets are to be used, including cash contributed to acquire such assets, are recorded as restricted support. Absent explicit donor stipulations about how long those long-lived assets must be maintained; the expiration of donor restrictions is reported when the donated or acquired assets are placed in service.

Notes Receivable

Notes receivable represent funds advanced to churches within the Conference. Notes receivable also includes amounts due from the sale of abandoned churches. Notes receivable are stated at unpaid principal balance. Interest on notes receivable is recognized over the term of the loan. Notes receivable are secured by deeds of trust for property with a fair market value in excess of the respective loan amount. The Conference's relationship with its borrowers is unlike that of a typical commercial lender. The Conference may make loans to borrowers which would be unable to secure financing from commercial sources. The ability of each borrower to pay the Conference may depend on the contributions the congregation receives from its members. Therefore, payments to the Conference may depend on the continued growth in membership of the borrower, and on the maintenance of adequate contributions by individual members, as well as prudent management of the borrowers of their finances. The Conference may also accommodate partial, deferred, or late payments more readily than commercial lenders. Such loan practices may result in lower collections than a commercial lender and a higher loan delinquency rate.

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

**NOTE C - INVESTMENTS**

Investments at December 31, 2022 consisted of the following:

Money market accounts		\$ 129,631
Pooled mutual funds		12,355,461
Notes receivable:		
Current	\$ 20,926	
Long-term	<u>399,099</u>	<u>420,024</u>
		<u>\$ 12,905,116</u>

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under Financial Accounting Standards Board's Accounting Standards Codification 820, *Fair Value Measurement*, are described as follows:

*Level 1:* Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Conference has the ability to access.

*Level 2:* Inputs to the valuation methodology include

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

*Level 3:* Inputs to the valuation methodology are unobservable and significant to the fair value measurement.



CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

Investments in equity securities, debt securities and pooled mutual funds are reported in the accompanying consolidated financial statements at fair value. Of the total investments, \$10,163,736 was held at the Holston Conference Foundation and \$2,741,380 was held at Wespath. Money market accounts held with the Holston Conference Foundation are valued using quoted prices in active markets for identical assets (Level 1). Fair value for pooled mutual funds have been calculated based on the net assets of the underlying pool of securities (Level 2). Fair value for notes receivable have been calculated based on the unpaid principal balance (Level 3). For further information regarding the fair value measurement and types of investments held by Wespath see the annual report of Wespath. For further information regarding the fair value measurement and types of investments held by the Holston Conference Foundation see the annual report of the Holston Conference Foundation.

		<u>Fair Value Measurements Using</u>		
		Quoted Prices In Active Markets for Identical Assets (Level 1)	Inputs Other than Quoted Prices that are Observable for the Asset or Liability (Level 2)	Significant Unobservable Inputs (Level 3)
	<u>Fair Value</u>			
Money market accounts	\$ 129,631	\$ 129,631	\$ 0	\$ 0
Pooled mutual funds	12,355,461	0	12,355,461	0
Notes receivable	<u>420,024</u>	<u>0</u>	<u>0</u>	<u>420,024</u>
	<u>\$ 12,905,116</u>	<u>\$ 129,631</u>	<u>\$ 12,355,461</u>	<u>\$ 420,024</u>

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**

(continued)

December 31, 2022

Realized and unrealized gains and losses are determined on the basis of specific identification. Investment income for the year ended December 31, 2022 consisted of the following:

Interest and dividends	\$ 145,929
Realized gain	470,683
Unrealized loss	<u>(3,432,307)</u>
	<u>\$ (2,815,695)</u>

**NOTE D - LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS**

The Conference had the following financial assets available at December 31, 2022:

Cash	\$ 600,635
Investments	12,905,116
Notes receivable	149,237
Apportionments receivable	<u>1,204,669</u>
	<u>\$ 14,859,657</u>
Financial assets at December 31, 2022	\$ 14,859,657
Less net assets unavailable for general expenditures within one year, due to restrictions from donors for time or purpose restrictions	(5,765,715)
Less net assets designated by members of the Board of Trustees	<u>(3,783,956)</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 5,309,986</u>

As part of their liquidity management, the Conference structures its financial assets to be available as its general expenditures, liabilities and other obligations come due.

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

**NOTE E - INCOME TAX STATUS**

The Conference is exempt from federal income taxes under section 501(c)(3) of the U.S. Internal Revenue Code, except on unrelated business income. The Conference believes that it has appropriate support for any tax positions taken, and as such, does not have any uncertain tax positions that are material to the consolidated financial statements.

**NOTE F - LONG-TERM DEBT**

Note payable to a bank, due in monthly installments of	
\$8,763, including interest of 5.02% per annum,	
through February 2031, secured by real property	\$ 702,706
Less current maturities	<u>(71,131)</u>
	<u>\$ 631,575</u>

Future maturities of long-term debt are as follows:

Year Ending	
<u>December 31:</u>	
2023	\$ 71,131
2024	74,744
2025	78,724
2026	82,821
2027	87,132
Thereafter	<u>308,154</u>
	<u>\$ 702,706</u>

Interest paid during the year was \$39,675.

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

**NOTE G - CONCENTRATIONS OF CREDIT RISK**

Financial instruments that potentially subject the Conference to concentrations of credit risk consist primarily of cash and cash equivalents and accounts receivable. Cash and cash equivalents are maintained in demand deposit accounts which, at times, may exceed federally insured limits. The Conference has not experienced any losses and does not believe it is exposed to any significant credit risk on such accounts. By their nature, all such financial instruments involve risk, including the credit risk of nonperformance by counterparties. Exposure to credit risk is managed through various monitoring procedures. At December 31, 2022 the Conference had no major concentrations of credit risk except for uninsured bank deposits and notes receivable, including its investments at Wespath and the Holston Conference Foundation.

**NOTE H - CONTINGENCIES**

The Conference is primarily self-insured, up to certain limits for health claims. The plan includes all participating Conference employees as well as affiliated congregation clergy. The Conference has purchased stop-loss insurance, which will reimburse the Conference for individual claims that generally exceed \$200,000 annually. Claims are expensed as incurred. The total claims expense under the program was approximately \$8,000,000 for the year ended December 31, 2022 with approximately \$500,000 in claims payable at December 31, 2022.

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

**NOTE K - PENSION PLANS**

The Conference and its local churches participate in three separate multiemployer pension plans covering substantially all clergy and eligible lay employees in the Conference. Conference clergy entering service prior to December 31, 1981 participate in a defined benefit multiemployer pension plan (Pre-82). Conference clergy that have creditable service between January 1, 1982 and December 31, 2006 participate in a multiemployer defined contribution plan (MPP). Contributions to the MPP plan are no longer made; however, the MPP plan could have unamortized liabilities based upon the annuity rates that have been granted to retirees. Clergy that have served from January 1, 2007 through the present are currently receiving pensionable wages as a part of the Clergy Security Retirement Program (CRSP) which is a multiemployer defined benefit and multiemployer defined contribution plan. Each of these three plans is administered by Wespeth Benefits and Investments and are rated and required to be funded on an actuarial basis each year. A participant may be enrolled in all three pension plans based upon their years of service. As part of the connectional system, and since the pension plans are multiemployer plans, any unfunded liability is not a legal obligation of the Conference, but is an obligation of the United Methodist Church. While the unfunded liability is computed for each conference, the multiemployer plans do not require any individual conference to fund its liability and they do not provide recourse against any individual conference that fails to fund its liability. However, each individual conference is required to complete an annual financial plan that determines the funding sources available to retire any deficits and meet current year obligations.

The risks of participating in multiemployer defined benefit pension plan are different from a single-employer plan in the following respects:

- Assets contributed to the multiemployer plan by one employer may be used to provide benefits to employees of other participating employers.
- If a participating employer stops contributing to the plan, the unfunded obligations of the multiemployer plan may be required to be borne by the remaining participating employers.
- If an employer chooses to stop participating in one of the multiemployer plans, it may be required to pay a withdrawal liability to the multiemployer plan.

Contributions to the various multiemployer plans during the year ended December 31, 2022 were as follows:

Pre-82	\$ 455,711
CRSP - Defined Benefit	<u>1,936,634</u>
	<u>\$ 2,392,345</u>

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

As church plans, all pension plans the Conference participates in are exempt from Titles I and IV of the Employee Retirement Income Security Act of 1974 and, therefore, not subject to Pension Benefit Guaranty Corporation requirements. The multiemployer plans may be terminated by the sponsor at any time. Upon termination of the multiemployer plans, the sponsor has the authority to distribute the plan assets in accordance with the terms of the respective plan documents.

Following is funding information related to the three plans based on the actuarial valuations performed as of January 1, 2018 to establish contribution rates for the year ending December 31, 2022. Because the Conference controls some aspects that affect funding levels of the Pre-82 plan, an actuarial valuation to determine Conference-specific contributions and the information presented below represents only the Conference's portion of the Pre-82 plan's assets, liability and funded status. The MPP and CRSP plan information is not obtained on a conference specific basis and the amounts reported below cover the entire multiemployer plan and all participating conferences.

	<u>Pre-82</u>	<u>MPP</u>	<u>CRSP – DB</u>
Actuarial value of assets	\$ 21,215,836	\$ 4,439,554,422	\$ 2,520,654,197
Funding liability	<u>(21,834,726)</u>	<u>(3,630,817,808)</u>	<u>(2,134,736,431)</u>
Funded status	\$ (618,890)	\$ 808,736,614	\$ 385,917,766
Funded ratio	97%	122%	118%

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**

(continued)

December 31, 2022

**NOTE L - POSTRETIREMENT BENEFITS**

The Conference has elected to provide medical and dental benefits to eligible retired employees, their spouses and dependents. To be eligible a retiree must have attained the age of 55 and must have participated in the Conference health insurance program for the 10 years immediately preceding retirement, and be covered by the Conference insurance program at the time of retirement. Pastors and their dependents who qualify under these conditions must contribute to the cost of this benefit. The Conference contributes between \$156 and \$1,696 annually to the cost of this benefit dependent upon the years served by the pastor and contributes between \$1,482 and \$2,251 annually for surviving spouses (also based on years of service). At December 31, 2022 the unfunded postretirement benefit obligation liability amount was \$100,414. Beginning during the year ended December 31, 2020, the Conference began decreasing the amount of subsidies it paid towards the cost of the benefits until they are fully phased out during the year ended December 31, 2022. This resulted in a decrease in the post retirement benefit obligation of approximately \$6.2 million which is reported in the consolidated statement of activities as healthcare expenses.

The change in accumulated postretirement benefit obligation for the year ended December 31, 2022 was:

Active employees not fully eligible to retire	\$ 601,468
Active employees fully eligible to retire	1,373,673
Retirees	<u>4,348,580</u>
Unfunded postretirement benefit obligation at January 1, 2022	6,323,721
Current year activity:	
Service cost	\$ 30,588
Interest cost	362,966
Retiree contributions	669,259
Amendments	(5,953,712)
Actuarial loss	(237,446)
Benefits paid	<u>(1,094,962)</u>
Unfunded postretirement benefit obligation at December 31, 2022	<u>\$ 100,414</u>

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

The unfunded postretirement benefit obligation consists of:

Active employees not fully eligible to retire	\$ 18,312
Active employees fully eligible to retire	29,426
Retirees	<u>52,676</u>
	<u>\$ 100,414</u>

The unfunded postretirement benefit obligation at December 31, 2022 was \$100,414 of which, \$16,249 is a current liability and \$84,165 is a noncurrent liability. Unrecognized amounts and amortization amounts in the following year consist of prior service cost. A medical trend rate of 6.75% is anticipated during the year ended December 31, 2023 and an ultimate trend rate of 5% is anticipated to be achieved by the year ending December 31, 2030. The discount rate used to value the end of year accumulated postretirement benefit obligation is 6%.

Estimated future benefit payments, net of employee contributions, are:

<u>Year Ending December 31:</u>	<u>Estimated Net Payment</u>
2023	\$ 16,249
2024	23,446
2025	16,994
2026	10,269
2027	6,667
2028 to 2032	22,734

For nonfunded plans, employer contributions equal benefit payments for the next fiscal year.

These estimates are based on facts as they existed as of December 31, 2022. Historically, these benefits have been provided; however, the Conference could elect to change the level of future benefits. Beginning on January 1, 2016, the Conference's contributions were no longer based on a percentage of the estimated cost of benefits; instead, the Conference began to contribute a fixed dollar amount toward retiree benefits dependent on years of service.



CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

**NOTE I - NET ASSETS**

Net assets with donor restrictions at December 31, 2022 consisted of the following:

Superannuate endowment (clergy retirement supplement)	\$ 107,710
Builders Club	1,907,666
College scholarship	1,363,992
Porter scholarship endowment	20,960
Annual Conference offering - Sudan	406,791
Gatlinburg wildfires	25,921
Episcopal office	108,213
Ministerial education fund	561,301
Matte K. Bowman pension endowment	173,751
AIDS scholarship fund	39,801
Ishe Anesu Project for Underprivileged Children	15,528
Appalachian Trail outreach ministries	24,078
Disaster relief	191,647
Camp Lookout endowment	15,842
Holston Conference CEF	4,708
Church Builders spend account	4,908
Church Builders grant funds	614,237
Phil and Georgia Millet endowment	41,073
Maynard scholarship endowment	26,516
Camping endowment	<u>111,070</u>
	<u>\$ 5,765,715</u>

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

Net assets without donor restrictions are designated by the Conference for the following purposes:

Pension endowment	\$ 55,713
Camping endowment	637,380
New church real estate endowment	546,041
Trustee endowment	706,947
Superannuate endowment	288,399
Camp Lookout endowment	15,842
Justice with Peace	5,963
Hispanic ministries	4,115
Change for Children	105,181
Strength for the Journey	17,200
Jubilation	27,759
Aids fund scholarships	39,801
Annual conference	39,077
Abolishing poverty conference	1,673
Holston Conference CEF	4,708
Ministry teams	814,549
Trustee local church sales	419,485
Discipleship	1,130
Older adult ministries	331
Lead Kids	6,016
Other projects	163
Stewardship annual events	555
Ministers convocation	928
	<hr/> 3,738,956
Undesignated	<hr/> 6,279,204
	<hr/> <u>\$ 10,018,160</u>

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

**NOTE J - NET ASSETS RELEASED FROM RESTRICTIONS**

Net assets were released from donor restrictions by incurring expenses satisfying the following restricted purposes:

Builders Club	\$ 1,208,381
Episcopal office	72,917
Ministerial education fund	943,486
Appalachian Trail outreach ministries	8,293
Ishe Anesu Project for Underprivileged Children	27,164
Matte K. Bowman pension endowment	15,000
Disaster relief	23,675
Annual Conference offering - Sudan	173,105
Church builders	286,269
College Scholarship	117,300
Camping	<u>5,321</u>
	<u>\$ 2,880,911</u>

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

**NOTE M - EPISCOPAL OFFICE FUNDS**

Effective January 1, 2006, the Conference administered the financial affairs for the Episcopal Office of the Holston Conference. Prior to that date, revenue and expenses were accounted for by the Episcopal Office of the Holston Conference and reported independently of the Conference. The following is a summary of activity for the Episcopal Office of the Holston Conference for the years ended December 31, 2022 and 2021:

	<u>2022</u>	<u>2021</u>
Net assets at the beginning of the year	\$ 95,660	\$ 90,324
Received from General Council	85,470	85,470
Expenses:		
Salaries and related expenses	\$ 57,237	\$ 56,110
Occupancy	6,413	6,996
Staff travel	2,411	3,830
Professional entertainment	404	290
Office expenses	3,010	4,774
Business expense	<u>3,442</u>	<u>8,135</u>
	<u>72,917</u>	<u>80,135</u>
Net assets at the end of the year	<u>\$ 108,213</u>	<u>\$ 95,660</u>

**NOTE N - ENDOWMENT**

The Conference maintains twelve individual funds that have been established for the benefit of various ministries of the Conference. Its endowment includes both donor-restricted funds and funds designated by the Conference Council on Finance and Administration (CCFA) to function as endowments. Net assets associated with endowment funds, including funds designated by the CCFA to function as endowments, are classified and reported based on the existence or absence of donor imposed restrictions.

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

Spending Policy

CCFA has a policy of appropriating for distribution each year 0% to 5% of its endowment fund's average fair value of the prior 3 years through the calendar year-end preceding the fiscal year in which the distribution is planned. In establishing this policy, CCFA considered the long-term expected return on its investment assets, the nature and duration of the individual endowment funds, many of which must be maintained in perpetuity because of donor restrictions, and the possible effects of inflation. CCFA expects the current spending policy to allow its endowment funds to grow at a nominal average rate of 3% annually, which is consistent with CCFA's objective to maintain the purchasing power of the endowment assets as well as to provide additional real growth through investment return.

Investment Return Objective, Risk Parameters and Strategies

The Conference has adopted investment and spending policies approved by CCFA, for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment funds while also maintaining the purchasing power of those endowment assets over the long-term. Accordingly, the investment process seeks to achieve an after-cost total real rate of return, including investment income as well as capital appreciation, which exceeds the annual distribution with acceptable levels of risk. Endowment assets are invested in a well-diversified asset mix, which includes equity and debt securities that are intended to result in a consistent inflation-protected rate of return that has sufficient liquidity to make an annual distribution of 0% to 5% of a three-year market value average, while growing the funds if possible. Investment risk is measured in terms of the total endowment fund; investment assets and allocation between asset classes and strategies are managed to not expose the fund to unacceptable levels of risk.

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**  
(continued)

December 31, 2022

Strategies Employed for Achieving Objectives

To satisfy its long-term rate-of-return objectives, the Conference relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (interest and dividends). The Conference targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints.

Spending Policy and How the Investment Objectives Relate to Spending Policy

The Conference has a policy of appropriating for distribution each year 0% to 5% of its average endowment fund's average fair value of the prior 3 years through the calendar year-end proceeding the fiscal year in which the distribution is planned. In establishing this policy, the Conference considered the long-term expected return on its investment assets, the nature and duration of the individual endowment funds, (many of which must be maintained in perpetuity because of donor restrictions), and the possible effects of inflation. The Conference expects the current spending policy to allow its endowment funds to grow at an average rate of 3% annually, which is consistent with the Conference's objective to maintain the purchasing power of the endowment assets as well as to provide additional real growth through investment return.

CONFERENCE TREASURER OF  
HOLSTON ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH, INCORPORATED

**NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS**

(continued)

December 31, 2022

Changes in endowment net assets for the year ended December 31, 2022 were as follows:

	<u>Donor Restricted Endowments</u>	<u>Board- Designated Endowments</u>	<u>Totals</u>
Endowment net assets at the beginning of the year	\$ 2,238,792	\$ 2,831,017	\$ 5,069,809
Contributions	2,220	256,677	258,897
Investment return:			
Investment income	24,844	24,508	49,353
Net realized and unrealized (loss)	(291,175)	(534,346)	(825,520)
Other changes:			
Transfers in	0	29,375	29,375
Transfers out	<u>(130,621)</u>	<u>(359,911)</u>	<u>(490,532)</u>
Endowment net assets at the end of the year	<u>\$ 1,844,060</u>	<u>\$ 2,247,321</u>	<u>\$ 4,091,381</u>

Endowment net assets are presented in the accompanying consolidated financial statements as investments.

**NOTE O - SUBSEQUENT EVENTS**

The Conference has evaluated subsequent events through March 14, 2024, the date the consolidated financial statements were available to be issued, and determined that no other subsequent events have occurred that require adjustment to or disclosure in the consolidated financial statements.

**X ADMINISTRATION**  
**X.a BOARD OF PENSIONS**

**BOARD OF PENSIONS AND HEALTH BENEFITS**

The Board of Pensions and Health Benefits is pleased to issue its report to the Holston Annual Conference and will address the following:

**RETIREMENT AND OTHER WELFARE PLANS:**

- Pre-82 Pension Plan (Pre-82), (Defined Benefit Plan for Clergy Service Prior to 1982)
- Ministerial Pension Plan (MPP), (Modified Defined Contribution Plan for Clergy Service from January 1, 1982 through December 31, 2006)
- Clergy Retirement Security Program (CRSP), (Combination Defined Benefit and Defined Contribution Plan for Clergy Service on or after January 1, 2007)
- United Methodist Personal Investment Plan (UMPIP), (Qualified IRC§403(b) voluntary deferred compensation plan for clergy and Conference lay employees)
- Comprehensive Protection Plan (CPP), (Provides disability for active clergy and death benefit for active and retired clergy and qualified covered dependents)
- Retiree Moving Expense Reimbursement

**HEALTH BENEFIT PLANS:**

- Holston Self-Insured Health Plan (Administered by Blue Cross / Blue Shield of Tennessee and Epiphany RX)
- Retiree Health Plan (Medigap Supplement with optional Dental, optional Vision, and optional Part D Drug Plan Administered by Amwins)

**COMPREHENSIVE BENEFIT FUNDING PLAN**

=====

**RETIREMENT AND OTHER WELFARE PLANS**

The Pre-82 Pension Plan provides for a lifetime pension benefit for all eligible clergy and 70% of that benefit for surviving spouses during their lifetime.

The benefit is based on the years of service prior to January 1, 1982, and a dollar amount referred to as the “Past Service Rate” for each service year. The Board has voted to raise the PSR from \$629 to \$648 for calendar year 2025.

=====

**The Ministerial Pension Plan (MPP)** was funded by direct Conference contribution to individual participant accounts based on the respective clergy compensation base and functioned as a defined contribution plan during active plan years. Effective January 1, 2014, retiring participants are required to convert 65% of their plan balance to a lifetime annuity with optional survivor benefits available with reduced immediate benefits. The balance of the retiree’s account is available for immediate distribution or “Roll-Over” to UMPIP or other qualified outside accounts.

=====

**The Clergy Retirement Security Program**, our current plan, provides both a “Defined Benefit” and a “Defined Contribution” component.

**The Defined Benefit** is calculated using the following criteria:

- For each service year from January 1, 2007 through December 31, 2013, eligible participants are credited with 1 ¼% of the Denominational Average Compensation (DAC).



- For each service year after December 31, 2013, the percentage credited has been reduced to 1% of the DAC.
- Clergy appointed at less than 100% but at least 50% are credited with a pro-rata percentage benefit. Clergy appointed less than 100% can waive participation in CRSP with a notarized waiver.
- At retirement, participants will receive a lifetime annuity based on their accrued plan benefit, with optional survivor benefits available with reduced immediate benefits.

**Under the Defined Contribution benefit portion of CRSP the Conference;**

- Contributed 3% of the participants’ plan compensation into an investment account similar to UMPIP and with the same fund investment options.
  - Effective January 1, 2014, this percentage was reduced to 2% of the participants’ plan compensation.
  - After January 1, 2014, if the participant voluntarily contributes at least 1% of their plan compensation into the UMPIP plan, an additional 1% will be contributed to the participants’ CRSP Defined Contribution account.
  - This action was taken in order to encourage participation in the UMPIP plan.
  - At retirement the balance in the participants’ Defined Contribution account is available for immediate distribution or “Roll-Over” to UMPIP or other qualified outside accounts.
- =====

**United Methodist Personal Investment Plan (UMPIP)**

The Conference sponsors UMPIP for both clergy and Conference laity employees. All clergy are encouraged to contribute at least 4% of their plan compensation as elective deferrals into the plan which allows an additional 1% contribution by the Conference into the clergy person’s CRSP-DC account. This election is properly made on the “Pastor Support Worksheet” concurrently with each new appointment or in connection with annual Charge Conferences for recurring appointments. Lay elections and changes are made directly with the Conference Treasurer’s office.

Conference laity staff members are eligible to participate in the UMPIP. After one year of full-time employment, the Conference will contribute 6% of eligible compensation provided the employee elects to contribute at least 3% personally.

UMPIP provides a variety of self-directed investment options available through Wespeth.

=====

**Comprehensive Protection Plan (CPP)**

The CPP covers full-time appointed clergy only and provides for long-term disability integrated with Social Security disability benefits awarded to claimants. Clergy requesting “Medical Leave” status and approved by the Joint Committee on Medical Leave are eligible to apply for disability benefits with approvals coordinated by Liberty Mutual Insurance Company and Wespeth if the disability is expected to last for a minimum of six months. Applicants are granted a stipend of the lesser of 70% of their compensation base or \$3,000 per month not to exceed three months, or for a lesser period if approval takes place before the end of that three-month period. The Conference is reimbursed through retro-active benefits awarded the claimant. If not approved, the funds advanced are deemed to be a grant and no repayment is required.

During the time clergy are on disability, provided the claimant is enrolled in the Conference Health Plan, the Conference assumes the church portion of Health Plan Premiums with the claimant responsible for their personal portion.

In accordance with ¶ 356, The Book of Discipline 2016, the Conference Board recommends the following active ministers and local pastors be continued subject to the renewal of their eligibility for disability benefits under CPP:

- Edwin Blair
- Sherrell Boles
- John Brewster
- Elizabeth Hamilton
- Steven Gott (retiring 6/30/2024)
- Susan Lankford
- Jeff Moncier
- Ronald Ramsey
- Donald Watkins
- Lyle White
- John Wilson

#### **Retiree Moving Expense Reimbursement**

The Conference will continue to provide new retirees with a one-time moving expense allowance not to exceed \$1,500 upon submission of valid receipts to the Conference Treasurer. The Conference cost for 2025 is projected to be \$45,000 to be funded by Tithe/Askings.

#### **HEALTH BENEFIT PLANS**

In accordance with ¶ 639.7, The Book of Discipline 2016, the Conference sponsors a group health care plan. The Holston Self-Insured Health Plan covers all eligible Conference clergy, staff, and laity staff employed by participating local churches and other qualifying organizations. Clergy are deemed eligible if their cash compensation is equal to or greater than 75% of the minimum compensation of the individual's Conference status (refer to the Committee on Equitable Compensation Report for those levels). Premiums are established each year by the Board and a blended premium amount set as the church's responsibility for eligible appointed clergy. This church-portion of the premium is billed to the church even though an eligible clergy appointee is covered under an alternative health plan, including retired clergy appointed at a compensation level that would otherwise qualify for eligibility.

Participating clergy elect their level of coverage (Individual, Family, or Employee + one), Plan type, (CoPay or High Deductible Health Plan with HSA) and Network preference (Blue Cross / Blue Shield of Tennessee Network "S" or Network "P"). Participant premiums are set accordingly plus any added amounts for optional vision coverage and elected participation in a "Flexible Spending Account."

Full-Time (30 Hours per week average), non-clergy Conference employees, and laity staff of participating local churches and other qualifying organizations are eligible to participate in the Conference Health Plan. Premiums for these individuals are established by the Board based on the same option available to clergy and billed to participating organizations as one total amount. The amount of employer-shared responsibility is at the discretion of the participating organizations as long as the election is applied consistently to all participants and complies with ACA guidelines.

For all covered individuals, plan types, coverage options, network preferences, and optional coverages may be modified during the open enrollment period (November 1 – November 15 of each calendar year) or during the plan year if a qualifying event occurs (marriage, divorce, new eligible dependent, or loss of other coverage).

Flexible Medical Spending and Dependent Care Account participation must be renewed each year during the open enrollment period and a new enrollment form must be completed and submitted in order to participate the following calendar year. Maximum FSA annual contribution amounts will be communicated during Open Enrollment and may differ from the IRS maximum contribution limit.

While total costs are contingent on actual claims experience, the Conference obtains “Reinsurance” to limit the impact of claims in excess of \$200,000 and maintains adequate Health Plan reserves to cover total costs in excess of premiums collected.

The 2025 Health Insurance Rates will be set by September 1, 2024 and will be communicated via mail, email and the Conference website. Online, paperless, open enrollment will once again be available through Employee Navigator. Employee Navigator allows employees the opportunity to access plan information, make changes to contact information, request Qualifying Life Event changes, and select their next year’s options and sign electronically.

=====

**Retiree Medical Plan**

In accordance with ¶ 639.6, The Book of Discipline 2016, the Conference provides Conference clergy persons, who have retired in accordance with 357.2 ¶ ,357.1 ¶b, ¶357.2c, or ¶ 357.2d other than as applied to ¶ 357.2a of The Book of Discipline 2016 who are eligible for Medicare, and their spouses, access to a Medicare supplement through Amwins, a leading global specialty insurance distributor.

=====

**HEALTH INSURANCE PLANS ELIGIBILITY AND FINANCIAL RESPONSIBILITY POLICIES DEFINITIONS**

“Under Episcopal appointment within this Conference” For purposes of the HIP, “Under Episcopal appointment within this Conference” means clergy appointed by the Bishop of this Conference.

Members of the Annual Conference taking honorable location or terminating their Conference relationship for any reason shall not be eligible to continue in the Conference insurance program.

Change in status. It is the responsibility of the plan participant to notify the Conference immediately if an event occurs that has an impact on the continued participation of a spouse, retiree, person on incapacity, or dependent child. Failure to notify the Conference of a change will result in additional costs or the loss of future benefit opportunities. This would include a divorce, qualification for Medicare, or reduction of hours.

Blended premium rate. This is the rate developed by the Conference Board of Pensions and Health Benefits that generates the premium revenue to fund the existing program for active qualified retired clergy members. This rate does not distinguish between a pastor being enrolled in the employee only, employee plus one or family program. This rate shall be developed annually based upon the number of participants in each group and will be utilized for directly invoicing the church.

Health Insurance Plan Eligibility Policies  
The following individuals are eligible to participate in the HIP. See the section below for Financial Responsibility.

To qualify for the receipt of health insurance benefits, a participant must be considered full-time based upon the number of hours or his/her salary in accordance with the minimum salary associated with their classification as adopted by the Annual Conference each year. For lay employees, it requires 30 hours per week. For active clergy, it must be at 75% of the minimum salary for their classification as denoted on the Pastor Support Worksheet on file at the Holston Conference.

#### 1. Active Clergy Eligibility

a. Clergy – Every active clergy member under Episcopal appointment within this Conference, including full, probationary, associate, local pastors and members of another denomination or conference, must be enrolled in the active clergy HIP, except where equivalent coverage is available under Medicare or a spouse's group plan and proof of other creditable group coverage is provided.

(i.) Medical Leave - Clergy appointed to Medical leave are eligible and may participate in the HIP if equivalent coverage is ended.

(ii.) Family Leave, Leave of Absence, Sabbatical Leave, Appointed to School - Clergy appointed to any of these categories are eligible and may participate in the HIP.

b. Clergy Spouse and Dependent Children – If the active clergy member is enrolled in the HIP, the clergy's spouse and children under the age of 26 or disabled dependent, providing such disabled person(s) are not eligible for Medicare or other government sponsored healthcare programs, are eligible to participate in the HIP.

c. Surviving Spouse and Dependent Children – If an active clergy covered under the HIP dies, the surviving spouse and dependent children of that clergy person are eligible and may choose to participate in the HIP. If the surviving spouse remarries, the surviving spouse and the dependent children are no longer eligible for health insurance benefits through the HIP.

d. Divorced Spouse – The divorced spouse will be allowed to participate in the HIP under the terms of COBRA as outlined within this policy document and in compliance with all regulations that apply to COBRA coverage. The rate schedule will be in accordance with the schedule for lay participants.

#### 2. Retired Clergy Eligibility

If a clergy member is appointed to a local church within the Holston Conference and meets the qualifications, then he/she would be on the active health insurance program. When a clergy member retires, he/she can no longer participate in the active plan unless qualifying for the early retiree plans (prior to age 65). A retired clergy who is Medicare eligible cannot participate in the active employee plan, but may participate in the retiree Medigap supplement program offered through Amwins at their own expense.

a. Clergy - A clergy member who retires under the rules of the Discipline while under Episcopal appointment within this Conference shall be eligible to participate in the HIP.

(i.) Medicare Eligible - All Medicare eligible retirees must be enrolled in Medicare Parts A and B to be eligible for the Retiree Medigap Plan offered through Amwins.

(ii.) Not Medicare Eligible - Retirees who are not Medicare eligible may participate in the active clergy HIP as "Early Retirees" but may pay more for premiums than under a Medicare eligible plan.

b. Spouse - The spouse of an eligible clergy must have been married to the retired clergy at the date of retirement to be eligible to participate in the HIP.

(i.) Medicare Eligible - All Medicare eligible spouses must be enrolled in Medicare Parts A and B to be eligible for the Retiree Medigap Plan offered through Amwins.

(ii.) Not Medicare Eligible - Spouses who are not Medicare eligible may participate in the active clergy HIP as “Early Retirees” but may pay more for premiums than under a Medicare eligible plan.

c. Surviving Spouse - At the time that the participant became a surviving spouse, the participant must have been enrolled in the HIP.

(i.) Medicare Eligible - All Medicare eligible surviving spouses must be enrolled in Medicare Parts A and B to be eligible for the Retiree Medigap Plan offered through Amwins.

(ii.) Not Medicare Eligible - Surviving spouses who are not Medicare eligible may participate in the active clergy HIP, but may pay more for premiums than under a Medicare eligible plan.

(iii.) Surviving Spouse Remarries - If a surviving spouse remarries, the surviving spouse is no longer eligible to participate in either the Retiree Medigap Plan nor the active employee Health Insurance Plan.

d. Divorced Spouse - The divorced spouse of a retired clergy may participate in the HIP under the terms of COBRA coverage under the schedule for lay participants, if not Medicare eligible. Coverage under the Conference sponsored Medicare supplement is not available.

e. Dependent Children - If the retired clergy member is a participant in the active clergy program and is enrolled in the HIP, the clergy’s spouse and children under the age of 26 or disabled dependent, providing such disabled person(s) are not eligible for Medicare or other government sponsored healthcare programs, are eligible to participate in the HIP.

f. Early retirement-In order to qualify for early retiree rates and participation, a clergy participant must be able to immediately draw retirement benefits from Wespath (formerly the General Board of Pensions and Health Benefits). If a clergy participant is unable to begin drawing benefits upon retirement status, continuation coverage and the associated rates will be implemented if coverage is desired.

#### Continuation Coverage

Holston Conference’s continuation coverage is administered by Benefits Assist. Active clergy participants in the HIP who have their hours reduced at the request of the Cabinet can continue to have access to the plan. The participants will pay 100% of the cost of health insurance at the lay rates, plus a 2% administrative fee. If any other individual enrolled in the HIP (including lay employees, their spouses and dependent children) loses HIP coverage due to a loss in eligibility resulting from a termination of employment or clergy appointment, reduction in hours of employment, death, divorce or legal separation, Medicare entitlement, or a child’s loss of dependent eligibility, such individual may continue to participate in the HIP for the period of time and under the conditions set forth in the Consolidated Budget Reconciliation Act of 1985 (COBRA). Although the HIP is not subject to COBRA, it is the intent of the Conference to allow eligible individuals to continue participation in the HIP under COBRA-like coverage. An individual who elects to continue coverage pursuant to this paragraph will be responsible for timely payment of the full cost of the HIP premiums at Lay Plan Rates, plus a 2% administrative fee, on the first day of each month. If payment is not received within 30 days of the due date, coverage will be terminated retroactive to the due date of the missed payment (i.e., the first of the month for which the payment was due).

## Financial Responsibility for Health Insurance

**Policies**

The Board of Pensions and Health Benefits is responsible for annually reviewing the HIP premiums and establishing the financial obligations of the parties. Effective January 1, 2011, the Board of Pensions shall annually determine the premium rates for all participants in the various health insurance plans. The rates for the 2025 health insurance plans will be determined by September 1, 2024. These rates will be made available on the Conference website, sent to all participants in the health insurance plans via email and USPS mail, and available on Employee Navigator.

**1. Active Clergy Members**

The local church or salary paying unit is responsible for payment of the blended premium rate for all appointed clergy and the remaining costs of the selected program will be invoiced to the local church or local salary paying unit and include the pastor's portion of the health insurance premium.

**2. Active Lay Employees**

The local church or salary paying unit is responsible for submitting the entire amount (100%) of the premium to the Holston Conference. Any type of employee cost sharing plan as may be necessary to manage their local benefit costs may be established, so long as it is offered to each eligible employee in a consistent manner that does not discriminate on the basis of job title, hours worked, or classification and complies with ACA guidelines. Lay employees are not eligible for HIP benefits after retirement or termination of employment with a Holston Conference related agency or institution, except as provided for "COBRA like" coverage.

**3. Medical Leave**

If participating in the Conference HIP, premiums for clergy appointed to medical leave will be the responsibility of the Board of Pensions and Health Benefits and will be split between the Conference and the participant. The Conference will pay the blended rate normally charged to the appointment and the clergy member will be responsible for the remaining portion of the clergy published rate.

**4. Family Leave, Leave of Absence, Sabbatical Leave, Appointed to School**

Clergy appointed to any of these categories may participate in the HIP. The premium is at the participant's sole cost, under the provisions established for continuation coverage.

**5. Clergy Retirees**

The retiree is responsible for paying the health insurance premiums of the Medicare Supplement HIP in accordance with the premium schedule directly to Amwins. Early retirees (under age 65) who opt to remain covered under the active at COBRA rates will be responsible for the monthly premium based on the premium schedule.

Lay participants are not eligible to participate in the retiree health insurance program.

**6. Extension Ministries**

Participants appointed to extension ministries who remain on the Conference payroll will be responsible for payment of the premium amount after deducting the blended rate normally charged to the appointment which the Conference is responsible. Participants appointed to extension ministries who do not remain on the Conference payroll will be responsible for 100% of the premium amount. In this non-Conference, extension ministry case the participant is typically responsible for payment of 40% of the premium amount and the employer is responsible for the remaining 60%, so long as the Conference receives 100% of the adopted premium amount.

## 7. Surviving Dependents

Surviving dependents will be responsible for paying 40% of the total premium amount until such time as they qualify for Medicare.

### **Delinquencies:**

Billings for health insurance are processed within the first ten days of each month for the month of coverage. The bills for both the pastor's portion and the monthly amount directly invoiced to the salary paying unit shall become due and payable immediately, upon receipt. Unpaid balances that are still due after 30 days shall be subjected to a late fee of 1.5% of the outstanding balance due. Billings that are more than 60 days past due can result in termination of the health insurance coverage provided as a part of the HIP. If the premiums (including the amount directly invoiced) are not paid within 45 calendar days of the due date, a reminder will be sent to the participant with a copy to the District Superintendent (in the case of a clergy participant) noting the amount due. After a total of 60 calendar days past due, a letter will be sent indicating coverage will be terminated the first day of the next month unless the premiums are paid in full.

### **Local Church, Related Agency, and Institution Participation Guidelines:**

All local churches, related agencies, and institutions of the Annual Conference will be considered subgroups of the Conference for insurance purposes. The following requirements will apply:

- A. Participants and/or dependents must follow the current guidelines for eligibility and participation.
- B. New enrollments, terminations, and changes in coverage must be entered into Employee Navigator or sent to the Conference within 30 calendar days for processing. Changes received after the current month's billing will be effective on the first day of the following month.

C. Local churches, related agencies, and institutions must have 75% of their eligible Employees enrolled in the HIP. If they fall below 75%, there will be a grace period of one year for them to find other insurance coverage or reach the 75% enrollment.

Employees covered under any creditable group insurance plan will be considered part of the 75% enrollment.

D. Local churches, related agencies, and institutions are responsible for offering COBRA-like Continuation Coverage, similar to Article III, to all employees leaving employment with them.

E. Local churches, related agencies, and institutions are required to sign a sub-group contract form with the Conference.

### **Changes and Amendments to the HIP**

The Board of Pensions and Health Benefits, as fiduciary of the Conference Program, is required to authorize changes to the above as it deems reasonable, fair, and within the best interests of the Conference. In order to adequately share information, any changes in the guidelines shall be published in the Book of Reports or mailed to each participant group prior to enactment of any changes in policies or guidelines. The Conference Board of Pensions and Health Benefits will comply with all of the rules and requirements associated with the policies of our program administrator. This includes a requirement that all changes to coverage will be completed in writing on appropriate forms.

## **COMPREHENSIVE BENEFIT FUNDING PLAN**

In compliance with ¶1506.6 of The Book of Discipline 2016, The Holston Annual Conference has developed, adopted, and implemented a formal comprehensive funding plan for funding all its benefits obligations. The funding plan for 2025 will be submitted to “Wespath” (formerly the General Board of Pension and Health Benefits) for review, and we expect a favorable written opinion. Their opinion and the “Benefit Obligations Summary” and the complete Comprehensive Benefit Funding Plan document, together with the Wespath written opinion, will be posted on the Conference website.

The information in this report was prepared in good faith with the information available to the board prior to the upcoming General Conference.

The following pages include:

- Resolution Relating to Rental/Housing Allowances for Retires or Disabled Clergypersons

Submitted by, Brent Clark, Chair; Rick Cherry, Treasurer; Julie Graham, Benefits Administrator

### **Resolution Relating to RENTAL HOUSING ALLOWANCES FOR RETIRED OR DISABLED CLERGYPERSONS**

The Holston Annual Conference (the “Conference”) adopts the following resolutions during the 2012 session of Annual Conference taking place June 10-June 13, 2012, relating to rental/housing allowances for active, retired, or disabled clergypersons of the Conference:

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

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

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

WHEREAS, the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a rental/housing allowance for 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 or disability payments received from plans authorized under The Book of Discipline of The United Methodist Church (the “Discipline”), which includes all such payments from the General Board of Pension and Health Benefits (“GBOPHB”), during the years 2012 and all subsequent years until it is rescinded for each active, retired, or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and



THAT the pension or disability payments to which this rental/housing allowance applies will be any pension or disability payments from plans, annuities, or funds authorized under the Discipline, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the Discipline, that result from any service a Clergy person rendered to this Conference or that an active, a retired, 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 active, retired, or disabled Clergy person's pension or disability 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 income tax purposes is limited under Internal Revenue Code section 107(2) and regulations thereunder to the least of: (1) the amount of the rental/housing allowance designated by the Clergy person's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergy person to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

**Clearing the Clouds: Clergy Housing Allowance**  
*Wespath Benefits and Investments (Wespath)*  
*recognizes the unique and often complex nature of clergy taxes. The following information is designed to help clear some of the gray when thinking about a housing allowance. It pertains to active clergy living in an owned or rented home, active clergy living in a parsonage and retired clergy.*

What does the housing allowance permit?

The housing allowance permits duly ordained, commissioned, or licensed clergy in the exercise of their ministry to exclude a portion of their compensation when reporting gross income for federal income tax purposes. The amount excluded must be used to provide housing.

Additionally, there are limits on what can be claimed as housing expense. For more details including the current tax law and the Clarification Act of 2002, go to The Warren Case: Clergy Housing and You on our website.

Is the Housing Allowance a deduction or exclusion?

The housing allowance is an exclusion from income, not a deduction. This means that the amount claimed is never reported to the Internal Revenue Service (IRS) as part of your annual income. A housing allowance can be taken only if the amount to be excluded is officially designated as a housing allowance by your congregation or church organization through a resolution, meeting minutes or a budget before compensation is paid for the tax year to which it applies. If you are a retired clergy person, your annual conference is the church entity that designates the housing allowance for your pension payments. However, you are not necessarily entitled to exclude from your income the entire amount designated as a housing allowance. You may exclude from your income only the smallest of the following amounts:

- the amount designated in advance of your expenditures as your housing allowance for the current tax year;
- the amount spent for your primary residence (mortgage principal and interest, utilities, taxes, insurance, furnishings, maintenance, etc.); or
- the current fair rental value of your home, including furnishings, plus the current year cost of your utilities (no matter whether your home is owned or rented).

If you are a pastor living in a parsonage provided by the church, you may exclude the annual fair rental value of the parsonage from your gross compensation for federal income tax purposes. (In the absence of Internal Revenue Code section 107(1), you would owe income tax on the fair rental value of the parsonage, even though you do not pay rent to live there.) In addition to the free use of the parsonage, your church may grant you a parsonage or housing allowance to pay for things such as furniture or utilities. Make sure you meet with your church prior to the current tax year to designate your parsonage or housing allowance. You may not exclude from income any expenses incurred before the allowance is designated for a given tax year, so get it documented before January 1 each year to maximize your eligible expenses.

If you are a retired pastor receiving annuity payments (or taking one or more lump sum distributions) from a Wespath retirement program, you may qualify for a clergy housing allowance exclusion. The exclusion applies to distributions of contributions made while you were serving under call, including their accumulated earnings. The same rules for determining the excludable amount for active clergy also apply to you, with one twist. While the local church generally designates a housing allowance for active clergy, your annual conference designates this amount for retirees. You may exclude from taxable income the smallest of the following three amounts:

- the amount designated during the prior tax year by your annual conference as the housing allowance for the current tax year (generally conferences designate up to 100% of your pension payments from Wespath);
- the amount spent for your home (mortgage principal and interest, utilities, taxes, insurance, furnishings, maintenance, etc.); or
- the current fair rental value of your home, including furnishings, plus the cost of utilities (whether you own or rent your home).

Note: Distributions rolled out of a Wespath retirement plan to an Individual Retirement Account or non-church related program may not be eligible for a housing allowance exclusion. If you used your distribution from a Wespath plan to purchase a commercial annuity, however, payments from that annuity generally qualify for a housing allowance exclusion (consult your annual conference's housing allowance designation for retirees). Your clergy housing allowance exclusion ends at your death. IRS rules do not allow your surviving spouse or beneficiaries to claim it.

*Navigating through the complexity of clergy taxes and housing allowance rules can indeed feel like you are traveling through a fog with no direction. Certainly there are many other aspects of taxes to consider when determining the housing allowance exclusion such as its impact on housing equity, social security tax and taxes on retirement distributions. To further shine the light on your situation, consult a qualified tax adviser knowledgeable about the unique tax situations for clergy.*

=====

1 A clergy person must be recognized as a minister of the gospel under Internal Revenue Code section 107, which may exclude certain deacons, especially those in extension ministries.

===== **END OF REPORT** =====

**2024 INSURANCE RATES (EFFECTIVE JANUARY 1, 2024)**

Online Open Enrollment is November 1 - November 15, 2023 by logging into your Employee Navigator account.  
New Enrollee Form and More Information is available at <https://www.holston.org/health-plans>

<b>CLERGY</b>												
<b>BCBST NETWORK "S"</b>						<i>Tennessee Only</i> <b>BCBST NETWORK "P"</b>						
Clergy Copay Plan						Clergy Copay Plan						
	Participant Only	Participant + 1	Family				Participant Only	Participant + 1	Family			
Direct Invoice	1216.95	1216.95	1216.95			Direct Invoice	1216.95	1216.95	1216.95			
Participant	<u>274.05</u>	<u>585.90</u>	<u>937.65</u>			Participant	<u>303.45</u>	<u>643.65</u>	<u>1019.55</u>			
Total	1491.00	1802.85	2154.60			Total	1520.40	1860.60	2236.50			
Clergy High Deductible - HSA Plan						Clergy High Deductible - HSA Plan						
	Participant Only	Participant + 1	Family				Participant Only	Participant + 1	Family			
Direct Invoice	1216.95	1216.95	1216.95			Direct Invoice	1216.95	1216.95	1216.95			
Participant	<u>102.00</u>	<u>185.85</u>	<u>348.60</u>			Participant	<u>172.20</u>	<u>206.85</u>	<u>367.50</u>			
Total	1318.95	1402.80	1565.55			Total	1389.15	1423.80	1584.45			
	\$600/year Conference Contribution	\$1,200/year Conference Contribution	\$1,200/year Conference Contribution				\$600/year Conference Contribution	\$1,200/year Conference Contribution	\$1,200/year Conference Contribution			

<b>LAY EMPLOYEES</b>												
<b>BCBST NETWORK "S"</b>						<i>Tennessee Only</i> <b>BCBST NETWORK "P"</b>						
Lay Copay Plan						Lay Copay Plan						
	Participant Only	Participant + 1	Family				Participant Only	Participant + 1	Family			
Employer*	730.80	1248.45	1698.90			Employer*	730.80	1248.45	1698.90			
Participant*	<u>320.25</u>	<u>583.80</u>	<u>809.55</u>			Participant*	<u>349.65</u>	<u>643.65</u>	<u>891.45</u>			
TOTAL	1051.05	1832.25	2508.45			TOTAL	1080.45	1892.10	2590.35			
Lay High Deductible - HSA Plan						Lay High Deductible - HSA Plan						
	Participant Only	Participant + 1	Family				Participant Only	Participant + 1	Family			
Employer*	730.80	1248.45	1698.90			Employer*	730.80	1248.45	1698.90			
Participant*	<u>102.00</u>	<u>204.75</u>	<u>241.50</u>			Participant*	<u>199.50</u>	<u>227.85</u>	<u>262.50</u>			
TOTAL	832.80	1453.20	1940.40			TOTAL	930.30	1476.30	1961.40			
	\$600/year Conference Contribution	\$1,200/year Conference Contribution	\$1,200/year Conference Contribution				\$600/year Conference Contribution	\$1,200/year Conference Contribution	\$1,200/year Conference Contribution			

<b>EARLY RETIREES</b>												
<b>BCBST NETWORK "S"</b>						<b>BCBST NETWORK "P"</b>						
Copay Plan Early Retiree						Copay Plan Early Retiree						
	Participant	Participant + 1	Family				Participant	Participant + 1	Family			
Participant	1072.07	1868.90	2558.62			Participant	1102.06	1929.94	2642.16			

**VISION PLAN (optional) : Participant: \$11; Participant +1: \$18; Family: \$27**

**Flexible Spending Accounts are available through Progressive Benefits Solutions**

\*The amount of employer-participant shared responsibility is at the discretion of the participating organizations. This cost sharing must be applied consistently to all full-time lay participants within the organization and comply with ACA guidelines. The cost-sharing shown here is an example for information purposes only.

Only TN Providers differentiate between Network "S" and Network "P". If you use TN providers, assess each network to determine which best meets your needs.

Revised 09/05/2023

**2025 INSURANCE RATES (EFFECTIVE JANUARY 1, 2025)**

*Not available at time of publication*

**== == == END OF REPORT == == ==**

## X.b BOARD OF TRUSTEES

### God at Work

Our Lord can work all things for good, even the Trustees! This year two Methodist congregations asked and received a neighboring closed church. Vacation Bible schools, a daycare, Hispanic Ministries, and a host of other services were given space to thrive and bless those communities in the name of Christ. Also, in a county that no longer has a United Methodist presence, we were able to lease out a historic church to a group that feeds the needy every Friday. And yes, we sold some property. One of those was bound up in legal issues for over a decade. What a joy to know that a body of believers is now gathered there each week praising our God. Yes, we continued to: Make sure the lawns of closed churches get mowed. Exhort local churches to buy quality property and liability insurance. Work to make sure every Holston pastor is qualified to be a part of our Worker's Compensation program.

### The End of An Era

With the election of new board members, 2/3 of our board rotates off. Combined those leaving put in 76 years of service. Those leaving are Jonathan Jonas, Robert Reedy, Brian Burch, Bruce Galyon, Ken Johnson, Richie Hayes, and Mary Frances Tucker. David McLain is honored to have chaired the group for the past 12 years.

### Church Closures and Sales

Property sales under contract or completed: Groseclose (New River), Jellico (Leased/Tennessee Valley), Mayberry (Three Rivers), McCarty (Three Rivers), Out-of-the-Box (New River), Rheatown (Three Rivers), Sinking Springs (Leased/Clinch Valley), Sycamore Tree (Smoky Mountain), Vine Grove (Hiwassee)

The following churches closed in the last year:

- Clinch Mountain District: Sulphur Springs in Castlewood
- Hiwassee District: Valley Head and Vine Grove
- Mountain View District: Mountain View, Claiborne
- New River District: Bethany, Brick, Groseclose, and Salem

### Financial Report (Balances as of 12/31/23)

\$41,600.30 .....	Trustee Spend Fund
\$326,251.45.....	Trustees Undesignated Non-Endowed Fund
\$796,797.35 .....	Trustees Quasi Endowment Fund
\$433,643.32 .....	Episcopal Residence Fund
\$67,429.02.....	Hendron's Chapel—Parsonage Fund

Submitted by, David McLain, Chair; Brian Burch, Secretary

== == = END OF REPORT == == =

**X.c COMMISSION ON ARCHIVES AND HISTORY (CAH)**

This conference year has proven to be a time of change and new growth for the Holston Conference Commission on Archives and History (CAH). Our work continues with a new chairperson, as well as many new commission members from across the conference. We also have a wonderful new archivist, Robin Turner, and a new location for the archives on the ground floor of the Merner Pfeiffer library on the campus of Tennessee Wesleyan University in Athens, Tennessee. The archives are being utilized by researchers, and research requests are coming in from across the United States. I would encourage all members and friends of Holston Conference to go see the wonderful historical items and records that are there in the conference archives. It is definitely well-worth the trip, as well as a great destination for church groups, confirmation classes and other folks interested in history. It is a resource that we can be justifiably proud of.

We are actively trying to make sure that we have histories and historical material from every church in Holston, as well as materials from conference related institutions and groups such as the United Women in Faith. Please contact us if you have historical materials that you would like to share with the archives! This includes churches that have closed

or merged, as well as disaffiliated congregations. We need all those histories. We also would love to have any memoirs or history from our laity as well as clergy members of the conference. Those personal histories have been an important part of the Methodist movement since its very inception. We are also super excited about 2024 being the bicentennial year of the formation of the Holston Conference! We are encouraging churches and Holston Methodists to celebrate our shared history in every way possible. We would encourage our Holston congregations to use this anniversary as an opportunity to celebrate your church's history as well, and to lift up those stories and testimonies from your own congregation's history (and then make sure that you share that history with our conference archives).

There's a lot to celebrate and so many wonderful stories to share. God's spirit is very much alive and in the midst of Holston Methodism! As a people who love history, who have a "ministry of memory," we can celebrate what God has done- and we can enthusiastically look forward to what God will be doing.

Submitted by, Michael Feely, Chairperson

**== == == END OF REPORT == == ==**

---

## X.c.1 HISTORY OF HOLSTON CONFERENCE

### Brief History of Holston for Book of Reports

The Holston Conference was created by the 1824 General Conference of The Methodist Episcopal Church. Holston's first session met in the home of Hugh Lawson White who was a son of the founder of Knoxville, Tennessee, and who would be a U.S. Senator and a future presidential candidate. Bishop Robert Roberts gathered forty-one preachers together in White's "Red House" on Main Street just across from the Methodist Church on "Methodist Hill." The church building was too small and cold in the last days of November.

The Holston territory encompassed the watersheds of the New and Holston Rivers. The three Holston rivers, (North, Middle, and South) flowed from Virginia down into Tennessee. Other rivers joined the Holston River until it flowed into the Little Tennessee below Knoxville to become the Tennessee River. Tributaries such as the Clinch, the Nolichucky, the Powell, and the Pigeon moved into the Holston. The Cherokee Nation lay to the south.

Methodist work first came to the mountains and valleys via Methodist lay people from Maryland, Virginia, North Carolina, Pennsylvania, England, Ireland, Scotland, France, and Germany. Circuit riders soon followed. The first time the name Holston appears in the General record is the Holston Circuit in 1783. The area became a part of the Western District, then the Holston District in the Western Conference, then the Holston District of the Tennessee Conference beginning in 1812. Finally, Holston became a separate conference in its own right in 1824 with 14,934 lay members.

One of American Methodism's first bishops, Francis Asbury, passed through Holston twenty-five times in twenty-eight years as he crisscrossed the young United States and its territories. Asbury conducted sessions of annual conferences beginning in 1788 until his death in 1816. Several charter members of Holston such as George Eakin, Jesse Cunnyngnam, and Thomas Stringfield were ordained by Bishop Asbury.

The history of Holston Conference is similar to the geography of the region. Many tributaries form the main stream of Holston Conference: The Evangelical Association; The United Brethren; The Methodist Episcopal Church; The Methodist Episcopal Church, South; The Methodist Protestant Church; Holston Conference of The Methodist Episcopal Church, South; Holston Conference of The Methodist Episcopal Church; the East Tennessee Conference of The Methodist Episcopal Church; the Tennessee Conference of The Evangelical United Brethren Church; Holston Conference of The Methodist Church; and finally the Holston Conference of The United Methodist Church.

### Holston Milestones

- Holston Conference of The Methodist Episcopal Church became Holston Conference of The Methodist Episcopal Church, South, when the Methodist Episcopal Church divided in 1844 over the issue of clergy owning slaves. An early stance of the M.E. Church was to abolish slavery. This was at first a strongly held position but weakened as the church spread. The dividing of The Methodist Episcopal Church first was made geographically as well as ideologically. The churches south of the Mason-Dixon line and the Ohio River were M.E., South, while those north were M.E. This way of parceling out the churches changed after the Civil War.
- Methodist work began in the Cherokee Nation in 1822. Over the years, many served as pastors to the Cherokee. Members of the tribe, including Turtle Fields and John Boot, were ordained as Methodist elders. This move broke with the tradition of sending people to preach to the Cherokee in English. The services and sermons were conducted in the Cherokee language.
- The Rev. Dr. W.G.E. Cunnyngnam and his wife, Elizabeth Litchfield, departed Holston in 1852 and headed to China as the Conference's first international missionaries. Only two years later, the James W. Lambuth joined them. James Lambuth's grandfather had served in Holston in the late 1790s. James' son, Walter R. Lambuth, missionary around the world who was elected Bishop in 1910, was born in China in 1854.

- Higher Education – Emory & Henry College was one of Holston’s early institutions of higher learning. Over the years, the conference founded many others—Holston Academy, Sullins College, Edward’s Academy, Centenary College, Tennessee Wesleyan College, Grant University, Hiwassee College, Murphy College, Holston Seminary, Martha Washington College, Morristown College—to name only a few. Holston has long regarded education as an important part of spreading the Gospel.
- Wesley Foundations – In addition to creating colleges and universities, Holston Conference created Wesley Foundations on the campuses of five colleges and universities. The first of these was begun 1921 by Church Street in Knoxville to offer study, worship, and service to students at the University of Tennessee. Currently, five Wesley Foundations are at Radford University, The University of Virginia at Wise, Virginia, East Tennessee State University, University of Tennessee at Knoxville, and University of Tennessee at Chattanooga.
- Morristown College – A framed building which had once been a slave market became the location for what would be Morristown College. Founded by Dr. Judson S. Hill from the New Jersey Conference of The Methodist Episcopal Church in 1881, this junior college first served freed slaves and their children and went on to offer quality higher education to generations.
- Episcopal Leadership – Many bishops served Holston over the years. In the earliest days, Francis Asbury and William McKendree rode from conference to conference to conduct the annual meetings as if the conferences were on a circuit. That tradition continued throughout the 1800s and into the early 1900s with bishops choosing the “circuit” over which they would preside.

At the union of three branches of Methodism in 1939, geographical regions called jurisdictions were formed. These jurisdictions were shaped according to the map. The Central Jurisdiction was the exception as it contained all the churches of Black Methodist Conferences. Bishops who had originally been elected by the General Conferences were elected by Jurisdictions and served within their own jurisdictional bounds. Bishops were assigned to an area over which they presided. Holston was in the Nashville Area from 1940 to 1968. The bishop of the Nashville Area lived in Nashville and administered the Tennessee, Memphis, and Holston Conferences.

- Fourteen bishops have been elected to the episcopacy from Holston. Ten of these, at the time of their election, were members of denominations or conferences now comprising the Holston Conference—Elijah Embree Hoss, 1902; Richard J. Cook, 1902; Richard G. Waterhouse, 1910; Bachman G. Hodge, 1956; Earl G. Hunt, 1964; Mack B. Stokes, 1972; Richard C. Looney, 1988; Kenneth Carder, 1992; Mary Virginia Taylor, 2004, David Graves, 2016. James Atkins was elected to the episcopacy in 1906 after transferring to the Western North Carolina Conference. He, like Walter R. Lambuth who was elected in 1910, graduated from Emory & Henry College. James W. Henley, 1960, was elected after transferring to the Tennessee Conference. Robert F. Lundy, while serving in Singapore, was elected bishop of the Southeast Asia Area in 1964.
- The Holston Area – After The United Methodist Church was formed through the merger of The Evangelical United Brethren Church and The Methodist Church in 1968, Holston was designated a separate Episcopal Area. The Central Jurisdiction and segregated black annual conferences were abolished and all Black churches became a part of the annual conference in which they stood. As a new Episcopal Area, Holston welcomed Bishop L. Scott Allen (1968-1976) who had been elected in the former Central Jurisdiction. He became the first Black bishop to serve a formerly white conference. Bishop Allen was followed by H. Ellis Finger (1976-1984), R. Kern Eutsler (1984-1988), Clay F. Lee, Jr. (1988-1996), Ray W. Chamberlain, Jr. (1996-2004), James E. Swanson, Sr. (2004-2012), Mary Virginia Taylor (2012-2021), Debra Wallace-Padgett (2021 – Present)

- In the first year of Holston's existence, a dear saint of the early Methodists died. Elizabeth Henry Campbell Russell came to the Methodist faith in 1788 in the days around the Keywood Conference (the first conference Asbury conducted west of the Blue Ridge Mountains). Upon receiving Christ, Elizabeth and her husband, Gen. William Russell, freed all those enslaved on their property. They welcomed Methodist circuit riders into their home for decades. Elizabeth Russell's influence shaped the Methodist work in Southwestern Virginia and upper East Tennessee for many years. She was no less a force for the Kingdom than her brother, Patrick Henry, and her cousin, James Madison, were in forming the United States.
- In summer of 1824, only a few months before the Holston Conference's first meeting in Knoxville, women in the Jonesborough Methodist Episcopal Church organized the "Wesleyan Female Society of Jonesboro, Tennessee." Considered the first women's group in the South, the purpose was to raise funds to be used for the "support of the gospel." The society raised \$40.25 in the first year.
- Divisions and Unions/Contentious Methodists – The first schism in the Methodist Episcopal Church was led by James O'Kelly who led a group out of the 1792 General Conference due to opposition to the episcopacy's power of appointing pastors. This group started the Republican Methodist Church. The next secession came in 1816, when a large number of Black Methodists became a separate ecclesiastical body. The dissident group assumed the name of African Methodist Episcopal Church (AME). Richard Allen, who had purchased his freedom, was elected bishop.

In 1820 another body of Black Methodists organized the African Methodist Episcopal Zion Church (AME Zion). The Canada Conference was set apart from the Methodist Episcopal Church in 1828, taking thirty-nine preachers and 9,672 members.

Dissatisfied with church government, representatives from thirteen annual conferences separated themselves from the Methodist Episcopal Church to form the Methodist Protestant Church in 1830. Episcopacy and lay representation on a parity with clergy were the chief issues. The Church's abolition stand led to the establishment of The Wesleyan Methodist Church in 1842 taking about 20,000 members from the parent body.

A major division over slavery occurred in 1844 when The Methodist Episcopal Church divided. This division eventually caused two parallel Holston Conferences to operate from 1865 to 1939. In the late 1800s other groups developed from Wesleyan heritage with an emphasis on sanctification – the Church of God, the Salvation Army, the Church of the Nazarene, the Church of God of Prophecy and others.

- The Civil War brought hardship as Methodists split into Unionists and Confederates. East Tennessee was particularly divided. Major battles were fought on Holston's soil— Chattanooga, Chickamauga, Knoxville, Philadelphia, Blue Springs, Cumberland Gap, Saltville, Gatlinburg, to name only a few. These conflicts left hard feelings on both sides as brother fought brother, neighbor fought neighbor. These divisions lasted long after the cessation of hostilities and were often maintained between church members. The Methodist Episcopal Church established another Holston Conference in 1865. Thus, two Holston Conferences operated side by side (Holston Methodist Episcopal and Holston Methodist Episcopal, South) with local churches often being across the street or just down the road from each other.
- East Tennessee Conference – Black Methodists of the Holston Conference of The Methodist Episcopal Church petitioned the 1880 General Conference to be separated from Holston Conference. This was granted and Bishop E.O. Haven presided over the first session of the East Tennessee Conference held in Greeneville, Tennessee. At the union of the three Methodist Churches (M.E., M.E., South, and Methodist Protestant) the East Tennessee Conference was placed into the Central Jurisdiction which was for all the black congregations in The Methodist Church. The East Tennessee Conference served Black congregations in the Holston area from 1880 until 1968 when the Central Jurisdiction was abolished.



- In 1958, the Rev. Sallie Crenshaw and the Rev. Nora Young were the first Black women to be ordained elders and accepted into full connection in The Methodist Church. This landmark moment occurred at the session of the East Tennessee Conference held in Tate's Chapel, Greeneville, Tennessee. Rev. Crenshaw, born in Chattanooga, served in the coalfields of southwestern Virginia in the 1930s as a local deacon and local elder (what today is called a local pastor). She moved back to Chattanooga where she began ministries to children and youth in neighborhood centers. Rev. Crenshaw founded the Good Shepherd Fold Day Care Center for inner city children and a neighborhood ministry that became The Bethlehem Center.
- Tennessee Conference of The Evangelical United Brethren – The United Brethren work in the Holston area began right before the Civil War in 1856. Although cooperation between the Brethren and Methodists went back to the beginning with Francis Asbury, Philip Otterbein, and Martin Boehm, the Brethren were not welcomed in the Holston area due to the denomination's opposition to slavery. The Brethren did grow in Northeast Tennessee amid the Unionist sympathies of the area. The United Brethren united with the Evangelical Association in 1946 to form the Evangelical United Brethren (E.U.B.). With the uniting conference of 1968 of The Methodist Church and the Evangelical United Brethren, the Tennessee Conference of the EUB and the Holston Conference MC came together to be the Holston Conference of The United Methodist Church.
- Conference Office – At the 1944 session of the Holston Conference adopted a plan of coordinating all the various boards and agencies to make an Interboard Council. This was the first such effort in The Methodist Church. This organization later became the Conference Council of Ministries and the Holston Conference Office. When first established the Conference office was in Johnson City but later was moved to Knoxville and then Alcoa.
- Camp Meetings – In the earliest years of Holston Conference buildings for places of worship were few and far between. Towns were small, and most people lived in the countryside. Lay people gathered others in their own homes. The early preachers, including Asbury, preached, ate, and slept in these homes. The Great Revival of 1800 began at Cane Ridge in Kentucky. People gathered in "camps" for preaching, prayer, and worship. These camp meetings would last for days, even weeks.  
  
John and William McGee brought the movement to middle Tennessee. John McGee often traveled with Francis Asbury, who came to welcome the new form of worship and preaching. Numerous camp meetings sprang up all over the Holston territory: Wabash, Jonesville, Sulphur Springs, Spring Creek, Eleazar, Kimberlin, Bat Creek, Middle Creek, and many, many more. By the end of the nineteenth century the old camp meetings mostly gave way to local churches while a few places continue to hold camp meetings to this day.
- Youth – By the end of the 1800s, work with young people grew. The Epworth League combined efforts from various branches of the Methodist Church to reach young people ages 18 to 35 in the senior division, and younger youth in the junior division. At the beginning of the twentieth century, summer gatherings of the Epworth League chapters occurred at colleges, churches, and old camp meeting sites. Those efforts later became the Methodist Youth Fellowship (MYF) and then ultimately the United Methodist Youth Fellowship (UMYF).
- Camp and Retreat Ministries – As organizations such as the Boy Scouts and Girl Scouts were founded, camping became popular. By the 1920s Holston offered summer camp experiences in various places—Moxley, Aldersgate, Laurel, Fort Blackmore, Ahistadi, Buffalo Mountain, Winton, Holston Assembly Grounds in Gatlinburg, Trinity Hills, Lookout, Big Ridge, Dickenson, and Wesley Woods. Districts led these camping programs until the 1980s when Holston developed a conference-wide program. Currently there are five camping programs: Dickenson, Bays Mountain, Wesley Woods, Lookout, and Camp In The Community.

- Missions – In addition to sending many men and women to many countries over the world, Holston has been deeply involved in missions—local, national, and international. One way has been an annual conference mission offering collected by local churches. Over decades the offerings have benefitted work in Liberia, Zimbabwe, South Sudan, Haiti, as well as schools, camps, and local churches throughout Holston. The most significant Conference Mission Offering was received in 2013 for the denominational-wide Imagine No Malaria campaign. Children and youth led in this effort in which the conference raised over \$1.2 million! More than any other conference mission offering.
- Beginning in the 1960s Holston Conference—with a few other conferences—pioneered the idea of Short-Term Missions with volunteers (Volunteers In Mission—VIM). Teams went to Bolivia, Peru, Costa Rica, Haiti, Liberia, Sierra Leone, Zimbabwe, and beyond. Youth groups and adult laity also worked closer to home with volunteer mission efforts with Appalachia Service Project (started in 1968 and headquartered in Johnson City). Older adults worked through Nomads On a Mission Active in Divine Service (NOMADS).
- Institutions – Elizabeth Reeves Wiley founded the Holston Orphanage with an eloquent appeal to the Annual Conference in Abingdon, Virginia in 1894. Twenty-five children filled the first building in Greeneville, Tennessee under the direction of Elizabeth Wiley. The ministry of Holston Home for Children has continued in many forms always offering assistance and aid to children of the region. Holston Conference founded many other institutions offering health care, education, and elder care. These included—Asbury Acres, Birdmont Manor, Oak Ridge Methodist Hospital, Wesley House, Bethlehem Center—to name only a few.
- Pittman Center Community Center, a missionary project of the Board of Home Missions and Church Extension of The Methodist Episcopal Church, began in 1920. Dr. J.S. Burnett and Dr. Robert F. Thomas were clergy and doctors who ministered by establishing a school, hospital, and churches. Dr. Thomas was known for offering medical care and spiritual counsel to anyone and everyone. When Conscientious Objectors worked in Great Smoky Mountains National Park during World War II, Dr. Thomas is one of the few doctors who would treat the C.O.s. The mission was active until 1964 when Dr. Thomas retired. The schools established by the church became a part of the Sevier County school system.

As Holston finishes two hundred years as an annual conference, the New Voices campaign looks to the future in developing leaders in the five camps (Camp Lookout, Camp Wesley Woods, Camp In The Community, Camp Bays Mountain, and Camp Dickenson), in the five Wesley Foundations (Radford University, University of Virginia-Wise, East Tennessee State University, University of Tennessee-Knoxville, and University of Tennessee-Chattanooga), and in the two colleges (Tennessee Wesleyan University and Emory & Henry College).

Bishop Paul B. Kern who presided over Holston from 1938 to 1952 once wrote, “The Holston Conference is still pioneering. The last few years have witnessed significant movements within the life of the Conference... which is an illustration of the alertness with which the Methodist people of Holston face new tasks.” This statement remains true.

Submitted by, Charles Maynard

=== **END OF REPORT** ===

---

## **X.d COMMISSION ON EQUITABLE COMPENSATION (CEC)**

One of the drivers of a vital congregation is “effective, equipped and inspired clergy leadership.” The Commission on Equitable Compensation views its work as one way to help make this “driver” possible in our local churches. It is our responsibility to recommend a minimum salary for our pastors. This amount is what we determine to be the minimum salary necessary to support a pastoral family. We do not determine or recommend pay increases for clergy above the minimum levels. That is the responsibility of the local church.

The purpose of equitable compensation is to support full-time clergy serving as pastors in the charges of the annual conference. This will be accomplished by:

- a) Recommending conference standards for pastoral support;
- b) Recommending funds to be used in compensation supplementation;
- c) Providing counsel and advisory material on clergy support to district superintendents and committees on staff/pastor/parish relations.

The Commission on Equitable Compensation will accomplish these objectives by:

- a) Performing an annual review and recommendations of minimum salary levels;
- b) Submitting an annual budget request adequate to fund equitable salary needs;
- c) Providing direction and oversight in the disbursement of this fund;
- d) Providing counsel and advisory support to the Cabinet and Staff/Pastor Parish Relations Committees.

### **ELIGIBILITY GUIDELINES FOR EQUITABLE COMPENSATION SUPPORT**

To be eligible for Equitable Compensation support, a charge should comply with the guidelines regarding fiscal responsibility and other policies of the Conference Commission on Equitable Compensation. These guidelines are as follows:

1. There shall be a Committee on Finance for the charge or for each congregation of the charge making application.
2. There shall be an educational program (approved by the District Superintendent) emphasizing specific stewardship goals of regular proportionate giving and tithing.

3. There shall be at least a simple income projection and spending plan for the congregation making application for a grant. A copy of that plan is to be attached to the application. No application will be considered complete until that plan is received.
4. The church/charge will have worked with the District Superintendent in reaching agreed upon goals related to its district and conference giving.
5. Requests shall be for a specific length of time, not to exceed four years. A specific written plan for getting off Equitable Compensation Support shall be submitted as a part of the application. The plan should be reviewed and updated at least annually to determine that adequate progress toward the ultimate goal is being achieved and celebrated. The total amount that the charge can expect over the four- year period would be determined up front. (Example: Total amount = \$25,000; year one - \$10,000; year two - \$7,500; year three - \$5,000; year four - \$2,500; year five - \$0.) The charge must annually pick up the 25% decrease from the previous year plus any increase in the minimum salary for its pastor as set by the conference for the coming year.
6. There shall be an annual audit, and a copy of the most recent audit shall accompany the application. No application shall be considered complete without the most recent annual audit being provided.
7. If, due to unusual circumstances, a church requests to be granted funds under the “mission situation” classification, it must substantiate its request by clearly defining its distinctive mission ministry and convince the Cabinet and the Commission on Equitable Compensation that the situation is as deserving of mission support as are other critical mission needs.

### **APPLICATION AND DISBURSEMENT PROCEDURES**

The district superintendent must submit an application for each pastor to receive funds. These forms are available from the Office of Administrative Services. The application must be presented at the Charge Conference, approved and signed by the charge conference secretary, the pastor, and the district superintendent. This requirement is waived on mid-year pastoral changes; however, the district superintendent must sign the application and process it accordingly.

Step 1: The district superintendent is responsible for the recommendation of pastors who are eligible for equitable compensation within his/her respective district. To determine eligibility the following items must be reported on the application form:

- Total compensation from the charge including salary, travel allowance, parsonage utilities, social security payment, pastor's share of medical insurance premiums (including salary reduction, if applicable.)
- Contributions from all other sources at the national, conference, district, and local church levels.
- All other income from church sources.

Step 2: The district superintendent will submit applications to the cabinet representative to the Commission on Equitable Compensation for review by the entire cabinet. Once approved, the applications will be forwarded to the Conference Administrative Services Office for disbursement.

Step 3: The decision of eligibility for and distribution of equitable compensation funds is delegated to the cabinet, which will, insofar as possible, seek to follow the conference guidelines on equitable compensation. The Commission on Equitable Compensation and the Conference Council on Finance and Administration encourage judicious stewardship in the allocation of these funds.

Step 4: The district superintendent shall diligently guide those charges and pastors who receive support in his/her district toward self-sufficiency.

### **MINIMUM SALARY RECOMMENDATIONS FOR FULL-TIME SERVICE BY CONFERENCE MEMBERS**

We are aware that many churches are striving to become self-supporting and are on their way to accomplish this. Also, there are churches that are struggling to keep their full time pastors, and it is our desire that they can succeed in this. We trust the cabinet in determining charge alignments and the appointment of clergy that assist those churches.

We realize, that in the past, many, if not most churches, use our recommendation for increases in minimum salary as the recommendation for all clergy. That is not our role and churches who pay above minimum levels must determine themselves cost of living increases and merit pay amounts for their clergy.

### **CATEGORIES TO BE FUNDED AND SCHEDULE OF MINIMUM SALARY LEVELS FOR 2025**

For full-time service by Conference Members:

Full Member (M.Div.) or equivalent degree ..... \$49,500  
Provisional Member/Associate Member ..... \$45,900

For Service as Full-Time Local Pastors:

Master of Divinity (M.Div.)/Completed Studies..... \$42,800  
In Process of Completing Studies ..... \$39,700

Equitable Compensation will be based on the Pastor's Support Worksheet. The Office of Administrative Services will send payments directly to the church treasurers rather than to the pastors. The treasurers are to include the funds in the pastor's paychecks and account for them on the pastor's W-2 forms. Equitable compensation supplements shall not be included in the pastor's compensation line item on end-of-year reports.

The Commission on Equitable Compensation requests a budget of \$600,000 for Cabinet use.

	2023 .....	2024.....	2025 .....
Salary Supplement .....	\$175,000.....	\$200,000 .....	\$153,500
Supplements - Missional .....	\$35,000 .....	\$35,000 .....	\$35,000
Supplements - Cooperative ....	\$4,500 .....	\$4,500 .....	\$4,500
Sustentation Pay .....	\$175,000 .....	\$175,000 .....	\$175,000
Meeting Expenses .....	\$500.....	\$0 .....	\$0
<b>*Grant Based Compensation</b> .....	<b>n/a</b> .....	<b>n/a</b> .....	<b>\$323,000</b>
<b>Total .....</b>	<b>\$390,000 .....</b>	<b>\$414,500 .....</b>	<b>\$600,000</b>

\*Grant Based Compensation – previously under new church development & connectional ministries. Move to Equitable Comp budget to streamline all salary support and provide transparency.

### **CHARGE CATEGORIES**

Equitable Compensation Charge: A charge in which the proposed equitable salary schedule is not fully paid by the charge, but which possesses the potential to become self-sustaining. Amount of funding will be reduced by 25% per year with the church becoming self-sufficient within four years. Funding beyond four years will be subject to a review by a joint committee of the Cabinet and the Commission on Equitable Compensation.

**Mission Aid Ministry:** A ministry, rural or urban, where the minimum salary level cannot be paid for by the ministry, either in full or in part; and where there is no realistic expectation of financial independence. It is the responsibility of the district, the pastor serving the ministry, and a representative of the related charge conference to justify the designation of such a ministry and why it qualifies for aid. The designation is to be reviewed annually.

**Cooperative Parish:** A cooperative parish is a group ministry made up of two or more charges for the purpose of enhancing ministry among churches in a specific geographical area. It is expected that any request for equitable salary funds in a cooperative parish shall meet the approved guidelines and standards for equitable compensation.

### **QUALIFICATIONS AND REQUIREMENTS**

For a pastor to receive an Equitable Compensation Supplement, he or she must be under Episcopal appointment as an approved full-time pastor.

A seminary or college student may be appointed full or part-time as a local pastor to a charge and will receive at least the appropriate minimum salary of the Annual Conference in accordance with paragraph 318.3 of the 2016 *Book of Discipline*. Students who qualify as a full-time local pastor will receive at least the appropriate minimum salary of the Annual Conference.

A local pastor may be considered full-time when he or she is in pursuit of a college or seminary degree, as long as the student is taking less than a full-time class load as defined by the school in which he/she is enrolled. He or she must reside within the geographical bounds of the charge.

Full time pastors who are also students and receiving equitable compensation will be expected to:

- a) Work at least 2 1/2 days per week on site.
- b) Work full-time each week the student is not in school.
- c) Be absent from Sunday worship no more than three Sundays per year.

The charge/church receiving salary supplementation must pay at least 50% of the minimum salary, provide housing or a housing allowance for the pastor and offer Sunday school and other local church programs in addition to weekly worship services.

A charge not meeting this standard is not eligible for salary supplementation even if served by a student. Students serving a charge in this category will be classified as part-time local pastors and receive only the salary level paid by the charge.

Utility costs should be considered when making appointments. If the utilities are paid by the charge, this should be considered as part of the salary. The utilities should always be in the name of the charge/church and not the pastor. Each charge should provide for its pastor's travel expenses in its budget and provide reimbursement at the standard IRS approved mileage rate for all properly documented travel expenses related to the performance of ministry within the charge.

### **STEPS IN BECOMING A SELF-SUPPORTING CHARGE/CHURCH**

The Cabinet is responsible for the conserving of conference funds by ongoing efforts to move charges to a self-supporting status. It is recommended that each charge receiving supplemental salary establish the goal of reducing the equitable compensation supplement by 25% per year over a four-year period. The district superintendent will work with the charge to develop a plan and to monitor the implementation of the plan so that the goal of reducing equitable compensation by 25% per year over a four-year period will be realized. The Annual Conference should recognize those charges that succeed and move to a self-supporting status for their achievement.

The District Superintendent will establish and maintain communication with the appropriate charge leaders (i.e. the pastor, the SPPR chairperson, the treasurer, the lay leader, etc.) reminding them of the charge's progress in reducing equitable compensation. This ongoing communication is intended to keep the goal before the charge and to help encourage and enable the charge to reach its goal.

In those situations, where this is not possible, it is the responsibility of the Cabinet to consider regrouping of charges, mergers, or the matching of ministerial leadership to the category of salary paid by the charge to provide service at minimum expense to the Annual Conference.

**HOLSTON CONFERENCE ARRERAE POLICY**

Any church that is unable to pay its pastor's salary and/or benefits when due must notify, both verbally (within 24 hours) and in writing (within 3 days), the pastor and district superintendent. Written notification can include email. Upon receipt of such notice, the district superintendent will notify the Conference Commission on Equitable Compensation of the issue for its expeditious disposition.

The statute of limitations for filing a claim for funds from the annual conference (i.e., notification to the DS) for any salary arrearage is 90 days from the date of the initial arrearage. Once an appointment ends, the pastor no longer has claim on the local church for compensations funds (§342.4, Discipline).

Further, churches or charges with full-time clergy which are in arrears to the annual conference with respect to benefits payments (pension and insurance) will be reported in the annual conference Handbook and Journal as "churches receiving equitable compensation." These specific churches or charges will be reported based on the following methodology: If the total balance due as of December 31 of the current year is greater than the total balance due as of December 31 of the previous year, said church or charge will be reported as a church or charge having received Equitable Compensation Funds. The amount recorded in the report will equate to the total difference between this year's total balance due and last year's total balance due. Churches with benefits arrearage who pay their pastor(s) above minimum cash compensation have 18 months from January 1 to pay the previous year benefits in full or reduce base salary to the conference minimum cash compensation.

Submitted by, Bruce Galyon, Chair

== == **END OF REPORT** == ==

---

**X.f COMMITTEE ON NOMINATIONS (CON)**

Names are listed in this report including the following information where available: (L/C) Name (District)(YYYY)

- Status: Lay (L) or Clergy (C)
- Name of individual serving
- Home District
- Year started on Leadership Group

**I CABINET**

*Appointment Cabinet: Resident Bishop; District Superintendents; Executive Assistant to the Bishop (2016 BOD ¶417-425)*  
*Extended Cabinet: Appointment Cabinet; Conference Secretary/ Director of Clergy Services; Director of Connectional Ministries; Conference Treasurer/ Director of Administrative Services; Director of Congregational Development; Director of Communications; Executive Director, Holston Conference Foundation, and Chair of the Conference Strategy Team. The Conference Lay Leader shall be invited to attend meetings of the extended cabinet.*

Chairperson..... Bishop Debra Wallace-Padgett  
**Assistant to the Bishop..... Kimberly Goddard**  
Executive Assistant to the Bishop..... Lori Sluder  
Dean of the Cabinet ..... **Angela Hardy Cross**

Appointment Cabinet/District Superintendents:

- Appalachian ..... Jeffrey Lambert
- Clinch Mountain ..... Jane Taylor
- Hiwassee ..... **Mickey Rainwater**
- Mountain View ..... Angela Hardy Cross
- New River ..... **Jane Taylor**
- Scenic South ..... Mickey Rainwater
- Smoky Mountain ..... Ann Robins
- Tennessee Valley ..... Ann Robins
- Three Rivers ..... Jeffrey Lambert

Extended Cabinet (all of the above as well as):

- Conference Lay Leader..... Rebecca ‘Becky’ Hall
- Conference Secretary/Director, Clergy Services ..... Terry D. Goodman
- Conference Treasurer/Director, Administrative Services .....F. Richard “Rick” Cherry
- Director, Congregational Development & Revitalization .....Susan Arnold
- Director, Connectional Ministries..... Michael “Mike” G. Sluder
- **Associate Director, Multicultural Ministries ..... Leah Burns**
- Director, Communications..... Timothy “Tim” W. Jones, Jr.
- President, Holston Foundation.....Paul Bowman
- Conference Chancellor .....Mike Eastridge

**II COMMUNICATIONS ADVISORY COUNCIL**

Chairperson ..... (L) Clayton Hensley (SM)  
 Vice-Chairperson ..... (L) Dr. Kelly Price-Rhea (MV)  
 Secretary ..... **(L) Jessie Buttram (TV)**

**Members:**

- (C) Leah Burns (TV)(2021)
- (C) William R Shelton II (TV)(2021)
- (L) Joanna Corvin (NR)(2023)
- (L) Katie Strangis (TV)(2023)
- (L) Clayton Hensley (SM)(2018)
- (L) Dr. Kelly Price-Rhea (MV)(2023)
- **(C) Daniel Nettleton (NR)(2024)**
- **(L) Jessie Buttram (TV)(2024)**
- **(L) Reagan Kelly (HI)(2024)**

**Ex-Officio Members:**

- Editor, The Call ..... Annette Spence
- Digital Media Specialist ..... Ben Smith
- Director of Communications / Staff Resource / Representative, Cabinet ..... Timothy Jones

**Alternate Member(s):**

- (L) Belinda Kenny (SM)

**III COMMITTEE ON CONGREGATIONAL DEVELOPMENT**

Chairperson ..... **(C) Jim Goddard (NR)**  
 Vice-Chairperson ..... **(C) Palmer Cantler (TV)**  
 Secretary ..... **(C) Crystal Fallesen (SS)**

**Members:**

- (C) Drew McCallie (TV)(2021)
- (C) Palmer Cantler (TV)(2021)
- (C) Karen Black (MV)(2021)
- (C) Will Lauderback (SS)(2021)
- (C) Jim Goddard (NR)(2023)
- **(C) Leah Burns (TV)(2024)**
- **(L) Keenan Gerbach (SM)(2024)**
- **(C) Elizabeth Hernandez-Lopez (NR)(2024)**
- **(L) Ben Smith (TV)(2024)**
- **(C) Robert Kariuki Nyaga (CM)(2024)**
- **(C) Chris Black (HI)(2024)**
- **(C) Crystal Fallesen (SS)(2024)**

**Ex-Officio Members:**

- Congregational Development Operational Team Member ..... **Nathan Dugger**
- Staff Resource ..... Susan Arnold
- Representative, Cabinet ..... Ann P. Robins



**IV BOARD OF HIGHER EDUCATION AND CAMPUS MINISTRY**

Chairperson ..... (C) Alex Thompson (HI)

Members:

- (C) Alex Thompson (HI)(2023)
- (L) Leanna Johnson (TR)(2024)
- (L) Tracy Gartmann (SS)(2024)
- (C) Randall Wright (SM)(2024)
- (L) Noe Agustin Martinez (CM)(2024)
- (L) Rebekah Ducote (SS)(2024)
- (L) Deidra Guyton (NR)(2024)
- (L) Kelly Price-Rhea (MV)(2024)
- (C) Amanda Dean (SS)(2024)
- (C) Justin Keating (MV)(2024)

Ex-Officio Members:

- Staff Resource ..... Laura McLean
- Representative, Cabinet ..... Mike Sluder

**V BOARD OF LAY MINISTRY**

*(Related directly to Annual Conference) The Conference Lay Leader is the elected leader of conference laity (2016 BOD ¶607.1). District Lay Leaders; presidents of United Methodist Men, United Methodist Women, United Methodist Youth; Resi-dent Bishop, Conference Director of Lay Servant Ministries; 2 cabinet representatives; 5 members-at-large; Conference Lay Leader. The Board may elect up to three associate Conference Lay Leaders from its membership, who may represent the Lay Leader with full voting rights in any group of which the Lay Leader is a member. (2016 BOD ¶631). The Conference Lay Leader shall be the chairperson of the conference Board of Lay Ministry (2016 BOD ¶607.3)*

Chairperson ..... Rebecca ‘Becky’ Hall (SS)  
Vice-Chairperson ..... Rick Lay (HI)  
Secretary ..... Amy Blumberg (MV)

District Lay Leaders:

- Appalachian ..... Wesley Eastridge
- Clinch Mountain ..... Sue Tilson
- Hiwassee ..... Rick Lay
- Mountain View ..... Linda West Schumann
- New River ..... Deborah Neal
- Scenic South ..... Dobbin Callahan
- Smoky Mountain ..... Glenda Eastridge
- Tennessee Valley ..... Renni Morris
- Three Rivers ..... Jennifer Mongold

Conference Presidents:

- United Women in Faith ..... Donna Mosby (TV)
- United Methodist Youth ..... Daniel Goodman (SM)

Members-at-Large:

- (C) Amy Blumberg (TR)(2022)
- (L) Cecil Flournoy Sr. (SS)(2022)
- (L) Thomas Fox (SM)(2024)
- (L) Johnnie Bridges (TV)(2024)
- (L) Mary Jeffries (NR)(2024)

Ex-Officio Members:

- Resident Bishop ..... Bishop Debra Wallace-Padgett
- Conference Director, Lay Servant Ministry ..... Bobby Stair
- Staff Resource ..... Lori Sluder
- Representative, Cabinet ..... Rebecca ‘Becky’ Hall

VI DISCIPLESHP TEAM

Chairperson ..... (C) Randall Wright (SM)

Secretary ..... (L) Lori Sluder (SM)

## Members:

- (C) Sharon Bowers (CM)(2022)
- (C) Steve Yeane (HI)(2023)
- (L) Theresa Taylor (CM)(2023)
- (C) Randall Wright (SM)(2017)
- **(L) Mark Wilson (TV)(2024)**
- **(C) David Hall (SS)(2024)**
- **(C) Josh Kilbourne (NR)(2024)**
- **(L) Mary Jeffries (NR)(2024)**
- **(C) M. Stacey Morgan (MV)(2024)**
- **(L) Joanna Corvin (NR)(2024)**
- **(C) Christopher Dover (HI)(2024)**

## Ex-Officio Members:

- Resident Bishop ..... Bishop Debra Wallace-Padgett
- Conference Lay Leader ..... Rebecca 'Becky' Hall
- Chair, Board of Higher Education and Campus Ministry ..... **Alex Thompson**
- Director of Connectional Ministries ..... Mike Sluder

## Chairpersons with vote:

- Missions Ministry Team ..... **Samuel Dzobo**
- Nurture Ministry Team ..... **Samuel Ward**
- Outreach/Advocacy Ministry Team ..... **Lori Sluder**
- Stewardship Ministry Team ..... **Paul Seay**
- Witness Ministry Team ..... **Teresa Atkins McClure**

## Representatives without vote (named by respective groups):

- Board of Ordained Ministry ..... Scott Spence
- Communications Advisory Council ..... **Leah Burns**
- Staff Resource ..... Mike Sluder
- Representative, Cabinet ..... Mickey Rainwater

VI.a MISSIONS MINISTRY TEAM

Chairperson ..... (C) Samuel Dzobo (TV)

## Members:

- (L) Angela Love (SS)(2022)
- (C) Samuel Dzobo (TV)(2023)
- **(C) V. Kaye Seay (CM)(2024)**
- **(C) Donald Shelor (NR)(2024)**
- **(L) Dedri Minutolo (TR)(2024)**
- **(L) Anna Kapoor (TR)(2024)**
- **(L) Deborah Neal (NR)(2024)**
- **(C) Ken Sauer (TV)(2024)**
- **(C) Melissa R Smith (HI)(2024)**
- **(L) Laura Smith (TV)(2024)**
- **(C) Fred Dearing (SS)(2024)**

## Ex-Officio Members:

- Chair, Advance ..... Brooke Atchley
- Chair, Church and Community Worker Committee ..... Leann Miller
- Coordinator of South Sudan Missions ..... Danny Howe
- Representative, United Women in Faith ..... Susan Daffron
- Volunteer in Mission Coordinator ..... Chris Brown
- Director, Connectional Ministries/Missions/Conference Secretary of Global Ministries/Staff Resource/  
Representative, Cabinet ..... Mike Sluder

## Alternate:

- (C) Caroline Hawthorne (CM)(2024)

VI.b NURTURE MINISTRY TEAM

Chairperson.....(C) **Samuel Ward (SM)**

Members:

- (C) Kimberly Isley-Selby (AP)(2023)
- (L) Lisa Whitlock (HI)(2023)
- (C) Samuel Ward (SM)(2023)
- (L) Cheechie Wilson (SS)(2023)
- (C) **Angela Akers (HI)(2024)**
- (L) **Cheryl Manis (HI)(2024)**
- (C) **Brooke Hartman (TV)(2024)**
- (C) **Casey Irwin (CM)(2024)**
- (C) **Austin Byerly (SM)(2024)**

Representatives with vote (named by respective groups):

- Camp and Retreat Ministries Board .....Mary Thompson
- Children’s Ministries Team..... Susan Groseclose
- Young Adult Ministry Team ..... Laura McLean
- Council on Youth Ministries ..... Council to name
- Board of Lay Ministry Representative ..... Rebecca ‘Becky’ Hall
- Representative, Cabinet / Staff Resource.....Mike Sluder

VI.b.1 CHILDREN’S MINISTRY TEAM

Chairperson.....(L) **Margaret Frazier (AP)**

Vice-Chairperson .....(L) **Josh Bass (CM)**

Secretary .....(L) Rachel Dow (SS)

Members:

- (L) Margaret Frazier (AP)(2022)
- (L) Rachel Dow (SS)(2022)
- (L) Marybeth Hammett (SS)(2022)
- (L) Danaya Randolph (SM)(2023)
- (L) **Josh Bass (CM)(2024)**
- (L) **Zenobia Dobson (TV)(2024)**
- (L) **Beth Spears (SS)(2024)**
- (L) **Betty Billingsley (NR)(2024)**
- (C) **Crystal Fallesen (SS)(2024)**

Ex-Officio Members:

- Staff Resource ..... Susan Groseclose
- Representative, Cabinet .....Mike Sluder

VI.b.2 CONFERENCE COUNCIL ON YOUTH MINISTRIES

CCYM President.....(L) Sarah Thomas (HI)

Coordinator of District Coordinators.....(C) Pat Tipton (AP)

Coordinator of Youth Ministries .....(L) Laura McLean (SM)

Representative, Cabinet .....(C) Mike Sluder (SM)

VI.b.3 YOUNG ADULT MINISTRY TEAM

Chairperson ..... (C) **Chris Black (HI)**

## Members:

- (L) Taylor Hines (NR)(2021)
- (L) Kyle Smith (AP)(2021)
- (L) Molly Haymore (SM)(2023)
- (L) Ghadah Conner (NR)(2023)
- (L) **Kennedy Moore (SS)(2024)**
- (L) **Abby Bryant (HI)(2024)**
- (L) **Matthew Gilbert (AP)(2024)**
- (C) **Magan Stubblefield (SM)(2024)**
- (L) **Ben Smith (TV)(2024)**
- (C) **G Keith Moore (SS)(2024)**
- (C) **Daniel Castillo (SM)(2024)**
- (C) **Chris Black (HI)(2024)**

## Ex-Officio Members:

- Representative, Campus Ministries ..... William Skip White
- Staff Resource ..... Laura McLean
- Representative, Cabinet ..... Mike Sluder

VI.b.4 CAMP & RETREAT MINISTRY BOARD

Chairperson ..... (C) **Sarah Varnell (MV)**

Secretary ..... (C) **Brandon Berg (TV)**

Finance Chair ..... (L) **Sarah Clegg (SS)**

Personnel Chair ..... (L) **Deanna Unger (TV)**

## Members:

- (C) Clayton Farmer (CM)(2021)
- (C) Brandon Berg (TV)(2016)
- (L) Sarah Clegg (SS)(2019)
- (C) Rusty Taylor (SM)(2021)
- (C) Sarah Varnell (MV)(2021)
- (L) Jacob Ducote (HI)(2021)
- (L) Anne Travis (SM)(2018)
- (C) David Payne (NR)(2022)
- (C) Amanda Dean (SS)(2018)
- (L) Les Fout (TV)(2023)
- (L) Jim Hayes (TV)(2023)
- (L) Deanna Unger (TV)(2023)

## Ex-Officio Members:

- Resident Bishop ..... Bishop Debra Wallace-Padgett
- Director of Connectional Ministries / Representative, Cabinet ..... Mike Sluder
- Camp and Retreat Ministries Executive Director / Staff Resource ..... Mary Thompson
- Site Directors: ..... **John Maynard, Rhea Thurman**, Jeff Wadley, Donald Washburn, Whitney Winston
- Site Board Chairpersons: ..... Ashely Cross, Mary Whitaker, Jim Goddard, Rebekah Ducote, Justin Hall

VI.b.5 OLDER ADULT MINISTRY TEAM

Chairperson ..... (C) **Eric Bronkala (TV)**

## Members:

- (L) Cindy Mishtal (HI)(2023)
- (L) RoseAnne Bell (TV)(2023)
- (L) Joan De Tar (TV)(2023)
- (C) Michelle Hunter (SS)(2023)
- (C) Jennifer McIntyre (SM)(2023)
- (C) Eric Bronkala (TV)(2023)
- (L) Gaye King (TV)(2023)
- (C) **Sue Lynn Johnson (TV)(2024)**
- (L) **Johnnie Bridges (TV)(2024)**

## Ex-Officio Members:

- Staff Resource / Representative, Cabinet ..... Mike Sluder
- Associate Director of Connectional Ministries for Discipleship ..... Susan Groseclose

VI.c OUTREACH / ADVOCACY MINISTRY TEAM

Chairperson.....(L) **Lori Sluder (SM)**  
Vice Chairperson..... (L) Barbara Hodges (MV)

Members:

- (L) Barbara Hodges (MV)(2021)
- **(L) Lori Sluder (SM)(2024)**
- (C) James Bailes (TV)(2021)
- (C) J. Steve Patterson (CM)(2022)
- **(C) Patricia Tipton (AP)(2024)**
- **(L) Karla Kurtz (NR)(2024)**
- **(C) Clair Sauer (TV)(2024)**
- **(C) Jeffrey L Tallent (CM)(2024)**
- **(C) Clay Holt (NR)(2024)**
- **(C) Walter Cross (TV)(2024)**
- **(L) Danny Tullier (SS)(2024)**

Chairperson, Religion and Race Ministry Area.....(C) **Donna Mosby**  
Chairperson, Status and Role of Women Ministry Area..... (C) **Sarah Slack**  
Chairperson, Creation Care.....(L) Jan Berry  
Chairperson, Christian Unity and Inter-Religious Relationships Ministry Area..... (L) **Carolyn Lawhorn**  
Chairperson, Disability Concerns..... (L) **Steve Richardson**

Ex-Officio Members: (named by the Team):

- Representative, Alcohol and Related Issues ..... **C. Don Jones**
- Coordinator, Peace with Justice..... Pat Bellingrath
- Chairperson, Strength for the Journey Team ..... **Annette Flynn**
- Staff Resource..... Leah Burns & Mike Sluder
- Representative, Cabinet.....Angela Hardy Cross

VI.c.1 RELIGION AND RACE MINISTRY AREA

Chairperson.....(C) **Donna Mosby (TV)**

Members:

- (C) Terryl James (SS)(2021)
- (C) Jodie Ihfe (TR)(2023)
- (C) Harry Grubb (NR)(2023)
- (C) Donna Mosby (TV)(2023)
- (L) Chris Duble (CM)(2023)
- **(L) Mark Brown II (TV)(2024)**
- **(C) Carol Price-Guthrie (TV)(2024)**
- **(C) Brenda Bell-McAdams (MV)(2024)**
- **(C) Kimberly Isley-Selby (AP)(2024)**
- **(L) Theresa Taylor (CM)(2024)**

Ex-Officio Members:

- Representative, Hispanic Ministry Team.....**To be named**
- Staff Resource.....Mike Sluder
- Representative, Cabinet.....Angela Hardy Cross
- Associate Director of Connectional Ministries for Multicultural Ministries.....Leah Burns

VI.c.2 CHURCH AND SOCIETY MINISTRY AREA

Chairperson.....(L) Mary Ellis Richardson (TV)

Vice Chairperson.....(L) Ben Smith (TV)

## Members:

- (C) Walter Cross (TV)(2024)
- (L) Deidra Guyton (NR)(2024)
- (L) Mary Ellis Richardson (TV)(2024)
- (L) Zenobia Dobson (TV)(2024)
- (C) Joshua Felton (SS)(2024)
- (L) Ben Smith (TV)(2024)

## Ex-Officio Members:

- Staff Resource / Representative, Cabinet.....Mike Sluder
- Associate Director of Connectional Ministries for Multicultural Ministries.....Leah Burns

VI.c.3 STATUS AND ROLE OF WOMEN MINISTRY AREA

Chairperson.....(C) Sarah Slack (SM)

## Members:

- (L) Mia Foote (CM)(2024)
- (C) Casey Irwin (CM)(2024)
- (C) Ethan Johnson (CM)(2024)
- (L) Karla Kurtz (NR)(2024)
- (C) Vickie Moore (MV)(2024)
- (C) Sarah Slack (SM)(2024)
- (C) Mary Grace Ellis (AP)(2024)
- (C) Denna Hornby (TV)(2024)
- (C) Melissa Malcolm (AP)(2024)
- (L) Melanie Willetts (HI)(2024)
- (C) Charlotte Williams (SS)(2024)

## Ex-Officio Members:

- Staff Resource / Representative, Cabinet.....Mike Sluder
- Associate Director of Connectional Ministries for Multicultural Ministries.....Leah Burns

VI.c.4 CHRISTIAN UNITY AND INTER-RELIGIOUS RELATIONSHIPS MINISTRY AREA

Chairperson.....(L) Carolyn Lawhorn (SS)

Vice Chairperson.....(C) T Chase Crickenberger (AP)

## Members:

- (L) Carolyn Lawhorn (SS)(2024)
- (C) Felix Perez-Alvarez (AP)(2024)
- (L) Katie Sumner (HI)(2024)
- (C) T Chase Crickenberger (AP)(2024)
- (L) Michael Reynolds (SS)(2024)
- (C) Linda Rozar (TR)(2024)

## Ex-Officio Members:

- Staff Resource / Representative, Cabinet.....Mike Sluder
- Associate Director of Connectional Ministries for Multicultural Ministries.....Leah Burns

VI.c.5 DISABILITY CONCERNS

(Chair)(2016 BOD ¶653).

Chairperson .....(L) Steve Richardson (TV)(2024)(1)

VI.c.6 STRENGTH FOR THE JOURNEY TEAM

Chairperson..... (C) Annette Flynn (TV)

Members:

- (L) Steve Reis (TR)(2021)
- (L) Carol Price-Guthrie (TV)(2023)
- (C) Mary Grace Ellis (AP)(2024)
- (C) Valerie Ohle (SM)(2024)
- (C) Diana Brown Taylor (TV)(2024)
- (C) Peggy Meade (AP)(2024)
- (C) Wayne Cook (SS)(2024)
- (L) Kathryn King (SM)(2024)
- (C) Annette Flynn (TV)(2024)

Ex-Officio Members:

- Founding Director..... Dot Avers
- Staff Resource..... Charlotte Riggins
- Representative, Cabinet..... Jane Taylor

VI.c.7c ADVISORY BOARD OF DIRECTORS OF THE METHODIST MEDICAL CENTER OF OAK RIDGE

Name.....	Elected/ Appointed .....	Term 1st 3 Year .....	Term 2nd 3 Year .....	Year Non-elig Re-Election Elig .....
Bonnie Mihealsick .....	Elected .....	2021-2023 .....	2024-2026 .....	2027
Clinton Wolfley .....	Elected .....	2021-2023 .....	2024-2026 .....	2027-2028
Nicole Allen .....	Elected .....	2021-2023 .....	2024-2026 .....	2027-2028
Brian Cook .....	Elected .....	2021-2023 .....	2024-2026 .....	2027-2028
Derrick Hammond .....	Elected (Chairperson 2024-2026) .....	2021-2023 .....	2023-2026 .....	2027-2028
Gene Patterson .....	Elected .....	2024-2026		
Christine Michaels .....	Elected .....	2024-2026		
Diane Ward.....	Elected .....	2024-2026		
Shawn Smith.....	Appointed (Foundation Board Member) .....	2023-2025		
Dr. Milan Sheth.....	Appointed (Chief of Staff) .....	2023-2025		
Adam McKee, III .....	Appointed (District Sup-Holston) .....	2009		
Mr. Jeremy Biggs.....	Appointed (MMC Executive)			
Ms. Catherine Bunch .....	Appointed (MMC Executive)			
Ms.Jacque Alt.....	Appointed (MMC Executive)			
Mr. Jay Shepherd .....	Appointed (MMC Executive)			

VI.c.8 NATIVE AMERICAN MINISTRIES TEAM

## Members:

- (C) H. Michael Somers (CM)(2021)
- (L) Myra Buffaloe (TV)(2021)(Vice Chairperson)
- (C) Kristie Baner (MV)(2022)
- (L) Bonnie Seiber (TV)(2022)
- (C) Randy Mutter (AP)(2023)
- (L) Jonnie Faye Ball (TV)(2024)
- (C) V. Richard Tallent (SM)(2024)
- (L) LeAnn Luttrell Trotter (SM)(2024)
- (C) Angela Sowers (NR)(2024)

## Ex-Officio Members:

- Representative, Cabinet / Staff Resource.....Mike Sluder
- Associate Director of Connectional Ministries for Multicultural Ministries..... **Leah Burns**

VI.c.9 AFRICAN AMERICAN MINISTRY TEAM

Chairperson.....(C) Peter Kenny (SM)

## Members:

- (C) Peter Kenny (SM)(2023)
- (C) Robert Kariuki Nyaga (CM)(2024)
- (L) Karen High (TV)(2024)
- (L) James Guthrie Jr. (TV)(2024)
- (L) Keith Lindsey (TV)(2024)
- (C) Gerald 'Jerry' Jones (HI)(2024)

## Ex-Officio Members:

- Representative, Religion and Race Ministry Area.....**Donna Mosby**
- Director of Connectional Ministry.....Mike Sluder
- Associate Director of Connectional Ministries for Multicultural Ministries.....Leah Burns

VI.d STEWARDSHIP MINISTRY TEAM

Chairperson.....(C) Paul Seay (CM)

## Members:

- (C) Will Conner (TV)(2021)
- (L) Sabine Collins (TV)(2021)
- (L) Austin Fesmire (HI)(2023)
- (L) Ron White (SS)(2023)
- (C) Paul Seay (CM)(2024)
- (C) Sarah Varnell (MV)(2024)
- (C) Susana Lopez (SM)(2024)
- (L) Bobby Stair (TV)(2024)
- (L) Rachael Barnett (TR)(2024)
- (C) Tim Robinson (AP)(2024)
- (L) Robbie Hicks (CM)(2024)

## Ex-Officio Members:

- Director, Connectional Ministries.....Mike Sluder
- Staff Resource.....Richard Edwards
- Representative, Cabinet.....Paul Bowman



VI.e WITNESS MINISTRY TEAM

Chairperson..... (C) **Teresa Atkins McClure (TV)**

Members:

- (C) Dave Whaley (HI)(2021)
- (L) Dan Young (SS)(2021)
- (C) Brenda Bell-McAdams (MV)(2023)
- (C) Cindy Paxton (NR)(2023)
- (C) **Teresa Atkins McClure (TV)(2024)**
- (C) **Annette Warren (CM)(2024)**
- (C) **Jim Goddard (NR)(2024)**
- (L) **Anna Dirl (TV)(2024)**
- (C) **William R Shelton II (TV)(2024)**
- (C) **Joseph ‘Joey’ Manis (HI)(2024)**
- (L) **Deidra Guyton (NR)(2024)**

Ex-Officio Members:

- Chairperson, Small Membership Congregation Team..... **Victor Dingus**
- Chairperson, Hispanic/Latino Leadership Team ..... **Felix Perez-Alvarez**
- Director, Congregational Development & Revitalization / Staff Resource..... Susan Arnold
- Director, Connectional Ministries / Staff Resource ..... Mike Sluder
- Representative, Cabinet ..... Becky Hall

VI.e.1 SMALL MEMBERSHIP CONGREGATION TEAM

Chairperson..... (L) **Victor Dingus (TR)**

Members:

- (C) Braxton Cotton (SS)(2020)
- (L) **Sherrie Martin (TV)(2024)**
- (C) **Harry Grubb (NR)(2024)**
- (C) **Linda Rozar (TR)(2024)**
- (L) **Dr. Victor Dingus (TR)(2024)**
- (L) **Krystal Gourley (TV)(2024)**
- (C) **Terryl James (SS)(2024)**
- (C) **Daniel Lee Garrett (CM)(2024)**
- (C) **Vannessa Trice Wallace (SS)(2024)**

Ex-Officio Members:

- Special Advisor ..... Bishop Richard C. Looney
- Staff Resource ..... Mike Sluder
- Representative, Cabinet ..... Susan Arnold

Alternate Member(s):

- (C) **Dalton Richardson (CM)(2024)**
- (C) **Kim Dunn (SS)(2024)**

VI.e.2 HISPANIC / LATINO LEADERSHIP TEAM

Chairperson..... (C) **Felix Perez-Alvarez (MV)**

Members: 1 year extension (service to end 2025-06-30)

- (C) Jim Goddard (NR)(2019)
- (C) Todd Adams (TV)(2019)
- (L) Mike Feely (SS)(2018)
- (C) Susana Lopez (SM)(2016)
- (L) Marta Cogburn (MV)(2016)
- (C) Javier Hernandez-Torres (NR)(2016)
- (L) Kacye Castenir (SM)(2016)
- (C) Debra Dickerson (SS)(2016)

Members:

- (L) Cristiana Jimenez Wright(TV)(2023)
- (C) Jennifer Spieth (TV)(2023)
- (L) Moises Martinez (CM)(2023)
- (C) Felix Perez-Alvarez (MV)(2023)

Ex-Officio Members:

- Staff Resource .....Mike Sluder
- Associate Director, Connectional Ministries for Multicultural Ministries .....Leah Burns
- Representative, Cabinet .....Angela Hardy Cross, Jane Taylor

VI.f COMMITTEE ON SEXUAL ETHICS & BOUNDARIES

Chairperson.....(C) Carmel Day (MV)

Members:

- (L) Donita Denton (TR)(2021)
- (L) Judy Cole (TR)(2021)
- (L) Harold Bryson (SS)
- (C) Diana Brown Taylor (TV)(2023)
- (C) Carmel Day (MV)(2023)
- (C) **Mary Grace Ellis (AP)(2024)**
- (L) **Karla Kurtz (NR)(2024)**
- (L) **Ben McDonald (HI)(2024)**
- (C) **Robert ‘Bob’ Ruth (AP)(2024)**

Ex-Officio Members:

- Representative, Board of Ordained Ministry .....Robert Countiss
- Director, Center for Wellbeing..... Kathy Heustess
- Conference Secretary / Staff Resource .....Terry Goodman

VI.g INVITATION TEAM

Co-Chairperson.....(C) Kimberly Goddard

Co-Chairperson..... (L) Becky Hall

Members:

- (C) Ray Amos, Jr
- (C) Sarah Varnell
- (C) Kim Goddard
- (C) Timothy Hale
- (L) Becky Hall
- (C) Angela Hardy Cross
- (L) J. Del Holley
- (C) Jonathan Jonas
- (C) Micah Nicholas
- (C) Mickey Rainwater
- (C) Scott Spence
- (C) Bishop Wallace-Padgett

VII. BOARD OF ORDAINED MINISTRY (BOM)

*Elected members [nominated by the Resident Bishop and elected by the Annual Conference]; The Board may adopt a policy to pull in others to use as interviewers as needed. Members may serve up to three consecutive four-year terms (2016 BOD ¶635.1.a). Director of Clergy Services/Administrative Registrar; Chair, Order of Deacons; Chair, Order of Elders [nominated by the Board of Ordained Ministry and elected by Clergy Session]; Co-Chairs, Fellowship of Local Pastors and Associate Members; 2 District Superintendents appointed by Resident Bishop. The Board shall select its own officers. (2016 BOD ¶635, ¶306-309) \* Denotes Board of Ordained Ministry Executive Committee (BOMECE)*

Chairperson.....(C) **Glenna Manning (TV)\***

Division: Chair, Division of Elders.....David Graybeal\*

Division: Co-Chair, Division of Local Pastors and Associate Members..... Susan Arnold\* & Charles Starks\*

Committee: Chair, Provisional Mentoring and Recruitment Committee (RIM) ..... Adam T. Love\*

Committee: Chair, Conference Relations Committee (CRC) ..... Annette Warren\*

Committee: Chair, Vocational Discernment Committee (VDC)..... Bradley K. Hyde\*

**Members: (Status) Clergy (District)**

- |                                      |                                     |                                       |
|--------------------------------------|-------------------------------------|---------------------------------------|
| • (C) Raymond W. Amos (FE)(CM)       | • (C) David W Graybeal (FE)(SS)     | • (C) Stephanie Parrott (FD)(TV)      |
| • (C) Susan N Arnold (FE)(TR)        | • (C) Susan L Groseclose (FD)(SM)   | • (C) Timothy Robinson (PE)(AP)       |
| • (C) Aaron Dana Atchley (FE)(TR)    | • (C) Timothy Hale (FE)(NR)         | • (C) William Shelton (FE)(TV)        |
| • (C) Teresa Atkins McClure (FE)(TV) | • (C) Bradley K Hyde (FE)(TV)       | • (C) Sarah Slack (FE)(SM)            |
| • (C) James L Bennington (FE)(CM)    | • (C) Robert Kariuki Nyaga (FE)(CM) | • (C) Melissa R Smith (FE)(HI)        |
| • (C) Timothy J Best (FE)(TV)        | • (C) Justin Keating (FE)(MV)       | • (C) C Scott Spence (FE)(CM/NR)      |
| • (C) Christopher E Black (FE)(HI)   | • (C) Elihugh Kilgore (FE)(HI)      | • (C) J Michael Stallings (FD)(TV)    |
| • (C) Sharon Bowers (FE)(CM)         | • (C) Andrew Lay (FE)(SM)           | • (C) Charles W Starks (FE)(SS)       |
| • (C) Mary K Briggs (FE)(TV)         | • (C) William L Lauderback (FE)(SS) | • (C) Magan Stubblefield (FE)(SM)     |
| • (C) Kristen Burkhart (FE)(MV)      | • (C) Adam Love (FE)(AP)            | • (C) Elizabeth Sullivan (FE)(TR)     |
| • (C) William Joseph Conner (FE)(TV) | • (C) Nathan A Malone (FE)(SS)      | • (C) Mary Tipton (FD)(AP)            |
| • (C) J Robert Countiss (FE)(TR)     | • (C) Glenna B Manning (RD)(TV)     | • (C) Vannessa Trice Wallace (FE)(SS) |
| • (C) Walter H Cross (RA)(TV)        | • (C) Misti McCreary (FE)(NR)       | • (C) Annette Warren (AM)(CM)         |
| • (C) Barbara A Doyle (RE)(CM)       | • (C) Micah Nicolaus (FE)(HI)       | • (C) Carol E Wilson (RE)(TR)         |
| • (C) Caleb Raymond Frazier (FE)(TR) | • (C) Amy Suzanne Nutt (FE)(SS)     | • (C) Sharon Wiley Wright (FE)(CM)    |

**Members: (Status) Laity (District)**

- |                          |                            |                          |
|--------------------------|----------------------------|--------------------------|
| • (L) Tina Carter (SS)   | • (L) Bob Lockaby (HI)     | • (L) Ralph Skinner (TV) |
| • (L) Lauri Hale (TR)    | • (L) Moises Martinez (CM) |                          |
| • (L) Belinda Kenny (SM) | • (L) Deborah Neal (NR)    |                          |

**Ex-Officio Members:**

- Chair, Order of Elders.....Sharon Bowers\*
- Chair, Order of Deacons .....Stephanie Parrott\*
- Co-Chair, Fellowship of Associate Members and Local Pastors.....Annette Warren (AM)\* & **Fellowship to elect (LP)\***
- Director, Clergy Services / BOM Administrative Registrar / Staff Resource..... Terry Goodman
- Representative(s), Cabinet.....Jane Taylor, **Mickey Rainwater**

VIII GROUPS RELATED TO THE CABINET & ORDAINED MINISTRY

VIII.a ADMINISTRATIVE REVIEW COMMITTEE

Chairperson..... (C) **Nathan Malone**

Members:

- (C) Brenda Carroll (2021)
- (C) Nathan Malone (2021)
- (C) **Asa Majors (2024)**

Alternate Member(s):

- (C) **Paul Seay (2024)**
- (C) **Laura Rasor (2024)**

VIII.b COMMITTEE ON INVESTIGATION

Clergy Members:..... Adam McKee, Charles Maynard, **Amanda Dean, Doug Fairbanks**

Professing Members: ..... Mary Baker, Mike Slimbarski, **Julie Bennett**

Alternate Clergy:..... Robert Nyaga, David Tabor, John Graham

Alternate Laity: ..... Kelly Price-Rhea, Bob Martin, Bob Lilly

VIII.c ORDER OF DEACONS

Chairperson..... (C) Stephanie Parrott (TV)(2020)

Ex-Officio Member(s):

- Director, Clergy Services / Staff Resource ..... Terry Goodman

VIII.c ORDER OF ELDERS

Chairperson..... (C) Sharon Bowers (CM)(2024)

Ex-Officio Member(s):

- Director, Clergy Services / Staff Resource ..... Terry Goodman

VIII.d CENTER FOR WELLBEING SUPERVISORY COMMITTEE

Chairperson..... (C) **Brenda Carroll (TV)**

Members:

- (L) Jim Lewis (SS)(2021)
- (C) Eric Bronkala (TV)(2021)
- (C) Steve Patterson (SM)(2021)
- (C) Brenda Carroll (TV)(2021)
- (C) **Greta Smith (SM)(2024)**
- (C) **Joy Eastridge (AP)(2024)**
- (C) **Tim Smith (NR)(2024)**
- (C) **Carol Price-Guthrie (TV)(2024)**

Representative, Board of Ordained Ministry ..... Sharon Bowers

Representative, Partners in Crisis ..... Nancy Ridenour

Ex-Officio Members:

- Representative, Cabinet ..... Mickey Rainwater
- Director, Clergy Services / Staff Resource ..... Terry Goodman

Alternate Member(s):

- (C) **Amanda Dean (SS)(2024)**

VIII.e CRITICAL INCIDENT RESPONSE TEAM

Chairperson..... (C) Bob Ruth (AP)(n/a)

Members:

- (L) Victor Barr (TV)(n/a)
- (C) Leah Burns (TV)(n/a)
- (C) Brenda Carroll (TV)(n/a)
- (C) Joy Eastridge (AP)(n/a)
- (C) Bruce Galyon (TV)(n/a)
- (C) Carole Martin (n/a)
- (C) Donna Mosby (TV)(n/a)
- (C) Caleb Pitkin (TV)(n/a)
- (C) Laura Shearer (SS)(n/a)
- (C) Beth Tipton (AP)(n/a)
- (C) Clair Sauer (TV)(n/a)
- (C) Diana Brown Taylor (TV)(n/a)
- (C) David Graybeal (SS)(n/a)
- (C) Nathan Malone (SS)(n/a)

VIII.f. MINISTERS' CONVOCATION DESIGN TEAMChairperson ..... (C) **Misti McCreary (NR)**

## Members:

- (C) Laura Plaster (TR)(2016)
- (C) Andrew Lay (SM)(2016)
- (C) Misti McCreary (NR)(2016)
- (C) Mary Grace Ellis (AP)(2023)
- (C) Terryl James (SS)(2023)

## Ex-Officio Members:

- Chair, Order of Deacons ..... Stephanie Parrott
- Chair, Order of Elders ..... Sharon Bowers
- Co-Chairs, Division of Local Pastors & Associate Members ..... Susan Arnold, Charles Starks
- Director, Clergy Services / Staff Resource ..... Terry Goodman
- Director, Communications ..... Tim Jones
- Communications ..... Ben Smith
- Administrative Assistant to Director of Clergy Services (DCOM Concerns) ..... Madasun Loy

IX. CONFERENCE COUNCIL ON FINANCE & ADMINISTRATIONChairperson ..... (C) **Michael Vaughn (AP)**

## Members:

- (C) Jeremy McMillan (SS)(2021)
- (L) George Scott (MV)(2021)
- (L) Andy Nelson (TR)(2021)
- (C) Timothy Hale (NR)(2021)
- (L) Johnnie Bridges (TV)(2021)
- (L) Robert Denney (TR)(2021)
- (L) Carole Myers (SM)(2023)
- (L) Moises Martinez (CM)(2023)
- (C) Carol E Wilson (TR)(2023)
- (C) Michael Vaughn (AP)(2019)
- **(L) Dr. Keith Lindsey (TV)(2024)**
- **(C) Daniel H Taylor (TV)(2024)**
- **(L) Heather Fugatt (CM)(2024)**
- **(C) Terryl James (SS)(2024)**
- **(L) Jan Legg (SM)(2024)**

## Ex-Officio Members:

- Resident Bishop ..... Bishop Debra Wallace-Padgett
- Conference Treasurer / Staff Resource ..... Rick Cherry
- Director, Connectional Ministries / Staff Resource ..... Mike Sluder
- Representative, Cabinet ..... Jeff Lambert

## Alternate Member(s):

- **(C) Randall Wright (SM)(2024)(1)**

X ADMINISTRATIONX.a BOARD OF PENSIONS

Chairperson.....(L) Brent Clark (TV)  
 Vice Chairperson.....(C) L. Knox Wimberly (NR)  
 Secretary .....(L) Linda Colvin (SM)  
 Treasurer .....(L) Rick Cherry

## Panels:

2025

- (L) Linda Colvin (SM)
- (L) Rick Cooper (TV)
- (C) Jim Whedbee (TV)

2028

- (L) Brent Clark (TV)
- (L) Phyllis Herron (AP)
- (C) Palmer Cantler (TV)

2031

- (L) Charlotte McKee (SS)
- (L) Case Mosby (TV)
- (C) Peter Kenny (SM)

2026

- (L) T.J. Newby (SM)
- (L) Allen Gorrell (CM)
- (C) David Tabor (TV)

2029

- (L) Josh Anderson (TV)
- (L) Samantha Johnson (TV)
- (C) Brooke Atchley (TR)

2027

- (L) Lisa Atkins (TV)
- (C) Robert Burlingham (AP)
- (C) Caleb Pitkin (SS)

2030

- (C) L Knox Wimberly (NR)
- (L) Theresa Taylor (CM)
- (L) Jacqueline Brown (SS)

## Ex-Officio Members:

- Director, Pensions / Staff Resource .....Rick Cherry
- Chairperson, Joint Committee on Medical Leave (Incapacity).....Brian Burch
- Benefits Officer / Staff Resource.....Julie Graham
- Consultant Trinity Advisors.....Chris Poynter / Drew Mann
- Representative, Cabinet.....Jeff Lambert

X.b BOARD OF TRUSTEES

Chairperson.....(C) Jason Gattis (SS)  
 Vice Chairperson.....(L) Kate Spencer (TV)  
 Secretary / Treasurer .....(L) Angel Norman (SM)

## Members:

- (C) Sandra Johnson (HI)(2021)
- (L) Angel Norman (SM)(2023)
- (L) Kate Spencer (TV)(2023)
- (L) Renni Morris (TV)(2019)
- (C) Dalton Richardson (CM)(2024)
- (C) Jason Gattis (SS)(2024)
- (L) Alpha Alexander (MV)(2024)
- (L) Claudia Stallings (TV)(2024)
- (L) Becky Fritz (SM)(2024)
- (C) Glenn Patterson (CM)(2024)
- (C) Elston McLain (NR)(2024)

## Ex-Officio Members:

- Resident Bishop.....Bishop Debra Wallace-Padgett
- Conference Treasurer / Staff Resource .....Rick Cherry
- Representative, Conference Council on Finance & Administration.....Michael Vaughn
- Representative, Cabinet.....Mickey Rainwater

X.c COMMISSION ON ARCHIVES AND HISTORY

Chairperson ..... (L) Mike Feely (SS)

## Members:

- (L) Vivian Eckerson (TR)(2023)
- (C) Natalie Justice (CM)(2023)
- (C) Timothy Paul (SM)(2024)
- (C) Joseph 'Joey' Manis (HI)(2024)
- (L) Mike Feely (SS)(2023)
- (C) Jason Stubblefield (SM)(2024)
- (C) Dalton Richardson (CM)(2024)
- (C) Ed Blair (NR)(2024)

## Ex-Officio Members:

- Conference Historian ..... Robert Lee George
- Historical Society, President ..... James Douthat
- Conference Secretary / Staff ..... Terry Goodman
- Representative, Cabinet ..... Kim Goddard
- Conference Archivist ..... Robin Turner

## Alternate Member(s):

- (C) Brenda Bell-McAdams (MV)(2024)
- (C) T Chase Crickenberger (AP)(2024)

X.d COMMISSION ON EQUITABLE COMPENSATION

Chairperson ..... (C) Clair Sauer (TV)

## Members:

- (C) Jason Ratliff (NR)(2021)
- (C) Daniel Wright (HI)(2024)
- (C) Peter Kenny (MV)(2024)
- (C) Evelyn Harris (SS)(2024)
- (C) Susana Lopez (SM)(2024)
- (C) Clair Sauer (TV)(2024)
- (L) Karen Mathas (SM)(2024)
- (L) Robbie Hicks (CM)(2024)
- (C) Rachel Collins (TV)(2024)
- (C) David Jackson (CM)(2024)

## Ex-Officio Members:

- Conference Treasurer / Sustentation Funds / Staff Resource ..... Rick Cherry
- Executive Assistant to the Bishop ..... Lori Sluder
- Director, Clergy Services / Conference Secretary ..... Terry Goodman
- Representative, Cabinet / District Superintendent ..... Jeff Lambert

## Alternate Member(s):

- (C) Clayton Farmer (CM)(2024)



X.e COMMITTEE ON EPISCOPACY

Chairperson ..... (L) James Del Holley (SM)

Members:

- \*(L) Rebecca ‘Becky’ Hall (SS)(2021)
- (C) Liz Hamilton (SS)(2021)
- (C) Walter Cross (TV)(2021)
- (L) Joyce Moore (CM)(2021)
- (L) Oliver McBride (NR)(2021)
- (L) James Del Holley (SM)(2021)
- **(L) Dawson Kitts (TV)(2024)**
- **(C) Sharon Bowers (CM)(2024)**
- **(L) Alan Eleazer (SM)(2024)**
- **(C) Jonathan Jonas (SM)(2024)**
- **(L) Mary Frances Tucker (TV)(2024)**
- **(L) Katie Sumner (HI)(2024)**

Appointed by the Bishop:

- (L) Becky Jaquish (HI)(2021)
- **(C) David Payne (NR)(2024)**
- **(L) Sam England (SM)(2024)**

Ex-Officio Members:

- Representative, Cabinet ..... Kim Goddard
- Members, Jurisdictional Committee (with vote) ..... **Anne Travis**, Kim Goddard

Alternate Member(s):

- **(C) Janet Sweet (AP)(2024)**

X.f COMMITTEE ON NOMINATIONS

Chairperson ..... Bishop Debra Wallace-Padgett  
 Conference Secretary ..... Terry Goodman  
**Assistant to the Bishop..... Kimberly Goddard**  
**Executive Assistant to the Bishop ..... Lori Sluder**

## District Superintendents:

- Appalachian ..... Jeffrey Lambert
- Clinch Mountain ..... Jane Taylor
- Hiwassee ..... **Mickey Rainwater**
- Mountain View ..... Angela Hardy Cross
- New River ..... **Jane Taylor**
- Scenic South ..... Mickey Rainwater
- Smoky Mountain ..... Ann Robins
- Tennessee Valley ..... Ann Robins
- Three Rivers ..... Jeffrey Lambert

## Extended Cabinet (as well as those listed above):

- Conference Lay Leader ..... Rebecca ‘Becky’ Hall
- Conference Secretary/Director, Clergy Services ..... Terry D. Goodman
- Conference Treasurer/Director, Administrative Services ..... F. Richard “Rick” Cherry
- Director, Congregational Development & Revitalization ..... Susan Arnold
- Director, Connectional Ministries ..... Michael “Mike” G. Sluder
- **Associate Director, Multicultural Ministries ..... Leah Burns**
- Director, Communications ..... Timothy “Tim” W. Jones, Jr.
- President, Holston Foundation ..... Paul Bowman
- Chair, Conference Strategy Team/Conference Chancellor ..... Mike Eastridge

## Presidents:

- United Methodist Men ..... Vacant
- United Women in Faith ..... Donna Mosby
- United Methodist Youth Rep ..... Sarah Thomas

## Ex-Officio Members:

- Chairperson, Discipleship Team ..... Randall Wright
- Director, Lay Servant Ministry ..... Bobby Stair
- District Representatives:
  - Appalachian ..... Wesley Eastridge
  - Clinch Mountain ..... Sue Tilson
  - Hiwassee ..... Rick Lay
  - Mountain View ..... Linda West Schumann
  - New River ..... Deborah Neal
  - Scenic South ..... Dobbin Callahan
  - Smoky Mountain ..... Glenda Eastridge
  - Tennessee Valley ..... Renni Morris
  - Three Rivers ..... Jennifer Mongold

X.g COMMITTEE ON PETITIONS AND RESOLUTIONS

Chairperson ..... (C) Wil Cantrell (TV)

Members:

- (C) James Bennington (CM)(2021)
- (L) Matthew Roberts (AP)(2021)
- (L) Danny Tullier (SS)(2021)
- (L) Stephanie Strutner (TV)(2021)
- (C) Wil Cantrell (TV)(2021)
- (L) Michael Eastridge (TR)(2024)
- (C) Barbara Doyle (CM)(2024)
- (C) Cynthia Thompson (MV)(2024)

Ex-Officio Members:

- 2020 Delegate for General Conference (named by Delegation)..... Rebecca ‘Becky’ Hall
- Conference Secretary / Staff Resource ..... Terry Goodman
- Representative, Cabinet ..... Kim Goddard

X.h COMMITTEE ON RULES OF ORDER

Chairperson..... (C) Douglas Grove-DeJarnett

Members:

- (L) Ginger Buchanan (HI)(2021)
- (L) Donna Mosby (TV)(2021)
- (L) Johnnie Bridges (TV)(2023)
- (C) Douglas Grove-DeJarnett (TR)(2024)
- (C) Wayne Cook (SS)(2024)
- (C) Richard Hayes (AP)(2024)
- (C) Todd Adams (TV)(2024)
- (C) Jeremy McMillan (SS)(2024)

Ex-Officio Members:

- Resident Bishop ..... Bishop Debra Wallace-Padgett
- Executive Assistant to the Bishop..... Lori Sluder
- Conference Secretary / Staff Resource / Representative, Cabinet..... Terry Goodman
- Chancellor ..... Mike Eastridge
- Parliamentarian ..... Del Holley

Alternate Member(s):

- (C) Evelyn Harris (SS)(2024)

X.i EPISCOPAL RESIDENCE COMMITTEE

Chairperson or Representative, Committee on Episcopacy..... Del Holley  
Chairperson or Representative, Board of Trustees ..... David McLain  
Chairperson or Representative, Conf. Council on Finance and Administration..... Michael Vaughn  
Representative, Cabinet ..... Rick Cherry

Ex-Officio Member:

- Executive Assistant to the Bishop..... Lori Sluder

X.j PERSONNEL RESOURCES COMMITTEE

Chairperson .....(C) Terryl James (SS)

## Members:

- (L) Gail Catron (NR)(2021)
- (C) Daniel Taylor Jr (TV)(2023)
- (C) Magan Stubblefield (SM)(2023)
- (C) Kimberly Dunn (SS)(2023)
- (L) Anne Travis (SM)(2023)
- (L) **Edward Feagins (CM)(2024)**
- (L) **LeeAnn Foster (SM)(2024)**
- (L) **Christine M Lee (TV)(2024)**
- (L) **Kate Spencer (TV)(2024)**
- (C) **William Randy Frye (AP)(2024)**
- (C) **Melissa Smith (HI)(2024)**
- (L) **Phillip J Archer (MV)(2024)**

## Ex-Officio Members:

- Resident Bishop ..... Bishop Debra Wallace-Padgett
- Chairperson or Representative, Committee on Episcopacy ..... Del Holley
- Executive Assistant to the Bishop ..... Lori Sluder
- Conference Chancellor ..... Mike Eastridge
- Chairperson or Representative, Conference Council on Finance & Administration ..... Terryl James
- Staff Resource ..... Mike Sluder
- Representative, Cabinet ..... Ann Robins

## Alternate Member(s):

- (L) **Bob Hillhouse (TV)(2024)**

X.k PROGRAM COMMITTEE, ANNUAL CONFERENCE SESSION

Bishop ..... Bishop Debra Wallace-Padgett  
 Conference Secretary ..... Terry Goodman  
 Conference Lay Leader ..... Rebecca Hall  
 President, United Women in Faith ..... Donna Mosby  
 Chair, Discipleship Team ..... Randall Wright  
 Director, Connectional Ministries ..... Michael Sluder  
 Director, Communications ..... Tim Jones  
 Chair, Religion and Race Ministry Area ..... **Donna Mosby**  
 Chair, Status and Role of Women Ministry Area ..... **Sarah Slack**  
 Parliamentarian ..... James D Holley  
 Representative, Associate Member ..... Annette Warren  
 Representative, Deacon ..... Stephanie Parrott

XI SUPPORT GROUPS

XI.a UNITED METHODIST MEN (UMM)

*All men of local churches or charges chartered or unchartered within the bounds of the Annual Conference. (2016 BOD ¶648)*

Honorary President.....	Bishop Wallace-Padgett	District Presidents:	
Northern Vice President .....	Powell Kidd	Appalachian .....	Powell Kidd
Secretary.....	James Sink	Hiwassee .....	Doug Greene
Treasurer.....	Tom Mitoraj	Smoky Mountain .....	Jack Vincent
Scouting Coordinator .....	Rick Cherry	Tennessee Valley.....	Ralph Skinner
Prayer Advocate .....	Tom Mitoraj		
Staff Resource .....	Rick Cherry		
Representative, Cabinet.....	Terry Goodman		

XI.b UNITED WOMEN IN FAITH (UWF)

*All members of local units within the bounds of the Conference. (2016 BOD ¶647).*

President.....	Donna M. Mosby	District Presidents:	
Vice President .....	Heather Vaughn	• Clinch Mountain .....	Beverly Hayden
Secretary .....	Michelle Roberson	• Hiwassee .....	Cynthia Mishtal
Treasurer .....	Cecilia Henderson	• New River .....	Mitzi Sadler-Thorne
Secretary of Program Resources.....	Nannette Feedback	• Scenic South .....	Mona Geer
Spiritual Growth Coordinator .....	Deaconess Margaret Fraizer	• Smoky Mountain.....	Lori Sluder
Education & Interpretation Coordinator .....	Susan Daffron	• Tennessee Valley .....	Danielle Meyers
Social Action Coordinator.....	Donna Gardner	• Three Rivers.....	Joanne Peters
Membership, Nurture & Outreach Coordinator.....	Beth Smith		
Committee on Nominations Chair .....	Monica Sheppard-Viator		
Mission u. Dean .....	Kim Hill		
Mission u, Assistant Dean.....	Lori Sluder		
UWF National Program Advisory Group Rep.....	Lynice Broyles		
Representative, Cabinet .....	Angela Hardy Cross		
Bishop .....	Debra Wallace-Padgett		

DISTRICT COMMITTEES ON ORDAINED MINISTRY (DCOM)APPALACHIAN (AP) DISTRICT

(C) Adam. Love (Chair)  
 (C) Christopher Brown  
 (C) Kimberly Isley-Selby  
 (C) Mary Tipton  
 (C) Michael Vaughn  
 (C) Pierce Edwards  
 (C) Timothy Robinson  
 (L) Alberta Mitchell  
 (L) James Downs  
 (L) Mary Lee Watterson  
 (L) P. Roger Herron  
 (L) Wesley Eastridge

CLINCH MOUNTAIN (CM) DISTRICT

(C) Annette Warren  
 (C) Donna Hester (Registrar)  
 (C) Danielle Goad  
 (C) David T. St Clair  
 (C) Larry Lusk  
 (C) Natalie Justice  
 (C) Paul. Seay (Chair)  
 (C) Raymond W. Amos  
 (C) Robert Kariuki Nyaga  
 (C) Sharon Wiley Wright  
 (L) Robert Hicks  
 (L) Theresa Taylor  
 (C) Casey Irwin  
 (C) David Jackson  
 (C) Jane Taylor

HIWASSEE (HI) DISTRICT

(C) D. Layne Pennington  
 (C) Elihugh Kilgore  
 (C) Joseph W. Manis  
 (C) Mary L. Parson  
 (C) Mary Thompson  
 (C) Melissa R. Smith (Registrar)  
 (C) Micah. Nicolaus (Chair)  
 (C) Michael Travis  
 (C) Terril D. Littrell  
 (L) Kay A Freeman  
 (L) Rebecca Jaquish  
 (L) Rick Lay  
 (L) Robert Donaghy

MOUNTAIN VIEW (MV) DISTRICT

(C) Brenda Bell-McAdams  
 (C) David S. Woody  
 (C) Dennie D. Humphreys (Registrar)  
 (C) James Fain  
 (C) Sarah Varnell  
 (C) Thomas T. Ballard (Chair)  
 (L) John Allen  
 (L) Zerudia Rogers

NEW RIVER (NR) DISTRICT

(C) Darlene J. Marshall  
 (C) David Payne  
 (C) Elston D. McLain (Chair)  
 (C) James E. Goddard  
 (C) Joshua D. Kilbourne  
 (C) Paige Wimberly  
 (C) Teresa. Tolbert (Registrar)  
 (C) Timothy Hale  
 (C) William Donald Scott  
 (L) Marva Hickman  
 (L) Michael McMahon  
 (L) Phyllis C Ashworth

SMOKY MOUNTAIN (SM) DISTRICT

(C) Charles D. Ledger  
 (C) Don E. Ferguson  
 (C) Donald Watkins  
 (C) Eugene Lovell  
 (C) Jeffrey W. Wright  
 (C) Lisa Blackwood  
 (C) Magan Stubblefield  
 (C) Ronald Fisher (Mentor)  
 (C) Sarah. Slack (Chair)  
 (C) Timothy Jones  
 (L) Laura. McLean (Registrar)  
 (L) Pat Scruggs  
 (L) Wayne McMahan

SCENIC SOUTH (SS) DISTRICT

(C) Adam McKee  
 (C) Charles W. Starks  
 (C) Evelyn Boutz. Harris (Registrar)  
 (C) Gary W. Grogg  
 (C) Gregory Moore  
 (C) Gregory S. Smart  
 (C) Laura Anderson Shearer  
 (C) Nathan A. Malone (Chair)  
 (C) Vannessa Trice Wallace  
 (C) W. David Hall  
 (C) Walter P. Weikel  
 (L) Dobbin Callahan  
 (L) Ginger Housley

TENNESSEE VALLEY (TV) DISTRICT

(C) Barbara A. Clark  
 (C) Bradley K. Hyde  
 (C) D Scott Wilks (Chair)  
 (C) Denna Marie Hornby  
 (C) Glenna B. Manning  
 (C) Mary K. Briggs  
 (C) Stephanie Parrott  
 (C) Sue Lynn Johnson (Mentor)  
 (C) Timothy J. Best (Secretary)  
 (C) Walter H. Cross  
 (L) Mike Slimbarski (Registrar)  
 (L) Renni Morris  
 (L) Sherrie Martin  
 (L) Sherry E Livengood

THREE RIVERS (TR) DISTRICT

(C) Caleb Raymond Frazier  
 (C) Carol E. Wilson  
 (C) Douglas Grove-DeJarnett  
 (C) Jodie Elizabeth Ihfe  
 (C) John W. Crabtree  
 (C) Leann Kaye Frazier Miller  
 (C) Linda W. Rozar  
 (C) Paul Gene Humphrey  
 (C) Richard D. Mullan (Registrar)  
 (C) William Collins  
 (L) Amanda Onks  
 (L) Dan Cross  
 (L) Darrell Fowler  
 (L) David Farmer  
 (L) Lauri Hale  
 (L) Linda J Keller  
 (L) Lynice Broyles  
 (L) Wendell (Dell) Gates

DISTRICT BOARDS OF CHURCH LOCATION AND BUILDINGAPPALACHIAN (AP) DISTRICT

(C) Richard Davis  
 (L) Wesley Eastridge  
 (C) Pierce Edwards (Chair)  
 (L) Ramona Fletcher  
 (L) Dawn Gilbert  
 (L) Powell Kidd  
 (L) Lisa McConnell  
 (L) Laurie Neville (Secretary)  
 (L) Jason Tipton

CLINCH MOUNTAIN (CM) DISTRICT

(C) Donald Bailey  
 (L) Tommy Cuddy (Panel: 2025)  
 (C) Daniel Lee Garrett  
 (C) Harry W. Howe (Panel: 2024)  
 (L) Tom Mitoraj (Panel: 2025)  
 (L) Danny Ruble (Chair)(Panel: 2023)  
 (L) Patricia Sauve (Panel: 2024)  
 (C) E. Creighton Smith (Panel: 2024)  
 (C) Jane Elizabeth Taylor  
 (L) John Taylor

HIWASSEE (HI) DISTRICT

(L) Arthur Bigham (Chair)(Panel: 2026)  
 (L) Lynn Dunlap (Panel: 2026)  
 (L) Dave Einerson (Panel: 2026)  
 (L) Jerold Franitza (Panel: 2025)  
 (L) Edith Jones (Panel: 2024)  
 (L) Rick Lay (Panel: 2025)  
 (L) Donna Tisdale (Panel: 2024)  
 (C) Loy Whaley (Panel: 2025)  
 (L) Wendell Whaley (Panel: 2024)

MOUNTAIN VIEW (MV) DISTRICT

(C) Thomas T. Ballard (Panel: 2024)  
 (C) Angela Hardy Cross  
 (C) W. Stacey Morgan (Panel: 2026)  
 (L) Tom Rush (Chair)  
 (L) Tom Schumann (Panel: 2026)

NEW RIVER (NR) DISTRICT

(C) Glenn Carico (Chair)(Panel: 2025)  
 (L) Gail Catron (Panel: 2026)  
 (L) Shelby M. Luper (Panel: 2024)  
 (C) Elston D. McLain (Panel: 2026)  
 (L) Nate Montgomery (Panel: 2026)  
 (C) Daniel Nettleton (Panel: 2025)  
 (L) Lee Snider (Panel: 2024)

SMOKY MOUNTAIN (SM) DISTRICT

(L) Martin Brown  
 (L) Andy Bush  
 (L) James D. Holley  
 (C) Brian D Inman  
 (C) Jonathan Jonas  
 (L) Doug Lynn  
 (L) Karen Mathas  
 (L) Jack Vincent  
 (L) Mike Wall

SCENIC SOUTH (SS) DISTRICT

Steve Bovell (Panel: 2024)  
 Charlotte McKee(Panel: 2024)  
 Gary James (Panel: 2024)  
 Jeanie Grogg (Panel: 2025)  
 Phillip Schofield (Panel: 2025)  
 Gregory Keith Moore (Panel: 2025)  
 Braxton Cotton (Panel: 2026)  
 Don Poole (Panel: 2026)  
 Bill Stuart (Panel: 2026)

TENNESSEE VALLEY (TV) DISTRICT

(L) Jonathan Cooper  
 (C) Dave Henderson  
 (L) Lilly Rayson  
 (L) Steve Walling (Chair)  
 (L) David Smith  
 (L) James Cain  
 (L) Keith Lindsey  
 (L) Tom McMahan  
 (L) Kara Sheetz

THREE RIVERS (TR) DISTRICT

(C) William Collins  
 (L) David Doan (Panel: 2024)  
 (L) Paul Frye  
 (L) Olen Haynes (Panel: 2024)  
 (C) Linda W. Rozar (Panel: 2023)  
 (C) Lon F. Tobin (Chair)

XII. THE CONFERENCE CONNECTIONAL TABLEXIII. TASK FORCES

*Task Forces must be formed with the approval of the extended cabinet and may exist for up to a period of four years to complete their work. At the end of four years, any task force must reapply, if needed, for an extension not to exceed four more years. If at the end of the first four years, it becomes apparent that the task force needs to become a standing Leadership Group of the conference, the Task Force shall ask the extended cabinet to approve the need. If approved, the Task Force would submit a request to the annual conference as a part of its report to the annual conference. At that point, the conference will vote on whether or not to establish the Task Force as a standing Leadership Group of the conference. If funding is required, task forces must apply to the appropriate body.*

XIII.a APPALACHIAN TRAIL CHAPLAIN TASK FORCE (2020-2023) - The task force expired as of June 30, 2024.

XIII.b DISMANTLING RACISM TASK FORCE OF THE DISCIPLESHIP TEAM (2020-2023) - *The task force expires June 30, 2024.*

Members:

- (C) Sharon Bowers (CM)(2022)
- (C) Laura Plaster (TR)(2021)
- (C) Robert Nyaga (CM)(2021)
- (C) Andrew Lay (HI)(2021)
- (C) Brenda Bell-McAdams (MV)(2021)
- (C) Don Hanshew (TV)(2021)
- (C) Charlotte Williams (SS)(2021)
- (C) Drew McCallie (SS)(2021)
- (C) Barbara Clark (TV)(2021)
- (C) Sarah Slack (SM)(2021)
- (C) Jimmy Sherrod (TV)(2021)
- (C) Leah Burns (TV)(2021)
- (L) Jacqueline Westfield (HI)(2021)
- (L) Carrie Hopper (TV)(2021)
- (L) Anthony Oliveira (NR)(2021)
- (L) Brett Jonas (SM)(2021)
- (L) Steven Reis (TR)(2021)
- (L) Betty Yeomans-Barton (TR)(2021)
- (L) Tyson Jones (SS)(2022)
- (C) Feliz Perez-Alvarez (SM)(2023)
- (C) Barbara Doyle (CM)

Ex-Officio Members:

- Resident Bishop ..... Bishop Debra Wallace-Padgett
- Communications Committee Representative ..... Ben Smith
- Representatives, Cabinet..... Angela Hardy Cross, Mike Sluder

XIV THE CONFERENCE STRATEGY TEAM

Members:

- Bishop Wallace-Padgett
- (L) Michael A. Eadstridge (Chair)
- (L) Lori Sluder (Secretary)
- (C) Susan Anrold
- (L) Josh Bass
- (L) Rick Cherry
- (C) Susan Groseclose
- (L) Becky Hall
- (C) Don Hanshew
- (C) Tim Jones
- (C) Robert Kariuki
- (C) Micah Nicolaus
- (C) Ann Robins
- (C) Mike Sluder
- (C) Jane Taylor



TRUSTEES AND DIRECTORS OF CONFERENCE RELATED INSTITUTIONS AND AGENCIES  
HOLSTON FOUNDATION (2024)

President.....	Paul Bowman
Chair.....	<b>Beth Peacock</b>
Vice-Chair.....	<b>Jon Leonard</b>
Secretary .....	<b>Rob Keener</b>
Legal Counsel .....	Jackson Kramer
Chair, Grants Committee .....	Nancy Cogar
Chair, Investment Committee .....	David Goodson
Chair, Nominations Committee .....	Lee Iglehart

Members:

- |                       |                          |
|-----------------------|--------------------------|
| • Kasey Abart         | • Rob Keener             |
| • Keith Burroughs     | • Bill Kilday            |
| • <b>Brad Bower</b>   | • Monica Sheppard-Viator |
| • Anthony Grills      | • Charles Stewart        |
| • <b>Laura Gac</b>    | • Susanne Stouffer       |
| • <b>Jason Gattis</b> | • Jeff Wadley            |
| • Jim Johnston        | • <b>Ken Webb</b>        |

Chair, Audit Committee..... **Buck Gentry**

Ex-Officio Members:

- |                             |                              |
|-----------------------------|------------------------------|
| • Resident Bishop.....      | Bishop Debra Wallace-Padgett |
| • Conference Treasurer..... | Rick Cherry                  |

EAST TENNESSEE STATE UNIVERSITY - WESLEY FOUNDATION BOARD OF DIRECTORS

Chairperson.....	Anna Kapoor
Vice-Chairperson .....	Abraham McIntyre
Secretary .....	Rachel Barnett
Treasurer .....	Kay Farmer
Chair, Executive Committee .....	Adam Love
Chair, Trustees Committee.....	Butch Jones
Chair, Fundraising Committee.....	Lauri Hale
Chair, Scholarship/Residency Committee .....	Kathy Feagins

Elected Members:

- |                  |                   |
|------------------|-------------------|
| • Jeff Anderson  | • Jodie Ihfe      |
| • K.C. Obonnaya  | • Jeff Wadley     |
| • Susan Arnold   | • Liz Hamilton    |
| • Michael Vaughn | • Dell Gates      |
| • Leah Adonalfi  | • Trish Patterson |
| • Joyce Jones    | • Beth Sullivan   |
| • Carolyn Kerr   |                   |

Ex-Officio Members:

- |  |                             |
|--|-----------------------------|
| • Campus Minister, ETSU Wesley Foundation..... | Caleb Frazier               |
| • District Superintendents.....                | Three Rivers, Mountain View |
| • Chair, Board of Higher Education .....       | Alexander Thompson          |
| • Staff Resource .....                         | Laura McLean                |

RADFORD UNIVERSITY - WESLEY FOUNDATION BOARD OF DIRECTORS

President..... Alan Ashworth  
 Vice-President..... McKenzie Hunt  
 Secretary ..... Jordan Walkup  
 Treasurer ..... Cory Schepisi

- Students..... Katie Wheeler, Keanna Hogan, Ashley Verburg
- Panel of 2023 ..... Heather Rowland, Deborah Neal, Ila Schepisi
- Panel of 2024 ..... Alan Ashworth, Billy Caldwell, Matt McDaniel, Christi Wayne
- Panel of 2025 ..... Bob Boggess, David Coulson, Cory Schepisi, Hali Thorne

## Ex-Officio Members:

- Campus Director, Wesley Center..... Jan Nicholson Angle
- District Superintendent(s)..... Clinch Mountain, New River
- District Wesley Foundation Representative(s)..... June Totten (CM), Christi Wayne (NR)
- District Presidents of UMW ..... Donna Camper (CM), Mitzi Sadler-Thorne (NR)
- District Lay Leaders ..... Sue Tilson (CM), Mike Holcomb (NR), Deborah Neal (NR)
- Pastors, Radford Churches..... Betsy King (Carter St.) (New Mt. Olive), Jan Nicholson-Angle (Grove)
- Representative, Conference Staff..... Laura McLean
- Board of Higher Education & Campus Ministry Representative ..... Matt McDaniel

UNIVERSITY OF TENNESSEE, CHATTANOOGA - WESLEY FOUNDATION BOARD OF DIRECTORS

Chairperson..... Dobbin Callahan

## Elected Members:

- |                  |                         |
|------------------|-------------------------|
| • Stuart French  | • Bill Gotschall        |
| • Halley Andrews | • Chris Dover           |
| • Jeff Taylor    | • <b>Jacob Thompson</b> |
| • Steve Barham   | • <b>Nathan Malone</b>  |
| • Deanna Prather | • <b>Justin Keating</b> |

## Ex-Officio Members:

- Campus Director, Wesley Center..... G. Keith Moore
- District Superintendent(s)..... Hiwassee, Scenic South
- Representative, Conference Staff..... Laura McLean

UNIVERSITY OF TENNESSEE, KNOXVILLE - WESLEY FOUNDATION BOARD OF DIRECTORS

Chairperson.....Dennis Loy  
Vice-Chairperson .....Austin Byerly  
Secretary .....**To be named**  
Treasurer ..... Crit Parrott

Elected Members:

- Harold Hicks
- Bill Heustess
- Dennis Loy
- Danielle Myers
- Caleb Pitkin
- Kathy LaFollette
- Garrett Hammonds
- Sheri Hagood
- Lindsey Clark
- Larry Dial
- Asa Majors
- Don Thomas

Ex-Officio Members:

- Campus Minister, Wesley Foundation Exec. Director..... Mary K. Briggs
- District Superintendents ..... Tennessee Valley, Mountain View
- Conference Staff Representative..... Laura McLean
- Board of Higher Education Campus Ministry Rep.....Beth Sullivan
- Conference Secretary / Director Clergy Services..... Terry Goodman
- Student Members .....Hunter Hawthorne, Delilah Jones, Charlotte Nance

UNIVERSITY OF VA-WISE - WESLEY FOUNDATION BOARD OF DIRECTORS

Chairperson..... Chris Ray  
Vice-Chairperson ..... Evan Clark  
Secretary ..... Christy Smith  
Treasurer ..... Timothy Robinson

Ex-Officio Members:

- District Superintendents.....Appalachian, Clinch Mountain
- District Lay Leader ..... Wesley Eastridge (AP)
- District UWF President..... Penny McClellan (AP)
- Pastor Trinity, Wise UMC..... Phillip Bates

Ex-Officio Members: (without vote)

- Campus Minister.....M. Beth Tipton
- Conference Staff Liaison ..... Laura McLean
- Student Representatives..... Olivia Baker, Jewel Raines
- Board of Higher Education, Liaison ..... Randall Wright

Members:

- Evan Clark
- David Goodman
- Nancy Hobbs
- Timothy Robinson
- Michael Shell
- Christy Smith
- Kenny Spurlock
- Chris Ray
- Randall Wright

Panels:

- Panel of 2025 ..... Michael Shell, Christy Smith, Randall Wright
- Panel of 2026 ..... Timothy Robinson, Nancy Hobbs, Evan Clark, Chris Ray
- Panel of 2027 ..... David Shupe, Calli Shell, Adiana Undreiu
- Panel of 2028 .....Jewell Askins, Melanie Clark, Linda Woodward

=== **END OF REPORT** ===

**X.g COMMITTEE ON PETITIONS AND RESOLUTIONS (CPR)**

On March 4, 2024, the Holston Conference Committee on Petitions and Resolutions met via Zoom. At this meeting the committee discussed “A Resolution Encouraging Formation of a LGBTQIA+ Conference Ministry Team.”

The committee understood the purpose of this team to be centered on providing resources and education for churches

and groups who seek to be in ministry with the LGBTQIA+ community.

The committee on Petitions and Resolutions recommends concurrence with this resolution.

Submitted by, Wil Cantrell, Chairperson

**2024 ANNUAL CONFERENCE - PETITIONS AND RESOLUTIONS****RESOLUTION 01****A Resolution Encouraging Formation of a LGBTQIA+ Conference Ministry Team**

Submitted by the following:

- Group, UMCNext Holston

Contact information:

- Danny Tullier, 308 Crestway Dr, C/O Danny Tullier, Chattanooga, TN 37411, 14237856059, tuyea121@yahoo.com, Laity, St. Elmo UMC, Scenic South

Whereas, ¶161.G of the *Book of Discipline, Social Principles* makes the following statements:

- “We affirm that sexuality is God’s good gift to all persons.”
- “The Church should support the family in providing age-appropriate education regarding sexuality to children, youth, and adults.”
- “We affirm that all persons are individuals of sacred worth, created in the image of God.”
- “We implore families and churches not to reject or condemn lesbian and gay members and friends. We commit ourselves to be in ministry for and with all persons.”

Whereas, according to a 2022 Gallup poll, LGBTQIA+ individuals make up 7.2% of the U.S. population (and as much as 11.2% of Millennial’s born 1981-1996 and as much as 19.7% of Generation Z born 1997-2003).

Whereas, according to information distributed by the Fenway Institute, LGBTQIA+ adults are twice as likely

to attempt suicide than the average population, and LGBTQIA+ youth are more than 4.5 times as likely to attempt suicide than the average youth population.

Whereas, we understand our call and responsibility as United Methodists to do good, do no harm, and stay in love with God.

Whereas, we as United Methodists call all people to do good by supporting and encouraging the under served and undervalued groups of people in society.

Therefore, Be It Resolved that the Holston Conference requests that the Bishop and Cabinet form a conference-level LGBTQIA+ Ministries Team consisting of Laity and Clergy, tasked with creating, collecting, and sharing non-financial resources to equip and empower local churches to minister to and with people of the LGBTQIA+ community. This team should collaborate with other ministry-specific areas, particularly Youth Ministry, Children’s Ministry, and Campus Ministry in order to most effectively and safely minister to and with LGBTQIA + people of all ages.

**COMMITTEE RESPONSE - CONCUR**

The Committee recommends concurrence with this resolution.

If time prevents the Conference’ consideration of this Resolution, the Committee recommends that the Resolution be referred to the Extended Cabinet.

2023 ANNUAL CONFERENCE - PETITIONS AND RESOLUTIONS  
REFERRED RESPONSES

RESOLUTION 06 - Resolution for Transparency  
REFERRED TO Bishop and Extended Cabinet

The extended cabinet voted to agree with the Committee on Petitions and Resolutions which voted concurrence on the resolution. It was reported to the extended cabinet that this information will be included each year in the

conference journal beginning in 2024. The report can be found in the Journal of the Annual Conference 2024 in Section XI: Miscellaneous Item F. Report of Extension Ministers and their ministries.

Submitted by, Terry Goodman, Conference Secretary, on behalf of Bishop and Extended Cabinet

= = = = END OF RESOLUTION 06 RESPONSE= = = =

---

RESOLUTION 07 - Church vitality in membership 50% under  
REFERRED TO Congregational Development & Connectional Ministries

The research work on Resolution 07 regarding church vitality in membership 50% under has been completed, and the data has been evaluated. The Extended Cabinet received the report on January 23, 2024. After voting, the Extended Cabinet agreed with the Committee on Petitions and Resolutions' recommendation for non-concurrence.

Following this vote, it was requested that specified sections of Resolution 07 be distributed to their respective ministry teams and committee chairpersons. We ask that these teams and committees carefully review the sections they have received and prepare a response to them. The responses should be submitted to the Extended Cabinet by Fall 2024.

The Extended Cabinet will gain strategic information from the responses to offer a holistic approach towards focusing on strengthening our small and fellowship-sized congregations as a conference.

Submitted by, Susan Arnold, Director, Congregational Development and Connectional Ministries

= = = = END OF RESOLUTION 07 RESPONSE= = = =

---

## RESOLUTION 08 - BIPOC Church plan

## REFERRED TO Connectional Ministries for Multicultural Ministries

Resolution 8 is still being studied and evaluated and so as of the date of this writing, it has been neither approved nor rejected. A decision has been reached to continue the study and evaluation currently underway of the possibilities for a new church start, while at the same time strengthening our existing churches for multicultural and multi-ethnic ministry and outreach in our existing communities. This decision has been endorsed by the Extended Cabinet when the resolution was last discussed, which was January 23.

We will move forward with a two-pronged approach as follows:

1. Continue the analysis and study currently underway of data and information collected – the demographic data, the community growth information and the information received from two outside experts in this work – Rev. Michael Bowie (SBC 21), and Rev. Olu Brown. Look for updates on the work to be shared with the Annual Conference at intervals in the future and a final decision about this resolution later in the year.

2. The Associate Director of Multicultural Ministries will continue her current work with existing churches seeking to welcome diversity and draw closer to the vision in Revelation 7:9-12 where every woman and man from every nation, every tribe, every language gather in worship at God's throne. A key part of this work is the Cultural Competency assessment and training (see information about this in the response to Resolution #9). In addition, there are many small acts our congregations can take to help to create a diverse space that is welcoming to people of other cultures. Examples: music, language, children's activities, liturgy, meals, mission, engaging in Bible study techniques that have a different perspective and much more. All of these can help to create diversity in worship in our existing churches while we are determining the merits and resources for a new church. This after all is part of the work of the Multicultural Ministries area...to help empower these activities in our existing local churches.

Submitted by, Leah Burns, Associate Director of Connectional Ministries for Multicultural Ministries

== == == END OF RESOLUTION 08 RESPONSE == == ==

## RESOLUTION 09 - Quadrennial Cultural Competency Training

## REFERRED TO Bishop and Extended Cabinet

The extended cabinet agrees with the Petitions and Resolutions Committee on non-concurrence; the Extended Cabinet recommends development of a

cultural competency training for the Annual Conference that will be rolled out for the conference staff and appointed clergy to participate in during the 2025-2028 quadrennium.

Submitted by, Terry Goodman, Conference Secretary, on behalf of Bishop and Extended Cabinet

== == == END OF RESOLUTION 09 RESPONSE == == ==

== == == **END OF REPORT** == == ==

## X.h COMMITTEE ON RULES OF ORDER (CRO)

The Conference Committee on Rules of Order met on Tuesday, March 5, 2024, at Noon. At its meeting the committee affirmed the following changes to its report:

- Adoption of a new approach to Conference Leadership Groups received as a proposal from the Conference Committee on Nominations that, unless otherwise mandated by the *Book of Discipline*, requires a minimum of three members and a maximum of twelve members per Conference Leadership Group; however, a Conference Leadership Group can request additional members from the Conference Committee on Nominations. The proposal also mandates that the Conference Committee on Nominations shall name the chair, vice-chair, and secretary for each Conference Leadership Group. This proposal also clarifies the Conference's understanding of ex-officio committee members, and assures that, unless mandated by the *Book of Discipline* or other standing rule, each ex-officio member will have the right of voice and vote, and can serve as chair, vice-chair, or secretary on their respective Conference Leadership Group.
- Clarifies that while no one person can serve on more than one Conference Leadership Group of the same type, this does not apply to individuals holding membership in one of the of the following: United Methodist Men, United Women in Faith, the Religion and Race Ministry Area, the Board of Directors of the Holston Conference Foundation, Inc., The Board of Directors of Asbury, Inc., Wesley Foundation Board of Directors, and the Directors of the various Camp Boards. That is, an individual can serve on one of these boards and on one additional Conference Leadership Group.
- The Conference Secretary's office will no longer make printed editions of the Conference Directory available. The same information can be found in the Holston Conference Journal, which is available for order. The Roll of Surviving Spouses which is not currently in the Journal will now be added because of this change.
- Change the current rule on Conference Task Forces to include the following language: If at the end of the first four years, it becomes apparent that the task force needs to become a standing leadership group of the conference, the task force shall ask the extended cabinet to approve the need. If approved, the task force would submit a request to the annual conference as a part of its report to the annual conference. At that point, the conference will vote on whether or not to establish the task force as a standing leadership group of the conference.
- In item 1.16 in the Rules of Order report, removes the Holston United Methodist Home for Children from the listed agencies of whose Boards are confirmed by the Holston Annual Conference.

Thank you to Brandy Williams and the Reverend Terry Goodman for their ongoing support of the work of the Committee of Rules of Order.

Submitted by: David R Jackson, Chair

## HOLSTON ANNUAL CONFERENCE BYLAWS

### PREFACE

These Bylaws of the Holston Annual Conference are in keeping with *The Book of Discipline of The United Methodist Church* (Par. 604.1, *The Book of Discipline of The United Methodist Church 2016*, hereinafter referred to as the *2016 BOD*) which states, “The Annual Conference, for its own government, may adopt rules and regulations not in conflict with the *Discipline* of The United Methodist Church.” This Annual Conference is incorporated under the laws of the State of Tennessee as the Holston Annual Conference of The United Methodist Church. All references to “Conference” or “Annual Conference” shall mean The Holston Annual Conference of The United Methodist Church.

### ARTICLE I - ORGANIZATION OF THE ANNUAL CONFERENCE

**A. Organization.**

The organization, composition, character, powers, duties, and business of the Annual Conference shall be in accordance with the current issue of the *Discipline*.

**B. Rules of Order. ¶505**

The General Conference Rules of Order shall be used so far as they apply; otherwise, Robert’s Rules of Order (current edition) shall be used to address all matters not specifically covered by the current *Discipline* and the following Conference Rules.

### ARTICLE II - CONFERENCE OFFICERS

**A. Conference President. ¶ 603.6**

The Bishop assigned to the Holston Annual Conference is the President.

**B. Conference Secretary and Statistician. ¶ 603.7**

The Conference Secretary and a Conference Statistician shall be nominated by the Nominations Committee, in consultation with the Bishop, and elected at the first Annual Conference session following the General Conference and shall serve for the quadrennium. In the case of a vacancy in the interim of the session of Annual Conference, the bishop, after consultation with the District Superintendents, shall appoint a person to act until the next session of the Annual Conference.

**C. Conference Treasurer. ¶ 619**

The Conference Treasurer shall be nominated by the Conference Council on Finance and Administration, in consultation with the Bishop, and elected at the first Annual Conference following the General Conference, and shall serve for the quadrennium. If a vacancy should occur during the quadrennium, the council shall fill the vacancy until the next session of the Annual Conference.

**D. Conference Chancellor. ¶ 603.8**

The Conference Chancellor shall be nominated by the Bishop and elected at the first Annual Conference following the General Conference and shall serve for the quadrennium. If a vacancy should occur during the quadrennium, the bishop shall fill the vacancy until the next session of the Annual Conference. She/he shall serve as legal advisor to the Bishop and to the Annual Conference. The Annual Conference may designate one or more associate chancellors by the same nomination and election process to assist the conference chancellor.

**E. Lay Leader. ¶ 603.9 and ¶ 607**

E.a. The Conference Lay Leader shall be nominated by the Committee on Nominations and elected at the first Annual Conference following the General Conference and shall serve for the quadrennium. The Conference Lay Leader is eligible to serve two consecutive terms of office. When a term is complete or a vacancy occurs of the Conference Lay Leader, the Board of Lay Ministry may submit the names of one or more persons for consideration by the Committee on Nominations.

E.b. Associate lay leader(s), to work with the Conference Lay Leader, may be elected by the Conference in the same manner as the Conference Lay Leader. The District Lay Leaders shall be nominated by the District Committees on Nominations after consultation with the District Superintendent and elected at the District Conference.

**F. Vacancies.**

The extended cabinet shall be authorized to fill any vacancy in a Conference Office arising between Annual Conference sessions. If a vacancy should occur during the quadrennium in the position of Conference Treasurer, the Conference Council on Finance and Administration shall fill the vacancy until the next session of the Annual Conference when an election can be held.



# **ARTICLE III - STRUCTURE AND ORGANIZATION OF THE ANNUAL CONFERENCE**

The Conference may adopt policies, procedures, committees and ministry descriptions for Conference Leadership Groups that shall be set forth in the Conference Rules of Order as from time to time amended.

## **RULES OF ORDER**

### **1 NOMINATIONS AND ELECTIONS**

- 1.1 The Conference Committee on Nominations shall nominate all members of Conference boards, teams, councils, commissions, and committees including the Chairperson, Vice-Chairperson, and Secretary, unless such nominations are otherwise provided for in the *Book of Discipline* or elsewhere in these Rules of Order.
- 1.1.1 To embody diversity, equity, inclusion, and justice, the nominations committee shall ensure that all conference leadership groups are comprised of greater representation of people of color serving on conference committees to 20% of the leadership group membership to increase equity by race, ethnicity and gender.
- 1.2 Conference leadership groups shall be organized into the following descriptive categories and hereinafter the term conference leadership group(s) shall include one or more of these categories: advocacy groups, agencies, boards, commissions, committees, councils, ministry areas, task forces and teams.
- 1.3 No person shall serve as an elected member of two or more conference leadership groups within the same category; provided, however, that the limitation on joint membership shall not apply to agencies, committees, United Methodist Men, United Women in Faith, the Religion and Race Ministry Area, the Board of Directors of the Holston Conference Foundation, Inc., The Board of Directors of Asbury, Inc., Wesley Foundation Board of Directors, and the Directors of the various Camp Boards.

- 1.4 The Committee on Nominations, through the Conference Secretary shall develop an annual instrument on which laity and clergy may indicate an interest in election to membership of a Conference Leadership Group.
- 1.5 The Committee on Nominations shall also nominate the Conference Lay Leader for election to a four-year term of office. When a term is complete or a vacancy occurs of the Conference Lay Leader, the Board of Lay Ministry may submit the names of one or more persons for consideration by the Committee on Nominations. The Conference Lay Leader is eligible to serve two consecutive terms of office. All persons elected at the Annual Conference will begin serving at the close of the Annual Conference.
- 1.6 Parliamentarians: The presiding officer may choose to appoint a parliamentarian and assistant parliamentarians to advise on matters of parliamentary procedure on an annual basis.
- 1.7 Conference Chancellor: In accordance with ¶603.8 of the 2016 *Book of Discipline*, the Conference Chancellor and any Associate Chancellors shall be elected quadrennially at the session of the Annual Conference immediately preceding the regular session of the General Conference on nomination of the Resident Bishop.
- 1.7.1 Vacancies shall be filled according to ¶603.8 of the 2016 *Book of Discipline*, and shall be filled at the next session of the Annual Conference for the remainder of the current quadrennium.
- 1.8 The extended cabinet shall fill all mid-year vacancies which shall be confirmed at the next meeting of the Annual Conference.
- 1.9 Election to Conference Leadership Groups shall be for a term that corresponds to the quadrennium following a regular session of General Conference and concluding in the calendar year of the succeeding regular session of General Conference.
- 1.10 Except where the Discipline of the Church or action of the Annual Conference provides otherwise, members of quadrennial leadership groups may only server for two consecutive terms, provided that any length of service of more than two years shall constitute a full term..

- 1.10.1 Members of the Board of Pensions are elected for a term of eight years and are arranged in panels: one-third laywomen, one-third laymen, and one-third clergy (2016 BOD ¶639.2). Members of the Board of Pensions shall not serve consecutive terms.
- 1.10.2 In the event a person is elected during a quadrennium as defined above, the person's election shall be for the balance of the pending quadrennium. A person who is ineligible for re-election to the same conference office because of the term-limit provisions of this Rule may be elected to serve in another conference office. A person who is ineligible for re-election to the same conference office because of the term-limit provisions of this Rule becomes eligible for election to that office again after the passage of a full quadrennium.
- 1.11 Members who fail to participate in the meetings and activities of a Conference Leadership Group may be removed and a successor named in the next report of the Committee on Nominations to the Annual Conference, unless the by-laws of the agency provide otherwise.
- 1.12 The chairperson, majority of members, or Resident Bishop may call a meeting of any Conference Leadership Group. The call of a meeting shall be coordinated with the Conference office and shall give the date, time, place, and purpose of the meeting. Unless a meeting is called at the Annual Conference, in order to report to the Annual Conference, a three day or greater notice should be given to members.
- 1.13 No person in the employ of a Conference agency shall be a voting member of a Conference Leadership Group which supervises the work of the agency by which that member is employed.
- 1.14 The Resident Bishop may designate a person to represent the Bishop on any Conference Leadership Group or other position, or any occasion where the Bishop deems it necessary. The Resident Bishop or designated person may charge a Conference Leadership Group or other conference entity to study or consider an issue that he/she believes is necessary to carry out the mission of the Conference.
- 1.15 There shall be a Committee on Nominations within each district, composed of the District Superintendent (who shall serve as Chair), District Lay Leader, District President of United Women in Faith, District President of United Methodist Men, a representative of the District Youth Council, the Chairperson of the District Leadership Team or other structure, and the District Lay representative to the Conference Committee on Nominations. Additional representatives may be added by the District Leadership Team to ensure adequate representation. These district committees shall serve as a resource group throughout the year to supply appropriate names of clergy and lay persons to the Conference Committee on Nominations for service within the Annual Conference.
- 1.16 Members of the boards of directors of Asbury Centers, Inc., and Advisory Board of Directors of the Methodist Medical Center of Oak Ridge shall be nominated and elected by the respective boards and confirmed by the Annual Conference.
- 1.17 Members of the Board of Trustees of Holston Conference Colleges (Emory & Henry College and Tennessee Wesleyan University) shall be nominated and elected by the respective Boards at their fall Board meetings and confirmed at the next session of Annual Conference.
- 1.18 The Holston Conference of The United Methodist Church Foundation, Inc. shall be governed by a board of not fewer than fifteen (15) directors elected by the Board of Directors and confirmed by the Holston Annual Conference of The United Methodist Church. The Resident Bishop of the Holston Conference of The United Methodist Church and the Conference Treasurer shall be ex-officio members of the board with full voice privileges and voting rights. All elected directors shall serve for terms of one, two, or three years as determined by said Board.
- 1.19 Nominations for Conference Leadership Groups, and other groups amenable to the Annual Conference, from the floor are in order following the presentation of the Nominations/Spiritual Leadership Report.
- 1.19.1 Nominations from the floor must be made in the form of a motion to amend the report and must maintain the composition and balance of the affected team as required by the 2016 *Book of Discipline* and/or the Standing Rules of the Holston Conference.

## 1.20 Conference Leadership Group Guidelines

1.20.1 Unless otherwise required by *The Book of Discipline*, a Conference Leadership Group shall consist of at least three persons and no more than 12 persons. If a group feels that more than twelve persons are needed, that group shall request that the Nominations Team evaluate the request and the Nominations Team may add more persons if it believes that the request is appropriate.

1.20.2 A Conference Leadership Group shall have a Chair(President), Vice-Chair(Vice-President) and a Secretary. These persons shall be assigned by the Nominations Team. The Nominations Team is open to suggestions from the Conference Leadership Group as to the appropriate persons to fill these roles. In some instances, the Nominations Team may instruct the Leadership Group to elect their own Vice-Chair (Vice-President) and secretary.

1.20.3 If, in an attempt to fulfill *The Book of Discipline* requirements for certain conference leadership groups, it is determined that such a group cannot be formed, then a person may be assigned as the Chair of that cause and shall be an Ex-Officio member of the Conference Leadership Team that most closely correlates to the intention of *The Book of Discipline* group.

## 1.20.4 Ex-Officio Members of Conference Leadership Groups

1.20.4.1 Ex-Officio shall generally be construed to mean that a person, via membership of a group (i.e. Group A) or election to a particular conference office, serves on another Leadership Group (i.e. Group B) by virtue of that membership or election.

1.20.4.2 For our Rules of Order, an Ex-Officio member shall be a member of the team to which they have been appointed via their Ex-Officio status. That person shall have the right to voice and vote on the Conference Leadership Group to which they are appointed in an Ex-Officio status.

1.20.4.3 An Ex-Officio member is eligible to serve as the Chair (President), Vice-Chair (Vice-President), secretary or other officer/leader of the Leadership Group to which they are an Ex Officio member.

1.20.4.4 A Conference Leadership Group shall have assigned to it any person within Holston Conference that sits on a General Conference agency that relates to the Conference Leadership Group.

1.20.4.5 A Conference Leadership Group shall have assigned to it Directors and Associate Directors that relate to the duties and ministry area of that Group.

1.20.4.6 A Conference Leadership Group may have assigned to it members of the Appointive or Extended Cabinet as determined by the resident Bishop.

## 2 MEMBERS OF THE ANNUAL CONFERENCE

2.1 The lay members of the Annual Conference shall be elected for four-year terms or until their successors are elected to provide continuity. Lay members shall serve at the meeting of the next Annual Conference following election.

2.2 In the case of a vacancy, the charge shall elect a replacement who shall serve for the remainder of the term.

2.3 The District Leadership Team in consultation with the District Youth Ministries Team shall elect youth members of the Holston Annual Conference. The young persons elected shall meet the requirements for election of all lay members as stated in 2016 BOD, ¶32, which is one person from age 12 to 17 and one person from age 18 to 30. The names and addresses of the elected members shall be sent to the Holston Conference Secretary by January 15. If any elected youth is unable to attend the Annual Conference, the District Leadership Team may select a replacement member to attend by sending the name of the youth to the Conference Secretary. A per diem for these youth members shall be paid by the Annual Conference.

2.4 Each year there shall be elected an equal number of lay and clergy members to the Holston Annual Conference. Professing lay members representing each local charge are to be elected at the Charge Conference. Lay persons holding the following positions shall automatically be a member of the annual conference and do not need to be elected at the charge level or as a District Member at Large.

2.4.1 Diaconal ministers, active deaconesses and home missionaries under Episcopal appointment within the bounds of the Holston Conference, Conference President of United Methodist Men, Conference President of United Women in Faith, the Conference Treasurer, the Annual Conference Parliamentarian,

- 2.4.2 The Director of Connectional Ministries and Associate Director(s), Director of Communications, Conference Chancellor, Chair of the Committee on Rules of Order, Chair of the Discipleship Team, Chair of the Personnel Resources Committee.
- 2.4.3 Chair of the Council on Finance and Administration, the Executive Director of the Holston Conference Foundation, the Conference Lay Leader, and other members of the Conference Board of Lay Ministry not otherwise elected as members of the Annual Conference shall be members of the Annual Conference.
- 2.4.4 The conference director of Lay Servant Ministries, Conference Secretary of Global Ministries (if lay), and the remaining lay members that will be needed to achieve equalization are to be apportioned to the Districts on the basis of district lay membership, provided that the total number of lay members shall include youth delegates required by the Discipline, District lay leaders, District presidents of United Women in Faith and United Methodist Men, and Lay delegates and alternates to the General and Jurisdictional Conferences for the Quadrennium.
- 2.4.5 The clergy membership shall consist of deacons and elders in full connection, provisional members, associate members, and local pastors under appointment. (2016 BOD ¶602, ¶32 Article I)
- 2.5. The Conference Secretary shall notify each District Superintendent of the number of lay members to be elected as a District Member at Large not later than sixty days following Annual Conference.
- 2.5.1 The additional persons apportioned to the Districts as District Lay Members at Large to the Holston Annual Conference shall be elected at each of the District Conferences upon nomination from the local churches and District Committee on Nominations. Where there is no District Conference, District Lay Members at Large shall be elected in a manner determined by the District Leadership Team.
- 2.5.2 A ballot of these nominees will be available for the election. Nominations may be received from the floor of the District Conference. A per diem for these members shall be paid by the Annual Conference upon requisition, where they are not paid by the local Church, the District, or some other source.
- 2.5.3 The District Superintendents will be responsible for seeing that the District Lay Members at Large are elected and that their names and addresses are sent to the Holston Conference Secretary by January 15th of each year.
- ### 3 PROGRAM AND REPORTS
- 3.1 The Conference Secretary shall be responsible for preparing a memorial booklet. A memorial service for clergy members and spouses of clergy members, deceased during the year shall be held at each Annual Conference.
- 3.2 Proposed programs from Conference Leadership Groups that require Conference action shall be compiled and published and/or made available in electronic/digital format under the direction of the Office of the Secretary of the Annual Conference and distributed to all lay and clergy members of the Conference at least thirty (30) days before the opening session of the Annual Conference.
- 3.3 Reports not requiring conference action, from various committees, boards, teams, commissions, a agencies and groups recognized by the General Church that are to be included in the *Book of Reports* are due at the office of the Conference Secretary by 11:59:59 pm Eastern Time on March 15.
- 3.4 Consent Agenda
- 3.4.1 Agenda items and reports not requiring action by the Annual Conference, but presented for publication in the Journal, may be placed on a Consent Agenda. For any item or report to be eligible for placement on the Consent Agenda, it must have been distributed in the pre-Conference materials.
- 3.4.2 Determination of items to be placed on the Consent Agenda shall be made annually by a committee composed of the Conference Secretary, the Chair of the Committee on Rules of Order, and the Director of Connectional Ministries.
- 3.4.3 An individual item may be removed from the Consent Agenda by a written request signed by twelve clergy and/or lay members of the Annual Conference and presented to the Conference Secretary prior to the first business session of the Annual Conference. When an individual item has been removed from the Consent Agenda, it shall be placed on the regular agenda at an appropriate time as determined by the Conference Secretary and or the presiding officer.

3.5 The Statistical Report (Table No. 1, Table No. 2, and Table No. 3) for each local church shall be due and submitted by the pastor at an announced place and date set by each District Superintendent, in consultation with the conference statistician and extended cabinet, said date to be no earlier than the close of conference books.

3.6 The Program of the Annual Conference shall be arranged by a Program Committee composed of the Resident Bishop, Conference Secretary, Conference Lay Leader, President of the Conference United Women in Faith, President of the Conference United Methodist Men, Chair of the Discipleship Team, Director of Connectional Ministries, Chair of Religion and Race, Chair of COSROW and a District Superintendent. The Director of Connectional Ministries shall convene this meeting and may, in consultation with the Resident Bishop, appoint additional members to serve on the Program Committee as needed. The Conference may make any change in the schedule necessary to facilitate its work.

#### **4 MISCELLANEOUS GENERAL PROCEDURES**

4.1 In those districts scheduling a district conference, the membership shall include the local church lay leader; chair of the administrative council or administrative board and council on ministries; presidents of United Methodist Youth, United Women in Faith, and United Methodist Men; the District lay leader; Diaconal ministers and pastors serving within the district; and such other persons as may be determined by the District Leadership Team.

4.2 No clergy member of the Annual Conference shall leave the seat of the Conference without notifying that member's District Superintendent, who will, in turn, report the absence to the Conference Secretary.

4.3 The effective date for all clergy members of the Holston Annual Conference entering into voluntary retirement shall be July 1 after the close of the Annual Conference at which their retirement is approved. No retirements may be voted for a projected date during the ensuing appointive year except by the joint recommendation of the Board of Ordained Ministry and the Board of Pensions in response to extraordinary and compelling circumstances.

4.4 Conference Board of Trustees

4.4.1 There shall be a Conference Board of Trustees. Any request for the sale, mortgage, transfer, or disposal of real estate or other assets owned by the Conference shall first be considered by the Conference Board of Trustees.

4.4.2 The Board shall present its recommendations in the Book of Reports but can include additional property or assets or change its recommendation at the Annual Conference.

4.4.3 Any other items not considered by the Conference Board of Trustees must be referred to the Conference Board of Trustees by a majority vote of the Annual Conference before action. After receiving a recommendation from the Conference Board of Trustees, the Annual Conference may consider the item. (§640, ¶2512.1-8)

4.5 Rules of Order of the Annual Conference

4.5.1 The Committee on Rules of Order shall present the proposed Rules of Order, printed in the pre-conference Book of Reports each year for approval by the annual conference at the opening business session of the annual conference.

4.5.2 Any motion to amend the Rules of Order, as presented, must be in writing, lay over one day, and be reviewed by the Committee on Rules of Order before a vote is taken, and such motion must be approved by a two-thirds vote of the Annual Conference.

4.5.3 Changes adopted by the Annual Conference to the Rules of Order shall be effective immediately.

4.5.4 The Rules of Order of the Conference shall be printed in each edition of the Conference Journal and available on the Annual Conference website.

4.6 Committee on Petitions and Resolutions

4.6.1 There shall be a Conference Committee on Petitions and Resolutions consisting of nine persons elected for the quadrennium by the Annual Conference after nomination by the Committee on Nominations and one person who shall be a member of the current Holston delegation to General Conference (who shall be selected and appointed by the delegation). There shall be a Cabinet Representative appointed to the Committee (without vote). The Chair shall be nominated by the Committee on Nominations.

- 4.6.2 All proposed resolutions for the Annual Conference or petitions to General Conference, to be considered by the Annual Conference, shall first be presented to the Committee on Petitions and Resolutions by 11:59:59 pm (EST) on March 1. The Committee shall evaluate each proposed resolution for Annual Conference or petition to General Conference and recommend concurrence, non-concurrence or appropriate referral.
- 4.6.3 Their recommendations and all materials must be in the hands of the Conference Secretary for the *Book of Reports* by March 15.
- 4.6.4 Any resolution to Annual Conference, including new business, or petition to General Conference proposed at the Annual Conference from the floor, that was not first considered by the Committee on Petitions and Resolutions, shall be referred, to the Committee on Petitions and Resolutions for a recommendation. Once a recommendation has been made, then the item shall be brought back to the annual conference at a time to be determined by the presiding officer.
- 4.6.5 All petitions to General Conference submitted for consideration by the Annual Conference must adhere to the specific requirements published each quadrennium by the Petitions Secretary of the General Conference.
- 4.7 Petitions, Resolutions and New Business
- 4.7.1 Definitions
- 4.7.1.1 A petition is a document directed towards the General Conference wherein it is stated that the Holston Annual Conference makes a specific recommendation/request for the General Conference to consider.
- 4.7.1.2 A resolution is a document directed towards the Holston Annual Conference wherein the annual conference is asked to take a public stance on an item or to engage in a specific behavior/action.
- 4.7.1.3 New business is an item directed towards a standing committee, group, task force or entity of the Holston Annual Conference asking that entity to consider an item or idea related to the area for which that entity has oversight.
- 4.7.2 Appropriate time, as decided by the Annual Conference Program Committee, will be allotted on the annual conference schedule for the discussion of petitions and resolutions. Any petition or resolution properly included in the *Book of Reports* that is not discussed during the Annual Conference session shall be automatically referred to the entity or entities, as determined by the Committee on Petitions and Resolutions, to which the petition or resolution would relate for the consideration by that entity. A report from the respective entities will be included in *Book of Reports* for the subsequent annual conference.
- 4.7.3 If the allotted time for Petitions and Resolutions has expired and there are still petitions or resolutions that have not been presented, a member of the annual conference may move for an extension of time with a majority of the annual conference in agreement with the motion.
- 4.7.4 Submission of Items of New Business
- 4.7.4.1 Items of new business shall be submitted in written form to the Secretary of the Annual Conference by May 15.
- 4.7.4.2 The Committee on Petitions and Resolutions will examine each item of new business and determine the conference entity or entities to which the item relates.
- 4.7.4.3 The Committee on Petitions and Resolutions will present a report of its deliberations to the Secretary of the Annual Conference.
- 4.7.4.4 During the time for new business, the Secretary of the Annual Conference will publicly acknowledge each item of new business with a brief descriptor and inform the annual conference of the Conference Leadership Group or (entities) to which the item will be submitted for review and consideration.
- 4.7.4.5 The Conference Leadership Group or entities which receive items of new business will take up such items for discussion at an upcoming meeting and shall include in their next report to the annual conference a full description of their response to the suggested item of new business.
- 4.7.4.6 All items of new business will be printed in full in the *Book of Reports* for the subsequent annual conference.
- 4.7.4.7 Persons or groups are limited to the submission of no more than 2 (two) Petitions and/or Resolutions and/or items of New Business.

- 4.7.4.8 The submission of items of New Business, Petitions, and Resolutions shall be limited to the following entities.
- 4.7.4.8.1 Clergy and/or Lay members of the annual conference
- 4.7.4.8.2 Local churches, through their governing structure.
- 4.7.4.8.3 Local church groups: (Sunday School, UWF, UMM, UMYF etc.)
- 4.7.4.8.4 Conference related institutions: (Wesley Foundations, Camping and Leisure Ministries, Conference Colleges, etc.)
- 4.7.4.8.5 Groups identified in the conference Rules of Order and by-laws.
- 4.7.4.9 Should a non-conference related entity seek to submit a petition, resolution, or item of new business, it must do so via sponsorship by one of the above-named entities with clear indication that the submission is coming from a non-related entity and is being sponsored by an appropriate entity.
- 4.8 Omnibus Rule: Because of the vital need of the Annual Conference to carry out its mission in a timely manner, if any conference leadership group duly elected by the Annual Conference determines an action is needed to properly carry out the mission of the Conference, especially when business of the Annual Conference was unavoidably overlooked during the conference session, or an issue is deemed vital and time is of the essence, such action is authorized to be taken by the elected leadership group after due consultation and/or necessary action of the extended cabinet acting on behalf of the conference and the Resident Bishop. Any action so taken will be recorded in the minutes of the cabinet and in the subsequent Journal, reported in an expeditious manner to the members of the Annual Conference, and further reported to the next Annual Conference session.
- 5 GUIDELINES FOR VIRTUAL SESSIONS**
- 5.1 The Bishop and extended cabinet are authorized to direct the Annual Conference to conduct its business virtually and/or remotely.
- 5.1.1 Should the annual meeting of the Holston Annual Conference be held virtually, it will be conducted using a virtual meeting technology chosen by the Director of Communications. The meeting will begin promptly at the hour announced and order must be maintained at all times. This virtual meeting shall be considered the same as an in-person annual meeting.
- 5.2 Member Responsibility for Technology.
- 5.2.1 Members are responsible for ensuring that all necessary technology for their participation is sufficient and functional according to guidelines provided by the Director of Communications. This includes ensuring that necessary software such as the Zoom app is installed and functional on the device(s) which the member will use to participate in the session.
- 5.2.2 The validity of actions taken by the Annual Conference shall not be altered due to technical disruptions for individual members including, but not limited to, hardware or software failure, power failure, internet connectivity failure, and other similar disruptions.
- 5.2.3 The chair may cause or direct the disconnection or muting of a member's connection if it is causing undue interference with the meeting. The chair's decision to do so, which is not subject to appeal, shall be announced during the meeting and recorded in the minutes.
- 5.3 Use of Webinar Platform.
- 5.3.1 Screen name. Before or immediately upon signing into Zoom voting members need to ensure that their name appears as "First Name Last Name" (i.e., Jane Smith) so they can be clearly identified by the Chair.
- 5.3.2 Signing In and Out. Members shall identify themselves as required to sign into the Internet meeting service and shall maintain Internet and audio access throughout the meeting whenever present but shall sign out upon any departure before adjournment. Prior to adjournment, members shall be able to re-enter the meeting after signing out.

**6 CONFERENCE FINANCES**

- 6.1 There shall be a Conference Council of Finance and Administration. The Council of Finance and Administration shall submit its proposed budget and recommendations in the *Book of Reports* to the members of the Annual Conference for its consideration. Budget amendments and other recommendations made by the Council of Finance and Administration, but not included in the *Book of Reports*, may be considered at the Annual Conference.
- 6.2 All requests for Conference funds or monetary obligations by any Conference Leadership Group, or other body shall first be submitted to the Council of Finance and Administration for consideration in the budget. Requests for funds must be submitted to the Council of Finance and Administration or Conference Treasurer by March 1.
- 6.3 All requests for funds properly made in time, but not recommended in the budget by the Council of Finance and Administration, may be considered by the Annual Conference by amendment to the budget.
- 6.4 Other requests for funds or obligations shall not be considered by the Annual Conference unless first referred by the majority vote of the Annual Conference to the Council of Finance and Administration for a recommendation. After receiving a recommendation, the Annual Conference may consider a proposed budget amendment. (2016 BOD ¶611-619)
- 6.5 The fiscal year of the Conference shall be from January 1st through December 31st of each year. The final day to receive payment on Conference apportionments shall be by the close of the business day of January 9th or the Monday following when the 9th falls on a Saturday or a Sunday.
- 6.6 The Treasurer of the Conference shall make a final settlement and shall disburse all funds as designated after the adjournment of the Annual Conference. During the fiscal year, the Conference Treasurer shall make disbursements to various Conference Agencies at times and in manners approved by the Conference Council on Finance and Administration, and upon requisition of the proper officials of the Boards and Agencies. (2016 BOD ¶619)

- 6.7 The District Superintendents shall receive equal salaries, plus allowances for travel and other expenses beyond the District served and for which no other financial arrangement has been made on requisition, from the fund designated for this purpose.
- 6.8 Capital funds campaigns initiated by Conference agencies and institutions that involve the churches of Holston Conference must have the approval of the Council on Finance and Administration and the Annual Conference. Other fundraising campaigns which extend beyond district boundaries must have the approval of and be coordinated by the Council on Finance and Administration and the Annual Conference. In those instances where financial goals are to be assigned to the congregations, said goals, along with the proposed strategies for meeting those goals, shall be clearly identified prior to approval. Appeals arising within the Conference between Annual Conference sessions may be conducted only on approval of the Council on Finance and Administration. Approval of such appeals shall be communicated to local churches of the Conference.
- 6.9 The Conference Council on Finance and Administration shall be required to give thirty (30) days' notice to all Conference Leadership Groups prior to the annual meeting for budgetary review for consideration of the annual budget of the Conference.

**7 JOURNAL OF THE ANNUAL CONFERENCE**

- 7.1 The Committee on Rules of Order and the Conference Secretary and Staff shall establish the policy for the publication of the Journal. Publication may include both print and digital publishing. The Journal shall be published under the direction of the Conference Secretary, who shall serve as editor. The Conference Secretary shall, with the approval of the Council on Finance and Administration, enter into a contract to publish the Journal. All materials to be published shall be in the hands of the Editor within fifteen (15) days after the adjournment of the Conference.



- 7.2 The Conference Secretary shall be responsible for the distribution of the Journal. The District Superintendents may obtain the orders for the Journals from the pastoral charges, through pre-paid orders. Retirees may receive, upon request and without charge, a copy of the Journal for the year of their retirement. A clergy person, whose spouse has died, and Surviving Spouses may receive, upon request and without charge, a copy of the Journal that contains the memorial.
- 7.3 The material formerly found in the Conference Directory is now found in the Conference Journal. A pdf version of the journal will be made freely available each year, or persons may order, at their own expense, a printed copy of the journal from our Amazon print site. A link to this site will be distributed when the journal is completed.
- 7.4 Receipts of Journal sales shall be held in a carry-over account at the end of the fiscal year.
- 8 MOTIONS**
- 8.1 All motions presented to the Conference and amendments to any paper or motion on the floor shall be in writing on a triplicate form approved by the Secretary. Copies of the form will be available at the desk of the Head Usher/Teller.
- 8.2 One copy will be maintained by the presenter of the motion, one copy shall be given to the Secretary of the annual conference, and one copy shall be presented to the presiding officer of the annual conference.
- 9 ELECTION PROCEDURES FOR DELEGATES TO GENERAL AND JURISDICTIONAL CONFERENCES**
- 9.1 The Orders of Elder and Deacon shall make available to clergy members an option to withdraw their names from consideration to serve as delegates to General and Jurisdictional conferences, so long as the eligibility of all members in full connection is not limited in any way. Any such request to limit consideration of eligibility shall be in a printed form and submitted to the Conference Secretary prior to stated deadlines for the *Book of Reports* and Programs.
- 9.2 To ensure that qualified lay persons are identified for consideration as delegates to the General and Jurisdictional Conference, persons may be nominated by local churches, District Boards of Laity, or the Annual Conference Board of Lay Ministry on a form to be developed by the Conference Board of Lay Ministry. The form shall ask the potential nominee to respond to the following items:
- 9.2.1 I agree to be a nominee for General and Jurisdictional Conferences.
- 9.2.2 I wish to be a nominee for the Jurisdictional Conference only.
- 9.3 Names of all nominees from local churches shall be in the hands of the District Board of Laity by February 15th of the year in which delegates are to be elected. The District Board of Laity shall review the nominations and determine their eligibility. The Board may add names of persons it deems to be candidates and shall deliver the list to the Conference Board of Lay Ministry by March 1st. The Conference Board of Lay Ministry shall complete the lists, add any persons it deems to be candidates, and provide the list by March 15th, along with biographical information, to the Conference Secretary for printing and distribution in the *Book of Reports*.
- 9.4 The form for nominations shall include the name, address, occupation, local church and district, indication if individual is of ethnic constituency, current photograph, and a biographical sketch of no more than fifty (50) words provided by the nominee. In addition to this process, nominations may be made at the Orientation Session for Laity at the seat of the Annual Conference for presentation to the Conference.
- 9.5 Following the election of the lay delegates to General Conference and two lay delegates to Jurisdictional Conference, the chair shall then explain to the lay members that an additional list of names is now available indicating persons who have asked to be considered for election to the Jurisdictional Conference only, and they may now vote for these persons as well as any unelected person.
- 9.6 Clergy and lay delegates elected to the previous General and Jurisdictional Conferences shall be delegates to special sessions of the respective conferences.

- 9.7 Expenses of two alternate ministerial and two alternate lay delegates to the General and Jurisdictional Conferences, in order of their election, shall be borne by the Annual Conference at a rate not to exceed the per diem of delegates.
- 9.8 Each member shall be required to vote for no more than the number of delegates for that particular ballot, but ballots with less than the required number will be considered valid.
- 9.9 The names of all eligible clergy persons in the conference shall be printed in alphabetical order in the *Book of Reports*. A voting number shall be assigned for each eligible clergy person. Clergy members shall vote by ballot until the required number of delegates are elected by a majority vote of the ballots cast. The number of votes a clergy member can cast on a ballot cannot exceed the number of delegates left to be elected. On the ballot that elects the last delegate, if one or more clergy receives a majority vote that exceeds the needed number to be elected, the highest vote total(s) will be used to determine the election. The other clergy person(s) with majority vote will be elected as alternate(s). Another ballot will be taken to elect alternate delegates.
- 9.10 After that ballot, if not enough alternates have been elected, a floor vote of a majority of clergy present and voting may elect alternates in the manner specified in the motion.
- 10 IN-PERSON ANNUAL CONFERENCE: RULES OF ORDER AND PROCEDURE**
- 10.1 Except as described in this section, the Annual Conference session will be governed:
- 10.1.1 First, by the laws of the State of Tennessee, including any Executive Orders in effect at the time of the conference session;
- 10.1.2 Second, by the *Book of Discipline* in effect at the time of the Annual Conference;
- 10.1.3 Third, by the Rules of Order of the Conference;
- 10.1.4 Fourth, by the Rules of Order of the General Conference adopted by the most recent General Conference;
- 10.1.5 Finally, any situation not covered by the above shall be governed by the current edition of Robert's Rules of Order Newly Revised.
- 10.2 Annual Conference Rules of Order
- 10.2.1 These rules of order shall apply to all motions, legislations, resolutions, and other similar items which are properly brought before the Conference.
- 10.2.2 Debate shall be limited to three (3) two-minute speeches for the motion, legislation or report and three (3) two-minute speeches against.
- 10.2.3 A Call for the question may not occur until there have been three speeches in favor and three opposed, unless there is no one desiring to speak further on the motion.
- 10.2.4 During the entire Annual Conference, to allow for multiple voices to be heard, no individual member may speak more than two (2) times, provided that this limitation may be extended or removed by majority vote. Preference will be given to those who have not had an opportunity to speak. The number of times a member has risen to speak will be taken into consideration with regard to others who may wish to be heard. This rule shall be observed in both an in-person as well as a virtual annual conference setting.
- 10.2.5 A timer may be used to measure debate at the discretion of the Chair. At the expiration of the timer, the speaker's microphone may be automatically disabled.
- 10.2.6 Except for petitions and resolutions, the presentation of the motion, legislation or report by a Conference Agency shall not be considered a speech in favor.
- 10.2.7 All motions made during the annual conference business session shall be recorded and read by the Conference Secretary or Chair before any action or vote can be taken by the members of the conference. The chair shall attempt to clearly state what is being voted upon prior to any vote being taken so that all voting members may understand the effect of their vote before casting it. Motions shall be submitted in writing as directed by the Chair.

- 10.2.8 Members who wish to make a motion, raise a point of order or ask a question, or otherwise be acknowledged must first be recognized by the Chair. Upon recognition the member's microphone will be enabled to allow for him or her to address the conference.
- 10.2.9 When rising to speak to a matter currently under consideration, the member must clearly state whether the speech is in favor or in opposition to the motion under consideration.
- 10.2.10 Voting members once recognized may do any one of the following: make or second a motion, speak in debate, or ask a question. No speech may be followed by a motion.
- 10.2.11 Points of Order may be raised by any member of the annual conference, who must first cite the Standing Rule, The *Book of Discipline*, or Robert's Rules of Order they feel is being violated or questioned and then state the point as briefly and concisely as possible. The point, including the rule the member believes is being violated, must be included in the member's request to be recognized in the webinar platform and in an in-person session.
- 10.2.12 Members who wish to appeal a decision of the Chair must request to be recognized as directed by the Chair.
- 10.2.12.1 When requesting to be recognized in the webinar platform, it is the responsibility of the member raising the request for appeal to succinctly state the decision they are requesting to be appealed and how it violates our adopted rules or procedure of order or the current *Book of Discipline*.
- 11 VIRTUAL ANNUAL CONFERENCE: RULES OF ORDER AND PROCEDURE**
- 11.1 In the event that the Bishop and Cabinet determine that the annual conference must be held in a virtual manner, the following items will be observed.
- 11.2 In addition to these virtual session rules, a virtual session shall also be governed by the rules found in Section 10: Annual Conference Rules of Order and Procedure.
- 11.3 Annual Conference Membership.
- 11.3.1 The clergy and lay members, including alternate lay members, with the right to voice and vote shall not be changed solely as the result of the change to a remote meeting format. The list of those clergy and lay members eligible to vote shall be made available at least five days prior to the session.
- 11.4 Presiding Officer: The Bishop will act as chair of the Annual Conference session, except in such circumstances when the Bishop relinquishes the chair to the parliamentarian or other individual which (s)he may designate.
- 11.5 Roll Call and Quorum: The call of the roll of the membership of the Annual Conference as required by ¶605 of the 2016 *Book of Discipline* and confirmation of a quorum shall be accomplished using the participant logon report within Zoom and email reports by satellite location facilitators. Members who log in electronically or participate in a satellite location shall be considered present and voting. Those counted as present and voting under this provision shall constitute a quorum.
- 11.6 Voting.
- 11.6.1 Voting members will be provided a meeting invitation and password approximately twenty-four (24) hours prior to the meeting which will allow them to enter the virtual meeting room. No voting member may share his/her login with anyone else and each voting member must sign in on a separate computer, Tablet, or smartphone in order to vote.
- 11.6.2 All votes shall be conducted according to the 2016 *Book of Discipline* of The United Methodist Church and the Rules of Order of the Holston Annual Conference except where the Rules of Order are suspended by these Session Rules.
- 11.6.3 Logs will be maintained for all votes and said logs will be kept confidential except as legally required.
- 11.6.4 The Chair shall have the discretion to determine the manner of vote.
- 11.7 Participation Concurrent with Proceedings: The meeting will be conducted in a manner that allows for members to communicate and to read or hear the proceedings of the meeting substantially concurrently with the proceedings.

- |  |  |
|--|--|
| <p>11.8 Limitation of Agenda Items: Only items which appear on the agenda as listed in these Session Rules will be considered.</p> <p>11.9 Right of Members to Speak.</p> <p>11.9.1 All members will have the right to speak and address those in attendance.</p> <p>11.9.2 In specific regard to the virtual session, a member must have entered the queue and been recognized by the chair in order to speak.</p> <p>11.9.3 Members who wish to speak must include whether they wish to speak for or against a motion in their request to be recognized in the webinar platform.</p> <p>11.9.4 Discussion, including questions and answers, must be directed to the Chair or through the Chair when these are in order.</p> <p>11.10 Open Meeting: Proceedings of the Annual Conference session will be livestreamed and recorded for playback by members of the public in order to maintain an open meeting.</p> <p><b>12 STRUCTURE AND ORGANIZATION OF THE ANNUAL CONFERENCE</b><br/>         Conference Policies &amp; Procedures. Policies, procedures, and ministry descriptions for Conference officers, committees, and positions shall be published each year in the Conference Journal and labeled “Structure and Organization of the Annual Conference.”</p> <p>“The purpose of the Annual Conference is to make disciples of Jesus Christ for the transformation of the world by equipping its local churches for ministry and by providing a connection for ministry beyond the local church; all to the glory of God.” (2016 BOD ¶601).</p> <p>Composition and Character is defined by (2016 BOD ¶¶602)</p> <p>Organization is defined by (2016 BOD, ¶603) Function is defined by the (2016 BOD ¶604-606)</p> | <p>I. CABINET</p> <p>I.a APPOINTMENT CABINET<br/>         Resident Bishop; District Superintendents; Executive Assistant to the Bishop (2016 BOD ¶¶417-425).</p> <p>I.b EXTENDED CABINET<br/>         Appointment Cabinet; Conference Secretary/ Director of Clergy Services; Director of Connectional Ministries; Conference Treasurer/ Director of Administrative Services; Director of Congregational Development; Director of Communications; Executive Director, Holston Conference Foundation, and Chair of the Conference Strategy Team. The Conference Lay Leader shall be invited to attend meetings of the extended cabinet.</p> <p>II. COMMUNICATIONS ADVISORY COUNCIL<br/>         A service agency of the entire Conference. Elected members, Cabinet Representative, Director of Communications, Digital Media Specialist, Editor of The Call (2016 BOD ¶¶609, 646). Related to Council on Finance and Administration and Annual Conference.</p> <p>III. COMMITTEE ON CONGREGATIONAL DEVELOPMENT<br/>         Elected members, Staff Resource, and two Cabinet Representatives.</p> <p>IV. BOARD OF HIGHER EDUCATION AND CAMPUS MINISTRY<br/>         Elected members, 1 from the Young Adult Ministry, Cabinet Representative (2016 BOD ¶634). Related to the Discipleship Team, Council on Finance and Administration, 1. Wesley Foundations, and 2. Conference Colleges.</p> <p>V. BOARD OF LAY MINISTRY<br/>         (Related directly to Annual Conference)<br/>         The Conference Lay Leader is the elected leader of conference laity (2016 BOD ¶607.1). District Lay Leaders; presidents of United Methodist Men, United Methodist Women, United Methodist Youth; Resident Bishop, Conference Director of Lay Servant Ministries; 2 cabinet representatives; 5 members-at-large; Conference Lay Leader. The Board may elect up to three associate Conference Lay Leaders from its membership, who may represent the Lay Leader with full voting rights in any group of which the Lay Leader is a member. (2016 BOD ¶631)</p> <p>The Conference Lay Leader shall be the chairperson of the conference Board of Lay Ministry (2016 BOD ¶607.3).</p> |
|--|--|

- VI. DISCIPLESHIP TEAM**  
Elected members, Resident Bishop, Board of Higher Education & Campus Ministry Chairperson, Conference Lay Leader, Director of Connectional Ministries, 5 Chairpersons of Ministry Teams with vote: Missions, Nurture, Outreach, Stewardship, Witness, 3 Representatives without vote: Appointment Cabinet, Board of Ordained Ministry, Communications Advisory Council. (2016 BOD ¶630)
- VI.a MISSIONS TEAM**  
Elected members, Ex-Officio: Conference Secretary of Global Ministries, Cabinet Representative (2016 BOD ¶633). Sub-groups to be determined by Missions Team in consultation with Discipleship Team.
- VI.b NURTURE TEAM**  
Elected members, Representatives of the 4 Ministry Teams/Board with vote (Children's, Council on Youth, Young Adult, Camp and Retreat), Board of Lay Ministry Representative, Cabinet Representative. Other representatives to be determined and named by Nurture Team in consultation with Discipleship Team.
- VI.b.1 CHILDREN'S MINISTRY TEAM**  
Elected members, 2 Ex-Officio: Cabinet Representative, Staff Resource Person.
- VI.b.2 CONFERENCE COUNCIL ON YOUTH MINISTRIES**  
2 youth per District, 1 adult per District, Coordinator of District Coordinators, Cabinet Representative, Staff-Coordinator of Youth Ministries (2016 BOD ¶649).
- VI.b.3 YOUNG ADULT MINISTRY TEAM**  
Elected members, 75% or 9 of which are age 18 to 35, representing a cross-section of the Annual Conference, Cabinet Representative, Staff Resource (2016 BOD ¶650).
- VI.b.4 CAMP AND RETREAT MINISTRY BOARD**  
Elected members, Ex-Officio: Resident Bishop, Cabinet Representative, Director of Connectional Ministries, Camp and Retreat Ministry Executive Director, 5 Site Directors, Chairpersons of 5 Site Boards
- VI.b.5 OLDER ADULT MINISTRY TEAM**  
Elected members, two staff-cabinet representative, Associate Director of Connectional Ministries for Discipleship.
- VI.c OUTREACH / ADVOCACY TEAM**  
Elected members plus the five ministry area chairpersons required by Discipline: Religion and Race, Church and Society, Status and Role of Women, and Christian Unity and Inter-Religious Concerns, Disability Concerns/Relationships Ministry Area, and chairpersons or representatives of other groups related to Outreach/Advocacy. Cabinet Representative (2016 BOD ¶629), Staff Resource.
- VI.c.1 RELIGION AND RACE MINISTRY AREA**  
Elected members, Cabinet Representative (2016 BOD ¶643) Staff Resource, Associate Director of Connectional Ministries for Multicultural Ministries, Sub-Groups related to and determined by Religion and Race Ministry Area.
- VI.c.2 CHURCH AND SOCIETY MINISTRY AREA (Chair) (2016 BOD ¶629).**
- VI.c.3 STATUS AND ROLE OF WOMEN MINISTRY AREA (Chair) (2016 BOD ¶644).**
- VI.c.4 CHRISTIAN UNITY AND INTER-RELIGIOUS RELATIONSHIPS MINISTRY AREA (Chair) (2016 BOD ¶642).**
- VI.c.5 DISABILITY CONCERNS (Chair) (2016 BOD ¶653).**
- VI.c.5 STRENGTH FOR THE JOURNEY TEAM**  
Elected members, Ex-Officio Cabinet Representative, staff, Founding Director.
- VI.c.7a NOT USED**
- VI.c.7b ASBURY CENTERS, INC.**
- VI.c.7c ADVISORY BOARD OF DIRECTORS FOR THE METHODIST MEDICAL CENTER OF OAK RIDGE**
- VI.c.8 NATIVE AMERICAN MINISTRIES TEAM**  
Elected members, Cabinet Representative (2016 BOD ¶654). With the goal of at least one person from each district and preference given to persons with Native American ancestry.
- VI.c.9 AFRICAN AMERICAN MINISTRY TEAM**  
Elected members, Ex-Officio: Representative, Religion and Race, Associate Director of Connectional Ministries for Multicultural Ministries, and Director of Connectional Ministries.
- VI.c.10 BLACK METHODISTS FOR CHURCH RENEWAL**
- VI.c.11 STRENGTHENING THE BLACK CHURCH FOR THE 21ST CENTURY**

## VI.c.12 PEACE WITH JUSTICE

- VI.d STEWARDSHIP MINISTRY TEAM  
Elected members, Cabinet Representative, Staff Resource, Director of Connectional Ministries
- VI.e WITNESS TEAM  
Elected members, Chairpersons of Committee on Small Membership Congregation Team and Hispanic/Latino Ministry Leadership Team, Director of Congregational Development & Revitalization, Director of Connectional Ministries, and Cabinet Representative
- VI.e.1 SMALL MEMBERSHIP CONGREGATION TEAM  
Elected members, Cabinet Representative
- VI.e.2 HISPANIC/LATINO LEADERSHIP TEAM  
Elected members, Cabinet Representative, and Associate Director of Connectional Ministries for Multicultural Ministries
- VI.f COMMITTEE ON SEXUAL ETHICS AND BOUNDARIES  
Elected members, Ex-Officio: Representative – Board of Ordained Ministry, Director-Center for Wellbeing (with vote), Director- Office of Clergy Services / Staff Resource and Cabinet Representative.
- VI.g INVITATION TEAM  
Elected members [nominated by the Resident Bishop and elected by the Annual Conference].
- VI.h MULTICULTURAL MINISTRIES
- VII BOARD OF ORDAINED MINISTRY  
Elected members [nominated by the Resident Bishop and elected by the Annual Conference]; The Board may adopt a policy to pull in others to use as interviewers as needed. Members may serve up to three consecutive four-year terms (2016 BOD ¶635.1.a). Director of Clergy Services/Administrative Registrar; Chair, Order of Deacons; Chair, Order of Elders [nominated by the Board of Ordained Ministry and elected by Clergy Session]; Co-Chairs, Fellowship of Local Pastors and Associate Members; 2 District Superintendents appointed by Resident Bishop. The Board shall select its own officers. (2016 BOD ¶635, ¶306-309)
- VIII GROUPS RELATED TO THE CABINET AND ORDAINED MINISTRY
- VIII.a ADMINISTRATIVE REVIEW COMMITTEE  
3 elected clergy in full connection and two alternate clergy in full connection, nominated by the Bishop and elected by the Clergy Session. (2016 BOD ¶636)

## VIII.b COMMITTEE ON INVESTIGATION

4 clergy members in Full Connection, 3 Professing Members, 3 alternate Clergy Members, 6 alternate Lay Members. Nominated by the Resident Bishop in consultation with the Board of Ordained Ministry (clergy) and the Board of Laity (professing members). Elected quadrennially by the Annual Conference (2016 BOD ¶2703.2).

VIII.c ORDER OF DEACONS, ORDER OF ELDERS  
(2016 BOD ¶306-309).

## VIII.d CENTER FOR WELLBEING SUPERVISORY COMMITTEE

Elected members, Representative of the Board of Ordained Ministry, three (3) District Superintendents (none of whom shall be from any district where Counselors hold their Charge Conference), Director of Clergy Services. Related to Cabinet, Board of Ordained Ministry, and sub-groups related to and determined by the Center for Wellbeing Supervisory Committee.

## VIII.e CRITICAL INCIDENT RESPONSE TEAM

## VIII.f MINISTERS CONVOCATION DESIGN TEAM

Elected members chosen by the Convocation Design Team, Chair-Order of Deacons, Chair-Order of Elders, Chair(s)-Local Pastors and Associate Members, Director of Clergy Services, Administrative Assistant to Director of Clergy Services.

IX. COUNCIL ON FINANCE AND ADMINISTRATION  
Elected members and 4 persons without vote: Resident Bishop, Conference Treasurer, District Superintendent chosen by the Cabinet, and Director of Connectional Ministries. The Council shall elect its own officers, except the treasurer who shall be the Conference Treasurer. (2016 BOD ¶¶611, 612)

## X. ADMINISTRATION

## X.a. BOARD OF PENSIONS

Elected members each from Clergy, Laymen, Laywomen, Pensions Director, Chair of Joint Committee on Medical Leave, Cabinet Representative. (2016 BOD ¶639)

## X.b BOARD OF TRUSTEES

Elected members, Cabinet Representative; Ex-Officio, non-voting CFA representative, Resident Bishop and non-voting Staff-Conference Treasurer. The Board shall elect its own officers. (2016 BOD ¶¶640, 2512-2550)

X.c COMMISSION ON ARCHIVES AND HISTORY  
Elected members, Cabinet Representative, Historical Society Representative, Conference Archivist, Conference Historian and Staff-Conference Secretary. (2016 BOD ¶641).

- X.d COMMISSION ON EQUITABLE COMPENSATION  
Elected members [an equal number of lay and clergy members], Executive Assistant to the Bishop, one District Superintendent- (Sustentation Funds), Staff-Conference Treasurer, Staff-Director of Clergy Services/Conference Secretary. (2016 BOD ¶625).
- X.e COMMITTEE ON EPISCOPACY  
Elected (4 clergy, 4 laymen, 4 laywomen), 1 clergy, 1 layman and 1 laywoman appointed by the Resident Bishop, Ex-Officio Members are the lay and clergy members of Jurisdictional Committee on Episcopacy. The Conference Lay Leader shall be one of the lay elected persons. (2016 BOD ¶637)
- X.f COMMITTEE ON NOMINATIONS  
There shall be a Conference Committee on Nominations composed of the Resident Bishop, who shall serve as Chairperson, members of the extended cabinet, Conference Lay Leader, President of the Conference United Methodist Women, President of the Conference United Methodist Men, Chairperson of the Discipleship Team, Conference Secretary, a representative of United Methodist Youth, one layperson from each district chosen by the District Committee on Nominations, a member of the Order of Deacons, and additional lay and clergy persons for equalization of lay and clergy membership.
- X.g COMMITTEE ON PETITIONS AND RESOLUTIONS  
Elected members, Ex-Officio a member of the current Holston delegation to General Conference, the Secretary of the Annual Conference and a Cabinet Representative.
- X.h COMMITTEE ON RULES OF ORDER  
Elected members (50% Lay and 50% Clergy) nominated by the Committee on Nominations and elected by the Annual Conference, 6 Ex-Officio members with vote: Resident Bishop, Conference Chancellor, Conference Secretary, Cabinet Representative, Executive Assistant to the Bishop, and Parliamentarian.
- X.i EPIISCOPAL RESIDENCE COMMITTEE  
Chairs or Representatives of the Committee on Episcopacy, the Council on Finance and Administration, and the Board of Trustees, plus A Cabinet Representative and the Executive Assistant to the Bishop (Ex-Officio). (2016 BOD ¶638)
- X.j PERSONNEL RESOURCES COMMITTEE  
Elected members, Conference Chancellor, Executive Assistant to the Bishop, Chairperson of Committee on Episcopacy, Chairperson of Personnel Team of the Council on Finance and Administration or designee, abinet Representative, Resident Bishop (Ex-Officio).
- X.k PROGRAM COMMITTEE, ANNUAL CONFERENCE SESSION  
Resident Bishop, Conference Secretary, Conference Lay Leader, President of United Methodist Men, President of United Women in Faith, Chairperson of Discipleship Team, Director of Connectional Ministries, Chair of Religion and Race, Chair of COSROW, and a District Superintendent, chosen by the Cabinet, and additional members appointed by Resident Bishop as necessary.
- XI. SUPPORT GROUPS
- XI.a UNITED METHODIST MEN  
All men of local churches or charges chartered or unchartered within the bounds of the Annual Conference. (2016 BOD ¶648).
- XI.b UNITED WOMEN IN FAITH  
All members of local units within the bounds of the Conference. (2016 BOD ¶647)
- XII. THE CONFERENCE CONNECTIONAL TABLE  
The membership shall include those staff persons, clergy, lay officials, and other persons deemed needed by the Resident Bishop to carry out the missions of the conference. Different connectional tables may be held for various missions. Purpose: to assist in identifying Conference priorities and coordinating Conference ministries and emphasis.
- XIII. TASK FORCES  
Task forces must be formed with the approval of the extended cabinet and may exist for up to a period of four years to complete their work. At the end of four years, any task force must reapply, if needed, for an extension not to exceed four more years. If at the end of the first four years, it becomes apparent that the task force needs to become a standing Leadership Group of the conference, the Task Force shall ask the extended cabinet to approve the need. If approved, the Task Force would submit a request to the annual conference as a part of its report to the annual conference. At that point, the conference will vote on whether or not to establish the Task Force as a standing Leadership Group of the conference. If funding is required, task forces must apply to the appropriate body.
- XIV. THE CONFERENCE STRATEGY TEAM  
Named by the Resident Bishop-Shall consist of between 9 and 15 members, set up in three rotating panels. No more than three (3) team members can serve consecutive terms on the Conference Strategy Team.

== == == **END OF REPORT** == == ==

## **X.j PERSONNEL RESOURCES COMMITTEE (PRC)**

We praise God for our Conference staff and their cooperative spirit in working with the General Council of Finance and Administration Human Resources (GCFA HR) team in data collection via interviews, departmental meetings and recommendations made to assist PRC in assessing the needs, structure and strengths of our Conference and staff.

The GCFA HR team, with the Directors and staff assistance, continue to review, revise and implement policies and procedures to assure compliance with Federal and State Laws and promote consistent transfer and hiring practices within the Holston Conference.

Among the procedures reviewed, and revised were job descriptions, employment forms, electronic and paper files, and the Policy and Procedures Manual. The Tennessee New Hire Reporting System was implemented and a comprehensive salary review study conducted.

The PRC, staff and Directors received on-site training for the Policy Manual covering employment policies and practices that protect the employee and the Conference. An organizational assessment and Human Resources Audit Report was completed.

The PRC will continue to work with GCFA HR consultants relative Employee Relations and Assistance in the areas of recruitment and the employee review process.

PRC is diligently working to reduce our portion of the conference budget for the remainder of 2024 and for 2025. Our efforts, together with the Directors, CFA, and conference ministry teams, are aimed at significantly reducing the total conference budget while maintaining effectiveness in ministry. This task is formidable, and PRC is proceeding with great sensitivity.

Submitted by, Terryl James, Chairperson

= = = = **END OF REPORT** = = = =

---

## **XI SUPPORT GROUPS**

### **XL.b UNITED WOMEN IN FAITH (UWF)**

To the lay members and clergy of the Holston Annual Conference, I bring you greetings on behalf of the members of United Women in Faith and offer this report for your consideration.

#### **OUR PURPOSE:**

United Women in Faith is a community of women whose purpose is to know God, experience freedom as whole persons through Jesus Christ, develop a creative, supportive fellowship, and expand concepts of mission, through participation in the global ministries of the church. For fifty-one years, the United Women in Faith of the Holston Annual Conference has endeavored to live out its Purpose and to make a difference in its communities, the United States, and around the globe on behalf of women, children, and youth.

#### **OUR MISSION:**

The Mission of United Women in Faith includes providing opportunities to grow spiritually, equipping women and girls to be leaders, providing transformative educational experiences, organizing for growth and flexibility, and working for justice through service and advocacy.

#### **OUR WORK:**

A core value of United Women in Faith is empowering women and girls to be leaders in decision-making, goal setting, and advocacy. In 2023, approximately \$20,000 was invested in the Holston Conference through Mission giving and hands-on advocacy work. The conference exceeded its 2023 Pledge to Mission goal, contributing \$247,080 to the National organization.



These Mission giving dollars support about 90 National Mission Institutions across the United States, serving marginalized communities by caring for children, educating, and developing youth, creating economic opportunities, and transforming neighborhoods. Regional Missionaries focus on health, gender equality, violence prevention, and support for the uprooted through training programs, workshops, and networking. The funds also establish Grants and Scholarships, support missionary conferences, address social justice issues, and continue the Theresa Hoover service & global citizenship award.

Mission Giving pledges are also used for Service and Advocacy, including work for peace and justice, education, children's rights, human rights, and farm workers' rights. The National organization partners with coalitions on leadership development, social action training, Mission education, and deaconess and home missionary programs. Funding supports projects benefiting women, children, and youth, without supporting discriminatory organizations or programs conflicting with The United Methodist Church Social Principles.

#### OUR YEAR IN BRIEF REVIEW:

In January 2023, designated conference and district officers participated in the National Leadership Development Days event, receiving spirit-filled worship, officer training, workshops, and networking opportunities virtually. Following this, Holston Conference officers hosted ongoing virtual and in-person leadership sessions for district and local unit officers, providing information and resources pertinent to their roles as leaders in the Church and communities.

In March, the conference leadership team emphasized A Call to Prayer and Self Denial, with districts and local units hosting A Day Apart and other spiritual enrichment activities during the Spring. The 2023 focus for A Call to Prayer was "Because we believe... that racism is a rejection of the teachings of Jesus Christ — CHARTER FOR RACIAL JUSTICE." The Mission giving funds specifically supported the ongoing racial justice initiatives of United Women in Faith just as the work of our foremothers who authored the Charter for Racial Justice, in 1952.

In March, a virtual Mission Giving Event featured Dr. Yvette Richardson, former National president of United Women in Faith, discussing the importance of Mission Giving and its impact on women, children, and youth. The event highlighted initiatives supported by Mission Giving that improve lives locally, nationally, and globally. A second event was held in March 2024 that featured Shannon Priddy, also a former National president of United Women in Faith sharing the impact of funds given by individual contributors.

Held in July, Mission u 2023, a United Women in Faith biblically grounded transformative education program focused on exploring the Lord's Prayer as a spiritual practice for social transformation. The curriculum delved into the Lord's Prayer personal and communal significance, aiming to empower participants to reflect God's love in the world. The event, held at Cokesbury United Methodist Church, North Campus, Knoxville, TN, included over fifty participants of all ages engaging in in-person and virtual classes. Mission u 2024 will be held July 19 -20, 2024 at First Centenary United Methodist Church, Chattanooga, TN. The curriculum theme will be The Kingdom Is Among You: Drawing Closer to God and One Another.

Influenced by the work being done, to support the efforts, and to further the cause, the National office awarded Holston Conference United Women in Faith a \$5,000 grant in July 2022 and an additional \$3,000 awarded in July 2023 specifically for the participation in the Children's Defense Fund Samuel DeWitt Proctor Institute Child Advocacy Ministry at the CDF Alex Haley Farm, Clinton, TN. The 2023 theme was "Freedom Faith at 50," celebrating the memory of Rev. Dr. Prathia Hall. Workshops and sessions focused on building skills, understanding policy concerns, and sharing perspectives on justice and community.

In August 2023, United Women in Faith hosted a social action event, "Creation Care: The Biblical Calling," at First Centenary United Methodist Church, Chattanooga, TN. Led by Madison Rollings and Caroline Archer, using scripture, the event focused on individual impact as well as advocating and raising awareness about the adverse impacts of global climate change, particularly on communities least responsible for emissions. Discussions included practical ways to love God's creation and efforts to reduce greenhouse gas emissions.

In September 2023, Holston Conference United Women in Faith celebrated its 50th Anniversary at Church Street United Methodist Church, Knoxville, TN. Sally Vonner, newly elected General Secretary and CEO of United Women in Faith, was the featured guest & speaker, and Bishop Debra Wallace-Padgett was our special guest. The occasion was marked by a proclamation signed by The Blount County Mayor, Ed Mitchell, highlighting the vital roles women in Holston Conference have played in missions over the years in precursor organizations like the Women's Society of Christian Service, the Wesleyan Service Guild, and United Methodist Women.

The 50th Annual Business Meeting included adopting a budget, receiving reports, and electing officers. Presentations were given by the Bethlehem Center and Wesley House Community Center, both National Mission Institutes located in Holston Conference, as well as by the Jubilee Project in Sneedville, Tennessee, and Elk Garden School Community Center in Rosedale, Virginia. A panel discussion featured women sharing their experiences from three specific eras of the organization's 154-year legacy. Additionally, the first-ever Mission Giving Banquet was held to celebrate the 50th Anniversary, providing attendees with the opportunity to make a positive impact and promote faith, service, and advocacy through giving to United Women in Faith.

In October 2023, United Women in Faith members joined with the Dignity in School Campaign Week of Action: Educate. Liberate. Elevate! This special week of action highlighted the Interrupt the School-to-Prison Pipeline initiative and included a celebration of the International Day of the Girl Child, a public policy, advocacy, and leadership development workshop to work on behalf of every child so that they receive a quality education and are treated with dignity. This week specifically led to the Smoky Mountain District, led by Jamie Singer, social action coordinator, organizing a successful postcard campaign calling for an end to the practice of corporal punishment in the Sevier County Schools. In January 2024, a notice from the school district was received stating the policy had been rescinded.

United Women in Faith is deeply committed to advocacy and social justice. Their 2021–2024 mission priorities include eliminating mass incarceration, enforcing climate justice, and advocating for racial equality. The organization adopted a new Charter for Racial Justice Policy in 2021, focusing on anti-racist training, civic engagement, and aligning mission giving with racial justice goals. Efforts also aim to ensure leadership reflects the racial diversity of the church and community. The Charter for Racial Justice Committee continues its work through the national Reading Program, virtual programs, and other events. In February 2023, the committee received a \$500 grant for a racial justice program in 2024.

Also in February 2024, the first United Women in Faith Soul Care Retreat, themed “Full to the Brim: An Expansive Lent” by A Sanctified Art, was held at Camp Bays Mountain, offering rest, rejuvenation, and spiritual nourishment. The retreat emphasized the idea that when we allow ourselves to be filled with God's love, it spills over. The event aimed to build sisterhood among participants. Additionally, in April 2024, Holston Conference United Women in Faith hosted the Southeastern Jurisdiction United Women in Faith Quadrennial Meeting in Chattanooga, TN at the Chattanooga Choo Choo Convention Center, bringing together nearly 500 women from the southeast region.

#### OUR MEMBERSHIP

The 2023 membership records of United Women in Faith reflect that of the 279 churches that disaffiliated in September 2022 from The United Methodist Church in Holston Conference, 53 of those churches had a United Women in Faith presence. The impact of the disaffiliation involved a total loss of 50 local units, with only three units remaining as a part of the organization.

In March 2022 with the rebranding of organization, flexibility in ways for women to become a member expanded including options to become an All-Access member with easy online access to member resources nationwide. There are three options of engagement including Inspire, Influence, and Impact. Women seeking to deepen their spiritual awareness can become involved through opportunities to nurture oneself and enrich their spiritual life, including Soul Care events. Women interested in developing their personal or professional growth with like-minded women, can influence others through invitations to lead workshops, becoming a speaker, and engaging in other educational events. Women seeking to be active in service and advocacy can make a difference by acting boldly and working for social justice.

Despite the challenges posed by the disaffiliation in some churches and a decline in local units, we stand resolute and unwavering. We draw strength from our rich legacy and the enduring values that have defined our organization. Our hope remains steadfast as we continue our mission to make a difference for women children and youth. As stated on the website of the National organization, “Driven by God’s love and united in sisterhood, we work to improve the lives of women, children and youth. Every day, we show up. We take action. We get it done.” We invite you to engage with us in an event as an individual and/or as a local unit.

Submitted by, Donna M. Mosby, Conference President



United  
Women  
in Faith

== == **END OF REPORT** == ==

---

### **XIII.b DISMANTLING RACISM TASK FORCE**

For the past four years, racial justice ministries in the Holston Conference have been motivated by the Dismantling Racism Task Force. The Task Force was established in 2020 as one facet of the Conference response to the public deaths of Ms. Breonna Taylor, Mr. Ahmaud Arbery, Mr. George Floyd and Mr. Rayshard Brooks in 2020. At the same time as these killings, the COVID-19 pandemic revealed great disparities and inequities in our communities of color.

Now, we've come to the end of the designated four-year tenure as a Task Force. But the antiracism work should not end... it must not end! We request Annual Conference approval to become a Standing Committee of the Annual Conference. We solicit your support, your engagement, your prayers, and approval of the following recommendation:

"The Holston Conference Dismantling Racism Task Force was appointed by Bishop Taylor and affirmed at the Holston Annual Conference in 2020. On June 30, 2024, it will reach the end of its four-year tenure. Given that the dismantling racism work in the Holston Conference must continue, the members of the Task Force voted unanimously at the February 8, 2024, meeting to recommend that the Dismantling Racism Task Force become a standing committee of the Holston Conference effective on July 1, 2024."

#### **Sharing Stories of Racism:**

Part of increasing our awareness about racism and its lasting effects is in the sharing our own stories. We are collecting stories from members across the Holston Conference on their individual experiences with racism and the lessons learned along the way. You can find the stories already submitted on the Multicultural Ministries website. Do you have an experience to share? Submissions are being collected by Ms. Betty Barton on behalf of the Task Force, and you may contact her at this address: [bettybarton@holston.org](mailto:bettybarton@holston.org). Mailings may be sent to the Task Force at this office address: 240 Suncrest St., Suite 1, Johnson City, TN, 37615. Thank you for helping Holston to tell our story. We look forward to hearing your stories!

#### **Other Task Force Activities at this Annual Conference:**

This year, the Task Force has several activities taking place at the Annual Conference. We encourage you to participate in any or all of Dismantling Racism Task Force activities at the Conference:

- a lunch panel discussion on Tuesday in the Terrace auditorium,
- visit our exhibit display in the expo hall.

As we commit to transforming our lives, our churches, and our society, we must acknowledge that we've each entered this antiracism work in different places. Some people have been working for a significant amount of time on this, some people have actively engaged more recently, and some don't want to engage in this work at all. Given that, what we've put in this Task Force report will not be enough for some but will be far too much for others. But the chasm of experience between the experiences of being a White person and a Black person in our churches and our conference must be crossed. This bridge across this chasm requires faith in God, and faith in one another to be on the journey to healing and hope.

We invite you to join us in doing this work. Let us know if you would like to help.

Submitted by, Leah Burns, Chairperson

**=== END OF REPORT ===**

---

## XIV TRUSTEES & DIRECTORS OF CONFERENCE - RELATED INSTITUTIONS & AGENCIES

### XIV CONFERENCE STRATEGY TEAM

Our Purpose is to evaluate the current life of Holston Conference and find more effective ways to express a contemporary and relevant vision for bringing people into a transformative relationship with Jesus Christ.

#### Mission Statement of The Holston Conference Strategy Team

Because we understand that our call to bring people into a transformative relationship with Jesus Christ requires us to continually monitor, evaluate, and adopt new, relevant, and contemporary means to engage the world in mission and ministry ... the Conference Strategy Team [will] examine the life of the Conference by using the evaluative tools set forth above to recommend changes to the Conference structure, and offer[] recommendations for modifications to the Conference structure to ensure maximum fruitfulness of its mission, and ministry.

#### Introduction to Part IV, Holston Conference Comprehensive Strategy Plan

When the Holston Conference Comprehensive Strategy Plan was adopted by Annual Conference in 2017, it was anticipated that the 'reassessment process' in the Plan would be used following the 2020 General Conference to evaluate and recalibrate the Conference structure to ensure we were adapting and creatively maximizing our fruitfulness. But the 2020 General Conference was postponed and now, on the other side of the COVID 19 pandemic and the loss of a number of our brothers and sisters in Christ through disaffiliation, we find ourselves facing unprecedented changes to Holston Conference. And yet, because the Comprehensive Strategy Plan was built to be adaptive – we are positioned perfectly to address the changes we need to make as a Conference to continue our mission to make disciples of Christ for the transformation of the World.

Here are the ways that the Holston Conference Strategy Team is evaluating and recalibrating our mission and ministry in Holston Conference:

1. **Strengthening our Connection** – Of the 7 elements of the Comprehensive Strategy Plan, this is always presented first, because we are collectively working in collaboration as the Body of Christ in the world. Our health as a Conference is dependent upon the health of our relationships as passionate spiritual disciples working together to make other disciples of Christ for the transformation of the world.
2. **Supporting our Clergy and Churches** – This provision in the Holston Conference Comprehensive Strategy Plan is where the concept of 'Missional Hubs' was introduced. The launch of Missional Hubs coincided with the global pandemic that disrupted our daily lives – and ministry - in profound ways. We celebrate and will continue to support those Missional Hubs that continue to operate. However, in response to the new challenges we face as a conference, we have adapted, strengthened and modified this original concept into a new and creative initiative we are calling "Passionate Spiritual Groups". This new exciting concept draws its strength from shared ministry among both lay and clergy who work collaboratively beyond the local church to enrich the ministry of God's Kingdom in their communities – and the Conference.
3. **District Realignment** - One of the most immediate impacts from the disaffiliation of churches in Holston Conference is that the administration of our mission and ministry in the structure of Districts has changed significantly. Moreover, the impact of disaffiliating congregations was not evenly distributed throughout the Conference; some districts lost just a few churches while others experienced a significant loss of churches. Consequently, adapting to this substantial change to our Conference requires a thorough reassessment of our district structure. A task force set up by the Holston Conference Strategy Team has conducted one of the most comprehensive evaluations of our district size, church distribution and financial impacts ever undertaken in Holston Conference. Although no resolution on the number of districts in Holston Conference will be made at this June 2024 session

of Holston Annual Conference, there will likely be a substantial change in the number, size and location of Districts in Holston Conference forthcoming. Keep in mind that a periodic assessment and realignment of districts every 4 years is already a part of the Comprehensive Strategy Plan (under the heading of ‘Right-Sizing our Districts’) but for the reasons and new realities already addressed, this recalibration will likely be more significant than in other years.

4. Revitalizing Conference Life: Evaluating our Committees, Boards and Agencies – Implementation of this provision of the Conference Comprehensive Strategy Plan has been ongoing for the past 2 years and has been helpful, in particular, with the nominating process. The intended result of this process will be clarifying, streamlining and making the conduct of Holston Conference business and ministry a more efficient and rewarding experience. This process specifically puts additional emphasis on locating and equipping new passionate spiritual leaders.
5. Exercising Financial Leadership – Being good stewards of the resources God has provided us for ministry in Holston Conference has always been an important part of our approach to ministry. However, this year – as we adjust to the reduction in the number of tithing churches – being disciplined in our use of financial resources has become more critical. This is integral to the modifications proposed in the other elements of the Comprehensive Strategy Plan discussed herein.
6. Staffing the Conference for Districts and Local Churches – As with other elements of the Comprehensive Strategy Plan, we continue to try to align the manner in which we staff our Conference for mission and ministry in Holston Conference with the modifications and adaptations necessitated by the changes we have experienced in our Conference. This assessment is ongoing.
7. Communications – This is one of the areas addressed in the Conference Comprehensive Strategy Plan that has been most nimble in adapting to the changes we have faced. It continues to be a crucial factor in our ability to inform each other about what is taking place as we recalibrate our Conference structure and to share the success of others as we jointly pursue our mission to develop passionate spiritual disciples and leaders to guide us.

In summary, in adopting the Holston Conference Comprehensive Strategy Plan, the Annual Conference has given the Conference Strategy Team the tools and procedures to help us adapt and grow our capacity for mission and ministry – even in the midst of monumental changes that we are facing. Given the significant changes we have faced in the past several years, we are grateful for God’s guidance, the faithful commitment of our Conference leaders and the sense of connection that gives us the fortitude and inspiration to continue to find new, creative and innovative ways to make new passionate spiritual disciples here in Holston Conference so that our world may be changed to reflect the Kingdom of God.

Submitted by, The Holston Conference Strategy Team

== == **END OF REPORT** == ==

---

## XIV HOLSTON FOUNDATION

2023 redeemed the losses the Holston Foundation’s assets under management incurred during the previous year. The Foundation added an additional member to its staff who has already worked with several donors desiring to leave a legacy that is “greater than the division of their assets.” We continue to work with United Methodist Churches and those who have chosen a different path for their church by offering investment services and giving grants to their ministries.

The Balanced Growth Fund (our diversified mix of equities and fixed assets) finished up 17.80%. The Intermediate Income Fund grew by 6.50% while the Short-Term Income Fund saw 5.09% growth. The 100% Equity Fund (an option for churches who wish to not follow the 10/40 rule) also grew by 25.32%. (As of February 2024, the S&P 500 hit a record high, and the Foundation’s accounts continue to grow while churches who chose the “safe route” of fixed CDs due to the 2022 downturn should consider a return to market investing.)

We are pleased to have Rev. Dr. Mark Gooden as a part of the Foundation staff since July. Mark spent 40 years in the pulpit, most recently having retired from First-Centenary UMC in Chattanooga. Mark brings a fresh perspective as he served well in the local church and has a passion for helping others steward graciously what God has entrusted them. Rev. Gooden is available to preach, and he conducts planned giving seminars as well as offers confidential conversations with individuals about their plans to fund their favorite ministry or the local church.

We continue to meet with church finance committees who seek alternatives to “doing business as usual” with local banks. In fact, in 2023 the Foundation had 21 new accounts opened by local churches, ministries and individuals with 7 existing accounts receiving additional deposits of over \$100,000 each. We believe that the Foundation’s disciplined approach to investing governed by our Investment Policy Statement (IPS) with input from the volunteer investment committee consisting of professional advisors is the best option for long-term funding for ministry.

As the denomination saw many changes to its membership through disaffiliations, the Holston Foundation continues to partner with churches that have chosen a different path though remain within the Wesleyan churches as well as UMC churches. We focus on the ministries and the lives impacted by the local church, which includes—for example—equipping children to return to school, feeding the hungry, enabling senior citizens to hear church services better, etc. We anticipate individuals who attend disaffiliated churches to continue to work with the Holston Foundation in their estate planning.

In 2023, the Holston Foundation Board of Directors voted to award the Missional Impact Strategic Funding grant to continue the Holston Conference’s commitment to the people of South Sudan while they deal with civil war in their country. The Foundation granted \$100,000 for scholarships and operations of the church at the October board meeting. Pastors’ children and lay individuals will be educated, thus giving them greater opportunities when they return to South Sudan.

In addition to funding of South Sudanese ministries, the board of directors granted \$75,000 to the Vimperk Ministry Center in the Czech Republic for work with Ukrainian refugees. Led by Rev. Zdeněk Neužil, the Vimperk Church is a bright spot in a country that is culturally rich in religious tradition but largely unaware of the possibility of a personal relationship with Jesus Christ and God. With this funding, church leadership will have more time to focus on proclaiming God’s Word and witnessing while providing a safe place for those needing shelter.

Domestically, a total of \$238,140 was given to churches and ministries in 2023 through the Foundation’s spring grant process. Students in seminary and seeking undergraduate degrees received \$167,650 last year thanks to generous donors who set up scholarships in the Foundation.

The Holston Foundation is committed to working with the United Methodist Church, individuals who wish to make a difference in the lives of others, and those whose church may no longer be in the UMC. The Foundation will continue to seek to inspire, empower, and equip churches, ministries, and individuals to transform the world in the name of Christ.

Submitted by, Paul Bowman, President & CEO; Beth Peacock, Board Chair



== == == **END OF REPORT** == == ==

## XV OTHERS

### XV BOSTON UNIVERSITY SCHOOL OF THEOLOGY

Your partnership, prayers, and support are a cherished gift as BUSTH seeks to serve the church and the world! In a year like 2023, BUSTH's commitments to equip transformational leaders for peace and justice are all the more necessary and significant. We are hopeful and vigilant in our continued partnership with you.

#### NEWS:

- Students: Our academic year 2023-24 entering class was among our most diverse, with 86 new students enrolling, 34% of whom are international students.
- Faculty: In September we welcomed visiting faculty member David Anderson Hooker, Visiting Associate Professor of Religion and Conflict Transformation. Two new faculty searches are underway—an Assistant Professor of Religion and Society and the Martin Luther King, Jr. Professor of Religion and Black Studies.
- Expanding Online Programming: BUSTH's first fully online master's degree—the Master of Religion and Public Leadership (MARPL)—continues to expand after welcoming its first students in fall 2022. MARPL seeks students who wish to be prepared for leadership roles that creatively engage the challenges of public life. Learn more at [bu.edu/sth/marpl](http://bu.edu/sth/marpl).
- Faculty Research: Associate Dean Cristian De La Rosa received a Lilly Parenting Grant for \$1.25 million. Our faculty members published more than 75 books, scholarly articles, op-eds, and book reviews during 2023. Many were interviewed by media publications for their work on academics and activism, fat liberation, caring for creation, responding to congregational trauma, and the spread of Christianity in Africa. Selected stories can be found at [bu.edu/sth/research/faculty-research/](http://bu.edu/sth/research/faculty-research/).
- Scholarships: We continue to offer free tuition to UMC-registered candidates for ordained ministry and leadership fellowships that support students in ethnic, gender, and sexuality studies. New funds include the Research & Teaching Fund and Affirmation & Empowerment Fund. We have newly endowed funds for DEI, Theology & the Arts, and Doctor of Ministry.

- Accreditation and Curriculum: BUSTH received a renewed full and unqualified listing by the University Senate of the United Methodist Church. BUSTH is concluding a curriculum review for the MDiv and MTS programs which will launch in fall 2024.
- Online Lifelong Learning: BUSTH offers online courses for professional and spiritual enrichment of religious leaders. Recent offerings include "Sustaining Spirits while Empires Crumble" and "Preaching Mark with Different Voices." To learn more, visit [bu.edu/sth/oll](http://bu.edu/sth/oll).
- Development: Recent accomplishments include endowing the Faith and Ecological Justice Fund, and new funding for student scholarships and academic programs.

#### COMMITMENT TO JUSTICE and COMPASSION:

- BUSTH's Office of Diversity, Equity, and Inclusion offers webinars on timely inclusion efforts, such as "Increasing Participation of Students of Underrepresented Backgrounds."
- This year's Lowell Lecture topics explore the role and responses of theological education for the challenges of today with lectures from Rev. Dr. Ted Smith (fall) and Dr. Keri Day (spring).
- Work continues to improve accessibility, sustainability, and responsible investing as written in our 2030 Strategic Plan. BUSTH is the first certified Green School at BU and is active in the Green Seminary Initiative.

Submitted by, G. Sujin Pak, Dean

= = = = **END OF REPORT** = = = =



**XV DREW UNIVERSITY THEOLOGICAL SCHOOL**

Drew University Theological School educates and mentors pastors, preachers, deacons, activists, teachers, thought leaders, and change agents for ministry and service in the church and society. Drew Theological School is diverse in theology, vocations, age, as well as racial, ethnic, national, and international identities. Many Drew students are just beginning their ministry, while others come to graduate theological education with prior ministry experience. The latter reflects a growing trend among all theological schools in the United States and Canada. Drew holds in-person classes in Madison, New Jersey, several classes meet exclusively online, while other meet in hybrid fashion, i.e., partially online, partially in-person. This is also the case with chapel worship which originates in Seminary Hall, but also is live-streamed so that students around the world participate. Drew Theological School is a global seminary with a global student population serving the worldwide church.

In Fall 2023 Drew Theological School welcomed 104 new students in all degree programs, with total student enrollment (by head count) growing from 364 students in Fall 2021 to 407 in Fall 2023 semester. Enrollment of international students at Drew increased from 120 students in Fall 2021 to 169 students in Fall 2023. This number includes students who are studying full-time in

the U.S.A. on a student Visa, students who are studying online from their home country, and students in the South Korean Cohort of the Doctor of Ministry program.

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

Submitted by, Rev. Edwin David Aponte, PhD, ThD (honorary) Dean and Professor of Religion & Culture  
December 10, 2023

**== == == END OF REPORT == == ==**

---

**XV DUKE DIVINITY SCHOOL**

Duke Divinity School can attest to the work of God’s Spirit to usher us into a season of hope and continued faithfulness to the mission and calling to serve the church, academy, and the world. In 2023, the Duke University president and provost appointed Dean Edgardo Colón-Emeric for a full five-year term. In his Opening Convocation sermon, he stated: “This year marks the 25th anniversary of my ordination in the United Methodist Church. This is the school that prepared me. Today, I give God thanks for still allowing me to serve as a minister of the gospel and I renew the vow I made when I was installed as dean. By the grace of God and en conjunto with you, I will uphold this school’s ‘commitment to God and the people of God, to the highest standards of academic excellence, and to this university.’” In the next three years, we will celebrate a number of centennial milestones: Duke University and The Duke

Endowment (2024), the 17th centennial of the Council of Nicaea (2025), and Duke Divinity School (2026). As a foretaste of those occasions to reflect and celebrate, we have had two important milestone celebrations in 2023. The Office of Black Church Studies (OBCS) commemorated its 50th anniversary, an occasion to rejoice in all that God has done through OBCS to bless our Duke Divinity community and to extend the gifts from the Black Church to the whole church. As just one example of the impact and influence from OBCS, the Rev. Dr. Cynthia Hale (D’79) received Duke University’s Distinguished Alumni Award in recognition of her outstanding contributions in ministry and service.

The Hispanic House of Studies (HHS) celebrated its quinceañera (15th anniversary), another opportunity to have our hope buoyed by God's work in our midst. HHS was created by the Divinity School, with support from The Duke Endowment, to support the formation of ministers to Hispanic/Latinx congregations and communities in the North Carolina and Western North Carolina Annual Conferences and beyond. These efforts are not confined to a limited silo but extend throughout our academic and ministerial programs. For instance, we now offer the "Rediscovering the Heart of Methodism" course in Spanish on Divinity+, an online resource that is widely available for ministers and congregations.

This fall, we welcomed 215 entering students from 35 different states as well as new community members who hold either primary or secondary citizenship in 16 other countries including Canada, Chile, China, Finland, Germany, India, Kenya, Mexico, Nigeria, Peru, Russia, Saint Kitts and Nevis, South Korea, Sri Lanka, Syria, and Zimbabwe. The Master of Divinity program gained 104 new students, with 54 residential students and 50 in the hybrid program. The Master of Arts in Christian Practice enrolled 13 new students; the Doctor of Ministry, 22; Master of Theology, 11; Master of Theological Studies, 29; the Doctor of Theology welcomed five new students to campus, and five special students enrolled. The Certificate in Theology and Health Care welcomed 11 residential students to campus and 15 in the hybrid program. Across all degree programs at the Divinity School, 31 percent of the incoming class identified as a race or ethnicity other than white. Black students made up 21 percent of all students; Latinx students, seven percent. Fifty-four percent of students in the incoming class identify as female. There were 25 denominations represented in the M.Div. entering class, with 26 percent affiliated with the United Methodist Church. Baptists made up 10 percent of the incoming students; Anglican or Episcopal students, 10 percent; and nondenominational students, 12 percent.

Duke Divinity School continues to invest in pathways to support Methodist leadership and pastoral formation. Divinity+ launched the Church Administration series focused on developing practical skills for church leaders. More than 1,000 learners have enrolled in the first two courses, "Theology and Time Management" and "Strategic Management." We inaugurated the Certificate in Chaplaincy, designed to prepare students to provide spiritual care in a variety of settings such as hospitals, hospice, prisons, higher education, and the military. The certificate can be earned as part of the residential M.Div., Th.M., and M.T.S. degree programs.

The school has also welcomed new leaders who bring their gifts to the work of advancing the mission to serve Christ and the church. Two houses have appointed new directors: the Office of Black Church Studies is led by the Rev. Dr. Eric Lewis Williams (D'05), assistant professor of theology and Black Church Studies; and the Anglican Episcopal House of Studies has named the Very Rev. Timothy Kimbrough (D'83), Jack and Barbara Bovender Professor of the Practice of Anglican Studies. Key members who have joined our staff team include Anita Lumpkin, executive director of enrollment management; and the Rev. Sarah Belles, a Duke Divinity alumna and ordained elder in full connection with the Western North Carolina Annual Conference, as the director of student life.

Several new programs demonstrate Duke's sustained commitment to connecting with churches and ministers. With gratitude to funding from the Lilly Endowment, the Divinity School has launched the Transformative Preaching Lab to prepare creative, culturally competent preachers who can reach audiences in effective and engaging ways. It will expand preaching training for students in the hybrid modality of the M.Div. program with new courses and preaching laboratories along with new capacities to explore and engage digital tools for community worship and preaching. The Transformative Preaching Lab also provides new opportunities for formation in trauma-informed preaching and preaching in immigrant communities, issues that are especially salient in communities across the country and around the world.

The Theology, Medicine, and Culture initiative has launched the Mental Health Track for Christian mental health practitioners as part of its Certificate in Theology and Health Care. This hybrid certificate program offers spiritual and theological formation for mental health clinicians in a range of disciplines. The research and programming from other Duke Divinity initiatives, including Theology, Medicine, and Culture; Duke Initiatives in Theology and the Arts; Leadership Education at Duke Divinity; and Thriving Rural Communities, continue to provide numerous opportunities to bear witness to God's creativity, compassion, and care for communities and congregations.

Duke Divinity School continues to be grateful for our ongoing participation in The United Methodist Church and partnership with this annual conference. We look forward to our ongoing work with you as we join the leading of God's Spirit in the task of preparing people for Christian ministry. To learn more about Duke Divinity School, please visit our website at [www.divinity.duke.edu](http://www.divinity.duke.edu).

Respectfully submitted by Edgardo Colón-Emeric  
Dean of Duke Divinity School



### **XV ESCUELA DE DIVINIDAD DE DUKE**

La Escuela de Divinidad de Duke puede dar fe de la obra del Espíritu de Dios para llevarnos a una etapa de esperanza y continua fidelidad a la misión y el llamado de servir a la iglesia, la academia, y al mundo. En el 2023, el presidente y rector de la Universidad de Duke asignó al Decano Edgardo Colón-Emeric por un término completo de cinco años. En su sermón de la Asamblea de Apertura, indicó: “Este año marca el 25 aniversario de mi ordenación en la Iglesia Metodista Unida. Esta es la escuela que me preparó. Hoy, agradezco a Dios por aún permitirme servir como ministro del evangelio y renuevo el voto que realicé cuando fui instituido como decano. Por la gracia de Dios y en conjunto con ustedes, yo elevaré el compromiso de esta escuela con ‘Dios y con el pueblo de Dios, a los más altos estándares de excelencia académica, y a esta universidad’.”

En los siguientes tres años, celebraremos varios hitos de centenario: el de la Universidad de Duke y el de La Dotación Duke (2024), el centenario número 17 del Concilio de Nicea (2025), y el de la Escuela de Divinidad de Duke (2026). Como muestra de esas ocasiones para reflexionar y celebrar, hemos tenido la celebración de dos hitos importantes en el 2023. La Oficina de Estudios de la Iglesia Negra (OEIN) conmemoró su aniversario número 50, una ocasión para alegrarse de todo lo que ha hecho Dios a través de OEIN para bendecir a nuestra comunidad de la Escuela de Divinidad y para extender los dones de la Iglesia Negra a la iglesia en su totalidad. Tan solo como un ejemplo del impacto y la influencia de la OEIN, la Rev. Dra. Cynthia Hale (D’79) recibió el Premio al Alumno Egresado Distinguido de la Universidad de Duke en reconocimiento a sus importantes contribuciones en el ministerio y el servicio.

La Casa Hispana de Estudios (LCHE) celebró su quinceañera (aniversario número 15), otra oportunidad para elevar nuestra esperanza por el trabajo de Dios en medio nuestro. LCHE fue creada por la Escuela de Divinidad, con el apoyo de La Dotación Duke, para apoyar la formación de ministros para congregaciones y comunidades Hispano/Latinas las Conferencias Anuales de Carolina del Norte y del Oeste de Carolina del Norte y más allá. Estos esfuerzos no están limitados a un solo segmento si no que se extienden a través de nuestros programas académicos y ministeriales. Por ejemplo, ahora ofrecemos el curso “Redescubriendo el Corazón del Metodismo” en Español en la plataforma Divinity+, un recurso en línea que está ampliamente disponible para ministros y congregaciones.

Este otoño, le dimos la bienvenida a 215 estudiantes de nuevo ingreso de 35 estados diferentes así como también nuevos miembros de la comunidad quienes tienen su ciudadanía principal o secundaria en 16 países distintos los cuales incluyen Alemania, Canadá, Chile, China, Finlandia, India, Kenia, México, Nigeria, Perú, Rusia, Saint Kitts

y Nevis, Corea del Sur, Sri Lanka, Siria, y Zimbabue. El programa de Maestría en Divinidad agregó 104 nuevos estudiantes, 54 de los cuales son estudiantes residenciales y 50 estudiantes del programa híbrido. El programa de Maestría de las Artes en la Práctica Cristiana inscribió 13 nuevos estudiantes; el de Doctorado en Ministerio, 22; el de Maestría en Teología, 11; el de Maestría de Estudios Teológicos, 29; el de Doctorado en Teología le dió la bienvenida a cinco nuevos estudiantes al campus, e inscribió a 5 estudiantes especiales. El programa de Certificado en Teología y Cuidado de la Salud le dió la bienvenida a 11 estudiantes residenciales al campus y a 15 en el programa híbrido. El 31 por ciento de los estudiantes de la clase de nuevo ingreso en todos los programas de estudios en la Escuela de Divinidad se identifican como miembros de una raza o etnicidad distinta a la raza blanca. Los estudiantes de la raza negra componen el 21 por ciento de todos los estudiantes; estudiantes Latinas/os/es, el 7 por ciento. El 54 por ciento de los estudiantes de la clase de nuevo ingreso se identifican como miembros del género femenino. Hubo 25 denominaciones representadas en la clase de nuevo ingreso de la Maestría en Divinidad, del cual el 26 por ciento está afiliado con la Iglesia Metodista Unida. Los Bautistas componen el 10 por ciento de los estudiantes de nuevo ingreso; los estudiantes Anglicanos o Episcopales, el 10 por ciento; y los estudiantes no-denominacionales, el 12 por ciento.

La Escuela de Divinidad de Duke continúa invirtiendo en vías para apoyar a la formación del liderazgo y pastorado Metodista. La plataforma Divinity+ lanzó la serie de Administración de la Iglesia la cual se enfoca en desarrollar las habilidades prácticas para líderes de iglesia. Más de 1,000 estudiantes se han inscrito en los primeros dos cursos, “La Teología y el Manejo del Tiempo” y “Administración Estratégica”. Inauguramos el Certificado en Capellanía, diseñado para preparar estudiantes para proveer cuidado espiritual en una variedad de ámbitos tales como hospitales, hospicios, prisiones, instituciones de educación superior, y el servicio militar. El certificado se puede obtener como parte del programa de residencial de Maestría en Divinidad, Maestría en Teología, y Maestría en Estudios Teológicos.

La escuela también le ha dado la bienvenida a nuevos líderes quienes traen sus dones para contribuir al trabajo de avanzar la misión de servir a Cristo y a la iglesia. Dos casas de estudios han asignado nuevos directores: La Oficina de Estudios de la Iglesia Negra es dirigida por el Rev. Dr. Eric Lewis Williams (D’05), profesor asistente de teología y Estudios de la Iglesia Negra; y la Casa de Estudios Anglicana Episcopal ha nombrado al Muy Rev. Timothy Kimbrough (D’83), Profesor Jack and Barbara Bovender de la Práctica de Estudios Anglicanos. Miembros clave que se han unido a nuestro personal incluyen a Anita Lumpkin, director ejecutivo de administración de inscripciones; y la Rev. Sarah Belles, alumna egresada de la Escuela de Divinidad y presbítero ordenado en plena conexión con la Conferencia Anual del Oeste de Carolina del Norte, como director de vida estudiantil.

Varios nuevos programas demuestran el constante compromiso de Duke para conectar con iglesias y ministros. Con gratitud por los fondos recibidos de La Dotación Lilly, la Escuela de Divinidad, ha lanzado el Laboratorio de Predicación Transformadora para preparar predicadores creativos, y culturalmente competentes quienes puedan alcanzar audiencias de maneras efectivas y atractivas. Expandirá el entrenamiento de predicación para estudiantes del programa de Maestría en Divinidad en su modalidad híbrida con nuevos cursos y laboratorios de predicación aunado a nuevas capacidades de explorar y emplear herramientas digitales para la adoración y predicación comunitaria. El Laboratorio de Predicación Transformadora también provee nuevas oportunidades para la formación en la predicación consciente de situaciones y experiencias traumáticas y la predicación en comunidades inmigrantes, asuntos especialmente sobresalientes en comunidades alrededor del país y alrededor del mundo.

La Iniciativa de Teología, Medicina, y Cultura ha lanzado el Enfoque de Estudio en Salud Mental para practicantes Cristianos de la salud mental como parte de su Certificado en Teología y Cuidado de la Salud. Este programa híbrido de certificado ofrece formación espiritual y teológica para profesionales clínicos quienes ejercen en un amplio rango de disciplinas. La investigación y los programas por parte de otras iniciativas la Escuela de Divinidad de Duke, incluyendo Teología, Medicina, y Cultura; Iniciativas de Duke en la Teología y en las Artes; Educación del Liderazgo en la Escuela de Divinidad de Duke; y Comunidades Rurales Florecientes, continúan proveyendo numerosas oportunidades para testificar de la creatividad, compasión, y cuidado de Dios por las comunidades y congregaciones.

La Escuela de Divinidad de Duke continúa agradeciendo su continua participación en la Iglesia Metodista Unida y su relación de colaboración con esta conferencia anual. Esperamos continuar trabajando con ustedes al unirnos al liderazgo del Espíritu de Dios en la tarea de preparar gente para el ministerio Cristiano. Para conocer más acerca de la Escuela de Divinidad de Duke, por favor visiten nuestra página de internet en la dirección [www.divinity.duke.edu](http://www.divinity.duke.edu).

Enviado respetuosamente por Edgardo Colón-Emeric  
Decano de la Escuela de Divinidad de Duke



== == END OF REPORT == ==

---

## XV EMORY - CANDLER SCHOOL OF THEOLOGY

Since 1914, Candler School of Theology at Emory University has educated faithful and creative leaders for the church's ministries throughout the world. An official seminary of The United Methodist Church, Candler holds true to the Wesleyan value of ecumenical openness, enthusiastically welcoming students from more than 40 denominations, with nearly half of Master of Divinity students coming from the Methodist family, including United Methodist, African Methodist Episcopal, African Methodist Episcopal Zion, Christian Methodist Episcopal, Wesleyan, Free Methodist, Church of the Nazarene, and others. Our student body reflects the diversity and breadth of the Christian faithful, with an enrollment of 419 from 12 countries and 38 states, and 44% persons of color. This diversity is a blessing, enriching our life together and providing a "learning laboratory" for ministry in the 21st century—ministry that cultivates community across difference, welcomes all to contribute and belong, and embodies Christ's love in and among us.

Candler offers six degrees (Master of Divinity, Master of Theological Studies, Master of Religion and Public Life, Master of Religious Leadership, Master of Theology, Doctor of Ministry) and ten dual degrees, most of which are available in hybrid or online formats. Response to our new hybrid-format Master of Divinity, which launched in Fall 2023, has been strong: 65% of 2023's MDiv entering class chose the hybrid model, blending online classes and in-person intensives. Plus, around 20% of MDiv students participate in Candler's Teaching Parish program to earn contextual education credit as they serve as student pastors in local churches. Our proven DMin program—with a near 90% completion rate—is 90% online as well. These flexible options plus Candler's recognized academic excellence and hands-on learning opportunities are opening possibilities for even more people to follow God's call to ministry.

Reducing student debt through generous financial aid is a top priority for Candler. In 2023-2024, we are on track to award \$6.3 million in scholarship support, with 100% of MDiv students receiving aid. All MDiv students who are certified candidates for ordained ministry in the UMC receive full-tuition scholarships, and all MDiv, MTS, MRL, and ThM students receive a scholarship covering at least 50% of tuition. MDiv students also receive financial coaching and complete a financial literacy program to strengthen their budgeting skills and reduce debt. That knowledge will serve them—and the ministries they serve—well into the future.

Candler is growing in exciting directions as it creates avenues to bring high-quality theological education to a wider audience. It is a hub of Christian learning with multiple entry points. Those who aren't seeking an advanced degree can engage in learning through The Candler Foundry, our innovative program to make theological education accessible to the public through short courses, events, and related activities; the United Methodist Course of Study to educate licensed local pastors; the new Candler Center for Christian Leadership to refine business-related skills of United Methodist leaders; and La Mesa Academy, offering diplomas in pastoral leadership via a two-year hybrid program with courses in Spanish, English, and Korean.

One of the biggest news items of the year for Candler is the announcement that after nearly 18 years, Dean Jan Love will step down from Candler's deanship in the summer of 2024. Through Dean Love's transformational leadership, Candler has expanded to offer three new degrees, five new dual degrees, and more online and hybrid options, including the highly successful hybrid MDiv and DMin degrees. She has increased the diversity of Candler's faculty and student body, continued the school's tradition of world-class scholarship in hiring 75% of the current full-time faculty, and grown the number of endowed professorships. Her efforts have enhanced Candler's ability to fulfill its mission in a rapidly changing environment, and she leaves the school in a strong position. The next dean of Candler is expected to be named by early summer.

Candler depends upon your prayers, partnership, and support. Thank you for the countless ways you advance this essential ministry in the life of our denomination. We invite you to visit us online at [candler.emory.edu](http://candler.emory.edu).

Submitted by, Office of Communications  
Candler School of Theology, Emory University

== == **END OF REPORT** == ==

---

## XV GAMMON THEOLOGICAL SEMINARY

Gammon Theological Seminary is the Interdenominational Theological Center's United Methodist constituent member in Atlanta, Georgia. The Interdenominational Theological Center (ITC) is a Christian Africentric ecumenical consortium of seminaries and fellowships that educate students to commit to practicing justice and peace through a liberating and transforming spirituality to become leaders in the church and local/global communities. Gammon was founded in 1883, bearing the name of the Rev. Elijah H. Gammon, a generous clergyman, businessman, and philanthropist. Rev. Elijah H. Gammon invested and endowed the founding of Gammon Seminary in partnership with Bishop Henry Warren and the Freedman's Aid Society. Gammon has educated Black Clergy for almost 140 years, with graduates serving every level of the church, including Bishops, Superintendents, General church leaders, Conference staff, and Clergy in every jurisdiction. Gammon/ITC offers the following degree programs: the Master of Divinity, the Master of Arts in Religion and Education, and the Doctor of Ministry. The support given to The United Methodist Ministerial Education Fund by United Methodist Conferences continues to enable Gammon students to be grounded in the Wesleyan tradition of theological education.

Our 17th President/Dean, Rev. Dr. Candace M Lewis, and the Gammon staff team continue to lead innovatively in chartering a "Brand New Day" for Gammon's recruitment, retention, research and resources, fund development, and scholarship endowments in her first two years of service.

Our new initiatives and celebrations this year, 2023 – 2024, at Gammon, include:

- In May 2023, Gammon held our 1st Annual Student Scholarship Fundraiser Golf Tournament, receiving \$70,000 in donations to assist students with their tuition, which also helped Gammon build more relationships and partnerships.
- In June 2023, The Rev. Walter H. McKelvey Endowed Scholarship Fund was launched by Dr. Loretta F. McKelvey (wife of the late Rev. McKelvey) and Dr. Walter Kimbrough with a \$50,000.00 matching gift in partnership with the South Carolina United Methodist Foundation.
- In June 2023, The Florida Conference raised and donated over \$ 60,000.00 to the Rev. Geraldine McClellan Endowed Scholarship Fund, which is now fully endowed by the Florida United Methodist Foundation.
- In July 2023 and December 2023, Gammon hosted the Ebony Exploration Event for 75 young adults under 35, increasing participation and forming strategic partnerships with external organizations to enhance the program's reach and impact.

- In December 2023, we celebrated our 140th Founders Day Event/Pastors and Leaders Conference, with over two hundred persons attending workshops (in person and virtual) and our Scholarship Gala Dinner, hosted at IMPACT Church in Atlanta, GA.

The greatest challenge facing Gammon Seminary is the rising cost of theological education and the significant debt our students incur as they answer their call to full-time ministry. Therefore, Gammon is committed to

raising a million dollars in the next two years to offer full-tuition scholarships to students called and committed to full-time ministry in the United Methodist Church. We are grateful to this Annual Conference for your support of theological education and your commitment to ensuring pastoral leadership is theologically trained to lead us forward in the Wesleyan tradition.

Submitted by, Candace M. Lewis, President-Dean

== == == **END OF REPORT** == == ==

---

## **XV GARRETT-EVANGELICAL THEOLOGICAL SEMINARY**

For 170 years Garrett-Evangelical Theological Seminary has been in service to the Church and the Wesleyan/Methodist connection through the formation of Christian leaders in ordained and lay ministries. As the result of a new strategic planning process that seeks to position the seminary more fully and purposefully in service to the global church, Garrett adopted a new mission and vision that will focus our work to this end: Forming courageous leaders in the way of Jesus to cultivate communities of justice, compassion, and hope...for the thriving of the Church and the healing of the world.

During this past academic year, Garrett also welcomed its largest entering class in over a decade, with 124 new students, and a current enrollment of 314 students representing 37 states and 21 nations from across the globe. We have experienced particular growth in students from the African continent and the Indian subcontinent, adding to an already richly diverse student body. While our denominational diversity also continues to grow, we also proudly welcomed growth in our United Methodist students who constitute more than 50% of our student body.

Of particular importance in the past year has been the partnership we have entered into with Phillips School of Theology of the Christian Methodist Episcopal Church (CME). Phillips students are now also fully Garrett students and together we are preparing the next generation of CME leaders in a robust pan-Methodist/Wesleyan context alongside UMC, AME, and AMEZ

students. Phillips President, Dr. Paul Brown, is now also affiliated with our faculty, teaching CME History, Doctrine, and Polity, as well as spiritual formation and organizational leadership courses. It is our hope and intention to continue to grow this partnership and foster a truly pan-Methodist/Wesleyan ethos which includes our growing global Methodist partners in Asia, Latin America, and Africa. Additionally, last year, all Garrett degree programs were made truly hybrid so that students can study with us and earn their degrees either on our Evanston campus or in virtual learning spaces around the globe. This has added an amazing breadth of experience and contexts to our classrooms, where we seek to address real-world challenges with gospel inspired solutions or responses.

Garrett's world-class faculty continue developing curricular innovations that are responsive to the church's growing needs, while also contributing a significant body of scholarly work to their respective fields. Our faculty are also at work developing The Garrett Collective, an online platform of theological learning and resources for churches and partner organizations inspired by our faculty's research and/or strategic partnerships. Finally, at this critical juncture in the history of United Methodism, faculty leaders are providing essential guidance to UMC students, while also continuing to envision with hope the next expression of Methodism that is responsive to the Spirit's call for such a time as this.

== == == **END OF REPORT** == == ==

---

## XV HINTON RURAL LIFE CENTER (HAYESVILLE, NORTH CAROLINA)

As a mission and retreat agency of the Southeastern Jurisdiction of The United Methodist Church, Hinton serves the SEJ annual conferences and beyond through equipping clergy and congregations (particularly small, rural churches) and offering opportunities for individuals and church groups to serve and/or come for retreats and renewal. Our Mission: Inspired by Jesus Christ, Hinton Center serves individuals, congregations, and rural communities through retreat ministries, educational opportunities, and missional outreach.

### 2023 Highlights

- **Retreats:** In addition to hosting groups from 47 churches for missional outreach, Hinton hosted 63 additional retreats, including a Rural Clergy Renewal Retreat in September 2023, which offered worship, meals, free time options, and conversational times with rural ministry and clergy health experts.
- **Confirmation:** Over 280 youth and adults from 23 churches, a majority from South Carolina, participated in Hinton's four Theotokos Confirmation Retreat weekends in the spring of 2023. [www.hintontheotokos.org](http://www.hintontheotokos.org)
- **Safe and Healthy Home Assessment and Repair Missions:** In 2023, Hinton hosted 47 churches and facilitated missional engagement in addressing housing in rural Appalachia. These mission teams helped us work on and improve the health and safety of 61 homes and completed 282 projects.
- **Firewood Ministries:** In 2023, Hinton leveraged volunteer labor to gather, process, and distribute 706 loads of firewood to neighbors in our community who cannot afford to heat their homes. This is a value of \$139,455 and a tremendous savings for our neighbors!
- **Volunteers:** Much of Hinton's work is completed by volunteers. In 2023, we had 1,164 unique volunteers who recorded 20,180 hours in service to our community. This is a value of \$602,575.

### 2024 Objectives:

- **Rural Poverty Simulation:** In order to understand more about the individuals we serve and to promote a "walk alongside model" of ministry, Hinton developed and offers a rural poverty simulation. This year, 460 individuals participated in the poverty simulation. Beginning in 2024 this simulation is being packaged for use in other locations and will be available online.
- **Educational Tool Barn:** On April 15, 2024, Hinton's new educational tool barn will be dedicated and launched as a new component of Hinton's Safe & Healthy Home Repair ministry. Funded by The Duke Endowment, it will equip our neighbors and mission volunteers with the knowledge and skills to identify and improve the safety and health of homes in Appalachia and in their own communities.
- **Beautiful Feet Go BOOM, Cycle of Christian Faith Formation:** Over the years, Hinton has developed programming for youth through our Summer Mission Outreach ministry, which also includes missional leadership components for high school students and college-age young people. In 2021 we added our Theotokos Connections confirmation curriculum and Theotokos Confirmation Retreats (noted above), which primarily serve middle school youth. We are currently in the process of developing this pathway, so that young disciples can connect with Hinton from the middle school years through high school and into college. This will be a network of engagement that strengthens faith formation for our youth and supports their participation in their local churches and within The UMC. Because an important component of faith formation in young people is the building of relationships and mentorships with adults, particularly those in their local churches, this fall we will launch BOOM, Boomers on Outreach Mission, as another engagement opportunity in our "Beautiful Feet" faith formation cycle. BOOM, which has received grant funding, will be held September 8-12 for adults 60 and older and will replicate our summer mission program offered for youth mission teams. The focus of BOOM is to increase adults' understanding of their call to nurture and support our younger generations as co-disciples through this shared, connectional experience.



Just as Jesus modeled a life of loving God and neighbor through serving and teaching, Hinton continues to serve in impactful ways in our 3-county area through Safe & Healthy Home Repair, firewood, Christmas Care, and other ministries, as well as focusing on generational equipping through educational ministries, such as our rural poverty simulation and educational tool barn. Following the life of discipleship modeled by Jesus, Hinton offers ministries for retreat and renewal for all ages, knowing that as we grow in our love for God and ourselves, we are also more able to love our neighbor in transformational ways.

Submitted by, Dr. Jacqueline Gottlieb, Hinton CEO & President (jackie@hintoncenter.org; 828-389-8336)

== == **END OF REPORT** == ==

---

## XV HOLSTON CONFERENCE - APPALACHIAN TRAIL CHAPLAINCY

The Appalachian Trail winds through 2,190 miles of Appalachian Mountain Wilderness. Starting at Springer Mountain, GA elevation 3,769 ft, passing through 13 states and ending at Mount Katahdin, Maine, elevation 5,269 ft, a gain of 1,500 feet. Of course, this leaves out the approximately 480,000 ft including a dip to 124 ft, at the Hudson River. The Trail includes beautiful mountain vistas, strolls along peaceful rivers and streams, not to mention a few cornfields. The Trail is difficult to describe and is best experienced. In 2023, many of the creeks and rivers were not so peaceful, as the trail was inundated with rain; especially Vermont. I did not reach Vermont on this hike, but heard from a couple hikers who did. Word was that it was the most difficult trail in the last 30 years.

The trail was conceived by Benton MacKaye with Myron Avery as the driving force behind the construction. For an interesting read on the process, “Blazing Ahead” by Jeffrey Ryan is an excellent book. “Becoming Odessa” by the record-setting Jennifer Pharr Davis is a great description of her first thru-hike. Round out your reading with “On the Trail With Chappy Jack,” by Jack Layfield.

The Appalachian Trail may best be known for the society of hikers met along the way—a mixture of day hikers, weekend warriors, and the long distance thru-hikers. There is an interesting interplay of attitudes between and towards each other. If a thru-hiker reaches Maine, he or she will be greeted with a mixture of awe and respect from the native population.

The role of a chaplain is to be present with the people they are commissioned to minister to. A hiker makes the best hikers’ chaplain since they are acquainted with the physical, mental and spiritual challenges that are part of a long-distance hike.

This year, I was able to meet and talk with many hikers. The population of the trail includes youth setting out in life, to retirees transitioning to a new life. Many hikers have a military background, having retired from the service and are now transitioning to a new career. Some are seeking relief from PTSD-related injury. There are also many souls just searching for meaning and purpose in life. Many are healing from some of life’s wounds. Some are just out for the walk! It was a joy to minister to this diverse population by meeting them where they are at, and being allowed to walk a while and share life’s path.

Perhaps the role of a chaplain is best told in the prayer that Mychal Lynch, FDNY Chaplain, who lost his life on 9/11 used, “Lord, take me where You want me to go; let me meet who You want me to meet. Tell me what You want me to say; and keep me from getting in Your way.” Thanks to The Chappalachian for sharing that with me.

Submitted by, Alan “Appalachian Al” Boyes, 2023  
Appalachian Trail Chaplain

= = = = END OF REPORT = = = =

---

**XV HOLSTON CONFERENCE - DISMANTLING RACISM TEAM OF CLINCH MOUNTAIN DISTRICT**

The Dismantling Racism Team of Clinch Mountain District is compiling information on the Black Churches in Clinch Mountain District, Rev. Jane Taylor, District Superintendent. The information gathered will be collected and put in book form for Holston Conference and beyond, to read. The information will be historical facts as well as stories about the people and traditions of those churches.

There are presently four active Black churches in the district and one has closed: John Wesley in Bristol, VA, Charles Wesley, in Abingdon, VA, Ebenezer in Glade Spring, VA, Wilbur Memorial, in Tazewell, VA and the inactive; Mt. Pleasant, in Marion, VA. (closed and when that happened the building has been preserved as a museum profiling the influence of African-Americans in Marion and Smyth County, Virginia.).

The team is working diligently to make every effort to gather as much information as to be found so this will be a project to be remembered for years to come. We also challenge other districts to do the same. The hope is to have this completed by Annual Conference 2025. If you have information you would like to share about either of these churches, please contact one of us. If would like to contribute to this project in any way, please contact us.

Submitted by, Barbara Doyle, Chairperson  
(pastordoyle1209@gmail.com)

Team Members: Jerry Hill, Rev. Jeff Tallent, Jerry Jones, Rev. Annette Warner, Joyce Moore, Rev. Dalton Richardson, Patricia Sauve, Rev. Natalie Justice. (DS: Rev. Jane Taylor)

**===== END OF REPORT =====**

---

## XV METHODIST THEOLOGICAL SCHOOL IN OHIO (MTSO)

Curriculum revision offers shorter paths to degrees. Beginning in the fall of 2024, MTSO will offer incoming master's degree students a slate of revised programs offering clear, achievable paths to their vocations. This curriculum revision will give most students the opportunity to complete their degrees in less time. Under the updated curriculum, the Master of Divinity degree requires 75 credit hours and is achievable in three years. The Master of Theological Studies, MA in Public Theology, and MA in Social Justice require 39 hours and are achievable in two years.

The revised curriculum for each master's degree is organized around four cores: the Values Core, Methods Core, Vocational Electives Core and Integrative Core. Detailed information is available at [mtso.edu/degreeupdates](https://mtso.edu/degreeupdates).

The MA in Public Theology gets a new name and updated focus

MTSO's newly revised MA in Public Theology degree (formerly the MA in Practical Theology) deepens the knowledge and skills of those working to build societal peace, justice and the common good. The MAPT offers formation for the next generation of practical, public theologians by cultivating abilities for negotiating the dynamic interplay in these areas: Christian heritage, congregational culture and contemporary society; theological, educational and social- science disciplines; and the diversities of human and creaturely existence.

Cross-cultural immersion is expanded. Previously required for the Master of Divinity and MA in Social Justice degrees, cross-cultural immersion trips are now required for all MTSO master's degrees and are covered by tuition. Cross-cultural immersion is not a mission trip. Rather, it is an opportunity to learn from and fully experience another culture, rather than attempting to "help" or impact cultures different from one's own. Trips nurture a global perspective and serve as a foundation for learning to respect the rich diversity of beliefs and practices in the wider church.

Participants in the January 2024 cross-cultural trip visited South Africa. Upcoming destinations include Mexico and Italy.

Submitted by, Danny Russell, Director of Communications



= = = = **END OF REPORT** = = = =

---

## XV SAINT PAUL SCHOOL OF THEOLOGY

Educating tomorrow's leaders by offering on-campus, online, and hybrid learning courses at a FLEXible schedule, Saint Paul School of Theology is a seminary serving a diverse community committed to the formation of people for innovative, creative ministry through rigorous academic life. Grounded in the academic study of faith and ministry, theology is practiced in a traditional classroom and remote spaces. Our contextual curriculum features Ministry Collaboration Groups, Practicums, Spiritual Formation Retreats, and Seminars. Students learn from dedicated faculty, experienced pastors, and community leaders about best ministry practices, leaving our graduates with the tools and first-hand experience necessary to meet the needs of a changing world.

At the core of our mission at Saint Paul is the formation of people for innovative, creative ministry through rigorous academic life. In 2024, we are launching two exciting new programs to revitalize current pastors and preachers and prepare seminary students for music ministry. First, with the help of Lilly Endowment's Compelling Preaching grant and the leadership of Dr. Casey Sigmon, Assistant Professor of Preaching and Worship and Director of Contextual Education and Pause/Play Center for Preachers, Saint Paul School of Theology is creating a Center that addresses the risk of losing heart and prophetic imagination as a preacher in this divided world. The Pause/Play Center for Preachers' mission is in its name: to hold space for busy preachers to pause and play their way into a renewal of their vocation as preachers of the Good News. Second, for Fall 2024, as part of our Master of Arts in Christian Ministry (MACM) degree program, we will launch a first-of-its-kind specialization in Modern Worship Music. Saint Paul will partner with The United Methodist Church of the Resurrection and their COR Worship Collective to prepare students to write, produce, and perform modern worship music. Students will integrate a worship leaders' skills with their study of theology, the bible, history, and worship in a diverse, inclusive, and spiritually enriching environment. Lastly, we recently completed the (Theo)Logic Studio on our Oklahoma Campus. The Studio serves as a dedicated space for creating, recording, and editing digital media resources tailored to the ministries of students, staff, faculty, and alums, encompassing content development ranging from podcasts and video resources to digital graphics.

We continue to invite Saint Paul students, alums, and friends to join us in a hybrid format, where participants may join in-person or online, allowing everyone to come together as one institution from wherever they are. Saint Paul offers weekly chapel services throughout the academic year featuring students, alums, faculty, and local leaders. In addition, weekly Spiritual Formation allows attendees to engage in spiritual practices led by new Oklahoma Chapel Coordinator Rev. Alanna Ireland '23. Some practices take us outdoors or to other sacred spaces, and others have us connect with community leaders.

For the 2023-2024 academic year, we brought 41 new, faithful theologians from across the world to our learning community. International students from South Korea, Belgium, and Mexico added to the global learning environment on both campuses and online. Twenty-seven percent of incoming students identified as a race or ethnicity other than white, and 53 percent identified as female.

Saint Paul staff and faculty continue contributing to the academy, church, and society. The faculty of Saint Paul School of Theology maintains high standards of scholarship, research, publication, and engagement. Over the past year, their many activities and publications have been so numerous that space permits only sharing selected highlights:

- Dr. Israel Kamudzandu, Lindsey P. Pherigo Associate Professor of New Testament Studies and Biblical Interpretation, published *Translation as Incarnation: The Bible in the Twenty-First Century Global South* and was the featured guest speaker of our January forum.
- Dr. Joshua Bartholomew, Assistant Professor of Ethics, Church, and Society, published *Black Theology and The Black Panthers*
- Dr. Elaine Robinson, Professor of Methodist Studies and Christian Theology, published *Leading with Love: Spiritual Disciplines For Practical Leadership*
- Rabbi Michael Zedek, Rabbi-in-Residence, published *Taking Miracles Seriously: A Journey to Everyday Spirituality* and hosted a forum with Dr. Jeanne Hoeft, Associate Professor of Pastoral Theology and Pastoral Care, and Franklin and Louise Cole Associate Professor in Town and Country Ministries, on *The War in Israel and Traumatized Communities*

- Dr. Mike Graves, Professor Emeritus of William K. McElvaney of Preaching and Worship, published Jesus' Vision for Your One Wild and Precious Life (on Things Like Poverty, Hunger, Polarization, Inclusion, and More)

The 2023-2024 Fiscal Year brought a change in leadership to the Seminary. Rev. Neil Blair '80 retired as President on December 31, 2023, and President Jay Simmons, formerly Vice President of Institutional Advancement, took the helm at the start of 2024. In addition, Saint Paul Board of Trustees' Chair Dr. Amy Hogan stepped down as Board Chair, with Ms. Sharon Cleaver assuming the position until the end of June 2024. Our current strategic plan is set to conclude within the coming year. Consequently, the Board of Trustees formed a task force several months ago to prepare the next iteration of our strategic plan. Members of the Seminary's Executive Leadership Team are now working with faculty and staff to refine the draft scripted by the task force. These efforts will continue over the next few months until we have a document ready for review by the Board of Trustees. While we are still too early in this effort to comment on any specific initiatives, the plan ultimately endorsed by the Board will guide all our efforts for the next several years. Therefore, this effort is critical in defining how we ensure that Saint Paul remains a vital and vigorous Seminary committed to preparing our students for creative and innovative ministry.

For the 2023-2024 fiscal year, Saint Paul Course of Study (COS) School educated 250 individual students, including 79 new students, with approximately 600 registrations and offering 46 classes. Serving 31 Conferences, 89 Districts, 116 Full Time and 126 Part-Time Licensed Local Pastors comprised these registrations. Seventy percent of these students are taking more than one course. To help offset student costs, twenty percent of all students received aid from their conference or church. COS School continues to attract a diverse student body. One hundred eighty-eight students ranged in age from 30 to 65, and 62 students ranged in age from 66 to 82. Students self-identified across four racial/ethnic groups. Fifty-two percent were male, and forty-eight percent were female. Many COS School students serve more than one church, many rural, with a few dozen students serving three or more churches. We helped 23 students finish the 20-course program this year, issuing them certificates of completion. With approval from GBHEM, the school has continued its course offerings in both asynchronous and synchronous online formats. Utilizing this online format, we reached students in 28 states. We continue

to offer online registration completed by the student with the ability to access their student account through Populi as used by our Seminary students. COS also uses the same learning platform, Moodle, as our Seminary students. By implementing the Course of Study School into Populi, these students share the same benefits as the Seminary, allowing them to participate in the Saint Paul experience. They have full access to the Seminary library on campus and online, with several required readings accessible as an eBook. We have invited COS School students to join our Saint Paul School of Theology Weekly Chapel Services and Spiritual Formation gatherings and other Saint Paul events.

Saint Paul is a financially healthy Seminary. We operate with a balanced budget, no debt, and an endowment that is 9-10 times the size of our annual expenses. Sustainability has been our focus over the past six years, and we have achieved our goal. Investments in our future bring exciting new opportunities for our students, staff, and faculty. As always, we continue to be grateful for donations from the community that provide technology, scholarships, and evolving academic programs to students. Our significant technological investments have allowed us to maintain a hybrid educational delivery model, providing a flexible working arrangement for our students.

We are continuing to enhance our partnership with Zoom and Neat. We now have Neat Bars & Neat Boards in all our classrooms. In addition, during this last year, we implemented a Neat Board in Harris Chapel on our Oklahoma Campus. We also have Neat Boards in multiple common areas to encourage ad-hoc use of the technology for breakout groups and other miscellaneous meetings between our two campuses and our remote students. One of the best features of this technology is its ability to receive automatic real-time over-the-air feature upgrades. Zoom & Neat continue enhancing our learning environment by rolling out new enhancements, including enhanced whiteboarding, noise cancellation, and AI features. Our Neat equipment continuously monitors several environmental factors within our classrooms: air quality, temperature, humidity, VOC, and CO2, as well as being able to tell if the classrooms are occupied and how many individuals are in the room. We can also monitor the audio/video quality and network connectivity in each of our classrooms, as well as the connection quality for all remote students attending the class. We are excited about the additional enhancements that will come to our classrooms from Neat and Zoom over this next year.

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

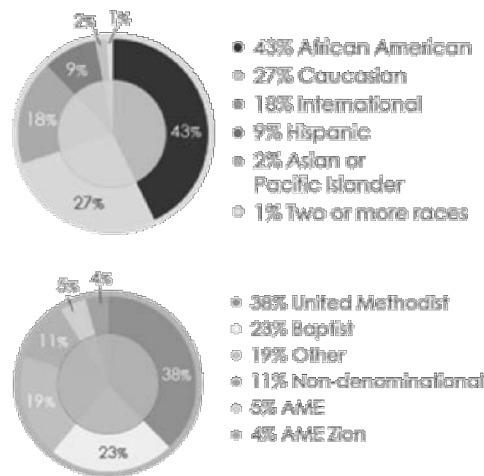
Submitted by, Jay K. Simmons, President



===== END OF REPORT =====

## XV UNITED THEOLOGICAL SEMINARY

For more than 150 years, United Theological Seminary has prepared men and women to serve as faithful and fruitful Christian leaders who make disciples of Jesus Christ. In the 2022-2023 academic year, the seminary served 547 students, representing 36 states, 20 countries, and 43 denominations, with 38% of students identifying as United Methodist. United in Christ, the student body is a multi-ethnic, multi-racial community that is 43% African American, 27% White, 18% international, 9% Hispanic, and 2% Asian or Pacific Islander.\* During the 2022-2023 academic year, 120 graduates completed their programs.



**Houses of Study:** United’s academic programs include seven Houses of Study for denominational, church renewal, and/or language- and culture-based ministry, including online Spanish and Korean houses of study. These houses of study have enrolled over 120 new master’s students in the United States and around the world.

**Bishop Bruce Ough Innovation Center:** In 2023, the Bishop Bruce Ough Innovation Center, directed by Rev. Sue Nilson Kibbey, engaged more than 5,000 participants through 64 resourcing events and activities. The Center partnered

with the Black Methodists for Church Renewal Laity dvocacy Committee to conduct the 2023 Laity Leadership Institution. The Center also launched a Dynamite Prayer movement, based on the guidebook *Dynamite Prayer: A 28 Day Experiment* (Invite Resources, 2022) by Rev. Kibbey and Rev. Dr. Rosario Picardo. Multiple United Methodist conferences and more than 90 congregations across denominations committed to be part of a Dynamite Prayer Wave and received resourcing on the practice of “breakthrough prayer.”

**New Faces at United:** Over the past year, the seminary welcomed several new members to the United community. Bishop James Swanson, most recently bishop of the Mississippi Conference of The United Methodist Church, was installed as United Methodist Bishop-in-Residence. Dr. Pauline Paris Buisch and Rev. Dr. Xavier L. Johnson joined the faculty as Assistant Professor of Old Testament and Assistant Professor of Preaching and Black Church Studies, respectively, and Dr. Eliseo Mejia came on board as the Academic Oversight Officer for the Hispanic House of Study.

**Reducing Student Debt:** Finances shouldn’t stand in the way of a seminary education. That’s why United has launched the Fresh Wind: Where the Spirit Takes Flight campaign to add \$10 million to the scholarship endowment, which will dramatically increase the seminary’s capacity to provide scholarships to students for many years to come. As of January 2024, the seminary was more than 70% toward the \$10 million goal.

Submitted by, Kent Millard, President

\* Student data represent unduplicated headcount enrollment for the 2022-2023 academic year.  
Demographic figures represent those who responded.

===== END OF REPORT =====

## XV WESLEY THEOLOGICAL SEMINARY

Rev. Dr. David McAllister-Wilson, President. The mission of Wesley Theological Seminary (WTS) is to equip persons for Christian ministry and leadership in the church and the world, to advance theological scholarship, and to model a prophetic voice in the public square.

Despite the challenges posed by the global landscape, WTS continues to flourish, driven by our commitment to excellence in theological education and community engagement:

**Master of Divinity, Master of Arts, Master of Theological Studies Degrees:** We offer pathways to meet the needs of a variety of students. Whether traditional, brick and mortar, inperson study or a flexible, online, hybrid model (Wesley FlexMA), WTS is committed to curating space for theological reflection, academic inquiry, and practical application. <https://www.wesleyseminary.edu/study/>

**Doctor of Ministry Degree:** WTS is a leader in DMin education offering specialized tracks of study for scholars going into parish ministry, global missions, or military chaplaincy. <https://www.wesleyseminary.edu/doctorofministry/program/>

**Wesley Innovation Hub:** WTS received a \$1.2M grant from the Lilly Endowment and will embark on groundbreaking initiatives that harness the power of technology, entrepreneurship, and interdisciplinary collaboration. <https://www.wesleyseminary.edu/wesley-innovation-hub/>

**Center for Public Theology:** WTS received a generous grant

from the Trinity Wall Street Foundation to launch “The Public Theology Fellows Program,” an innovative initiative to bridge gaps between faith communities and political action. <https://www.wesleyseminary.edu/ice/programs/public-theology/>

**Community Engagement Institute:** WTS received a generous grant from City Seminary in NYC for the innovative, immersive study and praxis of urban ministry. <https://www.wesleyseminary.edu/ice/about-us/overview-2/>

**The Henry Luce III Center for the Arts and Religion:** WTS is thrilled to share two new exhibits, Sacred Ground, which focused on the intersection of community-engaged art and spirituality; and Paradise Lost, a captivating exhibition highlighting transcultural, multicultural, and interreligious narratives. <https://www.luceartsandreligion.org/>

**Lewis Center for Church Leadership:** The Lewis Center conducts leading edge research for the local church. WTS is pleased to report a growing demand for transformative leadership training within religious communities. <https://www.churchleadership.com/>

Call us: (202) 885-8659

Email us: [admissions@wesleyseminary.edu](mailto:admissions@wesleyseminary.edu).

Follow us: Facebook/IG: @WesleySeminary

LinkedIn: @WesleyTheologicalSeminary

Submitted by, Lyvonne Briggs, Director of Strategic Communications and Marketing

= = = **END OF REPORT** = = =

---



*This page intentionally left blank*

### **SECTION III RESOURCES**

## REPORTING GUIDE FOR LAY MEMBERS

¶ 251.2 of 2016 BOD...“The lay member(s) of the Annual Conference, along with the pastor, shall serve as an interpreter of the actions of the Annual Conference session. These persons shall report to the local church council on actions of the Annual Conference as soon as possible, but not later than three months after the close of conference.”

This guide is presented to assist you as you fulfill your responsibility to report to your local congregation about Holston Annual Conference 2024. We pray the guide will encourage you to keep a record of your experiences and perceptions, help you discover the heart and soul of the Annual Conference session, and assist you as you prepare your report and interpretation by suggesting topics and information that you might want to include. Remember to record both facts and your feelings to share.

While attending Annual Conference, be aware of the reports which indicate the state of the church, the dedication and work that is obviously reflected at all levels of leadership, how the decision-making process is used, and how the decisions reached will impact you, your local church, your district, and your conference. There may be controversy. Whenever concerned Christians meet to make decisions, some controversy often occurs. The important thing is how we handle this controversy.

Consider these suggestions for how you share, what you share and when you share with your local church:

**How?** A panel of you and other members who attended from your church; a discussion between clergy and lay members; an interview by someone in the congregation; an article in your church newsletter or bulletin.

**What?** All items that impact you, your church, your district, your conference; your overall impression of the spirit of the session; programs or ideas that made you enthusiastic; information that you feel your church can put to good use.

**When?** A Sunday morning worship service; adult Sunday school classes; Administrative Board or Church Council meetings; United Methodist Women or Men; a special all-church meeting.

Notes on Business Reporting Sessions:

---

---

---

---

---

---

---

---

---

---

Overall impression of Annual Conference 2024:

---

---

---

---

---

---

---

---

---

---

Impression of Business of the Annual Conference:

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

Impression of Memorial Service:

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---







## Notes



**===== END OF REPORT =====**

**SPECIAL EVENTS****SUNDAY, JUNE 9, 2024**

<b>Time.....</b>	<b>Event.....</b>	<b>Location</b>
1:00 pm to 5:00 pm .....	Registration open.....	Bethea Welcome Center (Gaines Auditorium)

**MONDAY, JUNE 10, 2024**

<b>Time.....</b>	<b>Event.....</b>	<b>Location</b>
7:00 am.....	Cabinet Breakfast .....	Terrace (Room 316)
7:00 am.....	Society of Biblical Studies .....	Terrace (Room 319)
7:00 am.....	Dismantling Racism .....	Terrace (Auditorium)
7:00 pm .....	Provisional Breakfast .....	Terrace (Patio)
8:00 am to 5:00 pm .....	Registration open.....	Harrell Center (Room 202)
12:00 pm .....	re:Brand Live Podcast .....	Harrell Center (Auditorium)
12:00 pm .....	Clergywomen .....	Terrace (Room 316)
5:15 pm .....	Hispanic / Latino Dinner.....	Terrace (Room 316)
5:15 pm .....	Meet the Missionaries of Holston .....	Terrace (Auditorium)

**TUESDAY, JUNE 11, 2024**

<b>Time.....</b>	<b>Event.....</b>	<b>Location</b>
7:00 am.....	Reconciling Ministries Network .....	Memorial Chapel
7:00 am.....	Extension Ministries Breakfast .....	Terrace (Room 316)
7:00 am.....	Emory and Henry Breakfast.....	Terrace (Room 319)
7:00 am.....	Tennessee Wesleyan Breakfast.....	Lambuth International
7:00 am.....	Shepards Fund .....	Terrace (Auditorium)
8:00 am to 5:00 pm .....	Registration open.....	Harrell Center (Room 202)
8:15 am.....	Change for Children Offering .....	Stuart Auditorium (Outside)
12:00 pm .....	Holston Order of Deacons.....	Terrace (Room 316)
12:00 pm .....	Peace and Justice .....	Terrace (Auditorium)
1:15 pm .....	Holston Retiree's Ice Cream Social .....	Lawn (White Tent)
5:15 pm .....	First Centenary UMC Dinner .....	Terrace (Room 319)
5:15 pm .....	Candler Social .....	Frog Level Brewery

**WEDNESDAY, JUNE 12, 2024**

<b>Time.....</b>	<b>Event.....</b>	<b>Location</b>
8:00 am - 10:00am .....	Registration open.....	Harrell Center (Room 202)

Questions: [CharlotteRiggins@holston.org](mailto:CharlotteRiggins@holston.org)