

# The Desert Southwest Conference



## **2016 Journal** **32<sup>nd</sup> Annual Session**

**Held at the Renaissance Glendale Hotel & Spa**  
**9495 West Coyotes Boulevard**  
**Glendale, Arizona 85305**

**June 16-19, 2016**

**Robert T. Hoshibata**  
*Bishop of the Desert Southwest Conference*  
*Of The United Methodist Church*

**Rev. Nancy Cushman**  
*Conference Secretary*

**Photographs by**  
**Don Benton and Barry Doyle**

*The official record published by authority of the Conference*  
*The 2016 Journal is available online at <http://dscumc.org/journal>.*

All information included in the 2016 Conference Journal is intended solely for the use of the members of the Desert Southwest Conference when conducting the ongoing business of the Annual Conference Session. Any use of this information for reasons other than its intended purpose is strictly prohibited. Request for mailing lists or other contact information can be submitted to the Communications department of the Desert Southwest Conference by sending an email to [communications@dscumc.org](mailto:communications@dscumc.org) for consideration.

***Future Annual Conference Date at the Renaissance Glendale Hotel and Spa: June 15-18, 2017***



# Table of Contents

<b>I.</b>	<b><u>Initiative for Growth and Vitality</u></b> .....	4
<b>II.</b>	<b><u>Officers and Staff of the Conference</u></b> .....	5
A.	<u>Bishop of the Desert Southwest Conference</u> .....	5
B.	<u>Officers of the Annual Conference</u> .....	6
C.	<u>District Superintendents</u> .....	7
D.	<u>Conference Staff</u> .....	8
<b>III.</b>	<b><u>Boards, Commissions, Committees &amp; Agencies</u></b> .....	10
<b>IV.</b>	<b><u>Preconference Report</u></b> .....	31
<b>V.</b>	<b><u>Daily Proceedings</u></b> .....	103
A.	<u>Minutes of the 32<sup>nd</sup> Session</u> .....	103
B.	<u>Resolutions Adopted by the Annual Conference</u> .....	131
C.	<u>Ordination and Commissioning</u> .....	131
D.	<u>Registration and Recapitulation</u> .....	132
<b>VI.</b>	<b><u>Business of the Annual Conference</u></b> .....	133
<b>VII.</b>	<b><u>Appointments and Church Directory</u></b> .....	151
<b>VIII.</b>	<b><u>Clergy Salary Schedule</u></b> .....	167
<b>IX.</b>	<b><u>Conference Rules, Policies and Guidelines</u></b> .....	170
A.	<u>Conference Rules</u> .....	170
B.	<u>Conference Personnel Policies</u> .....	202
C.	<u>Grant Award Guidelines</u> .....	217
D.	<u>United Methodist Development Fund Guaranteed Loans</u> .....	218
E.	<u>Manual for Congregational Development</u> .....	219
F.	<u>Development Plan for Starting Churches through Multiplication</u> .....	223
G.	<u>Clergy Housing Policies and Standards</u> .....	227
H.	<u>Policies and Procedures for Dealing with Clergy Sexual Misconduct</u> .....	231
I.	<u>Youth Worker Guidelines</u> .....	235
<b>X.</b>	<b><u>In Memoriam and Roll of Honored Dead</u></b> .....	236
<b>XI.</b>	<b><u>History of Annual Conference Sessions</u></b> .....	250
<b>XII.</b>	<b><u>Financial Reports</u></b> .....	251
A.	<u>Audit</u> .....	252
B.	<u>Comprehensive Benefit Funding Plan</u> .....	279
C.	<u>Church Ranking by Membership</u> .....	285
D.	<u>Church Ranking by Attendance</u> .....	288
<b>XIII.</b>	<b><u>Statistical Tables</u></b> .....	292
A.	<u>Central East District Statistics</u> .....	293
B.	<u>Central West District Statistics</u> .....	300
C.	<u>North District Statistics</u> .....	307
D.	<u>South District Statistics</u> .....	314
<b>XIV.</b>	<b><u>Laity Directory</u></b> .....	321
A.	<u>Lay Members and Alternate Lay Members</u> .....	321
B.	<u>Mission Personnel Identified with the Desert Southwest Conference</u> .....	347
<b>XV.</b>	<b><u>Surviving Clergy Spouses</u></b> .....	348
<b>XVI.</b>	<b><u>Clergy Directory &amp; Pastoral Records</u></b> .....	351



**WE HAVE AN OPPORTUNITY to make a difference in the Desert Southwest Conference!**

God is calling us to focus on growing and becoming more vital so that our ministry of praise and prayer, compassion and caring, and mission and outreach will touch lives and transform communities for many years to come.

All of us in the Desert Southwest Conference are invited to coalesce our wisdom and faith; words and actions, and hold each other in prayer in this grand endeavor “to equip the saints for the work of ministry, for building up the body of Christ.” (Ephesians 8:12)

**WE NEED THE INPUT of the laity and clergy of our Conference by asking questions SUCH AS:**

1. How would you define vitality?
2. What is your definition of a “disciple?” Do you know one when you meet one?
3. What are the things that have worked or are working that we should retain?
4. What are the things we are doing that are not working and should be changed?
5. What should be the role of conference leadership in regard to the local church?
6. In what concrete ways can the conference support or encourage the local churches? The clergy?
7. What are the short term wins we should expect to experience? (3 years from now, what will be the indication that we are succeeding?)

**WE WILL DETERMINE how we will measure vitality or growth by asking:**

1. Is God’s spirit (or is the spirit of Jesus Christ) present; how do you know?
2. Is the church genuinely welcoming?
3. Does the church know its context and the demographics and the joys and challenges of the neighborhood?
4. Is the church engaged in ministry beyond the walls, beyond the campus?
5. Does the church know how to make meaningful connections with the community?
6. Does the church build a relationship with those being served?
7. Does the church have measurable goals that directly promote the priorities?
8. Does the church engage new ideas and new thinking?
9. Does the church understand how it can give birth to new faith communities?
10. Is there in place a process for accountability, periodic re-examination and reshaping of the vision?
11. Are disciples of Jesus Christ being made?
12. Is the world being transformed because of the ministry of the church?

All of this is offered as a means of living into the scripture passage reminding us that we have many gifts to give to the work of the Church, the body of Christ, as described in Paul’s letter to the Ephesians: “The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.” (Ephesians 4:11-13)

**Bishop of the Desert Southwest  
Conference  
of The United Methodist Church  
2016-2020**

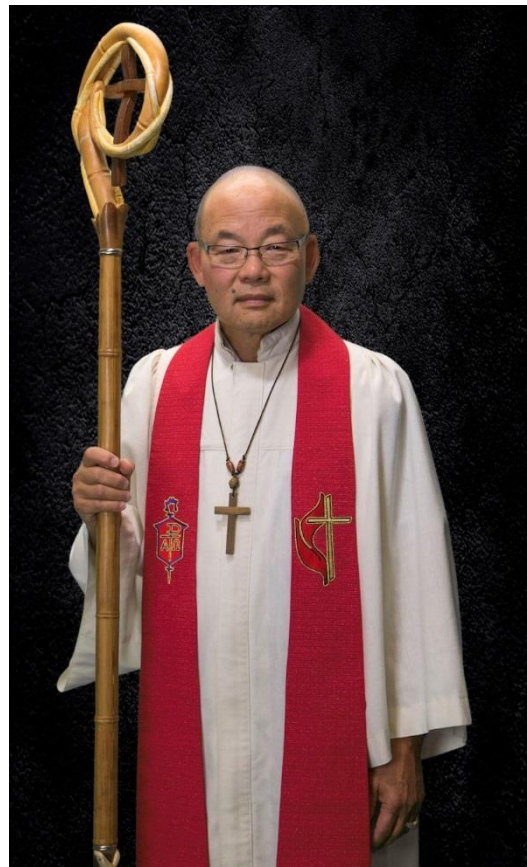
**Robert T. Hoshibata**

A sansei, or third generation Japanese-American, Robert Tsugio Hoshibata was born and raised in Hawaii. He learned to know Jesus Christ and grew to love the church through the ministry of Wahiawa United Methodist Church in the plantation town of Wahiawa. At age 14, Bob made a commitment to enter the ordained ministry of The United Methodist Church. From that moment, the church occupied much of Bob's time and energy. He discovered and utilized gifts God had given him for ministry.

Following graduation in 1973 from Wesleyan University in Middletown, Connecticut, with a B.A. with high honors, Bob studied at the Claremont School of Theology where he graduated with a D.Min. degree in 1977. While in seminary, Bob was named a Crusade Scholar and ordained deacon in 1974. After graduating from seminary, Bob was appointed to serve the North Gardena United Methodist Church and was ordained elder in 1979. After 7 years in North Gardena, Bob moved to the Pacific Northwest Annual Conference in 1984. For 14 years, he served as senior pastor for the Blaine Memorial United Methodist Church in Seattle, Washington. At the invitation of Bishop Elias G. Galvan, Bob was appointed Seattle District Superintendent until his election to the episcopacy in July of 2004 by the Western Jurisdictional Conference.

Bob has served as a member of the World Division of the General Board of Global Ministries, and as a board member of the General Council on Ministries for two quadrennia. His general church assignments have included the General Board of Higher Education and Ministry (2004-2008); and the General Board of Church and Society (2008-2016). Currently he serves as a member of the Board of Trustees for Claremont School of Theology. He represented the Pacific Northwest Annual Conference at General and Jurisdictional Conferences in 1996, 2000, and 2004. Upon election to the episcopacy, he was assigned to the Portland Area (2004-2012), and in 2012 was assigned to the Phoenix Area (Desert Southwest Conference) then reassigned in 2016.

Bob and his wife, Greta were married in 1974 and have three adult children. Daughter Courtney and son-in-law Bradley and their two daughters live in Columbia, Maryland; daughter Lauren and son-in-law Will live in Washington, D.C. and son Blake lives in Portland, OR.



# Officers of the Annual Conference

## Robert T. Hoshibata

Resident Bishop of the Phoenix Area  
1550 E. Meadowbrook Ave.  
Phoenix, AZ 85014-4040  
Office: (602) 266-6956  
Fax: (602) 279-1355  
[bishop@dscumc.org](mailto:bishop@dscumc.org)

Assistant to the Bishop  
Shelley Shumaker, [sshumaker@dscumc.org](mailto:sshumaker@dscumc.org)



## Conference Secretary

Rev. Nancy Cushman  
North Scottsdale UMC  
11735 N. Scottsdale Rd.  
Scottsdale, AZ 85254  
(480) 356-3304  
Fax: (480) 948-0579  
[ncushman@dscumc.org](mailto:ncushman@dscumc.org)

## Conference Statistician

Randy Bowman  
Desert Southwest Conference  
1550 E. Meadowbrook Ave.  
Phoenix, AZ 85014-404  
(602) 266-6956  
Fax: (602) 266-5343  
[rbowman@dscumc.org](mailto:rbowman@dscumc.org)

## Conference Treasurer

Randy Bowman  
Desert Southwest Conference  
1550 E. Meadowbrook Ave.  
Phoenix, AZ 85014-404  
(602) 266-6956  
Fax: (602) 266-5343  
[rbowman@dscumc.org](mailto:rbowman@dscumc.org)

## Conference Chancellor

Marilee Miller Clarke  
8669 E. San Alberto Dr. Suite 101  
Scottsdale, AZ 85258  
(480) 991-2901  
Fax: (480) 348-1390  
[marilee.clarke@azbar.org](mailto:marilee.clarke@azbar.org)

## **District Superintendents**



**Rev. Daniel Morley**  
**Superintendent of the North District**

**Rev. Dr. Dottie Escobedo-Frank**  
**Superintendent of the South District**

**Rev. N. Susan Brims**  
**Superintendent of the Central East District**

**Rev. Neil Leftwich**  
**Superintendent of the Central West District**

### **North District**

Rev. Daniel Morley  
1785 E. Sahara Ave. Suite 175  
Las Vegas, NV 89104  
(702) 369-7055  
Fax: (702) 369-7122  
[dmorley@dscumc.org](mailto:dmorley@dscumc.org)

Administrative Assistant

Gwen Watson  
[gwatson@dscumc.org](mailto:gwatson@dscumc.org)

### **Central East District**

Rev. N. Susan Brims  
1550 E. Meadowbrook Ave.  
Phoenix, AZ 85014  
(602) 798-8236  
Fax: (602) 266-5343  
[sbrims@dscumc.org](mailto:sbrims@dscumc.org)

Administrative Assistant

Carla Whitmire  
[cwhitmire@dscumc.org](mailto:cwhitmire@dscumc.org)

### **South District**

Rev. Dr. Dottie Escobedo-Frank  
915 E. 4th St.  
Tucson, AZ 85719-5018  
(520) 325-2775  
Fax: (520) 881-4133  
[descobedofrank@dscumc.org](mailto:descobedofrank@dscumc.org)

Administrative Assistant

Sally West  
[swest@dscumc.org](mailto:swest@dscumc.org)

### **Central West District**

Rev. Neil Leftwich  
1550 E. Meadowbrook Ave.  
Phoenix, AZ 85014  
(602) 798-8236  
Fax: (602) 266-5343  
[nleftwich@dscumc.org](mailto:nleftwich@dscumc.org)

Administrative Assistant

Carla Whitmire  
[cwhitmire@dscumc.org](mailto:cwhitmire@dscumc.org)

## **Conference Staff**

1550 E. Meadowbrook Ave, Phoenix, AZ 85014-4040  
(602) 266-6956 or (800) 229-8622 unless otherwise noted  
Fax: (602) 266-5343

### **Administrative Services**

Director of Administrative  
Services

Randy Bowman  
Ext. 212  
[rbowman@dscumc.org](mailto:rbowman@dscumc.org)

Administrative Assistant to  
Accounting

Dina Reid  
Ext. 215  
[dreid@dscumc.org](mailto:dreid@dscumc.org)

Assistant Treasurer

Dale Cook  
Ext. 211  
[dcook@dscumc.org](mailto:dcook@dscumc.org)

Administrative Assistant to  
the Conference Board of  
Pension and Health Benefits

Cynthia Satchel  
Ext. 214  
[csatchel@dscumc.org](mailto:csatchel@dscumc.org)

Receptionist

Debbie Neuteboom  
Ext. 200  
[dneuteboom@dscumc.org](mailto:dneuteboom@dscumc.org)

## **Camping**

Director of Camping and Retreat Ministries

Rev. Ron Bartlow

Ext. 215

[rbartlow@dscumc.org](mailto:rbartlow@dscumc.org)

Administrative Assistant to Camping

Dina Reid

Ext. 215

[dreid@dscumc.org](mailto:dreid@dscumc.org)

Camp Managers

Mike Crevelt, Mingus Mountain

(928) 634-5273

[mingus@hughes.net](mailto:mingus@hughes.net)

Tracey Brown, Potosi Pines Camp

(702) 875-1980

[director@potosipinescamp.org](mailto:director@potosipinescamp.org)

## **Communications**

Director of Communications

Christina Dillabough

Ext. 225

[cdillabough@dscumc.org](mailto:cdillabough@dscumc.org)

Archivist

Jennifer Barber

Ext. 264

[jbarber@dscumc.org](mailto:jbarber@dscumc.org)

Computer Systems Manager

David Topping

Ext. 265

[dtopping@dscumc.org](mailto:dtopping@dscumc.org)

## **Connectional Ministries**

Director of Connectional  
Ministries

Rev. Anthony Tang

Ext. 261

[atang@dscumc.org](mailto:atang@dscumc.org)

Administrative Assistant

Lori Davalos

Ext. 261

[ldavalos@dscumc.org](mailto:ldavalos@dscumc.org)

Director of Outreach  
Ministries

Billie Fidlin

Ext. 221

[bfidlin@dscumc.org](mailto:bfidlin@dscumc.org)

## **New Faith & Vital Faith Development**

Director of New & Vital Faith Development

Rev. David McPherson

Ext. 205

[dmcpherson@dscumc.org](mailto:dmcpherson@dscumc.org)

Administrative Assistant

Patsy Soto

Ext. 205

[psoto@dscumc.org](mailto:psoto@dscumc.org)

## Boards, Commissions, Committees & Agencies

Membership on Annual Conference Boards and Agencies is listed below as prepared by the Conference Committee on Clergy and Lay Leadership as of July 1, 2016. All persons elected at this conference shall take office as of July 1, 2016. Corrections to the Clergy and Lay Leadership report should be sent to:

Lori Davalos  
1550 E. Meadowbrook Avenue  
Phoenix, Arizona 85014-4040  
(602) 266-6956 ext.261  
[ldavalos@dscumc.org](mailto:ldavalos@dscumc.org)

Ethnic categories are:

A = Asian

H = Hispanic

P = Pacific Islander

B = Black

N = Native American

W = White

District Identification:

N = North

S = South

E = Central East

W = Central West

		Year	Ethnicity	District	Clergy/Laity	Gender
<b>Administrative Review</b>						
Clergy	Lansberry, Candace	2015	W	S	C	F
Clergy	Deits, Bob	2016	W	E	C	M
Clergy	Self-Price, Deanna	2016	W	W	C	F
Clergy Alternate	Bonneau, Ed	2016	W	S	C	M
Clergy Alternate	Procter-Murphy, Jeff	2016	W	E	C	M

### Archives & History Committee

<b>Chair Yr. 16</b>	<b>Miller, Jeff</b>	2015	W	N	L	M
	<a href="mailto:greendelta1@gmail.com">greendelta1@gmail.com</a>					
Member	Dean, Inez	2013	W	N	L	F
Member	Garling, Erma	2013	W	W	L	F
Member	Hunter, Peggy	2013	W	S	L	F
Member	Tay, Katie	2014	W	W	L	F
Conference Archivist, ExO	Barber, Jennifer					
Consultant, ExO	Johnston, Lyle	2015	W	W	C	M

### Camping & Retreat Ministry Board

<b>Chair Yr. 14</b>	<b>Keller, Katherine</b>	2014	W	E	L	F
	<a href="mailto:ladiebug1214@gmail.com">ladiebug1214@gmail.com</a>					
At Large Member	Andress, Andrea	2011	W	E	C	F
At Large Member	Doyle, Julie	2011	W	N	L	F
At Large Member	Smoot, George	2011	W	E	C	M
At Large Member	Swanson, Robert	2016	W	W	L	M
At Large Member						

At Large Member						
Communications						
Potosi Site Advisory Chair	Schreiber, Julie	2015	W	N	L	F
Secretary	Kidwell, Debbie	2012	W	E	L	F
Vice Chair	Hunsinger, Tim	2016	W	N	L	M
Youth Representative	Panozzo, Michael	2016	H	N	L	M
Youth Representative	Trachet, Kristen	2016	W	N	L	F
Cabinet Rep, ExO	Leftwich, Neil					
Camp Mgr-Mingus, ExO	Crevelt, Mike	2014	W	W	L	M
Camp Mgr-Potosi, ExO	Brown, Tracey	2009	W	N	L	F
CRM Admin. Asst., ExO	Reid, Dina					
Dir of Admin Serv / Treasurer / Statistician, ExO	Bowman, Randy					
Director of Camping & Retreat Min, ExO	Bartlow, Ron					

### Children & Poverty Committee

Co-Chair Yr. 15	<b>Ek, Patty</b>	2014	W	E	L	F
	<a href="mailto:pattyek2.0@gmail.com">pattyek2.0@gmail.com</a>					
Co-Chair Yr. 15	<b>Johnson, Lita</b>	2014	W	W	L	F
	<a href="mailto:litajohnsonaz@gmail.com">litajohnsonaz@gmail.com</a>					
Member	Natham, Lisa	2012	H	W	L	F
Member	Benton, Don	2013	W	E	C	M
Member	Wagner, Pam	2014	W	E	C	F
Member	Adame, Mary Lou	2016	H	E	C	F
Member	Allen, Jennine	2016				
Member	Warner, Joshua	2016	W	W	L	M
Director of Outreach Ministries, ExO	Fidlin, Billie					

### Christian Unity & Interreligious Relations

Chair Yr. 15	<b>Kerr-Osman, Mike</b>	2015	W	E	C	M
	<a href="mailto:mike.kerrosman@gmail.com">mike.kerrosman@gmail.com</a>					
Member	Goad, Jessica	2015	W	N	C	F
Member	Fischer, Court	2016	W	W	C	M
Member	Fremont, Rock	2016	W	E	C	M
Member	Redmon, Charles	2016	B	N	L	M
Member	Tang, Katherine	2016	W	W	C	F
Member	Weisbart, Carolyn	2016	W	N	L	F
UMM	TBD					
UMW	TBD					

Director of Outreach Ministries, ExO	Fidlin, Billie					
--------------------------------------	----------------	--	--	--	--	--

### Church and Society

Chair Yr. 16	Richard, Sam	2016	W	W	L	M
	<a href="mailto:sam@samuelrichard.org">sam@samuelrichard.org</a>					
Conference Taskforce on Immigration	Rawls, Ella Tomkus	2016		S	L	F
Earth Care & Environmental Concerns	Krieder, Wendy	2016	W	S	L	F
Human Trafficking	McMahan, Trude	2014	W	N	L	F
Human Trafficking	Wallasky, Lynn	2015	W	S	L	F
Inequality	Olson, Kent	2012	W	E	L	M
Member	Patterson, David	2011	W	E	C	M
Member	Sagramoso, Dan	2012	W	E	L	M
Member	Self-Price, Paul	2014	W	W	C	M
Member	Bona, Glenda	2016	W	N	L	F
Member	Bulkeley, Allison	2016	W	E	L	F
Member	Haynes, Greg	2016	W	N	L	M
Prison Reform Rep	Wilson, Diane	2012	W	S	L	F
Rural Homelessness	Donley, Kelli	2014	W	S	L	F
Welcoming & Reconciling	Govett, Stephen	2012	W	W	C	M
Director of Outreach Ministries, ExO	Fidlin, Billie					
GBCS Board Member, ExO	Nibbelink, Jim	2012	W	S	L	M
UMW - Social Action, ExO	Jamison, Nancy	2016	W	E	L	F

### Church to Church

Chair Yr. 14	Vaught, Peter	2014	W	S	C	M
	<a href="mailto:pedritovaught@gmail.com">pedritovaught@gmail.com</a>					
Member						
Member						
Member						
Member						
Cabinet Rep, ExO	Escobedo-Frank, Dottie					
Director of Connectional Ministries, ExO	Tang, Anthony					
Hispanic Min., ExO	TBD					

## Clergy & Lay Leadership Development

<b>Chair Yr. 16</b>	<b>Yarrow, Julie</b>	2016	W	W	L	F
	<a href="mailto:51jrsfy50@gmail.com">51jrsfy50@gmail.com</a>					
Conference Council Youth Ministry	TBD					
Conference Lay Leader	Lineberry, Laurie	2016	W	W	L	F
District Lay Leader - CE	Browning, Paul	2014	W	E	L	M
District Lay Leader - CW	Roberts, Keith	2016	W	W	L	M
District Lay Leader - N	Murray, Phyllis	2016	W	N	L	F
District Lay Leader - S	Velazquez, Maritza	2016	H	S	L	F
Lay Servant Ministry	McKinney, Sheryl	2016	W	E	L	F
Member	Aguirre-Olivares, Alma	2016	H	E	C	F
Member	Arbogast, Jerry	2016	W	N	L	M
Member	Baum, Fred	2016	W	S	C	M
Member	Crowl, Heather	2016	W	N	L	F
Member	Light, Wayne	2016	W	W	L	M
Member	McCarty, Angela	2016	W	S	C	F
Member	Sobraske, Keith	2016	W	E	L	M
Religion & Race Rep	TBD					
Status & Role of Women Rep	TBD					
Cabinet Rep, ExO	Escobedo-Frank, Dottie					
Director of Connectional Ministries, ExO	Tang, Anthony					
UMM, ExO	TBD					
UMW - Chair of Nominations, ExO	TBD					

## Communications Commission

<b>Chair Yr. 16</b>	<b>Peterson, Carl</b>	2015	W	E	C	M
	<a href="mailto:pastor@paysonumc.org">pastor@paysonumc.org</a>					
Member	Willis, Judi	2014	W	E	L	F
Member	Skipper, Ann	2015	W	W	L	F
Member	Waugaman, Janet	2015	W	S	L	F
Member						
Cabinet Rep, ExO	Leftwich, Neil					
CCYM, ExO	TBD					
Conference Secretary, ExO	Cushman, Nancy	2013	W	E	C	F
Director of Communications, ExO	Dillabough, Christina					

UMW - Communications, ExO	Secrist, Beverly	2013	W	E	L	F
Conference Chancellor	Clarke, Marilee Miller	2005	W	E	L	F
Conference Lay Leader	Lineberry, Laurie	2016	W	W	L	F

### **Covenant Council**

<b>Chair Yr. 16</b>	TBD					
Clergy & Lay Leadership Dev Chair	Yarrow, Julie	2016	W	W	L	F
Communications Chair	Peterson, Carl	2015	W	E	C	M
Conference Lay Leader	Lineberry, Laurie	2016	W	W	L	F
Council on Finance and Admin Chair	Ashley, Matt	2015	W	S	C	M
District Lay Leader - CE	Browning, Paul	2014	W	E	L	M
District Lay Leader - CW	Roberts, Keith	2016	W	W	L	M
District Lay Leader - N	Murray, Phyllis	2016	W	N	L	F
District Lay Leader - S	Velazquez, Maritza	2016	H	S	L	F
ELCC Chair	Olivares, Javier	2016	H	E	C	M
Foundation Rep	Johnson, Daryl	2013	W	W	L	M
Leadership Rep (Ordained Ministry Chair)	Keller, Julius	2009	B	E	C	M
Religion & Race Chair	Volere, Diana	2014	W	N	L	F
Status & Role of Women Chair	Longenecker, Kristin	2015	W	E	C	F
Strategic Direction Chair	Davis-Hines, Barbara	2012	B	E	L	F
UMM	TBD					
UMW	TBD					
Assistant Treasurer, ExO	Cook, Dale					
Bishop, ExO	Hoshibata, Robert					
Cabinet Rep: Central-East, ExO	Brims, Susan					
Cabinet Rep: Central-West, ExO	Leftwich, Neil					
Cabinet Rep: North, ExO	Morley, Dan					
Cabinet Rep: South, ExO	Escobedo-Frank, Dottie					
Dir of Admin Serv / Treasurer / Statistician, ExO	Bowman, Randy					

Director of Communications, ExO	Dillabough, Christina					
Director of Connectional Ministries, ExO	Tang, Anthony					
Director of New & Vital Faith Comm, ExO	McPherson, David					
Director of Outreach Ministries, ExO	Fidlin, Billie					

### Disaster Preparedness & Response Committee

<b>Coordinator Yr. 16</b>	<b>Heggestad, Fred</b>	2016	W	N	C	M
	<a href="mailto:fheggestad@msn.com">fheggestad@msn.com</a>					
East District	Turner, Dan	2013	W	E	C	M
Member	Miller, Cheryl	2012	W	N	L	F
Member	Turner, Polly	2013	W	E	L	F
North District	Mattick, Tom	2012	W	N	C	M
South District	Cutlipp, Robert	2008	W	S	C	M
South District	Holliday, Robert	2012	W	S	C	M
West District						
Director of Connectional Ministries, ExO	Tang, Anthony					

### Episcopacy Committee

<b>Chair Yr. 16</b>	<b>Kennedy, Gary</b>	2016	H	W	C	M
	<a href="mailto:revgary@willowbrookumc.org">revgary@willowbrookumc.org</a>					
Conference Lay Leader	Lineberry, Laurie	2016	W	W	L	F
Member	Vega, Lazlo	2010	H	S	C	M
Member	Summers, David	2012	W	E	C	M
Member	Ashley, Felida	2013	A	S	L	F
Member	Cho, Paul	2016	A	S	C	M
Member	Hicks, Dee	2016	B	N	L	F
Member	Nikkel, Dennis	2016	W	W	L	M
Member	Piukala, Timote	2016	PI	E	C	M
Member	Tapafua, Tagiilima	2016	PI	N	L	F
WJ/EPIS	Hurlbert, Dan	2016	W	W	C	M
WJ/EPIS	Nibbelink, Jim	2016	W	S	L	M

### Equitable Compensation

<b>Chair Yr. 16</b>	<b>Dye, Noni</b>	2010	W	E	C	F
	<a href="mailto:nonidye@yahoo.com">nonidye@yahoo.com</a>					
Member	Foster, Dennis	2011	W	S	L	M
Member	Averill, Steve	2016	W	W	L	M

Member	Mast, Fred	2016	W	W	C	M
Member	Shumar, Mark	2016	W	N	L	M
Bishop, ExO	Hoshibata, Robert					
Cabinet Rep, ExO	Morley, Dan					
CBGM, ExO	TBD					
Council Finance Admin Rep, ExO	Hise, Harry	2016	W	W	L	M
Dir of Admin Serv / Treasurer / Statistician, ExO	Bowman, Randy					

### Ethnic Local Church Concerns

<b>Chair Yr. 16</b>	<b>Olivares, Javier</b>	2016	H	E	C	M
	<a href="mailto:pastorjavier@crossroadsphx.com">pastorjavier@crossroadsphx.com</a>					
Ethiopian	Gebretsadik, Surafel	2007	E	E	C	M
Filipino						
Hispanic/Latin						
Korean						
Native American Ministries						
Pacific Islander						
Strengthening Black Ch 21st Century						
Director of Connectional Ministries, ExO	Tang, Anthony					
Religion & Race Rep, ExO	TBD					

### Evangelism Board

<b>Chair Yr. 16</b>						
Member	Govett, Kimber	2011	W	W	L	F
Member	Mason, Lyndon	2012	W	W	C	M
Member	Tinberg, Dennis	2014	W	E	L	M
Member	Emmert, Staci	2015	W	N	L	F
Member	Gilfert, Robert	2015	W	S	C	M
Member	McNiece, Marlene	2015	W	S	L	F
Member	Orman, Marilyn	2015	W	W	L	F
Member						
Member						
Director of Connectional Ministries, ExO	Tang, Anthony					
UMM, ExO	TBD					
UMW - Membership Care, ExO	Lakey, Allie	2016	W	N	L	F

### Finance & Administration Committee

<b>Chair Yr. 16</b>	<b>Ashley, Matt</b>	2015	W	S	C	M
	<a href="mailto:matt@catalinamethodist.org">matt@catalinamethodist.org</a>					
Member	Ziegler, Christy	2011	W	W	L	F
Member	Arnpriester, Jonathan	2012	W	E	C	M
Member	Moore, Clyde	2012	W	E	L	M
Member	Stanley, Robert	2012	W	E	C	M
Member	Thomas, Robert	2012	W	N	L	M
Member	Denny, Bill	2016	W	E	L	M
Member	Hise, Harry	2016	W	E	L	M
Member	Lee, Robin	2016	W	E	L	M
Member	Urling, Carol	2016	W	W	L	F
Member	Wilkerson, Thomas	2016	H	E	L	M
Assistant Treasurer, ExO	Cook, Dale					
Bishop, ExO	Hoshibata, Robert					
Cabinet Rep, ExO	Morley, Dan					
Dir of Admin Serv / Treasurer / Statistician, ExO	Bowman, Randy					
Director of Foundation, ExO	Sterling, Lucille					
Trustees Rep, ExO	TBD					

### Global Ministries

<b>Chair Yr. 16</b>	<b>Wiltbank, Jim</b>	2016	W	S	C	M
	<a href="mailto:Pastorjimjim@msn.com">Pastorjimjim@msn.com</a>					
Children & Poverty-Co Chair	Ek, Patty	2015	W	E	L	F
Children & Poverty-Co Chair	Johnson, Lita	2015	W	W	L	F
Church to Church	Vaught, Peter	2014	W	S	C	M
Co-UMVIM	Eyer, Lorraine	2015	W	W	L	F
Co-UMVIM	Eyer, Michael	2015	W	W	L	M
Disaster Prepare & Response Chair	Heggestad, Fred	2016	W	N	C	M
Health & Caring	Fritz, Winnie	2015	W	W	L	F
HIV/AIDS Ministry	Girard, Linda	2016	W	S	L	F
Justa Center	Lewkowitz, Barbara	2015	ME	W	L	F
Mission Secretary	Embry, Jeremy	2016	W	W	C	M
Refugee Ministries-Co Chair	Eiswerth, Barbara	2016	W	S	L	F
Refugee Ministries-Co Chair	Klein, Mara	2016	ME	E	L	F

TMM	Strauch, Don	1999	W	S	C	M
UMOM	Newsom, Darlene	2002	W	E	L	F
Wesley	Mathis, Betty	1999	W	E	L	F
CCYM, ExO	TBD					
Director of Outreach Ministries, ExO	Fidlin, Billie					
UMW - Mission Education, ExO	Lakey, Allie	2016	W	N	L	F

### Health & Caring (Welfare)

<b>Chair Yr. 16</b>	<b>Fritz, Winnie</b>	2015	W	W	L	F
	<a href="mailto:wfrtiz@hcca.phxcoxmail.com">wfrtiz@hcca.phxcoxmail.com</a>					
Member	Trotter, Don	2012	W	W	L	M
Member	Trotter, Velma	2012	W	W	L	F
Member	Wheeler, Willi	2013	W	W	L	F
Member	Barron-Gafford, Amy	2016	W	S	C	F
Member	Hubbard, Terri	2016	W	N	L	F
Member	VanBeuge, Susan	2016	W	N	L	F
DisAbility Chair	Guetherman, Howard	2012	W	W	L	M
Director of Outreach Ministries, ExO	Fidlin, Billie					

### Higher Education & Campus Ministries

<b>Chair Yr. 16</b>	<b>Chastain, Janessa</b>	2016	W	E	C	F
	<a href="mailto:pastor@graceumcmesa.org">pastor@graceumcmesa.org</a>					
Member	Dean, Marsha	2013	W	S	L	F
Member	Harris, Matt	2013	W	N	L	M
Member	Potts, Sarah	2013	W	E	L	F
Member	Devereaux, Lydia	2014	W	N	L	F
Member	Johnson, Jessica	2014	W	W	L	F
Member	Piukala, Timote	2014	PI	E	C	M
Member	Volere, Julie	2014	W	N	L	F
Member	Fleury, Sara	2015	W	W	L	F
Member						
Campus Min-ASU, ExO	Wilkerson, Jerellen	2012	W	E	C	F
Campus Min-NAU, ExO	Day, Kathleen	2004	W	N	C	F
Campus Min-U of A, ExO	George, Felicia	2015	ME	S	C	F
Campus Min-UNLV, ExO	Holden, Susan	2014	W	N	C	F
Campus Min-UNLV - AGOMS, ExO						
CCYM, ExO	TBD					

Director of Connectional Ministries, ExO	Tang, Anthony					
------------------------------------------------	---------------	--	--	--	--	--

### Hispanic Ministries

<b>Chair Yr. 16</b>	<b>Mojica-Calvo, Maribel</b> <a href="mailto:mmm63arecibo@aol.com">mmm63arecibo@aol.com</a>	2016	H	S	C	F
GBGM Missionary	Vazquez, Jaime	2014	H	W	C	M
Member	Jimenez, Agustin	2014	H	S	C	M
Member	Scarlett, Don	2015	W	S	L	M
Member	Gómez, Paul	2016	H	E	L	M
Member	Olivares, Natalia	2016	H	E	L	F
Member	Saunders-Perez, Dot	2016	W	E	C	F
Church to Church, ExO	Vaught, Peter	2014	W	S	C	M
Conference Lay Leader, ExO	Lineberry, Laurie	2016	W	W	L	F
Director of Connectional Ministries, ExO	Tang, Anthony					
Director of New & Vital Faith Comm, ExO	McPherson, David					
Religion & Race Rep, ExO	Volere, Diana	2015	W	N	L	F

### Investigations Committee

<b>Chair Yr. 16</b>	(Committee chooses chair)					
A Member - Clergy Person	Gómez, Daniel	2016	H	E	C	M
A Member - Clergy Person	Johnson, Sandy	2016	W	N	C	F
A Member - Clergy Person	Pajak, Sharon	2016	W	E	C	F
A Member - Clergy Person	Rennick, David	2016	W	E	C	M
A Member - Lay Person	Dunipace, Douglas	2012	W	W	L	M
A Member - Lay Person	Jackson, Carolyn	2016	B	S	L	F
A Member - Lay Person	Schock, Charlie	2016	W	E	L	M
Alternate - Clergy Person	McCullough, Lujet	2012	W	N	C	F
Alternate - Clergy Person	Jelinek, Tom	2016	W	S	C	M
Alternate - Clergy Person	Lansberry, Mark	2016	W	S	C	M
Alternate - Lay Person	Beckley, Bob	2016	W	W	L	M
Alternate - Lay Person	Stevens, Barbara	2016	W	W	L	F

Alternate - Lay Person	Washington, Thomas A.	2016	B	N	L	M
Bishop, ExO	Hoshibata, Robert					

### Lay Ministry

<b>Conference Lay Leader Chair Yr. 16</b>	<b>Lineberry, Laurie</b>	2016	W	W	L	F
	<a href="mailto:llineberry@dscumc.org">llineberry@dscumc.org</a>					
CCYM Rep	TBD					
District Lay Leader - CE	Browning, Paul	2014	W	E	L	M
District Lay Leader - CW	Roberts, Keith	2016	W	W	L	M
District Lay Leader - N	Murray, Phyllis	2016	W	N	L	F
District Lay Leader - S	Velazquez, Maritza	2016	H	S	L	F
Lay Servant Ministries Chair	McKinney, Sheryl	2016	W	E	L	F
Scouting Coordinator						
UMM - President	TBD					
UMW - President	Brown, Alice	2013	W	S	L	F
Young Adult at Large	TBD					
Bishop, ExO	Hoshibata, Robert					
Director of Connectional Ministries, ExO	Tang, Anthony					

### Lay Servant Ministries

<b>Chair Yr. 16</b>	<b>McKinney, Sheryl</b>	2016	W	E	L	F
	<a href="mailto:sherylmckinney899@gmail.com">sherylmckinney899@gmail.com</a>					
CE Co-Coordinator	Bowers, John	2010	W	E	L	M
CE Co-Coordinator	Bowers, Susan	2010	W	E	L	F
CW Coordinator	Ward, Jeannie	2015	W	W	L	F
N Coordinator	TBD					
S Co-Coordinator	Lofgren, Gretchen	2010	W	S	L	F
Bishop, ExO	Hoshibata, Robert					
Director of Communications, ExO	Dillabough, Christina					
Director of Connectional Ministries, ExO	Tang, Anthony					

### Native American Ministries

<b>Chair Yr. 16</b>						
Member	Klein, Robert	2014	W	W	L	M
Member	Blackfeather, Winona	2016	N	E	L	F
Member	Duncan, Carl	2016	N	E	L	M
Member						

Member						
Director of Connectional Ministries, ExO	Tang, Anthony					
UMW rep, ExO	Williams, Deborah	2012	N	S	L	F

### New Faith Communities

<b>Chair Yr. 16</b>	<b>Dawson, Anthony</b>	2015	W	S	C	M
	<a href="mailto:tony_dawson@stpaulsumctucson.net">tony_dawson@stpaulsumctucson.net</a>					
BOGM Rep	Wiltbank, Jim	2016	W	S	C	M
Member	Ierley, Jon	2012	W	W	C	M
Member	Pilot, Ruby	2012	B	N	L	F
Member	Butcher, Tom	2014	W	W	C	M
Member	Keffer, Michael	2015	W	W	C	M
Member	Rynders, Robert	2016	W	S	C	M
Rep Central East						
Rep Central West						
Rep North District						
Rep South District	Young, Cliff	2013	W	S	L	M
Bishop, ExO	Hoshibata, Robert					
Cabinet Rep, ExO	Brim, Susan					
Dir of Admin Serv / Treasurer / Statistician, ExO	Bowman, Randy					
Director of New & Vital Faith Comm, ExO	McPherson, David					

### Board of Ordained Ministry

<b>Chair Yr. 16</b>	<b>Keller, Julius</b>	2009	B	E	C	M
	<a href="mailto:pastor@crossinthedesert.org">pastor@crossinthedesert.org</a>					
Registrar	Case, Sarai	2013	W	E	C	F
ARMS	Kiracofe, Tom	2012	W	W	C	M
Chair Dist Bd of Ord Min - CE	Steinberg, Fred	2012	W	E	C	M
Chair Dist Bd of Ord Min - CW	Boyett, Galene	2015	W	W	C	F
Chair Dist Bd of Ord Min - N	Casebolt, Rick	2015	W	N	C	M
Chair Dist Bd of Ord Min - S	Rambikur, Elizabeth	2015	W	S	C	F
<b>Chair of Fellowship of LP &amp; AM Yr. 16</b>	<b>Lind, Bob</b>	2016	W	W	C	M
	<a href="mailto:blindphx@q.com">blindphx@q.com</a>					
<b>Chair of Orders for Deacons Yr. 16</b>	<b>Kelley, L. Michael</b>	2016	W	E	C	M
	<a href="mailto:michael@dayspring-umc.org">michael@dayspring-umc.org</a>					

<b>Chair of Orders for Elders Yr. 16</b>	<b>Bartlow, Lynn</b> <a href="mailto:lynn@thumc.com">lynn@thumc.com</a>	2016	W	N	C	F
Conference Lay Leader	Lineberry, Laurie	2016	W	W	L	F
Member	Navarrette, Tweedy Sombrero	2005	N	W	C	F
Member	Eaton, Michael	2008	W	E	C	M
Member	Evans, Sara	2008	H	S	L	F
Member	Rees, Tina	2008	W	E	C	F
Member	Conrad, Mark	2009	W	S	C	M
Member	Grandy, Janice	2009	W	E	L	F
Member	Still, Billy	2009	W	S	C	M
Member	Anderson, Rosemary	2012	W	E	C	F
Member	Azhikakath, Deanna	2012	A	E	C	F
Member	Martin, Billy	2012	W	N	C	M
Member	O'Neal, James	2012	W	E	C	M
Member	Tomkus, Alicia	2012	H	S	C	F
Member	Warner, Carolyn	2012	W	W	L	F
Member	Bullis, Mary	2013	W	E	C	F
Member	Fairchild, Valerie	2013	W	W	C	F
Member	Ragland, Sharon	2015	W	S	C	F
Member	Chaney, Tom	2016	W	E	L	M
Member	Lathrop, Rae	2016	W	N	L	F
Cabinet Rep, ExO	Leftwich, Neil					
Director of New & Vital Faith Comm, ExO	McPherson, David					

### Pension & Health Benefits

<b>Chair Yr. 14</b>	<b>Klein, Robert</b> <a href="mailto:TrinityOffice@roadrunner.com">TrinityOffice@roadrunner.com</a>	2012	W	W	L	M
Member	Lee, Mu Kil	2010	A	E	L	F
Member	Martin, Jimelvia Pettiford	2010	B	W	C	F
Member	Barnes, Kathie	2012	W	W	L	F
Member	Pearson, Michael	2015	W	W	C	M
Member	Fernandes, Antonieta	2016	H	N	C	F
Member	Hutson, Dennis	2016	B	N	C	M
Member	Price, Mickey	2016	W	E	L	M
Member	Sullivan, Clare	2016	W	S	C	F
Member	Topping, Jody	2016	W	W	C	F
Member	Truesdell, John	2016	W	S	L	M
ARMS Representative, ExO	Kendall, Janet	2007	W	W	L	F
BOOM Representative, ExO	Boyett, Galene	2015	W	W	C	F
Cabinet Rep, ExO	Morley, Dan					

Council Finance Admin Rep, ExO	Arnpriester, Jonathan	2012	W	E	C	M
Dir of Admin Serv / Treasurer / Statistician, ExO	Bowman, Randy					

### Personnel Committee

<b>Chair Yr. 16</b>	<b>Wallasky, James</b>	2015	W	S	C	M
	<a href="mailto:jimwallasky@gmail.com">jimwallasky@gmail.com</a>					
Council Finance Admin Rep	TBD					
Covenant Council	TBD					
Faith Comm	TBD					
Member	Tenney, Peggy	2012	W	E	L	F
Member	Ferrell, Bill	2015	W	E	L	M
Member	Major, Terri	2015	W	E	L	F
Member	Bailey, Ronald	2016	W	W	L	M
Member	Lambert Lower, Jennifer	2016	W	E	C	F
Member	Pitman, Tamie	2016	W	N	L	F
Dir of Admin Serv / Treasurer / Statistician, ExO	Bowman, Randy					
Religion & Race Rep, ExO	TBD					
Status & Role of Women Rep, ExO	TBD					

### Prison Reform Ministry

<b>Chair Yr. 15</b>	<b>Richardson, Dean</b>	2012	W	E	L	M
	<a href="mailto:jdrich@cox.net">jdrich@cox.net</a>					
Member	Barnes, Gene	2015	W	E	C	F
Member	Bullis, Paul	2016	W	E	L	M
Member	Ek, Jim	2016	W	E	C	M
Director of Outreach Ministries, ExO	Fidlin, Billie					
Kairos Representative, ExO	Foster, Dennis	2016	W	S	L	M

### Commission on Religion & Race

<b>Chair Yr. 15</b>	<b>Volere, Diana</b>	2014	W	N	L	F
	<a href="mailto:dvolere@gmail.com">dvolere@gmail.com</a>					
Member	Spining, Richard	2012	W	S	L	M
Member	Scott, Floy	2013	N	E	C	F
Member	Myers, Sara	2014	W	W	L	F
Member	Garber, Marie	2015	B	W	L	F
Member	Renfro, Lenora	2015	B	S	C	F

Member	Erazo, Nadalynn	2016	H	N	L	F
Member	Pipkins, Jaela	2016	B	N	L	F
Member	Weston, Betty	2016	N	E	L	F
Director of Outreach Ministries, ExO	Fidlin, Billie					

### Sessions Committee

<b>Bishop, Chair</b>	<b>Hoshibata, Robert</b>					
AC Worship	Colvin, Rula	2015	W	E	C	F
Administrative Assistant to the Bishop	Shumaker, Shelley					
Agenda/Secretary	Thomas, Ann	2012	W	N	C	F
ARMS	Lyon, Louie	2014	W	W	C	M
Cabinet Rep	Brims, Susan					
Child Care Director	Chapman, Rose Ann	2011	W	N	L	F
Conference Lay Leader	Lineberry, Laurie	2016	W	W	L	F
Conference Secretary	Cushman, Nancy	2013	W	E	C	F
Courtesies	Patzloff, Michael	2016	W	N	C	M
Dir of Admin Serv / Treasurer / Statistician	Bowman, Randy					
Director of Communications	Dillabough, Christina					
Director of Connectional Ministries	Tang, Anthony					
Director of New/Vital Faith	McPherson, David					
Director of Outreach Ministries	Fidlin, Billie					
Legislative Coordinator	Donovan, Trinity	2015	W	E	L	F
Ordained Ministry Chair	Keller, Julius	2016	B	E	C	M
Treasurer's Office Logistical/Registrar	Satchel, Cynthia					
YA Coord	TBD					

### Small Membership Church

<b>Chair Yr. 15</b>	<b>Kelley, Michelle</b>	2015	W	S	C	F
	<a href="mailto:childofblessing@aol.com">childofblessing@aol.com</a>					
Member	Larsen, Linda	2015	W	N	C	F
Member	Ontanyon, Tony	2015	H	S	L	M
Member	Stanley, Linda	2015	B	S	C	F
Member						

Director of Connectional Ministries, ExO	Tang, Anthony					
------------------------------------------------	---------------	--	--	--	--	--

### Spiritual Formation

<b>Chair Yr. 16</b>	(will choose own chair)					
Conference Lay Leader	Lineberry, Laurie	2016	W	W	L	F
Member	Haas, Jerry	2015	W	S	C	M
Member	Schauer, Deborah	2015	W	W	C	F
Member	Cho, Paul	2016	A	S	C	M
Member	George, Felicia	2016	ME	S	C	F
Member	Howick, Misty	2016	W	W	C	F
Director of Connectional Ministries, ExO	Tang, Anthony					
Emmaus Rep, ExO	Lewis, Susan	2015	W	E	L	F
UMW - Spiritual Growth Chair, ExO	Farnsworth, Alberta	2013	W	S	L	F

### Commission on Status & Role of Women

<b>Chair Yr. 16</b>	<b>Longenecker, Kristin</b> <a href="mailto:kristin@desertfoothills.org">kristin@desertfoothills.org</a>	2015	W	E	C	F
Member	Hageman, Jennifer	2015	W	W	C	F
Member	Jacobson, Jennie	2016	W	W	L	F
Member	Jamison, Nancy	2016	W	E	L	F
Member	Sollars, Anna Marie	2016	W	W	L	F
Member						
UMW Appointee	Whitmire, Carla	2016	W	E	L	F
Director of Outreach Ministries, ExO	Fidlin, Billie					

### Strategic Direction

<b>Chair Yr. 16</b>	<b>Davis Hines, Barbara</b> <a href="mailto:coolbarb30@aol.com">coolbarb30@aol.com</a>	2012	B	E	L	F
Conference Lay Leader	Lineberry, Laurie	2016	W	W	L	F
Council on Finance and Admin Chair	Ashley, Matt	2015	W	S	C	M
Covenant Council Chair	TBD					
Member	Rynders, Melissa	2012	W	W	C	F
Member	Granadosin, Edward	2016	A	N	C	M
Member	Smith, Khalif	2016	B	N	C	M
Bishop, ExO	Hoshibata, Robert					

Cabinet Rep, ExO	Brims, Susan					
Dir of Admin Serv / Treasurer / Statistician, ExO	Bowman, Randy					
Director of Communications, ExO	Dillabough, Christina					
Director of Connectional Ministries, ExO	Tang, Anthony					
Director of New & Vital Faith Comm, ExO	McPherson, David					

### Board of Trustees

<b>Chair Yr. 16</b>	<b>Ziegler, Steven</b>	2011	W	W	C	M
	<a href="mailto:s.ziegler@cox.net">s.ziegler@cox.net</a>					
Chancellor	Clarke, Marilee Miller	2005	W	E	L	F
Member	Cannon, Sandy	2010	W	S	L	F
Member	Koan, Russell	2012	W	W	L	M
Member	Lex, David	2012	W	E	L	M
Member	Bailey, Scott	2013	W	E	L	M
Member	Rankin, Vicky	2013	W	E	L	F
Member	Kimbel, Sandra	2015	W	W	C	F
Member	Woodward, Mary	2015	W	E	L	F
Member	Gary, Bill	2016	W	E	L	M
Member	Thomas, Timothy	2016	W	N	L	M
Young Adult	Ryneerson, Ashley	2012	W	N	L	F
Cabinet Rep, ExO	Escobedo-Frank, Dottie					
Council Finance Admin Rep, ExO	Ziegler, Christy	2011	W	W	L	F
Dir of Admin Serv / Treasurer / Statistician, ExO	Bowman, Randy					

### Vital Faith Communities

<b>Chair Yr. 16</b>	(Committee chooses chair)					
Member	Brown, John	2012	W	E	L	M
Member	Maddox, Mark	2014	W	S	C	M
Member	McGuire, Jerry	2014	W	N	L	M
Member	Hallam, Tammy	2016	W	S	C	F
Member	Kemp-Schlemmer, Brian	2016	W	W	C	M
Member	Swanson, Wendy	2016	W	W	C	F
Member	Williams, Eve	2016	W	E	C	F
Bishop, ExO	Hoshibata, Robert					
Cabinet Rep, ExO	Leftwich, Neil					

Dir of Admin Serv / Treasurer / Statistician, ExO	Bowman, Randy					
Director of New & Vital Faith Comm, ExO	McPherson, David					

### Volunteers in Mission

<b>Co Coordinators Yr. 15</b>	<b>Eyer, Lorraine</b>	2015	W	W	L	F
	<a href="mailto:clnmwe@gmail.com">clnmwe@gmail.com</a>					
<b>Co Coordinators Yr. 15</b>	<b>Eyer, Michael</b>	2015	W	W	L	M
	<a href="mailto:clnmwe@gmail.com">clnmwe@gmail.com</a>					
Member	Boring, Daniel	2015	W	S	L	M
Member	Eggleston, Jim	2015	W	N	L	M
Member	Eggleston, Julie	2015	W	N	L	F
Director of Connectional Ministries, ExO	Tang, Anthony					

### Worship Committee

<b>Chair Yr. 12</b>	<b>Devereaux, David</b>	2012	W	N	C	M
	<a href="mailto:dkdevereaux@hotmail.com">dkdevereaux@hotmail.com</a>					
Director of New & Vital Faith Comm, ExO	McPherson, David					
ExOfficio Worship Coach	Kemp Schlemmer, Brian	2014	W	W	C	M
ExOfficio Worship Coach	Lansberry, Candace	2014	W	S	C	F
ExOfficio Worship Coach	Maddox, Mark	2014	W	N	C	M
ExOfficio Worship Coach	Martin, Jimelvia Pettiford	2014	B	E	C	F
ExOfficio Worship Coach	McCarty, Angie	2014	W	S	C	F
ExOfficio Worship Coach	Olivares, Javier	2014	H	E	C	M

### Council on Youth Ministries

<b>CCYM Adult Coord Yr. 15</b>	<b>Ogle, Kim</b>	2011	W	S	L	F
	<a href="mailto:kim@umcstmarks.org">kim@umcstmarks.org</a>					
<b>CCYM Chairs Yr. 16</b>						
<b>CCYM Secretary</b>						
District East - Adult Coordinator	Ballew, Jennine	2015	W	E	L	F
District East - Jr High Rep						
District East - Secretary						

District East - Sr High Chair						
District East - Sr High Rep						
District North - Adult Coordinator	Holden, Susan	2015	W	N	C	F
District North - Jr High Rep						
District North - Secretary						
District North - Sr High Chair						
District North - Sr High Rep						
District South - Adult Coordinator	Jones, Richard	2015	W	S	L	M
District South - Jr High Rep						
District South - Secretary						
District South - Sr High Chair						
District South - Sr High Rep						
District West - Adult Coordinator						
District West - Jr Hi Rep						
District West - Secretary						
District West - Sr Hi Chair						
District West - Sr Hi rep						
Director of Outreach Ministries, ExO	Fidlin, Billie					

Desert Southwest United Methodist Foundation - Board of Directors

Reed Bowlby, Scottsdale UMC  
Michael Colbert, Paradise Valley UMC  
Dave Craytor, Epworth UMC, Phoenix  
Alberta Ellis, Boulder City UMC  
David L. James, The Fountains, a UMC, Fountain Hills  
Timothy J. Metzger, North Scottsdale UMC  
Tom Robison, Gold Canyon UMC  
Edward H. Stephenson, St. Mark's UMC, Tucson  
Gene Ulrich, Green Valley Community - Green Valley  
Stanley Whitcomb, Desert Mission UMC - Scottsdale  
Ronald G. Wilson, First UMC, Phoenix  
Christy Ziegler, Dove of the Desert UMC, Glendale  
Rev. Steve Ziegler, Dove of the Desert UMC, Glendale  
Ex-Officio: Randy Bowman

Justa Center - Board of Directors

Paul Browning, Desert Foothills UMC, Phoenix  
Phyllis Lalley  
Terri Wraibel  
Scott Beutler  
Peggy Beltrone  
Jerry Mullarkey  
Robbin Coulon

## **Members of General Boards and Agencies from the Desert Southwest Conference**

### **2016-2020 Quadrennial**

General Council of Finance and Administration: Anthony Tang

General Commission on Communication: Paul Gómez

General Commission on United Methodist Men: Doug Wright

## **Members of Jurisdictional Boards and Agencies from the Desert Southwest Conference**

### **2016-202 Quadrennial**

Jurisdictional Committee on Credentials: Marjie Hrabe

Jurisdictional Committee on Episcopacy: Dan Hurlbert, Jim Nibbelink

Jurisdictional Council on Finance and Administration: Paul Gómez, Javier Olivares

Jurisdictional Committee on Inter-Ethnic Coordinating: Javier Olivares

Jurisdictional Council on Korean Ministry: Ki Yong Lee, Anthony Tang

Jurisdictional Leadership Team: Bishop Robert Hoshibata, Jim Nibbelink, Glen Simpson

Jurisdictional Committee on Nominations: Beth Rambikur, Diana Volere

Jurisdictional Committee on Program and Local Arrangements: Jennifer Lambert Lower

Jurisdictional Committee on Rules: Billie Fidlin

# Preconference Report

## TABLE OF CONTENTS

A.	<a href="#">Historical Statement</a>	32
B.	<a href="#">Conference Sessions Committee</a>	33
C.	<a href="#">Preconference Reports</a>	31
1.	<a href="#">Administrative</a>	33
a.	<a href="#">Board of Trustees</a>	33
b.	<a href="#">Board of Trustees Recommendation</a>	34
c.	<a href="#">Camping and Retreat Ministries</a>	35
d.	<a href="#">Conference Secretary Report</a>	36
e.	<a href="#">Conference Secretary Staff</a>	37
f.	<a href="#">Episcopacy Committee</a>	38
g.	<a href="#">Lay Servant Ministries</a>	38
h.	<a href="#">Nominations &amp; Leadership Development</a>	39
i.	<a href="#">Personnel Committee</a>	39
j.	<a href="#">Personnel Committee Recommendations</a>	40
k.	<a href="#">Sessions Committee Report</a>	41
l.	<a href="#">Statistical Report</a>	41
m.	<a href="#">Strategic Direction Team</a>	45
2.	<a href="#">Communications</a>	45
3.	<a href="#">Connectional Ministries</a>	45
4.	<a href="#">Finance</a>	46
a.	<a href="#">Commission on Equitable Compensation</a>	46
b.	<a href="#">Commission on Equitable Compensation Recommendation</a>	47
c.	<a href="#">Council on Finance and Administration</a>	49
d.	<a href="#">Conference Budget 2017</a>	51
e.	<a href="#">Council on Finance and Administration Recommendations</a>	53
f.	<a href="#">2015 Apportionment Contributions</a>	55
g.	<a href="#">2015 Apportionments by District</a>	56
h.	<a href="#">2017 Grade Figure</a>	60
i.	<a href="#">2017 Grade Figure Formula</a>	61
j.	<a href="#">Grade Figure Tables for 2017 (Churches)</a>	62
k.	<a href="#">Grade Figure Tables for 2017 (Fellowships)</a>	66
l.	<a href="#">Pension and Health Benefits</a>	66
m.	<a href="#">Pension and Health Benefits Recommendations</a>	68
5.	<a href="#">New and Vital Faith Communities</a>	70
6.	<a href="#">Outreach Ministries</a>	71
a.	<a href="#">Board of Church and Society</a>	72
b.	<a href="#">Commission on Religion and Race</a>	75
c.	<a href="#">Conference Board of Global Ministries</a>	76
d.	<a href="#">Conference Secretary of Global Ministries</a>	77
e.	<a href="#">Hope For The Hopeless</a>	79
f.	<a href="#">Senior Ministries Committee</a>	79
g.	<a href="#">TMM Family Services</a>	80
7.	<a href="#">Other Organizations</a>	81
a.	<a href="#">Desert Southwest United Methodist Foundation</a>	81
b.	<a href="#">Professional Association of United Methodist Church Secretaries</a>	83
c.	<a href="#">United Methodist Women</a>	84
8.	<a href="#">Seminaries</a>	85

a. <a href="#">Boston University School of Theology</a> .....	85
b. <a href="#">Claremont School of Theology</a> .....	87
c. <a href="#">Drew University Theological School</a> .....	88
d. <a href="#">Iliff School of Theology</a> .....	89
e. <a href="#">Saint Paul School of Theology</a> .....	90
D. <a href="#">Action Items</a> .....	91
1. <a href="#">Conference Lay Leader Nominees</a> .....	91
a. <a href="#">Wally Athey</a> .....	92
b. <a href="#">Laurie Lineberry</a> .....	93
2. <a href="#">Episcopal Candidates</a> .....	94
a. <a href="#">Rev. Nancy Cushman</a> .....	94
b. <a href="#">Rev. Dr. Dottie Escobedo-Frank</a> .....	95
3. <a href="#">Rules Changes</a> .....	96
4. <a href="#">Recommendations</a> .....	97
a. <a href="#">Commission on Equitable Compensation Recommendation</a> .....	47
b. <a href="#">Council on Finance and Administration Recommendations</a> .....	53
c. <a href="#">Pension and Health Benefits Recommendations</a> .....	68
d. <a href="#">Board of Trustees Recommendation</a> .....	34
e. <a href="#">Personnel Committee Recommendations</a> .....	40
E. <a href="#">Reporting Guide to Take Information Back to Your Church</a> .....	97
F. <a href="#">Glossary of United Methodist Lingo and Acronyms</a> .....	98

\*\*\*\*\*

## A. HISTORICAL STATEMENT

This is the Thirty-second Session of the Desert Southwest Annual Conference of The United Methodist Church since the formation of the Conference by action of the 1984 Western Jurisdictional Conference meeting in Boise, Idaho. The boundaries of the Desert Southwest Annual Conference shall include the State of Arizona, also including that portion of Nevada consisting of Lincoln, Clark, Esmeralda and Nye Counties, and those California cities bordering the Colorado River, namely: Blythe, Needles, and Fort Yuma. A complete history of the Conference can be found in the 2000 Journal.

**EDITOR’S NOTES:** Included within this report are reports of Boards, Commissions, Committees, and Agencies of the Conference along with proposed actions.

**Be Advised: “Both Preliminary Reports, as well as supplemental reports, shall be considered preliminary in nature, and the local churches are at liberty to discuss the contents; however, Judicial Ruling No. 109 prohibits any official body of the local church to order or instruct lay or reserve members to vote in any prescribed manner on issues expected to come before the Annual Conference.” (Rule II.C.6, page 109, 2014 Conference Journal)**

ALL MATERIALS for distribution on the floor of the Annual Conference shall be distributed ONLY by the Conference appointed ushers and shall be limited to that which is pending action of the Conference. Individual members of the Conference who desire to have printed material distributed on the floor of the Conference shall submit such material, except resolutions, to the Conference Secretary, who shall be authorized to consider the same, and if approved, shall provide for its distribution at the proper time. All material distributed on the floor of the Conference shall contain the name of the individual or organization under whose responsibility it is distributed (Conference Rule III.E, page 116, 2014 Conference Journal).

Rev. Nancy Cushman, Conference Secretary

ALSO, YOU WILL WANT TO BRING A 2012 *BOOK OF DISCIPLINE*

The *Book of Discipline* is available on the app under Documents and Procedures.

## B. CONFERENCE SESSIONS COMMITTEE

Sessions Committee Chair .....	Bishop Robert T. Hoshibata
Agenda and Orders of the Day Coordinator .....	Rev. Ann Thomas
ARMS Representative .....	Rev. Louie Lyon
Board of Lay Ministry Representative .....	Jim Nibbelink
Board of Ordained Ministry Representative .....	Rev. Dan Hurlbert
Child Care Coordinator .....	Rose Ann Chapman
Communications Director .....	Christina Dillabough
Conference Secretary .....	Rev. Nancy Cushman
Connectional Ministries Director .....	Rev. Anthony Tang
Courtesies Coordinator .....	Dee Hicks
Legislative Coordinator .....	Trinity Donovan
New & Vital Faith Development Director .....	Rev. David McPherson
Outreach Ministries Representative .....	Billie Fidlin
Registrar/Facilities Coordinator .....	Cynthia Satchel
Staff Representative .....	All District Superintendents
Treasurer .....	Randy Bowman

## C. PRECONFERENCE REPORTS

### 1. ADMINISTRATIVE

#### 1a. BOARD OF TRUSTEES

*Rev. Steve Ziegler, President*

The Conference Board of Trustees worked on a number of projects this past year.

#### INSURANCE

One of the responsibilities of the Desert Southwest Conference Board of Trustees is to recommend an insurance program for multi-peril, workers compensation, directors and officers, employee practices, and umbrella insurance for all churches in our conference. Our current contract with Church Mutual (who has provided our coverage for more than 20 years) expires at the end of 2016. So, we solicited bids from 4 carriers for insurance coverage for 2017–2020. Those 4 insurance companies were Philadelphia, Guide One, United Methodist Insurance, and Church Mutual. Results of our requests for bids are as follows.

Philadelphia—They declined to bid based on concerns over our historical claim losses.

Guide One —They worked diligently through a small agent out of California, but they indicated they would not be able to complete a bid until June. Since we needed to provide our written recommendation to the annual conference before then, that timing would not work.

United Methodist Insurance—UMI is a captive insurance company of our denomination. They were diligent and professional and were able to estimate coverages for all of our churches (many through on-site visits). This work resulted in a bid that was significantly higher than Church Mutual. UMI did not provide a limit for premium increases for 2018–2020, as Church Mutual did. And UMI did not offer a safety divided program, as Church Mutual does.

Church Mutual—CM has provided our coverage for many years and our sense is that most churches are very satisfied with their service. Their estimated 2017 premium was quite a bit lower than UMI's bid. Also, CM provided a maximum 4% annual increase for 2018–2020 for the multi-peril portion of their

coverage (MP represents 87% of their total premiums), whereas UMI did not limit their annual increases for those years. Lastly, we participate in a safety dividend program with CM that allows all of our churches to receive dividends of 0–20% of premiums paid (depending on the level of our total claim losses). Since 2010, we have averaged receiving a 6% safety dividend, and that figure may increase in future years based on our good loss history over the past 2 years.

In summary, Church Mutual appeared to be at least 24% lower than United Methodist Insurance (after factoring in their safety dividend program). Given their lower pricing, their commitment to limit future annual increases, our satisfaction with their service, and our long track record with them, the Conference Board of Trustees recommends approval of the recommendation in the following section that our churches continue in a mandatory insurance program for the 4-year period of 2017–2020.

### PROPERTY

We received the remaining assets (cash and a parsonage) from the Community UMC in Blythe, California, which was closed last year. The cash was deposited in the new church start endowment fund at the Foundation. The parsonage will be marketed for sale as soon as the current lease expires.

We sold the former Asbury UMC property in Phoenix for \$1.1 million (\$100,000 cash plus a \$1.0 million note due in two years). All payments received are being deposited in the new church start endowment fund at the Foundation.

As a result of property sale activity the past several years, the new church start endowment fund at the Foundation has grown to a balance of \$4.4 million as of 12/31/15.

### OTHER

In January–February of 2016 the Board conducted workshops at each of the district leadership events. Workshop topics covered basic information for new or beginning trustees in the local church. In addition to basic topics, each workshop addressed advanced topics that are not covered in the *Book of Discipline*, such as campus lockdowns and working with local authorities. Between the four workshops, an estimated total of 100 trustees from local churches participated and considerable positive feedback was received by presenters. In the coming year, the Board will be working to improve the workshop presentations by refining the advanced topics. We look forward to participating in more district events in the future.

We spent considerable time exploring a possible project to install solar panels at the conference center office in Phoenix. Unfortunately, we ultimately determined that the project was not economically feasible.

We generated a nearly \$5,000 surplus in our 2015 operating budget. We remain committed to fiscal responsibility.

It has been our pleasure to do the necessary Trustees work over the past year. We look forward to serving the Conference again in the year ahead.

Approved February 27, 2016: 10 for, 0 against, 0 didn't vote

## **1b. BOARD OF TRUSTEES RECOMMENDATION**

WHEREAS, it is necessary that ALL churches provide themselves with adequate multi-peril, workers compensation, directors and officers, employee practices, and umbrella insurance to protect their property against loss and their officers and congregations against liability claims; and

WHEREAS, the “economics of scale” indicate that insurance premiums for larger specific groups have traditionally been more economical than purchasing individual coverages; and

WHEREAS, these savings are available to ALL the local churches and Annual Conference, but only if ALL local churches in the Desert Southwest Annual Conference participate in the “Master Conference Plan” and

WHEREAS, savings from such a plan have been substantial and money saved has been applied by both the local churches and the Annual Conference toward their respective ministries;

THEREFORE, BE IT RESOLVED, that 100% participation be required by ALL local churches in the Desert Southwest Annual Conference Master Insurance Program provided through Church Mutual Insurance Company for the period January 1, 2017–December 31, 2020.

### **1c. CAMPING AND RETREAT MINISTRIES**

The following is a summary of our Camping and Retreat Ministries (CRM) 2015 Annual Report. This was our second annual report for Camping and Retreat Ministries, and this year our staff made the decision to consolidate down into one report what were previously published as annual reports for Mingus Mountain and Potosi Pines Camps.

Camping ministries are a means to help participants experience life to the fullest. At the end of a recent summer camp session one camper captured this by sharing “Because of camp I feel physically, mentally, and spiritually refocused and recharged.” Others shared about the joy, sense of community, and love they experienced as a result of being at camp.

These are great stories, and help us to remember why we do what we do. The goal of Camping and Retreat Ministries of the Desert Southwest Conference is to help provide unique and immersive experiences for the spiritual formation of children, youth, and adults.

The stories and statistics from last year’s camping and retreat ministries share how experiences of immersive Christian community help people know and experience firsthand the presence of God in ways that nurture hope for our present and future. We hope you will visit and read the full 10-page report, which can be found at: [www.dscumc.org/annual-reports](http://www.dscumc.org/annual-reports)

Numbers tell a story. As a short story, a review of our 2015 Budget and Actual Expenses tells us a story about our great staff. Our camp site directors have both done incredible work extending the ministries of Mingus and Potosi to a larger number of guest groups, and they have been wise and diligent stewards of our financial resources.

Our CRM budget is divided into three categories: Camp Program/Administration, Mingus Mountain, and Potosi Pines. You will note that because of the work of our site directors, in 2015 both our camp sites were able to run at a surplus, helping to offset many years of budgetary deficits that were previously covered by additional annual conference support.

<u>CRM Program/Admin.</u>	<u>Budget</u>	<u>Actual</u>
Apportionment Support	\$250,700	\$219,176
Summer Program Expense	\$100,000	\$126,337
Total Expenses	\$250,700	\$219,370
Operating (deficit)/surplus:	\$0	(–\$55)
<u>Mingus Mountain Camp</u>	<u>Budget</u>	<u>Actual</u>
Guest Group Income	\$145,000	\$213,158
Summer/Winter Camp		
Income and Scholarships	\$80,000	\$81,804
Summer Camp Support	\$50,000	\$63,168
Other income	\$7,000	\$6,879

Total Mingus Income	\$282,000	\$365,009
Total Mingus Expenses	\$283,682	\$304,246
Operating (deficit)/surplus:	(– \$1,682)	\$60,763
<u>Potosi Pines Camp</u>	<u>Budget</u>	<u>Actual</u>
Guest Group Income	\$122,000	\$168,632
Summer/Winter Camp		
Income and Scholarships	\$50,000	\$51,247
Summer Camp Support	\$50,000	\$63,168
Other income	\$2,000	\$2,654
Total Potosi Income	\$224,000	\$285,701
Total Potosi Expenses	\$249,000	\$251,773
Operating (deficit)/surplus:	(–\$25,000)	\$33,928

While the above picture of actual income and expenses is positive, we should also note that not factored in to the above budgets is the anticipated depreciation of conference owned camp facilities. As budgeted and amortized, these were:

<u>Depreciation</u>	<u>Budget</u>	<u>Actual</u>
Mingus Mountain	–\$110,277	–\$109,649
Potosi Pines	–\$43,912	–\$44,045

DSC Events, 2015:

- Total of 440 campers

Mingus Mountain Summary, 2015:

- 8 DSC summer and winter camps and retreats, serving 372 youth and adults
- Total 2015 users: 2127
- 19% increase from 2014 users
- 36 guest groups
- Staffed summer program with 5 paid summer staff/interns
- Total # of summer volunteers, including work weekend: 83
- \$3,178 donated for 2015 camp scholarships

Potosi Pines Summary, 2015:

- 10 DSC/District events (8 summer and winter camps, confirmation and women's retreat), serving 271 youth and adults
- More than 1,500 guests in 2015
- Over 9,000 meals served!
- 35 guest groups
- \$4,375 raised via fundraiser for 2015 camp scholarships

Our Camping Ministry makes a difference in people's lives. In our full report you can read the stories of our CRM has made a difference in the lives of several individuals. In addition, find out how the dynamic youth leadership program, C4C helps develop next generation principled leaders for our conference and United Methodist Church. You'll also find stories and information about what has been happening at Mingus and Potosi Camps, praise from parents, and more.

## 1d. CONFERENCE SECRETARY REPORT

*Rev. Nancy Cushman*

This has been an exciting year as we prepare for General Conference and Jurisdictional Conference. I submitted ten proposed pieces of legislation to the General Conference based on the five resolutions supported by our Conference last year. We are blessed to host Jurisdictional Conference from July 13–17, 2016 in Scottsdale. I hope many of you will consider serving on the hospitality team that we might offer extravagant hospitality to our brothers and sisters in Christ from the Western Jurisdiction.

We went to the simplified schedule this year with three dates to remember. I hope you will put these on your calendar for 2017:

All items and events due by **February 28**:

- Hotel Information for Annual Conference released and reservations for hotel rooms may be made.
- Ministry Fair Application for table exhibits released.
- DUE: All petitions from local churches and individuals.
- DUE: All proposed rule changes from conference boards and agencies to Conference Secretary.
- DUE: Certification of Lay Member forms.

All items and events due by **April 30**:

- Registration for Annual Conference opens with all sign-ups for events, lunches, childcare, etc.
- DUE: All resolutions from boards, commissions, agencies, or five members of the Annual Conference acting together.
- DUE: Reports from conference boards and agencies.
- DUE: Ministry Fair table exhibit applications.
- DUE: All materials to be published in the Preconference Journal.
- DUE: Skills and Passions survey and all nomination forms.

All items and events due by **May 30**:

- DUE: PowerPoint presentations by presenters due to the Communications Department.
- DUE: Registration, lunch sign-ups, mission sign-ups, child-care sign-ups, etc.

We congratulate our newest Deaconesses, Maria Hase of Dayspring UMC and Martha Louise Lundgren of St. Mark's UMC. They were commissioned at the General Conference and will serve in our Annual Conference. Find out more about deaconesses and home missionaries at [www.unitedmethodistwomen.org/dhm](http://www.unitedmethodistwomen.org/dhm).

There is one matter from the 2015 Annual Conference that I need to update. The Bishop made a decision of law regarding the *Duties and Responsibilities of the Conference Lay Leader in Light of ¶424.6, ¶605.5 and ¶607.6*. On May 9, 2016, the Judicial Council reviewed his decision and reversed it. Their decision reads "An annual conference lay leader has the right to be invited and to be present at the cabinet meeting when coordination, implementation, or administration of the conference program is on its agenda. An annual conference shall provide time for a laity address or report as a responsibility of the conference lay leader."

**I would like to thank Carla Whitmire** who served her first year as my office manager I appreciate all her work and support on this Annual Conference. I thank **Rev. Anthony Tang** and **Rev. Sharon Ragland** for coordinating the Episcopal nomination process. There are many people who work diligently before and during Annual Conference. Please look at my staff report and join me in a prayer of thanksgiving for them.

I recently preached on the parable of the yeast from Matthew 13:33. It is a powerful image. The yeast infuses the dough with its essence causing it to grow into bread. I pray that our churches are infused with the spirit of Christ and growing to nourish the world.

## **1e. CONFERENCE SECRETARY STAFF**

Conference Secretary ..... Rev. Nancy Cushman  
 Conference Secretary Office Manager ..... Carla Whitmire  
 Nurse ..... Therese Pineda

***Associate Secretaries***

Agenda and Orders of the Day ..... Rev. Ann Thomas

***Assistants***

Courtesies ..... Dee Hicks

Head Usher ..... Rev. Jennifer Hageman

Hospitality Assistants ..... Kathy Epp, Meryl Ahart

Proceedings Secretaries ..... Carla Whitmire, Sally West, Dina Reid, Pastor Deb Schauer

Registrar & Coordinator ..... Cynthia Satchel

***Media Assistants***

Production Manager ..... Christina Dillabough

Live Stream & Social Media Host ..... David Topping

Media Coordinator ..... Nicholas Dillabough

Tech Support ..... Haley Dillabough, Nicholas Dillabough, Ruben Flores,

..... Eli Gómez, Ezekiel “Eze” Gómez, Paul Gómez, Amy Strohmeyer

Videographer/Photography ..... Barry Doyle

## **1f. EPISCOPACY COMMITTEE**

*Rev. Sharon Ragland*

The role of the Conference Committee on the Episcopacy is to support and assist Bishop Robert Hoshibata and his office.

This year the Committee revised the Desert Southwest Conference Profile, and submitted it to the Western Jurisdiction Episcopacy Committee, in preparation for Jurisdictional Conference, to be held in July, 2016.

In addition, the Committee conducted an evaluation of the ministry of Bishop Robert Hoshibata, in conjunction with the Western Jurisdiction Committee on the Episcopacy. This included a Bishop’s self-evaluation, committee evaluation, and discussion with the Bishop.

We continue to be grateful for Bishop Bob’s ministry and leadership. As he completes his first quadrennium of assignment with us, we particularly want to thank him for his inspirational and trust-building leadership. We know that he is committed to building the vitality of churches in our Conference, and has begun the process of developing an initiative to address that.

We believe that Bishop Bob is providing strong spiritual leadership that inspires and motivates our pastors and churches.

## **1g. LAY SERVANT MINISTRIES**

*William Price, Conference Director*

The purpose of Lay Servant Ministries (LSM) is to encourage and empower lay people to seek opportunities for service in active ministries in support of their local congregations and beyond. LSM directly contributes to the achievement of the Strategic Direction of the Desert Southwest Conference and local churches.

In order to achieve our purpose, we recruit and train current and emerging leaders among the laity, foster partnerships between lay and clergy leaders, network among and between Districts to provide quality

training, and serve as a resource for Conference and District lay and clergy leaders to promote understanding and effective utilization of the Ministries of Lay Servants.

There are two ways to be in ministry as a Lay Servant: (1) Local church lay servants, who serve in and through their local congregations, and (2) Certified lay servants, who serve in their own congregations, in other churches, through District and Conference projects and programs and in the community beyond the church.

In addition, there is a specialized designation as Lay Speaker. Lay Speakers will have specific training in accordance and compliance with *The Book of Discipline*. The Lay Speaker must complete a course of study to include: Discovering Spiritual Gifts, Leading Worship, Leading Prayer, Preaching, United Methodist Heritage and Polity, and/or other courses as may be determined by the annual conference.

For the past six years it has been my pleasure to serve as your Desert Southwest Conference Director of Lay Servant Ministries. I truly believe that this ministry provides some of the best training for church members and leaders. Each year we have trained hundreds of church members to ensure that our Conference has well equipped Lay Servants serving as effective leaders and faithful disciples within their churches and the Desert Southwest Annual Conference.

I am indebted to John & Susan Bowers, Jeannie Ward, Kelly Deyoe, Gretchen Lofgren, and Erna Snukis, the District Directors, as they are the people who do most of the work to provide the great training opportunities. I am grateful and appreciative to the Annual Conference for their confidence in my abilities to serve. In the future I will continue to participate in LSM as a student or facilitator.

## **1h. NOMINATIONS & LEADERSHIP DEVELOPMENT**

*Sharon Scobie, Chair*

The busiest time for the Conference Committee on Nominations & Leadership Development is at the end of one quadrennium in preparation for filling positions for the next quadrennium. This means filling more positions than usual as most chairs have completed their four (4) years as chair so must move on to another position on another committee. In addition, many members who have served on committees may need to be replaced because they have completed eight (8) years, which is the maximum number of years to serve on a committee, or have served four (4) years and wish to move to a different committee. This has been our task this past year.

The purpose of our committee is to provide capable, willing members from the Desert Southwest Conference to serve on the various committees within our conference structure. Two years ago we created a “Nominations Skills and Passion Survey,” in an effort to match persons for service on committees in which they have a passion and can feel useful and creative. This form is available online at the conference website, [www.dscumc.org](http://www.dscumc.org). We invite all of you, clergy and laity alike, to complete this form and forward it to us.

We continue to need updated, specific information from each committee, including a description of their committee with its purpose, dates and times of meetings, and how meetings are held (face-to-face, conference call, etc.) Above all, how does your committee work within the guidelines of the Desert Southwest Strategic Plan. With this we are better able to place members on committees in areas where they have indicated a special interest, thus making the committees more effective.

The next four years the committee will be busy filling vacancies so having the information from the “Nominations Skills and Passion Survey” will be helpful. Please take the time to complete it. Thank you.

## **1i. PERSONNEL COMMITTEE**

*Peggy Tenney, Chair*

During the past year, the Committee met to address a number of issues and develop several recommendations. We developed recommendations for 2016 compensation increases for Conference employees (other than Exempt Level One employees, which are approved by the Annual Conference itself). Based on consideration of changes in the consumer price index, changes in average compensation for clergy in our conference, no Social Security increases, and available funds in the conference budget, we recommended compensation increases for Conference staff for 2015 of 1%.

Based on these same considerations, the Conference Personnel Committee is recommending to the 2016 Annual Conference the 2017 salary ranges shown in the following section. These ranges represent a 1% increase from the 2016 salary ranges for Exempt employees (other than Exempt Level One employees) and Non-Exempt employees approved by last year's Annual Conference. The Committee requests your approval of these 2017 salary range increase recommendations.

All members of the Committee are proud to serve this Conference.

Approved February 29, 2016: 6 for, 0 against, 0 didn't vote

### **1j. PERSONNEL COMMITTEE RECOMMENDATIONS**

#### Recommendation No. 1: Changes to Exempt Salary Levels:

<u>Exempt Salary Level</u>	<u>2016 Salary Ranges</u>	<u>2017 Recommended Salary Ranges</u>
I	*	*
II	\$65,671 to \$83,110	\$66,328 to \$83,941
III	\$49,451 to \$68,881	\$49,946 to \$69,570
IV	\$29,707 to \$48,903	\$30,004 to \$49,392

#### Recommendation No. 2: Changes to Non-Exempt Wage Levels:

<u>Non-Exempt Wage Level</u>	<u>2016 Wage Ranges</u>	<u>2017 Recommended Wage Ranges</u>
I	\$17.04 to \$25.21	\$17.21 to \$25.46
II	\$15.97 to \$21.44	\$16.13 to \$21.65
III	\$14.43 to \$20.00	\$14.57 to \$20.20
IV	\$12.86 to \$16.97	\$12.99 to \$17.14
V	\$11.56 to \$15.26	\$11.68 to \$15.41

Informational notes for recommendations No. 1 and No. 2:

\*Each year the Committee reviews ranges of compensation of both exempt and non-exempt staff of the Annual Conference with the exception of Level I positions which are governed by other recommendations. See Conference Rules "Compensation and Expense Policies for District Superintendents and other Level I Exempt Personnel (as defined in the Conference Personnel Policies)" in the 2015 Conference Journal.

The Fair Labor Standards Act provides that all employees who work more than 40 hours in a work week must be paid at a rate of one and one-half (1½) times their regular rate of pay. Certain employees are EXEMPT from these overtime requirements. The major general exemptions to the overtime requirements include individuals who are covered under what are known as the "white collar" exemptions. The white collar exemptions include executive, administrative and professional employees. These exemptions are based on the employee's actual work activities, not on the employer's characterization of those activities. All employees within the Desert Southwest Annual Conference of the United Methodist Church must be placed either within the EXEMPT or NON-EXEMPT categories.

At the present time EXEMPT STAFF are as follows:

- I. District Superintendents, Director of Connectional Ministries, Director of Administrative Services/Treasurer, Director of New Faith/Vital Faith Communities
- II. Director of Outreach Ministries, Director of Communications, Assistant Treasurer/Comptroller, Director of Camping & Retreat Ministries
- III. Camp Site Directors
- IV. Assistant Camp Managers

NON-EXEMPT STAFF—Usually support staff of which the following are examples: administrative assistants, temporary or seasonal workers. Their compensation level is determined by their responsibilities and duties as outlined in their job descriptions.

The Conference Personnel Policies are printed in the 2015 Conference Journal. One of the responsibilities of the Conference Personnel Committee is to recommend increases in wage or salary ranges for the different assigned levels for employment. These are not to be understood as automatic individual pay raises. However, after an annual performance review, an employee is eligible for a salary or wage increase depending upon the performance review, the consumer price index which measures inflation, and other factors. The recommendation for 2016 was a 1% increase.

### **1k. SESSIONS COMMITTEE REPORT**

*Rev. Nancy Cushman, Conference Secretary*

The Sessions Committee plans, arranges and hosts the Annual Conference each year. Thank you to each person who has used their time and talents for this gathering. The Sessions Committee continues the commitment to go paperless we will no longer print the Preconference materials. Anyone wanting a paper copy will need to print it themselves or have their church office print them. All materials for the Annual Conference will be on the Desert Southwest Conference app. To download the free app search for Guidebook in your app store or play store. Download Guidebook then search for 2016 Desert Southwest Annual Conference and choose it for your guidebook. The app includes the schedule, preconference reports, election procedures and information, strategic direction brochures, online registration, maps, photos, and social media.

After our conference, the Journal which contains the record of Annual Conference and the Directory will continue to be available on the app or in print form. You may order a print copy on the Desert Southwest Conference website [www.dscumc.org/annualconference](http://www.dscumc.org/annualconference) in late summer. The Directory with the contact information for churches, pastors and members of Conference boards and committees and a CD-ROM with files of the Journal will be mailed to each conference delegate and church.

The Sessions Committee hopes this Annual Conference will INFUSE you and your church with energy and enthusiasm as we serve Christ together.

### **1l. STATISTICAL REPORT**

The 2015 statistics for the Desert Southwest Annual Conference showed a continuation of trends experienced the last several years. Membership, attendance, and local church income all declined, although local church expenditures showed a modest increase. Some detailed analysis of the 2015 statistics follows. (Note that this report is prepared as of March 2016. Minor adjustments may subsequently occur in some figures as a few more churches' statistical tables trickle in.)

#### Churches

During 2015, we closed two chartered churches (Community UMC of Blythe and Claypool UMC) and

one unchartered fellowship (Pioneer UMF). So, as of 12/31/15, we had 121 churches and 13 fellowships in the Conference.

The composition of chartered churches in the Conference at 12/31/14 was as follows:

	<u>Conference</u>	<u>North</u>	<u>South</u>	<u>Central East</u>	<u>Central West</u>
Churches increased in size	39	7	9	11	12
Churches decreased in size	65	13	15	20	17
Churches unchanged in size	17	3	6	3	5
	<u>121</u>	<u>23</u>	<u>30</u>	<u>34</u>	<u>34</u>

The median size of chartered churches in the Conference at 12/31/15 was 152 (down from 160 at 12/31/14). The average church size was 260 (down from 268 at 12/31/14).

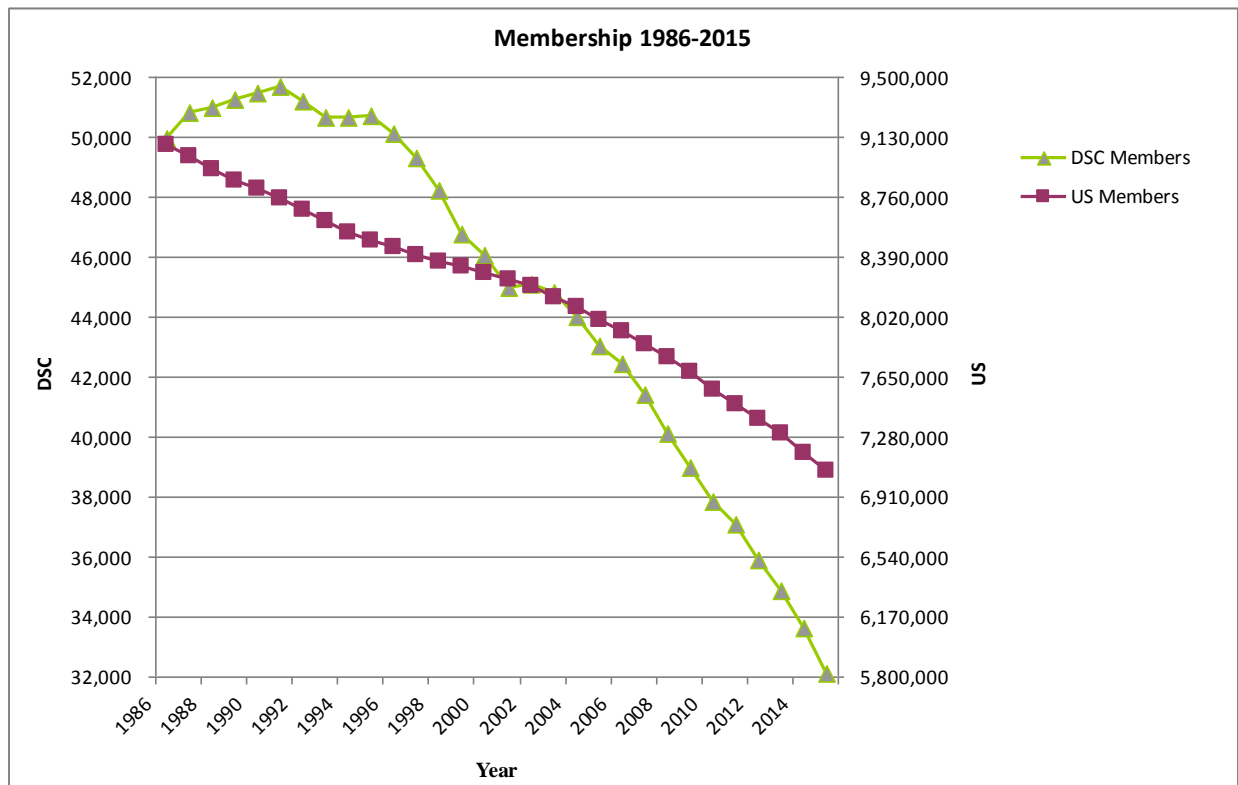
### Membership

The number of members in the Conference decreased 4.5% from 33,629 at 12/31/14 to 32,129 at 12/31/15 as follows:

Added:	Profession of faith	790	
	Affirmation	176	
	Corrections	242	
	Transfers	<u>811</u>	2,019
Removed:	Charge Conference action	1,338	
	Withdrawn	573	
	Corrections	374	
	Transfers	443	
	Death	<u>791</u>	(3,519)-2,354
Net Change			<u>(1,500)</u>

Demographically, 2.2% of members at 12/31/15 were Asian, 3.0% were African American, 2.7% were Hispanic, 0.5% were Native American, 1.1% were Pacific Islander, 87.6% were White, and 2.9% were Multi Racial. Females represented 60.5% of members at 12/31/15, while males made up 39.5% of members.

Since the first decade of our conference's history, our total number of members has declined at a steeper rate than that of the UMC denomination, as demonstrated in the following graph.

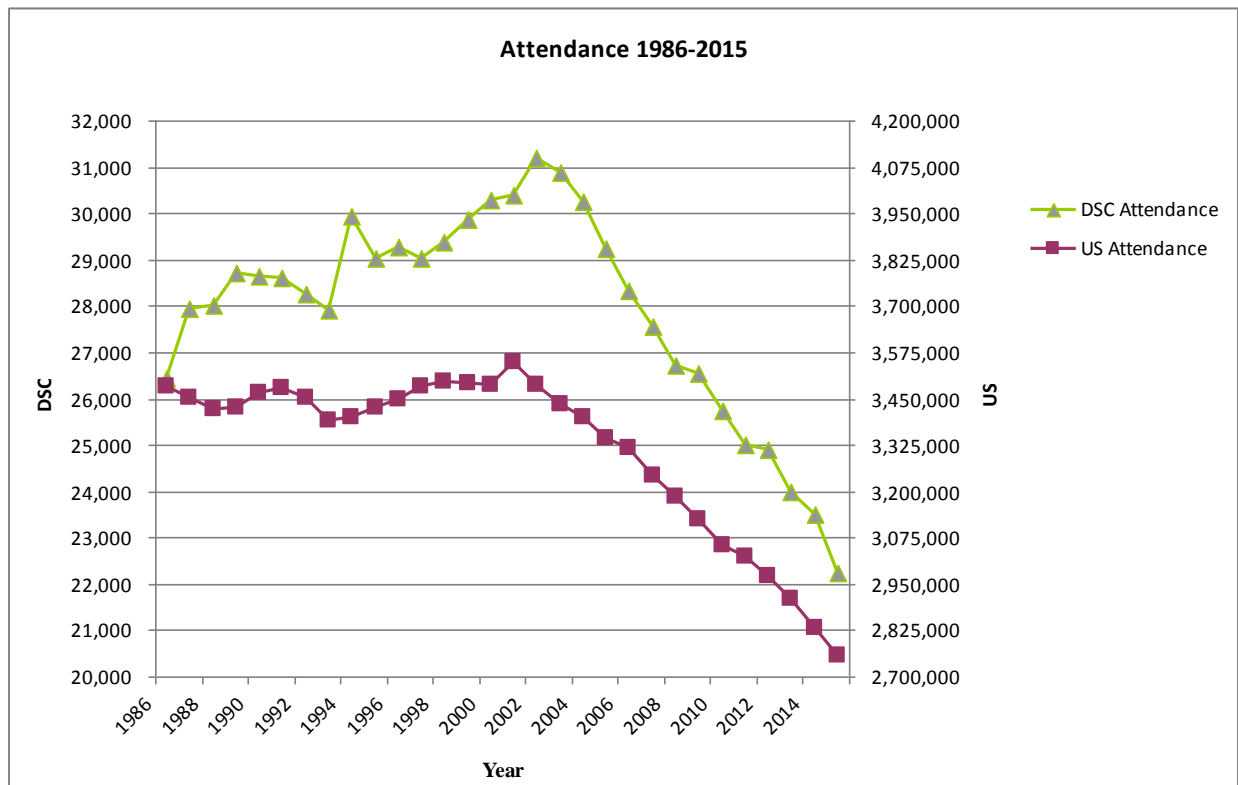


### Attendance

On an average Sunday there were 22,241 United Methodists in church at worship in 2015. (This represented 69.2% of membership.) This was a decrease of 5.4% from 2014 when there were 23,508 United Methodists in church at worship.

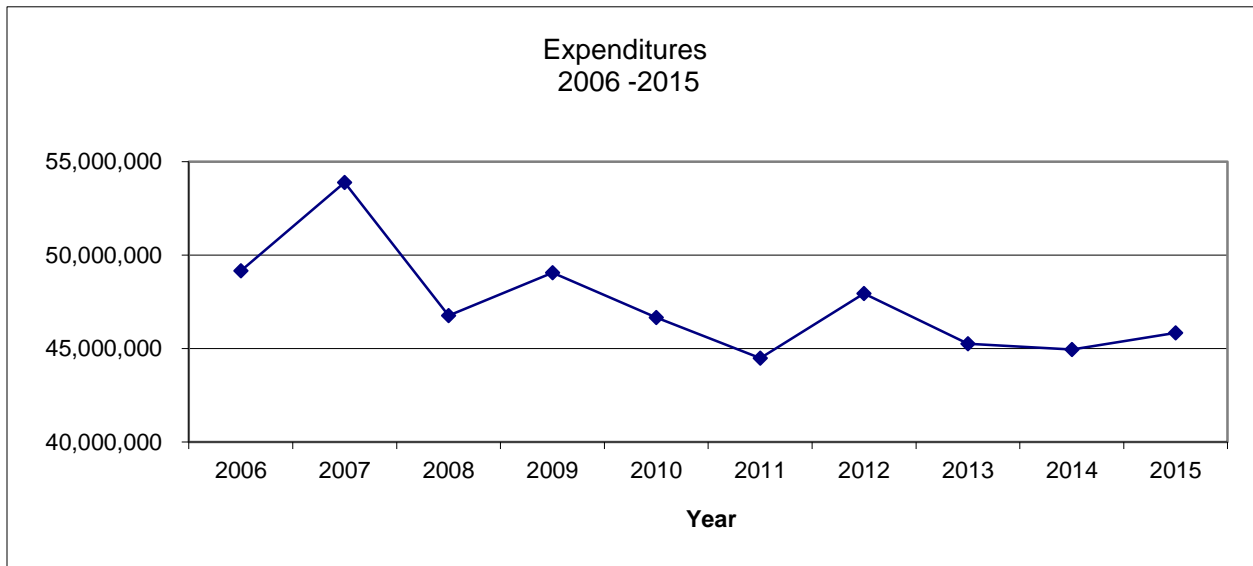
	<u>Conference</u>	<u>North</u>	<u>South</u>	<u>Central East</u>	<u>Central West</u>
Churches with greater attendance	39	11	10	12	6
Churches with lower attendance	66	10	14	19	23
Churches with same attendance	16	2	6	3	5
	121	23	30	34	34

Our conference's attendance has declined for the past 12 years, although our historical rate of decline has been lower than that of the UMC denomination, as demonstrated in the following graph.



### Expenditures

Although total local church income declined 2.7% in 2015, total local church expenditures increased from \$45.0 million in 2014 to \$45.8 million in 2015. These expenditures were broken down as follows: 47% staff (clergy/lay compensation and benefits), 19% operating expenses, 17% apportionments and other benevolences, 8% debt service, 5% capital expenditures, and 4% program. Total local church expenditures trends for the past ten years are demonstrated in the following graph.



### Summary

The Conference in 2015 continued the trends of declines in membership, attendance, and income, although we did experience a small increase in expenditures. To reverse our long-term trends of decline, we will have to utilize all of our resources and work hard together to increase the vitality of all our churches. Thank you for your commitment to our Church.

## **1m. STRATEGIC DIRECTION TEAM**

*Rev. Dave Summers, Chair*

This past year the Strategic Direction team shared important conversation on disciple-making and the Strategic Direction for our Annual Conference. There are many ways to make disciples and many definitions of what constitutes a disciple of Jesus Christ. Our discussions on the current Conference Priorities and Strategic Direction led to valuable conversation with Bishop Bob on defining a possible new vision for the Desert Southwest Conference. Our Strategic Direction was adopted over seven years ago, yet its implementation has been more limited than we would have desired. Our plans for the future began to focus on ways we might identify and foster vitality and create processes for engaging the Conference in discerning faithful priorities to support our mission and vision. As a team we also reviewed the book, *Just Say Yes* to help us understand the barriers to change and creating a permission-giving culture in both our congregations and the Annual Conference. We are in a time now to live in such trust as God reminded Jeremiah, “Surely I know the plans I have for you...” (29: 11) We live in confidence that God’s plans will unfold in faithful ways and that we will be diligent and blessed to follow God’s leading.

## **2. COMMUNICATIONS**

*Christina Dillabough, Director*

What are some of the new ways your church is reaching new people? What do you wish your church could do to reach new people? Is technology, marketing, or visioning preventing you from connecting with new people in a meaningful way? Are you utilizing communications channels or technology in an exciting and creative way? If the answer is yes to any of these questions, I want to hear from you.

For the upcoming year, rather than decide how Communications will support your ministry, tell me what you hope could happen. What are your obstacles? What have you achieved? Together, we can create a game plan where the message of every local church is in forefront of their community creating maximum impact.

We have all been tasked with creating new disciples of Jesus Christ. The people of the local church are best poised for that great commission. If the Desert Southwest Conference Communications can support the people of the local church in that effort, to God be the glory!

## **3. CONNECTIONAL MINISTRIES**

*Rev. Anthony Tang, Director*

In Connectional Ministries, we continue to advance the vision of our Bishop and Desert Southwest Conference and to form and deepen connections between all of our churches, committees, boards, and agencies at the local, regional, interstate, and national/international levels.

While the Strategic Direction continues to guide our way, we are asking deeper, more foundational questions about our ability to engage effective ministry across our Conference like: how do we develop trust and relationship where distrust and disconnection may be hampering our ability to share in God’s vision together?

Last year, we gathered our ethnic minority communities for an Ethnic Summit. In a shared endeavor with Religion and Race (led by Diana Volere), Ethnic Local Church Concerns (led by Rev. Dennis Hutson), and Outreach Ministries (led by Billie Fidlin) and with trust and relationship at the forefront of our minds, we intentionally met as both lay and clergy with translators present in order to connect and listen to each other. It was a profound day, and we are looking forward to this coming year as we work to take next steps in shared ministry.

Since General Conference of 2012, our Act of Repentance Task Force commissioned historical research into the relationship between our Native Communities and our churches. For this year and continuing into the rest of 2016, our Task Force is travelling around our Conference in order to engage personal conversations with our Native members to better understand their perspectives. We believe this process will nurture trust and relationship and will help us as a Task Force to listen to our people, listen to the Spirit, and better understand what we need to do and be to be faithful. So far, listening sessions were held in Tempe and Page, Arizona, and we will continue this process in several regions around our Conference.

What's more, this Annual Conference of 2016, Bishop Bob is leading us through an Initiative for Growth and Vitality, which is being centered and developed around feedback involving all of our members. Together, we will contribute to and share in the development of our new direction.

The other driving force of this year is the value of: Hospitality. As the host Jurisdiction to General Conference in May and the host Conference to the Western Jurisdictional Conference in this coming July, we are rolling out the welcome carpet to our guests. Lots of our members are working very hard to ensure that our guests will be warmly received. If you haven't already, we hope you will volunteer to help welcome and serve our guests in July: [www.bit.ly/WJ-Volunteers](http://www.bit.ly/WJ-Volunteers)

In this coming year, Connectional Ministries will explore trust and relationship as foundations to leadership partnerships and leadership development. To do this, we are expanding our existing Clergy and Lay Leadership Development Committee and will begin this new challenge in the coming months.

The Desert Southwest Conference is a great place with amazing people and it is humbling to me to be so blessed as to serve as your Director of Connectional Ministries. Thank you for this opportunity.

#### **4. FINANCE**

##### **4a. COMMISSION ON EQUITABLE COMPENSATION**

*Barbara Davis Hines, Chair*

The Conference Commission on Equitable Compensation worked diligently this past year with the Appointive Cabinet to ensure that each pastor serving an Equitable Compensation church was compensated at the levels established by the Annual Conference. Our expenditures were under budget again in 2015. Our annual projected needs for equitable compensation and mission church support are at \$370,000 in the 2016 budget and beyond.

The Cabinet and the Commission on Equitable Compensation have assessed the status and potential of each church receiving equitable compensation, and, while dealing with each church with sensitivity and care, subsidies have been reduced where possible. In many cases, churches have accepted less than full time appointments and are looking forward to having their respective congregations be more self-sustaining. Also, the Commission is strictly enforcing the conference rule that churches must contribute 100% of their apportionments to be eligible for equitable compensation subsidies.

Some churches in our Conference are in declining or depressed locations and face lower membership, attendance, and income. Although the churches outside of equitable compensation are not under our jurisdiction, we keep a keen eye on them as churches that may possibly need financial help in the future.

Some of our churches have viable ministries within communities that struggle with geographical isolation, have unique demographic challenges, and/or provide significant outreach ministries. The Cabinet and Commission have designated several such churches as mission churches. These churches are reviewed annually to ensure that they still qualify for subsidies as mission churches. These mission churches are expected to continue to receive equitable compensation support as long as their ministries are considered fruitful and necessary in their locations. Accordingly, the Commission has broken down its \$370,000 annual budget into two categories—equitable compensation and mission church support.

Following is the breakdown of churches receiving equitable compensation/mission church support for their pastor for the year 2015:

North District

Community UMC–Caliente	\$13,000
Page Community UMC	\$20,000
Holbrook UMC	\$14,000

South District

El Mesias UMC–Nogales	\$12,150
First UMC–Bisbee	\$6,000
First UMC–Eloy	\$4,600
Huachuca UMC	\$6,000
Korean UMF–Tucson	\$16,500
Patagonia UMC	\$8,000
St. John’s UMC–Tucson	\$4,000

Central East District

White Mountain UMC	\$4,644
Primera Iglesia	\$32,400
Cross Roads UMC	\$25,000
Living Water UMF	\$12,141
Wesley UMC	\$3,026

Central West District

Community UMC of Buckeye	\$13,000
Epworth UMC	\$12,000
Faith UMC–Phoenix	\$6,000
Fort Yuma UMC	\$15,400
Sunrise UMC	\$13,013
Sedona UMC	\$5,040

The Commission continues to monitor the churches under our care and prayerfully examines their needs as we work closely with the Cabinet. The recommendation for minimum clergy compensation for the year 2017 is presented in the following section. It reflects a 1.0% increase from the previous year’s recommendation. This recommended increase is based on consideration of many factors, including changes in the consumer price index, changes in average compensation for clergy in our conference, changes in compensation for lay employees of the conference, and available funds in the conference budget. We encourage your careful consideration and approval of this new minimum clergy compensation schedule as detailed in the next section.

Approved February 23, 2016: 5 for, 0 against, 0 didn’t vote

#### **4b. COMMISSION ON EQUITABLE COMPENSATION RECOMMENDATION**

What is the 2017 schedule of Equitable Compensation required by ¶342.1, .2 and ¶625.2, .3 of the *2012 Book of Discipline*?

##### **I. Base Cash Compensation and Housing–2017**

(Please note: The following schedule is the minimum allowable cash compensation for all pastors and both the minimum and maximum schedules of the cash compensation for churches receiving an equitable compensation subsidy from the Conference.)

Full	Elder	Provisional or	Full-Time
------	-------	----------------	-----------

Service Years	in Full Connection	Associate Member	Local Pastor
0 years	\$37,392	\$35,524	\$33,654
1 year	\$38,015	\$36,116	\$34,215
2 years	\$38,639	\$36,707	\$34,775
3 years	\$39,262	\$37,299	\$35,336
4 years	\$39,886	\$37,892	\$35,897
5 years	\$40,509	\$38,484	\$36,458
6 years	\$41,132	\$39,076	\$37,019
7 years	\$41,755	\$39,668	\$37,580
8 years	\$42,379	\$40,260	\$38,141
9 years	\$43,002	\$40,852	\$38,701
10 years	\$43,625	\$41,444	\$39,262
11 years	\$44,248	\$42,035	\$39,823
12 years	\$44,871	\$42,627	\$40,384
13 years	\$45,495	\$43,219	\$40,944
14 years	\$46,119	\$43,812	\$41,506
15 years	\$46,741	\$44,404	\$42,067
16 years	\$47,364	\$44,996	\$42,627
17 years	\$47,987	\$45,587	\$43,190
18 years	\$48,610	\$46,179	\$43,750
19 years	\$49,233	\$46,772	\$44,311
20 years	\$49,857	\$47,364	\$44,871

The above schedule reflects a 1.0% increase from the 2016 schedule. This recommended percentage increase was based on consideration of various data including inflation rates, changes in denominational and clergy compensation, changes in conference employee compensation, and available funds in the conference budget.

In addition to the cash compensation per the above schedule, the local church will provide housing comparable to the housing standards of the local church community, by means of a parsonage or a housing allowance. If a housing allowance is provided, the amount shall be determined by the local church in consultation with the District Superintendent. If a parsonage is provided, it must meet the standards described in Conference Policy VIII.G, Clergy Housing Policies and Standards. In addition to the housing allowance or parsonage, the congregation shall provide full payment of gas, water, electricity, sewer, trash collection, telephone and other utilities for the residence.

## II. Professional Expenses

Business and Transportation: The local church will provide an accountable reimbursement plan for business and transportation expenses incurred by the pastor in the work of the parish in an amount no less than \$2,000 for the year (\$4,000 per year for pastors appointed to multi-point charges). Reimbursement for auto transportation will be at the IRS allowable standard mileage rate. For all churches receiving equitable compensation subsidies, the accountable reimbursement plan for business and transportation cannot exceed \$4,000 for the year.

Continuing Education: The local church will provide an accountable reimbursement plan for continuing education expenses incurred by the pastor in the work of the parish in an amount no less than \$500 for the year. For churches receiving equitable compensation subsidies, the accountable reimbursement plan for continuing education cannot exceed \$1,000 for the year.

## III. Benefits

\*Health/Dental Insurance: The local church will provide payment of premiums for the Annual Conference sponsored health/dental insurance program for the clergy member where required.

\*Pension: Payment of the local church's contribution to the Clergy Retirement Security Program (CRSP) will be provided by the local church.

\* Note: Conference Rule IV.F.3.f states: "Payment of monthly subsidies will be made by the Conference Treasurer, first to cover health insurance premiums, second to cover pension payments, and third any subsidy balance to the local church."

#### **4c. COUNCIL ON FINANCE AND ADMINISTRATION**

*Rev. Lois Hedden, Chair*

The Council on Finance and Administration (CFA) was busy this past year dealing with the many financial and administrative issues of the Conference.

Our apportionment receipts in 2015 showed a slight decline from the previous year. For the year, our churches contributed 87.0% of their apportionments. This was 0.1% below 2014's level and 2.6% below our average apportionment contributions for the last ten years. The South District and Central East District improved from last year, while the North District and Central West District declined. The South District was the only district to exceed the 90% level for 2015. We congratulate the 76% of our churches that were able to contribute 100% or more of their apportionments in 2015. This was up from 73% in 2014 and 71% in 2013.

On the operations side of things, we had good camp operations and controlled spending well. So, even with paying our general church apportionments at 100% (which used \$122,000), we generated an operating surplus of \$213,000 for the year. At 12/31/15, we had nearly \$1.3 million of available cash reserves, more than \$600,000 above our minimum target of 10% of our annual budget. So we are in a solid financial condition that will allow us to move forward intelligently with new ministry opportunities as they arise.

The proposed 2017 Conference apportioned budget was developed in cooperation with the Ministry Cabinet. In November and December 2015, the ministry areas of the Conference developed plans for ministries and programs along with requests for funding in keeping with our Strategic Direction. These ministry funding requests were shared with and reviewed by the Ministry Cabinet in January and February 2016. The Ministry Cabinet proposed some budget reductions that were subsequently approved by CFA in March.

In developing the 2017 conference budget, CFA felt it was important to be in line with what was happening in our local churches. We noted that per the 2015 statistical tables, the level of local church expenses in our conference was 1.4% higher than the 2014 level, but total church income was 2.7% lower in 2015 than it was in 2014. Given that data, CFA felt strongly that the 2017 conference budget should be lower than it was for 2016. Accordingly, we recommend a 2017 Conference budget that represents a 0.4% decrease from the 2016 budget.

For 2017, we recommend a 0.5% increase in the level I exempt compensation. This recommendation is based on consideration of changes in inflation, conference clergy compensation, and other conference staff compensation over the past year.

Looking beyond just 2016 and 2017, CFA again asked all ministry areas to project budgets through 2020. Our goal is to better align the budget with our Strategic Direction. We remain committed to the goal of paying 100% payment of our general church and jurisdictional apportionments without using designated funds. We believe this is critical to the mission and success of our connectional church as we head into the future.

Personally, I want to thank Bishop Bob Hoshibata and the entire Conference for allowing me to serve as CFA President during this current quadrennium. It has been a real privilege. As a group, CFA extends its

appreciation to our Conference staff members: Randy Bowman, Treasurer; Dale Cook, Assistant Treasurer; Cynthia Satchel, Pension & Health Benefits Assistant; Dina Reid, Camping Assistant; and Debbie Neuteboom, Receptionist. Most especially, CFA extends much credit and gratitude to all of you in the local congregation who faithfully support the connectional system of the United Methodist Church through this Conference and its extension of Christ's ministry.

Approved March 21, 2016: 11 for, 0 against, 2 didn't vote

#### 4d. CONFERENCE BUDGET 2017

		2017 CF&A		2016 vs.
		Proposed		2017 %
	2016 Budget	Budget	Footnotes	Change
I. World Service and Conference Benevolences				
World Service Fund	\$ 557,562	\$ 559,831	(A)	0.41%
	\$ 557,562	\$ 559,831		0.41%
Connectional Ministries	\$ 263,200	\$ 266,800		1.37%
<u>Faith Communities Team</u>				
New Faith Communities	\$ 530,000	\$ 530,000		0.00%
Vital Faith Communities	62,000	62,000		0.00%
Hispanic Ministry Committee	13,000	13,000		0.00%
Native American Ministries	3,000	3,000		0.00%
Ethnic Local Church Concerns	1,750	3,000	(F)	71.43%
Strengthening the Black Church	500	500		0.00%
Evangelism	4,000	4,000		0.00%
Small Church Membership	500	500		0.00%
	\$ 614,750	\$ 616,000		0.20%
<u>Outreach Team</u>				
Christian Unity/Interreligious Relations	\$ 1,500	\$ 1,500		0.00%
Church and Society	5,000	5,000		0.00%
HIV Caring Ministries	1,000	1,000		0.00%
Global Ministries	258,400	258,400		0.00%
Religion and Race	1,000	1,000		0.00%
Status and Role of Women	2,000	2,000		0.00%
Outreach Administration	158,000	154,500		-2.22%
	\$ 426,900	\$ 423,400		-0.82%
<u>Discipleship Team</u>				
Camping and Outdoor Ministry Team	\$ 259,000	\$ 260,000		0.39%
Worship Committee	4,000	4,000		N/A
Older Adult Ministries	1,000	1,000		N/A
Education for All Ages	8,000	1,500	(C)	-81.25%
Worship & Spiritual Growth	4,000	4,000		0.00%
	\$ 276,000	\$ 270,500		-1.99%
<u>Jurisdictional Funds</u>				
Western Jurisdiction Admin	\$ 32,355	\$ 32,355	(B)	0.00%
WJ General Conference Host Funding	8,742	0	(D)	-100.00%
	\$ 41,097	\$ 32,355		-21.27%
Total World Service and Conf Benevolences	\$ 2,179,509	\$ 2,168,886		-0.49%

		2017 CF&A		2016 vs.
		Proposed		2017 %
	2016 Budget	Budget	Footnotes	Change
II. <u>Support Ministry Team</u>				
Archives and History	\$ 25,300	\$ 25,800		1.98%
Equitable Compensation	200,000	240,000	(I)	20.00%
Mission Church Support	170,000	130,000	(I)	-23.53%
Finance and Administration	296,300	290,200		-2.06%
U. M. Center Support Services	71,500	76,600	(H)	7.13%
Pension and Health Benefits	725,000	725,000		0.00%
Communications	294,500	299,900		1.83%
Personnel Policies Committee	1,000	1,000		0.00%
Rules	500	500		0.00%
Trustees	21,000	21,000		0.00%
Sessions	76,000	76,000		0.00%
Conference Secretary	20,000	14,000	(E)	-30.00%
Moving Expense Fund	94,000	94,000		0.00%
Contingency Reserve	75,000	75,000		0.00%
General Church Administration Fund	67,317	66,475	(A)	-1.25%
Interdenominational Cooperation Fund	14,978	14,788	(A)	-1.27%
	\$ 2,152,395	\$ 2,150,263		-0.10%
III. <u>Leadership Team</u>				
District Superintendent Fund	\$ 975,000	\$ 952,500		-2.31%
Association of Retired Ministers	3,000	3,000		0.00%
Board of Laity	8,500	8,500		0.00%
Youth and Young Adult	13,000	13,000		0.00%
Nominations & Leadership Development	1,500	1,500		0.00%
Higher Education and Campus Ministry	225,100	255,800	(G)	13.64%
Board of Ordained Ministry	16,000	16,000		0.00%
District Leadership Teams	5,000	5,000		0.00%
Delegate Support-Gen & Juris Conf	3,000	3,000		0.00%
Conference Episcopal Fund	83,000	82,000		-1.20%
General Church Episcopal Fund	179,736	165,789	(A)	-7.76%
	\$ 1,512,836	\$ 1,506,089		-0.45%
IV. <u>Other Gen/Juris Conf Benevolences</u>				
Claremont School of Theology	\$ 45,000	\$ 45,000		0.00%
Arizona Faith Network	8,000	8,000		0.00%
Ministerial Education	191,422	189,085	(A)	-1.22%
Black College Fund	76,360	75,424	(A)	-1.23%
Africa University	17,094	16,880	(A)	-1.25%
	\$ 337,876	\$ 334,389		-1.03%
Total Apportioned Conference Budget	\$ 6,182,616	\$ 6,159,627		-0.37%

Footnotes				
(A)	General church apportionments set by General Council on Finance and Administration.			
(B)	Jurisdictional apportionments set by Western Jurisdiction.			
(C)	2017 budget reduced per committee request based on current actual expenditure levels.			
(D)	Budget no longer needed after 2016 conference.			
(E)	2017 budget reflects reduction for online (rather than printed) journal and pre-conference journal.			
(F)	2017 budget increase due to requested increase in travel to outside seminars.			
(G)	2017 budget reflects continuing efforts to get ASU & UofA fully funded and NAU 50% funded.			
(H)	2017 budget increase based on prior year operating deficit despite contingency fund support.			
(I)	2017 budget increase reflects reallocation between equitable compensation and mission churches, with no change in the total.			

#### 4e. COUNCIL ON FINANCE AND ADMINISTRATION RECOMMENDATIONS

##### Recommendation No. 1: 2017 Apportioned Conference Budget

That the total Apportioned Conference Budget for 2017 be \$6,159,627 as follows:

- A World Service and Conference Benevolences budget of \$2,168,886 (including \$559,831 for the World Service Fund)
- A Support Ministry Team budget of \$2,150,263
- A Leadership Team budget of \$1,506,089
- A budget for Other Conference Benevolences of \$334,389

##### Recommendation No. 2: Special Days and Causes

That the Special Days and Causes goals be \$210,000 for 2017 as follows:

##### Day/Cause and Month

Human Relations Day (January) .....	\$10,000
Campus Ministries (February) .....	\$18,500
One Great Hour (March) .....	\$50,000
Special Needs Awareness (1 <sup>st</sup> Sunday in April) .....	\$5,000
Native American Awareness (2 <sup>nd</sup> Sunday after Easter) .....	\$12,000
Peace with Justice (May) .....	\$15,000
Youth Service Fund (June) .....	\$20,000
Golden Cross (July) .....	\$12,000
Conference Hunger Needs (August) .....	\$25,000
Young Adults (1 <sup>st</sup> Sunday in September) .....	\$5,000
Christian Education (September) .....	\$7,500
World Communion (October) .....	\$18,000
Rural Life Sunday (November) .....	\$6,000
United Methodist Student Day (December) .....	\$6,000

##### Recommendation No. 3: Conference Advance and Benevolence Specials

That the following Conference Advance and Benevolence Specials be approved for 2017:

Arizona Faith Network  
Church to Church Pastor Support  
Conference Missionary (Surafel Gebretsadik)  
Cook Native American Ministries  
El Mesias Iglesia Metodista–Nogales  
Fort Yuma Indian Mission  
General Board of Global Ministries Advance specials

Hope for the Hopeless Ethiopian Orphanage  
Justa Center  
Methodist Border Mission Network  
Mexico Methodist Ministries  
Mingus Mountain Camp  
Nevadans for the Common Good  
Northern Arizona Native American Ministries  
Phoenix Native American Fellowship  
Potosi Pines Camp  
School of Theology at Claremont  
Sidewalk Sunday School  
Sierra Service Project  
Strength for the Journey  
TMM Family Services–Tucson  
UMOM New Day Centers–Phoenix  
United Methodist Volunteers in Mission (UMVIM)  
United Christian Ministry, Northern Arizona University  
Wesley Foundation, University of Arizona  
Wesley Community Center–Phoenix  
Wesley Foundation, Arizona State University

Recommendation No. 4: Other Recommendations

That the 2016 annual conference offerings be designated as follows:

Thursday Evening Memorial Service–Trinity Opportunity Alliance  
Saturday Evening Ordination Service–School of Theology at Claremont–Scholarships  
Sunday Morning Closing Service–Nevadans for the Common Good

That the Level I Exempt Compensation figure be set at \$103,228 for 2017, which reflects a 0.5% increase from 2016.

That the following be adopted regarding employee expenses:

That the employee reimbursement mileage rate for 2017 shall be at the allowable rate of the Internal Revenue Code.

That the maximum daily meal allowance for 2017 shall be \$40.00 per person.

That Annual Conference members of the 2017 Annual Conference Session be reimbursed for travel to and from the Session in excess of 50 miles one way (100 miles both ways) at 22 cents per mile, with an additional 4 cents per mile if one or more additional members travel in the same vehicle. Alternatively, reimbursement shall be made for airfare at the lowest coach airfare available for a 21-day advance purchase. The reimbursement is for miles traveled within the geographical bounds of the Desert Southwest Annual Conference. Airfare will be reimbursed on a pro rate basis for miles flown over the geographical bounds of the Annual Conference.

That members of Conference Boards and Committees be reimbursed for official travel at the rate of 22 cents per mile, with an additional 4 cents per mile if one or more additional members travel in the same vehicle. Alternatively, reimbursement shall be made for airfare at the lowest coach airfare available for a 21-day advance purchase.

That spending is to be only within budgeted or designated funds. Any exceptions must be presented to the Council on Finance and Administration for consideration.

That Randy Bowman be elected to serve as the Conference Statistician and the Conference Treasurer for the quadrennium ending 2020.

#### 4f. 2015 APPORTIONMENT CONTRIBUTIONS

2015 Apportionment Contributions					
Apportionment Contributions by Budget Line Item					
		2015	2015	2015 %	2014 %
<u>Line Item</u>		Apportioned	Contributed	Contributed	Contributed
World Service & Conference Benevolences		\$ 2,256,906	\$ 1,969,234	87.25%	87.67%
Leadership Ministry Team		1,532,575	1,330,869	86.84%	87.31%
Support Ministry Team		2,210,480	1,920,963	86.90%	87.61%
Ministerial Education Fund		196,963	171,559	87.10%	87.57%
Black College Fund		78,569	68,809	87.58%	87.23%
Africa University Fund		17,579	15,466	87.98%	88.32%
Total		\$ 6,293,073	\$ 5,476,900	87.03%	87.56%
Apportionment Contributions by District					
			Central	Central	
<u>Line Item</u>	North	South	East	West	Conference
No. of Churches Assigned Apportionments	25	30	41	38	134
Total Apportionments	\$ 922,345	\$ 1,247,603	\$ 2,535,604	\$ 1,587,521	\$ 6,293,073
Total Received	\$ 812,906	\$ 1,131,189	\$ 2,140,061	\$ 1,392,744	\$ 5,476,900
% Received	88.13%	90.67%	84.40%	87.73%	87.03%
No. of Churches Paying 100% or More	19	26	29	28	102
% of Churches Paying 100% or More	76.00%	86.67%	70.73%	73.68%	76.12%

#### 4g. 2015 APPORTIONMENTS BY DISTRICT

2015 Apportionment Report By District			
	Apportionment	Paid	% Paid
<u>North District</u>			
A Grain of Mustard Seed UMF	7,879.00	7,879.00	100.00%
Advent UMC	28,306.00	10,481.68	37.03%
First Tongan UMF	0.00	500.00	N/A
Boulder City UMF	12,864.00	12,864.00	100.00%
Community UMC of Caliente	7,814.00	7,814.00	100.00%
Community UMC of Williams	11,287.00	11,287.00	100.00%
Desert Spring UMC	132,638.00	132,638.04	100.00%
Federated Community Church	16,535.00	6,000.00	36.29%
First UMC of Henderson	33,836.00	34,174.36	101.00%
First UMC of Winslow	6,888.00	6,888.00	100.00%
Green Valley UMC Henderson	117,693.00	117,693.00	100.00%
Holbrook UMC	5,530.00	5,530.00	100.00%
Hope UMC Bullhead City	18,734.00	6,833.00	36.47%
Journey UMC	37,630.00	37,630.00	100.00%
Korean UMC Las Vegas	4,529.00	4,680.00	103.33%
Mesquite UMC	19,535.00	17,113.19	87.60%
Mohave Valley UMC	18,156.00	18,250.00	100.52%
Page Community UMC	9,991.00	9,991.00	100.00%
Pahrump Valley UMC	17,114.00	17,114.00	100.00%
Parker UMC	9,822.00	9,822.00	100.00%
St John's UMC Kingman	56,092.00	56,092.00	100.00%
St Michael's UMC	43,898.00	12,271.00	27.95%
Trinity Heights UMC	118,921.00	118,945.08	100.02%
Trinity UMC of Las Vegas	64,979.00	64,979.00	100.00%
University UMC	77,420.00	77,620.00	100.26%
Zion UMC	44,254.00	7,817.00	17.66%
	922,345.00	812,906.35	88.13%

2015 Apportionment Report By District			
	Apportionment	Paid	% Paid
<u>South District</u>			
Bowie UMC	293.00	293.00	100.00%
Catalina UMC	145,161.00	145,161.00	100.00%
Christ Church UM of Tucson	94,976.00	94,976.00	100.00%
Desert Skies UMC	88,163.00	88,163.04	100.00%
Duncan UMC	293.00	325.68	111.15%
El Mesias UMC	4,910.00	4,978.45	101.39%
First UMC of Bisbee	1,971.00	1,971.00	100.00%
First UMC of Eloy	3,963.00	3,963.00	100.00%
First UMC of Tucson	51,066.00	51,066.00	100.00%
First UMC of Safford	30,560.00	30,560.00	100.00%
Grace UMC of Douglas	5,521.00	5,521.80	100.01%
Green Valley Community Ch	108,036.00	108,036.00	100.00%
Huachuca UMC	3,963.00	3,963.00	100.00%
Korean UMF	10,193.00	4,000.00	39.24%
Menlo Park UMC	1,992.00	2,054.32	103.13%
Patagonia Community Church	11,326.00	11,326.00	100.00%
San Pedro Valley UMC	5,862.00	5,862.00	100.00%
San Simon UMC	942.00	942.00	100.00%
Sanctuary UMC	35,443.00	35,443.08	100.00%
Santa Cruz Valley UMC	32,544.00	32,544.00	100.00%
Sierra Vista UMC	79,924.00	79,924.08	100.00%
St Francis in the Foothills UMC	90,535.00	35,178.32	38.86%
St James UMC	17,099.00	17,099.00	100.00%
St John's UMC of Tucson	3,232.00	3,307.00	102.32%
St Mark's UMC	180,426.00	180,426.00	100.00%
St Paul's UMC	148,481.00	111,360.77	75.00%
Trinity UMC of Bisbee	5,610.00	6,084.00	108.45%
UMC of the Good Shepherd	8,169.00	8,169.00	100.00%
Vista De La Montaña UMC	49,919.00	49,919.16	100.00%
Willcox UMC	27,030.00	8,572.42	31.71%
	1,247,603.00	1,131,189.12	90.67%

2015 Apportionment Report By District			
	Apportionment	Paid	% Paid
<u>Central East District</u>			
Albright UMC	12,234.00	5,255.98	42.96%
Aldersgate UMC	26,344.00	7,734.45	29.36%
Arizona Korean UMF	3,681.00	3,700.00	100.52%
Central UMC	150,803.00	80,744.20	53.54%
Chandler UMC	57,709.00	13,200.00	22.87%
Claypool UMC	4,430.00	4,430.00	100.00%
Creighton UMC	21,061.00	50.00	0.24%
Cross in the Desert UMC	59,225.00	59,225.00	100.00%
CrossRoads UMC	40,453.00	3,776.00	9.33%
Dayspring UMC	167,052.00	167,052.00	100.00%
Desert Chapel UMC	32,749.00	32,749.00	100.00%
Desert Foothills UMC	42,052.00	21,100.00	50.18%
Desert Mission UMC	32,810.00	32,810.00	100.00%
First UMC of Gilbert	150,344.00	150,344.02	100.00%
First UMC of Mesa	121,713.00	18,000.00	14.79%
First UMC of Tempe	107,323.00	107,323.08	100.00%
Gold Canyon UMC	160,037.00	160,037.00	100.00%
Grace UMC of Mesa	52,689.00	9,829.49	18.66%
Journey UMF	2,195.00	2,195.00	100.00%
Living Water UMF	4,000.00	4,000.00	100.00%
Maranatha UMF	2,392.00	2,395.98	100.17%
North Scottsdale UMC	107,523.00	107,523.00	100.00%
Paradise Valley UMC	379,681.00	379,681.00	100.00%
Payson UMC	26,336.00	26,336.00	100.00%
Phoenix Native American UMF	1,052.00	800.00	76.05%
Primera Iglesia	6,302.00	6,302.00	100.00%
Red Mountain UMC	102,468.00	102,468.00	100.00%
Scottsdale UMC	66,616.00	66,616.00	100.00%
Shepherd of the Pines UMC	11,656.00	11,772.64	101.00%
Song of Life UMC	19,673.00	19,673.00	100.00%
Spirit of Joy UMC	9,479.00	9,479.04	100.00%
St Matthew UMC	97,939.00	97,939.00	100.00%
St. Paul's UMC of Globe	10,986.00	11,351.00	103.32%
Sun Lakes UMC	147,412.00	147,412.00	100.00%
The Fountains UMC	58,648.00	58,648.00	100.00%
Tongan UMC	11,161.00	12,000.00	107.52%
UMC of Casa Grande	27,785.00	7,075.42	25.46%
Velda Rose UMC	153,526.00	153,526.08	100.00%
Via de Cristo UMF	6,500.00	6,500.00	100.00%
Wesley UMC of Phoenix	19,629.00	9,072.00	46.22%
White Mountain UMC	19,936.00	19,936.00	100.00%
	2,535,604.00	2,140,061.38	84.40%

2015 Apportionment Report By District			
	Apportionment	Paid	% Paid
<u>Central West District</u>			
Ajo Federated	5,081.00	3,507.00	69.02%
Asbury UMC	200.00	200.00	100.00%
Calvary UMC	28,955.00	2,000.00	6.91%
Camp Verde UMC	20,763.00	20,763.00	100.00%
Chino Valley UMC	16,031.00	16,031.00	100.00%
Christ Community UMC of Avondale	36,986.00	40,170.98	108.61%
City Square Church UMF	3,767.00	3,767.04	100.00%
Community UMC of Buckeye	12,680.00	12,680.00	100.00%
Dove of the Desert UMC	131,126.00	131,126.00	100.00%
Epworth UMC	28,886.00	29,200.00	101.09%
Faith UMC	19,461.00	19,500.00	100.20%
First UMC of Glendale	57,642.00	57,642.00	100.00%
First UMC of Phoenix	174,884.00	174,884.04	100.00%
First UMC of Sun City	34,723.00	34,723.00	100.00%
First UMC of Yuma	28,967.00	21,719.88	74.98%
Fort Yuma UMC	2,868.00	2,930.00	102.16%
Gila Mountain UMC	62,457.00	62,557.00	100.16%
Haven UMC	6,396.00	6,396.12	100.00%
Iglesia Metodista Unida de Somerton	4,058.00	200.00	4.93%
Lakeview UMC	118,809.00	118,809.12	100.00%
Liberty UMC	9,121.00	9,121.00	100.00%
Mission Bell UMC	32,479.00	2,350.00	7.24%
Mountain View UMC	48,039.00	23,920.65	49.79%
New Song UMC	57,463.00	57,463.00	100.00%
Pioneer UMF	3,332.00	3,610.00	108.34%
Prescott UMC	135,244.00	135,244.00	100.00%
Prescott Valley UMC	16,568.00	18,030.37	108.83%
Sedona UMC	38,933.00	4,365.82	11.21%
Shepherd of the Hills UMC	175,158.00	141,497.50	80.78%
Shepherd of the Valley UMC	24,754.00	12,315.80	49.75%
South Mountain Community Ch	4,572.00	4,572.00	100.00%
Spirit of Hope UMC	30,047.00	30,047.00	100.00%
Spirit Song UMF	2,631.00	2,631.00	100.00%
Sunrise UMC	15,411.00	15,411.00	100.00%
Trinity UMC of Phoenix	44,034.00	18,363.30	41.70%
Trinity UMC of Yuma	34,721.00	34,721.00	100.00%
Willowbrook UMC	113,407.00	113,407.00	100.00%
Youngtown UMC	6,867.00	6,867.00	100.00%
	1,587,521.00	1,392,743.62	87.73%

#### **4h. 2017 GRADE FIGURE**

Date: May 3, 2016  
To: Members of the Desert Southwest Annual Conference of The United Methodist Church  
From: Randy Bowman  
Director of Administrative Services/Treasurer  
Subject: 2017 Grade Figure and Grade Figure Formula

The Grade Figure Formula can be found on page 100 of the 2015 Annual Conference Journal Volume 2. A more detailed outline of the calculation is on the next page.

If you multiply the proposed total budget of the Annual Conference by the grade figure of your local church, you will get an idea of what your local church's apportionments for 2017 may be. The grade figure can also be used to determine the effect that changes to the Annual Conference budget will have on your local church's apportionments.

Remember, the calculation for the 2017 grade figure is based on the data received from the local churches on their 2015 Statistical Tables. The grade figures as shown may not be final depending on possible actions of the Annual Conference.

This year, we anticipate publication on our web site of the local church apportionments for 2017 soon after the close of the 2016 Annual Conference Session.

#### 4i. 2017 GRADE FIGURE FORMULA

##### FIGURES TO BE USED IN CALCULATIONS:

Total Membership of All Conference <u>Churches</u> as of 12/31/15	31,519
Conference Average Compensation (CAC)	\$67,186
Total Net Expenses of All Conference <u>Churches</u> for 2015	\$25,133,703
Total Conference 2017 CF&A <i>Proposed</i> Budget	\$6,159,627

##### LOCAL CHURCH EXPENSE FACTOR (80% WEIGHT FACTOR):

1. Local church expenses (add lines 46 through 57  
of Table 2 of the 2015 Statistical Tables) \_\_\_\_\_
2. Senior pastor compensation adjustment (enter the sum of lines 48 and  
50 of Table 2 or the above CAC of \$67,186, whichever is smaller) \_\_\_\_\_
3. Total net local church expenditures (subtract line 2 from 1) \_\_\_\_\_
4. Local church expense decimal (line 3 divided by All Churches  
Net Expenses of \$25,133,703 (*carry out to five decimal places*) \_\_\_\_\_
5. Grade figure for local church expenditures (line 4 x .80)  
(*carry out to five decimal places*) \_\_\_\_\_

##### MEMBERSHIP FACTOR (20% WEIGHT FACTOR):

6. Local church membership (line 9, Table 1 of 2015 Statistical Tables) \_\_\_\_\_
7. Membership decimal (line 6 divided by Total Conference Membership  
of All Churches of 31,519) (*carry out to five decimal places*) \_\_\_\_\_
8. Grade figure for membership (line 7 x .20) (*carry out to five decimal places*) \_\_\_\_\_
9. Total grade figure (line 5 + line 8 church membership) \_\_\_\_\_
10. Apportionment calculation (line 9 x Conference Budget) \_\_\_\_\_

#### 4j. GRADE FIGURE TABLES FOR 2017 (CHURCHES)

Church Number	Church Name	20% Factor				80% Factor				
		2014 Membership	2015 Membership	2017 Membership Decimal	2014 Net Total Expenses	2015 Net Total Expenses	2017 Expense Decimal	2016 Grade Figure	2017 Grade Figure	
NORTH DISTRICT										
892615	Advent UMC	181	150	0.00095	\$ 103,870	\$ 105,793	0.00337	0.00453	0.00432	
891781	Community UMC of Blythe	0	0	0.00000	13,877	-	0.00000	0.00000	0.00000	
891826	Community UMC of Caliente	47	48	0.00030	29,158	35,662	0.00114	0.00125	0.00144	
893621	Community UMC of Williams	64	57	0.00036	33,416	28,741	0.00091	0.00149	0.00128	
892717	Desert Spring UMC	689	744	0.00472	572,226	599,871	0.01909	0.02308	0.02381	
892182	Federated Community Church	83	83	0.00053	87,806	95,331	0.00303	0.00340	0.00356	
892592	First Henderson UMC	283	274	0.00174	114,218	113,458	0.00361	0.00549	0.00535	
893665	First UMC of Winslow	28	28	0.00018	27,051	34,477	0.00110	0.00106	0.00128	
892683	Green Valley UMC of Henderson	477	461	0.00293	495,679	492,751	0.01568	0.01927	0.01861	
892466	Holbrook UMC	52	32	0.00020	13,507	20,728	0.00066	0.00076	0.00086	
892067	Hope UMC of Bullhead City	143	139	0.00088	72,938	86,105	0.00274	0.00328	0.00362	
800047	Journey UMC	172	134	0.00085	25,619	146,324	0.00466	0.00189	0.00551	
892672	Korean UMC of Las Vegas	67	67	0.00043	10,495	10,495	0.00033	0.00075	0.00076	
892728	Mesquite UMC	164	152	0.00096	72,227	76,935	0.00245	0.00338	0.00341	
858673	Mohave Valley UMC	247	260	0.00165	44,579	44,157	0.00141	0.00297	0.00306	
891688	Page Community UMC	80	69	0.00044	50,477	42,210	0.00134	0.00215	0.00178	
892650	Pahrump Valley UMC	108	111	0.00070	32,632	45,904	0.00146	0.00173	0.00217	
892865	Parker UMC	73	75	0.00048	24,220	20,109	0.00064	0.00124	0.00112	
892581	St John's UMC of Kingman	388	398	0.00253	208,941	215,528	0.00686	0.00925	0.00939	
885335	St Michael's UMC	315	354	0.00225	159,572	150,141	0.00478	0.00718	0.00703	
892205	Trinity Heights UMC	494	426	0.00270	352,973	308,526	0.00982	0.01466	0.01252	
892604	Trinity UMC of Las Vegas	346	337	0.00214	243,860	263,199	0.00838	0.01015	0.01052	
892637	University UMC	299	287	0.00182	366,517	365,447	0.01163	0.01392	0.01345	
892706	Zion UMC	179	121	0.00077	179,101	176,725	0.00563	0.00700	0.00639	
		4,979	4,807	0.03050	\$ 3,334,959	\$ 3,478,617	0.11072	0.13990	0.14123	

Church Number	Church Name	20% Factor				80% Factor			
		2014 Membership	2015 Membership	2017 Membership Decimal	2014 Net Total Expenses	2015 Net Total Expenses	2017 Expense Decimal	2016 Grade Figure	2017 Grade Figure
SOUTH DISTRICT									
880220	Bowie UMC	16	13	0.00008	\$ 5,381	\$ 9,185	0.00029	0.00027	0.00037
882183	Catalina UMC	694	652	0.00414	599,520	598,550	0.01905	0.02401	0.02319
882206	Christ Church UM of Tucson	501	483	0.00306	377,569	336,930	0.01072	0.01551	0.01379
882217	Desert Skies UMC	506	518	0.00329	295,942	310,323	0.00988	0.01284	0.01316
880583	Duncan UMC	8	8	0.00005	-	-	0.00000	0.00005	0.00005
881100	El Mesias UMC	65	65	0.00041	11,022	9,115	0.00029	0.00076	0.00070
880184	First UMC of Bisbee	35	35	0.00022	8,622	8,800	0.00028	0.00050	0.00050
880628	First UMC of Eloy	30	32	0.00020	14,032	13,786	0.00044	0.00065	0.00064
881942	First UMC of Safford	210	200	0.00127	111,640	161,509	0.00514	0.00496	0.00641
882228	First UMC of Tucson	183	179	0.00114	230,098	259,134	0.00825	0.00871	0.00938
880548	Grace UMC of Douglas	33	33	0.00021	21,182	23,770	0.00076	0.00090	0.00097
882230	Green Valley Community Church	630	610	0.00387	441,630	449,516	0.01431	0.01841	0.01818
882558	Huachuca UMC	32	32	0.00020	12,823	16,430	0.00052	0.00062	0.00073
882343	Menlo Park UMC	28	26	0.00016	-	-	0.00000	0.00017	0.00016
881144	Patagonia Community Church	34	33	0.00021	40,295	52,901	0.00168	0.00154	0.00189
880173	San Pedro Valley UMC	54	56	0.00036	17,174	24,752	0.00079	0.00089	0.00114
881986	San Simon UMC	8	8	0.00005	3,264	3,264	0.00010	0.00016	0.00015
885448	Sanctuary UMC	307	310	0.00197	147,499	120,990	0.00385	0.00673	0.00582
882263	Santa Clara UMC	84	66	0.00042	65,988	51,920	0.00165	0.00269	0.00207
885426	Santa Cruz Valley UMC	139	148	0.00094	140,888	127,671	0.00406	0.00550	0.00500
882571	Sierra Vista UMC	434	442	0.00280	311,087	366,728	0.01167	0.01291	0.01448
882274	St Francis in the Foothills UMC	476	327	0.00207	413,936	333,938	0.01063	0.01656	0.01270
882423	St James UMC	61	62	0.00039	68,710	75,582	0.00241	0.00264	0.00280
882467	St John's UMC of Tucson	14	32	0.00020	15,666	15,666	0.00050	0.00060	0.00070
882445	St Mark's UMC	1,002	976	0.00619	686,104	721,300	0.02296	0.02874	0.02915
882285	St Paul's UMC of Tucson	1,054	644	0.00409	519,092	523,205	0.01665	0.02354	0.02074
882503	Trinity UMC of Bisbee	28	27	0.00017	29,229	72,065	0.00229	0.00114	0.00247
880845	UMC of the Good Shepherd	66	64	0.00041	27,349	30,159	0.00096	0.00130	0.00137
882456	Vista De La Montaña UMC	293	302	0.00192	182,060	198,546	0.00632	0.00779	0.00824
882547	Willcox UMC	211	206	0.00131	87,484	86,110	0.00274	0.00417	0.00405
		7,236	6,589	0.04181	\$ 4,885,286	\$ 5,001,845	0.15921	0.20526	0.20102

Church Number	Church Name	20% Factor				80% Factor			
		2014 Membership	2015 Membership	2017 Membership Decimal	2014 Net Total Expenses	2015 Net Total Expenses	2017 Expense Decimal	2016 Grade Figure	2017 Grade Figure
CENTRAL EAST DISTRICT									
883952	Albright UMC	49	31	0.00020	\$ 41,119	\$ 27,014	0.00086	0.00166	0.00106
881224	Aldersgate UMC	58	49	0.00031	108,767	102,557	0.00326	0.00395	0.00358
881428	Central UMC	355	358	0.00227	651,966	668,730	0.02129	0.02369	0.02356
880344	Chandler UMC	348	377	0.00239	228,848	256,271	0.00816	0.00967	0.01055
880424	Claypool UMC	32	0	0.00000	17,657	-	0.00000	0.00078	0.00000
881463	Creighton UMC	39	52	0.00033	89,880	71,574	0.00228	0.00321	0.00261
881736	Cross in the Desert UMC	241	241	0.00153	228,962	227,383	0.00724	0.00903	0.00877
881394	Cross Roads UMC	282	278	0.00176	161,660	101,300	0.00322	0.00705	0.00499
883757	Dayspring UMC	1,270	1,199	0.00761	637,925	764,490	0.02433	0.02877	0.03194
880151	Desert Chapel UMC	160	140	0.00089	163,248	119,459	0.00380	0.00636	0.00469
880993	Desert Foothills UMC	187	183	0.00116	144,725	153,245	0.00488	0.00591	0.00604
881805	Desert Mission UMC	159	165	0.00105	125,233	137,910	0.00439	0.00510	0.00544
880708	First UMC of Gilbert	857	794	0.00504	589,094	642,229	0.02044	0.02466	0.02548
880982	First UMC of Mesa	627	568	0.00360	466,553	479,205	0.01525	0.01921	0.01886
882104	First UMC of Tempe	691	682	0.00433	348,281	343,629	0.01094	0.01569	0.01527
880958	Gold Canyon UMC	800	824	0.00523	663,577	668,779	0.02129	0.02677	0.02652
880867	Grace UMC of Mesa	235	190	0.00121	194,574	176,871	0.00563	0.00785	0.00684
882013	North Scottsdale UMC	709	673	0.00427	376,413	442,351	0.01408	0.01673	0.01835
880377	Paradise Valley UMC	1,414	1,390	0.00882	1,505,870	1,493,364	0.04753	0.05832	0.05635
881953	Payson UMC	154	155	0.00098	92,836	117,196	0.00373	0.00400	0.00471
881623	Primera Iglesia	50	13	0.00008	21,922	41,491	0.00132	0.00103	0.00140
882161	Red Mountain UMC	592	612	0.00388	385,221	418,307	0.01331	0.01631	0.01720
882024	Scottsdale UMC	335	323	0.00205	228,345	239,098	0.00761	0.00957	0.00966
892488	Shepherd of the Pines UMC	86	90	0.00057	42,716	35,711	0.00114	0.00193	0.00171
885437	Song of Life UMC	146	152	0.00096	109,978	125,063	0.00398	0.00452	0.00495
880468	Spirit of Joy UMC	72	46	0.00029	33,607	42,797	0.00136	0.00155	0.00165
880116	St Matthew UMC	708	588	0.00373	304,279	288,191	0.00917	0.01434	0.01290
880787	St Paul's UMC of Globe	35	40	0.00025	41,961	51,004	0.00162	0.00160	0.00188
891724	Sun Lakes UMC	718	712	0.00452	595,422	601,020	0.01913	0.02402	0.02365
882035	The Fountains UMC	211	219	0.00139	238,016	233,805	0.00744	0.00914	0.00883
880127	Tongan UMC	82	82	0.00052	40,000	44,468	0.00142	0.00182	0.00194
880606	UMC of Casa Grande	168	154	0.00098	98,822	96,564	0.00307	0.00428	0.00405
882172	Velda Rose UMC	727	667	0.00423	603,455	549,221	0.01748	0.02434	0.02171
881747	Wesley UMC of Phoenix	77	77	0.00049	88,261	95,533	0.00304	0.00338	0.00353
891713	White Mountain UMC	129	123	0.00078	85,634	89,139	0.00284	0.00361	0.00362
		12,803	12,247	0.07771	\$ 9,754,827	\$ 9,944,969	0.31655	0.39989	0.39426

Church Number	Church Name	20% Factor				80% Factor			
		2014 Membership	2015 Membership	2017 Membership Decimal	2014 Net Total Expenses	2015 Net Total Expenses	2017 Expense Decimal	2016 Grade Figure	2017 Grade Figure
CENTRAL WEST DISTRICT									
880105	Ajo Federated	56	56	0.00036	\$ 16,019	\$ 20,198	0.00064	0.00087	0.00100
881760	Calvary UMC	121	117	0.00074	148,581	149,150	0.00475	0.00564	0.00549
880300	Camp Verde UMC	93	91	0.00058	73,882	67,320	0.00214	0.00300	0.00272
881758	Chino Valley UMC	114	125	0.00079	59,784	85,607	0.00272	0.00267	0.00352
880140	Christ Community UMC of Avondale	172	178	0.00113	129,363	123,411	0.00393	0.00532	0.00506
880264	Community Church of Buckeye	77	74	0.00047	49,912	54,013	0.00172	0.00212	0.00219
880765	Dove of the Desert UMC	724	716	0.00454	490,840	505,349	0.01609	0.02060	0.02063
881510	Epworth UMC	101	96	0.00061	116,079	124,245	0.00395	0.00445	0.00456
891770	Faith UMC	89	85	0.00054	80,896	85,498	0.00272	0.00321	0.00326
880743	First UMC of Glendale	292	245	0.00155	221,466	217,039	0.00691	0.00909	0.00846
881543	First UMC of Phoenix	813	827	0.00525	846,491	1,044,473	0.03325	0.03290	0.03849
881645	First UMC of Sun City	182	202	0.00128	138,677	156,726	0.00499	0.00568	0.00627
891507	First UMC of Yuma	113	106	0.00067	126,717	99,436	0.00317	0.00487	0.00384
834393	Fort Yuma UMC	23	23	0.00015	9,445	10,238	0.00033	0.00045	0.00047
891520	Gila Mountain UMC	321	317	0.00201	250,643	405,678	0.01291	0.01023	0.01492
880390	Haven UMC	44	44	0.00028	22,504	20,872	0.00066	0.00101	0.00094
891382	Iglesia Metodista Unida de Somerton	24	24	0.00015	15,586	15,586	0.00050	0.00066	0.00065
881634	Lakeview UMC	506	495	0.00314	476,183	493,064	0.01569	0.01880	0.01884
880947	Liberty UMC	77	78	0.00049	32,558	32,095	0.00102	0.00154	0.00152
892078	Mission Bell UMC	198	205	0.00130	118,365	133,412	0.00425	0.00511	0.00555
880388	Mountain View UMC	285	291	0.00185	152,009	167,404	0.00533	0.00675	0.00717
881678	New Song UMC	316	330	0.00209	239,898	234,396	0.00746	0.00984	0.00955
881782	Prescott UMC	789	766	0.00486	516,329	521,603	0.01660	0.02184	0.02146
881793	Prescott Valley UMC	145	150	0.00095	64,534	71,503	0.00228	0.00301	0.00323
880402	Sedona UMC	160	143	0.00091	163,951	144,409	0.00460	0.00639	0.00550
883963	Shepherd of the Hills UMC	821	777	0.00493	634,868	659,773	0.02100	0.02595	0.02593
881725	Shepherd of the Valley UMC	167	170	0.00108	86,338	83,219	0.00265	0.00386	0.00373
881348	South Mountain Community Church	15	15	0.00010	17,117	17,117	0.00054	0.00066	0.00064
881771	Spirit of Hope UMC	128	136	0.00086	121,353	125,500	0.00399	0.00479	0.00486
881612	Sunrise UMC	110	114	0.00072	68,306	63,765	0.00203	0.00292	0.00275
881714	Trinity UMC of Phoenix	200	194	0.00123	176,736	177,762	0.00566	0.00705	0.00689
891542	Trinity UMC of Yuma	154	145	0.00092	128,886	129,108	0.00411	0.00519	0.00503
881656	Willowbrook UMC	539	511	0.00324	426,776	448,912	0.01429	0.01737	0.01753
882560	Youngtown UMC	31	30	0.00019	28,233	20,391	0.00065	0.00112	0.00084
		8,000	7,876	0.04998	\$ 6,249,325	\$ 6,708,272	0.21352	0.25496	0.26350
	Conference Totals	33,018	31,519	0.20000	\$ 24,224,397	\$ 25,133,703	0.80000	1.00000	1.00000

#### 4k. GRADE FIGURE TABLES FOR 2017 (FELLOWSHIPS)

Church Number	Church Name	20% Factor				80% Factor			
		2014 Membership	2015 Membership	2017 Membership Decimal	2014 Net Total Expenses	2015 Net Total Expenses	2017 Expense Decimal	2016 Grade Figure	2017 Grade Figure
FELLOWSHIPS									
880572	A Grain of Mustard Seed UMF (N)	56	69	0.00044	\$ 41,842	\$ 41,070	0.00131	0.00172	0.00175
881532	Arizona Korean UMF - Phoenix (CE)	25	27	0.00017	15,573	6,326	0.00020	0.00067	0.00037
885404	Boulder City UMF (N)	81	85	0.00054	67,616	54,411	0.00173	0.00272	0.00227
858684	City Square UMF (CW)	4	16	0.00010	132,944	57,494	0.00183	0.00441	0.00193
880641	Grace Fil-Am Ministry (N)	65	91	0.00058	1,457	4,963	0.00016	0.00044	0.00074
880594	Journey UMF (CE)	0	0	0.00000	21,117	22,501	0.00072	0.00070	0.00072
880481	Korean UMF of Tucson (S)	62	45	0.00029	38,851	29,763	0.00095	0.00166	0.00123
880526	Living Water UMF (CE)	56	26	0.00016	31,851	23,199	0.00074	0.00139	0.00090
834347	Maranatha UMF (CE)	81	91	0.00058	54,971	72,491	0.00231	0.00231	0.00288
880003	Nuevo Pacto UMF (CW)	0	0	0.00000	9,220	15,834	0.00050	0.00030	0.00050
880492	Phoenix Native American UMF (CE)	15	15	0.00010	2,467	2,467	0.00008	0.00017	0.00017
885368	Pioneer UMF (CW)	28	0	0.00000	19,396	-	0.00000	0.00081	0.00000
880561	Spirit Song UMF (CW)	34	41	0.00026	38,026	41,899	0.00133	0.00146	0.00159
880366	Via de Cristo UMF (CE)	104	104	0.00066	95,686	97,187	0.00309	0.00379	0.00375
		611	610	0.00387	\$ 571,017	\$ 469,605	0.01495	0.02256	0.01882

#### 4l. PENSION AND HEALTH BENEFITS

*Pastor Bob Klein, Chair*

2015 was a busy year for your Conference Board of Pension and Health Benefits (CBOPHB). It was a year of relative stability for retiree health insurance and pension plans. But for active health insurance, it was a year of preparation for change as we began providing health insurance for active participants through the denomination's new HealthFlex Exchange. Following are status updates for these various areas of our responsibility.

##### Retiree Health Insurance

Again in 2015, our CBOPHB offered, access to individual Medicare supplement health insurance plans for all retired participants through an organization called One Exchange. One Exchange works with each retired participant on a detailed, individual basis to select the Medicare supplement health insurance plan that works best for them where they live. The CBOPHB provides up to a \$200 subsidy per person per month into a Health Reimbursement Account (HRA) for retired participants, and they no longer pay the Conference for their share of the group plan premium as they did prior to 2014. They simply use the subsidy provided to them to pay their insurance premiums and out-of-pocket costs based on the plan they choose.

With this program, we plan to continue helping support retirees with health insurance coverage for generations to come. Providing individual plans through One Exchange creates greater financial stability for the Conference, insuring that we are able to maintain our commitment. It also provides greater flexibility and individual choice for retirees rather than utilizing the one-size-fits-all approach of a group plan.

Underscoring the financial stability gained by the Conference with the switch to fixed dollar subsidies through One Exchange, we saved over \$145,000 per year in subsidy costs in 2015 compared to group plan costs in 2013. We have also reduced our actuarial liability for retiree health insurance from \$21.6 million at 12/31/12 to \$7.4 million at 12/31/14. With \$7.1 million of CBOPHB assets at 12/31/15, this means that our liability is almost fully funded. We are in a much more manageable range where future investment returns and apportionments should allow us to fully fund this liability in the very near future.

We are continuing the One Exchange health insurance program for our retirees in 2017, and we plan to do so for the indefinite future.

### Active Participant Health Insurance

Last year we approved a big change for 2016 in how we provide health insurance to our active participants. In an effort to reduce and fix health insurance costs to our local churches, the annual conference made the decision to switch to a private “exchange” offered by the GBOPHB through their denominational plan, HealthFlex. Coverage under the HealthFlex Exchange began on 1/1/16, and feedback obtained through listening sessions conducted across the Conference in February 2016 indicated satisfaction with the HealthFlex Exchange program. Accordingly, the CBOPHB is again recommending that we provide health insurance for our active participants through the HealthFlex Exchange.

In 2017, the HealthFlex Exchange will allow participants to select from six different health insurance plans (up from five plans for 2016). Although the HealthFlex offering is called an “exchange,” it is not part of the federal government’s Affordable Care Act exchange. It is designed and managed by HealthFlex, just like our health insurance plans have been for many years. And the provider for all six plans will continue to be United HealthCare, again just like it’s been for many years.

So, there will be no recommended changes in structure. Unfortunately, that is not the case for costs. Adverse claims experience in 2014 and 2015, with health insurance claims exceeding premiums received in both years, have resulted in a 12% increase in the costs to be paid by the Conference for all HealthFlex Exchange plans for 2017. The CBOPHB does not have a sufficient budget to absorb more than its fair share of this increase, so we felt the only fair thing is to ask the Conference to pay 12% more, the churches to pay 12% more, and the participants (if their church is not covering those costs for them) to pay 12% more. We certainly hope that the rates for 2018 will be much more stable, but it will ultimately depend on our 2016 claims experience. Since that will be the first year under the HealthFlex Exchange, it will be interesting to see if it may have a favorable impact on our claims experience.

Based on our listening sessions feedback, the CBOPHB is recommending that we continue billing churches at a blended rate for 2017. Based on that same feedback, we strongly considered whether we should bill churches even if their clergy participants have opted out of coverage through the HealthFlex Exchange. (Remember that opting out is allowed if coverage can be obtained through a previous employer, a spouse’s employer, a military plan, or the ACA marketplace if the participant is premium tax credit eligible.) We ultimately decided to not recommend billing churches in 2017 for opted-out participants, but we may next year recommend that we begin phasing in that concept starting in 2018.

As a result of the above decisions, the CBOPHB is recommending that for 2017 each church will be billed a blended rate of \$14,112 (which is 12% higher than the blended rate for 2016). These church funds will allow each participant to be provided a contribution toward the cost of the plan they choose. Those recommended contribution levels are also 12% higher than they are for 2016. Recommended 2017 contribution levels are \$10,080 for single coverage, \$16,800 for couple coverage, and \$20,160 for family coverage. Participants (or their churches) will pay the difference between the premium costs for the plan they select and their applicable contribution level. If participants pay, it will be done on a pre-tax basis through payroll deductions by their church treasurer. The CBOPHB will continue in 2017 to offer financial assistance grants of up to \$1,120 (again 12% higher) for participants that have to pay their portion of health insurance premiums themselves.

The CBOPHB will again offer numerous training sessions in the Fall of this year, prior to November’s open enrollment when participants will make their health insurance plan selections for 2017.

### Pension Plan

In April 2012, The United Methodist Church’s General Conference made some changes to the CRSP pension plan. Again largely to make the plan more affordable and sustainable, the defined benefit portion

of CRSP was reduced from 1.25% of denominational average compensation (DAC) per year of service to 1.00% of DAC per year of service as of 1/1/14.

Another change at the 2012 General Conference was that participants only receive a full 3% defined contribution match in CRSP if they personally contribute at least 1% of their compensation to the United Methodist Personal Investment Plan (UMPIP). Otherwise, they receive only a 2% match in CRSP. This requires active clergy to personally contribute to their retirement by having at least 1% withheld from their pay check. We are pleased to say that nearly 97% of our clergy are now making personal contributions to UMPIP.

#### Other

Again this year, the GBOPHB is requiring all conferences to submit a Comprehensive Benefits Funding Plan (CBFP) that addresses the financial viability and sustainability of all pension, health insurance and other benefit plans for that conference. We have submitted our 2017 CBFP to the GBOPHB and received their approval. Our CBFP will next be approved by the CBOPHB for inclusion in our 2016 annual conference journal.

In 2015, we generated an operating deficit of \$160,000. This was almost exclusively due to market losses on our investments with the GBOPHB and Conference Foundation, and on our interests in two trusts. But we are invested for the long-term, and we still had \$7.1 million in assets and only \$7.5 million in liabilities, so we are nearly 100% funded for our retiree health insurance liability.

For pension costs, we billed churches 13% of compensation for clergy pensions in 2015 and are billing at the same rate in 2016. Actual costs to the Conference were 11.3% of compensation in 2014 and 11.7% in 2015. We recommend leaving the billing rate at 13% for 2017.

The CBOPHB is indebted to Barbara Hora who serves as the liaison to our Conference from the GBOPHB. Her knowledge and insight are invaluable to our Board. We are also grateful to Randy Bowman and Cynthia Satchel who serve as Conference staff to the Board. These two dedicated and talented individuals are a valuable resource to our Conference

During Annual Conference and beyond, feel free to bring any questions or concerns regarding pensions or health benefits to any member of the CBOPHB, or any staff member associated with the CBOPHB. We will be happy to assist you or bring your concerns and questions to our next meeting for appropriate discussion and action. We appreciate the opportunity to serve you.

Approved March 2, 2016: 6 for, 0 against, 0 didn't vote

### **4m. PENSION AND HEALTH BENEFITS RECOMMENDATIONS**

#### Recommendation No. 1: Annuity Rate and Past Service Obligation

That the pension rate for pre-1982 past service for the calendar year 2017 be set at \$672. This represents a 1.1% increase from the 2016 rate and sets the rate at 1.00% of the Conference Average Compensation. The General Board of Pension and Health Benefits (GBOPHB) is authorized and instructed to distribute this amount to the claimants in accordance with the rules and regulations of the Ministerial Pension Plan and the Comprehensive Protection Plan.

#### Recommendation No. 2: Resolution Relating to Rental/Housing Allowance for Retired or Disabled Clergypersons of the Desert Southwest 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 that 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 year 2016 by 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 Clergyperson rendered to this Conference or that an active, retired or disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergyperson to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such active, retired or disabled Clergyperson’s pension or disability as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a Clergyperson’s gross income in any year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and regulations thereunder to the least of: (1) the amount of the rental/housing allowance designated by the Clergyperson’s employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (3) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

Recommendation No. 3: Resolution Relating to Local Church Funding for the Clergy Retirement Security Program in 2017

WHEREAS, the Clergy Retirement Security Program (CRSP) will continue as the denominational pension plan of The United Methodist Church in 2017;

WHEREAS, the funding of CRSP in 2017 and each subsequent year by the Desert Southwest Conference (Conference) will be based mainly on an actuarial determination from the General Board of Pension & Health Benefits and partially on matched participant contributions to the United Methodist Personal Investment Plan;

WHEREAS, the Conference desires to keep the local churches’ funding of clergy pensions as close as possible to the 2016 CRSP funding methodology;

WHEREAS, pension amounts will not be equal for all clergy under CRSP (with elements of both a defined benefit plan and a defined contribution plan), and

WHEREAS, it is reasonable that local churches with the ability to pay their clergy above the denominational average compensation (DAC) have the ability to pay a larger pension amount for the clergy;

NOW, THEREFORE, BE IT RESOLVED:

THAT for 2017, CRSP continue to be funded by the local churches to the Conference at the annual rate of 13% of actual plan compensation (cash salary plus housing allowance or imputed parsonage value) with no maximum limit based on DAC.

**RECOMMENDATION No. 4: Resolution Relating to HealthFlex Exchange Participant Contribution Levels and Church Payment Rate**

WHEREAS, in 2016 the Conference provided health insurance coverage for active participants through the denomination's HealthFlex Exchange;

WHEREAS, feedback obtained through listening sessions conducted across the Conference in February 2016 indicated satisfaction with the HealthFlex Exchange program;

WHEREAS, the Conference desires to keep the details of the 2017 HealthFlex Exchange program as close as possible to those of the 2016 program;

WHEREAS, adverse claims experience in 2014 and 2015 (with health insurance claims exceeding premiums received in both years) have resulted in a 12% increase in the costs to be paid by the Conference for all HealthFlex Exchange plans for 2017; and

WHEREAS, budget constraints necessitate that this 12% cost increase be shared proportionately by the Conference, churches, and participants;

NOW, THEREFORE, BE IT RESOLVED:

THAT for 2017, churches pay the blended rate of \$14,112 per participant for their share of health insurance premiums (regardless of whether the participant selects single, couple, or family coverage), in order to provide HealthFlex Exchange contribution levels of \$10,080 for single coverage, \$16,800 for couple coverage, and \$20,160 for family coverage.

## **5. NEW AND VITAL FAITH COMMUNITIES**

*Rev. David McPherson, Director*

“How does the church reach new people?” This is the question that each new church start leader and each established church leader needs to be asking. Finding the answer is something the staff of our conference have been helping to answer and resource this past year.

As part of the Western Jurisdiction Congregational Developers Team, the New and Vital Faith Communities office has helped organize and sponsor workshops for people who might be considering a leadership role in a new faith community (Step One) and for teams that are preparing to launch their first worship service (Launchpad). We have also sent church leaders to trainings that teach the best models for how to reach new people and how to become a multi-site church.

Also, there are many resources the Conference has offered this year to local churches in an attempt to empower leaders who create vital congregations for the mission of making disciples of Jesus Christ for the transformation of the world:

- Grants—Churches can apply for grants for ministry that will enhance vitality and reach new people, younger people and more diverse people. Both Vital Faith and New Faith Committees have funds available. Grants can be applied for through your district superintendent or by calling the office of New and Vital Faith.

- Starting a second campus—Non-denominational churches are starting multiple campus sites. It's better stewardship than building larger buildings on the first campus. It reaches a larger number of new people more quickly and allows for more diverse ministries than having only one campus site. It also develops more leaders. If non-denominational churches can do this ministry on their own, then shouldn't we United Methodist be able to do it with our connectional resources? Training and funding are available.
- 360 Readiness Tool—How does a congregation know if they are ready to start a new ministry that will be a significant step up in leadership and resources? This tool will measure readiness.
- Demographics—Who lives in the neighborhood around the church building? What is the economic realities, the receptivity to religion, style of worship preferred, age and family make-up of the area you are trying to reach? These are only some of the answers a congregation will receive when they request a demographic report. The reports are free because the Desert Southwest has a contract with MissionInsite, a demographic company. Reports can be generated by using the church site as the point from which a 3-mile or 5-mile radius is measured. Custom reports are also available by picking four points/cross streets for the designated area. Usually, a church can receive the report within one day from requesting it from the office of New and Vital Faith Communities.
- Worship Mentors—Worship is a contextual experience. One style does not fit all. Worship leaders must be adaptive. So what are some tools for making the worship experience more meaningful? What are the new ways of doing worship that might be more sensitive to the needs of first time guests? Worship mentors have been trained this year and are available for any congregation who would benefit from talking with a mentor about contextual worship. Mentors are not judgmental, but offer a fresh set of eyes for possible ways to strengthen a congregation's worship.
- Conference Assessment—The assessment is led by a conference team of trained church leaders. The purpose is to help a church look at next steps in its ministry. Reasons for having an assessment vary. Some churches are assessed because they have a healthy ministry, but feel stuck and just need a tool that will give them an objective opinion of themselves and their future. Some churches have been in conflict and need help with healing. Many reports are used in the assessment; demographics, past church history, present situation, etc. Church staff and members are interviewed. At the end of the assessment the church receives a document that lists the assessment findings, conclusions and three to four suggested next steps for the church.
- Training—There are many trainings, both within the bounds of the conference and beyond. Local and national consultants and trainers have been used this year to help our church leaders learn how to reach new people, how to become multi-cultural, how to be a neighborhood church in a transitional setting, exploring the call to be a church planter, and many more. Contact the office of New and Vital Faith Communities for more information.

## 6. OUTREACH MINISTRIES

*Billie K. Fidlin, Director of Outreach*

This year has been exciting for our Conference! We have many justice and mission efforts that are infusing members and friends to see the strength and vitality in being part of the faith community!

Church and Society and related task forces have been active. The task forces include: Economic Inequality, Human Trafficking, Welcome and Reconciling, Earth Care, Gun Violence Awareness, Death Penalty, Immigration, Prison Reform. We are looking at forming new task forces in divestment and Justice for Our Neighbors which would be under Immigration.

Such great work has been done this year honoring our justice roots and United Methodists! The Economic Inequality team produced an instructional video that was distributed to all churches per the resolution

passed at Annual Conference 2015. We have also had out of state requests for the video. Our Human Trafficking group held events in Las Vegas, Nevada and in Nogales, Arizona. The team will travel back to Nogales in January for a second event, at the request of organizations working in this field in Nogales. Our newly formed Gun Violence Awareness Task Force was one of the results from our churches sharing the gun study from the General Board of Church & Society. More than half our churches have held the study to date. Clergy and laity from Arizona toured death row and the execution chamber in Florence, Arizona earlier this year—its impact was profound on all of us. Justice for Our Neighbors is being looked at by our Immigration team. This program provides legal assistance regarding needed documentation. Our Welcome & Reconciling team has been hard at work to introduce churches to welcome all among us. We now have 12 churches who are reconciling. Also, church members are starting to participate in the Transgender Day of Remembrance. If you have never attended one of these memorial services, you will find your heart moved by your ministry of presence. These are just some of the many highlights in the justice area.

I am delighted to share that we are reviving work in refugee resettlement. A number of churches in the Conference are helping refugee families. We expect a greater number of families from Syria to be locating to our states; we want to be able to extend the very best welcome and assistance possible, working in conjunction with area agencies.

Our Health & Caring Ministry team has created a series of videos designed to help our churches respond to various needs. The DisAbilities team continues to make local church presentations. A new Senior Ministries team has been created to help all churches serve the elders among us, and has two resources compiled for church use. Our HIV Caring Ministries team sponsored a booth at PRIDE Phoenix this year. The two days were blanketed with heart felt stories from attendees, as well as we were able to share about our camp Strength for the Journey. This team will always welcome donations to help sponsor campers to our camp at Mingus for Strength for the Journey.

Our Children & Poverty Ministry team has been hard at work to define its mission. Working through the ‘A More Beautiful Question’ process, the team will be addressing church response to children who have been severely abused or worse.

We are also very excited about our upcoming high school youth event — #selfie 2016! It is going to be an amazing fun filled weekend November 11–12, 2016. We are especially thrilled to have Rev. Dale Fredrickson as our guest preacher.

Learn more at [www.facebook.com/CCYMDesertSouthwestUMC](http://www.facebook.com/CCYMDesertSouthwestUMC). We even have a video for you to watch there!

So there is much excitement in the Outreach area for this past season of ministry as well as the upcoming year! Please stop by the tables at the Ministry Fair this year to learn more about any of these areas, or call the office at 602-266-6956 x 221. If you are interested in any of these areas, or have ideas you would like to share, please know we welcome both! Blessings and a huge thank you to everyone who is involved in Outreach ministries at both the Conference and local church levels.

Together we can, and do, make a difference!

## **6a. BOARD OF CHURCH AND SOCIETY**

*Glenda Hill, Chair*

*...The message of salvation brought by Jesus Christ binds us together as a people and sends us forth to bring healing in the midst of strife, justice in the midst of brokenness, and love in the midst of hate. As United Methodists, we are called to invite people to enter into a community of faith responsive to a vision of justice ministries that is biblically and theologically grounded, and to invite United Methodist*

*congregations to play a prophetic role in bringing God's vision to reality. Our mission is to advocate the Gospel of Jesus Christ in the church and society. From the website: [umc-gbcs.org/about-us](http://umc-gbcs.org/about-us)*

The Conference Board of Church and Society relates to the General Board of Church and Society (GBCS). It is one of four international general program boards of The United Methodist Church. The General Board has headquarters on Capitol Hill in Washington, D.C. and at the Church Center for the United Nations in New York City. The General Secretary of the Board is Rev. Dr. Susan Henry-Crowe. The president for the past quadrennium has been Bishop Bob Hoshibata. Jim Nibbelink (our Conference Lay Leader) served as a member of the General Board.

The General Board is defined by five areas of ministry. Our conference board is organized in task forces, which consist of individuals who care passionately about a specific issue that confronts us as members of our community and as United Methodists.

The task force on **Economic Inequality** is chaired by Kent Olson. At Annual Conference 2015 we voted to encourage all of our congregations to study the issue of economic inequality. This task force has created a 5-session DVD-based curriculum. Every church in Desert Southwest Conference has received a copy. Bishop Bob stated in his letter to the clergy that accompanied the video, "Your congregation's timely engagement with this material will enable our Conference to do the work that it has been called to do."

**The Prison Reform** task force, chaired by Diane Wilson, has three areas of focus:

1. Developing ways in which UMC churches can provide assistance to prisoners and those released from prison (Model programs are Red Mountain Matthew 25:36 Prison Ministry and Arizona Kairos)
2. Opposing privatization of prisons and jails (in accordance with UMC resolution that declared its opposition to "profit making from the punishment of human beings").
3. We endorsed David's Hope Arizona Mental Health Criminal Justice Coalition, which works to reduce the numbers of people with mental illness in jails and prisons

**The Welcoming and Reconciling** task force is chaired by Rev. Stephen Govett. We now have 12 congregations that have officially joined Reconciling Ministries Network. "Reconciling Ministries Network envisions a renewed and vibrant Wesleyan movement that is biblically and theologically centered. As committed disciples of Jesus Christ, the Reconciling Ministries Network strives to transform the world by living out the Gospel's teachings of grace, love, justice and inclusion for all of God's children." ([www.rmnetwork.org/newrmn/who-we-are/mission/](http://www.rmnetwork.org/newrmn/who-we-are/mission/))

**The Human Trafficking** task force, chaired by Lynn Wallasky and Trude McMahan, is working on collaborating with other organizations. There is ongoing work to bring education and awareness about human trafficking to our communities, including events in Las Vegas, Nevada and Green Valley, Arizona and a forum in Nogales in March 2016.

**Gun Violence Awareness** is a new task force chaired by Rev. Howard Moses. After doing the "Kingdom Dreams, Violent Realities" study from GBCS last fall, six laypeople volunteered to participate in the task force. They are preparing a presentation for local churches. Their mission is to promote dialogue, information, and education about gun violence among the people of God.

**The Immigration** task force is chaired by Rev. Sherry Brady. Several people attended a retreat in Des Moines, Iowa in November. They are holding conversations about starting Justice for Our Neighbors here. JFON is an UMCOR project that works to create a welcoming community by providing free immigration legal services, education and advocacy.

**The Earth Care** task force has been taking a survey of local churches to assess what faith communities are doing in the area of Earth Stewardship.

In 2014 the Annual Conference approved a resolution saying that we will work toward **abolishing the death penalty**. Please see the report below submitted by Rev. Dr. George Cushman, chair.

## **ABOLISHING THE DEATH PENALTY TASK FORCE**

*Rev. Dr. George Cushman, Chair*

This committee was established as a task force of our Conference Board of Church and Society to address Resolution 10.01 passed at our 2014 Annual Conference.

I open my report with a reflection I wrote after my visit to Death Row this past year.

My visit to death row was like seeing the white crosses that line the highways. You know something tragic has happened there, but now there is only the symbol to remind us. We enter into the observation room and have a closed curtain before us as we take our seats for a short presentation. Then the curtain opens and through the window we look into the small room where people have drawn their last breaths. We see the empty table neatly made up, leather straps fastened but empty, monitoring equipment placed along the walls, the drug pass-through window-cover closed, all serving as a reminder, symbols of what has happened. Then we turn, and directly behind us is another enclosed area which we discover is the gas chamber. It is an eerily sterile feeling.

The purpose of our visit was not to argue the merits of or reasons against the death penalty, simply to become more aware of what happens to those who are condemned to death row. The presentations were informative, but matter-of-fact. I knew that a person sentenced to death would actually spend a minimum of 13–15 years on death row as the many appeals would process through the courts. No one can be put to death without a warrant from the State Supreme Court. What did amaze me is the State Prison System provides classes and other activities while the prisoners wait for their appeals to be processed.

Certainly, this is just a very quick synopsis of what we saw and talked about. After the visit we went to lunch and debriefed about our experience. There was a lot of discussion about providing rehabilitation, after all this is a correction facility. If we can provide a way to turn lives around, then we might stop the behavior before someone commits a crime that gets them sentenced to death row.

For me, this is only one step or component in responding to those in the general populace of prison. Helping people repent and have their lives go in a new direction is certainly important. But, so is giving people second chances. It seems to always come back to forgiveness and allowing people to create a new future.

One of the most hopeful things I heard is how there are employers in our state that will have prisoners come and work for them during the day. When these prisoners are set to be released, if they have done a good job the employer will hire them, giving them another chance at life.

The work of the committee to this point has been research and information gathering as to how we approach our mandate from the Conference.

We have met with several legislators, all who have basically said, there is no way that this will ever pass in Arizona.

Here are our options as we presently see them.

1. The quickest and cheapest way to bring this goal to fruition is to have the legislature vote it into law. As stated above, this does not sound like a hopeful direction.
  - a. When it was pointed out the huge cost to the state of practicing the death penalty over life imprisonment, the resistance lessened.

- b. Secondly, even if we can convince our representatives to vote for this, it was very apparent that we would need to provide some public relations cover for them to their constituents.
- 2. The second alternative is to go the route of an initiative.
  - a. To qualify for a place on the ballot it takes 380,000 signatures. The usual cost to do this is approximately \$1,000,000.
  - b. The strategy for this is, apply for the initiative directly after the election, as you have until the next election to secure the signatures.
- 3. In the interim, plus as a continuing practice, we should be holding information meetings and forums to help educate people as to the real costs both economic and emotional of practicing the death penalty.

In our discussions with the legislators, we learned how important coalitions are in getting attention for our issues. We are presently in conversation with other faith communities to see if there are any possibilities for building these coalitions.

## **6b. COMMISSION ON RELIGION AND RACE**

*Diana Volere, Chair*

Greetings, and the peace of Christ to one and all!

This year, the Commission on Religion and Race of the Desert Southwest Conference of the United Methodist Church saw an unprecedented, miraculous erasure of the racial boundaries between all of our fellow humans! The UMC truly became the compassionate, color-blind body which Christ wishes, a shining multitude of followers of every tongue and tribe and nation as reflected upon in Revelations. Racial tensions outside and inside the church were surmounted and the diversity and different strengths of our beloved membership were embraced, all people cherished by the whole for our uniqueness. The beloved Bride of Christ ceased to claim race is no longer an issue in this country or any other, and instead we moved beyond our own “open doors” and out into the world to champion and protect the rights of those who may look differently than each of us. We finish this year in glorious harmony, the body of Christ truly exemplifying that there is neither Jew nor Greek, male nor female, slave nor free within the hands of God. Alleluia!

Actually, no.

That’s not the way 2015–2016 went, and because that is NOT the year’s report is the reason we still have a Commission on Religion and Race (or at least, we do at the time of the writing of this report). Sadly, this year saw racial tensions in our country amplified and the divisions between “us” and “them” drawn with stark, oft violent contrast. It saw churches burning, youth dying, and cities rioting.

The news, however, is not all grim. Amidst this turmoil, we also saw faithfulness, compassion, hope. We saw members of the UMC hold vigils for peace and move to support communities impacted by pain and fear. We saw our own conference gather to address these challenges and seek to remove the artificial line of us/them.

And during this year, the Commission on Religion and Race sought to support the work of peace and unity in this conference, sometimes successful and sometimes not. At the beginning of this year, we had started a template on events of racial violence in this country to send out to pastors to help understand the facts and have assistance addressing these conflicts to their congregations. Alas, the shootings in this country became frequent enough that it was impractical to send out a notice every single time, flooding people with too much information.

A national poll in November 2015 found that 82% of Americans find racism at least somewhat a problem in the country, and 49% feel it is a “big problem.” CORR found similar results from our 2014–2015

survey of the views on religion and race. The gathered data highlighted the oft homogeneous nature of our churches and vast differences in the opinions of members of the DSC as to whether racism is a problem or not.

In response to the survey, CORR laid out a plan of developing educational materials to help members of this conference understand and value the ways we are a tapestry of different histories, cultures, and peoples. For relatively homogeneous churches and neighborhoods, embracing our brothers and sisters may look different than how it does in more multi-cultural regions and churches, but as we are passionate followers of a God who loves all His (or Her, if you prefer) children, we want to learn how to stand in solidarity with the oppressed, the downtrodden, the outcast. We are focusing upon materials to support this endeavor, and currently we are looking for people who have a story to tell about experiences (both good and ill) around the meeting of different people and cultures in our church.

In September, CORR had the privilege of assisting with the Ethnic Summit, a gathering of laity and ecclesiastical persons from the multi-cultural or ethnic churches in our conference, held to explore what common challenges are felt by people who are part of the non-dominant culture. At this, we experienced a reminder of the blessed differences we have, and the blessed unity as well. We hope to carry this forward to another gathering in the next year.

Often the face of CORR is monitoring at Annual Conference, but we are actively working to go deeper; deeper than the superficial presumptions bandied about in internet memes and glib quips, deeper than the easy answers or the exasperated, “Let’s just move on already.” Deeper to champion the vision of God’s love and kingdom here in this place, in our Judea, Samaria, and world. If we didn’t get as far down that road in 2015–2016 as we want, we recognize this is a work in progress. We commit to continuing to pursue our mission in 2016–2017, and we invite any and all to come alongside us.

## **6c. CONFERENCE BOARD OF GLOBAL MINISTRIES**

*Rev. Kathleen Athey*

The Conference Board of Global Ministries (CBGM) is the Desert Southwest Conference link to the work of the General Board of Global Ministries. CBGM brings news of the work of the General Board and offers opportunities to assist CBGM in its desire to follow the path of Christ in reaching out to those in need. It offers support to related task forces and has been active this Conference year in the following ways:

Rev. Mel Munchinsky continues to do an outstanding job in his role of Conference Secretary of Global Ministries. His responsibilities include, but are not limited to interpreting the work and outreach of our global agency, connecting with DSC missionaries, helping with the itineration of missionaries in our Annual Conference, and providing information about The Advance. See Rev. Munchinsky’s report for more details.

Actions taken by the board this conference year:

- Supporting the work of our urban ministries: United Methodist Outreach Ministries, Tucson Metropolitan Ministries, Justa Center, Wesley Community Center & the Golden Gate Community Center, as well as UMOM’s new Parsons Village. In the course of the year Open Doors in Las Vegas, Nevada officially closed its doors in March. \$41,000 of funding will stay in the North District. University UMC is writing a business proposal regarding ministry to the homeless and retaining its 501c3 status.
- Josh Warner continues to guide the HIV Healing Ministry group. The group provided a United Methodist presence at the April Gay PRIDE event in central Phoenix. Rev. Anthony Tang attended and provided communion and prayer for attendees.

- This past summer Roland Brammeier Awards were presented to Rev. Kelly B. Bender for his work of assisting and healing at UMOM New Day Centers. The lay person award went to Jean Peters, a member of Trinity UMC in Yuma, Arizona. Jean is an extraordinary woman who spends countless hours assisting those in need in Yuma.
- It was decided that this year's Annual Conference mission project is focused on young people who are aging out of foster care and need support. Churches are invited to buy \$25 gift cards from their local grocery stores and to supply a favorite recipe with each gift card. Our prayer is that these young people will have pantries filled with UMC's love and perhaps their first dinner will include that favorite recipe. The Conference will work with foster care organizations to set up delivery in our local communities.

## **6d. CONFERENCE SECRETARY OF GLOBAL MINISTRIES**

*Rev. Mel Munchinsky*

Global Ministries is active in more than 130 countries and facilitates mission and development around the world, including disaster response, sending missionaries, planting churches and building church leadership. Often local churches connect with global mission by establishing partnerships between missionaries, projects and local churches outside of the United States. Partnerships imply mutuality, sharing, respect, cooperation, collaboration and inter-dependence. Does your church have a global partner? An effective partnership must be defined as a relationship but is often seen in monetary value, especially as seen through Advance giving. Advance giving is important but it is not the only tool which helps to build relationships. A partnership is one where all involved bring their resources to the table so that interdependence is eventually formed. Resources such as prayer, mutual cultural sharing, decision making, possible sustainability, empowerment of the laity and other things must be part of the process. How churches begin a partnership will determine what the outcome will be. The importance of a day-one conversation about what a partnership will look like cannot be overstated. Listening to a partner's concerns and encouraging local leaders to take ownership of a solution is the most empowering act anyone can engage in. This may sound too simple or too complicated, depending on your perspective, but it's a vital step that creates a foundation for the relationship that is to follow. Partnerships are for the long-term rather than looking for a quick fix. For some principles regarding a 50/50 partnership covenant, see more at: [www.umcmission.org/get-involved/partnerships/in-mission-together/50-Partnership-Covenant](http://www.umcmission.org/get-involved/partnerships/in-mission-together/50-Partnership-Covenant)

The process of moving Global Ministries from 475 Riverside Drive to Atlanta has begun and will be completed by October 2016. A regional office, which also includes the Spanish Upper Room, was opened in Buenos Aires, Argentina, April 2, 2016, which will strengthen the church's work with the autonomous Methodist churches of Latin America and Caribbean. The Seoul, South Korea regional office in Asia will have close proximity to China which is projected to be have the largest number of Christians by 2050. It will also be closer to United Methodist mission initiatives in Mongolia, Vietnam and Laos. Another regional office will be located in Africa, yet to be announced, but most likely will be in a French-speaking country.

"Generation Transformation: Young Adult Mission Opportunities" continues to expand by offering service opportunities for two groups: Global Mission Fellows, ages 20 to 30, sign up for a two-year mission which address human trafficking, worker's rights, collegiate ministry, youth and children, women's rights, and many other issues. The Global Justice Volunteers Program, ages 18 to 30, is a short-term service opportunity for young adults. Usually lasting eight weeks. Participants are from all over the world and serve globally. Small teams of volunteers explore the links between faith and social justice as they work with local grassroots organizations. Volunteers work alongside their host community to address critical issues such as HIV and AIDS, poverty, human trafficking, and migrants' rights. The US-2 track is a 24-month service program for Americans who are called to serve in the United States. See more at [www.umcmission.org/get-involved/generation-transformation/generation-transformation-home](http://www.umcmission.org/get-involved/generation-transformation/generation-transformation-home)

The United Methodist Church has focused on No More Malaria over the last two quadrennia and this health initiative will be expanded to “Abundant Health” in the next quadrennium. Although Global Health is a new unit within Global Ministries, it has existed in different forms for decades. While still a part of the United Methodist Committee on Relief (UMCOR), Global Health began developing the “Hospital Systems Strengthening” program in 2008 when The United Methodist Church launched the Imagine No Malaria initiative. Global Health is especially committed to fostering abundant health in economically vulnerable communities by protecting children and disadvantaged adults from preventable causes of death and by improving quality and equitable access to health care for those living on the margins.

During the last Conference year, we had the following missionaries itinerate in the Annual Conference:

- Rosangelica Acevedo serves at the Robinson School in San Juan, Puerto Rico. This 600 student school is the oldest private school in the country and also is a part of the Puerto Rican Methodist Church.
- John Elmore serves as a missionary with the Methodist Church of Chile as mission volunteer coordinator. He and his wife, Maria Cristina Hurtado, are currently based in Angol which is southern Chile and they work at the Methodist Agricultural School for Mapuche Indians.
- Jana Krizova, Mission Coordinator for the Czech Annual Conference provided an update of United Methodist work there.
- Fred Currey works with the Iglesia Metodista of Costa Rica and American volunteers. Food distribution is a major aspect of this mission.
- Michael Stallion provided an update on United Methodist work in Ukraine and the help which refugees received from UMCOR.
- The Western Jurisdiction Mission Interpreters, Nan McCurdy and Miguel Mairena, focus on mission personnel, including support of missionaries through the Advance. You can get in touch with them at [nanmigl@yahoo.com](mailto:nanmigl@yahoo.com)

In order to expand support for Global Ministries and our global connection, I was able to visit with fourteen mission or outreach teams and explain the meaning of partnerships. Being able to engage in conversation has produced a clarity of understanding of the global church and its goals and objectives. Beyond this, I have personally been engaged as the Eurasian Coordinator for Global Ministries which includes the countries of Russia, Ukraine, Belarus and Moldova. I’m constantly inspired by the people I meet. In March 2016 while on an extended mission trip in Russia, I met ten refugees while I was in Chelyabinsk who moved there from Lughank, Ukraine. The pastor of our United Methodist Church in Lughank urged his members to find a more secure place to live because of the war in eastern Ukraine. They moved 1,200 miles east into Siberia to a place where they might get employment and live in peace. They wanted me to convey to everyone how grateful they were for the assistance they received from the United Methodist Committee on Relief (UMCOR) as well as local United Methodist churches in that area.

Finally, here is a summary of gifts given by congregations and individuals in the Desert Southwest Annual Conference since 2010. Please note that only a small portion of No More Malaria gifts are included in these figures. No More Malaria is a multi-General Agency effort, so gifts can be routed in two or three ways. Total Advance giving is as follows

2015 Total Gifts: 567 Total Amount: \$208,226.06

2014 Total Gifts: 570 Total Amount: \$226,977.32

2013 Total Gifts: 804 Total Amount: \$294,817.37

2012 Total Gifts: 646 Total Amount: \$251,748.18

2011 Total Gifts: 770 Total Amount: \$359,849.32

2010 Total Gifts: 929 Total Amount: \$618,891.64 which included the Haiti Response—which had 493 gifts for a total Amount: \$387,397.69.

“We have this hope as an anchor for the soul, firm and secure.” Hebrews 6:19. When missionaries are commissioned for service by Global Ministries, an anchor cross is placed around their necks. The anchor cross is a symbol in early Christian iconography that serves as a reminder that we are firmly grounded in Christ while engaging in God’s mission to a world in need.

#### **6e. HOPE FOR THE HOPELESS**

A Conference Advance Special

*Rev. Dr. George Cushman, Chair of the Board*

Hope for the Hopeless is a ministry that originally began to help transition young girls living on the streets of Addis Ababa, Ethiopia into foster homes. The mission to get orphaned, vulnerable, and at risk children off the streets and into the safety of a home is still a primary focus for our mission. Over the last several years, we have been able to meet this goal more effectively as we have also improved and expanded the ways we can add to the quality of life for the children, youth and their foster families.

We now have two group homes that allow us to target the differing socialization needs more effectively. We have also just completed the campus of our boarding school which is located in a small city just outside of Addis called Sululta. The campus has dormitories for our Hope kids, as well as a brand new multi-purpose room. The school opened this year, and we are serving grades 1–4 which includes not only our own Hope children but children from Sululta as well. The school can accommodate grades 1–8, which we will slowly build to over the next 2–3 years.

We have also completed building a clinic on our campus which will serve the school children but also be open to the community at large. Sululta is a city of approximately 40–50 thousand people and our clinic is the third to be opened to serve the medical needs of the people. We now seek to find the ways we can provide needed medications.

As of today, Hope serves 395 children. In our foster care we have 309. One group home houses 14 and the other 25. Our boarding school presently has 47. After completing our campus, which has taken most of our energy the past several years, we now have several possible directions we can go to enhance the quality of life for the children, staff and families of Hope. We will share with you next year those decisions.

#### **6f. SENIOR MINISTRIES COMMITTEE**

*Martha Lundgren, Chairperson*

The Conference Senior Ministries Committee came into being fulfilling a dream of Billie Fidlin to provide our seniors in the Desert Southwest Annual Conference with resources to enhance their lives. Billie began speaking with folks about this last spring and by the fall of 2015 the committee was formed.

The committee has been able to find senior ministry programs and related materials that have been used successfully in some of our Desert Southwest Conference Churches. We want to present to the local churches an opportunity to use and put these senior ministry programs into their church life and community. Those using these materials will find that they can fit in to each local community with little or no revising. This material can be used to prepare our church members for an active, worry free retired life and it can be used to help us along once we are there.

The Senior Ministries Committee will have a table at the Conference Ministry Fair on Thursday, June 16. We invite you to drop by the table and view what we have put together. We thank Billie Fidlin for her guidance and effort in getting us started and moving along with this project.

## **6g. TMM FAMILY SERVICES**

*Rev. Don Strauch, Director*

Sometimes this question is asked of me: *Who owns TMM Family Services, Inc.?*

The answer to this question is not complex, though it may be unusual. As a licensed and registered nonprofit organization, TMM Family Services, Inc. is not accountable to a group of investors. We are, instead, “self-contained” and are managed by a Board of Directors elected from the community at large. Where a profit seeking organization is charged with maximizing profit, our organization is designed to use all funds available in appropriate ways to promote the welfare of the community within the bounds of our mission statement. The commitment of our professional staff and our outstanding volunteers are instrumental in fulfillment of our mission statement.

Now, moving toward the conclusion of my twenty-eighth year with TMM, it is a joy to share with you this 2015 Annual Report that documents many of the successes and advances we have made together this past year. Hopefully, you will discern that our agency strives to be “transparent” and open about its programs and especially its finances where we have operated in the black for these past 28 years. Of course, TMM and I have had our normal share of disappointments and unplanned issues to resolve. Nonetheless, with the capable persons who help me day in and day out to rise to the occasion, we make progress, acknowledging that God’s grace is so much deeper and broader than we could ever hope for or imagine. And so, TMM continues with its critical Mission, and I salute you and all of those in our community who join forces to better serve and empower the least of these amongst us.

Report of key TMM program services during 2015:

Children’s Village: as of December 31, 2015, our Children’s Village (10 professional group homes) had enrolled nearly 1,000 children, ages 1–16 since 1995. Many of these children transitioned from our campus to an adoptive home, private foster home or even a return to home of origin.

The fact that our United Methodist Churches and our Desert Southwest Annual Conference supports TMM in so many ways; financially, with volunteers, with prayers and with donated goods, our agency is able to bring stability, reassurance, and genuine hope for a better life to children who have been harmed in many ways in their few short years of life.

Family Journey: as of December 31, 2015, and since 1990, over 425 Single Mom families (with children) have lived in our transitional housing apartments on campus, striving to become more self-sufficient and financially stable in an economic climate that can bring hope, but that can also be brutal. Again, our faith communities play an important part in providing goods and volunteer services designed to lend a hand as needed to lift these often fragile families out of dire circumstances at least while residing on our campus. Most of these Moms have succeeded in some tangible, specific way(s), some have not succeeded, but all have benefitted by your support.

Community Closet: with the support of 43 churches and agencies in 2015 alone, our one of a kind Community Closet distributed 13,689 pieces of needed clothing and bedding to more than 2200 Pima County individuals, most of whom were referred by Veteran’s agencies, Mental Health agencies, and churches who have a heart for service to and with the poor.

ReStore: because of the more than 21,000 customers who either donated and/or purchased items ranging from appliances, to used kitchen cabinets, to quality used flooring, our ReStore thrived in 2015 and the income helped supplement our other more financially strained programs. In addition, the ReStore and Community Closet provided family modest incomes for its eight full and part time employees.

And there is more: Our successful, year in and year out, Home Repair program for seniors and very low income working families provided repair funds and licensed work to replace a roof, an HAVAC unit, or replace underground, corroded water lines to 11 families.

Our Partnership oriented multifamily affordable housing campuses in Marana, Willcox and

Safford/Thatcher, provide decent, below market rental apartments to 300 seniors and working poor families. Perhaps you can sense my pride at what TMM does day in and day out in service to those whom God has placed in our paths. We head into 2016 knowing that there is even more to do—together, with humility, with confidence and with joy!!

## **7. OTHER ORGANIZATIONS**

### **7a. DESERT SOUTHWEST UNITED METHODIST FOUNDATION**

*Dr. M. Gene Ulrich, President*

*Reed Bowlby, Vice-President*

*Dave Craytor, Secretary-Treasurer*

It has been another exciting year. Again, thanks to the confidence and trust of the “DSUMF Investment Family” we now manage over \$32,000,000 in church funds. With the addition of the Planned Giving Officer more churches are benefitting from our services.

#### **Mission:**

As the Foundation for the Desert Southwest Conference, our mission is to provide educational, investment and consulting services to your church, agency, or board so you can fulfill your ministries with a secure financial future.

To accomplish its mission, the Foundation operates as a Service Bureau. The Foundation operates three services for the purpose of promoting Stewardship in the local church: 1) The Educational Service Program, 2) The Investment Service Program, and 3) The Consulting Service Program.

#### **Education:**

**The Educational Service Program** has traditionally provided educational materials and presentations in three areas: 1) Estate Planning, 2) Stewardship & Charitable Giving and 3) Creating Endowment Funds. We have also expanded our educational program to include topics of interest to the people in your pews. Estate Planning Seminars are designed to teach members the importance of becoming good stewards of their own assets. In turn, it is known that members will transfer their new stewardship knowledge to work for the benefit of their church. Since 1995, we estimate that more than 3,700 of our members have created new estate plans and have committed more than \$100 million in deferred bequests to their host churches.

In October, 2015 the Stewardship committee hosted a personal finance workshop “Three Simple Rules” for anyone that was interested but focused on clergy and church leadership so they could go back to their churches and offer it to their membership. It was well attended and some of those in attendance have already held or are in the process of hosting the same event at their churches.

The Charitable Giving AKA Planned Giving Seminar is designed to teach members about all of the charitable giving vehicles available, their tax implications and how the Foundation can assist the local church in promoting a charitable gifting culture for the benefit of the local church. Since 1995, the DSUMF has assisted in the creation of almost 330 deferred gifts designed to support their churches’ ministries with gift values over \$2.5 million.

The Permanent Endowment Fund presentation is conducted for a small committee at a local church that wishes to establish a formal Permanent Endowment Fund Program.

The Estate Planning presentation is designed to educate members of the importance of leaving their affairs in order and the importance of remembering their church in their will.

Topics of interest include but are not limited to Understanding Social Security, New Laws for Veterans, Dealing with Alzheimer’s, Long-Term Care Plans and Bullying.

The Foundation is here to serve the churches, boards and agencies of the Desert Southwest Conference, therefore all seminars and handouts are provided free of charge. We encourage all churches to participate in these free presentations. To schedule a presentation, contact the Foundation at 602-266-6956 ext. 202 or email your request directly to [lucille@dsumf.org](mailto:lucille@dsumf.org) or [kim@dsumf.org](mailto:kim@dsumf.org).

### **Investments:**

**The Foundation's Investment Service** is for churches, agencies, or boards of the Annual Conference that have long-term funds to invest. The Investment Service is not for individuals. Our Investment Service is not a free service. It involves an all-inclusive management fee based on the total funds a depositor has under our management.

**Investment Strategy and Oversight:** The goal of the Foundation is to protect our depositors' funds and make them grow. The investment strategy reflects that goal. The process we follow includes intense oversight, diversification of investments, long term focus and industry best practices.

The investments of the Foundation are guided by its Investment Committee whose members are appointed by the Board of Directors. Each member of the Investment Committee comes from a church in the DSC who has money on deposit with the Foundation. The committee meets monthly to monitor the portfolio's performance. Any church agency having funds on deposit with the Foundation is welcome to participate in our committee meetings.

Wells Fargo Advisors, LLC is the financial advisor for the Foundation's portfolio which has its assets allocated to more than a dozen different professional asset management companies, each of which invests in style-specific portfolios, with a variety of risk tolerances. Our portfolio's money managers are selected from a pool of prospects based on proven performance. If a particular manager's performance over time is less than the average of his peer group, the manager is reviewed and may be replaced. All investments are actively managed and screened according to the Social Principles of the United Methodist Church. These investments are included in the Foundation's annual audit, thus enabling church endowment fund committees and church foundations that are using our Investment Service to be in compliance with the DSC rule that all UM entities must have an annual audit.

The Foundation deposits are made up of more than 150 different sub-accounts which fall into four main categories: 1) Endowment Accounts, 2) Charitable Gift Annuity Accounts, 3) Charitable Trust Accounts and 4) Church and Agency Depositor Accounts. We appreciate the continued confidence demonstrated by the DSC Churches, Boards and Agencies. During 2015, we were blessed to receive more than \$11,500,000 from both new and existing depositors. Currently, DSUMF manages 71 different investment accounts for 55 different churches, agencies, and boards of the DSC.

### **Other Services:**

Another benefit of the Foundation involves our **Gifted Securities Transfer Service**. When a donor gives securities to a church, the church is responsible for completing: 1) a properly worded "Donation Letter," if the gift is valued at more than \$250; and 2) an IRS Form 8283 stating the Fair Market Value of the gifted security on the date of receipt. The donor will need these documents if they intend to claim the gift as a deduction on an itemized tax return. DSUMF refers to these documents as the **"Donor Packet."** Preparation of these documents by the church is **required by law**. Therefore, preparation of the Donor Packet requires specialized knowledge that most churches do not have readily available. In addition to preparing and distributing the documentation in a reasonable time, the church is required to produce certain records for permanent files that are required by auditors. If a church is accepting gifted securities and is not producing both the Donor Packet and permanent records of the transactions, it runs the risk of both running into trouble with the IRS and "failing" its professional audit.

When churches using our investment service encourage their members to transfer their gifts of securities to DSUMF, the security comes directly to DSUMF. Therefore, DSUMF is the recipient organization that

becomes responsible for producing all the proper documentation required by the IRS. We also keep the permanent records. All an investment service depositor needs to do to receive the proceeds from a gift of stock from a member is to give the transfer instructions to their member/donor and sit back and wait for a check from DSUMF. We properly prepare the Donor Packet in a timely fashion. In 2014, we distributed \$231,000 to various churches as a result of our Gifted Securities Transfer Service. Please contact the Foundation office for more information on Donor Packets and security transfers.

**Scholarships:** In 2015, the Foundation distributed \$15,000 in scholarships. Distributions were made to Diamond Pate, Journey UMC, Las Vegas, Nevada; Bryanell E. Rop, First UMC, Tempe, Arizona; Kimberly O. Scott, Park Hill UMC, Denver, Colorado formerly from Zion UMC, Las Vegas, Nevada and Joshua Warner, Faith UMC, Phoenix, Arizona. In addition, more than \$82,000 was distributed to gift annuitants and beneficiaries of charitable trusts. Moreover, \$100,000 of gift annuity residua were distributed to churches from gift annuities that matured in 2015.

DSUMF is blessed to provide valuable educational, investment and other services for agencies, boards, and churches of the DSC. The Foundation encourages all members and all churches to use our services. The Foundation believes each of these services is consistent with the priorities of the DSC and should be incorporated into the daily life of every local church. We appreciate your continued trust and for allowing us the opportunity to serve you.

For more information about the Foundation and its services, contact:

Lucille Sterling, Executive Director, [lucille@dsumf.org](mailto:lucille@dsumf.org)

Yvonne Fischer, Administrative Assistant, [yvonne@dsumf.org](mailto:yvonne@dsumf.org)

1550 E. Meadowbrook Ave., Phoenix, AZ 85014-4040

Phone: 602-266-6956 / 800-229-8622, Fax: 602-265-1524

Web Site: [www.dsumf.org](http://www.dsumf.org)

#### **2015–2016 DSUMF Board of Directors**

Reed Bowlby, Scottsdale UMC

Michael Colbert, Paradise Valley UMF

Dave Craytor, Epworth UMC

Alberta Ellis, Boulder City UMF

David James, The Fountains, A UMC

Daryl Johnson, Willowbrook UMC

Timothy J. Metzger, North Scottsdale UMC

Tom Robison, Gold Canyon UMC

Dr. Edward H. Stephenson, St. Mark's UMC

Dr. M. Gene Ulrich, Green Valley Community Church

Ronald G. Wilson, First Phoenix UMC

Christy Ziegler, Dove of the Desert UMC

Rev. Steve Ziegler, Retired, N. Illinois Conference

The Board of Directors voted to approve this report on February 27, 2016. The vote was 10 in favor, 0 against and 3 members absent.

#### **7b. PROFESSIONAL ASSOCIATION OF UNITED METHODIST CHURCH SECRETARIES**

*Sally West, President*

Legislation was adopted by the 1988 General Conference of the United Methodist Church which states that The General Council of Finance and Administration (GFCA) shall have the authority and responsibility: "to provide guidance and consultation for continuing education of church secretaries, including establishment of training and certification programs, and to provide assistance to the Professional Association of United Methodist Church Secretaries." (*The Book of Discipline*, 2012, ¶807.19)

The Mission of PAUMCS is to provide a supportive base for the unity and fellowship of its members, to provide individual growth, professional development, continuing education and spiritual enrichment.

The Desert Southwest Chapter of PAUMCS is a part of the National Association of PAUMCS and was chartered in 1997. The Professional Association of United Methodist Church Secretaries (PAUMCS) is open to all church secretaries and all other paid and volunteer church office workers and volunteers.

#### THE DESERT SOUTHWEST CHAPTER:

The Desert Southwest Chapter held one event in 2015. A one-day workshop with the focus on “Office Management Tips That Work” and “Statistical Table Filing” with Randy Bowman, Conference Treasurer. Jennifer Barber, Conference Archives and History Coordinator, shared tips for managing local church records: What to keep? What to toss? How long to keep it? And Where to keep it? All important issues for preserving local church history. In addition, the PAUMCS Executive Planning Team shared important information about Charge Conference Reports, Getting the most out of office volunteers and tips for challenges in the work place.

Randy Bowman helped those attending to revisit important line items and procedures for filing electronically.

#### NATIONAL PAUMCS:

The National PAUMCS sponsored two major events in 2015: A Certification Institute held at the National United Methodist headquarters in Nashville, Tennessee, and a National Conference hosted by various PAUMCS chapters across the United States.

The United Methodist Church is a connectional denomination. PAUMCS offers a network of resources:

- 1) A newsletter, “The Vital Link” is published by the National PAUMCS.
- 2) The PAUMCS “Prayer Net” which offers a prayer connection for healing, job loss or search, house selling or just support through a difficult time.
- 3) “Linking Hands” which is a connectional email support group of over 800 members to ask questions, share experiences and help where help is asked for and needed.

For more information for your church staff and volunteers, contact Sally West at [swest@dscumc.org](mailto:swest@dscumc.org) or at the South District Office, 520-325-2775. You can also encourage your staff and volunteers to visit the national website at [www.paumcs.org](http://www.paumcs.org).

PAUMCS is a vital link and vital resource for church staff, volunteers and clergy. It offers support, resource materials, education, fellowship and a system for linking individuals who are in the same ministry around the world. The Professional Association of United Methodist Church Secretaries is an avenue for those working and volunteering in our churches, across the United States and beyond, to support one another in the ministry of the individual local church, district and Conference.

### **7c. UNITED METHODIST WOMEN**

*Alice Brown, President*

#### Our Purpose

United Methodist Women shall be a community of women whose PURPOSE is to know God and to experience freedom as whole persons through Jesus Christ; to develop a creative, supportive fellowship; and to expand concepts of mission through participation in the global ministries of the Church.

My theme for 2016 is: “Conduct Becoming to a Member of United Methodist Women” based on a book written by Elaine Magalis. Go to [www.dscumc.org/united-methodist-women](http://www.dscumc.org/united-methodist-women) and read my article in the March 2016 *Southwest Winds*. There is a cute caricature that was created by Carol Potter & Molly Cunningham.

United Methodist Women in the Desert Southwest Conference total more than 3,000 members. I'm proud to report we were once again recognized by United Methodist Women National for paying our Pledge to Mission over and above the amount pledged. Our Total Pledge to Mission in 2015 was \$95,639.00. Amount paid in 2015 was \$97,392.00. Our focus using the money pledged is the same as our foremothers: ministries that address the needs of women, children and youth; advocacy for the oppressed and dispossessed; leadership development; efforts to achieve inclusiveness, and spiritual growth. This is done through many ways, including, programs, retreats, Mission u, a Reading Program, giving, volunteering, workshops, trainings and seminars. United Methodist Women in the Desert Southwest Conference are faithful in paying their pledge to support programs for Women, Children and Youth here and abroad.

In 2016 Mission u will be held, once again, in three locations: North District—July 8–9 at Desert Springs UMC, Las Vegas, Nevada; Central East/Central West Districts—July 29–30 at Dayspring UMC, Tempe, Arizona; and South District—August 19–20, Catalina UMC, Tucson, Arizona. The three studies are: 1) Spiritual Growth study—*The Bible and Human Sexuality*, 2) Issue study—*Climate Justice* and 3) Geographic study—*Latin America*. Our Dean of Mission u is Carla Whitmire and our Assistant Dean is Gloria Simmers. Registration forms are at [www.dscumc.org/mission-u](http://www.dscumc.org/mission-u). Men are more than welcome to attend Mission u.

*The Book of Discipline* says, "In every local church there shall be an organized unit of United Methodist Women," but not all churches presently have one. If your church does not have an organized unit and you want more information, ask any United Methodist pastor for the name and phone number of the conference or district Membership Care coordinator. If the pastor doesn't know it, he/she can obtain it for you.

I will continue to assist each unit and district in the Desert Southwest Conference to fulfill the PURPOSE of the United Methodist Women. The challenges will be many, I'm sure, but as always, with the challenges our Lord also gives us the chance to learn and experience new things, new people, hear new ideas and watch the results just flow. Through it all, our Lord and Savior will be walking with me and you and the DSW United Methodist Women Conference team.

The United Methodist Women Conference Leadership team will continue to put our Faith, Hope and Love in Action. Want to know more about us and how we are using "Conduct Becoming to a Member of United Methodist Woman" go [www.dscumc.org/united-methodist-women](http://www.dscumc.org/united-methodist-women) and check out our events or read our newsletters.

## 8. SEMINARIES

### 8a. BOSTON UNIVERSITY SCHOOL OF THEOLOGY

*Mary Elizabeth Moore, Dean of Boston University School of Theology*

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

## NEWS

- **New faculty:** This year, Boston University welcomed new faculty in ethics, psychology, theologies of spirituality, comparative theology, church renewal, Black church leadership, and mission studies. We welcomed: Nimi Wariboko (Walter G. Muelder Professor of Social Ethics); David Decosimo (Theology); Theodore Hickman-Maynard (Evangelism and Church Renewal); Andrea Hollingsworth (Theology); Barbod Salimi (Psychology and Peace Studies); and Daryl Ireland (Associate Director of the Center for Global Christianity and Mission).

- **Spiritual life:** STH continued to expand and deepen its spiritual life program, led by Charlene Zuill, Spiritual Life Coordinator and United Methodist elder. Bishop Susan Hassinger, Claire Wolfteich, and many others also offer a rich selection of courses in spirituality and leadership.
- **Chaplaincy track:** STH added a chaplaincy track to the M.Div. degree, preparing students for hospitals, prisons, and military settings.

**ENGAGING IN DIALOGUE:** STH spent much energy this year in hard conversations on violence, racism, and injustice, seeking to be honest and vigorously open to change, while honoring the dignity of all persons.

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

**CARING FOR THE CHURCH** through leadership and service.

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

**CARING FOR THE WORLD**

- **Offering opportunities for engaged learning.** Opportunities included the Doctor of Ministry program in Transformational Leadership; an urban ministry course; travel seminars to India, the Arizona-Mexico border, Israel-Palestine, Mexico, and Turkey (Ephesus); work with leaders in Ferguson, MO; and a travel seminar for UMC clergywomen to Cuba, co-sponsored by GBHEM and STH.
- **Collaborating with the global church.** Collaborations included sponsorship of the *Dictionary of African Christian Biography*; events and art exhibits on local and global ecology; and dialogues with global church leaders.

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

Blessings and gratitude,

Mary Elizabeth Moore

## 8b. CLAREMONT SCHOOL OF THEOLOGY

### Charting the Course

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

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

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

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

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

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

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

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

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

The year ahead promises to be full of impactful ministry for CST, as it continues in its mission to *Create a Difference* for the Church and the world. Stay connected to life at CST by visiting [www.cst.edu](http://www.cst.edu) or following CST on social media on Facebook and on Twitter @CST\_News.

## **8c. DREW UNIVERSITY THEOLOGICAL SCHOOL**

*Rev. Dr. Javier A. Viera, Dean of the Theological School Professor of Pastoral Theology*

### **A Cohering Vision: Curriculum, Community, Co-Curricular Initiatives**

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

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

Given this imperative, we are focused on the three “Cs” of our cohering vision: redesigning our *curriculum*, strengthening our *community* of learning, and deepening training through revived *co-curricular* initiatives. These three aspects of a Drew Theological School education will work together to enable us to empower creative thought and courageous action to advance justice, peace, and love of God, neighbor, and the earth—as well as uniquely position us to lead evolving expressions of Christianity.

### **Designing distinct pathways from curriculum to vocation**

To remain meaningful and offer the greatest value to our students, each of the six degree paths that we offer must be as distinct as the ministry to which it leads. For example, our Master of Arts in Ministry program, which forms students for the broadest spectrum of theologically-informed advocacy and ministry, or our D.Min program, which has become the “new” terminal vocational degree, must be custom rebuilt for current and emerging student needs and outcomes. This also holds true for our Master of Arts, Master of Sacred Theology, PhD, and, most critically, our Master of Divinity programs.

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

### **Student experiences rooted in community**

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

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

### **Fostering innovation in ministry and the work of spirit-filled justice**

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

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

### **Success so far through our *One and All Campaign***

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

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

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

## **8d. ILIFF SCHOOL OF THEOLOGY**

*Rev. Dr. Thomas V. Wolfe, President and Chief Executive Officer*

Greetings from the Iliff School of Theology in Denver, Colorado. We wish you blessings as together we share the work of strengthening the Church and offering a compassionate PRESENCE to the World.

The Iliff School of Theology’s commitment to the Wesleyan ethos of providing hopeful, intellectually alive, and spiritually grounded theological education for each and every student over the course of their lifetime continues. Iliff’s identity is focused on educating leaders for three primary publics: the world, the

church, and the academy. At Iliff, we refuse to choose between being a training home only for ministerial candidates, a center only for activists and scholar-activists, or a school only for academics. We believe all three are inseparable and enhance one another as we deliberately situate ourselves in the world and critically operate out of the world's complexities.

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

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

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

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

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

[www.iliff.edu](http://www.iliff.edu) 1-800-678-3360

## **8e. SAINT PAUL SCHOOL OF THEOLOGY**

[www.spst.edu](http://www.spst.edu)

Saint Paul School of Theology is a seminary of the United Methodist Church that educates leaders to make disciples for Jesus Christ, renew the Church, and transform the world. We are one institution with two campuses, in Oklahoma and Kansas.

This past academic year, Saint Paul enrolled 199 students from 14 annual conferences and 6 countries on both campuses. The Course of Study School at Saint Paul served 222 students in four Midwest locations.

The Saint Paul Board of Trustees named Dr. Nancy Howell, Saint Paul Professor of Theology and Philosophy, as the Acting President this spring. Her term began March 2 as Rev. H. Sharon Howell retired. Dr. Nancy Howell brings multiple years of experience serving in administration.

Saint Paul and Kansas Wesleyan University signed a Memorandum of Understanding for a 3+3 theological studies undergraduate-graduate program. The agreement is thought to be the first of its kind to be established between a United Methodist-based university and a United Methodist seminary. Under this

arrangement, Kansas Wesleyan students condense the four-year course of study for the Christian Ministry major into three years, followed by the completion of the three-year Master of Divinity degree at Saint Paul. The 3 +3 program with Kansas Wesleyan will begin Fall 2016. 3+3 collaborations with other undergraduate institutions are currently in discussion.

Dr. Young-Ho Chun is serving as the Director of Asian Studies for Saint Paul. He is currently recruiting the 4th Korean Doctor of Ministry track of students. The model of theological education designed for this highly successful and unique program is currently being considered by other global communities.

Saint Paul will offer two fully online courses starting fall 2016 and two in the spring semester of 2017. We will continue to offer popular hybrid courses as well as video link every course between our two locations.

Two new components in the M.Div. program are practicums taught by ministry practitioners and off-campus spiritual formation retreats. Practicum offerings include such real-life skill areas as budgets and finance, funerals and ministry with children. Spiritual formation retreats deepen students' spirituality for a lifetime of ministry.

The Fellows program equips candidates called to full-time ministry with academic formation and real-life pastoral experience. The award covers tuition, books and fees for three years. Each Fellow will receive a pastoral mentor and a student appointment with a stipend to cover living expenses.

The Oklahoma Campus had its second recognition dinner celebrating eight years of seminary excellence in Oklahoma. The Celebrate Saint Paul dinner has become an annual event including the Bishop Robert E. Hayes, Jr. Leadership Award

The trustees, faculty, staff, and students of Saint Paul thank you for your interest, prayers and support.

Oklahoma City Area Campus  
Saint Paul: Oklahoma City University  
2501 North Blackwelder  
Oklahoma City, OK 73106

Kansas City Area Campus  
Saint Paul: Church of the Resurrection  
4370 W 109th St, Suite 300  
Overland Park, KS 66211

## **D. ACTION ITEMS**

### **1. CONFERENCE LAY LEADER NOMINEES**

#### **Background—The Conference Lay Leader**

Every four years, The Desert Southwest Annual Conference elects a Conference Lay Leader. The person is elected by vote of the Lay Members of the Annual Conference at the Laity Session during the years in which General Conference is held. Lay persons who have been members of The United Methodist Church for at least two years and active in congregations of The United Methodist Church for at least four years immediately prior to the year of election are eligible for nomination and election.

The role and ministry of Conference Lay Leader is significant in the life of the Conference, since the Conference Lay Leader is a partner in ministry with the Resident Bishop. The Lay Leader's primary function is to serve as an advocate for the ministry of the laity, in cooperation with the clergy, for the purpose of achieving the Mission of the United Methodist Church. This is accomplished by enabling and supporting lay participation in the planning and decision-making processes of the Conference, Districts and local congregations.

In order to facilitate this role, the Conference Lay Leader, by direction of the *Book of Discipline* and Desert Southwest Conference rules, serves as a member or leader of many different Conference bodies and is the Chair of the Conference Board of Laity.

Additionally, the Lay Leader may serve on the Conference Board of Ordained Ministry at the invitation of the Bishop. Membership on these planning and leadership bodies places the Conference Lay Leader at key tables in the life of the Conference as we work together to discern and implement the Strategic Direction of Desert Southwest.

The role of Conference Lay Leader requires faith, inspiration, creativity, vision, patience and commitment. Communication skills are important, as is a willingness to be an active and collaborative participant in many different arenas of Conference life and work. A candidate must have, or be willing to acquire, reasonable skills in electronic media in order to be an effective team member with other leaders of the DSC. The ministry of the laity is critical to the success of our Strategic Direction. The Conference Lay Leader must remain focused on the Mission of the UMC to serve as a key worker in creating a world transformed into the Kingdom of God

## **WALLY ATHEY**

**Congregation:** Paradise Valley UMC

**District:** Central East

### **1. How long have you been a member of your church?**

Ten (10) years

### **2. Share what discipleship means to you.**

When I think of discipleship I think of learning, being a student, following the instructions of a teacher, or becoming a “follower.” In the Christian church we become Jesus’ disciples when we study his teaching, learn the lessons, and follow his instructions on how to live our lives. Good discipleship also means sharing what we learn with others that they might become disciples.

### **3. What is your vision for the ministry of the laity in Christ's Church and in the world?**

My vision for the ministries of the laity is an active, shared, and positive partnership with clergy to increase the outreach and impact of the church. I believe this is best accomplished when laity and clergy serve in tandem to demonstrate God’s love. This partnership enables everyone to increase love for God and our neighbors.

### **4. In your opinion, what are the top two issues facing The United Methodist Church in the world?**

In my opinion, the top two issues facing the United Methodist Church are: the potential schism of the church revolving around what our Social Principals say about homosexuality; and the scarcity of accountability for bishops once they are elected.

### **5. What has been your most significant contribution to the ministry of your local/current congregation?**

I believe my most significant contribution began when I became the original Director of Communications for the conference in 1997. Foundational accomplishments in electronic and print media coupled with hands-on local church training with “Igniting Ministries” paved the way for today’s processes for communicating within and beyond the local church.

### **6. In what positions have you served The United Methodist Church beyond your congregation?**

Beyond serving my local United Methodist congregations (Shepherd of the Valley, Phoenix; St. Matthew, Mesa; Desert Foothills (Charter member), Phoenix.; Dove of the Desert, Glendale; and Paradise Valley UMC), I have served our youth as a Cabin Leader at Mingus Mountain Camp ten or more summers. Additionally, I served six or more time on Strength For The Journey retreats.

Involved with the Arizona Walk to Emmaus since 1993, including serving on twenty (20) weekend teams (twice as Lay Director), I am just completing two-year term as Community Lay Director and Board of Directors member.

**7. Paragraph 607 of The United Methodist *Book of Discipline* (2012) describes the role and responsibilities of the Conference Lay Leader. Have you read this material and are you willing to undertake this ministry?**

Yes

**LAURIE LINEBERRY**

**Congregation:** Trinity UMC–Yuma

**District:** Central West

**1. How long have you been a member of your church?**

17 years

**2. Share what discipleship means to you.**

Discipleship is a process...being an example. It is walking the path Christ has set for us. Putting all the talk into action. Discipleship is a life-long journey of learning and growing in Christ.

**3. What is your vision for the ministry of the laity in Christ's Church and in the world?**

My vision for the ministry of the laity is to work in partnership with the ordained to accomplish that which we cannot do as separate groups: to grow the church, to generate vibrant places where people want to be and serve and make disciples for Christ.

**4. In your opinion, what are the top two issues facing The United Methodist Church in the world?**

Any issue that has the potential to divide the church, literally, is huge. I believe the LGBTQ issue is one of them. As a church we need to learn how to “agree to disagree” (as John Wesley was well aware and coined the concept for Methodists), without destroying the church. Can we agree to disagree without creating hate, divisiveness, and all the negative attributes that tear people apart? Can we be an example in the world to truly love each other as Christ taught? Can we disagree and still love each other and continue to be the church together? 2. The growth of the church worldwide is uneven. Today, there are more disciples being made in other countries than in the United States. This creates a shifting of power for decision-making from North America to other continents. This also means, that as the Church membership continues to drop in the U.S., so does financial contributions to the Church. The majority of the money for the Church has traditionally come from the U.S., subsidizing the Church in other countries. At what point is the Church not sustainable in its present form with reduced income? How will the Church structure have to change? How will that impact the purpose of making disciples for Christ?

**5. What has been your most significant contribution to the ministry of your local/current congregation?**

I think that I am a constant/consistent visual example of doing for Christ and being for Christ, so others can see and hopefully want to join in. I play in the hand bell choir, I lead a Sunday school class, I am active with the Trustees, I lead small groups of study (just finished Disciple and will begin Covenant later in the year), I try to participate in all activities sponsored by the church. I try to get others interested and excited about the outreach we do as a church. I am constantly reading, learning, sharing and challenging others. The more excited members we have, the quicker we gain the momentum to make great things happen across the street and around the world, for Christ. I participated on the core team with the Don Nations program. Through that program, the core team (we call it the Transformation Team) has moved many items forward that would have stalled waiting for the current church system to approve. I brought forward the concept of adopting the elementary school across the street from the church. The team agreed, so we planned the process we would take to eventually become the “go-to” group that the principle, teachers and now the students think of first when they want to move forward with an item. We do many things for the school, teachers, administration and kids. We are walking the talk. The most recent thing the church did for the school was to provide a ‘buddy bench.’ One of our team members heard about the

kids wanting a place for lonely or new or sad kids to go on the playground so others can see and go be friends with that person. A very cool idea by the students that the church funded and installed on the playground. We have been in partnership with the school for 4 years. The church was awarded Volunteer Group of the Year by the School District! In the back of our minds we are always asking, “if our church disappeared tomorrow, would anyone in the community notice?” With this and our other outreach actions, we believe someone in the community would notice that we were gone.

**6. In what positions have you served The United Methodist Church beyond your congregation?**

I have served/am serving on the following:

- + Covenant Council
- + New Faith Communities
- + Committee on Nominations and Leadership Development
- + Board of Lay Ministry
- + Disaster Response Team
- + District Committee on Ministry

I am currently the West District Lay Leader

**7. Paragraph 607 of The United Methodist *Book of Discipline* (2012) describes the role and responsibilities of the Conference Lay Leader. Have you read this material and are you willing to undertake this ministry?**

Yes

## **2. EPISCOPAL CANDIDATES**

**REV. NANCY CUSHMAN**



Nancy Cushman is the Senior Pastor of North Scottsdale UMC and the Desert Southwest Conference Secretary. Nancy has served in a variety of church settings and roles. She has served as Associate, Senior and Co-Pastor at churches in urban, rural, and suburban settings. She has served different sized churches from a small 15-member church to an 800-member church. These experiences have helped her understand the different dynamics and callings of churches of differing sizes and settings.

She has served at the Conference level for many years in congregational development and as the Faith Communities Team Leader. Church vitality and starting new faith communities has always been important to her. At the Bishop’s request, she started serving as the Conference Secretary two years ago.

Nancy is passionate about children and about mission. She has been able to express that calling in both foreign and domestic settings. She is a long-time supporter and member of the Board of Directors of Hope for the Hopeless, a ministry to Ethiopian street children. Through Hope for the Hopeless she has had the opportunity to work alongside Ethiopian Christians to provide abandoned and orphaned children a safe environment to thrive. In 2015, with a grant from GBGM, she co-led a training of Ethiopian church pastors and leaders in Ethiopia called “The Church’s Compassionate Response to AIDS.” While at North Scottsdale UMC, she has worked with dedicated laity to start a ministry called Trinity Opportunity

Alliance (TOA). TOA recruits employers and matches them with youth aging out of the foster care system. Nancy has also served on many mission teams including an UMCOR Early Response Team (ERT). She deeply appreciates the United Methodist Church's ethos of faith and practice, personal and social holiness.

Her strengths include organization and administration, working with diverse people, preaching and worship. The UMC is at a crucial moment of decision—"while we may not think alike, can we love alike?" Answering that question while continuing to be in meaningful ministry through vital local churches who invite people to follow Jesus and grow as disciples and serve a world beyond their walls is the task for this generation of leaders and bishops.

To learn more of Nancy's story, go to [nancycushman.com/my-story/](http://nancycushman.com/my-story/).

### REV. DR. DOTTIE ESCOBEDO-FRANK



Dottie grew up on the mission-field in Nogales, Arizona and Mexico. She worked as a Social Worker for 15 years, earning her Master of Social Work degree from Arizona State University. She completed her Master of Divinity degree from Claremont School of Theology, and was ordained as a Deacon in (1996) and an Elder (2000) in The United Methodist Church. Dottie has served in four churches (small, medium, and mega sized) in the Phoenix area. Along the way, she earned a Doctorate of Ministry degree from George Fox Evangelical Seminary in "Semiotics and Future Studies." She is currently serving as District Superintendent in the South District.

A national and international speaker, she speaks on creative worship, restart churches, and leadership from the edge. She has written several books:

*Christmas and Advent, Igniting Worship Series*

*Sermon Seeds, 40 Creative Sermon Starters*

*Jesus Insurgency, Church Revolution from the Edge* (co-author: Rudy Rasmus)

*ReStart Your Church*

*Our Common Sins, Converge Bible Studies*

*Give It Up! A Lenten Study for Adults*

*The Sacred Secular, How God is Using the World to Shape the Church* (co-author: Rob Rynders)

For Pastor Dottie, living in a time of great culture shift requires that the church find sacred ways to die in order to be reborn. For her, death sets off the necessary resurrection of the church. Dottie calls for "sacred heretics," defined as those who are outside-thinkers, to lead the church forward. As ones who create movements, as the ones who see clearly the Church's true vision, "edge-dwellers" are now recognized and rewarded by society, while at the same time rejected by the Church. Now is the time, she says, to push these new leaders, these edge dwellers, to the forefront of church restarts and new birth.

Worship, preaching, justice, mercy, and creating space for revolutionary change define Rev. Dottie's work and passion. She is full of hope that the Holy Spirit is leading the Church in the present and into the

future. Dottie calls on churches to develop communities of true disciples of Jesus Christ who participate in this transformation.

You can follow Dottie on her blog: [dottiesdialog.com](http://dottiesdialog.com) or on Facebook and Twitter.

### 3. RULE CHANGES

#### Proposed Revision to Conference Rules

**Whereas** Legislative Committees may better connect interested parties with relevant topics; and

**Whereas** Legislative Committees may assist the Annual Conference body to more effectively use its time through the development of a “Consent Calendar,” now, therefore, be it

**Resolved**, that the Desert Southwest Conference (DSC) make the following rule changes:

#### A. CONFERENCE RULES

#### II. CONFERENCE PROCEDURES

#### E. Legislative Committees (*2015 Journal, Volume 2*, page 88)

1. Duties: The duties of the Legislative Committees shall be as follows: to receive all items to be submitted to the Annual Conference for action, including but not limited to resolutions, recommendations, petitions and proposals; to hear and consider all such items; to formulate, amend, vote to consent calendar and present action items to the Annual Conference. Those matters that shall be excluded from Legislative Committee consideration include, but are not limited to, CFA recommendations and Nominations. The Bishop and Cabinet shall decide what matters need to be acted upon by the whole Annual Conference.

a. Assignments: The Conference Secretary is empowered to assign items for consideration to the appropriate Legislative Committee and to withdraw and reassign said items at any time before a report on said recommendations is brought in.

b. Amendments: The Legislative Committees are empowered to amend matters assigned to them.

c. Initiation of Resolutions: The Legislative Committees are empowered to initiate resolutions falling within the scope of their responsibility.

#### 2. Membership

a. Assignment: Lay and clergy members ~~who attend Preconference briefings~~, will be given priority as to the legislative committee on which they wish to serve. ~~The Conference Secretary shall randomly assign lay and clergy members not attending briefings to a legislative committee.~~ Each District Superintendent and Exempt Level 1 staff person will be assigned to a separate Committee committee so far as possible.

b. Alternates and Observers: ~~those elected as~~ **alternates and** observers to Annual Conference may attend the Legislative Committee of their choice. Observers may have the right of voice but not vote. ~~Alternate lay members may also attend the Legislative Committee of their choice.~~ Alternates may have the right of voice but not vote unless they are filling the vacancy of the lay member.

c. Tenure: Assignment shall be made annually.

d. ~~Vacancy: A lay member vacancy shall automatically be filled by the next alternate lay member from the same church.~~

...

#### 4. Meetings

b. The ~~District Superintendent~~ **Exempt Level 1 staff person** may act as the parliamentarian.

Rationale:

Instead of randomly assigning members to legislation where they may have no interest, expertise, or passion, these changes will allow all members to make their own decisions about where to best place themselves. If passionate members have a place and means to be in conversation and relationship with others, more thoughtful engagement and may be had and perhaps legislation may be more thoughtfully refined before coming to the full plenary.

In addition, no matter how many individuals participate in a legislative committee, a 2/3rds vote is still required to add legislation to the Consent Calendar or at least a simple majority to bring the item to the Plenary Session [see *2015 Journal, Volume 2*, page 88, article II.E.4.g.1), 2), & 3)]. In addition, “any matter on the consent calendar can be removed by a vote of 30 members of the Annual Conference” (see *2015 Journal, Volume 2*, page 95, article III.K.1.c). These requirements will help our body be faithful and responsible when submitting and reviewing legislation.

Submitted by: Desert Southwest Conference Sessions Committee

Version: February 16, 2016 at 5:30 PM

#### 4. RECOMMENDATIONS

- a. [Commission on Equitable Compensation Recommendation](#)
- b. [Council on Finance and Administration Recommendations](#)
- c. [Pension and Health Benefits Recommendations](#)
- d. [Board of Trustees Recommendation](#)
- e. [Personnel Committee Recommendations](#)

#### E. REPORTING GUIDE TO TAKE INFORMATION BACK TO YOUR CHURCH

Begin to plan now for sharing your experience at Annual Conference by considering what, when and how to share ...

WHAT:

- Resources found for programs in your local church
- Your personal experiences and impressions of the work of our Annual Conference.

WHEN:

- Sunday morning worship
- Church Newsletter
- Administrative Council/Board and individual work areas
- Men's & Women's groups
- Adult/youth Sunday School classes
- During budget planning

HOW:

- Panel with other members attending from your church. Show and tell with photos and/or videos
- Dialogue between pastor and lay member(s)
- Incorporate reporting in a sermon by pastor and lay member(s)
- Be interviewed by someone from the congregation
- Set up a display of materials you received at Annual Conference

- Share downloads which are available on the conference website.

\*\*\*\*\*

If your report of Annual Conference is to be balanced and interesting, it should include facts and flavor. Consider the following in your presentation.

Impressions of:

Worship

Fellowship

Plenary Sessions

Fact Finding:

How many attended Annual Conference? Laity? Clergy?

Age groups included:

Number of Districts? The names of the districts?

Number of People ordained and, commissioned or received into provisional membership?

Number of people retired?

Ethnic groups represented?

Number of churches in our Conference?

Total membership of our Conference?

Number of churches organized this year?

Other Information:

Who will be the new Conference Lay Leader?

What was reported from General Conference?

Who did we nominate for bishop?

How can we be a part of Western Jurisdictional Conference in Scottsdale, Arizona this July?

My faith was strengthened by ...

What I learned about the United Methodist Church was ...

I especially want to report to my church on ...

## THERE MAY BE CONTROVERSY—HOW WILL YOU DEAL WITH IT?

Whenever concerned Christians make corporate decisions—some controversy often occurs

Be aware of:

Are the issues fairly and openly presented? If not, why not?

Does the controversy center on interpretation of facts?

Is it an argument of faith or interpretation of facts?

Can it be resolved to everyone's satisfaction?

Was the process impartial?

How do YOU react to the issues and the process?

Is either the issue or the process of sufficient concern to report to your congregation?

Can you see a creative outcome from the controversy?

## F. GLOSSARY OF UNITED METHODIST LINGO AND ACRONYMS

### **Ad Council**

Administrative Council: a blending of the Administrative Board and Council on Ministries in the local church

### **Advance**

Or Advance Special: second mile giving to an approved ministry through your local church

<b>AEC</b>	The former Arizona Ecumenical Council, which has now become the Arizona Faith Network
<b>Annual Conference</b>	The basic unit of the United Methodist Church, “annual conference” may refer to a regional body, an organizational body, or the annual sessions thereof, at which an equal number of clergy members and lay members gather for worship, fellowship, and to conduct the business of the conference
<b>Apportionment</b>	An amount assigned to a local church, Annual Conference, or other United Methodist body by a proper church authority to be raised as its share of a church fund. Each Annual Conference uses its own approved formula
<b>Asbury, Francis</b>	Started the Methodist church in the US along with Thomas Cooke
<b>Benevolences</b>	Gifts to causes that carry out United Methodist mission, ministry and program around the world
<b>Bishop</b>	The Episcopal leader of each Conference
<b>Cabinet</b>	The meeting of the Bishop and the Superintendents
<b>CCYM</b>	Conference Council on Youth Ministries
<b>CEF</b>	Christian Educators Fellowship
<b>CFA</b>	Conference Committee on Finance and Administration
<b>Chancellor</b>	Or Conference Chancellor: the attorney that handles legal work for the Annual Conference
<b>Charge</b>	A term for the local church
<b>Charge Conference</b>	Annual meeting of members of the local church with the superintendent to elect officers, report and conduct other church business
<b>Coke, Thomas</b>	Started the Methodist church in the US along with Francis Asbury
<b>Cokesbury</b>	The United Methodist bookstore and church supply house
<b>Commissioned</b>	A person who has been approved on probation by the Conference Board of Ordained Ministry and is working towards Elder Orders
<b>Congregational Development</b>	Another term for new church starts
<b>Connection, Connectional</b>	Adjectives that describe the networked nature and commitments of the UMC
<b>COSROW</b>	Committee on the Status and Role of Women
<b>Cross and Flame</b>	The UMC logo, representing the Holy Spirit with the cross of Christ. It reflects the words of our founder, John Wesley, when he said “I felt my heart strangely warmed”
<b>CRSP</b>	Clergy Retirement Security Program: clergy retirement plan
<b>DCOM</b>	District Council on Ministries
<b>DCYM</b>	District Council on Youth Ministries
<b>Deacon</b>	A person consecrated and hired by the local church to be in ministry (does not itinerate)

<b>Desert Southwest Conference</b>	The geographical area that makes up our Conference— Arizona, parts of Utah, Southern Nevada and a few churches in California along the Colorado River
<b>Discipline</b>	<i>The Book of Discipline</i> contains the laws that govern our church. These laws may be adopted, amended or discarded during the meeting of the General Conference
<b>District</b>	A sub-region of the Annual Conference
<b>District Superintendent</b>	Superintendent of the pastors and churches of a given district
<b>DS</b>	District Superintendent (see above)
<b>DSC</b>	Desert Southwest Conference
<b>Elder</b>	A clergy person ordained for ministries of Service, Word, Sacrament and Order
<b>Equitable Comp</b>	Equitable Compensation provides salary support to clergy whose churches are unable to provide a full salary and benefit package
<b>ESL</b>	English as a Second Language
<b>EUB</b>	Evangelical United Brethren, a predecessor denomination to the United Methodist Church
<b>Fellowship</b>	A new church start that has not yet chartered as a church
<b>Full Member</b>	A Deacon or Elder who is a full member of the Annual Conference
<b>GBCS</b>	General Board of Church & Society
<b>GBGM</b>	General Board of Global Ministries
<b>GBHEM</b>	General Board of Higher Education and Ministries
<b>GBOD</b>	General Board of Discipleship (recently renamed to Discipleship Ministries)
<b>GBPHB</b>	General Board of Pension and Health Benefits
<b>GCF&amp;A (or GCFA)</b>	General Committee on Finance and Administration
<b>GCORR</b>	General Commission on Religion and Race
<b>General</b>	Refers to national/international level of the Church
<b>General Conference</b>	The national/worldwide meeting of the Church; General Conference meets every four years
<b>Grade Figure Formula</b>	The formula by which apportionments are arrived
<b>Igniting Ministry</b>	The television and welcoming ministry of the UMC
<b>Itinerancy</b>	The system of The United Methodist Church by which clergy are appointed to their charges by the bishop and are under discipline to accept such appointments
<b>JHC</b>	Junior High Convention
<b>Journal or Conference Journal</b>	A record of the meeting of the Annual Conference; includes a directory of clergy and lay leadership and of local churches (CD or printed versions available)

<b>Jurisdictional</b>	Refers to the regional level of the church
<b>Jurisdictional Conference</b>	The Jurisdictional meeting of the church; Jurisdictional Conference meets every four years. An important function of the Jurisdictional Conference is to elect Bishops
<b>Laity</b>	Members of a congregation; literally “people of God”
<b>Lay Leader</b>	The lay person elected to provide lay leadership at the local church, district or Conference level
<b>Local Pastor</b>	A non-ordained clergy member approved by the District and licensed by the Bishop to perform pastoral duties, including the Sacraments in the church to which they have been appointed
<b>MARCHA</b>	Metodistas Asociados Representando la Causa de los Hispano Americanos (Methodists Associated Representing the Cause of Hispanic Americans)
<b>Mingus</b>	Mingus Mountain Camp, located near Prescott Valley, Arizona
<b>MPP</b>	Ministerial Pension Plan
<b>NCC</b>	National Council of Churches of Christ in the U.S.A.
<b>NCJ</b>	North Central Jurisdiction
<b>NEJ</b>	Northeastern Jurisdiction
<b>New Day Center</b>	Transitional housing for homeless families offered by UMOM
<b>NGO</b>	Non-Governmental Organization
<b>Parsonage</b>	The name of the house provided to clergy by the local church; many churches in our Conference provide a housing allowance rather than a parsonage
<b>PAUMCS</b>	Professional Association of United Methodist Church Secretaries
<b>Potosi</b>	Potosi Pines Camp, located near Las Vegas, Nevada
<b>PPR</b>	Pastor-Parish Relations Committee (See SPRC)
<b>SCJ</b>	South Central Jurisdiction
<b>SEJ</b>	Southeastern Jurisdiction
<b>Sessions</b>	The Committee that plans the meeting of the Annual Conference
<b>SFTJ</b>	Strength for the Journey: a three-day retreat for HIV+/AIDS campers and their caregivers
<b>Sidewalk</b>	Sidewalk Sunday School, an urban ministry for children
<b>Social Principles</b>	Statements decided at General Conference that declare our position on a number of issues and areas that relate to our church and our world
<b>SPRC</b>	Staff-Parish Relations Committee (see PPR): The church’s personnel committee
<b>Strategic Design/Direction</b>	Formerly Strategic Planning; the committee that recommends future direction and plans for the ministries of the Annual Conference
<b>TMM Family Services</b>	Tucson Family Services; formerly known as Tucson Metropolitan Ministries

<b>Trust Clause</b>	A denominational law that says that all local church holdings belong to the Annual Conference
<b>Trustees</b>	The group that oversees the property of the local church. There is also an Annual Conference Trustees Committee
<b>UMC</b>	The United Methodist Church
<b>UMCOM</b>	The United Methodist Communications
<b>UMCOR</b>	The United Methodist Committee on Relief
<b>UMDF</b>	The United Methodist Development Fund: a source of loans for new church starts
<b>UMF</b>	The United Methodist Foundation
<b>UMFCU</b>	The United Methodist Federal Credit Union
<b>UMFSA</b>	The United Methodist Federation for Social Action
<b>UMM</b>	The United Methodist Men
<b>UMNS</b>	The United Methodist News Service
<b>UMOM</b>	The United Methodist Outreach Ministries based in Phoenix
<b>UMPH</b>	The United Methodist Publishing House
<b>UMW</b>	The United Methodist Women
<b>UMYF</b>	United Methodist Youth Fellowship
<b>US-2</b>	A person who serves a 2-year term in a United States mission project
<b>VBS</b>	Vacation Bible School
<b>VIM</b>	Also UMVIM: United Methodist Volunteers in Mission
<b>WCC</b>	World Council of Churches
<b>Wesley Center</b>	An Urban mission in central Phoenix operated by the General Church
<b>Wesley Foundation</b>	College Campus Ministries
<b>Wesley, John</b>	An Anglican priest, the founder of Methodism
<b>Western Jurisdiction</b>	The region which encompasses eight Annual Conferences in the western part of the United States
<b>WJ</b>	Western Jurisdiction
<b>World Service and Conf. Benevolences</b>	The Annual Conference's share of the total World Service Fund and its approved Annual Conference benevolences
<b>World Service Fund</b>	The primary source of support for ministry through the general agencies. The World Service apportionment allows United Methodists to participate in God's global mission
<b>YA</b>	Young adults
<b>YPC</b>	Young People's Convention
<b>YSF</b>	Youth Service Fund

# **Daily Proceedings**

**Minutes of the 32<sup>nd</sup> Session  
Desert Southwest Annual Conference  
The United Methodist Church  
June 16-19, 2016  
Renaissance Hotel & Spa in Glendale, Arizona**

**Bishop Robert T. Hoshibata, President  
Rev. Nancy Cushman, Secretary  
Carla Whitmire,  
Associate Secretary for Proceedings**

**Orders of the Day  
Rev. Ann Thomas**

**Recorders  
Dina Reid, Pastor Deb Schauer, Sally West**



**OPENING OF ANNUAL CONFERENCE**  
**Bishop Robert T. Hoshibata**  
**Thursday, June 16, 2016**  
**9:00–9:40 a.m.**  
**Renaissance Glendale Hotel & Spa, Media Center**

**Call to Order**

Bishop Hoshibata called the session to order at 9:01 a.m. He welcomed the Desert Southwest Conference. The Bishop asked that we remember the Florida Annual Conference who met at the same time. Forty-nine chairs were set up to remember those who lost their lives in the recent violence in Orlando, Florida. The Bishop opened with prayer.

**Committee on Episcopacy**

Rev. Sharon Ragland, chair of the Conference Committee on Episcopacy was introduced. Ragland stated that the role of the Episcopacy Committee is to support the Bishop and the Bishop's office. Ragland expressed gratitude for the Bishop's leadership, inspiration, and willingness to tackle difficult issues. The Episcopal Committee and last year's Annual Conference Worship Committee commissioned artist and Rev. Cynthia Langston Kirk to create a bishop's banner. Rev. David Felten blessed the banner. The Conference sang a song based on a poem written by Langston Kirk. The Bishop expressed his appreciation and asked that we never cease to remember the Church of Jesus Christ is for all people.



**OPENING WORSHIP**  
**Bishop Robert Hoshibata, Preaching**  
**Thursday, June 16, 2016**  
**Renaissance Glendale Hotel & Spa, Media Center**  
**Theme: Infuse Life with Rhythm**

The opening worship began with a slow steady drumbeat, followed by a monologue, and then segued into the formal call to worship. The scriptures were from Psalm 100 and Matthew 13:1-9. The Bishop in his message reflected on the abundance of God that we all share. He demonstrated *Infusion* by creating a recipe of oil and chili powder to add flavor to our cooking creations liking it to the Conference infusing their respective congregations with God's joy, presence, and love. Prayers for the world and the victims of the Orlando, Florida shootings were offered after the message. After the benediction laity and clergy moved to their respective sessions.

Adjourned at 9:51 a.m.

**LAITY SESSION**  
**Thursday, June 16, 2016**  
**9:45–11:45 a.m.**  
**Renaissance Glendale Hotel & Spa, Media Center**

Jim Nibbelink, the Desert Southwest Conference Lay Leader, opened the Laity Session with greetings. Nibbelink introduced Bishop Hoshibata for his greetings. Bishop Hoshibata welcomed all to the Laity session. The Bishop thanked Nibbelink for his eight years of service as Conference Lay Leader and opened the session in prayer.

Nibbelink explained the process for the election of the new Conference Lay Leader. Nibbelink introduced the candidates for Conference Lay Leader, Wally Athey and Laurie Lineberry, who were each given an opportunity to speak for two minutes. Nibbelink explained that nominations can be taken from the floor but the candidate would not be able to make a speech because they were nominated from the floor. Diane Volere nominated Dee Hicks from the North District.

Nibbelink introduced Deaconess Marjie Hrabe, South District Lay Leader. Hrabe talked about our Methodist heritage from John Wesley in England. Jerry McGuire, North District Lay Leader, shared what the United Methodist heritage means for ministry today. McGuire led the laity in table talk discussions on: “When have you been most proud to be a United Methodist and part of a United Methodist congregation and why?”

### **Lay Leader Election**

Each lay member to Annual Conference received a ballot and was instructed to vote for one candidate. The ballot was taken.

Paul Browning, Central East District Lay Leader, shared the meaning and purpose of outreach ministry and led the laity in a second table talk discussion on: “Describe the most meaningful ongoing outreach ministry in your congregation.”

### **Results of Conference Lay Leader Election**

Nibbelink reported that there were 194 valid ballots and 98 ballots were needed to elect. Laurie Lineberry was elected as the nominee for Conference Lay Leader.

Lineberry, Central West District Lay Leader, led a third table talk discussion on: “What has changed in your community as a result of this ministry?” and “What has changed in your congregation as a result of this ministry?”

Bill Price, Conference Lay Servant Ministry Coordinator, shared about our personal responsibility and what disciples of Jesus are expected to do. The group then had table discussion to reflect on: “What new outreach idea will you take back to your congregation?” and “What three people will you share this inspiration with in order to help make it happen?”

Lineberry encouraged the laity to share the following with their home church: new methods, how to motivate changes and ways of being effective as a lay member. She asked the laity to think about: “What moved you, intrigued you, touched you, stirred God’s Spirit within you as you think about your entire experience at Annual Conference?” and “How are you going to share with your local congregation?”

Hrabe introduced two new deaconesses who were consecrated at General Conference, Maria Hase and Martha Lundgren. McGuire asked for a moment of privilege and shared what a Conference Lay Leader does and asked the laity to show their appreciation to Nibbelink. The District Lay Leaders presented Nibbelink with a *Wesleyan Study Bible*.

Nibbelink invited the laity to attend the Ministry Fair and closed the Laity Session with singing. The session was adjourned at 11:55 a.m.

**CLERGY EXECUTIVE SESSION**  
**Thursday, June 16, 2016**  
**9:45–11:45 a.m.**  
**Renaissance Glendale Hotel & Spa, Cira B & C**

The Clergy Session was opened by Dan Hurlbert, chair of the Board of Ordained Ministry with prayer.

Tina Rees, secretary of the Board of Ordained Ministry, moved that Shelley Shumaker be admitted to the session with voice but no vote. **M/A**

Rees moved that licensed local pastors, both full and part time, and local pastors who have entered into retired relationship be allowed to be present at this clergy session and given the right to speak should someone be moved to do so. **M/A**

Additionally, she reminded the group that all things stated in the session were in strict confidentiality.

Sarai Case, registrar of the Board, then presented the Business of the Annual Conference pertaining to ordained ministers and local pastors.

18. Who constitute:

- a) The Administrative Review Committee (§636)? (v)  
Members: Deits, Bob; Lansberry, Candace; Self-Price, Deanna; Alternates: Bonneau, Ed; Procter-Murphy, Jeff **PASSED**
- b) The Conference Relations Committee of the Board of Ordained Ministry (§635.1d)?  
Grandy, Janice; Keller, Julius; O'Neal, James; Ragland, Sharon *For information only*

19. Who are the certified candidates (§§ 310, 313, 314)

- a) Who are currently certified as candidates for ordained or licensed ministry? *For information only*
- b) Who have had their candidacy for ordained or licensed ministry accepted by a District Committee on Ordained Ministry in another annual conference? (Include name of accepting conference.)  
*For information only*

21. Who are approved and appointed as: (Indicate for each person the first year the license was awarded. Indicate what progress each has made in the course of study or the name of the seminary in which they are enrolled. Indicate with an asterisk those who have completed the five-year course of study or the M.Div. (§319.4). (v)

- a) Full-time local pastors? (§318.1) **PASSED**
- b) Part-time local pastors? (§318.2) **PASSED**

23. Who have been reinstated as local pastors (§320.4)? *For information only*

24. What ordained ministers or provisional members from other Annual Conferences or Methodist denominations are approved for appointment in the Annual Conference while retaining their conference or denominational membership (§§331.8, 346.1)?

- a) Annual Conferences *For information only*
- b) Other Methodist Denominations *For information only*

25. What clergy in good standing in other Christian denominations have been approved to serve appointments or ecumenical ministries within the bounds of the Annual Conference while retaining their denominational affiliation (§§331.8, 346.2)? (v) **PASSED**

26. Who are affiliate members:

- b) Without vote (§§334.5, 344.4)? (v 2/3) **PASSED**

28. Who are elected as provisional members and what seminary are they attending, if in school? (under ¶¶322.4, 324, 325)

b) Provisional Elders under the provisions of ¶¶ 324.4a, b or ¶324.6 (v)); ¶ 322.4 (v 3/4) PASSED

29. Who are continued as provisional members, in what year were they admitted to provisional membership, and what seminary are they attending, if in school (¶326)?

a) In preparation for ordination as a deacon or elder? (¶326) *For information only*

30. What ordained clergy, coming from other Christian denominations, have had their orders recognized (¶348): (v) PASSED

32. Who are elected as members in full connection? (v 2/3)

b) Elders PASSED

34. Who are ordained as elders and what seminary awarded their degree?

a) After provisional membership? (¶335) (v 2/3) PASSED

The Bishop announced that starting next year a  $\frac{3}{4}$  vote will be required to approval of elders and provisional elders.

38. Who have been received by transfer from other annual conferences of The United Methodist Church (¶¶347.1, 416.5, 635.2m)? *For information only*

46. Who have had their conference membership terminated?

a) By withdrawal to unite with another denomination (¶361.1, .4)? (v) PASSED

48. Deceased

c) What elders have died during the year? *For information only*

49. What provisional or ordained members (elders and deacons) have received appointments in other Annual Conferences of The United Methodist Church while retaining their membership in this Annual Conference (¶¶331.8, 346.1)? *For information only*

50. Who are the provisional, ordained members or associate members on leave of absence and for what number of years consecutively has each held this relation (¶354)?

a) Voluntary? PASSED

52. Who have been granted medical leave due to medical or disabling conditions (¶357)? (v) PASSED

53. What members in full connection have been retired (¶358): (List alphabetically. If retiring in the interim between conference sessions (¶358.2d), indicate the effective date of retirement.) (Under ¶358.1, no vote required; under ¶358.2, v; under ¶358.3, v 2/3) PASSED

56. Who have been recognized as retired local pastors (¶320.5)? *For Information Only*

73. Who are approved for less than full-time service?

a) What associate members, provisional, or full elders are approved for appointment to less than full-time service, what is the total number of years for which such approval has been granted to each, and for what fraction of full-time service (in one-quarter increments) is approval granted (for purposes of equitable compensation claim and pension credit) ¶¶338.2, 342.2, 1506)? (v 2/3, after 8 years v 3/4)

**PLENARY SESSION 1**  
**Thursday, June 16, 2016**  
**2:15–4:30 p.m.**  
**Renaissance Glendale Hotel & Spa, Media Center**

**Call to Order**

Bishop Hoshibata called the session to order at 2:15 p.m. and the body sang *O For a Thousand Tongues to Sing*.

**Organizational Matters**

The Bishop introduced Rev. Nancy Cushman, Conference Secretary. Cushman welcomed all to the 32<sup>nd</sup> Session of the Desert Southwest Annual Conference. She pointed out that all the information needed for this Annual Conference could be found on the Annual Conference Guidebook App and hoped all had found it and were familiar with it. She stated that Tech Help was available at the table with the burgundy tablecloth located near the Communications Booth. Volunteers were wearing dark grey “I Can Help” shirts. Cushman also noted that the nurse was located on the opposite side of the room to the northeast, if medical attention was needed, and that at various times the ushers would be moving about the Conference floor distributing items. Finally, Cushman prayed that our time together inspires you and fills you with the Holy Spirit that your passion for Christ will be kindled, your commitment to the church will be deepened, and you will find helpful ideas and tools to take back to your churches or other settings.

Cushman addressed the following procedural motions. Cushman moved

1. the names of the people who registered for this Conference constitute the official roll call for the 32<sup>nd</sup> Session of the Desert Southwest Annual Conference; **M/A**
2. those persons who requested to be excused from Annual Conference through their District Superintendent be excused and their names be printed in the minutes. Requesting to be excused are as follows: for the entire Conference—Active Clergy: Andrea Andress, Eric Brown, Julius Keller, Brian Osborn, David Patterson, Jim Robinson, Laszlo Vega; Retirees: Michael Anderson, Jane Baker, Stanley Brown, Ivan Burnett, Paul Caseman, Lloyd Ewart, Jon Flint, John Flowers, Suzanne Getz, Lyle Johnston, Joy Kemp, Bill Killian, Stewart Lewis, Roy Ludlow, Sharon MacVean, Steven Marshall, Robert Mitchell, Ken Morrison, Laura O’Neil, Frank Peters, Ione Porter, Kenneth Ramsey, Terry Reid, Gary Simon, Richard Smith, Sherylan Thorson, Karen Vannoy, Peter Vaught, Gary Ward, P. David Wilkinson, Marico Wilson; Partial time away: Karol Brecheisen, Michael Kerr-Osman, Louie Lyon. **M/A**
3. the entire floor of the *Imaginarium* constitute the Official Bar of the Conference; and that our Annual Conference operate under the “trust” system:
  - a. only those laity who are the officially elected Lay Members from their churches, diaconal ministers, deaconesses, home missionaries, United Methodist Women & United Methodist Men conference presidents, or conference & district Lay Leaders and
  - b. only those clergy who are deacons and elders in full connection, provisional members, associate (related to local pastors) members and affiliate (related to pastors in extension ministry) members, local pastors under full-time and part-time appointment and campus ministers will cast a vote when a vote is taken.

Clergy of another denomination or other Annual Conferences may not vote. **M/A**
4. all preliminary minutes and audio recordings of the Sessions are the property of the Conference Secretary and as such are part of the official proceedings. **M/A**

Cushman explained that the Commission on Religion & Race and the Commission on Status & Role of Women has a disciplinary responsibility to monitor the proceedings of the Annual Conference, and our Covenant Council affirmed our Conference’s desire to have them do so. Cushman moved that the

monitors sit on the floor to observe and be granted time Friday and Sunday mornings to give a report to the Annual Conference. M/A

Cushman then addressed the following additional procedural matters, pointing out:

1. the Preconference Journal which contain the rules of order;
2. the two microphones located in the Bar of the Conference. She instructed those wishing to speak to wait to be recognized by the Bishop, go to the microphone indicated by the Bishop and begin by stating their name and church;
3. rule III.G. which limits a speaker to one speech on any one question and limits the speaking time to three minutes;
4. if making a motion, the motion needed to be emailed to Trinity Donovan, the Conference legislative coordinator ([trinityd@gmail.com](mailto:trinityd@gmail.com)). Cushman stated that Donovan needed the email before the person making the motion stood to speak, or if email was not possible, she asked that the motion be submitted in writing on the motion pad;
5. Announcements to go up on the screen needed to be delivered to the Communications Booth or to her office in the Coat Room in the hallway next to the Registration Tables;
6. presenters on the agenda needed to arrive 15 minutes before report time and to sit in the green room located behind the curtain on the left side of the stage.

Cushman then moved that the persons listed in report D.1.e. of the Preconference Journal constitute the Conference Secretary's Staff for this Annual Conference and she encouraged those having questions to call on these staff members for assistance. M/A

Cushman asked that all clergy members of the Conference moving to a new appointment, retiring, or have made any changes to their contact information in the last year, please go on the Documents and Procedures section of the Guidebook App and complete the Change of Address form. She requested that all cell phones be set on vibrate or turned completely off during Conference sessions and if a call is received, the person taking the call move outside of the *Imaginarium*. Cushman shared that the hotel has asked that NO FOOD be taken out of the dining room to eat in the hallways or in the *Imaginarium*.

Cushman explained that translators and equipment are available for those with this need and can be picked up at an area near the Communications Booth. She called the Conference's attention to the Reporting Guide in section F of the Preconference Journal as a useful tool in gathering information to take back and share with your local church. Cushman encouraged the checking of the media screen each morning for room changes. That concluded Cushman's organizational matters. Cushman invited Rev. Sharon Ragland who explained the process for the Episcopal nominee endorsements. Ragland informed the body there would be a Question and Answer (Q&A) time during the session on Friday. Additional nominations could be submitted by 8 a.m. Friday to be included in the Q&A. The deadline for submission of Episcopal nominees for endorsement is 1:00 p.m. Friday.

Rev. Valerie Fairchild moved that a letter be sent to the Florida Annual Conference who met concurrently with the Desert Southwest Conference in light of recent shootings in Orlando, Florida. M/A

The Bishop pointed out the Growing Wall at the entrance to the Imaginarium. He invited members to write hopes, commitments, and dreams to develop new relations with new people outside of the church.

### **Introduction of Monitors**

Diana Volere, chair of the Commission on Race & Religion was introduced. Volere introduced Rev. Katherine Tang, outgoing chair of the Commission on Status and Role of Women. Volere reminded the

Conference that monitors are bridges to others, and they are not about policing words, but are about the radical welcoming of all. Volere introduced the monitors for the Conference.

### **Episcopal Address**

The Bishop shared thoughts as he envisioned what the Annual Conference might become. The Bishop asked the body to hold the image of a sower of grain in a Biblical way, scattering grain as far as arms could spread the grain, sometimes places not hospitable. II Corinthians (NRSV) says the one who sows bountifully will reap bountifully. Eugene Peterson's *Message* reads a stingy planter gets a stingy crop, a lavish planter gets a lavish crop.

The Bishop's vision—to bring alive in every ministry in the Desert Southwest Conference (DSC) the spirit of God, the love of Jesus Christ and praising of God—has been four years in the making. His vision is to engage in an intentional season of growth with every church.

The DSC is rich in resources and has much to share. We are at a point of huge opportunity. The Bishop feels God has something in store for us that we have yet to see and discover.

We have yet to know what God is calling us to be. The Bishop sees many signs of potential. He asked for the Conference to use resources to create an Initiative for Growth and Vitality that focuses on what God wants for us as an Annual Conference; a vision that emerges from the members of the DSC to be co-created with goals that are measureable, realistic, and challenging to make a difference in the DSC; to create a process for feedback and evaluation. The Bishop shared a video of seeds emerging and becoming plants. The Bishop would like to see the Conference grow as a seed grows. He shared growth does not mean just more people in the pews. Growth means an increase in activity. Signs of growth in a local church can be adding our effort to the efforts and energy of others to grow. Vitality means walking hand in hand with others—celebrating that life is good and wonderful, strong and active. The Bishop shared how he envisions the Conference becoming more vital.

Phase I has begun. It is receiving information from a survey the DSC was invited to complete. Information is being gathered about the vision for the Church. A Convergence Team has been formed to find common threads in the surveys.

Phase II will begin to ask how the information can become a compelling vision and present a plan of action to live out the vision.

Phase III will design and implement how the vision becomes reality.

The Bishop introduced two facilitators helping design The Initiative, Roanne Wallace and Sally Hecht.

The Convergence Team introduced themselves; Rev. Dave Summers, Rev. Gary Kennedy, Rev. Dan Morley, Christina Dillabough, Barbara Davis Hines, Jerry McGuire, Rev. Dave McPherson, Rev. Sharon Ragland, and Jessica Goad.

Each member shared on a topic.

### **Summers—Spiritual Discernment**

The Converge Team begins with a commitment to discern God's will and direction for our Future and Compelling Vision. The Team's work is grounded in a desire to seek, know and live God's vision for the future. The Conference was asked to pray that the Holy Spirit lead the Team to perceive and explore all God wants the DSC to do and become. A spirit-led, God directed effort is essential to building a vision

and the faithfulness of all in living and sharing what God reveals. Summers expressed the desire that “Christ be seen and known in our work, our fruitfulness and may the Spirit inspire and move us together in all that we do.”

#### Kennedy–Flexibility

The Initiative will be created acknowledging the different makeups of our churches. The desire is that The Initiative evolve to be flexible and to be determined by individual churches – not a one size fits all dictate. The Initiative will aim to influence a culture that will be focused, but flexible enough to adapt to all communities’ changing environments while strongly upholding Wesleyan values.

#### Morley–Convergence Team

The Convergence Team’s commission is to gather the dreams, hopes, and concerns about the future, try to cull out re-occurring themes and creative ideas, and then offer back to the Conference for reflection, those ideas to form an Initiative co-created by all. Morley emphasized that the Convergence Team is a working team, not a decision board.

#### Dillabough–Phase I: Compelling Vision Statement

The first phase of the Convergence Team’s role is to listen through surveys, interviews, and Holy Huddles. A verbal statement will then be prayerfully created of God’s compelling vision that will reflect the Conference’s dreams motivating forward movement.

#### Davis Hines–Phase II: Actualize the Vision

The vision statement will only be the beginning. In the next phase of The Initiative, concrete ways on how to actualize the dreams for the future of the DSC will be suggested.

#### McGuire–Phase II: Interchurch Sharing

Phase II will form more effective ways to share ideas, experiences, talents and learning from failures so that churches can learn from and teach each other without having to re-invent the wheel. The processes could be cross-church partnering by working on a program together. We have many gifts and experiences to share. There currently are many vital things occurring in churches, but we do not have effective ways to sharing with other churches.

#### McPherson–Celebrating Successes and Failures

There will be risk, but we recognize that the greatest risk is in not taking risk. We will not always experience success, but we hope to create a culture that values trying, and recognizes and celebrates the value of learning from failures as well as successes.

#### Ragland–Covenant

The Initiative will become a covenant with God and each other toward fulfillment of goals. Ragland emphasized that everyone counts, every voice, every church matters.

#### Goad–Continuously Evolving

The intent is that The Initiative not be a ‘program of the year’, but rather an evolving and ever growing change that will set the foundation for establishing a culture that, driven by our faith and values, enables us to step into the future and our communities as God wills us.

The Bishop shared this is an effort to co-create; prayerful and God centered with a determination to discern what God wants us to do.

### **Holy Huddle I Responses to Episcopal Address**

Rev. Jonathan Arnpriester shared the directions for the Holy Huddles. One hundred and sixty individuals have volunteered to be conveners and recorders at the tables of the Conference. Arnpriester offered a prayer and asked the tables to discuss the following: 1) Which aspects of the Bishop's message are meaningful and relevant to your ministry setting? 2) What might prevent the success of The Initiative?

### **Western Jurisdictional Conference**

Rev. Jennifer Lower shared that the Desert Southwest Conference will host the Western Jurisdictional Conference in July of this year in Scottsdale, Arizona. She stated that many volunteers are needed. People are needed to greet at the hotel and airport, and to shuttle people to and from the airport. She and Cynthia Satchel have sign-up sheets.

### **Point of Personal Privilege**

Rev. Dan Hurlbert moved that the Conference nominate just one person for the Episcopal nomination and that person would be the first person among eligible candidates to receive the majority of the ballots cast. Seconded. M/A

### **Announcements**

Rev. Beth Rambikur and Diana Volere asked everyone to consider serving on the Global Boards and Agencies and to fill out the form in the conference packet. They stated the requirements for serving: 1) ability to travel at least two times a year and 2) indication of why you feel you should be nominated. They asked that the forms be turned in by noon on Friday.

### **Spiritual Formation**

Pastor Paul Hyung Cho asked the Conference to join in a Korean spiritual practice mixed with other forms of body/liturgical worship. He asked all to think of three things 1) something you would like to offer to God in praise, 2) something you are grateful for, and 3) a concern you would like to offer prayers for. Paul asked the body to follow his lead, verbally and with movement, as he offered a closing time of community prayer.

The Bishop offered prayer to specifically lift up the people dealing with a fire near the Show Low area.

Adjourned at 4:18 p.m.

## **A SERVICE OF REMEMBRANCE**

**Rev. Tina Rees, Preaching**

**Thursday, June 16, 2016**

**5:00–6:00 p.m.**

**Renaissance Glendale Hotel & Spa, Media Center**

**Theme: Infuse Story with Blessing**

The Service of Remembrance began with bagpipes being played followed by a reading and Bishop Hoshibata offering prayer. The scriptures were from Luke 22:14-20 and Psalm 23. Rev. Tina Rees offered the meditation entitled, *Do This In Remembrance of Me*. Rees explored the various ways we remember our loved ones. There is no better way to memorialize a life than to live a life that does honor to the things we remember about them.

Before the service, Bishop Hoshibata met with the families and presented each family with a "Blessing Bowl" in remembrance of their loved one. Rev. Cynthia Langston Kirk read the poem *Blessing Bowl*. Eli Gómez and Dee Hicks led the reading of the names to be remembered. As each name was read pictures were shown and a brief statement was read about the person. Between the reading of the names, the

Threshold Singers sang a verse of a song. Those remembered included: Rev. Jerome Blankinship, June Deits, Rev. Dean Humbert, Charles Travis Kendall, Michael Kepple, Julia McPheeters, Dorothy M. Moffet, Felipe Navarrette, Rev. Stephen Whisler, Vicky Wick. After the remembrance, an invitation for the offering was offered which would benefit Trinity Opportunity Alliance. Bishop Hoshibata gave the benediction followed by the playing of the bagpipes.

## **PLENARY SESSION 2**

**Friday, June 17, 2016**

**8:30 a.m.–12:00 p.m.**

**Renaissance Glendale Hotel & Spa, Media Center**

### **Call to Order**

Bishop Hoshibata called the session to order at 8:30 a.m.

### **Worship**

A video of music and pictures was presented by Rev. Rula Colvin for meditation followed by prayer.

### **Monitoring Report**

Diana Volere and Rev. Katherine Tang were introduced. Volere shared that Thursday was amazing, love led us, and brought us together. She shared that the monitors noticed that only masculine language for God was used, and suggested we use inclusive, neutral language. Volere noticed there was not much diversity on the stage but that may be okay if all the voices are heard. Tang awarded inclusivity stars to Rev. Cynthia Langston Kirk and Rev. Brian Kemp-Schlemmer for the radical welcoming prayer in worship and to the Convergence Team for their open arms of embrace.

### **Initiative for Growth and Vitality**

Nibbelink shared that the Desert Southwest Conference (DSC) and each congregation needs a vision. That is a key part of the Initiative for Growth and Vitality for the future. He felt, that it is high time that we get a grip on the kind of vision that Jesus held up for us. Nibbelink asked and answered, “What does it take to move from watching Jesus to really following him? It takes a vision!” He felt that with an exciting vision in place, we can all be a part of the future. We have a responsibility to be dreamers and visionaries to find the ministry and engage where God is calling our congregations.

The Bishop asked the Conference to sing *Leaning on the Everlasting Arms of God*. He introduced Roanne Wallace, the facilitator for The Initiative. Wallace shared that in April, the Bishop sent the Conference a survey to express hopes and dreams for churches’ future (200 surveys were completed) and a different survey was sent to the senior or lead pastors of the churches in the DSC.

Wallace shared that churches that are willing to take a risk experience vitality. Developing an outward focus, meeting people where they are, and touching people through social media and the internet is important. It requires an understanding of the community surrounding each local church. It is important to not just be doing ministry for them but with them.

Wallace shared key points of information submitted on the surveys. She suggested ways to initiate change 1) listening, visioning, and risking what God asks, 2) developing an outward focus, 3) building multigenerational and multicultural diversity, and 4) learning, sharing & partnering with other churches and conference leadership. Wallace also presented potential obstacles to change 1) resistance to change, 2) inward focus/attitude of caring for ourselves, 3) fear of failure in risking the new, 4) declining membership, 5) reduced budgets/resources, 5) conflict at the local church and Conference levels, and 6) concern with stance of The United Methodist Church on LBGTQ rights.

The Initiative will evolve as information from the Conference is received. Wallace shared the following website where information regarding The Initiative may be viewed and shared: <http://bit.ly/HolyHuddles>. The email address for The Initiative is [initiative@dscumc.org](mailto:initiative@dscumc.org).

## **Holy Huddle II**

Rev. Dave Summers shared the directions for the Holy Huddles and asked the tables to discuss the following: 1) What 2-3 findings in the survey are consistent with your hopes for the future of our ministry together? What is God saying to us here? and 2) In the past, we have assessed vitality and growth through traditional statistical information such as how many people are in worship or how many people were baptized. What are some alternative ways to assess growth and vitality?

## **Conference Finance & Administration Overview**

Rev. Lois Hedden presented the 2017 Conference budget totaling \$6,159,627. Recommendations will be presented on Sunday from the Preconference Journal. The Bishop thanked Hedden for her work with the Conference Finance and Administration.

## **Equitable Compensation**

Barbara Davis Hines, chair of the Commission on Equitable Compensation was introduced. Davis Hines referred the Conference to the Report in the Preconference Journal.

Recommendation—1.0% increase in minimum pastor salaries for 2017

M/A

The Bishop led the Conference in singing *Joyful, Joyful We Adore Thee*.

## **Nominations**

Sharon Scobie, chair of Nominations, directed the Conference to the Nominations and Leadership Report found in the Preconference Journal. Scobie stated that nominations are always a work in progress and changes were to be made before the vote of approval on Sunday morning. Scobie asked those volunteering to service to contact her.

## **Questions and Answers with Episcopal Candidates Sharon Ragland**

Rev. Sharon Ragland thanked The Rev. Nancy Cushman and The Rev. Dr. Dottie Escobedo-Frank for putting themselves forward for the process of endorsement for Episcopal candidates. She shared that the members of the General Conference delegation—Jim Nibbelink, Rev. Dan Hurlbert, and Billie Fidlin—will ask questions of the nominees. The nominees had two minutes to answer each question and two minutes to make a statement, Cushman agreed to be questioned first. Escobedo-Frank was asked to leave the *Imaginarium*. Ragland offered prayer for Cushman. The delegation asked Cushman questions. Escobedo-Frank returned to the *Imaginarium*. Ragland offered prayer for Escobedo-Frank. The delegation asked Escobedo-Frank the same questions. The questions asked are below.

- 1) What is your definition of a good and effective Bishop and how do you see yourself as fulfilling this role?
- 2) How is God calling you to the episcopal office?
- 3) Many congregations seem to operate in isolation from the Annual Conference. Is this an important issue for you and how would you make the connectional church a positive reality for congregations?
- 4) What do you consider to be the role of the laity in leading the Annual Conference? How do you cultivate effective lay leadership?
- 5) Share your perspective on the checks and balances that influence the Clergy-Conference relationship. How would you evaluate clergy performance?
- 6) What is the role of the episcopal leader in ministries of justice?

The Bishop led the Conference in singing *It is Well with My Soul*.

### **Western Jurisdictional Conference**

Rev. Jennifer Lower reminded the body that the Desert Southwest Conference will host the Western Jurisdictional Conference in July. She shared that the Jurisdictional Conference meets every four years and the last time we hosted the conference was 20 years ago. We want to *infuse* the Western Jurisdictional Conference with the flavors of the Desert Southwest Conference. It takes hundreds of volunteers to anticipate and provide for the needs of the conference participants. To volunteer, contact Lower or Cynthia Satchel. Lower reminded the Conference that the consecration of a new bishop will take place on Saturday, July 16.

### **Appointments: Central West District**

The Bishop, Rev. Rev. Neil Leftwich (Central West District Superintendent) and Laurie Lineberry (Central West District Lay Leader) announced the appointments for the Central West District for 2016-17. The Bishop first appointed Leftwich as Superintendent of the Central West District. Leftwich then read the names of churches and extended ministries, and the Bishop the names of the pastors. When completed, Lineberry prayed over the appointments.

The Bishop asked Nadalynn Erazo to close the session in prayer.

Adjourned at 11:56 a.m.

## **PLENARY SESSION 3**

**Friday, June 17, 2016**

**1:00–4:45 p.m.**

**Renaissance Glendale Hotel & Spa, Media Center**

### **Call to Order**

Bishop Hoshibata called the session to order at 1:20 p.m. Rev. Nancy Cushman informed the Bishop that a response to the Conference letter sent to the Florida Annual Conference was received. The Bishop read the letter.

### **Act of Repentance Worship**

Dick Spining reported that in 2012, the General Conference held a worship service as an Act of Repentance towards Healing Relationships with Indigenous People. A follow-up resolution charged all of the Annual Conferences to hold their own Acts of Repentance. Rather than hold a one-time event, this is an ongoing process of improving relationships with Native sisters and brothers. The Bishop and members of the Acts of Repentance committee (Kathy Schock, Rev. Anthony Tang, Diana Volere, Dick Spining) held the first two of eight listening sessions, in the East Valley of Phoenix and Page, Arizona. Others will be held in October 2016 in Flagstaff and west Phoenix and in November 2016 in Yuma.

Diana Volere reported that just as every person is unique, so are the stories that were shared at the listening sessions. The members who shared spoke of love for their churches, love for their pastors, and especially love for the ministries they serve with other church members. Some persons have had consistently good experiences with United Methodist Churches they have attended throughout their lives while others have had struggles. Volere asked the Conference to join in a responsive confession.

Rev. Anthony Tang shared that sometimes we tend to use someone to check off a box because we need their help instead of really sitting down to listen to them and treating them like the unique human being they are. Tang asked the Conference to join in a responsive confession. Members who attended the

listening sessions shared deep feelings about their faith in Christ as well as treasuring their Native culture and traditions. Practicing both has not always been easy. It is not easy when non-Native church members wrongly presume Native cultural traditions are against Christianity. Just because a tradition or practice is not familiar to us, does not mean it is not holy or pleasing to God. A responsive confession followed.

Spining shared a story involving a white pastor who tried to explain to Native church members what it meant to be a Native. A responsive of confession followed. Native sisters and brothers have felt that they were not always trusted, were treated with suspicion, and kept away from church resources. When items went missing, the Native American members felt that they were being blamed for the theft. A responsive confession followed.

Diana Volere shared that stories received from the listening sessions have been beautiful; sometimes humorous, and sometimes hard to listen to. The emphasize, however, should be that the Native Americans who shared have a love for The United Methodist Church.

Tang concluded; “Have we made mistakes? Of course. All of us have. None of us are perfect. Yet God loves us still and we can love each other. The hope—as an Act of Repentance committee—is that we can love each other enough to keep listening to each other’s stories, and to remain in relationship; Native and non-Native alike.” A responsive word of Affirmation followed.

### **Pension and Health Benefits**

Pastor Bob Klein, chair of the Board of Pension and Health Benefits, reported that the retiree health insurance program remained stable this past year, and continued to be nearly 100% funded. The Board recommended that the Conference provide health insurance for active participants through the HealthFlex Exchange. In 2017, the HealthFlex Exchange will allow participants to select from six different health insurance plans. The Conference has received a 12% increase in premiums for 2017. The Board does not have a sufficient budget to absorb more than its fair share of this increase, and felt the only fair thing was to ask the Conference, churches, and participants (if their church is not covering those costs for them) to pay the 12% increase. It was recommended that churches continue to be billed at a blended rate for 2017. The Board strongly considered whether to bill churches even if their clergy participants have opted out of coverage through the HealthFlex Exchange. At this time, it is not recommended to bill churches in 2017 for opted-out participants, but next year the Board may recommend phasing in that concept starting in 2018.

The Board submitted the Comprehensive Benefits Funding Plan to the General Board which was approved. The plan can be found in the Preconference Journal reports. Klein thanked Cynthia Satchel for administrative support, Randy Bowman for guidance as benefits officer, and Dave Craytor who has served for eight years on the board.

Recommendation No. 1—annuity rate and past service obligation	<b>M/A</b>
Recommendation No. 2—relating to rental/housing allowance	<b>M/A</b>
Recommendation No. 3—relating to local church funding	<b>M/A</b>
Recommendation No. 4—relating to HealthFlex Exchange participant	<b>M/A</b>

There were comments made for and against Recommendation No. 4.

Rev. Janessa Chastain moved to amend the motion to increase individual assistance for clergy to \$2,400 a year and create a fund for churches struggling to pay premiums for full time clergy. Seconded.

**Not Approved**

The Bishop thanked the Pension and Health Benefit Board for their work.

### **Board of Ordained Ministry**

The Bishop thanked Rev. Dan Hurlbert for his twelve years of service on the Board of Ordained Ministry. Hurlbert thanked his fellow board members. Hurlbert invited Rev. Sarai Case, the new registrar for the Board, and those to be commissioned and ordained to come forward. The following are to be commissioned or ordained: Provisional Elders: Paul Hyung Cho, Misty Michele Howick, Carl Roger Peterson, Timote Moana Piukala, and Khalif Akil Smith, Sr; Elder Full Member: Janessa Danielle Chastain, Sandra Watson Kimbel, and Jody Beth Topping; Transfer from other Annual Conferences: Anthony DeWayne Dawson, Brian Jonathan Green, David Jonathan Harriss, and Michael Eugene Patzloff. The Bishop asked the Historic Questions of the ordinands and those being commissioned. He then presented them to the Conference.

### Imagine No Malaria

The Bishop introduced Pastor Rolly Loomis. Loomis presented an Imagine No Malaria Thank You video.



Loomis introduced Rev. Dan and Polly Turner who presented the Desert Southwest Conference (DSC) with a check for \$5000 which put the DSC over the top of the \$2 million goal for *Imagine No Malaria*.

Loomis introduced Rev. Gary Henderson, Executive Director of the Global Health Initiative. Henderson shared, “God is able to do immeasurably more than we can ask or imagine.” He shared that in 2012 the DSC dared to risk and believe that thousands of dollars could be raised to help eliminate malaria. Henderson shared that since 2010, The United Methodist Church has raised \$69 million of a \$75 million goal. The *Imagine No Malaria* Campaign is evidence that we can do more together than apart. The United Methodist Church has been able to cut the deaths from malaria in half as a result of our efforts. We have rediscovered the power of “WE.” Henderson shared photos of those whose lives have been changed by the efforts of the *Imagine No Malaria* campaign. Henderson thanked the Bishop, Loomis, and the Turners for their efforts to rally the DSC. Henderson shared over 1,500 churches and over 16,000 named individuals have given. WE have made a difference in 13 countries of Africa. Henderson invited the Conference to stand and sing, *Our God is Able* along with an *Imagine No Malaria* music video

The Bishop shared the story of how the DSC set a goal. The \$2 million goal was translated to 200,000 lives saved. The Bishop shared that many were concerned with the size of the goal, but the leadership was determined to do something extraordinary. The Bishop shared how the DSC raised the funds mostly through small donations from many individuals and churches. The Bishop thanked Loomis and the Turners for their leadership on the *Imagine No Malaria* campaign. We succeeded because of the faithfulness and generosity of the DSC.

Loomis recognized:

- Largest donation by one church: Los Arcos UMC
- Most given from a church in the Central East District: Paradise Valley UMC
- Most given from a church in the North District: University UMC.
- Most given from a church in the Central West District: Lakeview UMC.
- Most given from a church in the South District: St. Mark's UMC.
- Most given by a Sunday School: First UMC, Safford
- Most given by a campus ministry: Wesley Foundation of University of Arizona

Loomis reminded everyone the DSC continuing to raise funds for *Imagine No Malaria*. He then invited them enjoy the cake as we celebrated. The Bishop and Henderson led the Conference in the *Mosquito Song*.

### **Cabinet Presentation**

Rev. Neil Leftwich shared a video of the churches and fellowships closing; Pioneer, Living Water, and Via de Cristo United Methodist Fellowships, and South Mountain Community Church.

Each District Superintendent shared how relations are being built through the ministries of congregations within their district.

Leftwich reported that First United Methodist Church of Phoenix welcomed a refugee family from Eritrea, Africa in January. First United Methodist Church has provided a single mother and her four children—daughters ages 15 and 7, sons ages 12 and 10—with all the furnishings for their apartment. Volunteers prepared a big dinner on the day of their arrival to Phoenix and continued to make visits, recently they took the four children to an Arizona Diamondbacks baseball game.

Rev. Dan Morley shared that Zion United Methodist Church of North Las Vegas has transformed several acres of their property into a community garden. The church has become part of the City of North Las Vegas Choice Neighborhood Initiative, bringing renewal to the community. Zion United Methodist Church has a strong Sidewalk Sunday School ministry. Morley shared that Zion United Methodist Church is a vision of a community growing together toward greater health and vitality.

Rev. Dr. Dottie Escobedo-Frank reported about First United Methodist Church of Tucson. Under the leadership of Rev. Beth Ramikur and Pastor Rolly Loomis the church is changing by partnering with the University of Arizona. They are connecting with the university's leadership. They are serving free meals after worship to connect to the community. They are a reconciling church and welcome everyone. They are reaching out to the children of TMM Family Ministries. The church is becoming multi-generational and multi-racial. Escobedo-Frank also mentioned St. James, First UMC of Safford and First UMC of Bisbee.

Burns shared that Desert Chapel United Methodist Church of Apache Junction has hosted 12 step groups for years. Last fall, they began to host the Veteran's Administration as part of their community outreach. They serve a free meal to the community every Saturday. Burns spoke of Shane who came to the church's 12 step group. Shane later offered to cook and help in the kitchen. He joined the church in April. Burns also spoke about the focus on outreach at Cross in the Desert United Methodist Church of Phoenix. The church has partnered with several groups, including: Arizona Christian University Women's basketball team, the Cactus-Sweetwater Neighborhood Association, MentorKidsUSA, and the Shadow Mountain High School Key Club.

Burns offered congratulations to Rev. David Rennick and Rebecca Zilm who were married on February 27, 2016 and Rev. David and Katie Wasson on the birth of Finn David on March 24, 2016.

Burns invited the Bishop's Administrative Assistant, Shelley Shumaker, and the District Administrative Assistants, Gwen Watson, Sally West, and Carla Whitmire to the stage. They were thanked and received a gift from the District Superintendents and Lay Leaders.

### **Economic Inequality**

Kent Olson, chair of the Board of Church and Society subgroup on Economic Inequality, reported on the compliance of the 2015 resolution which called on the congregations of the Conference to utilize curriculum materials produced by the Board of Church and Society in congregation-wide studies and

reflections on “the nature, extent, and effects of economic inequality.” Olson presented a video which underscored reasons to address these issues.

Rev. Dr. Jimelvia Martin stated that over the course of a generation, inequality has become one of the most problematic issues facing our society. The Economic Inequality curriculum was intended to assist local congregations and this body to create strategies for the Conference, congregations, and the communities they serve.

Olson shared that the Conference curriculum is the only one on economic inequality being used in a United Methodist Conference. Congregations are currently in the process of completing the course, and many more have yet to schedule it. The course consists of five separate one-hour sessions, addressing three primary questions; What is going on?; Why should we care?; and What should the Church do about it? The committee hopes the curriculum will help work through the discomfort, and enable a clearer understanding of how Kingdom values are incompatible with the values of society. These issues are not necessarily studied because they are economically and politically important, which they are, but because biblically-grounded visions and values should enable God’s people to see a better way of building community. The curriculum encourages participants to envision God’s Kingdom on earth. Olson thanked Billie Fidlin, Barry Doyle, and the Bishop for their assistance and support. Copies of the DVD are available by contacting Billie Fidlin at the Conference office.

### **Honoring Retirees**

Rev. Dan Hurlbert showed a video honoring each of the retirees sharing highlights of their ministry and what they are looking forward to in retirement. Those retiring include: Rev. Dr. David Merrill Alberts, Rev. Ruth Mae Lander Blum, Rev. Mary Miller Bullis, Rev. Dr. Robert James Burns, Rev. Robert Randell Cutlipp, Pastor Winona Ruth Schloemer Dye, Rev. Suzanne Hoaglin Getz, Rev. Lujet Clements McCullough, Rev. James Lynn Robinson, and Rev. Paul David Self-Price. Hurlbert presented each retiree with a certificate and gift. Rev. Louis Lyon presented each retiree with a pin from the Association of Retired Ministers. The Bishop acknowledged their faithful service with a prayer.

### **Spiritual Formation**

Rev. Felicia George shared with the body that the simple act of sitting can renew the spirit, and led the body in an exercise to renew their spirit. George extended an invitation to the Chapel Saturday morning for Chanting with Joshua Elder.

The Bishop asked Pastor Edward Granadosin to close the session in prayer.

Adjourned at 5:02 p.m.

**DAY OF LEARNING**  
**Saturday, June 18, 2016**  
**8:00 a.m.–12:30 p.m.**  
**Renaissance Glendale Hotel & Spa, Media Center**

### **Call to Order**

Bishop Hoshibata called the session to order at 8:06 a.m.

### **Worship**

Rev. Rula Colvin led worship reading scripture from Luke 14:15-23. It was followed by a video, *Room at the Table*. Colvin then offered a prayer. The Bishop asked the Conference to share with someone at their

table, “Which one of the dancers did you feel akin to?” He pointed out that this is a reminder of our great diversity.

### **Day of Learning**

Rev. Dave McPherson introduced Rev. Jim Griffith who gave a bit of information about himself. Griffith being from Orlando, Florida thanked the Bishop and the Conference for reaching out to the state of Florida and city of Orlando with thoughts and prayers for the recent shootings in Orlando.

Griffith led the Conference in a Day of Leadership, highlighting the following information using Luke 14:15-23, John 5:1-15.

Without vision, people perish. Changing the music is not the answer. It takes changing the cultural DNA of the church. Often revitalization goes to revitalizing the existing members of the church not doing what is needed to “reach new people.” Churches create “false narratives” becoming accustomed to the condition as it is. If changes are going to happen in local churches each church is going to have to rewrite their narrative and it is essential that young people be included in the decision making process.

There was table discussion on 1) Where don’t we have a prayer? and 2) Where don’t we have a choice?

### **Announcement**

McPherson called attention to registration flyers on each table for the workshops led by Griffith offered throughout the Conference. An additional workshop has been added on October 28-29, 2016 in the Central West District, location to be announced.

Griffith stated, the focus of the upcoming workshops is not “how to do ministry to” but “how to reach more people to do ministry with.” The focus needs to be on the community around your church, and what you can do in that arena. Griffith shared his conviction that “your pastor is not appointed to your church but to your community.”

### **Announcement**

Billie Fidlin announced an agreement has been negotiated with Arizona State University. The partnership with the university includes the ability to have churches work with the various colleges of the University in such areas as program optimization, creation of programming, grant writing, long and short term student interns to help with efforts to undergird local church growth and vitality. The partnership is being explored with the University of Nevada Las Vegas as well.

Griffith continued the Day of Leadership

The reshuffling of Christians between churches is not a productive way of transforming the community. The attitude seems to be that there is “a secret formula” that involves no work or no change. When the church starts adding new people, the church begins a new lifecycle. Greeters at the front door “waiting for people to come” no longer works. Churches that are vital today reintroduce themselves into the community moving their meetings from security and comfort out into the community. Churches that cannot leave their place of security have “A Club” mentality. Once you get out into the world you begin to see ministry opportunities. Table Talk: “Where is Jesus least likely to work in your church?”

Churches are so focused on the way things have to be done that they forget their mission field all together. The church has to deal with “Anti-Narrative” in order to move forward. One of the four things a pastor has to do is to get control of the nominating committee so “Anti-Narrative” people who are against the life of the church can be served but isolated from leadership roles. The narrative of the church needs to be “Anything is Possible.”

The challenge Griffith offered to the Bishop is to come up with a liturgy for people who make mistakes. One of the ways to break the “Anti-Narrative” is to encourage the young people in the church. Table talk: “What will it take for my heart to beat again?”

McPherson thanked Griffith for his time and encouraged the Conference to help put the information shared today into an action plan. The Bishop also encouraged the Conference to take advantage of the workshops Griffith will be leading in the Desert Southwest Conference.

The Bishop stated that something clicked as Griffith talked: the need to reach out into the community for those who are missing in our church. The Bishop believes we are at an important time in the life of our denomination. He shared the General Conference commissioned the Council of Bishops to address the issue of human sexuality that continues to divide our efforts and discussion. The Bishop shared that he believes that we need to be willing to look at the world through different lenses and that trials are a wasteful use of time and energy because they cut us off from holding meaningful conversations. The Council of Bishops has been commissioned to help get a focus on mission and ministry and preach the good news to those who are on the margins of society. He invited us as we look to our future, as to whether we are open to inclusiveness, to look with different lenses that are pastoral and not just legalistic. The Bishop wants us to make a commitment with one another to look at our way of inclusion and see what God is asking us to do to respond to God’s call in our life and lead our denomination to being open to all God’s children.

An announcement was made that one additional chair was added to the Orlando, Florida memorial in the *Imaginarium* bringing the number of deaths to 50.

Rev. Dan Morley was invited to give grace for lunch.

**PLENARY SESSION 4**  
**Saturday, June 18, 2016**  
**1:30–4:00 p.m.**  
**Renaissance Glendale Hotel & Spa, Media Center**

**Call to Order**

Bishop Hoshibata called the session to order at 1:43 p.m. The Bishop introduced those at the table with him; Jim Nibbelink, Conference Lay Leader; Rev. Nancy Cushman, Conference Secretary; Rev. Ann Thomas, Agenda Chair, Marilee Clarke, parliamentarian.

**Episcopal Nomination**

Rev. Sharon Ragland reminded the Conference that at the Western Jurisdiction Conference in July, one new bishop will be elected and each conference of the Western Jurisdiction has the opportunity to endorse candidates for bishop. Ragland instructed the Conference to vote for one candidate only (Rev. Nancy Cushman or Rev. Dottie Escobedo-Frank). If the ballot had more than one name it would be invalid. Ragland offered a prayer for the election.

**Bishop's Award #1**

The Bishop explained that the Bishop’s Award is given to laity in the Conference for extraordinary service to the local church, district, Desert Southwest Conference, and world. The Bishop’s first recipient, Thomas Scott Bentley, Jr., was described as focused, determined, knowledgeable, steady, and a really nice person. Bentley’s ministry included serving as a member of the Conference Council on Finance and Administration (CFA) for multiple terms, CFA chairperson for at least one quadrennial term, a member of the General Council on Finance and Administration board for eight years, a member of the Pacific Homes

Task Force for our Conference and our predecessor Conference, a member of the Conference Loan Review Committee, and a member of the Conference Audit Committee. Bentley served at Prescott United Methodist Church, Creighton United Methodist Church, Cross in the Desert United Methodist Church, and Trinity Heights United Methodist Church. Bentley thanked the Conference.

### **Episcopal Nomination**

The Bishop announced that the Conference voted to endorse Rev. Dr. Dottie Escobedo-Frank as the Desert Southwest Conference nominee for bishop. The vote was 207 for Escobedo-Frank, 107 for Cushman, 3 abstaining, and 2 other. The Bishop invited Escobedo-Frank to the stage. She thanked Rev. Nancy Cushman for walking the journey with her, and the Conference for their confidence in her. The Bishop offered prayer for Escobedo-Frank.

### **Appointments: South District**

The Bishop, Rev. Dr. Dottie Escobedo-Frank (South District Superintendent) and Deaconess Marjie Hrabe (South District Lay Leader) announced the appointments for 2016-17. The Bishop first appointed Escobedo-Frank as Superintendent of the South District. Escobedo-Frank then read the names of churches and extended ministries and the Bishop the names of the pastors. When completed, Hrabe then prayed over the appointments.

### **Commissioning of Deaconesses**

The Bishop invited Deaconess Marjie Hrabe to lead the Conference in Commissioning of the newly consecrated Deaconesses in the Desert Southwest Conference. Hrabe explained the Deaconess and Home Missioner program. She introduced Deaconess Maria Hase, Dayspring United Methodist Church, who works as a Speech-Language Pathologist in the Scottsdale School District in Phoenix, Arizona. Hrabe then introduced Deaconess Martha Louise Lundgren, St. Mark's United Methodist Church, who works as a Client Support Manager at Sunquest Information Systems and Health & Wholeness Ministries in Tucson, Arizona. The Bishop, Hrabe and Jim Nibbelink led a Service of Commissioning of Hase and Lundgren. The Bishop declared Hase and Lundgren consecrated and commissioned to a lifetime of Christ like service.

### **General Conference**

Members of the 2016 delegation to General Conference shared their perspectives on General Conference. Jim Nibbelink, head of the delegation, reported that General Conference celebrated United Methodism transforming the world with successes in Africa University, Imagine No Malaria, missionary outreach, clean water projects, 60<sup>th</sup> anniversary of the ordination of women, a new global health initiative, and much more. Nibbelink added that a significant step was taken by the Bishops of the Church, responding to a call to lead the General Conference, by offering a way into the future which acknowledges our differences, noting that being united may not need to mean being uniform. The Bishops suggested a special commission be formed to consider how to go forward together without being paralyzed by disagreements about human sexuality.

Rev. Dan Hurlbert, clergy delegate, reported that the General Conference spent hours of time debating about who can do whose wedding, who can be ordained, and who is incompatible with Christian teaching. In the meantime, the study on ministry which has been going on for multiple quadrennials barely got the time of day. Less than 30% of it was approved yet the General Conference saw fit to continue funding the study for four more years. The legislative committee that Hurlbert attended received 248 individual pieces of legislation, 97 of which were not heard by the full group due to a lack of time. Hurlbert is hopeful that the Council of Bishops can come up with a viable way to move forward that includes all people before the 2020 General Conference. Hurlbert closed with, "It's time for us to stop focusing on who loves whom and focus on the one who loves us all."

Billie Fidlin, first lay reserve delegate, shared that health issues prevented her from physically attending General Conference, however, she was a part of General Conference through live streaming. Fidlin shared her impressions of General Conference and felt that it was a politically charged two weeks. Fidlin pointed out that the General Commissions on Religion & Race and the Status & Role of Women were not reduced to a committee and kept their General Church status. She noticed that delegates from Africa were involved, informed and professional in their floor commentary.

Rev. Anthony Tang, first clergy reserve delegate, repeatedly heard that The United Methodist Church was turning its back on women's rights at General Conference. Paragraph 161.J in the *Book of Discipline* addresses abortion and respects both a woman's right to choose, as well as the sacredness of the life of the mother and the unborn child. Seven different petitions failed to change that statement, and it remains as a testament to the variety of perspectives within our church. A resolution against Gender-Selective Abortion was renewed and will be printed in our Resolutions. Tang reported that the legislative committees passed four resolutions to impose automatic penalties for those who admit to performing a chargeable offense such as officiating a gay or lesbian wedding. All four were ruled unconstitutional by the Judicial Council for trying to eliminate the right to due process. Tang shared that he believed The United Methodist Church was the closest to another split in the denomination since slavery. The youth delegation spoke out boldly for unity in the church. The Council of Bishops spoke out boldly for unity in the church. Moderate conservatives, moderate liberals, and Central Conference delegates from other countries spoke out boldly for unity in the church. Tang stated he believed the best part of General Conference was the relationships that were formed.

Deaconess Marjie Hrabe, lay reserve delegate, reported that she found hope at General Conference. Hrabe was changed by her first General Conference and is still discovering how she has been changed. She saw politicking at its best and worst but in the presence of all that occurred, she felt the Holy Spirit. She shared her feeling that all things can happen for tomorrow because of what we are going through today.

Paul Gómez, lay reserve delegate, reported that General Conference 2016 opened his eyes, ears, and heart to the vast Methodist world and all the Christians that share the common faith. He gained a deeper understanding of the Methodist doctrine and its diversity of people who are in need of God. Gómez recognized upon arrival that he was part of one of the smallest minorities; the youth were a meager 0.23% of the General Conference body. The young people came together not as an age group but as a body of Christians who have agreed to call for the church's paramount unity. Gómez was humbled to have been able to call himself a young person among the incredible delegates.

Rev. Beth Rambikur, clergy reserve delegate, learned at General Conference that everything is about discipline: spiritual discipline, practical discipline, ministry discipline, compassion as discipline, faithful discipline, holy conferencing discipline, and then there is *The Book of Discipline*. General Conference taught Rambikur that the hard work of being a church, of learning to live together as people who disagree fundamentally, whose contexts are complex and divergent, among communities that require different responses from people of faith, is worth committing to and creating a discipline for such engagement. Unity is not uniformity and it is not unanimity—General Conference decided to wait on the issue of human sexuality so that all may have a voice in the quest for common ground. Rambikur thanked those in the Conference who volunteered at General Conference.

Rev. Javier Olivares, clergy reserve delegate, reported that General Conference was a mind, spiritual, emotional life changing experience. From the opening worship there was a glossolalia atmosphere where they listened to the scriptures, prayers, and songs in other languages. Olivares was part of the Discipleship Legislative Committee where several resolutions, like a new hymnal revision committee, clarification on

lay servant ministries, certified lay minister, certified lay servant, and the Native American Comprehensive Plan were adopted, and later adopted on the floor. Olivares had the opportunity to sit at a table with people from different annual and central conferences, and listen to their views, and to share his views. He related his different feelings he had during General Conference to the lyrics of different songs.

Diana Volere, lay reserve delegate, found attending General Conference to be an incredible privilege. Volere felt so powerfully the resonance of being a part of a global church of many nations, tribes, peoples, and tongues, and that all brothers and sisters come in a glorious variety of packaging. For Volere, the experience was highly electronic with texting and tweeting, some positive and some divisive. She confessed that holy conferencing looked a lot more like politics, and the politics were a quixotic quagmire. Volere was grateful for the opportunity to attend.

Rev. Sharon Ragland, clergy reserve delegate, was thankful for the opportunity to be part of General Conference in Portland. Ragland's primary role was as a board member for the General Council on Finance and Administration (GCFA). She monitored legislative committees at General Conference for financial implications, and worked on the final general church budget presentation. A \$604 million GCFA budget was adopted. This is the budget that will be apportioned to all the conferences. Ragland was struck by the message given in the sermon by Bishop Elaine Stanovsky.

Matthew Harris, lay reserve delegate to Western Jurisdictional Conference, was able to attend General Conference as a volunteer on the Hospitality Team. He had the opportunity to pray with individuals and touch lives. Harris felt at General Conference that if we are going to be a united church, we have to cross boundaries. He asked whether the Church was going to raise their arms to fight or embrace someone else? Harris' favorite parts of General Conference were the celebrations, including the 25<sup>th</sup> Anniversary of Africa University and the 60<sup>-year</sup> anniversary of the ordination of women.

The General Conference report concluded with a video wrap up courtesy of United Methodist Communications.

### **Point of Personal Privilege**

Rev. Stephen Govett moved to suspend the Conference Rule requiring 24 hours between the presentation of a resolution and a vote on the resolution. M/A

Rev. Stephen Govett presented a Resolution for Full Inclusivity as a Path to the Growth and Vitality of the Church (see page 131). Seconded. There were 354 valid votes—271 yes, 80 no, and 3 abstained. M/A

Discussion followed with statements for and against the resolution. Rev. Lynn Bartlow asked if the Conference could legally pass the resolution. The Bishop responded that the resolution was not illegal. The Bishop asked Nancy Cushman to remind the body on those who were eligible to vote. The Bishop offered a prayer before the vote.

Philip Tesarek amended the motion that the resolution be taken by secret ballot. Seconded. M/A

### **Point of Personal Privilege**

Deaconess Marjie Hrabe apologized for referring to the new Deaconesses as her "little Deaconesses."

### **Bishop's Award #2**

The Bishop called Dick Spining to the stage. As the family arrived, the Bishop led the Conference in singing *Be Thou My Vision*. Spining grew up on the Navajo reservation at Ganado. His grandparents were missionaries in Chile. His father was a Presbyterian missionary doctor and his mother was a teacher. Spining graduated from the University of Arizona with a dual Masters in American History and Counseling. He served one year in Vietnam in Army Intelligence. His first job was with the Hopi Tribe as

a High School counselor. Because there was no high school at the time, he would go to the students at boarding schools as a Hopi Health Professional. He eventually served on the Hopi Education Committee to design and build a high school on the Hopi reservation. Spining and his wife, Barbie, moved to Thatcher, Arizona where he became the Director of Counseling for Eastern Arizona College from 1981 until 2009. Spining became involved at First United Methodist Church of Safford around 1990. He took his Walk to Emmaus in 1999. He has served the Kairos prison ministries for 15 years as Lay Director, State Chair, and now as a National Trainer. Spining has served on the various committees of First United Methodist Church of Safford and is currently Staff Parish Relations Committee chair. Spining and his wife show up on Wednesdays to help with the Sidewalk Sunday School program. The Bishop thanked Spining for all he has done for the Bishop and the Conference. Spining thanked the Conference.

### **Celebration: Order of Deacons**

Rev. Tina Rees offered a video to celebrate 20 years of the Order of Deacons in The United Methodist Church. The Bishop presented a cross necklace to each Deacon as a symbol of the orders.

### **Appointments: North District**

The Bishop, Rev. Dan Morley (North District Superintendent), and Jerry McGuire (North District Lay Leader) announced the appointments for the North District for 2016-17. The Bishop first appointed Morley as Superintendent of the North District. Morley then read the names of churches and extended ministries, and the Bishop the names of the pastors. When completed, McGuire prayed over the appointments.

Rev. Jonathan Arnpriester moved to extend the session 15 minutes to 4:55 p.m. Seconded. M/A

### **Appointments: Central East District**

The Bishop thanked Rev. Dr. Robert Burns for his service as the Central East District Superintendent. The Bishop, Rev. N. Susan Brims (Incoming Central East District Superintendent) and Paul Browning (Central East District Lay Leader) announced the appointments for the Central East District for 2016-17. The Bishop first appointed Brims as Superintendent of the Central East District. Brims then read the names of churches and extended ministries, and the Bishop the names of the pastors. When completed, Browning prayed over the appointments.

### **Celebration: Ordination of Women Katherine Tang**

Rev. Katherine Tang, outgoing chair of the Commission on the Status & Role of Women, and Rev. Dr. Kristin Longenecker, incoming chair of the Commission on the Status & Role of Women, introduced a celebration for the 60<sup>th</sup> Anniversary of the Ordination of the First Woman Elder in the Methodist Church. For the celebration the Conference enjoyed A Dramatic Re-Creation of the 1956 General Conference Debate on Full Clergy Rights for Women in Minneapolis, Minnesota, compiled and edited by Rev. Clayton Childers, adapted by the Commission on Status and Role of Women. Assisting in the presentation were Rev. Kristin Longenecker, Rev. Tom Kiracofe, Jerry McGuire, Paul Browning, Rev. Ron Bartlow, Rev. Anthony Tang, Rev. Dennis Hudson, Rev. Michael Patzloff, Pastor Daniel Gómez, Martha Lundgren, Marjorie Hrabe, Rev. Bob Gilfert, and Rev. Sarai Case.



The Bishop called on Rev. Mary Bullis to pray for dinner. Adjourned at 5:09 p.m.

### **A SERVICE OF COMMISSIONING AND ORDINATION**

**Dr. Jeffery Kuan, Preaching**

**Saturday, June 18, 2016**

**7:00–8:30 p.m.**

**Renaissance Glendale Hotel & Spa, Media Center**

**Theme: Infuse Covenant with Spirit**

Clergy processed in during the processional music followed by the District Superintendents, Board of Ordained Ministry, and the Conference Lay Leader, followed by an acolyte with the Bible, those being commissioned, those being ordained, Dr. Kuan, acolyte with the Bishop's Banner, and Bishop Hoshibata. The Bishop greeted those in worship, and then offered recognition of common ministry and reaffirmation of baptism. Those being ordained read the scripture from Numbers 27:18-23, Acts 6:3-6, and 1 Timothy 4:14-16. The message was shared by Dr. Jeffery Kuan, President, Claremont School of Theology. Kuan's message was entitled, *Infuse Your Life with the Life of God's Refreshing Spirit*. He shared stories of people who lived their life infused with the life of God's refreshing Spirit. He reminded those being commissioned and ordained to infuse their lives with the life of God's refreshing Spirit. The offering benefited the Claremont School of Theology.

The Act of Commissioning and Ordination followed with Jim Nibbelink and Rev. Sarai Case recommending those to be commissioned and ordained. Nibbelink and Case presented Paul Hyung Cho, Misty Michele Howick, Carl Roger Peterson, Timote Moana Piukala, and Khalif Akil Smith, Sr. to be commissioned for the work of an elder; Nibbelink and Rev. Mark Conrad presented Janessa Danielle Chastain, Sandra Watson Kimbel, and Jody Beth Topping to be ordained as elders. The Bishop examined the candidates for commissioning followed by A Charge Before Commissioning and the Prayer of Commissioning with Laying on of Hands for each candidate. The Bishop examined the elders to be ordained followed by the Laying on of Hands and Prayer for the Elders for each candidate. Each ordained elder was given a stole and a chalice.

The Bishop invited those present to respond to God's call to Christian service and ordained ministry. Following the benediction those on the stage recessed in the order listed; acolyte with the Bible, those commissioned, those ordained, Dr. Kuan, acolyte with the Bishop's Banner, and Bishop Hoshibata.

**PLENARY SESSION 5**  
**Sunday, June 19, 2016**  
**8:30–10:30 a.m.**  
**Renaissance Glendale Hotel & Spa, Media Center**

**Call to Order**

Bishop Hoshibata called the session to order with prayer at 8:31 a.m.

**Monitoring Report**

Diana Volere and Rev. Katherine Tang thanked the Conference for the monitoring they were doing. They shared concerns for the people who are differently abled and visually challenged who had problems with the font size on screens. Worship was beautiful. There have been a lot of people on the stage but there were concerns that not all the voices were heard. All the speaking was in common English. A diversity of language was absent. Volere asked the young people of the Conference to stand. Volere stated that the youth are valued and their voice is important. We need to listen in grace to everyone. There were discussions off the cuff on the stage about violence. Volere asked the Conference to remember we need to be careful with our words. We need to strive to do better next year.

Tang celebrated three stars of inclusion. On Friday, Rev. Nancy Cushman and Rev. Dr. Dottie Escobedo-Frank expressed radical inclusion in all of their answers during the Q&A. The General Conference presentation exhibited struggle, optimism, and hope especially from the reports given by Paul Gómez and Rev. Beth Rambikur. Richinda Sands invited us into her unique culture during the Day of Learning.

The Bishop stated that at the close of the Day of Learning, the Conference received words from his heart which resulted in a Resolution being presented to the Conference for approval. He is proud of the resolution and the action taken by the Conference. He felt that he failed as the leader of the Conference because he did not allow conversations around the tables concerning an issue that could be potentially divisive. The Bishop shared he felt he failed the Conference because he did not allow this conversation. The Bishop apologized and wanted all to know that he stands behind the resolution that was approved. He asked for the Conference to hold him accountable in the future to hold Holy Huddling at the tables when potentially divisive issues are raised.

There were two points of personal privilege:

-Rev. Jimelvia Martin speaking as a voice of one, "You are forgiven. In lieu of the action we took as a body yesterday afternoon, I would like to speak with one voice in concern with the churches who do not identify themselves as reconciling congregations or knew that we were a reconciling annual conference. It is my heart's desire that we do not leave them out of the conversation, so we can prevent an anti-narrative from happening. It is my desire that you and a team of leaders formulate a resource to help pastors and lay persons to disseminate this information in a loving manner, so that we all can be part of the narrative of the 2016 Desert Southwest Annual Conference." The Bishop thanked Martin and promised to help to disseminate this information.

-John Rigesky shared concerns for the group that was not represented.

The Bishop led the Conference in prayer.

## **Nominations Elections**

Sharon Scobie called the Conference's attention to the updated report of the Nominations on the Guidebook App. The Nominations and Leadership Committee recommended that the names listed on the report be approved by the members of the Conference. **M/A**

Scobie presented the report with the Board of Directors for the Desert Southwest United Methodist Foundation. The Nominations and Leadership Committee recommended that the names listed on the report be approved by the members of the Conference. **M/A**

Scobie presented the report with the Board of Directors for the Justa Center. The Nominations and Leadership Committee recommended that the names listed on the report be approved by the members of the Conference. **M/A**

Rev. Beth Rambikur presented the report for the Jurisdictional Pool for General Conference Boards and Agencies. Nominations were accepted from the floor. Rambikur recommended the Jurisdictional Pool be completed in the order the nominations were received. **M/A**

## **Point of Personal Privilege**

Kim Ogle hoped that the youth nominated for Jurisdictional Pool would be a part of the Conference Youth Council on Ministries.

Rambikur moved the Nomination for the Jurisdictional Pool in the order that were presented be approved by the members of the Conference. **M/A**

## **Annual Conference Mission Project**

Billie Fidlin, Conference Director of Outreach, led the Conference in an activity to help them visualize what foster -children go through when they age out of the current system.

Fidlin shared the Conference celebrates that the good people of the Desert Southwest Conference have donated 1,552 gift cards totaling \$63,657 on behalf of youth aging out of foster care and the agencies that are willing to help them. She and the Bishop thanked the Conference.

## **Conference Finance & Administration Recommendations**

Lois Hedden reported on Conference Finance and Administration Recommendations.

Recommendation No. 1–2017 apportioned Conference Budget **M/A**

Recommendation No. 2–Special Days and Causes **M/A**

Recommendation No. 3–Conference Advance and Benevolence Specials **M/A**

Recommendation No. 4–Other Recommendations **M/A**

Hedden thanked the Conference for the privilege of serving on Conference Finance & Administration. Hedden shared that the Finance Report is always available through Randy Bowman, Conference Treasurer.

## **Local Pastors Licensing**

Pastor Gene Stouffer, chair of the Fellowship of Local Pastors and Associate Members, introduced the serving Licensed Local Pastors of the Conference.

The Bishop presented licenses to the following who have completed their course of study to be a local pastor: Alma Lilian Aguirre-Olivares, Robin Roberts Lee, and Kimberly Omeka Scott. Stouffer stated he

is concluding his tenure as chair and Pastor Robert Lind will be the next chair of the Fellowship of Local Pastors and Associate Members.

### **Trustees**

Rev. Steve Ziegler, president of the Conference Board of Trustees presented the trustees recommendation that all local churches continue in the Desert Southwest Annual Conference Master Insurance Program provided through Church Mutual Insurance Company for the period of January 1, 2017 through December 31, 2020. M/A

### **Rule Change**

Trinity Donovan presented a Rule Change to the Conference Rules in the Preconference Journal. Rev. Anthony Tang shared that last year legislative committees came to the Conference's attention because 1) there was a significant amount of legislation and not enough time to address it all as a plenary body, 2) not everyone who wanted to speak to an issue had the opportunity to do so, and 3) some people did not want to address every issue as a 500-person committee. Donovan stated that the recommended solution is to re-engage the Legislative Committee process with a slight adaptation. Everyone will be able to choose the legislative committee in which they would like to participate. Tang shared that it takes only 30 members to petition to remove an item off of the consent calendar where it would be then addressed by the Conference body. Donovan explained that a vote for this change will allow all people to choose their own legislative committee next year, a vote against this will have some people randomly assigned to a legislative committee next year. The Sessions Committee moved the adoption of this rule change. Tang and Donovan answered questions from the Conference. M/A

### **Personnel**

Rev. Jim Wallasky, incoming chair of the Conference Personnel Committee presented the following personnel recommendations.

Recommendation No. 1—1.0% increase in 2017 salary ranges for exempt conference employees M/A

Recommendation No. 2—1.0% increase in 2017 salary ranges for non-exempt conference employees M/A

### **Introduction of New Conference Lay Leader**

The Bishop invited Laurie Lineberry, the newly elected Conference Lay Leader to the stage. The Bishop presented Lineberry with the some of the "Holy Oil" he created in the Opening Worship. Lineberry shared her goal will be to distribute her "Holy Oil" throughout the Conference and be available to the Conference and Districts at trainings and other events. Jim Nibbelink gave Lineberry a pin that was blessed by the Conference Lay Leaders of the Western Jurisdiction. He also gave Lineberry a pin for the Central West District Lay Leader to be elected. Lineberry thanked Nibbelink for being a beacon for the Conference as he has worked tirelessly, often behind the scenes.

### **Initiative for Growth and Vitality**

The Bishop invited Sally Hecht to share about the Initiative for Growth and Vitality. Hecht reported that the Holy Huddles provided rich input to *infuse* into the report. The results showed hope and enthusiasm. Huge volumes of information have been inputted into the Survey Monkey program. Hecht lifted up some of the recurring themes.

The Bishop stated the work of the Convergence Team is to bring together the ideas and thoughts that have been received and to create a report for feedback and comments. He asked churches to respond to the created Initiative for Growth and Vitality as the Annual Conference moves forward. The Bishop thanked the Convergence Team and asked them to stand. An email has been set up for sending information to the Convergence Team at [Initiative@dscumc.org](mailto:Initiative@dscumc.org).

### **Acceptance of Reports**

Cushman moved that all written reports that have appeared in the Preconference Journal on the Guidebook App and the reports presented during this Annual Conference be adopted. **M/A**

Cushman reported the attendance at this Annual Conference was 210 clergy members, 254 lay members, and 137 guests for a total of 601 persons.

### **Acknowledgements**

Cushman recognized the Conference secretaries staff and the Conference staff, especially Rev. Anthony Tang, Cynthia Satchel, Christina Dillabough, and David Topping. She thanked the Bishop for his grace-filled leadership.

Cushman directed the Conference to the evaluation survey online and asked that they be completed by July 5. She reminded members to pick up all of their personal possessions before leaving.

The Bishop thanked the Conference Parliamentarian Marilee Miller Clark, Agenda Chair Rev. Ann Thomas, Conference Secretary Rev. Nancy Cushman, and Conference Lay Leader Jim Nibbelink. The Bishop presented Nibbelink with a jar of the “Holy Oil.” The Bishop also thanked Shelley Shumaker, his Administrative Assistant.

### **Invitation to Annual Conference 2017**

Rev. Neil Leftwich reported that next year’s Annual Conference dates will be June 15-18, 2017 at the Renaissance Glendale Hotel & Spa.

### **Closing Motions**

Cushman moved that the Daily Proceedings from Thursday, June 16 through Sunday, June 19, be electronically posted on the Conference website. **M/A**

Cushman moved to suspend the 24-hour rule, so that ALL the Daily Proceedings be approved subject to editorial privileges. Conference members were asked to contact the Conference Secretary, [NCushman@dscumc.org](mailto:NCushman@dscumc.org) within 15 days with editorial corrections. Cushman asked that the Daily Proceedings be approved subject to those corrections. **M/A**

Cushman moved that the Conference Secretary and Journal Editor be authorized to publish all reports and official materials not acted upon with full editorial privileges. **M/A**

Cushman reminded the Conference all items including address changes to be included in the 2016 Conference Journal must be received by Cynthia Satchel in the Pension and Health Benefits Office by July 1, 2016.

Cushman moved that this 32<sup>nd</sup> Session of the Desert Southwest Annual Conference stand adjourned following closing worship. **M/A**

Adjourned at 10:17 a.m.

**A SERVICE OF SENDING FORTH**  
**Bishop Hoshibata preaching**  
**Sunday, June 19, 2016**  
**10:30 a.m.–12:00 p.m.**  
**Renaissance Glendale Hotel & Spa, Media Center**

## **Theme: Infuse Action with Passion**

The Closing Worship began with the Fountain Hills Saxophone Quartet; followed by the call to worship and prayer. Bishop Hoshibata called the children forward for a time with the children. A Father's Day Prayer was offered. The scripture was Philippians 2:12b-15. Bishop Hoshibata's message was titled, *Infuse! Don't Refuse!* The offering will benefit Nevadans for the Common Good. Special Music was offered by the Fountain Hills Saxophone Quartet. Bishop Hoshibata led the Conference in the sacrament of communion. A blessing was offered after communion, followed by the benediction.

## **Resolution Adopted by the Annual Conference**

### **Resolution for Full Inclusivity as a Path to the Growth and Vitality of the Church**

In an effort to live into our identity as a Reconciling Conference and in support of our Bishop's commitment to lead our Conference to be open to all of God's children, the Desert Southwest Annual Conference reaffirms our commitment to a fully inclusive church.

Acknowledging that our denomination's *Discipline* discriminates against LGBTQ persons and is a barrier to not only LGBTQ persons, but to whole generations of young people and others for whom these prohibitions are untenable, we recognize that anything other than full inclusivity is betrayal of our Biblical call to love all and a clear obstacle to the growth and vitality of our church.

Affirming Bishop Hoshibata's witness that this is an important time in the life of our denomination and his challenge that God is asking us to do something better than what we've been doing, we pledge as a Conference to not miss this opportunity to express God's love, by "looking at the world with different lenses and with a pastoral heart, instead of a disciplinary book."

Therefore, we pledge to go to that courageous place, being obedient not to a *Discipline* of words, but to our common discipline of love and grace. We will respond to Jesus' call in our lives that compels us "to be bigger than we are and to lead our denomination into a future that welcomes all."

Affirming our present diversity, we resolve to work toward and create a clear path to full inclusivity by developing and funding programs of cultural competency, anti-racism, anti-ageism, anti-sexism, anti-oppression and anti-homophobia/trans-phobia training at the conference and district levels, as well as for advocacy and implementation of full inclusion of all God's children regardless of sexual orientation or gender identity.

To that end, the Desert Southwest Annual Conference also resolves to practice non-discrimination towards all LGBTQ persons, employees, and clergy—including not participating in or conducting judicial procedures related to the *Discipline's* prohibitions against LGBTQ persons.

## **Ordination and Commissioning**

This is to certify that on June 18, 2016, with the assistance of the District Superintendents and other Elders, I ordained and commissioned the following persons:

### **Elders:**

Janessa Danielle Chastain, Sandra Watson Kimbel, and Jody Beth Topping

### **Provisional Elders:**

Paul Hyung Cho, Misty Michele Howick, Carl Roger Peterson,  
Timote Moana Piukala, and Khalif Akil Smith, Sr.



*Robert T. Hoshibata* 

Presiding Bishop of the Phoenix Area  
The United Methodist Church

### Registration and Recapitulation

Clergy		Laity		Non-Voting	
Full Members	123	Lay Members	219	Other MOC/MOD	7
Retired	40	Youth	4	Clergy/Guests/Other	4
Full Time Local Pastors	12	Young Adults	2	Alternates	35
P/T Local Pastors	9	<b>Total</b>	<b>225</b>	Youth/YA Observers	3
LPA	1			Local Church Observers	16
Provisional Members	9			Guests	100
Associate Members	2			Conference Staff	15
<b>Total</b>	<b>196</b>			<b>Total</b>	<b>180</b>

**GRAND TOTAL: 601**

### Certification

We certify and declare the Daily Proceedings of this Thirty Second Session of The Desert Southwest Annual Conference session at the Renaissance Glendale Hotel, Glendale, Arizona, June 16-19, 2016 to be the official record of this Conference.

*Robert T. Hoshibata* 

Robert T. Hoshibata, Presiding Bishop  
Phoenix Area  
The United Methodist Church

*Rev. Nancy Cushman*

Nancy Cushman, Conference Secretary  
Desert Southwest Conference  
The United Methodist Church

# Business of the Annual Conference

## The Minutes of the DESERT SOUTHWEST ANNUAL CONFERENCE

Held in **Glendale, Arizona**  
 From (date) **June 16, 2016, through June 19, 2016**  
 Bishop **Robert Hoshibata, Presiding**  
 Date When Organized **1984** Number of This Session: **32nd**

### PART I ORGANIZATION AND GENERAL BUSINESS

1. Who are elected for the quadrennium (§603.7, 619)?

**Secretary? Nancy S Cushman**

Mailing Address: North Scottsdale UMC, 11735 N Scottsdale Rd, Scottsdale, AZ 85254

Telephone: (480) 356-3304

Email: [NCushman@dscumc.org](mailto:NCushman@dscumc.org)

**Statistician? Randy Bowman**

Mailing Address: 1550 E. Meadowbrook Ave., Phoenix, AZ 85014-4040

Telephone: (602) 266-6956

Email: [RBowman@dscumc.org](mailto:RBowman@dscumc.org)

**Treasurer? Randy Bowman**

Mailing Address: 1550 E. Meadowbrook Ave., Phoenix, AZ 85014-4040

Telephone: (602) 266-6956

Email: [RBowman@dscumc.org](mailto:RBowman@dscumc.org)

2. Is the Annual Conference incorporated (§603.1)?

yes

3. Bonding and auditing:

What officers handling funds of the conference have been bonded, and in what amounts (§618, 2511)?

Name	Position	Amount Bonded
All employees are bonded through Church Mutual. The Treasurer is the only officer that handles funds that is bonded		It is for \$1,000,000 occurrence and \$33,000,000 aggregate

Have the books of said officers or persons been audited (§617, 2511)?

yes - See report in Journal.

4. What agencies have been appointed or elected?

a) Who have been elected chairpersons for the mandated structures listed?

Structure	Chairperson
Council on Finance and Administration (§611)	TBD
Board of Ordained Ministry (§635)	Rev. Julius Keller
Board of Pensions (§639)	Robert Klein
Board of Trustees of the Annual Conference (§2512)	TBD
Committee on Episcopacy (§637)	Rev. Gary Kennedy
Administrative Review Committee (§636)	TBD

b) Indicate the name of the agency (or agencies) and the chairperson(s) in your annual conference which is (are) responsible for the functions related to each of the following general church agencies (§610.1):

General Agency	Conference Agency	Chairperson
General Board of Church and Society	Church & Society	Sam Richard
General Board of Discipleship	Clergy & Lay Leadership Dev	Julie Yarrow
General Board of Global Ministries	Global Ministries	Rev. Jim Wiltbank
Higher Education and Campus Ministry	Higher Ed & Campus Min	Rev. Janessa Chastain
General Commission on Archives and History	Archives & History	Jeff Miller
General Commission on Christian Unity and Inter-religious Concerns	Christian Unity Inter-religious Rel	Rev. Mike Kerr-Osman
General Commission on Religion and Race	Religion & Race	Diana Volere
General Commission on the Status and Role of Women	Status & Role of Women	Rev. Kristin Longenecker
United Methodist Communications	Communications Commission	Rev. Carl Peterson

c) Indicate the conference agencies and chairpersons which have responsibilities for the following functions:

General Agency	Name of Agency	Chairperson
Criminal Justice and Mercy Ministries (¶657)?	Prison Reform Min	Dean Richardson
Disability Concerns (¶653)?	Health & Caring (Welfare)	Winnie Fritz
	Disability Chair -WJ	Howard Guetherman
Equitable Compensation (¶625)?	Equitable Comp	Pastor Noni Dye
Laity (¶631)?	Bd of Lay Ministry	Laurie Lineberry
Native American Ministry (¶654)?	Native American Min	TBD
Small Membership Church (¶645)?	Small Membership Church	Michele Kelley

d) Indicate the president or equivalent for the following organizations.

Organization	Name of Agency	Chairperson
Conference United Methodist Women (¶647)	UMW	Alice Brown
Conference United Methodist Men (¶648)	UMM	TBD
Conference Council on Youth Ministry (¶649)	Conference Council Youth Min	Kim Ogle
Conference Council on Young Adult Ministry (¶650)?		TBD

e) Have persons been elected for the following district boards and committees? Answer yes or no. yes

(1) District Boards of Church Location & Building (¶2518.2)? yes

(2) Committees on District Superintendency (¶669)? yes

(3) District Committees on Ordained Ministry (¶666)?

f) What other councils, boards, commissions, or committees have been appointed or elected in the annual conference?

Structure	Chairperson
Camping & Retreat	Katherine Keller
Children & Poverty	Patty Ek

5. Have the secretaries, treasurers, and statisticians kept and reported their respective data in accordance to the prescribed formats? (¶606.8)? yes

6. What is the report of the statistician? See report in Journal.

7. What is the report of the treasurer? See report in Journal.

8. What are the reports of the district superintendents as to the status of the work within their districts? D.S.s did not submit reports, but did an oral report included in the Daily Proceedings for the June 17, 2016.

9. What is the schedule of minimum base compensation for clergy for the ensuing year (¶¶342, 625.3)? See report in Journal.

10. What amount has been apportioned to the pastoral charges within the conference to be raised for the support of the district superintendents for the ensuing year (¶614.1a)? \$952,500

11. a) What amount has been apportioned to the pastoral charges within the conference to be raised for the support of the pension and benefit programs of the conference for the ensuing year (¶¶614.1d, 1507)? \$725,000

b) What are the apportionments to this conference for the ensuing year?

(1) For the World Service Fund? \$559,831

(2) For the Ministerial Education Fund? \$189,085

(3) For the Black College Fund? \$75,424

(4) For the Africa University Fund? \$16,880

(5) For the Episcopal Fund? \$165,789

(6) For the General Administration Fund? \$66,475

(7) For the Interdenominational Cooperation Fund? \$14,788

12. What are the findings of the annual audit of the conference treasuries See report in Journal.

13. Conference and district lay leaders (¶¶603.9, 660):

a) Conference lay leader: Name: Laurie Lineberry  
Mailing Address: 2712 W 31st Place, Yuma, AZ 85364-7421

b) Associate conference lay leaders:

- c) District and associate district lay leaders: Paul Browning (Central East District), Keith Roberts (Central West District), Phyllis Murray (North District), Maritza Velazquez (South District)

14. List local churches which have been:

- a) Organized or continued as New Church Starts or Mission Congregations (§259.1-4, continue to list congregations here until listed in questions 14.c, d, or e)

Church Name	District	Mailing Address	Phone Number	Date Founded
Nuevo Pacto UMF	Central West	4802 N 59 <sup>th</sup> Ave, Phoenix, AZ 85033-1702	623-846-0610	7/2014
Journey UMF (Maricopa)	Central East	PO Box 684, Maricopa, AZ 85139-0270	602-516-5315	2/2008
Spirit Song UMF	Central West	12562 W Miner Trail, Peoria, AZ 85383-2429	623-824-1357	5/2007
Arizona Korean UMF	Central East	4900 E Thomas Rd., Phoenix, AZ 85018-7807	602-535-4850	1/1998
City Square UMF	Central West	PO Box 13462, Phoenix, AZ 85002-3462	602-753-7184	6/2012
Maranatha UMF	Central West	4002 N 18 <sup>th</sup> Ave., Phoenix, AZ 85015-5201	602-954-9092	7/2011
Grace Fil-Am Ministry	North	1244 Marsolan Ct #66, Henderson, NV 89014	702-645-0447	2/2009
Korean UMF	South	7743 W Windriver Dr., Tucson, AZ 85750	520-622-6481	12/2002
Santa Clara UMC	South	6740 S. Santa Clara Ave., Tucson, AZ 85756	520-294-1824	7/2013
AGOMS UMF	North	120 S. Pavilion Center Dr., Las Vegas, NV 89144	702-595-3678	7/2008

- b) Satellite congregations (§247.22, continue to list here until listed in questions 14.a, c, d, or e)

Church Name	Parent Church	District	Mailing Address	Date Launched
None				

- c) Chartered (§259.5-10, continue to list here until listed in questions 14.d or e)

Church Name	District	Mailing Address	Phone Number	Date Chartered
Boulder City UMC	North	P.O. Box 61075, Boulder City, NV 89006	702-293-7240	February 28, 2016

- d) Merged (§254.6, 254.7)

(1) United Methodist with United Methodist

Name of First Church	Name of Second Church	Name of Merged Church	Date Merged
None			

(2) Other mergers (indicate denomination)

Name of First Church	Name of Second Church	Name of Merged Church	Date Merged
None			

- e) Discontinued or abandoned (§229, 341.2, 254.9) (State which for each church listed.)

(1) New Church Start (§259.2,3)

Church Name	District	Location	Date Closed
Living Water UMF	Central East	San Tan Valley, AZ	June 30, 2016
Pioneer UMF	Central West	Anthem, AZ	November 1, 2015
Via de Cristo UMF	Central East	Scottsdale, AZ	June 30, 2016

(2) Mission Congregation (§259.1a)

Church Name	District	Location	Date Closed
None			

(3) Satellite Congregation

Church Name	District	Location	Date Closed
None			

(4) Chartered Local Church (§259.5)

Church Name	District	Location	Date Closed
South Mountain	Central West	717 E. Southern Ave., Phoenix, AZ. 85040	August 14, 2016

f) Relocated and to what address

Church Name	District	Mailing Address	Physical Location	Date Relocated
None				

g) Changed name of church? (Example: "First" to "Trinity")

Former Name	New Name	Address	District
None			

h) Transferred this year into this conference from other United Methodist conference(s) and with what membership (§41, 260)?

Name	Membership	Sending Conference
None		

i) What cooperative parishes in structured forms have been established? (§206.b)

Parish Name	Charge Name	Church Name	District
None			

j) What other changes have taken place in the list of churches?

None

15. Are there Ecumenical Shared Ministries in the conference? (§207, 208)

a) Federated church

Name	District	Other Denomination(s)
Federated Community Church	North	Presbyterian/United Methodist

b) Union Church

Name	District	Other Denomination(s)
None		

c) Merged Church

Name	District	Other Denomination(s)
None		

d) Yoked Parish

Name	District	Other Denomination(s)
None		

16. What changes have been made in district and charge lines?

None

PART II PERTAINING TO ORDAINED AND LICENSED CLERGY

(Note: A (v) notation following a question in this section signifies that the action or election requires a majority vote of the clergy session of the annual conference. If an action requires more than a simple majority, the notation (v 2/3) or (v 3/4) signifies that a two-thirds or three-fourths majority vote is required. Indicate credential of persons in Part II: FD, FE, PD, PE, and AM when requested.)

17. Are all the clergy members of the conference blameless in their life and official administration (§604.4, 605.7)?

yes

18. Who constitute:

a) The Administrative Review Committee (§636)? (v)

Members: Deits, Bob; Lansberry, Candace; Self-Price, Deanna  
Alternates Bonneau, Ed; Procter-Murphy, Jeff

b) The Conference Relations Committee of the Board of Ordained Ministry (§635.1d)?

- Grandy, Janice; Keller, Julius; O'Neal, James; Ragland, Sharon
- c) The Committee on Investigation (§2703)  
 Members: Gómez, Daniel; Johnson, Sandy; Pajak, Sharon; Rennick, David; Dunipace, Douglas; Jackson, Carolyn; Schock, Charlie  
 Alternates: McCullough, Lujet; Jelinek, Tom; Lansberry, Mark; Beckley, Robert; Stevens, Barbara; Washington, Thomas A.

19. Who are the certified candidates (§§ 310, 313, 314)

- a) Who are currently certified as candidates for ordained or licensed ministry?

Name	District	Date Certified
Snukis, Erna	North	2016
Hunsinger, Timothy	North	2015
Pate, Diamond	North	2014
Holly, Asa	Central East	2016
Ashford Thorp, Adrienne	Central East	2014
Pierce, Robert	Central East	2011
Ma'afu, Mafileo	Central East	2010
Rop, Bryanell	Central East	2013
Wickersham, Chris	Central East	2008
Warner, Joshua	Central West	2014
Klein, Robert	Central West	2016
Morago, Jeannie	Central West	2016

- b) Who have had their candidacy for ordained or licensed ministry accepted by a District Committee on Ordained Ministry in another annual conference? (Include name of accepting conference.)

Name	Receiving Conference	Date Originally Certified	Date Accepted by District in Other Conference
None			

- c) Who have been discontinued as certified candidates for licensed or ordained ministry?

Name	District	Date Certified	Date Discontinued
None			

20. Who have completed the studies for the license as a local pastor, are approved, but are not now appointed? (§315 —Indicate for each person the year the license was approved.):

Name	District	Year Last Licensed
None		

21. Who are approved and appointed as: (Indicate for each person the first year the license was awarded. Indicate what progress each has made in the course of study or the name of the seminary in which they are enrolled. Indicate with an asterisk those who have completed the five year course of study or the M.Div. (§319.4)? PLEASE NOTE: Persons on this list must receive an episcopal appointment. (v)

- a) Full-time local pastors? (§318.1)

Name	First Year License Awarded	Years Completed with Course of Study
Aguirre-Olivares, Alma	2016	*
Benton, Don	2003	*
Carling, Richard	2005	*
Choi, Young (Daniel)	2007	*
Embry, Jeremy	2013	*(CST)
Gómez, Daniel	2010	*
Herd, Michael	2001	*
Heggestad, Fred	2013	1.5
Johnson, Sandra Lee		3.0
Keffer, Michael	2014	1
Lee, Robin	2016	*
Maddox, Mark	2006	*
Nelson, James Jr.	2006	3.25 (CST)
Schauer, Deborah	1996	*

Scott, Kimberly	2016	MDIV
Sullivan, Clare	2005	*
Swanson, Wendy	2011	3.0
Stouffer, Eugene	1992	*
Velasquez, Raul	2013	1

b) Part-time local pastors? (§318.2) (fraction of full-time in one-quarter increments)

Name	First Year License Awarded	Fraction of full time to be served	Years Completed with Course of Study
Barcus, George	2005	(¾)	*
Dye, Winona	2007	(½)	*
Gebretsadik, Surafel	2002	(½)	*
Fong, Lana	2005	(¾)	3
Isingoma, Brooke	2015	(½)	MDIV
Keffer, Janet	2014	(½)	1
Kelley, Michele	2011	(½)	2
Koli, Mavae	2014	(¼)	*
Larsen, Linda	2013	(½)	2.5
Lerdahl, Vicki	2003	(¼)	*
Lind, Robert	2005	(¾)	*
Loomis, Rolly	2014	(¾)	
Perry, Tracy	1996	(½)	*
Renfro, Lenore	2015	(½)	MDIV
Stanley, Linda	2014	(¾)	1
Yardley, Nina	2011	(½)	2.5
Zavala, Efrain	2016	(¾)	MDIV

c) Students from other annual conferences or denominations serving as local pastors and enrolled in a school of theology listed by the University Senate (§318.3, 4)?

Name	First Year License Awarded	Seminary	Home Conference
None			

d) Students who have been certified as candidates in your annual conference and are serving as local pastors in another annual conference while enrolled in a school of theology listed by the University Senate (§318.3)

Name	First Year License Awarded	Years Completed in Course of Study
None		

e) Persons serving as local pastors while seeking readmission to conference membership (§366.4, 367, 369.3)? (If not in this conference indicate name of conference where serving.)

Name	Years Completed in Course of Study
None	

22. Who have been discontinued as local pastors (§320.1)?

Name	Date discontinued
None	

23. Who have been reinstated as local pastors (§320.4)?

Name	Years Completed in Course of Study
Perry, Tracy	(½)

24. What ordained ministers or provisional members from other Annual Conferences or Methodist denominations are approved for appointment in the Annual Conference while retaining their conference or denominational membership (§331.8, 346.1)? (List alphabetically; indicate Annual Conference or denomination where membership is held. Indicate credential.)

a) Annual Conferences

Name	Clergy Status	Home Conference
Arnpriester, Marvin	Elder (Retired)	Iowa
Beaudoin, Christine	Provisional Elder	Detroit

Bonsell, James	Elder (Retired)	Western Pennsylvania
George, Felicia	Elder	Rocky Mountain
Hubbard, Mike	Elder (Retired)	Rocky Mountain
Hurley, Joel	Elder (Retired)	Detroit
Schwenn, Ivan	Elder	West Ohio

b) Other Methodist Denominations

Name	Clergy Status	Denomination
Scott, Floy	Elder (Retired)	African Methodist Episcopal Church

25. What clergy in good standing in other Christian denominations have been approved to serve appointments or ecumenical ministries within the bounds of the Annual Conference while retaining their denominational affiliation (§§331.8, 346.2)? (v) (Designate with an asterisk those who have been accorded voting rights within the annual conference. Indicate credential.)

Name	Clergy Status	Denomination
Jones, Richard	OF	Independent Baptist
Fremont, Rock	OF	United Church of Christ
Bullock, Joel	OF	Church of God, Anderson
Day, Kathleen	OF	Disciples of Christ
Doerrer-Peacock, Richard	OF	UCC
Higginbotham, Elice	OF	UCC
Jiminez, Agustin	OF	Nazarene
Kemp, Joy	OF	Lutheran, Missionary Conference
Longenecker, Kristin	OF	Church of God, Anderson
Hallam, Tammy	OF	Evangelical Covenant
Maleski, Michael	OF	American Baptist
Miller, Joan	OF	Presbyterian, USA
Ontanyon, Anthony	OF	Roman Catholic
Quanstrom, Fay	OF	UCC
Ondra, Thomas	OF	Reformed Church of America
Romero, Eugenio	OF	Mennonite
Vasquez, Jaime	OF	Methodist Church of Mexico
Wasson, David	OF	Church of Christ

26. Who are affiliate members: (List alphabetically; indicate annual conference or denomination where membership is held.)

a) With vote (§586.4b [v])?

Name	Member Conference/Denomination	First Year of Affiliation
None		

b) Without vote (§§334.5, 344.4)? (v 2/3)

Name	Member Conference/Denomination	First Year of Affiliation
Arnpriester, Marvin	Iowa	2015
Green, Francine	Iowa	2006
Jones Cumbee, Cheryl A.	Indiana	1991
Ziegler, Steve	Northern Illinois	2016

NOTE: If your conference has admitted or ordained persons as a courtesy to another conference, list these persons in Question 40 only. If persons have been admitted or ordained by another annual conference as a courtesy to your conference, list these persons in Questions 27-39, whichever are appropriate, giving the date and name of the accommodating conference.

27. Who are elected as associate members? §322 (v) (List alphabetically-see note preceding Question 27):

Name
None

28. Who are elected as provisional members and what seminary are they attending, if in school? (under §§322.4, 324, 325)

a) Provisional Deacons under the provisions of §§324.4a, c or §324.5? (v)

Name	Seminary
None	

b) Provisional Elders under the provisions of ¶¶ 324.4a, b or ¶324.6 (v); ¶ 322.4 (v 3/4)

Name	Seminary
Cho, Paul Hyung	Claremont
Peterson, Carl Roger	Asbury
Smith, Khalif Akil, Sr.	Candler
Howick, Misty Michele	Drew
Piukala, Timote Moana	Claremont

29. Who are continued as provisional members, in what year were they admitted to provisional membership, and what seminary are they attending, if in school (¶326)?

a) In preparation for ordination as a deacon or elder? (¶326)

Name	Clergy Status (PD or PE)	Date and Seminary
Blackwood, Patricia	PD	2015 Claremont
Smith, Brenda	PD	2015 Bethel Seminary
Fernandes, Maria Antionetta	PE	2015 Iliff
Fischer, Courtney	PE	2015 St. Paul
Holden, Susan	PE	2015 Claremont

b) Provisional deacons who became provisional elders?

Name	Original Year of Membership
None	

c) Provisional elders who became provisional deacons? (Indicate year)

Name	Original Year of Membership
None	

d) Provisional members who transferred from other conferences or denominations? (¶347.1)

Name	Clergy Status (PD or PE)	Original Year of Membership	Previous Conference or Denomination
None			

30. What ordained clergy, coming from other Christian denominations, have had their orders recognized (¶348): (v) A person's orders may be recognized when they are transferring their membership into your annual conference from another Christian denomination. A person who is listed in Q.30 must also be listed in either Q. 31 a or b, depending on the transfer status.

Name	Clergy Status	Previous Denomination
Jones, Richard	Ordained	Independent Baptist
Fremont, Rock	Ordained	United Church of Christ

31. What ordained clergy have been received from other Christian denominations (¶347.3): (List alphabetically—see note preceding Question 27):

a) As provisional members (¶347.3a, b)? (v)

Name	Clergy Status (PD or PE)	Date Received	Former Denomination
None			

b) As local pastors (¶347.3a)? (v)

Name	Clergy Status (FL or PL)	Date Received	Former Denomination
None			

32. Who are elected as members in full connection? (List alphabetically-see note preceding Question 27. Anyone appearing on this question must also be listed somewhere in questions 33-34 or 36, unless the clergy's orders from another denomination were recognized on question 30 in a previous year.) (v 2/3):

a) Deacons

Name
None

b) Elders

Name
Chastain, Janessa Danielle
Kimbel, Sandra Watson
Topping, Jody Beth

33. Who are ordained as deacons and what seminary awarded their degree? Or, if their master's degree is not from a seminary, at what seminary did they complete the basic graduate theological studies? (List alphabetically-see note preceding Question 27)

a) After provisional membership (§330)? (v 2/3)

Name	Seminary
None	

b) Transfer from elder? (§309) (v 2/3)

Name	Seminary
None	

34. Who are ordained as elders and what seminary awarded their degree?

a) After provisional membership (§335) (v 2/3)

Name	Seminary
Chastain, Janessa Danielle	Drew
Kimbel, Sandra Watson	Claremont
Topping, Jody Beth	Iliff

b) Transfer from deacon? (§309) (v 2/3)

Name	Seminary
None	

35. What provisional members, previously discontinued, are readmitted (§365)? (v)

Name	Clergy Status	Year Previously Discontinued
None		

36. Who are readmitted (§§366-368 [v], §369 [v 2/3]):

Name	Clergy Status	Previous Status
None		

37. Who are returned to the effective relationship after voluntary retirement (§358.7): (v)

Name	Clergy Status	Year Retired
None		

38. Who have been received by transfer from other annual conferences of The United Methodist Church (§§347.1, 416.5, 635.2n)? (List alphabetically. Indicate credential. See note preceding Question 27.)

Name	Clergy Status	Previous Conference	Date of Transfer
Dawson, Anthony	Elder	Great Plains	2016
Green, Brian	Elder	West Ohio	2016
Harriss, David	Elder	North Carolina	2016
Patzloff, Michael	Elder	Great Plains	2016

39. Who are transferred in from other Methodist denominations (§347.2)? (List alphabetically. Indicate credential.)

Name	Clergy Status	Previous Methodist Denomination	Date of Transfer
None			

40. Who have been ordained as a courtesy to other conferences, after election by the other conference? (See note preceding Question 27. Such courtesy elections or ordinations do not require transfer of conference membership.)

a) Deacons?

Name	Member Conference
None	

b) Elders?

Name	Member Conference
None	

41. Who have been transferred out to other annual conferences of The United Methodist Church (§416.5)? (List alphabetically. Indicate credential. See note preceding Question 27.)

Name	Clergy Status	New Conference	Date of Transfer
None			

42. Who are discontinued as provisional members (§327)? (v).

a) By expiration of eight-year time limit (§ 327)

Name	Clergy Status
None	

b) By voluntary discontinuance (§ 327.6) (v)

Name	Clergy Status
None	

c) By involuntary discontinuance (§ 327.6) (v)

Name	Clergy Status
None	

d) By reaching Mandatory Retirement Age (§ 327.7)

Name	Clergy Status
None	

43. Who are on location?

a) Who has been granted honorable location (§359.1)?

(1) This year? (v)

Name	Clergy Status	Charge Conference Membership	Date Effective
None			

(2) Previously?

Name	Year Originally Granted	Charge Conference Membership	Year of Most Recent Report
Clappison, Mary Ann	July 1, 2007	Mauldin UMC Mauldin, NC	
Massey, Jonathan	July 1, 2009	Chandler UMC	
O'Neal, John	July 1, 1986	First UMC Mesa	
Palmer, Harold	July 1, 2009		
Willis-Conger, Ellen	July 1, 2008	First UMC Portland, OR	
Willis-Conger, Phil	July 1, 2008	First UMC Portland, OR	

b) Who on honorable location are appointed ad interim as local pastors? (§359.2) (Indicate date and appointment.)

Name	Appointment	Year Originally Granted Location
None		

c) Who has been placed on administrative location (§360)?

(1) This year? (v)

Name	Date Effective	Charge Conference Membership
None		

(2) Previously?

Name	Year Originally Placed	Charge Conference Membership	Year of Most Recent Report

Werft, Andrew	July, 1 2002		
---------------	--------------	--	--

44. Who have been granted the status of honorable location-retired (§359.3):

a) This year? (v)

Name	Clergy Status	Year Honorable Location Originally Granted	Charge Conference Membership
None			

b) Previously?

Name	Clergy Status	Year Honorable Location Originally Granted	Charge Conference Membership
Bachman Williams, David		July 1, 1995	First UMC Tucson

45. Who have had their status as honorably located and their orders terminated (§359.2)? (v)

Name	Date Effective	Prior Clergy Status
None		

46. Who have had their conference membership terminated?

a) By withdrawal to unite with another denomination (§361.1, .4)? (v)

Name	Date Effective	Prior Clergy Status
Hal Woomer	October 27, 2015	

b) By withdrawal from the ordained ministerial office (§361.2, .4)? (v)

Name	Date Effective	Prior Clergy Status
None		

c) By withdrawal under complaints or charges (§361.3, .4; 2719.2)?

Name	Date Effective	Prior Clergy Status
None		

d) By termination of orders under recommendation of the Board of Ordained Ministry (§354.12)? (v)

Name	Date Effective	Prior Clergy Status
None		

e) By trial (§2713)?

Name	Date Effective	Prior Clergy Status
None		

47. Who have been suspended under the provisions of §363.1d, §2704.2c or §2711.3? (Give effective dates. Indicate credential.)

Name	Date Effective	Clergy Status
None		

48. Deceased (List alphabetically in the spaces provided)

a) What associate members have died during the year?

Effective:

Name	Date of Birth	Date of Death
None		

Retired:

Name	Date of Birth	Date of Death
None		

b) What provisional members have died during the year? (Indicate credential.)

Effective:

Name	Date of Birth	Date of Death
None		

Retired:

Name	Date of Birth	Date of Death
None		

c) What elders have died during the year?

Effective:

Name	Date of Birth	Date of Death
None		

Retired:

Name	Date of Birth	Date of Death
Kendall, Travis	April 28, 1932	June 25, 2015
Blankinship, Jerome	Nov 4, 1933	Aug 27, 2015
Humbert, Dean	May 21, 1925	Oct 12, 2015

d) What deacons have died during the year?

Effective:

Name	Date of Birth	Date of Death
None		

Retired:

Name	Date of Birth	Date of Death
Deanna Hershberger	May 27, 1939	March 1, 2015

e) What local pastors have died during the year?

Active:

Name	Date of Birth	Date of Death
None		

Retired:

Name	Date of Birth	Date of Death
None		

49. What provisional or ordained members (elders and deacons) have received appointments in other Annual Conferences of The United Methodist Church while retaining their membership in this Annual Conference (§§331.8, 346.1)?

Name	Clergy Status	Conference Where Appointed	Appointment
Bekhor, Stephanie	FE	Baltimore/Washington	
Cooper, Jay	FE	Rio Texas	
Choh Sun Ug (Isaac)	FD	Arkansas	
Han, In Hee	FE	California Nevada	
Handlong, Doug	FE	Alaska Missionary	
Montiel, Saul	FE	California-Pacific	

50. Who are the provisional, ordained members or associate members on leave of absence and for what number of years consecutively has each held this relation (§354)? (Indicate credential. Record Charge Conference where membership is held.)

Name      Number of Years

Charge Conference

a) Voluntary?

(1) Personal, less than 5 years (§354.2a 3) (v)

Name	Clergy Status	Date Effective	Charge Conference
Rob Rynders	FE	9/1/16 - 6/15/16	Sanctuary UMC

(2) Personal, 5 years or more (§354.2a 3) (v 2/3)

Name	Clergy Status	Date Effective	Charge Conference
Eynon, Karen	FM	July 1, 2009	Paradise Valley UMC

(3) Family, less than 5 years (§354.2b 3) (v)

Name	Clergy Status	Date Effective	Charge Conference
Azhikakath, Dee Dee	FE	July 1, 2013	Paradise Valley UMC

(4) Family, 5 years or more (§354.2b 3) (v 2/3)

Name	Clergy Status	Date Effective	Charge Conference
None			

## (5) Transitional (§354.2c)

Name	Clergy Status	Date Effective	Charge Conference
None			

## b) Involuntary (§ 355)? (v 2/3)

Name	Clergy Status	Date Effective	Charge Conference
None			

## 51. Who are granted sabbatical leave (§352)? (v)

Name	Clergy Status	Date Effective	Charge Conference
None			

## 52. Who have been granted medical leave due to medical or disabling conditions (§357)? (v)

Name	Clergy Status	Date Effective	Charge Conference
Bell, Anna	FM	July 1, 2014	Mesa First
Devine, David	FM	July 1, 2012	
Pentsil, Camille	FM	Nov 29, 2015 - July 1, 2016	
Reid, Terry	FM	July 1, 2004	
Thorson, Sherylan Gaye	FM	July 1, 2008	First Henderson
Whisler, Cheri	FM	July 1, 2006	

## 53. What members in full connection have been retired (§358): (List alphabetically. If retiring in the interim between conference sessions (§358.2d), indicate the effective date of retirement.) (Under §358.1, no vote required; under §358.2, v; under §358.3, v 2/3)

## Deacons

## a) This year?

Name	Date Effective
Blum, Ruth	July 1, 2016

## b) Previously?

Appleby, Karen	Baker, Jane	Chandler, Carol
Hamilton, Lynn	Moess, Madonna	Mumford, Carol
Nelson, Phyllis	Thornton, Joyce	Ware, Marilyn
Wells, Shirley		

## Elders

## c) This year?

Name	Date Effective
Dave Alberts	July 1, 2016
Mary Bullis	July 1, 2016
Robert Burns	July 1, 2016
Bob Cutlipp	July 1, 2016
Sue Getz	November 21, 2015
Jim Robinson	July 1, 2016
Lujet McCullough	July 1, 2016
Paul Self-Price	July 1, 2016

## d) Previously?

Allen, Dan	Asay, Cliff	Athey, Kathleen
Austill, Brian	Baik, Suhyoung	Baker, Monte
Barkley, David J.	Bealor, A. Cathare	Bender, Kelly
Bobbitt, Douglas	Brecheisen, Karol	Brown, Stanley Coleman
Brown, Wayne	Bonneau, Ed	Boroto, Judith
Brumagin, Harold	Brummet, B. Don	Burnett, Ivan B., Jr.
Bussey, James	Caseman, Paul	Charles, William Nelson
Combs, Duane	Cowart, Harold	Cunningham, Patrick
DeAtley, Linda	Deits, Robert H.	Denham, Ed
Denlinger, William Howard	Dumas, Jean	Ebright, Godfrey

Ek, Jim	Ewart, John Lloyd	Faulkner, Marilyn
Festa, Jeanne	Flint, Jon	Flowers, John
Fraley, Robert D.	Friesen, Eugene Wesley	Gaston, Raven
Gaud, Carmen	Gerber, Larry	Griffith, William Dudley
Gunderson, Gunnar A.	Haas, Jerry	Haines, Byron Dean
Higgs, Michael	Hinshaw, Lawrence A.	Ierley, John
Jacobson, James	Johnston, Lyle	Jones-Voisey, Lucy
Killian, William	Kiracofe, Thomas	Kreige, Gary
Kristopeit, Cynthia	Lakore, Cecil D.	Langston Kirk, Cynthia
Lewis, Bert Newell	Lewis, Stewart	Lee, Kyoo Won
Lubach, James L.	Ludlow, Roy	Lyon, Mary Jane
Lyon, S. Lewis	MacVean, Sharon	Magyar, Sarg
Marshall, Steve	Martin-DeWitt, Lori	Mason, Alexander
Mattick, Thomas	Merwin, William H.	Mitchell, Robert
Montoya, Shirley	Morrison, Kenneth	Munchinsky, Mel
Nesbitt, Allan L.	Nietman, William F.	Norris, Larry
Northup, Richard Earl	Nye, David	O'Neal, Jim
O'Neil, Laura	Peale, Robert Watson	Porter, Ione
Prichard, Gary F.	Ramsey, Dennis D.	Ramsey, Kenneth C.
Randle, George M.	Ray, Randa	Ray, Robert W.
Roper, Gary	Ryan, Harry F.	Simons, Gary
Smith, Donald H.	Smoot, George	Somerville, Jacqueline
Sprink, Rex A.	Stevens, Willard "Buzz"	Stewart, James D.
Stanley, Robert Arthur	Still, Billy	Strauch, Don
Stressman, Roger	Troutman, Jack Stanley	Turner, Dan
Usher, William J.	Vannoy, Karen	Vaught, Peter
Ward, Peggy	Wick, Thomas	Wise, John R.
Wood, James	Wright, Harold	

54. What associate members have been retired (§358): (List alphabetically. If retiring in the interim between conference sessions (§358.2d), indicate the effective date of retirement.) (Under §358.1, no vote required; under §358.2, v; under §358.3, v 2/3)

a) This year?

Name	Date Effective
None	

b) Previously?

Anderson, Michael	Baker, Larry	Flores, J. Antonio
Harrell, Jeri Lee	Moreno, Mariano H	Peters, Frank
Remp, Robert	Smith, Roger	Ward, Gary

55. What provisional members have been previously retired (§358, 2008 *Book of Discipline*)? (**NOTE: Provisional members who reach mandatory retirement age and have not retired by Jan. 1, 2013 shall be discontinued (§ 327.7) and listed in Q. 42.)**)

Name	Date Effective
None	

56. Who have been recognized as retired local pastors (§320.5):

a) This year?

Name	Date Effective
Winona Dye	July 1, 2016

b) Previously?

Archibald, Billy	Brown, Joseph	Dearing, Gerald
Evans, Karl	Geyer, Barbara	Glithero, Iain
Gordon, Eugene	Jensen, Dale	Quillium, Robin
Ritenour, John	Roberts, Evelyn	Stouffer, Eugene
Tucker, John F.	Wigle, Helen	Wilson, Marico

57. What is the number of clergy members of the Annual Conference:

a) By appointment category and conference relationship?

NOTES:

(1) Where applicable, the question numbers on this report form corresponding to each category have been placed in parenthesis following the category title. Where these question numbers appear, the number reported in that category should agree with the number of names listed in the corresponding questions.

(2) For the three categories of Appointments to Extension Ministries, report as follows:

¶344.1a, c): the number of clergy members appointed within United Methodist connectional structures, including district superintendents, or to an ecumenical agency.

¶344.1b): the number of clergy members appointed to extension ministries, under endorsement by the Division of Chaplains and Related Ministries of the General Board of Higher Education and Ministry.

¶344.1d): the number of clergy members appointed to other valid ministries, confirmed by a two-thirds vote of the Annual Conference.

Note: Report those in extension ministry in one category only.

See the Discipline paragraphs indicated for more detailed description of these appointment categories.)

Note: Those approved to serve as a local pastor, but not currently under appointment, are not counted as clergy members of the conference.

Categories	Deacons in Full Connection	Elders in Full Connection	Provisional Deacons	Provisional Elders	Associate Members & Affiliate Members With Vote	Full-time Local Pastors	Part- time Local Pastors
Pastors and deacons whose primary appointment is to a Local Church (¶331.1c, 339) (76, 78c)	8	96	2	8	2	13	18
Deacons (in full connection and provisional) serving Beyond the Local Church (¶331.1a, b) (78a, b)	2	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx
Appointments to Extension Ministries (¶316.1; 344.1a, c) (77a)	xxxxx xxxxx xxxxx	8	xxxxx xxxxx xxxxx	1	xxxxx xxxxx xxxxx	1	xxxxx xxxxx xxxxx
Appointments to Extension Ministries (¶316.1; 344.1b) (77b)	xxxxx xxxxx xxxxx	8	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx	1	xxxxx xxxxx xxxxx
Appointments to Extension Ministries (¶316.1; 344.1d) (77c)	xxxxx xxxxx xxxxx	3	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx	xxxxx xxxxx xxxxx
Appointments to Attend School (¶331.3) (79)	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx
Appointed to Other Annual Conferences (49)	1	5	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx
On Leave of Absence (50a1, a2)	xxxxx xxxxx	2	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx
On Family Leave (50a3, a4)	xxxxx xxxxx	1	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx
On Sabbatical Leave (51)	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx
On Medical Leave (52)	xxxxx xxxxx	5	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx
On Transitional Leave (50a5)	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx	xxxxx xxxxx
Retired (53, 54, 55)	12	122	xxxxx xxxxx	xxxxx xxxxx	9	10	7
Total Number, Clergy Members	23	250	2	9	11	25	25
Grand Total, All Conference Clergy Members	345						

- b) By gender and racial/ethnic identification? (NOTE: See the instruction for item 57 for guidelines to assist in the racial/ethnic identification count.)

Note: Information on clergy by race and gender in the annual conference is available through the General Council on Finance and Administration at [www.gcfa.org](http://www.gcfa.org).

### PART III CERTIFICATION IN SPECIALIZED MINISTRY

Note: Indicate credential of persons in Part III: FD, FE, PD, PE, AM, FL, PL, and LM.

58. Who are the candidates in process for certification in specialized ministry?

Name	Clergy/Lay Status	Specialized Ministry
None		

59. Who is certified in specialized ministry? (List the areas of specialized ministry. Indicate by an asterisk those certified this year.)

Name	Clergy/Lay Status	Specialized Ministry
Anderson, Rosemary	FD	Christian Education
Andress, Andrea	FD	Christian Education
Arrants, Curt	Lay	Youth
Blum, Ruth	FD	Christian Education
Chandler, Carol	Lay	Christian Education
Coleman, Carol	Lay	Spiritual Formation
Hamilton, Lynn		Christian Ed & Youth
Harvey, Mary		Christian Education
Kelley, Michael	FD	Music
Moess, Madonna		Christian Education
Mumford, Carol		Christian Education
Petty, Linda		Christian Education
Wells, Shirley	FD	Spiritual Formation
Scheel, Juanita		Christian Education
Tittle, Karen		Christian Education
Wiley, Jamie		Youth

60. Who are transferred in as a certified person in specialized ministry?

Name	Clergy/Lay Status	Specialized Ministry	Sending Conference
None			

61. Who are transferred out as a certified person in specialized ministry?

Name	Clergy/Lay Status	Specialized Ministry	Receiving Conference
None			

62. Who have been removed as a certified person in specialized ministry?

Name	Clergy/Lay Status	Specialized Ministry
None		

### PART IV CERTIFIED LAY MINISTRY

(¶¶ 271, and 666.10 *The Book of Discipline*)

63. Who are certified as lay ministers (¶ 271, and 666.10)? (List alphabetically, by district)

Name	District
Harlow, Roger	Central West
Kerr, Sandra	Central West
McAvoy, Patrick	North
Woodlee, Arlon	North
Darling, E.J.	North

### PART V DIACONAL MINISTERS

(Paragraph numbers in questions 65-72 refer to The 1992 *Book of Discipline*)

64. Who constitute the Committee on Investigation (¶2703.3)? (v)

Name
None

65. Who are transferred in as diaconal ministers (§312)?

Name	Previous Annual Conference	Date
None		

66. Who are transferred out as diaconal ministers (§312)?

Name	Previous Annual Conference	Date
None		

67. Who have had their conference relationship as diaconal ministers terminated by Annual Conference action (§313.3)? (Under §313.3a, no vote; under §313.3b, v 2/3)

Name	Date Effective
None	

68. What diaconal ministers have died during the year?

a) Effective:

Name	Date of Birth	Date of Death
None		

b) Retired:

Name	Date of Birth	Date of Death
None		

69. What diaconal ministers have been granted leaves of absence under §313.1a, c, d) (disability, study/sabbatical, or personal leave): (v)

Name	Type of Leave	Date Originally Granted
None		

70. What diaconal ministers have been granted an extended leave (§313.1e):

Name	Date Originally Granted
None	

71. Who have returned to active status from extended leave (§313.1e)? (v)?

Name	Date Originally Granted
None	

72. Who have taken the retired relationship to the Annual Conference as diaconal ministers (§313.2): (Under §313.2b, v 2/3)

a) This year?

Name	Date Effective
None	

b) Previously?

Name	Date Effective
None	

## PART VI APPOINTMENTS AND CONCLUDING BUSINESS

73. Who are approved for less than full-time service?

a) What associate members, provisional, or full elders are approved for appointment to less than full-time service, what is the total number of years for which such approval has been granted to each, and for what fraction of full-time service (in one-quarter increments) is approval granted (for purposes of equitable compensation claim and pension credit) §§338.2, 342.2, 1506)? (v 2/3, after 8 years v 3/4):

Name	Appointment	Fraction of Full-Time Service
Bartlow, Lynn	2	¾
Conrad, Mark	1	¾
La, Eun Jin	4	½

Ritland, Beverly	4	$\frac{3}{4}$
Rogers, Todd	3	$\frac{1}{4}$

- b) What deacons in full connection and provisional deacons are approved for appointment to less than full-time service (§331.7)?

Name	Appointment	Fraction of Full-Time Service
Anderson, Rosemary	Tempe First UMC	$\frac{1}{2}$
Bast, Gerri	Justa Center	$\frac{1}{4}$
Brenda Smith	Paradise Valley UMC	$\frac{3}{4}$
Blackwood, Patti	Prescott UMC	$\frac{1}{2}$

74. Who have been appointed as interim pastors under the provisions of §338.3 since the last session of the annual conference, and for what period of time?

Name	Appointment	Start Date	End Date
Johnson, Lawrence	Zion UMC	Dec, 2015	June 30, 2017

75. What changes have been made in appointments since the last annual conference session? (Attach list. Include and identify Appointments Beyond the Local Church (Deacons) and Appointments to Extension Ministries (Elders). Give effective dates of all changes.)
76. What elders (full connection and provisional), associate members, and local pastors are appointed to ministry to the local church and where are they appointed for the ensuing year? (Attach a list.)
77. What elders (full connection and provisional), associate members, and local pastors are appointed to extension ministries for the ensuing year? (Attach a list)
- Within the connectional structures of United Methodism (§344.1a, c)?
  - To ministries endorsed by the Board of Higher Education and Ministry (344.1b)?
  - To other valid ministries under the provisions of §344.1d? (**v 2/3**)
78. Who are appointed as deacons (full connection and provisional) for the ensuing year? (Attach a list.)
- Through non-United Methodist agencies and settings beyond the local church (§331.1a)?
  - Through United Methodist Church-related agencies and schools within the connectional structures of The United Methodist Church (§331.1b)?
  - Within a local congregation, charge, or cooperative parish (§331.1c)?

79. Who are appointed to attend school (§416.6)? (List alphabetically all those whose prime appointment is to attend school.)

Name	Clergy Status	School
None		

80. Where are the diaconal ministers appointed for the ensuing year (§310) [**1992 Discipline**]? (Attach list)
81. What other personal notations should be made? (Include such matters as changes in pension credit (§1506.5), corrections or additions to matters reported in the "Business of the Annual Conference" form in previous years, and legal name changes of clergy members and diaconal ministers.)
82. Where and when shall the next Conference Session be held (§603.2, 3)?

The Renaissance Glendale Hotel and Spa, Glendale, AZ

June 15–18, 2017

# Appointments and Church Directory

## Key to Clergy Status Codes

AF	Affiliate Member (§§ 334.5, 344.4, 586.4)	OR	Retired Member of Other Conf./Meth. Denomination (§§346.1, 358.6)
AM	Associate Member (§321)	PD	Provisional Deacon (§§324-327)
DM	Diaconal Minister (§602.2)	PE	Provisional Elder (§§324-327)
DR	Retired Diaconal Minister (§358)	PL	Part Time Local Pastor (§318.2)
FD	Deacon in Full Connection (§§328-331)	PS	Pulpit Supply
FE	Elder in Full Connection (§§332-335)	RA	Retired Associate Member (§322.3)
FL	Full Time Local Pastor (§318.1)	RD	Retired Deacon in Full Connection (§358)
LFT	Less than full time	RE	Retired Full Elder (§358)
LM	Certified Lay Minister (§271)	RL	Retired Local Pastor (§320.5)
LP	Other Local Pastor (§318.4)	RP	Retired Provisional Member (§358)
LPA	Lay Person Assigned	SL	Student Local Pastor (§318.3)
OA	Associate Member, Other Conference (§346.1)	SY	Other Supplies (e.g. Pastor of Record) Not a Disciplinary Code used by GCFA for assigned pastors
OD	Deacon, Other Conference (§331.8)	TBS	To be supplied
OE	Elder, Other Conf./Meth. Denomination (§346.1)	(#)	years in this appointment
OF	Full Member of Other denomination (§346.2)		
OP	Provisional Member, Other Conf. (§346.1)		

Contact Cynthia Satchel at [csatchel@dscumc.org](mailto:csatchel@dscumc.org) or 1-800-229-8622 with directory changes or corrections.

## NORTH DISTRICT CHURCHES

### A Grain of Mustard Seed UMF

120 N Pavilion Center Dr, Las Vegas, NV 89144-4009  
Daniel Young Choi (FL) (9)

Phone: (702) 595-3678

[agomsumc@gmail.com](mailto:agomsumc@gmail.com)

### Advent UMC

3460 N Rancho Dr, Las Vegas, NV 89130-3126  
Dennis Hutson (FE) (10)

Phone: (702) 645-0447

Fax: (702) 889-0447

[adventchurch@cox.net](mailto:adventchurch@cox.net)

### Boulder City UMC

PO Box 61075, Boulder City, NV 89006-1075

Location: Chapel at St. Jude's Ranch for Children, 100 Saint Jude's St, Boulder City, NV

Sandra Lynn Johnson (FE) (5)

Phone: (702) 293-7240

[sandy\\_L\\_johnson@hotmail.com](mailto:sandy_L_johnson@hotmail.com)

### Community UMC - Williams

127 W Sherman Ave, Williams, AZ 86046-2546  
Billy Martin (AM) (12)

Phone: (928) 635-2511

[pastorbilly10@gmail.com](mailto:pastorbilly10@gmail.com)

### Community UMC - Caliente

PO Box 544, Caliente, NV 89008-0544  
Location: 140 Tennille St, Caliente, NV  
Linda Larsen (PL) (4)

Phone: (775) 726-3665

[calienteumc@gmail.com](mailto:calienteumc@gmail.com)

### Desert Spring UMC

120 N Pavilion Center Dr, Las Vegas, NV 89144-4009  
David Devereaux (FE) (9)

Phone: (702) 256-5933

[desertspringumc@gmail.com](mailto:desertspringumc@gmail.com)

### Federated Community Church

400 W Aspen Ave, Flagstaff, AZ 86001-5306  
Jessica Goad (FE) (3)

Phone: (928) 774-7383

Fax: (928) 774-7384

[admin.asst@flagstafffederatedchurch.org](mailto:admin.asst@flagstafffederatedchurch.org)

**First Henderson UMC**

609 E Horizon Dr, Henderson, NV 89015-8401  
Frederick Heggestad (FL) (1)

Phone: (702) 565-6049  
Fax: (702) 568-8993  
[hendumc@aol.com](mailto:hendumc@aol.com)

**First Tongan UMF**

C/O Advent UMC, 3460 N Rancho Dr Ste E, Las Vegas, NV 89130-3126  
Mavae Koli (PL) (8)

Phone: (702) 645-0447  
[mavaekoli3@gmail.com](mailto:mavaekoli3@gmail.com)

**First UMC, Winslow**

101 E Hillview St, Winslow, AZ 86047-2709  
James Nelson, Jr. (PL) (3)

Phone: (928) 289-4302  
[jimmyintucson2010@gmail.com](mailto:jimmyintucson2010@gmail.com)

**Grace Fil-Am Ministry**

C/O Pastor Edward Granadosin, 1605 Coal Valley Dr., Henderson, NV 89014-7411  
Pastor Edward Granadosin (PL) (3)

Phone: (702) 583-8851  
[edgranad@yahoo.com](mailto:edgranad@yahoo.com)

**Green Valley UMC**

2200 Robindale Rd, Henderson, NV 89074-5374  
Mark Maddox (FL) (2)  
Associate: Michael Hubbard (OR) (LFT) (1)

Phone: (702) 454-7989  
Fax: (702) 454-3719  
[greenvalleychurch@gvumc.org](mailto:greenvalleychurch@gvumc.org)

**Hispanic Church Start**

1815 L Villa Dr, North Las Vegas, NV 89031  
Maria Antonieta Fernandes (PE) (1)

Phone: (702) 581-4386  
[p.antoenette@gmail.com](mailto:p.antoenette@gmail.com)

**Holbrook UMC**

PO Box 276, Holbrook, AZ 86025-0276  
Location: 118 W Arizona St, Holbrook, AZ  
James Nelson, Jr. (PL) (3)

Phone: (928) 524-3753  
[jimmyintucson2010@gmail.com](mailto:jimmyintucson2010@gmail.com)

**Hope UMC**

1325 Ramar Rd, Bullhead City, AZ 86442-7149  
Robin Lee (FL) (1)

Phone: (928) 763-3166  
Fax: (928) 763-3472  
[officemail@frontier.com](mailto:officemail@frontier.com)

**Journey UMC**

4880 E. Bonanza Rd, Ste #5, Las Vegas, NV 89110-3456  
Ann Thomas (FE) (3)

Phone: (702) 437-8989  
Fax: (702) 437-8598  
[journeyumcoffice@gmail.com](mailto:journeyumcoffice@gmail.com)

**Korean UMC**

6151 W Charleston Blvd, Las Vegas, NV 89146-1126  
Eun Jin La (FE) (LFT) (23)

Phone: (702) 370-8080  
Fax: (702) 434-9915  
[yohan52la@live.co.kr](mailto:yohan52la@live.co.kr)

**Mesquite UMC**

PO Box 2940, Mesquite, NV 89024-2940  
Location: 420 W Pioneer Blvd, Mesquite, NV  
Rickey Casebolt (FE) (4)

Phone: (702) 346-4663  
[mumcmesquite@gmail.com](mailto:mumcmesquite@gmail.com)

**Mohave Valley UMC**

1593 E Lipan Blvd, Fort Mohave, AZ 86426-6031  
Eugene Stouffer (RL) (19)

Phone: (928) 768-3092  
[admin@mohavevalleyumc.org](mailto:admin@mohavevalleyumc.org)

**Page Community UMC**

PO Box 1345, Page, AZ 86040-1345  
Location: 291 S Lake Powell Blvd, Page, AZ  
Brooke Isingoma (PL) (2)

Phone: (928) 645-2881

[pastor@pagecommunityumc.org](mailto:pastor@pagecommunityumc.org)

**Pahrump Valley UMC**

1300 E Highway 372, Pahrump, NV 89048-2186  
Lana Fong (PL) (2)

Phone: (775) 727-6767

[adm-sec@pahrupumc.org](mailto:adm-sec@pahrupumc.org)

**Parker UMC**

1300 S Ocotillo Ave, Parker, AZ 85344-5525  
George Barcus (PL) (4)

Phone: (928) 669-8193

[parkerazumc@gmail.com](mailto:parkerazumc@gmail.com)

**St. John's UMC**

1730 Kino Ave, Kingman, AZ 86409-3083  
Michael Herdt, Sr. (FL) (3)

Phone: (928) 692-8828

Fax: (928) 692-8799

[st.johns@citlink.net](mailto:st.johns@citlink.net)

**St. Michael's UMC**

2895 Jamaica Blvd S., Lake Havasu City, AZ 86406-7788  
David Harriss (FE) (1)

Phone: (928) 855-0323

Fax: (928) 855-2658

[secretaryumc@npgcable.com](mailto:secretaryumc@npgcable.com)

**Trinity Heights UMC**

3600 N 4th St, Flagstaff, AZ 86004-1703  
Lynn Bartlow (FE) (LFT) (3)  
Ron Bartlow (FE) (LFT) (3)

Phone: (928) 526-1397

Fax: (928) 526-0011

[office@thumc.com](mailto:office@thumc.com)

**Trinity UMC**

6151 W Charleston Blvd, Las Vegas, NV 89146-1126  
Khalif Smith (PE) (3)

Phone: (702) 870-4747

Fax: (702) 870-8919

[trinity@tumclv.org](mailto:trinity@tumclv.org)

**University UMC**

4412 S Maryland Pkwy, Las Vegas, NV 89119-7530  
Michael Patzloff (FE) (3)  
Associate: Susan Holden (PE) (LFT) (3)

Phone: (702) 733-7155

Fax: (702) 320-7158

[churchoffice@universityumc.org](mailto:churchoffice@universityumc.org)

**Zion UMC**

2108 Revere St, North Las Vegas, NV 89030-4048  
March 13, 1966 charter  
Lawrence Johnson (OR) (2)

Phone: (702) 648-7806

Fax: (702) 648-8194

[zionumc@usa.com](mailto:zionumc@usa.com)

**SOUTH DISTRICT CHURCHES****Bowie UMC**

PO Box 56, Bowie AZ 85605-0056  
Location: 105 E. Fifth, Bowie AZ  
Oskar "Tony" Ontanyon (OF) (LFT) (3)

Phone: (520) 847-2392

[tony@ontanyon.com](mailto:tony@ontanyon.com)

**Catalina UMC**

2700 E Speedway Blvd, Tucson AZ 85716-3821  
Matthew Ashley (FE) (LFT) (3)  
Associate: Richard Jones (OF) (1)

Phone: (520) 327-4296

Fax: (520) 326-7454 Press 4

[catalina@catalinamethodist.org](mailto:catalina@catalinamethodist.org)

**Christ Church UM**

655 N Craycroft Rd, Tucson AZ 85711-1404  
Mark Lansberry (FE) (2)

Phone: (520) 327-1116

Fax: (520) 327-2232

[info@ccumtucson.org](mailto:info@ccumtucson.org)

**Desert Skies UMC**

3255 N Houghton Rd, Tucson AZ 85749-9561  
Candace Lansberry (FE) (2)  
Associate: Matthew Colby (FE) (4)

Phone: (520) 749-0521

Fax: (520) 749-8806

[office@desertskiesumc.org](mailto:office@desertskiesumc.org)

**Duncan UMC**

PO Box 805, Duncan AZ 85534-0855  
Location: 128 Main St, Duncan AZ  
Robert Gilfert (AM) (LFT) (SY) (4)

Phone: (928) 359-9251

[duncanazumc@gmail.com](mailto:duncanazumc@gmail.com)

**El Mesias UMC**

PO Box 307, Nogales AZ 85628-0307  
Location: 1050 W Mariposa Ranch Rd, Nogales AZ  
Raul Velazquez (FL) (1)

Phone: (520) 377-0338

[raulvelazquez14@gmail.com](mailto:raulvelazquez14@gmail.com)

**First UMC, Bisbee**

PO Box 910, Bisbee AZ 85603-0910  
Location: 23 Clawson Ave  
Michele Kelley (PL) (6)

Phone: (520) 227-9823

[childofblessing@aol.com](mailto:childofblessing@aol.com)

**First UMC, Eloy**

605 N Santa Cruz Ave, Eloy AZ 85131-2188  
Edward Brown (LPA) (LFT) (1)

Phone: (520) 466-3445

[firstumcofeloyaz@gmail.com](mailto:firstumcofeloyaz@gmail.com)

**First UMC, Safford**

1020 S 10th Ave, Safford AZ 85546-3425  
Robert Gilfert (AM) (LFT) (SY) (4)  
Associate Hispanic Ministry: Maribel Mojica-Calvo (PL) (2)  
Director of Youth and Children's Ministries: Sherry Brady (FD) (LFT) (8)

Phone: (928) 428-4211

Fax: (928) 428-4810

[fumcsafford@gmail.com](mailto:fumcsafford@gmail.com)

**First UMC, Tucson**

915 E 4th St, Tucson AZ 85719-5018  
Elizabeth Rambikur (FE) (4)  
Associate: Rolly Loomis (PL) (2)

Phone: (520) 622-6481

Fax: (520) 617-0157

[office@firstchurchtucson.org](mailto:office@firstchurchtucson.org)

**Grace UMC**

715 E 11th St, Douglas AZ 85607-2240  
Michele Kelley (PL) (3)

Phone: (520) 364-8087

Fax: (520) 364-8087

[childofblessing@aol.com](mailto:childofblessing@aol.com)

**Green Valley Community Church, UM**

300 W Esperanza Blvd, Green Valley AZ 85614-2799  
James Wallasky (FE) (4)  
Associate: Alicia Tomkus (FE) (2)

Phone: (520) 625-4712

Fax: (520) 625-6518

[jill@gvcc.tuccoxmail.com](mailto:jill@gvcc.tuccoxmail.com)

**Huachuca UMC**

PO Box 4828, Huachuca City AZ 85616-0828

Location: 506 Tila Ave, Huachuca City

Linda Stanley (PL) (3)

Phone: (520) 456-1301

[humchurch@wildblue.net](mailto:humchurch@wildblue.net)

**Korean UMF**

915 E 4th St, Tucson AZ 85719-5018

Paul Hyung Cho (PE) (2)

Phone: (520) 622-6481 x13

Fax: (520) 617-0017

[paulcho2050@gmail.com](mailto:paulcho2050@gmail.com)

**Menlo Park UMC**

118 N Westmoreland Ave, Tucson AZ 85745-2965

TBS

Phone: (928) 315-8832

**Patagonia Community UMC**

PO Box 315, Patagonia AZ 85624-0315

Location: 387 McKeown Ave, Patagonia AZ

A. Thomas Jelinek (FE) (1)

Phone: (520) 394-2274

[patagoniaumc@gmail.com](mailto:patagoniaumc@gmail.com)

**San Pedro Valley UMC**

636 S Highway 80, Benson AZ 85602-6929

Linda Stanley (PL) (2)

Phone: (520) 586-2919

Fax: (520) 586-2919 (call first)

[mmaleski@cox.net](mailto:mmaleski@cox.net)

**San Simon UMC**

PO Box 304, San Simon AZ 85632-0146

Location: 2891 N Cochise Ave, San Simon AZ

Oskar "Tony" Ontanyon (OF) (LFT) (1)

Phone: (520) 507-1253

[tony@ontanyon.com](mailto:tony@ontanyon.com)

**Sanctuary UMC**

7620 N Hartman Ln Ste 146, Tucson AZ 85743-7122

Melissa Rynders (FE) (1)

Phone: (520) 207-6453

[office@maranachurch.com](mailto:office@maranachurch.com)

**Santa Clara UMC**

6740 S Santa Clara Ave, Tucson AZ 85756-6450

Agustin Jimenez (OF) (4)

Phone: (520) 294-1824

[santaclaraumc@outlook.com](mailto:santaclaraumc@outlook.com)

**Santa Cruz Valley UMC**

PO Box 1549, Sahuarita AZ 85629-1010

Location: 71 E Sahuarita Rd, Sahuarita AZ

Angela McCarty (FE) (4)

Phone: (520) 282-4085

[office@santacruzvalleychurch.org](mailto:office@santacruzvalleychurch.org)

**Sierra Vista UMC**

3225 Saint Andrews Dr, Sierra Vista AZ 85650-6654

Mark Conrad (FE) (LFT) (4)

Associate: Efrain Zavala (PL) (1)

Phone: (520) 378-3352

Fax: (520) 378-0329

[svumc@svumc.phxcoxmail.com](mailto:svumc@svumc.phxcoxmail.com)

**St. Francis in the Foothills UMC**

4625 E River Rd, Tucson AZ 85718-6935

James Wiltbank (FE) (3)

Phone: (520) 299-9063

Fax: (520) 299-9099

[secretary@stfrancisUMC.org](mailto:secretary@stfrancisUMC.org)

**St. James UMC**  
3255 N Campbell Ave, Tucson AZ 85719-2304  
Robert Holliday (FE) (4)

Phone: (520) 327-5989

[stJamesumcaz@cox.net](mailto:stJamesumcaz@cox.net)

**St. John's UMC, Tucson**  
60 W Veterans Blvd, Tucson AZ 85713-6128  
Ivan Schwenn (OR) (LFT) (7)

Phone: (520) 792-6398

[stjohnsumctucuz@gmail.com](mailto:stjohnsumctucuz@gmail.com)

**St. Mark's UMC**  
1431 W Magee Rd, Tucson AZ 85704-2116  
Sharon Ragland (FE) (7)  
Associate: Tammy Hallam (OF) (2)

Phone: (520) 297-2062

Fax: (520) 297-1058

[info@umcstmarks.org](mailto:info@umcstmarks.org)

**St. Paul's UMC, Tucson**  
8051 E Broadway Blvd, Tucson AZ 85710-3963  
Anthony Dawson (FE) (3)  
Hal Cowart (RE) (LFT) (9)

Phone: (520) 296-6149

Fax: (520) 751-9314

[spumc@stpaulsumctucson.net](mailto:spumc@stpaulsumctucson.net)

**Trinity UMC, Bisbee**  
216 Arizona St, Bisbee AZ 85603-1806  
Lenore Renfro (PL) (2)

Phone: (520) 432-2696

[revrenfro326@hotmail.com](mailto:revrenfro326@hotmail.com)

**UMC of the Good Shepherd**  
PO Box 729, Kearny AZ 85137  
Location: 617 Senator Chastain St, Kearny AZ  
Nina Yardley (PL) (6)

Phone: (520) 363-7283

[pastornina@q.com](mailto:pastornina@q.com)

**Vista de la Montaña UMC**  
3001 E Miravista Ln, Tucson AZ 85739-9335  
Fred Baum (FE) (2)

Phone: (520) 825-1985

Fax: (520) 825-2997

[VistaUMC@aol.com](mailto:VistaUMC@aol.com)

**Willcox UMC**  
PO Box 307, Willcox AZ 85644-0307  
Location: 124 S Curtis Ave, Willcox AZ  
Robert Cutlipp (RE) (LFT) (6)

Phone: (520) 384-3482

Fax: (520) 384-3692

[wumc@vtc.net](mailto:wumc@vtc.net)

## **CENTRAL EAST DISTRICT CHURCHES**

**Albright UMC – The Bridge**  
4900 E Thomas Rd, Phoenix, AZ 85018-7807  
Brian Green (FE) (4)

Phone: (602) 840-1080

[office@thebridgeumc.com](mailto:office@thebridgeumc.com)

**Aldersgate UMC**  
3530 N 32nd St, Phoenix AZ 85018-5609  
Tom Kiracofe (RE) (LFT) (2)

Phone: (602) 956-3710

Fax: (602) 956-2130

[aldersgatephx@gmail.com](mailto:aldersgatephx@gmail.com)

**Arizona Korean UMF**  
4900 E Thomas Rd, Phoenix AZ 85018-7807  
Ki Yong Lee (FE) (5)

Phone: (602) 535-4850

[kiyonglee007@gmail.com](mailto:kiyonglee007@gmail.com)

**Central UMC**

1875 N Central Ave, Phoenix AZ 85004-1507  
Scott Ritchey (FE) (2)  
Associate: Rock Fremont (OF) (2)

Phone: (602) 258-8048  
Fax: (602) 253-6759  
[susies@centralumc.com](mailto:susies@centralumc.com)

**Chandler UMC**

450 E Chandler Heights Rd, Chandler AZ 85249  
Jonathan Arnpriester (FE) (5)

Phone: (480) 963-3360  
Fax: (480) 588-6872  
[office@chandlermethodist.org](mailto:office@chandlermethodist.org)

**Creighton UMC – The Bridge**

4900 E Thomas Rd, Phoenix, AZ 85018-7807  
Brian Green (FE) (4)

Phone: (602) 840-1080  
[office@thebridgeumc.com](mailto:office@thebridgeumc.com)

**Cross in the Desert UMC**

12835 N 32nd St, Phoenix AZ 85032-6517  
Julius Keller (FE) (2)

Phone: (602) 992-1960  
[citd@crossinthedesert.org](mailto:citd@crossinthedesert.org)

**Crossroads UMC**

7901 N Central Ave, Phoenix AZ 85020-4084  
Javier Olivares (FE) (3)

Phone: (602) 944-1524  
Fax: (602) 944-9148  
[info@crossroadsphx.com](mailto:info@crossroadsphx.com)

**Dayspring UMC**

1365 E Elliot Rd, Tempe AZ 85284-1608  
Jeff Procter-Murphy (FE) (3)  
Associate: Joel Bullock (OF) (4)  
Minister of Spiritual Formation: Dorothy Saunders-Perez (FE) (LFT) (2)  
Associate Minister of Music: L. Michael Kelley (FD) (11)

Phone: (480) 838-1446  
Fax: (480) 838-9456  
[churchoffice@dayspring-umc.org](mailto:churchoffice@dayspring-umc.org)

**Desert Chapel UMC**

462 N Palo Verde Dr., Apache Junction AZ 85120-5611  
Sharon Pajak (FE) (6)

Phone: (480) 982-2259  
Fax: (480) 288-4242  
[info@desertchapelumc.org](mailto:info@desertchapelumc.org)

**Desert Foothills UMC**

2156 E Liberty Ln, Phoenix AZ 85048-8150  
Kristin Longenecker (OE) (1)

Phone: (480) 460-1025  
[office@desertfoothills.org](mailto:office@desertfoothills.org)

**Desert Mission UMC**

7373 E Dixileta Dr, Scottsdale AZ 85266-2258  
George Cushman (FE) (6)

Phone: (480) 595-1814  
Fax: (480) 595-1867  
[dmumcoffice@qwestoffice.net](mailto:dmumcoffice@qwestoffice.net)

**First UMC, Gilbert**

331 S Cooper Rd, Gilbert AZ 85233-6201  
Deborah Lerner (FE) (5)  
Associate: Gwen Mader (OE) (1)

Phone: (480) 892-9166  
Fax: (480) 892-3545  
[info@gilbertumc.org](mailto:info@gilbertumc.org)

**First UMC, Mesa**

15 E 1st Ave, Mesa AZ 85210-1401  
David Rennick (FE) (3)  
Associate: Robert Mitchell (RE) (LFT) (7)

Phone: (480) 969-5577  
Fax: (480) 844-2846  
[secretary@firstchurchofmesa.com](mailto:secretary@firstchurchofmesa.com)

**First UMC, Tempe**

215 E University Dr, Tempe AZ 85281-3729

Camille Pentsil (FE) (1)

Associate Director of Congregational Care & Outreach: Rosemary Anderson (FD) (LFT) (3)

Phone: (480) 867-3376

Fax: (480) 967-8647

[office@tempefirstumc.org](mailto:office@tempefirstumc.org)

**Gold Canyon UMC**

6640 S Kings Ranch Rd, Gold Canyon AZ 85118-6874

Fred Steinberg (FE) (20)

Associate of Visitation: Robert Deits (RE) (LFT) (13)

Associate: Fay Quanstrom (OF) (LFT) (3)

Associate: Joel Hurley (OR) (LFT) (3)

Phone: (480) 982-3776

Fax: (480) 671-0028

[churchoffice@goldcanyonumc.org](mailto:churchoffice@goldcanyonumc.org)

**Grace UMC**

2024 E University Dr, Mesa AZ 85213-8303

Janessa Chastain (FE) (2)

Alma Aguirre-Olivares (FL) (1)

Phone: (480) 964-8747

Fax: (480) 964-5051

[gumc@graceumcmesa.org](mailto:gumc@graceumcmesa.org)

**Journey UMF**

PO Box 684, Maricopa AZ 85139-0270

Location: 45725 W Honeycutt Ave, Maricopa AZ

Terry Kim (LPA) (1) Effective 8/1/16

Phone: (602) 492-2512

[pastor@JourneyUnitedMethodist.org](mailto:pastor@JourneyUnitedMethodist.org)

**North Scottsdale UMC**

11735 N Scottsdale Rd, Scottsdale AZ 85254-5184

Nancy Cushman (FE) (6)

Associate: David Wasson (OF) (4)

Phone: (480) 948-0529

Fax: (480) 948-0579

[office@nsumc.com](mailto:office@nsumc.com)

**Paradise Valley UMC**

4455 E Lincoln Dr, Paradise Valley AZ 85253-4019

David Summers (FE) (5)

Associate Eve Williams (FE) (4)

Associate Director of Spiritual Formation for Children and Families: Andrea Andress (FD) (19)

Director of Children's Ministries: Brenda Smith (FD) (LFT) (2)

Phone: (602) 840-8360

Fax: (602) 840-8767

[pvumc@pvumc.org](mailto:pvumc@pvumc.org)

**Payson UMC**

414 N Easy St, Payson AZ 85541-4414

Carl Peterson (PE) (3)

Phone: (928) 474-0485

[churchoffice@paysonumc.org](mailto:churchoffice@paysonumc.org)

**Phoenix Native American Fellowship**

3848 N 3<sup>rd</sup> Ave #1006, Phoenix, AZ 85013

Location: 1875 N Central Ave, Phoenix, AZ

Floy Scott (OR) (LFT) (3)

Phone: (602) 368-1823

[floyescott@aol.com](mailto:floyescott@aol.com)

**Primera Iglesia Metodista Unida**

701 S 1st St, Phoenix AZ 85004-2602

David Patterson (FE) (LFT) (1)

Phone: (480) 688-4664

[primeraiglesiaphx@cox.net](mailto:primeraiglesiaphx@cox.net)

**Red Mountain UMC**

2936 N Power Rd, Mesa AZ 85215-1677

Jennifer Lambert Lower (FE) (1)

Associate: Daniel Gómez (FL) (4)

Phone: (480) 981-3833

Fax: (480) 807-8483

[rmumc@rmumc.com](mailto:rmumc@rmumc.com)**Scottsdale UMC**

4140 N Miller Rd, Scottsdale AZ 85251-3615

Don Benton (FL) (3)

Phone: (480) 946-5301

Fax: (480) 946-2871

[office@scottsdaleumc.org](mailto:office@scottsdaleumc.org)**Shepherd of the Pines UMC**

PO Box 1402, Overgaard AZ 85933-1402

Location: 3015 Hwy 277, Overgaard AZ

Winona Dye (RL) (LFT) (10)

Phone: (928) 535-5208

[shepherdofthepinesumc@frontiernet.net](mailto:shepherdofthepinesumc@frontiernet.net)**Song of Life UMC**

20164 S. Sossaman Rd, Queen Creek AZ 85142

Sarai Case (FE) (3)

Phone: (480) 641-1200

[info@songoflifeumc.org](mailto:info@songoflifeumc.org)**Spirit of Joy UMC**

392 W Roosevelt Ave, Coolidge AZ 85128-4711

Tracy Perry (PL) (1)

Phone: (520) 723-3296

[spiritofjoyumc@yahoo.com](mailto:spiritofjoyumc@yahoo.com)**St. Matthew UMC**

2540 W Baseline Rd, Mesa AZ 85202-5403

Joan Miller (OF) (2)

Associate: James Ek (RE) (LFT) (3)

Phone: (480) 838-7309

Fax: (480) 838-7354

[office@stmatthewmesa.org](mailto:office@stmatthewmesa.org)**St. Paul's UMC, Globe**

141 N Hill St., Globe AZ 85501-2105

Michael Eaton (FE) (2)

Phone: (928) 425-2340

[azumcrev@gmail.com](mailto:azumcrev@gmail.com)**Sun Lakes UMC**

9248 E Riggs Rd, Sun Lakes AZ 85248-7400

Marvin Arnpriester (OR) (2)

Associate: C. Jean Newell (FE) (2)

Phone: (480) 895-8766

Fax: (480) 802-0706

[office@sunlakesumc.org](mailto:office@sunlakesumc.org)**The Fountains, A UMC**

15300 N Fountain Hills Blvd, Fountain Hills AZ 85268-2368

David Felten (FE) (11)

Phone: (480) 837-7627

Fax: (480) 837-0086

[welcome@thefountainsumc.org](mailto:welcome@thefountainsumc.org)**Tongan UMC**

PO Box 1309, Mesa AZ 85211-1309

Location: 301 N. Longmore Drive, Mesa AZ

Timote Piukala (PE) (5)

Phone: (480) 655-8323

(480) 844-2846

[tpiukala@gmail.com](mailto:tpiukala@gmail.com)**UMC of Casa Grande**

PO Box 12007, Casa Grande AZ 85130-0549

Location: 1515 N. Trekell Road, Casa Grande AZ

Mary Lou Adame (FE) (5)

Phone: (520) 836-8630

Fax: (520) 426-3893

[umccg@yahoo.com](mailto:umccg@yahoo.com)

**Velda Rose UMC**  
5540 E Main St, Mesa AZ 85205-8720  
Larry Norris (RE) (2)  
Associate: Christine Beaudoin (OP) (2)

Phone: (480) 832-2111  
Fax: (480) 981-0128  
[info@veldarose.org](mailto:info@veldarose.org)

**Wesley UMC**  
PO Box 8508, Phoenix AZ 85066-8508  
Location: 750 E. Southern Ave, Phoenix AZ  
David Patterson (FE) (LFT) (3)

Phone: (602) 268-9461  
[drdavidpatterson@icloud.com](mailto:drdavidpatterson@icloud.com)

**White Mountain UMC**  
261 N 5th St, Show Low AZ 85901-5008  
Michael Downing (FE) (2)

Phone: (928) 537-4827  
[wmumcsl@gmail.com](mailto:wmumcsl@gmail.com)

### CENTRAL WEST DISTRICT CHURCHES

**Ajo Federated Church**  
101 Lomita Ave, Ajo AZ 85321-2756  
Jeannie Morago (LPA) (LFT) (8)

Phone: (520) 387-6033  
[jmtumc@gmail.com](mailto:jmtumc@gmail.com)

**Calvary UMC**  
7949 W Indian School Rd, Phoenix AZ 85033-2902  
Jimelvia Pettiford Martin (FE) (1)

Phone: (623) 849-1676  
Fax: (623) 849-9530  
[calvaryoffice@qwestoffice.net](mailto:calvaryoffice@qwestoffice.net)

**Camp Verde UMC**  
PO Box 1245, Camp Verde AZ 86322-1245  
Location: 480 S. First St, Camp Verde  
Rick Carling (FD) (FL) (12)

Phone: (928) 567-3447  
Fax: (928) 567-2385  
[campverdeumc@gmail.com](mailto:campverdeumc@gmail.com)

**Chino Valley UMC**  
735 East Road One South, Chino Valley AZ 86323-1869  
Michael Keffer (FL) (3)

Phone: (928) 636-2969  
Fax: (928) 636-1383  
[chinovalleyumc@gmail.com](mailto:chinovalleyumc@gmail.com)

**Christ Community UMC**  
104 W Western Ave, Avondale AZ 85323-1847  
Court Fischer (PE) (2)

Phone: (623) 932-3480  
[mycchurch1@gmail.com](mailto:mycchurch1@gmail.com)

**City Square UMF**  
PO Box 13462, Phoenix AZ 85002-3462  
Location: 1202 N 3<sup>Rd</sup> St, Phoenix AZ  
Brian Kemp-Schlemmer (FE) (5)

Phone: 602-753-7184  
[brian@citysquarechurch.org](mailto:brian@citysquarechurch.org)

**Community Church of Buckeye**  
808 E Eason Ave, Buckeye AZ 85326-2504  
Robert Lind (PL) (8)

Phone: (623) 386-2674  
[ccobumc@yahoo.com](mailto:ccobumc@yahoo.com)

**Dove of the Desert UMC**  
7201 W Beardsley Rd, Glendale AZ 85308-5673  
Michael Kerr-Osman (FE) (1)  
Associate: Clare Sullivan (FL) (1)

Phone: (623) 572-7334  
Fax: (623) 572-8973  
[doveadmin@doveofthedesert.com](mailto:doveadmin@doveofthedesert.com)

**Epworth UMC**

4802 N 59th Ave, Phoenix AZ 85033-1702  
Beverly W. Devine (FE) (6)

Phone: (623) 846-0610

Fax: (623) 846-6063

[epworthphoenix@gmail.com](mailto:epworthphoenix@gmail.com)

**Faith UMC**

8640 N 19th Ave, Phoenix AZ 85021-4203  
Jody Topping (FE) (3)

Phone: (602) 943-3465

Fax: (602) 682-5780

[office@umcfaitphx.org](mailto:office@umcfaitphx.org)

**First UMC, Glendale**

7102 N 58th Dr, Glendale AZ 85301-2434  
Kim Gladding (FE) (11)

Phone: (623) 939-1409

Fax: (623) 236-9284

[rebecca@glendalefirstumc.com](mailto:rebecca@glendalefirstumc.com)

**First UMC, Phoenix**

5510 N Central Ave, Phoenix AZ 85012-1313  
J. Michael Pearson (FE) (5)  
Associate: Kimberly Scott (FL) (1)  
Associate: Todd Rogers (FE) (LFT) (8)

Phone: (602) 263-5013

Fax: (602) 266-5658

[info@firstchurch.church](mailto:info@firstchurch.church)

**First UMC, Sun City**

9849 N 105th Ave, Sun City AZ 85351-4706  
Lois Hedden (FE) (4)  
Associate: Thomas Ondra (OF) (LFT) (10)

Phone: (623) 974-3631

Fax: (623) 974-1468

[office@fumcsuncity.com](mailto:office@fumcsuncity.com)

**First UMC, Yuma**

298 W 3rd St, Yuma AZ 85364-2220  
Michael Bryant (FE) (1)

Phone: (928) 783-3674

Fax: (928) 343-1998

[office@yuma1st.org](mailto:office@yuma1st.org)

**Fort Yuma UMC**

PO Box 844, Yuma AZ 85366-8844  
Location: 350 Picacho Road, Winterhaven CA  
Robert Klein (LPA) (LFT) (7)

Phone: (928) 257-4765

[FortYumaUMC@gmail.com](mailto:FortYumaUMC@gmail.com)

**Gila Mountain UMC**

12716 N. Frontage Rd, Yuma AZ 85367-7744  
Jennifer Hageman (FE) (2)

Phone: (928) 342-0345

Fax: (928) 342-8127

[office@gilamountain.org](mailto:office@gilamountain.org)

**Haven UMC**

PO Box 186, Jerome AZ 86331-0186  
Location: 597 Main St, Jerome AZ  
Janet Keffer (PL) (5)

Phone: (928) 639-3871

[jeromechurch@juno.com](mailto:jeromechurch@juno.com)

**Iglesia Metodista Unida de Somerton**

PO Box 2408, Somerton AZ 85350  
Location: 222 N. Union Ave, Somerton AZ  
Ricardo Perez (LPA) (LFT) (3)

Phone: (928) 627-4945

[ricardoperez\\_23@yahoo.com](mailto:ricardoperez_23@yahoo.com)

**Lakeview UMC**

10298 W Thunderbird Blvd, Sun City AZ 85351-3109  
Tom Butcher (FE) (4)  
Associate: Linda De Atley (RE) (LFT) (3)  
Care Coordinator: Ross Parrott (FD) (14)

Phone: (623) 974-5821  
Fax: (623) 974-0750  
[lumc@lakeviewumc.net](mailto:lumc@lakeviewumc.net)

**Liberty UMC**

19900 W US Highway 85, Buckeye AZ 85326-9586  
Beverly Ritland (FE) (LFT) (14)

Phone: (623) 386-4090  
[veryrevbev@gmail.com](mailto:veryrevbev@gmail.com)

**Maranatha UMF**

4002 N 18th Ave, Phoenix AZ 85015-5201  
Surafel Gebretsadik (PL) (6)

Phone: (602) 954-9092  
[surafel@aol.com](mailto:surafel@aol.com)

**Mission Bell UMC**

4645 W Bell Rd, Glendale AZ 85308-3415  
Rula Colvin (FE) (1)

Phone: (602) 978-2281  
Fax: (602) 789-7504  
[office@missionbellumc.com](mailto:office@missionbellumc.com)

**Mountain View UMC**

901 S 12th St, Cottonwood AZ 86326-4518  
Jeremy Embry (FL) (4)

Phone: (928) 634-8857  
[mountainviewumc.cottonwood@gmail.com](mailto:mountainviewumc.cottonwood@gmail.com)

**New Song UMC**

16303 W Bell Rd, Surprise AZ 85374-9790  
Lyndon Mason (FE) (7)

Phone: (623) 544-1400  
Fax: (623) 214-5071  
[officemanager@newsongsurprise.org](mailto:officemanager@newsongsurprise.org)

**Nuevo Pacto UMF**

C/O Epworth UMC 4802 N 59th Ave, Phoenix AZ 85033-1702  
Jamie Vasquez (OE) (3)

Phone: (623) 846-0610  
Fax: (623) 846-6063  
[obispojavazquez@hotmail.com](mailto:obispojavazquez@hotmail.com)

**Prescott UMC**

505 W Gurley St, Prescott AZ 86301-3617  
Dan Hurlbert (FE) (1)  
Associate: Misty Howick (PE) (2)  
Minister of Congregational Care and Grief Support: Patricia Blackwood (PD) (LFT) (2)

Phone: (928) 778-1950  
Fax: (928) 777-0998  
[office@prescottumc.com](mailto:office@prescottumc.com)

**Prescott Valley UMC**

8944 E Sommer Dr, Prescott Valley AZ 86314-8334  
Wendy Swanson (FL) (5)

Phone: (928) 772-6366  
Fax: (928) 775-4734  
[pvumc@cableone.net](mailto:pvumc@cableone.net)

**Sedona UMC**

110 Indian Cliffs Rd, Sedona AZ 86336-7056  
Frederick Mast (FE) (2)

Phone: (928) 282-1780  
Fax: (928) 282-6377  
[sedonaumc.az@gmail.com](mailto:sedonaumc.az@gmail.com)

**Shepherd of the Hills UMC**

13658 W Meeker Blvd, Sun City West AZ 85375-3730  
Deanna Self-Price (FE) (6)  
Associate: Galene Boyett (FE) (5)  
Associate: James Bonsell (OR) (LFT) (11)

Phone: (623) 584-2280  
Fax: (623) 584-1868  
[church@shepherdofthehills.org](mailto:church@shepherdofthehills.org)

**Shepherd of the Valley UMC**

3039 W Cactus Rd, Phoenix AZ 85029-2348  
Deborah Schauer (FL) (8)

Phone: (602) 942-9288

Fax: (602) 942-3744

[sov@sovumc.phxcoxmail.com](mailto:sov@sovumc.phxcoxmail.com)

**South Mountain Community Church**

717 E Southern Ave, Phoenix AZ 85040-3142  
Elice Higginbotham (OF) (LFT) (1)

Phone: (602) 276-0050

Fax: (602) 276-0050

[southmountainchurch@cox.net](mailto:southmountainchurch@cox.net)

**Spirit of Hope UMC**

14403 N 75th Ave, Peoria AZ 85381-4641  
John Fairchild (FE) (5)

Phone: (623) 979-0080

Fax: (623) 878-0854

[spiritofhopeumc@yahoo.com](mailto:spiritofhopeumc@yahoo.com)

**Spirit Song UMF**

12562 W Miner Trl, Peoria AZ 85383-2429  
Location: Vistancia Elementary School, 30009 N. Sunrise Point, Peoria AZ  
Valerie Fairchild (FE) (7)

Phone: (623) 824-1357

[valerie@spiritsong.church](mailto:valerie@spiritsong.church)

**Sunrise UMC**

19234 N 7th Ave, Phoenix AZ 85027-5682  
Lloyd Baugues (OE) (2)

Phone: (623) 780-1008

[lloyd.baugues@gmail.com](mailto:lloyd.baugues@gmail.com)

**Trinity UMC, Phoenix**

3104 W Glendale Ave, Phoenix AZ 85051-8317  
Stephen Govett (FE) (3)

Phone: (602) 973-1276

Fax: (602) 973-1284

[trinityumcphx@hotmail.com](mailto:trinityumcphx@hotmail.com)

**Trinity UMC, Yuma**

3030 S 8th Ave, Yuma AZ 85364-8004  
Tweedy E. Sombrero Navarrete (FE) (8)  
Minister of Ministry Support: Katharine Smith Fuchs (FD) (LFT) (15)

Phone: (928) 344-3013

Fax: (928) 317-1532

[trinityoffice@roadrunner.com](mailto:trinityoffice@roadrunner.com)

**Willowbrook UMC**

19390 N 99th Ave, Sun City AZ 85373-1102  
Gary Kennedy (FE) (2)  
Associate: Sandra Kimbel (FE) (4)  
Associate Stephen Marshall (RE) (LFT) (7)

Phone: (623) 974-5637

Fax: (623) 933-5466

[bev@willowbrookumc.org](mailto:bev@willowbrookumc.org)

**Youngtown UMC**

PO Box 8, Youngtown AZ 85363-0008  
Location: 11234 W. Alabama Ave, Youngtown AZ  
Vicki Lerdahl (PL) (4)

Phone: (623) 933-1267

Fax: (623) 977-3458

[yumc55@yahoo.com](mailto:yumc55@yahoo.com)

## SPECIAL APPOINTMENTS

### I. Within the Connectional Structures of United Methodism

(Paragraph 344.1.a.1, The 2012 Book of Discipline)

N. Susan Brims (FE) (1)	Central East District Superintendent
Dottie Escobedo-Frank (FE) (3)	South District Superintendent
Neil Leftwich (FE) (2)	Central West District Superintendent
Dan Morley (FE) (2)	North District Superintendent
Anthony Tang (FE) (3)	Director of Connectional Ministries (CC: City Square Church, Phoenix, AZ)
David McPherson (FE) (2)	Director of New Faith/Vital Faith (CC: Faith UMC, Phoenix, AZ)
Felicia M. George (OE) (2)	Director of Wesley Foundation University of Arizona, Tucson, AZ (CC: First UMC, Tucson, AZ)
Jerellen Wilkerson (FE) (5)	Director of Wesley Foundation Arizona State University, Tempe, AZ (CC: First UMC, Tempe, AZ)
Ronald Bartlow (FE) (LFT) (4)	Director of Camping & Retreat (CC: Trinity Heights UMC, Flagstaff, AZ)
Kathleen Day (OF) (LFT) (12)	Campus Minister United Christian Ministry at Northern Arizona University, Flagstaff, AZ (CC: TBS)
Susan Holden (PE) (LFT) (3)	Campus Minister University of Nevada Las Vegas, Las Vegas, NV (CC: University UMC, Las Vegas, NV)

### II. Extension Ministries of Persons Under Endorsement by the Section of Chaplains and Related Ministries of the General Board of Higher Education and Ministry and Other Related Ministries

(Paragraph 344.1.b, 331.4.a, The 2012 Book of Discipline)

Eric Brown (FE) (4)	Chaplain United States Navy (CC: Desert Foothills UMC, Phoenix, AZ)
Meridith Grandy (FE) (4)	Staff Chaplain University of Maryland Medical Center, Baltimore, MD (CC: Saint Mark's UMC, Tucson, AZ)
Sandra Lee Johnson (FL) (4)	Chaplain Hospice of Havasu, Lake Havasu City, AZ (CC: St. Michael's UMC, Lake Havasu City, AZ)
Mary Klaehn (FE) (15)	Chaplain Tucson Medical Center, Tucson, AZ (CC: Saint Francis in the Foothills UMC, Tucson, AZ)
Donna Morley (FE) (15)	Staff Chaplain Ohio Health Grant Medical Center, Columbus, OH (CC: Trinity UMC, Phoenix, AZ)
Roger Brian Osborn (FE) (9)	Chaplain United States Army (CC: Santa Cruz Valley UMC, Sahuarita, AZ)
Richard Wayne Smith (FE) (16)	Chaplain St. Rose Dominican Hospital, Las Vegas, NV (CC: Boulder City UMC, Boulder City, NV)

Joyce Steiner (FE) (4)	Chaplain Dignity Health, Chandler Regional Medical Center, Chandler, AZ (CC: Paradise Valley UMC, Paradise Valley, AZ)
Katherine Ziegler Tang (FE) (3)	Chaplain Banner-University Medical Center, Phoenix, AZ (CC: City Square Church, Phoenix, AZ)

### III. Beyond Ministries Usually Extended Through the Local Church and Other Institutions of or Directly Related to The United Methodist Church

(Paragraph 344.1.d, The 2012 Book of Discipline)

Kelly Bender (RE) (LFT) (4)	Chaplain UMOM, Phoenix, AZ (CC: Paradise Valley UMC, Paradise Valley, AZ)
Raven Gaston (RE) (LFT) (2)	Chaplain TMM Family Services, Tucson, AZ (CC: TBS)
Robert Rynders (FE) (1)	Lead Consultant for Faith Based Initiative Gliocas LLC, Tucson, AZ (CC: Sanctuary UMC)
Donald F. Strauch (RE) (29)	CEO/President TMM Family Services, Tucson, AZ (CC: Christ Church UM, Tucson, AZ)
Laszlo Vega (FE) (2)	Chaplain Casa de la Luz Hospice, Tucson, AZ (CC: St. Mark's UMC, Tucson, AZ)
Michael Higgs (RE) (1)	Pastor Serving Community Lutheran Church, Bullhead City, AZ (CC: Prescott Valley, AZ)

### IV. Cross-Conference Appointment

(Paragraph 346.1, The 2012 Book of Discipline)

Stephanie Bekhor (FE) (10)	Baltimore-Washington Conference
Isaac (Sun Ug) Choh (FD) (6)	Arkansas Conference
John Robert Cooper Jr. (FE) (2)	Rio Texas Conference
In Hee Han (FE) (2)	California-Nevada Conference
Doug Handlong (FE) (5)	Alaska Conference
Saul Montiel (FE) (3)	California-Pacific Conference

### V. Permanent Deacons in Service Ministry

(Paragraph 331.3, The 2012 Book of Discipline)

Amy Barron-Gafford (FD) (LFT) (12)	Chaplain Tucson Medical Center Hospice, Tucson, AZ (CC: Saint Francis in the Foothills UMC, Tucson, AZ)
Geraldine Bast (FD) (LFT) (1)	Spiritual Care Coordinator Justa Center, Phoenix, AZ (CC: Sunrise UMC, Phoenix, AZ)
Tina Rees (FD) (13)	Director/Counselor Practical Life Counseling, Chandler, AZ (CC: First UMC, Gilbert, AZ)

## **VI. Deaconess and Home Missioner**

(Paragraphs 1314 and 606.4, The 2012 Book of Discipline)

Maria Hase (1)

Speech-Language Pathologist

Scottsdale School District, Phoenix AZ

(Church Membership: Dayspring UMC, Tempe, AZ)

Marjorie Hrabe (6)

Faith-Based Community Organizer

Pima County Interfaith Council, Tucson, AZ

(Church Membership: St. Mark UMC, Tucson, AZ)

Martha Louise Lundgren (1)

Client Support Manager

Sunquest Information Systems, Tucson, AZ

Health & Wholeness Ministries, Tucson, AZ

(Church Membership: St. Mark UMC, Tucson, AZ)

# Clergy Salary Schedule

Pastor's Name	*Status	Church Name	Cash Salary	Housing Allowance	**Value of Parsonage	Total Compensation	Continuing Education	Accountable Reimbursement Plan	CRSP	CONF HP	Other
Adame, Mary Lou	FE	UMC of Casa Grande	49,634		12,409	62,043	500	4,000	8,066	12,600	650
Aguirre-Olivares, Alma	FL	Grace UMC, Mesa	33,321	15,000		48,321	500	2,000	6,282	6,300	3,609
Anderson, Rosemary	FD	First UMC, Tempe	30,600			30,600					
Andress, Andrea	FD	Paradise Valley UMC	39,210	21,000		60,210		4,120	7,827	12,600	3,694
Arnpriester, Jonathan	FE	Chandler UMC	58,464	32,826		91,290	500	3,500	11,868	12,600	4,620
Ashley, Matthew	FE	Catalina UMC	47,000	28,000		75,000		4,000	9,750	12,600	3,684
Barcus, George	PL	Parker UMC	29,155		7,289	36,444	500	2,000	4,738		5,408
Bartlow, Lynn	FE	Trinity Heights UMC	35,634		8,909	44,543	1,500	3,000	5,791	6,300	1,229
Bartlow, Ron	FE	Trinity Heights UMC	35,634		8,909	44,543	1,500	3,000	5,791	6,300	1,229
Baugues, Lloyd	OE	Sunrise UMC	40,158	24,000		64,158	500	2,000	8,341		3,359
Baum, Fred	FE	Vista de la Montana UMC	45,900	28,900		74,800	2,000	5,500	9,724	12,600	2,500
Beaudoin, Christine	OP	Velda Rose UMC	37,517	16,000		53,517	500	2,000	6,957		6,682
Benton, Don	FL	Scottsdale UMC	39,429	24,000		63,429	1,000	3,600	8,246	12,600	
Blackwood, Patricia	PD	Prescott UMC	15,600			15,600					
Boyett, Galene	FE	Shepherd of the Hills UMC	37,403	25,000		62,403			8,112	12,600	5,568
Brady, Sherry	FD	First UMC, Safford	30,418			30,418	500	2,000	3,954		1,800
Brown, Edward	LPA	First UMC, Eloy	13,730			13,730	500				4,000
Bryant, Michael	FE	First UMC, Yuma	49,363		12,341	61,704	500	4,500	8,021	12,600	4,384
Bullock, Joel	OF	Dayspring UMC	37,711	18,000		55,711	500	2,500	7,242	12,600	
Butcher, Tom	FE	Lakeview UMC	69,360	25,224		94,584	1,000	2,500	12,296	12,600	768
Carling, Rick	FL	Camp Verde UMC	44,990		11,248	56,238	500	2,000	7,311	12,600	2,060
Case, Sarai	FE	Song of Life UMC	44,476	24,000		68,476	2,000	3,500	8,902		3,096
Casebolt, Rick	FE	Mesquite UMC	40,873		10,218	51,091	1,200	4,000	6,642	12,600	4,684
Chastain, Janessa	FE	Grace UMC, Mesa	38,117	24,000		62,117	1,000	3,000	8,075	12,600	500
Cho, Paul	PE	Korean UMF, Tucson	35,172	12,000		47,172	500	2,000	6,132	12,600	500
Choi, Young	FL	A Grain of Mustard Seed UMF	37,208	12,000		49,208	1,200	2,500	6,397	12,600	7,200
Colby, Matthew	FE	Desert Skies UMC	49,363	9,677		59,040	1,000	2,000	7,675	12,600	2,500
Colvin, Rula	FE	Mission Bell UMC	48,000	20,000		68,000	500	2,000	8,840	12,600	1,316
Conrad, Mark	FE	Sierra Vista UMC	37,544	16,740		54,284	2,000	3,500	7,057	12,600	4,684
Cushman, George	FE	Desert Mission UMC	54,581	18,000		72,581	500	3,000	9,436	7,584	1,000
Cushman, Nancy	FE	North Scottsdale UMC	64,266	21,432		85,698	500	4,500	11,141	7,584	
Dawson, Anthony	FE	St. Paul's UMC	67,000	24,000		91,000	1,000	8,000	11,830	12,600	3,600
Devereaux, David	FE	Desert Spring UMC	63,604	39,300		102,904	1,000	7,000	13,378	12,600	10,000
Devine, Beverly Worden	FE	Epworth UMC	44,427	15,470		59,897	500	3,800	7,787	12,600	768
Downing, Michael	FE	White Mountain UMC	49,363		12,341	61,704	500	3,500	8,021	12,600	3,684
Eaton, Michael	FE	St. Paul's UMC, Globe	49,634		12,409	62,043	500	2,000	8,066	12,600	84
Embry, Jeremy	FL	Mountain View UMC	36,833		9,208	46,042	2,000	5,000	5,985		5,891
Fairchild, John	FE	Spirit of Hope UMC	42,600	15,600		58,200	700	3,470	7,566	6,300	
Fairchild, Valerie	FE	Spirit Song UMF	42,576	16,000		58,576		3,500	7,615	6,300	
Felten, David	FE	The Fountains, A UMC	34,720	37,796		72,516		5,000	9,427		15,036
Fernandes, Antonieta	PE	Hispanic Ministry Start	35,758	19,000		54,758	500	2,000	7,119	12,600	3,684
Fischer, Court	PE	Christ Community UMC	42,443	26,000		68,443	500	3,000	8,898		6,360
Fong, Lana	PL	Pahrump Valley UMC	27,489	9,750		37,239	500	2,000	4,841	12,600	600
Fremont, Rock	OF	Central UMC	40,725	18,000		58,725	500	2,500	7,634	12,600	
Gebretsadik, Surafel	PL	Maranatha UMF	15,600	14,400		30,000	500	2,000	3,900		
Gilfert, Robert	AM	First UMC, Safford/Duncan UMC	45,550		11,388	56,938	500	4,000	7,402	12,600	826
Gladning, Kim	FE	First UMC, Glendale	37,280	30,000		67,280	1,000	3,000	8,746	12,600	3,684
Goad, Jessica	FE	Federated Community Church	39,500		9,875	49,375	1,000	2,100	6,419	12,600	700
Gomez, Daniel	FL	Red Mountain UMC	39,088	21,600		60,688	500	2,000	7,889		4,485
Govett, Stephen	FE	Trinity UMC, Phoenix	33,300	28,400		61,700	500	2,000	8,021	12,600	5,568
Granadosin, Edward	PL	Grace Fil-Am UMF	18,360	8,400		26,760	500	2,000	3,479		
Green, Brian	FE	Albright UMC/Creighton UMC	49,363	24,000		73,363	500	3,500	9,537	12,600	
Hageman, Jennifer	FE	Gila Mountain UMC	51,000	24,000		75,000	2,575	5,000	9,750	12,600	768
Hallam, Tammy	OF	St. Mark's UMC	29,689	25,000		54,689	2,000	2,500	7,110	12,600	3,600
Han, In-Hee	FE	Korean UMF, Tucson	44,322		15,500	59,822	500	2,500	7,777	23,064	

Pastor's Name	*Status	Church Name	Cash Salary	Housing Allowance	**Value of Parsonage	Total Compensation	Continuing Education	Accountable Reimbursement Plan	CRSP	CONF HP	Other
Harriss, David	FE	St. Michael's UMC	48,000	18,000		66,000	500	3,000	8,580	12,600	6,268
Hedden, Lois	FE	First UMC, Sun City	50,629	20,000		70,629	500	2,500	9,182		
Heggestad, Fred	FL	First UMC, Henderson	39,000	22,000		61,000	500	3,000	7,930		13,500
Herd Sr., Michael	FL	St. John's UMC, Kingman	41,600	19,000		60,600	1,000	4,000	7,878	12,600	2,316
Holden, Susan	PE	University UMC/University of Nevada Campus Minister	35,758	12,000		47,758	500	2,500	6,209		1,650
Holliday, Bob	FE	St. James UMC	38,278	18,000		56,278	500	4,000	7,316		3,140
Howick, Misty	PE	Prescott UMC	32,828	15,000		47,828	500	2,500	6,218	12,600	5,900
Hurlbert, Daniel	FE	Prescott UMC	65,000	30,000		95,000	4,020	3,000	12,350	12,600	3,900
Hutson, Dennis	FE	Advent UMC	49,363	21,000		70,363	500	2,000	9,147	12,600	400
Isingoma, Brooke	PL	Page Community UMC	16,938		4,235	21,173	2,000	2,000	2,752		1,200
Jelinek, Tom	FE	Patagonia Community UMC	49,363		12,341	61,704	500	2,000	8,021	12,600	900
Jimenez, Agustin	OF	Santa Clara UMC	36,746	12,000		48,746	500	2,000	6,337	12,600	5,460
Johnson, Sandra Lynn	FE	Boulder City UMF	39,491	19,800		59,291	500	2,000	7,708	12,600	562
Jones, Richard	OF	Catalina UMC	54,025	18,360		72,385	500	2,000	9,410		
Keffer, Janet	PL	Haven UMC	15,000			15,000	500	2,000			
Keffer, Michael	FL	Chino Valley UMC	33,960	17,000		50,960	2,500	2,000	6,625	12,600	
Keller, Julius	FE	Cross in the Desert UMC	31,555	36,000		67,555	500	2,000	8,782	12,600	3,778
Kelley, Michele	PL	Grace UMC/First UMC, Bisbee	17,100			17,100	100	2,000			600
Kelley, L. Michael	FD	Dayspring UMC	16,602	48,696		65,298	500	2,500	8,489		6,342
Kemp-Schlenner, Brian	FE	City Square UMF	40,108	20,000		60,108		4,500	7,814	12,600	5,400
Kennedy, Gary	FE	Willowbrook UMC	58,196	43,000		101,196	1,000	3,500	13,155		
Kerr-Osman, Michael	FE	Dove of the Desert UMC	58,000	25,000		83,000	1,500	2,000	10,790		9,200
Kim, Terry	LPA	Journey UMF	60,551			60,551	500	3,000		12,600	4,632
Kimbel, Sandra	FE	Willowbrook UMC	36,930	11,797		48,727	500	2,500	6,335		
Klein, Robert	LPA	Fort Yuma UMC	15,400			15,400		500			
Koli, Mavae	PL	First Tongan UMF, Las Vegas	9,600			9,600					
La, Eun Jin	FE	Korean UMC, Las Vegas	24,682	11,318		36,000	500	2,400	4,680		5,300
Lansberry, Candace	FE	Desert Skies UMC	69,075	11,250		80,325	2,500	2,000	10,442	6,300	816
Lansberry, Mark	FE	Christ Church UM	60,000	15,000		75,000	2,500	3,000	9,750	6,300	3,316
Larsen, Linda	PL	Community UMC, Caliente	10,464	2,616		13,080	2,000	3,000	1,700		4,425
Lee, Ki Yong	FE	Arizona Korean UMF	46,278	13,280		59,558	500	2,000	7,743	12,600	3,600
Lee, Robin	FL	Hope UMC, Bullhead City	44,600		11,150	55,750	1,000	4,000	7,248		2,072
Lerdahl, Vicki	PL	Youngtown UMC	4,000	8,100		12,100	500	1,200	1,573		
Lerner, Deborah	FE	First UMC, Gilbert	54,385	22,400		76,785	750	4,500	9,982	12,600	816
Lind, Robert	PL	Community UMC, Buckeye	29,155		7,289	36,444	500	2,000	4,738	12,600	3,684
Longenecker, Kristin	OF	Desert Foothills UMC	44,750	24,000		68,750	500	2,500	8,938	12,600	
Loomis, Rolland	PL	First UMC, Tucson	24,000			24,000					
Lambert Lower, Jennifer	FE	Red Mountain UMC	56,400	21,600		78,000	1,000	3,000	10,140	12,600	
Maddox, Mark	FL	Green Valley UMC, Henderson	55,000	24,000		79,000	1,500	3,000	10,270	12,600	816
Mader, Gwen	OE	First UMC, Gilbert	41,342	15,000		56,342	750	2,000	7,324	12,600	3,684
Martin, Billy	AM	Community UMC, Williams	49,363	18,000		67,363	500	4,500	8,757		5,052
Martin, Jimelvia	FE	Calvary UMC	49,363	15,000		64,363	500	2,000	8,367	12,600	3,600
Mason, Lyndon	FE	New Song UMC	56,028	18,202		74,230	1,000	4,250	9,650	12,600	6,384
Mast, Fred	FE	Sedona UMC	51,000		12,750	63,750	500	2,000	8,288	12,600	5,460
McCarty, Angie	FE	Santa Cruz Valley UMC	45,700	20,000		65,700	2,000	3,230	8,541		5,592
Mojica-Calvo, Maribel	PL	First UMC, Safford	16,661			16,661	500	2,000	2,166		
Morago, Jeannie	LPA	Ajo Federated Church	15,000	3,750		18,750	500	2,400			
Sombrero Navarrete, Evelene	FE	Trinity UMC, Yuma	48,460	14,000		62,460	500	2,500	8,120	12,600	2,063
Nelson, James	FL	Holbrook UMC/First UMC-Winslow	38,318		9,580	47,898	1,000	4,750	6,227	12,600	750
Newell, Jean	FE	Sun Lakes UMC	46,740	22,660		69,400	500	3,600	9,022	12,600	816
Olivares, Javier	FE	Cross Roads UMC	41,342	20,000		61,342	500	2,500	7,974	12,600	2,000
Ontanyon, Tony	OF	Bowie UMC/San Simon UMC				0	2,000				1,000
Pajak, Sharon	FE	Desert Chapel UMC	49,363	18,000		67,363	500	2,000	8,757		9,466
Parrott, Ross	FD	Lakeview UMC	41,940	17,472		59,412	500		7,724	12,600	3,600
Patterson, David	FE	Wesley UMC/Primera Iglesia	49,363	24,000		73,363	500	2,000	9,537	12,600	3,600
Patzloff, Michael	FE	University UMC	50,844	25,000		75,844	500	3,000	9,860	12,600	
Pearson, Michael	FE	First UMC, Phoenix	61,955	20,000		81,955	500	2,500	10,654	12,600	

## VI. 2016 Salaries

VI. 2016 Salaries			Compensation & Housing		Total Compensation	Personnel Costs					
Pastor's Name	*Status	Church Name	Cash Salary	Housing Allowance	**Value of Parsonage	Total Compensation	Continuing Education	Accountable Reimbursement Plan	CRSP	CONF HIP	Other
Pentsil, Camille	FE	First UMC, Tempe	51,000	26,400		77,400	1,000	5,000	10,062		5,508
Perry, Tracy	PL	Spirit of Joy UMC	22,613	10,000		32,613	1,000	3,000	4,240		
Peterson, Carl	PE	Payson UMC	37,278	20,000		57,278	500	4,000	7,446	12,600	5,568
Piukala, Timote	PE	Tongan UMC, Mesa	27,614		6,904	34,518	500	2,500	4,487		5,719
Procter-Murphy, Jeff	FE	Dayspring UMC	53,121	45,000		98,121	500	5,000	12,756	12,600	
Ragland, Sharon	FE	St. Mark's UMC	75,461	26,500		101,961	3,000	3,000	13,255	12,600	4,120
Rambikur, Beth	FE	First UMC, Tucson	39,516	15,004		54,520	500	2,000	7,088	12,600	816
Renfro, Lenore	PL	Trinity UMC, Bisbee	18,000			18,000	1,000		2,340		500
Rennick, David	FE	First UMC, Mesa	49,432	26,500		75,932	500	4,000	9,871	12,600	816
Ritchey, Scott	FE	Central UMC	45,987	26,400		72,387	500	4,000	9,410		1,000
Ritland, Bev	FE	Liberty UMC	39,022	11,707		50,729	500	2,782	6,595		6,095
Rogers, Todd	FE	First UMC, Phoenix		16,883		16,883					
Rynders, Melissa	FE	Sanctuary UMC	49,132	20,500		69,632	1,500	2,000	9,052	12,600	5,068
Saunders-Perez, Dorothy	FE	Dayspring UMC	21,600			21,600					
Schauer, Deborah	FL	Shepherd of the Valley UMC	38,500	17,000		55,500	1,000	3,000	7,215		4,888
Scott, Kimberly	FL	First UMC, Phoenix	33,321	20,000		53,321	500	2,000	6,932	12,600	
Self-Price, Deanna	FE	Shepherd of the Hills UMC	60,813	22,000		82,813			10,766	6,300	2,784
Smith, Brenda	PD	Paradise Valley UMC	16,062	26,067		42,129		1,000	5,477		
Smith, Khalif	PE	Trinity UMC, Las Vegas	32,882	24,000		56,882	500	3,500	7,395	12,600	5,968
Stanley, Linda	PL	Huachuca UMC/San Pedro UMC	21,952	15,924		37,876	1,000	2,900			1,250
Steinberg, Fred	FE	Gold Canyon UMC	62,619	26,070		88,689	2,000	4,460	11,530	12,600	5,568
Sullivan, Clare	FL	Dove of the Desert UMC	39,500	17,500		57,000	1,000	2,500	7,410	12,600	1,750
Summers, David	FE	Paradise Valley UMC	85,495	34,000		119,495		6,500	15,534	12,600	3,600
Swanson, Wendy	FL	Prescott Valley UMC	37,319	11,400		48,719	850	2,000	6,333	12,600	700
Thomas, Ann	FE	Journey UMC	36,416	17,500		53,916	2,000	6,000	7,009		4,000
Tomkus, Alicia	FE	UMC of Green Valley	46,000	11,500		57,500	1,000	6,000	7,475		
Topping, Jody	FE	Faith UMC	32,760	18,000		50,760	1,000	4,000	6,599		2,541
Velazquez, Raul	FL	El Mesias UMC	35,542	10,000		45,542	1,000	2,000	5,920	12,600	500
Wallasky, James	FE	UMC of Green Valley	54,947	33,780		88,727	1,000	10,120	11,535	12,600	3,684
Wasson, David	OF	North Scottsdale UMC	40,554	21,432		61,986	1,000	4,000	8,058		4,059
Williams, Eve	FE	Paradise Valley UMC	40,725	24,000		64,725		2,500	8,414	12,600	3,600
Wiltbank, James	FE	St. Francis in the Foothills UMC	55,000		25,000	80,000	500	2,500	10,400	12,600	500
Yardley, Nina	PL	UMC of the Good Shepherd	18,300		4,575	22,875		3,400	2,974		5,352
Zavala, Efrain	PL	Sierra Vista UMC	26,240	6,560		32,800	500	2,000	4,264	12,600	9,140

The above compensation information is required to be reported for insertion in the journal of the Annual Conference by Paragraph 627 of the 2012 Book of Discipline

This information reflects reported compensation as of July 1, 2016

\*Status

AM-Associate Member  
FD-Deacon in Full Connection  
FE-Elder in Full Connection  
LPA-Lay Person Assigned

FL-Full Time Local Pastor  
LP-Other Local Pastor  
SL-Student Local Pastor

OE-Elder Other Conference  
OF-Full Member/Other denomination  
OP-Provisional Member/Other Conference

PD-Probationary Deacon  
PE-Provisional Elder  
PL-Part-time Local Pastor

\*\*Value of Parsonage  
25% of Cash Salary

# Conference Rules, Policies and Guidelines

## A. CONFERENCE RULES

Groups requesting changes in the Conference Rules are asked to send the proposed changes to the Conference Secretary by February 1 of each year. Rules III. M. and III. N. require that all rule changes must be submitted to the Rules Committee for consideration and presentation to the Annual Conference. Proposed changes shall be sent to the Conference Secretary who will send copies to the members of the Rules Committee by February 15.

### **I. ORGANIZATION OF THE CONFERENCE**

- A. The organization of the Annual Conference shall be in accordance with the 2012 *Book of Discipline*, ¶ 603.
- B. The composition and character of the Annual Conference shall be in accordance with the 2012 *Book of Discipline*, ¶ 602.
- C. The powers and duties of the Annual Conference shall be in accordance with the 2012 *Book of Discipline*, ¶ 604.
- D. The business of the Annual Conference shall be in accordance with the 2012 *Book of Discipline*, ¶ 605.
- E. Roberts Rules of Order (Current Edition) shall govern all matters not specifically covered by the following special conference rules.

### **II. CONFERENCE PROCEDURES**

#### **A. Conference Secretary**

- 1. The Conference Secretary shall be nominated by the Bishop after consultation with the District Superintendents, he/she shall be elected at the first Annual Conference following General Conference, and shall serve for the Quadrennium.
- 2. The Conference Secretary will prepare all of the proceedings of Annual Conference in WORD electronic form and transfer them to the Conference Communications Department where Communications Staff will do the final editing of the Journal. In cases where the Daily Proceedings are not approved by the Conference, the Secretary shall edit the Daily Proceedings from the tape recordings; such editing shall constitute approval.
- 3. The Conference Secretary shall be authorized to edit for accuracy and brevity the Preliminary Reports for each session of the Annual Conference.
- 4. The Conference Secretary shall be authorized to reproduce the Daily Proceedings and other reports and resolutions to come before the Annual Conference. The Daily Proceedings will be posted on the Conference web site at the conclusion of the last Annual Conference Session. In addition, the Secretary shall reproduce only such resolutions and reports which are the property of the Annual Conference or may be authorized by the Annual Conference. The Members of the Annual Conference will have 15 days to notify the Conference Secretary of changes that may be made.

#### **B. Conference Statistician**

- 1. The Conference Statistician shall be nominated by the Conference Nominating Committee, elected at the first annual conference following General Conference, and serve for the Quadrennium
- 2. The Conference Statistician shall gather data from the churches, boards, and agencies of the Annual Conference and shall prepare statistical reports and analyses for publication in the Journal or at the request of the stated boards and agencies in cooperation with the Cabinet and the Conference Treasurer.

#### **C. Preliminary Reports**

1. A Statement of Accomplishments shall constitute a report from each board, commission, committee or agency. This statement shall include Objective and Goals, Scope of the Charge Approach and Accomplishments, Budget Reports, Problems Encountered and Recommendations.
2. All written reports from boards, commissions, or agencies shall be in the hands of the Conference Secretary no later than April 30 in order to be included in Preliminary Reports. The reports should be submitted via email to the Conference Secretary's email address. In addition the Conference Secretary shall provide those compiling reports a time line when reports are due. No report shall be printed in the Preliminary Reports which has not been acted upon by a majority of the members of the committee. Such a vote may be taken by mail.
3. All written reports presented to the Annual Conference for adoption shall be prepared in Times New Roman 12 and be single space.
4. No regular report from a Standing Committee shall be before the Annual Conference for adoption unless it has been in the hands of the Annual Conference delegates in printed form not later than the close of the business session the day preceding its presentation for consideration.
5. The Conference Secretary shall be authorized to edit and print a supplemental edition of the Preliminary reports which shall contain the summary of the recommendation of the petitions.
6. Both Preliminary Reports, as well as supplemental reports shall be considered preliminary in nature, and the local churches are at liberty to discuss the contents. However, Judicial Council Ruling No. 109 prohibits any official body of the local church to order or instruct lay or reserve members to vote in any prescribed manner on issues expected to come before the Annual Conference.

#### **D. Petitions, Resolutions, and Rules**

There are three processes in which matters may be brought to the attention of the Annual Conference for action. The Petition process is designed to be used by individual United Methodists and Local Churches. Through this process any concerned United Methodist or Local Church may petition the Conference about a concern which is within the Conference's Disciplinary power to act. The Resolution process is designed to be used by Conference Members, Boards, Committees and Agencies who are directly related to the Annual Conference. Rule changes are normally generated by the Board, Committee or Agency directly affected by the change, however, individual United Methodists, Conference members or churches may suggest rule changes by following the procedure outlined below.

##### **1. Petitions**

- a. Any Local Church or United Methodist lay person who is an active member of a Local Church within the bounds of the Desert Southwest Annual Conference may petition the Annual Conference by sending a signed petition to the Conference Secretary stating the local church in which the signer is a member. No board, commission, or agency of the Annual Conference may submit a petition. Each petition shall meet the following requirements:
  - 1) Three (3) copies of the petition shall be supplied to the Conference Secretary not later than February 28 of each year. The petition should address only one (1) subject and be related to only one board, commission, or agency.
  - 2) All petitions received by February 28 shall be referred by the Conference Secretary to the board, commission, or agency which is determined to be most closely related to the content of the petition.
- b. Each board, commission, or agency to which petitions have been referred shall report its recommendations to the Annual Conference at the time to be assigned by the Sessions Committee. If such a petition is not acted upon by the Annual Conference, it shall be considered null and void.
- c. Each board, commission, and agency shall be responsible for reporting to the Conference Secretary the final disposition of each petition assigned. This report shall be included in the Journal each year.

## **2. Resolutions**

- a.** Any board, commission, agency, or five members of the Annual Conference acting together may present a resolution to the Annual Conference for its consideration provided it meets the Conference Rules as prescribed in rule III-D. Resolutions submitted by at least five members of the Annual Conference shall be signed by the Conference members with their names typed or legibly printed below the corresponding signature.
- b.** If a resolution is presented to the Conference Secretary prior to the April 30 deadline it will be included in the preliminary report.

## **3. Rule Changes**

- a.** Rule changes proposed by Conference boards, commission or agencies must be received in the office of the Conference Secretary by February 28. The Conference Secretary then will forward proposed rule changes to the Rules Committee within two weeks.
- b.** Rule changes proposed by individual United Methodists, Conference members or churches must be received in the Office of the Conference Secretary by February 28. The Conference Secretary then shall forward the proposed rule change to the Conference board, commission or agency directly affected by the proposed rule change for their consideration. If the affected Conference board, commission or agency concurs with the proposed rule change, then the procedures in item II.D.3.a. will be followed.
- c.** Proposed rule changes referred to a Conference board, commission or agency that do not receive a vote of concurrence will be considered null and void unless they are revived through the resolution process as described in II.D.2.

## **4. General Conference Petitions**

- a.** Individuals and local churches can petition the General Conference directly. Those petitions are to be sent directly to the General Conference Petitions Secretary.
- b.** Petitions requesting the Desert Southwest Annual Conference to petition the General Conference shall follow the procedures and deadlines outlined in II.D.1.
- c.** Resolutions requesting the Desert Southwest Annual Conference to petition the General Conference shall follow the procedures and deadlines outlined in II.D.3.
- d.** Petitions to General Conference should address only one paragraph of the Discipline, unless two or more paragraphs in the Discipline are so closely related that a change in one affects the others. Or the petition should address only one issue if it is a resolution.

## **E. Legislative Committees**

During the Annual Conference session, there shall be not more than six Legislative Committees. The Conference Secretary in consultation with the Bishop shall determine if there is sufficient legislation to warrant the convening of Legislative Committees.

- 1. Duties:** The duties of the Legislative Committees shall be as follows: to receive all items to be submitted to the Annual Conference for action, including but not limited to resolutions, recommendations, petitions and proposals; to hear and consider all such items; to formulate, amend, vote to consent calendar and present action items to the Annual Conference. Those matters that shall be excluded from Legislative Committee consideration include, but are not limited to, CFA recommendations and Nominations. The Bishop and Cabinet shall decide what matters need to be acted upon by the whole Annual Conference.
  - a.** Assignments: The Conference Secretary is empowered to assign items for consideration to the appropriate Legislative Committee and to withdraw and reassign said items at any time before a report on said recommendations is brought in.
  - b.** Amendments: The Legislative Committees are empowered to amend matters assigned to them.
  - c.** Initiation of Resolutions: the Legislative Committees are empowered to initiate resolutions falling within the scope of their responsibility.

## **2. Membership**

- a. Assignment: Lay and clergy members will be given priority as to the legislative committee on which they wish to serve. Each Exempt Level I staff person will be assigned to a separate committee so far as possible.
- b. Alternates and Observers: alternates and observers to Annual Conference may attend the Legislative Committee of their choice. Observers may have the right of voice but not vote. Alternates may have the right of voice but not vote unless they are filling the vacancy of the lay member.
- c. Tenure: Assignment shall be made annually.

### **3. Leadership**

- a. The Bishop and District Superintendents shall select a Convener and a Recorder for each Legislative Committee. The Convener shall facilitate the Legislative Committee. The Recorder shall keep minutes of the Legislative Committees. Care shall be taken in these nominations to alternate between lay and clergy persons.
- b. Tenure: The term for Convener and Recorder shall be for one year.

### **4. Meetings**

- a. The Convener shall convene at Annual Conference the Legislative Committee at the prescribed times.
- b. Exempt Level 1 staff person may act as the parliamentarian.
- c. The Convener, at the first meeting of the Legislative Committee, shall explain the legislative committee process. Input will be given with discussion and debate on each matter on the legislative calendar.
- d. Votes on each matter shall be reported as number voting for, number voting against and percentages.
- e. Funding of Proposals: Any matters requiring additional funding shall be referred to the Council on Finance and Administration for review and report to the Annual Conference prior to its action.
- f. Subcommittees: Each Legislative Committee may elect sub-committees by whatever method it chooses to deal with matters that are before them.
- g. Process: Following discussion and debate, votes will be taken on each matter on the agenda.
  - 1) If an item passes by 2/3 of those voting, it shall be placed on the Consent calendar to be reported at the next Plenary Session.
  - 2) Those items receiving a simple majority shall be reported out of the committee and dealt with in a session of the total membership of the Annual Conference.
  - 3) Those matters debated and amended by a 2/3 majority vote of the Legislative Committee shall be placed on the Consent Calendar and reported at a Plenary Session.
  - 4) Nonconcurrency shall be reported on all matters not receiving a simple majority. In order for a matter receiving nonconcurrency to be brought before the Conference, the resolution process in II.D.2. must be followed.
  - 5) Legislative committees which have not completed their work in the time allotted to them in the Conference program may call such additional subcommittee or full committee meetings as are necessary when not in conflict with scheduled plenary sessions of the Conference.

## **F. Financial Procedures**

- 1. Any authorized Conference Board, Commission or Committee finding it necessary to incur any indebtedness not provided in its regular budgeted sources of income shall first submit such proposal to the Council on Finance and Administration and obtain its permission before incurring indebtedness.
- 2. Every ministerial member of the Conference shall file annually with the Conference Treasurer a statement of the items of income paid him/her by his/her employer, including allowances for expenses. Such information shall be supplemented by a record of payments made from any

Conference or General Board source. The entire schedule shall be printed in the Conference Journal.

3. The salary figure reported by the local church to the Annual Conference shown in Financial Reports shall include:
  - a. Cash salary payments to the minister including all variants and allowances.
  - b. The dollar amount of all employee benefits paid by the church for the account of the minister.
  - c. The only items not to be included as compensation shall be direct expense reimbursements for costs incurred by the minister in performance of any professional duties, housing allowance and utility costs.
4. The District Superintendent shall provide the Conference Secretary with the estimated salary, the travel, utilities, employee benefits, equitable salary variants, if any, and house (if house is not furnished) allowance for each pastoral charge for the appointment year beginning July 1, this information to be printed in separate parallel columns following the pastoral appointments in the Conference Journal.
5. The salary and house rent of all full-time Conference employees shall be printed annually in the Journal.
6. Each local church is requested to include in its budget the amount required to provide the cost of room and board during the Conference session for its ministerial and lay members to the Conference.

#### **G. Conference Boards and Committees Travel Expense**

1. It is recognized that persons participating in meetings and programs of our Conference Boards, Councils, Commissions, and Committees make a financial contribution through unreimbursed travel and other expense.
2. Travel expense for members of Boards, Councils, Commissions and Committees elected by the Annual Conference to meetings of those bodies, for volunteer workers doing program or field work approved by such agencies, and for official representatives elected and/or designated by the agency to attend other than United Methodist meetings within the bounds of the Annual Conference may be reimbursed on a basis to be recommended annually by the Council on Finance and Administration.
3. All claims for expense shall be made on forms provided by the Conference Treasurer and shall be approved by a person authorized by each agency before payment of the claim is made.
4. It is urged that in all cases those methods of travel be used which save the time and convenience of the member and at the same time represent the lowest expense to the Conference.

#### **H. Moving Expense Plan**

Clergy members of the Desert Southwest Annual Conference who are appointed with annuity claim and members of the professional staff employed by the Desert Southwest Annual Conference shall be entitled to receive reimbursement for moving expenses in accordance with the policies and procedures set forth below:

1. In case of clergy members, reimbursements by the Desert Southwest Annual Conference for costs incurred as the result of a change in appointment shall relate only to actual transportation costs of household goods and personal property unless otherwise authorized by the Moving Expense Committee of the Council on Finance and Administration.
2. The actual move must take place within twelve months from the date of appointment or the date of retirement in order to have any moving expenses paid by the Desert Southwest Annual Conference.
3. The Desert Southwest Annual Conference shall be responsible for 75% of the applicable moving costs within the Conference bounds. The remaining 25% shall be paid by the Church (or agency) receiving the clergy. Only actual transportation costs of normal household goods and personal property up to 16,000 pounds, full replacement insurance, packing materials and other standard incidental costs are recoverable expenses. Travel expenses are not covered.

4. Any clergy coming to an appointment in the Desert Southwest Conference from outside its bounds will have 25% of the prior year's average costs paid by the church (or agency) receiving the clergy, and the balance paid by the Desert Southwest Annual Conference.
5. Those clergy who are completing basic seminary education necessary for ordination and who are returning from schools outside the Desert Southwest Conference are entitled to moving expenses to their first appointment following school at the expense of 75% Desert Southwest Annual Conference and 25% to the receiving local church.
6. Clergy entering retirement who are currently serving in the bounds of, and have annuity claim upon, the Desert Southwest Annual Conference, and spouses and/or surviving minor children of clergy serving with annuity claim upon the Desert Southwest Annual Conference at the time of death, shall be entitled to one move within the geographical bounds of this Annual Conference. If the move is to go beyond the geographical bounds, the Desert Southwest Annual Conference shall pay for the move less that portion of the transport cost for mileage beyond the geographical bounds of the Conference. Clergy retiring with less than 20 years of service (*2012 Book of Discipline*, ¶ 358.2) will receive coverage for their retirement move on a pro-rated bases equal to their number of years of service divided by 20. It is understood that in order to qualify for this move, the prospective recipient must be eligible for Pension Benefits in the year which he/she retires.
7. Clergy who are Desert Southwest Annual Conference members returning from sabbatical leave or other additional continuing education outside the Desert Southwest Annual Conference will have their costs paid to their new charge from the geographical bounds of the Conference closest to the point of origin, at the expense of 75% Desert Southwest Annual Conference and 25% to the receiving local church on a prorated basis (75/25) as with other moves.
8. Persons employed as exempt staff of the Desert Southwest Annual Conference shall be reimbursed for moving costs relating to their relocation at the time of their employment or appointment (ministers) in the Desert Southwest Annual Conference. The 25% portion of their reimbursement shall be charged to the employing agency budget.
9. Moving expenses related to Appointments Beyond the Local Church not covered in above paragraph # one (1) shall be paid by the employer/agency.
10. Clergy moving to a new church that is less than 50 miles from their current residence will incur reportable taxable income for reimbursed or paid for moving expenses. In these situations, other moving arrangements may be obtained through consultation with the Treasurer's Office.
11. In a case where storage of household merchandise would be needed, prior approval must be received from the Treasurer's office. A maximum of 15 days is acceptable and could be reimbursable due to extenuating circumstances. Storage expense to be paid 100% by clergy if caused by clergy action. Expenses are to be borne in like ratio (above paragraph # five (5) of Moving Expense Plan), if caused by church or this Annual Conference.
12. All moves are to be coordinated through the Desert Southwest Annual Conference Treasurer's office. For convenience and control, a corporate central billing procedure will be provided.
13. Exceptions to the provisions of these rules shall be subject to the final approval of the Appointive Cabinet with such approval being ratified by the Moving Expense Committee Chairperson and/or the Conference Treasurer in advance of the move.

#### **I. Election of Lay Members and Observers**

1. Annual Conference Lay Membership and method of election shall be in accordance with the *2012 Book of Discipline*, ¶¶ 29 and 602.4,.5. Lay Members shall be elected quadrennially. The two persons specified under 25 years of age shall consist of one youth (Jr. High or Sr. High) and one young adult (age 19 through 30) to be selected annually by their respective District Youth and Young Adult organizations.
2. To reach the required number of Lay Members in equalizing membership (lay and clergy) the following priority basis shall be implemented until the number of Lay Members equals the

number of clergy as defined in ¶602.4 of the 2012 *Book of Discipline*.

a. Conference Officers and Staff: Secretary, Treasurer, Statistician, Foundations Director, Director of Connectional Ministries, Director of Congregational Development, Associate Council Directors, the Director of Communications, and the Conference Chancellor (if any of the foregoing are laypersons).

b. Each District Conference shall elect annually two (2) lay members to Annual Conference, one of whom shall be of High School or Junior High school age (18 or younger) and nominated by the District Council on Youth Ministry, and one (1) of whom shall be a Young Adult (age 19-30) who shall be nominated by their District Young Adult Organization. Certification of their election shall be through a manner similar to the certification of other Lay Members of the Conference, except that it shall be through the office of the District Superintendent rather than a local church.

Each year the number of youth or young adults used for the purpose of representing youth and young adults from each district varies. In some years one might have more youth/young adults who would want to attend while another district might not have their allotted share of youth/young adults. In order to make sure that our youth/young adults have their fair representation in the Clergy/Laity Equalization formula the Conference Youth Council can designate a youth/young adult to fill an empty district spot with someone from another district to serve as a lay member to Annual Conference. In addition to the 2 lay members (1 youth and 1 adult), using the same formula as above, up to 2 observers per district could be selected yearly. The funds to pay for these positions will not come from the Annual Conference but will come from 1/3 local church, 1/3 district, and 1/3 family. The names of Lay Members and Observers must be sent to the Conference Office by March 31<sup>st</sup>.

c. Lay Chairperson on all Conference Boards and Agencies, Pacific Homes Board Member, and the Chairperson of the Covenant Council, and the Executive Director of all independent Conference related agencies (if they are laypersons) such as urban ministry agencies.

d. Lay members of General and Jurisdictional Church Boards and Agencies,

e. Presidents of District United Methodist Women and Presidents of District United Methodist Men.

f. Each local church shall receive one, additional lay member in descending order from the largest church in membership to the smallest in membership until equalization is reached.

3. The Secretary of the Annual Conference shall use as the basis for the ministerial membership of the Annual Conference the number of ministerial members as of December 31. The churches shall elect additional lay members on the basis of the number of members reported to the Annual Conference on December 31. These figures shall determine the number of lay and clergy members in the Annual Conference for the following year. The Conference Secretary and/or the Conference Statistician shall be responsible for providing the necessary information to the District Superintendents and all others who are eligible to elect lay members.

#### 4. Observers

a. Clergymates - one Clergymate in each District shall be elected by the Clergymates of those Districts, by whatever means they deem advisable, to Lay Observer status in the Conference with the power to speak on the floor, and that in addition, the four executive officers of the Clergymates shall be elected to said Lay Observer status for the year following their term of office.

b. Youth and Young Adult Observers - At all sessions of the Desert Southwest Annual Conference there shall be three (3) Youth Observers and three (3) Young Adult Observers sponsored by each district with the privilege of being seated on the floor and the right to speak from the floor without vote. Each youth and Young Adult Observers shall be responsible for their own funding, support either from their local church or respective Youth/Young Adult district or Conference level organizations or through their own means.

The Youth Observers shall be elected by their District Youth Organizations, and the Young Adult Observers shall be elected by their District Young Adult Organization, except that in districts where such organizations do not exist the observers shall be selected by a method to be determined by the District Superintendent. Each Observer shall be a member of a United Methodist Church in this Conference. There shall not be more than one Youth Observer from any one church. The Observers shall reflect the ethnic and racial makeup of the district from which they come.

- c. Fellowships and Newly Constituted Churches - Newly established local fellowships and certified congregations not yet eligible under the present Discipline, may send one Lay Observer to the Annual Conference session with the privilege of being seated on the floor and the right to speak from the floor without vote. The local church shall pay the Lay observer's costs to attend the Annual Conference.

#### **J. Election of Delegates to General and Jurisdictional Conferences**

1. The election shall be held in accordance with the 2012 *Book of Discipline* ¶¶ 34, 35, and 36.
2. A lay person or group of lay persons who want to nominate someone must submit to the Conference Secretary, the name, address, district and local church and a resume of no more than 50 words describing his/her abilities, interest and involvement in the Church. Lay persons may nominate themselves by submitting the same information to the Conference Secretary. This nomination and resume needs to be in the hands of the Conference Secretary by April 30, to be included in the Preconference Report. This does not preclude nominations from the floor of Annual Conference.
3. Voters shall write up to the number of names to correspond with the number of persons to be elected on each ballot. More than the number of persons on each ballot will render the ballot defective.
4. Write-in votes are valid at any time during the voting process. Persons whose names are written in must meet the requirements for election established in the *Book of Discipline*.
5. Where there are duplications of surnames among the persons for whom a vote is cast, the first and last name shall be written of the ones for whom the vote is intended.
6. Only the official ballot form (provided by the Secretary of Conference) will be accepted by the tellers.
7. Ballots will be received from members who are seated within the legal limits of the Conference. All members who wish to exercise their franchise must be seated within the Bar of Conference at the time of the election in which they wish to vote.
8. The Chief Teller and assistant tellers shall be appointed by the Conference Secretary. Insofar as possible, they shall be nonvoting persons attending the Annual Conference. They shall be instructed in the balloting and counting procedures before the first ballot is taken, including the necessity of confidentiality until the results are officially announced.
9. As soon as the results of the ballot are tallied, the results shall be announced to the Conference in session, then posted in a previously announced location. If the Conference is not in session, the results shall be posted immediately in the preannounced location and then announced to the Conference when it is called to order.

#### **K. Annual Conference Nominations for Episcopal Election (2012 *Book of Discipline*, ¶ 405.1)**

1. Deciding Whether to Participate in the Nomination Process
  - a. In the calendar year preceding the year in which the Jurisdictional Conference meets, the Annual Conference shall ballot on this question," Shall the Conference Secretary distribute forms for the nomination of Episcopal candidates to the lay and clergy members of next year's Annual Conference, provided there is to be an Episcopal election?" A majority of the valid ballots cast shall be sufficient to instruct the Conference Secretary.
  - b. It shall be the responsibility of the Conference Secretary to notify lay and clergy members of Annual Conference if there is to be an Episcopal nomination process.

## **2. Developing an Annual Conference Ballot**

- a.** If forms are to be distributed at the beginning of the Quadrennial year, these procedures will be followed: The Conference Secretary shall devise and distribute through Conference newspaper and/or other channels a form containing this information: Each lay and clergy member of the Annual Conference Session is invited to list up to three (3) ministers he or she wishes the Annual Conference to nominate for Episcopal election. All ministers who are full members of any Annual Conference are eligible for nomination. Names must be received by the Conference Secretary no later than April 1<sup>st</sup>.
- b.** Persons submitting names shall identify themselves including eligibility to nominate.
- c.** All ministers receiving thirty (30) or more nominations shall be notified by the Conference Secretary who shall:
  - 1) Secure their willingness to be listed on the ballot;
  - 2) Prepare an alphabetical list of willing nominees including name, age, sex, ethnicity, annual conference membership and complete service record; and
  - 3) Report this list to the members of the Annual Conference during the opening session.
  - 4) Up to twenty-four (24) hours prior to the taking of the first ballots, names may be added to the list by petition bearing the signatures of thirty (30) or more lay and/or clergy members of the Annual Conference Session and accompanied by a signed statement of willingness of the candidate to be on the ballot.

## **3. Selection of Nominees for Episcopal Election**

- a.** On every ballot, each lay and clergy member of the Annual Conference Session may vote for up to three (3) ministers. Any minister receiving a majority vote shall become a nominee of this Annual Conference for Episcopal election by the Jurisdictional Conference. Any nominee with less than thirty (30) votes shall be omitted from further ballots.
- b.** After a nomination or after any consecutive four ballots on which there is no such nomination the Annual Conference shall count vote on the following question before balloting again on names of potential nominees: "Shall the Annual Conference continue to ballot in order to nominate ministers for Episcopal election?" Balloting for nominees shall continue if one-third of those voting on this question support it.
- c.** The Annual Conference Secretary shall notify the Jurisdictional Conference Secretary of the results.

## **L. Nominations for General and Jurisdictional Boards**

Because the Jurisdictional Nominating Committee is not bound by those nominated from each Annual Conference; all names nominated from the Annual Conference are placed in a pool of names to be considered by the Jurisdictional Nominating Committee.

- 1.** The Conference Committee of Nominations shall prepare a slate of nominees for General and Jurisdictional Boards and Agencies by gathering names from Conference Boards, local churches and individuals who wish to be nominated to include the delegates to General Conference who do not need to be elected (2012 *Book of Discipline*, ¶ 705.1b).
- 2.** A standard form used by the Jurisdictional Nominating Committee shall be used. That form shall be distributed by the Nominating Committee through Conference newspaper and other channels of communication such as the Coordinated Mailing. Special attention shall be given to the inclusion of clergywomen, youth, young adults, persons with a handicapping condition, and racial and ethnic minority persons in keeping with policies for general church agencies. Those Nominating forms shall be in the hands of the Nominating Committee by April 30.
- 3.** The Committee on Nominations shall present the slate to the members of the Annual Conference. Included for each nominee shall be a brief resume of no more than 50 words describing their abilities, interest and involvement in the Church. This slate and the resumes shall be sent to the Conference Secretary to be included in the Preconference Report.
- 4.** Additional nominations shall be received from the floor of Annual Conference.

5. One ballot shall be taken to prioritize the pool of names to be sent with the Jurisdictional Delegation to be used in the nominating process.

**M. Clergy Vacation Policy**

Each pastor under appointment to a local church is entitled to four weeks' vacation per appointment year, with schedule subject to approval of the local church Staff Parish Relations Committee. This vacation time is not related to the time of study leave. Vacations shall be taken during the appointment year following the year of accrual. Vacation time will not be accrued for succeeding years. Vacation pay is not permitted in lieu of vacation time not taken. In the case of continuing clergy receiving a new appointment within the Conference, vacation privilege will be immediately available under the usual provisions, as though the clergy had already been in the appointment.

**N. Conference Journal**

All items to be included in the current year's Journal, shall be received in the Conference Secretary's Office no later than July 1 of the same year.

**O. Conference Required Data of Connected Ministries**

All incorporated and unincorporated entities (local churches excluded) operating within the geographical bounds of the Desert Southwest Annual Conference and under the auspices of the United Methodist Church are required to submit the following minimum data to the Conference Council on Finance and Administration -- Administrative Services Office -- 1550 East Meadowbrook -- Phoenix, AZ 85014:

1. A copy of the most current bylaws governing the operation of the entity, if incorporated;
2. A copy of the most current Articles of Incorporation, if incorporated. Additionally, all such entities annually shall submit to the Conference Council on Finance and Administration:
  - a. A copy of the most current year-end balance sheet and operating statement;
  - b. A copy of the most current "annual audit" and/or "review" listing the accounting controls, segregation of duties and financial reporting processes;
  - c. Proof of bonding or other insurance coverage;
  - d. A copy of any changes made to the by-laws and/or Articles of Incorporation in the previous year.

The submission of this data is for informational purposes only and does not indicate an affiliate, corporate, fiduciary or other similar relationship.

### **III. RULES OF ORDER**

- A. When a vote is being taken, only members who are within the area of the Conference shall be entitled to vote.
- B. All motions must be reduced to writing at the request of the Presiding Officer or the Secretary of the Conference.
- C. All motions which affect budgetary matters in any way shall be in the hands of the Conference in printed form not later than the close of the plenary session the day prior to action. Motions made on the floor of the Conference which affect budgetary matters which have not been in the hands of the Conference in accordance with the foregoing shall not be acted upon until the next regular plenary session of this session of the Annual Conference.
- D. Resolutions by individual members of the Annual Conference must be in the hands of the Conference Secretary by April 30; and must carry the signatures of at least five (5) members of the Annual Conference; however, the Annual Conference, by a simple majority may choose to consider specific urgent resolutions arising after the deadline.
- E. All material for distribution on the floor of the Conference shall be distributed only by the Conference appointed ushers. All material distributed on the floor of the Conference shall be limited to that which is pending action of the Conference. Any other material which may be of special interest to the Conference but does not pertain to pending action may be placed in the displays area so that

interested parties may obtain copies. Individual members of the Conference who desire to have printed or mimeographed material distributed on the floor of the Conference shall submit such material, except resolutions, to the Conference Secretary, who shall be authorized to consider the same, and if approved, shall provide for its distribution at the proper time.

No nonmember or organization or institution unrelated to the Annual Conference shall be permitted to distribute printed material without prior consent of the Conference Session Committee. All material distributed on the floor of the Conference shall contain the name of the individual or organization under whose responsibility it is distributed.

- F.** After recognition by the Presiding Officer, but prior to speaking, each Conference member shall identify himself/herself by name and church or other Conference affiliation.
- G.** No member shall speak on any question more than once, until all who wish to do so have spoken, nor shall any member speak more than three (3) minutes, except by permission of the Conference; nor shall it be in order to move the "previous question" until each side of the question before the house has had equal opportunity to be heard, the Presiding Officer to decide when that has occurred.
- H.** When a layperson serving a Board, Commission, Committee or Society is not a member of the Conference, said layperson shall be entitled to the privilege of the floor without vote, on matters relating to the report of such Board, Commission, Committee or Society. Laypersons employed by the Covenant Council as staff persons and laypersons serving as officers of the Conference shall be entitled to the privilege of the floor, without vote.
- I.** The maker of the main motion or resolution shall have a maximum of three (3) minutes to close the debate. This right shall not be forfeited by a motion ordering the "previous question" or to "lay on the table."
- J.** Order of Precedence of Motions
  - 1.** Undebatable (as though privileged)
    - a.** Fix the time at which to adjourn
    - b.** Adjourn
    - c.** Take a recess
    - d.** Raise a Question of Privilege
    - e.** Call for the Orders of the Day
    - f.** Raise a Point of Order
    - g.** Lay on the Table
    - h.** Previous Question (2/3 vote)
    - i.** Limit or Extend Limits of Debate (2/3 vote)
    - j.** Suspend the Rules (2/3 vote and specify exact rule)
  - 2.** Debatable
    - a.** Postpone to a certain time
    - b.** Commit or refer
    - c.** Amend, (deletion, addition, substitution)
    - d.** Postpone indefinitely
    - e.** Main Motion
- K.** Consent Calendar
  - 1.** Nonamended matters:
    - a.** All consent Calendars shall be posted, printed and distributed by the next plenary session.
    - b.** Those nonamended matters voted to the consent calendar by a Legislative Committee shall be presented at the next Plenary Session. The consent calendar shall be adopted by simple majority.
    - c.** Any matter on the consent calendar can be removed by vote of 30 members of the Annual Conference.
    - d.** Those matters that pertain to budgetary matters and nominations shall not be part of the consent calendar.

2. Amended matters:
  - a. Printing and Distribution: Any amended matters shall be printed at Conference expense and distributed to the membership in accordance with Rule III.D. amended matters from Legislative Committees become the main motion.
  - b. Those amended matters voted to the consent calendar by a Legislative Committee shall be presented at the next Plenary Session following distribution. The consent calendar shall be adopted by simple majority.
  - c. Any matter on the consent calendar can be removed by vote of 30 members of the Annual Conference.
  - d. Those matters that pertain to budgetary matters and nominations shall not be part of the consent calendar.
- L. Action Matters from Legislative Committees
  1. Any matter from Legislative Committees reporting a simple majority will be dealt with at the scheduled time.
- M. The Rules Committee shall be responsible for all Conference Rules. Each organization or agency in the Conference wishing to change its own rules shall submit those changes to the Rules Committee for its consideration and recommendation before action by the Annual Conference. Submissions shall be made in writing and refer explicitly to the rule to be changed (Journal page, exact and complete reference, line in the paragraph or subparagraph). Words to be deleted or added shall be exactly located in each line.
- N. Whenever the Annual Conference adopts a change in the procedure of any Board, Commission, or Agency which necessitates a change in the existing rules, said Board Commission, Agency or Corporate Organization shall, during the session of the Annual Conference submit a copy of the necessary change in rules to the Rules Committee for presentation to the Annual Conference for final adoption.
- O. The Rules Committee shall meet following the reception of proposed changes no later than the 15th of April of each year to examine the proposals submitted before March 20; and immediately after reception for those proposals that are made during the session of the Annual Conference. The Rules Committee shall recommend 1) Concurrence and Adoption, 2) Amendment and Adoption, 3) Nonconcurrence. Notification of the action of the Rules Committee shall be made without delay to the group having proposed the changes and to the Conference Secretary. The Rules Committee may take the initiative to propose changes or new rules and call the attention of the Annual Conference or Conference groups on points needing clarification.
- P. Any of the above rules may be changed or amended in any session of the Annual Conference provided such changes or amendments are in the hands of the Conference in printed or mimeographed form not later than the close of the business session of the day preceding their presentation for consideration.

#### **IV. CONFERENCE BOARDS, COMMITTEES, AND AGENCIES**

Historically and theologically the United Methodist Church has had a commitment to ministry beyond the local church. This ministry includes 1) Organizations mandated by the *Book of Discipline*, and 2) Those mandated by the Annual Conference action. The membership, rules, budgets and policies of those organizations are established and confirmed by the Annual Conference, and these groups are directly amenable to the Annual Conference.

##### **A. COVENANT COUNCIL**

1. Purpose: The Covenant Council with the five Ministry Teams, is to provide a holistic process whereby all parts of the annual conference focus on being together in ministry. The Covenant Council is a common table where the leadership of the basic ministry functions mutually discern Christ's call to ministry. The Covenant Council will focus and guide the Mission and Ministries of the Annual Conference as directed by ¶ 608 of the 2012 *Book of Discipline* of The United

Methodist Church. The Covenant Council models an interactive process to enable the basic ministry functions of discipleship, outreach, witness, leadership, support and faith communities to mutually serve the ministry needs of the congregations and the annual conference in connection with the general agencies of the church.

**2. Membership and Structure:** The following shall be voting members:

- a. The Bishop and District Superintendents
- b. Covenant Council Chair and Vice Chair
- c. Conference and District Lay Leaders
- d. The leader of each ministry team
- e. Two representatives from each Ministry Team
- f. Two representatives from each District
- g. Council on Finance and Administration Chair
- h. Commission on Communications Chair
- i. Commission on Status and Role of Women Chair
- j. Clergy and Lay Leadership Committee Chair
- k. Commission on Religion and Race Chair
- l. Strategic Direction Team Chair
- m. Up to eight Members-at-large for Inclusiveness
- n. United Methodist Women President
- o. United Methodist Men President
- p. Ethnic Local Church Concerns Chair and two representatives
- q. The Executive Director of Connectional Ministries and the Executive Director of Administrative Services/Treasurer with voice but without vote. The Director of Communication, the Director of Discipleship, the Director of Outreach Ministries, and the Assistant Treasurer/Comptroller are encouraged to attend council meetings. The Bishop shall appoint the representatives. The Covenant Council shall elect the vice chair and secretary. The Ministry Team Leaders, the district representatives and the at-large members shall be selected by the Committee on Clergy and Lay Leadership and elected by the Annual Conference as directed by the *Book of Discipline of The United Methodist Church*. The individual Ministry Teams shall select their Ministry Team representatives.

The Chair, Vice Chair, Secretary and Ministry Team Leaders will focus and direct the work of the Covenant Council. A quorum of 50% of the voting members of the Council plus one shall be present for the Council to conduct business.

The Council will strive to make all decisions by consensus. Decisions on fiscal matters shall require a two-thirds majority vote of the Council membership present and voting and comply with *The Book of Discipline of The United Methodist Church*.

**3. Functions & Responsibilities:** The Covenant Council will:

- a. Be accountable to the Annual Conference session.
- b. Implement and interpret the Annual Conference Vision and Strategic Direction consistent with the actions and policies of the Annual Conference Session.
- c. Work collaboratively for the resourcing and implementation of ministry with congregations in the annual conference for the transformation of the world through Christ.
- d. Articulate the ministry vision developed in cooperation with local congregations and focus the shared missional direction across the annual conference.
- e. Implement the vision for the Annual Conference by resourcing and empowering local congregations to fulfill the priorities and objectives of the Strategic Direction and be faithful to the purpose of the church.
- f. Align resources to accomplish the Annual Conference Strategic Direction by recommending a budget to the Council on Financial Administration.
- g. Provide for mutual accountability for accomplishing the priorities of the annual conference.

- h. Tell ministry stories and model the cooperative covenant relationship with local congregations, the Annual Conference, and general agencies across the Connection.
  - i. Discern and serve the ministry needs and enable participation in ministry throughout the connection of the congregations of the annual conference and the general church.
4. The Covenant Council shall utilize five Ministry Teams: Discipleship, Outreach, Support, Leadership, and Faith Communities. Each Ministry Team will consist of the team leader and the chairs for each of the ministry functions related to it. All members of the team will be selected by the committee on nominations and elected by the Annual Conference as directed by the *Book of Discipline* of the United Methodist Church. Each Ministry Team functions under the guidance and direction of the Covenant Council and applicable sections of the *Book of Discipline* of the United Methodist Church.
- a. Discipleship Ministry Team. The purpose of the Discipleship Team is to accomplish the Discipleship related ministries of the Strategic Direction. It is to focus on forming and strengthening the disciples of Christ to accomplish the ministry function related to:
    - 1) Education For All Ages Committee
    - 2) Board of Camping/Outdoor Retreat Ministries
      - a) Mingus Mountain Camp Site Committee
      - b) Pine Canyon Camp Site Committee
      - c) Potosi Pines Camp Site Committee
    - 3) Spiritual Formation and Worship Committee
  - b. Outreach Ministry Team. The purpose of the Outreach Ministry Team is to accomplish the Outreach related ministry of the Strategic Direction. It is to focus on serving and caring for the needs of all God's people in the local and global community to accomplish the ministry functions related to:
    - 1) Board of Global Ministries
      - a) Urban Ministry
      - b) Volunteers in Mission Committee
      - c) AIDS Committee
      - d) Children & Poverty Taskforce
      - e) Sidewalk Sunday School Committee
      - f) Church to Church Committee
      - g) Health & Welfare Committee
    - 2) Commission on Christian Unity/Interreligious Concerns
    - 3) Commission on Religion and Race
    - 4) Board of Church and Society
    - 5) Commission on Status and Role of Women
  - c. Support Ministry Team. The purpose of the Support Ministry team is to resource the ministry of the Annual Conference. It is to focus on resourcing and supporting the ministries functions related to:
    - 1) Conference Chancellor
    - 2) Commission on Equitable Compensation
    - 3) Rules Committee
    - 4) Personnel Policies Committee
    - 5) Board of Trustees
    - 6) Commission on Archives and History
    - 7) Episcopacy Committee
    - 8) Board of Foundation
    - 9) Board of Pensions and Health Benefits
    - 10) Statistician
    - 11) Sessions Committee

- 12) Conference Secretary
- 13) Council on Finance & Administration
- 14) Commission on Communications
- e. Leadership Ministry Team. The Leadership Ministry Team is to accomplish the Leadership Ministries of the Strategic Direction. It is to focus on equipping and supporting lay and clergy leadership ministries functions related to:
  - 1) Board of Higher Education and Campus Ministry
  - 2) Board of Ordained Ministry
  - 3) Board of Laity
  - 4) District Leadership Team
  - 5) Young Adult Ministry Committee
  - 6) Conference Council on Youth Ministry
  - 7) United Methodist Women
  - 8) United Methodist Men
  - 9) Lay Speaking Ministries Committee
  - 10) Clergy & Lay Leadership Committee
- f. Faith Communities Ministry Team. The Faith Communities Ministry Team is to accomplish the Faith Community Ministries of the Strategic Direction. It is to focus on supporting and revitalizing congregations in being effective in making disciples for Christ and starting new churches through ministry functions related to:
  - 1) New Faith Committee
  - 2) Hispanic/Latino Ministries Committee
  - 3) Small Membership Church Commission
  - 4) Vital Faith Committee
  - 5) Native American Ministries Committee
  - 6) Strengthening The Black Church Committee

**B. ARCHIVES AND HISTORY, Commission on**

1. There shall be a Commission on Archives and History which shall perform the duties prescribed in the 2012 *Book of Discipline*, ¶ 641. The membership shall consist of seven (7) persons elected annually.
2. The members of the General and Jurisdictional Commission on Archives and History residing within the territory of the Desert Southwest Annual Conference shall be ex-officio members, not to be counted in the maximum membership.
3. Each local church in the Desert Southwest Annual Conference shall have a church historian charged with the functions and responsibilities as described in the 2012 *Book of Discipline* ¶247.5a.

**C. FINANCE AND ADMINISTRATION, Council on**

**1. Membership**

The membership of the Council shall be elected in accordance with paragraph 612.2 of the 2012 *Book of Discipline*. There shall be at least ten (10) elected members.

- a. The Covenant Council shall name one representative to the Conference Council on Finance and Administration, with voice but without vote.
- b. The Conference Board of Trustees shall name one of its members to serve on the Council on Finance and Administration with voice but no vote.

**2. Organization of the Council**

- a. The Council on Finance and Administration, at the first meeting following the quadrennial elections, shall organize according to the provisions of the 2012 *Book of Discipline*, ¶ 612.2,.5.
- b. The Conference Treasurer shall be chosen in keeping with ¶ 619 of the 2012 *Book of Discipline*.

- c. The only standing committee will be the Executive Committee (Chairperson, Vice Chairperson, Secretary, and current task force chairpersons). Other committee functions will be performed by the use of task forces.

### 3. Responsibilities

#### a. Budget recommendations to Annual Conference

- 1) The Council shall make a diligent effort to secure full information regarding all Conference interests, that none may be neglected, jeopardized or excluded. The Council shall hold Budget Hearings, at which time all boards and agencies which report directly to the Council shall be invited to appear to make requests and hear the other presentations. Such hearings shall be open to any interested persons. The Covenant Council shall study and coordinate the budget askings of the Conference agencies as they relate to the Conference programs and shall make recommendations regarding the same to the Council on Finance and Administration.
- 2) After the Budget Hearings, the Council adopt and recommend to the Annual Conference budgets and procedures to secure such interests; insofar as, in their judgments, the funds are available or may be raised. These proposed budget(s) shall be sent to the various committees and agencies as soon as possible, but no later than ten (10) days after the conclusion of the Budget Hearings. They shall also be published in the Preconference Journal.
- 3) The Council shall recommend to the Annual Conference the following:
  - a) The Ministerial Support and Administrative Budget
  - b) The World Service and Conference Benevolence Budget
  - c) The special General Church apportionments
  - d) The quotas for Christian Education Sunday, Human Relations Day, Youth Service Fund, United Methodist Student Day, and such others as may be necessary.
  - e) The project which shall receive the offerings taken during the Annual Conference sessions on recommendation of the Bishop and the Cabinet.

- b. All earnings received from invested pooled general monies of Annual Conference are to be credited to the Contingency Reserve Fund of the Annual Conference. This is to be reflected in the budget askings of the Contingency/Reserve Fund by the Council on Finance and Administration. (Ed. Note: This rule to begin with the 1992 budgeting process.)

- c. The Council on Finance and Administration will charge a fee for administrative services provided by the Treasurer's Office to Conference related boards, agencies, and institutions with income producing assets per the following schedule:

Average Monthly

Balance per annum

\$ 0 --- \$ 100,000 Minimum fee \$1,500

\$ 100,001 --- \$ 250,000 1.50% per annum

\$ 250,001 --- \$ 500,000 1.25% per annum

\$ 500,001 --- \$ 750,000 1.00% per annum

\$ 750,001 --- \$ 1,500,000 0.75% per annum

Excess over \$ 1,500,001 0.50% per annum

- d. The Council shall be responsible to oversee the office of the Conference Treasurer and Statistician in consultation with the Cabinet. It shall provide for an annual audit of the accounts of the Treasurer.
- e. The Conference Treasury, under the direction of the Council on Finance and Administration, shall be constituted a depository for funds designated for all Conference Boards, Councils, Commissions, and Agencies participating in the Conference Benevolence budget. Unless otherwise provided in the *Book of Discipline*, the person serving as Conference Treasurer shall serve as Treasurer of each Conference Benevolence budget (2012 *Book of Discipline*, ¶¶

614.3 and 619.1a (1,2). In cases where the *Book of Discipline* requires that a treasurer be elected by a Conference Board, etc. participating in the Conference Benevolence budget, the Board, etc. will elect as its treasurer the person serving as Conference Treasurer.

**f. Apportionments and Conference Budget Procedures**

- 1) In relation to the various causes for which financial amounts are assigned to the local church the following terminology shall be used: Apportionments shall refer to the amounts assigned to the local church for:
  - a) the Ministerial Support and Administrative Budgets
  - b) the World Service and Conference Benevolences
  - c) special General Church Apportionments Quotas shall refer to amounts assigned to the local church for special day offerings and all other causes for which a budget or goal is adopted by the Annual Conference. All apportionments and quotas assigned to the local church shall (unless otherwise determined) be based upon the Grade Figure process.
- 2) The Council on Finance and Administration shall be guided by the following rule in recommending to the Annual Conference the various budgets which shall be apportioned to the local churches of the Conference:
  - a) After the Ministerial Support and Administration Budget has been adopted by the Annual Conference, the Council shall assign the amount to the churches. The Total amount of the Ministerial Support Budget shall be assigned to the churches in one sum. Likewise, the total amount of the Administrative Budget shall be assigned to the churches in one sum. The Conference Treasurer shall divide all funds received from the churches and designated for a particular budget on a percentage basis among the items included in the budget. After the World Service and Conference Benevolence Budget has been adopted by the Annual Conference, the Council shall assign the total amount to the churches.
  - b) The World Service and Conference Benevolence Budget shall consist of two sections. These are:
    - 1 The Apportionment to the Conference for World Service, the operating and capital expenditure budgets of the Conference boards and agencies (also known as the "Basic Benevolence Budget");
    - 2 A supplemental section for the support of district societies and unions. The receipts from the Basic Benevolence apportionment shall be prorated to all items in the Basic Benevolence Budget on the basis of the relationship of each item to the total budget.
  - c) The amount approved for a district society or union shall be assigned to the churches of the district on the Grade Figure basis and be a part of the total Benevolence Budget. In the event a church has paid its full benevolence apportionment, including the support of the society or union, payments made by the church during the year may be prorated between the various sections of the benevolence budget including the supplement section. In the event a church has not paid its full benevolence apportionment, payments to the society or union shall be credited only after the church has paid in full its basic benevolence apportionment. It is contemplated that the district society or union funds shall be used as far as possible for purposes which do not qualify for support from regular budgets of Conference or General Boards such as:
    - 1 Payment on delinquent National Division loans within the district
    - 2 Taxes and other property expenses for new churches
    - 3 Assisting social service centers and similar work on the district
    - 4 Maintenance and furnishing for district parsonages

- 5 Financial emergencies in parsonage homes
- 6 Responsibilities assigned to a district society or union by the Annual Conference. No expenditure of district society or union funds shall be made without approval by the Board of Directors or Executive Committee of the society or union. None of its funds shall be used by a society or union to pay benevolences apportionments of churches.

#### **4. Grade Figure Formula**

The apportionment for each church shall be based on the following factors:

- a. One-fifth of the apportionment shall be in proportion to the membership of the church as compared to the total Conference church membership
- b. Four-fifths of the apportionment shall be in proportion to the total church expenditure reported on Table II, Pastor's Annual Financial Report. Excluded there from shall be all benevolences and apportionments paid, capital asset expenditures, debt reduction payments including interest payments on such debt, and all rental or lease payments made for worship, education and office space facilities.
- c. Prior to the determination of the decimal: there shall be deducted from the net church expenditure, as computed in 4.b. above, an amount equal to the Conference Average Compensation as calculated by the General Board of Pension and Health Benefits. This deduction shall be applied only in those instances where the church paid at least 100% of such Conference Average Compensation to its Senior Pastor. In the event a church pays a lesser amount than said Conference Average Compensation, the deduction shall be the amount paid.
- d. In special cases where inequities may occur, the Executive Committee of the Conference Council on Finance and Administration (CF&A) may propose certain adjustments in the calculated apportionments upon recommendation as follows. By July 15 after Annual Conference session, the District Superintendents may propose, to the Executive Committee of the CF&A, adjustments to the calculated apportionments through consultation with the senior pastors and appropriate leaders of any churches whose apportionments may be changed. By August 15, the Executive Committee of the CF&A shall approve any changes in calculated apportionments. By August 31, the District Superintendents shall communicate any apportionment changes to the senior pastors and leaders and appropriate leaders of churches whose apportionments have been adjusted.
- e. A fellowship, or a church that has been chartered within the last five years, shall be subject to the following apportionment calculation procedure:
  - 1) During the first and second year of operation, the fellowship or church shall adopt an apportionment amount in consultation with the District Superintendent.
  - 2) In the third year of operation, the fellowship's or church's apportionment shall be 40 percent of the amount calculated according to the regular Grade Figure procedure, increasing to 60 percent in the fourth year of operation, and 80 percent in the fifth year of operation.
  - 3) Beginning with the sixth year of operation, the fellowship's or church's apportionment shall be 100 percent of the amount calculated according to the regular Grade Figure procedure.
- f. For purposes of the above calculations, all fellowships are assumed to have begun their first year of operation on January 1, 2005. Apportionments for fellowships shall be in addition to the regular apportionment of the Conference budget to chartered churches.

#### **5. Compensation and Expense Policies for District Superintendents and Other Level I Exempt Personnel**

- a. Compensation:

- 1) The Council on Finance and Administration shall annually recommend the compensation (cash compensation plus housing allowance and housing related allowances) of the Level I Exempt Personnel (hereinafter called Exempt Personnel) up to a maximum of 1.8 times the Conference Average Compensation as calculated by the General Board of Pension and Health Benefits.
  - 2) The Council on Finance and Administration may designate, after consulting with the individual Exempt Personnel, up to 100% of the compensation for housing and/or housing related allowances for Exempt Personnel living in other than conference owned property.
  - 3) Those Exempt Personnel living in conference owned property shall receive 80% of the Exempt Personnel compensation as cash compensation with the remaining 20% to be applied toward the purchase, maintenance and other essentials needed to provide a personage.
  - 4) The Council on Finance and Administration shall designate a portion of the cash compensation for those Exempt Personnel clergy living in a conference owned property as a "parsonage appurtenance allowance" for the day to day expenses related to the conference owned parsonage.
  - 5) Utilities for the conference owned parsonage (water, electricity, gas (fuel), sewer fee, trash collection, pool and lawn service) shall be paid (or reimbursed) upon submittal of the bills to the Conference Treasurer. Office utilities shall be included in Office Expense reimbursement. Both home and office telephone expenses should be reported in the "Telephone" category. (Personal calls to be excluded.)
  - 6) Health insurance plan premiums and the "employer share" of the pension payments are paid directly by the Conference Treasurer, but are included in the District Superintendent's budget. The personal share of pension may be paid by the Treasurer's office and deducted from salary.
- b. Travel**
- Travel expenses shall be reimbursed as follows:
- 1) Actual miles driven at rate determined annually by the Council on Finance and Administration. A log shall be maintained giving date, mileage, and destination. Travel between home and office is not included.
  - 2) Air fare and other necessary public transportation or car rental at lowest rate available. If car rental is used in lieu of personal vehicle, reimbursement will be at the then applicable mileage rate.
  - 3) Hotel, to be used only if further than 50 miles from home.
  - 4) Meals and tips, to a maximum per day, to be determined annually by Council on Finance and Administration.
  - 5) All expenses incurred by the District Superintendent in the performance of their duties in the superintendency or as a cabinet liaison are to be charged to the appropriate District Superintendent's budget.
  - 6) Annual Conference room and board will be paid for and spouse and family expenses are those of the Exempt Personnel.
- c. Budget Restrictions**
- 1) Monthly statements comparing actual expenses to budgeted figures will be provided to each District Superintendent by the Conference Treasurer. Care shall be taken to keep actual expense at or below the budgeted amount. Vouchers and backup must reach the Conference Treasurer's Office by the end of the month to be included in that month's statement.
  - 2) In the event a request for payment exceeds any annual budgeted area of expense, the Conference Treasurer is directed not to advance payment, except for salary-related items.

An appeal for payment beyond the budgeted area of expense may be submitted to the Executive Committee of the Council on Finance and Administration for consideration.

- 3) In years when District Superintendents change, care should be taken to spend only 50% of budgeted items during the first six months of the year.
- d. **Petty Cash**  
Each District Superintendent shall be given an initial sum of \$1,000.00 as a petty cash account to begin his/her term on the district. The funds drawn from this account shall be reimbursed from the regularly budgeted items in the District Superintendent's term, this petty cash account of \$1,000 shall be returned to the Conference Treasurer in full.
- e. **District Office Expense**
  - 1) Rent and Utilities for District office space shall be paid by the District Superintendents Budget of the Annual Conference.
  - 2) Office expenses to be budgeted as part of the Annual Conference expense shall include: Office Supplies, Printing and Copying, Postage, Equipment Rental and Maintenance, Depreciation and other normal operating expense.
  - 3) The Annual Conference will pay salary and benefits for up to one full-time support person. This staff person will be included under the Conference Personnel Policies. The Committee of District Superintendency or other appropriate district body may be utilized by the district superintendent as the local group responsible for the employment of support staff. This is to be implemented by 1986.
- f. **Parsonage**
  - 1) The Annual Conference shall provide a parsonage or housing allowance for each Exempt Personnel clergy member. Any sale and/or purchase of a parsonage must follow Discipline Guidelines and be approved by the Council on Finance and Administration because of the financial impact on the Conference Budget.
  - 2) The utilities and property taxes on the district parsonage are to be paid by the Annual Conference. This should be included in the annual budget prepared by each Exempt Personnel clergy member, separate from the mortgage payments.
  - 3) Parsonage maintenance and insurance are the responsibility of the Annual Conference. Funds shall be regularly set aside in preparation for major maintenance needs.
  - 4) In the event the available district parsonage is not well-suited to the needs of the current District Superintendent, the Conference Board of Trustees may come to an agreement with the District Superintendent regarding the rental of the parsonage, with the proceeds of the rent acting as a housing allowance for the District Superintendent to provide for his/her own housing. Provisions should be made for adequate supervision of the rented parsonage to ensure its good condition is maintained. Any agreement for such an arrangement established by the Board of Trustees shall be reviewed by the Council on Finance and Administration at the time of its inception.

## **6. Conference Journal**

- a. The Council on Finance and Administration is authorized to pay from the Conference Administration Fund the cost of printing and mailing the Conference Preliminary Reports and the Journal, plus any expense of the Conference Secretary incident to his or her work. The number of Journals to be printed shall be at the discretion of the Conference Secretary within the constraints of the Conference budget for this item.
- b. The price of the journal shall be determined by the Conference Secretary in light of its actual cost each year. Each minister, lay member of the annual conference will receive a CD journal distributed by the Communications Department. In addition each lay member of the Nominating Committee, each lay member of the Council on Finance and Administration, chairperson of any conference board or agency and lay member of the Rules Committee will receive a CD journal. Anyone desiring a printed journal can purchase one at the current cost

of the printing.

**7. General Rules** (See 2012 *Book of Discipline*, ¶¶ 610-619)

- a.** All matters pertaining to apportionments or quotas to churches, or allocation from funds held by the Conference Council on Finance and Administration, shall be submitted to the Council for its consideration and recommendation before action by the Conference. All matters requiring an increase in the cost of publishing the Journal shall be referred to the Council on Finance and Administration for their consideration prior to action by the Annual Conference.
- b.** Special Appeals (See 2012 *Book of Discipline*, ¶¶ 613.2 and 614.5) No Annual Conference Board or interest, such as a school, college, university or hospital, make a Conference-wide appeal to the local churches for funds without the approval of the Annual Conference except in case of an extreme emergency, which such approval may be given by two-thirds vote of the district superintendents and the council, acting jointly. When application is made to the conference for the privilege of a special conference-wide financial appeal, whether by special collections, campaigns or otherwise, the application shall be referred to the council before final action is taken thereof. The council shall investigate the application and its possible relation to other obligations of the conference, and in the light of the facts make recommendations to the conference for its action and determination. Such application for privilege of a special appeal may be made directly to the council for recommendation to the Annual Conference.
- c.** It shall not be permissible for a Conference Board, Council or Commission which participates in the division of the Conference Benevolence budget to increase its annual operating budget unless such an increase has been approved by the Council on Finance and Administration. Boards or Commissions related to the Covenant Council shall also obtain the consent of the Council before making requests to increase their operating budgets to the Council on Finance and Administration. Any adjustments contemplated to be made by transferring funds from one type of account to another within the budgets of Boards, Councils or Commissions shall not be made until after the Council on Finance and Administration has been consulted.
- d.** All Conference Boards, Committees and Agencies shall begin each year from a zero-budget. All reserves must be justified and approved by the Council on Finance and Administration.
- e.** It is expected that the budgets submitted by each Conference Board or Agency to the Council on Finance and Administration for the purpose of supporting a request for participation in the Conference Benevolence budget shall include every item of income from the board or agency for the ensuing year.
- f.** All Boards and Agencies appearing as line items in the World Service and Conference Benevolence Budget and receiving funds through said budget shall submit annually an audited report concerning receipts and disbursements of their operations to the Council on Finance and Administration.
- g.** The Conference Council on Finance and Administration in consultation with the appropriate Conference agencies is hereby empowered to exercise its authority, when absolutely necessary, to restrict spending in such a manner as to avoid continued deficits when disbursements within a council, board, agency, or committee are projected to exceed anticipated income. These adjustments are to be reported to the next Annual Conference Session.
- h.** The Conference Council on Finance and Administration be given approval to borrow sufficient funds from outside sources to enable adequate funding of approved budgets during the fiscal year. Such indebtedness shall not exceed \$500,000. Amounts borrowed, interest costs, and source will be reported to the next Annual Session of the Conference.
- i.** A local church or fellowship, or an organization approved as a conference advance or benevolence special, may directly solicit funds from another local church or fellowship or its members after receiving advance approval from the Conference Council on Finance and

Administration (“CFA”). The request for such approval must be made through the District Superintendent by the local church or fellowship, or the organization approved as a conference advance or benevolence special, making the request. The District Superintendent will forward the request to CFA with a recommendation. Local churches or fellowships may contribute to another local church or fellowship, or an organization approved as a conference advance or benevolence special, on an unsolicited basis without advance approval of the Conference Council on Finance and Administration.

**D. CHRISTIAN UNITY AND INTERRELIGIOUS CONCERNS**

**E. EPISCOPACY**

**F. EQUITABLE COMPENSATION, Commission on**

**1. Membership**

- a. The Conference Commission on Equitable Compensation shall be organized in accordance with ¶ 625 of the 2012 *Book of Discipline*.
- b. There shall be eight elected members.
- c. There shall be one ex-officio member named by the Council on Finance and Administration, one named by the Board of Ordained Ministry and one District Superintendent named by the Bishop. These shall have both voice and vote.
- d. The Treasurer of the Annual Conference shall be the Treasurer of this Commission.

**2. The Equitable Compensation Schedule**

- a. All clergy members (as defined in ¶602.1 of the 2012 *Book of Discipline*) of the Desert Southwest Annual Conference appointed to the local church shall receive at least the minimum compensation according to the Schedule of Equitable Compensation adopted by the Desert Southwest Annual Conference. Unless otherwise eligible under the rules governing the distribution of the Equitable Compensation Fund, the pastoral charge or an agency of the Annual Conference shall be responsible for paying at least the minimum compensation established by the Schedule for each minister appointed to such charge or agency of the Annual Conference; provided that nothing in this paragraph shall be construed as limiting the maximum compensation and benefits which may be paid by a pastoral charge or agency of the Annual Conference to a ministry, "except those ministries receiving equitable salary support, which said ministries shall be paid in accordance with the Schedule of Equitable Compensation."
- b. Deacons in Full Connection may be eligible for missional purposes. Further, the local church is not required to provide an additional housing allowance beyond the Schedule of Equitable Compensation for a Deacon in Full Connection. The local church in consultation with the Deacon in Full Connection may designate a portion of any compensation for a housing allowance.
- c. The Equitable Compensation Schedule for the ensuing year shall be based upon the Conference Average Compensation as calculated by the General Board of Pension and Health Benefits. "Cash Compensation" for such clergy, shall include items paid by the local church and designated as cash salary and other contributions, IRA contributions, deferred compensation plan, bonuses, personal contributions to pension plan, and all other elective benefits whether paid in cash or in kind by the local church. The entire Schedule of Equitable Compensation shall be recommended annually by the Commission and after adoption by the Annual Conference, shall be printed in the Journal in answer to Disciplinary Question No. 9.
- d. The base minimum cash compensation paid to a minister shall be 75% of the CAC less 25% for housing. In addition, a tenure adjustment of 1.25% of the CAC less 25% for housing will be added to the minimum cash compensation for each year of service up to 20 years.
- e. In determining the number of service years used as the basis for the equitable compensation for a minister, only those years under appointment by a bishop, excluding those years to attend school, shall be counted. The number of full service years credited as of June 30

whether serving full or part-time shall determine the Equitable Compensation level for the following fiscal year.

- f. In addition to the minimum cash compensation (including the factor related to tenure), the local church will provide housing comparable to the housing standards of the local church community, by means of a parsonage or a housing allowance. If a housing allowance is provided, the amount shall be determined by the local church in consultation with the District Superintendent. If a parsonage is provided, it must meet the standards described in Conference Policy VIII.G, Clergy Housing Policies and Standards. Also, health insurance premiums, pension, utilities, professional expense, and continuing education shall be paid for elders, associate members, provisional members, and local pastors serving in the local church in accordance with the full schedule, as adopted by the Annual Conference. Deacons under the provisions of the 2012 *Book of Discipline* may receive housing and other benefits as negotiated with the local church.

### 3. The Equitable Compensation Fund

- a. The Equitable Compensation Fund shall be limited to pastors-in-charge except where a parish has not been organized in which case equitable support can be used in an amount not to exceed the amount being received by any of the separate churches in the year that the parish is formed. It shall provide the difference between all other church sources of compensation and the minimum equitable compensation to which the minister is entitled, as defined in the Schedule of Equitable Compensation. No Equitable Compensation Funds shall be used to pay employee benefits in addition to the approved schedule of equitable compensation.
- b. Churches or charges whose pastors receive support from Equitable Compensation Funds shall make requests for such funds to the Commission through and with the approval of the District Superintendent. Churches receiving equitable compensation subsidies shall submit a completed finance and ministry report form provided by the Commission, together with the application for subsidy, to the Commission not later than November 15<sup>th</sup> each year.
- c. The maximum amount which can be paid to a church from equitable compensation funds shall not exceed one-third of the minimum compensation including variance as approved by the Conference; except
  - 1) Churches shall be eligible to receive an amount from Equitable Compensation Fund which shall not exceed 75% of the Minimum compensation including variance, upon a majority vote of the cabinet. Notification in writing to the Commission of any such vote by the Cabinet shall be prerequisite to consideration by the Commission.
  - 2) It shall be permissible to use Equitable Compensation Funds for pastors-in-charge who are serving part-time, provided such payments are consistent on a prorated scale in accordance with the above rules.
  - 3) Applications of the foregoing paragraphs are subject to a majority vote of the Cabinet with the concurrence of the majority of the members of the Commission on Equitable Compensation voting in session.
- d. Each year prior to submitting requests for Equitable Compensation Funds, the Cabinet shall review the needs of all the churches for which subsidies are requested, carefully considering the advisability of charges being merged or formed into circuits, served by part-time ministers, or cared for through other approaches in order to obtain maximum efficiency in the use of the Equitable Compensation Funds.
- e. In order to receive equitable compensation subsidy a church will:  
Adopt annual goals that increase the local church portion of the pastoral compensation and decreases the equitable compensation subsidy; conduct an annual stewardship campaign; annually pay 100% of its apportionments; undergo a review of its ministry and equitable compensation needs every 4 years conducted by the Equitable Compensation Commission in consultation with the Cabinet. These goals will be adopted by the charge conference in

consultation with the local church, the appointed pastor, the superintendent and a representative of the commission.

- f. Payment of monthly subsidies will be made by the Conference Treasurer, first to cover health insurance premiums, second to cover pension payments, and third any subsidy balance to the local church. A quarterly financial report will be provided *by the local church*, to the Committee on Equitable Compensation in order to continue to receive Equitable Compensation Funds.

#### **4. Mission Churches**

The Annual Conference is committed to be in ministry with all people. Some of our churches have viable ministry within communities that struggle with isolation and cultural obstacles, socioeconomic challenges, languages and institutional racism and classism. The Cabinet in consultation with the Conference Board of Equitable Compensation may designate such churches as Mission Churches.

#### **5. Exceptions**

Exceptions to the Equitable Compensation rules require approval of both the Commission and the Cabinet.

### **G. FOUNDATION, Annual Conference**

1. There shall be an Annual Conference Foundation incorporated under the laws of the State of Arizona and in accordance with ¶ 2513 of the 2012 *Book of Discipline*.
  - a. To provide the services as described in ¶ 2512.3 (2012 *Book of Discipline*) as designated by the donors or at the direction of the Conference Board of Trustees.
  - b. To promote planned giving programs on behalf of local churches, the Annual Conference, and General Church Boards and Agencies.
  - c. To carry out other responsibilities as the Annual Conference determines.
2. Membership - There shall be not fewer than six (6) nor more than eighteen (18) who must be of legal age as determined by state law, elected by the Annual Conference for terms of four years. Their terms will be staggered so that approximately equal number of members are in each class.
3. Officers - The officers of the Foundation shall be a President, a Vice-President, a Secretary and a Treasurer. All officers shall be elected by the Board of Directors for terms of one (1) year and may succeed themselves.

### **H. Committee on Clergy and Lay Leadership**

1. The Conference Committee on Clergy and Lay Leadership, elected annually by the Conference, shall include the following membership: one (1) representative from each District, either clergy or lay, nominated by each District for four-year terms; the Conference Lay Leader; the Conference United Methodist Women President (or her representative); the Conference United Methodist Men President (or his representative); the chairperson or designated representative of the Committee on Rules; the chairperson or designated representative of Commission on the Status and Role of Women; the chairperson or designated representative of the Commission on Religion and Race; one member of the Cabinet appointed by the Bishop; one representative of the Conference Council on Youth Ministries; and twelve (12) at-large members elected from the floor of the Annual Conference. At least one young adult will be among the total membership of the committee. Sensitivity to ethnic representation should be given within this structure, and due diligence should be applied to organizing the Committee on Nominations in accordance with the 4/3 guideline. The 4/3 guideline means (to the extent practicable) that 1/3 of the members are clergy, 1/3 of the members are laymen, 1/3 are laywomen; and 1/3 of the total membership is ethnic minority, youth, young adults, older adults, or persons with handicapping conditions. The Committee on Clergy and Lay Leadership shall nominate for election by the Conference the following: the directors, chairpersons, and trustees of all Conference groups including all boards, councils, commissions, agencies, and institutions whose nominations and/or selections of officers are not otherwise provided by the *Book of Discipline*, the rules of the Conference, the bylaws of a

corporation, or the laws of a state.

2. All Boards and Agencies will have terms of four years, unless the Discipline stipulates otherwise (for instance eight years for the Board of Pension and Health Benefits, and quadrennium terms for the Board of Ordained Ministry (2012 *Book of Discipline* ¶ 635.1), Committee on Episcopacy (2012 *Book of Discipline* ¶ 637.1), Council on Finance and Administration (2012 *Book of Discipline* ¶ 612.2). The membership of the Boards and Agencies will be divided into yearly classes except the Council on Youth Ministry (Annual) and the Board of Pension and Health Benefits which will be biennial classes. The Council on Youth Ministries is elected annually. Each new four-year term shall begin at the close of the Annual Conference electing those persons; quadrennial terms shall begin at the close of the Annual Conference session following the General Conference. Service of one-half term or more in filling a vacancy of other than annual term shall be considered as a full term. The terms of those elected from the Districts shall begin upon their election. Their terms shall continue until their successors are elected. The District Nominating Committees shall include in their reports to the District Conference the year of election of members of all District groups to assist the Committee on Nominations in the monitoring of the tenure rule. Tenure on any Conference group shall be no more than two terms except for the Board of Pension and Health Benefits which will be one term. Those who have completed tenure shall not be elected to additional terms with the same group until one (1) full term shall have elapsed, except that members of any General Conference group shall serve on the corresponding Annual Conference group as an ex-officio member with vote, unless otherwise provided by the *Book of Discipline*. None of the above shall limit any Conference or District groups whenever they have decided to establish shorter terms of service.
3. Insofar as possible, the membership on council, boards, and agencies of the Annual Conference shall include one-third clergy, one-third laywomen, and one-third laymen, except for the Board of Ordained Ministry. Special attention shall be given to the inclusion of clergywomen, youth, young adults, older adults, persons with a handicapping condition, and racial and ethnic minority persons in keeping with policies for general church agencies (2012 *Book of Discipline*, ¶ 610.5).
4. The Committee on Nominations shall be empowered to fill vacancies created between Conference sessions in all groups unless otherwise provided by the Discipline or the Annual Conference rules. A vacancy in the Board of Trustees may be filled until the next Annual Conference by the affirmative vote of a majority of the remaining Trustees. If a member of a Conference group is absent for three (3) consecutive meetings or for one year, whichever is the lesser amount of time, without reason acceptable to the group, that group shall notify the member in question. The group shall remove the person in question from membership, and the vacancy shall be filled by the Committee on Nominations. This rule does not apply to ex-officio members.
5. No person shall serve on more than one Conference group at any given time, except as required by the structure of the Annual Conference and/or provided for in the 2012 *Book of Discipline* ¶¶ 906.1a & 710.5. This Rule does not apply to the Committee on Episcopacy, the Strategic Direction Committee, the Committee on Ethnic Local Church Concerns, and the Committee on Native American Ministries.
6. No person shall serve as chairperson of any Conference group for more than a total of four years during the term as a member of that group. The four years served as chairperson need not be served consecutively. No person shall chair more than one Conference group (or major subcommittee lasting more than one year) at any one time.
7. During the first Annual Conference following General Conference the Committee on Nominations shall nominate the Conference Secretary and the Conference Statistician for election for the succeeding quadrennium (2012 *Book of Discipline*, ¶ 603.7).
8. Whenever any Conference group requires District representation, those nominations shall be submitted to the Committee on Nominations for compliance to the rules and guidelines regarding balance, one person/one position, and tenure by February 1 of every year, unless otherwise

provided.

9. The lay leader candidates shall be nominated by the lay members of the annual conference without regard to age; provided candidates shall have been members of the United Methodist Church for at least two years next preceding their election, and shall have been active participants in the United Methodist Church for at least four years next preceding their election, and are members thereof within the annual conference electing them.
  - a. The Conference Lay Leader shall be elected in the same year as General Conference for a four-year term. They may be re-elected one time for a total of eight consecutive years.
  - b. Each candidate wishing to be included in pre-conference and annual conference introductions shall submit his/her candidacy on the form provided by the Conference Board of Laity. All candidate forms must be received or postmarked by February 20th to the Annual Conference. This date ensures that a complete packet of resumes will be included in the pre-conference mailing to all annual conference lay members. No late candidate forms will be accepted.
  - c. The Conference Lay Leader nominated by majority vote at the Laity Session will be included in the Conference Nominating Committee Report to the Annual Conference Session.
10. All members of Conference groups shall fulfill their vows of membership in their local church as a requirement for nomination and/or retention of membership on District and Conference levels. (College students are a special case requiring individual evaluation.)
11. Persons who have been elected to serve on an Annual Conference board or agency who are elected to serve on a General Board or Agency will become members of the comparable Annual Conference group, and resign their previously elected position.

**I. ORDAINED MINISTRY, Board of**

All persons having both completed candidacy studies and been certified for diaconal ministry deacons and elders ordination and conference membership, or full-time local pastors prior to January 1, 1997, will be allowed to proceed under the provisions of the 1992 *Book of Discipline*.

**J. PENSION AND HEALTH BENEFITS, Board of**

The Conference Board of Pension and Health Benefits (CBOPHB) shall be governed in all matters by the *Book of Discipline*, the rules of the Clergy Retirement Security Program (CRSP), and the Comprehensive Protection Plan (CPP) as administered and interpreted by the General Board of Pension and Health Benefits (GBOPHB). In matters where significant options are permitted by the Annual Conference the Board shall make recommendations to the Annual Conference for its consideration and approval. The actions of the Annual Conference shall be included in the rules of the CBOPHB printed in the Journal.

**1. Clergy Retirement Security Program**

- a. All eligible clergy persons shall participate in this plan as defined by the CRSP Document.
- b. The Church contribution to the Plan shall be payable each month to the CBOPHB and shall be a percentage of the active participant's plan compensation (cash salary plus housing allowance or parsonage provision) for a plan year, as established by the Annual Conference.
- c. The obligation to make the church contribution on behalf of the active participant shall be as follows:
  - 1) The local church if the active participant is serving a local church.
  - 2) The applicable conference budget if the active participant is a district superintendent or a conference staff person.
  - 3) The active participant's salary paying unit if the active participant is other than described in section 1 or 2, above.
  - 4) The Board of Ordained Ministry or local church(es) (at its discretion) if the active participant is appointed to sabbatical leave or to attend school.
- d. Any board, agency commission or conference organization which makes supplemental salary payments to a local church shall be obligated to pay the pro-rata share of the church

contribution at the established rate for those payments which are a part of the active participant's plan compensation.

- e. The CBOPHB shall have final authority in all matters related to Section c and d, above.

**2. Comprehensive Protection Plan**

- a. All eligible clergy persons shall participate in the Comprehensive Protection Plan.
- b. The obligation to make the church contribution on behalf of the active participant shall be in accordance with the conference remittance (apportionment) option of CPP (i.e., the source of the church contribution shall be apportioned to the local churches as an item in the budget of the CBOPHB).

**3. Past Service Obligation**

The responsibility for all past service benefits payable in accordance with Supplement One of the MPP shall rest with Annual Conference, and shall be the budget obligation of the CBOPHB.

**4. Endowment and Trust Funds**

The CBOPHB is the recipient of income and distributions from conference pension and health benefit funds invested at the GBOPHB and the conference Foundation, and also the Frank and Georgia Lynch Trust Fund. The funds received by the CBOPHB from these sources shall be used for the pension and health benefits of conference claimants and participants upon the recommendation of the CBOPHB.

**5. Notifications Related to Deaths**

The CBOPHB shall notify all Conference members in case of the death of a Conference member, or any other person closely related to the Annual Conference.

**6. Health Insurance Plan; Eligibility and Participation**

**a. GENERAL:**

Health insurance benefits are an earned benefit of the clergy as members of the Conference. For purposes of the Conference Health Insurance Plan (Conference HIP) only, clergy members means those clergy under appointment in the Conference under the 2012 *Book of Discipline* ¶ 337.1. All other Conference HIP participants are considered non-clergy. Clergy members must demonstrate continued coverage in the Conference HIP in order to be eligible for Conference HIP subsidy at the time of retirement. Clergy members will be allowed 30 days to complete the enrollment process following their appointment date. Failure to complete the process within 30 days could require proof of insurability. Applications will be mailed from the CBOPHB upon request by letter or telephone.

**b. ACTIVE CLERGY MEMBER PARTICIPATION:**

- 1) Clergy members under appointment three-quarter time or full-time to a local church or staff position of the Conference, must enroll in the Conference HIP. Each employing local church or the Conference will be required to pay the clergy member's premium whether or not they choose to participate.
- 2) Coverage for clergy members on leave may be continued for a maximum of twelve (12) months provided acceptable arrangements for continued payment of premiums are made with the Conference Treasurer. Coverage after 12 months will only be provided if the clergy member is again under appointment.
- 3) The Conference will pay for all Conference HIP premiums for any clergy member who is on approved disability leave as defined by the GBOPHB. Said premium coverage will include the clergy member's spouse and dependents as well.

**c. RETIREE ELIGIBILITY AND SUBSIDIES:**

- 1) Retirement subsidy is provided if a clergy member is enrolled in the Conference HIP during his or her entire ministry in this Conference, and retires from this Conference and meets the other eligibility requirements. The amount of the subsidy for clergy retiring by 12/31/12 shall be \$200 per person per month. The amount of the subsidy for clergy retiring retired after 12/31/12 shall be \$5.33 for each year of active service in the

ministry, up to a maximum subsidy of \$200 per person per month.

- 2) Conference HIP premium subsidy payments will only be paid by the Conference for those clergy members and their dependents active in the Conference HIP at the time of retirement, and who have a minimum of 20 years of active service in the ministry. 3) The Conference HIP premium subsidy payments at retirement will be at a rate of 10% per year of active service within this Conference, up to the maximum subsidy for 10 or more years of Conference service, provided the retiree has 20 years or more of active service in the ministry.
  - 4) Clergy who have reached age 65 years of age and who have opted out of Social Security, will receive health insurance premium subsidy payments equal to the dollar amount of those participating in Medicare upon retirement, provided they have 20 years or more active service in the ministry.
  - 5) Clergy members retiring that are less than 65 years of age with at least 20 years of active service in the ministry will receive health insurance premium subsidies to be applied towards the Conference HIP, equal to the dollar amount of those participating in Medicare, provided at least 10 years of such active service were appointment years within the connectional structure of this Conference. Those clergy members retiring who are less than 65 years of age but with 35 years of active service or more in the ministry will be entitled to the same percentage of premium subsidy as those on Medicare subsidies.
  - 6) In order to be eligible for the Conference HIP Medicare Supplement/Medicare HMO coverage, the retiring clergy member must have 5 continuous years of participation in the Conference HIP immediately prior to retirement from the Conference.
  - 7) Surviving spouses of retired clergy members who qualified in 2002 or before will receive full Conference HIP premium subsidy paid by the Conference.
- d. **SURVIVING SPOUSES AND DEPENDENTS:**
- 1) Surviving spouses and dependents of active clergy members shall have full coverage provided by the CBOPHB for 3 months. Before the expiration of the above-mentioned 3-month period, the surviving spouse and/or family will consult with the Executive Secretary of the CBOPHB, who may assist in arranging a form of health insurance coverage. At the end of the 3 months of full coverage, continuing coverage is available as follows:
    - a) If the surviving spouse has less than 30 years of shared ministry with the clergy member, he or she may participate in the Conference HIP by paying the full applicable premium.
    - b) If the surviving spouse has 30 years of shared ministry, the Conference will provide a 10% health insurance premium subsidy for continued participation in the Conference HIP.
    - c) If the surviving spouse has more than 30 years of shared ministry, the Conference will provide an additional 10% health insurance premium subsidy for each additional year of shared ministry up to a maximum of 100% subsidy for 39 or more years of shared ministry.
  - e. **DIVORCED SPOUSES:** So long as the Conference HIP is in force, coverage for a divorced spouse, with or without dependents, will be available at her or his own cost if continued coverage is required by legal decree. If continued coverage is not required by legal decree, the divorced spouse and dependents are no longer considered eligible dependents.
  - f. **NON-CLERGY EMPLOYEES:** While active or in retirement, non-clergy employees of local churches, conference agencies and staff within the Conference may participate in the Conference HIP pursuant to the terms of the applicable adoption agreement.

## **7. Additional Regulations about Health Insurance**

- a. For all clergy members and non-clergy participants in the Conference HIP whose paying unit is the local church, the premium is to be paid by the local church directly to the Conference Treasurer with the exception of those churches receiving equitable compensation or other subsidies. For those clergy members at churches receiving equitable compensation or other subsidies, the full premium is to be deducted from the subsidy by the Conference Treasurer if sufficient subsidy funds are available.
- b. Cancellation by a clergy member or non-clergy participant of the health insurance coverage provided by the Conference HIP requires that notice be received by the Conference Treasurer's office not less than 30 days prior to the effective date of cancellation. All insurance cancellations are effective the first day of the first month that is at least 30 days after receipt of the notice. The local church sponsoring the participant is responsible for the notification and will be responsible for unpaid premiums.
- c. When a participant becomes sixty (60) days in arrears with the Conference HIP premium, the policy for the participant may be cancelled by the plan sponsor.
- d. The CBOPHB is authorized to use up to 3% of the premium payments for administrative purposes.
- e. Exceptions to the rules governing the Conference HIP are not permitted unless recommended by the Cabinet and approved by the CBOPHB. The rules set forth in the Conference HIP, as provided through the GBOPHB, take precedent over the rules set by the Conference and the CBOPHB.

## **K. PERSONNEL, Committee on**

1. The Conference Personnel Committee shall be comprised of the following members: Nine voting members of which six (6) are members-at-large; one (1) representative, not an employee, from each of the following funding agencies: Covenant Council; Conference Council on Finance and Administration and from the Board of Congregational Development. Ex-officio members without vote will be as follows: a representative from the Commission on Religion and Race, a representative from the Committee on the Status and Role of Women, a representative from the Bishop's Cabinet and the Conference Personnel Office.
2. The Conference Personnel Committee will be responsible for the Conference Personnel Policies which are to be printed in each Annual Conference Journal. The Committee will have general oversight of employment policies and practices along with the various funding agencies of the Annual Conference and its employees. The Committee, through the Personnel Officer, will develop policies and procedures so that a contemporary personnel system will function. The following are specific tasks that the Committee will be responsible for, including, but not limited to:
  - a. The communication of policies and/or procedures to both exempt and nonexempt employees.
  - b. The assignment of wage ranges of the various personnel positions in consultation with the funding agencies.
  - c. The final appeal committee for grievance or administrative review.
  - d. Help in the development of new exempt positions in an advisory capacity.
  - e. Initiate in consultation with the personnel officer and funding agencies any amendments to the Conference Personnel Policies. All amendments must be approved by and Annual Conference in order for them to be enacted and become part of the official Conference Personnel Policy.
  - f. Receive and act on any reports concerning sexual misconduct.
  - g. Interpret personnel policy decisions between Annual Conference sessions, if necessary. Such actions shall be reported to the next session of the Annual Conference for ratification and/or other action.
  - h. Provide an annual report to each session of Annual Conference.

- i. Establish parameters for the development of and review of job descriptions.
- j. Establish guidelines for, and ensure completion of, performance reviews.

**L. RELIGION AND RACE, Commission on**

1. The Conference Commission on Religion and Race shall carry out functions in the area of racial inclusiveness by the reviewing of Conference groups and institutions, Conference priorities and minority empowerment.
2. The membership shall consist of sixteen (16) elected members; including one (1) representative from each of the four (4) Districts who shall serve as District Director and twelve (12) at-large members including at least one (1) person from each District. In addition a cabinet member shall serve with vote. The membership shall be racially inclusive, reflective of all ethnic groups in the Annual Conference.
3. Members of the Commission shall be elected quadrennially by the Annual Conference with the maximum of two (2) consecutive terms.
4. The officers, committee chairpersons and other officers, as needed, of this commission shall be elected at the spring meeting.

**M. RULES, Committee on**

There shall be a Conference Committee on Rules to consist of seven (7) members. They shall be arranged in three (3) classes with a term of four (4) years each. The Conference Chancellor shall be an ex-officio member of the Rules Committee.

**N. SESSIONS**

**O. STATUS & ROLE OF WOMEN, Commission on**

**P. STRATEGIC PLANNING Committee**

**1. Authority and Responsibility**

- a. The Conference Strategic Planning Committee (CSPC) was established in 1987 by action of the Desert Southwest Annual Conference.
- b. The scope of authority and responsibility of the Conference Strategic Planning Committee is defined by the CSPC Strategic Plan, which is approved by the Bishop and the Annual Conference.

**2. Mission**

The conference Strategic Planning Committee serves to support the leadership of the Bishop and the functioning of the Desert Southwest Conference as defined in ¶ 414.1 of the 2012 *Book of Discipline*.

**3. Structure**

- a. Chairperson - The Bishop shall appoint the Chairperson of the Conference Strategic Planning Committee. The Chairperson will serve in accordance with the rules of the Desert Southwest Conference.
- b. Membership
  - 1) The Bishop of the Desert Southwest Conference
  - 2) Four to six members, lay and/or clergy, shall be nominated by the Conference . . .
  - 3) The Chairperson of the Conference Covenant Council
  - 4) The Chairperson of the Conference Council on Finance and Administration
  - 5) The Conference Lay Leader
  - 6) A District Superintendent, to be assigned by the Bishop
  - 7) The Conference Director of Connectional Ministries (without vote)
  - 8) The Conference Director of Administrative Services (without vote)

**4. Meetings**

The Conference Strategic Planning Committee will generally meet a minimum of five times a year. Ex-officio and Cabinet participants will be welcome at any meeting, but will be specifically invited to attend as needed.

**Q. TRUSTEES**

1. Effective July 1, 2009, all net proceeds from any church closure asset sales are to be placed in the Desert Southwest Conference endowment fund for the planting of new churches. This endowment fund may also be used to support loans guaranteed by the Conference should the Loan Guarantee Fund (formerly the Pacific Homes Fund) be inadequate. Exceptions may be made by the Annual Conference, or by the Covenant Council between sessions of the Annual Conference, upon recommendation of the Appointive Cabinet in consultation with the New Faith Communities Committee.

**R. UNITED METHODIST MEN**

**S. UNITED METHODIST WOMEN**

**T. SIDEWALK SUNDAY SCHOOL COMMITTEE AND EXECUTIVE TEAM**

**Purpose:** The Sidewalk Sunday School Committee shall support the Ministries of Sidewalk Sunday School within the Desert Southwest Conference. The committee will also make recommendations regarding membership of the Executive Team. The Chairperson of the Executive Team shall be the Chairperson of the Sidewalk Sunday School Committee. By Annual Conference 2006, this Committee and Executive Team shall comply with Section VIII, H. 5.

1. The Executive Team should consist of six members; Chairperson, staff person (ex-officio without vote) and four members.
2. The members of the Executive Committee shall be all Sidewalk Sunday School site directors, and all affiliated Clergy and up to four (4) Members at Large.
3. The members of the Committee will serve terms as determined by the Conference Nominating Committee. A list of nominees will be submitted to the Conference Nominating Committee by the Sidewalk Sunday School Committee when required.
4. When a member has completed their term, they may not be reappointed to the Committee or Executive team for a period of at least one year.
5. The Executive Team will meet quarterly. At least one meeting is to be held in person. Other meetings may be held by conference call or on-line. Additional meetings may occur as warranted. All meetings will be funded by the Sidewalk Sunday School budget.
6. Responsibilities of the Executive Team shall include; Assisting staff person in review and setting of annual budget for the ministry. Establish standards as recommended by the Sidewalk Sunday School Committee. Support the Associate Director of Children & Youth Ministry at Risk, as needed.
7. Executive Team decisions shall be disseminated to the members of the Sidewalk Sunday School Committee in writing or by e-mail as appropriate.

**U. COMMISSION ON COMMUNICATIONS**

1. **Purpose:** The Commission on Communications will serve to guide and assist the communications staff and volunteers of the Desert Southwest Conference in their mission to facilitate Christian disciple-making through communications ministries, particularly (1) by facilitating communications within and among the agencies, leaders, and membership of the Desert Southwest Conference and (2) by helping to equip local congregations to communicate with their membership and communities. The Commission on Communications will focus and guide the communications ministries of the Desert Southwest Conference as directed by ¶ 646 of the 2012 *Book of Discipline of The United Methodist Church* and as guided by guidelines adopted by the Annual Conference and Commission on Communications members.
2. **Membership and Structure:** The Commission on Communications shall consist of between 8 and 16 members elected at each year's annual conference session. Per Conference Rules (p223, 2006 Journal Yearbook), members shall be elected to four year terms divided into classes, with tenure not to exceed two terms.  
Membership in the Commission on Communications is to be based upon interest and expertise, but each District is asked to help identify at least 2 representatives from their region. The Commission recommends each district nominate at least 1 person to serve on the Commission

and work with the superintendent and assistant, as a connection between conference and district communications. The Commission recommends that each local church identify/elect a lay member to serve as a point of contact for communications ministries.

Members of the Commission may be self-identified or recommended by district or conference nomination committees. Elections to the Commission on Communications shall be preceded by consultation between the conference lay leadership committee, district superintendents, and the Commission on Communications.

Members may serve as leaders of Ministry Teams [see #4] consisting of additional volunteers not elected as members of the Commission on Communications.

In addition to the 8 to 16 elected members, the following conference staff shall be a part of or relate to the Commission on Communications: Director of Communications, Communications Assistant/Editor, and Information Systems Manager.

3. **Responsibilities:** The Commission on Communications will:
  - a. Be accountable to the annual conference session.
  - b. Meet regularly to envision, encourage, and equip conference staff and volunteers as they serve to create and distribute communications pertinent to the mission and strategic direction of the annual conference.
  - c. Periodically review, and guide staff in fulfilling, the strategic direction developed for conference communications.
  - d. Create ministry teams to serve in the creation and distribution of communications and the training of local congregations in communications ministries.
4. **Ministry Teams and General Guidelines:** The Commission on Communications is establishing ministry teams and guidelines for the facilitation and creation of communications ministries within the annual conference and local church:
  - a. **Annual Conference Session Support Team:** The Annual Conference Session Support Team will work to lead, organize, communicate, and facilitate the communications media and technology needs necessary to support the work of the annual conference session. This team will serve to provide (1) projection and video support during sessions and worship, (2) online video casts of conference sessions and worship, (3) video and/or audio recordings of sessions and worship, and (4) other communications needs as they emerge. The Annual Conference Sessions Support Team will communicate with the Committee on Sessions regarding video and projection needs as well as timetables and deadlines.
  - b. **Guidelines Team:** The Guidelines Team will work with the Commission on Communications to establish rules and guidelines for the Commission, its Ministry Teams, and for use of conference communications resources and technology.
  - c. **Online Ministry Team:** The Online Ministry Team will work to provide support, evaluation, and guidance for web-based communications within the annual conference. The team will also serve to provide, through conference staff and volunteers, training and resources to assist local churches in making effective use of web-based communications.
  - d. **Print Ministry Team:** The Print Ministry Team will work to evaluate and improve printed resources within the annual conference, including mailings, *The Journal*, and other media. The team will also serve to provide, through conference staff and volunteers, training and resources to assist local churches in making effective use of traditional print media.
  - e. **Technology Team:** The Technology Team will communicate with Conference communications staff and volunteers regarding technology needs, research options, and make recommendations for the purchase and maintenance of necessary equipment. The team will also serve to provide, through conference staff and volunteers, training and resources to assist local churches in making decisions about technology options and use.
  - f. **Video Ministry Team:** The Video Ministry Team will work with conference staff and volunteers to produce and distribute conference-planned video communications via

presentations, DVD, online, or other distribution sources. Video Ministry Team volunteers and equipment may be made available on a contractual basis to local congregations for video production provided such projects do not limit or delay conference productions and are in keeping with the mission and strategic direction of the annual conference. (Contracts and associated fees for the use of equipment and volunteers will be developed by conference staff and volunteers with input from the Commission on Communications.) The Team will also serve to provide, through conference staff and volunteers, training and resources to assist local churches in effectively producing and using video in ministry.

## **V. DISTRICT STRUCTURE**

The Discipline states that the purpose of the District Council on Ministries shall be to assist local churches to minister more effectively; to serve as a channel of communication between the local churches, the Annual Conference Covenant Council, and the general agencies of the Church; to initiate programs for the district; and to help the Annual Conference Covenant Council in the performance of its functions.

Each district may determine its structure and membership using whatever innovative methods and organizations that achieve the purpose of the District Council on Ministries as stated in the Discipline. It is recommended that a District Conference be held each year on or after September 1 and not later than November 15th. The membership of the District Conference may include, among others, the following: All clergy and diaconal ministers living within the bounds of the District; the deaconesses; lay pastors; members of the District Union Board of Trustees, the District Lay Leader and Associate District Lay Leader(s); the lay members of the Annual Conference located in the District; the Presidents of the District UMW and UMM; the President of the District Council on Youth Ministries; and, from each local church, the lay leaders, church school superintendents, Presidents of the UMW and President of the UMM, Chairpersons of church councils and a youth.

## **B. CONFERENCE PERSONNEL POLICIES**

The following policies for Exempt Personnel and Non-Exempt Personnel are presented to the Desert Southwest Conference as revisions of, additions to, and deletions from policies previously adopted by the Conference at various times. These policies, as adopted by the Desert Southwest Conference, replace all policies previously adopted and, from the point of adoption, will be the policies for all employees within the Conference.

### **I. GENERAL POLICIES**

#### **A. Purpose and principles of the personnel policies:**

It is the purpose of these personnel policies to establish and maintain a uniform system for managing personnel matters; to comply with applicable employment laws; and to provide for the standards, terms and conditions of employment within the Desert Southwest Conference (from this point on abbreviated as DSC) of the United Methodist Church in a clear and comprehensive fashion to maximize the efficiency and orderliness of operations. It is further intended, by the adoption and periodic updating of these policies and procedures that they serve as a guide for employees of the DSC in their routine work activities and relationships to the extent that the objectives of both the DSC and the individual employees can be achieved. The DSC also recognizes that employees differ in their skills, goals, perceptions, and values; and that it is basic to human nature that conditions may arise that are either insufficiently addressed in these policies and procedures, or that result in conflicts. In such cases, the DSC will endeavor to make personnel decisions that are fair and equitable, while at all times assuring that the best interest of the DSC are served. The DSC hereby asserts that it has the right to employ the best qualified persons available; that the continuation of employment is based on the need for work to be performed, availability of revenues, faithful and effective performance, proper personal conduct, and continuing fitness of employees; and that all employees are terminable at will. Conversely, employees deserve to be fully informed of their duties and responsibilities; to be

provided with adequate administrative and supervisory direction; to be informed of their performance levels; to be compensated based on the value of their contributions; to be considered for promotional opportunities; and to be treated with dignity and respect at all times.

Therefore, the policies set forth in these Personnel Policies prescribe the terms, conditions, and standards of personnel operations for the DSC, the content of which is neither contractually binding upon the DSC nor restrictive in terms of amendment or interpretation by the DSC. The DSC reserves the right to change these personnel policies, salaries or wages and benefits at any time. The Personnel Policies are not intended to alter the employment at will relationship in any way. Employees are expected to acquaint themselves fully with the content of these policies in order to establish an employment relationship based on a complete understanding of the DSC personnel requirements, expectations, and methods of conducting personnel matters. Since it is the policy of the DSC to encourage employee participation in all matters that affect their work, employees are encouraged to offer suggestions for improvement to these policies, employment practices, or working conditions by contacting the Personnel Officer, or the supervisor of their respective funding agency for which they are employed or the Conference Personnel Committee.

**B. The *Book of Discipline of The United Methodist Church*:**

If there a difference in interpretation or if a conflict arises between these Personnel Policies and the current *Book of Discipline of The United Methodist Church*, the current *Discipline* will prevail in interpretation as well as conclusion to any such questions.

**C. Agencies affected by the conference personnel policies:**

These policies will apply to all Exempt and Non-exempt Personnel within the DSC and specifically (but not restricted to) the following groups: The Covenant Council and related departments, the Conference Council on Finance and Administration and related agencies; the Board of Pension and Health Benefits, the District Offices of the DSC and all other groups, agencies or Boards that shall in the future be directed by the Annual Conference to employ Exempt and Non-Exempt Personnel under the policies of the Conference Personnel Committee.

**D. Nepotism:**

Persons shall not become employees of agencies of the DSC for any position that would require that person to be responsible for, or responsible to, a member of that person's family (spouses, parents, children, in-law, etc.) who is already employed by the DSC. Any exceptions to this policy must be authorized by the Conference Personnel Committee prior to any employment.

**E. General conduct of employees:**

An obligation rests with every employee of the DSC to render honest, efficient, and courteous performance of duties. All personnel will therefore be responsible and held accountable for adherence to all policies, rules, directives, and procedures prescribed by the DSC through supervisory or management personnel. All employees have a duty to report, verbally or in writing, promptly and confidentially, any evidence of any improper practice of which they are aware. As used here, the term "improper practice" means any illegal, fraudulent, racist, dishonest, negligent, or otherwise unethical action arising in connection with the DSC. Reports of improper practice should be reported to the Personnel Officer except when the alleged impropriety appears to involve a supervisor in which case such reports should be referred to the Conference Personnel Committee.

**F. Equal Employment Opportunity (EEO):**

The Desert Southwest Annual Conference believes employment decisions should be based on an individual's qualifications and without regard to condition or status of race, color, gender, age, disability, marital status, sexual/gender orientation, veteran status, national origin, and any other protected class under applicable laws. This nondiscrimination policy applies to all employment areas, including recruitment, hiring, compensation, benefits, training, promotions, workforce reductions, discipline, and termination. A preference for United Methodist membership may be included in the qualifications for positions as determined appropriate by the Director of Administrative Services/Treasurer and the Conference Personnel Committee.

#### **G. Americans with Disabilities Act (ADA):**

The Desert Southwest Annual Conference complies with the Americans with Disabilities Act by providing a work environment free from discrimination against qualified individuals with disabilities. Employment opportunities will be available to qualified individuals with disabilities. Further, reasonable accommodation will be provided for qualified individuals with disabilities unless that accommodation produces an undue hardship. In addition, events and activities planned, conducted, or sponsored by the Conference will be in a location that is accessible to disabled persons with or without accommodation. To request an accommodation, contact your supervisor or the Director of Administrative Services/Treasurer.

#### **Definitions**

**Disability.** A physical or mental impairment, a record of such an impairment, or being perceived as having such an impairment, which substantially limits one or more major life activity, such as hearing, speaking, breathing, and certain manual tasks.

**Essential functions.** The fundamental duties of a position; eliminating these duties would fundamentally change the job.

**Qualified individual with a disability.** A person with a disability and with the qualifications to perform the essential functions of a position with or without reasonable accommodation.

**Reasonable accommodation.** Modification or adjustment to the work environment or to the manner or circumstances under which a job is customarily performed which enables a qualified person with a disability to perform the essential functions of the position.

### **II. EMPLOYMENT POLICIES**

#### **A. Employment at will:**

All employees are hired conditionally on the basis of continuing need. Those employment status categories (Section II: F) or anything contained in these policies and procedures do not guarantee employment for any specified length of time. Rather, employment is at the mutual consent of the employee and the DSC and can be terminated at will by the employee or the DSC. Professional staff who are clergy have certain Disciplinary rights; therefore, their termination must be in accordance with the current *Book of Discipline*. No DSC supervisor is authorized to modify this policy for any employee, or to enter into any agreement, oral or written, contrary to this policy. Completion of a probationary period or the conferral of another employment status will not change this employment at will policy, nor will it restrict in any way the DSC's right to terminate such an employee nor change his/her terms or conditions of employment.

#### **B. New positions:**

New positions are those in which there is an identified, justified, and approved list of job tasks and qualification standards sufficiently different from existing job descriptions, or the position is in addition to positions of the existing employee structure of the DSC. New Exempt position requests must be approved by the funding agency, supervisor(s), the Covenant Council, the Conference Personnel Committee and the Council on Finance and Administration as well as an Annual (or special) Conference of the DSC. Prior to approval and hiring by the DSC, a thorough job description will be prepared and a wage range assigned for that position by the review and approval of the Conference Personnel Committee.

#### **C. Job descriptions:**

The Personnel Officer will be responsible for maintaining thorough job descriptions on all classes of employment with the aid and assistance of agency supervisors and the Conference Personnel Committee. Such job descriptions should contain the designation as to whether the position(s) covered by the job description are categorized as Exempt or Non-Exempt, in addition to duty and qualification specification. All job descriptions will be reviewed annually by supervisor(s) with input from the funding agencies to determine their continued accuracy, completeness, compliance with applicable standards of state and federal laws, and relevance to the DSC's pay and performance evaluation systems. Job descriptions and the allocation of employees to positions may be revised or

altered from time to time at the sole discretion of the DSC as a means of operational efficiency and the changing nature of the needs that arise. When and where it is deemed appropriate, the DSC will endeavor to advise affected employees of changes in job description details or their allocation to a specific position, including the determination to abolish positions, in which case employees may be offered other positions for which they are qualified.

**D. Hiring:**

1. All position openings, both Exempt and Non-Exempt, with the qualifications required, shall be advertised as widely as possible to provide the maximum exposure to all possible applicants by the funding agency requiring such personnel. A job description will be provided by the supervisor (or the employing Board or Agency) to each applicant so that the duties and reporting assignment may be fully understood. Utilizing established salary ranges, the funding agency will establish wages or salaries and also make provisions for performance reviews. The following steps are suggested.
  - a. Advise or consult with the Bishop and Cabinet of the opening and request suggestions of both laity and clergy.
  - b. Publicize in such a way that the entire DSC will have the opportunity to suggest candidates.
  - c. Advertise through DSC and national church communications.
  - d. Request desired applicants to apply. In the case of clergy, the agency must submit the proposed name to the Bishop and the Cabinet for approval.
  - e. At the point of employment, the employee will be notified of their employment status (see II: F), wages, benefits (if any) and any other specifics of their employment which will also include a statement concerning the introductory period (see II: E). This will be done in writing by the supervisor or funding agency.

**E. Introductory period:**

Both Exempt and Non-Exempt employees shall be employed for an initial introductory period of 90 calendar days. During this time the supervisor will periodically evaluate his/her compatibility, ability, and interest in the job. In the case of an Exempt Employee, this will be done by the funding agency. Following the successful completion of the introductory period a staff member will be notified by supervisor or funding agency, in writing, that he/she is being placed on “regular” status as defined in Section II: F. The staff member will then become eligible for employee benefits once he/she satisfies the terms and conditions of the various benefit programs. The exception to receiving delayed eligibility benefits are those who already receive benefits and are continually employed or promoted to other positions by the DSC.

**F. Employment status categories:**

It is the policy of the DSC to categorize the status of employees in order to make distinctions in benefits and conditions of employment among employees, and to aid in a better understanding of employment relationships with the DSC. The nomenclature of “employee” and “personnel” mean one and the same. All personnel will be given an employment status of either Non-Exempt or Exempt employees.

1. Non-Exempt Employees: Employees covered by overtime pay and other distinctive provisions of the Fair Labor Standards Act or applicable state laws. Such employees are entitled to overtime pay for work required to be performed by the DSC over forty (40) hours per workweek or as state law requires.
2. Exempt Employees: Employees classified by the DSC as Exempt are ineligible for overtime pay and other employment conditions as provided for in the Fair Labor Standards Act and applicable state laws. Generally, such employees are those occupying executive, administrative, or professional positions.

In addition to the above employment status designated which is required by law, all employees will be also classified in one of the following categories so that the DSC is able to determine benefits, etc.

3. **Introductory Employees:** New, rehired, or promoted employees who serve within the periods as described in Section II: E, and who are supervised and evaluated in order to assess their ability and adaptation. Introductory employee(s) may be terminated at the will or discretion of the Personnel Officer, Agency or Board under which the employee serves. This applies to both Exempt and Non-Exempt employees.
4. **Regular Full Time Employees:** Employees, both Exempt and Non-Exempt who regularly work a minimum of forty (40) hours per week on a continuous basis following satisfactory completion of an introductory period and who are entitled to overtime pay beyond the 40 hours per week.
5. **Regular Part-time employees:** Employees who complete a satisfactory Introductory period and regularly work more than twenty (20) but less than forty (40) hours per week on a continuous basis.
6. **Temporary Employees:** Employees holding jobs of limited or specified duration arising out of special projects, position vacancy pending appointment, the absence of a position incumbent, abnormal workloads, emergencies, or other reasons established by the DSC. Part-time, temporary and substitute employees shall be hired only when provided for in the budget, or when an off-setting reduction will result in a budget item, and then only upon approval of the chairperson of the funding agency. Temporary employment is interpreted to mean any employment period less than 120 consecutive days within any 365-day period, beginning with the first day of employment. Each employee working a minimum of 20 hours per week is eligible to participate in the Group Health Insurance Plan. Each employee working a minimum of 30 hours per week is also eligible to participate in the Employee's Pension Plan.

**G. Exempt personnel levels:**

There shall be a job description developed by the funding agency for every Exempt position which shall include the responsibilities for the position, the qualifications and skills needed. This description shall be filed with the Conference Personnel Files. Levels of salary ranges will be determined by the Conference Personnel Committee. Each year prior to the budget planning process, all funding agencies will recommend any changes of compensation within the ranges as approved by the DSC. Factors to be given considerations are as follows: complexity of responsibility, supervisory responsibility, budgeting responsibility; and level of decision-making responsibility.

**The levels of Exempt personnel are as follows:**

- I. Executive Director of Administrative Services/Treasurer; Executive Director of Connectional Ministries, and District Superintendents.
- II. Director of Communications, Director of Discipleship Ministries, Director of Outreach Ministries, and Assistant Treasurer/Comptroller
- III. Camp Managers
- IV. Assistant Camp Managers

**H. Reclassification of Employment positions:**

If and when a change in job description necessitates raising the job level of a position, the employee filling said position will be given the opportunity to apply for that new position. The employee may be reclassified which means that, after a careful interview process, the person filling the position is deemed qualified to fill the requirements of the expanded job description. If, after the interview process, it is determined this person is not qualified for reclassification then the process for the filling of a vacant position will be followed.

**I. Confidentiality:**

The DSC maintains control over entrance to premises occupied by its personnel, access to work locations and records, computer information, and anything of monetary value. Personnel who are assigned keys, given special access, or assigned job responsibilities in connection with the security or confidentiality of records, equipment, etc. will be required to use sound judgment and discretion in carrying out their duties, and will be held accountable for any wrongdoing or acts of indiscretion or breaches of security.

### **III. PERSONNEL MANAGEMENT**

#### **A. Administration of personnel system:**

Ultimate authority for interpretation, application, and enforcement of Personnel Policies rest with the DSC. The Conference Personnel Committee and the Director of Administrative Services/Treasurer who also serves as the Personnel Officer, will be responsible for personnel operations and will also be responsible for such personnel matters as:

1. Initiation of amendments and revisions to these policies and procedures at times determined by the DSC to be necessary or warranted.
2. Initiation or revisions to job descriptions, recommend wage and salary schedules or ranges to be approved annually by the DSC., benefit plans and programs, and performance evaluation systems.
3. Involvement, along with the funding agency, in recruitment, selection evaluations, equal employment opportunity, and personnel records.
4. Performance of other duties that may be necessary to carry out the practices and provisions of a contemporary personnel system.

It is further understood that the Conference Personnel Committee will be the policy-making body for the DSC and the Director of Administrative Services, who is also the Personnel Officer, is responsible for administration of the personnel policies within the Annual Conference. The Conference Personnel Committee will also maintain an open door policy so that personnel can voice their questions, concerns, etc. if there is such need.

#### **B. Personnel files:**

Complete personnel files shall be kept containing Conference Personnel Policies, job descriptions, employment applications and resumes, confirmations of employment, annual performance reviews, and annual payroll data for all Exempt and Non-exempt employees. These files shall reside in the office of the Personnel Officer who shall be responsible for their accuracy and confidentiality as they relate to employees of the DSC. Furthermore, supervisors or the funding agency is responsible for the documentation of personnel performance records and copies will be made available to personnel who request their own records. The Personnel Officer will establish retention schedules of employees' files so that these files are properly maintained. Funding agencies will have access to appropriate files of their personnel.

#### **C. Performance evaluation:**

1. Exempt personnel shall be evaluated annually by their supervisor with input from the funding agency according to specific objectives jointly agreed upon.
2. In the case of Non-Exempt personnel, annual reports of each employee's performance during the preceding year are to be completed by supervisory personnel and discussed with the employee prior to its presentation to the Personnel Officer or the funding agency.
3. The date for completing and submission of the annual performance evaluation will be prior to December 1<sup>st</sup> of each year.
4. The rating supervisor will provide the employee with a copy of the evaluation report at the time of discussion with the employee. A completed, signed, and dated copy will then be submitted to the Personnel Officer for placement in the employee's personnel file.
5. Where rating supervisors have identified characteristics of an employee's performance needing improvement, the supervisor should be as specific as possible in describing the deficiency, and the ways and means of improving to an acceptable level. Supervisors are therefore entitled to retain a copy of each of their employee's evaluation reports for the purpose of follow-up to any actions required, or for reference in general.
6. When the Personnel Officer or a supervisor observes a marked change in the performance of an employee that is not disciplinary in nature, an unscheduled performance evaluation can be completed in the same manner as an annual report. Typically, discretionary performance reports are completed by the immediate supervisor and reviewed with the employee, and placed in the personnel file as a means of formally recognizing the need to correct significant declines in an

employee's performance.

7. A substandard rating, as applied to performance means any rating below the rating level of "satisfactory." Employees receiving a substandard rating or ratings will not be eligible to receive a merit pay increase.

**D. Expense and travel policies:**

1. Expense allowance will be paid on submission of approved monthly expense statements on the basis of prevailing rates set by the Council on Finance and Administration. A log shall be maintained giving date, mileage, and destination. Travel between home and office is not included.
2. Airfare and other necessary public transportation or car rental will be at lowest rate available. If car rental is used in lieu of personal vehicle, reimbursement will be at the applicable mileage rate.
3. Hotel charge will be paid only if required travel is further than fifty (50) miles from home.
4. Meals and tips, to a maximum per day, will be determined annually by Council on Finance and Administration.
5. All expenses incurred by Exempt Personnel in the performance of their duties are to be charged to the appropriate budget.
6. Annual Conference room and board will be paid for, including the spouse of a Level One (I) Exempt employee. Other family expenses are the responsibility of the Exempt Personnel.
7. Monthly statements comparing actual expenses to budgeted figures will be provided by the Treasurer. Care shall be taken to keep actual expenses at or below the budgeted amount. Vouchers and backup must reach the Office of Administrative Services/Treasurer within forty-five (45) days of the incurrence of the expense.
8. In the event a request for payment exceeds any annual budgeted area of expense, the Treasurer is directed not to reimburse expenses, except for salary-related items. An appeal for payment beyond the budgeted area of expense may be submitted to the Executive Committee of the Council on Finance and Administration for consideration.

**E. Disciplinary procedure:**

1. As a matter of policy, the DSC seeks to resolve conduct and performance problems in the most informal and positive manner possible, such as through counseling, additional training or supervision, verbal cautions, and the like. However, under those circumstances when disciplinary action, including termination, become a necessary means of modifying undesirable situations, the DSC has established the conditions and procedures that follow. To insure the equitable processing of disciplinary actions, the Personnel Officer will be responsible for the proper handling of such matters, including the assurance that employee rights are protected, and that appropriate action is taken when circumstances warrant. Supervisory personnel should therefore consult with the Personnel Officer prior to the implementation of discipline.
2. The following are some disciplinary illustrations, however, the list is not exhaustive: improper or unauthorized use or abuse of paid leave, excessive absenteeism, engaging in a conflict of interest activity, conviction of a crime, knowingly falsifying, removal, or destruction of important and permanent types of information, soliciting outside work for personal gain during business hours, physical altercations, intoxication, use of illegal drugs, etc.
3. Types and progression of discipline:  
Depending on the nature and circumstances of an incident, discipline will normally be progressive and bear a reasonable relationship to the violation. The types of discipline that may occur are as follows in general order of increasing formality and seriousness.
  - a. Verbal Reprimand: A verbal statement by the supervisor, usually pointing out an unsatisfactory element of job performance, is intended to be corrective or cautionary. A verbal reprimand informally defines the area of needed improvement, sets up goals for the achievement of improvement, and informs the employee that failure to improve may result in more serious actions. A supervisor must inform the employee that he/she is making a verbal reprimand and the supervisor will also document such action for future reference. Such

documentation will be placed in the employee's files kept by the Personnel Officer.

- b. Written Reprimand(s): This is the first level of formal discipline. The written reprimand is issued by the supervisor, in consultation with the Personnel Officer, and a copy is placed in the employee's personnel file. Two or more written reprimands for the same infraction may lead to suspension depending upon the violation.
  - c. Suspension: An employee may be suspended from work without pay, in the case of Nonexempt Employee for a maximum period of five working days and for an Exempt Employee a maximum of two weeks. Suspensions of a longer duration require approval by the Conference Personnel Committee. Under certain circumstances, it may be necessary to restrict an employee immediately from performing duties; such circumstances usually involve potential danger to the employee, co-workers, or the public, or the employee's inability to discharge assigned duties satisfactorily. Because of the need for immediate action, the decision to suspend an employee is typically the responsibility of the supervisor or funding agency. In these situations the following procedure is to be followed: The supervisor taking the action to suspend an employee will immediately notify the Personnel Officer and, as soon as possible, prepare a written statement of the action taken and the reasons for such action. Such a written statement will have a statement of the charges and any supporting evidence for suspension. The employee will be immediately (within the same working day) notified of such action by written communication. In no event will the use of paid time be allowed during a period of suspension. Should a paid holiday occur during a period of suspension without pay, the suspension period will be extended by the number of holidays occurring during the suspension period.
  - d. Discharge: All personnel should be aware that their employment relationship with the DSC is based on the condition of mutual consent to continue the relationship between the employee and the DSC. Therefore, the employee or the DSC is free to terminate the employment relationship at will, with or without cause, and at any time. Recommendations to discharge an employee by a supervisor or funding agency are to be made to and authorized by the Personnel Officer and the Conference Personnel Committee.
- 4. Supervisors and funding agencies should be guided in their consideration of disciplinary matters by the following illustrative, but not exclusive, conditions: the degree of severity of the offense, the number, nature, and circumstances of similar past offenses, employee's length of service, provocation, if any, contributing to the offense, previous warnings related to the offense, consistency of penalty application, equity and relationship of penalty to offense.
  - 5. Disciplinary notices to regular employees should, as a general rule, contain the following information: a statement of the disciplinary action to be taken and its effective date; a statement of the reason(s) for imposing the discipline and the nature of the violation; attachment of any supporting material or evidence where appropriate.
  - 6. A period of one year during which an employee experiences no disciplinary problems will nullify any previous violations or incidents for purposes of implementing the disciplinary procedures contained in this policy.

**F. Grievances or administrative review:**

- 1. Personnel who have complaints, problems, concerns or disputes may initiate an administrative review according to established procedures. Such matters must have to do with specific working conditions, unfair treatment, disciplinary actions, compensation, job classification, reassignments, or any form of alleged discrimination.
- 2. All personnel who have a problem, complaint, or dispute should make every effort to resolve the matter through informal discussion with a supervisor or the funding agency within ten (10) working days of the occurrence or cause of such matter. The supervisor will take the matter under consideration and attempt to resolve it verbally or provide a satisfactory explanation within five (5) working days, unless additional time is needed to gather adequate information.

3. If the employee's matter is unresolved, or not resolved to the employee's satisfaction through informal procedures, the aggrieved employee may file a written request for review with the Personnel Officer within five (5) working days following the supervisor's informal response. Within five (5) working days of receiving the employee's written request the Personnel Officer may arrange a meeting with the employee to allow the employee to present a personal and complete description of the situation. The Personnel Officer after investigation or evaluation of the facts related to the situation, will render a written decision within a period of fifteen (15) working days.
4. If an employee is not satisfied with the outcome with the Personnel Officer's response, the employee may file a copy of the same written request to the Conference Personnel Committee within five (5) working days of such response. The Conference Personnel Committee will investigate the basis of the problem, evaluate and provide a written response within fifteen (15) working days. Such a decision or response will be final and conclusive.
5. There may arise certain circumstances in which it may be inappropriate for employees to pursue the resolution of the problem in the above prescribed sequence. Consequently, the following exceptions are instances where an employee may bypass steps to seek resolution of a situation by the next higher authority. Some exceptions are, but not exclusive, as follows: if the complaint or problem involves a known or suspected violation of law; if the complaint or problem is clearly not within the authority of the immediate supervisor; if the nature of the complaint, problem, or dispute involves or has been caused by the employee's supervisor, or the employee has reason to believe the supervisor may be less than impartial.

#### **G. Injuries:**

Any injury during employment, no matter how trivial, must be reported at once by the employee to the immediate supervisor. The employee in consultation with the supervisor should see that proper medical treatment is obtained. All forms on which to report such accidents must be obtained from the Personnel Officer's office and completed and returned within forty-eight (48) hours after the incident.

#### **H. Employment separation:**

1. A Non-Exempt Employee wishing to leave employment with the DSC in good standing must file a written resignation with the immediate supervisor who will notify the Personnel Officer at least ten (10) working days prior to the effective date, stating specific reasons for the resignation. Failure of the employee to give such notice will be noted on the employee's service record, and may result in denial of future employment by the DSC.
2. It is possible that "Layoffs" might be necessary and an employee may be subject to a non-disciplinary, involuntary termination in connection with a shortage of funds, abolition of a position, or lack of need for the work performed by an employee. In such cases, affected employees will be given as reasonable amount of advance notice as conditions permit.
3. Personnel who resign, retire, or are discharged or laid off will be required to have an exit interview with the Personnel Officer for the purpose of finalizing employment separation.
4. Termination *for cause* can be implemented immediately. The following are some examples of *for cause* situations (but not limited to this list): abandonment of employment by an employee; refusal to perform duties, incompetency; neglect of duties; misconduct, insubordination, intoxication, fraud or intentional misrepresentation.
5. Termination *for cause* will include an exit interview and will include the following items, but not limited to: written notes which will include the name of employee, date of exit interview and the person conducting the exit interview as well as names of any witnesses; discussion of the reason(s) for termination; inform the employee when he/she may expect final paycheck and the amount that can be expected; receive any keys to buildings from employee and any other property that belongs to the DSC.
6. Accumulated sick leave shall not be compensated at the time of termination or resignation.

### **IV. COMPENSATION AND RELATED ITEMS**

**A. Compensation policy and wage ranges:**

1. Wage ranges have been designated to take into consideration the prevailing wage rates currently paid for similar work in the prevailing market and the level of responsibility to be performed.
2. Changes in wage ranges and the basis for determining such changes shall be approved by the DSC at its annual session. Salary changes, when granted within the respective wage ranges, will normally become effective on January first of the ensuing calendar year.
3. There shall be four (4) levels of wage ranges for Exempt employees and six (6) levels for Non-Exempt employees. The classification of each position and the pay scale applicable to each position will be established by the Conference Personnel Committee. The reclassification of an exempt position can be made only with the approval of the DSC and the Conference Personnel Committee, the latter would then assign the appropriate wage-range.
4. A newly hired employee may have a beginning salary anywhere within the appropriate wage range. Newly hired employees will not be considered for an increase in compensation unless they have been employed for a period of six (6) months or more which applies to both Exempt and Non-Exempt Personnel.

**B. Payroll time reports:**

All Non-Exempt Employees are considered to be working on fixed schedules. The individual fixed schedule is to be part of the personnel files of each employee. Deviation from the fixed schedule requires written documentation to be filed with the Personnel Officer prior to the close of the pay period in which the exception occurs. (I.e. sick leave, vacation, bereavement leave, etc., please also refer to the Federal Labor Standards Act 516.2b(c).

**C. Payroll periods:**

The DSC payroll and payday periods are from the first (1st) to the fifteenth (15<sup>th</sup>) and the sixteenth (16<sup>th</sup>) to the last day of each month. Payroll periods are separate and distinct from the workday or workweek, which are time periods used to determine overtime compensation calculations to be entered on payroll records for each payroll period in which overtime is earned. Payroll records are to be prepared and promptly submitted to the Director of Administration/Treasurer. Payroll record errors found after submission by the person completing the record will be adjusted on the next payroll record with proper notations to explain the error and adjustment. Under unusual circumstances of payroll record errors, exceptions to this policy may be authorized by the Personnel Officer. If at any time an employee wishes to authorize any other person to receive his/her paycheck, the employee must submit such a written authorization to the Personnel Officer. Under no circumstances will paychecks be authorized by the Personnel Officer for advance release and there will be no payroll advances given to any employee.

**D. Payroll deductions and attachments:**

1. Deductions from each employee's gross pay period earnings are of two types: mandatory and voluntary. Mandatory deductions are those required to be made by the DSC by law, court order, or other legally compelling influence on payroll. Such deductions include state and federal income tax withholding, social security, Medicare and wage garnishments. Voluntary deductions are those requested by employees to be made on their behalf and may include such items as employee's contributions to health care, optional pension or retirement plans, credit union or savings accounts, etc.
2. Mandatory deductions in accordance with applicable legal requirements will be made automatically by the DSC. However, such mandatory deductions as state/federal income tax where the DSC must rely on information provided by an employee, will be the sole responsibility of the employee to provide accurate information within legal limitations.
3. Voluntary deductions will not be made without the employee's written request or authorization, and advance approval by the Director of Administrative Services/Treasurer. Attachments made to employee paychecks by legal authority of wage garnishment, regardless of cause, will be regarded as a mandatory deduction in the amount, and for the time, specified in the order.

4. The DSC recognizes its obligations both to employees and laws that prohibit discrimination solely on the basis of wage garnishments for a single indebtedness. However, in cases where wage garnishments are for multiple indebtedness or directly and detrimentally reflect upon the employee's job duties and responsibilities, or reflect upon the DSC in a way that adversely affects its reputation or general business welfare, the employee may be subject to termination. Cases of this type will be reviewed by the Personnel Officer and the Conference Personnel Committee to seek corrective measures prior to a termination decision, and to ensure that all termination decisions are based on non-discriminatory criteria.

**E. Overtime approval:**

Advance approval by the employee's immediate supervisor for overtime work is required. A report of overtime which has been approved, together with the justification thereof, shall be filled with the Personnel Officer.

**F. Overtime compensation:**

Payment for overtime shall be paid at 1 ½ times the regular rate of pay for work performed in excess of forty (40) hours in any regular workweek. All work done within the limit of forty hours will be paid at the regular rate. Equal compensatory time, within the provisions of Federal or State Law, may be granted at the discretion of the employee's supervisor provided that such compensatory time shall be granted prior to the period of overtime and shall be taken during the period Monday through Friday for overtime work to be accomplished on the Saturday or Sunday immediate following. In no event shall compensatory time be granted subsequent to the payment of overtime, nor may compensatory time be accumulated beyond the forty (40) hour workweek in which it is earned.

**G. Merit increases:**

In recognition of exemplary or above-average job performance demonstrated by personnel during the year preceding their annual performance evaluation, the DSC has established a pay incentive program that rewards commendable performance by granting merit pay increases. When supervisors or funding agencies determine in the course of preparing the performance evaluation that an employee has demonstrated consistent and enduring superior performance, or that the employee has achieved an eligible rating for a merit increase, the supervisors or funding agencies will provide a specific written recommendation concerning the proposed amount of merit increase and its justification to the Personnel Officer. If there are questions or problems in addressing merit increases, these will be referred to the Conference Personnel Committee. Proposed merit increases will also be reported to the Conference Personnel Committee.

## **V. EMPLOYEE BENEFITS**

**A. Bereavement leave:**

In the case of a death in the immediate family (spouse, children, parents, siblings, grandparents, and grandchildren), no deduction of salary or wages will be made for absence from work. A maximum of three (3) working days leave will be granted within the area and five (5) working days out of the area.

**B. Continuing education, sabbatical or leaves:**

Continuing education, sabbatical and renewal leaves are available for the benefit of the agency/Conference and the employee, as employees return to work after the leaves with improved skills and/or renewed vigor. Leaves will be arranged for by the supervisor or funding agency as agreed upon with the employee. A request for a leave must include a statement of how it will benefit the agency or the Conference. The granting of a leave in any given year will depend upon the strength and relevance of the proposal, the adequacy and feasibility of the interim staffing plan, and practical considerations or budget and staff deployment.

Paid leaves will be available for an employee after each continuous six year period of working at least 30 hours per week. The leaves are available as follows:

- I. Level 1 Exempt Employees – three months leave every six years
- II. Other Exempt Employees – two months leave every six years
- III. Non-Exempt Employees – one month leave every six years

Employees who have worked at least 30 hours per week for the six continuous years prior to July 1, 2007 will have one leave available to them as described above. Subsequent leaves shall be available to employees after each six continuous years of working at least 30 hours per week after July 1, 2007.

**C. Pension, Disability, and Death Benefits:**

Pension, disability, and death benefits are provided to lay employees after one year of employment with the employee working a minimum of 30 hours per week. The United Methodist Personal Investment Plan (UMPIP) offered through the General Board of Pension and Health Benefits (GBOPHB) will be funded at a rate of 3% to 9% of the salary for lay employees by the Conference and may also include immediate voluntary contribution by the employee to the GBOPHB's (UMPIP). The lay death and disability plan offered by the (GBOPHB) will provide 100% of salary death benefit and a 60% of salary long term disability benefit.

The Clergy Retirement Security Plan (CRSP) offered through the GBOPHB will be applicable for all clergy staff of the Annual Conference. The Comprehensive Protection Plan offered by the GBOPHB will provide death and disability benefit for the clergy staff of the Annual Conference.

**D. Health insurance:**

1. Health insurance will be provided for Exempt Employees and their dependents by the funding agency. In the case of Non-exempt Employees, health insurance will be provided for the employee only.
2. Retired Lay Employee Health Benefit: Lay employees who have worked for the United Methodist Church and for the Desert Southwest Annual Conference for a combined minimum of ten (10) continuous years, and have reached age sixty-two (62), and have a pension claim on the General Board of Pension and Health Benefits will receive health insurance premium subsidies equivalent to the amount paid to claimants who are on Medicare coverage to be applied toward participation in the Conference Health Insurance Plan.

**E. Holidays:**

New Year's Day	Labor Day
Martin Luther King, Jr. Birthday	Thanksgiving Day
President's Day	Day following Thanksgiving
Good Friday	Christmas Eve Day
Memorial Day	Christmas Day
Independence Day	

1. In the event holidays fall on Saturday, the preceding Friday shall be taken instead.
2. If above holidays fall on Sunday, the following Monday shall be taken instead.
3. If work is required and approved on any of the above holidays, overtime rate shall be double the hourly rate of the Non-exempt Employee.
4. If the holiday(s) occurs during an approved period of vacation, it shall not be charged against vacation leave, but an additional day shall be added to such vacation leave.
5. Part-time employees shall be entitled to holiday allowances computed on a fractional basis in relationship to the time worked in a normal forty (40) hour work week.
6. In order to be eligible for holiday payments a Non-exempt Employee must work a full day the working day before and the working day after the holiday. If the absence was due to illness or with prior approval by the supervisor, eligibility for holiday payment shall be maintained.

**F. Housing Allowance:**

In the case of clergy, other than Level I, the recipient may request the Conference Council on Finance and Administration Executive Committee to designate any part of the total of salary and housing allowance as a "Housing Allowance Exclusion."

**G. Jury Duty:**

Salary or wages will be paid during any absence for jury duty provided the remuneration for serving on the jury is submitted to the Personnel Officer.

**H. Maternity/Paternity leave:**

Maternity or Paternity leave is not to exceed three (3) months and will be available to any 30 hours or more personnel who request it at the birth or adoption of a child. This leave shall be used within six (6) months of the birth or adoption. Up to three month's salary will be paid.

**I. Sick Leave:**

1. Sick leave for both Exempt and Non-exempt Personnel will be accumulated at one and one-half (1 ½) days per month of continuous service, with no limit. In any case not more than sixty-six (66) working days will be used in a calendar year. An employee will be eligible for sick leave after the introductory period. There will be no compensation for accumulated sick leave. Any exception to these rules will require review by the Conference Personnel Committee.
2. There will be a Sick Leave Pool that can be established and maintained through the contributions by active employees of unused sick leave. This pool may be used to fund sick leave for employees that have limited sick leave. The Personnel Administrator may authorize an additional twenty (20) working days of sick leave per year drawn from the Sick Leave Pool. Sick leave needed beyond the additional twenty (20) days would require approval of the Personnel Committee. A maximum lifetime contribution of fifty (50) sick leave days per person may be contributed to the Sick Leave Pool.
3. In cases of extended illness, the supervisor with consent of the funding agency may request from the Conference Personnel Committee additional sick leave time with pay to be granted to the employee. The employee's sick leave record shall be taken into consideration for granting additional leave.
4. Sick leave is not considered a matter of a right but one of privilege. It is to be allowed on a paid basis only in cases of necessity and actual sickness or injury of a full-time employee, or an immediate family member (residing in employee's home which reasonably compels such employee to be absent from work), and then only provided the employee notifies the supervisor by 9:00 AM on the first day of such absence and subsequent days away from the job because of illness.
5. Reasonable time away from the job may be granted by the immediate supervisor for occasional medical and dental appointment and shall not be charged to sick leave. Additionally a maximum of two sick days per Calendar year may be used as personal days with prior approval of the immediate supervisor.
6. Allowance for sick pay will be subject to a doctor's certification or other proof after an absence of three (3) consecutive workdays.
7. Part-time employees shall be entitled to sick pay benefits in accordance with the provisions as set forth above. Sick leave shall be computed, and accumulated, on a fractional basis per month of the average working hours worked per week.

**J. Social Security:**

The employer's share of Social Security will be paid by the DSC.

**K. Vacation:**

1. Exempt Personnel:  
Each Exempt employee shall be entitled to a maximum of four weeks vacation per year subject to approval of the supervisor or the funding agency. Vacations shall be taken during the calendar year following the year of accrual and shall be cumulative to a maximum of twenty-five (25) days subject to approval of supervisor or funding agency. In the case of continuing clergy or Conference employees receiving a new assignment within the Conference, the vacation privilege will be immediately available under the usual provisions. Used vacation will be reported to the Personnel Officer for accounting purposes.
2. Non-exempt personnel:
  - a. A full-time employee shall become eligible for a two (2) week (meaning 10 working days) paid vacation leave after one full year of employment. However, employees having less than one year and more than three months of employment shall be granted one day for each month

- of service after the three-month introductory period. After four years of continuous full-time employment, an employee shall be eligible to begin accruing three weeks (15 working days) paid vacation leave. After nine years of continual full-time employment an employee is eligible to begin accruing four weeks (20 working days) paid vacation. Example: During the sixth (6) year of continuing employment an employee would have three (3) weeks of paid vacation and during the eleventh and ensuing years of employment, four weeks (4) of paid vacation.
- b. A part-time employee shall become eligible for paid vacation leave after the first anniversary date of continuous part-time employment. Such leave shall be computed on a fractional basis in relationship to the time worked in a normal workweek. Example: An employee works twenty (20) hours weekly and would be entitled to 20/40th or ½ vacation leave.
  - c. All requests for vacation leave shall be submitted to the immediate supervisor for approval. The immediate supervisor will coordinate with the balance of the staff.
  - d. Vacation shall be taken during the calendar year following the year of accrual and shall be cumulative to a limit of one week after approved consultation with the employee's supervisor.
  - e. An approved holiday falling within a vacation period shall entitle the employee to an extra day of vacation.
  - f. There shall be no cash grant in lieu of vacation except at termination of employment.

## **VI. SEXUAL MISCONDUCT**

### **A. The *Book of Discipline* and the Book of Resolutions:**

The Desert Southwest Annual Conference of the United Methodist Church affirms the 2004 Book of Resolutions; "Sexual Abuse Within the Ministerial Relationship and Sexual Harassment Within the Church." This states that sexual abuse within the ministerial relationship and sexual harassment within the church is incompatible with biblical teachings of hospitality, justice and healing. In accordance with the *2012 Book of Discipline*, (§ 161E), all human beings, both male and female, are created in the image of God, and thus have been made equal in Christ. As the promise of Galatians 3:26-29 states, all are one in Christ, we support equity among all persons without regard to ethnicity, situation, or gender. The following procedures are for both Exempt and Non-exempt Employees; and the course of action which will be taken will depend upon whether a person is a clergy or lay employee. The DSC has established a strict policy prohibiting unlawful harassment of employees and will take appropriate measures to resolve or correct the situation in an expeditious manner.

### **B. Definition of Sexual Misconduct:**

Sexual misconduct within the leadership role (ministerial and lay) occurs when a person within that role engages in sexual contact or sexual behavior with an employee, staff member, co-worker or volunteer. Sexual harassment is any unwanted sexual advance or demand, either verbal or physical, that is reasonably perceived by the recipient as demeaning, intimidating, or coercive. Sexual harassment includes, but is not limited to, the creation of a hostile or abusive working environment resulting from discrimination on the basis of gender (*Book of Discipline*, 2000; § 161.II.I). Sexual harassment must also be understood as an exploitation of a power relationship rather than as an exclusively sexual issue.

### **C. Clergy Sexual Misconduct:**

Sexual misconduct within the ministerial relationship involves a betrayal of sacred trust, a violation of the ministerial role and exploitation of those who are vulnerable. Those Clergy who serve within the Desert Southwest Annual Conference and are employed by the Annual Conference will be subject to the "Policies and Procedures for Dealing with Clergy Sexual Misconduct" (Policy H in the 2001 Annual Conference Journal). Within that policy are procedures that will be followed as to how to report sexual misconduct and how investigation will occur as well the process for reconciliation and rehabilitation.

### **D. Procedures for non-clergy Staff or employees and Sexual Misconduct:**

1. When incidents of sexual misconduct are brought to the attention of a supervisor, funding agency

or the Conference Personnel Committee, the greatest possible care should be taken to assure that the least possible additional harm be done to both the complainant and to the accused.

Any employee who feels that he or she has been the victim of sexual misconduct should contact the Personnel Officer or the Conference Personnel Committee (chairperson) within fifteen (15) days of the incident. This report can be oral or written, but a written and signed statement of the complaint must be submitted by the complaining employee within three (3) days of the initial report before an investigation can proceed.

2. Persons accused of sexual misconduct are to be considered innocent until the accusation has been substantiated beyond a reasonable doubt.
3. The protection of those involved, including the complainant or complainant's family, the accused and the family of the accused, the staff of the Annual Conference shall be maintained until all facts have been carefully considered and appropriate actions determined.
4. When sexual misconduct is alleged, the following procedures will be followed:
  - a. In the case of non-clergy employees or staff, a written grievance shall be brought to the funding agency or the Conference Personnel Committee.
  - b. All parties, including the complainant and the respondent, may bring a support person to any meeting or hearing at any point in the process.
  - c. Request permission from the aggrieved person to use the written grievance, and their name in discussion with the accused; if unwilling, the funding agency or Conference Personnel Committee shall share the grievance with the accused while protecting the anonymity of the aggrieved.
  - d. When there is a receipt of the written complaint, the Personnel Officer or the Conference Personnel Committee will contact the person who allegedly initiated the sexual misconduct, and inform that person of the basis of the complaint and the opportunity to respond within seven (7) days to the complaint in writing.
  - e. Upon receipt of the written response, the Personnel Officer or the Conference Personnel Committee, after conducting a thorough investigation, will submit in writing a confidential summary of the complaint, the response, and the facts of the investigation to the executive committee of the funding agency for their information and advice. The executive committee of the funding agency, after conducting a thorough review of the facts of the investigation, including possible interviews with all parties involved, will determine whether sexual misconduct has occurred. Both parties will be notified of their decision.
5. If it is determined that sexual misconduct has occurred, appropriate disciplinary action up to and including discharge will be taken. The severity of the discipline will be determined by the severity and frequency of the offense, or other conditions surrounding the incident.
6. An employee's failure to report the occurrence of sexual misconduct within fifteen (15) days of the occurrence may be deemed a waiver of any action by the DSC. Failure to file a written complaint within three (3) days of the verbal report will be considered a withdrawal of that report. If the person against whom the complaint of sexual misconduct is filed fails to respond to the complaint within seven (7) days of notification, the complaint will be taken as true, and the appropriate disciplinary measure will be taken if circumstances warrant.
7. If the process outlined in II, 4 does not resolve the complaint then the steps in the judicial process within the United Methodist Church as outlined in ¶¶ 2704.4 and 2706.4 in the 2012 *Book of Discipline* will be activated, "When the respondent is a lay person," and the procedures of a church trial will begin. This procedure shall be for both Exempt, and Non-exempt, non-clergy employees of the Annual Conference. Lay members of any local United Methodist Church may serve on this committee. However, it is recommended that Lay Members be selected from churches where neither the complainant or the accused are either members or regular attenders.
8. If an Exempt or Non-exempt non-clergy employee is proven to have engaged in sexual misconduct, there will be an attempt at reconciliation and rehabilitation for that person. This can

take the form of a program of continuing education, leave of absence, early retirement, personal counseling or therapy, private reprimand, or dismissal from employment.

9. If the offending person remains an employee of the Annual Conference, he or she may be expected to pay for counseling for the victims as part of the rehabilitative process. This shall be at the discretion of the Conference Personnel Committee.
10. If it is determined that false reports or statements of sexual harassment have been made against the accused person, the complainant will be asked to make both a personal and, if appropriate, public apology to the one so falsely accused. In addition to this, if the complainant remains as an employee of the DSC, he or she may be expected to pay for counseling for the accused as part of the rehabilitative process and it also may be suggested that the one making the accusation undergo personal counseling or therapy.

### **C. GRANT AWARD GUIDELINES**

#### **1. Applicant to provide *Letter of Intent***

The Letter of Intent provides an opportunity for review by all related parties of the Desert Southwest Annual Conference in determining potential for funding by the funding body. The letter should tell who the application is from, what the applicant is attempting to achieve, the amount of funding required and the purposes for which the funds will be used.

Letters will be reviewed by the respective funding organization. Upon receipt of the Letter of Intent, the prospective funding organization will notify through post card its intent regarding eligibility of application. In general funding will be made available four times per calendar year.

#### **2. The Grant Review Process**

- a. The respective funding organization shall review the Letter of Intent as described above. If a proposal is of interest to the funding organization, the applicant is encouraged to submit a full application.
- b. Applications will be reviewed by the funding organization to ensure that they are complete and each question is answered with sufficient information for further review.
- c. Recommendation will be made for one of the following actions: award, award with modification, or decline.
- d. If additional information is required of the applicant, the applicant may be contacted for an interview or site visit.
- e. Awarded applicants are notified and asked to sign letters of agreement specifying the payment schedule, reporting procedures, publicity, and any additional modifications to the proposal as specified by the funding body.
- f. Applicants who are declined will receive notice with information regarding denial.

#### **3. Grant Requirements**

- a. Name of Organization
- b. Name, Address, Telephone of Applicant
- c. Name of Applicant's authorized staff contact
- d. Title of Staff Contact
- e. Copy of applicant's 501(c)3 status if applicable and State Tax Exemption
- f. Copy of applicant's most recent audit
- g. List of members of governing board/body of applicant's organization
- h. Proposed detailed line item budget
- i. Detailed description of applicant's current ministry/program
- j. Detailed description of proposed ministry/program
  - Mission statement.
  - Target audience.
  - Purpose of ministry/program.
  - Demonstrated need.

- Proposed outcome.
  - Reporting structure of project completion and progress to funding body.
  - Time line & project management description for ministry/program.
  - Other sources of funding.
- k. What criteria has been evaluated to determine that this ministry/program will succeed.
- l. Criteria that will be used to evaluate the success of the ministry/program.
- m. How specifically will the grant dollars be spent.
- Grant application shall be submitted in triplicate to funding body.

#### **D. UNITED METHODIST DEVELOPMENT FUND GUARANTEED LOANS**

Annually the CD/CFA Guarantee Loan Review Committee will review the loans guaranteed by the Annual Conference at UMDf.

In order to facilitate this process the following documentation will be submitted by the local church having the loan with UMDf that is guaranteed by the Annual Conference. These reports will be sent by the local church to the CD/CFA Guarantee Loan Review Committee by March 31.

1. Audited\*\* Balance Sheet as of December 31 of the preceding year.
2. Audited\*\* Income and Expense report for January 1 through December 31 of the preceding year for all accounts including general fund, pre-school, day school and building fund and any other income and expense for the church.
3. Current years' Income and Expense budget for all funds.
4. Debt service plans and projections (i.e. building fund, pledge drive, etc.)

\*CD/CFA Guaranteed Loan Review Committee will be made up of two members from New Faith and Vital Faith Committees, two members from the Council on Finance and Administration, the Director of New Faith and Vital Faith Communities and the Conference Treasurer.

\*\*Audited as defined in the 2012 *Book of Discipline* ¶ 258.4d.

#### **Congregational Development UMDF Loan Application Process**

In order for The Desert Southwest Conference to have an orderly procedure for processing applications going to UMDf we would like to have the following steps followed. This is for all applications, not just the ones that require Desert Southwest Annual Conference guarantee. This is in order to not have a last minute request come to the Committee when a guarantee is required.

- A. All loan applications with UMDf must come through the Office of New and Vital Faith Communities.
- B. The application must be accompanied with the following documentation:
  1. Audited\*\*Balance Sheet for the Church showing all accounts including day schools, etc.
  2. Audited\*\* Income and Expense reports for all accounts for all accounts for up to three years including such activities as day school, preschool, building funds and any other financial activities of the Church.
  3. Current year Income and Expense budgets.
  4. Total contract amounts for building and how the whole package will be funded.
  5. Debt service plans and projections (i.e. building fund, pledge drive, etc.)
  6. Approval documentation by Church Building and Location and Church Charge Conference.

After approval of the application by CD/CFA Loan Review Committee\* and signed off by the either New Faith or Vital Faith Communities Committees it will be submitted to UMDf. If UMDf requires Annual Conference guarantee of loan the package will be submitted for joint approval of the guarantee by the Executive Committee of New Faith or Vital Faith Communities and the Council on Finance and Administration.

\*CD/CFA Guaranteed Loan Review Committee will be made up of two members from New Faith or Vital Faith Communities Committees, two members from the Council on Finance and Administration, the Director of New and Vital Faith Communities and the Conference Treasurer.

\*\*Audited as defined in the 2012 *Book of Discipline* ¶ 258.4d.

## **E. MANUAL FOR CONGREGATIONAL DEVELOPMENT**

### **Chartering a New Church**

"Chartering" is the culmination of a process whereby a "fellowship" or a group of worshipers becomes an official United Methodist Church.

A fellowship or group of worshipers may apply to the Cabinet for chartering when the following guidelines have been discussed with their District Superintendent:

1. There is a clear vision and mission statement in place and understood by the congregation. That is, the congregation is able to answer the question of what its purpose is and what the community would miss if the congregation were not present.
2. A growth plan is articulated in writing, which includes how the church reaches out to new people and what system is in place for helping members grow as disciples.
3. The church has been worshipping weekly for at least three years with significant growth in worship over each previous year.
4. The congregation demonstrates it has sufficient resources to pass on its ministries to the next generation.
5. The congregation demonstrates how they are fulfilling God's dream for them in ministering with their community.
6. The church has the potential to receive at least another 50% membership above the chartering membership from their constituency role.
7. The church will submit a written plan that shows how the church is organized.
8. The copies of the following documents will be presented by the church to the District Superintendent and Director of New and Vital Faith Communities or other staff assigned to new church starts: articles of incorporation, structure outline, list of officers, current program listing, budget, finance report, worship bulletins, mission statement and ministry plan.

When the above criteria have been reviewed and the application for chartering has been approved by the majority of the Cabinet, then the District Superintendent will consult with the Bishop, Cabinet and Director of New and Vital Faith Communities (or equivalent) in order to set the date for a constituting church conference. This conference will normally be led by the Bishop with the District Superintendent and Director of New and Vital Faith Communities present.

The period during members may join as charter members will be set at the constitution conference and may be up to twelve months following that conference.

### **Procedures for Evaluating New Churches**

1. When the Cabinet recommends to the New Faith Communities Committee a new church project, there shall accompany the recommendation documentation which supports the need for the new project.
2. When a covenant is established between a local church and the Annual Conference (through the New Faith Communities Committee) at the time of certification, the covenant must be approved by the Administrative council of the local church (or its equivalent if not established).
3. The New Faith Communities Committee must review and approve the covenant before certification is granted.
4. In addition to monthly performance reports from each new church, the New Faith Communities Committee will review annually the church's performance with respect to the covenant, such evaluation being done in behalf of the Board by an Evaluation Committee, which will become a standing committee of the New Faith Communities Committee.

5. When covenant projections have not been met by a church, a special committee will visit with the pastor and Administrative Council to determine why such is the case, what adjustments need to be made either in the projections or performance (or both), and whether the church should be continued or discontinued.
6. The above committee shall be composed of: the District Superintendent on whose district the church is located; the Director of New and Vital Faith Communities (or its equivalent); one participant from the district approved by the local church; two members of the Evaluation Committee of the New Faith Communities Committee.

## **APPENDIX A**

### **PROCESS FOR NEW BUILDINGS**

Long-Range Planning Committee - appointed by the Administrative Board/Council

1. Do needs assessment - what facilities are needed for ministry;

1st Charge/Church Conference

Determines possible need and selects building committee that will:

1. Determine financial resources
2. Hire architect; contract only for preliminary phase
3. Begin screening contracting options
4. Formulate preliminary financial and preliminary building plans and site plan
5. Meet with District Board of Church Location and Building to present site and preliminary finance and building plans. The finance plans must meet with the Conference rule. This is as follows
  - a. The church must have on hand prior to signing a contract with the builder 1/3 of the total project. This can be done a number of ways, (i.e. Miracle Sunday; completion of finance campaign or outright gifts.)
  - b. The church must have a building drive for 3 year pledges that will cover the monthly payments of the amount to be borrowed which is usually between 1/2 to 2/3 of the total cost of the project.
  - c. The church should not borrow a long term loan of more than 2/3 of the project.
  - d. The debt retirement payments should not be more than 1/3 of the general budget, (i.e., if the general budget is \$100,000, the debt retirement in a separate fund should not be more than \$33,333.)
  - e. The length of the loan should be for 15 years or less. (Ten years or less is highly recommended.)

2nd Charge/Church Conference

1. Approve preliminary financial and building plans and site plan with any modifications
2. The building committee should meet again with the Board of Church Location and Building to present the plans at this stage.
3. The church then:
  - a. Completes finance campaign
  - b. Hires architect for executing final building plans
  - c. Completes final financial and building plans

3rd Charge/Church Conference

1. Approve final finance and building plans
2. The building committee meet with the Board of Church Location and Building to secure final approval of the finance and building plans.
3. The church then:
  - a. Hires contractor
  - b. Secures loan.
  - c. Supervises architect and contractor.

**CONSECRATION CELEBRATION!**

## **APPENDIX B**

## PARTNERSHIP CONGREGATIONS

Partnership congregations are where an existing congregation becomes partners with a new church development or church vitalization project. Partnership congregations provide church-to-church and people-to-people support in these areas:

1. **Prayer.** Prayer needs to be an integral part of all activities undertaken by the new ministry. A prayer chain with participation by members from both congregations might be organized for the overall project.
2. **Membership.** The partnership congregation may commission some of its own members to become a part of the new or vitalizing congregation, either temporarily or permanently.
3. **Organization.** Networking of people in similar staff or volunteer positions such as Christian education, missions and evangelism will maximize learning, enthusiasm and productivity.
4. **Program.** A major area of program support might be for the partnership congregation to lend its choir, instrumentalists, or soloists on occasion.
5. **Administration.** Support such as printing of flyers or bulletins, and typing of letters would be very helpful to a congregation that may have limited office space, if any, and only volunteers or no secretary at all.
6. **Financial.** New churches need help for basic operating expenses during their first three years because much of this expense cannot be covered out of the new church's offerings. Some additional financial assistance may be needed for expansion costs such as land and buildings. Vitalization congregations vary greatly in the amount of assistance they require from outside sources.

Besides these visible and material ways of helping the new church or vitalization church, the relationships built between members of the partner congregations can help forge channels for communication of information and new opportunities for Christian fellowship.

### Project Development Committee

The Local Project Development Committee is the means by which there can be coordination between one or several partnership congregations and the new or redeveloping church. The guidelines for such a committee may be as follows:

1. The Project Development Committee is initiated and convened by the District Superintendent. An initial decision must be made by the partnership congregation's Council on Ministries and Administrative Board or Administrative Council as to the vitalization or new project in which it would like to participate.
2. A project committee will be appointed by the Superintendent. Some committee members will represent the partnership congregation(s), and some will be added to represent the project being developed as it receives members. Its responsibility will be to design and implement the plan of vitalization or new development. The committee will elect its own chair. The committee will then meet regularly, updating the New Faith Communities Committee quarterly.
3. The committee will act as a vital communications link between the partnership and developing congregations, stimulating enthusiasm and motivation for the project as well as funneling resources and personnel to the project as necessary.

### Relations with other Conference Agencies

The New and Vital Faith Communities Committees look at the development of new ministries and vitalization of existing ministries in a comprehensive manner, and as such, desires input from many other Conference agencies. Several of those agencies have representatives as ex-officio members of these committees. The group most directly involved with issues in congregational development is the Board of Global Ministries. The committees responsible for congregational development and Global Ministries seek to be sensitive in planning new ministries in urban areas so that Urban Ministries' programs and congregational development programs might enhance and complement one another. The Board of Discipleship is also critical to the activities of congregational development. Church growth and evangelism are intimately tied to the understanding of developing congregations to minister to groups of

people not presently being reached. Joint training and sharing of ideas will certainly be beneficial to both groups. The Council on Finance and Administration has an important job of looking at financial commitments made by the New and Vital Faith Communities Committees in relationship to all other Conference commitments so that the Conference is not over extended financially. The Conference Trustees hold title to all the property and are responsible along for the management of that property so it is important to bring the Trustees in at the point when a new property purchase has been approved. The New and Vital Faith Communities Committees at all times shall work in cooperation with all other Conference agencies so that church vitalization and new church development enhance and complement the program and administrative work of the rest of the Conference.

## **APPENDIX C**

### **Vitalization of the Local Church**

- Goal:** To enable a local church to come to a new understanding of itself, of the community in which it is located, of the church's opportunity to meet human needs, and to bring about a new personal excitement, readiness and commitment to be in ministry.
- Plan:** At the request of a local church to become involved in the vitalization program of the Annual Conference, a team of consultants will be assigned to work with the church, guiding it through a process to achieve the above goal. The consultant team will be composed of trained, qualified persons who are volunteers, expecting to only have their expenses paid.
- Costs:** Since no salaries are to be paid to consultants, the costs will relate only to expenses incurred. They will be met by the local church. Funds for assisting local churches are available through the Vital Faith Communities Committee.  
Churches needing assistance may request such financial aid.
- Process:**
1. Local churches request information from the Conference Director of New and Vital Faith Communities or District Superintendents about the Vitalization Program.
  2. Presentation of the program to the local church Council on Ministries and administrative Board or Administrative Council.
  3. Decision by the Church Conference to become involved in the program.
  4. Vital Faith Communities Committee assignment of Consultant Team to the local church (done in consultation with pastor, Administrative Board or Council chairperson, District Superintendent, and Director of New and Vital Faith Communities).
  5. Consultants meet with local church pastor and leaders to review stages of the process and develop schedule.
  6. Congregational meeting to introduce Consultant Team, outline the vitalization program and enable congregation to "buy into" the process.
  7. Establish task forces to gather information and data regarding, e.g.:
    - a. Vital life-signs of the local church
    - b. Profile of the community
    - c. Image of local church in the community
  8. Period for data gathering and theological under girding (approximately 4 weeks).
  9. Consultants and leaders of task forces review and digest information gathered and establish plans for Congregational Retreat.
  10. Congregational Retreat to review all information, prioritize areas of outreach, determine directions and goals for local church and to celebrate decisions.
  11. Consultants meet with local church leaders to develop specific plans of implementation, including resources available through the Annual Conference.
  12. Three months after the Congregational Retreat, a meeting with consultants and local church leaders to evaluate progress, followed by a local church report to their District Superintendent and Director of New and Vital Faith Communities.

## **F. DEVELOPMENT PLAN FOR STARTING CHURCHES THROUGH MULTIPLICATION**

*“In the church at Antioch there were prophets and teachers: Barnabas, Simeon called Niger, Lucius of Cyrene, Manaen (who had been brought up with Herod the Tetrarch) and Saul. While they were worshipping the Lord and fasting, the Holy Spirit said, ‘Set apart for me Barnabas and Saul for the work to which I have called them.’ So after they had fasted and prayed, they placed their hands on them and sent them off.”*

To be sent out to birth new churches is the work we’ve now been called to do in the Desert Southwest Conference. In an “evangelistic” way, this demonstrates the Christian value of **“spiritual parenting”** both in raising new leaders and in launching new churches.

### **Definition of a New Church:**

In order to allow for maximum creativity and movement of the Spirit, the Desert Southwest Conference joins Path 1 in defining new churches in terms of key characteristics instead of strategies or models. We believe a new church is **more than a mission project, new worship service or a new building**. For us it is a newly organized faith community that is committed to making disciples of Jesus Christ *and*:

1. Includes regular community worship and regular celebration of sacraments
2. Practices Wesleyan theology within a United Methodist identity and commitment
3. Has an effective discipling system
4. Receives new members
5. Demonstrates faithful stewardship
6. Is deeply involved in community transformation
7. Is willing to plant a new church in its first decade

Within these broad characteristics United Methodist churches find freedom to partner in creative ways to begin new congregations.

**Our Mission:** “Make disciples of Jesus Christ for the transformation of the world.”

Rationale: One of the very best ways to make disciples is by starting new congregations because they reach new people, more people, more young people and more diverse people. In other words, new people of all categories are more likely to join new churches. For fifty years, between 1870 and 1920, the Methodists averaged one new church start a day and by so doing became the largest and strongest denomination in our country.

Today it’s even more crucial to start new churches for the following reasons:

1. In the last fifty years the population has dramatically “grown” and “shifted” in the United States. Many of those churches planted earlier are not close to where the people now live. It’s been estimated that about 75 percent of our existing churches are not located in our most populated communities.
2. It’s very difficult for long established churches to adapt to fundamental demographic shifts in their communities so that their membership, worship attendance and ministries reflect today’s mission needs and not those of bygone eras. In other words we need new places for new faces.
3. New churches are more open to all kinds of people inclusive of race, sexual identity, ethnicity, socioeconomic class, nationality and gender.
4. New churches find it easier than established churches to live out new models of mission and ministry.
5. “Evangelistic intensity” tends to decrease as the age of the congregation increases. New churches know they must attract new people every week.
6. All churches have a life cycle of birth, infancy, adolescence, maturity, declining years and death. Therefore churches need to have an intentional plan to multiply while they are still alive and healthy.

### **A Developing Plan for the Vision of Starting 100 New Churches through Multiplication**

The following are initial steps to take in the development of a new plan for churches that want to multiply themselves.

1. Challenge every United Methodist Church to multiply itself. This challenge comes from the Bishop, the District Superintendent, the Pastor, the Director of New and Vital Faith Communities and the New Faith Communities Team.
2. Call upon God and the Holy Spirit to bless this endeavor in a “season of prayer” and use the “Readiness to Plant” tool in each multiplying church.
3. Assemble a New Church Ministries Team in each District to assist the DS in visioning and leading and for support and coordination of the multiplying churches. This team will also assist in site selection, resourcing and assessment issues as well as benchmarking.
4. For those churches that say “yes” to multiplication there are two basic steps to take. First, contact the DS who informs the district’s **New Church Ministries Team** which will then give support and coordination to the multiplication project. Second, within the church itself, assemble two new teams: a “Prayer Team” to pray weekly for the success of the multiplication because nothing substantial happens in the way of changed lives without the work of the Holy Spirit. Also assemble a “New Church Start Development Team” led by the pastor to devise their particular plan for implementation including timeline.
5. District and conference celebration of the church’s launching of a new church.

### **Proposed models and examples of multiplication**

There are seven proposed models: multi-sites, mother-daughter, cross-cultural churches within a church, multi-ethnic, various house church models, second and third campuses and a new church within an existing church model. Each church can select one of these models, adapt one, or come up with its own new model for multiplying.

Leadership for these models will come from predominant sources 1) the existing staff of a church which may include clergy (full, part-time, or retired) and 2) the laity of the church. In either case, additional equipping (teaching and training) will be needed for both the existing church and the new church start leadership. Examples of this training are: Boot Camp, Readiness to Plant document, Lay Missionary Planting Network or the New Church Leaders Institute.

Leaders for church planting should possess many of the following characteristics: hard-working, entrepreneurial, self-starters, passionate, and have previous experiences starting new ventures. It will also be very important to match leadership with the mission field. This is called the “affinity” issue. The key question for the affinity match is “Will the people in the targeted mission field be attracted to this person?” and not “Does this person like the people in the mission field?”

**Examples of how the models may be used by churches that choose to multiply themselves are the following:**

- Mother-daughter plant A --the parent church gives birth to a new church start from within and maintains relationship with mother church through infancy, adolescence, and adulthood.
- Mother-daughter plant B--the parent church stays with the new church only through infancy then develops its own identity in adolescence.
- Monastic-house church A- has 10 to 15 people meeting together on a regular basis once a week or more for worship, Bible study and outreach into the community. These churches are connected to an anchor church.
- Monastic house church B—six to ten people that live in a house and commit themselves to rules of life such as “do no harm, do good, stay in love with God” and work at community transformation each week. These churches as well are connected to a larger anchor church.
- House church plant C--several house churches gather monthly who have own identity, weekly intentional faith development, and do community outreach, but agree to divide

when individually they reach twenty members. The monthly gatherings can be at an anchor church.

- Intentional cross cultural new church plant--the leadership reflects two or more main cultures of the targeted mission field. For example if you have an existing Hispanic-Latino church in an area that also has a high percentage of African Americans, then you would want to start a new church for them in the current facilities with African American leadership.
- Multi-site church plant--an existing church decides to have additional but different worship services in other areas of their mission field or city.
- Second or third campus plant--an existing church decides to conduct similar worship experiences in different areas of their mission field or city.
- Church within a church plant--an aging and declining church with good facilities offers to host a new church making its primary resources of time and buildings available so the fledgling church can grow to adulthood.
- Multi-racial plant – this is where the leadership from the very beginning is multi-racial in its make-up. At least 20% of the congregation must be of a different race or nationality to be considered a multi-racial congregation.
- Cross cultural church--existing church decides to start a new church for a particular demographic group i.e. a “cowboy” church.

#### **Responsibilities of the local church**

1. Develop a “Prayer Team” to pray unceasingly for the success of the multiplication effort.
2. Choose a model. Responsibilities of the local church will depend upon the model chosen which will dictate whether it is leadership, members, financial, facilities or any combination of these.
3. In any of the models chosen, the use of the “Readiness to Plant” material is vitally important. This material looks at the churches capacity for fruitful planting in five key areas; “leadership readiness,” “vision alignment” “evangelistic aptitude,” “passionate spirituality,” and “cultural openness.”
4. Contact the District Superintendent when a decision is made to multiply in order to work with the District’s New Church Ministry Team for coordination and support.
5. Assemble within the church a New Church Start Development Team of passionate lay persons led by the pastor to devise a plan for implementation with timeline. Suggested books to read: “Exponential” by Dave & Jon Ferguson, “Be Fruitful & Multiply” by Robert Logan and “Planting New Churches in a Post Modern Age” by Ed Stetzer

#### **Responsibilities of the Districts**

1. Each district has a new church ministry team of 4-6 leaders who are passionate and committed to reaching new people through starting new churches with at least one younger person.
2. Persons on this team should have: a deep commitment to Christ Jesus, The United Methodist Church and the making of disciples for Jesus; previous experience in new church starts; potential for raising funds for new church starts and be part of growing church.
3. The purpose of which is to develop and execute strategic plans for starting new churches including: the mission field location, leadership requirements and assessments, the “affinity” issue, benchmarking, mentoring and coaching, timing and launching, the church’s readiness to plant, ministry partners and resourcing. This team serves as a connecting point for all individuals, churches, conference and general work in church planting in the district.
4. Is accountable to the District Superintendent/Cabinet and resourced by the New Faith Communities Committee and its Director.

#### **Responsibilities of the Conference**

The conference will be a partner in these new church starts by providing collaboration, demographic information, guidance, supervision, leadership and other appropriate resources.

1. The Conference develops an assessment team led by the Director of New and Vital Faith Communities.
  - The purpose of which is to evaluate and assess potential church planters for general ability and affinity to specific church planting projects, report and make available a pool of potential church planters to the Appointive Cabinet as well as potential sites for church planting.
2. A pool of pre-screened potential church planters is created.
  - Make use of the Lay Missionary Planting Network (LMPN)\* in helping to establish this pool.
  - 10-20 lay or clergy leaders who have been assessed for fitness and trained in the basics of starting a new church.
  - Leaders in this pool would be given preference in appointment to new churches and to churches that are starting new churches.
  - The pool would be evaluated annually and receive ongoing training.

#### **Role of the Conference New Faith Communities Committee**

1. Coordinates, revises and resources this plan in collaboration with the Bishop/Appointive Cabinet and Director of New and Vital Faith Communities.
2. The chair (or representative) of each District New Church Ministry Team serves as a member on the New Faith Communities Committee.

\*LMPN- a new approach to starting churches through the assigning of passionate, talented and trained lay persons, drawing us back to our Wesleyan roots. The belief is that gifted and called lay people can and will effectively lead new congregations.

#### **Responsibilities of the General Church**

Our United Methodist Strategy Team for starting new churches named “Path 1” is available for the following:

- Contextualized Conference Strategic Planning
- Jurisdictional and National Equipping Events for the “training and teaching” of new church planters
- New church start multiplication training for existing churches
- Use of a cadre of “certified” United Methodist new church start mentor coaches for each new church start planter
- Providing resources for assisting in the successful “launch” of a new church start

Path 1 is eager to build relationships with conferences and jurisdictions that may make funds or additional leadership available in the future for the planting of new churches.

#### **Internal Steps and Dates**

The Desert Southwest Conference will build district teams capable of launching at least 10 new churches each year.

- District Superintendents identify and recruit district-level leadership (Spring 2011 and ongoing).
- Train district teams and DS’s (2011 and ongoing) and have the team read study materials on new church starts such as “Exponential.”
- Train all clergy and key lay persons about multiplication.
- Have a training event for local congregations: Developing a Church Planting Proposal (Fall of 2011).
- Resource district teams with encouragement and attention (ongoing).
- Have ongoing coaching (new church pastors, etc.).
- Quarterly reporting to Bishop and Extended Cabinet.

#### **Resourcing the Local Church**

Possible approaches:

- Large Church Pastors meeting/Mid-size
- LMPN training
- Receive ideas on how it could happen here?
- Marketing Tools
- Demographic information, which would include what other denominations are present
- Collaborative work with other denominations
- Develop a web-presence in each district on resources for starting new churches

### **Conclusion: A Tale of Two Churches by Ed Stetzer**

A study of Acts reveals that laypersons affected early church planting (8:1, 4). They performed mass evangelism (8:5-6, 12) as well as village evangelism ((8:25). Through this lay movement, churches multiplied (9:31) and salvation reached increasing numbers of Gentiles (10:44-48). Later, lay Christians from Jerusalem witnessed about Christ and planted a Gentile-Jewish church in Antioch (Acts 11:20-21). The founding of the Antioch church may be the most important moment in church planting history. Antioch would send missionaries throughout the world. Under the leadership of the Holy Spirit, the Antioch church became the first great missionary-sending church (Acts 13:3). On the other hand, the Jerusalem church turned increasingly inward and lost much of its vision, finally disappearing like the Judaizers of the early Christian movement. In contrast, the Antioch congregation reached the world by becoming the first church planting church! They did this by sending out their very best leaders and by contributing ‘significant’ amounts of money for the establishment of new congregations.

All of the above information is aimed at providing the framework for those that want to be the multiplying “Antioch” churches of our day and helping them achieve great success.

***“They fasted and prayed; they placed their hands on them and sent them off.” Acts 13:3***

## **G. CLERGY HOUSING POLICIES AND STANDARDS**

### **A. RESPONSIBILITIES:**

1. The ultimate responsibility for clergy housing lies with the Administrative Board of the local church, with shared immediate responsibility given to the Staff Parish Relations Committee/Parsonage Committee and the Board of Trustees.
2. The responsibilities of the Staff Parish Relations Committee shall include:
  - a. Sensitizing the congregation to the fact that the parsonage is to be mutually respected by the pastor's family as the property of the church, and by the church as a place of privacy for the pastor's family. (1992 *Discipline* ¶ 270.2f (4))
  - b. The chairperson of the Staff Parish Relations Committee along with the chairperson of the Trustees and the pastor shall make an annual review of church-owned clergy housing. Following appropriate action by the Staff Parish Relations Committee and Trustees, the review form shall be submitted to the District Superintendent.
  - c. Follow the Parsonage Maintenance Guidelines "When There is a Change in Clergy Appointment."
  - d. Assure that all budget requests pertaining to the parsonage are submitted to the above mentioned groups for recommendation for inclusion within the budget.
  - e. Recommend the amount of a housing allowance, if one is provided, and determine that it is within the requirements of the I.R.S. (1992 *Discipline* ¶ 907.4)
  - f. Submit to the Administrative Board/Council the proper resolution establishing the Housing Maintenance allowance within the ceilings established by the I.R.S. This allowance is available for parsonage and clergy-owned housing.
  - g. Arrange for the rental of a parsonage, if that is needed, to house the pastor and family.

### **B. JOINT RESPONSIBILITIES:**

1. It should be remembered that a home expresses character and that the condition of the parsonage reflects on the relations of the clergy family and the church. Happy is the pastor who can be proud of his/her church for the kind of parsonage provided for his/her use. Happy is the church

whose parsonage family cares for the home provided for them as good stewards.

2. There shall be an annual review of the parsonage as noted in Section A:2b.
3. Clergy families living in a church-owned parsonage are expected to maintain the parsonage in conditions of reasonable cleanliness and repair, avoiding the necessity of extensive cleaning or repair upon the change of pastors.
4. With the change of pastors, the clergy family shall be responsible to clean the parsonage and make it available for the new pastor's family. Any cleaning expense shall be borne by the clergy family (excluding carpets and draperies).
5. When a change of pastors is anticipated, this is an appropriate time for the church to consider repainting, new carpets and/or new draperies. The responsibility for the cost of any unusual repairs resulting from the clergy family's lifestyle shall be negotiated between the Staff Parish Relations and Trustees committees and the clergy family.
6. The church is encouraged to consider the tastes of the parsonage family in choosing colors and appliances.

#### **C. MINIMUM PARSONAGE STANDARDS:**

1. The parsonage should be an adequate and comfortable home for the pastor and family.
2. It should be located so it will be conducive to good living and accessible to good shopping areas, school and to the church.
3. There should be a minimum of three bedrooms, each of adequate size and allowing for privacy, and providing adequate closet space and storage space.
4. There should be a minimum of one and 3/4 bathrooms.
5. A dining area should be adequate for formal dining and entertaining.
6. The living room should be large enough so that entertaining or dining is possible if desired.
7. The kitchen should be adequate and large enough for a family eating area.
8. There should be an area where the family can "be at ease" and out of the usual traffic pattern whether it is a kitchen-family room, a den, or a recreation room.
9. The parsonage will be furnished by the church with major appliances, carpets and window coverings and will be maintained and replaced when necessary. Major appliances shall include a sink with garbage disposal, built-in dishwasher, stove, oven, microwave, washer/dryer, and refrigerator.
10. There should be adequate shelter for the pastor's car, preferable a two-car area provided.
11. All existing parsonages need to be reviewed in light of minimum standards. Efforts should be made to develop a plan to upgrade the existing parsonage to the plan.
12. Where the church provides acceptable furnishing, but the clergy prefers to use their own, the clergy family is responsible for the cost of storage for the church-owned furnishings.

#### **D. PARSONAGE MAINTENANCE GUIDELINES:**

1. The parsonage shall be reviewed annually for maintenance needs, including exterior inspection and interior inspection. All interior and exterior maintenance of the parsonage is the responsibility of the local church. See Section A:2b.
2. An emergency fund should be available at an amount that could be spent without consultation with the Finance Committee in order to deal with emergency repairs.
3. Termite control should be maintained on the parsonage.
4. Major renovation, repair and replacements should be done by the church as they are needed. The clergy family, not the church, should be responsible for correcting extreme or unusual damage caused by family negligence that is beyond normal depreciation.
5. Basic landscaping should be the responsibility of the church and professionally planned whenever possible. Basic ground cover (lawn and/or desert landscaping), shrubs, tools and equipment should be provided by the church. Routine yard care and maintenance should be negotiated between clergy family and church.
6. For the safety of the parsonage family, the church should carefully evaluate the overall security of

the building and grounds. Included should be fire prevention measures such as smoke alarms, fire extinguishers, escape ladders where needed, a fire escape plan, and fencing for play areas and pets as needed.

#### **E. CHANGING OF PASTORS:**

1. The parsonage should be thoroughly inspected, repaired, and cleaned both inside and outside when there is a change of pastors. All should be in proper order. This is also a good time for a thorough inspection of plumbing and electrical wiring and appropriate repairs or replacements made. It is further recommended that a termite and pest control inspection be done at this time, and all necessary correction be made through the proper church agencies.
2. The following suggestions are for creating a "guide" to be completed by the pastor, Staff Parish Relations Committee, and Trustees which shall be given to the clergy family when it moves into the parsonage:
  - a. For each appliance:
    - 1) Operating instructions or manuals, etc.
    - 2) Repair instructions and servicing, repair personnel to call, which if any Staff Parish Relations Committee/Trustees member to call. It is understood that service calls and repairs of major appliances owned by the church should be paid for by the church.
  - b. Where to find:
    - 1) Sprinkler system valves.
    - 2) Turn-off valve for gas
    - 3) Turn-off valves for outside and inside water.
    - 4) Meters
    - 5) Fuse or switch boxes, circuit breakers and main switch - all properly labeled
    - 6) Size and change intervals for heating and cooling filters
    - 7) Various plants (bulbs, etc.) which are seasonal
    - 8) Any unusual appliances, equipment or household peculiarities
    - 9) Sewer clean outs
  - c. Numbers to call in case of emergencies: Police, Fire, Ambulance, Insurance Company, etc.
3. When it is possible, the parsonage should be open for visitation by the newly appointed clergy family prior to the effective date of appointment.

#### **F. PARSONAGE UTILITIES:**

1. The local church shall provide utilities: water, electricity, gas and basic telephone (not including personal toll calls), sewage fees, trash and garbage collection fees.
2. This policy should be the same for both church-owned and clergy-owned or rented parsonages.

#### **G. PARSONAGE INSURANCE:**

1. Insurance in real and personal property is the responsibility of the church.
2. The insurance policies should be reviewed annually and maintained at an adequate amount of coverage.
3. The pastor shall be responsible for insuring all personal belongings including personal furniture, clothing, books, jewelry, art, silver, etc.

#### **H. HOUSING ALLOWANCE IN LIEU OF PARSONAGE:**

1. It is deemed proper by the Annual Conference for a local church to offer and the pastor to accept a housing allowance in lieu of a provided parsonage. (2004 Discipline ¶ 252.4.e)
2. Such an agreement is the responsibility of the Pastor/Staff Parish Relations Committee to be determined in cooperation with the pastor. Where the church owns a parsonage, the Board of Trustees will need to be consulted as to the utilization of a parsonage which is not used by a pastor.
3. Where a parsonage is provided by the church, the church would continue to pay all costs for the maintenance of the house as if the pastor were living in it. In such a case the housing allowance shall be at least the fair market rental value of the parsonage.

4. Housing/Rental Allowance is limited to the lesser of (1) the amount of the housing/rental allowance designated by the local congregation, (2) the amount actually expended by the pastor to provide his/her housing including furnishings and utilities, (3) the legally determined fair rental value of the housing provided, or (4) the conference maximum allowed as determined by the Cabinet.
5. This housing allowance income is not to be deemed a part of compensation. (*2004 Discipline ¶ 252.4.e*) Any housing allowance in excess of the conference maximum shall be considered as part of the base salary by the Annual Conference.
6. It is the policy of the Annual Conference for a church to own a parsonage. The church may be free to sell that house if the pastor is not living in it for the purpose of buying another house as a parsonage. Should the house be sold (and a new one not purchased) proceeds shall be placed in an interest-bearing account. If there is another outstanding loan on other church property the principal could be used to pay off that loan. If there is no other church debt on property, then the proceeds from the principal cannot be used for anything except to purchase another parsonage. The Cabinet has the authority to grant an exception to this rule.

**I. PARSONAGE PURCHASES AND PERSONAL LOANS TO CLERGY:**

1. The sale of a parsonage owned by a local church or entity thereof to a pastor who has been appointed to that charge (or anyone directly related) shall be done in accordance with the appropriate disciplinary provisions governing church property and shall be reviewed and approved by a committee composed of a member of the Cabinet named by the Bishop, a member of the Board of Ordained Ministry named by the Board, who shall convene the committee and serve as chair, a member of the Trustees named by the Trustees, a member of the CF & A, and a lay member with experience in business and accounting practices nominated by the Nominating Committee and elected by the Annual Conference. This committee shall be called the Housing and Loan Review Committee. The purpose of this committee is to assure that the long term fiduciary interests of the local church and Annual Conference are protected and that the terms and conditions of such purchases conform to standard business and accounting practices. The Committee may consult with the appropriate District Building and Location Committee and the Chancellor of the Annual Conference.
2. The Housing and Loan Review Committee shall also review annually and approve the terms and conditions of personal loans to clergy by the local church or entity thereof to assure that the fiduciary interests of the local church are protected and that standard business and accounting practices are followed. In accordance with accepted professional ethical practices in an itinerant appointive system financial relationships shall not extend beyond the tenure of appointment to a particular charge.

**J. HOUSING FOR CONFERENCE STAFF:**

1. Housing for District Superintendents shall be on the same basis as for local church pastors. (Reference Section H.6.)
2. Each District shall provide a District parsonage under the authority of the Conference Trustees to be maintained as the Conference Trustees deem advisable.
3. In the event the available district parsonage is not well-suited to the needs of the current District Superintendent, each district may come to an agreement with the District Superintendent regarding the rental of the parsonage with the proceeds of the rent acting as a housing allowance for the District Superintendent to provide for his/her own housing. Provisions should be made for adequate supervision of the rented parsonage to ensure its good condition is maintained. Any agreement for such an arrangement established by the Conference Trustees shall be reviewed by the Council on Finance and Administration at the time of its inception. (*Conference Rule IV.D.5.f.(4)*)
4. Housing for other conference staff will be by housing allowance only. The Annual Conference will not provide parsonages.

5. Housing allowances, where applicable, will be established yearly by Conference Finance and Administration in consultation with the Cabinet.

## **H. POLICIES AND PROCEDURES FOR DEALING WITH CLERGY SEXUAL MISCONDUCT**

### **Preamble:**

All clergy<sup>1</sup> are responsible for maintaining the credibility, integrity and practice of the Christian faith. The best solution to the problem of clergy sexual misconduct is self-discipline and responsible behavior by each clergyperson. Such conduct takes Christian standards and ordination vows seriously. Personal integrity and mature and professionally responsible conduct must be brought to all relationships by every clergy in the Annual Conference. Every professional counseling practice prohibits inappropriate behavior. All clergy, single or married, should develop healthy personal relationships. The goal of married clergy must be to develop and maintain healthy marriages. When relational and sexual difficulties are present in one's personal and/or professional life, counseling should be sought. Mature professionals recognize that they are, by nature, of their role as well as by the esteem they are held in by parishioners or clients, in a position of power; and furthermore, this power can be exercised for self-interest as well as in the interest of those who trust them.

When sexual misconduct occurs, there are many victims: the spouses, children and other members of the family of the persons who are involved are victims; congregations who must live with the interpersonal and community impact of inappropriate sexual behavior are victims. All these victims are not part of the disciplinary and restorative procedure of the ordained ministry; yet all are hurt when sexual misconduct has occurred. Those who take the connectional covenant seriously and who value the vows of ordination, assume responsibility for the whole church in the way they live with their sexuality.

Clergy who serve in parishes where their predecessor has been sexually irresponsible find themselves living with the consequences arising from the misconduct of a brother or sister. When friends in the ministry conduct themselves inappropriately, there is a tension between caring for a personal friend involved in sexual misconduct and caring for the health and authenticity of the clergy person. All clergy are responsible for maintaining the integrity of the covenant we share together.

### **I. Introduction and Background**

A. Ordination, consecration and membership in an Annual Conference in the United Methodist Church is a sacred trust and a position of power and responsibility. The qualifications and duties of diaconal ministers, local pastors, associate members, probationary members, and full members are set forth in the *Book of Discipline* of the United Methodist Church<sup>2</sup>, and we believe they flow from the gospel as taught by Jesus Christ and proclaimed by his Apostles. Whenever a person in any of the above categories, including those on leaves of all types, honorable or administrative location, or retirement, is accused of violating this trust, the membership of their<sup>3</sup> office shall be subject to review. [2012 *Book of Discipline* ¶ 362] The intent of this policy is to provide for the safety of parishioners, protect the special relationship between pastor and parishioner, and ensure the health and authenticity of the ordained ministry.

### **B. Definition of Clergy Sexual Misconduct**

Sexual misconduct is an abuse of power and a breach of professional and pastoral ethics. Sexual misconduct may include sexual harassment, contact activity, (not limited to sexual intercourse), in which the clergyperson violates the free choice or takes advantage of the vulnerability of any person. Sexual misconduct breaks the sacred trust inherent in ordination.<sup>4</sup> Any such misconduct shall be considered to be an offense by the clergyperson who then bears the responsibility of their behavior. Sexual misconduct often is not an outwardly forceful misuse of power, but may include behavior meant to induce a parishioner, client, church staff person, or colleague into a consensual sexual relationship. It, in fact, may include participating in sexual behavior instigated by a parishioner, etc.

### **C. Standards for Clergy Conduct**

The following are standards which underlie this policy and its definition of sexual misconduct by

clergy.

1. Clergy are responsible for the emotional, spiritual, and physical health of themselves and of those persons who come to them for help or over whom they have any kind of influence. Breach of this protective relationship is unethical and can become abusive.
2. Because clergy often deal with individuals who are emotionally and psychologically fragile or personally vulnerable, it is imperative that:
  - a. the clergy themselves be healthy psychologically, emotionally and spiritually;
  - b. they have adequate preparation and education for helping those individuals under their care and have continued supervision to deal with the inherent risks caused by dependency and/or transference.

**D. The Expectations of the Covenantal Relationship of Clergy with the Church.**

As Clergy, our covenant with the church is to:

1. Nurture and cultivate spiritual disciplines and patterns of holiness;
2. Be committed to and engage in leading the ministry of the whole church in loving service to humankind;
3. For the sake of the mission of Jesus Christ in the world and the most effective witness to the Christian gospel, and in consideration of (our) influence as a minister, be willing to make a complete dedication of (ourselves) to the highest ideals of Christian life;
4. Be persons in whom the community can place trust and confidence;
5. Be accountable to the United Methodist Church, accept its discipline and authority, abide by the demands of the special relationship of its ordained ministers, and be faithful to (our) vows as ordained ministers of the Church of God. (2012 *Book of Discipline* ¶ 304)

**II. Procedures**

**A. Assumptions Underlying Reports of Alleged Misconduct**

1. When an aggrieved person reports to a clergy person an incident of sexual misconduct it is our responsibility to do our utmost to encourage and support aggrieved persons, and to urge the person to submit their complaint directly to the District Superintendent or the Bishop. In no case is the clergyperson to judge the validity of the reported complaint.
2. When bringing incidents of clergy misconduct into the appropriate forum, the greatest possible care should be taken to assure that the least possible additional harm is done to the complainant and to the accused.
3. Persons accused of sexual misconduct are to be considered innocent until the accusation has been substantiated beyond a reasonable doubt.
4. The protection of those involved, including the complainant or complainant's family, the accused and the accused's family, the congregation or institution, always shall be maintained.

**B. When Sexual Misconduct is Alleged - Supervisory Response**

When sexual misconduct is alleged, the following procedures shall be followed (2012 *Book of Discipline* ¶ 363):

1. A written and signed complaint shall be brought to a District Superintendent, or the Bishop, by the offended party, or by someone who has verifiable knowledge, and is willing to pursue a resolution;
2. All parties, including the complainant and the respondent, shall be encouraged to bring a support person to any meeting or hearing at any point in the process;
3. A District Superintendent shall promptly:
  - a. share the complaint with the Bishop;
  - b. clarify and explain to the person bringing the complaint the process that will be followed in response to the complaint;
  - c. request permission from the complainant to use the written complaint, and their name in discussion with the accused. If the complainant is unwilling to be named, the superintendent shall share the complaint with the accused while protecting the anonymity of the

- complainant;
- d. go to the clergyperson, with the complainant's knowledge, and share the allegations with the clergyperson:
    - 1) present them with the written complaint;
    - 2) explain the process to be followed, emphasizing the presumption of innocence and the right to due process;
    - 3) receive their response to the complaint;
    - 4) seek to substantiate the accusation or ascertain sufficient reason for pursuing the accusation further;
    - 5) keep a written record of all meetings with all persons involved in the complaint process.
  4. A complaint brought against a District Superintendent shall be submitted to the Bishop. (2012 *Book of Discipline* ¶ 363)
  5. In case of a complaint against the Bishop, the process for investigation, as outlined in 2012 *Book of Discipline* ¶ 413, will be followed.
  6. The Bishop and the District Superintendent shall consider the appropriateness of informing the Staff-Parish Relations committee or the proper personnel supervisory body of the nature of the charges and the process being followed.
    - a. In sharing the nature of the complaints, care shall be taken to protect the rights of all people involved;
    - b. Any explanation to the congregation of the complaint involved shall be sufficiently complete to provide a clear understanding of the complaint and to protect persons from further misconduct.
  7. In order to protect the rights of the respondent and to protect the aggrieved person(s) and congregation from possible harm, the Bishop, with the recommendation of the Executive Committee of the Board of Ordained Ministry may suspend the person from all clergy responsibilities, but not from an appointment, for a period not to exceed sixty days. [2012 *Book of Discipline* ¶ 363.1d]
  8. The respondent is encouraged to use due process accorded to them by throughout the supervisory and judicial process; however, throughout the process the respondent may withdraw from membership of the Annual Conference under the 2012 *Book of Discipline* ¶ 361.3. The credential will be inscribed "withdrawn under complaint of sexual misconduct" by the Bishop and deposited with the Secretary of the Annual Conference. This action is reported to the Board of Ordained Ministry for confirmation by the Executive Session of the Annual Conference at its next session.
- C. Determination of Sufficient Cause**
- The Bishop will determine if there is sufficient cause for a complaint of sexual misconduct. If there is substance to the accusation, and resolution is not achieved through the supervisory process, the Bishop will refer the complaint as a judicial complaint in accordance with the 2012 *Book of Discipline* ¶ 363.1e (2).
- D. The Judicial Process of the United Methodist Church**
1. The Counsel for the Church
    - a. Elder in full connection appointed by the Bishop.
    - b. Receives referral of complaint
    - c. Signs and forwards complaint as a judicial complaint to the Committee on Investigation;
    - d. Represents Church in any proceedings of the Committee on Investigation (2012 *Book of Discipline* ¶ 363.1e (2))
- The Committee on Investigation
- The investigation procedure is the first step in the judicial process. The duties and procedures of the committee are outlined in the 2012 *Book of Discipline* ¶ 2706.
- The Right to Trial
- Those against whom complaints are brought are innocent until proven guilty. The 2012 *Book of*

*Discipline ¶¶ 2707 through 2714 outlines the trial procedures.*

**E. The Rights and Responsibility for the Victim(s)**

If the respondent remains under ecclesiastical authority, they may be expected to pay for counseling for the victim(s) as part of the rehabilitative process. This will be assigned at the discretion of the Bishop. The Board of Ordained Ministry may choose to provide financial assistance. A list of qualified therapists shall be provided to the victim(s) of the misconduct. It is the Bishop's and District Superintendent's responsibility within thirty days to:

1. Work with the present and/or new pastor to minimize further victimization by the attitudes and actions of the congregation;
2. Initiate a process to seek healing and restoration for all of the victims including the abused persons, families, and the congregations involved.
3. In order to facilitate the healing and restorative process, the respondent's District Superintendent and a District Superintendent chosen by the Bishop shall meet with the respondent's Staff-Parish Relations Committee or the appropriate Personnel Committee.

**F. Records**

When credentials have been surrendered the Executive Session of the Annual Conference shall receive a report and a brief description of the charges or complaints and the disposition of them.

Full information of substantiated sexual misconduct and subsequent actions taken shall be kept in the clergy person's permanent record in the Bishop's office.

Information of sexual abuse shall be shared with the respondent's successor and with the Staff-Parish Relations Committee or the appropriate personnel body as is wise and necessary. Confidentiality among all those concerned is expected.

<sup>1</sup>For the purposes of this policy, "clergy" refers to all persons ordained, commissioned, licensed or consecrated.

<sup>2</sup>All references to the *Book of Discipline* are for the 2012 *Book of Discipline*

<sup>3</sup>The pronoun "their" is used as a gender-neutral singular pronoun.

<sup>4</sup>For the purpose of this policy, "ordination" refers to ordination, commissioning, licensing and consecration.

## **GLOSSARY**

**Sex discrimination** is disparate treatment based on gender. Both sexual harassment and gender harassment are forms of sex discrimination.

**Sexual harassment** is defined by the Equal Employment Opportunity Commission as any unwelcome sexual advance, request for sexual favors, or other verbal or physical contact of a sexual nature when:

1. Submission to the conduct is made either explicitly or implicitly a term or condition of an individual's employment.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting the individual; or
3. The conduct has the purpose or effect of unreasonably interfering with the individual's performance or of creating an intimidating, hostile or offensive working environment.

**Gender harassment** is unwelcome or unwanted conduct which is gender specific. Although not specifically "sexual," gender harassment may be recognized in patterns of behavior creating hostile or abusive working environments. Both sexual harassment and gender harassment are exploitations of power, and considered discrimination by law.

**Sexual exploitation** refers to unethical and, in some instances, unlawful behavior by a therapist or counselor through sexual contact with a client. Any sexual contact with a client or counselee is considered an exploitation of the professional role and the counselor's/therapist's responsibility to their client. Consent, or even initiation by the client is not a defense for sexual exploitation.

**Clergy/Ministerial misconduct** is a violation of sacred trust and the fiduciary responsibility of an ordained minister, local pastor or diaconal minister. When this violation involves sexual contact or

"sexualized behavior," it may be called **clergy sexual misconduct**. Some relationships between so called "consulting adults" within the context of the Church may be clergy misconduct.

**Sexual abuse** is one form of sexual misconduct. While all forms of clergy sexual misconduct are unethical and a violation of our sacred trust, not all forms of sexual misconduct are necessarily abusive; e.g., an adulterous relationship between consenting adults who are not in a counseling relationship. Sexual abuse is a sexual invasion of the body. It may include verbal threats or physical assault. Sexual abuse may be: rape, sexual assault, incest, indecent exposure, statutory rape, involuntary or voluntary sexual intercourse with a child, promotion of prostitution, pornography with children, indecent assault, and aggravated indecent assault. Sexual abuse is also an internal assault, a deliberate violation of emotional integrity; a hostile, degrading act of violence.

**Other terms used in policy:**

**Complainant:** Person who initiated the complaint; person against whom the alleged offense occurred.

**Respondent:** Person against whom the complaint is lodged, i.e.-the accused.

**Victim:** When a complaint has been substantiated, all who have been adversely affected by the offense are considered to be victims.

### **I. YOUTH WORKER GUIDELINES**

*A "Worker with Youth" is an adult volunteer or staff person who works with youth in 6<sup>th</sup> grade through graduated 12<sup>th</sup> grade. This includes local church, District, Conference, and Camping events.*

Guidelines for a "worker with youth" are:

- A.** Must be a high school graduate to work with junior high youth; must be at least 22 years of age to work with senior high youth OR if younger than the required age, they may be personally appointed by the adult coordinator of the event OR must be at least 4 years older than the oldest youth the event is designed for OR is a paid staff person of a local church who has been approved for the event by the Conference Youth Coordinator and the Conference Staff Person relating to Youth Ministries.
- B.** Must have completed a local church, District, or Conference sponsored training event dealing with risk management.
- C.** Must have completed any required training for the specific event.

These guidelines shall become effective on January 1, 2001.

**In Memoriam and Roll of Honored Dead**  
**2016 Desert Southwest Conference**



### **Rev. Jerome Blankinship**

November 4, 1933 – August 27, 2015



The Rev. Jerome "Jerry" Blankinship was a leader in the Las Vegas Valley's religious community for nearly a half century.

He was best known for his more than 30 years as chaplain for Sunrise Hospital and Medical Center.

Blankinship also was one of the founders of the Clark County Ministerial Association, in which he served as vice-president and program chairperson until his death.

### **Mrs. Anita June Deits**

March 14, 1933 – February 18, 2016



Anita June Deits died peacefully with her family gathered around her on February 18, 2016, after a 12-year battle with Alzheimer's disease.

June was born March 14, 1933 in a farmhouse in rural Oklahoma, the oldest of three children born to Opal and Ira Meeks. She was four years old when her family moved to southern California, living in Whitewater, Norwalk, and finally in Lakewood. It was there when she was in the 8th grade that a new boy, Bob Deits, came to her class and she offered to help him find his classrooms. They were soon girlfriend/boyfriend and dated through high school. Bob and June were married March 15, 1952.

June was an artist, athlete and skilled public speaker. She and Bob were competitive roller skate dancers for 15 years. They were Arizona State Champions three times, and Regional finalists once. June designed and made all of their costumes. During younger years she played tennis, golf, and enjoyed stream fishing near their cabin outside Payson, AZ. She and Bob enjoyed ball room dancing, especially the Argentine Tango. They went to Buenos Aires three times to study with master teachers and became teachers themselves. Some of the best tango dancers in the world sought her out to dance with them.

When Bob went back to college, then to seminary to become an ordained minister in the United Methodist Church, June typed his papers on a portable non-electric typewriter. She worked alongside him in every aspect of the ministry for more than 46 years.

She was a partner with Bob in leading 36 Marriage Encounter weekends. Together with two other couples they wrote the program for UM Engaged Encounter.

On Valentine's Day, 1994, June had a mastectomy due to breast cancer. Her death came 4 days after the 22nd anniversary of that event. Her response to having cancer was to create a Daffodil Sunday at their church that eventually raised \$88,000 for the American Cancer Society. She also visited women who were having mastectomies and led a cancer support group.

An automobile accident in 1992 led to the breakdown of her spine 15 years later and resulted in surgeries leaving 2 rods and 12 screws in her back.

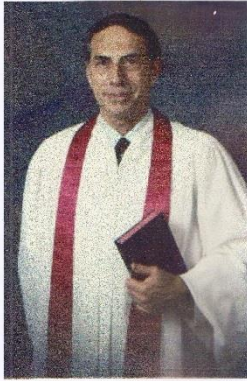
However, none of her physical challenges impacted the fullness of her life until she was diagnosed with memory loss in 2004. By 2008 it was advanced Alzheimer's. She participated in a research study on an experimental drug for 3 years, but was not effective. In 2013 she became a resident of a memory care facility. Two years later she moved to Legacy Senior Care near their home where she lived at the time of her death.

June is survived by her husband, Bob Deits, Sons Rick (Dianne) Deits and Roger (Marcia) Deits, daughter Jeanne (Bill) Honsaker, 15 grandchildren and 14 great grandchildren and her sister, Beverly Sandoval.

She was preceded in death by her parents Ira and Opal Meeks, and brother, Ronnie Meeks.

## **Rev. Dean E. Humbert**

May 21, 1925 – October 12, 2015



“Be Kinder Than Necessary.”

That is what the sign on Dean’s desk said and it is how he lived his life from cradle to grave. He faithfully served his God, his country, and his family for all of his 90 years.

Dean was a rare person, blessed with  
-- the mind of an engineer,  
-- the heart of a father,  
-- the soul of a pastor,  
-- the eye of a photographer, and  
-- the hands of a healer.

Dean was born in a farmhouse in Sedgwick County, Kansas, the first of four children of Dena Edwards Humbert and Oliver Presley Humbert. Dena’s father was a pastor of the Church of the Brethren in Christ.

When Dean was a toddler his family moved from the Kansas farm to California, first to Buena Park (home of Knott’s Berry Farm) and eventually to Camarillo. At the age of seventeen, during World War II, Dean took his father along to sign for him so he could enlist in the U. S. Navy. The Navy tests showed that Dean was color-blind and therefore ineligible for the Navy. The Army had no such prejudice, but that recruiter advised Dean to finish high school first. Dean turned eighteen in May, graduated from high school in June, and was inducted into the Army on the Fourth of July. During the course of the war he moved from Marseilles through France into Germany, where he and a fellow soldier dynamited a bridge that the Axis forces desperately needed.

While studying Mechanical Engineering at the University of California at Berkeley on the G. I. Bill, Dean married Wynona “Nonie” Evelyn Manzer, also of Camarillo. After earning his degree at Berkeley he worked briefly testing drones used by battleships for target practice. He then went to seminary at Bonebrake Theological Seminary (now United Theological Seminary) in Dayton, Ohio. As a student he had a pastoral assignment to Ailey Methodist Church.

Dean, Nonie, and their first three children returned to California in 1955, where Dean was ordained. He served a “trinity” of Trinity churches in California: Sacramento, Ontario, and Yorba Linda.

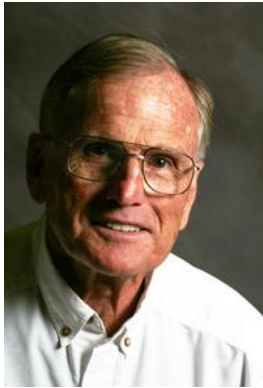
When the Desert Southwest Annual Conference was formed, he was appointed to Los Arcos United Methodist Church in Scottsdale and later to Chandler UMC. After retiring from the Annual Conference and spending a year or so remodeling their home, he was hired as staff at Central United Methodist Church in Phoenix. After twenty years as Associate Pastor there he retired for good.

Dean was married to Nonie for 57 years, till her death at the age of 74. They had six children, eighteen grandchildren, and (so far) fourteen great-grandchildren. His second marriage, to Judith, upped his lifetime marital total to 67 years.

A humble man, but never faint of heart, he left this world a better place. His legacy lives on to comfort and inspire. Praise be to God for the blessing that was – and is—Dean Edward Humbert.

## **Rev. Dr. Charles T. Kendall**

April 28, 1932 – June 25, 2015



Charles Travis Kendall (Travis), of Phoenix, passed away peacefully Thursday, June 25, 2015, after a short and courageous battle with cancer. He was 83. He is survived by his devoted wife of 56 years, Janet Kendall; children Nathan (wife Julie), Matthew (wife Lisa), Mary Beth (husband Rob), Benjamin (wife Kim), and Timothy; grandchildren Ariana, Hayley, Lila, Charlotte, Travis, Bryce, Ruby, Katrina, Libbie, Laura, and Lindsey (husband Beto); great grandchildren Madison, Savannah, Riley, and Jackson; and siblings Peggy Soulen (husband Dick) and Phillip Kendall (wife Noel).

Travis was born, in Boston, to the late Charles and Mary Lou Kendall. He graduated from North Phoenix High in 1950 and from DePauw University in 1954. He studied at the Boston University School of Theology, where he received an STB in 1957 and a Doctorate in Theology in 1965. It was in Boston where he met Janet Latona, a nurse, and they married in June 1959.

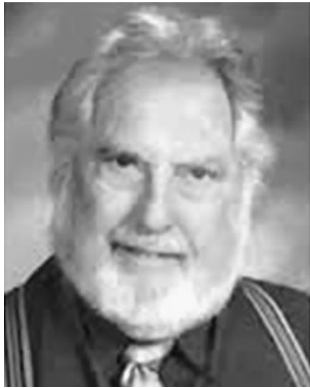
Travis spent his life serving in the Methodist Church. H was senior pastor at University Church, USC Los Angeles, from 1960 to 1970; Executive Director Southern California Interfaith from 1970-1972. Phoenix (MEPCO) Inner City Coordinator, 1972-1975; Senior Pastor, Federated Community Church, Flagstaff 1975-1987; Senior Pastor, Faith United Methodist Church, Phoenix 1987-1994; and Visiting Pastor, Firs United Methodist Church, Phoenix 1994-2000.

Together, Travis and Janet enjoyed traveling, skiing, hiking (especially in the Grand Canyon), and white water rafting on many rivers in the southwest. Their travels took them to countries around the world and throughout the U.S. where they would visit their children and grandchildren, and extended family and friends. Travis shared his passion for white water rafting each year leading church youth groups, on a weeklong camp down the San Juan River, Utah and the Colorado River through the Grand Canyon. He was quite proud each ski season to earn a free lift ticket at the AZ Snowbowl for “being old.” He was easily recognizable around town driving a 1950 Willy’s Jeepster, or finding “treasures” on his morning and evening walks.

His wisdom, wit, generosity, and devotion will be greatly missed.

## **Mr. Michael Kepple**

January 19, 1951 – October 29, 2015



Michael Kepple was born in New York on January 19, 1951. With his family, he relocated to Arizona at age eleven and began attending school in Phoenix. One of four children, Michael grew up in the family home of Dr. George and Celia Keppleman. Michael fulfilled the requirements of Bar Mitzvah in January 25, 1964, at Temple Beth Israel largely to please his parents.

After public schooling, Michael began college at NAU, but left to move on into on-air broadcasting which came easily to him. Michael remained in radio with sports casting and anchor time on television in Colorado and Texas, as well as voice work in commercials, radio and TV voice-over spots, industrial films and a TV series. His broadcasting career spanned more than twenty years and took him to California, Colorado, Texas, and Arizona. By his early forties, Michael was well-known as a talented voice and on-air personality.

Personally, his life took many twists and turns, and in his mid-thirties, he was baptized as a Christian. Eventually, he met and married a seminary student eleven years his senior. During his twenty-three years of marriage to Rev. Linda De Atley, Michael was a joy to her family and his own; a comfort and encourager to friends, co-workers and neighbors; a devoted dad to his daughter, Sarah; an enthusiastic church member always willing to talk about his membership in the United Methodist Church which began at Paradise Valley United Methodist Church; and a generous, bright light to people who only knew him in passing.

In his fifties, Michael completed his college education with a Bachelor of Arts degree in Sociology, a Master Degree in Education, and earned a number of certifications allowing him to teach Social Studies, Language Arts, and Reading to Secondary High School students. Michael loved learning, all sports events, music, animals of every kind, especially horses, and took joy in road trips with his wife, Linda. He was an enthusiastic member of Willowbrook United Methodist Church for eighteen years and eventually joined Lakeview UMC in January 2015.

At home and at church, Michael was the epitome of hospitality making each person he saw feel welcome. As head of Lighting and Sound for a number of years and as a member of that team thereafter, Michael made certain that people could be heard. He was seen regularly as a leader of worship, a participant in skits in church services and at Vacation Bible School, and as a fellow faith traveler during annual prayer retreats.

The highlight of Michael's years in ministry, however, was his Walk to Emmaus experience and his commitment to his fourth day group. Michael wanted very much to use his retirement years to become a Stephen Minister and to take part in Bible study groups. His faith grew as he inquired and his comments made others stop and think and were uniquely his own. As one thoughtful person wrote, "Michael will leave a hole in the landscapes of our lives, and we were fortunate to have known him."

**Mrs. Julia McPheeters**

July 13, 1918 – October 25, 2015



Julia McPheeters passed away on October 25, 2015, at Essex Center in Elizabethtown, New York at the age of 97. She was born in Taegu, Korea July 13, 1918, the daughter of Rev. and Mrs. George H. Winn, Presbyterian missionary parents.

She was predeceased by her husband of 64 years, Rev. Dr. Chilton C. McPheeters.

They moved to Willsboro, New York upon Dr. McPheeters retirement as a United Methodist minister in June 1980.

## **Mrs. Dorothy Moffet**

December 22, 1921 – June 4, 2015



Dorothy M. Moffet was born in Detroit, Michigan but spent her life as a girl in Grand Rapids and her life as an adult in Tucson and Smithville, Texas. She attended Methodist churches her entire life, but accepted Jesus as her personal Savior in her forties at a ladies Bible study. Her Baptist neighbor Clara explained to her how He was a friend, and life as she knew it from that moment on changed.

She served in her Grand Rapids church as an altar guild person, and on women's committees at the South Methodist Church in Home Acres, there. She was a Girl Scout leader, also.

She became active at Christ Church United Methodist in 1960 when our family relocated to Tucson. She was in the women's prayer group, she taught pre-school, served on the women's core team, and taught Sunday School over the years. When her husband Edward became a lay minister in the 1970's, she became a pastor's wife and a good one. They served in Patagonia and Bisbee for many years. Following that retirement, they joined RVICS and lived in Smithville, Texas for about five years, serving the church and community there after they roved the U.S., helping churches with service projects.

Back in Tucson, she served at St. Paul's Methodist church with lighter duty, in her twilight years. When her husband of 58 years passed away, she was a widow for over a year before marrying Marvin Moffet. She and Marvin attended St. Paul's faithfully the ten years God gave them together. She participated in the ladies' prayer group and made countless calls on members, as well as sent cards of sympathy, get well, and thinking of you. She began to lose her eyesight the last two years of her life but managed to use magnifiers so she could read her Bible daily.

Her ministry was vibrant and rich and she loved serving others with her Lord. There was no one she loved more than Him.

### **Mr. Felipe Sotelo Navarrete**

August 28, 1947 – June 6, 2015



Felipe was born in Guatemala on August 28, 1947. He journeyed on from the city that he loved, Yuma, Arizona, on June 6, 2015. He married the love of his life Tweedy Sombrero on March 8, 1997 in Phoenix, Arizona.

Felipe was a self-educated man; a man who lived out his faith; a man of dignity and integrity. He loved the outdoors and chose a profession that allowed him to use his skills in the area of landscaping and was well known in the community for his work. He continued to do landscaping until his untimely departure.

He loved children, was well liked and respected. While living in Phoenix, on Saturday mornings the neighborhood children would come to the house and ask if Felipe could play. He always did.

Felipe loved Bible studies, he read the Bible daily and put his faith into action. He devoted his life to helping others. He truly was an ambassador for Christ. He embodied John 3:16, 'For God so loved the world that he gave his only begotten Son that whoever believes in him should not perish but have everlasting life.'

## **Rev. Stephen Whisler**

August 14, 1952 – October 5, 2015



Steve was born in Lincoln, Illinois while both parents were in a Christian College. He grew up as a preacher's kid most of his growing years. He did have a wonderful short stay on a farm in Indiana. He served his country during the Vietnam Conflict for four years that left internal scars that were finally healed before his death. He wanted to go back and be a missionary to Thailand where he served in the Air force. Steve got a degree from Kentucky Christian School and served at a small Christian Church in Kentucky. Then he went to Fuller Theological Seminary for a degree in Cross Cultural Studies. While there he met

Cheri Deyoe and they were married on March 18, 1989. It was a miracle that Steve and Cheri made it through their first year of marriage, but they did and were happily married for 26 years! Steve took a step back so his beloved wife could become an ordained minister. While she served in Blythe, CA he went back to school to get his Master of Divinity.

While at Fuller, a district superintendent from the Iowa Conference began to encourage Steve to serve in Iowa. So after Cheri was ordained an Elder they moved to Iowa Annual Conference, where they served three years as co-pastors and then three years at separate charges. Steve was loved by his congregations. Even though he never became United Methodist he served the United Methodist Church well.

He never was able to go back to Thailand as a missionary, but was able to go with his parents to Myanmar to help at an orphanage. He even gained a son, Mathew Whisler at age 11 who was adopted August 13, 2004. In 2006 the family moved to Tucson, Arizona where Steve taught special education for a while.

In 2007 it was discovered that Steve had a second bout with Colon cancer and was not supposed to survive, but he did. Steve found a new way of serving the Lord. Even when he could not serve at a church he was sharing God's love with others. Steve was cancer free for seven years but cancer was discovered a third time in December 2014. He struggled with other medical issues those seven years, but remained a faithful servant of God. Steve went to be with the Lord in October, but for his last month of life he was able to do a lot of reading, a lot of praying, and even reaching out to others. Well done good and faithful servant. Steve ran the race and has gotten the prize!

## **Mrs. Victoria Joan “Vicky” Wick**

April 17, 1942 - August 6, 2015



Vicky Wick was God's wonderful gift to all who knew her. She came into this world on Friday, April 17, 1942 in Appleton, Wisconsin, and was the fourth of six children born to the marriage of Russ and Verna Antes. Vicky spent her early years in Appleton and Louisville, Kentucky. When she was fifteen the family moved to Glendale, Arizona where she attended Glendale High School. She loved playing in the school band and in her Biology Class met a young man named Tom who she would later marry.

Vicky achieved her three great goals in life: to be a wife, a mother, and "stay at home" mom. She was blessed with four wonderful children and made her home a wonderful place to grow up. She was always there when her children came home from school and the house was usually filled with nieces, nephews, and neighborhood kids. As her children grew up and left home, she shared in their adventures. Having a son and son-in-law in the Navy she was a guest on a destroyer, an aircraft carrier and a submarine. She traveled to Japan and all over the U.S. to visit her Navy daughter, Tammy, and family. She was blessed to be there when her grandchildren, Haley and Jake, were born and loved spending every possible moment with them.

When her husband Tom entered the ministry she was by his side in five different churches. When introduced at a church they would serve she was asked what her contribution to the churches ministry would be. She looked at Tom and said "him" and was faithful to her calling.

In 1994, she beat breast cancer and in 2002, was diagnosed with liver disease. She faced it with a courage and faith that were an inspiration to everyone who knew her. Over the years her deep faith in a loving God sustained her through incredible health challenges.

On Thursday, August 6th at 3:50 p.m. she passed from the arms of her family into the arms of God who welcomed her into Heaven with the words "Well done Vicky! Well done!" She is survived by her husband of 53 years, Tom, her children Todd (Elizabeth), Tim, Ted (Jodi), Tammy (Bill) Doster; grandchildren Haley, Jake, step grandson Jordan Fagen; her three sisters, a host of nieces, nephews and her faithful dog Coolie who never left her side. Vicky was loved by all who knew her and filled the Sanctuary for a celebration of her life on Saturday, August 15, 2015 at the First United Methodist Church of Glendale.

The Honor Roll of our Conference is a list of those who have been called from our midst to hear their master's "Well done." Memories of their beautiful and fruitful lives are cherished in the hearts of those who knew and loved them. They have passed through the valley of the shadow and entered into the glory of those mansions prepared for them. Only those who have died since the creation of the Desert Southwest Conference are listed. For a record of all former "Honored Dead" including those from the California-Pacific Conference are found in the Historical Section of the 1985 Desert Southwest Conference Journal.

<b>Name</b>	<b>Age</b>	<b>Place of Death</b>	<b>Date of Death</b>	<b>Birthplace</b>	<b>Service Years</b>
David F. Tarver	79	San Diego, CA	12/23/84	Bernice, LA	37
William Martin Opitz	66	Tucson, AZ	10/16/85	Brooklyn, NY	39
Charles Madinger, Sr.	88	Tucson, AZ	02/09/87	Kansas	11
Donald W. Cummings	80	Scottsdale, AZ	03/13/87	Iowa	23
Rolly Cecil Manning	78	Rowland Heights, CA	09/04/87	Seymour, TX	13
Hayden S. Sears	76	Tucson, AZ	09/21/87	Arkansas	47
Gilbert J. Gray	72	Las Vegas, NV	12/27/87	Colorado	37
Ralph H. Supplee	87	Phoenix, AZ	03/01/88	Philadelphia, PA	38
John Allan	81	Phoenix, AZ	03/05/88	Steubenville, OH	21
Otoniel Camarena	94	Tucson, AZ	03/26/88	Tlajomulco, Mex	28
George Bondley	65	Henderson, NV	12/25/89	Santa Ana, CA	6
Erben Moore	76	Mesa, AZ	02/28/90	Prescott, AZ	16
Cecilia G. Brandenburg	70	Sun City, AZ	05/05/90	Germany	11
George McElroy Hoyle	86	Phoenix, AZ	06/10/90	Illinois	40
William F. Mealio	76	Phoenix, AZ	04/05/91	Bemidji, MN	29
Charles Wharton	73	Tucson, AZ	06/22/91		27
A. Finley Reid	89	Phoenix, AZ	08/03/91		55
J. Chester Mardis	97	Deer Lodge, MT	11/03/91	Pawnee Co., NE	
Robert Waltermann	71	Phoenix, AZ	08/16/92		3
Donald B. Cooke	65	Tucson, AZ	08/28/92	Fullerton, CA	43
Don A. Bassett	59	Sun City, AZ	09/19/92	W. Salem, IL	36
Baltazar Garcia	93	Nogales, AZ	06/24/93	Chihuahua, Mex	26
Thomas Green	35	Prescott, AZ	07/07/93	Waupaca, WI	0
Charles Crouch	90	Tempe, AZ	12/17/93	Dodge County, MI	25
Elbert Morford	89	Carmel, IN	01/08/94	Noblesville, IN	38
George Boss	84	Phoenix, AZ	01/10/94	Washington, DC	37
Walter McClenaghan	96	Scottsdale, AZ	11/23/94	Sheboygan, WI	34
A. Leonard Miller	88	Dallas, TX	02/17/95	Corpus Christi, TX	40
Jordan Walker	59	Gilbert, AZ	05/25/95	Columbia, TN	20
Edwin Hoit Grant	90	Phoenix, AZ	09/03/95		46
Ralph Gerald Gay	59	Phoenix, AZ	11/07/95	Montgomery, WV	33
John Jacques Rousseau	76	Sacramento, CA	01/13/96	Antran, France	16
Orville Grant Wilson	81	St. Petersburg, FL	02/09/96		20
John Wesley Neal	79	Phoenix, AZ	04/15/96	Portland, OR	29
Donald Virgil McIntyre	62	Prescott, AZ	04/26/96	Goodland, KS	17
Raymond William Moore	76	Long Beach, CA	04/30/96	Riverdale, NE	37
Mardoqueo Briones Garcia	93	Phoenix, AZ	12/31/96	Durango, Mex	47
Claire Lewis Harris	90	Phoenix, AZ	01/20/97	Pontiac, IL	46
Joseph W. McShane, Sr.	84	Prescott, AZ	01/22/97	Wichita, KS	37

<b>Name</b>	<b>Age</b>	<b>Place of Death</b>	<b>Date of Death</b>	<b>Birthplace</b>	<b>Service Years</b>
Kenneth J. Porray	80	Las Vegas, NV	03/07/97	Walworth, NY	20
Millard W. Wolfe	82	Mesa, AZ	02/24/98	Ortonville, MI	40
Arthur L. Mansure	84	Phoenix, AZ	02/05/99	Philadelphia, PA	44
Harrison R. Thompson	80	Las Vegas, NV	02/11/99	Kuling, China	34
Donald C. Stilwell	71	Bardstown, KY	07/08/99	Peekskill, NY	40
Harold R. Fuss	83	Willow Springs, IL	08/29/99	Beverly, NJ	
John R. Scott	56	Seattle, WA	11/21/99	Tucson, AZ	32
Richard H. Peterson	74	Sun City, AZ	12/07/99	Council Bluffs, IA	43
Norman C. Yetman	88	Prescott, AZ	12/08/99	Staten Island, NY	40
Frederick M. Rogers	85	Tucson, AZ	01/14/00	Arkansas	46
Leslie J. Ross	85	Sun City, AZ	04/13/00	Rochester, IN	44
A. Paul Stout	68	Tucson, AZ	05/14/00	Phoenix, AZ	41
Mary J. Flanigan-Crouteau	64	Bisbee, AZ	05/27/00	Rochester, MI	12
Olin Lehman	81	Mesa, AZ	06/21/00	Monroe, IN	42
DeWane R. Zimmerman	70	Phoenix, AZ	07/11/00	Trail City, SD	42
Rollins L. Winslow	87	Phoenix, AZ	10/21/00	Sandusky, IL	23
Charles E. Neigh	79	Pine, AZ	12/29/00	Vandergrift, PA	37
John R. Cox	55	Winslow, AZ	11/07/01	Hereford, TX	25
John W. Somerville	81	Lawrence, KS	11/08/01	Worthington, PA	7
Charles W. Stilwell	93	Sunizona, AZ	12/18/01		11
O. Magee Wilkes	83	Mesa, AZ	02/18/02	Starr, TX	33
Leonard Joshua Smoot	92	Atlanta, GA	07/27/02	Lucas, KS	43
Gary D. Van Boening	68	Gilbert, AZ	09/27/02	Wallace, NE	40
Charles Edwin Daniel	58	Pine Mountain, GA	10/16/02	Columbus, GA	35
Ancel Hobart Arnold	81	Grand Junction, CO	11/26/02	Alma, IL	36
Gilbert S. Zimmerman	83	Camino, CA	03/17/03	Duluth, MN	24
Edward E. Thomas	82	Tucson, AZ	04/11/03	Knox, IN	8
William N. Charles	78	Glendale, AZ	06/22/03	Dallas Center, IA	30
William H. Merwin	89	Fairfield, CA	07/26/03	Mt. Vernon, NY	41
Chilton C. McPheeters	88	Willsboro Point, NY	10/02/03	Poplar Bluff, MO	41
Paul M. Wilkinson	90	Tucson, AZ	07/17/04	Nashville, TN	39
Albert Wilson, Jr.	92	Sun City, AZ	11/05/05		43
Samuel Eugene Collett	81	Escondido, CA	03/16/06	New Berlington, OH	37
Anita L. Iceman	66	Sonoita, AZ	09/12/06	Ashland, OH	38
Jack T. Moore	77	Las Vegas, NV	11/17/06		35
Robert H. Simpson	90	Sun City, AZ	12/19/06	Marion, IL	33
Louis S. Eaton	99	Phoenix, AZ	02/06/07		5
William R. Colby	78	Tucson, AZ	04/19/07	Watertown, MA	41
Lydia Moreno	59	Phoenix, AZ	08/10/07	Tucson, AZ	22
Gerald DeGrow	79	Sun City, AZ	11/28/07	Kingston, MI	3
Richard E. Lyddon Jr.	61	Phoenix, AZ	12/20/07	Ames, IA	32
Kim Hauenstein	58	Cleveland, OH	03/10/08		33
Dale Dunbar	85	Tucson, AZ	05/10/08		36
Ruben Carrico	76	Phoenix, AZ	11/11/08	Tucson, AZ	49
Harry Long	87	Salt Creek Community	12/05/08	Muskogee, OK	38

<b>Name</b>	<b>Age</b>	<b>Place of Death</b>	<b>Date of Death</b>	<b>Birthplace</b>	<b>Service Years</b>
Loren Ridge	82		12/17/08	Phoenix, AZ	42
Edwin Grant Jr	80	Fountain Hills, AZ	01/22/09	Willmore, KY	43
Roland Brammeier	72	Sun City, AZ	03/26/09	Syracuse, NE	46
Russell Douglass	80	Apache Junction, AZ	04/19/09	St. Francis, KS	42
Douglass Harrell	84	Parowan, UT	10/14/09	Orlando, FL	58
Nathan Holt	80	Mesa, AZ	10/15/09	Neosho, MO	20
Mahlon Miller	88	Tempe, AZ	12/19/09		32
James Burch	66	Mesa, AZ	12/20/09	Oswego, NY	27
William Ramsey, Jr	74	Jacksonville, FL	06/11/10	Santa Monica, CA	40
Donald Harmon	90	Tucson, AZ	07/10/10	Clay County, IL	20
Eldon Brown	72	Prescott, AZ	07/19/10	Corydon, IN	45
Eustace Allen	87	Tempe, AZ	10/30/10	Smithville, MS	44
Phil Norton	68	Tempe, AZ	11/12/10	Chicago, IL	19
Tevita Kale	73	Mesa, AZ	01/20/11	Vava'u, Kingdom of	24
Franklin Greene	92	Sun City, AZ	01/27/11	Portland, ME	47
Marshall Lindsay	81	Phoenix, AZ	02/23/11	Detroit, MI	39
Rebecca Oakes Long	60	Green Valley, AZ	03/26/11	Dayton, OH	24
Anthony Yim	73	San Clemente, CA	04/25/11	Fresno, CA	26
Herbert Osman	79	Mesa, AZ	05/24/11	Adam County, OH	40
Frank Cartwright	98	Prescott, AZ	05/27/11	Racine, WI	33
Edward Smith	83	Tujunga, CA	08/15/11	Boulder, MO	40
J. Antonio Flores	81	Ontario, CA	11/26/11	Freeport, TX	18
David Ellsworth	89	Sedona, AZ	12/25/11	Post Falls, IA	33
Charles Mitchell	97	Wickenburg, AZ	02/19/12	IA	27.5
Howard Warriner	84	Arkport, NY	07/11/12		28.75
Donald Sapp	85	Phoenix, AZ	07/29/12		39
Howard Higgins	77	Houston, TX	10/08/12		30.25
Jane Tews	60	Tempe, AZ	06/22/13		37
Marion Bennett Sr	80	Las Vegas, NV	07/21/13	Piney Mountain NC	47.75
Paul L Daniell Sr	82	Ohio	08/22/13		35.25
Melvin Pritts	86	Tucson, AZ	09/22/13	Normaiville PA	36
Ralph Worden	83	Phoenix, AZ	11/11/13	Tyre, NY	26
Stewart Elson	69	Des Moines IA	12/04/13	Oro Valley, AZ	42.25
Harold Byrn	90	Wade OK	01/09/14	Phoenix, AZ	39
Diana Williams	65	Mesa AZ	01/30/14		15
Fred Weber	66	Tyaskin MD	04/17/14	Baltimore, MD	36
Paul Hall	97	Glendale, AZ	04/25/14	Amboy, GA	19
James Aitken	87	Mohave AZ	05/29/14		19
Jerry D. Elrod	76	Fountain Hills, AZ	02/08/15	Brushy Creek, TX	37
Deanna Hershberger	75	Payson, AZ	03/01/15	Sioux Falls, SD	19
Eryn M. Adams	94	Hilo, HI	03/05/15	Karuizawa, Japan	33.25
Carolyn Scribner	75	Casa Grande, AZ	05/28/15	Dinsmore, FL	16
Charles T. Kendall	83	Phoenix, AZ	06/25/15	Boston, MA	40
Jerome Blankinship	81	Las Vegas, NV	08/27/15		46.5
Dean E. Humbert	90	Scottsdale, AZ	10/12/15	Sedgwick County, KS	38

## History of Annual Conference Sessions

This is the 52<sup>nd</sup> Annual Conference since the creation of The United Methodist Church, the 80<sup>th</sup> session since the unification of The Methodist Church, and the 166<sup>th</sup> session of the Annual Conference representing the Pacific Conference, the oldest of the merging and separating conferences. This the 32<sup>nd</sup> Session of the Desert Southwest Conference created by action of the Western Jurisdiction in 1984.

Session	Date	Place	Presiding Bishop	Secretary	FE/PE		Church	Pastoral	Local
					Members		Members	Charges	Churches
Special	1/18-19/1985	Phoenix	Elias G. Galvan	Bert N. Lewis					
1 (135)	6/14-16/1985	Flagstaff	Elias G. Galvan	Bert N. Lewis	177	18	48,478	107	112
2 (136)	5/23-26/1986	Flagstaff	Elias G. Galvan	Bert N. Lewis	176	14	49,303	109	113
3 (137)	5/22-25/1987	Flagstaff	Elias G. Galvan	Stewart L. Elson	176	18	49,963	111	117
4 (138)	6/16-19/1988	Flagstaff	Elias G. Galvan	Stewart L. Elson	194	19	50,818	117	122
5 (139)	6/15-18/1989	Flagstaff	Elias G. Galvan	Stewart L. Elson	197	18	50,946	121	128
6 (140)	6/14-17/1990	Las Vegas	Elias G. Galvan	Stewart L. Elson	201	20	51,260	125	128
7 (141)	6/13-16/1991	Las Vegas	Elias G. Galvan	Stewart L. Elson	202	26	51,486	126	130
8 (142)	6/11-14/1992	Yuma	Elias G. Galvan	Stewart L. Elson	206	20	51,493	128	130
9 (143)	6/10-13/1993	Mesa	Elias G. Galvan	Stewart L. Elson	216	17	51,165	132	131
10 (144)	6/9-12/1994	Mesa	Elias G. Galvan	Stewart L. Elson	215	17	50,624	127	133
11 (145)	6/8-11/1995	Mesa	Elias G. Galvan	Stewart L. Elson	219	20	50,673	127	133
12 (146)	6/6-9/1996	Mesa	Elias G. Galvan	Stewart L. Elson	214	27	50,718	127	133
13 (147)	6/4-8/1997	Mesa	William W. Dew	Richard E. Lyddon	219	32	50,193	126	129
Special	1/31/1998	Phoenix	William W. Dew	Richard E. Lyddon					
14 (148)	6/10-14/1998	Mesa	William W. Dew	Richard E. Lyddon	222	33	49,318	125	134
15 (149)	6/9-13/1999	Mesa	William W. Dew	Richard E. Lyddon	231	33	48,225	125	130
16 (150)	6/7-11/2000	Mesa	William W. Dew	Richard E. Lyddon	237	29	46,751	125	130
17 (151)	6/6-10/2001	Mesa	William W. Dew	Richard E. Lyddon	234	26	46,076	125	129
18 (152)	6/5-6/9/2002	Mesa	William W. Dew	Richard E. Lyddon	255	31	44,985	125	129
19 (153)	6/5-8/2003	Mesa	William W. Dew	Richard E. Lyddon	253	33	45,104	126	130
20 (154)	6/9-13/2004	Scottsdale	William W. Dew	Rebecca Oakes Long	253	33	44,793	126	128
21 (155)	6/9-12/2005	Scottsdale	Minerva G. Carcaño	Rebecca Oakes Long	253	31	43,979	130	129
22 (156)	6/8-11/2006	Scottsdale	Minerva G. Carcaño	Rebecca Oakes Long	258	25	43,003	127	130
23 (157)	6/7-10/2007	Scottsdale	Minerva G. Carcaño	Louie Lyon	270	19	42,448	125	128
24 (158)	6/12-15/2008	Scottsdale	Minerva G. Carcaño	Louie Lyon	262	18	41,414	123	127
25 (159)	6/25-28/2009	Glendale	Minerva G. Carcaño	Louie Lyon	264	11	39,167	122	126
26 (160)	6/23-27/2010	Glendale	Minerva G. Carcaño	Louie Lyon	236	13	38,961	133	145
27 (161)	6/23-26/2011	Glendale	Minerva G. Carcaño	Louie Lyon	275	6	37,951	133	126
28 (162)	6/21-24/2012	Glendale	Minerva G. Carcaño	Louie Lyon	275	8	36,408	128	140
29 (163)	6/27-30/2013	Glendale	Robert T. Hoshibata	Louie Lyon	282	11	35,249	132	140
30 (164)	6/17-20/2015	Glendale	Robert T. Hoshibata	Nancy Cushman	248	8	34,851	132	140
31 (165)	6/18-21/2015	Glendale	Robert T. Hoshibata	Nancy Cushman	262	8	33,629	132	140
32 (166)	6/16-19/2015	Glendale	Robert T. Hoshibata	Nancy Cushman	268	6	32,129	128	134

## Financial Reports

A. <a href="#">Audit</a> .....	252
B. <a href="#">Comprehensive Benefit Funding Plan</a> .....	279
C. <a href="#">Church Ranking by Membership</a> .....	285
D. <a href="#">Church Ranking by Attendance</a> .....	288

**DESERT SOUTHWEST ANNUAL CONFERENCE  
OF THE UNITED METHODIST CHURCH**

**FINANCIAL STATEMENTS  
AND SUPPLEMENTARY INFORMATION**

**YEAR ENDED DECEMBER 31, 2015**

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
TABLE OF CONTENTS  
YEAR ENDED DECEMBER 31, 2015**

**INDEPENDENT AUDITORS' REPORT**

**FINANCIAL STATEMENTS**

**STATEMENT OF FINANCIAL POSITION**

**STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS**

**STATEMENT OF CASH FLOWS**

**NOTES TO FINANCIAL STATEMENTS**

**SUPPLEMENTARY INFORMATION**

**CONSOLIDATING STATEMENT OF FINANCIAL POSITION BY FUND**

**CONSOLIDATING STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS  
(DEFICIENCY) BY FUND**

**THE PHOENIX EPISCOPAL AREA OF THE UNITED METHODIST CHURCH –  
SCHEDULE OF ACTIVITIES – ADMINISTRATION**

**THE PHOENIX EPISCOPAL AREA OF THE UNITED METHODIST CHURCH –  
SCHEDULE OF ACTIVITIES – HOUSING**



CliftonLarsonAllen LLP  
CLAAconnect.com

## INDEPENDENT AUDITORS' REPORT

Board of Directors  
Desert Southwest Annual Conference of  
The United Methodist Church  
Phoenix, Arizona

### **Report on the Financial Statements**

We have audited the accompanying financial statements of Desert Southwest Annual Conference of the United Methodist Church (the Conference), which comprise the statement of financial position as of December 31, 2015, and the related statements of activities and changes in net assets and cash flows for the year then ended, and the related notes to the financial statements.

### ***Management's Responsibility for the Financial Statements***

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

### ***Auditors' Responsibility***

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Conference's preparation and fair presentation of the financial statements 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 the Conference's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.



An independent member of Nexia International

Board of Directors  
Desert Southwest Annual Conference of  
The United Methodist Church

***Opinion***

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Desert Southwest Annual Conference of the United Methodist Church as of December 31, 2015, 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.

**Report on Supplementary Information**

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying supplementary information is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

**Other Matters**

*Report on Summarized Comparative Information*

The financial statements include certain prior year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with Desert Southwest Annual Conference of the United Methodist Church's financial statements as of and for the year ended December 31, 2014, from which the summarized information was derived.



**CliftonLarsonAllen LLP**

Phoenix, Arizona  
May 26, 2016

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
STATEMENT OF FINANCIAL POSITION  
DECEMBER 31, 2015  
(With Comparative Totals for 2014)**

**ASSETS**

	<b>2015</b>	<b>2014</b>
<b>ASSETS</b>		
Cash and Cash Equivalents	\$ 1,528,171	\$ 1,138,332
Receivables		
Notes, Net	329,961	392,511
Conference Apportionments	370,633	488,263
Pledges, Net	29,713	66,689
Other	22,069	56,260
Prepaid Expenses and Other Assets	93,864	106,964
Asset held subject to sales contract	1,100,000	1,100,000
Investments Held by General Board of Pension and Health Benefits	2,622,560	2,612,423
Investments Held by Desert Southwest United Methodist Foundation	8,338,670	8,321,645
Endowment Investments Held by Desert Southwest United Methodist Foundation	264,209	268,685
Beneficial Interests in Assets Held in Trusts	2,279,225	2,415,572
Furniture, Equipment and Vehicles, Net	34,758	23,882
Real Property, Net	1,053,767	950,002
Camp Properties, Net	2,430,054	2,572,125
<b>TOTAL ASSETS</b>	<b>\$ 20,497,654</b>	<b>\$ 20,513,353</b>

**LIABILITIES AND NET ASSETS**

Accounts Payable		
Apportionments	\$ 24,433	\$ 18,292
Other	206,131	285,121
Accrued Expenses		
Postretirement Benefits	7,711,238	7,439,403
Vacations	64,300	58,946
Deferred Income	133,661	20,195
Agency Funds	30,112	22,856
Total Liabilities	8,169,875	7,844,813
<b>NET ASSETS</b>		
Unrestricted		
Undesignated	4,299,366	4,478,634
Designated	1,288,013	1,292,286
Net Investment in Property and Equipment	3,518,579	3,546,009
Total Unrestricted Net Assets	9,105,958	9,316,929
Temporarily Restricted	3,015,030	3,144,820
Permanently Restricted	206,791	206,791
Total Net Assets	12,327,779	12,668,540
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 20,497,654</b>	<b>\$ 20,513,353</b>

*See accompanying Notes to Financial Statements.*

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS  
YEAR ENDED DECEMBER 31, 2015  
(With Comparative Totals for 2014)**

	2015			2014	
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	Total
<b>SUPPORT AND REVENUE</b>					
Conference Apportionments Revenue:					
World Service and Conference Benevolences	\$ 1,969,234	\$ -	\$ -	\$ 1,969,234	\$ 1,990,081
Leadership	1,330,870	-	-	1,330,870	1,303,233
Support	1,920,964	-	-	1,920,964	1,979,949
Other	255,834	-	-	255,834	261,514
	<u>5,476,902</u>	<u>-</u>	<u>-</u>	<u>5,476,902</u>	<u>5,534,777</u>
Contributions	56,578	209,759	-	266,337	513,014
Camp Operations	513,122	-	-	513,122	400,989
Special Askings	78,932	-	-	78,932	74,904
Investment Gain (Losses)	(143,305)	(4,550)	-	(147,855)	608,130
Administration of HIP	187,909	-	-	187,909	211,617
Change in Value of Beneficial Interests in Assets					
Held in Trust	-	(136,347)	-	(136,347)	131,043
Other	680,812	-	-	680,812	1,678,980
Net Assets Released From Restrictions	198,652	(198,652)	-	-	-
	<u>7,049,602</u>	<u>(129,790)</u>	<u>-</u>	<u>6,919,812</u>	<u>9,153,454</u>
Total Support and Revenue					
<b>FUNCTIONAL EXPENSES AND LOSSES</b>					
Program Services:					
Apportioned Budget Expenses and Special Services:					
World Service and Conference Benevolences	1,699,747	-	-	1,699,747	1,651,954
Leadership	1,449,415	-	-	1,449,415	1,476,643
Other	334,291	-	-	334,291	339,259
	<u>3,483,453</u>	<u>-</u>	<u>-</u>	<u>3,483,453</u>	<u>3,467,856</u>
Camp Operations	781,211	-	-	781,211	734,751
Special Askings	78,932	-	-	78,932	74,904
Other	420,487	-	-	420,487	552,632
	<u>4,764,083</u>	<u>-</u>	<u>-</u>	<u>4,764,083</u>	<u>4,830,143</u>
Total Program Services					
Supporting activities:					
Administration	2,053,461	-	-	2,053,461	2,299,138
Headquarters	171,194	-	-	171,194	155,214
	<u>2,224,655</u>	<u>-</u>	<u>-</u>	<u>2,224,655</u>	<u>2,454,352</u>
Total Supporting Activities					
Total Functional Expenses	<u>6,988,738</u>	<u>-</u>	<u>-</u>	<u>6,988,738</u>	<u>7,284,495</u>
<b>CHANGE IN NET ASSETS RESULTING FROM OPERATIONS</b>	60,864	(129,790)	-	(68,926)	1,868,959
Impairment Loss on Real Estate	-	-	-	-	250,000
Change in Pension Liability	271,835	-	-	271,835	538,031
Gain on Sale of Real Property	-	-	-	-	(20,521)
<b>CHANGES IN NET ASSETS</b>	(210,971)	(129,790)	-	(340,761)	1,101,449
<b>NET ASSETS, BEGINNING OF YEAR</b>	<u>9,316,929</u>	<u>3,144,820</u>	<u>206,791</u>	<u>12,668,540</u>	<u>11,567,091</u>
<b>NET ASSETS, END OF YEAR</b>	<u>\$ 9,105,958</u>	<u>\$ 3,015,030</u>	<u>\$ 206,791</u>	<u>\$ 12,327,779</u>	<u>\$ 12,668,540</u>

See accompanying Notes to Financial Statements.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
STATEMENT OF CASH FLOWS  
Year Ended DECEMBER 31, 2015  
(With Comparative Totals for 2014)**

	<u>2015</u>	<u>2014</u>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Changes in Net Assets	\$ (340,761)	\$ 1,101,449
Adjustments to Reconcile Changes in Net Assets to Net Cash Provided by Operating Activities:		
Depreciation	248,199	246,840
Impairment Loss on Real Estate	-	250,000
Change on Discount on Pledges Receivable	(1,670)	(388)
Provision for Doubtful Pledges Receivable	(4,294)	1,902
Change on Discount on Notes Receivable	(42,869)	(56,100)
Provision for Doubtful Notes Receivable	7,500	98,853
Gain on Sale of Real Property	-	(20,521)
Loss on Disposal of Property	-	254,863
Unrealized and Realized (Gains) Losses on Investments Held by General Board of Pension and Health Benefits	63,625	(89,687)
Unrealized and Realized (Gains) Losses on Investments Held by Desert Southwest United Methodist Foundation	136,978	(502,268)
Change in Value of Beneficial Interests in Assets Held in Trust	136,347	(131,043)
Increase (Decrease) in Cash Resulting from Changes in:		
Conference Apportionments Receivables	117,630	(70,905)
Pledges Receivables	42,940	(19,012)
Other Receivables	34,191	19,586
Prepaid Expenses and Other Assets	13,100	(12,097)
Apportionments Payable	6,141	3,105
Other Accounts Payable	(78,990)	61,588
Accrued Postretirement Benefits	271,835	538,031
Accrued Vacations	5,354	(4,348)
Deferred Income	113,466	(35,696)
Agency Funds	7,256	6,042
Net Cash Provided by Operating Activities	<u>735,978</u>	<u>1,640,194</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Collections From Notes Receivable	97,919	7,832
Issuance of Notes Receivable	-	(185,529)
Purchases of Property and Equipment	(220,769)	(1,395,478)
Purchases of Investments Held by General Board of Pension and Health Benefits	(1,336,081)	(1,509,941)
Purchases of Investments Held by Desert Southwest United Methodist Foundation	(211,527)	(315,545)
Proceeds of Investments Held by General Board of Pension and Health Benefits	1,262,319	1,214,054
Proceeds of Investments Held by Desert Southwest United Methodist Foundation	62,000	205,000
Net Cash Used in Investing Activities	<u>(346,139)</u>	<u>(1,979,607)</u>
<b>NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS</b>	389,839	(339,413)
<b>CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR</b>	<u>1,138,332</u>	<u>1,477,745</u>
<b>CASH AND CASH EQUIVALENTS, END OF YEAR</b>	<u>\$ 1,528,171</u>	<u>\$ 1,138,332</u>
<b>SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION</b>		
Issuance of a Note Receivable	<u>\$ -</u>	<u>\$ 206,050</u>
Transfer From Real Property to Assets Held for Sale	<u>\$ -</u>	<u>\$ 1,350,000</u>

*See accompanying Notes to Financial Statements.*

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Description of Conference**

The Desert Southwest Annual Conference of The United Methodist Church (the "Conference") was incorporated as a public charity in the State of Arizona in August 1984 exclusively for charitable and religious purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1954.

The Conference is a regional, organizational unit of The United Methodist Church whose purpose is to make disciples for Jesus Christ by equipping its local churches for ministry and by providing a connection for ministry beyond the local Church; all to the glory of God.

The Conference includes nearly 140 local churches and fellowships throughout Arizona, Southern Nevada and Colorado River cities in California.

**Basis of Presentation**

The accompanying financial statements are presented in accordance with American Institute of Certified Public Accountants (AICPA) Not-for-Profit Industry Guidance within the Financial Accounting Standards Board (FASB) Codification (Guidance). Under the Guidance, the Conference is required to report information regarding the financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets as follows:

**Unrestricted Net Assets**

Unrestricted net assets are not subject to donor imposed stipulations and are those currently available at the discretion of the Board of Directors for use in the Conference's operations, in accordance with its bylaws. Temporarily restricted assets received and expended in the same year are classified as unrestricted.

**Temporarily Restricted Net Assets**

Temporarily restricted net assets are those which are subject to donor-imposed stipulations that will be met by the Conference and/or the passage of time.

**Permanently Restricted Net Assets**

Permanently restricted net assets are those which represent permanent endowments where it is stipulated by donors that the total aggregate contributions remain in perpetuity and a portion of total investment return is available as unrestricted or temporarily restricted, as per the endowment agreements.

Revenues are reported as increases in unrestricted net assets unless use of the related assets is limited by donor-imposed restrictions. Expenses are reported as decreases in unrestricted net assets. Gains and losses on investments and other assets or liabilities are reported as increases or decreases in unrestricted net assets unless their use is restricted explicitly by donor stipulation or by law. Expirations of temporary restrictions on net assets, i.e., the donor stipulated purpose has been fulfilled and/or the stipulated time period has elapsed, are reported as reclassifications to unrestricted net assets.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Use of Estimates in the Preparation of Financial Statements**

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make a number of estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**Cash and Cash Equivalents**

Cash and cash equivalents consist of highly liquid investments with original maturities of three months or less when acquired.

**Notes Receivable**

Notes receivable generally represent funds advanced to member churches. These notes are stated at unpaid principal balances, less an allowance that reflects management's best estimate of amounts that will not be collected. There were no notes receivable on nonaccrual status or considered impaired as of December 31, 2015.

**Conference Apportionments Receivables**

Conference apportionments receivable consist of 2015 apportionments collected in January 2016 from member churches.

**Pledges Receivable**

Unconditional promises to give (pledges receivable) are recognized as revenues in the period the promise is received and as assets, decreases of liabilities, or expenses depending on the form of the benefits received. Conditional promises to give are recognized when the conditions on which they depend are substantially met. Monies received pursuant to conditional promises are reflected as deferred revenue. Unconditional promises to give that are to be collected within one year are recorded at their net realizable value. Unconditional promises to give that are expected to be collected in future years are recorded at the present value of their estimated future cash flows. The discounts on those amounts are computed using rates as determined by management, applicable to the years in which the promises are received. Amortization of the discounts is included in contribution support. The carrying amount of pledges receivable is reduced by a valuation allowance that reflects management's best estimate of amounts that will not be collected.

**Other Receivables**

Other receivables are stated at unpaid balances, less an allowance for doubtful accounts. The Conference provides for losses on receivables using the allowance method. The allowance is based on the Conference's assessment of the current status of individual accounts, of which most are due from member churches.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Investments**

Investments, which are held in pooled accounts at the General Board of Pension and Health Benefits and the Desert Southwest United Methodist Foundation, have readily determinable market values and are measured at fair value as of year-end in the statement of financial position. Investment income or loss (including realized and unrealized gains and losses on investments, interest and dividends) are recognized in the statement of activities and changes in net assets.

**Beneficial Interests in Assets Held in Trusts**

The Conference receives contributions of investment assets in which the Conference retains an interest. The assets are invested and administered by an unrelated trustee and distributions are made to the Conference. These funds are primarily invested in debt and equity securities, and the Conference records its interest at the fair value of the assets. Initial recognition and subsequent adjustments to the asset's carrying value are recognized as trust contributions and change in value of beneficial interests in assets held in trust, respectively. The beneficial interest trusts are classified as permanently restricted, temporarily restricted, or unrestricted support, depending on donor-imposed purpose and time restrictions, if any.

**Property and Equipment**

Purchased property and equipment are initially recorded at cost, and donated property and equipment are recorded at fair value at the date of the gift to the Conference. Such donations are reported as unrestricted support unless the donor has restricted the donated assets to a specific purpose. Maintenance and repairs are charged to operations when incurred. Betterments and renewals in excess of \$2,500 are capitalized. When property and equipment is sold or otherwise disposed of, the asset and related accumulated depreciation and amortization accounts are relieved, and any gain or loss is included in operations. Depreciation and amortization is provided using the straight-line method over the respective useful lives of the assets, which range from 3 to 40 years. Leasehold improvements are amortized over the shorter of the useful lives of the improvements or the lease terms.

**Impairment of Long-Lived Assets**

The Conference reviews long-lived assets for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. Recoverability of assets to be held and used is measured by a comparison of the carrying amount of an asset to future net cash flows expected to be generated by the asset. If such assets are considered to be impaired, the impairment to be recognized is measured by the amount by which the carrying amount of the assets exceeds the fair value of the assets. Assets to be disposed of are reported at the lower of the carrying amount or fair value less costs to sell. Management recognized a \$250,000 impairment loss on assets held for sale for the year ended December 31, 2014. The asset sold in September 2015.

**Apportionment Revenue**

Apportionment revenue consists of annual assessments made to the local churches and fellowships within the Conference. Apportionment revenue is based on calculated amounts and is recognized as revenue in the year the revenue is earned.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Contributions**

Contributions received are recorded as unrestricted, temporarily restricted, or permanently restricted support depending on the existence and/or nature of any donor restrictions. All donor-restricted support is reported as an increase in temporarily or permanently restricted net assets depending on the nature of the restrictions. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished or a donor removes a restriction), temporarily or permanently restricted net assets are reclassified to unrestricted net assets and reported in the statement of activities as net assets released from restrictions.

**Accounting for Real Estate Sales**

Real estate sales are accounted for in accordance with requirements for sales of real estate other than retail land sales. These guidelines limit the recognition of profit until a minimum down payment in cash or its equivalent (generally 10% to 25% of the sales value of the property) is received and other criteria relating to the continued investment by the buyer and the restricted continuing involvement by the Conference are met.

Consistent with these guidelines, the Conference utilizes the following policies:

- Sales which meet the revenue recognition criteria are recorded at the time of closing.
- Collections on sales contracts that have not yet met the criteria for sales and profit recognition are recorded as deposits. At the time the criteria are met, the sale and profit, or a portion thereof, are recognized using one of the applicable profit recognition methods.

**Functional Expenses**

The costs of providing program services and other activities have been summarized on a functional basis in the accompanying statement of activities. Accordingly, certain costs have been allocated among the program services and supporting activities. Expenses related to more than one function are charged to program services and supporting activities on the basis of periodic time and expense studies. Administration expenses include those expenses that are not directly identifiable with any other specific function but provide for the overall support and direction of the Conference.

**Income Tax Status**

The Conference qualifies as a tax exempt Conference under Section 501(c)(3) of the Internal Revenue Code (the Code), and accordingly, there is no provision for corporate income taxes in the accompanying financial statements. In addition, the Conference qualifies for the charitable contribution deduction under Section 170 of the Code and has been classified as a Conference that is not a private foundation. Income determined to be unrelated business taxable income (UBTI) would be taxable.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)**

**Donated Services**

A substantial number of unpaid volunteers have made significant contributions of their time to the Conference's programs. However, these services are not reflected as contributions in the financial statements since the recognition criteria under FASB ASC, *Not-for-Profit Entities, Revenue Recognition*, were not met.

**Prior Year Summarized Information**

The financial statements include certain prior year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with accounting principles generally accepted in the United States of America. Accordingly, such information should be read in conjunction with Desert Southwest Annual Conference of the United Methodist Church's financial statements as of and for the year ended December 31, 2014, from which the summarized information was derived.

**NOTE 2 NOTES RECEIVABLE**

Notes receivable consist of the following for the year ended December 31, 2015:

Interest bearing secured note receivable due from a member church; original amount of \$194,050; payments of principal and interest are due monthly from May 1, 2014 through April 30, 2019 at a fixed rate of 5.0%. Remaining balance is due at the maturity date.	\$ 184,222
Non-interest bearing unsecured note receivable due from a member church; original amount of \$12,000; note due in full September 15, 2015.	12,000
Non-interest bearing unsecured note receivable due from a member church; original amount of \$272,853; note due in full March 31, 2016.	272,853
Non-interest bearing unsecured note receivable due from a member church; original amount of \$100,000; due in monthly installments of \$333 beginning January 2012. Amount was collected in full in March 2016.	71,077
Non-interest bearing unsecured note receivable; original amount of \$15,000; due from a member church; due in full December 2016.	15,000
Non-interest bearing unsecured note receivable; original amount of \$100,000; due from a member church; due in monthly installments of \$800 beginning June 2018, through November 2028.	100,000
Total	655,152
Less Allowance for Doubtful Notes	(287,853)
Less Unamortized Discount	(37,338)
<b>Notes receivable, net</b>	<b>\$ 329,961</b>

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 2 NOTES RECEIVABLE (CONTINUED)**

Gross future maturities of the notes receivable due from member churches are as follows:

<u>Year Ending December 31,</u>	<u>Amount</u>
2016	\$ 46,372
2017	19,372
2018	19,372
2019	142,106
2020	276,853
Thereafter	151,077
<b>Total</b>	<b>\$ 655,152</b>

The discount rate used to determine the present value of the notes receivable balance is a rate considered appropriate for the expected repayment term. For the year ended December 31, 2015, this rate was 5%.

The changes in the allowance for doubtful notes for the year ended December 31, 2015 is as follows:

Balance Beginning of Year	\$ 280,353
Change in Provision	7,500
Balance End of Year	<u>\$ 287,853</u>

**NOTE 3 PLEDGES RECEIVABLE**

In 2012, the Conference began a capital campaign for Imagine No Malaria.

Total pledges receivable for this campaign consist of the following:

Total Pledges Receivable Before Unamortized Discount and Allowance for Uncollectibles	\$ 34,136
Less Unamortized Discount	(1,009)
Less Allowance for Uncollectible Pledges	(3,414)
<b>Pledges Receivable, Net</b>	<b><u>\$ 29,713</u></b>

Gross amounts due in:

<u>Year Ending December 31,</u>	<u>Amount</u>
2016	\$ 31,565
2017	2,571
<b>Total</b>	<b>\$ 34,136</b>

The discount rate used to determine the present value of the pledges receivable balance is a rate considered appropriate for the expected repayment term. For the year ended December 31, 2015, this rate was approximately 6%.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 4 FAIR VALUE OF FINANCIAL INSTRUMENTS**

Financial Accounting Standards Board (FASB) *Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 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.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

*Level 3* – Valuations derived from valuation techniques in which one or more significant inputs or significant value drivers are unobservable, such as pricing models, discounted cash flow models and similar techniques not based on market, exchange, dealer or broker-traded transactions.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

**Investments**

The Conference's investments are held in a pooled account with the General Board of Pension and Health Benefits and the Desert Southwest United Methodist Foundation. The fair value of these investments is based on its investment percentage in the investment pool. These pooled accounts are invested in cash, equities, fixed income securities and other investments. These investments are classified within Level 3 of the valuation hierarchy.

The method described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Conference believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 4 FAIR VALUE OF FINANCIAL INSTRUMENTS (CONTINUED)**

**Beneficial Interests in Assets Held in Trusts**

The value of the beneficial interest agreements are recorded at the fair value of the investments with readily determinable market values which are held by third-party trustees and then adjusted for the Conference's interest in the assets. These trusts are classified within Level 2 of the valuation hierarchy, within the fair value measurement framework.

The following table sets forth by level, within the fair value hierarchy, the Conference's assets at fair value as of December 31, 2015.

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Desert Southwest United Methodist Foundation	\$ -	\$ -	\$ 8,602,879	\$ 8,602,879
General Board of Pension and Health Benefits	-	-	2,622,560	2,622,560
<b>Total Investments</b>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 11,225,439</u>	<u>\$ 11,225,439</u>
Beneficial Interests in Assets Held in Trusts	<u>\$ -</u>	<u>\$ 2,279,225</u>	<u>\$ -</u>	<u>\$ 2,279,225</u>

The following is a reconciliation of the beginning and ending balances of assets measured at fair value on a recurring basis using significant unobservable (Level 3) inputs during the year ended December 31, 2015.

Purchases	1,547,608
Sales	(1,324,319)
Realized and Unrealized Gains	(200,603)
Balance, End of Year	<u>\$ 11,225,439</u>

The carrying amounts of the Desert Southwest United Methodist Foundation and the General Board of Pension and Health Benefits approximate fair value, because the instruments are recorded at the estimated net asset value. The estimated fair value, however, involves unobservable inputs considered to be Level 3 in the fair value hierarchy.

**NOTE 5 BENEFICIAL INTERESTS IN ASSETS HELD IN TRUSTS**

The Conference has been named a remainder beneficiary of two trusts held by a third-party. Under the terms of these trusts, the Conference has the irrevocable right to receive a portion of all assets remaining in the trusts (9.011% and 6.0076%, respectively) after the death of the life income beneficiaries. The beneficial interests in the trusts are recorded at the fair value of the assets expected to be received by the trusts. The Conference's beneficial interests in these trusts had a fair value of \$2,279,225 as of December 31, 2015.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 6 FURNITURE, EQUIPMENT AND VEHICLES**

Furniture, equipment and vehicles consist of the following:

	<u>General</u>	<u>Faith Communities</u>	<u>Total</u>
Furniture and Equipment	\$ 242,172	\$ 9,609	\$ 251,781
Portable Church	-	48,585	48,585
Total	<u>242,172</u>	<u>58,194</u>	<u>300,366</u>
Less Accumulated Depreciation	<u>(207,414)</u>	<u>(58,194)</u>	<u>(265,608)</u>
<b>Furniture, Equipment and Vehicles, Net</b>	<u><u>\$ 34,758</u></u>	<u><u>\$ -</u></u>	<u><u>\$ 34,758</u></u>

Depreciation expense was \$8,730 for the year ended December 31, 2015.

**NOTE 7 REAL PROPERTY**

Real property consists of the following:

	<u>General</u>	<u>Faith Communities</u>	<u>Total</u>
Office Buildings and Leasehold Improvements	\$ 1,890,041	\$ -	\$ 1,890,041
Episcopal Residence	311,039	-	311,039
Parsonage Property	<u>49,413</u>	<u>165,000</u>	<u>214,413</u>
Total	<u>2,250,493</u>	<u>165,000</u>	<u>2,415,493</u>
Less Accumulated Depreciation	<u>(1,361,726)</u>	<u>-</u>	<u>(1,361,726)</u>
<b>Real Property, Net</b>	<u><u>\$ 888,767</u></u>	<u><u>\$ 165,000</u></u>	<u><u>\$ 1,053,767</u></u>

Depreciation expense was \$85,951 for the year ended December 31, 2015.

In September 2015, the Conference sold a parsonage (land and a building) for \$1,100,000. In order to satisfy the revenue recognition requirements, they must receive a down payment of 15% of the sales price. A down payment of \$100,000 was received which was only 9% of the sales price. The Conference paid commission fees and other charges of \$81,493. As of December 31, 2015, the balance of the asset, net the deferred revenue was \$993,766.

The Conference has a parsonage in Phoenix, Arizona, that is held under a sales contract. The carrying value of that property was \$1,100,000 at December 31, 2014. Management believes the fair value of the property equaled the adjusted carrying value at December 31, 2014.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 8 CAMP PROPERTIES**

Camp properties consist of the following:

Land	\$ 1,401,300
Building, Improvement and Equipment	3,458,442
Vehicles	161,441
Master Site Plan	71,635
Total	<u>5,092,818</u>
Less Accumulated Depreciation	(2,662,764)
<b>Camp Properties, Net</b>	<u><u>\$ 2,430,054</u></u>

Depreciation expense was \$153,518 for the year ended December 31, 2015.

**NOTE 9 BENEFIT PLANS**

As discussed in the paragraphs that follow under Note 9, the Conference participates in certain non-electing, multiemployer church plans that are exempt from the minimum funding requirements of ERISA, the Pension Protection Act of 2006, and the Internal Revenue Code. Therefore, certain disclosures pertaining to multiemployer plans are not applicable.

**Pension Plans**

For service from January 1, 1982, through December 31, 2006, ministers of the Conference are covered by the Ministerial Pension Plan (MPP), which is administered by the General Board of Pension and Health Benefits of The United Methodist Church (GBOPHB). This multi-employer defined contribution plan was adopted by the 1980 General Conference of The United Methodist Church and replaced the Ministers' Reserve Pension Fund (MRPF), a multi-employer defined benefit plan which still exists for those participants in the MRPF at the time of the replacement. This plan is now referred to as the Supplement One to the Ministerial Pension Plan.

The MPP and Supplement One Plan were over-funded, based on actuarial valuations determined by the consulting actuaries of the GBOPHB. Therefore, pension expense of \$-0- was recognized for these plans during the year ended December 31, 2015. The actuarial valuations for 2015 estimate that pension contributions will not be required for 2016 as the plans are expected to continue to be over-funded.

During May 2004, General Conference approved the Clergy Retirement Security Program (CRSP) which became effective beginning January 1, 2009. CRSP is a multi-employer plan with both defined benefit and defined contribution elements. An annual actuarial valuation will determine the pro-rata contributions necessary to fund the defined benefit element of the program. For the defined contribution element, funding will require 2% - 3% of the minister's salary be placed in the respective minister's pension account, depending on whether the minister personally contributes at least 1%. Pension expense for CRSP was \$1,003,661 for the year ended December 31, 2015.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 9 BENEFIT PLANS (CONTINUED)**

**Pension Plans (Continued)**

The Conference participates in a multi-employer pension plan for lay employees through the GBOPHB. The plan is available to employees who have completed twelve months of service. The Conference contributes 9% of the participants' gross wages and those contributions vest immediately upon participation. Pension expense was \$149,696 for the year ended December 31, 2015.

The GBOPHB also administers a group health insurance plan available to member ministers and Conference and church employees and their families.

**Defined Benefit Postretirement Plans**

The GBOPHB sponsors a multi-employer, defined benefit postretirement death benefit plan known as the Comprehensive Protection Plan (CPP) that covers substantially all of its retired clergy members. This plan is fully funded and non-contributory, and no change from this policy is anticipated in the future. Benefit costs recognized for this plan for active and retired employees were \$252,806 for the year ended December 31, 2015.

The Conference sponsors a defined benefit postretirement medical plan that covers substantially all of its statutory and common-lay employees. This plan calls for varying levels of financial support for retiree participants based on years of service and participation, and no change from this policy is currently anticipated for the future. FASB ASC *Compensation - Retirement Benefits* requires the cost of employees' postretirement benefits to be recognized over the employee's respective service periods and a liability to be recognized when the accumulated benefit obligation exceeds the fair value of plan assets.

The Conference is also required to report the current economic status (the overfunded or underfunded status) of the plan and requires enhanced disclosures about the plan. December 31 is the annual measurement date and the following tables provide further information about the Conference's postretirement benefit plan.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 9 BENEFIT PLANS (CONTINUED)**

**Defined Benefit Postretirement Plans (Continued)**

The following sets forth the postretirement benefit liability and net periodic benefit costs for the plan at December 31, 2015:

Accumulated postretirement benefit obligation	\$ 7,711,238
Fair Value of Plan Assets	\$ -
Postretirement Benefit Liability	\$ 7,711,238
Assumptions Used to Determine Benefit Obligation:	
Discount Rate	3.90%
Rate of Compensation Increase	N/A
Employer Contributions	\$ 468,919
Plan Participants' Contributions	\$ -
Benefits Paid	\$ 468,919
Net Periodic Benefit Costs	\$ (1,700,286)
Discount Rate	3.90%
Expected Long-Term Rate of Return on Assets	N/A
Rate of Compensation Increase	N/A

The following sets forth the amounts recognized in the statement of financial position at December 31, 2015:

Current Liabilities	\$ 472,126
Noncurrent Liabilities	7,239,112
<b>Total Liabilities</b>	<b>\$ 7,711,238</b>

The assumed health care cost trend rate used to measure the expected cost of benefits covered by the plan for the next year is 6.50%, with an ultimate trend rate of 8% to be achieved in 2019. The weighted-average discount rate and weighted average expected long-term rate of return on plan assets were both 3.90%. During 2015, a change in mortality tables was the primary reason for an actuarial loss that resulted in an increase of \$271,835 in the accumulated postretirement benefit liability.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 9 BENEFIT PLANS (CONTINUED)**

**Defined Benefit Postretirement Plans (Continued)**

Assumed healthcare cost trend rates have a significant effect on the amounts reported for postretirement medical benefits. Because of the uncertainty inherent in estimating future cost levels, it is at least reasonably possible that this assumption will be revised based on future conditions. A 1% change in assumed healthcare cost trend rates would have the following effects on:

	<u>2015</u>	<u>2015</u>
Service and Interest Cost	\$ 16,357	\$ (13,912)
Postretirement Medical Benefits	179,535	(156,437)

The discount rate is a critical assumption which significantly affects postretirement benefit plan accounting. Even relatively small changes in this rate would significantly change the recorded net periodic benefit cost and the postretirement benefit liability. Management believes the discount rate used in determining its year-end postretirement benefit plan accounting is reasonable based on currently available information. However, it is at least reasonably possible that this assumed rate will be revised in the near term, based on future events and changes in circumstances.

The Conference's expected contribution for 2016 is \$472,126.

The projected ten-year expected benefits payments for current participants are as follows:

<u>Year Ending December 31,</u>	<u>Conference Cost</u>
2016	\$ 481,244
2017	490,130
2018	457,681
2019	478,996
2020	485,414
Five Years Thereafter	2,535,321
<b>Total</b>	<u><u>\$ 4,928,786</u></u>

Other than the plans identified above, the Conference sponsors no other postretirement benefit plans.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 10 DESIGNATED NET ASSETS**

Board designated net assets at December 31, 2015 consisted of the following:

Desert Southwest Strategic Plan	\$ 978,757
U of A Campus Ministry	247,681
Maintenance of Tongan UMC	1,313
Board Designated Endowments	59,058
General Conference Host Funding	(3,573)
General/Jurisdictional Conference Delegations	4,777
<b>Total</b>	<b><u>\$ 1,288,013</u></b>

**NOTE 11 TEMPORARILY RESTRICTED NET ASSETS**

Temporarily restricted net assets are available for the following purposes at December 31, 2015:

General	\$ 347,845
Faith Communities	132,916
Bold in Christ	48,455
Forward in Their Footsteps	206,589
Beneficial Interests in Assets Held in Trusts	2,279,225
<b>Total</b>	<b><u>\$ 3,015,030</u></b>

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purposes during the year ended December 31, 2015 as follows:

General	\$ 192,652
Faith Communities	6,000
<b>Total</b>	<b><u>\$ 198,652</u></b>

**NOTE 12 PERMANENTLY RESTRICTED NET ASSETS**

Endowment funds are restricted to investment in perpetuity, the income from which is expendable to support:

Camping	\$ 79,219
Forward in Their Footsteps - New Faith Communities	127,572
<b>Total</b>	<b><u>\$ 206,791</u></b>

The Conference's endowments consist of several funds established to support a variety of charitable efforts of the Conference. Its endowments consist of donor-restricted funds where the principal is to be held in perpetuity. Investment income is restricted for the camps and new church starts.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 12 PERMANENTLY RESTRICTED NET ASSETS (CONTINUED)**

**Interpretation of Relevant Law**

The Board of Directors of the Conference has interpreted the State Prudent Management of Institutional Funds Act (SPMIFA) as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds absent explicit donor stipulations to the contrary. Consequently, the Conference classifies permanently restricted net assets as:

- The original value of gifts donated to the permanent endowment, and
- The original value of subsequent gifts to the permanent endowment.

The remaining portion of the donor-restricted endowment funds not classified as permanently restricted is classified as temporarily restricted net assets until those amounts are appropriated for expenditure by the Conference's Board. In accordance with SPMIFA, the Conference considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

1. The duration and preservation of the fund
2. The purpose of the Conference and the donor-restricted endowment fund
3. General economic conditions
4. The possible effect of inflation and deflation
5. The expected total return from income and the appreciation of investments
6. Other resources of the Conference
7. The investment policies of the Conference

Endowment net asset composition by type of fund as of December 31, 2015, follows:

	<u>Unrestricted</u>	<u>Restricted</u>	<u>Restricted</u>	<u>Total</u>
Donor Restricted Endowment Funds	\$ -	\$ 57,418	\$ 206,791	\$ 264,209

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 12 PERMANENTLY RESTRICTED NET ASSETS (CONTINUED)**

**Interpretation of Relevant Law**

Changes in endowment net assets for the year ended December 31, 2015, are as follows:

	<b>Unrestricted</b>	<b>Temporarily Restricted</b>	<b>Permanently Restricted</b>	<b>Total</b>
Endowment Net Assets, Beginning of Year	\$ -	\$ 61,894	\$ 206,791	\$ 268,685
Investment Return:				
Investment Income	-	-	-	-
Net Depreciation	-	(4,476)	-	(4,476)
Total	-	(4,476)	-	(4,476)
Contributions	-	-	-	-
Appropriation of Assets for Expenditure	-	-	-	-
Endowment Net Assets, End of Year	\$ -	\$ 57,418	\$ 206,791	\$ 264,209

**Return Objectives and Risk Parameters**

The Conference has adopted investment and spending policies approved by the Board of Directors. The investment strategy is a risk managed approach consistent with moderate to long-term growth. The diversified asset allocation is periodically rebalanced to ensure that the funds are maximizing returns within acceptable risk tolerances. While managing the portfolio's risk, there is also a focus on the long-term growth and while achieving a total return consistent with the Social Principles of the United Methodist Church. The goals of the investment strategy is to provide long-term growth in relation to market inflation and deflation over the long-term (3+ years) and maintain the buying power of the assets under management in relation to market inflation and deflation over the long-term (3+ years).

The corpus of the individual endowment funds must be maintained in perpetuity because of donor restrictions. As a result, the Conference's spending policy is to annually calculate the amount of money available for distribution and evaluate the needs of the Conference consistent with the donors' intentions.

**NOTE 13 CONTINGENT LIABILITIES**

As of December 31, 2015, the Conference has guaranteed notes payable of approximately \$4.6 million for four churches, all of which are members of the Conference. One of the notes payable is held by the United Methodist Development Fund and three are held by the United Methodist Federal Credit Union.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2015**

**NOTE 14 OPERATING LEASES**

**District Offices**

The Conference leases office space for its district offices under non-cancelable operating lease agreements. These leases expire by April 2016 and the monthly payments range from \$600 to \$1,031. The South District office lease is a month to month agreement with a member church with monthly payments of \$750. Lease expense was \$33,142 for the year ended December 31, 2015. Future minimum lease payments under the operating leases are as follows:

<u>Year Ending December 31,</u>	<u>Amount</u>
2016	\$ 4,126
Total	\$ 4,126

**NOTE 15 CREDIT RISK**

The Conference maintains all of its cash with high-credit quality financial institutions. Balances on deposit are insured by the Federal Deposit Insurance Corporation (FDIC) up to specified limits. Balances in excess of FDIC limits are uninsured. As of December 31, 2015, a portion of the cash balances at financial institutions exceeded the balance insured by the FDIC.

Contributors to the Conference reside primarily within the boundaries of the Conference. Concentrations of credit risk with respect to the pledges receivable are limited due to the large number of contributors comprising the Conference's contributor base and their reliance on many different revenue sources (various forms of employment) for their discretionary income.

**NOTE 16 SUBSEQUENT EVENTS**

Management evaluated subsequent events through May 26, 2016, the date the financial statements were available to be issued.

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
CONSOLIDATING STATEMENT OF FINANCIAL POSITION BY FUND  
DECEMBER 31, 2015  
(SEE INDEPENDENT AUDITORS' REPORT)**

	General	Faith Communities	Pension Health and Benefits	Episcopal Area	Board of Ordained Ministry	Bold in Christ	Forward in Their Footsteps	Total
<b>ASSETS</b>								
Cash and cash equivalents	\$ 1,528,171	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,528,171
Receivables								
Notes, net	-	258,884	-	-	-	71,077	-	329,961
Due from other funds	167,698	2,504,180	(174,850)	394,119	82,002	36,196	(3,009,345)	-
Conference apportionments	370,633	-	-	-	-	-	-	370,633
Pledges, net	29,713	-	-	-	-	-	-	29,713
Other	22,069	-	-	-	-	-	-	22,069
Prepaid expenses and other assets	93,864	-	-	-	-	-	-	93,864
Assets held for sale	-	1,100,000	-	-	-	-	-	1,100,000
Investments held by General Board of Pension and Health Benefits	-	-	2,622,560	-	-	-	-	2,622,560
Investments held by Desert Southwest United Methodist Foundation	1,779,119	586,420	1,779,035	-	-	-	4,194,086	8,338,670
Endowment investments held by Desert Southwest United Methodist Foundation	88,699	-	-	-	-	-	175,510	264,209
Beneficial interest in assets held in trusts	-	-	2,279,225	-	-	-	-	2,279,225
Furniture, equipment and vehicles, net	34,758	-	-	-	-	-	-	34,758
Real property, net	888,767	165,000	-	-	-	-	-	1,053,767
Camp properties, net	2,430,054	-	-	-	-	-	-	2,430,054
<b>TOTAL ASSETS</b>	<b>\$ 7,433,545</b>	<b>\$ 4,614,484</b>	<b>\$ 6,505,970</b>	<b>\$ 394,119</b>	<b>\$ 82,002</b>	<b>\$ 107,273</b>	<b>\$ 1,360,261</b>	<b>\$ 20,497,654</b>
<b>LIABILITIES</b>								
Accounts payable	\$ 24,433	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 24,433
Apportionments	206,131	-	-	-	-	-	-	206,131
Other	-	-	-	-	-	-	-	-
Accrued expenses	-	-	7,711,238	-	-	-	-	7,711,238
Postretirement benefits	64,300	-	-	-	-	-	-	64,300
Vacations	52,168	81,493	-	-	-	-	-	133,661
Deferred income	26,612	-	-	3,500	-	-	-	30,112
Agency funds	373,644	81,493	7,711,238	3,500	-	-	-	8,169,875
<b>TOTAL LIABILITIES</b>	<b>\$ 7,433,545</b>	<b>\$ 4,614,484</b>	<b>\$ 6,505,970</b>	<b>\$ 394,119</b>	<b>\$ 82,002</b>	<b>\$ 107,273</b>	<b>\$ 1,360,261</b>	<b>\$ 20,497,654</b>
<b>NET ASSETS (DEFICIENCY)</b>								
Unrestricted	2,050,303	4,235,075	(3,484,493)	390,619	82,002	58,818	967,042	4,299,366
Undesignated	1,228,955	-	-	-	-	-	59,058	1,288,013
Designated	3,353,579	165,000	-	-	-	-	-	3,518,579
Net investment in property and equipment	6,632,837	4,400,075	(3,484,493)	390,619	82,002	58,818	1,026,100	9,105,958
<b>Total unrestricted net assets (deficiency)</b>	<b>347,845</b>	<b>132,916</b>	<b>2,279,225</b>	<b>-</b>	<b>-</b>	<b>48,455</b>	<b>206,589</b>	<b>3,015,030</b>
Temporarily restricted	79,219	-	-	-	-	-	127,572	206,791
Permanently restricted	7,059,901	4,532,991	(1,205,268)	390,619	82,002	107,273	1,360,261	12,327,779
<b>Total net assets (deficiency)</b>	<b>\$ 7,433,545</b>	<b>\$ 4,614,484</b>	<b>\$ 6,505,970</b>	<b>\$ 394,119</b>	<b>\$ 82,002</b>	<b>\$ 107,273</b>	<b>\$ 1,360,261</b>	<b>\$ 20,497,654</b>
<b>TOTAL LIABILITIES AND NET ASSETS (DEFICIENCY)</b>								

**DESERT SOUTHWEST ANNUAL CONFERENCE OF  
THE UNITED METHODIST CHURCH  
CONSOLIDATING STATEMENT OF ACTIVITIES AND CHANGES IN NET ASSETS (DEFICIENCY) BY FUND  
YEAR ENDED DECEMBER 31, 2015  
(SEE INDEPENDENT AUDITORS' REPORT)**

	General	Faith Communities	Pension and Health Benefits	Episcopal Area	Board of Ordained Ministry	Bold in Christ	Forward in Their Footsteps	Total
<b>SUPPORT AND REVENUE</b>								
Conference Apportionments Revenue:								
World Service and Conference Benevolences	\$ 1,389,885	\$ 579,349	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,969,234
Leadership	1,250,884	-	-	79,986	-	-	-	1,330,870
Support	1,345,251	-	575,713	-	-	-	-	1,920,964
Other	212,945	-	-	-	42,889	-	-	255,834
	<u>4,198,965</u>	<u>579,349</u>	<u>575,713</u>	<u>79,986</u>	<u>42,889</u>	-	-	<u>5,476,902</u>
Contributions	259,801	6,400	-	-	-	-	136	266,337
Camp Operations	513,122	-	-	-	-	-	-	513,122
Special Askings	78,932	-	-	-	-	-	-	78,932
Investment Gains (Losses)	(27,473)	41,252	(91,962)	-	-	-	(69,672)	(147,855)
Administration of HIP	187,909	-	-	-	-	-	-	187,909
Change in Value of Beneficial Interests in Assets Held in Trust	-	-	(136,347)	-	-	-	-	(136,347)
Other	460,863	-	100,252	91,400	28,297	-	-	680,812
	<u>5,672,119</u>	<u>627,001</u>	<u>447,656</u>	<u>171,386</u>	<u>71,186</u>	-	<u>(69,536)</u>	<u>6,919,812</u>
Total Support and Revenue								
<b>FUNCTIONAL EXPENSES AND LOSSES</b>								
Program Services:								
Apportioned Budget Expenses and Special Services:								
World Service and Conference Benevolences	1,365,035	334,712	-	-	-	-	-	1,699,747
Leadership	1,350,039	-	-	99,376	-	-	-	1,449,415
Other	243,406	-	-	-	90,865	-	-	334,291
	<u>2,958,480</u>	<u>334,712</u>	-	<u>99,376</u>	<u>90,865</u>	-	-	<u>3,483,453</u>
Camp Operations	781,211	-	-	-	-	-	-	781,211
Special Askings	78,932	-	-	-	-	-	-	78,932
Other	-	412,987	-	-	-	7,500	-	420,487
	<u>3,818,623</u>	<u>747,699</u>	-	<u>99,376</u>	<u>90,865</u>	<u>7,500</u>	-	<u>4,764,083</u>
Total Program Services								
Supporting Activities:								
Administration	1,327,544	-	725,917	-	-	-	-	2,053,461
Headquarters	171,194	-	-	-	-	-	-	171,194
Total Supporting Activities	<u>1,498,738</u>	-	<u>725,917</u>	-	-	-	-	<u>2,224,655</u>
	<u>5,317,361</u>	<u>747,699</u>	<u>725,917</u>	<u>99,376</u>	<u>90,865</u>	<u>7,500</u>	-	<u>6,988,738</u>
Total Functional Expenses								
CHANGE IN NET ASSETS RESULTING FROM OPERATIONS								
Impairment Loss on Real Estate	354,758	(120,698)	(278,261)	72,010	(19,699)	(7,500)	(69,536)	(88,926)
Change in Pension Liability	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
	-	-	271,835	-	-	-	-	271,835
CHANGE IN NET ASSETS	<u>354,758</u>	<u>(120,698)</u>	<u>(550,096)</u>	<u>72,010</u>	<u>(19,699)</u>	<u>(7,500)</u>	<u>(69,536)</u>	<u>(340,761)</u>
NET ASSETS (DEFICIENCY), BEGINNING OF YEAR	6,705,143	4,653,689	(655,172)	318,609	101,701	114,773	1,429,797	12,668,540
NET ASSETS (DEFICIENCY), END OF YEAR	<u>\$ 7,059,901</u>	<u>\$ 4,532,991</u>	<u>\$ (1,205,268)</u>	<u>\$ 390,619</u>	<u>\$ 82,002</u>	<u>\$ 107,273</u>	<u>\$ 1,360,261</u>	<u>\$ 12,327,779</u>

**THE PHOENIX EPISCOPAL AREA OF THE UNITED METHODIST CHURCH**  
**SCHEDULE OF ACTIVITIES – ADMINISTRATION**  
**YEAR ENDED DECEMBER 31, 2015**  
**(WITH SUMMARIZED FINANCIAL INFORMATION FOR DECEMBER 31, 2014)**  
**(SEE INDEPENDENT AUDITORS' REPORT)**

	2015			2014
	Episcopal	Area	Total	Total
<b>SUPPORT AND REVENUE</b>				
General Council on Finance and Administration	\$ 81,400	\$ -	\$ 81,400	\$ 80,000
Benevolence and Apportionment Income	-	45,250	45,250	43,919
Total Support and Revenue	81,400	45,250	126,650	123,919
<b>EXPENSES</b>				
Support Staff Salaries	33,764	8,441	42,205	50,817
Support Staff Benefits	1,510	378	1,888	12,186
Support Staff Payroll Taxes	2,602	651	3,253	3,890
Support Staff Travel	-	1,160	1,160	1,105
Support Staff Relocation	-	-	-	5,620
Committee	-	607	607	996
Conference Travel	-	1,352	1,352	1,357
Education	-	-	-	450
Hospitality	4,148	1,037	5,185	2,768
Office Supplies	-	1,406	1,406	469
Postage	-	423	423	702
Printing	-	180	180	709
Professional Fees	800	200	1,000	-
Rent	30,671	7,668	38,339	34,854
Small Equipment Maintenance	-	2,086	2,086	1,380
Telephone	4,000	707	4,707	5,728
Miscellaneous	3,905	4,943	8,848	3,077
Total Expenses	81,400	31,239	112,639	126,108
<b>CHANGE IN NET ASSETS</b>	-	14,011	14,011	(2,189)
<b>NET ASSETS, BEGINNING OF YEAR</b>	-	14,022	14,022	16,211
<b>NET ASSETS, END OF YEAR</b>	\$ -	\$ 28,033	\$ 28,033	\$ 14,022

**THE PHOENIX EPISCOPAL AREA OF THE UNITED METHODIST CHURCH**  
**SCHEDULE OF ACTIVITIES – HOUSING**  
**YEAR ENDED DECEMBER 31, 2015**  
**(WITH SUMMARIZED FINANCIAL INFORMATION FOR DECEMBER 31, 2014)**  
**(SEE INDEPENDENT AUDITORS' REPORT)**

	<b>2015</b>			<b>2014</b>
	<b>Episcopal</b>	<b>Area</b>	<b>Total</b>	<b>Total</b>
<b>SUPPORT AND REVENUE</b>				
General Council on Finance and Administration	\$ 10,000	\$ -	\$ 10,000	\$ 10,000
Benevolence and Apportionment Income	-	34,736	34,736	33,493
Total Support and Revenue	10,000	34,736	44,736	43,493
<b>EXPENSES</b>				
Episcopal Housing	10,000	39,076	49,076	41,787
<b>CHANGE IN NET ASSETS</b>	-	(4,340)	(4,340)	1,706
<b>NET ASSETS, BEGINNING OF YEAR</b>	-	10,318	10,318	8,612
<b>NET ASSETS, END OF YEAR</b>	\$ -	\$ 5,978	\$ 5,978	\$ 10,318

**Comprehensive Benefit Funding Plan**

## **INTRODUCTION**

The 2012 Book of Discipline ¶1506.6 requires that each annual conference develop, adopt and implement a formal comprehensive funding plan for funding all of its benefit obligations. The funding plan shall be submitted annually to the General Board of Pension and Health benefits for review and be approved annually by the annual conference, following the receipt and inclusion of a favorable written opinion from the General Board of Pension and Health Benefits (GBPHB). This document is only a summary of the information contained in the actual signed funding plan and does not contain all the information required for a comprehensive view of the conference's benefit obligations. You may request the full contents of the 2017 comprehensive benefit funding plan from your conference benefit office.

## **CLERGY RETIREMENT SECURITY PROGRAM (CRSP)**

### **Defined Benefit (DB) and Defined Contribution (DC)**

#### **Program overview:**

The Clergy Retirement Security Program (CRSP) is an Internal Revenue Code section 403(b) retirement program providing lifetime income and account flexibility designed for those who serve as clergy of The United Methodist Church. The program is designed to provide participants with one portion of their overall retirement benefits. CRSP replaced the Ministerial Pension Plan (MPP) effective January 1, 2007, which had previously replaced the Pre-82 Plan for service rendered prior to January 1, 1982. CRSP consists of both a defined benefit (DB) plan, which provides a monthly benefit at retirement based upon years of credited service to The United Methodist Church, and a defined contribution (DC) plan, which provides a retirement account balance established and funded by the annual conferences.

#### **Current funding plan information:**

The Clergy Retirement Security Program (CRSP-DB) annuities total liability as of January 1, 2015 is \$1.271 billion, while total plan assets are \$1.407 billion, resulting in a current plan funded ratio of 111%. The Desert Southwest Conference portion of the liability is .7265% and the 2017 contribution is \$760,483. The conference anticipates that the amount will be funded by direct billing of CRSP-DC to local churches. Additionally, General Conference 2012 approved a change to CRSP that provides each annual conference the discretion to determine whether to cover three-quarter and/or half-time clergy. The Desert Southwest Conference has elected to cover clergy serving 50%+ under CRSP effective January 1, 2017.

Effective January 1, 2014 the CRSP-DC plan was reduced from a 3% to a 2% of plan compensation non-matching contribution. Clergy have the opportunity to earn up to an additional 1% CRSP-DC contribution by contributing at least 1% of their plan compensation to UMPIP; therefore, if a participant contributes at least 1% of plan compensation to UMPIP, the individual will receive a contribution of 3%, which is unchanged from 2013. The 2017 CRSP-DC contribution is anticipated to be \$191,100 and will be funded by direct billing of CRSP-DC to local churches.

## **MINISTERIAL PENSION PLAN (MPP)**

#### **Plan overview:**

Supplement Three to the Clergy Retirement Security Program (CRSP), also known as the Ministerial Pension Plan (MPP), provides clergy with a pension benefit for their years of ministry with The United Methodist Church from 1982 through 2006. MPP is an Internal Revenue Code section 403(b) retirement plan. Effective January 1, 2014, exactly 65% of the account balance must be annuitized when the funds are to be distributed. The remainder may be rolled over to UMPIP, into an IRA or another qualified plan, or it may be paid out as a lump sum.

#### **Current funding plan information:**

The Ministerial Pension Plan (MPP) annuities' total liability as of January 1, 2015 is \$3.122 billion, while total plan assets are \$3.509 billion, resulting in a current plan funded ratio of 112% and no required

contribution for 2017. The Desert Southwest Conference's % of the total liability is .5789%. Future MPP annuitants have a total account balance of \$4.145 billion and the Desert Southwest Conference's portion of that balance is \$25,169,225 or .61% of the total.

### **PRE-1982 PLAN**

#### **Plan overview:**

Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-1982 Plan, provides clergy with a pension benefit for their years of ministry with The United Methodist Church prior to 1982. The Pre-1982 Plan was replaced by MPP effective January 1, 1982. If a clergy person retires within the Conference (and does not terminate), the minimum benefit payable is based on two factors: 1) years of service with pension credit and 2) the Conference pension rate. Years of service with pension credit are approved by each Conference on the recommendation of the Conference Board of Pensions (CBOP) in accordance with plan provisions and The Book of Discipline. The pension rate, also called the Past Service Rate (PSR), is the dollar amount chosen by the Conference as the amount payable for each approved year of service with pension credit. The pension rate may change from year to year. The number of years of service with pension credit is multiplied by the pension rate, and the product is the minimum annual benefit payable to those clergy eligible for Pre-1982 Plan benefits. In certain situations, the benefit received from the Pre-1982 plan may vary based on the applicability of what is referred to as Defined Benefit Service Money (DBSM), which is the defined contribution feature of the Pre-1982 Plan. At the time that a participant retires, the DBSM account is converted to a life based benefit and, at that point, the clergy's benefit is the greater of the PSR or DBSM benefit. If the conference increases the PSR, the clergy's benefit is recalculated; but the DBSM based benefit does not change.

#### **Current funding plan information:**

The 2017 PSR recommended to the Desert Southwest Conference will be \$672.00, representing a 1.05% increase from the 2016 rate. The conference expects future increases to be approximately 2.00%, which is based on maintaining the PSR at 1% of CAC.

The contingent annuitant percentage is recommended to remain at the 100% level.

Based on the final actuarial valuations from the General Board of Pension and Health Benefits as of January 1, 2015 for 2017, the portion of the Pre-1982 liability and assets attributable to the Desert Southwest Conference and its related funded status as of 1/1/2015, are as follows:

Funding Plan Liability	\$12,706,209	
Assets, including In-Plan and Outside	\$14,229,187	
Funded Status	\$1,522,978	(represented by a 112% funded ratio)

### **ACTIVE HEALTH BENEFIT PROGRAM**

The Desert Southwest Conference offers the Self Funded-HealthFlex program to its active eligible participants.

The total cost of the program for 2017 is anticipated to be \$2,080,000 and will be funded by premiums that are direct billed to local churches. It is anticipated that increases for future years will average 4.00% based on the average increase for the last 5 years.

The Conference does not offer and additional coverage for active participants other than what is offered through HealthFlex.

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

**Program Overview:**

The Desert Southwest Conference post-retirement medical program currently offered is a One Exchange plan made available to retired clergy with 20 or more years of service in the ministry.

**Current funding plan information:**

The conference's expectation for 2017 is to provide a maximum stipend of \$200 per month per participant. Our 12/31/14 actuarial valuation showed a liability of \$7,439,403. We won't receive our 12/31/15 actuarial valuation until 3/31/16, but as of 12/31/15 we had \$7,105,054 of assets for this obligation. This implies a funded status of 95.5%, although we expect our 12/31/15 actuarial liability to decrease due to an increase in the discount rate.

The funding obligation for 2017 is anticipated to be \$464,470, with the funding coming from apportionments and existing assets. On a longer term basis, the Conference intends to be funded through a combination of existing accounts, future investment earnings, and future apportionments.

As a preview of the 2018 CBFP requirement, a new PRM Funding Contribution requirement will be mandatory for conferences requesting a full favorable CBFP opinion. This year the calculation for informational purposes only is as follows:

1. Unfunded benefit obligation	\$798,819
2. Number of Annual Payments	20
3. Portion of unfunded benefit obligation	\$39,941
4. PRM funding contribution, informational purposes only	\$153,445

These values are based on a 3.55% long term discount rate, no specific plan assets included, and a current cost increase trend of 7.0% with an ultimate medical increase of 5.0%, beginning in 2019.

**COMPREHENSIVE PROTECTION PLAN (CPP)**

The Comprehensive Protection Plan (CPP) provides death, long-term disability and other welfare benefits for eligible clergy of The United Methodist Church and their families. It is an Internal Revenue Code 414(e) "church plan" funded by plan sponsor insurance premiums. Generally, clergy are eligible to participate in CPP if the conference or salary-paying unit sponsors the plan and they are able to satisfy the eligibility requirements which include full-time appointment with plan compensation equal to or greater than 60% of the Denominational Average Compensation (DAC) or the Conference Average Compensation (CAC), whichever is less.

For 2017, the Desert Southwest Conference has an expected required contribution to the Comprehensive Protection Plan of \$263,000, which is anticipated to be funded by apportionments and investment earnings. The anticipated average increase in future years is expected to be 2.00% per year based on the average CAC increase for the past 10 years.

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

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

**Current funding plan information:**

Conference office lay employees working an average of 30 hours per week or more are eligible after 12 months for a plan sponsor funded pension contribution of 9% of salary. Lay employees are encouraged to

make contributions toward their retirement through payroll deductions to the UMPIP. The estimated contribution for the Desert Southwest Conference is anticipated to be \$70,000 and will be funded via Funds from the apportioned budget for each ministry area in which the lay conference staff serves.

#### **OTHER CONFERENCE BENEFIT OBLIGATIONS: DEFINED CONTRIBUTION (DC) TYPE**

##### **Plan Overview:**

The Desert Southwest Conference currently offers a death & disability benefit for retired and active lay employees. The funding obligation for 2017 is anticipated to be \$15,000, with the funding sources to be apportionments and investment earnings. The anticipated average increase in future years is expected to be 2.0% per year based on the average annual increase in CAC for the last 10 years%.

#### **CONCLUSION**

The 2017 Comprehensive Benefit Funding Plan and the above Summary document incorporates, to the best of our understanding, the Desert Southwest Conference's obligations and funding requirements of the benefits provided to the clergy and laity of the Desert Southwest Conference

## Desert Southwest Annual Conference

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

It is understood by the signees that defined benefit plan liabilities (Pre-82, MPP and CRSP-DB) continue until the last benefit is paid to participants and their surviving spouses irrespective of the funding level of the plan. That is, even if the assets in the plan are larger than the liabilities in the plan, the conference still has a liability (obligation) and potential future contribution due to the plan.

<input checked="" type="checkbox"/>	CRSP DB and DC
<input checked="" type="checkbox"/>	MPP
<input checked="" type="checkbox"/>	Pre-1982
<input checked="" type="checkbox"/>	PRM
<input checked="" type="checkbox"/>	Active Health
<input checked="" type="checkbox"/>	CPP
<input type="checkbox"/>	UMPIP Clergy
<input checked="" type="checkbox"/>	UMPIP Lay

<input checked="" type="checkbox"/>	OTHER DC: Death & disability
<input type="checkbox"/>	Other DC Obligation - B
<input type="checkbox"/>	Other DC Obligation - C
<input type="checkbox"/>	Other DC Obligation - D
<input type="checkbox"/>	Other DC Obligation - E

<input type="checkbox"/>	Other DB Obligation - A
<input type="checkbox"/>	Other DB Obligation - B
<input type="checkbox"/>	Other DB Obligation - C
<input type="checkbox"/>	Other DB Obligation - D
<input type="checkbox"/>	Other DB Obligation - E

*Randy J Bowman*

Signature

Randy Bowman, CBO/Treasurer, 2/12/16

Insert Signature Here

Signature

Print Name, Conference Title, Date

*Robert Klein*

Signature

Robert Klein, CBOPHB Chair, 2/12/16

Insert Signature Here

Signature

Print Name, Conference Title, Date

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



General Board

**Pension and Health Benefits**

*Caring For Those Who Serve*

### Opinion on Desert Southwest 2017 Comprehensive Benefit Funding Plan

This Funding Plan meets the standards for a Pre-82 funding plan as established by the General Board, and the requirements for a favorable opinion of a Funding Plan.

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

**General Board of Pension and Health Benefits**

*General Board of Pension and Health Benefits*

Glenview, Illinois

March 3, 2016

## Church Ranking by Membership

Church	District	2015	2014	Change	% Change
PARADISE VALLEY UMC	CENTRAL EAST	1,390	1,414	(24)	-1.70%
DAYSPRING UMC	CENTRAL EAST	1,199	1,270	(71)	-5.59%
ST MARK'S UMC	SOUTH	976	1,002	(26)	-2.59%
FIRST UMC OF PHOENIX	CENTRAL WEST	827	813	14	1.72%
GOLD CANYON UMC	CENTRAL EAST	824	800	24	3.00%
FIRST UMC OF GILBERT	CENTRAL EAST	794	857	(63)	-7.35%
SHEPHERD OF THE HILLS UMC	CENTRAL WEST	777	821	(44)	-5.36%
PRESCOTT UMC	CENTRAL WEST	766	789	(23)	-2.92%
DESERT SPRING UMC	NORTH	744	689	55	7.98%
DOVE OF THE DESERT UMC	CENTRAL WEST	716	724	(8)	-1.10%
SUN LAKES UMC	CENTRAL EAST	712	718	(6)	-0.84%
FIRST UMC OF TEMPE	CENTRAL EAST	682	691	(9)	-1.30%
NORTH SCOTTSDALE UMC	CENTRAL EAST	673	709	(36)	-5.08%
VELDA ROSE UMC	CENTRAL EAST	667	727	(60)	-8.25%
CATALINA UMC	SOUTH	652	694	(42)	-6.05%
ST PAUL'S UMC OF TUCSON	SOUTH	644	1,054	(410)	-38.90%
RED MOUNTAIN UMC	CENTRAL EAST	612	592	20	3.38%
GREEN VALLEY COMMUNITY CHURCH	SOUTH	610	630	(20)	-3.17%
ST MATTHEW UMC	CENTRAL EAST	588	708	(120)	-16.95%
FIRST UMC OF MESA	CENTRAL EAST	568	627	(59)	-9.41%
DESERT SKIES UMC	SOUTH	518	506	12	2.37%
WILLOWBROOK UMC	CENTRAL WEST	511	539	(28)	-5.19%
LAKEVIEW UMC	CENTRAL WEST	495	506	(11)	-2.17%
CHRIST CHURCH UM	SOUTH	483	501	(18)	-3.59%
GREEN VALLEY UMC	NORTH	461	477	(16)	-3.35%
SIERRA VISTA UMC	SOUTH	442	434	8	1.84%
TRINITY HEIGHTS UMC	NORTH	426	494	(68)	-13.77%
ST JOHN'S UMC OF KINGMAN	NORTH	398	388	10	2.58%
CHANDLER UMC	CENTRAL EAST	377	348	29	8.33%
CENTRAL UMC	CENTRAL EAST	358	355	3	0.85%
ST MICHAEL'S UMC	NORTH	354	315	39	12.38%
TRINITY UMC OF LAS VEGAS	NORTH	337	346	(9)	-2.60%
NEW SONG UMC	CENTRAL WEST	330	316	14	4.43%
ST FRANCIS IN THE FOOTHILLS UMC	SOUTH	327	476	(149)	-31.30%
SCOTTSDALE UMC	CENTRAL EAST	323	335	(12)	-3.58%
GILA MOUNTAIN UMC	CENTRAL WEST	317	321	(4)	-1.25%
SANCTUARY UMC	SOUTH	310	307	3	0.98%
VISTA DE LA MONTAÑA UMC	SOUTH	302	293	9	3.07%
MOUNTAIN VIEW UMC	CENTRAL WEST	291	285	6	2.11%
UNIVERSITY UMC	NORTH	287	299	(12)	-4.01%
CROSS ROADS UMC	CENTRAL EAST	278	282	(4)	-1.42%
FIRST HENDERSON UMC	NORTH	274	283	(9)	-3.18%
MOHAVE VALLEY UMC	NORTH	260	247	13	5.26%
FIRST UMC OF GLENDALE	CENTRAL WEST	245	292	(47)	-16.10%
CROSS IN THE DESERT UMC	CENTRAL EAST	241	241	0	0.00%
THE FOUNTAINS UMC	CENTRAL EAST	219	211	8	3.79%
WILLCOX UMC	SOUTH	206	211	(5)	-2.37%
MISSION BELL UMC	CENTRAL WEST	205	198	7	3.54%
FIRST UMC OF SUN CITY	CENTRAL WEST	202	182	20	10.99%
FIRST UMC OF SAFFORD	SOUTH	200	210	(10)	-4.76%

Church	District	2015	2014	Change	% Change
TRINITY UMC OF PHOENIX	CENTRAL WEST	194	200	(6)	-3.00%
GRACE UMC OF MESA	CENTRAL EAST	190	235	(45)	-19.15%
DESERT FOOTHILLS UMC	CENTRAL EAST	183	187	(4)	-2.14%
FIRST UMC OF TUCSON	SOUTH	179	183	(4)	-2.19%
CHRIST COMMUNITY UMC OF AVONDALE	CENTRAL WEST	178	172	6	3.49%
SHEPHERD OF THE VALLEY UMC	CENTRAL WEST	170	167	3	1.80%
DESERT MISSION UMC	CENTRAL EAST	165	159	6	3.77%
PAYSON UMC	CENTRAL EAST	155	154	1	0.65%
UMC OF CASA GRANDE	CENTRAL EAST	154	168	(14)	-8.33%
MESQUITE UMC	NORTH	152	164	(12)	-7.32%
SONG OF LIFE UMC	CENTRAL EAST	152	146	6	4.11%
ADVENT UMC	NORTH	150	181	(31)	-17.13%
PRESCOTT VALLEY UMC	CENTRAL WEST	150	145	5	3.45%
SANTA CRUZ VALLEY UMC	SOUTH	148	139	9	6.47%
TRINITY UMC OF YUMA	CENTRAL WEST	145	154	(9)	-5.84%
SEDONA UMC	CENTRAL WEST	143	160	(17)	-10.63%
DESERT CHAPEL UMC	CENTRAL EAST	140	160	(20)	-12.50%
HOPE UMC OF BULLHEAD CITY	NORTH	139	143	(4)	-2.80%
SPIRIT OF HOPE UMC	CENTRAL WEST	136	128	8	6.25%
JOURNEY UMC	NORTH	134	172	(38)	-22.09%
CHINO VALLEY UMC	CENTRAL WEST	125	114	11	9.65%
WHITE MOUNTAIN UMC	CENTRAL EAST	123	129	(6)	-4.65%
ZION UMC	NORTH	121	179	(58)	-32.40%
CALVARY UMC	CENTRAL WEST	117	121	(4)	-3.31%
SUNRISE UMC	CENTRAL WEST	114	110	4	3.64%
PAHRUMP VALLEY UMC	NORTH	111	108	3	2.78%
FIRST UMC OF YUMA	CENTRAL WEST	106	113	(7)	-6.19%
VIA DE CRISTO UMF	CENTRAL EAST	104	104	0	0.00%
EPWORTH UMC	CENTRAL WEST	96	101	(5)	-4.95%
CAMP VERDE UMC	CENTRAL WEST	91	93	(2)	-2.15%
GRACE FIL-AM UMF	NORTH	91	65	26	40.00%
MARANATHA UMF	CENTRAL EAST	91	81	10	12.35%
SHEPHERD OF THE PINES UMC	CENTRAL EAST	90	86	4	4.65%
BOULDER CITY UMC	NORTH	85	81	4	4.94%
FAITH UMC	CENTRAL WEST	85	89	(4)	-4.49%
FEDERATED COMMUNITY CHURCH	NORTH	83	83	0	0.00%
TONGAN UMC	CENTRAL EAST	82	82	0	0.00%
LIBERTY UMC	CENTRAL WEST	78	77	1	1.30%
WESLEY UMC	CENTRAL EAST	77	77	0	0.00%
PARKER UMC	NORTH	75	73	2	2.74%
COMMUNITY UMC OF BUCKEYE	CENTRAL WEST	74	77	(3)	-3.90%
A GRAIN OF MUSTARD SEED UMF	NORTH	69	56	13	23.21%
PAGE COMMUNITY UMC	NORTH	69	80	(11)	-13.75%
KOREAN UMC	NORTH	67	67	0	0.00%
SANTA CLARA UMC	SOUTH	66	84	(18)	-21.43%
EL MESIAS UMC	SOUTH	65	65	0	0.00%
UMC OF THE GOOD SHEPHERD	SOUTH	64	66	(2)	-3.03%
ST JAMES UMC	SOUTH	62	61	1	1.64%
COMMUNITY UMC OF WILLIAMS	NORTH	57	64	(7)	-10.94%
AJO FEDERATED CHURCH	CENTRAL WEST	56	56	0	0.00%

Church	District	2015	2014	Change	% Change
SAN PEDRO VALLEY UMC	SOUTH	56	54	2	3.70%
CREIGHTON UMC	CENTRAL EAST	52	39	13	33.33%
ALDERSGATE UMC	CENTRAL EAST	49	58	(9)	-15.52%
COMMUNITY UMC OF CALIENTE	NORTH	48	47	1	2.13%
SPIRIT OF JOY UMC	CENTRAL EAST	46	72	(26)	-36.11%
KOREAN UMF	SOUTH	45	62	(17)	-27.42%
HAVEN UMC	CENTRAL WEST	44	44	0	0.00%
SPIRIT SONG UMF	CENTRAL WEST	41	34	7	20.59%
ST PAUL'S UMC OF GLOBE	CENTRAL EAST	40	35	5	14.29%
FIRST UMC OF BISBEE	SOUTH	35	35	0	0.00%
GRACE UMC OF DOUGLAS	SOUTH	33	33	0	0.00%
PATAGONIA COMMUNITY CHURCH	SOUTH	33	34	(1)	-2.94%
FIRST UMC OF ELOY	SOUTH	32	30	2	6.67%
HOLBROOK UMC	NORTH	32	52	(20)	-38.46%
HUACHUCA UMC	SOUTH	32	32	0	0.00%
ST JOHN'S UMC OF TUCSON	SOUTH	32	14	18	128.57%
ALBRIGHT UMC	CENTRAL EAST	31	49	(18)	-36.73%
YOUNGTOWN UMC	CENTRAL WEST	30	31	(1)	-3.23%
FIRST UMC OF WINSLOW	NORTH	28	28	0	0.00%
ARIZONA KOREAN UMF	CENTRAL EAST	27	25	2	8.00%
TRINITY UMC OF BISBEE	SOUTH	27	28	(1)	-3.57%
LIVING WATER UMF	CENTRAL EAST	26	56	(30)	-53.57%
MENLO PARK UMC	SOUTH	26	28	(2)	-7.14%
IGLESIA METODISTA DE SOMERTON	CENTRAL WEST	24	24	0	0.00%
FORT YUMA UMC	CENTRAL WEST	23	23	0	0.00%
CITY SQUARE UMF	CENTRAL WEST	16	4	12	300.00%
PHOENIX NATIVE AMERICAN UMF	CENTRAL EAST	15	15	0	0.00%
SOUTH MOUNTAIN COMMUNITY CHURCH	CENTRAL WEST	15	15	0	0.00%
BOWIE UMC	SOUTH	13	16	(3)	-18.75%
PRIMERA IGLESIA	CENTRAL EAST	13	50	(37)	-74.00%
DUNCAN UMC	SOUTH	8	8	0	0.00%
SAN SIMON UMC	SOUTH	8	8	0	0.00%
CLAYPOOL UMC	CENTRAL EAST	0	32	(32)	-100.00%
PIONEER UMF	CENTRAL WEST	0	28	(28)	-100.00%
		<u>1,350</u>	<u>1,539</u>	<u>(189)</u>	<u>-12.28%</u>

## Church Ranking by Attendance

Church	District	2015	2014	Change	% Change
GOLD CANYON UMC	CENTRAL EAST	1,211	1,101	110	9.99%
DESERT SPRING UMC	NORTH	829	790	39	4.94%
ST MARK'S UMC	SOUTH	676	632	44	6.96%
VELDA ROSE UMC	CENTRAL EAST	666	712	(46)	-6.46%
DAYSRING UMC	CENTRAL EAST	596	620	(24)	-3.87%
PRESCOTT UMC	CENTRAL WEST	519	573	(54)	-9.42%
RED MOUNTAIN UMC	CENTRAL EAST	491	499	(8)	-1.60%
PARADISE VALLEY UMC	CENTRAL EAST	476	507	(31)	-6.11%
SUN LAKES UMC	CENTRAL EAST	476	495	(19)	-3.84%
SHEPHERD OF THE HILLS UMC	CENTRAL WEST	450	517	(67)	-12.96%
GREEN VALLEY COMMUNITY CHURCH	SOUTH	446	468	(22)	-4.70%
WILLOWBROOK UMC	CENTRAL WEST	419	423	(4)	-0.95%
ST PAUL'S UMC OF TUCSON	SOUTH	403	499	(96)	-19.24%
GREEN VALLEY UMC	NORTH	402	405	(3)	-0.74%
LAKEVIEW UMC	CENTRAL WEST	400	436	(36)	-8.26%
SIERRA VISTA UMC	SOUTH	397	397	0	0.00%
FIRST UMC OF GILBERT	CENTRAL EAST	392	390	2	0.51%
DOVE OF THE DESERT UMC	CENTRAL WEST	385	413	(28)	-6.78%
GILA MOUNTAIN UMC	CENTRAL WEST	369	421	(52)	-12.35%
FIRST UMC OF PHOENIX	CENTRAL WEST	367	388	(21)	-5.41%
NORTH SCOTTSDALE UMC	CENTRAL EAST	357	375	(18)	-4.80%
CATALINA UMC	SOUTH	347	440	(93)	-21.14%
CHANDLER UMC	CENTRAL EAST	296	288	8	2.78%
CHRIST CHURCH UM	SOUTH	294	326	(32)	-9.82%
NEW SONG UMC	CENTRAL WEST	286	237	49	20.68%
FIRST UMC OF MESA	CENTRAL EAST	278	317	(39)	-12.30%
UNIVERSITY UMC	NORTH	275	304	(29)	-9.54%
SANCTUARY UMC	SOUTH	257	290	(33)	-11.38%
TRINITY HEIGHTS UMC	NORTH	251	286	(35)	-12.24%
DESERT SKIES UMC	SOUTH	250	235	15	6.38%
VISTA DE LA MONTAÑA UMC	SOUTH	250	225	25	11.11%
ST MATTHEW UMC	CENTRAL EAST	239	275	(36)	-13.09%
FIRST UMC OF TEMPE	CENTRAL EAST	232	280	(48)	-17.14%
FIRST UMC OF GLENDALE	CENTRAL WEST	222	241	(19)	-7.88%
MOHAVE VALLEY UMC	NORTH	219	215	4	1.86%
CENTRAL UMC	CENTRAL EAST	213	210	3	1.43%
ST JOHN'S UMC OF KINGMAN	NORTH	207	222	(15)	-6.76%
ST MICHAEL'S UMC	NORTH	206	207	(1)	-0.48%
MOUNTAIN VIEW UMC	CENTRAL WEST	205	207	(2)	-0.97%
FIRST HENDERSON UMC	NORTH	200	200	0	0.00%
TRINITY UMC OF LAS VEGAS	NORTH	198	184	14	7.61%

Church	District	2015	2014	Change	% Change
FIRST UMC OF SUN CITY	CENTRAL WEST	175	168	7	4.17%
CROSS IN THE DESERT UMC	CENTRAL EAST	171	174	(3)	-1.72%
ST FRANCIS IN THE FOOTHILLS UMC	SOUTH	170	227	(57)	-25.11%
SONG OF LIFE UMC	CENTRAL EAST	162	151	11	7.28%
THE FOUNTAINS UMC	CENTRAL EAST	155	150	5	3.33%
DESERT CHAPEL UMC	CENTRAL EAST	152	229	(77)	-33.62%
MESQUITE UMC	NORTH	136	134	2	1.49%
SANTA CRUZ VALLEY UMC	SOUTH	135	192	(57)	-29.69%
CHRIST COMMUNITY UMC OF AVONDALE	CENTRAL WEST	125	129	(4)	-3.10%
PAYSON UMC	CENTRAL EAST	125	123	2	1.63%
TRINITY UMC OF PHOENIX	CENTRAL WEST	125	132	(7)	-5.30%
FIRST UMC OF SAFFORD	SOUTH	124	124	0	0.00%
ADVENT UMC	NORTH	121	160	(39)	-24.38%
CAMP VERDE UMC	CENTRAL WEST	118	115	3	2.61%
GRACE UMC OF MESA	CENTRAL EAST	118	112	6	5.36%
HOPE UMC OF BULLHEAD CITY	NORTH	118	116	2	1.72%
DESERT MISSION UMC	CENTRAL EAST	117	107	10	9.35%
FIRST UMC OF TUCSON	SOUTH	113	125	(12)	-9.60%
SCOTTSDALE UMC	CENTRAL EAST	111	129	(18)	-13.95%
SEDONA UMC	CENTRAL WEST	111	127	(16)	-12.60%
TRINITY UMC OF YUMA	CENTRAL WEST	111	113	(2)	-1.77%
SHEPHERD OF THE VALLEY UMC	CENTRAL WEST	110	112	(2)	-1.79%
UMC OF CASA GRANDE	CENTRAL EAST	109	132	(23)	-17.42%
PRESCOTT VALLEY UMC	CENTRAL WEST	107	102	5	4.90%
DESERT FOOTHILLS UMC	CENTRAL EAST	106	104	2	1.92%
SUNRISE UMC	CENTRAL WEST	105	116	(11)	-9.48%
WHITE MOUNTAIN UMC	CENTRAL EAST	105	117	(12)	-10.26%
SPIRIT OF HOPE UMC	CENTRAL WEST	104	98	6	6.12%
ZION UMC	NORTH	101	106	(5)	-4.72%
JOURNEY UMC	NORTH	100	75	25	33.33%
PAHRUMP VALLEY UMC	NORTH	97	80	17	21.25%
MISSION BELL UMC	CENTRAL WEST	95	90	5	5.56%
CALVARY UMC	CENTRAL WEST	90	97	(7)	-7.22%
TONGAN UMC	CENTRAL EAST	90	90	0	0.00%
CROSS ROADS UMC	CENTRAL EAST	85	141	(56)	-39.72%
EPWORTH UMC	CENTRAL WEST	85	85	0	0.00%
CHINO VALLEY UMC	CENTRAL WEST	84	90	(6)	-6.67%
VIA DE CRISTO UMF	CENTRAL EAST	82	82	0	0.00%
FIRST UMC OF YUMA	CENTRAL WEST	79	105	(26)	-24.76%
WILLCOX UMC	SOUTH	77	90	(13)	-14.44%
SPIRIT SONG UMF	CENTRAL WEST	73	65	8	12.31%
WESLEY UMC	CENTRAL EAST	72	72	0	0.00%
EL MESIAS UMC	SOUTH	70	75	(5)	-6.67%

Church	District	2015	2014	Change	% Change
JOURNEY UMF	CENTRAL EAST	65	75	(10)	-13.33%
MARANATHA UMF	CENTRAL EAST	65	80	(15)	-18.75%
CITY SQUARE UMF	CENTRAL WEST	63	78	(15)	-19.23%
BOULDER CITY UMC	NORTH	61	66	(5)	-7.58%
A GRAIN OF MUSTARD SEED UMF	NORTH	60	49	11	22.45%
SHEPHERD OF THE PINES UMC	CENTRAL EAST	60	60	0	0.00%
FAITH UMC	CENTRAL WEST	58	58	0	0.00%
GRACE FIL-AM UMF	NORTH	55	41	14	34.15%
ST JOHN'S UMC OF TUCSON	SOUTH	53	25	28	112.00%
COMMUNITY UMC OF WILLIAMS	NORTH	51	59	(8)	-13.56%
PATAGONIA COMMUNITY CHURCH	SOUTH	51	48	3	6.25%
LIBERTY UMC	CENTRAL WEST	50	50	0	0.00%
SANTA CLARA UMC	SOUTH	50	86	(36)	-41.86%
COMMUNITY UMC OF BUCKEYE	CENTRAL WEST	48	49	(1)	-2.04%
ST JAMES UMC	SOUTH	48	53	(5)	-9.43%
KOREAN UMC	NORTH	45	45	0	0.00%
MENLO PARK UMC	SOUTH	45	30	15	50.00%
PAGE COMMUNITY UMC	NORTH	42	69	(27)	-39.13%
SPIRIT OF JOY UMC	CENTRAL EAST	42	45	(3)	-6.67%
KOREAN UMF	SOUTH	40	45	(5)	-11.11%
SAN PEDRO VALLEY UMC	SOUTH	40	38	2	5.26%
FEDERATED COMMUNITY CHURCH	NORTH	39	30	9	30.00%
NUEVO PACTO UMF	CENTRAL WEST	37	35	2	5.71%
CREIGHTON UMC	CENTRAL EAST	36	30	6	20.00%
YOUNGTOWN UMC	CENTRAL WEST	36	49	(13)	-26.53%
PARKER UMC	NORTH	35	32	3	9.38%
COMMUNITY UMC OF CALIENTE	NORTH	34	35	(1)	-2.86%
TRINITY UMC OF BISBEE	SOUTH	32	20	12	60.00%
UMC OF THE GOOD SHEPHERD	SOUTH	32	30	2	6.67%
ST PAUL'S UMC OF GLOBE	CENTRAL EAST	31	27	4	14.81%
FIRST UMC OF ELOY	SOUTH	29	27	2	7.41%
IGLESIA METODISTA DE SOMERTON	CENTRAL WEST	29	29	0	0.00%
LIVING WATER UMF	CENTRAL EAST	29	58	(29)	-50.00%
FIRST UMC OF WINSLOW	NORTH	28	18	10	55.56%
ALDERSGATE UMC	CENTRAL EAST	25	33	(8)	-24.24%
HUACHUCA UMC	SOUTH	23	29	(6)	-20.69%
FORT YUMA UMC	CENTRAL WEST	22	25	(3)	-12.00%
AJO FEDERATED CHURCH	CENTRAL WEST	21	22	(1)	-4.55%
ARIZONA KOREAN UMF	CENTRAL EAST	20	20	0	0.00%
HAVEN UMC	CENTRAL WEST	20	22	(2)	-9.09%
HOLBROOK UMC	NORTH	20	17	3	17.65%
PHOENIX NATIVE AMERICAN UMF	CENTRAL EAST	19	19	0	0.00%
PRIMERA IGLESIA	CENTRAL EAST	15	27	(12)	-44.44%

Church	District	2015	2014	Change	% Change
GRACE UMC OF DOUGLAS	SOUTH	13	13	0	0.00%
ALBRIGHT UMC	CENTRAL EAST	12	19	(7)	-36.84%
BOWIE UMC	SOUTH	12	12	0	0.00%
DUNCAN UMC	SOUTH	8	8	0	0.00%
SOUTH MOUNTAIN COMMUNITY CHURCH	CENTRAL WEST	8	8	0	0.00%
FIRST UMC OF BISBEE	SOUTH	7	12	(5)	-41.67%
SAN SIMON UMC	SOUTH	6	6	0	0.00%
ASBURY UMC	CENTRAL WEST	0	47	(47)	-100.00%
CLAYPOOL UMC	CENTRAL EAST	0	17	(17)	-100.00%
COMMUNITY UMC OF BLYTHE	NORTH	0	6	(6)	-100.00%
GRIFFITH UMC	NORTH	0	43	(43)	-100.00%
HERITAGE UMC	NORTH	0	75	(75)	-100.00%
NEEDLES UMF	NORTH	0	18	(18)	-100.00%
PIONEER UMF	CENTRAL WEST	0	30	(30)	-100.00%
		181	441	(260)	-58.96%

## Statistical Tables

A.	<a href="#">Central East District Statistics</a> .....	293
B.	<a href="#">Central West District Statistics</a> .....	300
C.	<a href="#">North District Statistics</a> .....	307
D.	<a href="#">South District Statistics</a> .....	314

Church Name	Total Professing Members at Close of last year	Received this year on Profession of Christian Faith	Restored by affirmation	Correct previous year's reporting errors by addition		Transferred in from other United Methodist Churches		Transferred in from non- United Methodist churches	Removed by Charge Conference Action	Withdrawn from Professing Membership	Correct previous year's reporting errors by subtraction	Transferred out to other United Methodist Churches	Transferred out to non- United Methodist Churches	Removed by death	Total Professing Members at close of this year	Asian	African American/B lack	Hispanic/L atino
				2c	2b	3	4											
Central East District																		
ALBRIGHT UMC	49	0	0	0	0	4	0	17	0	0	0	3	0	2	31	0	4	0
ALDESGATE UMC	58	0	0	2	1	0	0	0	0	0	0	10	0	2	49	2	1	2
ARIZONA KOREAN UMF	25	1	1	0	3	0	0	0	0	3	0	0	0	0	27	27	0	0
CENTRAL UMC	355	17	0	0	4	0	0	6	0	0	0	5	0	7	358	3	7	7
CHANDLER UMC	348	17	0	0	16	4	0	0	0	0	0	2	0	6	377	7	7	13
CLAYPOOL UMC	32	0	0	0	0	0	0	32	0	0	0	0	0	0	0	0	0	0
CREEHTON UMC	39	5	0	6	6	0	0	0	0	0	0	0	0	4	52	0	1	1
CROSS IN THE DESERT UMC	241	8	1	0	4	2	0	0	4	0	0	0	2	9	241	6	14	14
CROSS ROADS UMC	282	6	0	0	0	0	0	3	0	3	0	2	0	5	278	3	10	13
DAYSRING UMC	1,270	15	2	0	17	7	7	88	2	0	0	9	2	11	1,199	24	38	36
DESERT CHAPEL UMC	160	5	1	0	9	2	0	0	15	14	0	1	1	6	140	0	1	2
DESERT FOOTHILLS UMC	187	13	0	0	7	0	0	19	2	0	0	0	0	3	183	0	0	1
DESERT MISSION UMC	159	23	0	0	0	0	0	10	4	0	0	0	0	3	165	2	3	0
FIRST UMC OF GILBERT	857	6	0	0	5	20	5	52	29	0	0	5	2	6	794	23	25	45
FIRST UMC OF MESA	627	9	2	0	11	2	65	0	0	0	0	3	0	15	568	6	16	17
FIRST UMC OF TEMPE	691	2	0	0	2	3	0	0	0	0	0	6	0	10	682	10	24	7
GOLD CANYON UMC	800	43	0	0	10	4	7	6	0	0	0	2	0	18	824	6	2	14
GRACE UMC OF MESA	235	3	0	0	0	0	17	0	15	0	0	3	0	13	190	8	10	9
JOURNEY UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
LIVING WATER UMF	56	0	1	0	0	3	0	0	8	24	0	2	0	0	26	0	9	0
MARANATHA UMF	81	7	0	3	0	0	0	0	0	0	0	0	0	0	91	0	91	0
NORTH SCOTTSDALE UMC	709	11	0	4	13	2	46	0	6	6	6	6	1	7	673	16	13	8
PARADISE VALLEY UMC	1,414	13	18	0	21	4	25	22	6	6	6	6	2	19	1,390	8	4	43
PAYSON UMC	154	1	1	0	3	1	0	1	0	1	0	1	0	3	155	0	0	0
PHOENIX NATIVE AMERICAN UMF	15	0	0	0	0	0	0	0	0	0	0	0	0	0	15	0	0	1
PRIMERA IGLESIA	50	1	1	0	0	0	0	0	0	0	39	0	0	0	13	0	0	10
RED MOUNTAIN UMC	592	18	0	2	19	17	9	10	0	6	3	8	612	5	11	10	10	10
SCOTTSDALE UMC	335	5	0	0	3	0	0	3	0	3	0	5	4	8	323	2	0	4
SHEPHERD OF THE PINES UMC	86	1	8	0	0	1	0	0	0	0	0	2	4	90	0	0	0	0
SONG OF LIFE UMC	146	8	0	0	11	5	0	0	6	6	6	6	4	2	152	3	0	0
SPIRIT OF JOY UMC	72	0	0	0	0	0	0	0	0	0	26	0	0	0	46	0	0	0
ST MATTHEW UMC	708	7	0	0	6	3	0	119	0	7	1	1	9	588	12	12	8	8
ST PAUL'S UMC OF GLOBE	35	0	0	0	5	0	0	0	0	0	0	0	0	0	40	0	4	0
SUN LAKES UMC	718	0	11	0	3	17	0	1	0	1	0	12	0	24	712	4	16	0
THE FOUNTAINS UMC	211	10	1	0	2	5	0	0	0	0	0	2	0	8	219	2	0	2
TONGAN UMC	82	0	0	0	0	0	0	0	0	0	0	0	0	0	82	0	0	0
UMC OF CASA GRANDE	168	0	0	0	1	0	0	0	2	0	0	2	1	10	154	4	0	3
VELDA ROSE UMC	727	7	5	0	13	7	26	18	0	0	0	9	3	36	667	6	8	7
VIA DE CRISTO UMF	104	0	0	0	0	0	0	0	0	0	0	0	0	0	104	1	1	3
WESLEY UMC	77	0	0	0	0	0	0	0	0	0	0	0	0	0	77	0	68	2
WHITE MOUNTAIN UMC	129	3	0	0	0	7	0	7	2	1	0	0	0	6	123	1	0	2

Church Name	Native American	Pacific Islander	White	Multi-Racial	Female	Male	Avg attendance at all weekly worship services	Number of persons baptized this year (0-12 years)	Number of persons baptized this year (13 years or older)	Total baptized who have not become professing members	Number of other constituents	Total enrolled in confirmation classes this year	Number of Children in Christian formation groups	Number of Youth in Christian formation groups	Number of Young Adults in Christian formation groups	Number of Other Adults in Christian formation groups
	9.d	9.e	9.f	9.g	9.h	9.i	10	11.a	11.b	12	13	14	15	16	17	18
<b>Central East District</b>																
ALBRIGHT UMC	0	0	26	1	14	17	12	0	0	0	4	4	0	0	0	5
ALBERSGATE UMC	0	0	44	0	39	10	25	0	0	0	2	0	0	0	0	5
ARIZONA KOREAN UMF	0	0	0	0	19	8	20	0	0	0	15	0	5	3	4	9
CENTRAL UMC	0	0	245	96	213	145	213	0	1	0	83	0	11	4	8	89
CHANDLER UMC	0	1	334	15	228	149	296	0	1	0	135	2	40	20	10	100
CLAYPOOL UMC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CREIGHTON UMC	0	3	47	0	44	8	36	0	1	0	8	0	0	0	0	7
CROSS IN THE DESERT UMC	0	0	215	0	163	78	171	5	0	0	101	0	39	18	21	111
CROSS ROADS UMC	1	1	245	5	168	110	85	0	2	0	21	0	0	0	0	134
DAYSRING UMC	4	0	1,032	65	698	501	596	17	3	0	1,409	9	132	70	65	325
DESERT CHAPEL UMC	0	0	137	0	87	53	152	0	0	0	198	7	8	14	4	42
DESERT FOOTHILLS UMC	2	4	175	1	111	72	106	0	1	0	54	13	46	32	7	109
DESERT MISSION UMC	0	0	160	0	110	55	117	5	0	0	51	4	12	5	0	51
FIRST UMC OF GILBERT	4	4	653	40	476	318	392	8	0	195	357	6	185	61	0	0
FIRST UMC OF MESA	6	20	494	9	332	236	278	6	0	6	96	0	33	28	8	138
FIRST UMC OF TEMPE	2	0	632	7	409	273	232	4	1	108	155	0	70	8	35	80
GOLD CANYON UMC	0	0	802	0	519	305	1,211	6	2	20	5,246	6	108	19	19	511
GRACE UMC OF MESA	2	0	160	1	121	69	118	2	0	110	130	0	110	14	3	34
JOURNEY UMF	0	0	0	0	0	0	65	2	0	110	0	0	8	10	4	40
LIVING WATER UMF	0	0	14	3	16	10	29	3	0	8	7	1	15	2	26	20
MARANATHA UMF	0	0	0	0	0	41	50	0	0	7	0	0	25	20	50	15
NORTH SCOTTSDALE UMC	0	0	631	5	412	261	357	5	0	154	291	7	169	21	2	271
PARADISE VALLEY UMC	3	11	1,282	39	795	595	476	14	1	232	202	12	138	40	20	329
PAYSON UMC	0	0	155	0	91	64	125	0	0	0	67	2	0	2	0	32
PHOENIX NATIVE AMERICAN UMF	13	0	1	0	11	4	19	2	2	15	0	0	0	0	0	0
PRIMERA IGLESIA	0	0	3	0	6	7	15	0	0	0	2	0	0	0	0	0
RED MOUNTAIN UMC	1	3	573	9	369	243	491	8	0	58	406	4	150	60	50	280
SCOTTSDALE UMC	0	0	317	0	193	130	111	0	0	0	9	0	15	0	0	40
SHEPHERD OF THE PINES UMC	0	0	88	2	50	40	60	0	0	4	122	0	2	3	0	24
SONG OF LIFE UMC	1	0	148	0	90	62	162	3	3	3	145	0	51	29	2	68
SPIRIT OF JOY UMC	0	0	45	1	30	16	42	0	0	0	62	0	0	0	0	0
ST MATTHEW UMC	2	1	553	0	300	288	239	2	0	2	28	0	70	12	8	230
ST PAUL'S UMC OF GLOBE	1	1	34	1	28	12	31	0	0	0	4	0	0	0	0	0
SUN LAKES UMC	1	1	690	0	443	269	476	3	0	0	420	0	0	0	0	125
THE FOUNTAINS UMC	0	0	212	3	136	83	155	1	0	0	219	0	23	20	3	225
TONGAN UMC	0	82	0	0	44	38	90	0	0	0	36	14	16	0	15	45
UMC OF CASA GRANDE	1	0	142	4	99	55	109	0	0	1	7	0	6	6	0	39
VELDA ROSE UMC	4	42	597	3	384	283	666	3	2	26	881	5	45	10	0	130
VIA DE CRISTO UMF	0	0	99	0	64	40	82	1	0	0	100	0	8	4	8	60
WESLEY UMC	0	0	3	4	54	23	72	0	0	10	9	0	6	4	5	16
WHITE MOUNTAIN UMC	0	0	120	0	73	50	105	0	0	0	185	0	7	7	0	60

Central East District	19	20	21	22	23	24	25.a	25.b	26.a	26.b	27.a	27.b	28	29	30
ALBRIGHT UMC	5	3	0	1	3	0	0	0	0	2	100	0	0	0	500
ALDERSGATE UMC	5	1	0	1	3	0	2	60	11	100	0	0	0	0	500
ARIZONA KOREAN UMF	21	10	0	3	0	2	5	0	14	0	0	0	0	0	0
CENTRAL UMC	112	65	72	8	3	6	0	0	38	5,900	0	0	45	2,900	6,400
CHANDLER UMC	170	60	80	8	8	6	15	0	10	0	0	0	160	0	160
CLAYPOOL UMC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CREIGHTON UMC	7	3	0	1	3	0	0	0	8	100	0	0	0	0	500
CROSS IN THE DESERT UMC	189	48	127	7	10	2	0	0	63	1,129	0	0	110	0	475
CROSS ROADS UMC	134	28	0	3	0	5	0	0	5	0	1	5	7	0	290
DAYSPRING UMC	592	118	128	12	27	12	104	12,500	0	0	0	0	511	590	413
DESERT CHAPEL UMC	68	52	0	7	4	0	0	0	19	1,000	0	0	51	0	10,062
DESERT FOOTHILLS UMC	194	25	60	7	4	6	0	0	0	0	0	0	60	20	800
DESERT MISSION UMC	68	12	0	2	4	4	0	0	0	0	0	0	40	0	200
FIRST UMC OF GILBERT	246	125	200	24	12	30	0	0	0	0	0	0	750	275	4,000
FIRST UMC OF MESA	207	86	23	7	7	5	0	0	0	0	0	0	276	0	788
FIRST UMC OF TEMPE	193	70	50	10	6	5	30	350	80	4,000	1	5	40	0	300
GOLD CANYON UMC	657	62	65	8	4	26	0	0	0	0	0	0	672	0	19,528
GRACE UMC OF MESA	161	33	26	5	3	2	22	150	54	2,512	0	0	136	380	1,800
JOURNEY UMF	62	15	13	2	3	7	0	0	0	0	0	0	50	0	500
LIVING WATER UMF	63	8	5	1	3	1	0	0	0	0	0	0	13	0	290
MARANATHA UMF	110	0	0	3	7	6	0	0	45	0	0	0	80	0	9
NORTH SCOTSDALE UMC	463	39	100	11	22	0	0	0	147	3,000	1	3	873	0	2,400
PARADISE VALLEY UMC	527	144	174	20	17	44	0	0	0	0	1	15	450	243	1,650
PAYSON UMC	34	15	0	1	0	2	0	0	49	1,500	1	2	96	75	345
PHOENIX NATIVE AMERICAN UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PRIMERA IGLESIA	0	0	0	0	0	0	0	0	0	0	0	0	17	0	1,200
RED MOUNTAIN UMC	540	97	125	10	5	56	0	0	120	6,350	1	6	180	310	1,500
SCOTSDALE UMC	55	10	55	2	2	1	0	0	50	160	0	0	45	135	85
SHEPHERD OF THE PINES UMC	29	0	0	0	3	3	0	0	0	0	0	0	43	0	350
SONG OF LIFE UMC	150	48	60	7	10	4	0	0	0	0	0	0	152	0	86
SPIRIT OF JOY UMC	0	0	0	0	0	0	0	0	14	328	0	0	7	0	30
ST MATTHEW UMC	320	50	0	4	4	4	0	0	135	3,000	0	0	30	0	10
ST PAUL'S UMC OF GLOBE	0	10	0	0	1	0	0	0	0	0	0	0	4	15	15
SUN LAKES UMC	125	50	0	1	0	12	25	0	86	3,424	0	0	12	700	775
THE FOUNTAINS UMC	271	65	75	5	6	5	0	0	0	0	0	1	75	0	1,200
TONGAN UMC	76	0	0	0	0	0	0	0	0	0	0	0	0	0	0
UMC OF CASA GRANDE	51	15	0	2	0	2	0	0	45	1,500	0	1	50	0	200
VELDA ROSE UMC	185	33	35	6	4	3	25	2,875	125	28,000	0	0	45	0	3,634
VIA DE CRISTO UMF	80	25	0	2	3	5	0	0	0	0	0	0	30	0	50
WESLEY UMC	31	9	30	2	2	2	9	50	17	1,000	0	0	50	26	120
WHITE MOUNTAIN UMC	74	3	35	2	3	1	0	0	0	0	0	0	30	15	500

Church Name	31	32	33	34	35.a	35.b	36.a	36.b	37	38	39	40	41	42
<b>Central East District</b>														
ALBRIGHT UMC	0	2,322,920	0	0	12,234	5,256	0	0	0	0	90	0	0	0
ALDRSGATE UMC	3,651,000	19,935	0	0	26,344	7,734	0	0	84	0	450	0	0	0
ARIZONA KOREAN UMF	0	0	0	0	3,681	3,700	0	0	0	0	0	0	0	0
CENTRAL UMC	12,168,000	208,434	431,032	182,429	150,803	80,744	0	0	3,279	0	973	0	0	0
CHANDLER UMC	4,817,460	268,529	2,581,968	0	57,709	13,200	0	0	1,200	0	1,766	0	0	0
CLAYPOOL UMC	0	0	0	0	4,430	4,430	0	0	0	0	0	0	0	0
CREIGHTON UMC	5,600,000	14,320	0	0	21,061	50	0	0	1,222	0	335	0	0	0
CROSS IN THE DESERT UMC	2,186,269	115,526	229,144	0	59,225	59,225	0	0	1,370	0	0	0	0	0
CROSS ROADS UMC	2,286,590	31,553	0	0	40,453	3,776	0	0	1,472	0	0	0	0	0
DAYSRING UMC	7,383,000	260,000	0	0	167,052	167,052	0	0	39,411	0	0	0	0	0
DESERT CHAPEL UMC	1,856,300	181,700	0	0	32,749	32,749	0	0	1,104	0	0	0	0	5
DESERT FOOTHILLS UMC	872,115	0	597,115	275,000	42,052	21,100	0	0	5,449	0	520	0	0	0
DESERT MISSION UMC	2,071,330	86,152	1,317,756	0	32,810	32,810	0	0	2,004	0	0	0	0	0
FIRST UMC OF GILBERT	4,216,677	275,961	0	55,729	150,344	150,344	0	0	8,198	0	0	0	0	0
FIRST UMC OF MESA	6,864,468	1,286,217	0	0	121,713	18,000	0	0	100	0	0	0	0	0
FIRST UMC OF TEMPE	4,289,000	4,546,510	0	0	107,323	107,323	0	0	6,295	0	0	0	0	0
GOLD CANYON UMC	5,783,589	491,000	2,017,819	0	160,037	160,037	0	0	0	0	0	0	0	0
GRACE UMC OF MESA	3,684,401	385,308	0	0	52,689	9,829	0	0	817	0	0	0	0	0
JOURNEY UMC	0	15,000	0	0	2,195	2,195	0	0	995	0	0	0	0	0
LIVING WATER UMF	0	16,572	0	1,100	4,000	4,000	0	0	0	0	0	0	0	0
MARANATHA UMF	0	0	0	1,093	2,392	2,396	0	0	0	0	0	0	0	0
NORTH SCOTTSDALE UMC	32,579,960	6,639,890	475,000	0	107,523	107,523	0	0	1,435	0	0	29	0	113
PARADISE VALLEY UMC	19,416,000	848,470	0	49,183	379,681	379,681	0	0	52,989	0	58,359	0	0	0
PAYSON UMC	1,502,500	104,588	197,677	0	26,336	26,336	0	0	2,000	0	0	0	0	0
PHOENIX NATIVE AMERICAN UMF	0	0	0	0	1,052	800	0	0	0	0	0	0	0	0
PRIMERA IGLESIA	800,000	8,000	0	0	6,302	6,302	0	0	208	0	0	20	0	80
RED MOUNTAIN UMC	3,632,225	450,304	377,732	0	102,468	102,468	0	0	9,379	0	2,575	0	0	0
SCOTTSDALE UMC	5,500,000	300,000	0	0	66,616	66,616	0	0	555	0	0	0	0	0
SHEPHERD OF THE PINES UMC	631,000	105,596	0	0	11,656	11,773	0	0	473	0	25	0	0	0
SONG OF LIFE UMC	1,055,951	30,339	326,375	0	19,673	19,673	0	0	0	0	0	63	0	248
SPIRIT OF JOY UMC	749,000	100,418	0	0	9,479	9,479	0	0	0	0	0	30	0	120
ST MATTHEW UMC	2,975,110	218,177	0	0	97,939	97,939	0	0	6,605	0	190	0	0	0
ST PAUL'S UMC OF GLOBE	310,000	84,013	0	0	10,986	11,351	0	0	3,611	0	0	0	0	0
SUN LAKES UMC	6,193,899	474,335	616,951	0	147,412	147,412	0	0	2,695	0	550	0	0	422
THE FOUNTAINS UMC	2,256,700	239,468	251,551	5,066	58,648	58,648	0	0	0	0	0	0	0	0
TONGAN UMC	1,005,000	160,000	0	0	11,161	12,000	0	0	0	0	0	0	0	0
UMC OF CASA GRANDE	2,372,000	0	544,816	0	27,785	7,075	0	0	1,284	0	0	0	0	0
VELDA ROSE UMC	7,129,338	379,396	0	0	153,526	153,526	0	0	16,420	0	1,700	0	0	0
VIA DE CRISTO UMF	750,000	20,000	622,458	0	6,500	6,500	0	0	0	0	0	0	0	0
WESLEY UMC	1,285,000	31,000	0	0	19,629	9,072	0	0	0	0	0	0	0	0
WHITE MOUNTAIN UMC	490,000	256,505	0	0	19,936	19,936	0	0	1,617	0	0	0	0	0

Church Name	Total amount given directly to UM causes (not sent to AC Treasurer)		Total amount given to non-UM causes (not sent to AC Treasurer)		Human Relations Sunday	One Great Hour of Sharing Sunday	Peace with Justice Sunday	Native American Ministries Sunday	World Communion Sunday	UM Student Day	Total amount paid by the local church for all direct-sold clergy health benefits		Total amount paid in base compensation to the pastor	Total amount paid in base compensation to associate pastors	Total amount paid to pastor & associates for housing reimbursements	Total amount paid to pastor & associates for any other cash allowances
	43	44	45.a	45.b	45.c	45.d	45.e	45.f	46	47	48	49	50	51	52	
Central East District																
ALBRIGHT UMC	0	0	0	0	0	0	0	0	0	0	0	16,359	0	0	0	555
ALDERSGATE UMC	0	0	0	110	0	0	0	0	0	0	0	17,563	0	0	0	555
ARIZONA KOREAN UMF	0	0	0	0	0	0	0	0	0	0	0	18,600	0	13,177	364	400
CENTRAL UMC	3,349	3,627	45	220	235	260	107	65	9,505	5,568	41,532	0	31,585	2,596	0	0
CHANDLER UMC	1,845	4,900	0	0	0	0	0	0	10,408	24,444	47,065	8,438	32,998	6,476	0	0
CLAYPOOL UMC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CREIGHTON UMC	0	0	0	0	0	0	100	0	0	0	16,359	0	0	0	555	0
CROSS IN THE DESERT UMC	0	0	0	2,878	0	0	271	0	4,391	9,702	58,037	0	12,000	820	0	0
CROSSROADS UMC	2,501	0	0	0	0	0	0	51	5,829	0	40,728	0	20,000	3,722	0	0
DAYSPRING UMC	24,516	31,250	0	0	0	0	0	0	19,998	23,520	53,121	37,710	63,000	10,607	0	0
DESERT CHAPEL UMC	0	0	79	723	56	48	56	0	8,233	4,448	51,460	0	20,000	1,809	500	0
DESERT FOOTHILLS UMC	3,397	2,766	102	1,199	0	0	218	0	9,193	10,176	46,717	0	24,000	2,783	0	0
DESERT MISSION UMC	15,535	52,197	0	0	0	0	0	0	9,312	12,222	49,634	0	21,965	3,467	0	0
FIRST UMC OF GILBERT	0	0	0	0	0	0	0	0	17,701	30,193	53,581	45,138	37,440	6,651	0	0
FIRST UMC OF MESA	0	0	0	0	0	0	0	0	9,725	21,156	48,410	0	38,400	4,753	0	0
FIRST UMC OF TEMPE	0	0	0	0	0	0	0	0	11,050	21,156	56,700	0	28,304	4,274	0	0
GOLD CANYON UMC	7,000	102,000	0	0	0	0	0	0	11,292	24,444	60,795	40,800	26,070	5,626	0	0
GRACE UMC OF MESA	6,365	3,000	0	890	0	0	544	0	8,665	11,136	43,375	0	23,000	4,362	0	0
JOURNEY UMF	238	2,977	0	0	0	0	0	0	649	0	40,729	0	22,500	3,400	0	0
LIVING WATER UMF	0	0	0	0	0	0	0	0	5,921	9,702	33,601	0	30,700	1,526	0	0
MARANATHA UMF	0	1,675	0	0	0	0	0	0	0	0	10,799	0	17,200	1,077	0	0
NORTH SCOTSDALE UMC	107,360	21,164	14	71	21	17	26	9	18,640	12,222	62,394	42,520	41,616	8,500	0	0
PARADISE VALLEY UMC	227,444	43,550	0	1,655	346	332	986	0	23,948	29,580	90,275	42,011	58,000	10,925	0	0
PAYSON UMC	0	2,124	332	481	117	117	90	9	7,081	26,688	34,429	0	20,000	542	0	0
PHOENIX NATIVE AMERICAN UMF	0	0	0	0	0	0	0	0	0	0	2,967	0	0	0	0	0
PRIMERA IGLESIA	0	0	10	50	15	12	18	6	2,195	11,590	15,623	0	0	1,696	0	0
RED MOUNTAIN UMC	0	0	180	2,387	279	522	0	0	18,669	0	53,929	38,321	51,709	3,606	0	0
SCOTSDALE UMC	3,764	2,700	0	0	0	0	0	0	8,241	11,136	39,393	0	24,000	133	6,419	0
SHEPHERD OF THE PINES UMC	0	6,844	0	170	0	25	0	0	3,923	0	12,174	0	18,000	388	1,680	0
SONG OF LIFE UMC	1,388	0	31	157	47	38	56	19	8,627	0	42,360	0	24,000	5,756	3,096	0
SPIRIT OF JOY UMC	0	0	15	75	23	18	27	9	2,756	0	16,961	0	0	1,635	0	0
ST MATTHEW UMC	2,882	0	0	781	500	500	983	675	5,231	5,088	55,572	5,000	22,900	2,858	0	0
ST PAUL'S UMC OF GLOBE	0	0	0	0	0	0	0	0	7,737	10,176	46,978	0	1,691	1,726	0	0
SUN LAKES UMC	9,326	6,841	282	515	134	710	875	443	11,004	14,790	53,671	38,396	51,200	9,561	14,790	0
THE FOUNTAINS UMC	3,208	150	0	0	0	0	0	0	9,288	0	33,648	0	37,796	4,951	15,036	0
TONGAN UMC	0	0	0	0	0	0	0	0	4,468	0	39,470	0	5,500	0	0	0
UMC OF CASA GRANDE	0	0	141	479	0	0	172	137	7,946	10,176	48,900	0	6,760	3,538	500	0
VELDA ROSE UMC	7,677	1,101	0	1,467	0	0	330	0	9,648	5,088	45,865	46,980	63,052	5,797	13,164	0
VIA DE CRISTO UMF	7,390	3,362	0	0	0	0	0	0	7,890	13,344	35,036	0	36,250	1,645	0	0
WESLEY UMC	0	0	0	0	0	0	0	0	9,442	23,461	46,525	0	3,516	1,774	886	0
WHITE MOUNTAIN UMC	3,265	11,399	0	0	0	0	0	0	3,757	15,666	47,736	0	3,497	2,245	0	0

Church Name	53	54	55	56	57	58	59	60	61	62.a	62.b	62.c	62.d	62.e	62.f
<b>Central East District</b>															
ALBRIGHT UMC	0	0	10,877	1,151	14,431	0	0	48,719	11	6,823	13,698	1,255	22,262	0	4,195
ALBRIGHT UMC	0	0	11,213	1,167	70,830	0	7,738	136,236	31	26,396	19,006	1,581	12	0	86,915
ALBRIGHT UMC	0	0	3,400	919	1,243	0	12,000	53,803	16	0	30,023	321	0	0	0
CENTRAL UMC	0	0	336,610	44,770	263,750	60,024	26,146	914,990	150	506,655	63,188	9,883	497	0	146,288
CHANDLER UMC	0	0	99,456	15,119	79,053	214,312	0	560,680	300	325,111	112,488	22,235	50	0	750
CLAYPOOL UMC	0	0	0	0	0	0	0	4,430	0	0	0	0	0	0	0
CROIGHTON UMC	0	0	10,202	1,151	59,666	0	0	89,640	38	30,700	20,562	1,255	7	0	28,868
CROSS IN THE DESERT UMC	0	0	107,526	2,559	99,534	21,512	0	379,825	228	268,965	70,629	7,419	34	0	0
CROSS ROADS UMC	0	0	44,894	3,408	43,447	0	55,284	225,112	129	0	105,785	8,454	39	0	89,754
DAYSPRING UMC	70,532	0	221,479	114,168	217,541	9,280	61,459	1,164,644	812	643,412	216,151	20,635	188	0	43,726
DESERT CHAPEL UMC	0	0	52,470	3,754	43,971	0	0	221,465	254	135,274	67,010	13,225	10	0	3,610
DESERT FOOTHILLS UMC	0	0	59,093	11,866	56,603	69,672	0	320,791	144	227,625	37,288	5,475	0	0	23,119
DESERT MISSION UMC	0	0	44,306	8,706	55,484	92,694	2,863	341,630	176	259,280	70,625	8,250	40	0	100
FIRST UMC OF GILBERT	0	0	251,024	106,408	161,279	0	68,123	1,003,812	521	588,708	168,649	12,373	341	0	7,986
FIRST UMC OF MESA	18,257	0	196,310	22,652	204,985	0	0	564,491	311	386,556	130,155	9,825	306	0	78,432
FIRST UMC OF TEMPE	0	0	169,179	1,895	100,000	0	0	524,433	145	455,158	7,675	0	0	0	0
GOLD CANYON UMC	0	0	320,435	37,055	209,448	380,672	83,295	1,468,969	1,595	610,526	368,584	80,651	0	0	1,679
GRACE UMC OF MESA	0	0	73,573	14,680	64,455	0	0	264,691	198	204,572	34,401	9,721	803	0	17,835
JOURNEY UMC	0	0	2,750	3,132	12,570	0	2,230	94,365	82	88,316	8,681	6,507	10	0	0
LIVING WATER UMC	0	0	1,175	2,883	1,992	0	20,948	112,448	26	0	91,381	2,919	2	0	0
MARANATHA UMC	0	0	10,920	6,944	53,550	0	45,185	149,746	50	0	0	130,369	2	0	0
NORTH SCOTSDALE UMC	0	0	177,262	34,780	111,603	1,101,138	2,593	1,851,050	578	559,858	101,435	17,782	702	0	33,355
PARADISE VALLEY UMC	114,658	0	667,450	97,326	426,377	0	175,655	2,501,547	969	1,602,839	324,221	12,545	869	0	20,152
PAYSON UMC	0	0	50,261	3,377	29,247	24,746	11,204	239,181	65	161,059	48,021	4,932	0	0	1,280
PHOENIX NATIVE AMERICAN UMF	0	0	0	2,467	0	0	6,000	12,234	11	0	3,517	2,108	0	0	0
PRIMERA IGLESIA	0	0	3,785	242	21,983	0	0	63,835	20	0	10,745	861	5	0	14,640
RED MOUNTAIN UMC	0	0	187,825	31,305	100,129	159,240	78,883	841,406	500	420,055	214,314	22,300	10,138	0	600
SCOTSDALE UMC	0	0	96,788	1,410	114,971	0	0	376,126	147	157,841	55,084	11,396	0	0	83,070
SHEPHERD OF THE PINES UMC	0	0	13,565	1,801	14,354	0	7,534	92,729	123	62,610	28,996	3,255	62	0	492
SONG OF LIFE UMC	0	0	54,763	10,257	42,564	48,146	0	261,289	161	94,508	139,106	8,621	45	0	0
SPIRIT OF JOY UMC	0	0	4,867	1,099	32,640	0	0	69,554	81	0	59,255	1,796	105	0	690
ST MATTHEW UMC	0	0	130,650	11,848	116,230	0	5,157	471,589	311	345,008	103,797	5,195	46	0	6,112
ST PAUL'S UMC OF GLOBE	0	0	6,856	965	23,544	0	0	111,269	30	0	86,327	0	0	0	0
SUN LAKES UMC	0	0	260,497	24,091	190,206	67,992	53,265	960,584	597	585,951	233,263	23,456	90	0	4,700
THE FOUNTAINS UMC	0	0	100,213	25,101	74,958	104,489	5,243	475,424	180	267,882	74,955	8,119	40	0	26,965
TONGAN UMC	0	0	6,000	18,000	16,000	0	19,000	120,438	135	180,000	5,000	0	1,500	0	0
UMC OF CASA GRANDE	0	0	34,067	1,869	38,468	35,741	10,585	207,838	32	89,660	45,250	9,004	32	0	13,504
VELDA ROSE UMC	0	0	190,585	27,321	208,907	26,828	26,828	825,456	865	278,853	318,256	0	966	0	47,508
VIA DE CRISTO UMF	0	0	39,291	2,183	28,734	44,923	13,526	240,074	101	161,879	25,147	7,145	30	0	5,910
WESLEY UMC	0	0	19,486	4,234	36,250	0	0	154,646	77	0	112,890	4,264	0	0	15,305
WHITE MOUNTAIN UMC	0	0	25,639	4,202	37,630	33,249	10,225	220,063	162	99,444	68,155	5,736	0	0	0

Church Name	61.g	62	63.a	63.b	63.c	63.d	63	64.a	64.b	64.c	64
<b>Central East District</b>											
ALBRIGHT UMC	118	48,351	0	0	0	0	0	0	0	0	0
ALDERSGATE UMC	209	134,119	0	0	0	0	0	0	0	0	0
ARIZONA KOREAN UMC	3,635	33,979	0	0	0	0	0	8,053	0	2,825	10,878
CENTRAL UMC	32,346	758,857	0	28,540	4,910	9,989	43,439	0	0	0	0
CHANDLER UMC	0	460,634	0	6,205	178	40,377	46,760	0	0	0	0
CLAYPOOL UMC	0	0	0	0	0	0	0	0	0	0	0
CREIGHTON UMC	117	81,509	0	0	0	0	0	0	0	0	0
CROSS IN THE DESERT UMC	0	347,047	2,345	4,501	0	5,884	12,730	0	0	0	0
CROSS ROADS UMC	7,480	211,512	0	10,595	10,367	2,011	22,973	0	0	0	0
DAYSRING UMC	37,358	961,470	200,653	3,700	0	3,491	207,844	0	0	0	0
DESERT CHAPEL UMC	386	219,515	0	4,037	0	942	4,979	0	0	0	0
DESERT FOOTHILLS UMC	7,778	301,285	0	1,890	0	5,763	7,653	0	0	0	0
DESERT MISSION UMC	377	338,672	0	400	0	10,651	11,051	0	0	0	0
FIRST UMC OF GILBERT	133,570	911,627	8,777	3,965	43,005	9,698	65,445	0	0	0	0
FIRST UMC OF MESA	4,370	609,644	10,000	64,070	0	0	74,070	0	0	0	0
FIRST UMC OF TEMPE	115,000	577,833	0	10,000	0	14,000	24,000	0	0	0	0
GOLD CANYON UMC	0	1,061,440	380,652	500	284,189	83,744	749,085	0	0	0	0
GRACE UMC OF MESA	0	267,332	0	20,825	0	9,060	29,885	0	12,000	0	12,000
JOURNEY UMC	863	104,367	0	0	0	2,888	2,888	0	0	25,000	25,000
LIVING WATER UMC	3,779	98,089	0	0	0	0	0	12,141	25,999	0	38,140
MARANATHA UMC	0	130,371	0	0	0	0	0	20,000	0	0	20,000
NORTH SCOTTSDALE UMC	11,779	724,911	1,059,063	0	120,969	0	1,180,032	0	0	0	0
PARADISE VALLEY UMC	3,000	1,963,626	121,832	3,655	305,572	324,016	755,075	0	0	0	0
PAYSON UMC	9,678	224,970	0	424	0	3,544	3,968	0	0	0	0
PHOENIX NATIVE AMERICAN UMC	897	6,522	0	0	2,858	0	2,858	0	0	0	0
PRIMERA IGLESIA	0	26,251	0	0	0	0	0	32,400	0	7,070	39,470
RED MOUNTAIN UMC	0	667,407	0	3,970	0	50,328	54,298	0	0	0	0
SCOTTSDALE UMC	53,410	360,801	0	0	0	12,200	12,200	0	0	0	0
SHEPHERD OF THE PINES UMC	0	95,415	0	3,815	0	4,379	8,194	0	0	2,000	2,000
SONG OF LIFE UMC	0	242,280	0	105	0	0	105	20,000	0	0	20,000
SPIRIT OF JOY UMC	3,158	65,004	0	2,465	0	0	0	0	0	0	0
ST MATTHEW UMC	0	460,158	0	7,121	0	3,699	6,164	0	0	0	0
ST PAUL'S UMC OF GLOBE	0	86,327	0	0	0	0	7,121	0	0	0	0
SUN LAKES UMC	10,862	858,322	129,369	27,815	0	16,167	173,351	0	0	0	0
THE FOUNTAINS UMC	3,837	381,798	324,228	28,941	14,893	2,707	370,769	0	0	0	0
TONGAN UMC	0	186,500	0	0	0	0	0	0	0	0	0
UMC OF CASA GRANDE	11,501	168,951	0	0	5,596	757	6,353	0	0	0	0
VELDA ROSE UMC	5,408	550,991	0	4,924	0	27,698	32,622	0	0	0	0
VIA DE CRISTO UMC	11,595	211,706	1,000	100	0	0	1,100	0	0	0	0
WESLEY UMC	2,929	135,388	0	0	0	0	0	0	0	0	0
WHITE MOUNTAIN UMC	314	173,649	2,970	14,618	21,265	11,899	50,752	0	0	0	0

Church Name	Total Professing Members at Close of last year	Received this year on Profession of Christian Faith	Restored by affirmation	Correct previous year's reporting errors by addition		Transferred in from other United Methodist Churches		Transferred in from non- United Methodist Churches		Removed by Charge Conference Action	Withdrawn from Professing Membership	Correct previous year's reporting errors by subtraction	Transferred out to other United Methodist Churches	Transferred out to non- United Methodist Churches	Removed by death	Total Professing Members at close of this year	Asian		African American/B lack		Hispanic/L Latino
				2.a	2.b	2.c	3	4	5.a								5.b	5.c	6	7	
Central West District																					
AJO FEDERATED CHURCH	56	2	0	0	0	0	0	0	0	0	0	0	1	0	1	56	0	0	0	4	
ASBURY UMC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CALVARY UMC	121	0	0	0	0	1	0	0	2	0	0	0	0	0	3	117	2	7	6	6	
CAMP VERDE UMC	93	2	0	0	0	6	0	0	0	0	0	0	2	7	1	91	1	1	5	5	
CHINO VALLEY UMC	114	9	4	1	0	7	0	3	1	0	1	0	1	0	5	125	0	0	0	0	
CHRIST COMMUNITY UMC OF AVONDALE	172	0	0	49	4	4	2	49	0	0	0	0	0	0	0	178	4	8	3	3	
CITY SQUARE UMF	4	1	3	0	2	6	0	0	0	0	0	1	0	0	0	16	2	2	3	3	
COMMUNITY UMC OF BUCKEYE	77	4	2	0	0	0	0	5	0	0	0	1	0	0	2	74	0	0	0	3	
DOVE OF THE DESERT UMC	724	28	0	0	18	0	0	26	6	0	0	6	6	6	10	716	3	11	3	3	
EPWORTH UMC	101	0	5	0	0	0	0	6	0	0	0	0	1	0	3	96	0	0	0	29	
FAITH UMC	89	2	0	0	4	0	0	1	0	0	0	0	5	0	4	85	4	3	2	2	
FIRST UMC OF GLENDALE	292	2	2	0	1	6	0	30	14	0	0	0	5	0	9	245	4	13	13	13	
FIRST UMC OF PHOENIX	813	27	10	0	13	4	8	1	7	1	1	7	1	1	9	827	5	20	15	15	
FIRST UMC OF SUN CITY	182	19	0	30	5	0	0	25	0	0	0	2	0	0	7	202	1	0	3	3	
FIRST UMC OF YUMA	113	0	0	0	0	0	0	0	0	0	2	0	1	1	3	106	0	1	4	4	
FORT YUMA UMC	23	2	0	0	0	0	0	0	0	0	0	0	0	0	2	23	0	0	2	2	
GILA MOUNTAIN UMC	321	13	0	0	0	0	0	0	0	0	2	0	0	0	15	317	5	2	23	23	
HAVEN UMC	44	0	0	0	0	0	0	0	0	0	0	0	0	0	0	44	0	0	0	0	
IGLESIA METODISTA DE SOMERTON	24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	24	0	0	0	24	
LAKEVIEW UMC	506	6	0	0	18	9	4	8	0	4	8	0	4	0	28	495	4	12	7	7	
LIBERTY UMC	77	0	0	0	0	1	0	1	0	0	0	0	0	0	0	78	0	0	2	2	
MISSION BELL UMC	198	20	0	0	1	1	1	0	1	0	1	1	5	3	5	205	0	3	0	0	
MOUNTAIN VIEW UMC	285	8	0	0	9	6	0	0	0	0	0	0	4	1	12	291	0	2	3	3	
NEW SONG UMC	316	13	0	0	7	5	3	3	0	0	0	0	0	0	8	330	4	5	6	6	
NUEVO PACTO UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
PIONEER UMF	28	0	0	0	0	0	0	28	0	0	0	0	0	0	0	0	0	0	0	0	
PRESCOTT UMC	789	13	10	0	5	3	7	6	3	7	6	3	7	7	24	766	1	0	0	0	
PRESCOTT VALLEY UMC	145	3	0	0	6	0	0	0	0	0	0	0	0	2	2	150	1	0	1	1	
SEDONA UMC	160	0	0	0	3	0	9	5	0	1	3	2	1	3	2	143	1	1	0	0	
SHEPHERD OF THE HILLS UMC	821	5	2	0	14	5	1	14	2	5	3	45	777	1	11	0	0	0	0	0	
SHEPHERD OF THE VALLEY UMC	167	7	0	0	1	1	0	0	0	0	2	0	0	0	4	170	1	4	0	0	
SOUTH MOUNTAIN COMMUNITY CHURCH	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	15	0	0	2	2	
SPIRIT OF HOPE UMC	128	12	0	0	1	1	1	2	1	0	1	0	2	0	1	136	1	0	1	1	
SPIRIT SONG UMF	34	4	0	3	2	2	2	3	0	0	0	0	0	1	0	41	0	1	0	0	
SUNRISE UMC	110	0	0	0	10	1	0	0	0	0	0	0	5	0	2	114	1	6	7	7	
TRINITY UMC OF PHOENIX	200	3	0	0	2	0	0	0	0	0	0	0	0	1	10	194	0	4	3	3	
TRINITY UMC OF YUMA	154	1	0	0	1	2	2	2	3	0	3	0	0	2	6	145	3	1	3	3	
WILLOWBROOK UMC	539	9	0	0	12	5	7	11	0	3	0	0	2	1	33	511	0	6	2	2	
YOUNGTOWN UMC	31	0	0	0	2	0	2	2	0	0	0	0	0	0	1	30	0	0	0	0	

Church Name	Native American	Pacific Islander	White	Multi-Racial	Female	Male	Avg. attendance at all weekly worship services	Number of persons baptized this year (0-12 years)	Number of persons baptized this year (13 or older)	Total baptized Members who have not become Prebaptists	Number of other constituents	Total enrolled in confirmation classes this year	Number of Children in Christian formation groups	Number of Youth in Christian formation groups	Number of Young Adults in Christian formation groups	Number of Other Adults in Christian formation groups
	9.d	9.e	9.f	9.g	9.h	9.i	10	11.a	11.b	12	13	14	15	16	17	18
<b>Central West District</b>																
AJO FEDERATED CHURCH	1	0	51	0	36	20	21	0	0	0	35	0	0	0	0	0
ASBURY UMC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CALVARY UMC	1	0	101	0	75	42	90	1	1	0	150	0	0	0	0	23
CAMP VERDE UMC	2	2	80	0	58	33	118	5	4	9	60	0	12	9	6	80
CHINO VALLEY UMC	0	0	125	0	78	47	84	1	0	12	11	0	4	6	0	20
CHRIST COMMUNITY UMC OF AVONDALE	0	0	161	2	101	77	125	1	0	1	22	0	12	14	0	111
CITY SQUARE UMF	0	0	8	1	10	6	63	5	0	5	183	0	22	4	42	23
COMMUNITY UMC OF BUCKEYE	0	0	71	0	42	32	48	2	2	0	25	0	12	0	0	20
DOVE OF THE DESERT UMC	1	1	691	6	418	298	385	3	1	128	293	23	161	98	20	283
EPWORTH UMC	0	0	67	0	68	28	85	0	0	0	21	0	13	0	0	16
FAITH UMC	0	0	73	3	53	32	58	0	0	0	46	0	15	3	2	30
FIRST UMC OF GLENDALE	1	1	211	2	156	89	222	1	0	47	76	0	26	13	0	71
FIRST UMC OF PHOENIX	2	0	785	0	505	322	367	8	2	97	65	14	230	60	0	450
FIRST UMC OF SUN CITY	0	1	193	4	134	68	175	1	2	0	351	0	0	0	0	30
FIRST UMC OF YUMA	2	0	94	5	72	34	79	2	0	0	16	0	13	2	0	30
FORT YUMA UMC	18	0	3	0	17	6	22	4	0	8	17	0	8	0	0	11
GILA MOUNTAIN UMC	7	2	270	8	175	142	369	2	2	0	4	0	76	0	0	85
HAVEN UMC	3	0	41	0	25	19	20	0	0	2	4	0	0	0	0	13
IGLESIA METODISTA DE SOMERTON	0	0	0	0	15	9	29	3	0	0	0	0	12	16	4	36
LAKEVIEW UMC	0	0	472	0	328	167	400	0	0	0	180	0	0	0	0	80
LIBERTY UMC	1	2	73	0	50	28	50	2	0	30	50	0	25	9	0	9
MISSION BELL UMC	0	0	202	0	125	80	95	8	0	4	20	6	16	7	0	63
MOUNTAIN VIEW UMC	0	0	286	0	160	131	205	0	1	0	163	0	20	50	10	75
NEW SONG UMC	1	0	314	0	216	114	286	2	2	2	275	8	14	14	5	85
NUOVO PACTO UMF	0	0	0	0	0	0	37	0	0	0	0	0	0	0	0	0
PIONEER UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PRESCOTT UMC	0	4	761	0	448	318	519	3	1	0	282	0	25	20	10	20
PRESCOTT VALLEY UMC	0	0	148	0	96	54	107	0	0	0	13	0	6	0	0	0
SEDONA UMC	0	0	141	0	87	56	111	1	0	26	50	1	10	2	0	50
SHEPHERD OF THE HILLS UMC	2	0	763	0	505	272	450	0	1	0	106	0	0	0	0	1,077
SHEPHERD OF THE VALLEY UMC	1	0	155	9	107	63	110	2	0	0	75	0	25	3	8	25
SOUTH MOUNTAIN COMMUNITY CHURCH	0	0	13	0	10	5	8	1	0	1	1	0	0	0	0	3
SPIRIT OF HOPE UMC	0	4	116	14	79	57	104	2	1	19	107	0	22	3	2	25
SPIRIT SONG UMF	0	0	40	0	22	19	73	4	0	9	39	0	16	4	0	38
SUNRISE UMC	0	1	98	1	71	43	105	0	1	5	61	0	32	7	5	59
TRINITY UMC OF PHOENIX	1	38	147	1	125	69	125	4	0	56	47	3	40	12	13	45
TRINITY UMC OF YUMA	2	0	136	0	98	47	111	0	1	0	69	0	15	4	0	32
WILLOWBROOK UMC	0	0	501	2	343	168	419	0	0	0	23	0	0	0	0	192
YOUNGTOWN UMC	0	0	30	0	23	7	36	0	1	1	28	0	0	0	0	16

Church Name	Total Christian formation participants	Average weekly attendance in Sunday School	Number of participants in Vacation Bible School	Number of ongoing classes for learning Bible	Number of ongoing classes for learning other than Sunday School	Number of short-term classes and groups (all ages) for learning	Membership in United Methodist Men	Amount Paid for Projects UMW	Membership in United Methodist Women	Amount paid for local church and community work UMW	Number sent from local church	Number of persons sent out on UMW teams from this local church	Number of persons engaged in mission	Number of persons served by community ministries for disaster and/or education	Number of persons served by community ministries for outreach, justice, and mercy
<b>Central West District</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25.a</b>	<b>25.b</b>	<b>26.a</b>	<b>26.b</b>	<b>27.a</b>	<b>27.b</b>	<b>28</b>	<b>29</b>	<b>30</b>
AJO FEDERATED CHURCH	0	0	0	0	0	0	0	0	0	18,799	0	0	0	0	0
ASBURY UMC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CALVARY UMC	23	20	57	2	2	0	0	0	33	180	0	0	2	0	35
CAMP VERDE UMC	107	29	46	3	0	8	0	0	0	0	0	0	82	0	820
CHINO VALLEY UMC	30	17	0	2	1	0	12	700	25	489	0	0	0	0	0
CHRIST COMMUNITY UMC OF AVONDALE	137	45	40	6	2	2	20	500	0	0	0	0	17	72	80
CITY SQUARE UMF	91	21	0	3	6	4	0	0	0	0	0	0	56	0	0
COMMUNITY UMC OF BUCKEYE	32	10	6	3	2	0	8	0	10	500	0	0	2	0	150
DOVE OF THE DESERT UMC	562	153	92	13	18	20	0	0	0	0	1	6	92	5	0
EPWORTH UMC	29	16	0	2	2	4	9	640	36	510	0	0	0	0	364
FAITH UMC	50	0	0	0	1	3	11	941	0	0	0	0	40	0	1,500
FIRST UMC OF GLENDALE	110	45	85	7	9	8	9	5,020	88	1,829	0	0	49	0	5,422
FIRST UMC OF PHOENIX	740	130	90	11	16	25	0	0	85	1,625	1	16	250	220	500
FIRST UMC OF SUN CITY	30	0	0	0	2	1	0	0	54	1,616	0	0	78	0	0
FIRST UMC OF YUMA	45	20	0	2	3	2	12	700	19	5,184	0	0	0	80	1,450
FORT YUMA UMC	19	0	0	0	0	0	0	0	9	0	0	0	8	0	0
GILA MOUNTAIN UMC	161	17	0	5	4	2	6	3,000	65	6,439	0	0	0	0	0
HAVEN UMC	13	3	0	1	0	2	0	0	0	0	0	0	5	0	412
IGLESIA METODISTA DE SOMERTON	60	0	0	3	0	0	0	0	0	0	0	0	0	0	0
LAKEVIEW UMC	80	35	0	2	5	5	30	8,295	60	11,800	0	0	51	0	250
LIBERTY UMC	43	8	30	2	1	0	8	0	32	1,597	0	0	52	0	1,000
MISSION BELL UMC	86	15	0	2	2	1	0	0	0	0	0	0	29	0	900
MOUNTAIN VIEW UMC	155	60	30	5	5	5	40	2,500	63	0	0	0	150	0	1,500
NEW SONG UMC	118	25	57	5	4	8	0	0	30	2,000	0	0	160	0	60
NUOVO PACTO UMF	0	12	0	0	0	0	0	0	0	0	0	0	0	0	0
PIONEER UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PRESCOTT UMC	75	48	50	5	20	17	38	2,500	65	2,550	2	8	180	0	2,900
PRESCOTT VALLEY UMC	6	22	0	2	7	2	33	502	0	1,493	0	0	30	0	513
SEDONA UMC	62	4	0	6	5	2	22	0	24	2,000	0	0	75	40	15
SHEPHERD OF THE HILLS UMC	1,077	6	0	1	7	10	25	0	121	21,925	0	0	260	1,122	1,000
SHEPHERD OF THE VALLEY UMC	61	18	0	5	4	2	0	0	0	0	0	0	12	0	15
SOUTH MOUNTAIN COMMUNITY CHURCH	3	0	0	0	0	0	0	0	0	0	0	0	0	0	20
SPIRIT OF HOPE UMC	52	12	18	4	3	3	0	0	0	0	2	12	45	0	5,000
SPIRIT SONG UMF	58	29	0	4	3	9	0	0	0	0	0	1	1	28	2,000
SUNRISE UMC	103	32	35	5	6	4	0	0	0	0	0	0	37	11	69
TRINITY UMC OF PHOENIX	110	35	35	5	7	20	11	500	43	1,200	0	0	40	120	2,500
TRINITY UMC OF YUMA	51	31	28	6	3	5	12	2,300	36	480	0	0	32	0	0
WILLOWBROOK UMC	192	11	55	1	1	6	45	500	130	2,495	0	0	0	0	0
YOUNGTOWN UMC	16	0	0	0	0	1	4	0	0	0	0	0	28	0	325

Church Name	31	32	33	34	35.a	35.b	36.a	36.b	37	38	39	40	41	42
<b>Central West District</b>														
AJO FEDERATED CHURCH	488,257	275,501	0	0	5,081	3,507	0	0	100	0	0	16	0	64
ASBURY UMC	0	0	0	0	200	200	0	0	0	0	0	0	0	0
CALVARY UMC	2,571,000	4,613	0	7,992	28,955	2,000	0	0	586	0	330	0	0	0
CAMP VERDE UMC	815,000	101,778	0	0	20,763	20,763	0	0	1,000	0	0	0	0	0
CHINO VALLEY UMC	1,300,000	59,108	0	0	16,031	16,031	0	0	0	0	0	0	0	0
CHRIST COMMUNITY UMC OF AVONDALE	1,600,000	1,100,000	0	0	36,986	40,171	0	0	0	0	0	118	0	462
CITY SQUARE UMF	0	21,120	0	1,086	3,767	3,767	0	0	0	0	0	0	0	0
COMMUNITY UMC OF BUCKEYE	1,400,000	0	0	0	12,680	12,680	0	0	1,000	0	0	40	0	158
DOVE OF THE DESERT UMC	3,389,749	348,422	0	0	131,126	131,126	0	0	6,935	0	314	0	0	0
EPWORTH UMC	3,653,000	204,645	0	0	28,886	29,200	0	0	3,890	0	922	0	0	0
FAITH UMC	1,800,000	150,000	0	245	19,461	19,500	0	0	1,625	0	0	0	0	0
FIRST UMC OF GLENDALE	6,902,600	246,742	0	0	57,642	57,642	0	0	2,095	0	0	0	0	0
FIRST UMC OF PHOENIX	6,223,700	371,660	0	0	174,884	174,884	0	0	4,034	0	0	0	0	0
FIRST UMC OF SUN CITY	3,971,000	251,870	0	0	34,723	34,723	0	0	3,192	0	5,512	0	0	0
FIRST UMC OF YUMA	1,385,138	58,164	0	0	28,967	21,720	0	0	1,499	0	0	0	0	0
FORT YUMA UMC	407,500	1,958	0	0	2,868	2,930	0	0	0	0	0	0	0	0
GLA MOUNTAIN UMC	2,569,000	0	0	0	62,457	62,557	0	0	7,770	0	0	198	0	788
HAVEN UMC	1,793,190	47,333	0	0	6,396	6,396	0	0	0	0	0	0	0	0
IGLESIA METODISTA DE SOMERTON	90,000	3,820	0	0	4,058	200	0	0	0	0	0	0	0	0
LAKEVIEW UMC	2,966,031	1,378,154	0	0	118,809	118,809	0	0	1,000	0	0	377	0	1,496
LIBERTY UMC	193,800	5,000	0	0	9,121	9,121	0	0	400	0	0	29	0	114
MISSION BELL UMC	1,915,300	64,837	0	1,716	32,479	2,350	0	0	698	0	75	0	0	0
MOUNTAIN VIEW UMC	1,501,868	128,264	40,188	1,000	48,039	23,921	0	0	1,150	0	0	0	0	0
NEW SONG UMC	2,691,086	352,052	1,033,879	0	57,463	57,463	0	0	130	0	0	183	0	724
NUOVO PACTO UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PIONEER UMF	0	0	0	0	3,332	3,610	0	0	1,360	0	0	0	0	0
PRESCOTT UMC	4,185,000	1,439,336	423,040	0	135,244	135,244	0	0	1,108	0	0	0	0	0
PRESCOTT VALLEY UMC	1,639,000	135,897	0	0	16,568	18,030	0	0	421	0	0	4	0	17
SEDONA UMC	3,906,161	187,271	836,676	2,339	38,933	4,366	0	0	1,000	0	0	0	0	0
SHEPHERD OF THE HILLS UMC	6,935,000	1,375,382	0	0	175,158	141,498	0	0	11,067	0	25,715	759	0	3,022
SHEPHERD OF THE VALLEY UMC	1,650,000	75,650	29,890	1,938	24,754	12,316	0	0	0	0	0	0	0	0
SOUTH MOUNTAIN COMMUNITY CHURCH	900,000	486,287	0	0	4,572	4,572	0	0	110	0	102	0	0	0
SPIRIT OF HOPE UMC	770,539	130,433	0	9,302	30,047	30,047	0	0	439	0	183	0	0	0
SPIRIT SONG UMF	31,500	85,000	0	0	2,631	2,631	0	0	2,520	0	0	0	0	0
SUNRISE UMC	731,000	110,000	0	0	15,411	15,411	0	0	610	0	0	49	0	191
TRINITY UMC OF PHOENIX	2,858,000	107,204	0	3,278	44,034	18,363	0	0	0	0	0	0	0	0
TRINITY UMC OF YUMA	2,002,611	134,897	0	0	34,721	34,721	0	0	1,276	0	0	0	137	0
WILLOWBROOK UMC	5,450,000	663,376	0	0	113,407	113,407	0	0	10,408	0	905	0	0	0
YOUNGTOWN UMC	430,000	116,000	0	0	6,867	6,867	0	0	160	0	0	0	0	0

Church Name	Total amount given directly to UM causes (not sent to AC Treasurer)	Total amount given to non-UM cluses (not sent to AC Treasurer)	Human Relations Sunday	One Great Hour of Sharing Sunday	Peace with Justice Sunday	Native American Ministries Sunday	World Communion Sunday	UM Student Day	Total amount paid by the local church for all direct-billed clergy health benefits	Total amount paid in base compensation to the pastor	Total amount paid in base compensation to associate pastors	Total amount paid for housing & associates for housing	Total amount paid to pastor and associate(s) for accountable reimbursements	Total amount paid to pastor & associates for any other cash allowances	
	43	44	45.a	45.b	45.c	45.d	45.e	45.f	46	47	48	49	50	51	52
Central West District															
AJO FEDERATED CHURCH	0	1,200	8	41	12	10	15	5	0	0	15,000	0	4,307	1,052	0
ASBURY UMC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CALVARY UMC	0	910	0	455	0	223	0	0	8,179	0	48,634	0	15,050	3,535	0
CAMP VERDE UMC	0	0	0	0	0	0	0	0	7,098	11,136	50,778	0	6,393	591	0
CHINO VALLEY UMC	0	3,962	0	0	0	0	0	0	6,415	11,136	32,343	0	17,000	0	0
CHRIST COMMUNITY UMC OF AVONDALE	0	0	59	294	88	71	106	35	8,561	5,088	41,816	0	26,000	3,000	6,360
CITY SQUARE UMF	450	19,505	0	0	0	0	0	0	0	0	57,327	0	30,000	7,327	0
COMMUNITY UMC OF BUCKEYE	0	0	20	101	30	24	36	12	0	19,404	28,314	0	3,153	403	0
DOVE OF THE DESERT UMC	9,013	6,060	818	2,400	864	0	929	0	10,542	0	52,092	0	24,000	1,483	0
EPWORTH UMC	0	0	0	0	0	0	0	0	0	10,176	43,162	0	15,470	1,958	0
FAITH UMC	5,731	2,612	32	155	46	37	56	0	6,455	0	31,652	0	18,000	3,980	1,899
FIRST UMC OF GLENDALE	46,248	350	93	459	138	110	165	55	8,486	19,404	37,280	0	30,000	2,732	0
FIRST UMC OF PHOENIX	0	0	0	813	0	0	0	0	18,131	34,775	60,568	42,895	52,926	7,006	0
FIRST UMC OF SUN CITY	100	3,557	8	0	0	0	315	0	8,764	10,176	47,418	0	20,000	3,753	0
FIRST UMC OF YUMA	0	753	0	1,567	0	0	68	0	7,786	10,176	48,115	0	4,462	1,903	0
FORT YUMA UMC	0	0	0	0	0	0	0	0	0	15,400	0	0	0	0	0
GILA MOUNTAIN UMC	0	3,458	99	497	149	119	179	60	10,392	24,366	58,075	0	25,384	1,019	3,333
HAVEN UMC	0	0	0	0	0	0	0	0	0	14,375	0	10,668	1,405	0	0
IGLESIA METODISTA DE SOMERTON	0	0	0	0	0	0	0	0	0	3,669	0	6,435	1,000	1,000	0
LAKEVIEW UMC	18,597	13,657	189	946	284	227	340	113	11,984	10,176	67,962	0	25,224	795	0
LIBERTY UMC	0	0	15	74	22	17	26	9	6,530	10,176	38,635	0	11,591	2,754	0
MISSION BELL UMC	0	1,927	0	0	0	0	0	0	8,922	12,222	48,619	0	20,000	190	0
MOUNTAIN VIEW UMC	210	2,884	163	740	341	491	773	473	5,868	9,280	36,111	0	8,599	5,000	0
NEW SONG UMC	0	1,462	91	457	136	110	165	55	9,554	24,444	43,495	0	30,000	5,500	0
NUEVO PACTO UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	4,082	0
PIONEER UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PRESCOTT UMC	45,593	30,220	0	1,496	366	0	0	266	15,579	31,626	62,722	33,202	48,824	3,773	0
PRESCOTT VALLEY UMC	0	0	2	11	3	3	4	1	5,479	11,136	34,469	0	11,400	1,213	0
SEDONA UMC	0	2,050	541	920	0	234	125	63	3,952	15,666	49,890	0	7,172	3,396	0
SHEPHERD OF THE HILLS UMC	0	8,450	590	1,946	576	478	653	218	18,878	38,910	60,813	59,051	71,996	1,148	4,304
SHEPHERD OF THE VALLEY UMC	0	0	0	0	0	0	0	0	7,020	0	37,000	0	17,000	2,854	3,275
SOUTH MOUNTAIN COMMUNITY CHURCH	0	0	0	146	0	0	0	0	0	0	10,125	0	5,625	1,367	0
SPIRIT OF HOPE UMC	4,301	8,573	0	1,051	0	0	0	0	7,323	11,136	40,731	0	15,600	2,751	0
SPIRIT SONG UMF	0	1,850	0	799	0	0	20	0	7,375	10,176	40,731	0	16,000	3,000	0
SUNRISE UMC	0	0	25	123	37	29	44	15	2,085	9,322	38,522	0	19,000	1,318	840
TRINITY UMC OF PHOENIX	0	0	0	0	0	0	0	0	7,214	26,688	31,406	0	25,750	3,430	0
TRINITY UMC OF YUMA	0	0	103	389	266	321	228	250	8,120	14,790	48,460	0	14,000	2,522	0
WILLOWBROOK UMC	11,515	17,171	0	0	0	0	0	0	12,806	0	56,436	62,747	45,797	3,009	2,637
YOUNGTOWN UMC	0	1,357	0	0	0	0	0	0	1,584	0	12,100	0	10,207	0	0

Church Name	53	54	55	56	57	58	59	60	61	62a	62b	62c	62d	62e	62f
<b>Central West District</b>															
AJO FEDERATED CHURCH	0	0	0	0	18,470	0	0	44,483	35	29,958	0	2,801	24	0	1,282
ASBURY UMC	0	0	0	0	0	0	0	200	0	0	0	0	0	0	0
CALVARY UMC	0	0	28,782	3,697	104,957	0	0	217,338	100	0	78,828	3,647	0	0	126,386
CAMP VERDE UMC	0	0	13,281	3,069	32,145	0	0	146,254	110	0	126,920	8,018	0	0	0
CHINO VALLEY UMC	0	0	16,703	1,362	49,991	0	0	154,943	66	77,975	33,354	2,411	265	0	1,770
CHRIST COMMUNITY UMC OF AVONDALE	0	0	45,000	9,000	45,772	0	0	232,001	114	116,071	110,928	7,182	0	0	0
CITY SQUARE UMF	0	0	6,690	10,810	12,526	0	0	148,402	90	90,840	16,210	1,134	8	0	0
COMMUNITY UMC OF BUCKEYE	0	0	4,875	0	29,331	0	17,443	117,024	56	0	71,522	0	3	0	4,637
DOVE OF THE DESERT UMC	85,914	0	193,051	42,229	163,224	0	73,500	804,494	436	472,451	241,917	17,010	2,082	0	15,181
EPWORTH UMC	0	0	22,862	4,358	84,891	0	45,040	261,929	70	103,171	5,039	0	12	0	91,856
FAITH UMC	0	0	29,017	3,998	40,149	0	46,119	211,063	69	111,086	15,007	3,961	288	0	36,490
FIRST UMC OF GLENDALE	0	0	76,634	10,146	99,543	0	21,058	412,638	160	248,643	90,138	5,155	3,114	9,050	4,040
FIRST UMC OF PHOENIX	0	0	522,829	63,273	309,256	0	55,447	1,346,837	621	929,304	177,867	15,157	2	0	30,669
FIRST UMC OF SUN CITY	0	0	73,150	6,613	54,038	0	0	271,319	199	163,082	46,875	4,934	7,850	0	11,178
FIRST UMC OF YUMA	0	0	36,447	8,730	34,394	0	9,088	186,708	69	0	158,069	0	937	0	11,477
FORT YUMA UMC	0	0	0	813	9,425	0	0	28,568	11	8,622	0	0	0	0	2,100
GILA MOUNTAIN UMC	0	0	94,800	13,274	242,221	0	8,347	557,085	444	395,214	263	4,037	152	0	11,881
HAVEN UMC	0	0	2,407	1,784	15,276	0	0	52,311	17	26,689	37,998	0	1,208	0	7,318
IGLESIA METODISTA DE SOMERTON	0	0	0	3,804	9,782	0	781	26,671	11	26,689	2,022	0	13	0	0
LAKEVIEW UMC	0	0	277,488	10,253	156,368	0	249,347	965,632	277	432,573	81,386	75,836	51,354	0	35,533
LIBERTY UMC	0	0	2,505	1,217	8,913	0	0	92,148	46	77,773	4,544	2,646	292	0	150
MISSION BELL UMC	0	0	55,379	3,420	51,846	0	7,312	212,960	90	92,542	80,188	8,879	177	0	4,814
MOUNTAIN VIEW UMC	0	0	64,877	22,779	59,600	15,000	14,862	273,122	204	152,434	95,134	18,044	1,250	0	1,927
NEW SONG UMC	0	0	86,101	12,066	90,422	98,480	0	461,038	316	290,922	51,213	10,205	10	0	0
NUEVO PACTO UMF	0	0	0	1,004	10,748	0	0	15,834	0	0	10,269	0	0	0	0
PIONEER UMF	0	0	0	0	0	0	0	4,970	0	0	0	0	0	0	0
PRESCOTT UMC	0	0	200,511	40,035	152,517	101,968	14,050	919,100	473	574,027	142,271	20,231	910	0	15,501
PRESCOTT VALLEY UMC	0	0	16,931	2,375	34,369	0	0	135,868	82	123,666	0	3,946	62	0	7,190
SEDONA UMC	0	0	54,922	7,734	58,739	101,886	7,710	320,366	61	194,225	28,195	18,462	284	0	28,839
SHEPHERD OF THE HILLS UMC	0	0	303,941	25,912	142,006	0	3,642	925,573	739	623,942	145,875	12,209	1,054	0	4,786
SHEPHERD OF THE VALLEY UMC	0	0	27,209	1,427	41,434	4,994	447	154,976	72	125,012	14,430	3,310	27	0	1,894
SOUTH MOUNTAIN COMMUNITY CHURCH	0	0	2,252	633	12,865	0	0	37,797	20	21,194	1,940	338	6	0	4,095
SPIRIT OF HOPE UMC	0	0	62,613	4,911	36,766	12,938	3,003	242,366	145	97,307	93,678	2,663	205	0	24,715
SPIRIT SONG UMF	0	0	0	2,475	18,873	0	18,579	125,029	52	97,600	23,791	2,562	97	0	0
SUNRISE UMC	0	0	24,850	7,350	18,000	0	5,264	143,085	89	57,522	46,243	9,023	0	0	3,025
TRINITY UMC OF PHOENIX	0	0	5,062	73,093	0	0	5,473	258,754	55	153,278	74,866	7,649	89	0	20,340
TRINITY UMC OF YUMA	0	0	55,974	9,395	38,307	0	2,500	231,759	147	232,038	0	6,551	0	0	5,648
WILLOWBROOK UMC	0	0	170,238	9,188	153,240	0	14,614	684,118	266	488,750	135,484	15,345	10,841	0	1,820
YOUNGTOWN UMC	0	0	6,183	927	11,697	0	25,952	77,034	38	29,750	9,774	2,213	0	0	900

Church Name	62.g	62	63.a	63.b	63.c	63.d	63	64.a	64.b	64.c	Total income from
	Amount received through fund-raising and other sources	Total income for annual budget spending plan	Capital Campaign	Memorials, Endowments, Bequests	Other Sources & Projects	Amount received for Special, Sunday, & other restricted giving	Total income for designated causes (Total campaign & special project)	Equitable Compensation Funds	Advanced Special, appointed, congregational funds received by church	Other grants and financial support from institutional sources	congregational and other institutional sources outside the local church
<b>Central West District</b>											<b>64</b>
AUO FEDERATED CHURCH	700	34,805	0	0	4,450	0	4,450	0	0	0	0
ASBURY UMC	0	0	0	0	0	0	0	0	0	0	0
CALVARY UMC	859	209,720	0	0	0	855	855	0	0	0	0
CAMP VERDE UMC	0	134,938	0	0	0	0	0	0	0	2,000	2,000
CHINO VALLEY UMC	9,908	125,683	0	370	5,524	0	5,894	0	0	0	0
CHRIST COMMUNITY UMC OF AVONDALE	0	234,181	0	0	0	0	0	0	0	0	0
CITY SQUARE UMF	965	109,157	0	0	0	10,979	10,979	0	86,666	0	86,666
COMMUNITY UMC OF BUCKEYE	2,502	78,664	0	21,485	0	200	21,685	13,000	0	0	13,000
DOVE OF THE DESERT UMC	9,186	757,827	0	38,889	0	21,370	60,259	0	0	0	0
EPWORTH UMC	0	200,078	0	360	31,411	3,600	35,371	4,377	0	0	4,377
FAITH UMC	2,220	169,052	0	0	0	3,532	3,532	6,000	0	0	6,000
FIRST UMC OF GLENDALE	2,800	362,940	45,067	3,650	11,300	42,384	102,401	0	0	1,500	1,500
FIRST UMC OF PHOENIX	102,565	1,255,564	50,000	860	0	0	50,860	0	0	0	0
FIRST UMC OF SUN CITY	21,915	255,834	0	1,895	0	0	1,895	0	0	0	0
FIRST UMC OF YUMA	0	170,483	0	0	0	0	0	0	0	0	0
FORT YUMA UMC	1,619	12,341	0	0	0	0	0	15,400	0	0	15,400
GILA MOUNTAIN UMC	2,757	414,304	0	0	0	0	0	0	0	0	0
HAVEN UMC	5,807	52,331	0	0	0	0	0	0	0	0	0
IGLESIA METODISTA DE SOMERTON	0	28,724	0	0	0	0	0	0	0	0	0
LAKEVIEW UMC	55,928	732,610	0	24,177	0	0	24,177	0	6,300	0	6,300
LIBERTY UMC	351	85,756	3,125	0	10	200	3,335	0	0	0	0
MISSION BELL UMC	2,416	189,016	0	0	0	2,642	2,642	0	0	0	0
MOUNTAIN VIEW UMC	0	268,789	0	2,145	0	22,126	24,271	0	0	0	0
NEW SONG UMC	0	352,350	93,298	6,595	0	125,484	225,377	0	0	0	0
NUEVO PACTO UMF	0	10,269	0	0	0	0	0	0	0	0	0
PIONEER UMF	0	0	0	0	0	0	0	0	0	0	0
PRESCOTT UMC	4,021	756,961	0	0	102,971	87,663	190,634	0	0	0	0
PRESCOTT VALLEY UMC	1,129	135,993	0	290	0	14,832	15,122	0	0	0	0
SEDONA UMC	1,470	271,475	9,542	596	8,620	4,355	23,113	5,040	0	0	5,040
SHEPHERD OF THE HILLS UMC	81,528	869,394	0	63,598	0	0	63,598	0	0	0	0
SHEPHERD OF THE VALLEY UMC	5,372	150,045	0	0	0	0	0	0	0	0	0
SOUTH MOUNTAIN COMMUNITY CHURCH	365	27,938	0	16,348	0	0	16,348	0	0	0	0
SPIRIT OF HOPE UMC	1,358	219,926	0	0	8,245	12,874	21,119	0	0	0	0
SPIRIT SONG UMF	0	124,050	0	10,000	0	4,984	14,984	0	0	3,500	3,500
SUNRISE UMC	9,976	125,789	6,446	575	0	1,139	8,160	9,000	0	0	9,000
TRINITY UMC OF PHOENIX	2,930	259,152	0	3,593	0	11,074	14,667	0	0	0	0
TRINITY UMC OF YUMA	0	244,237	24,549	3,174	9,496	44,133	81,352	0	0	0	0
WILLOWBROOK UMC	36,031	688,271	0	3,240	0	29,682	32,922	0	0	0	0
YOUNGTOWN UMC	0	42,637	0	0	0	0	0	0	0	1,000	1,000

Church Name	Total Professing Members at Close of last year	Received this year on Profession of Christian Faith	Restored by affirmation	Correct previous year's reporting		Transferred In		Removed by Charge Conference Action	Withdrawn from Professing Membership	Correct previous year's reporting error by subtraction		Transferred out to other United Methodist Churches		Transferred out to non- United Methodist Churches	Removed by death	Total Professing Members at close of this year	Asian	African American/B lack	Hispanic/L Latino
				2a	2b	2c	3			4	5a	5b	5c						
North District																			
A GRAIN OF MUSTARD SEED UMF	56	2	4	0	0	3	18	6	7	0	0	1	0	0	0	69	69	0	0
ADVENT UMC	181	0	3	0	0	0	0	8	4	0	0	20	0	2	150	0	34	2	
BOULDER CITY UMC	81	1	4	0	0	3	2	0	4	0	0	0	0	0	2	85	1	1	0
COMMUNITY UMC OF BLYTHE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY UMC OF CALIENTE	47	4	0	0	0	0	0	2	0	0	0	0	0	0	1	48	0	0	0
COMMUNITY UMC OF WILLIAMS	64	0	0	0	0	1	0	0	1	0	3	2	2	2	57	0	0	1	0
DESERT SPRING UMC	689	12	31	25	11	6	6	8	0	0	6	3	3	13	744	55	92	20	
FEDERATED COMMUNITY CHURCH	83	0	2	0	3	0	0	0	0	0	3	0	2	83	2	0	0	0	0
FIRST HENDERSON UMC	283	21	0	0	14	0	0	31	2	0	2	0	9	274	0	6	0	0	0
FIRST UMC OF WINSLOW	28	0	0	0	0	0	0	0	0	0	0	0	0	0	28	0	0	0	0
GRACE FIL-AM UMF	65	26	0	0	0	0	0	0	0	0	0	0	0	0	91	88	1	1	1
GREEN VALLEY UMC	477	7	16	0	4	4	0	30	0	0	4	0	9	461	30	23	18		
HOLBROOK UMC	52	0	0	0	0	0	1	5	3	5	0	7	1	32	0	0	2	2	2
HOPE UMC OF BULLHEAD CITY	143	13	0	0	4	4	4	14	2	0	1	1	1	7	139	0	1	0	0
JOURNEY UMC	172	4	0	0	0	0	0	0	0	40	2	0	0	134	22	6	2	2	2
KOREAN UMC	67	0	0	0	0	0	0	0	0	0	0	0	0	0	67	55	0	0	0
MESQUITE UMC	164	13	0	0	10	2	2	19	0	4	6	0	8	152	4	1	5	5	5
MOHAVE VALLEY UMC	247	21	0	0	2	2	2	1	0	6	0	0	5	260	2	11	3	3	3
NEEDLES UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PAGE COMMUNITY UMC	80	1	0	0	0	0	1	12	0	0	0	0	0	1	69	1	1	1	1
PAHRUMP VALLEY UMC	108	3	0	7	0	0	0	0	0	0	1	3	3	111	0	5	1	1	1
PARKER UMC	73	4	0	0	0	0	0	0	0	0	0	0	0	2	75	0	0	2	2
ST JOHN'S UMC OF KINGMAN	388	14	0	0	0	0	0	0	0	0	0	0	0	4	398	1	0	11	11
ST MICHAEL'S UMC	315	6	0	43	5	0	0	8	4	0	0	0	3	0	354	0	1	0	1
TRINITY HEIGHTS UMC	494	1	1	0	5	2	2	38	26	0	1	3	9	426	6	2	5	5	5
TRINITY UMC OF LAS VEGAS	346	3	0	0	1	2	0	0	2	0	7	0	6	337	23	16	5	5	5
UNIVERSITY UMC	299	9	0	0	4	1	1	12	2	0	4	1	7	287	11	30	20	20	20
ZION UMC	179	6	2	0	0	0	0	32	1	32	0	0	1	0	121	0	120	0	120

Church Name	Native American	Pacific Islander	White	Multi-Racial	Female	Male	Avg attendance at all weekly worship services	Number of persons baptized this year (9-12 year)	Number of persons baptized this year (13 or older)	Total Baptized Members who have not become professing members	Number of other constituents	Total enrolled in confirmation classes this year	Number of Children in Christian formation groups	Number of Youth in Christian formation groups	Number of Young Adults in Christian formation groups	Number of Older Adults in Christian formation groups
	9.d	9.e	9.f	9.g	9.h	9.i	10	11.a	11.b	12	13	14	15	16	17	18
<b>North District</b>																
A GRAIN OF MUSTARD SEED UMF	0	0	0	0	38	31	60	2	0	2	0	0	9	9	15	62
ADVENT UMC	0	11	100	3	98	52	121	0	1	0	28	0	14	11	0	52
BOULDER CITY UMC	0	0	79	4	56	29	61	0	1	0	60	0	3	6	1	34
COMMUNITY UMC OF BLYTHE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY UMC OF CALIENTE	1	0	47	0	30	18	34	0	0	7	67	0	12	0	0	19
COMMUNITY UMC OF WILLIAMS	0	0	55	1	31	26	51	0	0	15	38	0	12	3	6	28
DESERT SPRING UMC	2	18	547	10	455	289	829	13	6	13	1,050	6	225	62	29	562
FEDERATED COMMUNITY CHURCH	0	0	81	0	41	42	39	3	0	0	182	5	9	24	4	32
FIRST HENDERSON UMC	1	2	264	1	171	103	200	2	1	0	149	3	50	24	6	20
FIRST UMC OF WINSLOW	0	0	28	0	25	3	28	1	0	0	0	26	3	0	4	8
GRACE FIL-AM UMF	0	0	1	0	46	45	55	2	0	2	0	0	4	10	2	34
GREEN VALLEY UMC	9	24	336	21	285	176	402	6	4	6	300	11	156	12	5	120
HOLBROOK UMC	0	0	28	2	28	4	20	0	0	0	21	0	5	0	0	0
HOPE UMC OF BULLHEAD CITY	1	0	131	6	91	48	118	0	1	16	111	0	0	0	0	0
JOURNEY UMC	0	31	47	26	71	63	100	0	0	15	40	0	15	24	8	19
KOREAN UMC	0	0	5	7	38	29	45	0	0	0	0	5	3	1	21	30
MESQUITE UMC	0	2	140	0	98	54	136	4	2	4	119	0	3	2	8	95
MOHAVE VALLEY UMC	0	1	242	1	155	105	219	0	2	7	26	4	11	8	0	33
NEEDLES UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PAGE COMMUNITY UMC	16	0	47	3	43	26	42	0	0	0	25	0	0	0	0	20
PAHRUMP VALLEY UMC	0	0	105	0	66	45	97	1	0	1	42	0	0	0	0	35
PARKER UMC	0	0	68	5	46	29	35	0	0	0	0	0	0	0	0	6
ST JOHN'S UMC OF KINGMAN	3	0	0	383	201	197	207	2	2	48	155	0	30	15	0	66
ST MICHAEL'S UMC	0	1	352	0	210	144	206	3	0	3	3	0	5	5	0	101
TRINITY HEIGHTS UMC	10	6	394	3	235	191	251	2	0	35	64	12	47	20	0	90
TRINITY UMC OF LAS VEGAS	5	0	283	5	205	132	158	2	5	0	137	0	97	54	11	140
UNIVERSITY UMC	1	2	220	3	176	111	275	5	3	130	365	0	68	23	18	0
ZION UMC	0	0	1	0	90	31	101	1	1	13	0	0	13	8	5	37

Church Name	Total Christian formation participants	Average weekly attendance in Sunday School	Number of participants in Vacation Bible School	Number of ongoing classes for learning Bible in Sunday School	Number of ongoing classes for learning other than Sunday School	Number of short-term classes and groups (all ages) for learning	Membership in United Methodist Men	Amount Paid for Projects UMW	Membership in United Methodist Women	Amount paid for local church and community work UMW	Number sent from Local church	Number of persons sent out on UMW teams from this local church	Number of persons engaged in mission	Number of persons served by community ministries for day care and/or education	Number of persons served by community ministries for outreach, justice, and mercy
<b>North District</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25.a</b>	<b>25.b</b>	<b>26.a</b>	<b>26.b</b>	<b>27.a</b>	<b>27.b</b>	<b>28</b>	<b>29</b>	<b>30</b>
A GRAIN OF MUSTARD SEED UMF	95	9	6	1	1	2	24	1,441	22	5,104	0	0	4	1	10
ADVENT UMC	77	29	0	4	6	1	0	0	15	1,380	0	0	173	16	0
BOULDER CITY UMC	44	20	0	3	4	6	0	0	0	0	0	0	42	0	5,600
COMMUNITY UMC OF BLYTHE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY UMC OF CALIENTE	31	7	43	1	1	1	0	0	0	0	0	0	105	0	1,247
COMMUNITY UMC OF WILLIAMS	49	13	22	2	4	1	0	0	0	0	0	0	17	12	43
DESSERT SPRING UMC	878	142	160	13	17	23	25	5,213	65	2,815	0	2	522	29	3,076
FEDERATED COMMUNITY CHURCH	69	20	20	6	5	7	0	0	0	0	0	0	11	100	50
FIRST HENDERSON UMC	100	30	55	5	3	1	27	200	25	500	0	0	14	0	6
FIRST UMC OF WINSLOW	15	12	0	3	0	0	0	0	11	350	0	0	14	347	0
GRACE FIL-AM UMF	50	12	0	0	0	0	0	0	0	0	0	0	0	0	0
GREEN VALLEY UMC	293	102	381	11	2	8	0	0	0	0	0	0	50	50	1,000
HOLBROOK UMC	5	0	0	0	0	0	0	0	6	270	0	0	18	0	261
HOPE UMC OF BULLHEAD CITY	0	27	21	6	0	3	17	300	15	1,100	0	0	41	0	453
JOURNEY UMC	66	40	0	3	5	10	8	0	12	400	0	0	45	0	145
KOREAN UMC	55	11	21	0	2	21	0	0	21	800	0	0	0	0	0
MESQUITE UMC	108	25	0	3	2	4	39	443	43	4,908	0	0	31	3	848
MOHAVE VALLEY UMC	52	19	46	2	3	3	0	0	30	1,570	0	0	60	0	14,400
NEEDLES UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PAGE COMMUNITY UMC	20	0	0	0	0	6	0	0	15	0	0	0	12	0	30
PAHRUMP VALLEY UMC	35	20	50	2	1	0	31	9,200	29	850	0	0	36	0	8,952
PARKER UMC	6	0	35	0	1	0	0	0	0	0	0	0	0	0	0
ST JOHN'S UMC OF KINGMAN	111	45	51	4	6	2	18	334	0	0	0	0	21	162	1,439
ST MICHAEL'S UMC	111	8	44	26	15	0	0	0	35	800	0	0	0	0	0
TRINITY HEIGHTS UMC	157	29	106	7	11	4	0	0	0	0	0	0	70	200	150
TRINITY UMC OF LAS VEGAS	302	33	52	4	0	13	16	200	55	1,640	0	0	59	179	48,459
UNIVERSITY UMC	109	46	63	7	5	4	0	0	55	2,550	0	0	312	301	580
ZION UMC	63	35	0	4	3	2	19	1,500	21	1,500	0	0	0	0	343

Church Name	31	32	33	34	35.a	35.b	36.a	36.b	37	38	39	40	41	42
	Market value of church-owned land, buildings and equipment	Market value of other church-owned assets	Debits secured by church physical assets	Other debt	Total amount APPOINTED to the local church for all causes paid to the AC Treasurer	Total amount PAID by the local church for all apportioned causes to the AC Treasurer	Total amount APPOINTED to the local church for all apportioned causes directly paid to the DISTRICT	Total amount PAID by the local church for apportioned causes directly paid to the DISTRICT	Total amount for General Advance Specials remitted to the AC Treasurer	Total amount for World Service Specials remitted to the AC Treasurer	Total amount for Annual Conference Advance Specials remitted to the AC Treasurer	Total amount for the Youth Service Fund remitted to the AC Treasurer	Total amount of all other funds sent to AC Treasurer for connectional mission and ministry	Total Annual Conference Special Sunday Offerings remitted to the AC Treasurer
<b>North District</b>														
A GRAIN OF MUSTARD SEED UMF	0	0	0	0	7,879	7,879	0	0	0	0	0	0	0	0
ADVENT UMC	1,240,129	0	28,696	0	28,306	10,982	0	0	2,008	0	0	0	75	0
BOULDER CITY UMC	437,317	313,031	0	0	12,864	12,864	0	0	0	0	129	0	0	0
COMMUNITY UMC OF BLYTHE	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY UMC OF CALIENTE	977,669	0	116,974	0	7,814	7,814	0	0	888	0	0	25	0	97
COMMUNITY UMC OF WILLIAMS	939,000	65,906	0	0	11,287	11,287	0	0	451	0	0	36	0	142
DESERT SPRING UMC	6,461,479	555,825	1,171,209	0	132,638	132,638	0	0	18,438	0	0	0	0	1,000
FEDERATED COMMUNITY CHURCH	3,661,000	176,486	0	0	16,535	6,000	0	0	0	0	0	0	1,200	0
FIRST HENDERSON UMC	1,355,213	506,766	0	0	33,836	34,174	0	0	500	0	0	0	0	0
FIRST UMC OF WINSLOW	1,033,000	128,000	0	0	6,888	6,888	0	0	50	0	0	0	0	0
GRACE FIL-AM UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GREEN VALLEY UMC	11,178,500	689,343	2,030,103	5,021	117,693	117,693	0	0	1,886	0	1,950	0	0	0
HOLBROOK UMC	204,975	85,500	0	0	5,530	5,530	0	0	308	0	0	0	0	0
HOPE UMC OF BULLHEAD CITY	1,505,000	25,000	0	0	18,734	6,833	0	0	0	0	0	0	0	0
JOURNEY UMC	850,000	19,330	0	0	37,630	37,630	0	0	3,674	0	0	0	0	0
KOREAN UMC	100,000	0	0	0	4,529	4,580	0	0	0	0	0	0	0	0
MESQUITE UMC	1,962,398	100,884	585,116	3,129	19,535	17,113	0	0	0	0	500	0	0	0
MOHAVE VALLEY UMC	800,000	15,000	233,817	0	18,156	18,250	0	0	1,900	0	0	0	0	0
NEEDLES UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PAGE COMMUNITY UMC	100,000	49,152	0	0	9,991	9,991	0	0	0	0	0	32	0	126
PAHRUMP VALLEY UMC	3,307,500	25,000	0	0	17,114	17,114	0	0	0	0	0	54	0	215
PARKER UMC	800,000	20,000	0	0	9,822	9,822	0	0	0	0	0	31	0	114
ST JOHN'S UMC OF KINGMAN	3,592,000	200,000	19,500	0	56,092	56,092	0	0	4,653	0	0	0	0	0
ST MICHAEL'S UMC	3,117,885	79,000	0	0	43,898	12,271	0	0	19,294	0	0	0	0	0
TRINITY HEIGHTS UMC	5,025,750	524,183	148,875	0	118,921	118,945	0	0	3,863	0	0	379	0	1,510
TRINITY UMC OF LAS VEGAS	4,169,285	181,040	0	2,779	64,979	64,979	0	0	0	0	0	0	0	0
UNIVERSITY UMC	5,028,000	0	0	0	77,420	77,620	0	0	26,911	0	575	0	0	0
ZION UMC	1,509,979	0	642,029	0	44,254	7,817	0	0	0	0	0	0	0	0

Church Name	Total amount given directly to UM causes (not sent to AC Treasurer)	Total amount given to non- United Methodist benevolent and charitable causes	Human Relations Sunday	One Great Hour of Sharing Sunday	Peace with Justice Sunday	Native American Ministries Sunday	World Communion Sunday	UM Student Day	Total amount paid by the local church for all direct-billed clergy health benefits	Total amount paid in base compensation to the pastor	Total amount paid in base compensation to associate pastors	Total amount paid for pastor & associates for housing	Total amount paid to pastor and associates for accountable reimbursements	Total amount paid to pastor & associates for any other cash allowances	
															43
North District															
A GRAIN OF MUSTARD SEED UMF	0	0	0	0	0	0	0	0	0	10,176	37,208	0	12,000	0	0
ADVENT UMC	0	2,104	0	0	0	186	145	110	9,052	10,176	48,634	0	21,000	0	0
BOULDER CITY UMC	2,158	22,616	0	640	0	0	0	0	7,428	10,176	37,342	0	19,800	1,524	562
COMMUNITY UMC OF BLYTHE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY UMC OF CALIENTE	145	2,149	12	62	19	15	22	7	0	2,608	4,320	0	6,542	4,671	389
COMMUNITY UMC OF WILLIAMS	0	0	18	90	27	22	32	11	8,725	0	49,306	0	18,000	3,574	3,002
DESERT SPRING UMC	480	162,347	0	0	0	0	0	0	12,988	10,176	65,949	3,900	33,824	15,375	0
FEDERATED COMMUNITY CHURCH	0	12,000	0	551	268	0	0	0	5,913	10,176	36,385	0	16,222	2,100	2,000
FIRST HENDERSON UMC	500	889	0	0	0	0	0	0	8,866	10,176	46,202	0	22,000	3,977	484
FIRST UMC OF WINSLOW	0	112	0	0	35	81	41	107	3,023	5,088	18,603	0	1,749	3,077	552
GRACE FIL-AM UMF	0	0	0	0	0	0	0	0	0	17,160	0	6,000	1,863	0	0
GREEN VALLEY UMC	0	9,000	0	2,138	0	0	505	0	18,418	27,888	56,402	39,947	44,750	8,099	0
HOLBROOK UMC	0	2,414	10	60	185	35	75	56	0	18,603	0	2,061	2,415	1,127	0
HOPE UMC OF BULLHEAD CITY	0	0	0	0	0	0	0	0	7,903	11,136	48,634	0	6,450	0	0
JOURNEY UMC	1,000	7,367	0	5	0	0	160	0	7,583	0	34,332	0	24,000	2,725	9,163
KOREAN UMC	0	0	0	0	0	0	0	0	4,680	0	20,511	0	11,134	3,009	2,656
MESQUITE UMC	4,570	6,850	0	0	0	0	20	0	5,972	21,156	37,889	0	2,787	1,187	85
MOHAVE VALLEY UMC	0	45,000	52	443	125	86	42	113	0	0	20,432	0	18,675	3,501	0
NEEDLES UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PAGE COMMUNITY UMC	0	4,059	16	80	24	19	29	10	222	0	17,355	0	8,273	7,785	0
PAHRUMP VALLEY UMC	0	0	27	136	41	33	49	16	6,120	5,568	33,948	0	11,375	5,140	0
PARKER UMC	0	0	16	78	23	19	28	9	5,276	0	20,059	0	4,911	5,509	0
ST JOHN'S UMC OF KINGMAN	792	11,713	25	378	50	47	231	0	7,670	10,176	40,000	0	19,000	3,955	0
ST MICHAEL'S UMC	0	0	0	0	0	0	0	0	9,100	19,404	51,000	0	19,000	3,620	0
TRINITY HEIGHTS UMC	0	23,799	374	3,339	284	1,065	911	576	11,262	24,444	34,614	34,614	2,091	7,285	0
TRINITY UMC OF LAS VEGAS	0	0	0	0	0	0	0	0	7,395	24,444	32,882	0	34,000	3,493	0
UNIVERSITY UMC	2,001	15,187	0	676	0	0	0	330	15,255	11,136	48,634	34,029	37,000	4,147	1,650
ZION UMC	0	0	0	0	0	0	0	0	6,520	0	38,281	22,404	2,129	3,216	0

Church Name	53	54	55	56	57	58	59	60	61	62a	62b	62c	62d	62e	62f
	Total amount paid in salary and benefits for Deacons	Total amount paid in salary and benefits for Ministers	Total amount paid in salary and benefits for all other church staff	Total amount spent for local church program expenses	Total amount spent for other local church operating expenses	Total amount paid for principal & interest on indebtedness	Total amount paid on capital expenditures for buildings, improvements & equipment	TOTAL AMOUNT PAID BY THE LOCAL CHURCH ON ALL EXPENDITURES	Number of households giving to the local church	Amount received through pledges	Amount received from non-pledging, but identified givers	Amount received from unidentified givers	Amount received from interest and dividends	Amount received through sale of Church Assets	Amount received through building use fees, contributions, and rentals
<b>North District</b>															
A GRAIN OF MUSTARD SEED UMF	0	4,000	5,200	6,909	14,785	0	0	98,157	30	0	127,593	9,302	3	0	0
ADVENT UMC	0	0	39,823	4,095	40,199	7,106	0	195,695	119	166,160	6,358	7,508	0	0	0
BOULDER CITY UMC	0	0	20,372	5,210	9,139	0	4,877	155,233	71	39,000	89,864	2,808	397	0	0
COMMUNITY UMC OF BLYTHE	0	0	0	0	0	0	0	380	0	0	0	0	0	0	0
COMMUNITY UMC OF CALIENTE	0	0	0	5,024	22,970	12,092	2,902	72,773	39	37,310	6,420	5,842	14	0	0
COMMUNITY UMC OF WILLIAMS	0	0	0	2,247	11,073	0	13,977	122,020	59	92,690	4	7,296	80	0	10,170
DESERT SPRING UMC	0	0	272,901	95,859	156,085	93,747	109,407	1,185,114	840	554,763	380,580	7,094	49	0	17,080
FEDERATED COMMUNITY CHURCH	0	0	31,040	8,307	35,795	0	55,483	223,440	66	60,445	16,348	2,312	5,611	4	26,813
FIRST HENDERSON UMC	0	0	37,100	10,472	41,367	7,200	0	223,907	200	149,306	82,118	5,118	54	0	0
FIRST UMC OF WINSLOW	0	0	3,200	847	18,690	0	1,704	63,847	18	0	34,152	697	2,076	0	11,500
GRACE FIL-AM UMF	0	0	3,100	0	0	0	0	28,123	39	0	49,340	4,627	0	0	0
GREEN VALLEY UMC	0	0	160,260	39,477	164,696	180,963	21,426	895,498	420	566,582	109,042	20,072	220	0	92,024
HOLBROOK UMC	0	0	4,803	1,519	10,864	0	0	50,065	12	0	26,312	537	4	0	0
HOPE UMC OF BULLHEAD CITY	0	0	17,629	4,427	45,010	0	0	148,022	110	0	153,098	5,980	0	0	4,122
JOURNEY UMC	0	0	38,084	4,480	84,289	0	0	254,492	51	100,657	803	1,641	302	0	10,588
KOREAN UMC	0	0	0	150	0	0	1,000	47,820	26	0	69,670	2,422	0	0	0
MESQUITE UMC	0	0	11,231	4,214	33,090	88,787	4,119	239,570	192	0	177,540	11,457	170	0	0
MOHAVE VALLEY UMC	0	0	14,966	3,378	22,312	23,515	29,874	202,664	192	118,016	56,637	6,515	0	0	0
NEEDLES UMF	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PAGE COMMUNITY UMC	0	0	2,700	2,085	29,418	0	0	82,224	40	54,116	0	5,809	12	0	0
PAHRUMP VALLEY UMC	0	0	15,886	797	12,393	0	0	108,912	82	87,608	745	5,282	3	0	0
PARKER UMC	0	0	0	1,398	7,926	0	0	55,219	47	61,243	0	3,721	4	0	0
ST JOHN'S UMC OF KINGMAN	0	0	96,863	19,683	77,181	16,022	13,517	378,048	356	240,340	80,113	498	2	0	2,214
ST MICHAEL'S UMC	0	0	75,423	1,244	38,536	0	0	248,892	304	141,153	116,633	14,665	0	0	0
TRINITY HEIGHTS UMC	0	0	104,327	10,226	116,368	28,991	0	529,267	309	435,230	169,899	6,449	214	0	9,870
TRINITY UMC OF LAS VEGAS	0	0	111,754	9,977	106,136	0	8,285	403,345	161	273,089	70,925	21	0	7,221	3,546
UNIVERSITY UMC	0	0	170,703	18,945	91,134	0	62,076	618,009	322	314,933	120,849	14,161	0	0	26,480
ZION UMC	0	0	42,360	34,124	88,376	40,023	0	285,250	75	191,556	12,738	0	0	0	50,250

Church Name	Amount received through fundraisers and other sources	Total income for annual budget/ spending plan	Capital Campaign	Memorials, Endowments, Bequests	Other Sources & Projects	Amount received for Special Sundays, Specials & other forms of restricted giving	Total income for designated causes (capital campaign & special projects)	Equitable Compensation Funds	Advanced Special, apportioned and institutional funds received by church	Other grants and financial support from institutional sources outside the local church	Total income from connectional and other institutional sources outside the local church
	62.g	62	63.a	63.b	63.c	63.d	63	64.a	64.b	64.c	64
<b>North District</b>											
A GRAIN OF MUSTARD SEED UMF	0	136,898	0	0	0	0	0	11,086	0	0	11,086
ADVENT UMC	0	180,026	20,636	0	0	0	2,524	23,160	0	0	0
BOULDER CITY UMC	0	132,069	77,991	2,884	8,022	2,241	91,138	0	0	0	0
COMMUNITY UMC OF BLYTHE	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY UMC OF CALIENTE	5,667	55,253	0	200	0	530	730	130,000	0	0	130,000
COMMUNITY UMC OF WILLIAMS	2,207	112,447	13,492	250	817	205,150	451,307	0	0	3,100	3,100
DESERT SPRING UMC	0	959,566	244,335	1,005	5,176	1,857	7,575	0	0	0	0
FEDERATED COMMUNITY CHURCH	0	111,533	0	542	5,176	1,857	7,575	0	0	0	0
FIRST HENDERSON UMC	10,620	247,216	61,468	405	1,367	500	63,740	0	0	0	0
FIRST UMC OF WINSLOW	59	48,484	0	0	0	314	314	0	0	0	0
GRACE FIL-AM UMF	0	53,967	0	0	0	0	0	15,000	0	0	15,000
GREEN VALLEY UMC	110,838	898,778	71,690	550	0	35,274	107,514	0	0	0	0
HOLBROOK UMC	246	27,099	10,327	0	0	729	11,056	14,000	0	0	14,000
HOPE UMC OF BULLHEAD CITY	0	163,200	0	0	0	0	0	0	0	0	0
JOURNEY UMC	8,467	122,458	0	5,000	0	4,474	9,474	0	0	0	0
KOREAN UMC	0	72,092	0	0	0	0	0	0	0	0	0
MESQUITE UMC	0	189,167	23,967	48,302	4,774	1,735	78,778	0	0	0	0
MOHAVE VALLEY UMC	0	181,168	0	150	7,337	0	7,467	0	0	0	0
NEEDLES UMF	0	0	0	0	0	0	0	0	0	0	0
PAGE COMMUNITY UMC	5,960	65,897	0	0	624	4,059	4,683	20,000	0	0	20,000
PAHRUMP VALLEY UMC	0	93,638	0	0	46,215	0	46,215	0	0	0	0
PARKER UMC	0	64,968	0	0	1,255	100	1,355	0	0	0	0
ST JOHN'S UMC OF KINGMAN	0	323,167	24,278	50	0	4,974	29,302	0	0	0	0
ST MICHAEL'S UMC	4,590	277,041	0	0	0	0	0	0	0	0	0
TRINITY HEIGHTS UMC	0	621,662	0	805	16,212	18,894	35,911	0	0	0	0
TRINITY UMC OF LAS VEGAS	6,916	361,718	0	1,563	153,460	0	155,023	0	0	0	0
UNIVERSITY UMC	0	476,423	0	3,497	0	19,451	22,948	0	0	28,100	28,100
ZION UMC	0	254,544	0	0	0	0	0	0	0	0	0

Church Name	1	2a	2b	2c	3	4	5a	5b	5c	6	7	8	9	9a	9b	9c
South District																
BOWIE UMC	16	2	0	0	0	0	0	0	2	3	0	0	13	0	0	1
CATALINA UMC	694	8	1	0	5	0	20	15	0	7	1	13	652	7	2	25
CHRIST CHURCH UM	501	9	3	2	7	0	5	12	0	4	2	16	483	4	17	16
DESERT SKIES UMC	506	12	0	0	19	4	0	5	0	9	0	9	518	0	1	0
DUNCAN UMC	8	0	0	0	0	0	0	0	0	0	0	0	8	0	0	0
EL MESIAS UMC	65	10	0	0	0	0	4	0	3	0	0	3	65	0	0	65
FIRST UMC OF BISBEE	35	0	0	0	0	0	0	0	0	0	0	0	35	0	0	1
FIRST UMC OF ELOY	30	2	0	0	1	0	1	0	0	0	0	0	32	0	4	6
FIRST UMC OF SAFFORD	210	3	0	0	0	0	0	5	0	2	0	6	200	0	2	15
FIRST UMC OF TUCSON	183	4	0	8	3	0	6	4	0	1	0	8	179	2	22	11
GRACE UMC OF DOUGLAS	33	0	0	0	0	0	0	0	0	0	0	0	33	0	0	4
GREEN VALLEY COMMUNITY CHURCH	630	8	0	0	11	1	0	10	0	1	7	22	610	0	1	8
HUACHUCA UMC	32	0	0	0	1	1	0	2	0	0	0	0	32	0	0	0
KOREAN UMF	62	0	0	0	1	3	7	0	0	0	13	1	45	39	0	0
MENLO PARK UMC	28	1	0	0	0	0	0	0	2	0	0	1	26	0	0	25
PATAGONIA COMMUNITY CHURCH	34	0	0	0	0	0	0	0	0	0	1	0	33	1	0	2
SAN PEDRO VALLEY UMC	54	1	0	0	2	0	0	0	0	0	0	1	56	0	2	0
SAN SIMON UMC	8	0	0	0	0	0	0	0	0	0	0	0	8	0	0	0
SANCTUARY UMC	307	16	0	0	1	0	9	0	0	0	2	3	310	4	12	5
SANTA CLARA UMC	84	0	3	0	0	0	0	0	0	20	0	1	66	0	2	35
SANTA CRUZ VALLEY UMC	139	11	0	54	5	0	58	0	0	1	2	0	148	0	3	3
SIERRA VISTA UMC	434	5	0	0	8	11	0	5	0	0	0	11	442	10	11	24
ST FRANCIS IN THE FOOTHILLS UMC	476	14	0	0	4	2	16	11	134	1	2	5	327	3	1	9
ST JAMES UMC	61	6	0	1	2	0	5	0	0	1	0	2	62	0	0	0
ST JOHN'S UMC OF TUCSON	14	2	0	0	17	1	0	0	0	0	0	2	32	0	0	2
ST MARK'S UMC	1,002	4	15	0	22	5	23	12	0	11	0	26	976	15	5	22
ST PAUL'S UMC OF TUCSON	1,054	12	0	2	3	5	286	96	0	13	4	33	644	5	10	13
TRINITY UMC OF BISBEE	28	1	0	0	0	0	0	1	0	0	0	1	27	0	0	2
UMC OF THE GOOD SHEPHERD	66	2	0	0	0	0	0	0	0	0	0	4	64	0	1	3
VISTA DE LA MONTAÑA UMC	293	4	0	0	18	7	16	0	0	0	0	4	302	0	0	0
WILCOX UMC	211	2	0	0	0	0	0	0	0	1	1	5	206	0	0	4
Total Conference	33,629	790	176	242	564	247	1,338	573	374	317	126	791	32,129	700	959	867

Church Name	Native American	Pacific Islander	White	Multi-Racial	Female	Male	Avg. attendance at all weekly worship services	Number of persons baptized this year (10-12 years)	Number of persons baptized this year (13 years or older)	Total Baptized		Total enrolled in confirmation classes this year	Number of Children in Christian formation groups	Number of Youth in Christian formation groups	Number of Young Adults in Christian formation groups	Number of Other Adults in Christian formation groups
	9.d	9.e	9.f	9.g	9.h	9.i	10	11.a	11.b	12	13	14	15	16	17	18
<b>South District</b>																
BOWIE UMC	0	0	0	0	7	6	12	0	0	0	8	0	0	0	3	10
CATALINA UMC	0	0	4	4	356	296	347	4	4	57	264	2	32	15	12	120
CHRIST CHURCH UM	12	2	432	0	315	168	294	4	5	0	7	0	25	27	0	80
DESERT SKIES UMC	2	0	514	1	303	215	250	8	1	47	110	9	33	22	1	66
DUNCAN UMC	0	0	0	0	7	1	8	0	0	1	0	0	0	0	0	0
EL MESA UMC	0	0	0	0	38	27	70	0	0	0	80	0	15	5	5	10
FIRST UMC OF BISBEE	1	0	32	1	23	12	7	0	0	0	12	0	0	0	0	8
FIRST UMC OF ELOY	0	0	22	0	19	13	29	0	1	0	5	0	0	0	0	0
FIRST UMC OF SAFFORD	2	0	180	1	130	70	124	7	1	9	100	10	15	10	5	120
FIRST UMC OF TUCSON	0	0	141	3	110	69	113	1	0	0	77	0	0	0	0	0
GRACE UMC OF DOUGLAS	0	0	26	3	22	11	13	0	0	0	15	0	0	0	0	6
GREEN VALLEY COMMUNITY CHURCH	0	0	601	0	390	220	446	6	1	6	116	3	15	12	0	155
HUACHUCA UMC	0	0	32	0	20	12	23	0	0	0	17	0	6	0	0	4
KOREAN UMF	0	0	5	1	27	18	40	2	0	20	5	0	4	2	10	28
MENLO PARK UMC	0	0	1	0	18	8	45	0	0	0	0	0	9	5	3	7
PATAGONIA COMMUNITY CHURCH	0	0	30	0	23	10	51	1	0	4	57	0	5	0	0	28
SAN PEDRO VALLEY UMC	0	0	54	0	36	20	40	0	0	0	0	0	5	0	0	0
SAN SIMON UMC	0	0	8	0	5	3	6	0	0	2	8	0	0	0	0	0
SANCTUARY UMC	1	3	280	5	162	148	257	5	2	5	140	0	25	10	0	150
SANTA CLARA UMC	0	0	20	9	35	31	50	2	0	0	0	0	0	12	8	0
SANTA CRUZ VALLEY UMC	0	0	140	2	85	63	135	8	0	0	168	0	35	60	2	60
SIERRA VISTA UMC	2	1	364	30	270	172	397	2	1	0	304	0	57	15	3	81
ST FRANCIS IN THE FOOTHILLS UMC	1	0	313	0	201	126	170	1	0	0	102	0	20	12	7	71
ST JAMES UMC	0	1	61	0	50	12	48	2	8	3	30	0	3	0	4	15
ST JOHN'S UMC OF TUCSON	0	0	26	4	20	12	53	0	0	0	0	0	8	3	0	0
ST MARK'S UMC	0	3	928	3	557	419	676	13	2	180	107	4	100	115	33	885
ST PAUL'S UMC OF TUCSON	0	0	614	2	413	231	403	6	1	48	185	10	44	26	4	143
TRINITY UMC OF BISBEE	2	0	23	0	19	8	32	2	0	0	24	0	3	0	0	16
UMC OF THE GOOD SHEPHERD	0	0	59	1	38	26	32	0	0	0	21	0	0	0	0	14
VISTA DE LA MONTAÑA UMC	0	0	302	0	175	127	250	3	5	1	204	0	10	2	0	60
WILCOX UMC	0	0	201	1	119	87	77	2	2	0	194	0	13	8	0	12
<b>Total Conference</b>	<b>166</b>	<b>341</b>	<b>28,169</b>	<b>927</b>	<b>19,433</b>	<b>12,696</b>	<b>22,241</b>	<b>296</b>	<b>106</b>	<b>2,121</b>	<b>19,686</b>	<b>269</b>	<b>3,727</b>	<b>1,572</b>	<b>742</b>	<b>10,817</b>

Church Name	Total Christian formation participants	Average weekly attendance in Sunday School	Number of participants in Vacation Bible School	Number of ongoing classes for learning Bible in Sunday School	Number of ongoing classes for learning other than Sunday School	Number of short-term classes and groups (all ages) for learning	Membership in United Methodist Men	Amount Paid for Projects UMM	Membership in United Methodist Women	Amount paid for local church and community work UMW	Number sent from local church	Number of persons sent out on UMW teams from this local church	Number of persons engaged in mission	Number of persons served by community ministries for day care and/or education	Number of persons served by community ministries for outreach, justice, and mercy
<b>South District</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25.a</b>	<b>25.b</b>	<b>26.a</b>	<b>26.b</b>	<b>27.a</b>	<b>27.b</b>	<b>28</b>	<b>29</b>	<b>30</b>
BOWIE UMC	13	0	0	0	0	12	0	0	0	0	0	0	0	0	13
CATALINA UMC	179	120	40	11	0	2	4	30	46	8,634	0	0	15	1	100
CHRIST CHURCH UM	132	64	67	7	11	3	0	0	70	4,300	0	0	0	0	22,000
DESERT SKIES UMC	122	54	67	10	1	4	30	5,000	96	9,000	0	0	231	23	3,220
DUNCAN UMC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
EL MESIAS UMC	35	70	28	3	0	0	0	0	20	0	0	0	3	0	0
FIRST UMC OF BISBEE	8	0	0	0	0	0	0	0	0	0	0	0	6	0	725
FIRST UMC OF ELOY	0	10	0	12	0	0	0	0	0	0	0	0	15	0	13,800
FIRST UMC OF SAFFORD	150	45	100	7	7	5	12	1,800	32	4,946	0	0	50	70	2,000
FIRST UMC OF TUCSON	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GRACE UMC OF DOUGLAS	6	6	0	0	0	0	0	0	0	1,000	0	0	8	55	200
GREEN VALLEY COMMUNITY CHURCH	182	36	85	5	3	24	105	5,284	128	7,600	0	0	120	0	0
HUACHUCA UMC	10	8	0	2	0	0	0	0	0	0	0	0	6	0	0
KOREAN UMF	44	6	5	1	4	4	0	0	27	0	0	0	6	0	86
MENLO PARK UMC	24	45	0	1	1	1	0	0	0	0	0	0	0	0	0
PATAGONIA COMMUNITY CHURCH	33	10	53	2	2	3	0	0	0	0	0	0	36	15	250
SAN PEDRO VALLEY UMC	5	5	0	1	0	0	0	0	15	500	0	0	0	0	150
SAN SIMON UMC	0	0	0	0	0	0	0	1	0	1	0	0	6	16	5
SANCTUARY UMC	185	30	70	7	36	15	0	0	24	0	0	0	200	0	200
SANTA CLARA UMC	23	12	30	2	3	3	0	0	0	0	0	0	12	3	950
SANTA CRUZ VALLEY UMC	157	25	0	4	10	8	0	0	0	0	0	0	175	0	400
SIERRA VISTA UMC	156	32	51	8	7	1	25	986	98	9,640	1	23	222	106	1,925
ST FRANCIS IN THE FOOTHILLS UMC	110	57	0	6	6	50	0	0	0	0	0	0	51	52	3,000
ST JAMES UMC	22	3	0	1	0	3	0	0	22	1,225	0	0	25	122	150
ST JOHN'S UMC OF TUCSON	11	8	0	0	2	0	0	0	0	0	0	0	6	0	225
ST MARK'S UMC	1,133	85	105	13	10	33	0	0	57	7,005	0	0	785	107	535
ST PAUL'S UMC OF TUCSON	217	84	139	11	8	6	0	0	51	1,716	0	0	550	405	62,028
TRINITY UMC OF BISBEE	19	12	0	2	0	1	0	0	0	0	0	0	0	0	0
UMC OF THE GOOD SHEPHERD	14	0	0	0	1	0	0	0	0	0	0	0	28	0	551
VISTA DE LA MONTAÑA UMC	72	20	55	4	6	2	20	0	45	0	0	0	175	200	450
WILLCOX UMC	33	20	12	5	2	2	0	0	15	1,400	0	0	15	130	4,231
<b>Total Conference</b>	<b>16,858</b>	<b>3,967</b>	<b>4,375</b>	<b>560</b>	<b>567</b>	<b>761</b>	<b>1,034</b>	<b>76,785</b>	<b>3,396</b>	<b>231,318</b>	<b>13</b>	<b>106</b>	<b>11,456</b>	<b>10,087</b>	<b>294,751</b>

Church Name	31	32	33	34	35.a	35.b	36.a	36.b	37	38	39	40	41	42
Market value of church-owned land, buildings and equipment	Market value of other church-owned assets	Debts secured by church physical assets	Other debt	Total amount APPOINTED to the church for all causes paid to the AC Treasurer	Total amount PAID by the local church for all appointed causes to the AC Treasurer	Total amount PAID by the local church for all appointed causes to the AC Treasurer	Total amount APPOINTED to the local church for all appointed causes directly paid to the DISTRICT	Total amount PAID by the local church for all appointed causes directly paid to the DISTRICT	Total amount for General Advance Specialists AC Treasurer	Total amount for World Service Specialists AC Treasurer	Total amount for Annual Conference Advance Specialists AC Treasurer	Total amount for the Youth Service Fund AC Treasurer	Total amount of all other funds sent to AC Treasurer for connectional mission and ministry	Total Annual Conference Special Sunday Offerings remitted to the AC Treasurer
<b>South District</b>														
BOWIE UMC	416,000	0	0	0	293	293	0	0	0	0	0	1	0	3
CATALINA UMC	6,810,000	3,465,070	0	0	145,161	145,161	0	0	5,508	0	3,942	0	4,000	0
CHRIST CHURCH UM	2,896,584	1,224,247	0	0	94,976	94,976	0	0	0	0	0	0	0	0
DESERT SKIES UMC	1,959,738	215,718	0	0	88,163	88,163	0	0	8,033	0	0	0	0	0
DUNCAN UMC	271,018	34,364	0	0	293	326	0	0	0	0	0	0	0	0
EL MESIAS UMC	600,000	60,000	0	0	4,910	4,978	0	0	0	0	0	9	0	36
FIRST UMC OF BISBEE	300,000	90,000	0	0	1,971	1,971	0	0	0	0	0	6	0	26
FIRST UMC OF ELOY	300,000	100,000	0	0	3,963	3,963	0	0	50	0	0	0	0	402
FIRST UMC OF SAFFORD	2,200,000	150,137	0	0	30,560	30,560	0	0	691	0	0	97	0	0
FIRST UMC OF TUCSON	1,400,000	1,700,000	0	0	51,066	51,066	0	0	1,704	0	0	0	0	0
GRACE UMC OF DOUGLAS	363,986	100,000	0	0	5,521	5,521	0	0	200	0	0	18	0	69
GREEN VALLEY COMMUNITY CHURCH	4,183,239	1,595,863	0	0	108,036	108,036	0	0	14,358	0	0	0	240	0
HUACHUCA UMC	325,000	27,500	0	0	3,963	3,963	0	0	2,500	0	0	0	0	0
KOREAN UMF	0	0	0	0	10,193	4,000	0	0	0	0	0	0	0	0
MENLO PARK UMC	121,000	0	0	0	1,992	2,054	0	0	1,000	0	0	1	0	2
PATAGONIA COMMUNITY CHURCH	1,250,000	25,000	0	0	11,326	11,326	0	0	4,131	0	600	36	0	143
SAN PEDRO VALLEY UMC	650,000	20,654	0	0	5,862	5,862	0	0	170	0	0	0	0	0
SAN SIMON UMC	64,600	12,098	0	0	942	942	0	0	0	0	0	3	0	13
SANCTUARY UMC	225,000	225,000	0	0	35,443	35,443	0	0	0	0	0	113	0	445
SANTA CLARA UMC	1,400,000	5,000	0	0	0	0	0	0	0	0	0	0	0	0
SANTA CRUZ VALLEY UMC	2,321,615	73,860	1,137,917	0	32,544	32,544	0	0	0	0	0	0	0	0
SIERRA VISTA UMC	4,460,037	490,690	1,499,360	0	79,924	79,924	0	0	3,825	0	0	0	0	0
ST FRANCIS IN THE FOOTHILLS UMC	2,089,675	836,409	0	176,813	90,535	35,178	0	0	1,305	0	0	0	0	0
ST JAMES UMC	1,600,000	190,000	0	0	17,099	17,099	0	0	0	0	0	54	0	215
ST JOHN'S UMC OF TUCSON	659,000	0	0	0	3,232	3,307	0	0	0	0	0	0	400	8
ST MARK'S UMC	4,748,000	736,722	142,691	0	180,426	180,426	0	0	24,641	0	0	0	0	0
ST PAUL'S UMC OF TUCSON	9,000,000	250,000	887,606	240,186	148,481	111,361	0	0	562	0	0	355	0	1,400
TRINITY UMC OF BISBEE	525,000	191,127	0	0	5,610	6,084	0	0	150	0	600	18	0	70
UMC OF THE GOOD SHEPHERD	725,000	47,841	0	0	8,169	8,169	0	0	1,085	0	0	26	0	105
VISTA DE LA MONTAÑA UMC	500,000	0	148,197	0	49,919	49,919	0	0	0	0	0	0	0	0
WILCOX UMC	1,581,510	5,100	277,816	0	27,030	8,572	0	0	810	0	0	0	0	0
<b>Total Conference</b>	<b>352,783,993</b>	<b>46,829,756</b>	<b>22,020,973</b>	<b>1,026,424</b>	<b>6,293,073</b>	<b>5,476,898</b>	<b>0</b>	<b>0</b>	<b>396,422</b>	<b>0</b>	<b>109,887</b>	<b>3,209</b>	<b>6,052</b>	<b>14,165</b>

Church Name	Total amount given directly to UM causes (not sent to AC Treasurer)	Total amount given to non-UM causes (not sent to AC Treasurer)	Human Relations Sunday	One Great Hour of Sharing Sunday	Pace with Justice Sunday	Native American Ministries Sunday	World Communion Sunday	UM Student Day	Total amount paid by the local church for all direct-billed clergy health benefits	Total amount paid in base compensation to the pastor	Total amount paid in base compensation to associate pastors	Total amount paid for housing & associates' accountables for housing	Total amount paid to pastor & associates for any other cash allowances		
	43	44	45.a	45.b	45.c	45.d	45.e	45.f	46	47	48	49	50	51	52
South District															
BOWIE UMC	0	200	0	2	1	1	1	0	0	0	0	0	0	0	0
CATALINA UMC	0	10,000	654	1,949	353	316	548	273	7,577	21,156	31,274	18,900	48,347	2,590	0
CHRIST CHURCH UMC	0	3,971	0	0	0	0	0	0	9,092	14,553	47,986	0	21,949	5,822	0
DESERT SKIES UMC	9,258	106,593	319	435	4	428	0	0	16,971	15,027	53,412	28,114	43,929	9,850	0
DUNCAN UMC	0	0	0	0	0	0	0	0	0	0	8,400	0	0	0	0
EL MESIAS UMC	0	0	5	23	7	5	8	3	0	0	31,811	0	0	0	2,200
FIRST UMC OF BISBEE	0	0	0	3	16	5	4	6	2	0	2,750	0	0	0	0
FIRST UMC OF ELOY	0	0	0	0	0	0	0	0	0	0	13,730	0	0	0	2,500
FIRST UMC OF SAFFORD	0	0	49	243	73	105	88	29	12,281	10,176	43,414	45,744	0	2,872	0
FIRST UMC OF TUCSON	0	0	25	0	0	0	0	0	7,347	11,136	39,516	16,162	17,004	1,742	0
GRACE UMC OF DOUGLAS	0	9	44	13	13	11	16	5	0	0	9,300	0	0	0	0
GREEN VALLEY COMMUNITY CHURCH	10,028	14,839	325	75	209	615	494	0	19,299	19,988	62,393	47,471	26,334	11,923	300
HUACHUCA UMC	0	0	0	0	0	0	0	0	0	0	17,772	0	0	0	0
KOREAN UMF	0	873	0	0	0	0	0	0	1,195	5,473	39,216	0	13,157	0	0
MENLO PARK UMC	0	0	0	1	0	0	1	0	0	0	14,300	0	0	0	0
PATAGONIA COMMUNITY CHURCH	0	0	18	90	27	22	122	119	6,224	10,176	38,299	0	3,600	3,500	0
SAN PEDRO VALLEY UMC	0	0	0	303	0	0	0	0	0	0	20,000	0	0	300	0
SAN SIMON UMC	0	0	1	7	2	2	3	1	0	0	975	0	0	0	0
SANCTUARY UMC	0	0	56	282	85	68	102	34	4,697	6,798	50,251	2,815	21,342	1,278	939
SANTA CLARA UMC	0	0	0	0	0	0	0	0	8,541	36,746	30,353	0	15,000	2,300	0
SANTA CRUZ VALLEY UMC	0	5,676	0	0	0	0	0	0	9,395	11,136	55,528	0	35,347	3,731	2,400
SIERRA VISTA UMC	1,274	6,058	0	0	0	0	0	0	10,400	10,176	55,000	0	16,740	3,595	5,967
ST FRANCIS IN THE FOOTHILLS UMC	0	33,174	0	0	0	0	0	0	10,400	10,176	55,000	0	25,000	4,795	0
ST JAMES UMC	0	7,056	27	146	41	33	50	16	7,148	7,632	38,413	0	16,615	4,081	0
ST JOHN'S UMC OF TUCSON	430	920	0	26	0	0	0	0	0	0	12,500	0	0	0	0
ST MARK'S UMC	8,133	59,127	0	1,000	0	0	0	0	19,467	10,176	73,981	36,991	38,682	10,683	7,785
ST PAUL'S UMC OF TUCSON	10,595	12,540	177	887	266	213	320	107	15,516	26,724	67,100	19,855	32,500	9,341	0
TRINITY UMC OF BISBEE	638	2,934	9	45	13	11	16	5	1,463	0	8,990	0	6,217	0	0
UMC OF THE GOOD SHEPHERD	100	8,983	13	65	20	16	23	8	2,923	0	18,038	0	4,041	3,400	5,988
VISTA DE LA MONTAÑA UMC	0	9,500	0	0	0	0	0	0	4,803	6,798	48,682	0	26,301	5,212	1,154
WILLCOX UMC	0	0	0	0	0	0	0	0	7,903	11,136	49,363	0	0	0	0
Total Conference	632,310	1,047,745	6,327	44,503	7,331	8,561	13,194	5,000	902,714	1,221,958	5,007,494	871,751	2,482,012	410,678	134,238

Church Name	53	54	55	56	57	58	59	60	61	62.a	62.b	62.c	62.d	62.e	62.f
	Total amount paid in salary and benefits for Deacons	Total amount paid in salary and benefits for Ministers	Total amount paid in salary and benefits for all other church staff	Total amount spent for church program expenses	Total amount spent for local church operating expenses	Total amount paid for principal and interest on indebtedness	Total amount paid on capital expenditures for buildings, improvements & equipment	TOTAL AMOUNT PAID BY THE LOCAL CHURCH ON ALL EXPENDITURES	Number of households giving to the local church	Amount received through pledges	Amount received from non-pledging, but identified givers	Amount received from unidentified givers	Amount received from interest and dividends	Amount received through sale of Church Assets	Amount received through building contributions, and rentals
<b>South District</b>															
BOWIE UMC	0	0	0	797	8,388	0	1,046	10,733	13	6,312	0	119	118	0	5,577
CATALINA UMC	0	0	368,375	40,857	126,660	0	12,660	851,100	410	529,777	195,718	12,480	0	0	23,448
CHRIST CHURCH UMC	0	0	190,937	21,446	92,331	0	0	503,063	252	306,918	100,787	8,245	7,181	0	18,915
DESERT SKIES UMC	0	0	115,344	36,738	58,124	0	3,050	593,792	240	365,546	88,514	5,345	260	0	0
DUNCAN UMC	0	0	0	0	0	0	0	8,726	6	0	11,809	0	0	0	6,000
EL MESIAS UMC	0	0	0	0	6,915	0	0	46,000	22	1,000	19,433	6,520	0	0	0
FIRST UMC OF BISBEE	0	0	160	550	8,090	0	2,300	15,889	3	0	4,218	2,000	0	0	0
FIRST UMC OF ELOY	0	0	0	0	11,286	0	0	31,529	28	0	20,282	1,235	3	0	6,600
FIRST UMC OF SAFFORD	0	0	32,345	10,795	47,296	0	32,171	269,431	168	134,809	60,519	3,406	57	0	2,821
FIRST UMC OF TUCSON	0	0	118,221	639	103,887	0	0	368,449	138	130,000	63,000	7,140	0	0	149,540
GRACE UMC OF DOUGLAS	0	0	0	0	23,770	0	0	38,977	18	0	21,805	200	25	0	10,700
GREEN VALLEY COMMUNITY CHURCH	0	0	259,737	17,661	51,596	0	0	665,921	399	424,494	118,921	25,681	9,650	0	9,152
HUACHUCA UMC	0	0	3,180	0	13,250	0	9,598	50,263	22	0	36,189	788	40	0	0
KOREAN UMF	0	0	7,800	1,634	13,661	0	0	87,009	62	63,339	8,651	5,899	0	0	0
MENLO PARK UMC	0	0	0	0	0	0	0	17,359	20	0	33,023	1,148	0	0	0
PATAGONIA COMMUNITY CHURCH	0	0	7,937	5,734	19,330	0	0	111,434	50	46,243	30,829	5,027	0	0	0
ST PEDRO VALLEY UMC	0	0	4,734	1,047	18,671	0	0	51,087	33	10,438	53,828	2,610	0	0	0
SAN SIMON UMC	0	0	0	45	3,219	0	0	5,213	7	0	4,803	0	0	0	0
SANCTUARY UMC	0	0	59,818	12,097	28,141	0	79,816	304,620	228	0	300,082	12,318	0	0	0
SANTA CLARA UMC	0	0	8,384	3,300	37,936	1,300	0	104,966	10	0	14,358	0	5	0	5,140
SANTA CRUZ VALLEY UMC	0	0	61,607	6,710	44,682	86,655	968	319,214	172	243,305	50,296	7,839	12	0	2,576
SIERRA VISTA UMC	0	0	183,157	33,919	114,477	106,227	13,327	644,549	438	302,340	216,060	15,130	44	0	23,424
ST FRANCIS IN THE FOOTHILLS UMC	0	0	161,214	31,105	103,434	7,681	77,449	555,911	338	343,289	23,678	27,266	0	0	48,863
ST JAMES UMC	0	0	22,807	2,213	31,701	0	26,817	182,164	51	0	67,763	3,251	157	0	46,935
ST JOHN'S UMC OF TUCSON	0	0	1,800	0	13,866	0	0	33,257	16	0	28,319	0	0	0	0
ST MARK'S UMC	0	0	407,682	32,286	150,753	12,264	110,684	1,184,761	716	833,920	221,823	22,742	293	0	21,220
ST PAUL'S UMC OF TUCSON	0	0	212,994	13,365	192,996	151,944	0	881,118	426	611,586	102,592	35,488	3,200	0	23,124
TRINITY UMC OF BISBEE	0	0	44,750	7,396	18,456	0	2,195	100,060	25	0	39,758	0	0	0	1,959
UMC OF THE GOOD SHEPHERD	0	0	0	2,483	15,365	0	7,417	78,268	61	0	71,731	1,470	49	0	1,520
VISTA DE LA MONTANA UMC	0	0	90,155	7,845	74,782	96,655	0	421,806	255	355,000	83,000	8,900	12	0	2,289
WILCOX UMC	0	0	33,487	6,069	27,515	0	0	144,855	130	153,106	4,720	0	519	0	892
<b>Total Conference</b>	<b>289,361</b>	<b>4,000</b>	<b>10,413,669</b>	<b>1,655,889</b>	<b>8,742,231</b>	<b>3,764,268</b>	<b>2,168,692</b>	<b>45,840,559</b>	<b>25,149</b>	<b>25,024,844</b>	<b>10,000,241</b>	<b>1,170,508</b>	<b>152,687</b>	<b>16,275</b>	<b>2,000,334</b>

Church Name	62.g	62	63.a	63.b	63.c	63.d	63	64.a	64.b	64.c	64
<b>South District</b>											
BOWIE UMC	0	12,126	0	0	0	0	0	0	0	0	0
CATALINA UMC	73,169	834,592	0	10,050	28,644	5,601	44,295	0	0	5,000	5,000
CHRIST CHURCH UM	57,483	499,529	0	235	0	0	235	0	0	0	0
DESERT SKIES UMC	0	459,665	240	40,053	113,356	9,288	162,937	0	0	0	0
DUNCAN UMC	0	17,809	0	0	0	0	0	0	0	0	0
EL MESIAS UMC	1,960	28,933	0	1,000	0	0	1,000	12,150	2,000	0	14,150
FIRST UMC OF BISBEE	0	6,218	0	0	0	0	0	5,500	0	0	5,500
FIRST UMC OF ELOY	0	28,120	0	50	0	389	439	4,216	0	0	4,216
FIRST UMC OF SAFFORD	50,165	251,777	30,000	40,000	0	15,346	85,346	0	0	0	0
FIRST UMC OF TUCSON	21,480	371,160	0	0	0	0	0	0	0	0	0
GRACE UMC OF DOUGLAS	0	32,730	0	0	0	0	0	0	0	0	0
GREEN VALLEY COMMUNITY CHURCH	30,286	618,184	840	69,480	0	15,195	85,515	0	0	0	0
HUACHUCA UMC	1,743	38,760	0	0	500	200	700	6,000	0	6,600	12,600
KOREAN UMF	3,909	81,798	0	475	1,040	2,991	4,506	17,418	0	0	17,418
MENLO PARK UMC	1,134	35,305	0	0	0	0	0	0	0	0	0
PATAGONIA COMMUNITY CHURCH	0	82,099	0	0	0	0	0	8,000	0	0	8,000
SAN PEDRO VALLEY UMC	0	66,876	0	0	0	0	0	0	0	0	0
SAN SIMON UMC	0	4,803	0	0	2,000	0	2,000	0	0	0	0
SANCTUARY UMC	0	312,400	80,071	0	0	0	80,071	0	0	0	0
SANTA CLARA UMC	633	20,136	0	0	0	0	0	43,186	0	0	43,186
SANTA CRUZ VALLEY UMC	5,675	309,703	0	0	0	5,676	5,676	0	0	0	0
SIERRA VISTA UMC	36,353	593,351	0	18,909	0	9,685	28,594	0	12,000	0	12,000
ST FRANCIS IN THE FOOTHILLS UMC	55,843	508,939	339,092	0	5,135	0	344,227	0	0	0	0
ST JAMES UMC	11,020	129,126	3,443	1,410	4,250	196	9,299	0	0	27,500	27,500
ST JOHN'S UMC OF TUCSON	350	28,669	0	0	2,000	0	2,000	0	0	0	0
ST MARK'S UMC	0	1,099,998	14,734	117,529	15,263	37,026	184,552	0	0	0	0
ST PAUL'S UMC OF TUCSON	0	775,990	4,930	4,890	0	0	9,820	0	0	0	0
TRINITY UMC OF BISBEE	0	41,717	0	1,309	0	1,413	2,722	0	0	0	0
UMC OF THE GOOD SHEPHERD	3,003	77,773	7,410	200	10,803	8,339	26,752	0	0	0	0
VISTA DE LA MONTAÑA UMC	0	449,201	0	5,700	0	800	6,500	0	0	0	0
WILLCOX UMC	0	159,237	12,000	300	0	4,000	16,300	0	0	0	0
<b>Total Conference</b>	<b>1,352,228</b>	<b>39,717,117</b>	<b>3,513,860</b>	<b>835,814</b>	<b>1,424,079</b>	<b>1,518,951</b>	<b>7,292,704</b>	<b>416,967</b>	<b>159,965</b>	<b>115,195</b>	<b>692,127</b>