The Mission Support Leadership Team has been instrumental in helping organize our center and to establish center responsibilities along with pursuing objectives and plans for the Center as a whole and for helping each staff person more fully understand and live-out their relationship to the vision and mission of the Annual Conference and its connection to the larger global church. This has been accomplished around a spirit of collaboration and collegiality that has resulted in a more cohesive approach to ministry.

We have focused our ministry through the areas of:
1. Risk Taking Mission and Service;
2. Intentional Faith Development;
3. Engaging in Ministry with the Poor; and,

The Center for Mission Support serves as a resource to equip people and local congregations to make disciples for Jesus Christ for the transformation of the world to the glory of God.

In many ways, the past five years have been spent investing in building relationships with our churches AND helping them see that when we say, “We are from the Conference and we are here to help!” we mean it. Our whole mission as a conference staff is to “energize and equip local churches.”

Obviously, we do that in a variety of ways: with information about education, training, leadership development, with providing resources (both print, digitally and with persons), and a variety of other ways. It has been wonderful to see how our churches have responded to this new found partnership for ministry as we have witnessed the results in ways our churches are engaging in mission, ministry with children and youth, connectional mission and learning opportunities with more depth than we have seen in the past.

In 2016-17, the Center staff and leadership team has collaborated to further the work at the district and local church levels. As you will read in the reports that follow, we have worked hard to provide effective training, partnering, resourcing, and avenues for reaching out to, and building relationships with, individuals and communities both locally and internationally, in witness to the Gospel of Jesus Christ which addresses the whole person in body, mind, and spirit and offers redemption and acceptance into the family of God regardless of a person’s status in life or in the community.

This witness has been seen within the development of ministries of justice, including immigration and other social reform, community development, disaster recovery, compassion, advocacy, presence, proclamation, and care for the sick, the prisoner, the hungry and thirsty, the stranger, and those without adequate shelter, clothing, jobs, education, and access to public and social benefits. In this way, the Center seeks to invite, empower, and support the missional life of every
pastor, lay person, and congregation as vital to what it means to be a Christian in this world both in our own local communities and around the world, so that all come to a saving knowledge of Jesus Christ and participate in God’s abundance for all people and all of creation.

In 2017-18 we will continue our focus of connecting, resourcing and partnering with agencies, individuals and churches to more adequately offer the redemptive love of Jesus Christ. We will make it our laser focus to use the WIG as outlined by the Core Team as our single-minded mission and find effective and efficient ways to engage with our local churches to take the next step in providing those in their mission field not just a “hand out” but helping them give a “hand up”.

In other words, offering resources to our local churches that will help them:
1. Assess the ministries they currently have and determining what need they meet;
2. Evaluating the current programming to see how current ministries could be adapted/expanded to be more relational than emergency relief; and,
3. Establishing some models of evaluation to determine progress.

The natural flow would be to look at ways to continue to resource basic needs while beginning to shift ministry resources (both $$ and human) away from emergency relief and toward relationship building and empowerment to working on systemic societal/cultural barriers. There are any number of models of ministry that do this in certain ways depending on the needs they want to address.

Ministry at the final stage or transformational level can only grow out of relational ministries but can be a natural outflow once the church is entrenched in ministry with relationships.

Another focus point for us in 2017-2018 will be in inclusiveness and diversity issues, including cross racial/cross cultural appointments and give churches and pastors in our conference to adjust to the changing demographics of our neighborhoods. We have already met with Erin Hawkins, General Secretary for the General Conference Commission of Religion and Race to begin our work as an Inclusiveness Team.

We invite you to dream with us by answering the following questions…

- How can we help you meet the ministry needs of your community?
- How can we help you connect with other individuals/churches/agencies to reach out?
- How can we partner with you?

We want to hear from you on how we might better serve you to be faithful in making disciples in your local mission field in 2017-18. Send your suggestions and needs to me at randywild@ctcumc.org.

Thank you for your faithfulness in being the church in this time. Below you will find just a sample of the reports from various ministries that relate to the Center for Mission Support and how we have attempted, through partnering
and resourcing, to energize and equip the local church within the bounds of the CTC.

**UNITED METHODIST WOMEN**

**LYNNE GRANSTAFF, CTC UMW PRESIDENT**

“For such a time as this” Central Texas Conference United Methodist Women has devoted time, energy and resources in meeting the needs of women, children and youth in our conference and beyond. At a meeting, I recently attended, the leader said, in reference to the 8 women who met in 1869 on a “dark and stormy night in Boston” to establish what would later become United Methodist Women, “They weren’t just meeting to have tea and cookies.” To which I responded, “And yet they may have enjoyed some!”

It is important to me, as President of Central Texas Conference United Methodist Women (CTC UMW) to challenge our leaders and members to remember and embrace the history of UMW, including the fellowship and fun of teas, bake sales, and pot luck suppers, that help build community and relationships, while continuing to boldly address the social justice issues of today in the same way our forebears have done ever since they first saved their pennies to send Dr. Clara Swain and teacher Isabella Thoburn to India to address social injustice in the education and medical care of women.

To that end, we have been diligent in planning events that challenge our thinking, encourage courageous, thoughtful, and loving action, and nurture our relationships, personal faith and spiritual growth.

Since Annual Conference 2016 those events have included:

- **2016 Annual Conference Luncheon** at Waco Convention center at which we heard stories of human trafficking from a young woman and her mother and were challenged to be vigilant in watching for signs of human trafficking where we live and work.
- **Mission U** (formerly the School of Christian Mission) at Glen Lake Camp where we studied Human Sexuality and the Bible (Spiritual Growth Study), Climate Justice (Issue Study), and Latin America (Geographic Study).
- Our 44th **Leadership Development Event and Annual Autumn Gathering** at Brownwood First United Methodist Church where we focused on being “Stewards of the Earth.” Featured speakers from Wesleyan Homes, Project 44, National UMW, Texas Impact, and the Georgetown UMW Bag Ladies educated us and encouraged us to love and care for our environment. The Bag Ladies shared a mission project using plastic shopping bags to crochet sleeping mats for persons experiencing homelessness. We were delighted by the gift of song from the Aldersgate “Promise Singers.” We also conducted the business of CTC UMW–approving a budget, recognizing our retiring officers, and electing and installing officers for the next 2 years.
- **UCC Act III Christmas Party** at the Bethlehem Center was a fun evening spent with the wonderful teens of the Act III program at United Community Centers, one of our National Mission Institutes. We spent the evening
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eating dinner, playing games and sharing the Christmas story in word and song.

Legislative Event: Methodist women from all over Texas and part of New Mexico met in Austin to set our legislative priorities for 2017. They include: Prioritize Education, Prioritize Health, Prioritize Children and Families, and Prioritize Human Dignity. The complete priority list can be seen at http://ctcumw.org/page/social_action.

Sing-a-Rainbow: the annual CTC UMW Charter for Racial Justice event was held in February at Acton United Methodist Church. Maternal Child Health was the focus of speakers from local, regional and national organizations. They shared startling statistics about the mortality of mothers, infants and children in Texas and the USA. The groups who work to assist expectant mothers, mothers and their children in challenging social and economic circumstances inspired us to get involved locally.

Spiritual Growth Retreat: We gathered at Arrowhead Camp and Retreat Center in Cleburne for 24 hours of spiritual nurture and care. Reverend Debra Crumpton led our study on “Living Water” as we learned how to keep our spiritual buckets full by seeking positivity and avoiding negativity. About 70 ladies attended and during our mission project they crafted, wrote and addressed 180 cards to our CTC missionaries and the 8 National UMW Regional Missionaries.

As leaders of United Methodist Women, my leadership team and I know the importance of participating in leadership training. Since our installation in October 2016, we have attended:

National UMW Leadership Development Days in St. Louis, MO or Tempe, AZ. Seven of us spent time with National UMW leaders learning our leadership roles, discussing how to create new communities for new UMW, and seeking clarity on issues of social justice.

Voices: it was my privilege to attend this event focused on the importance of intentional inclusion of cultures, languages, and ages as we plan UMW events and projects. It was inspiring and encouraging to learn what other Conferences are doing and get ideas for possible future CTC UMW activities.

Task Force on Immigration: Rebecca Lucas, our CTC Social Action Chair, is participating in this important work as a representative of South Central Jurisdiction. The task force had just been established as I prepare this report, and so I will share details in my report for 2018. Please be in prayer for the group.

Program Advisory Group: Deaconess, Megan Hale, ably represents us on the National UMW PGA. Megan brings a delightfully fresh outlook and is doing a superb job as our liaison.

Legacy Fund: Linda Hutchings attended training this year. UMW will be celebrating a milestone 150th birthday in 2019, and to celebrate the event an endowment fund has been established. The fund will ensure that the administrative, leadership development and technology expenses of UMW are paid, allowing mission giving to go directly to missions. Please consider giving a gift in honor of someone you know as we commemorate putting

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“Faith, Hope, and Love into Action on behalf of women, children and youth for 150 years.” [http://www.unitedmethodistwomen.org/150](http://www.unitedmethodistwomen.org/150)

It is a blessing, and my pleasure and privilege to serve with you.

**RISK TAKING MISSION & SERVICE**

**FIVE STAR MISSION AWARDS**

Five Star Mission Awards recognize churches that have done the following:

1. Paid 100% of their Connectional Mission Giving;
2. Made a contribution to a United Methodist Missionary or to a United Methodist Global Church Partnership program;
3. Made a contribution to a United Methodist advance special;
4. Participated in local mission;
5. Offered an on-going program of mission education.

Congratulations to these churches who have completed these foundational steps toward missional involvement for 2016:

**NORTH DISTRICT**

- Acton UMC
- Asbury UMC
- Edge Park UMC
- Godley UMC
- Tolar UMC
- Alliance UMC
- Azle FUMC
- Faith UMC
- Poolville UMC
- University UMC
- Arlington Heights UMC
- Burleson FUMC
- Fort Worth FUMC
- Saginaw UMC
- Weatherford FUMC

**SOUTH DISTRICT**

- Gatesville FUMC
- Harker Heights UMC
- St. Andrew’s UMC, Killeen
- St. Philip’s UMC, Round Rock
- Temple FUMC
- Good News UMC
- Salado UMC
- St. John’s UMC, Georgetown
- Tenth Street UMC
- Wellspring UMC

**EAST DISTRICT**

- Arlington FUMC
- Ennis FUMC
- Grace UMC, Arlington
- Keller UMC
- Smithfield UMC
- St. Luke UMC
- Waxahachie FUMC
- Alvarado FUMC
- Ferris Heights UMC
- Grapevine FUMC
- Mansfield FUMC
- St. Barnabas UMC
- St. Paul UMC
- White’s Chapel UMC
- Colleyville UMC
- Good Shepherd UMC
- Hurst FUMC
- New World UMC
- St. John the Apostle UMC
- Trinity UMC, Arlington

**WEST DISTRICT**

- Ballinger FUMC
- Gordon UMC
- Morgan Mill FUMC
- Olney FUMC
- Breckenridge FUMC
- Graham FUMC
- Newcastle UMC
- Stephenville FUMC
- Cross Plains FUMC
- Hamilton FUMC
- Oakdale UMC

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We are excited to celebrate these 11 First Time Recipients of the Five Star Award:

**NORTH DISTRICT**

Brock UMC  Cahill UMC  Waples UMC

**SOUTH DISTRICT**

Florence UMC  Hutto Discovery UMC  Nolanville UMC

**EAST DISTRICT**

Bedford UMC  Bristol UMC  Handley UMC

**CENTRAL DISTRICT**

Woodway UMC

**MISSIONARY COVENANT RELATIONSHIP AWARDS**

**CENTRAL TEXAS ANNUAL CONFERENCE**

**CALENDAR YEAR 2016**

Congratulations to these fifty-six Central Texas Conference churches who fulfilled their covenant relationship with a United Methodist Global Ministries missionary in 2016, or participated in “In Mission Together”. The covenant relationship commitment is a financial contribution of $2500/year or $5/member/year, whichever is less and an ongoing relationship of prayer and support during the year. The Central Texas Conference’s total missionary giving for 2016 was $92,392.96.

**NORTH DISTRICT**

Acton UMC  Jonathan McCurley
Aledo UMC  Tendai Paul Manyeza
Alliance UMC  Lisa Williams
Arlington Heights UMC  Gaston Ntambo
Brock UMC  Donna Pewo
Cahill UMC  Cindy Ceballos
Edge Park UMC  Cindy Ceballos
Poolville UMC  Donna Pewo

**SOUTH DISTRICT**

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Gatesville FUMC  
Georgetown FUMC  
Grace/Copperas Cove  
Harker Heights UMC  
Killeen FUMC  
Salado UMC  
St. Andrews UMC  
St. John’s/Georgetown  
St. Philip’s/Round Rock  
Wellspring UMC  
Cindy Ceballos  
David Ceballos  
Steve & Suzanne Buchele, Mission Society  
Mutwale Ntambo Wa Mushidi  
David & Cindy Ceballos  
James Williams  
David and Cindy Ceballos  
Gaston & Jeanne Ntambo  
Steve & Suzanne Buchele, Mission Society  

**EAST DISTRICT**

Alvarado FUMC  
Arlington FUMC  
Colleyville FUMC  
Ferris Heights UMC  
Hurst FUMC  
Mansfield FUMC  
New World UMC  
Palmer UMC  
St. Barnabas UMC  
St. Paul UMC  
Trinity UMC  
Waxahachie FUMC  
White’s Chapel UMC  
David Ceballos  
Rukang Chikomb  
Rukang Chikomb  
David & Cindy Ceballos  
Jonathan Baker; David & Cindy Ceballos  
Willie Berman  
Rukang Chikomb  
Willie Berman  
Jeanne Ntambo  
David & Cindy Ceballos  
John Nday and Dieuonne Karihano  
Willie Berman  
Becky Harrell

**WEST DISTRICT**

Breckenridge FUMC  
Cross Plains FUMC  
Gordon UMC  
Hico FUMC  
Lake Brownwood FUMC  
Morgan Mill UMC  
Novice UMC  
Oakdale UMC  
Olney FUMC  
Stephenville FUMC  
William Lovelace  
Cindy Ceballos  
David & Cindy Ceballos  
Mary Escobar  
General Missionary Support  
Donna Pewo  
William Lovelace  
Cindy Ceballos  
Rukang Chikomb  
Gaston Ntambo and Willie Berman

**CENTRAL DISTRICT**

King Memorial UMC  
Koppel UMC  
Thornton UMC  
William Lovelace  
Greg Henneman  
David & Cindy Ceballos

**NEW CHURCH START DISTRICT**

Harvest UMC  
Gaston Ntambo
We also want to acknowledge these churches who made a contribution to a United Methodist missionary at less than the full covenant level in 2016, but have made the first step in connecting with United Methodist global missions:

**CENTRAL DISTRICT**
- Groesbeck UMC
- Line Street UMC
- Mart UMC

**EAST DISTRICT**
- Bedford FUMC
- Ennis FUMC
- St. Stephen’s UMC
- Bristol UMC
- Keller FUMC
- Wesley Ghanaian Community of Faith
- Church of the Good Shepherd
- St. John the Apostle UMC

**NORTH DISTRICT**
- Burleson FUMC
- Saginaw UMC
- Fort Worth First UMC
- University UMC
- Weatherford FUMC

**SOUTH DISTRICT**
- Belton UMC
- Moody-Leon UMC
- Tenth Street UMC
- Discovery UMC
- Nolanville UMC
- Temple FUMC

**WEST DISTRICT**
- Ballinger FUMC
- Graham FUMC
- Newcastle UMC

**DISASTER RESPONSE**

**REV. LARAINA WAUGHTAL, DISASTER RESPONSE COORDINATOR**

Once again 2016 was a busy year with response to storms. Our response was both within The Central Texas Conference and out of conference, serving in these eight different areas:

**Ellis County Tornado**

This event began on December 26, 2015. However, our work continued into 2016. We had a total of 18 Early Response and Emotional & Spiritual Care Teams who led the way, also supervising all the volunteers for the entire response from other organizations.

- 358 volunteers worked 3,615 hours at a value of $79,530,
- 75 Properties were cleaned and all school furniture, etc., was moved to a new building,
- 135 health kits were distributed at a value of $900,
- Tarps were provided at a value of $900,
- Five and Two Food Truck from Arlington Heights UMC delivered 550 meals at a value of $3,850, and
Ovilla UMC housed and managed all donated goods. Our goal is to equip and energize the local churches in leadership and Ovilla did a marvelous job of this during this event.

**Houston**

In April of 2016 heavy flooding hit the city of Houston and our sister Texas Conference. The Central Texas Conference responded by sending 346 cleaning buckets to the conference. The value of this was $22,490.

**West**

In May, 2016, the community of West was hit again. This time, on the same weekend they were hit by straight line winds that toppled trees and damaged roofs, the announcement was made that the Fertilizer Plant explosion of 2013 was not an accident – it was a crime. The Central Texas Conference responded in multiple ways. Some of the original case managers and our Emotional & Spiritual Care Teams responded together to go and visit with the families whose homes we helped recover and rebuild. Family after family welcomed the visits and the opportunity to talk about the effect of this very difficult news. While these teams talked with the families, our Early Response teams tarped roofs and cut up downed trees from the wind sheer that cut through the city. The Mayor was heard to say, “Thank goodness for the Methodists.”

- Six teams responded totaling 35 people,
- The value of all of our teams was $19,404.

**Breckenridge**

In May of 2016 Breckenridge was hit by heavy storms and flooding. Rev. Cal Hoffman and the FUMC Breckenridge church led the way by literally walking the streets and finding people who needed help from the flooding. Church members and other Early Response Teams began the work of helping people recover their home. Most families were able to recover once the initial work was done and FUMC Breckenridge adopted one of the young families in need.

- 5 teams totaling 19 people responded to this disaster,
- The value on the response was $7,392.

**Hood County**

In spring, 2016, storms struck again with flooding in Hood County and again our volunteers have responded. 15 Early Response Teams responded during the clean-up. We are now accepting UMVIM teams to come and help with the repair process.

- Total value of the contribution was $14,168.

**Louisiana**

In August 2016, Louisiana was hit by flooding that was even worse than Katrina due to heavy rains. Our conference responded immediately with a delivery of cleaning buckets and school kits and health kits.

- The value of this delivery was $12,950.

Other churches stepped up with donations, food and furniture. Lakeside UMC, pastor Thomas Q Robbins and hard-working volunteer Eve Hamilton led the way...
facilitating through their church three semi-truck loads containing 33,000 pounds of food to Louisiana that was donated by an agency. Lakeside stepped up and paid for the expense of the delivery truck and the driver. The conference worked as a resource to help Lakeside UMC make this incredible donation happen considering that Baton Rouge Food Bank was flooded in the disaster. While we do not know the exact value on the food the cost of delivery was $10,000.

Alliance UMC was the next to step up with an amazing donation. Pastor Jim McClurg and church member Eric Kountz made this donation happen. Jim and Eric’s company RPM Expedite USA provided the five semi-trucks at a value of $5,200 that transported furniture donated by American Leather with the value of $337,000. These were high end, brand new couches and chairs for flood survivors. The generosity of the churches, church members and companies all working in partnership have helped so many families recover in these unique and amazing ways.

Our work has continued in Corsicana, Ellis and Williamson Counties from disasters of the previous year:

**Navarro County 2015 Two Floods**
14 Early Response and Emotional & Spiritual Care teams responded with 2,235 hours at a value of $49,170. Navarro county is now taking UMVIM teams for the repairs.

**Williamson County 2015 Flood**
- 34 mission teams involving 617 volunteers serving 15,182 hours at a value of $334,004,
- 58 repairs occurred involving 61 households including a total of 209 people in those households,
- $405,936 in money donated for materials, and
- $29,400 in kind donations (i.e.- furniture) totaling $509,916 have been made to date.

There are two more complete home rebuilds remaining to finish the work in this community.

The following information provides a snapshot of our teams providing response to disasters in 2016:

<table>
<thead>
<tr>
<th>Event</th>
<th>Teams</th>
<th>Item</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ellis County Tornado</td>
<td>18</td>
<td>358 People</td>
<td>$85,180</td>
</tr>
<tr>
<td>Houston Floods</td>
<td>1</td>
<td>346 Flood buckets</td>
<td>$22,490</td>
</tr>
<tr>
<td>West Event</td>
<td>6</td>
<td>27 People</td>
<td>$19,404</td>
</tr>
<tr>
<td>Breckenridge</td>
<td>5</td>
<td>19 People</td>
<td>$7,392</td>
</tr>
<tr>
<td>Hood County</td>
<td>15</td>
<td>31 People</td>
<td>$14,168</td>
</tr>
<tr>
<td>Louisiana</td>
<td>All churches</td>
<td>Cleaning, health &amp; school kits</td>
<td>$12,950</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Transportation costs for</td>
<td></td>
</tr>
<tr>
<td>Louisiana</td>
<td>Lakeside UMC</td>
<td>33,000 lbs/food</td>
<td>$10,000</td>
</tr>
<tr>
<td>Louisiana</td>
<td>Alliance UMC</td>
<td>RPM Expedite &amp; American</td>
<td></td>
</tr>
<tr>
<td>Navarro Floods</td>
<td>14</td>
<td>2,234 hours worked</td>
<td>$49,170</td>
</tr>
<tr>
<td>Williamson County Floods</td>
<td>34 (617 vols)</td>
<td>15,182 hours</td>
<td>$334,004</td>
</tr>
</tbody>
</table>
Emergency Response Trainings

In 2016, 78 Emergency Response team members were trained, 30 were re-certified, and 16 Emotional & Spiritual Care Team members were trained.

UMVIM
(United Methodist Volunteers in Mission)
REV. LARAINÉ WAUGHTAL, DISASTER RESPONSE COORDINATOR

Please read the Disaster Response report to see the large number of teams that worked as UMVIM construction teams for the repair/rebuilds across our conference.

In 2014, the CTC began providing insurance for our global VIM teams and in 2015 we were able to provide insurance to our domestic teams. This insurance has made it very affordable for teams to be covered while they are out serving in ministry. International accident/illness insurance is available at $2.67 per day per person while domestic accident insurance is $1 per day per person. If a person has insurance (and most people’s insurance does not cover them overseas) this insurance becomes their secondary insurance picking up what your insurance does not minus your $50 deductible. If you do not have insurance at all this insurance will cover you. All the detailed information is available on our conference website under the missions heading. This insurance has proven to be invaluable to many teams. We hope that all teams will utilize this insurance in the future. 1,563 individuals utilized our domestic insurance and 21 churches utilized our international insurance in 2016. For more information about our insurance, look on the CTC website: http://www.ctcumc.org/missiontripinsurance

To help you understand the difference our UMVIM teams have made we can look in our own backyard to the flooding in Williamson County. 34 mission teams involving 617 volunteers served 15,182 hours at a value of $334,004. Of the 49 church teams reporting, we have had teams serve in five states in the United States including New Mexico, Texas, Mississippi, Louisiana and Arkansas. Internationally, we know of churches serving in 15 countries around the world. These teams involved construction, medical, relational, educational and/or VBS activities. A total of 1598 adults were involved in these projects. This does include numbers from CTC Serve which is in another report.

We held a total of 7 UMVIM Leadership Team trainings in 2016 with 54 people being trained.

The Center for Mission Support sponsored an Older Adult Mission trip to Sager Brown to work on kits for UMCOR. This trip was another successful event. Information about the 2017 trip can be found on the CTC website: http://www.ctcumc.org/missionsites
Oklahoma Indian Missionary Conference – multiple churches and conference teams have partnered with the OIMC to help improve and repair their camps, build wheelchair ramps and covers for the ramps from the weather. Many more teams continue to sign up and build this wonderful relationship. We invite you to go to our conference webpage to receive information on working with the OIMC [http://www.ctcumc.org/missionsites](http://www.ctcumc.org/missionsites).

The Center for Mission Support also sponsored the second annual mission trip designed by young adults for young adults called “Here, There, and Everywhere.” This year a group of 12 young adults from local UM churches and Wesley Foundations went to Waco, TX, where they finished construction on a guest house at the Susannah Wesley house. The group also built a stage platform at the Baylor Wesley Foundation and stayed overnight at Central UMC. Here, There, and Everywhere will be offered again for young adults in January 2018.

We are now accepting VIM teams in Granbury and Corsicana to help with repairs and rebuilds.

### Advance Giving

Central Texas Conference continues to be supporters of mission and ministry all across our global connection as United Methodists making disciples of Jesus Christ for the transformation of the world. Each of the ministries below engages at least one of our areas of focus as United Methodists: engaging in ministry with the poor, improving global health, developing principled Christian leaders, all the while creating new and renewed congregations by creating international partnerships where both sites are renewed through the power of the Holy Spirit.

Below are the top ten advance specials that our conference supports:

<table>
<thead>
<tr>
<th>Ministry</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>UMCOR USA</strong></td>
<td>$98,235.75</td>
</tr>
<tr>
<td><strong>Missionary Support</strong></td>
<td>$92,392.96</td>
</tr>
<tr>
<td><strong>Child Rescue Center – Sierra Leone</strong></td>
<td>$12,905.00</td>
</tr>
<tr>
<td><strong>Healthy Women, Healthy Liberia</strong></td>
<td>$9,800.00</td>
</tr>
</tbody>
</table>

The vision of the Child Rescue Center is to see every child in Sierra Leone, particularly girls, remain in school, free from any danger of exploitation from forced child labor and trafficking as well as foster leadership within them to become the future leaders of Sierra Leone.

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The vision of Healthy Women, Healthy Liberia is to transform communities using community based healthcare models for medical and dental care through education and services, especially to women and children following Liberia’s devastating civil war.

**UMCOR Global**

$8,554.94

The UMCOR Global fund provides immediate assistance for disasters around the world whenever they happen.

**Maua Methodist Hospital**

$6,525.00

The vision of Maua Methodist Hospital is to save the lives of hundreds of critically ill inpatients unable to pay for their healthcare in Kenya.

**Imagine No Malaria**

$4,821.11

The vision is to achieve 20% reduction in malaria morbidity and mortality in the targeted communities over a five-year period. To date, Imagine No Malaria has raised over $12 million to fight the disease.

**AIDS Orphan Projects/HIV AIDS**

$3,887.55

These funds resource HIV/AIDS related ministries across the globe.

**Ghana Water Project**

$3,000.00

The vision of the Ghana Water Project is to help Ghana achieve universal coverage for water and sanitation by providing safe reliable drinking water and sanitation facilities for the people of Ghana.

**ZOE**

$2,610.00

The vision of Zoe is to empower the most vulnerable of God's children physically, psychologically, and spiritually.

**Remaining Projects**

$11,612.02

**Total CTC Advance Giving for 2016**

$229,794.33

While the Central Texas Conference supports ministries around the world through our prayers, presence and service on mission trips, and sharing of stories about the ministries, we recognize the competition for our resources. In 2016, giving to Advance Specials was down $204,163 and giving to support the missionaries who daily live out their call in these ministry sites was down $31,562. As your church considers the best way to live out your calling to the world, consider how you might be renewed and energized for ministry through partnering with an advance special or missionary. Essentially, if each person in worship gave $6 more per year, which is the average price of a fast food combo meal, we can make up the difference in 2017. Contact Rev. Molly K. Simpson for more information or support getting started.
The 2016-2017 year has been a great one for the Conference Youth Ministry. Youth Workers from across our conference have been committed to not only their local church Youth Ministry, but also to supporting one another. Over the course of the year, Youth Workers have participated in the Youth Worker Sabbath, Youth Worker gatherings and Accountability Groups.

Youth Worker Sabbath, held at Stillwater Lodge in Glen Rose provided a time for Youth Workers to recharge after busy summers of mission trips, spiritual retreats, and more. Our theme was “Joy” and our facilitator was the Galloway UMC Director of Youth Ministry, Joe Woolsey. Youth Worker gatherings were held across the conference. These informal gatherings provide a time of brainstorming and ministry support. Youth Worker Accountability Groups were held in the northern and southern parts of our conference. Youth Workers attended these meetings for an intentional time of accountability and continuing education. Our conference is truly blessed by dedicated, caring and devoted Youth Workers who strive every day to follow the mission of our UMC and make disciples of Jesus Christ for the transformation of the world.

Our Conference Youth Ministry leadership teams worked incredibly hard in the 2016-2017 year. We saw an increase in our participation and church representation. Below you will see reports from two our leaders: our CCYM President, Taylor Vaughan, and one of our CTCYM Advisory Task Force Team Members, Kylie Williams. Taylor is serving her third year on CCYM, and her second year as President. Taylor is a senior in high school and attends FUMC Grapevine. Kylie Williams is serving her third year on the ATFT. She is a freshman at Texas A&M and a member at FUMC Mineral Wells.

The Central Texas Conference Council on Youth Ministries (CCYM) is a conference wide group of youth leaders that are dedicated to growing the faith of the youth in the Central Texas Conference.

Over the past year, our CCYM team has grown; we are now a team of 40 youth and adults. Throughout the 2017-2018 year CCYM met once every 3 months to plan events and grow in not only our faith but also strengthen our leadership qualities. Each year, one of our biggest responsibilities is the planning and organizing of our conference wide youth spiritual retreat, Mid-Winter. Mid-Winter takes place at Glen Lake Camp in Glen Rose, TX during two separate weekends in February. At Mid-Winter participants get an opportunity to worship and serve the Lord, and also play games and interact with youth and adults from different churches. The theme of Mid-Winter 2017 was “Embark. Explore. Engage.” In the
morning and evenings, we spent time in worship with music from Bus Seven and messages from Reverend Jarrod Johnston. Our small group curriculum was written by Reverend Margret Fields. Through small groups and Reverend Johnston’s messages we explored how we each can look to the disciples in the Bible to carry out our Christian duty as present day disciples. Also, at our second weekend, during Sunday morning closing worship, we had a special guest join us for communion. Bishop Lowry came and worshipped with us and consecrated communion. As the CCYM President, I was asked to help serve communion with Bishop Lowry. Being the age I am, it was quite a huge honor to get to serve alongside such a prestigious figure in our United Methodist Church. All of the attendees of this Mid-Winter were in complete amazement and very grateful that Bishop was able to speak and serve with us. At the end of these two incredible weekends we had over 500 participants collectively and had 38 churches in attendance.

This year, we added a new event called Unite. Youth groups gathered for a one day event at Glen Lake Camp in an effort to focus on and further experience the community of the United Methodist Church. Churches had the opportunity to come and play games, do different activities around camp and build invaluable relationships with neighboring churches within our conference. We had 27 churches in total attendance and over 300 participants. We absolutely cannot wait to continue growing our relationships as the Church and serving God with our whole hearts.

Likewise, this year we have started a continued to grow a program that we focused on last year, called Youth Service Fund. We have assigned two youth co-chairs that are responsible for finding ways to raise funds for YSF. This year we felt called to continue to support Threads of Hope. This organization, in the Philippines, helps residents earn a living wage by weaving beautiful bracelets that we purchase and sell as a fundraiser. Half of the proceeds go to help these impoverished families and the other half goes to support YSF. In addition, we sold concessions during free time activities at Mid-Winter and Central Texas Conference hats. The hats were a huge hit and I encourage you all to buy one! This year, we will be accepting applications for YSF grants to support local church youth ministry within Central Texas Conference. A limited number will be awarded for the year of 2018.

CCYM as a group really blew everything out of the water this year and I could not be more proud of each and every one of our team members. We enjoy meeting and working together with one common focus. We have youth ranging from 8th-12th grade and adults that work alongside us to bring new ideas and lots of fun to our meetings. Many of our youth hold officer positions such as vice president, secretary and many others. Of course, we could not do this if it were not for our amazing adults who have taught us what it means to be a true faithful follower and lover of Jesus Christ. As I previously stated, this fantastic group continues to grow and exceed all expectations. We spent more time than ever this year training and building each other up as leaders. As a group, we continue to encourage one another to spread the love of God and break out of our comfort zones to reach all people in the way that Jesus would have. We cannot wait to see where our next adventure will take us.
A note to Central Texas Conference:

As this year comes to a close and my time on CCYM begins to wind down, I would like to personally say thank you. Thank you for continuing to support your local youth groups in the United Methodist Church and for graciously loving on us. I would not be the woman I am today without the leadership opportunities and invaluable relationships CTC has blessed me with, and for that I am forever grateful to each and every one of you. I am able to rest in the knowledge that as I move forward to Auburn University in the fall, I will always have a home in this Conference. Thank you for being so passionate for the Lord and for teaching me what radiant love can do in this ever changing world. Be blessed.

Report from the CTCYM Advisory Task Force

T. J. WILKINS, ADVISORY TASK FORCE MEMBER

It is a sensational time to be a part of the Advisory Task Force Team. Last year, CTCYM 2016 had over 1400 participants from 64 different churches. We are very excited about CTCYM 2017! It has been incredible to see our plans come together as we prepare to head to Oklahoma and the Central Texas Conference this summer. Our theme “Choose 2B” reminds us that no matter where we are on our spiritual journey we have been empowered with the fruit of the Spirit. That power can have a positive and everlasting impact not only on our personal relationship with God, but also on the people and communities around us. The week’s messages will be centered around choosing to be Christ-like with a focus on the Fruit of the Spirit. We have received an enormous amount of enthusiasm from the communities we will be serving this summer, and we are very eager to connect with their members and hopefully impact their lives as much as they will impact ours. This year we have partnered with fifteen generous churches in Oklahoma and four within the Central Texas Conference that will serve as Living Centers. Once again, we are anticipating about 1500 participants.

The CTCYM Advisory Task Force Team, ATFT, is responsible for the overall coordination of the mission experience. In the past three years, I have served, the amount of youth involvement within the team has increased. I currently serve on the team as a young adult and it is encouraging to see the growing youth participants making the decision to get involved, express their opinion and take leadership roles on sub-committees and worship. I believe this involvement will help the team stay relevant in the ever-changing world of youth. The team has worked diligently preparing for 2017, and we have already begun planning for 2018 and 2019. In June of 2018 we will be serving the State of New Mexico for the first time, and in July of 2018 we will be serving South East Texas (along I-45 and Hwy 6). We have received great anticipation and open arms from the communities and churches in New Mexico regarding the decision to serve there, and are looking forward to expanding our mission opportunities to a neighboring state. We are excited about our theme for 2018 and cannot wait to unveil it at our 2017 closing worships.
ENGAGING IN MINISTRY WITH THE POOR
Local Church Partnerships

One of the primary ways the Center for Mission Support resources local church outreach ministry is through the Ministry Partnership Grants. These are one-time resourcing opportunities to help local churches start new ministries which reach out into their communities in new ways. The application process requires a leadership team within the local church for the ministry as well as a plan for sustainability for subsequent years. In 2016, we were privileged to award $10,145 to CTC churches for partnerships through CTC Serve and $16,500 in other grants including these new mission initiatives:

- Weatherford FUMC “Difference Makers” children’s mission ministry
- Keller UMC’s partnership with Texas Community Partner Initiative
- Troy UMC’s Backpack extension to additional school
- St. Stephen’s UMC’s health and wellness ministry
- Wesley Chapel UMC’s after-school ministry
- Wesley Chapel UMC’s food pantry ministry

Mission Leader Reading Groups

Connecting and resourcing local church mission leaders continues to be a priority of The Center for Mission Support. One of the primary ways we served our churches this year was through the facilitation of regional reading and discussion groups for local church pastors/mission leaders. Thanks to these four churches who offered gracious hospitality to our reading groups: Temple FUMC, Crowley FUMC, DeLeon FUMC, and Central UMC, Waco and to several church leaders who shared their particular experiences of working with these resources. Together, our mission leaders read and discussed these resources:

- The Hole in Our Gospel by Richard Stearns
- What Every Church Member Should Know About Poverty by Bill Ehlig and Ruby Payne
- When Helping Hurts by Stephen Corbett and Brian Fikkert
- Change the World by Mike Slaughter

CTC Serve

On September 11, 2016, many churches went past the walls of their building to serve within their communities with an emphasis on hunger and food insecurity. Almost 2,000 people served in some capacity, having put in over 2,000 total hours. These churches spent $13,000 on their outreach projects and over 12,000 meals or weekend bags were prepared. In addition, the Center for Mission Support provided over $10,000 in grant support to CTC churches for this day, enabling them to reach into their communities and build relationships with the grace of Jesus Christ. Most importantly, however, read a few of the stories from the day to fully grasp the impact made on both the communities and congregations:
Dido United Methodist Church

After worship, the church came together in the Fellowship Hall to put together the snack sacks. We gathered around for instructions and explanations of what the snack packs were for and why. As we put together the sacks, we sang praise songs, talked, laughed, and had a wonderful time. We prayed over the snack sacks when we were done and put them in our pantry for delivery to the elementary school later. As a result of this event we have gotten to know the elementary school counselor, set up a time to serve lunch for the teachers of the school so we can tell the teachers we want to help with more than just snack packs, four people have signed up to be mentors/tutors, and we are going to help with Christmas for families in need at the school.

Hutto Discovery UMC

We met early on the Friday evening, Sept 9, and delivered pre-printed bags for food collection to a neighborhood near our church. We advertised ahead of time through the neighborhood's Facebook page, letting them know who we were, that we were coming, and what our objective was. On Sunday, Sept 11, we met in the early evening and returned to the neighborhood to collect the bags. The neighborhood was very responsive, glad to help, and appreciative of our efforts. We collected just shy of 1000 pounds of food, which was donated to Hutto Community Food Pantry.

Meadowbrook UMC

On CTC Serve Day, several churches and civic organizations came together to provide produce for Eastside Ministries, a local food pantry and clothes closet. Recently, the pantry had lost its produce partner and we wanted to supplement what produce they were buying. More and more churches got on board as we talked about Veggie-Palooza. On the day of the event, representatives from 3 of the 5 churches were present as we loaded and unloaded several vehicles worth of produce. We decorated a truck with posters and balloons and drove from Meadowbrook, east on Lancaster Ave., to Eastside Ministries. The parade of cars got attention! Overall, we learned that hunger cannot always be visually diagnosed and that our churches are in an area of great need. There are simple things that we can do to alleviate hunger in our neighborhoods. Together, we collected over 1300 pounds of produce to benefit our neighbors. Glory to God!

Genesis UMC and Christ UMC

Hunger ministry leaders explained to the volunteers about the need of the some children in the Crowley ISD who needed food over the weekend. The Snack Sacks they would be packaging would help provide some nutritious food for the children and their siblings to take over the weekend would be distributed by the school counselors. There was great team work between these two churches partnering together for the project. They all had a great time and want to join in doing other projects together for the community.
Breckenridge FUMC

A team of adults and youth met at the community garden where we built 4 raised beds in order to make the garden easier for adults to use and increase our efficiency. We had an enjoyable event and the youth learned some good skills and gardening information. It was hot that day, but we kept everyone hydrated. We enjoy the opportunity it provides to help our community and challenge us to stay involved in outreach to those in need.

Thank you to all the churches and volunteers who participated in CTC Serve. Be encouraged and know that you are truly embodying God’s call to seek justice in the world. We pray that you continue to grow relationships and serve with the people of your communities not just one day during the year but every day throughout the life of your congregation.

Watch the CTC website for more information about CTC Serve 2017 scheduled for September 10, 2017.

PROJECT TRANSFORMATION CENTRAL TEXAS

JULIE HARDING, EXECUTIVE DIRECTOR

This past year the leaders of Project Transformation have been creating the foundation of a new ministry by building relationships with people and churches from across the conference. Partner churches are coming together to support the development of young adult leaders, the enrichment of underserved children, and strengthening site churches in changing neighborhoods.

To enable all of this to happen, we have hired an executive director and a program director who together have over 14 years of experience with Project Transformation. Texas Wesleyan University has been a key partner in this initiative and graciously renovated an office space in Polytechnic UMC. In addition, the 24 interns will move into OC Hall at TWU the last week of May, and volunteers will bring dinner nightly to the fellowship hall in Polytechnic UMC.

This summer we are excited to have three program sites at FUMC Bedford, Meadowbrook UMC, and University UMC. Church leaders are preparing to welcome eight interns to run the program and up to 80 children at each site. We have also hired two house pastors who will live with the interns to plan and facilitate the community living experience including daily devotionals, & weekly worship.

At the time of this printing, we are recruiting partner churches who will support intern salaries, provide meals and resource Project Transformation in many other ways. We look forward to recognizing our Partner Churches at Annual Conference.

In addition, we are thankful for these Project Transformation Leadership Team Members who have served faithfully during this year:

- Rev. Dara Austin - Associate Pastor for Faithworks Missions & Outreach, White’s Chapel UMC
- Buz Barlow - Chairman, Jabez Capital/Ventures

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The conference, districts, churches, individuals, and foundations have been extremely generous with their financial contributions. As of this printing, we have raised over $180,000 to support our first summer’s program. If you would like to learn more about how to partner with Project Transformation, look for one of the interns in their green polo shirts at opening worship where they will be commissioned into service.

INTENTIONAL FAITH DEVELOPMENT
REV. AMBER MASSINGILL, ASSOCIATE DIRECTOR FOR FAITH FORMATION

MINISTRY SAFE
Children’s Ministry Coaching

“Time for Children” is a three-year coaching program for Children’s ministry leaders provided in partnership between the Central Texas Conference and Rev. Dr. Leanne Hadley through a grant from the Texas Methodist Foundation. The goal of the coaching is to energize and equip congregations to develop a vision and resources for children’s ministry beyond Sunday school lessons; to help hurting children and families; and to enable children to be a vital part of the church’s mission in the world. The coaching provided by Dr. Hadley equips children’s leaders to implement spiritual formation practices in their children’s ministry. Twenty-One Central Texas Conference churches are entering the second year of the year of this program. They include:

Aleldo UMC  Arborlawn UMC  Arlington FUMC
Arlington Heights UMC  Azle FUMC  Colleyville FUMC

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Confirmation Celebration

Confirmation classes from around the conference came together on April 22nd, 2017 at FUMC Killeen to learn how to be live out their Confirmation vows with their Prayers, Presence, Gifts, Service, and Witness. Thank you to the breakout leaders who lead workshops in these five areas of Christian commitment, to our worship leaders- the youth praise band from Methodist Children’s Home, and especially to Bishop Mike Lowry for his wisdom and blessing upon the Confirmands.

Kids Bible Camp

The Central Texas Conference partnered again with Glen Lake Camp to bring together over 100 third, fourth, and fifth graders for Bible Camp. The purpose of Bible Camp is to ignite a passion for reading scripture in our young people. This year’s theme was “Sowing Seeds” with featured speaker, Nancy Worcester. Each student received a journal to use in their daily scripture reading when they returned home. Kids’ Bible Camp will be held at Glen Lake on September 15-16, 2017.

Young Adults

Engaging young adults in Service and Witness through their local church was a prominent theme in 2016. To encourage young adults and those who work with youth and young adults to attend the Evangelism Summit ’16 held at White’s Chapel UMC, the Central Texas Conference offered a free dinner and discussion event with Rev. Olu Brown at the end of the day. Around 40 pastors, youth directors, and young adult leaders attended the dinner and discussion, and were encouraged to hear more of Rev. Brown’s personal story and wisdom on engaging young people in the ministry and mission of the church.

The Central Texas Conference sponsored the second annual mission trip designed by young adults for young adults called “Here, There, and Everywhere.” This year a group of 12 young adults from local UM churches and Wesley Foundations went to Waco, TX, where they finished construction on a guest house at the Susannah Wesley house. The group also build a stage platform at the Baylor Wesley Foundation and stayed overnight at Central UMC. Here, There, and Everywhere will be offered again for young adults in January 2018.

Ministry Safe

Since 2015 when MinistrySafe was adopted as our Conference-wide abuse prevention system, there has been overwhelming success in congregations implementing MinistrySafe. Although the initial set up and transition was
challenging for many congregations, the vast majority of churches have persevered to understand the system, overcome resistance to the changes, and now have a good foundation of MinistrySafe operating in their ministries.

During this process, most congregations have relied upon the pastor and/or children and youth staff to lead the compliance process. Each church has a **Safety System Administrator (SSA)** who maintains the online dashboard and often facilitates the compliance process for volunteers and staff. In 2016, the MinistrySafe Oversight Committee requested that MinistrySafe SSA be added to the Charge Conference list of “Local Church Leaders” so that now we can communicate directly through the Conference database console to those leaders responsible for MinistrySafe. Currently, the console holds 226 names of SSAs in our Conference.

However, the burden is not on the SSA alone. At this point, every congregation should also have a **Safety Committee**, as per the CTC MinistrySafe policy, which helps makes decisions on how to implement the policy, monitors local ministries, and addresses safety violations and concerns. For our smallest churches, many Pastors are serving as the SSA as well as facilitating the compliance process for their volunteers. In these cases, a Safety Committee is essential for maintaining accountability and sharing responsibility between the pastor and laity.

At first, MinistrySafe seemed confined to children and youth ministries within the walls of the church. Now, local **Mission and Outreach teams** are also seeing the need for MinistrySafe certification as they interact with the community and represent the United Methodist Church in the streets of their neighborhoods. Churches are asking their mission and outreach volunteers to be MinistrySafe compliant.

The CTC MinistrySafe Oversight Committee monitors compliance in several CTC programs including:

- Conference Council on Youth Ministries (CCYM) and its annual Mid-Winter retreat
- Central Texas Youth in Mission projects (CTCYM) and its Advisory Task Force
- Children’s Bible Camp and Confirmation Celebration
- Chrysalis
- Project Transformation
- Emergency Response Teams (ERT), UMVIM leader training, Emotional/Spiritual Care training

All adults- laity and clergy- who attend any of the CTC-sponsored programs listed above must submit a compliance form before attending the event.

In an effort to model best practices, **the CTC Cabinet** members have completed the 5 Safety Steps required for individual MinistrySafe compliance. Our hope is that the District Superintendents and their Assistants will be able to encourage Pastors who have not yet completed MinistrySafe themselves or congregations in their District who have not yet engaged the program.

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The MinistrySafe Oversight Committee is aware that some churches are not utilizing all 5 Safety Steps when training volunteers. Some churches merely run a criminal background check and require the video training, leaving out all or part of the screening process (application, interview, references). The Oversight Committee is also aware that some churches have self-reported on their Charge Conference forms that the church is “non-compliant” with CTC MinistrySafe expectations.

From the perspective of the Oversight Committee, **full compliance** for a local church would look like this:

- Has in place an SSA who is different from the Pastor (although the Pastor can be one of two SSAs)
- Has a functioning Safety Committee which monitors church ministries and programs
- Follows all 5 safety steps with volunteers and staff: Video Training, Safety Application, Interview, References, Criminal Background Check
- Utilizes their MinistrySafe dashboard with up-to-date information, as well as a secure and confidential paper trail
- Implements the CTC MinistrySafe policy for programs with children, youth, and vulnerable adults

The MinistrySafe Oversight Committee will continue to monitor Conference-sponsored programs ensuring they remain in compliance with the criteria listed above. Beyond that work, the Committee’s main goals for the next two years are:

1. To encourage all CTC clergy to become MinistrySafe compliant through their local church (or through the district or conference office when necessary).
2. To strengthen local Safety Committees
   a. through specialized workshops for those church leaders/staff
   b. by increasing awareness of the role of Safety Committees among Pastors and local Trustee committees.

### Looking Ahead in 2017

**ENGAGE MISSION CONFERENCE**  
October 6-7, 2017  
FUMC Temple

The purpose of Engage is to energize and equip local churches to make disciples of Jesus Christ for the transformation of the world by empowering local church mission leaders. The plenary and breakout sessions are designed to encourage clergy and lay mission leaders to rethink and reframe missions as ministry that provides opportunities for transformation through relationships. The Friday night worship and learning session is central to the event and will set the framework for everything participants will experience in Saturday’s sessions - See more at: [http://www.ctcumc.org/engage#sthash.yA3QEulV.dpuf](http://www.ctcumc.org/engage#sthash.yA3QEulV.dpuf)

GLEN LAKE CAMP & RETREAT CENTER
NATALIE DAVIDSON, EXECUTIVE DIRECTOR

Glen Lake Camp is continuing to make disciples of Jesus Christ for the transformation of the world. The full-time staff at Glen Lake utilized the end of 2016 to reflect on our ministry goals and truly consider how the ministry of Glen Lake fulfills its mission. The team of directors worked to create a vision and core values to fulfill our ultimate mission. 1 Peter 4:8-11 has inspired our work and vision for our ministry.

Above all, love each other deeply, because love covers over a multitude of sins. Offer hospitality to one another without grumbling. Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms. If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. To him, be the glory and the power for ever and ever. Amen. 1 Peter 4:8-11

Our vision is to create an environment where authentic relationships are formed. Our core values are to love deeply, serve graciously, and host intentionally. We are challenged by the scripture in 1 Peter and hope to serve our guests in a way in which we reflect and point to Christ. As we serve the Central Texas Conference and other guests, we hope they will recognize the new environment we are creating. We are also taking these core values and vision into account when we make decisions regarding facility maintenance and design. With the mission, vision, and core values as our foundation, we are daily tackling the work of camp and retreat ministries.

As we train the staff and prepare for summer camp, we are excited to welcome two new members to the team. Kim Fair joined our staff in February. Kim has experience in camping from the East Ohio Conference of the United Methodist Church. Kim is hiring and training the summer staff for the 2017 Summer Camp season. Kim is originally from Australia and came to the United States for a summer camp internship through an international camping program. Kim brings experience in programming and administration.

Our second new staff member is Andrew Templeman. Andrew is from the West Ohio Conference of the United Methodist Church. Andrew served multiple summers at a conference camp in west Ohio and has filled the role of Recreation Manager at Glen Lake with Daran Miller’s changing roles to Development Director.
The Glen Lake Board of Directors have guided the ministry of Glen Lake this year with their attention to financial planning, ministry evaluation, and immediate and imminent plans. The Glen Lake Board of Directors and staff are excited to host retreat groups and prepare for summer campers. We have reached and exceeded our goals for the past two summers in camper attendance. We are thankful to the CTCUMC for helping us get the word out about summer camp. We are continually looking for opportunities to serve our conference and connect with churches and their members. Glen Lake continues to be a ministry of the Central Texas Conference of the United Methodist Church and we desire to serve its members and help connect new campers to their local UM churches.

Please join us as we prepare for the 2017 Summer Camp season and our coming year of serving guests. We would love to get you plugged into volunteer opportunities at Glen Lake and would appreciate your prayers as we focus on our mission to make disciples of Jesus Christ.

Thank you for reviewing our report and we look forward to serving you soon!

Please review the Still Water Lodge Taskforce Report for an update on Glen Lake Camp Board of Directors’ request for review of the ministry of Still Water Lodge.

COMMISSION ON ARCHIVES & HISTORY
ED KOMANDOSKY, CHAIRMAN

This past year (2016) saw a concentrated effort to finish out, complete, furnish and move archives and historical items in possession of the CTC to the new facility in Arlington. This effort culminated with a dedication ceremony presided over by Bishop Lowry on Nov. 5, 2016.

As this quadrennium ended, new leadership for the Archives and History Commission was put in place. Rev. Robyn Young was elected chair and Russell Keelin was chosen secretary for the next four years.

The Archives and History Commission will continue to promote the goal of local churches collecting and preserving photos, books, newspapers and other items of historical significance. We will also encourage more churches to seek historical markers as appropriate and to train more local church historians.

CENTRAL TEXAS CONFERENCE ARCHIVIST
CALVIN SCOTT, ARCHIVIST

This year the Central Texas Archives held our open house. After the open house, I was able to return to the normalcy of working the archives. One of my major goals this year is to scan the West Texas Conference Journals from 1939 to 1970, and make them available online. To accomplish this I may need to work with the other conferences or the jurisdiction so I can get a complete run of the journals. This year I have answered over 25 archive requests, and I am still doing my regular job of appraising and cataloging materials for the archives. I also wanted to congratulate Jean Traster for receiving Ministry of Memory Award from the
Central Texas Conference Journal 2017

Historical Society of the United Methodist Church. The Central Texas Conference and South Central Jurisdiction would not be the archival institution we are today without Jean’s numerous contributions.

I would also like to let our churches know a few of the vital records they need to keep. One of the most requested and least available record is baptism records. Baptism records have always been highly requested, but most churches do not keep a decent copy of those records. Membership records should also always be kept. This is important to keep in mind as many membership records are kept and managed by computer databases and physical copies are no longer kept. It is important that those records are kept permanently whether that be electronically or physically. There are other records that are also important to keep like committee, board, Property and deed records, and others, that are very useful for our archives to have.

**ANNUAL CONFERENCE ORGANIZATION & ADMINISTRATION**

**2018 Central Texas Conference Budget**

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<th>I. GENERAL CONFERENCE</th>
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**TOTAL CONNECTIONAL MINISTRY GIVING BUDGET**

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1. The budget increase from 2016 to 2018 is 4.18%.

~ 260 ~
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<td>2. Center Events/Recruitment/Training</td>
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<td>3. Five Day Academy for Spiritual Formation</td>
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### Central Texas Conference Journal 2017

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<td>b. Board of Pensions</td>
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<td>c. Board of Trustees</td>
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<td></td>
<td>d. CF&amp;A</td>
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<td>e. Equitable Compensation</td>
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<td>f. Personnel Committee/Rules Committee</td>
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| VI. | AC ORGANIZATION/ADMINISTRATION | 3,790,265–3,807,585 |
| A. | Cabinet | 1,370,217–1,407,696 |
| | 1. DS Compensation and Benefits | 777,261–799,560 |
| | 2. Executive Director Compensation and Benefits | 592,956–608,136 |
| B. | Connectional Resources | 1,526,968–1,498,596 |
| | 1. Conference Claimants (pre-82 Pension Liability) | 500,000–500,000 |
| | 2. Equitable Compensation/Interim Pastoral Support | 75,000–60,000 |
| | 3. Clergy Moving Expense | 90,000–90,000 |
| | 4. Retiree Health Benefits | 150,000–150,000 |
| | 5. Chancellor | 35,000–30,000 |
| | 6. General/Jurisdictional Delegates | 15,000–15,000 |
| | 7. Journal | 5,000–5,000 |
| | 8. Annual Conference | 90,000–90,000 |
| | 9. Episcopal Residence/Office | 50,000–50,000 |
| | 10. Service Center Operations | 364,020–354,000 |
| | a. Audit | 20,000–22,000 |
| | b. Building and Grounds | 28,900–27,600 |
| | c. Insurance | 80,000–66,000 |
| | d. Office Equipment/Supplies/Maintenance | 27,700–27,700 |
| | e. Utilities/Telephone | 84,420–87,200 |
| | f. Copier/Postage Meter Lease/Expenses | 23,000–23,500 |
| | g. Equity | 100,000–100,000 |
| | 11. Glen Lake Camp Debt Service | 98,000–98,000 |
| | 12. Sustentation Fund (As per ¶ 626 2012 BOD) | 54,948–56,596 |

| C. | District Support | 893,080–901,293 |
| | 1. Central | 178,590–178,590 |
| | 2. East | 203,042–209,261 |
| | 3. North | 179,730–175,350 |
| | 4. South | 178,031–190,000 |
| | 5. West | 153,687–148,092 |

<table>
<thead>
<tr>
<th>Connectional Mission Giving Shares Allocated to Churches</th>
<th>$10,523,395–$10,597,069</th>
</tr>
</thead>
</table>

| $ Increase (Decrease) | $351,431–$73,674 |
| % Increase (Decrease) | 3.45%–0.70% |

**ADJUSTMENT – Previously collected CMG in Relocation Funds**

| (6) | -351,431–-100,000 |

| 2017 Connectional Mission Giving Shares Allocated to Churches | $10,171,964–$10,497,069 |

(*) The detail lines in the budgets are informational spending guidelines only, and do not represent any contractual support obligation.

**NOTES TO 2018 BUDGET**

1. As churches choose to close the conference becomes the owner of the property. The utilities, maintenance, insurance and other costs associated with the new conference property continues to go up.
2. Digitizing archival records, and additional utility costs of separate facility space.
3. This money is earmarked to provide adequate funding for the liabilities associated with our various clergy benefits (Health & Pension). Currently this funding is earmarked for our Retiree Health Liability. The latest ~ 263 ~
valuation audit found us with funding for 36% of our $5,500,000 liability. We have reduced the asking amount for this fund over the last 4 years by $500,000. As the last of these benefit liabilities becomes adequately funded we will further reduce this amount.

4. By action of the 2012 Annual Conference and beginning with the 2013 budget we annually deposit $100,000 into our Wespath Building Equity Fund (balance 13/31/16 = $425,867). The intent of the fund is to allow the conference to have a substantial amount of money secured for whatever the needs of the conference in its next phase of growth.

5. By action of the 2007 Annual Conference and in adherence with ¶ 626 of the 2012 Book of Discipline a sustentation fund was established as part of the benefit program through the Annual Conference Board of Pension and Health Benefits. The fund is to provide resources and temporary financial assistance to clergy and to assist local congregations in times of clergy transition. The funds are underwritten with an amount of .25% of the total Annual Conference plan compensation collected from CTC churches through the connectional ministry budget. You may find further information in “Report” 1 in the Conference Board of Pension and Health Benefits Report.


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<th>2014 - 2018 BUDGET COMPARISONS</th>
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<td>Center for Leadership</td>
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<tr>
<td>Center for Evangelism and Church Growth</td>
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<tr>
<td>Center for Mission Support</td>
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<tr>
<td>Organization and Administration</td>
</tr>
<tr>
<td>Total Connectional Ministry Giving Budget</td>
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| Dollar Change from Previous Year | 31,884  | 208,032  | 175,774  | 351,431  | 73,674  |
| Percent Change from Previous Year | 0.33   | 2.13     | 1.76     | 3.45     | 0.67    |
### 2010 - 2016 END OF YEAR FUNDS REPORT

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<td>435,552</td>
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<tr>
<td>Contingency Fund</td>
<td>35,284</td>
<td>52,701</td>
<td>52,701</td>
<td>52,701</td>
<td>52,701</td>
<td>11,304</td>
<td>50,000</td>
</tr>
<tr>
<td>Equity Fund **</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>100,000</td>
<td>200,000</td>
<td>300,000</td>
<td>400,000</td>
</tr>
<tr>
<td>Permanent Reserve ***</td>
<td>648,312</td>
<td>545,927</td>
<td>539,414</td>
<td>549,993</td>
<td>561,597</td>
<td>565,490</td>
<td>718,121</td>
</tr>
<tr>
<td><strong>TOTAL RESERVES</strong></td>
<td>619,143</td>
<td>682,519</td>
<td>792,432</td>
<td>1,138,246</td>
<td>1,463,368</td>
<td>1,662,738</td>
<td>1,765,370</td>
</tr>
</tbody>
</table>

* Provides operational cash flow, particularly in the first quarter. Three years of above average CMG payout (2012-2014) has increased this amount substantially. At the end of 2016, $150,000 was transferred from Budget Reserve to Permanent, and $38,695.51 was transferred from Budget Reserve to restore Contingency Fund (CFA Report #3).

** The Annual Conference voted that beginning with the 2013 budget we were to put $100,000 annually into an equity fund. The intent of the fund is to allow the conference to have a substantial amount of money secured for whatever the needs of the conference in its next phase of growth.

*** Annual Conference goal for Permanent Reserve is 10% of budget or approximately $1,000,000.

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**COUNCIL ON FINANCE & ADMINISTRATION (CF&A)**

**GARY SULT, CHAIRPERSON**

GSULT@BMY-CPA.COM

**REPORT NO. 1**

The churches of the Central Texas Conference are to be congratulated on another excellent payout on Connectional Mission Giving (CMG) shares (a.k.a. apportionments)! Even with all the financial challenges we have faced as a nation, in our annual conference and congregations, the churches of the Central Texas Conference had the following total payout percentages:

- **2012** 93.14%
- **2013** 98.01%
- **2014** 96.26%
- **2015** 96.65%
- **2016** 95.55%

Once again 2016 proved the continued financial faithfulness of the people in Central Texas churches. This marvelous percentage of giving shows the strength, vitality and pride of the churches of the Central Texas Conference!

In addition to the above-average CMG, our churches also gave over $133,654 to Special Day offerings, $229,794 to missionaries and advance special projects, and $117,185 to other ministries to help others.

The CTC churches contributed a total of $9,725,097 for CMG while 259 churches (10 of these churches did not pay out last year) out of 285 churches, over 91%, paid 100% of their share amounts in full. For a full listing of each local church and
their percentage paid you may log on to the conference web site www.ctcumc.org and highlight finance and click the link to Connectional Mission Giving.

This District connectional giving percentage results can be seen in the chart below.

- New Church 100.00% Rev. Gary Lindley, District Superintendent
- South 97.63% Dr. Clifton Howard, District Superintendent
- North 96.49% Rev. Mike Ramsdell, District Superintendent
- West 95.71% Rev. Lisa Neslony, District Superintendent
- Central 94.63% Rev. Leah Hidde-Gregory, District Superintendent
- East 94.36% Dr. Bob Holloway, District Superintendent

We commend all of the pastors and churches in the CTC for your faithfulness!!! We are especially aware that several pastors and churches truly went the extra mile to achieve these results and we are deeply grateful to all who made extraordinary efforts. We are also vividly aware that all these percentages, numbers and amounts while fun to measure, they don’t tell the whole story nor even the most important part of the story...for they are merely a form of measuring, truly what can’t be fully measured except by God....... our mission and ministry, the lives touched and transformed and the potential to touch even more lives during 2016.

The CFA continues to expect 100% payout of our connectional obligations and urges every church to take seriously the recommended ten-month payout plan in which 10% of the annual CMG amount is remitted monthly. Without doubt, making monthly payments beginning in January or February is an important step in paying your connectional mission opportunities in full.

¶622 of the 2016 Book of Discipline states that the Board of Pension and Health Benefits amounts, the Episcopal Fund, the District Superintendents Fund, and Equitable Compensation are apportioned funds which are to be paid on the same schedule as the pastors’ base compensation is paid. The Cabinet joins the Council in reminding each church to adhere to this mandate monthly.

The Council, the Executive Director of Mission Support and the Conference Comptroller/Treasurer are making special efforts to provide the information conference leaders and members expect in a more open and transparent way. The Council takes seriously its fiduciary responsibility and is working with conference leaders to insure the continued faithful and effective stewardship of all conference funds. Log on to the Conference web site www.ctcumc.org and highlight the Finance tab and click on the “Connectional Mission Giving” (CMG) tab for the most current information.

1. Compensation for the District Superintendents and Executive Center Directors is determined by the following formulas:
   a. Salary: The District Superintendents and Executive Directors’ salaries will be adjusted annually by the percentage change in the CTC Conference Average Compensation (CAC) formula calculated by the General Board of Pension and Health Benefits (GBOPHB). The 2018 salary will be
$133,212.

b. Housing Allowance: At the District Superintendent and Executive Director level, the formula will be 20% of salary rounded to the nearest thousand. The percentage will be reviewed every four years. The next review will be in 2020. The Housing Allowance for 2018 will be $27,000.

2. There may be amounts set to provide for the District Superintendents’ and Executive Directors’ expense for conference meetings and additional ministerial expenses in an accountable reimbursement plan, the district superintendent’s portion of the conference health benefits plan premium, for an amount requested by each district superintendent or executive director to be excluded from salary and added to the district (or conference) contribution toward housing allowance, and each district superintendent and executive director’s salary. The line item amount for each of these is to be determined in consultation with and approved by the Council on Finance and Administration. It is required that the accountable reimbursement plan for the district superintendent and executive director’s expense for conference meetings and additional ministerial expenses be established in accordance with Sec. 62 of the Internal Revenue Code (IRC). Also, any Housing Expense Set-aside, as desired by each district superintendent or executive director shall be established in accordance with Sec. 107 of the IRC in like manner. Further, the cost of the Clergy Retirement Security Program, billed directly to the conference, will be an apportionment. An additional amount for voucher, reimbursed expenses related to each executive director’s office is also a part of the respective council’s or commission’s budget.

3. The district committees on finance are authorized to prepare budgets for presentation to the district stewards. An amount up to 10% of the support and compensation for the district superintendent may be included in the district budget to defray the utility costs of the district parsonage. In addition, an amount up to 10% of the support and compensation may be included in the district budget for the purpose of voucher reimbursement of travel and business-related expenses. District budgets shall not include a discretionary fund, but may include a District Operations Expense item. The district budget shall be submitted to the Annual Conference Council on Finance and Administration for approval each year. The district stewards are authorized to apportion a Connectional Contingency Fund to be used for paying in full at the district level apportioned items, which may fall short within the respective district. The Connectional Contingency Fund will be administered at the district level in the same manner as the District Work Fund. It is understood that if a portion of the Connectional Contingency Fund is not used in any given year, it will remain in the fund and future connectional mission giving funds will be reduced. Any adjustments for unusual local church situations will be made in the CMG of the Connectional Contingency Fund only. All other necessary funds will be distributed to every local church on the basis of the decimal.

4. At the end of each fiscal year unexpended unrestricted operation/budget funds, less the amount needed to cover deficits in conference budget
accounts, shall be transferred into the operating reserve and an accounting of all operating reserve funds shall be made at each Annual Conference.

5. Each year the use of the unspent Contingency Fund shall be reviewed by the Council on Finance and Administration and the Bishop to decide if any amount should be used for Conference, Jurisdictional and General Church apportionments before going into the Operating Reserve.

REPORT NO. 2
SPECIAL SUNDAYS

1. General Conference created six unique Special Sundays to help congregations work with communities, rebuild shattered lives, strengthen self-sufficiency, encourage partnerships, nurture Native American ministries, model peace and justice, provide scholarships and loans for United Methodist students, and much more. “Be generous,” Ecclesiastes 11:1-2 (The Message) advises. “Invest in acts of charity. Charity yields high returns... Be a blessing to others.” God has blessed us, and through church-wide Special Sundays we can pass on those blessings to others. The Conference Council on Finance and Administration approves and recommends the following Special Sunday offerings be taken in all local churches of the Central Texas Conference on, near or at a date designated by the local church in 2018:

<table>
<thead>
<tr>
<th>Special Sunday</th>
<th>Date</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Relations Day</td>
<td>January 14</td>
<td>(Sunday prior to Dr. MLK observance)</td>
</tr>
<tr>
<td>UMCOR Sunday (formerly One Great Hour</td>
<td>March 11</td>
<td>(4th Sunday in Lent)</td>
</tr>
<tr>
<td>of Sharing)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Native American Ministries Sunday</td>
<td>April 15</td>
<td>(3rd Sunday of Easter)</td>
</tr>
<tr>
<td>Peace with Justice Sunday</td>
<td>May 27</td>
<td>(1st Sunday after Pentecost)</td>
</tr>
<tr>
<td>World Wide Communion</td>
<td>October 7</td>
<td>(1st Sunday in October)</td>
</tr>
<tr>
<td>United Methodist Student Day</td>
<td>November 25</td>
<td>(Last Sunday of November)</td>
</tr>
</tbody>
</table>

In addition, the ministries listed below are geographically in or are related to the Central Texas Conference for which an offering has been approved. Once again the dates that are listed are suggestions for 2018.

- Church Growth and Development        February
- Golden Cross (1st Sunday)            May 6
- Wesleyan Home (Mother’s Day)         May 13
- Annual Conference Special Offering   June
- Lydia Patterson Institute             July
- Christian Education Sunday (2nd Sunday) September 9
- Thanksgiving Offering                November
- Methodist Mission Home (1st Sunday)   November 4
- The Methodist Children’s Home, Waco  December

For information on any of these special offerings you are encouraged to go to our web site www.ctcumc.org and highlight finance and click the link to “Special Sundays” tab.
2. The three Conference Ministry Centers and District Superintendents shall have prepared in writing and submitted to the Council on Finance and Administration their budgets for the ensuing year by the date set by the Council on Finance and Administration. Requests will not be considered if received after the due date unless an extension has been requested and approved.

3. An amount equal to 50% of the General/Jurisdictional Conference per diem or reimbursement for actual expenses above the per diem, whichever is less, shall be paid to each lay and clergy delegate. The first and second lay and first and second clergy alternate delegates to General Conference (first two lay and first two clergy elected as Jurisdictional Conference delegates) shall additionally be reimbursed up to an amount not to exceed 50% of the General Conference per diem plus reasonable transportation reimbursement. The first Reserve elected to Jurisdictional Conference shall receive a total reimbursement not to exceed 150% of the Jurisdictional Conference per diem plus reasonable transportation expenses. Other delegation expenses and the expenses of other elected delegates not previously specified may be paid based on the availability of funds in consultation between the head of the delegation and CFA.

4. The Executive Director of the Center for Mission Support is authorized to:
   a. Consolidate the various funds of the Annual Conference and of the agencies into one or more bank accounts.
   b. Write all checks for the agencies of the conference upon requisition by authorized officers of the agency and in keeping with approved conference budget. The Treasurer is also authorized to transmit to the authorized treasurers all other funds that are raised by the local churches in response to General, Jurisdictional and Annual Conference askings that have been approved by the appropriate body.
   c. The conference treasurer, after the close of the fiscal year, shall transfer from the accounts of all boards, commissions, and other agencies of the conference into the operating reserve all unexpended balances of the annual appropriations for the year just closed (excepting only items specifically exempted by CFA) making allowances for all outstanding checks. This procedure is recommended with the understanding that the Executive Director for Mission Support will honor the requisitions for all necessary expenses of the new fiscal year within the limits of the appropriations.
   d. Invest the funds of the conference in government securities and federally insured depositories up to and not exceeding insurability, and/or with the Texas Methodist Foundation and to borrow on and dispose of investments at, or prior to, maturity, and to deposit the proceeds from these investments in accounts of the conference under the guidance of the Council on Finance and Administration.

Deposit funds for specifically designated purposes in federally insured depositories up to and not exceeding insurability, and/or with the Texas
Methodist Foundation under the joint control of the Central Treasury (Conference Council on Finance and Administration) and the agency concerned, with the approval of the Executive Committee of the Conference Council on Finance and Administration.

**REPORT NO. 3**

**RESERVE FUNDS**

In order to establish a better system of accountability, the Council on Finance and Administration, following action of the 1991 Annual Conference, implemented the following management procedures for reserve funds beginning 1/1/92:

1. The operating reserve is no longer treated as a contingency fund but as a cash flow fund.
2. A separate contingency fund has been set up to cover unbudgeted expenses with accounting of these expenditures to be made to the Annual Conference.
3. A contingency fund of $50,000 has been established from the operating reserve.
4. The contingency fund will be replenished at the beginning of each year by the interest earnings on both the contingency fund and the operating reserve. Any interest earnings over and above that necessary to replenish the contingency fund to a balance of $50,000 will go into the operating reserve.
5. The goal is a permanent operating reserve fund of 10% of the current budget to be used strictly for cash flow.
6. The operating reserve will be replenished by funds unused by the conference at the end of the year.
7. The authority for the administration of these funds rests with the Council on Finance and Administration pursuant to the Book of Discipline of The United Methodist Church and the Guiding Principles and Best Practices of the Central Texas Conference.

**CONTINGENCY FUND POLICY**

1. Expenditures will be made from the Contingency Fund under one of two circumstances:
   a. Unforeseen circumstances, unpredicted, unplanned for, emergency situations that could not have been foreseen by reasonable people and reasonable committees.
   b. Failure of expected income to support a budgeted expenditure.
2. The conference treasurer may authorize up to $250; the CFA executive committee may authorize up to $5,000 either in meeting or by phone; those over $5,000 must be authorized by the full board either in meeting (in person or email) or by phone.
3. No disbursement will be made without the authorization signature of either the conference treasurer or the chair of CFA.
REPORT NO. 4
MILEAGE REIMBURSEMENT

The accountable mileage reimbursement for conference staff shall be the IRS rate. All others shall be reimbursed at 25 cents per mile for one to six persons in a car, and 35 cents per mile when seven or more members ride in the same car for necessary travel on conference business. Due to the fluctuation of gasoline prices, the CFA is authorized to change the mileage rate between sessions of the Annual Conference if deemed necessary. This reimbursement rate will be effective at the close of this Annual Conference.

REPORT NO. 5
ACCOUNTABILITY

The Council on Finance and Administration, through the Executive Director of the Center for Mission Support, shall monitor monies received through the apportioned funds and keep those Boards and Agencies receiving funds from the conference advised of possible shortfalls to enable them to adjust their expenses where at all possible in order for expenditures not to exceed actual income for the year. CFA will seek to work with Boards and Agencies to allow the maximum funding of ministries and programs without creating a deficit situation in the Conference Budget.

REPORT NO. 6
NEXT YEAR BUDGET

At Annual Conference, CFA will present a budget which is comprised of the major ministry components of the Conference. When the Conference approves the budget, it will be voting on the figures of those components and the composite total. If occasion arises to meet unforeseen and unusual expenses, or to provide for emerging ministries that could not be known at the time of budget preparation, a request may be made to CFA for approval to shift monies from one major ministry component to another major ministry component of the budget. In faithfulness to the Financial Best Practices this procedure will not be used simply because a ministry area anticipates some funds will not be spent.

REPORT NO. 7
CHURCH INCORPORATION RECOMMENDED

In these days when churches are more vulnerable to being sued than they were in the past, and for a far wider list of causes, it is imperative that each local church be incorporated. Failing to be incorporated puts each of the members of the church in jeopardy. In addition to being incorporated each church must review its property and liability insurance coverage with consideration for areas of liability not only between church staff and members or guests, and not only between the church as an entity and whomever might happen upon the premises, but also for the area of liability of employer versus employee.
REPORT NO. 8
NEWMILY CHARTERED CHURCH CMG

Each newly chartered church shall be apportioned 25% of what would be its connectional mission giving, under Annual Conference Financial Procedures point C., for its first year after records are available, 50% its second year, 75% its third year and 100% its fourth year and thereafter.

REPORT NO. 9
CONFERENCE TREASURER

We recommend David Stinson for election as our Conference Treasurer.

REPORT NO. 10
AUDITOR FOR THE CONFERENCE TREASURY

We recommend Rylander, Clay & Opitz, LLP as the auditing firm for the Conference Treasury.

REPORT NO. 11
CTC PLEDGE TO LYDIA PATTERSON INSTITUTE (LPI)

For over 100 years LPI has responded to the need to provide a quality education for Hispanic students in the El Paso region. It is a bilingual, cross-cultural academic education for underprivileged students who might otherwise not attend high school or have an opportunity for higher education. The program, offering grades 9-12, is fully accredited. The academic standards are strictly enforced and students are challenged to pursue academic excellence.

- 99% of students meet the federal poverty guidelines.
- 98% of LPI students enroll in a higher education institution.
- Last year the 76 LPI graduates were awarded over $1.6 million in scholarships from UM schools.

In 2014, LPI expanded the educational opportunities for students and implemented a fully accredited 7th and 8th grade Middle School with concentration on ESL and asked various annual conferences for help. The Central Texas Conference was one of the very first conferences to pledge to sponsor a cluster of four (4) ESL classrooms within the new middle school wing with a donation of $300,000. This gift would allow LPI to further the mission of preparing young men and women with a rigorous college preparatory education while being nurtured in Christian values.

If you'll remember the action taken at the 2014 Annual Conference was…” that the Central Texas Conference pledge $300,000 to the “Second 100 Year” Capital funds campaign to sponsor a cluster of four (4) ESL classrooms within the new Middles School wing at Lydia Patterson Institute in El Paso.”

Dr. Scott Youngblood will lead our conference capital funds campaign task force to help ensure that LPI continues to be one of the nation’s most unique multi-cultural...
educational institutions that help to prepare young men and women with a rigorous college preparatory education, while being nurtured in Christian values. If you would like to serve in this effort, please contact Dr. Youngblood or Mavis in the Conference Center for Mission Support.

REPORT NO. 12
ONE APPORTIONED FUND

In the local church mission and ministry is best funded with a unified budget. Similarly, the Conference office has tried to more efficiently fund its mission and ministry budget by reducing the number of apportioned funds. In 2012 the number of apportioned funds was reduced from twenty-two to three. Directed by the vote of the 2014 annual conference, the number of apportioned funds was further reduced from three (General Church, Jurisdiction, and Conference) to one (Connectional Mission Giving [CMG]). The move to one fund proved to be successful and achieved its purpose of further simplifying the process of accounting for remittances from our local churches, and gave greater flexibility to the Conference in the timing of support for the connectional mission of the Conference budget.

COMMISSION ON EQUITABLE COMPENSATION & CLERGY BENEFITS
LARA WHITLEY FRANKLIN, CHAIRPERSON
LARAWHITLEY@GMAIL.COM

REPORT NO. 1

The commission has met as needed and has carried out its responsibilities of overseeing the Minimum Compensation program for the Annual Conference with its primary purpose focused on assisting local churches in moving from part-time to full-time pastoral positions. The Equitable Compensation Funds are meant to be used as transitional funds and are not to be considered long-term subsidies. We intend to keep working with local churches, district superintendents, and the cabinet to set time frames and benchmarks to help a church move from part-time to full-time. This transition can usually be accomplished by a three-year commitment. To continue to receive Equitable Compensation funds a transitional church shall pay 100% of their connectional mission giving shares. The commission is therefore willing to not only provide financial assistance, but also provide educational assistance to help all equitable compensation entities with the tools and help to rise above the minimum compensation levels for their clergy.

The Central Texas Conference also has a history of supporting missional churches where full-time pastors may need to be appointed for special purposes for which the congregation is unable to pay a full-time salary. In these missional cases, continued effective communication is essential with the pastor, congregation, District Superintendent, and Executive Center Directors of the CTC to ensure these congregations continue to be effective in reaching others,
transforming lives, and sharing the gospel of Jesus Christ in the identified mission field.

The commission seeks to be responsible to the churches of the Annual Conference in not requesting more than is needed and at the same time to provide adequately for the program. We also realize the balancing act between the need to raise the minimum salary for our clergy while at the same time respecting the financial constraints among our churches that produce the need for equitable compensation in the first place. Therefore, the past several years we have continued to research the correlation between higher minimum salaries and more effective pastorates. What our research continues to show is that there seemed to be no correlation between higher salaries and more effective pastorates. In fact, almost the opposite was true…the more effective pastorates were those who were placed in missional settings at less than full-time who were fully invested in the community and in effect many times coming from the community themselves. And in an unexpected yet related finding, the higher the minimum salary the lower the average conference salary as more churches tend to migrate toward the minimum. We continue to monitor our minimum salary recommendation annually.

We recommend that the Equitable Compensation levels for all categories of supplements be the amounts in the categories from the chart below for 2017. Additionally, we recommend that the 2017 budget for Equitable Compensation be $75,000.00 in Salary Compensation/Interim Pastoral Support, and $90,000 in the Moving Expense Fund.

The Equitable Compensation Commission of the Central Texas Conference will offer to participate with those churches receiving equitable compensation in obtaining workers’ compensation insurance for lay and clergy employees through the Conference-wide insurance program, up to $250.00 per policy.

**REPORT NO. 2**

**EQUITABLE COMPENSATION FUND**

There shall be a program of equitable compensation support in the Central Texas Conference under the management of the Commission on Equitable Compensation and Clergy Benefits. This program shall be patterned after ¶625 of the 2016 *Book of Discipline*. Based on these guidelines, the following paragraphs shall compose the operating procedure for the Equitable Compensation Program for all the clergy members of the conference members in full connection, associate members and provisional members of the Central Texas Conference serving full time for 2017-2018 conference year.

1. A prerequisite for consideration of salary supplements from the Equitable Compensation Fund shall be the filing with the Commission of a written application (Form EQ1/2018) by the District Superintendent each January 1 or anytime an appointment change occurs in an Equitable Compensation appointment. The District Superintendent shall certify classification of the clergy and the salary (using Pastoral Support & Compensation Worksheet figures) set by the charge.

2. Salary grants shall be made for a calendar year with payments made
monthly. In cases of appointment changes at or between Annual Conference sessions, the District Superintendent shall file a written request with the Commission. Approved supplements shall then be paid on a pro-rata basis for the part of the year actually served.

3. A church/charge is eligible to receive equitable compensation benefits for a maximum of three (3) years; a one year extension may be granted by the Cabinet if the charge exhibits progress and potential.

4. The following conditions must be met by the pastoral charge before it can become eligible for consideration to receive supplements from the Equitable Compensation Fund:
   a) The pastoral charge shall have conducted a stewardship campaign for the local budget of each of its churches during the previous calendar year. This shall be an every member campaign. The Commission will assist in such a campaign upon written request from the charge pastor or district superintendent.
   b) All connectional mission giving (CMG) items shall have been paid in full by the local church for the previous calendar year.
   c) The charge must have at least 100 members.

In unusual situations, the Commission on Equitable Compensation and Clergy Benefits may waive any or all of these conditions.

5. The Commission on Equitable Compensation and Clergy Benefits will pay any amount up to 1/4 of the minimum salary set by the Annual Conference for each applicant according to his/her ministerial classification. If any exception under paragraph 3 or 4 is sought, the request must be endorsed by a 2/3 vote of the Cabinet before it can be considered by the Commission.

6. Recognizing the growing strain on our smaller churches in providing a full-time clergy that even at minimum equitable compensation the total cost to a local church can run up to $65,000 annually, we recommended no change in the minimum equitable compensation for 2018.

1 - 1 - 2018
Elder in Full Connection -- $41,148
   a. Provisional member (1992 Disc.) or Provisional Elder (2000 Disc.)
      i. Non-student -- $35,899
         ii. Student -- $33,176
   b. Associate Member -- $35,899
   c. Full-time Local Pastor -- $33,176

7. Rates for adjustment will be considered annually by the commission and reported to the annual conference. The amounts reflected include the following 6 items found on the pastor’s support and compensation form (PSCF):
   a. Base salary (Part 3.1),
   b. Utilities (Part 2), which shall be provided with payments made by the local church or reimbursed when paid by the pastor,
   c. Vouchered travel reimbursement (Part 4.e or a portion of 4.a), which shall be reimbursed at the IRS rate with appropriate records and documentation provided to the church,
   d. Dependent premium (Part 4.b) payments made by the local church,
e. Dependent premium supplemental payments paid by the conference at the discretion of the District Superintendent, and
f. Other conference subsidies received, but excluding any reimbursement for Annual Conference expenses.

8. Housing shall be provided in a church-owned parsonage or provided for with a monthly allowance. Exclusive of parsonage considerations or a housing allowance. In calculating equitable compensation payments, no more than 25% may be deducted from total compensation as a housing allowance (even if the housing allowance actually constitutes more than 25% of the total compensation). Exception to this rule may be made for missional considerations.

9. Pastors who are appointed to less than full-time service as addressed in the 2016 Book of Discipline, (¶ 338.2) shall be eligible to receive salary supplements from the Equitable Salary Fund. The amount of salary supplement for which the pastor is eligible will be determined by the Cabinet’s interpretation of time actually spent in serving the charge. For example, if the pastor is deemed as serving 1/4 of full time, his/her minimum salary eligibility would be 1/4 of the minimum of his/her conference relationship classification. The categories of 1/4, 1/2, and 3/4 will be followed in determining less than full-time eligibility for salary supplements from the Equitable Salary Fund.

10. Ministers who are not eligible for salary supplements are:
   a. Those whose appointment is other than pastor of a charge.
   b. Those classified as part-time local pastor.
   c. Retired ministers.
   d. No pastor shall be eligible to receive salary supplements from this fund who has been offered appointments with a higher salary, but who persistently prefers for personal reasons to remain in a present appointment.
   e. Associate Pastors.

11. The Commission is studying ways in which Equitable Salary funds may be used to supplement unusual situations beyond the Conference minimum scale to provide assistance for pastors who remain in churches for missional purposes at the request of the Cabinet. We continue in dialogue with the Cabinet about such a policy.

REPORTS NO. 3 & NO. 4

CLERGY HOUSING & PARSONAGE STANDARDS  See Section “L” Policies & Procedures
MOVING EXPENSES/POLICY/PROCEDURES  See Section “L” Policies & Procedures

REPORT NO. 5

VACATION POLICY  See Section “L” Policies & Procedures

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It is a tremendous privilege to be a part of the Homes for Retired Ministers (HRM) program of the Central Texas Conference. This year numerous repairs have been made to the homes, new shed, new coat of paint, several other minor repairs. I enjoy visiting with the residents, and look forward to serving their needs in the coming year.

As it is the policy of the HRM Board of Trustees to sell homes as they become vacant and hold the funds in reserve to purchase a home as the need arises. In the past year we have had three (3) inquiries regarding this program. If you know of a retired clergy or surviving spouse that might be in need, please have them contact me at mavis@ctcumc.org.

This year, Homes for Retired Ministers has 2 homes in our ministry as of April 1, 2017. Both homes have residents and they are as follows:

**HOMES AND THEIR RESIDENTS**
- Burleson 1009 Stockton Rev. & Mrs. Ellis Holden
- Temple 4305 Cactus Mrs. Dorothy Lightfoot

Thank you for your faithful support of this wonderful ministry of our Conference.

**BOARD OF PENSION & HEALTH BENEFITS**
**REV. FRANK BRIGGS, CHAIRPERSON**
fbriggs@lfwired.org

The Central Texas Conference Board of Pension and Health Benefits is charged with the work of providing for and contributing to the support, relief, assistance and pensioning of the clergy and their families, other church workers, and lay employees of the UMC, its institutions, organizations, and agencies within the Annual Conference, except as otherwise provided for by Wespath, formerly the General Board of Pension and Health Benefits (GBOPHB). The Board works closely with Wespath which provides excellent interpretation and guidance in our pension, health insurance and other benefits.

**DEPOSIT ACCOUNT**

The basic “draft” account at Wespath where budgeted monies for the Pre-82 Pension Program and the Comprehensive Protection Program are accumulated. Wespath then drafts from this account to pay our obligations as they become due. The balance represents accumulated earnings from across the years, and is unencumbered except for what is needed for cash flow purposes.
Balance 01-01-16 $ 1,360,215.03
Deposits $ 594,116.03
Adjustment Credit $ 368.00
Annual Distribution $ 367.16
Market Gain/(Loss) $ 87,614.38
Apportioned Settlements and Debits ($ 1,158,680.67)
Ending Balance 12-31-16 $ 883,999.93

Pre-82

An account established to accumulate funds to satisfy claims from the pension plan in place prior to 1982. (See Report No. 2 for funding plan.) These funds, by Wespath rule, are invested in the Multiple Asset Fund (MAF). Funds deposited and subsequent earnings are permanently restricted by Wespath for Pre-82 pension liabilities.

Balance 01-01-16 $22,784,360.59
Deposits $ 799,202.50
Payments to Claimants ($ 2,449,054.73)
Market Gain/(Loss) $ 1,755,017.54
Ending Balance 12-31-16 $22,889,525.90

Endowment & Trust Funds
(Capital Funds Campaign)
(Dedicated for Funding Our Pre-82 Unfunded Liability)

This fund represents the amounts collected from our 1986/87 capital funds campaign ($966,112.00). Included in the beginning balance is interest, which has been earned since funds have been placed on deposit.

Balance 01-01-16 $ 1,667,050.59
Market Gain/(Loss) $ 110,929.32
Ending Balance 12-31-16 $ 1,777,979.91

CRSP Deposit Account

The basic deposit account for the defined benefit component of the Clergy Retirement Security Program. On the last business day of each year the required dollar amount to fund this component is transferred into the Retirement Program administered by the Wespath.

Balance 01-01-16 $ 1,654,573.80
Deposits $ 2,231,518.76
Market Gain/(Loss) $ 278,856.33
DB Contributions ($1,430,632.00)
Ending Balance 12-31-16 $ 2,734,316.89

Health Benefits

The basic “draft” account at General Board of Pensions where budgeted monies and benefit payment invoice receipts for the HealthFlex active plan are deposited,
Central Texas Conference Journal 2017

and transfers from the Retiree Health Benefits account pay the obligations as they come due.
Balance 01-01-16 $ 2,362,674.47
   Deposits $ 3,770,403.63
   Market Gain/(Loss) $ 205,336.30
   HealthFlex Payments ($3,765,497.42)
Ending Balance 12-31-16 $ 2,572,916.98

**RETIREE HEALTH BENEFITS**

The deposit account for the Retiree Health Insurance unfunded liability. Unspent retiree funds from the budget are transferred to pay for future Health Savings obligations.
Retiree Health Balance 01-01-16 $ 1,509,987.32
   Deposits $ 500,000.00
   Market Gain/(Loss) $ 136,955.19
Retiree Health Ending Balance 12-31-16 $ 2,146,942.51

**GRANT SUPPORT**

Provides grant money to clergy and surviving spouses of clergy to assist with catastrophic, unanticipated medical expenses. See Report 11. Grant support funds initially resided in the Retiree Health Benefits Fund.
Grant Support Balance 01-01-16 $ 58,312.20
   Deposits $ 20,000.00
   Market Gain/(Loss) $ 4,967.58
Retiree Health Ending Balance 12-31-16 $ 83,279.78

**SUSTENTATION FUND**

A fund established to provide financial assistance to churches and clergy in times of clergy transition. (See Report 10 for more information.)
Balance 01-01-16 $ 250,849.23
   Deposits $ 3,890.00
   Withdrawal ($ 16,328.14)
   Market Gain/(Loss) $ 21,107.32
Ending Balance 12-31-16 $ 309,518.41

**SUPERANNUATE FUND**

The principal amount of this fund ($63,986) is a result of the 1939 merger of the Methodist Episcopal and the Methodist Episcopal South, and is permanently restricted. All past and future earnings are unrestricted.
Unrestricted Balance 01-01-16 $ 1,117,925.46
Restricted Balance 01-01-16 $ 63,986.00
Market Gain/(Loss) $ 99,407.50
Restricted Ending Balance 12-31-16 $ 63,986.00
Unrestricted Ending Balance 01-01-16 $ 1,217,332.96

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BUILDING FUND

The Annual Conference voted that beginning with the 2013 budget to put $100,000.00 annually into an equity fund to allow the Conference to accumulate a substantial amount of money secured for the next phase of growth.

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance 01-01-16</td>
<td>$195,675.87</td>
</tr>
<tr>
<td>Deposit</td>
<td>$200,000.00</td>
</tr>
<tr>
<td>Market Gain/(Loss)</td>
<td>$30,191.44</td>
</tr>
<tr>
<td>Ending Balance 12-31-16</td>
<td>$425,867.31</td>
</tr>
</tbody>
</table>

REPORT NO. 2
2018 COMPREHENSIVE BENEFIT FUNDING PLAN SUMMARY

INTRODUCTION

The 2016 Book of Discipline ¶ 1506.6 requires that each annual conference develop, adopt and implement a formal comprehensive funding plan for funding its benefit obligations. The funding plan shall be submitted annually to Wespath Benefits and Investments (Wespath) for review and be approved annually by the annual conference, following the receipt and inclusion of a favorable written opinion from Wespath. 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 2018 comprehensive benefit funding plan from your conference benefit office.

CLERGY RETIREMENT SECURITY PROGRAM (CRSP)
DEFINED BENEFIT (DB) & 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 (MMP) 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 Plan (CRSP DB) annuities total liability as of January 1, 2016, is $(1,422,046,473), while total plan assets are $1,530,170,830, resulting in a current plan funded ratio of 108%. The Central Texas Conference portion of the liability is 1.2985% and the 2018 contribution is $1,424,857. The conference anticipates that the amount will be
funded by Direct Billing. 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 Central Texas Conference has elected to cover clergy service 50%+ under CRSP effective January 1, 2018.

Effective January 1, 2014, the CRSP DC plan was reduced from a 3% to a 2% of plan compensation non-matching contribution. Clergy can earn up to an additional 1% CRSP DC contribution by contributing at least 1% of their plan compensation to UMPIP; therefore, if a participant contributes at least 1% of plan compensation to UMPIP, the individual will receive a contribution of 3% to CRSP DC. The 2018 CRSP DC contribution is anticipated to be $600,732 and will be funded by Direct Billing.

**MINISTERIAL PENSION PLAN (MPP)**

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

**Current Funding Plan Information:** The Ministerial Pension Plan (MMP) annuities’ total liability as of January 1, 2016 is $(3,422,875,264), while total plan assets are $3,600,174,516, resulting in a current plan funded ratio of 105%. The required contribution for 2018 is $0. The Central Texas Conference’s percentage of the total is 0.9517%. Future MPP annuitants have a total account balance of $3,787,199,647 and the Central Texas Conference’s portion of that balance is $47,691,119 or 1.26% of the total.

**PRE-1982 PLAN**

**Plan Overview:** Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan, provided clergy with a pension benefit for their years of ministry with The United Methodist Church prior to 1982. The Pre-82 Plan was replaced by MPP effective January 1, 1982. If a clergyperson retires within the Conference (and does not terminate), the minimum benefit payable is based on two factors:

1. Years of service with pension credit-approved by each conference on the recommendation of the Conference Board of Pensions (CBOP) in accordance with plan provisions and The Book of Discipline.
2. The conference pension rate (past service rate)—the dollar amount chosen by the conference as the amount payable for each approved year of service with pension credit (may change from year to year).

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

Current Funding Plan Information: The 2018 PSR recommended to the Central Texas Conference will be $695, representing a 1.02% increase from the 2017 rate. The conference expects future annual increases to be approximately 1.00% until we develop a comprehensive philosophy for future increases. The contingent annuitant percentage is recommended to remain at the 75% level.

ACTIVE HEALTH BENEFIT PROGRAM

Program Overview: The CTC offers the Self-Funded – HealthFlex program to its active eligible participants.

Current Funding Plan Information: The total cost of the program for 2018 is anticipated to be $4,166,377 and will be funded by Direct Billing. It is anticipated that increases for future years will average 5.00%.

Additional Plan Sponsor Funded Coverage: The Central Texas Conference has elected to provide health benefits coverage to the following groups during periods where-without plan sponsor – funded premiums – the participants would not be provided coverage or benefits (all figures as of 12/31/2016):

1. Clergy or Lay on Disability (including Pending Disability); 5 participants at an estimated cost of $91,680.
2. Surviving Spouses and Children of Deceased Active Participants; 2 participants at an estimated cost of $64,176.

The projected annual cost as of 12/31/2018 for additional plan sponsor funded coverage is $15,621.

POST-RETIREMENT MEDICAL BENEFIT PROGRAM (PRM)

Program Overview: The Central Texas Conference currently offers a stipend for Post-Retirement Medical coverage for its eligible clergy.

Current Funding Plan Information: The Central Texas Conference intentions for 2018 are to retain the current plan benefit. PRM eligibility and benefits provided are found in the CTC Journal under the Conference Board of Pensions report #9 Retiree & Medicare Eligible Health Benefits.

Based on the most recent PRM valuation dated 01/01/2017, the following is the funded position of the PRM benefits:

1. Expected Post-Retirement Obligation (EPBO) net plan sponsor cost $7,375,827
2. Accumulated Post-Retirement Obligation (APBO) net plan sponsor cost $5,520,419
COMPREHENSIVE PROTECTION PLAN (CPP)

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

The CPP adoption agreement executed by the Texas Central Conference contains its elections to cover the categories mentioned above.

Current Funding Plan Information: For 2018, the Texas Central Conference has no required contribution to the Comprehensive Protection Plan. The estimate for 2018 reflects the CPP redirection option in the amount of $589,375 which is still being collected through direct billing and will be redirected to offset our conferences’ 70% deficiency in post retiree medical liability. The anticipated average increase in future years is expected to be 2.50% per year due to the historical average annual increase in clergy plan compensation.

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, Roth and/or after-tax contributions through payroll deductions. Participant contributions, various...
optional plan sponsor contributions and investment earnings comprise the individual’s retirement account balance.

**Current Funding Plan Information:** Conference office lay employees working an average of 30 hours per week or more are eligible for a plan sponsor-funded pension contribution of 3% of salary. In addition, each lay employee may earn an additional 3% with a 3% personal contribution. The conference’s estimated contribution for 2018 is $61,452 and will be funded via an amount collected from the conference connectional mission giving shares.

The Central Texas Conference, as of January 1, 2018 is planning on sponsoring the UMPIP for clergy serving full-time and are eligible for a pension contribution of the equivalent of the combined DB amount and 3% DC of salary. The conference’s estimated contribution for 2018 is $58,139 and will be funded via an amount collected from the conference connectional mission giving shares.

**OTHER CONFERENCE BENEFIT OBLIGATIONS: DEVINDE CONTRIBUTION (DC) TYPE**

**Plan Overview:** The Central Texas Conference currently offers the following DC benefit(s): Moving Expense Fund – DC Type. The estimated contribution for 2018 is $90,000 funded via an amount collected from the conference connectional mission giving shares. The anticipated average increase in future years is expected to be 0.00% per year due to the current maximum benefit of $2,500 per move.

**CONCLUSION**

The 2018 Comprehensive Benefit Funding Plan and the above Summary document incorporates, to the best of our understanding, the Central Texas Conference’s obligations and funding requirements of the benefits provided to the clergy and laity of the Central Texas Conference.

**REPORT NO. 3 PAST SERVICE RATE**

In accordance with the changes in the 2016 Book of Discipline ¶1506, which outlines the requirements for the Past Service Rate (PSR) for those clergy with pre-1982 service years who qualify for annuity, the Conference Board of Pensions recommends that the PSR for 2018 be $695, which represents a 1.02% increase. There is much changing in the pension world from Mortality tables showing we are living longer to decreases in the past several years, the board has been researching the PSR since 1982. In light of this research, the board will be monitoring the annual PSR with the eventual goal of having the annual PSR change recommendation based on a rationale which will both honor our retirees and make the liability demands on the conference sustainable.
The Clergy Retirement Security Program (CRSP), effective January 1, 2007, is the pension program for all eligible United Methodist Clergy.

CRSP offers a two (2) component benefit design:

1. **Core Defined Contribution** (DC) – promises a defined amount that is deposited into an active clergyperson’s account with monthly deposits. This benefit distributed at retirement is the accumulated amount plus earnings (losses) in the individual’s account.

2. **Core Defined Benefit** (DB) – promises a specific dollar amount at retirement regardless of market conditions or investment performance. The amount is based on a formula that specifies a monthly retirement benefit to eligible clergy for the remainder of their lives.

Plan provisions effective January 1, 2016:

- Clergy who are appointed ¼ time are not eligible to earn CRSP benefits.
- Provides a monthly retirement benefit using 1.25% of the Denominational Average Compensation (DAC) at retirement multiplied by years of service from January 1, 2007 to December 31, 2013. The multiplier is reduced to 1% for years of service beginning January 1, 2014.
- The defined contribution (DC) component of CRSP is 2% of compensation with a match for participant contributions to the United Methodist Personal Investment Plan (UMPIP) – up to 1% of compensation. Therefore, if a...
participant contributes at least 1% of compensation to UMPIP, his or her CRSP DC contributions will be 3%.

The initial dollar amount of the benefit paid to a married participant is reduced to offset the value of spousal benefits. Please note: This change only applies for benefits based on service on or after January 1, 2014. Benefits earned under CRSP prior to January 1, 2014 are not affected. Participants may designate a disabled adult child as a secondary contingent annuitant. After the participant and her or her spouse die, the disabled adult child would continue to receive DB benefits for life. The initial participant benefit would be reduced to pay for this extra benefit.

**2017 FUNDING PLAN**

By action of the 2012 General Conference the percentage amount required for the plan was amended and the following information is the result of implementing the “new” CRSP.

The 2017 financial obligation of CRSP required of the Central Texas Conference is:

a. Core Defined Contribution – 2% of participant plan compensation plus a matching 1% for a total of 3%.
b. Core Defined Benefit -- $1,442,824

The cost of participation in CRSP will remain the same as in 2016 and will continue to be direct billed to the local church for the two (2) core components: (Defined Benefit & Defined Contribution).

a. Defined Contribution – 3% of each eligible clergyperson’s plan compensation.
b. Defined Benefit --

<table>
<thead>
<tr>
<th>Fraction</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>$6,100.00</td>
</tr>
<tr>
<td>¾ time</td>
<td>$4,575.00</td>
</tr>
<tr>
<td>½ time</td>
<td>$3,050.00</td>
</tr>
</tbody>
</table>

The Conference Board of Pension strongly recommends that churches with a clergy appointed ¼ time sponsor the United Methodist Personal Investment Plan (UMPIP) with a 12% contribution level for their clergy.

**REPORT NO. 5**

**FUNDING FOR THE ACTIVE HEALTH CARE PLAN**

We will continue to direct bill the total active health insurance/dental premium to the local church/Conference sponsored agency for the entire year.

2017 Defined Contribution Yearly Amounts:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Clergy/Lay</td>
<td>$10,056</td>
</tr>
<tr>
<td>Pre-65 Retirees on Active Plan</td>
<td>$ 1,000</td>
</tr>
<tr>
<td>Surviving Spouse</td>
<td>$ 5,028</td>
</tr>
<tr>
<td>Medical Leave of Absence</td>
<td>$ 5,028</td>
</tr>
</tbody>
</table>

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We will direct bill the total active health insurance/dental premium or the defined contribution amount for active clergy/lay, whichever is greater, to the local church/Conference sponsored agency for the entire year.

The entire defined contribution amount for full-time clergy appointed to local churches within the Conference is to be paid by the local church or the salary paying unit as a benefit (line item in the budget). This includes all Full Elders, Provisional Elders, Associate Members, and Full-time Local Pastors appointed to local churches in the Conference, as well as those for whom the Conference is the Plan sponsor for the Pension program such as District Superintendents, Conference staff appointees, and Campus Ministers. In addition, this will also apply to Full Elders, Provisional Elders and Associate Members appointed at least one-half time and Student Local Pastors appointed full time.

The defined contribution amount for full-time lay staff participating in the plan may be cost shared at the discretion of the local church or salary paying unit.

Any amount above the defined contribution amount is the responsibility of the appointee/staff person.

An optional agreement may be made between the church or salary paying unit and the appointee/staff person for the church or salary paying unit to pay the amount or a portion of the amount over the defined contribution.

The Conference will pay the defined contribution amount for the lay employees of the Annual Conference. Any amount above the defined contribution is the responsibility of the employee.

We will continue to direct bill the total active health insurance/dental premium to the local church/Conference sponsored agency for the entire year.

REPORT NO. 6
PENSION AND BENEFIT ARREARAGE REPORT

The Conference Board of Pensions recommends that it continue to actively pursue the issue of pension arrearage utilizing a very fair but stringent examination of each situation to determine what steps need to be taken to assure the integrity of the affected minister’s future pension benefits and as such recommends the following procedure for dealing with current and future pension contributions:

1. Each January we will review a report of the accounts showing arrearage for the past year. Letters will be sent to the following lay leaders of the churches involved: Administrative Board/Council Chair, Pastor/Staff Relations Committee Chair, Finance Committee Chair, and Treasurer. The pastor and the District Superintendent will also receive the letter. The letter will emphasize the importance of this issue and urge them to bring their contributions current by sending their check or making other payments arrangements with the Service Center at Central Texas Conference, 3200 E. Rosedale Street, Fort Worth, TX 76105.

2. Each church which does not meet its obligation will report this fact to its Charge Conference and give an explanation. The District Superintendent will keep a record of this action.
The local churches are reminded that pension benefits are in reality deferred ministerial compensation which should carry the same urgency in terms of payment as the monthly salary itself. Failure to pay this pension could result in reduced pension benefits. The Board feels strongly that if a local church is not able to pay the pension dollars there is a serious question as to whether that church remains a financially viable congregation. In fact, we consider it irresponsible for a congregation to “use” a pastor but are unwilling to assure his or her retirement receipts. As of December 31, 2016, we had 4 churches/salary paying units in pension arrears and 3 churches/salary paying units in health premium arrears for a total arrearage of $31,794.88.

¶639.4 of the 2016 Book of Discipline requires the Conference Board to keep a permanent record of defaults of the churches in the Conference in paying their pension and benefit amounts in full. According to our Conference Treasurer and Benefits Administrator, the following churches were in default by more than 60 days at the end of 2015:

<table>
<thead>
<tr>
<th>Salary Paying Unit</th>
<th>Pension/CPP</th>
<th>HealthFlex/Café Plan</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>McMillan</td>
<td>$14,070.02</td>
<td>$ 695.00</td>
<td>$14,765.02</td>
</tr>
<tr>
<td>Mt. Zion, Waco</td>
<td>$ 1,944.08</td>
<td>$2,085.00</td>
<td>$ 4,029.08</td>
</tr>
<tr>
<td>St. Andrew’s, Arlington</td>
<td>$ 5,266.64</td>
<td>$4,584.00</td>
<td>$ 9,850.64</td>
</tr>
<tr>
<td>Tongan First</td>
<td>$ 3,150.14</td>
<td>$ 0.00</td>
<td>$ 3,150.14</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$31,794.88</td>
</tr>
</tbody>
</table>

We have been diligently working with churches who are chronically behind on their benefit payments to strategize how they might best move forward in ministry, up to and including a covenant plan to forgive their past arrearage if they will stay current with their benefit payments.

**REPORT NO. 7
COMPREHENSIVE PROTECTION PLAN (CPP)**

**Plan Overview:** 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 clergy serving at least ¾ time with plan compensation at least 25% of the denominational average compensation (DAC). In addition, there is continuation of CPP for Full Members, Associate Members and Provisional Members on voluntary leave or family leave for a period of one year.
DEATH BENEFIT AMOUNTS
FOR THE PLAN YEAR 2017 AND 2018

The following generally describes the death benefit amounts payable under the terms and conditions of the CPP to eligible participants and their beneficiaries. If you are not sure of your eligibility to receive these benefits, please call Wespath at 800-851-2201. In the event that there is a discrepancy between the information printed in this Journal and the CPP Plan Document, the plan document always governs.

Denominational Average Compensation (DAC)  
<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Participant Death Benefits:</td>
<td>$50,000</td>
<td>$50,000</td>
</tr>
<tr>
<td>Spouse Death Benefit:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Active Participant or Retired prior to 01/01/13 (20% of DAC)</td>
<td>$13,915</td>
<td>$14,040</td>
</tr>
<tr>
<td>Participant retired after 01/01/13</td>
<td>$15,000</td>
<td>$15,000</td>
</tr>
<tr>
<td>Surviving Spouse Death Benefit:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Active Participant or Retired prior to 01/01/13 (15% of DAC)</td>
<td>$10,436</td>
<td>$10,530</td>
</tr>
<tr>
<td>Participant retired after 01/01/13</td>
<td>$10,000</td>
<td>$10,000</td>
</tr>
<tr>
<td>Surviving Child Annual Benefit:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Younger than 18 years old: (10% of DAC)</td>
<td>$6,957</td>
<td>$7,020</td>
</tr>
<tr>
<td>18-24 years old (1/2 applied as education benefit): (20% of DAC)</td>
<td>$13,915</td>
<td>$14,040</td>
</tr>
<tr>
<td>Child Death Benefit:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Active Participant or Retired prior to 01/01/13 (10% of DAC)</td>
<td>$6,957</td>
<td>$7,020</td>
</tr>
<tr>
<td>Participant retired after 01/01/13</td>
<td>$8,000</td>
<td>$8,000</td>
</tr>
<tr>
<td>Retired Participant Death Benefits:</td>
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<td></td>
</tr>
<tr>
<td>Prior to 01/01/13 (30% of DAC)</td>
<td>$20,872</td>
<td>$21,061</td>
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<tr>
<td>After 01/01/13</td>
<td>$20,000</td>
<td>$20,000</td>
</tr>
</tbody>
</table>

The Conference Board of Pension recommends that every person update their Designation of Beneficiary form at least every five years, or upon a change of appointment for active clergypersons, or upon any life changing event (marriage, death of a spouse, divorce, etc.)

REPORT NO. 8
CONFERENCE ACTIVE GROUP
HEALTH INSURANCE PROGRAM

The Central Texas Conference is now in our fourteenth year of providing medical and pharmacy benefits through HealthFlex, sponsored by Wespath and administered by BlueCross BlueShield of Illinois and Optum RX, and we continue to be very satisfied with the program. In 2016, to align with the changing health care landscape, we entered HealthFlex Exchange. HealthFlex Exchange, a
private exchange, gave participants greater choice across more HealthFlex plans with varying designs and premium costs. When combined with comprehensive online and telephonic support resources, HealthFlex Exchange gives flexibility to choose coverage that best fits the participant’s health needs, financial needs, and financial situation. HealthFlex Exchange encourages greater accountability by participants for health care costs and utilization, while retaining the valued HealthFlex benefits and wellness opportunities that participants have come to expect.

The Central Texas Conference Board of Pensions designated a non-taxable defined contribution (DC)—a fixed dollar amount for each HealthFlex participant. Participants used the allocated DC amount to “shop” for a health plan and pay for some or all premiums for the HealthFlex plan of their choice. The DC appeared as a “credit toward purchase” when choosing a HealthFlex plan from all available HealthFlex plan designs. Participants who chose plans costing less than their defined contribution credit amount are “banking” the overage, the unspent DC balance is credited by HealthFlex to the participant’s health reimbursement account (HRA) or health savings account (HSA), depending on the health plan selected. The annual overage amount (i.e., unspent DC balance) is not credited in a lump sum; rather, it is available on a prorated, monthly basis over the plan year. Internal Revenue Code (IRC) limits for annual HSA contributions apply. Participants who chose plans costing more than the defined contribution credit amount are seeing a monthly cost, which may commit them to paycheck deductions from their salary-paying unit (SPU) to cover the cost difference between the DC amount they receive and their higher actual cost for monthly premiums (i.e., the participant’s share of the premium cost).

**ACTIVE HEALTH PLAN ELIGIBILITY**

Our health insurance plan will continue to be a mandatory program administered according to the HealthFlex rules for mandatory conference programs.

**Those clergy for whom the program is mandatory are:**
- Elders, Provisional Elders and Associate Members (appointed at least ½ time).
- Full-time Local Pastors appointed to local churches in the Conference.
- Student Local Pastors.
- Those for whom the Conference is the Plan sponsor for the pension program such as District Superintendents, Conference staff appointees, and Campus Ministers.

**Those clergy for whom the program is optional are:**
- Deacons serving at least ½ time are eligible for coverage at the Salary-Paying Unit (local church) level under a Sub-Adoption Agreement, but are not mandated.

**Clergy not included in the plan (and thus not allowed insurance through the Conference):**
Elders, Provisional Elders and Associate Members appointed less than ½ time.
Ministers of Other Denominations.
Those appointed to extension ministers other than those named above.
Part-time Local Pastors.

The Conference Board of Pensions reserves the right each year to choose the optional categories of appointments to be selected to best serve the needs of the Conference. Where a clergyperson in a mandatory category chooses to waive the program, the church/charge served by that clergyperson will be assessed a minimum contribution equal to the defined contribution (DC) amount for the year to be paid monthly. This is to insure the stability of the program so it will be in place for other clergy who will serve that church/charge.

Medical Reimbursement Accounts (MRA), Dependent Care Reimbursement Accounts (DCA) and Health Savings Accounts (HSA) are offered as a benefit through HealthFlex. Only those enrolled in the HealthFlex health plans may participate.

**VOLUNTARY AND INVOLUNTARY LEAVE**

Those clergy on Voluntary Leave have the option to remain covered on the active health plan for a period of one year and then, upon termination, they can elect to stay on the Continuation Plan for one additional year. Those on Involuntary Leave lose eligibility for coverage immediately but may elect to stay on the Continuation Plan for one year. Both categories of leave will be directly billed to the individuals, who will be responsible for payment, at the full premium rate.

**LAY EMPLOYEES**

Lay employees normally scheduled to work 30 hours or more per week may be eligible for coverage at the Salary-Paying Unit (local church) level under a Sub-Adoption Agreement if Risk Pool requirements are met. The Risk Pool Rules apply to lay employees on an employer-by-employer basis. Surviving spouses and dependents of covered lay employees deceased on or after January 1, 2009 may be eligible for coverage as long as they are a covered participant at the time of death and that option is elected by the Salary-Paying Unit and will be responsible for the entire premium. A new spouse acquired by a surviving spouse, lay or clergy, is not eligible for benefits through the Conference.

The 2017 Health Plan Rates and Defined Contribution amounts are found in the following chart.
## Medical Plans (Monthly Premium Amounts)

<table>
<thead>
<tr>
<th>Plan Feature</th>
<th>B1000/RX P1</th>
<th>CDHP C2000 “Gold”</th>
<th>CDHP C3000 “Silver”</th>
<th>HDHP H1500 “Gold”</th>
<th>HDHP H2000 “Silver”</th>
<th>HDHP H3000 “Bronze”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>$835.00</td>
<td>$796.00</td>
<td>$703.00</td>
<td>$791.00</td>
<td>$749.00</td>
<td>$634.00</td>
</tr>
<tr>
<td>Participant + 1</td>
<td>$1,994.00</td>
<td>$1,902.00</td>
<td>$1,680.00</td>
<td>$1,891.00</td>
<td>$1,791.00</td>
<td>$1,515.00</td>
</tr>
<tr>
<td>Participant + Family</td>
<td>$2,519.00</td>
<td>$2,402.00</td>
<td>$2,122.00</td>
<td>$2,388.00</td>
<td>$2,261.00</td>
<td>$1,913.00</td>
</tr>
</tbody>
</table>

New in 2017

## Dental Plans (Monthly Premium Amounts)

<table>
<thead>
<tr>
<th>Plan Feature</th>
<th>Passive PPO 1000</th>
<th>PPO</th>
<th>Passive PPO 2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>$42.00</td>
<td>$47.00</td>
<td>$60.00</td>
</tr>
<tr>
<td>Participant + 1</td>
<td>$96.00</td>
<td>$105.00</td>
<td>$132.00</td>
</tr>
<tr>
<td>Participant + Family</td>
<td>$111.00</td>
<td>$122.00</td>
<td>$152.00</td>
</tr>
</tbody>
</table>

New in 2017

## Vision Plans (Monthly Premium Amounts)

<table>
<thead>
<tr>
<th>Plan Feature</th>
<th>Basic</th>
<th>Full Service</th>
<th>Premier</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>No Cost</td>
<td>$5.62</td>
<td>$14.38</td>
</tr>
<tr>
<td>Participant + 1</td>
<td>No Cost</td>
<td>$9.06</td>
<td>$23.32</td>
</tr>
<tr>
<td>Participant + Family</td>
<td>No Cost</td>
<td>$14.32</td>
<td>$37.02</td>
</tr>
</tbody>
</table>

New in 2017

## 2017 Defined Contribution (DC) Amounts (Yearly)

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Clergy</td>
<td>$10,056.00</td>
</tr>
<tr>
<td>Pre-65 Retiree Clergy &amp; Spouses</td>
<td>$1,000.00</td>
</tr>
<tr>
<td>Surviving Dep Clergy</td>
<td>$5,028.00</td>
</tr>
<tr>
<td>Medical Leave of Absence</td>
<td>$5,028.00</td>
</tr>
</tbody>
</table>

### 2017 Default Plan (For participant)
- Medical: CDHP C2000 “Gold”
- Dental: Passive PPO 1000
- Vision: Basic
Incentive Program

HealthFlex uses incentives as part of their strategy to promote engagement in healthy behaviors and wellness programs. The 2017 strategy continues the focus on rewarding both for measuring risks (Blueprint for Wellness and HealthQuotient [HQ]) and for taking action toward better health and well-being. Rewards emphasize participating in programs that have shown to have a positive impact on health risk and cost, including health coaching and Virgin Pulse.

2017 Incentives At-A-Glance

Virgin Pulse 2.0

<table>
<thead>
<tr>
<th>Activity</th>
<th>Description</th>
<th>Points</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per 1,000 steps</td>
<td>(up to 140 points/day for 14,000 steps)</td>
<td>10</td>
<td>Daily</td>
</tr>
<tr>
<td>15 or more active minutes</td>
<td></td>
<td>70</td>
<td></td>
</tr>
<tr>
<td>30 or more active minutes</td>
<td></td>
<td>120</td>
<td></td>
</tr>
<tr>
<td>45 or more active minutes</td>
<td></td>
<td>140</td>
<td></td>
</tr>
<tr>
<td>Take 7,000 steps 20 days in a month</td>
<td></td>
<td>400</td>
<td>Monthly</td>
</tr>
<tr>
<td>Take 10,000 steps 20 days in a month</td>
<td></td>
<td>500</td>
<td></td>
</tr>
<tr>
<td>Measurement</td>
<td>Enter your measurements (weight)</td>
<td>100</td>
<td>Monthly</td>
</tr>
<tr>
<td>Self-Tracking</td>
<td>1 entry (up to 30 Points/day)</td>
<td>10</td>
<td>Daily</td>
</tr>
<tr>
<td></td>
<td>Achieve the promoted Healthy Habit for 5 of 7 days</td>
<td>200</td>
<td>Monthly</td>
</tr>
<tr>
<td>Cards</td>
<td>Complete card (2/day--20 Points each)</td>
<td>40</td>
<td>Daily</td>
</tr>
<tr>
<td>Challenges</td>
<td>Join challenges set up by your conference or employer</td>
<td>100</td>
<td>Quarterly</td>
</tr>
<tr>
<td></td>
<td>Join a personal challenge</td>
<td>100</td>
<td>Monthly</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Level</th>
<th>Points</th>
<th>Quarterly Rewards Earned</th>
<th>Cumulative Quarterly Rewards</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1,000</td>
<td>$5</td>
<td>$5</td>
</tr>
<tr>
<td>2</td>
<td>5,000</td>
<td>$15</td>
<td>$20</td>
</tr>
<tr>
<td>3</td>
<td>10,000</td>
<td>$10</td>
<td>$30</td>
</tr>
<tr>
<td>4</td>
<td>15,000</td>
<td>$10</td>
<td>$40</td>
</tr>
</tbody>
</table>
HEALTHFLEX WELLNESS POINTS

<table>
<thead>
<tr>
<th>Action</th>
<th>HealthFlex Wellness Points Per Action</th>
<th>Frequency Allowed</th>
<th>Maximum Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Measures Rewards -- see Healthy Rewards Table (page5) * Meet AHA guidelines on six 2017 Blueprint for Wellness measures or achieve improved measures on 2017 Blueprint for Wellness compared to 2016 Blueprint for Wellness</td>
<td>6 possible rewards for 20 points each</td>
<td>Once</td>
<td>120</td>
</tr>
<tr>
<td>Complete any WebMD coaching call in 2017</td>
<td>25</td>
<td>6 times</td>
<td>150</td>
</tr>
<tr>
<td>Submit success story through the HealthFlex/WebMD website (name/contact information required to receive points but can publish anonymously)</td>
<td>20</td>
<td>Once</td>
<td>20</td>
</tr>
<tr>
<td>Have your success story selected (will be notified of selection by HealthFlex)</td>
<td>20</td>
<td>4 times</td>
<td>20</td>
</tr>
<tr>
<td>View the “Wellness Success Stories” page on the HealthFlex/WebMD website (maximum once per calendar quarter)</td>
<td>5</td>
<td>3 times</td>
<td>20</td>
</tr>
<tr>
<td>Select any goal in My Health Assistant on the HealthFlex/WebMD website</td>
<td>5</td>
<td>3 times</td>
<td>15</td>
</tr>
<tr>
<td>Achieve any goal in My Health Assistant</td>
<td>15</td>
<td>Once</td>
<td>45</td>
</tr>
<tr>
<td>Access Employee Assistance Program (EAP) for emotional counseling</td>
<td>15</td>
<td>Once</td>
<td>15</td>
</tr>
<tr>
<td>Access EAP for Work/Life Services</td>
<td>15</td>
<td>Once</td>
<td>15</td>
</tr>
<tr>
<td>Activate your account with MDLIVE telemedicine provider-NEW</td>
<td>15</td>
<td>Once</td>
<td>15</td>
</tr>
<tr>
<td>Adopt a new spiritual practice for 1 month-NEW</td>
<td>15</td>
<td>Once</td>
<td>15</td>
</tr>
<tr>
<td>Complete the EY Financial Wellness Assessment-NEW</td>
<td>25</td>
<td>Once</td>
<td>25</td>
</tr>
</tbody>
</table>

Total needed to earn $150 PulseCash = 150 Wellness Points

BLUEPRINT FOR WELLNESS SCREENING

HealthFlex will deposit $100 PulseCash in your Virgin Pulse account when you complete the Blueprint for Wellness (BFW) screening. The screening must be completed between April 1 and July 31. The $100 PulseCash incentive is only for participants and spouses in HealthFlex PPO, CDHP, and HDHP plans. Please allow up to 30 days for PulseCash to be credited to your Virgin Pulse account.

HEALTHQUOTENT (HQ)

The HealthQuotient (HQ) is an online health assessment questionnaire taken in August or September 2017. It helps to evaluate your risk for common health concerns, such as heart disease, diabetes, depression and high cholesterol. Identifying risk levels helps you prioritize your health goals and puts you in a better position to take steps that may lower your risk. Completing the HQ takes 20 minutes or less, but its benefits—improved well-being, enhanced vitality and prudent stewardship of Church resources—can be long-lasting. By taking the HQ you will...
avoid a higher 2018 deductible—save $250/$500. If your spouse is also covered by HealthFlex, he or she also must complete the HQ during this timeframe to avoid the higher deductible. Taking the HQ in August or September is the only way to avoid the higher medical plan deductible in 2018.

2017 Local Church Waiver of Optional Family Coverage

As a further means of determining the impact of the Affordable Care Act (ACA) on our clergy, their families and their participation in the HealthFlex Exchange, we are initiating a pilot program in 2017 (up to a maximum of 10 churches) to enable the local church (and our Annual Conference) to experience the use of alternative health coverage options for clergy families. Participation in the pilot program requires the agreement of the Conference Board of Pension and Health Benefits (CBOPHB), the Cabinet, the local church Pastor-Parish Relations Committee (PPR) and the approval of the Church Council or equivalent church administrative body.

1. Beginning July 1, 2016, the administrative body of a local church may make a request of the CBOPHB, in the form of a waiver, to be exempt from offering family coverage for health care. The CBOPHB, at its discretion, will decide the appropriateness of each request. Note to the Local Church: Exemption from offering family coverage would exempt ALL clergy and lay employees, of a church sponsored health plan, from family coverage, not just those in HealthFlex.

2. Any church interested in participating in the pilot program may request an application from the Conference Benefits Officer (CBO). All completed applications, requesting the waiver, must be received no later than September 1, 2016.

3. The decision of the CBOPHB will be made by September 15, 2016 in order to allow all those affected to make adequate plans prior to Charge Conference and Annual Enrollment in November.

4. All waivers granted will become effective January 1, 2017.

5. Under no circumstances does this exempt those eligible clergy or a local church from being enrolled in the mandated conference health plan.

Health & Dental Benefits/Rates 2018

Active Health Plan Rates

The Conference health plan ended the 2015 plan year with a claims loss ratio of 111% which means that the cost of claims paid in 2015 exceeded the premium dollars collected by 11%. Here is a look at the loss ratio for the last few years:

<table>
<thead>
<tr>
<th>Year</th>
<th>Loss Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>117%</td>
</tr>
<tr>
<td>2015</td>
<td>111%</td>
</tr>
<tr>
<td>2014</td>
<td>101%</td>
</tr>
<tr>
<td>2013</td>
<td>124%</td>
</tr>
<tr>
<td>2012</td>
<td>110%</td>
</tr>
</tbody>
</table>
Rate setting is based upon a 25-month look back so an unfavorable claims history resulting in a loss ratio that exceeds 100% affects rates for the next several years. Our history of poor loss ratios is realized in the rates we received from HealthFlex for 2018.

The 2018 Health Plan Rates and Defined Contribution amounts are found in the following chart

**2018 HEALTHFLEX EXCHANGE**  
CTC – Effective January 1, 2018

**Medical Plans (Monthly Premium Amounts)**

<table>
<thead>
<tr>
<th>Plan Feature</th>
<th>B1000/RX P1</th>
<th>CDHP C2000 “Gold”</th>
<th>CDHP C3000 “Silver”</th>
<th>HDHP H1500 “Gold”</th>
<th>HDHP H2000 “Silver”</th>
<th>HDHP H3000 “Bronze”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>$907.00</td>
<td>$864.00</td>
<td>$743.00</td>
<td>$856.00</td>
<td>$783.00</td>
<td>$676.00</td>
</tr>
<tr>
<td>Participant + 1</td>
<td>$2,167.00</td>
<td>$2,063.00</td>
<td>$1,776.00</td>
<td>$2,046.00</td>
<td>$1,872.00</td>
<td>$1,615.00</td>
</tr>
<tr>
<td>Participant + Family</td>
<td>$2,737.00</td>
<td>$2,606.00</td>
<td>$2,244.00</td>
<td>$2,584.00</td>
<td>$2,363.00</td>
<td>$2,039.00</td>
</tr>
</tbody>
</table>

**Dental Plans (Monthly Premium Amounts)**

<table>
<thead>
<tr>
<th>Plan Feature</th>
<th>Passive PPO 1000</th>
<th>PPO</th>
<th>Passive PPO 2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>$44.00</td>
<td>$49.00</td>
<td>$60.00</td>
</tr>
<tr>
<td>Participant + 1</td>
<td>$100.00</td>
<td>$109.00</td>
<td>$131.00</td>
</tr>
<tr>
<td>Participant + Family</td>
<td>$116.00</td>
<td>$126.00</td>
<td>$151.00</td>
</tr>
</tbody>
</table>

**Vision Plans (Monthly Premium Amounts)**

<table>
<thead>
<tr>
<th>Plan Feature</th>
<th>Basic</th>
<th>Full Service</th>
<th>Premier</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participant</td>
<td>No Cost</td>
<td>$5.62</td>
<td>$14.38</td>
</tr>
<tr>
<td>Participant + 1</td>
<td>No Cost</td>
<td>$9.06</td>
<td>$23.32</td>
</tr>
<tr>
<td>Participant + Family</td>
<td>No Cost</td>
<td>$14.32</td>
<td>$37.02</td>
</tr>
</tbody>
</table>

**2018 Defined Contribution (DC) Amounts**

<table>
<thead>
<tr>
<th>Category</th>
<th>Monthly</th>
<th>Yearly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Clergy</td>
<td>$875.00</td>
<td>$10,500.00</td>
</tr>
<tr>
<td>Active Lay</td>
<td>$875.00</td>
<td>$10,500.00</td>
</tr>
<tr>
<td>Pre-65 Retiree Clergy &amp; Spouses</td>
<td>$83.33</td>
<td>$1,000.00</td>
</tr>
<tr>
<td>Surviving Dep Clergy</td>
<td>$437.50</td>
<td>$5,250.00</td>
</tr>
<tr>
<td>Medical Leave of Absence</td>
<td>$437.50</td>
<td>$5,250.00</td>
</tr>
</tbody>
</table>

**2018 Default Plan (For participant)**
- **Medical**: CDHP C2000 “Gold”
- **Vision**: Basic
MDLIVE TELEMEDICINE
New in 2017
MDLIVE is a telemedicine service available for HealthFlex participants. It provides 24/7 access to state-licensed, board-certified doctors (including pediatricians) via phone, secure video or an easy-to-use MDLIVE mobile app to treat non-emergency medical conditions. MDLIVE doctors can diagnose your symptoms, prescribe non-narcotic medication, and send prescriptions to your pharmacy of choice. See the WebMD website for additional information and to access this service.

2018 LOCAL CHURCH WAIVER OF OPTIONAL FAMILY COVERAGE

As a further means of determining the impact of the Affordable Care Act (ACA) on our clergy, their families and their participation in the HealthFlex Exchange, we initiated a pilot program in 2017 (up to a maximum of 10 churches) to enable the local church (and our Annual Conference) to experience the use of alternative health coverage options for clergy families. Participation in the pilot program required the agreement of the Conference Board of Pension and Health Benefits (CBOPHB), the Cabinet, the local church Pastor-Parish Relations Committee (PPR) and the approval of the Church Council or equivalent church administrative body. This program will continue in 2018.

1. Beginning July 1, 2017, the administrative body of a local church may make a request of the CBOPHB, in the form of a waiver, to be exempt from offering family coverage for health care. The CBOPHB, at its discretion, will decide the appropriateness of each request. Note to the Local Church: Exemption from offering family coverage would exempt ALL clergy and lay employees, of a church sponsored health plan, from family coverage, not just those in HealthFlex.

2. Any church interested in participating in the pilot program may request an application from the Conference Benefits Officer (CBO). All completed applications requesting the waiver must be received no later than September 1, 2017.

3. Any church currently participating in the program will continue unless a termination request is received no later than September 1, 2017.

4. The decision of the CBOPHB will be made by September 15, 2017 in order to allow all those affected to make adequate plans prior to Charge Conference and Annual Enrollment in November.

5. All new waivers granted will become effective January 1, 2018.

6. Under no circumstances does this exempt those eligible clergy or a local church from being enrolled in the mandated conference health plan.

REPORT NO. 9
RETIREE & MEDICARE ELIGIBLE HEALTH BENEFITS

The Conference shares the funding of the Retiree Health Benefit Program for eligible retired participants with the retired clergy and spouses. The Conference Retiree Health Benefit Program assumes participation in Medicare Parts A and B and is designed to extend certain benefits beyond what Medicare pays.

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SERVICE REQUIREMENTS FOR CLERGY RETIREE HEALTH BENEFITS

The Conference will provide access to coverage to the clergy retiree and his/her eligible spouse if the following service requirements have been met (these rules are in effect for any clergyperson who retires after Annual Conference June, 2002).

At the time of retirement, the clergyperson must:

- Have been working in at least ¾ time appointment as a Full Member of the Central Texas Conference or as a Full Time Local Pastor eligible for retirement per the Discipline and the rules of the Annual Conference.
- Be a member of the Central Texas Conference, serving in a local church or one of its “Conference Responsible” agencies.
- Have at least five (5) years of ministerial service in the Central Texas Conference and ten (10) years of service in the United Methodist Church. A waiver of the five (5) year requirement for service in the Central Texas Conference may be considered by the Central Texas Conference Board of Pensions upon recommendation of the Cabinet.

Surviving spouses of deceased, retired clergy are eligible as long as they are a covered participant at the time of death. A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for retiree benefits through the Conference.

RETIREE/MEDICARE ELIGIBLE HEALTH PLAN 2017

Effective January 1, 2013, the Central Texas Annual Conference and the General Board of Pension and Health Benefits began partnering with One Exchange to provide plan advice and enrollment assistance in choosing Medicare supplemental health coverage and prescription drug plan in the open market. Through this arrangement the participant is responsible for paying premiums, but are assisted with premium and out of pocket expenses by the Central Texas Annual Conference through a Health Reimbursement Account (HRA) funded specifically for the participant. Retirees and spouses must be a participant in the Conference health plan at retirement to continue with Conference health benefits after retirement.

RETIREE/MEDICARE ELIGIBLE HEALTH PLAN FUNDING 2017

For those eligible clergypersons and their eligible spouses, the Conference will fund a Health Reimbursement Account (HRA) up to a maximum of $900 per year/per person for early and full retirees based on their years of ministerial service in the United Methodist Church. Surviving spouses of deceased clergy are eligible for the HRA as long as they are a covered participant at the time of death. A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for retiree benefits through the Conference.
Central Texas Conference Journal 2017

<table>
<thead>
<tr>
<th>Years of Service (full years)</th>
<th>HRA Amount (per year per person)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-9</td>
<td>$ 0</td>
</tr>
<tr>
<td>10-19</td>
<td>$300</td>
</tr>
<tr>
<td>20-29</td>
<td>$600</td>
</tr>
<tr>
<td>30 or above</td>
<td>$900</td>
</tr>
</tbody>
</table>

For those eligible clergypersons and their eligible spouses who retired before January 1, 2008, the Conference will fund the HRA at the maximum amount per person.

**Retiree/Medicare Eligible Health Plan Funding 2018**

For those eligible clergypersons and their eligible spouses, the Conference will fund a Health Reimbursement Account (HRA). The maximum has been increased up to $1,000 per year/per person for early and full retirees based on their years of ministerial service in the United Methodist Church with the two additional funded tiers raised similarly. Surviving spouses of deceased clergy are eligible for the HRA as long as they are a covered participant at the time of death. A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for retiree benefits through the Conference.

For those eligible clergypersons and their eligible spouses who retired before January 1, 2008, the Conference will fund the HRA at the maximum amount per person.

**Pre-65 Retiree Funding – 2017 & 2018**

If, at the time of early or full retirement, the eligible clergyperson or spouse is less than 65 years of age and has been covered under HealthFlex for the five consecutive years just prior to retirement, they are eligible to remain on the active plan. A Defined Contribution (DC) amount of $1,000.00 per year (pro-rated for a partial year) will be provided by the Conference to offset the cost of the active health plan premium. The premium, less the DC amount, will be direct billed to the retiree.

A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for retiree benefits through the Conference.

**Opting-Out at Retirement**

If, at the time of retirement, a retiree has Other Employer-sponsored Group Health Coverage (e.g. through a spouse’s employer), he/she may decline retiree
coverage and retain the ability to receive retiree health benefits at a future date. If the retiree loses his or her coverage, it is the retiree’s responsibility to notify the Conference within 30 calendar days of loss of other coverage. If this 30-day requirement is not met, the retiree will forfeit the ability to receive retiree health benefits through the Conference at a future date. If an eligible retiree without Other Employer-sponsored Group Health Coverage declines coverage at the time of retirement, the retiree will forfeit the ability to receive retiree health benefits through the Conference at a future date.

**MEDICARE SECONDARY PAYER – SMALL EMPLOYER EXCEPTION**

Beginning January 1, 2009, the Central Texas Conference elected the exception that allows a multiple employer plan to exempt certain individuals from the Medicare secondary payer rules for the working aged. This election helps reduce costs incurred by the Conference and the overall HealthFlex program. This exception applies to clergy, lay employees and spouses who are 65 years of age or older, entitled to Medicare due to their age, and have coverage under the HealthFlex program through an employer (local church or Conference sponsored entity) who employs fewer than 20 employees. For those individuals affected by the exception, Medicare will be the primary payer of their claims beginning the first day of the month they attain age 65 (or the first of the month following approval from Medicare), even if still an active employee, and the participant will no longer be eligible for coverage under the active plan. Eligible lay employees and spouses, 65 years of age or older, will be moved from the active plan to the open market with access to One Exchange. Due to the Affordable Care Act limitations, the Conference is unable to offer a Health Reimbursement Account (HRA) to accompany this plan effective January 1, 2015. Participation in the Medicare supplemental policies through One Exchange satisfies the requirement of Conference health plan participation for retirement benefit purposes.

**LAY RETIREE/MEDICARE ELIGIBLE COVERAGE**

Beginning with a retirement date of January 1, 2009 or later, a lay employee whose active service has ended and who has completed a minimum of five years of continuous and uninterrupted coverage in HealthFlex immediately preceding the date of retirement and is less than 65 years of age at the time of retirement, may continue on the active plan if so elected by their salary paying unit on the Sub-Adoption Agreement. This will also apply to any eligible family members covered at the time of retirement. The lay employee will be responsible for the entire premium. Surviving spouses of retired, deceased lay employees are eligible for coverage as long as they are a covered participant at the time of death and are responsible for the entire premium. A new spouse acquired by a retiree or surviving spouse after retirement is not eligible for benefits through the Conference. Lay retirees/spouses who are 65 years of age or older will have access to One Exchange to assist in the move out into the open market but they will be responsible for their entire premium. Lay retirees are not eligible for an HRA.
OPTING OUT OF SOCIAL SECURITY

We continue to have a concern for clergy who may have opted out of the Social Security system. It is imperative that those persons be Medicare eligible when they turn 65, or they likely will not be able to obtain any medical insurance. Some who have opted out may have this eligibility through a spouse, or through enough previous employment. However it should also be noted that eligibility for Social Security disability payments differs from the requirements for retirement and Medicare benefits. If a pastor is considering this course, they should investigate these matters very carefully.

RETIREE AND MEDICARE ELIGIBLE HEALTH PLAN INCENTIVE PROGRAM

HealthFlex uses incentives as part of their strategy to promote engagement in healthy behaviors and wellness programs.

2017 INCENTIVES AT-A-GLANCE

<table>
<thead>
<tr>
<th>VIRGIN PULSE 2.0</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Activity</th>
<th>Descriptions</th>
<th>Points</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACTIVITY Per 1,000 steps (up to 140 points/day for 14,000 steps)</td>
<td>10</td>
<td>Daily</td>
<td></td>
</tr>
<tr>
<td>15 or more active minutes</td>
<td>70</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30 or more active minutes</td>
<td>120</td>
<td></td>
<td></td>
</tr>
<tr>
<td>45 or more active minutes</td>
<td>140</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Take 7,000 steps 20 days in a month</td>
<td>400</td>
<td>Monthly</td>
<td></td>
</tr>
<tr>
<td>Take 10,000 steps 20 days in a month</td>
<td>500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MEASUREMENT Enter your measurements (weight)</td>
<td>100</td>
<td>Monthly</td>
<td></td>
</tr>
<tr>
<td>SELF-TRACKING 1 entry (up to 30 Points/day)</td>
<td>10</td>
<td>Daily</td>
<td></td>
</tr>
<tr>
<td>Achieve the promoted Healthy Habit for 5 of 7 days</td>
<td>200</td>
<td>Monthly</td>
<td></td>
</tr>
<tr>
<td>CARDS Complete card (2/day—20 Points each)</td>
<td>40</td>
<td>Daily</td>
<td></td>
</tr>
<tr>
<td>CHALLENGES Join challenges set up by your conference or employer</td>
<td>100</td>
<td>Quarterly</td>
<td></td>
</tr>
<tr>
<td>Join a personal challenge</td>
<td>100</td>
<td>Monthly</td>
<td></td>
</tr>
</tbody>
</table>

REPORT NO. 10

SUSTENTATION FUND

By action of the 2007 Annual Conference a sustentation fund was established as part of the benefit program through the Annual Conference Board of Pensions and Health Benefits. The fund represents a tangible expression of a collegial relationship among clergy under appointment in the Conference to provide transitional aid. The fund is to provide needed resources and temporary financial assistance to clergy and to assist local congregations in times of clergy transition.

In order to maintain confidentiality, resources from the Sustentation Fund may be used with the recommendation of the Cabinet for:

- Vocational counseling for clergy exiting ordained ministry.
Temporary salary and/or benefit support for clergy under suspension or exiting ministry.
Special assessment and intervention strategies to restore clergy to effectiveness.
Provision of interim ministry supply.
Support of a crisis response team for congregation/church staffs in times of crisis.
Other unique needs to support clergy effectiveness/clergy families.

In the case of clergy going on Leave of Absence, the Cabinet, Executive Committee of the Board of Ordained Ministry and/or the clergy session of members in full connection in accordance with the 2016 Book of Discipline ¶354.1 may approve resources from the Sustentation Fund for use.

In the case of clergy taking Honorable Location or Administrative Location, resources from the Sustentation Fund may be used upon recommendation of the Board of Ordained Ministry in accordance with the 2016 Book of Discipline ¶359.1 and ¶363.3 (b)(4), respectively. The Board of Ordained Ministry or its Executive Committee may also make a request to the Cabinet for the use of Sustentation Fund resources in other situations to provide resources or transitional support for clergy.

The Sustentation Fund is included in the 2018 budget presented to Annual Conference. As a point of information, the funds are underwritten with an amount of .25% of the total Annual Conference plan compensation collected from CTC churches through the connectional ministry budget of the Conference.

See Fund Balance in Report 1 above.

REPORT NO. 11
GRANT SUPPORT FUND FOR CLERGY

A Support Fund has been established to provide grant money to clergy, and surviving spouses of clergy to assist with catastrophic, unanticipated medical expenses.

1. Grant monies may be available to clergy and surviving spouses of clergy from the Conference Board’s Consolidated Grant Fund, as well as other available resources. Clergy with unanticipated medical expenses may also qualify for assistance from the Farmers Fund with the General Board of Pension and Health Benefits. Conference grant application forms can be obtained from the Conference Benefits Administrator and should be sent to the Conference Benefits Officer at the Conference Service Center.

2. Funds and earnings on deposit with the General Board of Pension and Health Benefits shall be restricted for providing clergy benefits programs and funding retiree benefits.

Fund Balance 12/31/2016: $83,279.78

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GUIDELINES FOR THE CONFERENCE SUPPORT FUND GRANT APPLICATION

The following guidelines shall be used in reviewing and approving a Support Fund Grant application:

- An individual may receive one grant in a calendar year.
- A grant will only be approved for a one-time emergency\(^1\) situation due to catastrophic, unanticipated medical expenses.
- A grant will not be approved if a previous grant was made for the same emergency situation.
- Distressed clergy members of the Central Texas Annual Conference, their spouses or surviving spouses are eligible to apply for a grant. The term “clergy member” is interpreted to mean both active and retired conference members.
- A grant should only be requested to supplement health care insurance if all other resources have already been utilized. This also applies to requests to cover deductibles or co-payments.
- An application must be completed by the participant or a person authorized\(^2\) to act on the participant’s behalf.
- The Central Texas Conference Board of Pension and Health Benefits shall review the application.
- The grant amount will be a maximum of $3,000 per individual request. Each request will be reviewed on an individual basis based on need.

\(^1\) An emergency is defined as an “unforeseen combination of circumstances or the resulting state that calls for immediate action; a pressing need.”

\(^2\) Authorized: Power of attorney or agreement between participant and conference officer, or a court appointed guardian.

NOTE: Support Fund Grants received from the Central Texas Conference Board of Pension and Health Benefits may be considered taxable income due to the relationship between the clergy person and the annual conference.

REPORT NO. 12

VOLUNTARY TRANSITION PROGRAM (VTP) FOR CLERGY

A program authorized by the 2012 General Conference and being offered by the General Board, is called the Voluntary Transition Program (VTP). The General Conference action was taken as a result of a comprehensive Church Systems Task Force which recognized that for some of us, it’s probable that we feel that we have fulfilled the mission to which we felt God had called us. And because of this, our season for ministry should naturally now transition away from Conference membership and to another vocation where we can continue to fulfill God’s calling on our lives.
The Task Force encouraged General Conference to recognize that it is detrimental to the lives of individuals who feel they must remain in ordained ministry because of the system that we have in place, and that when some individuals recognize that they would like to transition out of the ordained ministry, a means to accomplish this should be provided.

The VTP has been implemented and will be in effect until the end of 2020. It is available to Clergy with a minimum of 5 years of full connection, in good standing, and they have to be an active CPP participant 5 years immediately preceding separation and must not be within 2 years of eligible retirement. Additionally the Conference leadership must approve their request and at the completion of the process the individual must surrender her or his credentials.

With the VTP there is a Severance Benefit that is calculated using two weeks of a Participant’s Plan Compensation for every full year of continuous service. As an example, an Elder, aged 45 with 10 years of continuous service, and a plan compensation of $65,000 ($2500 per 2 weeks) would receive a lump sum payment of $25,000. This is obviously just one example but it shows you the effort our General Board is giving toward helping anyone who wants to take advantage of this opportunity to move out of ordained ministry in our Connection, to a new season of life. Additionally, during the transitional period our Conference would continue to pay the employer portion of your Health Benefits. There are other additional benefits you can find on the GBOPH website (gpophb.org). There are links to the VTP program on the home page of the GBOPH website. You'll find the description under the Comprehensive Protection Plan and if you type this address into your browser it will take you there, http://www.gbophb.org/assets/1/7/3097.pdf.

**REPORT NO. 13**

**INVESTMENT COMMITTEE**

To better manage and evaluate the risk of our invested fund we have set up an Investment Committee. The committee will assist the Board of Pensions in clearly defining the purpose and financial requirements of our conference BOP and develop investment goals and strategies, funding policy and other operational guidelines to better maximize the investment potential of our funds. The committee is made up of persons with a wide variety of funding and investment experience.

**BOARD OF TRUSTEES**

KEVIN WILSON, PRESIDENT

Trustees are custodian for the following conference properties

<table>
<thead>
<tr>
<th>Property</th>
<th>Address</th>
<th>City</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crowley-Neeley Survey</td>
<td>HWY 1187</td>
<td>Tarrant</td>
<td>Vacant Lot</td>
</tr>
<tr>
<td>Azle-Eagle Mountain UMC</td>
<td>7955 Reed Rd.</td>
<td>Tarrant</td>
<td>Active Local Church</td>
</tr>
<tr>
<td>Weatherford-Knuteson Prop</td>
<td>1015 Azle Hwy</td>
<td>Parker</td>
<td>Vacant Lot</td>
</tr>
<tr>
<td>Diamond Hill School</td>
<td>3006 Schwartz Ave.</td>
<td>Tarrant</td>
<td>Closed</td>
</tr>
<tr>
<td>Rio Vista UMC</td>
<td>200 S. Hughes St.</td>
<td>Johnson</td>
<td>Closed Church</td>
</tr>
<tr>
<td>Rio Vista Parsonage</td>
<td>100 E. Smith St.</td>
<td>Johnson</td>
<td>Currently Renting Out</td>
</tr>
<tr>
<td>Valera UMC</td>
<td>300 Pearce St.</td>
<td>Coleman</td>
<td>Closed Church</td>
</tr>
</tbody>
</table>

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Central Texas Conference Journal 2017

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<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Riesel UMC</td>
<td>508 W. Frederick St.</td>
<td>McLennan</td>
<td>Active-Local Church</td>
</tr>
<tr>
<td>Hudson Oaks UMC</td>
<td>2911 Inspiration Drive</td>
<td>Parker</td>
<td>New Church</td>
</tr>
<tr>
<td>One Fellowship UMC</td>
<td>1005 La Salle Av.</td>
<td>McLennan</td>
<td>New Church</td>
</tr>
<tr>
<td>Wesley Ghanain</td>
<td>2201 E. Park Row</td>
<td>Tarrant</td>
<td>Former Aldersgate UMC</td>
</tr>
</tbody>
</table>

CONFERENCE PROPERTIES SOLD IN 2016-2017

Mt. Zion UMC        1212 N. Fifth, Waco, TX  McLennan  Closed Church
Diamond Hill UMC    3005 Oscar Avenue, FW, TX  Tarrant  Closed Church

CONFERENCE RELATED STRUCTURES/ENTITIES INSURANCE

The Board of Trustees takes seriously its responsibility to verify that the Conference Insurance coverage is current. To that end, a review of all the Conference insurance policies has been completed, and we are satisfied that the Conference insurance coverages are adequate. The Conference insurance broker of choice continues to be Bart Tucker of Roach, Howard, Smith, and Barton in Fort Worth at 1-800-295-6607. We encourage all conference churches to annually review their insurance coverage to make sure that it meets their current needs and periodically to examine their local church coverage and get a review and rate quote.

CONFERENCE ELECTRIC AGGREGATE PLAN

Electric utilities in the state of Texas were deregulated effective January 1, 2002. Deregulation offered the opportunity for the churches of the Central Texas Conference to join together to purchase electricity. All of the churches of the conference have been invited to participate in this effort. To date approximately 300 CTC entities have enrolled and the program continues to be beneficial with the benefits of achieving scale, the ability to anticipate costs in budgeting, and protection against the volatility of natural gas prices and future cost increases. Since our first contract that began in 2008 our price of electricity per kilowatt hour (kWh) has decreased. You can see by the following chart how our group program has benefitted our churches with each successive contract implementing decreases in electrical costs.

<table>
<thead>
<tr>
<th>Contract Term</th>
<th>Per kWh Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008 - 2013</td>
<td>0.0749</td>
</tr>
<tr>
<td>2013 - 2015</td>
<td>0.0588</td>
</tr>
<tr>
<td>2015 - 2016</td>
<td>0.0566</td>
</tr>
<tr>
<td>2016 - 2018</td>
<td>0.0499</td>
</tr>
<tr>
<td>2018 - 2021</td>
<td>0.0408</td>
</tr>
</tbody>
</table>

1. Energy Charges. This charge is the deregulated part of your bill and was negotiated through a competitive bid process conducted by the CTC service center. This charge is noted on your bill as “ENERGY” and is calculated by multiplying your kWh usage for a particular month times the Conference contract rate which is 0.0499.

2. Transmission, Distribution, Utility (TDU) charges. These charges are the regulated part of your bill. These are set by the Public Utility Commission of Texas (PUCT) and are non-negotiable. These charges are referred to

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as “pass through” charges and are the same no matter the name of your Retail Electric Provider (REP). The conference REP is Hudson Energy. However, they have no control over these regulated charges. Hudson simply passes along the bill that is sent to them by ONCOR who is the TDU Company.

There are many components that make up this TDU part of your bill. However, the one that is by far the largest is the “DEMAND” charge. Demand is defined as the total number of watts that hit your meter at any point in time. So, for instance, on Sunday morning to turn all your lights and air or electric heat at the same time that will be for most the highest demand. This could affect your bill for the next 12 months. Each month you will be billed the higher of your current month Demand reading or 80% of your highest demand reading over the past 12 months. For example if you hit 150KW on the hottest Sunday in August and that was the highest Demand reading over the past 12 months then you will be billed $5.00 times 150 = $750.00. Now suppose that in Jan, Feb, Mar, and Apr you hit between 50 and 75 KW demand each month. For each of those months you will be billed 80% of the last twelve months peak which in our example would be 150 X 80% =120. 120X$5.00= $600.00.

As you can see if you reduce your peak Demand permanently you can reduce your demand charges for all the remaining months. (For more detailed information please call the conference service center)

**LANDMARK POLICY**

Pursuant to the 2016 *Book of Discipline* ¶2512.7, the “Establishment of Annual Conference Policy with Regard to Government Landmark Efforts to Designate Church Owned Property as Landmarks”, policy was approved at the 2011 Annual Conference Session. It can be found in the 2012 Conference Journal beginning on page 274.

**MINISTRYSAFE**

Since 2015 when MinistrySafe was adopted as our Conference-wide abuse prevention system, there has been overwhelming success in congregations implementing MinistrySafe. Although the initial set up and transition was challenging for many congregations, the vast majority of churches have persevered to understand the system, overcome resistance to the changes, and now have a good foundation of MinistrySafe operating in their ministries.

During this process, most congregations have relied upon the pastor and/or children and youth staff to lead the compliance process. Each church has a Safety System Administrator (SSA) who maintains the online dashboard and often facilitates the compliance process for volunteers and staff. In 2016, the MinistrySafe Oversight Committee requested that MinistrySafe SSA be added to the Charge Conference list of “Local Church Leaders” so that now we can
communicate directly through the Conference database console to those leaders responsible for MinistrySafe. Currently, the console holds 226 names of SSAs in our Conference.

However, the burden is not on the SSA alone. At this point, every congregation should also have a Safety Committee, as per the CTC MinistrySafe policy, which helps makes decisions on how to implement the policy, monitors local ministries, and addresses safety violations and concerns. For our smallest churches, many Pastors are serving as the SSA as well as facilitating the compliance process for their volunteers. In these cases, a Safety Committee is essential for maintaining accountability and sharing responsibility between the pastor and laity.

At first, MinistrySafe seemed confined to children and youth ministries within the walls of the church. Now, local Mission and Outreach teams are also seeing the need for MinistrySafe certification as they interact with the community and represent the United Methodist Church in the streets of their neighborhoods. Churches are asking their mission and outreach volunteers to be MinistrySafe compliant.

The CTC MinistrySafe Oversight Committee monitors compliance in several CTC programs including:
- Conference Council on Youth Ministries (CCYM) and its annual Mid-Winter retreat
- Central Texas Youth in Mission projects (CTCYM) and its Advisory Task Force
- Children’s Bible Camp and Confirmation Celebration
- Chrysalis
- Project Transformation
- Emergency Response Teams (ERT), UMVIM leader training, Emotional/Spiritual Care training

All adults- laity and clergy- who attend any of the CTC-sponsored programs listed above must submit a compliance form before attending the event.

In an effort to model best practices, the CTC Cabinet members have completed the 5 Safety Steps required for individual MinistrySafe compliance. Our hope is that the District Superintendents and their Assistants will be able to encourage Pastors who have not yet completed MinistrySafe themselves or congregations in their District who have not yet engaged the program.

The MinistrySafe Oversight Committee is aware that some churches are not utilizing all 5 Safety Steps when training volunteers. Some churches merely run a criminal background check and require the video training, leaving out all or part of the screening process (application, interview, references). The Oversight Committee is also aware that some churches have self-reported on their Charge Conference forms that the church is “non-compliant” with CTC MinistrySafe expectations.
From the perspective of the Oversight Committee, full compliance for a local church would look like this:

✓ Has in place an SSA who is different from the Pastor (although the Pastor can be one of two SSAs)
✓ Has a functioning Safety Committee which monitors church ministries and programs
✓ Follows all 5 safety steps with volunteers and staff: Video Training, Safety Application, Interview, References, Criminal Background Check
✓ Utilizes their MinistrySafe dashboard with up-to-date information, as well as a secure and confidential paper trail
✓ Implements the CTC MinistrySafe policy for programs with children, youth, and vulnerable adults

The MinistrySafe Oversight Committee will continue to monitor Conference-sponsored programs ensuring they remain in compliance with the criteria listed above. Beyond that work, the Committee’s main goals for the next two years are:

3. To encourage all CTC clergy to become MinistrySafe compliant through their local church (or through the district or conference office when necessary).
4. To strengthen local Safety Committees
   a. through specialized workshops for those church leaders/staff
   b. by increasing awareness of the role of Safety Committees among Pastors and local Trustee committees.

**CHURCH INSURANCE COVERAGE**

Conference policy requires that each church in the charge carry adequate property, liability and Workers’ Compensation Insurance on pastors and other employees. If a pastor (or other worker) receives a work-related injury, health insurance will not pay on what should be a worker’s compensation claim. In addition, regular liability insurance will not pay or protect a church against such a gap in coverage. Please, if you do not have workers’ compensation coverage, check with our Conference agent, Roach, Howard, Smith and Barton (1-800-295-6607) in Fort Worth, or any agent of your choosing.

We encourage churches to survey the insurance coverage that they now have and compare it to the minimum coverage standards (listed below) we feel are imperative for your church to minimize risk. Certainly there may be good reasons for your church to carry a different amount than the minimum. As always consult with your local church insurance agent or call the Conference Service Center for more information. We also encourage you to routinely shop your insurance needs and compare it with new policies and new carriers. We remind churches that a required part of Charge Conference reporting is a report from the Trustees, which lists insurance coverage and deed recordings.
For help in determining whether your local church insurance is adequate please use the following link to the General Conference Finance and Administration (GCFA) web site for a worksheet.


**CENTRAL TEXAS ANNUAL CONFERENCE**

**Local Church Minimum Insurance Recommendations**

The 2016 Book of Discipline ¶2533.2 requires local church trustees to annually review and report on the adequacy of local church property and liability insurance coverage “to ensure that the church, its properties, and its personnel are properly protected against risks.” Since 1797, the Discipline has provided that the property and assets of local churches are held in trust for the benefit of the denomination. Inadequate insurance puts local church property and assets at risk, including the denomination’s trust therein. Therefore, Trustees of the Central Texas Conference, representing the denomination’s trust interest, have adopted the following minimum insurance requirements for local churches:

**Commercial Package Policy**, to include the following minimum limits:

- **Buildings, Organs & Contents** Insured to Replacement Value, “Risk of Loss” aka “All Risk” Coverage
- **Fine Arts** $25,000
- **Comprehensive General Liability** Occurrence $1,000,000 Aggregate $2,000,000
- **Pastoral Counseling Liability** Occurrence $1,000,000 Aggregate $2,000,000
- **Hired and Non Owned Auto Liability** Occurrence $1,000,000
- **Employee Benefits Liability (EBL)** Occurrence $1,000,000 Aggregate $1,000,000
- **Medical Payments** $10,000
- **Sexual Misconduct Liability** Occurrence $1,000,000 Aggregate $1,000,000
- **Crime/Employee Dishonesty** Occurrence $25,000

**Directors & Officers (D&O) Policy**, to include the following minimum limits

- **Directors’ & Officers** $1,000,000
- **Employee Practices Liability (EPL)** $1,000,000 (including Sexual Harassment)

**Workers’ Compensation Policy**, including supply clergy

- **Bodily Injury by Accident** Each Accident $1,000,000
- **Bodily Injury by Disease** Policy Limit $1,000,000

**Umbrella Policy (Excess Liability)** – An Umbrella policy is suggested, but not required

This excess policy must extend over Commercial General Liability, Pastoral counseling, Employee Benefits Liability, Owned Auto, Hired & Non-Owned Auto and Workers Compensation. A higher per occurrence limit may be appropriate based on specific risk characteristics such as church size and/or scope of operations and ministries

- **Per Occurrence Limit** $1,000,000 (minimum) Aggregate $1,000,000

As always there may be good reasons to have different amounts of coverage.

Please consult with your insurance agent or call the Conference Service Center 817/877-5222 with any questions.
THE TEXAS OPEN CARRY LAW FOR CONCEALED HANDGUN HOLDERS & CTC MINISTRY POLICY

The Open Carry Law for Concealed Handgun Holders (“Open Carry Law”) became effective January 1, 2016. This law authorizes an individual who possesses a concealed handgun license issued by the state of Texas or by a state that Texas recognizes to carry the handgun in plain view in a public place as long as the handgun is carried in a shoulder or belt holster.

Property owners may prohibit the entrance onto their property by a person licensed to openly carry a handgun by providing verbal or written communication of the prohibition. The written communication may be a card, document or sign posted on the premises of the owner. The sign would be required to: (1) include in English and Spanish the statutory warning prescribed in the Texas Penal Code, (2) have contrasting colors with block letters at least one inch in height, and (3) be displayed in a conspicuous manner clearly visible to the public at each entrance to the property.

Examples of signs which meet the statutory requirements for prohibiting both concealed and openly carried handguns are in the 2016 CTC Journal, Board of Trustees Report p. 324. Signs can be purchased on line or can be “homemade” as long as they meet the statutory requirements.

¶3426.11 in the Book of Resolutions states, “reflecting the traditional role of The United Methodist Church that has been one of safety and sanctuary, every United Methodist Church is officially declared a weapon-free zone.” Believing that the open carry of handguns on church property is inconsistent with an atmosphere of prayer and worship, safety and sanctuary, it is the recommendation of the Conference Board of Trustees that oral and/or written notice be given in accordance with the statute prohibiting the “Open Carry” of handguns in churches of the Conference. We make no recommendation regarding the prohibition of concealed handguns on church property and suggest that this be left up to individual congregations. It is our further recommendation that, in addition to whatever normal security churches provide during worship services and other activities occurring on church campuses, trained personnel, whether ushers or others, be designated as persons to assist in the event of a disturbance or an apparent violation of the notices the churches have posted with regard to the presence of guns on the property.

In addition, recognizing that the church is not a building, the church is the people and the ministry that we undertake both within the church building and outside in the mission fields of our communities and world. We remind everyone that by vote of the 2016 CTC annual conference for all ministries sponsored by the Central Texas Conference, i.e. CTCYM and conference children and youth events, mission trips, disaster response and VIM events, etc., (these are not meant to be the exclusive/exhaustive list of ministries but are examples) are to be declared a weapon free zone.
DISTRICT PROPERTY ISSUES

RESOLUTIONS FOR DISCONTINUANCE AND/OR MERGER

RESOLUTION FOR THE DISCONTINUANCE OF
BETHEL UMC OF NORTH DISTRICT

WHEREAS the congregation of Bethel UMC located in Tarrant County, Texas, in the North District, has declared its intention to close after faithful servant ministry for many years; and

WHEREAS the North District has surveyed the needs of ministry in the mission field and believe it can be served by existing nearby congregations; and

WHEREAS it would appear to serve no missional purpose to retain this property; and

WHEREAS the membership of Bethel United Methodist Church has been transferred to other congregations and there are no existing trustees; and

WHEREAS the abandonment of the church and the abandonment of its property has been recommended by the District Superintendent and approved by the Bishop, a majority of the District Superintendents and the District Board of Church Location and Building according to ¶ 2549 of The Book of Discipline; and

WHEREAS all steps required by the Disciplinary have been taken;

THEREFORE, BE IT RESOLVED, that the Bethel United Methodist Church be discontinued as of January 15, 2017, and all of its property declared abandoned and transferred to the Central Texas Conference of the United Methodist Church for sale, distribution, and other disposition as the Conference Board of Trustees may deem in the best interest of the conference.

BE IT FURTHER RESOLVED, that the Central Texas Conference Board of Trustees be authorized, in its discretion, to distribute the items of the property which may be best used by other churches to such churches or to the Center for Evangelism & Church Growth and to sell all other property with the net proceeds given to the Center for Evangelism & Church Growth; and

BE IT FURTHER RESOLVED, that the membership of the remaining congregation of Bethel UMC at the time of this action be transferred to Benbrook United Methodist Church, and that all official records of the discontinued church be forwarded to the Central Texas Conference archives.

STILL WATER LODGE TASK FORCE
GARY CUMBIE, CHAIRPERSON

The members of the Still Water Lodge Task Force appreciate being given the opportunity to evaluate and make recommendations regarding the facility and its
sustainability. Further, we express appreciation to Dr. Randy Wild, Executive Director - Center for Mission Support for the Central Texas Conference, and to Natalie Davidson, Executive Director for the Glen Lake Camp and Retreat Center, for providing valuable background information and facilitating our review.

Background – Glen Lake Camp
Glen Lake Camp was created as a ministry of the Central Texas Conference with the purchase of the former Lakeview Camp in 1939. Since that time, the camp has provided opportunities for spiritual growth through summer camp for youth and through retreats and conferences for all age groups. The Mission of Glen Lake Camp is the same as that of our Annual Conference: Making disciples of Jesus Christ for the transformation of the world. The Glen Lake Camp Vision is: People encounter God through the teaching of Christian faith, restoration of hope, and inspiration of love.

Glen Lake Camp is in a beautiful 55-acre natural setting, well-suited to its Mission and Vision, and it has been successful in its operation. Many within the Central Texas Conference have a strong attachment to the Camp and its role in their spiritual growth and development.

While Glen Lake has long had a limited ability to accommodate adult groups and conferences, it was felt some years ago that more could and should be done to reach this important demographic. While plans were considered for possible construction on the camp site to accommodate more adult groups, an opportunity presented itself in 2007 to acquire a nearby property, the Still Water Retirement Community.

Annual Conference approves a Task Force
In the 2016 GLC board report to the Central Texas Annual Conference there was a request for the annual conference to appoint a task force to study the issues related to the Still Water Lodge. The task force was made up of members of the Glen Lake Camp Board, Conference Board of Trustees, Conference Council on Finance and Administration, Lay Leader, Executive Director of Mission Support, Executive Director of GLC and 4 at large members of the annual conference.

The following is the background, assessment and recommendations of the annual conference appointed task force on Still Water Lodge.

Background – Still Water Lodge
The former Still Water Retirement Community was designed as an apartment-style residence for active seniors. It is a two-story structure, with 27 suites plus kitchen and dining and meeting facilities, located on 7 acres fronting the Paluxy River. Built in 2000, it is located about a mile from the Glen Lake Camp. Camp leaders, after study and research, produced a business plan declaring that the property was a good fit with their plans for an adult retreat and conference center, and so in 2007, with Conference approval, the property was purchased by Glen Lake Camp with $2.8 million borrowed from the Texas Methodist Foundation. An additional $300,000 was borrowed, to equip the facility with furnishings and to make some
initial modifications to the building making a total of $3.1 million borrowed. Initial plans were to convert the 27 apartment-style suites into smaller hotel room-sized units, doubling capacity to more than 100 guests, and then building a new, larger dining room and additional meeting space to accommodate more guests. Construction would take place on one-fourth of the facility at a time (i.e. north wing upstairs, north wing downstairs, etc.), so that the rest of the Center would remain operational. The business plan anticipated that the Retreat Center would operate with a negative cash flow initially, but that through effective marketing to CTC congregations and adult Sunday School Classes, as well as other religious and secular groups, the center would be covering its costs by the end of year two, and would thereafter generate a surplus capable of funding necessary renovations and expansions.

Experience
In reality, it was not possible to double the number of rooms. Initial efforts to do so revealed that plumbing/electrical/mechanical infrastructure was installed in an unorthodox manner, such that it prevented the removal of some walls and did not allow for the creation of smaller hotel-type rooms (i.e., a bedroom with its own bathroom). Thus, the Still Water Lodge and Conference Center has been operated with only 27 units. All have living rooms and kitchens, but those two amenities do not add much value for conference attendees, who tend to do their visiting with other attendees in common areas, and who expect to have their meals prepared for them. Some of the units have two bedrooms, and many of the units have beds added in their living room spaces, but this type of accommodation doesn’t work for potential conference attendees who expect more privacy. While some family groups function well in this environment, and some other groups enjoy the quaint arrangements, overall the facility has not been successful in attracting clientele. It should be pointed out, that in 2015, 76% of revenues came from non-UMC groups. Some of these might have been groups with a religious purpose, but to a significant extent we are having to market our facility to customers who don’t help us meet our Mission and Vision.

Financially, Still Water has been able to pay little on its principal while making the interest only payments on its mortgage, such that the balance owing is still approximately $3.008 million. Since 2013, Glen Lake Camp management has been able to isolate financial performance for Still Water Lodge. In that year, it had a deficit of $187K. In 2014 and 2015, the deficits were $78K and $100K, respectively. In 2016 the deficit was $150K. These annual deficits roughly approximate the annual mortgage interest payment of $150K, which is to say that annual income otherwise covers operating costs but not any mortgage interest, let alone principal, payments.

Essentially Still Water has run a deficit for 9+ years and it is not expected, given the limited number of units available and their unusual configuration, that Still Water can ever be expected to succeed as a retreat center and pay off its mortgage. In addition, this annual $125K+ average deficiency has been covered from the Glen Lake Camp budget, thereby using valuable resources needed for maintenance and ministry programming at GLC, while at the same time diverting
some of the attention of the GLC board to the financial matters of Still Water Lodge from their focus on GLC and its successful summer camping ministry.

Recommendation
The Task Force strongly acknowledges and endorses the need for adult conference and retreat space, and wishes that the Still Water facility were better-designed for that purpose. With 20/20 hindsight, we feel it would have been better to construct such a facility on some remote corner of the Glen Lake Camp, rather than buying Still Water with the hopes of converting it.

Nonetheless, the Camp now owns Still Water, and its $125K+ average annual deficit. Given that fact, and the potential for growing repair and maintenance costs, and the inability to significantly increase our revenues, and the fact that we are not effectively achieving our Mission and Vision, it is the recommendation of the Task Force:

1. That the Still Water property be marketed and sold. Efforts should begin promptly to find a buyer by marketing the property as widely as possible to attract various potential owners. Obviously one such buyer might be one with experience that would enable them to operate Still Water as the retirement center it was designed to be.

2. That Still Water continues to operate as a retreat center until such time it is sold, so long as it continues to cover its operating expenses (not including interest).

3. That the Board of Directors of Glen Lake Camp work with the Texas Methodist Foundation to retire the mortgage as the Still Water property is sold, and to the extent necessary refinance any unpaid balance.

4. That the Board of Directors of Glen Lake Camp be authorized to take all necessary steps to carry out this action and to cause to be executed any necessary contract, deed, bill of sale, mortgage, or other written instrument.

Respectfully submitted,

Gary Cumbie (chairperson), Gary Sult (CFA), Kevin Wilson (BOT), Mike Ford (Lay Leader),
J.D. Wynn & Steve Vincent (GLC), John McKellar, Debra Crumpton, Kyland Dobbins (at large), and Randy Wild and Natalie Davidson.

This recommendation was passed unanimously by the GLC board meeting on February 11, 2017.
This recommendation was passed unanimously by the Cabinet at a meeting on March 14, 2017.
The 4 recommendations were passed unanimously by the Conference Board of Trustees meeting on April 5, 2017.
This recommendation was passed unanimously by the Conference CFA meeting on April 25, 2017.
This recommendation will be presented to the Core Team meeting on May 8, 2017.
Glen Lake Board Hires a Consultant

In March 2014, the Glen Lake Camp Board partnered with Kaleidoscope Inc., a recognized national leader in consulting with camping organizations. This is the second-time KI has been used to consult with GLC. The first time led to the development of a strategic plan that enabled the building of our first phase of new lodging, dining hall, chapel, gym, etc.

During this second partnership, the board asked KI to help develop……

- a comprehensive assessment of the full ministry operation including review of use, finances, program model, sites and facilities, competition, marketing and staffing model;
- Develop strategic directions for the ministry in relation to the vision of camp leaders (board members and staff); and,
- Create an implementation plan that moves Glen Lake to a place of health and long term sustainability as a vital and viable ministry.
This process took shape over the ensuing year with 4 board workshops and considerable time spent touring the facilities and meeting with the staff. In the spring of 2015, the GLC board received the Comprehensive Assessment and Strategic Plan presented to them by Kaleidoscope, Inc.

One of the key points of discussion throughout the process was group use of the facilities and debt maintenance regarding the 2nd site of Glen Lake Camp called Still Water. The general conversations revolved around 4 main issues:

1. Renovation plans at Still Water were not able to be implemented for a variety of reasons;
2. While capacity at Still Water was near 100% on weekends, the week day usage was not able to generate any real measurable income;
3. While UM groups provided between 31% - 42% of the usage, with discounts for UM groups, they are only accounting for approximately 24% of the revenue. And the revenue from all usage was still not sufficient to pay the bills and interest only on the debt; and,
4. That the money being used from GLC budget to meet the annual Still Water Lodge deficit was not allowing the camp to fully fund programming and maintenance that was needed.

The following excerpt is copied directly from the Comprehensive Assessment and Strategic Plan report presented by Kaleidoscope Inc., to the GLC board.

**Debt Relief Plan**

The outstanding capital debt (~$3 million) on Still Water Lodge is a significant burden on the Glen Lake ministry and the Board. Presently Glen Lake is paying the interest on the note, but not toward the principle.

**Goal:** Develop a plan to address the debt and communicate to constitutes and the Annual Conference

Note: The large debt owed on the Still Water facility is challenging in many ways. One challenge is that the facility does not serve as effectively and efficiently as it could. Investing funds to expand the meeting and dining areas would allow for more efficiency in hosting multiple groups. Leaders may also wish to consider converting the suites to private rooms. A number of questions are apparent when considering adding to the capital investment and debt of this facility:

- Should more capital funds be spent on this facility and invested in an adult model of ministry?
- What reasonable growth could be expected with expanding meeting/dining space at Still Water?
- Does the Annual Conference have an interest in adult retreat ministry to garner the support to pay off the current and potentially expanded debt?
- Could the asset of Still Water be better used to develop a family/adult center on the Glen Lake main camp property? Does the land on the main camp property accommodate the desired facilities and any other new development?
Immediate

Form the message to be shared with a new Executive Director about the debt at the time of offering a position.

Assignment

➢ Board leadership in connection with Annual Conference leaders.

Still Water Lodge 2012 – 2015 Usage Review

<table>
<thead>
<tr>
<th>SWL</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>User Days</td>
<td>2,658</td>
<td>2,139</td>
<td>2,855</td>
<td>2,692</td>
</tr>
<tr>
<td>% Use</td>
<td>36% UM</td>
<td>35% UM</td>
<td>40% UM</td>
<td>34% UM</td>
</tr>
<tr>
<td></td>
<td>46% Other</td>
<td>44% Other</td>
<td>33% Other</td>
<td>42% Other</td>
</tr>
<tr>
<td></td>
<td>18% non-church</td>
<td>21% non-church</td>
<td>27% non-church</td>
<td>24% non-church</td>
</tr>
<tr>
<td></td>
<td>20-29 - 29%</td>
<td>20-29 - 24%</td>
<td>20-29 - 22%</td>
<td>20-29 - 25%</td>
</tr>
</tbody>
</table>

UM = Individual UMC and Conference Events
Other = Other church (faith based) groups
Non-UMC = Corporations, businesses, families, non-faith based groups

* Group size – These are the 3 largest percentages of age groups served

INCOME

% of Use for 2015

10% CTC (Conference sponsored ministries)
14% UMC (individual UMC churches)
76% Non-UMC (non-faith based entities)

Limitations of Current Facility
(taken from user responses)

1. Room Design
   a. Privacy
   b. Bathroom availability/Distance/Privacy
2. Limited Meeting Space
   a. Only 2 small meeting spaces
3. Multiple Groups share a meal

Blessings of Current Facility
(taken from user responses)

1. Able to book two groups at a time
2. Offer hotel sytle bedding
3. 24-hour coffee room
4. Safety of all being in one building (women’s retreat attendees)
Still Water Lodge Loan

Original Loan: $3,100,000 @ 7.25%

Remaining Loan Amount Balances:

<table>
<thead>
<tr>
<th>Date</th>
<th>Remaining Loan Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>12-31-2009</td>
<td>$3,010,198.24</td>
</tr>
<tr>
<td>12-31-2010</td>
<td>$3,010,198.24</td>
</tr>
<tr>
<td>03-27-2011</td>
<td>$3,010,198.24</td>
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</tbody>
</table>

(in October 2011, GLC Board approved asking TMF for an additional $25,000 for maintenance and repairs)

<table>
<thead>
<tr>
<th>Date</th>
<th>Remaining Loan Amount</th>
</tr>
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<tbody>
<tr>
<td>02-19-2012</td>
<td>$3,020,306.74</td>
</tr>
<tr>
<td>11-01-2013</td>
<td>$3,015,767.32</td>
</tr>
<tr>
<td>10-13-2015</td>
<td>$3,015,354.21</td>
</tr>
<tr>
<td>03-03-2016</td>
<td>$3,013,706.48 @ 5%</td>
</tr>
</tbody>
</table>

Net Income (Loss) from Still Water Lodge Budget Account

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Income</td>
<td>194,121.58</td>
<td>323,377.36</td>
<td>319,830.04</td>
<td>245,781.07</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>381,551.12</td>
<td>401,589.27</td>
<td>420,319.14</td>
<td>395,820.15</td>
</tr>
<tr>
<td>Net Income (Loss)</td>
<td>(187,429.54)</td>
<td>(78,292.94)</td>
<td>(100,489.10)</td>
<td>(150,039.08)</td>
</tr>
</tbody>
</table>
CONFERENCE STATISTICAL REPORT  
DAVID STINSON, STATISTICIAN

TOTAL MEMBERSHIP JANUARY 1, 2016 (1)  147,170
Members received:
- Profession of Faith  1,742
- Affirmation  105
- Correct Previous Year  105
- Transfer other UMC  1,771
- Other denominations  1,321

Total members received 2016  5,044
Members removed:
- Charge conference  986
- Withdrawn  365
- Correct Previous Year  900
- Transfer other UMC  776
- Other denominations  273
- Death  1,231

Total members removed 2016  4,531

TOTAL MEMBERSHIP DECEMBER 31, 2016 (2)  147,683
Gain of 513

Ethnic breakdown of 2016 membership:
- Asian  993
- African American  3,899
- Hispanic  2,382
- Native American  131
- Pacific Islanders  527
- White  137,958
- Multi-Racial  1,793

Attendance at principal worship  42,725
Loss of 699

Church school:
- Children  18,805
- Youth  8,452
- Young Adults  4,120
- Other Adults  35,109

TOTAL CHURCH SCHOOL MEMBERSHIP  66,486
Loss of 3,835

Church school average attendance  19,852
Gain of 349

Church school membership equals 45.02% of church membership
Church school average attendance equals 29.86% of church school membership
Church school average attendance equals 46.46% of worship attendance

NOTES:
(1) Includes 319 “members” in non-chartered churches
(2) Includes 326 “members” in non-chartered churches

~ 319 ~
Proposed Constitutional Amendment – I

On May 16, 2016, at a session of the General Conference of The United Methodist Church held in Portland, Oregon, the following Constitutional Amendment was adopted by a recorded vote of 746 Yes, 56 No (Calendar Item 121, DCA p. 2106). It is now presented to the Annual Conferences for vote.

In the 2012 Book of Discipline, Division One, add a new paragraph between current ¶¶ 5 and 6:

As the Holy Scripture reveals, both men and women are made in the image of God and, therefore, men and women are of equal value in the eyes of God. The United Methodist Church recognizes it is contrary to Scripture and to logic to say that God is male or female, as maleness and femaleness are characteristics of human bodies and cultures, not characteristics of the divine. The United Methodist Church acknowledges the long history of discrimination against women and girls. The United Methodist Church shall confront and seek to eliminate discrimination against women and girls, whether in organizations or in individuals, in every facet of its life and in society at large. The United Methodist Church shall work collaboratively with others to address concerns that threaten the cause of women’s and girl’s equality and well-being.

If voted and so declared by the Council of Bishops, this would become the new ¶6, and the current ¶¶ 6-61 would be renumbered as ¶¶ 7-62.

AND

Proposed Constitutional Amendment – II

On May 20, 2016, at a session of the General Conference of The United Methodist Church held in Portland, Oregon, the following Constitutional Amendment was adopted by a recorded vote of 509 Yes, 242 No (Calendar Item 429, DCA p. 2212). It is now presented to the Annual Conferences for vote.

In the 2012 Book of Discipline, Division One, ¶4, Article IV, amend by deletion and addition as follows:

After “all persons” delete “without regard to race, color, national origin, status, or economic condition”. After “because of race, color, national origin,” delete “status,” and add “ability”. At the end of the paragraph, add “nor shall any member be denied access to an equal place in the life, worship, and governance of the Church because of race, color, gender, national origin, ability, age, marital status, or economic condition.”
If voted and so declared by the Council of Bishops, ¶ 4 would read:

The United Methodist Church is part of the church universal, which is one Body in Christ. The United Methodist Church acknowledges that all persons are of sacred worth. All persons shall be eligible to attend its worship services, participate in its programs, receive the sacraments, upon baptism be admitted as baptized members, and upon taking vows declaring the Christian faith, become professing members in any local church in the connection. In the United Methodist church, no conference or other organizational unit of the Church shall be structured so as to exclude any member or any constituent body of the Church because of race, color, national origin, ability, or economic condition, nor shall any member be denied access to an equal place in the life, worship, and governance of the Church because of race, color, gender, national origin, ability, age, marital status, or economic condition.

AND

**Proposed Constitutional Amendment – III**

On May 16, 2016, at a session of the General Conference of The United Methodist Church held in Portland, Oregon, the following Constitutional Amendment was adopted by a recorded vote of 767 Yes, 22 No (Calendar Item 111, DCA pp. 2105). It is now presented to the Annual Conferences for vote.

In the 2012 *Book of Discipline*, Division Two, Section VI, ¶ 34, Article III, (2016 *Book of Discipline*, Division Two, Section VI, ¶ 34, Article III) amend by addition as follows:

After the first sentence, add, “Such elections shall include open nominations from the floor by the annual conference, and delegates shall be elected by a minimum of a simple majority of the ballots cast.”

If voted and so declared by the Council of Bishops, ¶ 34 would read:

The annual conference shall elect clergy and lay delegates to the General Conference and to its jurisdictional or central conference in the manner provided in this section, Articles IV and V. Such elections shall include open nominations from the floor by the annual conference, and delegates shall be elected by a minimum of a simple majority of the ballots cast. The persons first elected up to the number determined by the ratio for representation in the General Conference shall be representatives in that body. Additional delegates shall be elected to complete the number determined by the ratio for representation in the jurisdictional or central conference, who, together with those first elected as above, shall be delegates in the jurisdictional or central conference. The additional delegates to the jurisdictional or central conference shall in the order of their election be the reserve delegates to the General Conference. The annual conference shall also elect reserve clergy and lay delegates to the jurisdictional or central conference as it may deem desirable. These reserve clergy and lay delegates to the jurisdictional or central conferences may act as reserve delegates to the General Conference when it is evident that not enough reserve delegates are in attendance at the General Conference.
Proposed Constitutional Amendment – IV

On May 20, 2016, at a session of the General Conference of The United Methodist Church held in Portland, Oregon, the following Constitutional Amendment was adopted by a recorded vote of 621 Yes, 15 No (Calendar Item 468, DCA p. 2217). It is now presented to the Annual Conferences for vote.

In the 2012 Book of Discipline, Division Three, ¶ 46, Article I, amend by addition, as follows:

To the end of the paragraph, add “provided that episcopal elections in central conferences shall be held at a regular, not an extra, session of the central conference, except in the case where an unexpected vacancy must be filled.”

If voted and so declared by the Council of Bishops, ¶ 46 would read:

The bishops shall be elected by the respective jurisdictional and central conferences and consecrated in the historic manner at such time and place as may be fixed by the General Conference for those elected by the jurisdictions and by each central conference for those elected by such central conference, provided that episcopal elections in central conferences shall be held at a regular, not an extra, session of the central conference, except in the case where an unexpected vacancy must be filled.

AND

Proposed Constitutional Amendment – V

On May 17, 2016, at a session of the General Conference of The United Methodist Church held in Portland, Oregon, the following Constitutional Amendment was adopted by a recorded vote of 715 Yes, 79 No (Calendar Item 446, DCA p. 2214). It is now presented to the Annual Conferences for vote.

In the 2012 Book of Discipline, Division Three, ¶ 50, Article VI, amend by addition, as follows:

After the last paragraph, add “These provisions shall not preclude that adoption by the General Conference of provisions for the Council of Bishops to hold its individual members accountable for their work, both as general superintendents and as presidents and residents in episcopal areas.”

If voted and so declared by the Council of Bishops, ¶ 50 would read:

The bishops, both active and retired, of The Evangelical United Brethren Church and of The Methodist Church at the time union is consummated shall be bishops of The United Methodist Church.

The bishops of The Methodist Church elected by the jurisdictions, the active bishops of The Evangelical United Brethren Church at the time of union, and bishops elected by the jurisdictions of The United Methodist Church shall have life
tenure. Each bishop elected by a central conference of The Methodist Church shall have such tenure as the central conference electing him shall have determined. The jurisdictional conference shall elect a standing committee on episcopacy to consist of one clergy and one lay delegate from each annual conference, on nomination of the annual conference delegation. The committee shall review the work of the bishops, pass on their character and official administration, and report to the jurisdictional conference its findings for such action as the conference may deem appropriate within its constitutional warrant of power. The committee shall recommend the assignments of the bishops to their respective residences for final action by the jurisdictional conference.

These provisions shall not preclude that adoption by the General Conference of provisions for the Council of Bishops to hold its individual members accountable for their work, both as general superintendents and as presidents and residents in episcopal areas.

AFFILIATED INSTITUTIONAL REPORTS

ALDERSGATE ENRICHMENT CENTER
EARLY, TEXAS

MARSHALL THORNHILL, DIRECTOR OF DEVELOPMENT

In 1994, Mike Pinson stood before this conference and said, “If you want to see God at work, come to Aldersgate.” That statement holds just as true today as it did 23 years ago. As 2017 approaches, we reflect on how God’s hand touched our organization in 2016 as well as celebrate our 30th birthday this May.

Aldersgate has spread its wings in 2016 as we underwent a 20,000-sq. ft. expansion of our campus including an addition to our Recycling Center, completion of our very own on-campus chapel and a brand new state-of-the-art Production Facility. This was one of the biggest expansions in our organization’s history, and a bit scary to say the least. But, after much prayer; we knew that God would provide and that He did. With this expansion came two major contracts that, by their term cycle, will have more than paid for the expansion. This expansion also offered opportunities for over one hundred volunteers to donate over 2,500 hours to improving our campus! If you don’t believe that God is at work on our campus, then I would encourage you to come for a visit.

We also kicked off a new tradition in 2016 with our 1st Annual Easter Eggstravaganza event! This fun and “egg” citing event surrounded a cause that is dear to our hearts. We noticed that our community did not have any sort of Easter egg hunt that was geared toward children with special needs. Therefore, they would often get trampled by other kids and were not offered the same opportunities as others. So, with that in mind, we decided to host our own Special Hunt for kids with special needs. This was an invitation-only hunt and invitations were passed out through the special needs programs in our local area schools. The event was a huge success and included a general Easter Egg hunt for the kids in our community and an Egg Run obstacle course for the adults. Inside the Gathering Place, our 6,000-sq. ft. open venue, the ARC (Association for Retarded
Citizens) and Center for Life Resources hosted a carnival packed with games and some “egg” stravagent prizes! Early Chamber of Commerce hosted a silent auction on our behalf, and the Aktion Club of Brownwood served from the snack bar. There was even an appearance from Al the Aldersgate Easter Bunny. But the biggest hit was the Barfield Family Foundation Egg Roulette tournament. This event allowed participants to go head-to-head (no pun intended) by smashing eggs on their forehead to find out if they were raw or hard-boiled. The loser was the first to get “yolked” so-to-speak.

As we closed the books on an amazing year in 2016, our excitement only continued to grow as we looked forward to 2017. This year; we will celebrate our 30th birthday. It was in 1987 that a bold group of Methodist Men cast vision for the extraordinary organization that Aldersgate is today. Without the bravery and dedication of these men, none of the last thirty years would have been possible, including the countless lives that have been changed by the love and blessing of the ministry on the other side of those gates. When I say, lives were changed, I don’t just mean those of our associates. As much love and support that our staff pour on to those adults with special needs there is just as much, if not more, reciprocated back to our staff. If you haven’t, I would encourage you to visit our website and read the staff biographies. It will warm your heart to know that the Methodist Conference was the spark that has caused such a wildfire of hope, love, and faith in Aldersgate Enrichment Center and everyone associated with the organization. To honor that, we are hosting a 30th birthday celebration for Aldersgate on September 9, 2017. We would LOVE to have each and every one of you in attendance. Our Buildings, Boots & BBQ Birthday Bash will include an open tour of our facilities, a BBQ plate meal, and a special presentation on the history of Aldersgate. Check our website or follow us on social media for more details.

Again, we know that Aldersgate would not exist if it weren’t for the boldness of those Methodist Men that God spoke to and we are so thankful for their faithfulness to follow God’s word and lay the groundwork for this blessing that we call home. We would like to thank ALL of our supporters for the continuous prayers, contributions, and encouraging words. We continue to seek support in those organizations and individuals alike who have a heart for adults with special needs. As God continues to work through us, we gratefully welcome support in prayer, financial contributions, gifts-in-kind, or volunteer labor. If you are ever in the Central Texas area, we encourage you to stop buy and visit. We would love to offer you lunch and a tour. But most importantly, we would love for you to get to know our associates and truly see why our organization’s tag line is: God At Work!

LYDIA PATTERSON INSTITUTE
EL PASO, TEXAS
SOCORRO BRITO DEANDA, PRESIDENT

Every year, Lydia Patterson institute (LPI) becomes a stronger ministry of the United Methodist Church with its eternal mission of changing lives and serving as a catalyst from despair to optimism through knowledge and faith. At least 400 lives
Three years ago, LPI added a middle school to its already highly successful high school program. With the addition of the 7th and 8th grades came the integration of the latest state-of-the-art technology available for the classroom. The 9th and 10th grades were upgraded last year, and the 11th and 12th grades were completed this school year. This makes our school the only one in the El Paso area totally technologically operated with Smartboards and E-Pads in every classroom and Ebooks in every subject.

The mission of Lydia Patterson is to form bilingual leaders for both church and society, and to provide them with the tools to break the cycle of poverty and make a better life for themselves and their families. This past school year, we graduated 83 seniors. All are in college today. On graduation night, we announced a total of $1.6 million in scholarships from United Methodists colleges and universities alone. Our connection with other United Methodist institutions merits mention as to the success of our ministry.

Our job is to help students and their families move forward towards a higher socio-economic level. The challenges are plentiful, but we meet them with faith and optimism. Economic conditions across the border hinder the economic abilities of our parents. This year, the price of gasoline was doubled, and the Mexican peso is in a constant state of devaluation. The effect of the downturns is a need for more scholarships to support our students.

Lydia Patterson Institute, your mission on the U. S. –Mexico border is a promise of hope to those fearing the uncertainties of border issues and the threats of deportation. At a time where politicians and government officials talk about building fences or higher walls, Lydia Patterson is building taller bridges between the two countries to bring families to more equitable means of living, and preparing its students to serve both sides of the border with dignity and integrity in a bi-national setting. We strive to form the bilingual leaders of tomorrow and our next generation of disciples for the transformation of a world of peace and harmony on our U. S. –Mexico borders and beyond.

Thank you for being a part of this redemptive ministry and for joining us in making it a vital one for the next 100 years. Our appreciation goes out to the Bishop and every United Methodist church in this conference and all those who support us with their dollars and their prayers. We extend a warm invitation to visit our campus, whether in a mission tour, work team, or personal stopover, and experience firsthand the life of one of the greatest ministries of the United Methodist Church.
support of our many benefactors and friends, including those from the Central Texas Annual Conference. I am honored to report to you that MCH continues to be in compliance with and, in many cases, exceed best practice standards for childcare established by the states of Texas and New Mexico as well as the Council on Accreditation (COA), an international accrediting organization of child welfare, behavioral health, and community-based social services.

I invite each member of the annual conference to visit our website at www.MCH.org. There you can view our strategic plan, annual report or explore in more detail the services we offer. You can also download stories; identify resources to help educate your congregation on our ministry; view a transparent listing of our financial resources and services delivered; find out how you can refer a child for placement; or learn more about a call to join our ministry as a home parent, foster parent or in another capacity.

Guided by our core values of Christian Principles, Relationships, Responsibility, Growth, Service and Hope; MCH provides the care, programs and talented individuals needed to positively impact the lives of children, youth and families throughout Texas and New Mexico. This is happening every day in residential programs on our Waco campus and Boys Ranch as well as through 13 MCH Family Outreach offices, including Killeen and Waco.

The reasons children and youth arrive in our care are unique to each individual. They range from extreme trauma, a sudden change in the family structure, school issues, or poor choices in a difficult and ever-changing world. We invest in our staff so that regardless of what brings someone to MCH, they encounter the highest level of care possible. Our vision remains to share what we learn with pastors, youth ministers and family members in the local church because MCH knows you are encountering similar situations.

Through the generosity of our benefactors, the prayers of our friends and supporters, and the commitment of a skilled community of MCH employees, here are some of the things you helped MCH accomplish for God’s glory and those we serve:

- Began the process of creating a bold three-year strategic plan to help chart a bright future for this ministry and address the ever-changing needs of children, youth and families from Texas and New Mexico. Our leadership team is committed to finding new and innovative ways to fulfill our mission and partner with United Methodist congregations to serve those who would benefit from the services we offer.
- Opened the first new residential home in more than 50 years, The Dr. Jack Kyle and Evelyn Daniels Home, on our Waco campus.
- Started building two additional homes thanks to the generosity of our supporters. These homes are part of our capital campaign, “Building Hope.” This campaign seeks to create 21st century homes that are designed and equipped to best serve the children now entering our care. The response from our benefactors, alumni and fellow childcare providers to the new homes’ design and features has been amazing.

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Assisted 35 young men and women in graduating from our University of Texas – University Charter School on the Waco campus and other public school systems. Thanks to our many friends who designated gifts for scholarships, approximately $500,000 was available to assist 84 MCH alumni in pursuing advanced education degrees and certificates.

Established new MCH Family Outreach offices in Killeen and Bryan/College Station, Texas, and Las Cruces, N.M.

Enjoyed a great year for our athletic programs, Ag Science/FFA and Environmental Studies programs and other extracurricular activities. Our MCH Bulldog football team reached the state semifinals and we enjoyed one of our best years on record at the Heart O’ Texas Fair & Rodeo. We believe these and other extracurricular activities are powerful ways to help empower our young people and strengthen their sense of belonging in our nurturing, Christian community.

Our achievements in the past, and those yet to come, are directly related to the men and women who give their time, talents and resources to bless our children. The following individuals from the Central Texas Annual Conference serve on the MCH Board of Directors:

Dr. Jeff Clark, Temple
Rev. Steve Ramsdell, Waco
Rev. Clifton Howard, Fort Worth

These individuals, along with other Board members, MCH Commissioners and benefactors, enable our ministry to achieve its mission. If you would like to schedule a speaker, arrange a tour or request resources to help promote an offering, contact our Development office by email at development@MCH.org, by phone at (254) 750-1314 or (800) 853-1272. You can also reach us by mail at 1111 Herring Avenue, Waco, Texas 76708.

As we now celebrate our 127th year of ministry, MCH knows our service to children and families is possible because of God’s amazing grace and our generous benefactors. Thank you for your trust and support of our ministry. May God continue to bless you, the ministries of the Central Texas Annual Conference and Methodist Children’s Home.

MOUNT SEQUOYAH CENTER, INC.
JESS L. SCHLOAD, CEO
150 N Skyline Drive, Fayetteville, Arkansas 72701
479.443.4531 OFFICE | 800.760.8126 TOLL FREE
www.mountsequoyah.org

1922-2017 – 95 YEARS OF MINISTRY

Greetings to the Central Texas Conference from all of us at Mount Sequoyah in Fayetteville, AR. Serving United Methodist and many others since 1922, we continue to be a vital part of the South Central United Methodist. This past year we hosted and helped sponsor a number of UMC events including:

United Methodist Study School Lay Servant Academy

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- Missions Camp
- Children’s Ministries Beyond Conference.
- SCJ Mission Academy.
- Youth and Young Adults gathering in fall of 2016
- Easter Sunrise Service United Methodist led.
- Partnered with the University of Arkansas Wesley Ministries to provide housing for an intern

As many of you know, our direct relationship with the South Central Jurisdiction ended last summer. However, we will always strive to be a part of the United Methodist as we have for 95 years. The programs listed above and many more being planned are an example of our commitment to this relationship. We sincerely thank all of you for your support over the years.

Mount Sequoyah ended 2016 with a surplus and is in an excellent place fiscally. There are challenges as we do have aging facilities. As we go through the next 5 years leading to our 100th anniversary year, you will be hearing about our campaign to make major upgrades to Clapp Auditorium and Wesley. We dream of Clapp being a multi-functional space that can hold up to 400 people. Wesley, built in 1927, is going to be a major project where we will seek to keep the historical feel while making it a modern and comfortable lodging and meeting venue.

Mount Sequoyah had been working on a major matching grant provided by the Arkansas United Methodist Foundation. This $300,000 grant was fully matched in 2016 and the resulting funds helped a great deal in upgrading many of our lodging and meeting facilities.

In 2016 we also welcomed our new CEO, Jess Schload. Jess came from a similar site in the Florida Conference, the Life Enrichment Center. He has served conference and retreat centers for over 25 years. We hope many of you can come to Mount Sequoyah sometime to see all the upgrades and meet our new CEO.

Blessings to you all and our prayers are with you as you meet and work together for Christ in 2017. As always, Mount Sequoyah seeks to be a partner with you in this effort.

PROVIDENCE PLACE
(FORMERLY METHODIST MISSION HOME)
SAN ANTONIO, TEXAS
JUDITH BELL, INTERIM PRESIDENT & CEO
BILL AVERA, CHAIR, BOARD OF TRUSTEES

On behalf of our Board of Directors, staff, and those on our campus who are working hard to achieve their own personal level of success, I thank you – Bishop Mike Lowry and the members of the Central Texas Annual Conference – for your dedication in partnership with the ministry of Providence Place. By God’s grace, we celebrated our 121st anniversary in 2016 thanks to the committed support from individual donors and United Methodist Churches. We have been able to be a
blessing to those around us for well over a century, and we couldn't have done it without you.

Providence Place provides a safe haven for those who have felt excluded. We offer adoption services to women who are facing an unplanned pregnancy, as well as those who are looking to open their hearts and homes to a child in need of a forever family. We also have our Center for Higher Independence (CHI), which is a transitional program for young adults with cognitive or physical disabilities. Here, we offer social, independent living and vocational training to students who are trying to live to their full potential and capabilities, believing that they will find themselves accomplishing things they never thought were possible.

I’d like to take time here to share a few of the exciting things that have happened around our campus this past year:

A huge win for Providence Place comes in being named as a recipient of the Impact San Antonio grant. With the money that was awarded, we will be able to purchase equipment that will substantially enhance the work environment simulations for the students in our Work Training Center. Please come by our exhibitor table during Annual Conference to pick up our newsletter, where we go into much more detail about this process!

In June of 2016, we celebrated a record-setting number of twenty-nine young adults who graduated from the Center for Higher Independence program, of whom 90% had found employment upon graduation. We are beyond excited for them and are grateful to have been a part of their story – you helped them reach their goals!

In the Horticulture program, our garden has doubled in size and we’ve made two additions – sheep! Maude and Maxine are taken care of by the students and have become the greeters to those driving onto our campus. We have a farm stand, where the students will sell the produce that’s grown in the garden, and we’ve found a rise in its popularity! Our neighbor has graciously partnered with us to use the corner of their lawn to hold our stand and we’ve noticed we have regulars coming to visit us most Fridays (weather permitting). We’ve even traveled to different Farmer’s Markets around San Antonio!

Throughout this past year, our Chaplain, Rev. Carrie Land, has truly been God’s hands and feet throughout our campus. She has done an outstanding job at counseling expectant mothers and students, leading Bible studies, organizing our praise band and preaching in our weekly Chapel Service. All are welcome to Chapel, including staff and those beyond our walls – if you find yourself in San Antonio at 3:30 on a Thursday afternoon, come join us! We are so grateful for Carrie’s servant heart and leadership.

Carrie has also recently begun leading our Adoptions of Texas program. Under her direction, we have seen a broader range in outreach efforts and a peak in adoption inquiries. This past year we have had many post-adopt interactions, most recently we’ve had a man who was born in 1970 and his adopted mother fly in from Missouri to meet his birth mom and biological brother and sister on our
After a few phone calls between them, it was a grand reunion and we were blessed to be able to experience that with them.

This October, we will be honoring the 50 years we have spent on our current campus. We have seen many faces and heard many stories; through your compassion, thousands of lives have been changed for the better. If you would like to join us for this celebration, we would be honored to have you!

Last but certainly not least, I would also like to take the time to recognize those from the Central Texas Annual Conference who give of themselves, their time and resources to serve on the Providence Place Board of Directors:

Honorary Board of Directors

Pat Camp Cameron, TX
Robert Garrett Weatherford, TX

I encourage you to schedule a tour of our beautiful 25 acre campus, coordinate a volunteer mission trip, arrange a speaker for your congregation or church group, and request offering materials for an annual church offering. We couldn't continue these ministries without you and we would love to come and share the stories of Providence Place! If we could be a resource to you, contact our Advancement Team at (210) 696-2410 or at mission.advancement@provplace.org. Also, please visit our website at www.provplace.org to learn more about these special ministries and to hear first-hand stories from those we have served.

TEXAS HEALTH RESOURCES
ARLINGTON, TEXAS
BARCLAY E. BERDAN, CHIEF EXECUTIVE OFFICER

Grounded in the healing ministries of the Presbyterian Church and the United Methodist Church, Texas Health Resources is committed to providing health care to those in North Texas with respect for each person, confidence in the gifts of medicine and reliance on the healing power of faith.

As a faith-based health care system, Texas Health compassionately and confidently addresses not only the physical needs of individuals, but also the emotional and spiritual needs. Being one of the country’s largest non-profit health systems, Texas Health continues to enhance our communities’ access to quality health care and educational resources. With more than 350 points of access, individuals can seek care at numerous hospitals, outpatient centers, doctors’ offices and imaging centers in and around Dallas-Fort Worth. Providing health care to more than 7 million residents in 16 counties across North Texas, Texas Health also takes on the social responsibility of improving the welfare of society through the faithful stewardship of resources – in 2016 alone, more than 1 million people received assistance through Texas Health’s community collaborations and health initiatives. That translates to nearly $2 million dollars in charitable contributions, grants and sponsorships. Texas Health exceeded the state’s nonprofit requirement.
by nearly 24 percent after giving nearly $848 million dollars in charity care and community benefit.

In our efforts to consistently create positive and sustainable improvement and growth for the communities we serve, we are mindful of how our current decisions will impact future generations. This is why Texas Health continues to connect and build strong relationships, locally and nationally, in hopes of better serving North Texas residents through patient-centered care, for years to come.

With the Dallas-Fort Worth population far from declining, Texas Health will continue to grow as well. Significant expansion projects have helped Texas Health address the needs of individuals, offering quality, convenient care close to home. Responding to the evolving needs of North Texans, Texas Health has embarked upon several noteworthy projects:

- During 2016, Texas Health announced a joint venture with Adeptus Health. The alignment has led to the addition of 31 freestanding emergency departments and a hospital in the Carrollton area.
- Texas Health Hospital Clearfork opened its doors to residents of southwest Fort Worth last year. The joint replacement surgical center includes inpatient care and rehabilitation services.
- Texas Health Neighborhood Care and Wellness center in Prosper opened its doors in Feb. 2017, after breaking ground last year. The facility provides 24/7 emergency care, along with several specialty care services.
- Later this year, Texas Health will open two behavioral health centers. Texas Health Residential Treatment Center in Mansfield will offer long-term treatment for drug and alcohol addiction, along with an emphasis on well-being. Texas Health Behavioral Health Hospital Corinth will serve as an inpatient and outpatient behavioral facility for Denton County residents.
- On the horizon, Texas Health will expand to Frisco. The joint venture, with UT Southwestern Medical Center, is slated to break ground this summer.

Although Texas Health’s expansion projects provide clinicians with a structured arena to better address the health care needs of the community, our employees never lose sight of the importance of giving back to our communities. That’s why it comes as no surprise that in 2016, Texas Health was ranked No. 44 on the Fortune and Great Places to Work® list of Best Workplaces for Giving Back.

Not only that, Texas Health earned the No. 1 spot on the list of Best Workplaces in Health Care and ranking No. 46 on the Fortune 100 Best Companies to Work For® list. The accolades simply serve as a testament to our ongoing commitment to providing quality, personalized services to all North Texans, at the bedside and beyond.

As a health care system, Texas Health understands the joys and pains of welcoming and losing loved ones. To help individuals with their emotional journeys, at every Texas Health facility, we have a place for worship, a place for meditation or both. During 2016, several renovation projects enhanced memory gardens and chapels on several Texas Health campuses. We also anticipate the
opening of a new chapel – Texas Health Arlington Memorial’s Dan Dipert Family Chapel, within the next year.

Texas Health’s healing ministry is also evident in the selfless and continued works of the Faith Community Nursing program. More than 215 registered nurses have helped serve more than 129,600 individuals throughout North Texas. Through their diligent work, Texas Health continues to achieve significant goals that benefit our communities:

- 2,659 blood pressure screenings administered, a 28.4% increase from 2015; and
- 5,200 flu vaccines administered, a 21% increase from 2015.

Along with faithful ministry in our communities, Texas Health’s pastoral care ministry continues to flourish, with the advancement of two programs – the Clinical Pastoral Education (CPE) and Attending Clergy Association. With a successful, national accreditation review for our CPE program, we anticipate an additional center at Texas Health Plano by the end of the year. In the near future, we look to add new technology for virtual classroom participation and support for online interaction as well – just one of many tactics being implemented to enhance clergy education and support.

Thanks to the unwavering faith and effective leadership of Rev. Dr. Eric Smith, Texas Health’s pastoral care services continue to nurture the spiritual and emotional needs of individuals, inside and outside the hospital walls. Chaplain Smith retired on March 31, 2017 – and Texas Health is eternally grateful for his many years of faithful ministry to and for our organization.

Even though Texas Health focuses on addressing the health care needs of individuals, our faith-based heritage also motivates us to help others to strive for a lifetime of health and well-being. In essence, the healing power of faith and medicine will forever serve as foundational keystones for all that we do.

**TEXAS METHODIST FOUNDATION**

**TOM LOCKE, PRESIDENT**

TMF is committed to using the abundance God has given us to help congregations build cultures of purpose and generosity that inspire a spirit of abundance. TMF was blessed with another year of growth, ending 2016 with approximately $525 million in assets under management. The measure of success, however, for all of our services – investments, loans, leadership ministry, strategic discernment, grants, stewardship services, and legacy giving – is in how effective they are at helping individuals and congregations echo God’s generosity by using their abundance to invest in God’s promise-filled future.

Eric McKinney, TMF Area Representative for the Central Texas Conference, is the primary point of engagement between congregations (clergy and laity) and TMF and connects Central Texas Conference constituents to resources relevant to their unique goals for missional growth in their congregations and communities.
TMF, headquartered in Austin, serves United Methodist individuals, churches and agencies within the six annual conferences in Texas and New Mexico. We appreciate the opportunity to report some of the ways we served United Methodists last year.

Within the Central Texas Conference:

- Loans from TMF to churches in the Central Texas Annual Conference totaled $62.6 million at the end of 2016.
- Churches and agencies, not including individuals, within the Central Texas Annual Conference had $29.9 million invested with TMF’s Methodist Loan Fund and $39.2 million invested in all portfolios.

Throughout Texas and New Mexico:

- As of December 31, 2016, total assets under management by TMF were approximately $524.9 million.
- Methodist Loan Fund investments ended the year at $333.1 million, and our loan portfolio at $342.7 million.
- TMF’s Undesignated Endowment grew from $31.6 million to $34.6 million.
- Our Leadership Ministry Endowment grew from $5.8 million to $7.1 million.
- Gifts to TMF saw significant gains, including new gifts and pledges of $455,941 to the Gil Rendle Learning and Leadership Endowment. Total gifts ended the year at $3.4 million, including gifts to Leadership Ministry of $492,058 and $40,827 to Grants. Our Development staff worked with individual donors on planned gifts totaling $2.9 million.
- During 2016, TMF made grants totaling approximately $1 million. Of that total, an estimated $650,000 came from unrestricted endowments and $350,000 from TMF operations. The Grants Committee of the TMF Board of Directors determines distribution decisions for these discretionary funds. In 2016, grants funds were distributed as follows:
  - 43% to outreach ministries and evangelism targeting systemic change
  - 45% to ministries which systemically benefit families living in poverty, particularly children
  - 12% for scholarships
- In addition to the $1 million cited above, TMF provided $180,000 in special grant funding to the six conferences we serve throughout Texas and New Mexico. Since beginning these grants in 2009, TMF has awarded a total of $1,430,000 to the conferences, to be used at the discretion of the presiding Bishops.
- TMF distributed approximately $1 million from permanent endowments, predominantly to United Methodist causes.
- TMF’s Leadership Ministry seeks to enable courage, learning, and innovation among leaders. The primary method by which we do this work is through facilitating transformational conversations. During 2016, TMF hosted 15 peer-learning groups, involving over 275 clergy and lay leaders from across Texas and New Mexico, and from the other conferences of the South Central Jurisdiction (SCJ). In addition to continuing he SCJ
Bishops Conclave, the New and Continuing District Superintendent groups, Executive Pastors, Musicians, and Ministry with the Poor groups, in 2016 TMF Leadership Ministry and Area Representatives worked in collaboration with Horizons Stewardship Company to launch a Year-Round Generosity Pilot Project with seven congregations in the North Texas Conference. We also are engaged in an ongoing learning partnership with Ministry Innovation Fellows Angie Thurston and Casper ter Kuile at Harvard Divinity School who are working to resource and network ministry innovators across the country.

In 2016, the Area Representatives team adopted a new hybrid model of representing TMF’s work, which includes both geographic coverage and resource specialization. Specialties within the team include laity empowerment, year-round stewardship planning, endowment and legacy giving, strategic discernment, Miracle Sunday stewardship campaigns, and non-profit governance. The team held 22 Putting Your House in Order seminars; four comprehensive ‘Holy Conversations’ discernment processes; 15 half-day or full-day core purpose workshops; and two Miracle Sunday campaigns. The team visited with 25 churches about beginning or re-awakening endowment giving and assisted several non-profit boards of directors on matters of governance.

TMF Board members
TMF has submitted the following candidate for election to the TMF Board of Directors from the Central Texas Annual Conference:

- Dr. Chris Hayes, Clergy, three-year term (Keller)

TMF Board members previously elected by the Central Texas Annual Conference include:

- Mr. Dale Knobel, Layperson, currently serving through 2019 (Georgetown)
- Mr. Henry Joyner, Layperson, currently serving through 2018 (Colleyville)
- Mr. Wesley Millican, Layperson, currently serving through 2018 (Southlake)

TMF Board members from within the Central Texas Annual Conference who are currently serving in an otherwise elected or advisory capacity include:

- Bishop J. Michael Lowry, Advisory Member (Fort Worth)
- Mr. Hiram Smith, Jr., Emeritus (De Leon)

WESLEYAN HOMES, INC.
CHRIS SPENCE, PRESIDENT

Wesleyan Homes is honored to be marking our 55th year as a Central Texas Conference ministry. As we look to the year ahead, I am pleased to offer this report on the ways in which we are fulfilling our mission to offer comfort and care for senior adults in a place they consider home.

As is evident in our churches and organizations, Texas is aging. The U.S. Census Bureau projects that the number of Texans age 60 and above, which was 3.7
million in 2010, will nearly double by 2030. In general, Americans are living longer and healthier lives. Additionally, healthcare costs have risen dramatically for older Americans who often are living off fixed incomes. The rapid growth in this population, along with the economic pressures they face, has wide-ranging implications for ministries like Wesleyan Homes.

We have to prepare to serve greater numbers of senior adults in ways that respond to their ever-changing needs while also providing affordable and charitable care. As a continuum of care provider, Wesleyan Homes offers independent living, assisted living, skilled nursing, rehabilitation, memory care, home health and hospice for more than 800 residents and patients. That means we can care for our residents as they age and their healthcare and assistance needs increase.

As more for-profits expand within the senior living industry, faith-based non-profit communities like Wesleyan Homes increasingly offer a rare blend of quality services and healthcare combined with compassion, personal relationships and genuine love and respect for the oldest among us. Our culture of caring grows out of Christian faith and belief that each and every person we serve is a child of God and deserving of love.

A lesson for all of us is that no matter one’s age or physical limitations, God has a purpose for us. The Rev. Inell Claypool, who serves as chaplain at The Wesleyan at Scenic, a skilled nursing facility, recently had some 90+ year-old residents heed her urging to discern what their purpose might be. They returned to her excited to share the ways in which they found they could serve their own community.

In 2017, with the generous support of The Central Texas Conference, individual donors and our devoted board, Wesleyan Homes will complete expansions of our independent living and assisted living communities - nearly doubling our capacity at independent living and increasing the number of apartments in assisted living by more than a third.

Finally, we express our gratitude to the individuals and congregations that support the Wesleyan’s Benevolent Fund. Because of you, Wesleyan Homes residents know that their place with us is secure. Since Wesleyan Homes was established, your gifts of benevolence have helped ensure that no resident has had to leave our care because he or she exhausted their financial resources. That is a great gift to those in need.

Thank you for supporting Wesleyan Homes and our ministry. We deeply appreciate your prayers, referrals and financial support. You enable us to provide high-quality compassionate care to those who once cared for us.
Be the person that makes others feel special.
Be known for your kindness and grace.