



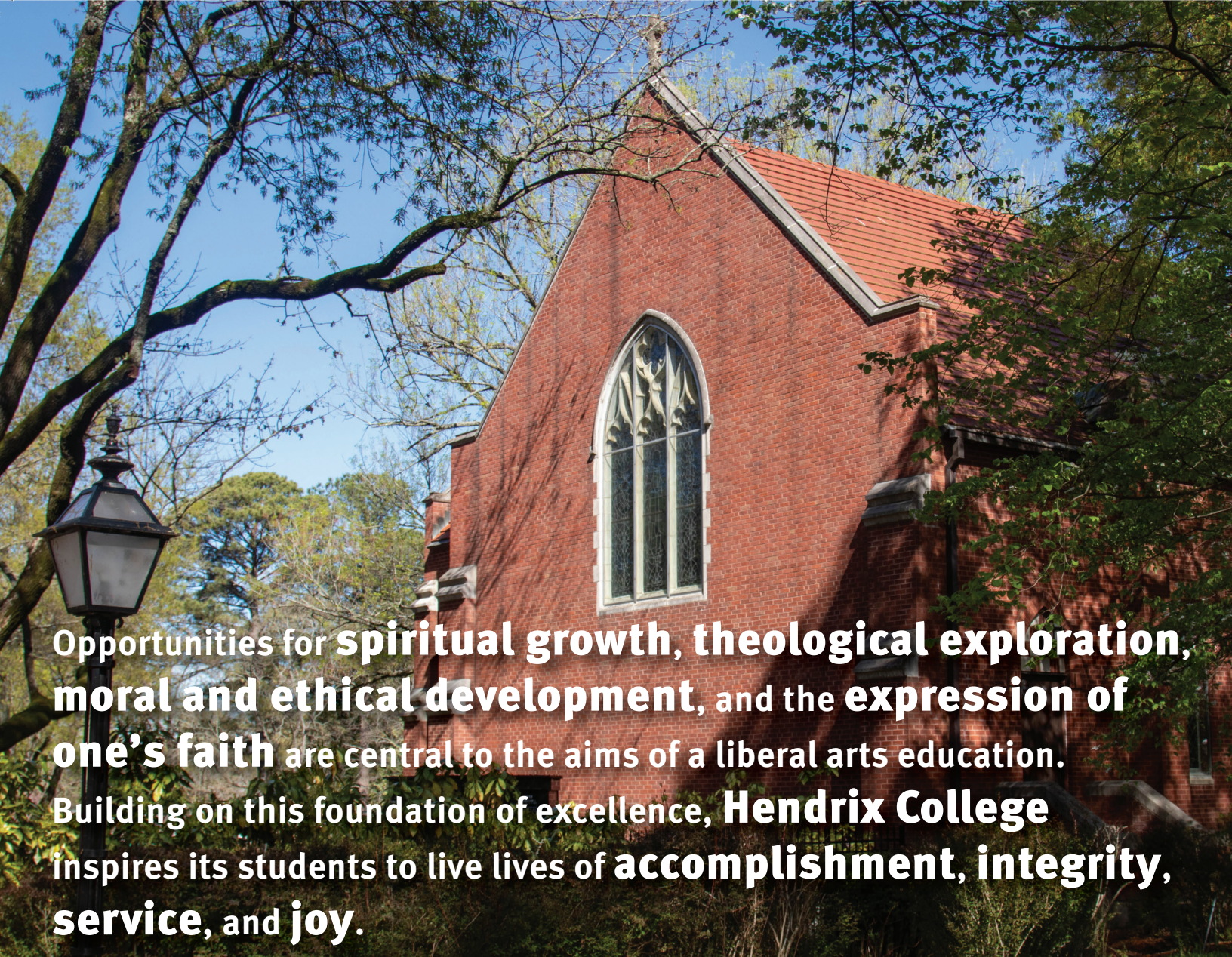
Finding Home

*June 19-21
Hot Springs, Arkansas*

2024

Arkansas Annual Conference

Pre-Conference Journal



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From left:

Emma Schroeder '24
French major, Spanish minor
Fulbright U.S. Student Award:
English Teaching Assistantship to France



Lauren Seckington '24
Double major, Religious Studies & Interdisciplinary Studies:
Media & Communications



Thomas J. Watson Fellowship: *"Seeking Peace Through Interfaith Dialogue in Pluralist Societies"*
United Methodist Youth Fellowship Leadership Scholar

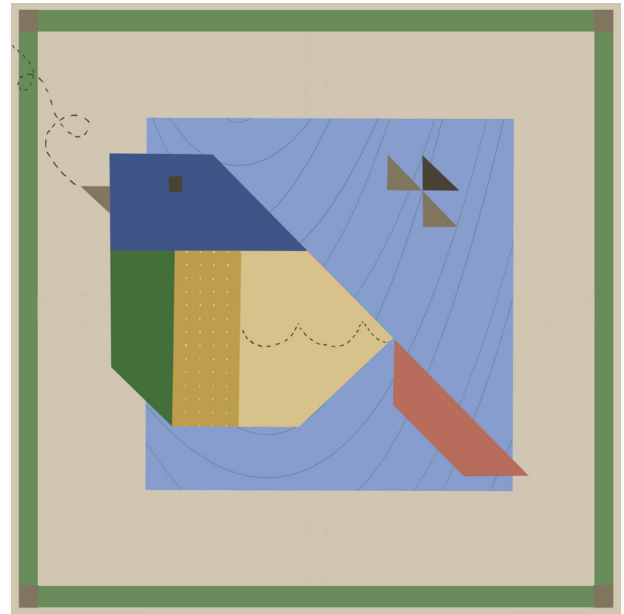
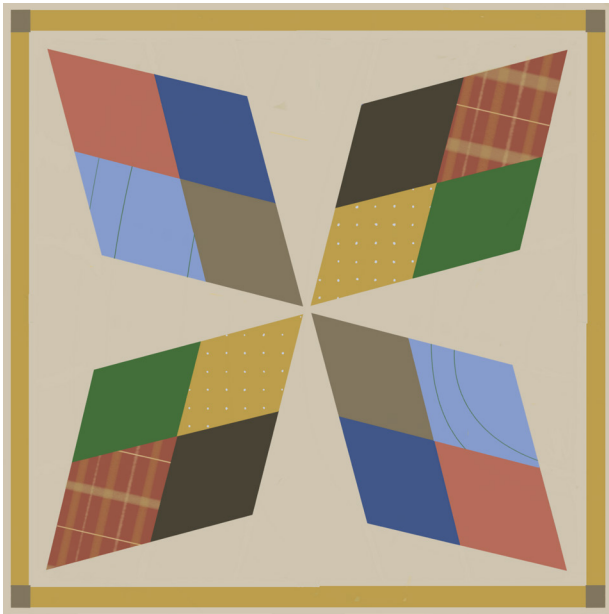


Marcia Williams '24
Environmental Studies major
Thomas J. Watson Fellowship: *"Cultivating Connections: Community Gardens as Ecotherapy"*
Miller Center Service Scholar



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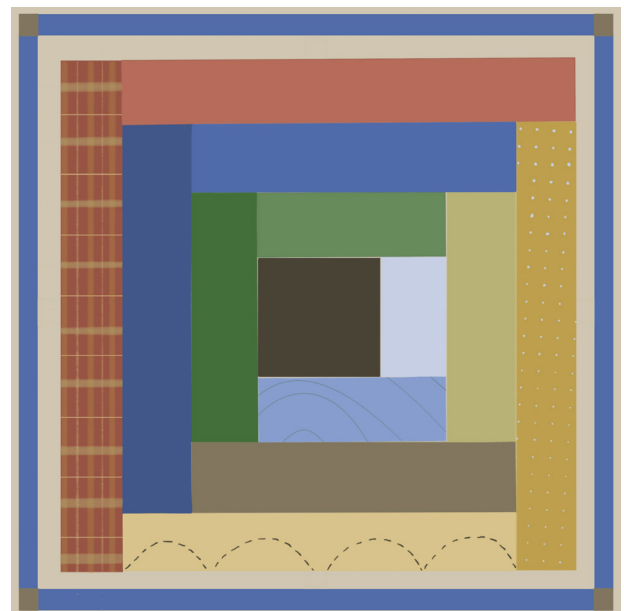
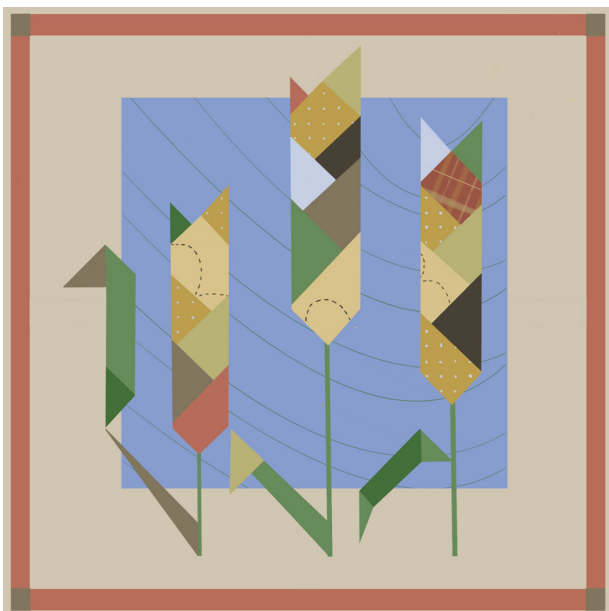


2024 Annual Conference

*June 19 - 21, 2024
Hot Springs, Arkansas*

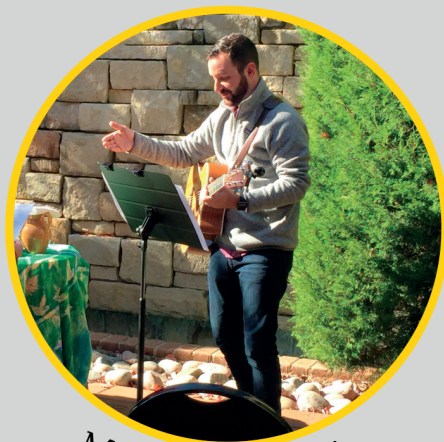
Pre-Conference Journal

Presiding Bishop
Bishop Laura Merrill



IS GOD
CALLING
YOU FOR
MORE?

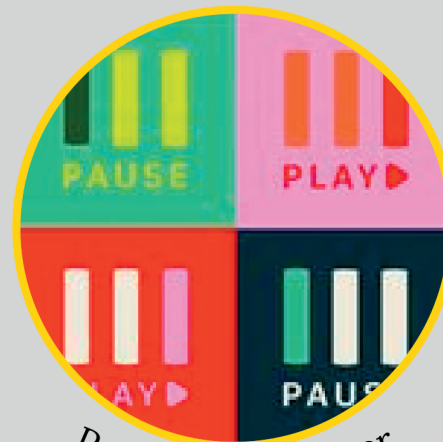
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THE UNITED METHODIST CHURCH
THE ARKANSAS CONFERENCE

LAURA MERRILL
RESIDENT BISHOP

May 10, 2024

Friends in Christ:

Preparations are underway for the 2024 Arkansas Annual Conference! Our conference session will be held June 19-21 at the Hot Springs Convention Center. Registration tables will open the day before we begin, on Tuesday, June 18, from 4:00-6:00 pm. Our work will begin at 9:30 Wednesday morning, and we are scheduled to adjourn Friday afternoon.

Our theme will be “Finding Home,” and we will be celebrating all the ways we find our home in God, in the church, and in the lives of the people around us. One highlight of annual conference is always worship. The first day of this year’s conference will fall on Juneteenth, and we will celebrate with Bishop Dee Williamston of the Louisiana Conference preaching for our opening worship service. The Service of Ordination and Commissioning will be held on Thursday at First UMC in Hot Springs, with Reverend Brittany Watson as our preacher. Worship on Friday will include our Service of Remembrance, with Reverend Dr. Ulysses Washington preaching, and a renewal of our covenant together, as we fix the pastoral appointments for the coming year.

A summary schedule for the annual conference session can be found on the Arkansas Conference website, along with important forms and information regarding special events and hotel options. The business before us is listed in the following pages.

I look forward to our time together and give thanks to God for your faithfulness and your service to the church!

Grace and peace,

Laura Merrill
Bishop

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General Information

BEFORE YOU ARRIVE:

Lodging

See page 7 for a complete listing of hotels near the Hot Springs Convention Center.

Multimedia Presentations

If you intend to use electronic media in your report or presentation to the Annual Conference, contact the ARUMC Communications team at 501-324-8000 or communications@arumc.org to discuss your needs. **All files and documents MUST be received by June 10 to allow adequate time for all materials to be tested before Annual Conference begins.**

DURING YOUR STAY:

Convention Center Phone Numbers

Manager on Duty & After Hours Contact: Pauline Howard, 501-520-9811

Evening or Emergency Contacts

- Emergency (Fire, Police or Medical) 911
- National Park Medical Center (501) 321-1000 (closest)
- CHI St. Vincent Hot Springs Hospital (501) 552-3000
- Melissa Sanders, Registrar (501) 993-3503 mobile
- Ulysses Washington, Host DS (479) 719-1588

Called Meeting Space

A meeting room is available for called meetings of Conference Boards and Committees. The room is located off the main hallway in the Convention Center.

Concessions

Concessions will be open during these hours:

- Wednesday: 8 a.m. - 5 p.m.
- Thursday & Friday: 7:30 a.m. – 4:30 p.m.

Announcement Requests

All announcement requests for June 18-21 should be sent to the following email address: announcements@arumc.org

We are not able to accept paper or verbal announcements. Please understand that not all announcements can be accommodated due to time constraints. However, we will prioritize sharing imperative information to the best of our ability.

Photocopy Service

While conference staff members are unable to provide copy services, you might be able to make a small number of copies in your hotel's business center.

The Conference Digest

Daily recaps will be provided on the conference website (arumc.org/news). This information may be useful as you prepare your report for your local congregation.

Nursing Mothers Space

We will have space available for any nursing mothers to have some private time with their babies. There will be signs & a map to guide you.

WHEN YOU RETURN HOME:

Evaluation

If you have provided an email address, you will receive an evaluation form to be completed online. If you do not have email, call (501) 324-8035 and an evaluation form will be mailed to you to complete and return.

Hotel Information

The Arlington Resort Hotel & Spa (0.7 Miles)

239 Central Ave.
Hot Springs, AR 71901
(800) 643-1502 or (501) 609-2533

Thermal Mineral Water Bathhouse, Full-Service Beauty Salon, Full-Service Dining Facilities, Starbuck's, Two Swimming Pools, and Hot Tub

Single Occupancy: \$115 + tax
Double Occupancy: \$125 + tax

Courtyard by Marriott (4 miles)

200 Marriott Court
Hot Springs, AR 71913
501-651-4366

Complimentary on-site parking, Free High Speed Internet, Fitness Center, Pool, Microwave Oven, Mini Fridge
King or 2 Queen: \$124 + tax

Code: AUMAUMA for Kings or AUMAUMB for Double Queens

Double Tree by Hilton (5.9 Miles)

4813 Central Avenue
Hot Springs, AR 71913
501-525-1391

Mini Refrigerator, Microwave, Iron & Ironing Board, Hair Dryer, Safe, Free Parking, Free WiFi

Tuesday - Thursday
King Standard: \$179.00 + tax
Double Queen Standard \$159.00 + tax
Friday
King Standard: \$299.00 + tax
Double Queen Standard: \$279.00 + tax

Embassy Suites Hotel & Spa (0.29 Miles)

400 Convention Blvd.
Hot Springs, AR 71901
501-624-9200

Amenities: Suites, Complimentary Breakfast, Manager's Reception, Spa, Indoor Pool, Fitness Center, Free Parking

Code: UMC
Single: \$161 + tax
Double: \$171 + tax
Triple: \$181 + tax
Quad: \$191 + tax

Hotel Hot Springs (0.3 Miles)

305 Malvern Ave.
Hot Springs, AR 71907
877-623-6697

Amenities: Renovated and Remodeled Guest Rooms, Refrigerator & Microwave in all Rooms, Complimentary Breakfast available 6:30 am to 9:30 am, The Inside Track and Lounge, Shuttle Service to Popular attractions within City Limits, Complimentary Wi-Fi.

Code: UMC2024
Single Occupancy: \$129 + tax
Double Occupancy: \$139 + tax
Triple Occupancy: \$149 + tax
Quad Occupancy: \$159 + tax

Holiday Inn Express (5 Miles)

206 Mehta Court
Hot Springs, AR 71913
(501) 463-5600

Hot/Cold Breakfast Buffet, Heated Indoor Pool, 24 Hour Gym, Free Wi-Fi, Outdoor patio with fire pit, Free Parking

Monday thru Thursday
Single: \$127.80 + tax
Double: \$118.30 + tax
Friday
Single: \$161.10 + tax
Double: \$165.60 + tax

Voting Rights

Who Can Vote When

Your name tag indicates your voting status at Plenary Sessions. Please wear your name tag in a visible location during these sessions. All lay and clergy members of Annual Conference have the right to speak on all matters before the conference.

Voting Privileges are as follows:

	Recommendations & Conference Business	Election for Clergy Delegates to the General and Jurisdictional Conference	Elections for Lay Delegates to the Jurisdictional and General Conferences	Constitutional Amendments	Matters of Ordination, Character and Conference Relations of Clergy
Clergy Members in full connection (§602.1a)	●	●	●	●	●
Provisional Clergy Members who have completed all educational requirements (§602.1b)	●	●			
Associate Clergy Members (§602.1 c errata)	●	●			*
Affiliate Clergy Members (§602.1 c errata)	●				
Full and Part-time Local Pastors under appointment to a pastoral charge who have not completed Course of Study or an M.Div. degree (§602.1 d)*	●				*
Local Pastors who have complete Course of Study or an M.Div. degree and have served a minimum of two consecutive years under appointment before the election (§602.1 d errata)	●	●			*
Lay Members: Elected Members representing congregations, Members by Virtue of Office, At-large Members as elected by districts (§32), Youth Members (§602.4)	●		●	●	»
Alternate Lay Members: When seated in place of Lay Member (§602.7)**	●		●	●	
Ordained Clergy or Provisional Members from other Annual Conference and other Methodist Denominations (§346.1)***	○				
Elders or Ordained Clergy from Other Denominations serving under appointment within the Annual Conference (§346.2)	○				
Retired Local Pastors (§320.5)	○				
Missionaries regularly assigned by the GBGM in nations other than the US & Certified Lay Missionaries from nations other than the US serving within the bounds of the Annual Conference (§602.9)	○				
Conference Chancellor if not otherwise a voting member (§602.10)	○				
Visitors , with majority approval of Annual Conference Members	○				

● Voting Privilege

○ Voice without vote

*If also a member of the Conference Board of Ordained Ministry, they may vote at Clergy Session

»If also a lay member of the Conference Board of Ordained Ministry and/or Committee on Investigation (§602.6)

*No local pastor shall be eligible as a lay member or alternate (§251.2)

**Please remember that only alternate members elected by their charge conference may be seated at annual conference (§251.2)

***They may be accorded the right to vote if certified by the BOM that their credentials are at least equal to United Methodists elders (§346.2)



Revised May 2024

Parliamentary Procedure for Annual Conference

The following motions are listed in order of their rank. You may introduce a motion listed ABOVE the motion being considered. To be recognized, stand at a microphone and say, “Bishop, please.”

TO DO THIS	YOU SAY THIS	Interrupt Speaker?	Second Needed?	Motion Debatable?	Can Amend?	Vote Needed?
Recess	“I move we recess until”	No	Yes	No	No	Majority
Complain – noise, etc.	“Point of privilege”	Yes	No	No	No	Chair rules

Subsidiary Motions Modify or Dispose of Main Motion

Suspend debate without calling for vote	“I move we table”	No	Yes	No	No	Majority
End debate	“I move the previous question”	No	Yes	No	No	2/3 Majority
Limit debate	“I move the debate be limited to”	No	Yes	No	Yes	2/3 Majority
Ask for vote by actual count	“I call for division of the house”	No	No	No	No	None
Postpone to specific time	“I move we postpone this matter until”	No	Yes	Yes	Yes	Majority
Have a matter studied further	“I move we refer this matter to committee”	No	Yes	Yes	Yes	Majority
Amend a motion	“I move to amend by adding” or “I move to strike ___ and add”	No	Yes	Yes	Yes	Majority
Substitute a motion	“I move to substitute”	No	Yes	Yes	Yes	Majority

Incidental Motions Grow Out of Business the Group Is Considering

Correct error in parliamentary procedure	“Point of order”	Yes	No	No	No	Chair rules
Object to ruling of chair	“I appeal the chair’s decision”	Yes	Yes	Yes	Yes	Majority
Obtain advice on parliamentary procedure	“I raise a parliamentary inquiry”	Yes	No	No	No	Chair rules
Request information	“Point of information”	Yes	No	No	No	None
Withdraw motion	“I withdraw the motion”	No	No	No	No	Majority

Main Motions are Tools Used to Introduce New Business

Introduce business	“I move that”	No	Yes	Yes	Yes	Majority
Take up matter previously tabled	“I move that we take from the table”	No	Yes	No	No	Majority
Reconsider matter previously voted	“I move we reconsider”	Yes	Yes	Yes	No	Majority
Strike motion previously passed	“I move we rescind the motion calling for”	No	Yes	Yes	Yes	Majority

Annual Conference Agenda

June 18 - 21, 2024

Tuesday, June 18, 2024

4:00 p.m. Registration Opens
5:00 p.m. Ordination Rehearsal

Wednesday, June 19, 2024

8:00 a.m. Registration Opens
9:30 a.m. Clergy Session in Hall D,
Laity Session in Arena
10:45 a.m. Break
11:00 a.m. Delegation Panel Discussion
12:00 p.m. Lunch Break
1:30 p.m. Opening Business Session
2:00 p.m. Episcopal Address
2:30 p.m. Business Session
3:30 p.m. Break
4:00 p.m. Opening Worship

Thursday, June 20, 2024

8:00 a.m. Worship
8:15 a.m. Laity and Youth Addresses
Business Session
10:00 a.m. Break
10:15 a.m. Learning Session
11:00 a.m. Break
11:15 a.m. BOM Report
Retirement Recognition
12:00 p.m. Lunch

1:30 p.m. Business Session
3:00 p.m. Break
3:15 p.m. Learning Session
4:00 p.m. Break
5:30 p.m. Ordination at Hot Springs First

Friday, June 21, 2024

8:00 a.m. Worship
8:15 a.m. Business Session
9:15 a.m. Break
9:30 a.m. Business Session
10:45 a.m. Break
11:00 a.m. Service of Remembrance
12:00 p.m. Lunch
1:30 p.m. Business Session
2:15 p.m. Break
2:30 p.m. Setting of Appointments
Service of Covenant Renewal and
Baptism
Sending Forth

2024 Annual Conference Special Events

Wednesday, June 19

- | | | |
|------------|--|----------|
| 12:00 p.m. | United Women in Faith
First UMC, 1100 Central Ave., Hot Springs, AR
Contact: Betty Cook (870) 942-6461, jbcCook@windstream.net
Transportation from the Convention Center will be provided | \$20.00 |
| 6:00 p.m. | AR Black Methodists for Church Renewal Dr. Negail Riley Dinner
“Celebrating Freedom Fighters”, please dress in African attire in the Spirit of Juneteenth
Hall D, Hot Springs Convention Center
Contact: Maxine Allen, mallen@arumc.org | \$50.00 |
| 6:30 p.m. | SMU Perkins School of Theology Alumni, Students & Friends
Rolando’s Nuevo Latino Restaurant, 210 Central Avenue, Hot Springs
Contact: Daniel Thueson, daniel.thueson@arumc.org | Self-pay |
| 8:00 p.m. | Young Adult Gathering for Clergy and Laity
Join us for a dessert bar and fellowship while learning about Ministry opportunities for young adults!
First UMC, 1100 Central Ave., Hot Springs, AR
Contact: Lauren DeLano, lauren.delano@arumc.org | Free |

Thursday, June 20

- | | | |
|------------|--|---------------------------------------|
| 7:00 a.m. | Church & Society Green Team Breakfast
EarthKeeper Rev. Mark Brechin, Rio Conference and panel discussion
Hall D, Hot Springs Convention Center
Contact: Rev. Toby Austin, tobyallenaustin@gmail.com | \$25.00 |
| 11:30 a.m. | Retiree Luncheon
Hall D, Hot Springs Convention Center
Contact: Wendy Brunson Daniels (501) 324-8029 | free for RC/SS
\$20 for all others |
| 12:00 p.m. | Arkansas Conference Clergy Women’s Luncheon
Grand Avenue UMC, 841 Quapaw Avenue, Hot Springs
Contact: Kathleen McMurray, kathleen.mcmurray@arumc.org | \$25.00 |

2024 Proposed Arkansas Annual Conference Session Rules

Opening Motions

The following will be adopted at the opening Business Session of the 2024 Annual Conference by majority vote:

1. Arkansas Annual Conference Session Rules
2. The Bar of the Conference
3. The Annual Conference Session Agenda
4. The Consent Calendar, as printed in the pre-conference journal

Participation of Annual Conference Members in the 2024 Annual Conference

1. Members of the Annual Conference, with the right to vote, will include all:
 - a. clergy members in full connection;
 - b. provisional, associate and affiliate clergy members;
 - c. full and part-time local pastors under appointment;
 - d. elders or ordained clergy from other denominations serving under appointment within the Arkansas Conference;
 - e. laity who are members of Annual Conference by charge conference vote, by virtue of Discipline or Conference Standing Rules, youth members and those elected at District Conferences to serve as lay-clergy equalization at-large members;
 - f. alternate lay members by charge conference vote when seated in place of the lay member.
2. The bar of the 2024 Annual Conference shall be set by the conference secretary.

Consideration of Conference Matters

1. Roberts Rules of Order 12th Edition, shall be the procedural authority for the business sessions of the Annual Conference when not in conflict with Arkansas Conference Session Rules or The Book of Discipline of the United Methodist Church.
2. Rules of Order for Motions, Legislation and Reports
 - a. Debate shall be limited to four (4) two-minute speeches for the motion, legislation or report and four (4) two-minute speeches against. This excludes persons inquiring about points of order or asking questions of clarification. A timer shall be used to measure debate at the discretion of the Chair.
 - b. The presenter of the motion, legislation, or report may offer a one minute concluding remark at the end of debate, before the matter is put to a vote.
 - c. The presentation of the motion, legislation or report by a Conference Agency shall not be considered a speech in favor.
3. Rules of Order for Petitions and Resolutions
 - a. Debate on each resolution or petition shall be limited to four (4) two-minute speeches for the motion or resolution and four (4) two-minute speeches against. This excludes persons inquiring about points of order or asking questions of clarification. A timer shall be used to measure debate at the discretion of the Chair.
 - b. The presentation of the petition or resolution may last four (4) minutes and shall be considered a speech in favor.
 - c. The presenter of the petition or resolution may offer a one minute concluding remark at the end of debate, before the matter is put to a vote.
 - d. Amendments and substitutions to petitions and resolutions will not be considered by the Annual Conference.
 - e. During debate of petitions and resolutions, other incidental and subsidiary motions will not be considered, with the exceptions of motions to suspend the rules, inquiries about points of order, and questions for clarification.
4. All motions made on the floor of Annual Conference shall be legibly written on forms supplied

by the Conference Secretary and shall be in the hands of the Conference Secretary and Presiding Officer before any action or vote can be taken by the Conference.

5. Points of Order may be raised by any member of the annual conference, who must first cite the Standing or Session Rule involved and then state the point as briefly and concisely as possible.

Motions Involving Expenditures

Any proposal submitted to the Annual Conference which involves the expenditure of funds not included in the Council on Finance and Administration (CF&A) report shall be referred for advice and recommendation to the Council on Finance and Administration. The CF&A will study the proposal and report back to the Annual Conference regarding the source of funding, the impact on the Conference budget, and CF&A's concurrence or non-concurrence. No new request for unbudgeted expenditures shall be considered on the last day of the conference.

Voting

Votes will be taken in the manner prescribed by the presiding bishop and shall be valid only if cast in the prescribed manner designated by the presiding bishop.

Tellers

Tellers shall be selected in a manner to be determined by the Conference Secretary.

Election of General and Jurisdictional Delegates

1. Lay members may nominate (including self-nomination) only those candidates for election as lay delegates or alternate lay delegates who meet the qualifications established by the General Conference and printed in the Discipline, and who indicate their willingness to serve if elected by signing a Conference-provided nomination form. At the discretion of the Conference Lay Leader, all nominees for election as lay delegates may be introduced at the Lay Orientation Session of the Annual Conference. Nothing in this procedure shall keep any eligible person from being named on any ballot.
2. Clergy may nominate (including self-nomination) only those candidates for election as clergy delegates or alternate delegates who meet the qualifications established by the General Conference and printed in the Discipline and who indicate their willingness to serve if elected by signing a Conference-provided nomination form. The Annual Conference shall furnish a list of clergy eligible to serve as delegates. Nothing in this procedure shall keep any eligible person from being named on any ballot.
3. Lay and clergy delegates to the general and jurisdictional conferences shall be elected according to stipulations of ¶ 34 Article 3, ¶ 35 Article 4, and ¶36 Article 5 in the 2016 Book of Discipline.
4. Votes will be taken in the manner prescribed by the presiding bishop and shall be valid only if cast in the prescribed manner designated by the presiding bishop. Qualified clergy and lay members must vote only for the prescribed number of nominees per ballot. Ballots with too many or too few will be disqualified.
5. A candidate is elected when she or he receives a simple majority of the ballots cast.
6. The election of a delegate becomes final immediately if the candidate is present and does not decline or if he/she is absent but has consented to be a candidate. A person who is absent and has not consented to his/her candidacy as a delegate shall not be elected.
7. After a delegate is elected, the elected delegate's name will be removed from the subsequent ballots, and the process will be repeated for other available delegate positions.
8. During the sessions of the Annual Conference, there shall be no demonstrations, electioneering, placards, or campaigning on the floor of the Conference concerning delegate elections.

Action Reports and Budgets

Council on Finance and Administration

Tithe Revenues

The Arkansas Annual Conference prepares its spending plan based on projected revenues of a 10% tithe of the aggregate income of our local congregations as reported on lines 52 and 54 of Table III. This enables local churches to use 90% of their collections for their local church ministries.

52. Total Income for annual spending plan (as of 12/31/2023) \$71,531,034.00

54. Total Income from connectional/institutional sources outside the local church \$1,119,068.00

Total Revenue \$72,650,102.00

10.0% Spending Plan Maximum \$7,265,010.00

Spending Plan Overview

The budget, or spending plan, cap for the fiscal year 2024-2025 is \$7,265,010 based on 2023 revenue figures. The Arkansas Annual Conference's total spending plan for the 2024-2025 year is \$5,993,979? which is 82.5% of the maximum spending plan.

The following priorities have guided the Cabinet and Council on Finance and Administration (CFA) in making strategic stewardship decisions in order to shape the 2024-2025 Arkansas Conference Spending Plan:

1. We will continue to ensure the financial stability of the Arkansas Conference by strictly adhering to the principles and promises of the Arkansas Tithe Initiative.
2. We will craft a conference spending plan that can be adapted to a rapidly changing landscape.
3. We will support districts, district superintendents, district administrators and district strategy teams as the primary means for connection and missional strategy development and implementation.
4. We will empower local congregations through resources, training and programs that enable new and existing congregations to become more vital in making disciples of Jesus Christ, who make disciples equipped and sent to transform lives, communities and the world (e.g., Transition Seminar; cohorts; consultation; workshops; etc.).
5. We will offer ministries that connect together congregations to transform lives, communities and the world (e.g., 200,000 Reasons; disaster response; campus ministry; children and youth, etc.).
6. We will provide services and carry out tasks for which the annual conference is uniquely responsible (e.g., district superintendents and district offices; communication; Culture of Call; Board of Ordained Ministry, Board of Trustees; Board of Pensions; administrative services; Annual Conference Session, etc.).
7. We will make building healthy relationships a priority.

I. Spending Plan

A. In Accordance with ¶615.4 of the 2016 Book of Discipline

General Apportionment	Amount	Percentage of Total
World Service	\$ 850,494.00	45.64%
Ministerial Education	\$ 220,637.00	11.84%
Ministerial Scholarships	\$ 73,546.00	3.95%
Black College	\$ 117,347.00	6.30%
Africa University Fund	\$ 26,262.00	1.41%
Episcopal Fund	\$ 419,222.00	22.50%
General Administration	\$ 143,739.00	7.71%
Interdenominational Cooperation	\$ 12,174.00	0.65%
Subtotal General Apportionments	1,863,421.00	100.00%

General apportionments are paid as a percentage of the tithes received by the Arkansas Annual Conference. Funds received in excess of the anticipated collection rate will be distributed to GCFA on the existing pro rata basis.

B. Approved Solicitations –

1. Board of Trustees of Mount Eagle Christian Center
2. Board of Trustees of Camp Tanako, Inc.
3. Camp Aldersgate, Inc.
4. The Methodist Foundation for Arkansas
5. The Wesley Foundations to raise additional funds through the “Friends of Wesley” program (under the guidelines already approved by the Conference Board of Higher Education)
6. Methodist Family Health – Additionally, the second and third Sundays in December be designated for the receiving the Methodist Family Health Annual Christmas Offering
7. Hendrix College
8. Philander Smith College
9. U.M. Historical Society
10. Volunteers in Mission
11. Shoal Creek and Bear Creek camps be allowed to raise funds in any district in which the district has given its permission
12. Methodist Village Nursing Home of Arkansas
13. Lydia Patterson Institute
14. 200,000 Reasons
15. Project Transformation Arkansas

C. Advance Specials - We recommend General and Conference Advance Specials to local churches for firsthand relationships with mission projects and involvement in mission.

D. Special Days (with offerings)

1. Peace with Justice – Second Sunday after Pentecost
2. Native American Ministries Sunday – Second Sunday after Easter
3. Human Relations Day – During Epiphany on the Sunday before the observance of Martin Luther King’s birthday
4. UMCOR Sunday – Fourth Sunday in Lent
5. World Communion Sunday – First Sunday in October
6. United Methodist Student Day – Sunday after Thanksgiving

1 II. Conference and District Tithe

2 All churches shall report the following information to the Center for Administrative Services by the
3 10th of the month for the prior month either online or by mail.

- 4 A. Total gross income for previous month including designated giving \$_____
- 5 B. Less income for capital campaigns
- 6 C. Less income for memorials and endowments
- 7 D. Less income from sale of church-owned real estate
- 8 E. Less income from tuition-based services
- 9 F. Less direct costs of fund-raising
- 10 G. Less income designated for pass-through/outreach ministries
- 11 H. Less Paycheck Protection Program loans
- 12 I. Adjusted gross income = Line A minus B,C,D,E,F,G,H
- 13 J. Conference Monthly ministry tithe = Line I X 10% = \$_____

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15 III. Tithe Instructions

16 **Line A**—Total gross income for previous month (including designated giving and all other funds)
17 Enter the total amount of ALL revenue for the previous month. Total income includes ALL income
18 received by the church (offerings, pledged giving, unpledged giving, donations, building use fees,
19 income from fundraisers, designated giving, interest from investments, capital campaign income,
20 preschool income, bequests, memorials, etc.)

21 **Line B**—Exclude income for capital campaigns (this does not include income for lines of credit
22 (LOC) or mortgage payments)
23 Capital campaign income is money received from campaigns that are defined as significant, short-
24 term fundraising efforts for a stated project, such as a building, debt retirement, or special project.
25 The campaign usually lasts for a short time, generally less than a year; however, the donations
26 to the campaign may span several years. Stated capital campaigns should not be confused with
27 trustee account donations, building maintenance donations or other donations or capital needs.
28 Income for regular monthly LOC or mortgage payment is not capital campaign income.

29 **Line C**—Exclude income for memorials and endowments
30 Gifts received to fund memorials and endowments should be excluded here. Income from
31 endowment earnings should not be excluded.

32 **Line D**—Exclude income from sale of church-owned real estate (not used for operating expenses)
33 Income from the sale of church owned property (such as a parsonage) to be used for future capital
34 expenses should be excluded here.

35 **Line E**—Exclude income from tuition-based services (preschool, daycare, etc.)
36 Tuition-based services income is any payment made to the church for services provided at the
37 church such as preschool, childcare, elder care, or other similar services. Normally such services
38 are budgeted separately, often by a non-profit organization affiliated with the church.

39 **Line F**—Exclude direct costs of fund-raising
40 Direct costs of fund-raising are those costs paid to raise funds for the church, but not the income
41 raised. Typical examples include: 1) the discounted purchase price of gift cards for future resale,
42 2) the cost of food and supplies for a fund-raising dinner and 3) a consulting fee to direct a fund-
43 raising activity.

44 **Line G**—Exclude income for pass-through/outreach ministries
45 Pass-through funds are monies received for projects or events outside the local church. From time
46 to time churches will act as a collection agent for special events, such as disaster relief, community
47 homeless shelters, food pantries, soup kitchens or mission trips. Monies are sometimes given for
48 field missionary support or mission focused activities including materials and supplies for mission
49 trips and mission outposts. Any donations given for outreach ministries or causes should be
50 excluded.

Line H —Exclude funds received from the Paycheck Protection Program loan	1
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IV. District Superintendents	3
A. Salary will be no more than \$118,452 (annually).	4
B. This figure shall include salary, utilities and appurtenances, and other professional reimbursable expenses.	5
1. We recommend that business travel by the District Superintendents (DS) shall be reimbursed at the maximum IRS allowable rate. This will be funded by the DS vouchered travel expense fund of \$60,000 for room, board, and travel expense.	6
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V. Pastor’s Moving Expense - Pastor’s Moving Expense (intended to pay for housing relocation) - conditions of eligibility are as follows:	11
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A. The following persons shall be eligible	13
1. Full Time Pastors	14
2. Student local pastors after first appointment	15
3. District Superintendents	16
4. Persons in Conference connectional positions	17
5. Retiring pastors	18
6. Persons on disability leave	19
7. Seminarian from place of residence to parsonage at first appointment	20
8. Any other person recommended by the Board of Ordained Ministry or Appointive Cabinet	21
9. Only one moving expense paid per pastor per year	22
B. The following amounts shall be paid:	23
1. Up to \$4,000.00 of actual expense reimbursed (maximum 2 stops)	24
2. Clergy couples living in the same residence are eligible for an additional \$2,000 and 1 additional stop.	25
3. Monies shall be paid by the Conference Treasurer upon presentation of a voucher signed by the sending DS.	26
4. The sending DS shall not submit a voucher for moving expenses unless the parsonage is left clean and meets the approval of the Pastor-Parish Relations Committee Chairperson. Should the DS and the chairperson of the S/PRC determine that the parsonage will require cleaning and/or repair due to abuse and/or negligence on the part of the departing pastoral family the DS may direct that the pastor's moving reimbursement be reduced by the amount required for such cleaning/repair and that this amount be paid to the church. In no case shall the amount paid to the church be greater than the total to which the pastor would otherwise be entitled for moving expense reimbursement.	27
5. On recommendation from the Cabinet, the CFA may disburse funds for pastors transitioning out of the ministry.	28
6. Special circumstances may be considered by the CFA Executive Committee upon recommendation by the Appointive Cabinet.	29
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VI. Other Recommendations	43
A. No honorariums for the Annual Conference will be paid to persons living within the bounds of the Arkansas Annual Conference.	44
B. Travel expenses will be reimbursed based on the Arkansas Annual Conference reimbursement policy.	45
C. When any Conference staff personnel travels at the request of a Conference agency for other than normal representative or liaising purposes, the expenses of such travel shall be borne by the requesting agency.	46
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- 1 D. Reimbursement for Conference Travel shall be:
- 2 1. 100% of the IRS Standard Mileage Rate for all volunteers
- 3 2. 100% of the IRS Standard Mileage Rate for all Conference employees
- 4 E. Retired and disabled ministers may be paid \$80 per diem for days they attend Annual
- 5 Conference with a maximum of \$240.00 per household.
- 6 F. The Conference may direct the Conference Treasurer to withhold dispersal of funds to
- 7 any agency, institution, or organization until the CFA has received the most recent audit
- 8 of a Public Accountant or Certified Public Accountant from the agency or institution or
- 9 organization and that audit has been found satisfactory by the Audit Committee of the CFA.
- 10 G. The undesignated net assets are not a budgeted item. This is used to maintain operating
- 11 cash flow for the conference.
- 12 H. If the undesignated net assets exceed 10% of the Arkansas Annual Conference Spending
- 13 Plan excluding Pension & Benefits, then the CFA's Executive Committee shall have the
- 14 authority to disburse those funds with first priority given to paying the Conference's General
- 15 and Jurisdictional Apportionments.
- 16 I. All interest earnings on Conference monies shall be credited to the undesignated net
- 17 assets.
- 18 J. The Conference acknowledges the need for maintaining monies to be used as needed for
- 19 the stabilization of the accounts of New Church Development Fund, General & Jurisdictional
- 20 Conference Delegate Expense Fund, DS Funds, and the Equitable Compensation Support
- 21 Fund.
- 22 K. Balances remaining at the end of the budget year shall be transferred to the undesignated
- 23 net assets.
- 24 L. The Conference provides fidelity bonding insurance in compliance with ¶ 618 of the 2016
- 25 Book of Discipline.
- 26 M. The following is to be adopted as the guide for the care and investment of all Conference
- 27 Funds: (¶1613.5 the 2016 Book of Discipline).
- 28 1. The Conference Treasurer is charged with the responsibility for managing all Conference
- 29 Funds. It is the purpose of this investment policy to establish parameters within which
- 30 the monies of the Conference will be managed.
- 31 2. The objective of the investment of Conference monies is to provide:
- 32 a. Preservation of capital.
- 33 b. Liquidity – to meet anticipated and unanticipated future needs.
- 34 c. Maximization of income – while simultaneously ensuring preservation of capital and
- 35 liquidity.
- 36 d. Compliance with the Social Principles and the Discipline of the UMC.
- 37 3. To accomplish this objective:
- 38 a. Funds should be deposited in AR institutions in good standing.
- 39 b. Securities:
- 40 1. Direct obligation of United States Government Treasury Bills and Notes
- 41 2. FDIC insured Certificate of Deposits, Time Deposits, interest-bearing accounts
- 42 4. Funds should be deposited on a short-term basis, up to one-year when all objectives can
- 43 be satisfied.
- 44 5. This policy is intended to be flexible in its application in order to meet changing
- 45 economic conditions. Investments made for longer than 90 days may be made after
- 46 the approval of the Executive Committee of the CFA. While income desirable, the
- 47 primary emphasis is to be on the maintenance of adequate funds and the avoidance of
- 48 speculative investments
- 49 6. This policy may be amended to meet changing conditions and to fulfill the needs of the
- 50 Arkansas Annual Conference

N. The Conference gives the CFA the authority to fund extraordinary needs relating to the life and ministry of the Arkansas Conference. These needs shall be funded from available unrestricted funds. This authority shall not be used to replace or circumvent normal funding procedures of the Arkansas Conference.	1 2 3 4
O. When the Arkansas Annual Conference adopts a program or ministry that is not within the existing Conference structure, the Conference shall specify lines of amenability and accountability so as to provide for budgeting, evaluation and audit.	5 6 7 8
VII. Administrative Concerns:	9
A. All funding requests shall be presented to the appropriate board or agency of the Conference for recommendation before presentation to the CFA. All persons authorized to vouch for funds shall be identified by agencies and approved by the Cabinet prior to the dispensing of funds.	10 11 12 13
B. The final time for receiving Conference tithe shall be close of business on June 30th.	14
C. Each charge shall declare all ministerial support. The report shall include remuneration for compensation for travel, utility expense, insurance, Social Security, and all additional compensation paid to the pastor or on behalf of the pastor.	15 16 17
D. When any agency's total budgeted funds have been expended; no further expenditures will be authorized without CFA approval.	18 19
E. All benevolent, connectional, and pension funds shall be sent to the Center for Administrative Services, P.O. Box 2456, Batesville, AR 72503, except for the following, which shall be sent as designated:	20 21 22
1. UM Children's Home Christmas offering and special gifts to the UM Children's Home, P.O. Box 56050, Little Rock, AR 72215.	23 24 25
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Supplemental Budget Reports

Administrative Committees and Boards	2022-2023 Budget	2023-2024 Budget	2024-2025 Budget
Annual Conference	80,000.00	80,000.00	50,000.00
Conference Legal Resource Fund	5,000.00	5,000.00	5,000.00
Conference Secretary	1,000.00	1,000.00	1,000.00
Conference Trustees	5,000.00	10,000.00	10,000.00
Council Finance & Administration	1,500.00	1,500.00	1,500.00
Financial Audit	20,500.00	20,500.00	20,500.00
Property and Liability Insurance	42,000.00	50,000.00	60,000.00
Safe Gatherings Background Screening	30,000.00	30,000.00	30,000.00
Total Administrative Committees and Boards	185,000.00	198,000.00	178,000.00

Center for Administrative Services	2022-2023	2023-2024	2024-2025
Conference Benefits Income	220,000.00	220,000.00	225,000.00
Salaries, payroll taxes and benefits	639,027.00	639,961.00	467,533.00
Director of Administrative Services		130,681.00	118,452.00
Assistant Treasurer		82,400.00	82,400.00
IT Manager		89,261.00	-
Financial Controller		89,261.00	82,400.00
Benefits Officer		89,261.00	-
Assistant Benefits Officer		66,950.00	65,000.00
Administrative Assistant		-	60,000.00
Employer Payroll Taxes		42,000.00	31,232.00
Employer 403b Costs		50,147.00	28,049.00
Travel	10,000.00	10,000.00	10,000.00
Office administrative expense	50,000.00	50,000.00	50,000.00
Computer software and hardware	55,000.00	35,000.00	35,000.00
Continuing education	2,000.00	2,500.00	2,000.00
Mission Connect	17,835.00	17,000.00	17,000.00
Other	-	-	-
Rent	76,500.00	77,265.00	78,038.00
Total Expenses	850,362.00	831,726.00	659,571.00
Total Center for Administrative Services	630,362.00	611,726.00	434,571.00

Center for Communications	2022-2023	2023-2024	2024-2025
Advertising and Subscriptions Income	10,000.00		
Administrative			
Salaries and benefits	373,280.00	305,869.00	208,495.00
Director		130,681.00	118,452.00
Communications Assistant			65,000.00
Social Media Specialist		72,100.00	
Videographer		59,225.00	
Employer Taxes		20,044.00	14,035.00
Employer 403b		23,819.00	11,008.00
Contract Work			6,948.00
Travel	25,000.00	20,000.00	20,000.00
Mass Media	10,000.00	5,000.00	5,000.00
Office administrative expense	20,000.00	20,000.00	20,000.00
Continuing education and dues	5,000.00	5,000.00	5,000.00
Furniture and equipment	5,000.00	5,000.00	5,000.00
Total Administrative	438,280.00	360,869.00	270,443.00
Programming			
Advertising	6,000.00	14,000.00	15,000.00
Digital AUM and other communications	10,000.00	1,000.00	1,000.00
Conference website and software	6,500.00	15,000.00	10,000.00
CouRSe, net of funds from Foundation	-	-	-
Total Programming	22,500.00	30,000.00	26,000.00
Total Expenses	460,780.00	390,869.00	296,443.00
Total Center for Communications	450,780.00	390,869.00	296,443.00

Conference Ministries Office	2022-2023	2023-2024	2024-2025
Salaries, payroll taxes and benefits	437,761.00	470,104.00	421,937.00
Director		131,912.00	118,452.00
Director's Housing		20,000.00	20,000.00
Director of Discipleship & Leadership Dev.		107,749.00	
Director Age Level Discipleship (part-time)			59,000.00
Office Assistant		50,182.00	30,000.00
200K More Reasons Project Coordinator		26,136.00	25,000.00
VIM & Disaster Response		35,238.00	35,000.00
Faith Community Development			41,000.00
Special Assistant for Ethnic Concerns		44,455.00	40,000.00
Employer Taxes		18,672.00	18,360.00
Employer Benefits Costs		35,760.00	35,125.00
Travel	10,000.00	8,000.00	10,000.00
Office administrative expense	12,000.00	7,500.00	12,000.00
Conflict resolution training	-	-	-
Continuing education	4,000.00	4,000.00	4,000.00
Total Conference Ministries Office	463,761.00	489,604.00	447,937.00

Connectional Ministries	2022-2023	2023-2024	2024-2025
Administrative			
Travel	2,500.00	3,000.00	3,000.00
Administrative expenses	500.00	750.00	750.00
Total Administrative	3,000.00	3,750.00	3,750.00
Programming			
Committees	5,000.00	5,000.00	5,000.00
Disaster Preparedness & Response	5,600.00	5,000.00	5,000.00
Volunteers in Mission	3,000.00	2,000.00	2,000.00
200,000 More Reasons (Delta Project)	41,000.00	41,000.00	50,000.00
Culture of Call	22,000.00	15,000.00	15,000.00
Commission on Archives and History			
Archives	27,041.00	25,000.00	15,000.00
Historical Society	1,000.00	1,000.00	1,000.00
Commission on Archives and History	1,000.00	1,000.00	1,000.00
United Methodist Museum	11,550.00	-	-
Total Commission on Archives and History	40,591.00	27,000.00	17,000.00
Age Level Ministries			
Council on children's ministries	19,500.00	15,000.00	14,000.00
Council on youth ministries	44,500.00	45,000.00	45,000.00
Council on young adult ministries	3,000.00	1,500.00	1,500.00
Youth worker network	15,000.00	10,000.00	10,000.00
Total Age Level Ministries	82,000.00	71,500.00	70,500.00
Ethnic Ministries			
Ethnic and Language Concerns Committee	50,000.00	40,000.00	40,000.00
Developer of Ethnic Ministries	25,000.00	25,000.00	25,000.00
Ethnic Initiatives	40,000.00	35,000.00	35,000.00
District Parish YA Ministry	-	9,213.00	9,213.00
Total Ethnic Ministries	115,000.00	109,213.00	109,213.00
Global Ministries			
SE Coordinator - 200,000 More Reasons	15,000.00	15,000.00	15,000.00
YA Coordinator	15,000.00	15,000.00	15,000.00
Covenant Relationship	5,000.00	5,000.00	5,000.00
Canvas Community ministry	15,000.00	15,000.00	15,000.00
Committee on volunteers in mission	3,000.00	3,000.00	3,000.00
Mission U	14,500.00	14,500.00	14,500.00
Mission Personnel Initiative	2,000.00	2,000.00	2,000.00
General	2,000.00	2,000.00	2,000.00
Total Global Ministries	71,500.00	71,500.00	71,500.00
Higher Education & Campus Ministries			
Campus ministry - Philander Smith College	73,000.00	68,800.00	68,800.00

Connectional Ministries	2022-2023	2023-2024	2024-2025
Campus ministry - Hendrix College	73,000.00	68,800.00	68,800.00
Wesley foundation - ASU	73,000.00	68,800.00	68,800.00
Wesley foundation - ATU	73,000.00	68,800.00	68,800.00
Wesley foundation - HSU/OBU	73,000.00	68,800.00	68,800.00
Wesley foundation - SAU	73,000.00	68,800.00	68,800.00
Wesley foundation - U of A	73,000.00	68,800.00	68,800.00
Wesley foundation - UALR	73,000.00	12,000.00	-
Wesley foundation - UAM	73,000.00	68,800.00	68,800.00
Wesley foundation - UAPB	73,000.00	68,800.00	68,800.00
Wesley foundation - UCA	73,000.00	68,800.00	68,800.00
Wesley foundation directors pension	52,000.00	17,000.00	22,000.00
Board of higher ed operations	2,000.00	5,000.00	5,000.00
Total Higher Education & Campus Ministries	857,000.00	722,000.00	715,000.00
Board of Laity			
Association of annual conference lay leaders	3,000.00	2,000.00	2,000.00
Board of Laity	1,900.00	1,000.00	1,000.00
Lay servant ministries	5,000.00	2,500.00	2,500.00
Total Board of Laity	9,900.00	5,500.00	5,500.00
Outdoor Ministries			
Mount Eagle	50,000.00	20,000.00	-
Camp Tanako	50,000.00	20,000.00	-
Programming grants	15,000.00	15,000.00	15,000.00
Confirmation camp	4,000.00	4,000.00	4,000.00
Programming and marketing for camping and	-		
Total Outdoor Ministries	119,000.00	59,000.00	19,000.00
Committee on Status and Role of Women	1,000.00	-	-
United Methodist Men	2,000.00	500.00	500.00
Ecumenical Relations	2,500.00	2,000.00	2,000.00
Total Connectional Ministries	1,380,091.00	1,139,963.00	1,090,963.00

District Budgets	CE	NE	NW	S	Total
Administrative Expenses					
Office expense/equipment	10,020.00	11,500.00	10,545.00	7,500.00	39,565.00
Rent		-	-	1,800.00	1,800.00
Utilities & phone	3,000.00	7,000.00	11,320.00	3,000.00	24,320.00
Travel	2,000.00	5,000.00	2,450.00	3,000.00	12,450.00
Insurance		-			-
Total Administrative Expenses	15,020.00	23,500.00	24,315.00	15,300.00	78,135.00
					-
Total Staff Expenses	130,698.00	68,190.00	89,762.00	62,508.00	351,158.00
					-
Housing/Parsonage Expenses	20,000.00	5,000.00	20,000.00	5,000.00	50,000.00
Investment Income to Offset Housing	(15,000.00)	(5,000.00)	(15,000.00)	(5,000.00)	(40,000.00)
					-
Program Expenses					-
Strategic gatherings, Youth, Children, Lay	10,000.00	10,500.00	7,500.00	3,500.00	31,500.00
At large annual conference members	5,000.00	11,000.00	8,600.00	5,500.00	30,100.00
Hospitality for District Superintendent	4,000.00	-	1,200.00	-	5,200.00
Pastoral care chaplain expenses	4,000.00	-	-	-	4,000.00
Continuing education	3,000.00	5,000.00	2,000.00	4,050.00	14,050.00
Contingency, discretionary	1,521.00	300.00	300.00	2,500.00	4,621.00
Total Program Expenses	27,521.00	26,800.00	19,600.00	15,550.00	89,471.00
Total Expenses Budgeted	178,239.00	118,490.00	138,677.00	93,358.00	528,764.00

	2022-2023 Budget	2023-2024 Budget	2024-2025 Budget	Pass Thru	% of Total	% Change
Fund #1 Clergy and Retiree Benefits (Pension and Health Benefits Committee)						
Pension & Benefits						
Administration	30,000.00	30,000.00	\$ 30,000.00	N	0.50%	0.00%
Conference Staff Pension (move to centers)	22,000.00			N	0.00%	
Disability Health Care	35,000.00	35,000.00	\$ 35,000.00	N	0.58%	0.00%
Methodist Health EAP	25,000.00	25,000.00	\$ 25,000.00	N	0.42%	0.00%
Retiree Health Care	750,000.00	750,000.00	\$ 750,000.00	N	12.51%	
Virgin Pulse	175,000.00	175,000.00	\$ 175,000.00	N	2.92%	0.00%
<i>Funding From Reserves</i>	<i>(450,000.00)</i>	<i>(950,000.00)</i>	<i>(950,000.00)</i>			
Subtotal Clergy and Retiree Benefits	587,000.00	65,000.00	65,000.00		1.08%	0.00%
					0.00%	
Fund #2 General Apportionments (Determined by General Conference)						
World Service	1,183,103.00	1,183,103.00	\$ 850,494.00	Y	14.19%	-28.11%
Ministerial Education	277,913.00	277,913.00	\$ 220,637.00	Y	3.68%	-20.61%
Ministerial Scholarships	92,637.00	92,637.00	\$ 76,122.00	Y	1.27%	-17.83%
Black College	171,242.00	171,242.00	\$ 117,347.00	Y	1.96%	-31.47%
Africa University Fund	38,499.00	38,499.00	\$ 26,262.00	Y	0.44%	-31.79%
Episcopal Fund	475,060.00	475,060.00	\$ 419,222.00	Y	6.99%	-11.75%
General Administration	145,698.00	145,698.00	\$ 143,739.00	Y	2.40%	-1.34%
Interdenominational Cooperation	5,122.00	5,122.00	\$ 12,174.00	Y	0.20%	137.68%
Disaffiliation reduction		(100,274.52)	(81,092.00)		-1.35%	
Subtotal General Apportionments	2,389,274.00	2,288,999.48	1,784,905.00		29.78%	-22.02%
Fund #3 Jurisdictional Apportionments (Determined by Jurisdictional Conference)						
Jurisdictional Administration	28,157.00	28,157.00	\$ 28,157.00	Y	0.47%	0.00%
Lydia Patterson Institute	53,650.00	53,650.00	\$ 53,650.00	Y	0.90%	0.00%
Reserves	4,902.00	4,902.00	\$ 4,902.00	Y	0.08%	0.00%
Disaffiliation reduction		(10,405.08)	(22,000.00)		-0.37%	
Subtotal Jurisdictional Apportionments	86,709.00	76,303.92	64,709.00		1.08%	-15.20%
Fund #4 Districts (CFA)						
District Superintendents	659,562.00	593,604.00	\$ 473,808.00	N	7.90%	-20.18%
DS Travel	75,000.00	75,000.00	\$ 60,000.00	N	1.00%	-20.00%
DS Pension	90,000.00	60,000.00	\$ 78,879.00	N	1.32%	31.47%
New Places for New People	100,000.00	100,000.00	\$ 100,000.00	N	1.67%	0.00%
District Offices	754,296.00	754,296.00	528,764.00	N	8.82%	-29.90%
Subtotal District Apportionments	1,678,858.00	1,582,900.00	712,687.00		11.89%	-54.98%
Fund #5 Conference Administration (CFA)						
Administrative Committees and Boards*	185,000.00	198,000.00	\$ 178,000.00	N	2.97%	-10.10%
Board of Ordained Ministry Administration	134,980.00	115,000.00	\$ 95,000.00	N	1.58%	-17.39%
Center for Administrative Services*	630,362.00	611,726.00	\$ 434,571.00	N	7.25%	-28.96%
Episcopal Discretionary	11,500.00	10,000.00	\$ 10,000.00	N	0.17%	0.00%
Episcopal Housing	21,000.00	20,000.00	\$ 20,000.00	N	0.33%	0.00%
Episcopal Office	25,000.00	25,000.00	\$ 25,000.00	N	0.42%	0.00%
Pastors Moving Expense	70,000.00	50,000.00	\$ 80,000.00	N	1.33%	60.00%
Stabilization	100,000.00	75,000.00	\$ 50,000.00	N	0.83%	-33.33%
Subtotal Conference Administration	1,177,842.00	1,104,726.00	892,571.00		14.89%	-19.20%

Fund #6 Resourcing Local Congregations (Cabinet)						
Center for Communications*	450,780.00	390,869.00	\$ 296,443.00	N	4.95%	-24.16%
Conference Ministries Office*	463,761.00	489,604.00	\$ 447,937.00	N	7.47%	-8.51%
Connectional Ministries*	1,380,091.00	1,139,963.00	\$ 1,090,963.00	N	18.20%	-4.30%
Equitable Compensation	76,500.00	50,000.00	\$ 50,000.00	N	0.83%	0.00%
General & Juris. Conference Delegate Exp	10,000.00	10,000.00	\$ 10,000.00	N	0.17%	0.00%
Stabilization	100,000.00	70,000.00	\$ 50,000.00	N	0.83%	-28.57%
Subtotal Resourcing Local Congregations	2,481,132.00	2,150,436.00	1,945,343.00		32.45%	-9.54%
Total Conference Budget***	8,400,815.00	7,268,365.40	5,993,979.00			-17.53%

* See detailed budget on following pages.

** Districts budgeted for the period Jan-Dec

***6,000,000 is the 2024-25 target goal

Reached the target of \$6 million

2nd consecutive year of 15% reduction

5 **SECTION I: BOARD OPERATION**

- 6 A. The Arkansas Conference Board of Ordained Ministry hereafter referred to as the Board
7 or the BOM, is governed by the current Book of Discipline of the United Methodist Church
8 ¶635.
- 9 B. All communication to the BOM should be sent to BOM Office, 800 Daisy Bates Drive, Little
10 Rock, AR 72202 or bom@arumc.org
- 11 C. The Board will be organized in three classes with the assumption each person will serve 1
12 quadrennium but no more than 3 consecutive terms.
- 13 D. Board officers are Chairperson, Vice-Chairperson, Secretary, Treasurer, Executive Registrar,
14 and Assistant Executive Registrar. The Executive Committee consists of the Board Officers
15 and Chair of the Order of Elders, Chair of the Order of Deacons, Chair of the Fellowship
16 of Associate Members and Local Pastors, Chair of the Conference Relations Committee,
17 Chair of Ministerial Assessment, Chair of Vocation and Discernment, and a Cabinet
18 representative. The Chairperson shall appoint other officers and sub-committees as
19 needed.
- 20 E. The Board shall meet at least once in the fall and twice in the spring, and as convened by
21 the Chairperson.
- 22 F. The district committees on ordained ministry (dCOM) are amenable to the annual
23 conference through the BOM and follow ¶666. District administrative staff may serve as
24 administrators of the dCOM and may attend meetings of the dCOM in an administrative
25 capacity. The files of the dCOM shall be stored in the district office, separate from the
26 supervisory files. District administrative staff, as custodians of records, shall not serve as
27 members of dCOM or BOM.
- 28 G. The Board has the right to ask for a new Ministerial Assessment package at any time and
29 shall ask for a new assessment if more than six years has past and the candidate continues.
- 30 H. The Board shall review its policy statement annually, revising it as needed and
31 presenting it to the Annual Conference for approval. ¶ 303--Purpose of ordination and
32 ¶304--Qualifications for ordination.

33
34 **SECTION II: CANDIDACY, ¶ 310**

- 35 A. The Inquiring Candidate first contacts the pastor of the local church or other authorized
36 ministry setting, to share the ministry call.
- 37 B. Candidates shall utilize the **Candidacy Ministry** Checklist which outlines the complete
38 candidacy process found at <https://arumc.org/our-resources/forms-and-documents/>
- 39 C. Candidates must attend Orientation to Ministry ¶ 312
- 40 D. Candidates are encouraged to pursue undergraduate education and to pursue seminary
41 education in one of the United Methodist seminaries.

42
43 **SECTION III. THE DECLARED CANDIDATE, ¶ 310.2**

- 44 A. When approved by the Charge conference, the candidate shall send \$50 for the Ministerial
45 assessment packet to District Superintendent's Office or pay online.
- 46 B. If the dCOM approves by three-fourths majority written ballot, the dCOM registrar submits
47 Form AR020 to the Board of Ordained Ministry Office and a copy to the candidate. The
48 certified candidate shall complete the District Committee on Ordained Ministry Approval
49 Report on UMCARES.
- 50 C. Persons appointed as local pastors are clergy members of the Annual Conference (¶ 315).

They are no longer listed as certified candidates (¶ 602.1), except the first year they are certified. See further the Local Pastor ¶ 315-320 and below.

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SECTION IV: THE LOCAL PASTOR ¶ 315-320

- A. Upon completion of the candidacy process, and receiving dCOM approval as a certified candidate, the District Superintendent shall recommend the candidate for Local Pastor License School. Candidate shall register, attend, and successfully complete Local Pastor Licensing School in order to be eligible for an appointment. Once appointed, the Bishop shall issue a license. The candidate shall register the license at the county courthouse where appointed
- B. Local Pastors shall enroll in the Basic Five-Year Course of Study (COS) and successfully complete per ¶ 318.
- C. Appointed Retired Local Pastors shall follow all the guidelines of a non-retired appointed Local Pastor, such as continue COS, meet annually with the dCOM, complete UM History, Polity and Doctrine, and be assigned a mentor as per ¶ 348.
- D. Course of Study registrations shall be approved and signed by the Conference Local Pastor Registrar and must be postmarked no less than 14 days prior to the registration deadline printed on the registration form.
- E. The local pastor may enroll as a student in a seminary program to meet educational requirements. ~~Local Pastors who wish to attend and graduate from seminary in lieu of the Course of Study must have the approval of the BOM prior to enrolling in seminary.~~ The local pastor will be expected to complete their seminary education within the timeframes defined in ¶ 318. When enrolled in seminary, the local pastor is eligible to apply for financial aid from MEF funds. See Financial Aid Section.
- F. ~~Local pastors shall be assigned a clergy mentor by the district superintendent until all educational requirements have been completed. ¶ 348 - it is the responsibility of the pastor to contact the assigned mentor. The mentor shall submit annually a Mentor's Discernment Report (AR080), filed with the dCOM Registrar prior to the local pastor's annual dCOM interview.~~ All Local Pastors will select a mentoring group led by clergy mentors selected by the Cabinet. Groups are not organized by district but by affinity: part time, full time, location, rural, urban. These clergy mentors will submit annual reports (AR080) for those local pastors that have not completed COS.
- G. Local Pastor Mentoring group work is based on the 4 Year Local Pastor and OF Interview program. Year 1 (2024/25): Word, Year 2 (2025/2026): Sacrament, Year 3 (2026/27) Order and Year 4 (2027/28): Service.
- H. Persons who have completed LPLS and are appointed shall meet as a cohort.
- I. Local pastors shall meet annually with the dCOM to evaluate educational progress and ministerial performance, and action is taken on renewal of the License for Pastoral Ministry. The local pastor shall submit annually a school transcript (from college, seminary, or COS), filed with the dCOM Registrar prior to the local pastor's annual dCOM interview.
- J. Upon completing the Five-Year Basic Course of Study, ~~and beginning in 2011,~~ completing courses in UM History, Polity and Doctrine, the local pastor may be eligible to apply for Associate Membership. See ¶ 322.
- K. United Methodist History, Polity and Doctrine may be taken at any time during the educational process, but must be completed within 2 years of COS completion. Courses must be taken at an Advanced Course of Study School, University Senate approved seminary, or online at GBHEM. Taking UM Doctrine, Polity and History, can get credit for COS 224 and 422.
- L. The local pastor who chooses to continue in the local pastor relationship shall have completed courses in UM History, Polity and Doctrine within two years of COS completion.

1 Local pastors not continuing to Advanced COS or seminary shall submit a plan for
2 continuing education to the District Superintendent and dCOM annually.

- 3 M. Local Pastor Transfers from Another Conference to Arkansas Conference: Local Pastors
4 in good standing do not transfer from Conference to Conference but surrender their
5 the license in one their Conference and reapply to the Arkansas Conference. Prior to
6 interviewing with the dCOM for licensing, the minister shall complete the Arkansas Cabinet
7 Vetting Process and requirements for dCOM interview. The minister shall continue Course
8 of Study per ¶318 and shall have completed UM History, Polity and Doctrine within two years
9 of COS completion.
- 10 N. Only Local Pastors who have completed COS or made progress in completing COS shall be
11 designated Retired Local Pastors. ¶320.5

12 SECTION V: ASSOCIATE MEMBERSHIP, ¶ 321-322

- 14 A. Applicants shall meet the requirements outlined in ¶ 322.
- 15 B. The applicant for associate membership shall consult the District Superintendent, complete
16 and submit, Form AR105, Application for Clergy Relationship to the Annual Conference
17 <https://arumc.wufoo.com/forms/r13729he00iy22q/> to the District Superintendent and the
18 BOM Office by July 15.
- 19 C. The dCOM shall interview the applicant as a candidate for associate membership,
20 considering educational and documentary requirements, pastoral experience and
21 effectiveness, and form a recommendation to the Conference Board. The dCOM
22 shall send to the BOM Office by November 1, the applicant's Form AR105, the District
23 Superintendent's letter of recommendation, and the Action Report. These documents are
24 also filed with the District Registrar.
- 25 D. The Conference Registrar shall inform the applicant by December 1 about the written
26 assignments to be prepared in advance of the BOM interview, the deadline for those
27 assignments, and the date and time for appearing before the BOM (normally a BOM
28 Meeting in late February or early March).
- 29 E. The BOM shall interview the applicant. If favorably approved, the recommendation is
30 presented to the Clergy Session of the annual conference.
- 31 F. Associate members desiring to change relationship to an ordination track as a provisional
32 elder or deacon must first obtain approval from the BOM before taking other steps in the
33 application process.

34 SECTION VI: PROVISIONAL MEMBERSHIP ¶ 324

- 36 A. Applicants must complete all educational requirements prior to election to provisional
37 membership.
- 38 B. All seminary courses required by the Discipline and conference rules require a "C" or better
39 grade.
- 40 C. Beginning January 2011, no one entering a seminary degree program seeking ordination
41 shall enroll in Distance Learning online courses except for hybrid programs offered by the 13
42 United Methodist seminaries and Asbury Theological Seminary. Beginning in January 2011,
43 no more than 2/3 of the degree requirements may be completed through distance learning
44 for all UM seminaries and Asbury. Persons enrolled in other seminaries prior to January
45 2011 may complete no more than 1/3 of the degree through Distance Learning courses.
- 46 D. Associate members and local pastors may apply for provisional membership outlined in ¶
47 324.6.
- 48 E. Applications for provisional membership require the completion of Form 105, Application for
49 Clergy Relationship, and the preliminary answers to Questions ¶ 324.9.a-p by the candidate
50 sent to both the District Superintendent by July 15.

- F. Following a meeting with the dCOM, their recommendation, reported on Form AR020, District Committee Action Report Form, is sent to the BOM Office. The original Action Report and the District Superintendent's letter of recommendation are placed in the candidate's file. The completed dCOM file is delivered by the District office to the BOM Office by November 1.
- G. The Conference Registrar corresponds with the candidate by December 1, regarding required written work, reference letters and assignments to be prepared and submitted by January 31 to the BOM Office.
- H. The BOM interviews the candidate. Out-of-state seminary students may receive up to 50% of actual cost of transportation when attending Board interviews. If approved, the recommendation for provisional membership is presented to the Clergy Session of the Annual Conference.
- I. Provisional members shall demonstrate effective ministry for a minimum of two consecutive conference years in the same appointment. All provisional residents shall participate in the conference Residency in Ministry (RIM) program. Their service will be evaluated by the BOM and the DS. Arrangements for supervision and residency will be made for provisional members serving outside the Arkansas conference. During the second year of the RIM program, the provisional member may apply for ordination and membership in full connection.
- J. To make application for Full Connection, the Provisional member shall complete and submit Form AR105, Application for Clergy Relationship, <https://arumc.wufoo.com/forms/r13729he00iy22q/> , and submit the form to the BOM Office by October 1. The Cabinet shall provide a recommendation letter concerning a provisional member's application for Full Connection to the BOM Office by November 1.

SECTION VII: TRANSFERS ¶ 346-347

- A. All ministers requesting Conference to Conference transfer (¶ 347.1) shall complete the Arkansas Conference Cabinet Vetting Process.
- B. All ministers requesting to serve while retaining other faith credentials (¶ 346.2 and 347.3) or requesting to serve a UM church and start the process of transferring as a UM pastor (¶ 347.3.b and (¶ 347.2) shall complete the Arkansas Conference Cabinet Vetting Process and the dCOM interview requirements.
- C. All ministers approved with other faith credentials shall complete the Arkansas License School before being appointed. Exceptions may be granted for other Methodist denominations with a written request to the Executive BOM from the DS.
- D. Those appointed while retaining other faith credentials are required to complete/continue Course of Study unless they have completed a MDiv from an Accredited Theological Seminary with coursework equivalent to COS.
- E. Those appointed while retaining other faith credentials are required to take UM History, Polity and Doctrine within 2 years of the conference year of appointment unless those classes were completed through their MDiv from an Accredited Theological Seminary.
- F. Those appointed while retaining other faith credentials are required to meet annually with the dCOM to evaluate educational progress and ministerial performance.
- G. Those appointed while retaining faith credentials, are required to supply a letter of current good standing in their denomination by January 31 of each year.
- H. Ministers seeking transfer into United Methodist ministry from another denomination shall not join a local United Methodist church.
- I. Ministers whose credentials have been approved shall serve under appointment for a minimum of two years before applying for transfer into provisional membership if eligible
- J. Those appointed who still retain credentials with other Christian denominations, shall

1 declare to the dCOM their intentions to transfer credentials to the United Methodist Church
2 within two years of appointment. Failure to start the transferring process after 2 years could
3 result in not being reappointed.

4 (This does not apply to those who hold credentials in the ELCA, African Methodist
5 Episcopal Church, the African Methodist Episcopal Zion Church, the African Union
6 Methodist Protestant Church, the Christian Methodist Episcopal Church and the Union
7 American Methodist Episcopal Church, with which the UMC shares full communion
8 rights.)

- 9 K. Ministers seeking transfer into provisional memberships shall apply to the dCOM using
10 SECTION VI: PROVISIONAL MEMBERSHIP ¶ 324 and shall participate in the Residency in
11 Ministry program before becoming eligible to apply for full connection.

12 **SECTION VIII: FINANCIAL AID**

- 14 A. Local Pastor Licensing School: The cost to Arkansas students attending the Arkansas Local
15 Pastor License School (LPLS) is currently \$350. Some funds may be available for students
16 attending other schools outside of our conference boundaries. Approval for these funds
17 must come from the Dean of the Arkansas Conference Local Pastor License School prior to
18 class participation.
- 19 B. Course of Study: Financial Assistance, based on need and the availability of funds, will
20 be 50% of tuition, normal fees, room and board for full- or part-time students in the basic
21 Course of Study; 100% reimbursement of tuition for courses taken in the Arkansas Extension
22 Course of Study School available for part-time local pastors and 50% reimbursement of
23 tuition for those who successfully complete correspondence courses (not to exceed 4
24 courses). The Board does not pay for repeated courses.
- 25 C. Seminary Financial Aid: All certified candidates attending University Senate approved
26 seminaries are eligible for MEF funds Loans will not exceed 50% of tuition per semester
27 unless there is a surplus in the budget year. The seminarian registrar shall have the
28 discretion to disburse any surplus funds at an equal percentage for all semester applicants
29 not to exceed loan limits. Students attending United Methodist seminaries can receive
30 a maximum of \$10,000 per budget year in loans. Students at other University Senate
31 approved seminaries can receive a maximum of \$7,000 per budget year in loans.
- 32 D. Students will not receive funds to repeat a failed, dropped, or incomplete course.
- 33 E. Applicants will sign a promissory note. Loans will be forgiven for service at the rate of one
34 year of full time service for two semesters of aid. In other words, a student who borrows
35 from the fund for six semesters would complete the service obligation by three years of
36 full time service under Episcopal appointment. Loans to candidates discontinued by dCom
37 initiated action shall be forgiven.
- 38 F. Application is at <https://arumc.wufoo.com/forms/x13mnp6818kiscx/>
- 39 G. Applications and all supporting documentation must be received by August 10 for the fall
40 semester, January 10 for the spring/winter (including January term) semester and June 10
41 for the summer semester. Applications are not complete without an official transcript from
42 the student's seminary. Incomplete applications will not be processed. The Secretary of the
43 BOM will process all applications.
- 44 H. Reimbursement for UM History, Polity, and Doctrine courses will be paid at 50% of the
45 tuition cost in the year the course was taken.
- 46 I. Persons who have completed the basic course of study may wish to become provisional
47 members by the alternate route (see ¶ 324.6). They must complete the 32 hours of
48 graduate theological studies. Up to 50% of tuition will be provided per seminary financial
49 aid.
- 50 J. Deacon candidates on the professional certification route toward ordination (see ¶ 324.5)

will also receive up to 50% of tuition per seminary financial aid.

SECTION IX: CONTINUING EDUCATION ¶ 350

- A. All clergy under full-time appointment must complete at least one (1) continuing education unit (ten hours of instruction) per year. These CEU's may be fulfilled by CEUs, CMEs, CCEs, or other approved programs. Persons in resident provisional status or those enrolled in Course of Study are exempt from this requirement.
- B. Clergy shall report CEUs to their District Superintendent at charge conference and to the BOM through the BOM Office.
- C. All clergy under full-time appointment with charge conference compensation, as reported in Box 13 of the Pastor's Compensation form, of less than \$58,920 may receive reimbursement from the BOM of up to \$200 annually as funds are available. This amount shall include only projected expenses for tuition, books, fees, room, and board. Travel cannot be included as a projected expense.
- D. Financial aid is not available for Minister's Week at any seminary.
- E. The General Board of Higher Education and Ministry Guidelines for granting Continuing Education Units (CEUs) from The Society for the Advancement of Continuing Education for Ministry (SACEM) shall be used by groups seeking to have events certified by the Conference Continuing Education Chairperson. (See GBHEM's website, <https://www.gbhem.org/clergy/clergy-lifelong-learning/guidelines-for-continuing-education/>)
- F. Professional Certification Studies: Applications may be made for up to \$200/year as funds are available to help pay for specialized certification courses. This amount shall include only projected expenses for tuition, books, fees, room, and board. Travel cannot be included as a projected expense.
- G. Applications for granting continuing education credit for an event or reimbursement for continuing education shall be sent to the Chair of Continuing Education, BOM Office.
- H. Sabbatical Leave: All Issues concerning Sabbatical leave will follow the guidelines of ¶ 351, with the addition of those requesting Sabbatical will include their plan with start and end dates.

SECTION X: CHANGES OF CONFERENCE RELATIONSHIP ¶ 353-362

- A. The Conference Relations Committee (CRC) shall consist of at least 3 persons to hear requests as listed in 635.1 (d)
- B. Request for change of relationship to Voluntary Leave of Absence – Personal/Family (¶ 353) must be made at least ninety (90) days prior to Annual Conference by completing Form AR030 documenting specific reasons for the request. A copy of the Form shall be placed in the person's file.
- C. Maternity/Paternity leave requests follow ¶ 355.
- D. All clergy on Leave of Absence for a total of five or more years are required to meet with the CRC annually to review the circumstances that requires remaining on Leave of Absence.
- E. While on Voluntary Leave of Absence - Personal/Family, the person shall report annually her/his progress toward resolution/alleviation of the stated reasons for requesting Leave of Absence-Personal/Family. When an end to Leave of Absence- Personal/Family is requested, it shall be by written request at least six (6) months prior to Annual Conference. The CRC shall review the circumstances surrounding the granting of Leave of Absence – Personal/Family for the purpose of determining whether those circumstances have been alleviated or resolved.
- F. Deacons may be granted Voluntary Leave of Absence – Transitional Leave for up to 12 months with the approval of the Bishop and the Board's Executive Committee. The deacon shall provide, in writing, quarterly substantiation of the effort to obtain such an appointable

1 position to the Bishop and the Board's Executive Committee. (§ 353)

2 G. Request for change of relationship to Medical Leave (§ 356)

- 3 a. The Conference Benefits Officer will provide the person requesting a change in
4 Conference relationship to Medical Leave with the appropriate application packet.
5 b. The Conference Benefits Officer will notify the Joint Committee on Clergy Medical Leave
6 for a reasonable and appropriate investigation and recommendation to the Cabinet, the
7 Conference Board of Pension and Health Benefits and the BOM.

8 H. Withdrawal (§ 360.2)

- 9 1. All ordained persons withdrawing from annual conference relationship shall meet
10 with the CRC. The CRC shall report to the BOM for a recommendation to the Clergy
11 Executive Session at its next meeting.
12 2. The BOM Secretary shall record in the BOM minutes the report of the CRC and the
13 recommendation of the BOM. A copy of the written report, recommendation and
14 documentation of the person's reasons for withdrawal shall be placed in the person's
15 file. Additional statements shall be recorded from the Cabinet and the person who has
16 withdrawn/exited.

17 I. Readmission to Conference Relationship (§ 364, 365, 366, 367 and 368)

- 18 1. All requests for readmission to Conference Membership with the Arkansas Annual
19 Conference shall be made in writing and presented to the BOM at least one hundred
20 twenty (120) days prior to the beginning of the session of the Annual Conference unless
21 stated otherwise by the Book of Discipline.
22 2. The BOM shall review all files and statements kept by the BOM Office and Registrars.
23 3. All persons requesting readmission to Conference Membership are required to
24 complete the "Assessment Packet" in Section III A. The cost of the evaluation shall be
25 borne by the person seeking readmission.
26 4. All persons requesting readmission to Conference Membership are required to meet
27 the requirements as outlined in the Book of Discipline appropriate to the reason for the
28 person's original withdrawal, location, leaving or discontinuance.
29 5. Associate Members or clergy members in full connection requesting readmission to
30 Conference Membership (§ 366-368) shall serve under appointment as a Local Pastor –
31 demonstrating effective ministry for a minimum of two consecutive Conference years in
32 the same appointment.
33 6. Former Deacons requesting readmission to Conference Membership shall serve under
34 appointment in an appropriate ministry setting - demonstrating effective ministry for a
35 minimum of two consecutive Conference years in the same appointment.
36 7. During the second year of demonstrating effective ministry in the same appointment,
37 if the applicant has met all Disciplinary and Conference requirements, the former
38 Conference member may apply for Conference Membership and/or credentials
39 previously held.

40
41 **SECTION XI: CLERGY COVENANT FUND**

- 42 A. The Clergy Covenant Fund provides financial assistance to clergy persons and their
43 families. Financial assistance of \$2500 is available to deceased clergy's family. Up to \$1250
44 is available to clergy family for financial needs which arise from personal or family crisis. The
45 District Superintendent shall make a request for these funds to the Chair of the BOM; the
46 BOM Executive Committee shall consider all requests for approval.
47 B. Funds will be provided by means of an offering received during the Clergy Session of the
48 Annual Conference. Clergy will also be given an opportunity each November to make a
49 special Thanksgiving contribution to the Fund. Memorials and special gifts may be made
50 to the Fund at any time. Gifts may be sent any time to: United Methodist Foundation for

Respectfully Submitted,
Pamela Jean Estes, Chair
Nancy Meredith, Secretary

Board of Pension and Health Benefits

The Board:

¶639.1-7 The Conference Board of Pensions “the board” is charged with the interest and work of providing for and contributing to the support, relief, assistance, and pensioning of clergy, and their families, other church workers, and lay employees of the Conference Center, institutions, organizations, and agencies within the Annual Conference except otherwise provided by the general board now known as Wespeth. The conference board also provides financial assistance to retired clergy, their spouses and surviving spouses who are now responsible for their own healthcare. The board works closely with Wespeth Benefits and Investments, administrator of the largest denominational pension fund in the world. Wespeth reflects the Wesleyan heritage, and the notion of being on the right path in all three areas of operation for participants, institutional investors and for the UMC. The board is made up of no less than 12 members and in accordance with ¶605.3 elected to a term of 8 years. The board elects its chairperson.

Conference Sponsored Well-Care Benefits:

The board approved using \$170,000 in healthcare reserves to fund the Virgin Pulse Fitness Program for the 2024-2025 year. Participation will be reviewed annually. Conference Full-Time staff, active clergy appointed to a Full-Time church or conference responsible appointment and their spouses are eligible to participate. Beginning January 1, 2021 clergy retired from a full-time appointment and remaining in full connection with the Arkansas Annual Conference may be eligible to participate in the VP Plan. You can still join the Virgin Pulse program where getting active & fit means getting great stuff! And ours isn’t your typical stuff. Ours is motivation, feedback, gadgets, tracking, challenges, prizes, more energy, feeling better, looking great... and rewards.

HERE’S HOW IT WORKS

- The Buzz tracker is free to newly enrolled participants. If a participant already has a preferred fitness tracking device, the program will sync with many available brands and models, including Fitbit and Apple Watch.
- In addition to the benefits of healthier living, participants can earn up to \$275 per calendar quarter, with increasing dollar amounts given as each of four levels of point accrual is completed.
- Points toward reward levels can be earned through activity, and also by reporting healthy habits on the mobile app or website.
- We’ll keep you motivated all year long with challenges, contests, team competitions with your fellow conference members & more!
- So what do you say, ready to join?
- Download the phone app or use this URL - join.virginpulse.com/wespeth
- Participants will have to select a plan sponsor. In this case, select Arkansas, for the phone App select Wespeth.
- Questions should be directed to the Conference Center Benefits Office.
- *You must be 18 years of age.

1 **Employee Assistance Program:**

2 The Conference Board of Pension and Health Benefits partnered with The Board of Ordained
3 Ministry to bring clergy families the Methodist Healthcare Employee Assistance Program. Since
4 January 1, 2012, this program has provided free, confidential short-term counseling to all active,
5 retired clergy and clergy households. The Board of Pension and Health Benefits recommends
6 continuing the program with 10 visits for 2024-2025 fiscal year. The benefit is not guaranteed and
7 will be reviewed annually. The costs for the program will be paid with Insurance Reserves for 2024-
8 2025. We are pleased to offer this service to our clergy and their households. EAP can help with
9 many of life's challenges such as family issues, marital concerns, alcohol and drug abuse, anxiety,
10 depression, major life events, grief, work concerns and managing the stress of everyday life. The
11 program offers 10 counseling sessions to you and members of your household, free of charge.
12 In most cases, short-term counseling is all the help you'll need. However, if a referral outside the
13 EAP is necessary, the EAP counselor will seek the best resources for your situation. Counseling
14 outside the EAP will require use of insurance or self-pay. Use of the EAP and issues discussed in
15 all sessions are held in strict confidence. Rest assured that your private health information remains
16 confidential and can only be released outside the EAP with your written consent or when required
17 by law such as in life threatening situations or child/elder abuse. All Arkansas Conference staff
18 members and clergy families; whether full time, part time, retired or disabled as well as members
19 of your household are eligible to participate. Surviving spouses are also eligible for this benefit.
20 For more information about the Methodist Healthcare EAP, please visit their website at www.methodisteapcanhelp.org
21 and review the brochure enclosed in this announcement. To access the
22 program, simply call their toll-free number 1-800-880-5658 to schedule an appointment.
23

24 **Clergy Retirement Plans:**

25 The Pre-1982 Pension Plan was replaced by the Ministerial Pension Plan effective January 1, 1982.
26 Vested participants and their spouses receive lifetime benefits from the pre-82 plan. The 2024
27 monthly Past Service Rate (pre-1982) known as the PSR is \$577.00.

28 The 2004 General Conference voted to end the MPP as of December 31, 2006. The replacement
29 pension plan was the Clergy Retirement Security Program (CRSP) which began January 1, 2007.

30 Less than full-time clergy are ineligible effective 1/1/2013. The plan is made up of 2 components;

- 31 1. A Defined Benefit which provides monthly income at retirement based upon years of
32 credited service to the Church and a surviving spouse benefit payment of 75% for her/his
33 lifetime. Clergy may also designate a disabled child as a secondary contingent annuitant.
34 After the death of you and your spouse, your disabled child will receive a reduced benefit.
35 As with spousal coverage, your initial benefits will be reduced to pay for this extra benefit,
36 and
- 37 2. A Defined Contribution that provides a retirement account balance which was established
38 and funded by the annual conference.

39 All eligible full-time clergy who are under Episcopal appointment in the conference shall enroll
40 in the Clergy Retirement Security Program (CRSP). Full-time clergy may make written requests to
41 waive out of the pension program CRSP. Effective January 1, 2014 clergy serving less than full-
42 time are not eligible to participate in CRSP. We encourage the churches they serve to provide a
43 retirement benefit by making contributions to the United Methodist Personal Pension Plan (UMPIP)
44 on their behalf. Pension Plan enrollment is the responsibility of the participant and must be done
45 no later than 30 days from the eligibility date. Information for enrollment must be provided
46 to the Conference Benefits Officer, Mona Williams, at the Conference Office of Finance and
47 Administration.

- 48 • Clergy pension is calculated on "Plan" compensation. Plan compensation as defined by
49 Wespath includes a parsonage equivalent (25% of compensation) or housing allowance.
50 The benefit multiplier for 2023/2024 is 14% and is broken down in the following manner;

- The monthly CRSP- DB benefit is 8% of eligible Plan compensation. 1
- The CRSP-DC benefit is 2% non-matching employer contribution and 1% matching of 2
employee eligible Plan compensation. 3
- The premium for the Comprehensive Protection Death and Disability Plan is 3% of eligible 4
Plan compensation up to 200% of the Denominational average compensation “DAC” for 5
clergy appointed full-time. 6
- Participants must contribute a minimum of 1% of eligible Plan compensation to their Personal 7
Investment Plan (UMPIP) in order to receive the full employer CRSP-DC contribution. 8

2024-2025 Retiree Healthcare Premium Stipend Allocation: 10

The Arkansas Conference provides a monthly healthcare reimbursement benefit to eligible retired 11
clergy members of the Conference and disabled clergy who are Medicare eligible. The benefit 12
is not guaranteed and is reviewed annually. In order to be eligible for a conference healthcare 13
premium reimbursement Provisional Elders, Associate Members, Elders in Full Connection and 14
Full-time Local Pastors who remain members of the Arkansas Conference must have served full- 15
time in the denomination for a minimum of 10 years. Only full-time appointment years are eligible 16
and must have been served under Episcopal Appointment in the Arkansas Conference. Retirees 17
not currently receiving a conference healthcare premium stipend are not eligible to receive the 18
stipend. The stipend is a fixed dollar amount based on eligible years of active service and the 19
maximum healthcare premium stipend. Additional years of service above 40 have no effect on the 20
healthcare premium stipend. 21

- The maximum monthly healthcare stipend for the 2024-2025 fiscal year is \$207.06 for 22
clergy and \$155.30 for a spouse. 23
- Clergy who work or serve an appointment after retirement will not receive additional years 24
of service or an additional benefit of any kind. The base HRA benefit calculation guide • 25
- The first ten years of service will accrue at 2% of the maximum premium gift: 26
 - Clergy: 2% of \$200 = \$4.00 27
 - Spouse: 2% of \$150 = \$ \$3.00 28
- The next 20 years of service will accrue at: 29
 - Clergy: 3.5% of \$200 = \$7.00 30
 - Spouse: 3.5% of \$150 = \$5.25 31
- The remaining ten years of service will accrue at: 32
 - Clergy: 1% of \$200 = \$2.00 33
 - Spouse: 1% of \$150 = \$1.50 34

Conference responsible appointment years of active service are defined as service in which the 35
Arkansas Conference or local church is responsible for contributions to clergy pension plans; Pre- 36
1982, MPP or CRSP. The minimum healthcare stipend benefit is \$51.77 per month. Clergy who are 37
married at the time of retirement will receive a supplemental spousal gift. The spouse at retirement 38
who outlives the clergy person will receive a stipend as a surviving spouse. If a retired clergy 39
couple divorces, the clergy will receive the clergy benefit and that spouse will receive the spouse 40
portion. Should the clergy remarry, the new spouse is not eligible for a stipend. A surviving spouse 41
who remarries will continue to receive a healthcare stipend benefit. When a clergy dies while 42
under an active conference responsible appointment leaving behind a spouse (who is not eligible 43
for Medicare) the conference will provide a healthcare premium stipend for \$1035.30 per month 44
for the first 5 years. After the earlier of year 5, or Medicare eligibility, the healthcare premium 45
stipend will be based on clergy years of eligible service. 46

Clergy on Medical Leave receiving CPP Disability Benefits: Approved Medical Leave is an active 48
Conference responsible appointment. Clergy appointed to Medical Leave who are not yet eligible 49
for Medicare will receive a taxable Healthcare Premium Stipend in the amount of \$1035.30 per 50

1 month. Those who are eligible for Medicare must enroll in Medicare B, purchase a Medicare Supplement and a Drug Plan. Having met these guidelines, you would be eligible to receive a Healthcare Premium Stipend using the years of service guidelines above through the non-taxable HRA.

6 **Other Important Information:**

- 7 1. Surviving spouses eligible for spousal pension benefits will receive benefits at 75% of the
8 formula benefit rate for pre-1982 service.
- 9 2. Allowance grants and local expenses of the Conference Board of Pension and Health
10 Benefits are paid by Wespath or the Conference Treasurer must meet 2016 Book of
11 Discipline guidelines and are subject to the approval by the Arkansas Conference. There
12 are no grants at this time.
- 13 3. The institution, board or organization paying the salary of a minister on special appointment
14 without annuity claim on the conference shall make provision for the pension of such
15 person.
- 16 4. Attention is called to ¶1506.5 in the 2016 Book of Discipline, regarding eligibility to
17 participate in CRSP and Comprehensive Protection Plan (CPP). In order to provide
18 adequately for the active pension program (current and past funding), death & disability
19 benefits, retiree healthcare support and well care in 2024-2025 the conference has
20 budgeted from the conference tithe \$585,065. That total is broken down as:
 - 21 • Healthcare premium stipends for disabled clergy on approved medical leave shall be
22 \$18,750.
 - 23 • Healthcare premium stipends for retirees & spouses shall be \$462,500.
 - 24 • To provide for clergy under special conference responsible appointments shall be
25 \$21,315.
 - 26 • Administration \$82,500.
- 27 5. We remind all pastors and local churches of ¶639.4 in the 2016 Book of Discipline, which
28 sets forth the requirement that payments on the pension and benefit program of the
29 conference be in exact proportion to payments made on the salary or salaries, including
30 housing of the ordained minister or clergy serving it. ¶638.4d requires the local church
31 treasurer and/or pastor to adjust the cash salary and payment to be in the same proportion
32 as the amount paid to the pension and benefit program of the conference. ¶639.4d adds
33 that it shall not be permissible for a pastor to receive a bonus or other supplementary
34 compensation tending to defeat proportional payment.
- 35 6. ¶639.4 of the 2016 Book of Discipline requires the Conference Board to keep a permanent
36 record of defaults by churches of the conference in paying clergy pension and benefits. The
37 board is further required to render annually to each church that is in default a statement
38 of the amounts in default for that and preceding years. The Conference default total was
39 \$46,091.39. According to our Conference Treasurer, for 2023 the following churches were
40 in default by greater than \$500 on the direct billed Clergy Retirement Security Program &
41 the CPP premiums by the following amounts:

42 Name of Church/Charge	Arrearage as of 3/31/2023
43 Central:	
44 DeValls Bluff	\$895.42
45 Maumelle 1st	\$5,555.90
46 St. Paul-Malvern	\$4,851.87
47 Northeast:	
48 Corning	\$11,503.39

Hazel Edwards	\$652.83	1
Lepanto	\$2,436.78	2
Oil Trough	\$1,757.65	3
Trumann	\$2,470.54	4
Tuckerman	\$4,080.30	5
		6
Northwest:		7
Berryville	\$1,168.16	8
Ozark	\$11,468.87	9
Trinity-Fayetteville	\$9,276.24	10
		11
Southeast:		12
Helena 1st	\$2,321.34	13
		14
Southwest:		15
Magnolia 1st	\$7,178.10	16
Pleasant Hill-Texarkana	\$15,139.17	17
		18
Total:	\$81,651.38	19
		20

7. Notice of claims request for pension credit shall be made in writing to the Conference Benefits Officer, POB 3611 Little Rock, AR 72203-3611. 21
8. In determining years of service, the Board of Pension and Health Benefits shall carefully examine and consider those years listed in the conference Journal prior to accepting them as valid years; and any years in question shall be subject to validation by the applicant and by approval of the Board of Pensions. We recommend that approval of pension credit outlined in ¶1506.2-5 of the 2016 Book of Discipline, be enforced. 22-27
9. Copies of individual service records are held at Wespeth, 1901 Chestnut Ave, Glenview, IL 60025-1604. 28-29
10. A Retired Minister's Day is recommended to be the Third Sunday of May each year. The purpose of this day is to recognize the service of the retired servants and their families, and to involve the local churches in the recognition of the needs, both present and future. 30-32
 - a. If a retired minister does not reside within the bounds of a charge, but a member of a retired minister's family does, they shall be invited to participate in the service (or observance); otherwise, recognition of these servants, and their service, should be observed appropriately. "Appropriately" should be determined by the Pastor/Parish Relations Committee of each local church. This committee shall have the responsibility of locating these people and relate the service of these persons to the local church and our Annual Conference. The Conference Board of Pension and Health Benefits will be responsible for providing promotional ideas and some materials (i.e., total years of service, percentage of retired ministers serving churches while in their retired status, etc.) when requested. 33-42
11. Please notify the Conference Center Benefits Office when: 43
 - a. You are eligible to enroll in pensions programs; 44
 - b. Information relative to pension matters is needed; 45
 - c. You have questions about participating in Social Security; 46
 - d. You have questions about healthcare; 47
 - e. A change in marital status, mailing address or income occurs; 48
 - f. You have a question about past service or annuity credit or to request a change in service records; 49

- 1 g. There are health issues that may lead to disability;
- 2 h. Death in the immediate family occurs;
- 3 i. A change of beneficiary is desired;
- 4 j. Request for retirement is made to the bishop, cabinet, and board of ordained ministry;
- 5 k. You Separate or Withdraw to Unite with Other Denomination.

7 **2024-2025 Housing Allowances for the Arkansas Conference**

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

10
11 WHEREAS, the religious denomination known as The United Methodist Church (the “Church”),
12 of which this Conference is a part, has in the past functioned and continues to function through
13 ministers of the gospel (within the meaning of Internal Revenue Code section 107) who were or are
14 duly ordained, commissioned, or licensed ministers of the Church (“Clergypersons”);

15
16 WHEREAS, the practice of the Church and of this Conference was and is to provide active
17 Clergypersons with a parsonage or a rental/housing allowance as part of their gross
18 compensation;

19
20 WHEREAS, pensions or other amounts paid to active, retired, terminated, and disabled
21 Clergypersons are considered to be deferred compensation and are paid to active, retired,
22 terminated, and disabled Clergypersons in consideration of previous active service; and

23
24 WHEREAS, the Internal Revenue Service has recognized the Conference (or its predecessors) as
25 an appropriate organization to designate a rental/housing allowance for Clergypersons who are or
26 were members of this Conference and are eligible to receive such deferred compensation;

27
28 NOW, THEREFORE, BE IT RESOLVED:

29
30 THAT an amount equal to 100% of the pension, severance, or disability payments received from
31 plans authorized under The Book of Discipline of The United Methodist Church (the “Discipline”),
32 which includes all such payments from Wespeth during the period 1/1/2021-12/31/2021 and
33 1/1/2022-12/31/2022, by each active, retired, terminated, or clergyperson receiving disability
34 benefits who is or was a member of the Conference, or its predecessors, be and hereby is
35 designated as a rental/housing allowance for each such Clergyperson; and

36
37 THAT the pension, severance, or disability payments to which this rental/housing allowance
38 designation applies will be any pension, severance, or disability payments from plans, annuities,
39 or funds authorized under the Discipline, including such payments from Wespeth and from a
40 commercial annuity company that provides an annuity arising from benefits accrued under a
41 Wespeth plan, annuity, or fund authorized under the Discipline, that result from any service a
42 Clergyperson rendered to this Conference or that an active, a retired, a terminated, or a disabled
43 Clergyperson of this Conference rendered to any local church, annual conference of the Church,
44 general agency of the Church, other institution of the Church, former denomination that is now a
45 part of the Church, or any other employer that employed the Clergyperson to perform services
46 related to the ministry of the Church, or its predecessors, and that elected to make contributions
47 to, or accrue a benefit under, such a plan, annuity, or fund for such an active, a retired, a
48 terminated, or a disabled Clergyperson’s pension, severance, or disability plan benefit as part of
49 his or her gross compensation.

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

The 2025 Funding Plan is in process. When approved by Wespath it will be available on the ARUMC website.

Submitted by: Todd Burris, Treasurer, Conference Benefits Officer
Stark Ligon, Board of Pension & Health Benefits Chairperson

Board of Trustees

The Arkansas Conference Board of Trustees met via zoom on 7/5/2023, 7/12/2023, 9/13/2023, 9/20/2023, 9/27/2023, 10/4/2023, 10/11/2023, 2/5/2024, 3/21/2024, 4/16/2024, and conducted various other business items via email. The following report compiles the actions taken during the 2023-2024 Conference year.

Centerton Property Final Accounting

Purchase of Property 7.19.2019	\$ (3,181,827.00)
Utilities and Maintenance	\$ (185,525.42)
Closing Costs and Fees	\$ (123,911.37)
Carrying Costs	\$ (325,204.83)
Sale of 22.3 acres on 11/1/2022	\$ 2,100,000.00
Sale of 22.65 acres on 7/11/2023	\$ 2,125,000.00
Net Income:	\$ 408,531.38

Church Closings/Discontinuance (par.2549)

Central District

Northeast District

- Judsonia, 200 Van Buren, Judsonia, AR 72081 (12/31/2022)
- Marion, 81 Military Rd, Marion, AR 72364 (8/27/2023)

Northwest District

- Arkansas Korean Mission 1021 W. Sycamore St, Fayetteville, AR 72703 (1/31/2024)
- New Hope, 1339 Oak Grove Rd, Van Buren, AR 72956 (6/30/2023)
- The Vine of Northwest Arkansas, 411 W. Centerton Blvd, Centerton, AR 72719 (5/31/2023)

1 **Southeast District**

- 2 • Parkdale, 120 S. Church, Parkdale, AR 71661 (8/6/2023)

3 **Southwest District**

- 4 • Emerson, 203 Church St, Emerson, AR 71740 (3/31/2024)
5 • Friendship, 4858 Highway 371, McCaskill, AR 71847 (9/30/2023)
6 • Mount Zion, Mount Zion Church Rd, Arkadelphia, AR 71923 (6/30/2023)

7
8 **Property For Sale For The Benefit of the Conference**

9
10 **Central District**

- 11 • Aaron Cemetery, Pulaski County
12 • Vacant Lot, parcel 001-10639-000, Saline County

13 **Northeast District**

- 14 • Judsonia, 200 Van Buren, Judsonia, AR 72081
15 • Vacant Lot, parcel 030-00093-000, Randolph County
16 • Wiseman, CR 5, Wiseman AR 72587

17 **Northwest District**

- 18 • Centerton, 11301 W. AR Highway, Centerton, AR 72719
19 • Cherry Hill, 4014 Polk CR 70, Mena, Ar 71953 (Par. 2549.3.b)
20 • Mount Pleasant, Hwy 248, Waldron AR 72958
21 • New Hope, 1339 Oak Grove Rd, Van Buren, AR 72956
22 • Waltreak, Hwy 80 Box 25133, Waltreak, AR 72833 (Par. 2549.3.b)

23 **Southeast District**

- 24 • Extra, 2030 Ashley Road 25, Hamburg, AR 71646

25 **Southwest District**

- 26 • Emerson, 203 Church St, Emerson, AR 7174s0
27 • Lydesdale, 2820 Columbia 61, Magnolia AR 71753
28 • Spring Hill, 601 Hwy 355 W, Hope, AR 71801 (Par. 2549.3.b)

29
30 **Property Sold For The Benefit of the Conference**

31 {income - expenses = net (net loss)}

32

Property	District	Sales Price	Expenses	Net
Extra	SE	\$29,625.55	\$13,044.78	\$16,580.77
Bethel (Ashley Co)	SE	\$66,000.00	\$0.00	\$66,000.00
Parkdale & Parsonage*	SE	\$40,000.00	\$29,202.00	\$10,798.00
New Hope (Van Buren)*	NW	\$125,000.00	\$21,580.20	\$103,419.80
Pullman Heights	SW	\$102,185.50	\$19,070.49	\$83,115.01

43 * sale pending

44 **Exigent Circumstances (par 2549.3(b))**

45

Property	District	Recommend Closure
Keo	CE	No
Pleasant Hill (Texarkana)	SW	No

49
50

Rockport	SW	No
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Disaffiliated (par 2553) October 15, 2023 (Ratified and Completed)

Property	District	Property	District
Bethel (Jacksonville)	CE	DeWitt First	SE
Carlisle First	CE	Dumast First	SE
Hickory Plains	CE	Hermitage	SE
Springfield	CE	Lacey	SE
Oak Grove (Searcy)	NE	McGehee First	SE
Cornerstone (Pleasant Plains)	NE	Mount Tabor	SE
Campground (Paragould)	NE	New Edinburg	SE
Marmaduke	NE	Pleasant Grove (Dewitt)	SE
Maynard	NE	Rock Springs (Wilmar)	SE
Quitman	NE	Roe	SE
Pruett's Chapel	NE	Tillar	SE
Saint James (Mountain View)	NE	Trinity (Warren)	SE
Warren's Chapel	NE	Wagon	SE
Bull Shoals	NW	Warren First	SE
Danville	NW	Watson	SE
Diamond City	NW	Center Grove (Gurdon)	SW
Gentry	NW	Ebenezer (Stephens)	SW
Gravelly	NW	Glenwood	SW
Harmon	NW	Green's Chapel	SW
Hartford	NW	Harrell	SW
Highlands	NW	L'Eau Fraiz	SW
Marshall	NW	Midway	SW
Midland	NW	Mount Ida	SW
Ola	NW	Philadelphia	SW
St. Paul's (Harrison)	NW	Rhodes Chapel	SW
Winslow	NW	Rushing Memorial	SW
Yellville	NW	Silver Hill	SW
Arkansas City	SE	Sugar Hill	SW
Bethel (Sheridan)	SE	Taylor	SW
Center Grove (Sheridan)	SE	Unity	SW

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1 **The Arkansas Conference Standing Rules**
2 **(With proposed changes to Section 402.4)**

3
4 **June 19, 2024**

5
6 **Chapter One**
7 **GENERAL PROVISIONS**
8

9 **101. Mission**

10
11 The Mission of the Arkansas Conference is to make disciples of Jesus Christ equipped to transform
12 the world with excellence and passion.
13

14 **102. Vision**

15
16 The Vision of the Arkansas Conference is congregations and surrounding communities
17 transformed by the Holy Spirit to demonstrate love of God and neighbor, holy living and justice.
18

19 **103. Trajectory**

20
21 The Trajectory of the Arkansas Conference is to create vital congregations that make disciples of
22 Jesus Christ, who make disciples equipped and sent to transform lives, communities and the world.
23

24 **104. Core Measures**

- 25
- 26 1. We will be enriched by our Wesleyan heritage of scriptural holiness so that we are
27 connected by our mission of making disciples instead of being connected by our
28 apportionments, appointments and benefits.
 - 29 2. We will establish the mission field as the primary focus of our attention and resources
30 instead of directing the majority of our attention and resources to mere maintenance of
31 congregations and clergy.
 - 32 3. We will equip laity and clergy to transform individuals, communities and the world instead
33 of trying to satisfy personal preferences of current members and ensure congregational
34 preservation.
 - 35 4. We will address the unique context of each mission field instead of depending on
36 standardized programs and structures.

37 **105. Establishment of Standing Rules**

38
39 The Arkansas Annual Conference establishes the Standing Rules under the authority of The
40 Book of Discipline of the United Methodist Church ¶ 610, which permits the Annual Conference to
41 structure its own administrative procedures and ministries in order to accomplish its purpose of
42 making disciples of Jesus Christ for the transformation of the world.
43

44 **106. Purpose of Standing Rules**

45
46 The Standing Rules prescribe the administrative procedures the Annual Conference will utilize to
47 carry out its mission, vision, core measures and trajectory.
48

49 **107. Changes to or Suspension of Standing Rules**

A two-thirds (2/3) vote of the Annual Conference members present and voting shall be required to change or suspend the Standing Rules.

108. Procedural Authority

Roberts Rules of Order shall be the procedural authority for the Annual Conference when not in conflict with the current Book of Discipline, Arkansas Conference Standing Rules or Arkansas Annual Conference Session Rules.

109. Definitions

1. *The Discipline: unless otherwise noted, refers to the current Book of Discipline of the United Methodist Church.*
2. *Annual Conference or Conference: unless otherwise noted, refers to the Arkansas Annual Conference of the United Methodist Church.*
3. *Conference Agency: any council, board, commission, committee, task force, or other structural grouping established by the Standing Rules of the Conference or mandated by The Discipline.*
4. *Ex-officio member: unless otherwise noted, all ex-officio members shall have vote.*
5. *Resolution: A non-legislative proposal for the Annual Conference to address or take action regarding a particular issue.*
6. *Petition: Proposed changes to The Book of Discipline of The United Methodist Church or The Book of Resolutions of the United Methodist Church that are forwarded to the General Conference for action.*

Annual Conference Session: Any regular or special session of the Annual Conference comprised of clergy and lay members as mandated by The Book of Discipline, Standing Rules or Structure.

110. Mandated Changes

The Committee on Review and Research shall work with the Conference Secretary, Journal Editor and Assistant to the Bishop to ensure that changes mandated by General Conference will be reflected in the Conference Standing Rules, Structure and Journal.

Chapter Two ORGANIZATION OF THE ANNUAL CONFERENCE

201. Conference Structure

The structure of the Annual Conference shall be flexible, responsive and inclusive of age, gender and diverse ethnicity.

202. Changes to Structure

A 60% supermajority of the Annual Conference members present and voting shall be required to change the Conference Structure.

203. Officers of the Conference

The Officers of the Conference shall be the following and are governed by the provisions of the

1 current Book of Discipline. In the 2016 Book of Discipline, they are:

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1. Bishop ¶¶414-416
2. Conference Secretary ¶603.7
3. Conference Treasurer ¶619
4. Conference Statistician ¶603.7
5. Conference Chancellor ¶603.8
6. Conference Lay Leader ¶607
 - a. The Conference Lay Leader shall be nominated by the Conference Nominating Committee upon consultation with the bishop and Board of Laity and elected by the Annual Conference. Terms of office shall begin at the adjournment of the annual conference at which they are elected and shall be for a period of four years with a maximum of two consecutive four-year terms, with a minimum of four years before reelection.

204. Lay Members of the Annual Conference ¶¶602.4 – 602.10

1. The lay membership of the Arkansas Annual Conference shall be governed by the provisions of the current Book of Discipline. (In the 2016 Book of Discipline, the relevant paragraphs are 32, 33, 602.1(e) and 602.4.)
2. In addition to the disciplinary provisions, there shall be added to the lay membership an additional one youth between the ages of twelve and seventeen from each district currently serving on the District or Conference Council on Youth Ministry and one young adult between the ages of eighteen and thirty from each district to be selected by the District Leadership Team or District Nominating Committee in consultation with the District Superintendent.
3. When at any time a lay member is excused by the Annual Conference from further attendance during the session, the duly elected alternate lay member, if present, shall be seated. The lay member or the alternate shall be the lay member of the Annual Conference, and it shall be the duty of the lay member to report to the local church on actions of the Annual Conference. The lay member or alternate, whoever was last seated in the annual conference, shall be seated in a special session of the annual conference when convened (Par.602.5)

205. Clergy Members of the Annual Conference ¶¶ 602.1 – 602.3

The clergy membership of the Annual Conference shall consist of deacons and elders in full connection (¶333), provisional members (¶327), associate members, affiliate members (¶344.4, 586.4), and local pastors under full-time and part-time appointment to a pastoral charge (¶317).

1. Clergy members in full connection shall have the right to vote on all matters in the annual conference except in the election of lay delegates to the General and jurisdictional conferences and shall have sole responsibility for all matters of ordination, character, and conference relations of clergy.
2. Provisional clergy members shall have the right to vote in the annual conference on all matters except constitutional amendments, election of clergy delegates to the General and jurisdictional conferences and matters of ordination, character, and conference relations of clergy. Provisional clergy members who have completed all of their educational requirements may vote to elect clergy delegates to General and jurisdictional conferences.
3. Associate clergy members shall have the right to vote in the annual conference on all matters except constitutional amendments, and matters of ordination, character, and

conference relations of clergy. When associate members are members of the conference Board of Ordained Ministry, they have the right to vote at the clergy session on matters of ordination, character, and conference relations of clergy (§ 635.1).

4. Affiliate clergy members shall have the right to vote in the annual conference on all matters except the constitutional amendments, election of clergy delegates to the General and jurisdictional conferences, and matters of ordination, character, and conference relations of clergy.
5. Full-time and part-time local pastors shall have the right to vote in the annual conference on all matters except constitutional amendments, election of delegates to the General and jurisdictional conferences and matters of ordination, character, and conference relations of clergy. When local pastors are members of the Conference Board of Ordained Ministry, they have the right to vote at the clergy session on matters of ordination, character, and conference relations of clergy (§ 635.1). Local pastors who have completed course of study or an M. Div. degree and have served a minimum of two consecutive years under appointment before the election may vote to elect clergy delegates to General and jurisdictional conferences.

206. Equalizing Lay and Clergy Membership

If the lay membership should number less than the clergy members of the Annual Conference, the following formula will be used in the Arkansas Conference to nominate and elect persons for the purpose of lay equalization (Par.32, 602.1(b):

1. When additional lay members are required to equalize representation, the total number needed will be divided among the districts in proportion to the ratio of lay membership of each district.
2. Persons previously elected by the annual conference or district conference to the following positions shall be given vote and subtracted from the total lay members needed to elect within the district in which they reside:
 - a. Lay members of the Cabinet and lay officers of the conference.
 - b. Lay Delegates and Alternate Lay Delegates to General and Jurisdictional Conference during the quadrennium for which they are elected.
 - c. Lay chairpersons of conference boards, committees and agencies
 - d. Officers of the Conference Boards of Laity, United Methodist Women, United Methodist Men, and Conference Council on Youth Ministries
 - e. Elected laypersons to General and Jurisdictional Conference boards and agencies
 - f. District presidents of United Methodist Women, United Methodist Men, and District Councils on Youth Ministry
3. If additional lay members are still needed, The Conference Secretary will notify each District Superintendent of the number of at-large members their district nominations committee is to nominate. With attention given to racial, gender and theological diversity, as well as adequate representation of youth, young adults and small-membership congregations, district nominating committees will present a slate of at-large lay members for election at a District Conference. Nominations from the floor will be allowed.
4. Upon their election, the District Superintendent shall notify these persons in writing of their membership status.
5. The names and addresses of lay members of the Annual Conference elected by the Charge Conferences shall be compiled by the District Superintendents and sent to the Conference Secretary at least 60 days prior to the opening day of the Annual Conference session. Names and addresses of lay members elected at the District Conference shall be sent to the Conference Secretary within one week of election.

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207. Pre-Conference Journal

There shall be a Pre-Conference Journal, which shall contain reports of all program agencies of the Conference, proposed legislation, resolutions and petitions, and information about the Annual Conference session. This Pre-Conference Journal shall be provided to each member of the Arkansas Conference at least 30 days before the annual session. The Conference Secretary shall be the editor of this publication. Pre-conference reports submitted for inclusion in the Pre-Conference Journal shall be submitted to the Conference Secretary by a deadline to be determined and widely publicized by the Conference Secretary. Any agency making a report not included in the Pre-Conference Journal that proposes changes in policy or has financial implications shall provide the Conference Treasurer and chair of CF&A with the report no later than 10 days prior to the opening Business Session of Annual Conference.

208. Resolutions and Petitions

1. Resolutions or petitions not offered by a Conference agency must be signed by at least ten lay and/or clergy members of the upcoming Arkansas Annual Conference Session. These signatures must be obtained before the proposed resolution or petition may be submitted to the Conference Secretary. Petitions and resolutions must be included in the Pre-Conference Journal to be considered by the Annual Conference Session.
2. Footnotes. Resolutions and petitions shall contain footnotes that clarify the source of any facts, quotes, or generalizations made within the proposed resolution or petition. These footnotes must be included with the proposed resolution or petition before it may be submitted to the Conference Secretary. These footnotes shall include enough information to allow the Conference some level of confidence that the content of the proposed resolution or petition is accurate and reliable. These footnotes shall also include enough information to allow the content of the proposed resolution or petition to be checked for accuracy.

209. Items for Distribution

All items for general distribution shall be prepared by the sponsoring person or agency at their own expense and must be in the hands of the Conference Secretary no later than 3:00 p.m on the day before the opening Business Session.

210. Journal of the Annual Conference

1. There shall be a Journal, which contains a record of the Annual Conference proceedings.
2. All content for the Journal shall be provided to the Conference Secretary no later than the close of the Annual Conference session. All material to be published in the Journal that does not meet this deadline may be excluded unless specific permission for delay is granted by the Conference Secretary. The Conference Secretary, Dean of the Cabinet, and Conference Treasurer shall be authorized to edit all reports for printing in the Journal.
3. Addresses delivered to the Conference, except for the Episcopal Address, Laity Address and Youth Address, shall not be printed in the Conference Journal.
4. All reports not printed in the Pre-Conference Journal shall be in the hands of the Conference Secretary and Presiding Officer no later than 3:00 p.m. the day before the opening Business Session.
5. The Conference Standing Rules shall be reprinted each year in the Journal, incorporating any changes made during the preceding Annual Conference.
6. The Conference Secretary shall distribute an electronic copy of the Journal to active

and retired clergy, seminarians, all probationary members, lay members of the Annual Conference, and chairpersons of Conference board, committees, and agencies. Printed copies may be obtained upon request.

211. Election of Delegates to General and Jurisdictional Conferences

At the Annual Conference session preceding the year of delegate election, the Conference may adopt rules governing the election of delegates.

212. Conference Expense Fund

Registration fees and non-designated offerings taken at the Annual Conference shall be administered by the Conference Treasurer to defray expenses of the session.

213. Payment of Annual Conference Expenses

Expenses of the Annual Conference session shall be paid by funds received from:

1. Registration fees, which shall be set by the Conference Session Planning Committee;
2. Offerings, other than special designated offerings; and
3. If necessary, the Conference Administration Fund.

214. Retired Clergy, Spouses, and Surviving Spouses

No registration fee shall be required for retired clergy, their spouses or surviving spouses. The expense of retired clergy, spouses, and surviving spouses shall be paid in keeping with the guidelines of the Council on Finance and Administration when proper vouchers are presented.

215. Student Local Pastors and Seminary Students

No registration fee shall be required for student local pastors or seminary students.

216. Location of the Annual Conference Session

Location of Annual Conference sessions will be selected by the Annual Conference Planning Committee and reported to the Annual Conference on a schedule sufficient to secure adequate facilities for meetings and lodging.

217. Annual Conference Session Rules

The Annual Conference Session rules will be proposed by the Annual Conference Session Planning Committee and adopted at the opening Business Session of each Annual Conference by a majority vote. Session rules shall remain in effect during all sessions of the Arkansas Conference until superseded by action of the Annual Conference.

218. Virtual Meetings

1. When the Bishop, Director of Connectional Ministries, Conference Lay Leader, and a majority of District Superintendents are in agreement that circumstances call for a meeting of the Annual Conference to be held in whole or in part by virtual conferencing, the Bishop may call for such a meeting of the Annual Conference to be held as allowed by Arkansas Act 253 of 2021. Virtual presence in such a duly called meeting shall be deemed equivalent

- 1 to presence in person.
- 2 2. The Director of Administrative Services shall recommend the method of remote balloting or
- 3 voting to be used, which shall be clearly specified in the call for the virtual or hybrid meeting
- 4 issued by the bishop.
- 5 3. Virtual and Hybrid Annual Conference meetings must be organized and conducted such
- 6 that all members have reasonable opportunity and ability to participate in the meeting, can
- 7 simultaneously hear discussion, and can, as recognized by the chair, speak and address all
- 8 those meeting as well as vote on matters submitted at the meeting.
- 9 4. This provision for remote voting includes all matters that may properly come before the
- 10 Annual Conference. Further, voting eligibility and voting margins designated in the Book of
- 11 Discipline or Session Rules of the Conference will be followed.
- 12 5. These provisions may also be used for District Conferences, Lay and Clergy Sessions, and
- 13 any Special Called Session of Annual Conference.

14 **Chapter Three**

15 **NOMINATION AND ELECTION TO CONFERENCE AGENCIES AND OFFICES**

16

17 **301. Conference Nominating Committee**

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19 **1. Purpose.**

- 20
- 21 a. Except as otherwise indicated by The Book of Discipline or the Standing Rules of
- 22 the Arkansas Conference, the Conference Nominating Committee shall identify and
- 23 nominate all members and chairpersons of the Annual Conference boards, teams,
- 24 commissions and committees, the Conference Lay Leader, Associate Lay Leader, the
- 25 Conference Secretary, and the Conference Statistician.

26

27 **2. Structure.**

- 28
- 29 a. Composition Membership shall include one clergy and one lay member from each
- 30 district and two cabinet representatives. The following shall serve as ex-officio members
- 31 with vote: The Bishop (or representative), Conference Lay Leader, Associate Lay
- 32 Leader, President of the Conference Council on Youth Ministries and the Chairperson
- 33 (or representative) of the Committee on Ethnic and Language Concerns. The Director
- 34 of Connectional Ministries shall serve as ex-officio without vote. The Committee shall
- 35 reflect racial, ethnic, and gender diversity. They shall be elected by the Conference for
- 36 terms of four years with a maximum of two consecutive terms.
- 37 b. Nominations for Committee Membership. Nominations shall be received from each
- 38 District Leadership Board. Nominations for membership on the Conference Nominating
- 39 Committee shall be received from the District Leadership Board and elected by the
- 40 Annual Conference. Additional nominations may come from the floor. Elected members
- 41 may serve a maximum of eight consecutive years as long as they continue to live within
- 42 the bounds of the district. If an elected district member moves out of the district mid-
- 43 year, they will continue serving on this committee until their successor is elected at the
- 44 next Conference session.
- 45 c. Filling Vacancies on the Committee. Any vacancy occurring between sessions of the
- 46 Annual Conference shall be filled for the remainder of the term at the succeeding
- 47 session of the Annual Conference in the same manner as described above. If a
- 48 member representing a district is unable or unwilling to attend meetings, the District
- 49 Superintendent may name a substitute to ensure that the district is represented.
- 50 d. Officers. The committee shall organize, by electing from within its membership, a

chairperson, a vice chairperson, a secretary, and such other officers as it may deem necessary.

3. Process.

- a. All nominees shall be consulted regarding their nomination. The right to nominate from the floor of the Annual Conference session shall not be abridged. “In the nomination and election of the membership of councils, boards, and agencies of the Annual Conference, special attention shall be given to the inclusion of clergywomen, youth, (§256.3), young adults, older adults, persons from churches with small memberships, persons with disabilities, and racial and ethnic persons, in keeping with policies for general church agencies. It is further recommended that the membership of such agencies, except for the Board of Ordained Ministry, include one-third clergy, one-third laywomen, and one-third laymen, who are professing members of local churches.” (§610.5) Attention shall also be given to geographical representation.

302. Board, Agency and Committee Service

1. Elective membership on any specific board, agency, or committee of the Annual Conference may not exceed two consecutive terms of four years, excepting ex-officio membership, unless otherwise prescribed by The Book of Discipline of the United Methodist Church. After eight consecutive years on any specific board, agency, or committee of the Annual Conference, no person may return to the same body until the passage of four years, excepting ex-officio membership. Membership begins upon election, with the date noted in the Conference Journal.
2. No person shall be elected by the Annual Conference to serve on more than two Council, Board, Committee, Commission, Agency, etc. at any one time. This does not affect ex-officio positions.
3. In the nomination and election of the membership of councils, boards, and agencies of the Annual Conference, special attention shall be given to the inclusion of clergywomen, youth (§256.3), young adults, older adults, persons from churches with small memberships, persons with disabilities, and racial and ethnic persons, in keeping with policies for general church agencies. It is further recommended that the membership of such agencies, except for the Board of Ordained Ministry, include one-third clergy, one-third laywomen, and one-third laymen, who are professing members of local churches.” (§610.5) Special attention shall also be given to geographical representation.
4. Members of general agencies shall serve as ex-officio members of the corresponding Annual Conference agency or its equivalent structure. If this results in a person being a member of more than one Annual Conference agency in violation of either Annual Conference policy or another provision of The Book of Discipline, the person shall choose the Annual Conference agency on which to serve.
5. No member or employee of any Conference agency and no employee, trustee, or director of any agency or institution participating in the funds of any Conference budget shall be eligible for voting membership on the Council on Finance and Administration. (§611.2)
6. Agencies of the Annual Conference are to keep records of member attendance and participation and report to the Nominating Committee. The Nominating Committee may recommend to the Annual Conference that new board/committee members be elected to replace those whose lack of participation inhibits the effectiveness of the board/committee.
7. Unless provided for elsewhere, a vacancy between sessions of the Annual Conference shall be filled by the Cabinet on nomination by the Nominating Committee.

1 **303. Task Force Service**

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1. Boards, committees, commissions, and other agencies are encouraged to develop task force groups to address emerging missional opportunities. Each board, committee, commission, and other agencies will invite to these task forces persons who will bring passion, experience, and expertise to the work
2. Membership on Task Forces shall be inclusive of ethnic minorities and persons from small membership churches. A balance of laymen, laywomen, and clergy shall be the norm.
3. The norm for Task Force membership shall be a broad base of participation from throughout the Conference.
4. Persons are limited to membership on one Conference task force at a given time. It is recommended that persons will not immediately begin service on a new task force after completion of their service.

Chapter Four
CONFERENCE AGENCIES AND OFFICES

The Arkansas Annual Conference establishes the following Structure under the authority of The 2016 Book of Discipline of the United Methodist Church, which permits the Annual Conference to structure its own ministries and administrative procedures in order to accomplish its purpose of making disciples of Jesus Christ. The Structure prescribes the ministries, organization and procedures the Annual Conference will use in carrying out its mission, vision, core measures and trajectory. ¶610

401. Required by The Book of Discipline ¶¶607.9-654

(The following includes required agencies and officers, any rules that impact the agency or officer and the name given by The Arkansas Annual Conference to that agency if it differs from the name listed in The Book of Discipline.)

- 1. Board of Discipleship ¶¶ 630, 645**
- 2. Board of Laity ¶ 631**
- 3. Conference Associate Lay Leader ¶ 607.9**
 - a. The Conference Associate Lay Leader shall assist the Conference Lay Leader in fostering awareness of the role of the laity in achieving the mission of the Church and for enabling and supporting lay participation in the planning and decision-making processes of the Annual Conference, district, and local church.
 - b. The Conference Associate Lay Leader shall be nominated by the Conference Nominating Committee upon consultation with the bishop and Board of Laity and elected by the Annual Conference. Terms of office shall begin at the adjournment of the annual conference at which they are elected and shall be for a period of four years with a maximum of two consecutive four-year terms, with a minimum of four years before reelection. The Conference Associate Lay Leader shall be a member of the Annual Conference, the Conference Nominating Committee, the Conference Committee on Episcopacy, and the Annual Conference Planning Committee; and may be designated by the Bishop to any Conference agency.

4. Board of Ordained Ministry ¶ 635	1
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5. Committee on Episcopacy ¶ 637	4
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6. Episcopal Residence Committee ¶ 638	6
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7. Board of Higher Education and Campus Ministry ¶ 634	8
	9
a. Membership of the Board of Higher Education and Campus Ministry shall include a chairperson and two representatives from each district nominated by the District Leadership Board and elected by the Annual Conference. In addition, there shall be one representative from each Wesley Foundation, one representative from the campus ministry at Hendrix College named by the President of Hendrix College, and one representative of the campus ministry at Philander Smith College named by the President of Philander Smith College. The campus minister from each campus and the Conference Director of Connectional Ministries shall be ex-officio members without vote. In addition, any member of the General Board of Higher Education and Ministry from the Annual Conference shall be a member of the Conference Board.	10
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8. Board of Global Ministries ¶¶ 633, 642	20
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a. The membership of the Conference Board of Global Ministries shall include a Chairperson, the Conference Secretary of Global Ministries and the District Secretaries of Global Ministries who shall be nominated by the District Leadership Board and elected by the Annual Conference, the Mission Coordinator of Education and Interpretation of the Conference United Methodist Women.	22
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b. The Board shall designate a coordinator (or coordinators) for Volunteer In Mission opportunities, a coordinator (or coordinators) of missionary personnel, a coordinator (or coordinators) for disaster response, a coordinator (or coordinators) for ecumenical and interreligious concerns, and a coordinator (or coordinators) of Parish and Community Development. In addition, any member of the General Board of Global Ministries from the Annual Conference shall be an ex-officio member of the Conference Board.	28
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9. Conference Secretary of Global Ministries ¶ 633.3	35
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a. The Secretary of Global Ministries shall be nominated by the Conference Nominating Committee and elected by the Annual Conference and will be a member of the Board of Global Ministries.	37
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10. Conference Board of Church and Society ¶¶ 629, 653	41
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a. The membership of the Conference Board of Church and Society shall consist of a chairperson, one representative from each district, the United Methodist Women Mission Coordinator for Social Action, and one at-large member nominated by the Conference Nominating Committee and elected by the Annual Conference. The membership shall include persons with disabilities. The board will be half clergy and half laity. The Board shall elect a secretary from its members.	43
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b. The members of the Board shall organize themselves into committees to work on the	50

1 various issues of concern to the Board as outlined in the Social Principles, including
2 local, state, national, and international issues. The Board shall include a coordinator
3 (or coordinators) of Peace with Justice Ministries. In addition, the Board shall include a
4 coordinator (or coordinators) of disability concerns.

5
6 **11. Conference Commission on Religion and Race ¶ 643**

- 7
8 a. Membership shall include a chairperson and one member from each district to be
9 represented by racial and ethnic minority persons. Selection of commission members
10 shall ensure adequate representation of women, youth, young adults, older adults, and
11 people with disabilities.
- 12
13 b. Members of the General Commission on Religion and Race residing in the Annual
14 Conference shall be ex-officio members of the Annual Conference Commission on
15 Religion and Race with vote. The commission chairperson and members shall be
16 nominated by the Conference Nominating Committee and elected by the Annual
17 Conference.

18
19 **12. Conference Committee on the Status and Role of Women ¶ 644**

- 20
21 a. Membership will include one representative from each district, and a chairperson, who
22 shall be a woman, to be nominated by the Conference Nominating Committee and
23 elected by the Annual Conference. In addition, there shall be a representative from the
24 United Methodist Women and the Board of Laity.

25
26 **13. Committee on Ethnic and Language Concerns ¶¶ 632, 654**

- 27
28 a. The membership shall include:
- 29 1. Chairperson to be nominated by the Conference Nominating Committee and elected
30 by the Annual Conference.
 - 31
32 2. One representative from each district, appointed by the District Superintendent.
33 Race, gender, and age shall be taken into consideration, with special attention to
34 ensure that the committee represents the racial makeup of ethnic groups within the
35 Arkansas Conference (Asian Americans, African Americans, Hispanic Americans,
36 Pacific Islanders, and Native Americans.) At no time shall ethnic persons make up
37 less than 51% of the persons represented on the committee.
 - 38
39 3. Representatives without vote:
 - 40 a. A representative of the Conference Staff;
 - 41
42 b. One representative from the Conference Commission on Religion and Race
43 (chairperson or designee) to act as liaison; and
 - 44
45 c. Liaison(s) to other bodies as needed to accomplish the Committee's work.

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47 **14. United Methodist Women ¶ 647**

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49 **15. United Methodist Men ¶ 648**

16. Conference Council on Youth Ministries ¶ 649	1
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17. Conference Council on Young Adult Ministries ¶ 650	4
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18. Conference Council on Adult, Singles, Family, and Older Adult Ministries ¶ 651	6
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19. Council on Finance and Administration ¶ 612	8
	9
a. The Council members will be nominated by the Conference Nominating Committee and elected by the Annual Conference. The Council shall be composed of twenty-one (21) members. The Conference Coordinator of Stewardship shall be an ex-officio member. There will be at least one more layperson than clergy included on the Council. Members will be elected to four-year terms of office. Those whose terms have expired will be eligible to be elected to one additional four-year term. Churches of fewer than 200 members shall be represented on the council. Ex-officio members of the Council (without vote) shall be (1) the Conference Treasurer, (2) any member of the General Council on Finance and Administration who resides in Arkansas, (3) the presiding Bishop (4) a Cabinet representative and (5) the Director of Connectional Ministries. The Council will elect from its voting membership a president, vice president, and secretary.	10
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20. Conference Treasurer ¶ 619	21
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21. Conference Statistician ¶ 603.7	23
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22. Conference Secretary ¶ 603.7	25
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23. Conference Chancellor ¶ 603.8	27
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24. Conference Board of Trustees ¶ 2512	29
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25. Board of Pension and Health Benefits ¶ 639	31
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26. Commission on Archives and History ¶ 641	33
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27. Commission on Communications ¶ 646	35
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28. Commission on Equitable Compensation ¶ 625	37
	38
29. Joint Committee on Incapacity ¶ 652	39
	40
30. Administrative Review Committee ¶ 636	41
	42
31. Committee on Investigation ¶ 2703.2a	43
	44
32. Committee on Investigation for Deacons ¶ 2703.2b	45
	46
33. Cabinet ¶ 424	47
	48
a. The purpose of the Cabinet shall be to act as the central team that develops and implements ministry and mission strategies of the Arkansas Annual Conference. It	49
	50

1 also shall serve as the body to which all financial requests for ministry resources are
2 submitted. The Director of Connectional Ministries will have primary responsibility to
3 receive requests. It will be the responsibility of the Cabinet to present a budget to the
4 Council on Finance and Administration with a listing of ministry priorities and rationale
5 for budget requests.

- 6 b. The membership of the Cabinet shall be determined by the presiding bishop to address
7 the missional needs of the Annual Conference.

8 **34. Committee on Disability Concerns ¶ 653**

9 **402. Additional agencies, committees, and offices ¶ 610.2**

10 (The following includes additional agencies and officers, any rules that impact the agency or officer
11 and the name given by The Arkansas Annual Conference.)

12 **1. Leadership Table**

- 13 a. The Leadership Table shall resource and facilitate ministry networks to strengthen local
14 church ministries.
- 15 b. The Leadership Table shall be composed of the chairs or designated representatives
16 of the Conference boards and agencies and the coordinators of ministries within those
17 entities under the guidance of the Director of Connectional Ministries.

18 **2. Conference Council on Children's Ministries**

- 19 a. The Conference Council on Children's Ministries is responsible for resourcing and
20 providing ongoing training for local church children's ministry leaders, for offering district
21 and conference level discipleship opportunities for children, and for promoting and
22 advocating for children's ministries throughout the conference.
- 23 b. The Conference Council on Children's Ministries shall be composed of the following
24 position, with authority to add persons if required.
- 25 1) Conference Coordinator
 - 26 2) Three representatives of each district, organized in 3-year classes (w vote)
 - 27 3) Safe Sanctuary Coordinator (w/o vote)
 - 28 4) Wonderfully Made Trainer (w/o vote)
 - 29 5) New Children's Minister Mentor (w/o vote)
 - 30 6) Child Care Ministry Advocate (w/o vote)

31 **3. Conference Camp and Retreat Ministries**

- 32 a. The Conference Camp and Retreat Ministries is responsible for providing experiences
33 in outdoor settings that enable persons of all ages to become disciples of Jesus Christ
34 and to grow in their faith. The Conference Camp and Retreat Ministry Committee will be
35 responsible for budget requests and funding allocations. The Committee will provide
36 proper communication and alignment between Arkansas Conference entities and
37 camps/retreat centers with relationship statements with the conference.
- 38 b. The committee will consist of the following positions, with authority to add persons if
39 required.

1. Conference Camp and Retreat Ministries Coordinator	1
2. Director of Connectional Ministries	2
3. Conference Director of Children’s Ministries or representative	3
4. Conference Director of Youth Ministries or representative	4
5. Conference Council on Youth Ministries President or designee	5
6. Conference Young Adult Ministries Chair	6
7. Conference Coordinator of Adult, Singles, Family and Older Adult Ministries	7
8. Board of Higher Education Representative	8
9. Camp Tanako Director	9
10. Mount Eagle Retreat Center Director	10
11. Bear Creek Camp Representative	11
12. Shoal Creek Camp Representative	12
4. Bishop's Annual Conference Session Planning Committee Task Group	13
a. The Bishop's Annual Conference Session Planning Committee Task Group shall:	14
1. Advise the Bishop in developing the Annual Conference theme, agenda, and selection of conference preachers; Develop and approve the Annual Conference agenda, in consultation with the Bishop;	15
2. Set Annual Conference registration fees;	16
3. Recommend a balanced budget for the upcoming Annual Conference session to the Council on Finance and Administration;	17
4. Advise the Bishop on setting dates and locations for the future Annual Conference sessions to present to the Annual Conference for approval.	18
5. Advise the Bishop on the selection of the Conference preacher;	19
6. Research and advise the Annual Conference on the selection of future meeting sites;	20
7. Advise and approve plans of the worship committee for the Annual Conference session;	21
8. Maintain a checklist of local host responsibilities;	22
9. Review and approve an evaluation process;	23

1 10. Review evaluations of the previous session prior to planning the next session.

2
3 b. Membership of the Bishop's Annual Conference Session Planning Committee Task
4 Group shall be:

5
6 1. Bishop, who shall serve as chairperson;

7
8 2. Assistant to the Bishop, Conference Lay Leader, who shall serve as vice-chairperson;

9
10 3. Bishop's Executive Assistant Conference Secretary, who shall serve as secretary;

11
12 4. Annual Conference Session Administrator

13
14 5. Worship Coordinator selected by the bishop; (Board of Discipleship);

15
16 6. Director of Communications; Connectional Ministries;

17
18 7. Conference Treasurer or designee;

19
20 8. Coordinator of Spiritual Growth, Conference United Methodist Women;

21
22 9. Host District Superintendent or designee;

23
24 10. Two representatives of the host committee for the forthcoming session, selected by
25 the host District Superintendent.

26
27 11. Four lay persons from the Board of Laity, selected by the conference Lay Leader in
28 consultation with the Bishop;

29
30 12. Two ethnic minority persons; and

31
32 13. Annual Conference Session Technical Director

33
34 14. Any other persons named At-large members, selected by the Bishop, in order to
35 ensure racial and gender diversity within the task group.

36
37 15. Other members selected as needed by the bishop.

38
39 **5. Committee on Review and Research**

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41 a. The Committee on Review and Research shall: 1) Ensure changes in the Conference
42 Standing Rules and Structure that are mandated by the General Conference and
43 are published in each subsequent edition of *The Book of Discipline of the United*
44 *Methodist Church*; 2) Review all resolutions presented to the Annual Conference
45 that call for changes in the Standing Rules or Structure and report to the Conference;
46 and 3) Propose changes in Standing Rules and Structure that will enable the Annual
47 Conference to more faithfully carry out its mission, vision, core measures and trajectory.

48
49 b. The Committee on Review and Research shall include a chairperson, one representative
50 from each district, and three at-large members. The chairperson and members shall

be nominated by the Conference Nominating Committee and elected by the Annual Conference.

- c. The Committee will work with the Conference Secretary, Journal Editor, and Assistant to the Bishop to ensure that changes mandated by the General Conference are reflected in the Conference Standing Rules and Structure, and are published in each subsequent edition of the Journal. The Committee will review all resolutions, petitions, and legislation presented to the Annual Conference that calls for changes in the Standing Rules or Structure and reports to the Conference.

403. Participation by Telephone Conference or Virtual Platform

At the discretion of the agency chair or president, conference agency meetings may be held by means of a telephone conference or virtual platform through which all persons participating in the meeting have reasonable opportunity and ability to participate in the meeting, can simultaneously hear discussion and can, as recognized by the chair, speak and address all those meeting as well as vote on matters submitted at the meeting.

Chapter Five DISTRICTS

501. District Conference (§§658-659)

1. The District Conference sets the district’s annual budget, elects officers, and implements the Arkansas Conference trajectory within its geographic bounds through the members, clergy, congregations, ministries, and leaders of the district.
2. In addition to the Administrative Structure, the District includes mission and ministry committees, councils, and organizations, such as those for youth, Lay Servants, and UMW.

502. District Leadership Board §§660.7, §661, §669, §2518

1. The DLB serves as the district conference’s administrative executive committee, with the duties and responsibilities of the District Superintendency Committee and District Trustees as well as nominations and finances. The DLB will administer the district budget, assets and real property, and personnel support.
2. The DLB shall be composed of the following:
 - a. 6 elected members with representation (§§669.1, §2518) by laywomen, laymen, and clergy who serve as the District Trustees (§2518) and fulfill the role of the District’s legal Board of Directors, if the District is incorporated
 - b. 2 At-Large Members §669.1
 - c. 2 members appointed by the CMS/DS
 - d. District Lay Leader §660
 - e. Chief Mission Strategist/District Superintendent

1 f. Advisory members may be added as needed (§1669.2), including the district treasurer
2 or financial steward

3
4 g. The bishop of the area, or his or her authorized representative, shall be an ex officio
5 member of said committee (§1669.2) in its role as the Superintendency Committee
6

7 **503. District Committee on Ordained Ministry (§1666)**

- 8
9 1. The DCOM is amenable to the conference Board of Ordained Ministry. It is responsible
10 for candidacy, the examination of candidates seeking ministerial office and the ongoing
11 credentialing for licensed local pastors.
12
13 2. Members nominated annually by the CMS/DS in consultation with the BOM chair or
14 executive committee and approved by the annual conference §1666.1

15 **504. District Board of Church Location and Building (§2519-2524)**

- 16
17 1. The DBCLB is responsible for reviewing building projects and purchases, and it partners
18 with the Chief Mission Strategist/ District Superintendent (CMS/DS) to implement a strategy
19 with conference trajectory-aligned priorities for the mission fields of the district, including
20 the to explore the repurposing, closing and realignment of churches.
21
22 2. Membership shall be composed of:
23
24 a. 6-9 members nominated and elected by the Annual Conference for three-year terms
25 and divided into classes with one-third laywomen, one-third laymen, and one-third clergy
26 §2519
27
28 b. Chief Mission Strategist/District Superintendent
29
30 c. District Lay Leader (optional, ex officio) §1660.8
31

32 **505. District Lay Leader (§1660.2)**

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34 The District Lay Leader, and one or more associate district lay leaders if so desired, will be
35 nominated by the District Leadership Board and elected at the District Conference. Terms of office
36 shall begin at the adjournment of the district conference at which they are elected and shall be for
37 a period of four years with a maximum of two consecutive four-year terms, with a minimum of four
38 years before reelection.
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Arkansas Conference Boundaries and Best Practices Training Policy

Revised 3-15-2024

The Arkansas Conference Board of Ordained Ministry has the responsibility, with the assistance of the Bishop, the Cabinet, the Order of Elders, the Order of Deacons, the Fellowship of Local Pastors and Associate Members, COSROW, and GCORR to ensure sexual misconduct training is conducted at least once per quadrennium in the Arkansas Conference. All appointed clergy, CLM, lay servant, and assigned lay supply serving within the bounds of the Arkansas Conference must participate. All non-appointed retired clergy who are performing or anticipate performing any pastoral functions under ¶1357.5 of the 2016 Discipline are also required to participate in training.

Those appointed outside the bounds of the Arkansas Conference can provide the BOM documentation of comparable training completion provided by the geographic Conference in which they reside or institution in which they serve.

Persons entering appointments or assignments after the BOM quadrennial training are required to take training provided by the Board. New Provisional Members of the Conference must complete this training by September of their commissioning year.

The BOM will fund the mandatory quadrennial training. The BOM will maintain records of completion and these in turn will be placed in personnel files.

Those not completing the training by the announced deadline will be reported to the Bishop as not being in compliance.

Arkansas Conference Safe Gatherings Policy

(for Children, Youth and Vulnerable Adults)

Introduction to Annual Conference Policy

OUR CALLING AS GOD’S PEOPLE IS TO PROMOTE A SAFE HAVEN FOR ALL OF GOD’S PEOPLE.

Throughout the gospels, Jesus provides teachings on providing a peaceable kingdom for all of God’s people, including our most precious gifts, our children and youth. (Matthew 5:9, Luke 18:15-17) The peaceable kingdom begins with sanctuary. Scriptures provide examples of how sanctuary is to be a community of protective nurture and harmony. (Psalms 20:1-2, 27:4-5)

As Christians, we are called to create a protective environment in our churches. We will strive to make them holy, safe and protective communities for all of God’s children, regardless of age or ability. The purpose of this policy is to address the communal responsibility for our children, youth, and vulnerable persons at all local churches, and at all District or Annual Conference sponsored events. The goal of this policy is (1) to take reasonable steps to prevent the opportunity for the occurrence of abuse of children, youth, and vulnerable persons at district and conference events, (2) to provide safeguards for workers from false accusations and/or suspicions and (3) to support all those who minister in the name of Jesus Christ. These policies and procedures are not based on a lack of trust in workers, but are intended to support and protect our preschoolers, children, youth, vulnerable persons, workers, employees, volunteers and the entire church body.

Scope of Annual Conference Policy

This policy and its provisions shall apply to persons, including all paid and unpaid persons, whether lay or clergy, who have direct contact with children, youth, and vulnerable adults (“Protected Persons”) participating in any activities or events sponsored by the Arkansas Annual Conference of The United Methodist Church and/or its Districts, including those who accompany children, youth or vulnerable adults at events. (In the case of adult attendees from another conference, proof of certification by a comparable process to Safe Gatherings can be accepted.) This Annual Conference policy is effective as of October 1, 2022. Local congregations who sponsor the attendance of Protected Persons at District and Conference events are required to provide copies of their church’s similar policy to the Safe Gatherings Coordinator before Protected Persons from the local church may attend District and Conference events.

Safe Gatherings Certification

Any adult who is subject to this policy must do the following:

- Individuals must be regular attendees of a local congregation or a member of the Arkansas Annual Conference for a minimum of one year before serving directly with children, youth and vulnerable persons
- Submit a background check. The Arkansas Conference has contracted with Safe Gatherings, Inc. to conduct these background checks. Safe Gatherings will conduct the following background checks:
 - National Sex Offenders
 - County Court Records
 - Criminal Background Check
 - Child Maltreatment
 - Adult Maltreatment
 - Motor Vehicle Check

- Fair Credit Report (Board of Ordained Ministry only) 1
- Complete the online training provided by Safe Gatherings 2
- Agree to abide by the requirements of this policy 3
- Certification must be renewed every three years. The Conference reserves the right to re-run the background checks any time during the three year certification time frame. 4
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Screening Process 7

Persons having a criminal history of any of the following types of offenses shall not be allowed to serve in any ministry involving direct contact with children, youth or vulnerable adults: 8
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- Child maltreatment, whether physical, emotional, sexual, or neglectful 10
- Violent offenses, including murder, rape, assault, domestic violence, and similar offenses ● 11
Drug related conviction (misdemeanor or felony) within the five (5) years immediately prior to application 12
13
- Persons having a criminal history of DUI or DWI conviction within the five (5) years immediately prior to application shall not be allowed to act as a driver 14
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- If there are questions regarding an individual’s background check or screening, due to special circumstances (including but not limited to: acquittals, discharges, exonerations, pardons, etc.), please notify the District Superintendent or the Conference Safe Gatherings Coordinator for additional information and resources. In the event that a background check reveals activity that calls into question the eligibility of an applicant, the Safe Gatherings Conference Coordinator will be notified. The Safe Gatherings Conference Coordinator will review the reports and will notify the appropriate District Superintendent, local pastor, and Chairperson of the local church’s Board of Trustees of the concern raised. The decision on how to proceed with a volunteer’s certification shall remain the responsibility of the local Board of Trustees. 16
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- If there are questions regarding a clergy person’s background check or screening, the Executive Committee of the Board of Ordained Ministry will investigate any red flags concerning any clergy, lay supply, CLM and lay servant covered by Safe Gatherings Certification and report with a recommendation to the Bishop and Cabinet. 26
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Supervision for Nursery/Childcare at Conference and District events: 31

- There shall be a minimum of two (2) non-related adults per room and/or within line of sight. 32
- The State of Arkansas Childcare Minimum Standards 2020-CCC-Clean-Copy.pdf (arkansas.gov) must be followed for all Arkansas State Licensed Daycares or schools. 33
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35

Supervision of Children and Youth at Conference and District events: 36

- Conference and District events shall observe the “2 Adult Rule” (2 non-related adults per classroom or 2 non-related adults within line of sight when in large spaces and for one-to-one mentoring or consulting. Understanding that there is safety in numbers, one adult may be in contact with multiple youth (6th -12th grades) so long as they are in line of sight of other adults. 37
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- No adult subject to this policy will be alone in a vehicle with any Protected Person in connection with any Conference or District Event. 42
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- Local congregations who participate in conference or district events must provide at least two non-related adults for every 10 students who attend the event. 44
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46

Overnight Accommodations 47

At events that involve overnight accommodations: 48

- Adults will not sleep, change clothes, or share a bathroom with children, youth, and vulnerable adults (“Protected Persons.”) 49
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- 1 • Persons will be housed by the same gender.
- 2 • There shall never be fewer than three individuals of the same gender in the same room.
- 3 • Adults will enter the sleeping quarters or bathroom of Protected Persons only if there is
- 4 another adult within line of sight.
- 5 • If the housing accommodations do not allow for separate sleeping quarters of adults, then
- 6 adults must sleep in separate beds or areas from Protected Persons and may not be alone
- 7 in the room with just one protected person.
- 8

9 **Reporting of Incidents**

- 10 1. Anyone can report abuse, however, mandated reporters are required by law to immediately
- 11 report suspected or observed abuse, neglect or exploitation of children, youth and
- 12 endangered or impaired adults or who observes a child being subjected to conditions or
- 13 circumstances that would reasonably result in child maltreatment. See, Ark. Code Ann. 12-
- 14 18-402 et. seq.. . This includes child care workers and clergy among others.
- 15 2. Address any needs the Protected Person may have, medical or otherwise. Report to the
- 16 parent(s) and/or legal guardians(s) unless the suspected abuser is a parent or guardian.
- 17 3. When an adult who is subject to this policy has a reasonable suspicion that maltreatment
- 18 is taking or has taken place, he or she shall immediately report the abuse to the Arkansas
- 19 Child Abuse Hotline (800-482-5964). If there is immediate danger, call 911 as well. The
- 20 reporter shall thereafter contact the administrator or event leader immediately, and
- 21 cooperate fully with the investigation conducted by law enforcement officials or child
- 22 protective services. No adult is required in any way to seek consultation or permission from
- 23 anyone before making a report to the Child Abuse Hotline.
- 24 4. The person reasonably suspected of abuse shall, for the safety and well-being of the
- 25 Protected Persons, be removed with dignity from further contact with the Protected Persons
- 26 until an appropriate investigation has taken place. If the adult event leader is the suspected
- 27 person, then the report should be made to that person's supervisor.
- 28 5. The events surrounding the suspicion should be documented, including the following:
- 29 a. The name of the person who reasonably suspects maltreatment is being or has taken
- 30 place, including the date, time and place of the suspected event.
- 31 b. The alleged victim's name, age, and date of birth.
- 32 c. Document conversations with the victim, if any. Only law enforcement and Department
- 33 of Human Services personnel are to interview the victim and accused to avoid
- 34 interference with law enforcement investigations.
- 35 d. Name of the person suspected of maltreatment, the date, time and place of any
- 36 conversation or any statement made by him or her, if applicable but do not attempt to
- 37 interview the person.
- 38 e. Any action taken, i.e. removal of the suspected person from further contact with
- 39 Protected Persons.
- 40 f. Date and time of call to the Arkansas Child Maltreatment Hotline, name of worker taking
- 41 the report, the content of that conversation, and case number assigned.
- 42 g. Date and time of call to law enforcement and /or medical care providers, if applicable,
- 43 and the name of officer/caregiver spoken to and content of that conversation.
- 44 h. Date and time of any other contacts made regarding the suspected incident.
- 45 6. Notify the Conference/District leadership if the event occurred in connection with a
- 46 Conference or District event.
- 47 7. It shall be the goal to provide supportive care to both the victim and the accused and to
- 48 restore such persons to wholeness whenever possible. Supportive care can include, for
- 49 example, the procedures of the criminal justice system, provisions of the Book of Discipline,
- 50 appropriate counseling referrals, and continued pastoral visitation.

8. Information collected regarding background checks, and whether a person was accepted or rejected as a Safe Gatherings Certified person will be retained by Safe Gatherings.

Media Response

The Conference office shall be informed of all known investigations or allegations of abuse that involve any church, District, Conference event or member. In order to avoid any interference with ongoing investigations or further hurting any potential victim, media inquiries, if any, should be directed to the Arkansas Annual Conference Center for Communications (501-324-8030) who will be available to assist. Do not give out any information. Simply state that all inquiries will be answered through the Center for Communications.

Implementation of this Policy

The Arkansas Annual Conference has contracted with Safe Gatherings, Inc (<https://safegatherings.com>) to be responsible for all background checks, reference checks, trainings, and maintaining documentation for the Conference, as well as for local churches.

All clergy and lay persons working with Protected Persons at District or Conference events must be Conference Safe Gatherings Certified no later than October 31, 2022.

All appointed clergy persons in the Arkansas Conference must be Safe Gatherings Certified no later than December 31, 2022. It is the responsibility of the Conference Board of Ordained Ministry to maintain the Safe Gathering Dashboard for all appointed clergy and laity assigned to pastor churches. These background checks will be conducted every three years by the anniversary date of the last background check.

In order for children, youth and vulnerable adults to participate in District and Conference events, their local congregations are required to upload a copy of their local church's Safe Gatherings policy, which must be approved by the local church Board of Trustees, and must include, at a minimum, provisions comparable to those in this policy, to the Safe Gatherings dashboard provided no later than October 31, 2022 and annually thereafter.

The local congregation dashboard for Safe Gatherings should be established and active by January 1, 2023. All lay volunteers working with Protected Persons who have not been background checked through any local church source since January 1, 2020 should be Safe Gathering Certified after January 1, 2023. To provide support for local congregations, the expense of Safe Gathering background checks for lay volunteers will be borne by the Arkansas Annual Conference. Individuals who have completed a background check since January 1, 2020, will need to be re-checked using Safe Gatherings at the three year anniversary of their last background check. Note: Volunteers who have had background checks conducted for employment or other volunteer services will not be accepted. Safe Gatherings is responsible for church related background checks.

All lay paid employees of local churches who have not had a background check since January 1, 2020 should be Safe Gathering Certified no later than January 1, 2023. The expense of the Safe Gatherings background checks for paid employees of local congregations will be paid for by the local congregation. Individuals who have completed a background check since January 1, 2020, will need to be re-checked at the three anniversary of their last background check. Note: background checks conducted for employment or other volunteer services will not be accepted. Safe Gatherings is responsible for church related background checks.

1 Each local congregation is encouraged in the strongest terms to implement a Safe Gatherings
2 policy. It is recommended that all policies include at least:
3 • Additional Safe Gatherings requirements as deemed appropriate by the local congregation
4 • Appropriate supervision of children, youth and adults
5 • Guidelines for reporting reasonably suspected maltreatment
6 • Media response plan
7 • Selection of a Safe Gatherings Coordinator. It is strongly recommended that this individual
8 not be a pastor. The congregation should provide the Conference Safe Gatherings
9 Coordinator and District Office the name and contact information of the local coordinator.
10 • Guidelines on youth volunteers within the local church setting
11 • Policy approval by the local church Board of Trustees with an annual review and renewal
12 date

14 **Oversight and Amendments to this Policy**

15 It shall be the responsibility of the Office of Connectional Ministries to have oversight of this policy
16 on behalf of the Arkansas Conference of the United Methodist Church. This includes but is not
17 limited to the following:

- 18 • Appointing and training a Conference Safe Gatherings Coordinator
- 19 • Maintaining a task force composed of a laity and clergy to review the policy annually and
20 make recommendations as to substantive changes to the Annual Conference. Editorial
21 changes that do not change the intent of the policy may be made without the approval of
22 the Annual Conference.
- 23 • Submit to the Conference Finance & Administration Committee a proposed budget for
24 background checks each year

26 **Digital Safe Gatherings**

27 Digital gatherings of Protected Persons shall follow the same guidelines and principles as in-
28 person gatherings. This includes having two unrelated adults participate in the digital gathering.
29 All digital meetings are to be recorded. Parent/guardian will be notified that meetings are recorded
30 prior to the event. All records should be made and maintained for a minimum of three years.

31
32 Leaders should be dressed appropriately and set expectations for children and youth to also dress
33 appropriately while attending virtual meetings.

34
35 Leaders should be cognizant of their surroundings when conducting online meetings to make sure
36 there are no inappropriate backgrounds or items in the room from which they are streaming. Some
37 examples of inappropriate items might be alcohol, smoking materials, or adult themed materials.

38
39 Parents/Guardians will be notified of any inappropriate activity reasonably suspected to have
40 occurred or if there are other concerns about online interactions.

42 **Virtual Worship**

43 Leaders should not take photos or post images or videos of the online sessions without parental
44 permission. Sample permission forms are available through the Arkansas Conference Office.

45 Leaders should consider the following recommendations regarding virtual services that include
46 “children’s time” or performances by any Protected Person:

- 47 • Do not to identify any children by last name
- 48 • Inform parents/guardians that videos taken at worship services and Conference or District
49 event performances that are part of a streamed service will be shared publicly

50

Digital Communication	1
• Leaders should take care in all messaging, whether it is via group text or an online meeting. Inappropriate statements or any attempt to initiate inappropriate conduct of any sort will not be tolerated.	2 3 4
• Leaders should not use electronic communication to post or discuss sensitive topics, including those of a violent sexual nature.	5 6
• A ministry staff member or volunteer working with Protected Persons should not have one-on-one interaction with any Protected Person, including text messages, online chats, or via other technology means. Parents should be included in online correspondence and invitations to remote activities for children and youth.	7 8 9 10
• If an adult subject to this policy receives inappropriate communication from a Protected Person, they should tell the program leader immediately and save the correspondence. Depending on the nature of the communication, if maltreatment or an attempt to solicit is reasonably suspected, the adult should report the incident to the Arkansas Child Abuse Hotline	11 12 13 14 15
• In mentoring situations, where the conversations are appropriately one-on-one, this should be done in an open area or where there is a way to encourage transparency in the virtual environment, such as including another adult in the mentoring – even in digital communication – as one possible solution.	16 17 18 19
• Organization or event leaders should be encouraged to attend and drop in on in-person and virtual sessions taking place with Protected Persons.	20 21 22

Definitions 23

Abuse: 24

- **Physical Abuse** is any deliberate act that inflicts bodily harm to a person beyond transitory red marks. 25
26
- **Sexual Abuse** is any unwanted sexual contact with anyone or sexual contact of any sort with minor 27
28
- **Verbal Abuse** is when a person forcefully insults or denounces someone else characterized by underlying anger and hostility, which is intended to harm the other person. 29
30
- **Neglect** is failure to provide nutrition or medical, surgical, or any other care necessary for the well-being of the Protected Person. 31
32

Children as used in this Policy are persons 0-11 years of age. 33
34

Safe Gatherings Certification (see page 2 for complete definition) 35
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Conference Safe Gatherings Coordinator is the appointed conference staff person that is trained in reviewing background check terminology and findings. This individual is responsible for reviewing any background checks that are flagged and is responsible for informing the District Superintendent, local church pastor, and Chair of Board of Trustees, of the background check findings. 37
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Local Church Certification Coordinator is designated by the local church and assumes responsibility for ensuring the local church policy is followed and Safe Gatherings Certification is conducted. 43
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Mandated Reporter is someone who is required by state law to report reasonably suspected maltreatment. This includes but is not limited to clergy, doctors, nurses, teachers, and daycare workers. 47
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1 **Ministry Event** is defined as a local church, conference or district sponsored activity or occasion
2 that involves a gathering and care of Protected Persons.

3
4 **Participants** are Protected Persons who are registered, enrolled, attending or otherwise
5 participating in an event or activity sponsored by the annual conference or a district.
6

7 **Protected Person** – Children, Youth and any adult who is particularly vulnerable to abuse due to
8 advanced age or mental or physical disability.

9
10 **Regular Attendee** – A person who has been attending worship at least once a month for a year.
11

12 **Staff** includes any clergyperson, any paid employee of the conference or a district, and any paid
13 employee of any group, committee, team or agency of the conference or a district who has the
14 care/supervision of a participant at an event. In the local congregation this includes anyone who is
15 employed in any capacity.
16

17 **Supervision** is the ability of a person to supervise a group of Protected Persons, including giving
18 direction, setting boundaries, correcting appropriately, maintaining a safe environment, and being
19 the guiding adult in all situations. This includes the ability to take immediate and appropriate action
20 when policies or procedures are reasonably suspected of being violated.
21

22 **Volunteer** is any unpaid non-clergy, lay worker who has any responsibility at any level for the care
23 or supervision of a Participant at an event. This may also include paid staff members of a local
24 church serving at a Conference or District event.
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26 **Youth as used in this Policy** are 12-18 years of age.
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Consent Calendar Reports

200,000 More Reasons to Fight Childhood Hunger

Mission: 100% of Arkansas United Methodist churches will participate in an initiative to significantly reduce childhood hunger through feeding ministries, public witness, and education for long-term stability.

As 200,000 More Reasons, we invite local congregations to do more for hungry children and families around strategies that provide stability and long-term solutions. We encourage ministries around access to food, childhood literacy and that promote a healthy, stable family life. Local church ministries provide access to food now; greater learning potential for the child in the future; and, opportunities for living without food insecurity for the next generation.

Grants totaling \$75,150 were shared in Fall 2023 and Spring 2024 with forty-seven churches around the state to support ministries related to each of our objectives: Nutrition, Literacy, and Stability at home. Grant cycles occur in the first and third quarter of each calendar year.

Nutrition: While Arkansas ranks number one in the nation for food insecurity, the number of children living with food insecurity has decreased from 139,000 in 2020 to approximately 135,000 in 2022. 81% of local UMC congregations and organizations reported in 2023 offering or supporting a local ministry that feeds food insecure children and their families. These include blessing boxes, food pantries, mobile food distributions, backpacks of food, out-of-school meals, and congregational support of local and regional food distributions. Our goal is to have 100% of our churches doing something.

Approximately half of SNAP recipients in Arkansas are families with children. 200,000 More Reasons has partnered with the Arkansas Hunger Relief Alliance and Northwest Arkansas Food Bank to offer SNAP training programs to feeding ministries across the state.

Literacy: Only 32% of Arkansas third graders read proficiently according to 2023 school year data from ACT Aspire assessment. Research indicates that the transition from third to fourth grade marks a shift from learning to read to reading to learn. Almost all readers who were proficient in the third grade (96%) graduated from high school. This new data highlights the importance of the work our churches are doing.

200,000 More Reasons hosted a zoom training for those in the Northwest District who wanted to start or expand their literacy ministry. This training inspired churches in Northwest Arkansas and the River Valley to create year-long ministries in partnership with local schools.

Our goal is to have 50% of United Methodist Churches and organizations with ministries that increase access to books, offer in-school reading tutors or out-of-school reading programs. This year, 44% started, expanded, or continued their ministries of little free libraries, reading camps, after-school programs, tutoring ministries or distributed books to children.



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1 Stability at home: In 2021, 22% of Arkansas' children experienced two or more ACEs – Adverse
2 Childhood Experiences. These are traumatizing events such as divorce, living with someone who
3 misuses substances or has mental illness, witnessing violence, or having a parent in jail or to die.
4 Children in poverty are at higher risk for more ACEs.

5
6 For a state that ranks in the top 10 for most ACEs per person and low access to mental health,
7 the ARUMC can do more to help children in poverty and the adults who care for them. Offering
8 positive experiences through ministries and access to mental health will counterbalance the
9 adverse impact some food insecure children endure. 200K More Reasons encourages local
10 congregations to promote healthy, stable families by 1) increasing awareness of mental health
11 issues and the need for access to affordable and acceptable care; 2) opening church doors to
12 community-wide support, training and learning; and, 3) creating topic-driven small groups for
13 under-resourced families.

14
15 28% of ARUMC's reported in 2023 ministries that promote a stable family life, mostly around
16 addiction care and crisis support. Our goal is to have 35% offering these ministries to food
17 insecure families.

18
19 Training on ACEs and trauma-informed ministry was available to all clergy, youth and children's
20 ministers as well as lay volunteers in outreach ministries to the poor on September 9th, 2023 at
21 First United Methodist Church, Conway. 85 individuals representing 52 churches from around the
22 state attended. After a group learning session about the definition of ACEs and why being aware
23 of them is important, attendees chose breakout sessions that dove deeper into their specific areas
24 of interest. A follow up training on creating trauma-informed ministries will be held on October 12,
25 2024.

26
27 All of Arkansas' United Methodist Churches are vital to their community. 200,000 More Reasons
28 supports those churches and ministries that reach out beyond the pews to some of the most
29 vulnerable—children in food-insecure, under-resourced households. We celebrate what you are
30 doing as local congregations and as disciples of Christ. Contact us at 200kmorereasons@arumc.org
31 if your church needs ideas or support in getting started in any of these ministry areas.

32 33 **Arkansas Conference Council on Youth Ministries (ACCYM)**

34
35 The Arkansas Conference Council on Youth Ministries (ACCYM) has had a successful year of being
36 inclusive and encouraging towards youth in the state while allowing them to create significant
37 relationships with others and a deeper connection to Christ. We believe in providing a safe place
38 at each gathering for youth to strengthen their faith in Christ by leading, fellowship, and serving.
39 When planning events, our main intention is to plan an event for “the one.” We hope to plan an
40 event that reaches each attendee in a meaningful way.

41
42 This year, we wanted to be intentional about providing that space, so at each event, we added a
43 “Sensory Room.” This is a less stimulating environment for students. These rooms had many fidget
44 toys, comfortable seating and carpets, textured items, a sound machine, and various other sensory
45 items.

46
47 The media task force has continued to advertise our events throughout the year. This task force,
48 comprised of youth from across Arkansas, has played a great help in our ministry to the state. They
49 post updates on our social media platforms for upcoming events and highlights from previous
50 ones. It would be difficult to advertise the incredible things going on in this conference without

them, their talents, and their willingness to serve.

The Youth Service Fund, or YSF, is a mission fund exclusively of United Methodist Youth. YSF is money raised by youth spent by youth to benefit youth. YSF gave out \$4,000 in grants to Asbury FUMC, Farmington UMC, and Faith UMC of Fort Smith this year. These grants went towards the group's specific needs, including updating youth spaces and attending mission trips.

In July 2023, Junior and Senior High Assembly was held at Hendrix College. The theme of this event was "Connections," with an emphasis on Romans 12:4-5. The event's focus was for youth and adults to discuss how they see Christ in the broader world, their local community, and themselves. Still coming out of COVID, the task force felt it was important for students to see the power of connection in the UMC as well as others across the state.

In November 2023, our fall event called Refuge took place. This event was held for junior high youth in 6th - 9th grades at Shepherd of the Ozarks in Harriet. The theme this year was "Foundation". The task force knew this event was typically a student's first conference event, so Refuge was a great way to help build on their "foundation" by helping establish and further their relationship with God, other youth, and ACCYM. Rather than the event taking place twice over two separate weekends, like years past, this year was the first time since pre-COVID that this event was held in a single weekend to allow a greater opportunity for more youth groups to connect.

ACCYM's biggest event, Veritas, was relocated to the Fort Smith Convention Center this year. This year's theme was "Under Pressure," with the hope of acknowledging the pressures and temptations that everyone faces in life and how youth and adults can continue to push through it and not be overcome by it. Our very own Bishop Merrill participated in the event by leading one of the 20 workshops and the communion service during the final worship on Sunday morning. Veritas had a very successful year, and the Holy Spirit was definitely present among the speakers, talent, and youth.

Our upcoming event will be Junior and Senior High Assembly, held July 22-26, 2024. The theme for this event will be "Growth." At this event, youth will go through a small group curriculum that focuses on how to look deeper into their faith and how that can help them grow in all aspects of life.

Overall, this has been an incredible year for CCYM as we have continued to provide a safe environment for all to come together, connect, and build relationships with others and Christ. Moving forward, ACCYM will continue to lead with love and create disciples of Jesus Christ for the transformation of the world.

Respectfully submitted,
Meredith Pearson
Senior, Conway FUMC
ACCYM Chair 2023-2024

Board of Church and Society

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The Arkansas Board of Church and Society met via sessions on Zoom and continued to discuss ways to help churches of the Arkansas Conference connect with educational resources to understand the General Board of Church and Society's Five Priorities (Poverty, Climate, Health, Peace, Civil and Human Rights), as well as the Social Principles.

Church and Society specifically chose to focus attention on climate since this affects all people everywhere. We live in Arkansas, a state known for its natural beauty, resources, and agricultural economy.

Therefore, we made sponsoring a Green Team Breakfast for Annual Conference a priority so that we can broaden and expand the conversation to include others. The Board of Global Ministries, The United Women in Faith, and Earth Keepers like GBGM SCJ missionary Elizabeth McCormick and Rev. Angie Gage offered ideas, resources, and wisdom about the breakfast event.

We invited Rev. Mark Brechin, Earth Keeper, Rio Conference, to offer a presentation on earth care that is inclusive of Arkansas' very different contexts, from agricultural to accessing clean water, as well as encouraging congregations to be mindful of how we steward our own UMC properties and lands.

In addition, the Green Team Breakfast will take time to highlight the Revised Social Principles and the Church and Society booth will have QR codes to link persons with information to be used in their local congregations.

To assist with further education, there is an Arkansas C&S Facebook Page and a connecting page on the arumc.org website to the GBCS page. This helps share national legislative alerts and educational webinars on a variety of topics, and we encourage Arkansas United Methodists to access these resources.

At the end of our 2023 Annual Conference, we ran out of the General Board of Church and Society's Faith and Fact cards, located at C&S booth. Clearly, United Methodists in Arkansas want to know what The UMC social justice positions are and why.

Finally, we recognize that our 2024 Annual Conference begins on Juneteenth and remind all United Methodists to remember our Church's commitment to civil and human rights and eradicating racism.

Submitted by Rev. Betsy Singleton Snyder, Chair Church and Society

Board of Global Ministries

*“Who knows? Perhaps you have come...for just such a time as this.”
Esther 4:14b*

The Board of Global Ministries acts as a crucial bridge between the Arkansas Annual Conference and the global mission and ministry efforts of the United Methodist Church. Our wide-ranging commitment involves delivering Humanitarian Relief and Recovery through the United Methodist Committee on Relief and the dedicated Arkansas Disaster Response team. Moreover, BGM fosters connections with over 200 Missionaries stationed around the world, spreads the uplifting message of God's love through Evangelism and Church Revitalization initiatives, and prioritizes Global Health. Through global missions, we strive to promote physical, emotional, and spiritual well-being for all of God's children.

In an effort to reinvigorate our commitment to the Board of Global Ministries' comprehensive mission, we introduced the 5 Star Church Award in 2023. During the Annual Conference, we will proudly present certificates to Arkansas UMC congregations who meet the following criteria: pay 100% of the Arkansas Tithe Initiative, contribute to UMCOR Sunday, and actively engage in the following five mission categories:

- 1) One UMCOR Project
- 2) One national Advance project outside the South Central Jurisdiction
- 3) One international Advance project
- 4) Attendance at Mission U or participation in Ingathering
- 5) Support for a Global Ministries missionary

The Board of Global Ministries of the Arkansas Conference proudly partners with Global Missionaries David McCormick, Elizabeth McCormick, and Trisha Manns in pursuing shared mission objectives. We are particularly excited about the invaluable contributions Trisha Manns is making in her role as Church and Community Worker, developing ministries for youth and young adults with historically-Black congregations. We also celebrate the ways our EarthKeepers, Elizabeth McCormick and Rev. Angie Gage, are challenging and encouraging our annual conference to be more diligent in pursuing creation care and justice. We are thrilled to partner with them, the Board of Church and Society, the United Women in Faith, and others for a Green Team Breakfast at Annual Conference. We also celebrate ongoing partnerships with United Women in Faith and the Methodist Foundation for Arkansas as co-sponsors for Mission U. Our Mission Personnel Coordinator, Brenda Norwood Hinson, has meticulously compiled a list of United Methodist missionary personnel either originating from Arkansas or with strong ties to our state (please refer to the attached document).

A new dawn has risen upon the United Methodist Church - an era where all of God's children are embraced with open arms, and each individual's unique gifts are honored and celebrated. As we unite in mission and ministry, both within Arkansas and beyond its borders, we eagerly anticipate that God has even greater blessings in store for all of God's beloved children.

Rev. Dr. Hammett N. Evans
Chairperson, Arkansas Conference Board of Global Ministries
hammett.evans@arumc.org

1 **United Methodist Missionary Personnel**
2 **by General Board of Global Ministries with Current or Former Residence in Arkansas**

3
4 AR Conference Active Missionaries either from Arkansas or
5 With an Arkansas Connection* (Place of Mission Assignment)
6

7 **Global Mission Fellows (US2)**

- 8 1. Autry, Emily (Advance 302215), Ft. Smith, AR (Completed Florida Annual Conf.)
9 2. Elkins, Anthony (Advance 3022512), Pine Bluff, AR (Completed Assignment)
10 3. Fleming, Andrew (Advance 3022517), Hot Springs, AR (Completed Assignment)
11

12 **International Missionaries**

- 13 1. Soard, Elizabeth, Box 499, Tarime, Mara Region, Tanzania, Elizabeth.soard@gmail.com.
14 Missionary Support Code: 3021467. (Tanzania - Church Planter & Discipleship Trainer).
15 2. Soard, Eric*, Box 499, Tarime, Mara Region, Tanzania, soard.eric@gmail.com, Missionary
16 Support Code: 3021468. (Tanzania – Church Planter & Discipleship Trainer).
17

18 **U.S. Missionaries**

- 19 1. Fink, Elizabeth (US-2), efink@umcmmission.org. Missionary Support Code: 3021833. (Branches
20 - Urban & Social Justice Ministry; Florida Annual Conference) Completed
21 2. Feezor, Amber, (GMF US-2) 1218 Kearny Street, NE, Washington DC 20017, Missionary
22 Support Code: 3022063, amber.feezor@gmail.com, (479) 747-8402 (US-2: United
23 Methodist GBCS) Completed
24 3. Morgan, Dwaine*, 2560 Belshire Drive, Conover, NC 28613. Missionary Support Code:
25 98292. dmorgan@umcmmission.org (North Carolina – Mission Response Center). Completed
26 4. Manns, Trisha * #3022241 Church & Community Worker, AR Central District Youth & Young
27 Adult Initiative
28

29 **Jurisdiction Assigned Missionaries – Residing in Arkansas**

30 *** McCormick, David – South Central Jurisdiction Mission Advocate**

31 ***McCormick, Elizabeth – South Central Jurisdiction Mission Advocate**

32 *** Missionaries not currently from Arkansas, but with an Arkansas connection**
33

34 **Retired or Former Missionaries**

35 **Either from Arkansas or with an Arkansas Connection***
36 **(Known Place of Mission Assignment)**
37

- 38 1. Aist, Rodney (Italy)* - Via Porro Lambertenghi, 28, 20159 Milano, Italy
39 2. Breshears, Russell (Peru) - 2415 Fair Park Blvd., Little Rock, AR 72204-5145
40 3. Caldwell, Colleen, Retired Deaconess; 13912 Fern Valley Ln., Little Rock, AR 72211,
41 4. Cook, Bruce (Georgia)* - 4329 Valley Trail Drive, Atlanta, GA 30339
42 5. Copley, Stephen, 5009 Candlewick Lane, North Little Rock, AR 72116; Ch.& Community
43 Worker. Retired. Little Rock, AR - Arkansas Interfaith Conference; Arkansas Interfaith
44 Alliance; Advocate for the Poor.
45 6. Crisco, Teresa (10-10-10: Raphah Project) - 11110 Beverly Hills Drive, Little Rock, AR 72211
46 7. Duncan, Hall F. (Zaire)* - 709 Doe Trail, Edmond, OK 73083
47 8. Eggleton, Jenna
48 9. Grover, Kaite (US-2: Calico Rock, AR) * - ATS-SPO 380, 204 N. Lexington Ave., Wilmore, KY
49 40390
50 10. Guthrie, Jon (Zaire) - 209 Katherine Drive, Conway, AR 72032-8891

11. Hache, Lennie (Sierra Leone & Redbird Mission) Retired. 1831 El Rey Road, San Pedro, CA 90732; (310) 548-4465	1
	2
12. Harrison, Shana (Chile) - Address unknown, sdchile2003@yahoo.com	3
13. Hightower, Deaconess Iris (Arkansas) - 7811 Euper Lane, #96K, Fort Smith, AR 72903,	4
14. Hornbeck, Melanie	5
15. Jensen, David & Lidia (Bolivia)* - c/o C.R. Jensen, 78 McDougall Drive, Lincoln, ND 58504q	6
16. Jinwoo, Kim	7
17. Johnson, Robin M., (10-10-10: Raphah Project, AR) * - 405 E. Church Str., Royce City, TX 75189	8
	9
18. Kjorlaug, James	10
19. Larson, Cathy, Lay Missioner; Magnet Cove UM Church, 22292 Hwy. 51, Malvern, AR 72104	11
20. Lizcano, Ramiro (Betel UMC) - 1520 W. Huntsville Ave., Springdale, AR 72764	12
21. Major, James & Lillie (Chile) - 8700 Riley Drive, Apt. 509, Little Rock, AR 72205	13
22. Martin, Marjorie Mann (Japan)* - 1315 N. Viking Drive, Independence, MO 64056	14
23. Matthews, Ed & Pat (Zaire) - 50 Wingate, Little Rock, AR 72205-2556	15
24. Mays, Governor (South Central Jurisdiction) - P.O. Box 609, Lake Village, AR 71653	16
25. McCauley, Delos & Hazel (Nepal, Kenya) - 1405 Silver Fox Lane, pine Bluff, AR 71603	17
26. McQuiston, James (Sierra Leone)* Spring River Christian Village, 201 S. Northpark Ln., Rm. 238, Joplin, MO 64801	18
	19
27. Mount, Deaconess Kandi (Rogers, AR) - 5 Forfar Cir., Bella Vista, AR 72715, 479-586-2912, hjmklm@sbcglobal.net	20
	21
28. Purdom, Sara (US-2: Houston, TX) - 146 Charles Thomas, Searcy, AR 72143	22
29. Purviance, Ruth (Brazil)* - 8608 N. Chatnam Circle, Kansas City, MO 64154-2569	23
30. Robinson, Sarita	24
31. Rhodes, Willie, Jr. (10-10-10: HeARTwork) - 1416 S. Fillmore St., Little Rock, AR 72204	25
32. Shackelford, Evelyn. Church & Community Wkr. Retired, Marianna-Larger Parish; 103 W. Mississippi St. Marianna, AR 72360	26
	27
33. Singleton-Snyder, Betsy (10-10-10: HeARTwork) - 50 Robinwood Drive, Little Rock, AR 72227-2226	28
	29
34. Solomon, Allyne, (CCW, Lower Delta Parish Community Outreach Ministry), - allynesolomon@yahoo.com	30
	31
35. Stephens, Johnny A. (CCW, St. James-Wesley Foundation) * - 3620 Crystal Springs Lane, Hermitage, TN 37076	32
	33
36. Tribble, Ray C. (U.S.A.) * - 3470 Chiswick Court, #43-1E, Silver Spring, MD 20906	34
37. Vault, Harold (U.S.A.) - P.O. Box 467, Cotton Plant, AR 72036	35
38. Waddle, Rev. Don W. (Chile) – 1825 S. C Street, Rogers, AR 72756, (909) 362-4349	36
39. Waldmann-Bohn, Sonja (Germany)* - 120 Mary Ave., Missoula, MT 59801	37
40. Whitfield, Jimmie (Retired), William -deceased-Tanzania & East Africa) - 1810 Cortland St., Fayetteville, AR 73703	38
	39
41. Wilson, Don (Hunter UMC) - 600 Yale Ave., Dayton, OH 45402	40
42. Wimberley, Millie Diane (Bolivia) - Address unknown	41
43. Harris-Winton, Euba (U.S.A.) – 2003 North 9th St., Fort Smith, AR 72902	42
44. Woods, Lauren (US-2: Hamburg) - Address unknown, lwoods06@gmail.com	43
45. Wright, Jackie (Mrs. Tommy Huskey) (Brazil) - Address unknown	44
*Missionaries not currently from Arkansas, but with an Arkansas connection	45
Updated 04/27/2021/Update 04/18/2022/03-25-2024	46
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Board of Higher Education and Campus Ministry

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This has been a busy and important year for the Conference Board of Higher Education and Campus Ministry. In October 2023 chairperson Nathan Kilbourne resigned from the Board. Roy Smith, who had previously chaired the Board from 2011-2021 was asked to return as chair in an interim role. My report on behalf of the Board will primarily begin from the time I began leading the Board again. I am grateful for Nathan’s leadership. He led the Board through a difficult time of budget reductions by the Conference and the uneasiness caused by disaffiliation.

Higher Education as well as our United Methodist Campus Ministries continue to recover and discover what life and ministry on the campus is like following the disruptions of the last four years due to the Covid pandemic and shutdowns. I am pleased that there is strong, meaningful, and effective ministry happening with students across the state. I am grateful for the dedicated campus ministers who lead our ministries and for the Boards of Directors for each of our Wesley Foundations. Your campus ministries are extensions of your local church on campuses. We rely on you as leaders and members of local churches to help our campus ministers and ministries to connect with students from your church. Please help us by sharing names and contact information on the Conference website www.arumc.org (Go to arumc.org and click on the “Ministries and Initiatives” line, then click on “Campus Ministries”. You will see there is a button for “Sharing Your Information” or “Refer a Student”. Also the campus ministers names and contacts information are listed there.). We want to be in ministry with students as they come to campuses across the state, and you can help us to connect with them.

This year we have worked to collaborate as campus ministries and campus ministers. In January the Respite Campus Ministry Retreat was held at Mount Eagle. Approximately 50 students and their campus ministers gathered with students from 8 different campuses. Campus Ministers are also involved in Conference youth events like Refuge, Veritas, and Youth Assembly. This has been a great way to connect with students before they arrive at college. In February several campus ministers shared in a suicide prevention training program.

I want to thank the United Methodist Campus Ministers serving as leaders of your campus ministries:

Arkansas State University	Dennis Elzey
Arkansas Tech University	John Palmer
Henderson State University/Ouachita Baptist University	Russ Breshears
Southern Arkansas University	Tim Rushing
University of Arkansas	Virginia Brown
University of Arkansas Monticello	Kavan Dodson
University of Arkansas Pine Bluff	Danita Waller-Paige
University of Central Arkansas	Amy Shores
Hendrix College	Ellen Alston
Philander Smith University	Ronnie Miller-Yow

As you may be aware the Wesley Foundation at UALR is in a pause as we discern a new model for ministry on that campus. The UALR Wesley Foundation Board is continuing to meet and work on a viable model of ministry. The building was sold in March 2024, and the proceeds from that sale will be used to begin a new ministry there.

I began leading the Board in October, and we began that time with a meeting of the entire BHECM board. Following that meeting I visited with each of the campus ministers one on one. After that I

visited with them as a group as well as members of our Board itself and in a separate meeting with the Presidents of the Wesley Foundation Boards.

Out of these conversations these five critical areas for the focus on the work of the Board have emerged.

1. We need to explore the model of ministry on each campus and evaluate the “fit” at this time and as we look at the next few years of ministry there.
2. We will continue to monitor and evaluate the effect of the disaffiliation of churches which have formerly supported a campus ministry in their area.
3. We will continue to develop and implement meaningful and useful measuring tools to gauge the outcome of campus ministries. This will involve a mix of numerical tools and narrative tools.
4. We will continue to build and strengthen connections with churches in the area of the campus and alumni of the campus ministries themselves.
5. We will seek to discover how best to live in an era of declining Conference resources without falling into the trap of a scarcity mindset, which limits what God is seeking to be doing in the lives of students on our campuses in Arkansas.

We are grateful for the support of the Conference and we ask for your prayers for our ministries. Respectfully submitted,

Roy Smith
Chairperson

Church and Community Worker (CCW)

Greetings ARUMC Family!

The Central District Youth and Young Adult Coordinator position was initially conceived in 2017 as a result of a collaboration between the Arkansas Conference Board of Global Ministries and the Arkansas Caucus of Black Methodists for Church Renewal. This Church and Community Worker site was not funded until 2022 when a match of gifts and graces and community needs was found. Following an intensive interview with the Church and Community Worker and two trainings with the Partner Churches, Trisha Manns was placed in Arkansas in December 2022. The Youth and Young Adult Coordinator was designed as a pilot program in the Central District which could be expanded over the six-year period of the ARUMC commitment to other districts and additional congregations.

Beginning in 2023, we had the opportunity to engage with multiple communities in the Arkansas Conference; especially, with the communities of the initial five partner churches. We have worked closer with each other collaborating on events like the Safe Gathering Training and the Black Methodists for Church Renewal (ARBMCR) Fall Festival. Some of the positives from this year include the CCW volunteering with the White Memorial UMC Snack Program and developing relationships with the families in the South End Community. The CCW was strategic in planning and supporting two community events with Hunter UMC in the John Barrow community. Trisha has worked with Hoover UMC to serve their college students and supported their new collegiate care initiative. The CCW has been integral in working with St. Paul Maumelle and Marks Chapel in assisting them to identify programmatic needs in the congregations working with pastors and laity. She has worked with Mission u, SMU Perkins at the Methodist Foundation, ACCYM Youth Assembly at Hendrix College, and more. Within the first year of this position Trisha attended seven conferences both in person and on zoom and supported or participated in over 15 events with churches in this partnership. We are thankful for

1 the support of the conference.

2
3 At the end of the first quarter of 2024, the initiative expanded by adding two churches, Haven
4 UMC in Hot Springs and St. James UMC in Pine Bluff. Additionally, we have agreed to partner
5 with Walmart and Global Ministries for a nationwide Community Health Wellness Day in September.
6 We are excited to continue working with and providing opportunities for youth and young adults to
7 have stronger connections and stronger faith. Finally, where we have identified areas to grow and
8 increase outreach events for more opportunities for youth and young adults to engage with their
9 faith. Intentional invitational follow-ups when neighbors worship with us so that they are inspired
10 to become active in the life of our churches is a component that Trisha is working on with several
11 of the congregations. The Church and Community Worker Program has helped all of the partner
12 churches to reach goals unique to their context with youth and young adults. We praise God for
13 the fruit that this missional tree is bearing!

14
15 Trisha Manns, Central District Parish Youth and Young Adult Coordinator

16 17 **Commission on Archives and History**

18 The members of the Arkansas Conference Commission on Archives and History for 2023 were
19 Michael Blanchard (Chair, ACCAH), Brenda Norwood (Central District representative), Clayton
20 Bulice (NE district representative), Keri Bradford (NW district representative), Roxie Balenton (SE
21 District representative), Bonda Moyer (Chair, Conference Historical Society), Michael McMurray
22 (Chair, Conference Museum), Carl Miller (Conference Museum), Bob Crossman (Conference
23 Historical Society), Shakeelah Rahmaan (Conference Museum Curator), Carole Teague (Archivist),
24 Ellen Bruce (Archivist). We met twice by ZOOM. The United Methodist Museum of Arkansas meets
25 once a month, usually by ZOOM. The Historical Society was unable to begin receiving members
26 nor to restart its annual statewide meeting. Please contact Bonda Moyer (bonda.moyer@arumc.
27 org).

28 29 **Conference Archives, General Conference Commission, Conference Historical Society,** 30 **Conference Museum, contact information:**

- 31 • Arkansas Conference website for Archives, History, and Museum: [https://arumc.org/our-](https://arumc.org/our-ministries/archives-and-history/)
32 [ministries/archives-and-history/](https://arumc.org/our-ministries/archives-and-history/)
- 33 • Archivist email: arkmethodist@hendrix.edu
- 34 • Conference Archives location: On the second floor of the Hendrix College Library
- 35 • General Commission on Archives and History is a great resource providing Local Church
36 Historian educational opportunities, sponsored historical travel opportunities, links to on-line
37 historical documents, links to designated Heritage Landmarks of United Methodism, links to
38 the Methodist History Journal, and many other interesting and informative resources. Their
39 website is: <http://www.gcah.org>.
- 40 • Oral History Project: youtube.com/@ARMethodistMuseum
- 41 • Arkansas Conference Museum email: ummac.lr@gmail.com
- 42 • Arkansas Conference Museum Instagram: [@unitedmethodist_museum](https://www.instagram.com/unitedmethodist_museum)
- 43 • The United Methodist Museum of the Arkansas Conference location: The Historic First
44 United Methodist Church, 723 Center St. Little Rock, AR 72201.
- 45 • The museum phone number: 501-904-1280

46 47 **The Arkansas Conference Commission on Archives and History announces some changes for** 48 **the upcoming year:**

- 49 1. One of our Archivist's retired in March, 2024. We grateful for Carole Teague's service
50 as Arkansas Conference Archivist that began on January 1, 2017. For over seven years,

Carole served the Arkansas Conference, cheerfully and graciously doing research for anyone who called asking about the ministry service of someone who served as clergy of the Conference, asking for general information about the history of the Conference, compiling a memoir of a clergy person or spouse, and she was instrumental in digitizing all the “Arkansas United Methodist Newspapers” the earliest from June 28, 1884 until the newspaper was no longer printed, August 13, 2018. Printed copies are available for viewing at our conference website, the Archives, and using the Hendrix College Library microfilm database. We will go forward with one paid Archivist.

2. Our Conference Museum Curator will no longer be a paid position. We celebrate the service of Shakeelah Rahmaan as Arkansas Conference Curator for the past six years. She has been instrumental in increasing the museum’s on-line presence as was seen both on our Facebook (Meta) account (Arkansas United Methodist Museum) and on our Instagram account (UnitedMethodist_Museum. She put together the museum’s first “Traveling Exhibition Project” and planning for the next two TEV’s. She began digitizing the Museum artifacts.

The following are reports from the Archives and the Museum:

2023 Archives Ministry Report

The Archives is the ongoing collection of paper documents and digital documentation of the Arkansas Conference. The archivists work to make this collection available to future generations by the preservation of materials on archivable paper, copying in digitized format, and storing in a temperature and humidity-controlled environment. The Archives also promotes and cares for the historical interests of our local churches, providing training and research where and when possible.

UMC Arkansas Conference Disaffiliations The Archives has reorganized their filing system and have created a designated physical space for the disaffiliating churches Archivable history. We will also digitize each church’s information. We hope to have, as a minimum, archived information from each church: Date of Closing, Date of Founding, History, Church Organizers, Membership Records, Photos of Church, and Copy of Deed.

GCAH – Virtual Circuit Rider Project The General Commission Archives and History has proposed a plan that will create a centralized digital repository for all of the Annual Conferences (In the United States for now) archives (potential to digitize other documents and recordings from each Annual Conference as well) and allow access to anyone on a website that will be maintained by the General Conference. A pilot project is currently in progress for five Annual Conferences. The GCAH is exploring grant opportunities to secure funding for this project.

Written by Ellen Bruce, Arkansas Conference Archivist

The United Methodist Museum of Arkansas Ministry Report:

The UMMA stands as a beacon of cultural and historical preservation within the Arkansas United Methodist Community. Housed at First United Methodist Church in Little Rock, the museum works to preserve and display donated artifacts representing our United Methodist History in an effort to teach future generations about the rich tradition of United Methodists in Arkansas. In 2023, the museum witnessed significant developments, from enriching exhibits to expanding outreach programs.

Traveling Exhibit: One of the highlights of 2023 was the successful opening of the first Traveling Exhibition Project (TEP). It is a pivotal initiative aimed at broadening the museum's outreach to the local church. Generously funded by a grant from the Methodist Foundation for Arkansas, the TEP facilitated collaborations with three locations in the Arkansas Conference. The first TEP is displayed at the Methodist Foundation for Arkansas, the second and third will be at the First United

1 Methodist Churches of Hot Springs and Jonesboro. The TEP not only bolstered engagement but
2 also underscored the museum's commitment to accessibility and inclusivity. You can join us on
3 August 11 at First United Methodist Church in Jonesboro when we have our last TEP reception.

4
5 **David Mann Photography Exhibit:** Amidst the bustling year, the David Mann Photography Exhibit
6 emerged as a testament to the museum's dedication to showcasing artistry intertwined with
7 religious narratives. Mann's compelling portrayal of ecclesiastical history captivated visitors and
8 deepened their appreciation for the Methodist tradition. The exhibit served as a cornerstone
9 in bridging the gap between art and spirituality, inviting patrons to explore the rich tapestry of
10 Methodist heritage through a unique lens.

11
12 **Confirmation Day with the Bishop - Again:** Working with the Conference Office, the museum
13 helped revive "Confirmation Day with the Bishop". Over 60 confirmands from around the state
14 attended this event and were able to tour the museum and learn about our rich history as a
15 Conference.

16
17 **Oral History Project:** The Oral History Project at the United Methodist Museum of Arkansas has
18 conducted in-depth interviews with 12 esteemed faith leaders within our Conference, capturing
19 their invaluable insights and experiences. Through this project, their voices and narratives
20 contribute to a rich tapestry of Methodist heritage, preserving their wisdom for future generations
21 to cherish and learn from. You can find these interviews on our YouTube page, [youtube.com/@](https://youtube.com/@ARMethodistMuseum)
22 [ARMethodistMuseum](https://youtube.com/@ARMethodistMuseum)

23
24 **Gallery Assistant Program and Social Media Engagement:** The museum's Gallery Assistant
25 Program thrived in 2023, with 4 dedicated individuals contributing to the museum's day-to-day
26 operations and visitor experience. Furthermore, robust social media engagement, exemplified
27 by increased Facebook group membership and Instagram followers, facilitated meaningful
28 connections with virtual audiences. Through bi-monthly newsletters and captivating online
29 content, the museum amplified its presence and fostered a sense of community among Methodist
30 enthusiasts.

31
32 **Plans for 2024:** Looking ahead to 2024, the museum remains committed to its mission of
33 preservation, education, and community engagement. Key objectives include expanding exhibition
34 offerings, continuing the Oral History Project, building new connections, and expanding our team.
35 The Traveling Exhibition Project will also continue to be a focal point, with quarterly goals set to
36 maximize its impact and reach. If you are interested in joining the Museum Board, please let us
37 know by emailing ummac.lr@gmail.com and following us on social media.

38
39 Written by Michael McMurry, Chair, United Methodist Museum of Arkansas Conference
40 Report submitted by Michael Blanchard, Chair, Arkansas Conference Commission on Archives and
41 History.

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Committee on Episcopacy

This summer we celebrate a year and a half of Bishop Merrill's leadership in the Arkansas Conference, and the Arkansas Conference Committee on Episcopacy is grateful for her leadership.

In her time with us, Bishop Merrill has traveled the state participating in worship services with our local churches, attending youth events, confirmations, and sharing in all aspects of the life of the church here in the Arkansas Conference.

We thank her for the grace and compassion in which she led us through the painful disaffiliation season, and we are appreciative for her vision and the regular communication she shares through videos, written messages and social media.

Those who serve on the Committee on Episcopacy agree to:

- support Bishop Merrill in her work,
- be available to her for counsel,
- assist in determining the episcopal needs of the area, and keep the bishop advised of conditions within the area as they affect relationships, and
- engage in annual consultation with the bishop.

We are honored to work with her and express our deep appreciation for her work. Thank you, Bishop, for your service in the Arkansas Annual Conference.

Respectfully Submitted,

Karon Mann, Chair
Arkansas Conference Committee on Episcopacy

Committee on Religion and Race

CORR Committee on Religion and Race is the committee at the Arkansas Conference level which immolates GCORR—The General Commission on Race and Religion for the UMC. The committee meets as needed and work to continue dismantling racism in our conference and in our world.

The members are: Brenda Gullett, Chair; Rev Mark Norman; Rev Larry Hatley; Rev Ulysses Washington; Rev Chester Jones; Rev John Michael; Chelsea Hodge; Bettye L Johnson; ad hoc Rev Rashim Merriwether.

This year we focused on the needs of individuals in the AR Conference who serve in Cross Racial/ Cross Cultural appointments. This can be a very challenging assignment. The committee's desire was to support these individuals. The following conference was made possible by GCORR.

The Facing the Future 2023 conference, held from November 14-16, 2023, in Atlanta, Georgia, united over 250 clergy members serving in cross-racial, cross-cultural (CRCC), and multi-cultural ministries from across the United States. Themed "Be3: Being, Belonging, and Becoming," this event made a profound impact by fostering an atmosphere of affirmation and equipping clergy with practical tools for their CRCC ministry journeys.

CORR was able to secure funds to send clergy to both the in-person meeting and the virtual presentation. In exchange for this opportunity, we have requested that those who experienced this

1 plan a workshop and time of sharing for those who were not able to attend.

2

3 Respectfully submitted,

4 Brenda Gullett, Chair CORR, AR Conference UMC

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Conference Secretary of Global Ministries

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Collaborating with other United Methodist agencies, as well as world Methodist and ecumenical bodies, Global Ministries facilitates mission with 198 missionaries in more than 67 countries. Global Ministries includes the United Methodist Committee on Relief, or UMCOR, providing nonsectarian disaster response and sustainable development worldwide. Global Ministries is also the lead United Methodist agency for global health.

As the Conference Secretary of Global Ministries (CSGM), I have enjoyed learning more about the work of the Conference Board of Global Ministries and have enjoyed working with the lay and clergy members on the board. I have been meeting on a regular basis with the Mission Advocates for the South Central Jurisdiction, Elizabeth and David McCormick, who currently reside in Arkansas, as well as with other CSGM's across our jurisdiction. I was privileged to attend a gathering facilitated by the General Board of Global Ministries in November to assist in identifying the priorities for mission moving into the next quadrennium. In addition, I learned more about the missionaries and programs GBGM is currently supporting and how local churches and the Annual Conference can be more involved.

The role of the CSGM is to promote covenant relationships with missionaries around the world or in the U.S. as each missionary serving in the UMC is responsible for raising a portion of their expenses each year. The CSGM also coordinates missionary itineration in the Annual Conference and encourages visits with churches which are currently supporting a missionary as well as with churches interested in doing so. Although missionary support did increase in 2023, there are missionaries who are currently in need of support, and we would love to see more local churches in covenant relationship with individual missionaries.

There are currently four missionaries that the Conference Board of Global Ministries is encouraging churches to consider supporting.

- Elizabeth McCormick, Mission Advocate <https://umcmmission.org/missionary-bio/3022180/>
- David McCormick, Mission Advocates, <https://umcmmission.org/missionary-bio/3022179/>
- Trisha Manns, Church and Community Worker, Central District Youth/Young Adults Initiative <https://umcmmission.org/missionary-bio/3022241/>
- Ellyn Dubberly, Global Missionary, El Salvador <https://umcmmission.org/missionary-bio/3021818/>

In 2023, churches in the Arkansas Annual Conference donated \$171,220 to UMCOR and other Global Ministries Projects. In addition, Missionary Support and Advance Projects totaled \$19,982. The Conference Board of Global Ministries is grateful for all you do to support missions throughout our connection!

I am grateful to have had this opportunity to serve as the Conference Secretary of Global Ministries for the past 2 years. There will be a new CSGM elected at this Annual Conference this year who will begin in July.

If you would like to learn more about supporting individual missionaries or any other facet of Global Ministries, please contact your newly elected Conference Secretary of Global Ministries.

Respectfully submitted,

Rev. Gail Brooks

Council on Children's and Youth Ministries

The Conference Children's Ministries and Conference Youth Ministries teams are working hard to reimagine and redefine the work of our district coordinators and our conference age-level leadership teams. We're excited to continue this work into 2024-2025 and look forward to a visioning retreat in the fall.

While we are dreaming about what is in store for age level ministries in the ARUMC, we continue to offer:

- Regular communication and support through monthly newsletter and Facebook groups
- Extra resources and support to those new to children and/or youth ministry
- Free mentorships for those seeking guidance in their current role
- Scholarships for any children's or youth ministry worker to attend Perkins School of Youth Ministry in January of each year
- Support for paid lay staff, clergy and local congregations seeking to fill age level positions
- Resource and curriculum sharing

Overall, the Conference Children's Ministry Council and the Youth Worker Network continue to be a resilient group of those who value their work and relationships with children and teens. These children's ministry and youth ministry workers continue to commit their support to the young people with who they work and to support one another in this vital work as well.

Respectfully Submitted,
Michelle Moore
Children, Youth and Young Adult Coordinator, ARUMC

Council on Young Adult Ministries

This has been an exciting year for the Conference Council on Young Adult Ministries, which serves laity and clergy in the Arkansas Annual Conference between the ages of 18 and 35. Our hope is to help make connections between young adult clergy and laity in the ARUMC across districts so that they might grow in their faith with God and in relationship with one another. We will have an evening gathering this year during Annual Conference for all young adults to keep making these connections. We will be meeting for a social with dessert provided and on Wednesday, June 19 at 8 pm at Hot Springs First United Methodist Church in the Underground (the youth area) on Pratt Street. All young(ish) adults, clergy and laity are invited to attend.

One of the trademarks of the Young Adult ministries in the Arkansas Conference over the last few years have been our Zoom Monthly Book Clubs. So far, we have read and discussed the following books together: *The Cross and the Lynching Tree* by James Cone, *When Narcissism Comes to Church* by Chuck DeGroat, and *Inspired* by Rachel Held Evans. We have had twelve to fifteen young adults sign up for each book club gathering and have had clergy and laity from across the state, and even those beyond our state who are in school and would like to stay connected to the UMC in Arkansas. Our next young adult book club selection will be a book related to climate justice and caring for God's creation.

Beginning in the Fall, we'll be reading *Saving Us: A Climate Scientist's Case for Hope and Healing in a Divided World* by Katharine Hayhoe. We will meet monthly to discuss a chapter or two of this book on zoom with other Arkansas United Methodist young adults, please sign-up by emailing Pastor Lauren DeLano at lauren.delano@arumc.org. The books will be provided for free and you have the choice of a paperback, e-book, or audiobook.

1 To connect with the Conference Young Adult ministries, please fill out this information form so that
2 we can be in touch with you: <https://arumc.wufoo.com/forms/arumc-young-adult-information-form/>.
3 Thanks to the young adults who have already filled out this form, we've begun creating a database
4 of young adults in the ARUMC so that the Council on Young Adult Ministries can reach out to
5 young adults across Arkansas to connect in ways that are faithful to their desires for growing in
6 their faith.

7
8 Finally, if your church has a young adult ministry and you would like to share a story of
9 transformation about this ministry, we would love to hear about it. We would like to collect young
10 adult ministry stories to encourage other churches to begin ministries of their own. You can share
11 your story here: <https://arumc.wufoo.com/forms/xdosiv21f5sz9m/>.

12
13 Respectfully Submitted,
14 Reverend Lauren DeLano

15 **Equitable Compensation Commission**

16
17 For 77 years, the Conference has provided financial support to churches allowing them to provide
18 pastoral salaries suitable for their mission fields. The mission of the CEC is to enable charges/
19 churches to make disciples of Jesus Christ by providing appropriate compensation for effective
20 pastoral leadership. The Commission on Equitable Compensation (CEC) of the Arkansas Annual
21 Conference does this in four areas: recommending Minimum Compensation for all clergy under
22 full-time appointment and providing Key Charge, Minimum Base Compensation, and emergency
23 Salary Arrearage funding to churches identified by the Cabinet.

24
25 As of April 26, 2024, the Conference was supporting one charge through the Key Charge
26 program. This was their final year to receive this support.

27 1. Calico Rock UMC

28
29 At this time, we have no churches receiving equitable compensation support.

30

31 **I. Minimum Full-Time Compensation**

32 The CEC recommends that the Minimum Compensation Payment Schedule and guidelines for
33 full-time pastors under appointment remain unchanged for the 2023-2024 Appointment Year, as
34 printed below.

35

36 Full Connection: \$48,330

37 Provisional/Associate Member: \$47,280

38 Local Pastor: \$46,230

39

40 Appointed pastors serving a charge that provides a group health insurance plan shall be subject to
41 the following minimum compensation support:

42

43 Full Connection: \$36,330

44 Provisional/Associate Member: \$35,280

45 Local Pastor: \$34,230

46

47 A parsonage or housing allowance in lieu of a parsonage shall be provided in addition to the
48 figures listed above.

49

50 **II. Key Charge/Church Program for Base Compensation Support**

The Key Charge/Church program provides Base Compensation Support to pastors who are appointed to charges/churches targeted for significant growth by the Conference or are in transition and require short-term support for effective pastoral leadership for various other reasons. Key Charges/Churches are related to the CEC by a covenant agreement. The covenant is negotiated by the chair of the Commission, the appointive cabinet, and representatives of the charge/church. The persons or their successors, shall be the trustees of the covenant, having verified it with their signatures.

The covenant shall include:

1. The initial amount of the Base Compensation Support needed,
2. The duration of the covenant (normally five (5) years or less),
and
3. The signatures of the persons negotiating the covenant.

The nature of the covenant is such that the amount of compensation support given shall decrease proportionately each year, while the compensation paid by the charge/church increases by at least the same amount, thus keeping the compensation at least stable over the covenant period. After the covenant has expired, no further compensation support will be granted to the charge/church. Under the Key Charge/Church arrangement, there shall be no required minimum or maximum levels of support by the charge/church. The only limitation will be the amount of funding budgeted for this program.

Each church receiving compensation shall report by April 15 to the Appointive Cabinet for review and the Commission on Equitable Compensation for continuing approval. The report form is available from the district superintendent and the Arkansas Annual Conference website at arumc.org.

III. Minimum Base Compensation Support

The Minimum Base Compensation program is intended to assist in providing compensation for capable, effective pastoral leadership to charges/churches which function in areas of extreme economic limitation and which are unable to provide a viable level of pastoral support. Where charges/churches are in need of additional compensation in order to meet the Minimum Compensation Base Support, this support is available to Elders in Full Connection, Provisional/ Associate Members (not to be confused with associate pastors), and Full-Time Local Pastors who are not retired. Upon recommendation by the Commission on Equitable Compensation, the minimum base compensation is set annually by the Annual Conference for Elders, Provisional/ Associate members and Full Time Local Pastors. (Minimum Full-Time Compensation has appeared previously in this report.)

Charges/churches receiving Minimum Compensation Support are related to the CEC by a covenant agreement negotiated by the chair of the Commission, the appointive cabinet, and representatives of the charge/church. The signors or their successors shall be the trustees of the covenant, having verified it with their signatures.

It is understood that:

1. A parsonage or housing allowance in lieu of the parsonage shall be provided in addition to the set compensation.
2. Associate pastors (not to be confused with Associate Members of the Annual Conference) are not eligible for Minimum Compensation aid.
3. Retired pastors are not eligible for Minimum Compensation aid. See Paragraph 357.6 of the 2016 Book of Discipline.
4. Each charge/church receiving Minimum Compensation Support shall provide to the Commission the amount(s) received from the Arkansas Conference for the past five (5) years. We further require that each local church describe how they will reduce this support through the local church's ministry plan.

- 1 5. Each church receiving compensation shall report by April 15 to the Appointive Cabinet
2 for review and the Commission on Equitable Compensation for continuing approval.
3 The report form is available from the district superintendent and the Arkansas Annual
4 Conference website at arumc.org.

5
6 **IV. Emergency Salary Arrearage Support**

7 Every clergy under appointment shall receive the full compensation set at Charge Conference.
8 (See Paragraph 624 of the 2016 Discipline.) If a church is financially unable to provide the
9 full compensation in a timely manner, the Annual Conference through the CEC may provide
10 emergency funding to ensure the clergy is provided the compensation the church promised at
11 the Charge Conference. The Arkansas Annual Conference Salary Arrearage Policy is found in
12 Paragraph 103 of the Policy & Guidelines section of this Journal.

13
14 **V. Equitable Compensation Covenant**

15 When Equitable Compensation support has been granted to a charge/church, an
16 acknowledgement of the conditions and amount of that funding shall be executed by the
17 appointive cabinet, pastor, and leaders of the charge/church before any payment of funds shall
18 be made. This acknowledgement shall be made on a form provided by the commission. No funds
19 shall be disbursed until the agreement is signed and returned to the district superintendent. These
20 forms are available from the district superintendent and the conference website at arumc.org.
21 The charge/church receiving financial support shall submit an annual report. The report form is
22 available from the district superintendent and the conference website at arumc.org. Included in
23 this report is the explanation of how these funds have aided the local charge/church. Each church
24 receiving compensation shall report by April 15 to the Appointive Cabinet for review and the
25 Commission on Equitable Compensation for continuing approval.

26
27 **VI. Additional Priorities**

- 28 1. The Commission on Equitable Compensation shall maintain adequate reserves to fund
29 needs which may emerge.
30 2. Each charge/church receiving equitable compensation in any of the above categories is
31 expected to pay its conference tithe in full. If the charge/church is unable to accomplish this,
32 they shall submit a written plan of action approved by their district superintendent, detailing
33 the steps to be taken in order to achieve this goal. Notification of the plan will then be
34 forwarded to the CEC.
35 3. All CEC funding is for pastoral support only. Using funds for any other purpose, such as
36 program costs or other compensation violates the agreement.
37 4. Equitable Compensation funds are paid directly to the church/charge by the fifteenth
38 (15th) of each month. The compensation shall be paid to the pastor as a supplement to
39 funds budgeted by the charge/church. Typically, the calendar year of support is from July
40 1 through June 30, but the initial request and approval process may take place at any time
41 during the year.

42
43 **Submitted by Rev. Edna Morgan on behalf of Richard Carvell, Chair**
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Nominating Committee

This has been a busy year for the Nominations Committee. There are a lot of new names on the Leadership Report because quadrennium appointments have expired and the 2020 General Conference has met which allowed us to update the Episcopacy Committee, CFA and Board of Ordained Ministry. The full leadership report will be included in your Annual Conference packets. Thank you to everyone who has agreed to serve on a conference committee. I encourage everyone to go to arumc.org and fill out an online Nominations profile sheet under the Forms and Documents tab. Clergy, please encourage laity in your congregations to fill out a form to help us put people on committees that will best use their gifts.

Grace and Peace,
Katie Pearce
Chair, Nominations Committee

Project Transformation

Project Transformation held its second summer of ministry in summer 2023. Project Transformation's (PT's) mission is to transform communities by engaging children, college-age young adults, and churches in purposeful relationships. PT does this in two ways. First, the program engages children in holistic development, strengthening their literacy, social-emotional skills, and spiritual growth through a summer day camp. At the same time, young adults are engaged in purposeful leadership and ministry as they lead children's programming, live in an intentional Christian community, and focus on vocational discernment. Ultimately, PT becomes a tool to connect churches with their communities through hosting and supporting out-of-school-time programs.

Children

For 8 weeks, children at PT took part in arts and crafts, daily recreation, Bible studies, and 40 minutes of reading one-to-one with volunteers. During this time, the children built positive relationships with college-aged interns who encouraged them.

In 2023,

- 66 children participated in summer programming with 27 returning from the inaugural summer
- 95% of participants felt loved and accepted at PT Arkansas.
- 87% of children in the program maintained or improved their reading levels
- 4,321 meals and snacks were served

College-Age Young Adults

PT Arkansas engaged 10 college-aged young adults from 4 different colleges and 7 different areas of study. All of the young adult leaders were from communities across Arkansas. These young adults invested their time and energy to support children in Pine Bluff, while also taking time to explore where God is calling them. Young adults visited 6 area nonprofits and ministries: the Methodist Foundation for Arkansas, Methodist Family Health, Voices for Children of Jefferson County, The Generator, Pine Bluff City Hall, and Neighbor to Neighbor of Jefferson County. They lived in intentional Christian community at the White Hall UMC eating meals and worshipping together.

- 100% of young adults built relationships with children, peers, and church leadership.

1
2 **Churches**

3 The success of Project Transformation would not be possible without the investment and support
4 of our partner and host churches. Two United Methodist Churches opened their doors to families
5 in their communities. In partnership with their intern teams, St. Luke and Lakeside UMCs provided
6 impactful programming in their neighborhoods. Each hosted a Family Fun Night to gather children
7 and their families at their churches for games and a meal. PT partnered with St. James in Pine Bluff
8 to host an end of summer celebration for children, young adults, and volunteers.

9
10 Over a dozen partnering churches and organizations provided meals for interns and volunteers to
11 read with children. These included Benton First, Bryant First, Highland Valley, Lakeside, Lakewood,
12 Oak Forest, Pulaski Heights, St. Luke, St. James- Little Rock, St. James- Pine Bluff, Sulphur Springs,
13 Sheridan, Monticello, Huntsville, and the Conference Staff.

- 14
15 • 172 unique volunteers read with children and provided meals for young adults
16 • Over 641 volunteer hours served with the reading program

17
18 Project Transformation is always looking for new partners to serve as volunteers, provide meals,
19 and learn about our programs. If your congregation or you as an individual would like to learn
20 more about how you can support this ministry, visit: projecttransformation.org/arkansas, email
21 smeadors@ptarkansas.org, or call 501-650-0565.

22
23 Rev. Sam Meadors
24 Executive Director, PT Arkansas

25
26 **United Women in Faith**

27 United Women in Faith - New Year, New hope, New Beginnings.
28 Our 155 year legacy began with a few bold women and we
29 are nearly half a million members today. Each one of our
30 members are an essential thread in the innovative ways to
31 inspire, influence, and impact many people's lives. We are
32 passionate about inviting other women to join us and our arms
33 are open wide to embrace women from all walks of life and other
34 denominations and Christian traditions.



United
Women
in Faith

35
36 We all have been impacted by the hardship of disaffiliation but we are inspired to embrace
37 opportunities to grow in the Spirit, strengthen our leadership skills and to utilize technology as
38 a tool to assist us in organizing and recruiting new women into the organization. We continue
39 to influence others by first spreading love and hope within the Sisterhood of the United Women
40 in Faith. We know that the world is struggling but we have to be persistent spiritual leaders to
41 encourage, persuade and lead in hope and love to connect with other women to join us in make a
42 lasting difference in order to claim our Bold Vision.

43 Our Arkansas Conference United Women in Faith Luncheon will be held on Wednesday, June 19
44 at Hot Springs First United Methodist Church in Hot Springs.

45
46 The 2024 South Central Jurisdiction will be held June 21-23 in St. Louis, Missouri.

47
48 The Arkansas Conference Mission u will be held July 17-20 at Hendrix College in Conway. The
49 study this year is "Welcome Home." This curriculum invites participants to dig deeper into what
50 it means to live under the sovereignty of God and develops practices for building and existing in

healthier communities as a result of being anchored in the sovereignty of God.	1
	2
The 21st Annual Meeting and District Officer Training will be held November 2 at North Little Rock First United Methodist Church in North Little Rock.	3
	4
	5
The Arkansas Conference United Women in Faith turning faith, hope, and love into action on behalf of women, children, and youth around the world.	6
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Maybelline Strong, President	9
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Institution Reports

Drew University Theological School



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Drew University Theological School educates and mentors pastors, preachers, deacons, activists, teachers, thought leaders, and change agents for ministry and service in the church and society. Drew Theological School is diverse in theology, vocations, age, as well as racial, ethnic, national, and international identities. Many Drew students are just beginning their ministry, while others come to graduate theological education with prior ministry experience. The latter reflects a growing trend among all theological schools in the United States and Canada. Drew holds in-person classes in Madison, New Jersey, several classes meet exclusively online, while other meet in hybrid fashion, i.e., partially online, partially in-person. This is also the case with chapel worship which originates in Seminary Hall, but also is live-streamed so that students around the world participate. Drew Theological School is a global seminary with a global student population serving the worldwide church.

In Fall 2023 Drew Theological School welcomed 104 new students in all degree programs, with total student enrollment (by head count) growing from 364 students in Fall 2021 to 407 in Fall 2023 semester. Enrollment of international students at Drew increased from 120 students in Fall 2021 to 169 students in Fall 2023. This number includes students who are studying full-time in the U.S.A. on a student Visa, students who are studying online from their home country, and students in the South Korean Cohort of the Doctor of Ministry program.

Drew's interdisciplinary degree programs provide real-world apprenticeships, promotes adaptive leadership skills, and encourages innovation through team-taught core courses as well as a variety of electives that integrate theological disciplines and faith practices. The Drew faculty's shared values are infused across all aspects of the teaching and learning: 1) a commitment to anti-racism; 2) gender and sexual-identity equality; 3) eco-sustainability and environmental justice; and 4) interfaith understanding and cooperation. Drew Theological School has an increase in United Methodist students, additionally, Drew has many United Methodist Global Fellows pursuing further education for ministry. UMC graduates are serving in conferences across the United States, and especially within our nearby regional United Methodist conferences of Greater New Jersey, Eastern Pennsylvania, and New York Annual Conference.

Drew University Theological School

Rev. Edwin David Aponte, PhD, ThD (honorary)

Dean and Professor of Religion & Culture

December 10, 2023

Duke Divinity School

Duke Divinity School can attest to the work of God’s Spirit to usher us into a season of hope and continued faithfulness to the mission and calling to serve the church, academy, and the world. In 2023, the Duke University president and provost appointed Dean Edgardo Colón-Emeric for a full five-year term.

In the next three years, we will celebrate a number of centennial milestones: Duke University and The Duke Endowment (2024), the 17th centennial of the Council of Nicaea (2025), and Duke Divinity School (2026).

As a foretaste of those occasions to reflect and celebrate, we have had two important milestone celebrations in 2023. The Office of Black Church Studies (OBCS) commemorated its 50th anniversary.

The Rev. Dr. Cynthia Hale (D’79) received Duke University’s Distinguished Alumni Award in recognition of her outstanding contributions in ministry and service. The Hispanic House of Studies (HHS) celebrated its quinceañera (15th anniversary). HHS was created by the Divinity School, with support from The Duke Endowment, to support the formation of ministers to Hispanic/Latinx congregations and communities in the North Carolina and Western North Carolina Annual Conferences and beyond. These efforts extend throughout our academic and ministerial programs. For instance, we now offer the “Rediscovering the Heart of Methodism” course in Spanish on Divinity+.



**DUKE
DIVINITY
SCHOOL**

This fall, we welcomed 215 entering students from 35 different states and 16 other countries. The Master of Divinity program gained 104 new students, with 54 residential students and 50 in the hybrid program. The Master of Arts in Christian Practice enrolled 13 new students; the Doctor of Ministry, 22; Master of Theology, 11; Master of Theological Studies, 29; the Doctor of Theology welcomed five new students to campus, and five special students enrolled. The Certificate in Theology and Health Care welcomed 11 residential students to campus and 15 in the hybrid program. Across all degree programs at the Divinity School, 31 percent of the incoming class identified as a race or ethnicity other than white.

Duke Divinity School continues to invest in pathways to support Methodist leadership and pastoral formation. Divinity+ launched the Church Administration series focused on developing practical skills for church leaders. More than 1,000 learners have enrolled in the first two courses, “Theology and Time Management” and “Strategic Management.” We inaugurated the Certificate in Chaplaincy, designed to prepare students to provide spiritual care in a variety of settings such as hospitals, hospice, prisons, higher education, and the military. The certificate can be earned as part of the residential M.Div., Th.M., and M.T.S. degree programs.

The school has also welcomed new leaders who bring their gifts to the work of advancing the mission to serve Christ and the church. The Office of Black Church Studies is led by the Rev. Dr. Eric Lewis Williams (D’05), assistant professor of theology and Black Church Studies; and the Anglican Episcopal House of Studies has named the Very Rev. Timothy Kimbrough (D’83), Jack and Barbara Bovender Professor of the Practice of Anglican Studies. Key members who have joined our staff team include Anita Lumpkin, executive director of enrollment management; and the Rev. Sarah Belles, a Duke Divinity alumna and ordained elder in full connection with the Western North Carolina Annual Conference, as the director of student life.

1 With gratitude to funding from the Lilly Endowment, the Divinity School has launched the
2 Transformative Preaching Lab to prepare creative, culturally competent preachers who can reach
3 audiences in effective and engaging ways. It will expand preaching training for students in the
4 hybrid M.Div. program with new courses and preaching laboratories and new capacities to explore
5 and engage digital tools for community worship and preaching. The Transformative Preaching
6 Lab also provides new opportunities for formation in trauma-informed preaching and preaching in
7 immigrant communities.

8
9 The Theology, Medicine, and Culture initiative has launched the Mental Health Track for Christian
10 mental health practitioners as part of its Certificate in Theology and Health Care. This hybrid
11 certificate program offers spiritual and theological formation for mental health clinicians in a range
12 of disciplines. The research and programming from Duke Divinity initiatives, including Theology,
13 Medicine, and Culture; Duke Initiatives in Theology and the Arts; Leadership Education at Duke
14 Divinity; and Thriving Rural Communities, continue to provide numerous opportunities to bear
15 witness to God’s creativity, compassion, and care for communities and congregations.
16 Duke Divinity School continues to be grateful for our ongoing participation in The United
17 Methodist Church and partnership with this annual conference.

18
19 Respectfully submitted by Edgardo Colón-Emeric
20 Dean of Duke Divinity School

21 22 **Hendrix College**

23 *“In religious and vocational programs combined with service learning, Hendrix continues to*
24 *develop clergy and lay leaders for faithful service inside the church and beyond...helping students*
25 *find meaningful vocations connected to who they are and how they want to serve in the world. “*
26 *—Hendrix College Statement on Church Relatedness, adopted by the faculty and board of*
27 *trustees in spring 2017*

28
29 Vocational discernment, engaged learning, and
30 academic excellence are some of the hallmarks
31 of Hendrix College that have their roots in the
32 Methodist value of uniting faith and knowledge.
33 The College is proud to continue the vision set out
34 by its founders almost 150 years ago. Recognized
35 widely as one of the best small colleges in the
36 country, Hendrix expresses its appreciation to the
37 Arkansas Conference for the support it gives to the programs and mission of this institution. As
38 a United Methodist Church-related college, the College embraces the freedom of the academy
39 where students and faculty explore the boundaries of knowledge while setting a context for that
40 exploration in an ethos that values growth of both the mind and the spirit. In this way we fulfill our
41 mission to cultivate whole persons and to inspire our students to live lives of accomplishment,
42 integrity, service, and joy in their communities.



43
44 We are pleased to highlight some of the many ways that Hendrix College changes lives.

45 46 **Religious Life and Vocational Exploration**

47
48 Through the Office of the Chaplain and the Miller Center for Vocation, Ethics, and Calling, Hendrix
49 College focuses on connecting students with opportunities and resources to deepen their faith, to
50 grow in relationships and leadership, and to explore and discern vocational paths where their gifts

may be well cultivated and shared for a life of meaning and purpose.

- Since 2004, 63 Hendrix graduates have enrolled in seminary with 75% of these students attending UM seminaries.
- Three recent Hendrix alumni are currently in seminary.
- The UMYF Leadership Scholarship Program is completing its 29th year. Currently 22 students participate who will eventually join over 300 alumni from the program.
- These scholars form the core community on campus who participate in and help lead weekly worship and communion, small groups for support and discipleship, retreats, and opportunities for fellowship and serving.
- Of the 22 2023-2024 UMYF Leadership Scholars, 14 have expressed “maybe” or “yes” to the possibility of a call to ministry, with eight of them confident in that call. Students who are discerning ministry are offered mentoring, opportunities to lead and serve on campus and beyond, and engagement with leaders in ministry in a variety of roles.
- Internships in local churches and non-profit ministry settings match exploring students with seasoned ministry leaders and opportunities for mentoring and discovery. Many of these are funded through the Center for Calling and Christian Leadership (CCCL), a grant funded through the Methodist Foundation for Arkansas (MFA).
- CCCL also provides leadership and support for seminary trips with groups of other Arkansas UM students, or funding assistance for individual seminary visits. In the past 18 months, thirteen students from Philander Smith University and Hendrix College have made seminary visits to explore graduate theological education, to schools such as Candler, Gammon, Garrett-Evangelical, Iliff, Perkins, and Wesley,
- The Miller Center Service Scholars form a core community on campus which cultivates a spirit of serving and vocational reflection.
- The two Thomas J. Watson Fellows who were honored and named this year, are each 2024 graduates of one of these Scholars cohorts. Lauren Seckington (UM Scholar) from Bentonville, and Marcia Williams (Miller Scholar) from Vilonia will each spend the next 12 months exploring areas of interest in faith and ecology, respectively, in multiple countries around the world.
- This year's service learning trips through the Miller Center has taken students to Tucson, Arizona, and Taize, France,
- Since 2016, over 80 high school juniors and seniors have attended the Hendrix Youth Institute (HYI), which is part of the Youth Theology Network of similar programs across the nation funded by the Lilly Endowment. The HYI format has shifted to the current design as an intensive retreat for ministry exploration, followed by participation in a special “track” of Senior High Assembly. HYI is also supported by the Arkansas Conference and the Methodist Foundation for Arkansas.

Church Relations

- United Methodist groups that the College has hosted for no rental fee include the Arkansas United Methodist Conference Historical Society, Board of Ordained Ministry, and various local and district meetings.
- In 2024, Hendrix will host the Jr. & Sr. High Assemblies for the Arkansas Conference Council on Youth Ministries, “Mission u” for the Conference United Women in Faith, and Methodist youth groups from Texas who will be doing mission work in the area.
- More than 450 churches across the Arkansas Conference have had Hendrix students assist with worship services and/or serve as interns in the past 29 years.

Continuing Education

- 1 • This year on campus, the College hosted Diana Butler Bass, award-winning author, speaker,
2 preacher, and theologian for the Willson Lecture which centered around her recent book
3 Grateful, and for the annual John and Marjem Gill Preaching Workshop, which focused on
4 interpreting culture and context as the audience for faithful preaching and proclamation.
5 Next year's Preaching Workshop leader will be Rev. Nadia Bolz-Weber, and will be held
6 during Fall 2025 in conjunction with the Compelling Preaching Initiative program provided
7 by the Lilly Foundation.
8

9 **Funding Received from Outside Sources for Religious Life and Ministry Support**

- 10
- 11 • An endowed gift from the John Workman family for a summer internship in churches, non-
12 profits, or journalism.
 - 13 • An endowed gift from the Wilder family to establish an internship in churches and non-
14 profit agencies.
 - 15 • Grants from the Lilly Endowment (listed above) for United Methodist youth who are
16 discerning a call to ministry.
 - 17 • A gift from the Methodist Foundation for Arkansas to create the Center for Calling and
18 Christian Leadership (2018-present).
 - 19 • A grant from the Methodist Foundation for Arkansas for “Feed the World,” a series of
20 learning and serving opportunities for students to connect with leaders, ministries, and
21 organizations addressing poverty, food insecurity, disaster relief, and other situations where
22 there is deep hunger for care, hope, and partnership.
- 23

24 **Financial Aid/Enrollment**

- 25 • Identified as a “Best Value College” by US News and World Report, Hendrix College strives
26 to offer students an affordable, high quality education grounded in the liberal arts. Through
27 the Tuition Advantage program, most Hendrix students do not pay more in tuition than the
28 published rate of their home state flagship university.
 - 29 • Hendrix College provides more than \$2.7 million in institutional aid to United Methodist
30 students.
 - 31 • For the 2023 calendar year, the College received \$70,549,96 from the Arkansas
32 Conference of the United Methodist Church, with 100% of the church apportionment going
33 toward the Office of the Chaplain and programming through the Office of Religious Life.
 - 34 • The sustainability of our commitment to financial access is uncertain in light of the
35 demographic and political pressures facing institutions like Hendrix College. As part of an
36 overall planning process, I anticipate changes to our financial model.
- 37

38 The relationship between Methodists and higher education is rooted in the historical teachings of
39 John and Charles Wesley. Hendrix College values its relationship with the Arkansas Conference
40 of The United Methodist Church and the opportunity to fulfill Wesley's vision to bring together
41 intellectual curiosity, spiritual formation, knowledge, and vital piety. Your gifts go directly to
42 provide programming for our UMYF Leadership Scholars, service-learning opportunities, ministry
43 internships, and a wide range of religious life and discipleship opportunities. We are grateful for
44 the many ways in which the United Methodist Churches of Arkansas support Hendrix.

45
46 Karen K. Petersen, Ph.D. President

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The Methodist Foundation for Arkansas

2023 was certainly a monumental year for The Methodist Foundation for Arkansas. Like in past years, more new churches opened accounts with the Foundation, and existing account holders added to their current accounts. These financial investments point to a broader and greater truth: the faith and trust churches, institutions, and individuals have in The Methodist Foundation for Arkansas. We don't take this for granted and are honored to be a partner in their ministry. It was another great year for significant grants to churches, Methodist-related institutions, the Arkansas Annual Conference, and non-profits around the state for life-changing, discipleship-making ministries.



The Methodist Foundation for Arkansas

What set 2023 apart from other years was our 60th Anniversary. Since 1963, the Foundation has been doing great work to help churches, institutions, and individuals manage funds for enhancing ministries. We have awarded millions of dollars in grants, provided leadership training and spiritual growth opportunities for lay and clergy, and helped individuals define their legacy. This past year was an excellent opportunity for the Foundation and all our partners to celebrate what has been accomplished in the last 60 years and dream about the next 60 years (and beyond).

Blessings,

Rev. J. Wayne Clark, President & CEO
The Methodist Foundation for Arkansas
wclark@methodistfoundationAR.org
(501) 664-8632

Assets

At the close of 2023, the Foundation's assets totaled \$217 million, reflecting positive investment performance and a significant number of new accounts. Based on total assets, The Methodist Foundation for Arkansas ranks sixth among the 47 Methodist Foundations nationwide; in grant awards, the Foundation leads all Foundations in the country, awarding over \$1.5 million in 2023.

Approximately half of the Foundation's assets are owned by churches and institutions. The other half were given in faith and trust to the Foundation over the last 60 years. A significant portion of the funds given to the Foundation have specific designations honored by the Foundation.

The Foundation's managed accounts, established by Arkansas Methodist churches or church members, generate money in perpetuity, returning earnings to church ministries year after year. These funds directly support children and youth ministries, scholarships, music programs, mission work, and building maintenance.

Grants

The Foundation's Board of Directors Grant Committee continued to dramatically impact the Methodist Church in Arkansas during 2023, awarding over \$1.5 million among more than 109 grants, more than any other United Methodist Foundation. The Methodist Foundation for Arkansas has been blessed over the years with unrestricted gifts, and our staff and Grant Committee work diligently to be good stewards of these funds.

1
2 Grants were awarded in 11 priority areas: clergy and laity education, clergy self-care, community
3 health, diversity, enabling education and employment, environmental and energy education,
4 evangelism and discipleship, food insecurity, homelessness, poverty, and charitable.

5
6 **Compelling Preaching Initiative Grant from Lilly Endowment, Inc.**

7 The Methodist Foundation for Arkansas received a grant of over \$1.2 million from Lilly Endowment
8 Inc., focusing on serving the local Methodist church by providing resources and support for
9 leadership development. The program is funded through Lilly Endowment's Compelling Preaching
10 Initiative. It aims to foster and support preaching that inspires, encourages, and guides people to
11 fully understand and love God and live out their Christian faith.

12
13 The MFA's Compelling Preaching Initiative grant is a statewide five-year program open to clergy
14 members of the Arkansas United Methodist Conference. The Foundation is one of 81 organizations
15 receiving grants through this competitive round of the Compelling Preaching Initiative.

16
17 **Planning a Legacy: How Faithful People Prepare**

18 The Foundation is busy with its Planning a Legacy program. This holistic estate planning seminar
19 covers basic information about wills, funeral and memorial services, end-of-life planning, and
20 legacy gifts. It aims to inspire participants to take their next steps in estate planning and to see it as
21 a part of their legacy.

22
23 The format is a 90-minute gathering with a meal, a presentation from the Foundation, and a Q&A
24 with an attorney. Childcare and meal costs are included. Participants will receive a binder with
25 helpful documents to reference and complete as they start or continue this process. At the end of
26 2023, more than 23 churches benefitted by having the program presented to their congregations.
27 We invite you to contact the Foundation to schedule this 90-minute program at your church by
28 contacting (501) 664-8632 or info@methodistfoundationAR.org.

29

30 **Mount Eagle**

31 Mount Eagle's momentum is ever upward. Our 2023 guest attendance and occupancy were the
32 second highest in our 53-year history. For the first time in a long while, our campground and RV
33 park are being occupied several times a month. Our day-use numbers have increased thanks to
34 our new disc golf course and growing word of mouth of our inspiring trails, caves, and waterfalls.

35

36 Crafting and Quilting groups continued to have a strong attendance. Our Mount Eagle sponsored
37 programming opportunities have expanded to include Grief, Writing, and Enneagram retreats. We
38 hosted our 4th Annual Fishing Retreat in 2023 and Clergy Golf seems to be a favorite. Church
39 women, men, and youth groups experience God through fellowship with each other in growing
40 numbers.

41

42 We had major construction projects in 2023 with the bulk of it being the replacement of three
43 roofs (Beal, Kaetzell, and the log house). We have updated our road signs, which have had a
44 significant impact on welcoming guests. In preparation for the 2024 solar eclipse, we made
45 improvements to our Allan Bruner Campground, by enclosing the showers and expanding the tent
46 pads. Through a generous grant we have been able to construct a tiny house to be able to start
47 an Internship Program, which will allow colleges students to explore their calling and serve this
48 beautiful ministry. We are on track to have our first intern in the summer of 2024. We would not
49 have been able to complete many of these projects without grants and generous donations.

50

We made progress restructuring our revenue opportunities into a more traditional non-profit model caused by the gradual elimination of conference assistance. This is our continued challenge and focus of the Board of Directors. We are engaging with an outside consulting group to help with this challenge.

Every day, we provide a chance for so many to experience Gods love through fellowship and community or by just sitting in silence and listening. Our guests are coming back because they agree with our vision and find God in every experience. The glorious sunrises and the rolling morning fog over the river continues to beckon and inspire. We look forward to 2024.

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142
NEIGHBORS
SERVED



282
PROJECTS
COMPLETED



556
COMMUNITY
BUILDERS



105
LEADERSHIP
VOLUNTEERS



15,436 VOLUNTEER HOURS

SUMMER TESTIMONIES

“A great way to learn life skills while helping people in the name of Christ.”

“OMP was an amazing opportunity to help others and meet other aspiring teenagers with the same goal.”

“**Being the Hands and feet of Jesus out in the Community is what OMP provides. It changes lives!**”

Luke, 2023 Adult Community Builder

As we celebrate the impact of MASTERPIECE and look ahead to next year, we share the blessing of a reflection from one of our neighbors, Ms. Wilda.

“I was blessed by God’s angels. They were able to do a job I would never be able to do. They were proud of what they were doing and proud of the finished job. They are God’s helpers. Great Job!!!!!!” - Ms. Wilda

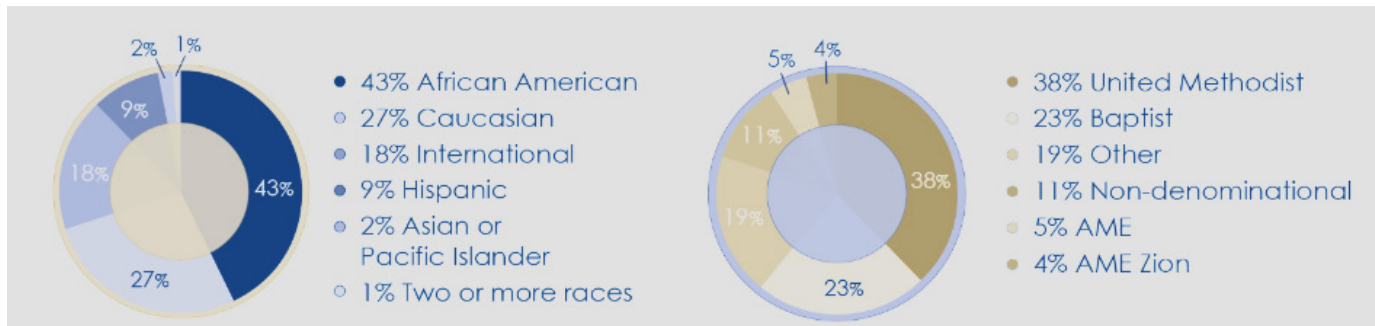
We are so thankful for all of our partners, donors, neighbors, volunteers, community builders, churches, and individuals that make this ministry possible.



PO Box 26525, Little Rock, AR 72221 | www.ozarkmissionproject.org | 501-664-3232

United Theological Seminary

For more than 150 years, United Theological Seminary has prepared men and women to serve as faithful and fruitful Christian leaders who make disciples of Jesus Christ. In the 2022-2023 academic year, the seminary served 547 students, representing 36 states, 20 countries, and 43 denominations, with 38% of students identifying as United Methodist. United in Christ, the student body is a multi-ethnic, multi-racial community that is 43% African American, 27% White, 18% international, 9% Hispanic, and 2% Asian or Pacific Islander.* During the 2022-2023 academic year, 120 graduates completed their programs.



Houses of Study

United's academic programs include seven Houses of Study for denominational, church renewal, and/or language- and culture-based ministry, including online Spanish and Korean houses of study. These houses of study have enrolled over 120 new master's students in the United States and around the world.

Bishop Bruce Ough Innovation Center

In 2023, the Bishop Bruce Ough Innovation Center, directed by Rev. Sue Nilson Kibbey, engaged more than 5,000 participants through 64 resourcing events and activities. The Center partnered with the Black Methodists for Church Renewal Laity Advocacy Committee to conduct the 2023 Laity Leadership Institution. The Center also launched a Dynamite Prayer movement, based on the guidebook *Dynamite Prayer: A 28 Day Experiment* (Invite Resources, 2022) by Rev. Kibbey and Rev. Dr. Rosario Picardo. Multiple United Methodist conferences and more than 90 congregations across denominations committed to be part of a Dynamite Prayer Wave and received resourcing on the practice of "breakthrough prayer."

New Faces at United

Over the past year, the seminary welcomed several new members to the United community. Bishop James Swanson, most recently bishop of the Mississippi Conference of The United Methodist Church, was installed as United Methodist Bishop-in-Residence. Dr. Pauline Paris Buisch and Rev. Dr. Xavier L. Johnson joined the faculty as Assistant Professor of Old Testament and Assistant Professor of Preaching and Black Church Studies, respectively, and Dr. Eliseo Mejia came on board as the Academic Oversight Officer for the Hispanic House of Study.

Reducing Student Debt

Finances shouldn't stand in the way of a seminary education. That's why United has launched the Fresh Wind: Where the Spirit Takes Flight campaign to add \$10 million to the scholarship endowment, which will dramatically increase the seminary's capacity to provide scholarships to students for many years to come. As of January 2024, the seminary was more than 70% toward the \$10 million goal.

Kent Millard, President

* Student data represent unduplicated headcount enrollment for the 2022-2023 academic year. Demographic figures represent those who responded.

Notes

Notes

For over half a century,
the generosity of faithful
Methodists has allowed for
ministries, grants, and services
to grow across Arkansas.

Thank you for trusting in us.



The Methodist
Foundation
for Arkansas



methodistfoundationAR.org