VIII. ANNUAL REPORTS

GIFTS, GIFTEDNESS AND FRUITFULNESS

Episcopal Address, Greater New Jersey Annual Conference — Bishop Sudarshana Devadhar
June 2, 2011 — Valley Forge, Pennsylvania

I greet you in the precious name of our Lord and Savior, Jesus Christ. It is such a joy and privilege for me to address you for now the seventh time as your Bishop. I give thanks to God in and through the name of Jesus for the gifts that each and every one of you brings to the work of the Kingdom of God through the ministry of our Greater New Jersey Annual Conference. I also want to take this opportunity to thank each and every one of you for your continued outpouring of love, genuine support and incredible kindness that you extend to me and my family in numerous ways. We are continually touched and moved by the fact that God has allowed us to journey with you in our Christian walk, ministry, and vocation during these times!

I am thankful to each of you who directly and indirectly helped me celebrate my sixtieth birthday in the tradition of my culture. I am still getting cards, gifts and notes! I wish every birthday was a sixtieth birthday! I am joking! Seriously, I am deeply touched beyond belief by your love! I wish I could take time to write a thank you note or text each and every one of you. But there are too many to thank. Please accept my sincere thanks and appreciation even though you may not have heard from me personally. Thank you! Thank you! Thank you!

And thank you for your faithfulness in supporting all the programs of the conference at every level. Thank you to so many who I know are reading the books we suggest each year. This year's book, which I recommend you to read and study as a congregation is *Bearing Fruit* by Lovett Weems and Mike Burton.

As I stand before you, I truly appreciate the gifts of the leadership of clergy and laity of this conference. It is through your sacrificial gifts in every area that we are journeying to perfection. Whereas throughout the United States approximately one-third of United Methodist members attend church on a given Sunday, in our conference, the percentage is more than one half. In fact, 52% of our members attend worship, one of the highest ratios of any conference in the connection. We celebrate increase in membership among racial ethnic groups. We continue to celebrate a trend that shows an increase in Christian formation groups across the age spectrum in our conference. We are seeing an increase in classes among children, youth and adults. We celebrate that this very morning you voted to allocate surplus money for the greater mission of the global Church, including North Katanga, the "Imagine No Malaria" campaign and other causes.

The themes of our Annual Conferences have followed the promises we make as members of the United Methodist Church. We promise to uphold the Church through our prayers, presence, gifts, service, and witness. This year we focus on "gifts" as part of our overall theme of "Disciples Transforming the World Through our Gifts."

I want to discuss with you what it means to bring our gifts to the Church. I want to lay out with you the extraordinary challenges of our times as Christians. I want to invite all of us to commit ourselves to employing our gifts in the service of the Church to make disciples of Jesus Christ for the transformation of the world.

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In the New Testament, there are several Greek words that we translate as "gifts." I want to focus on two of these Greek words: *doron* and *chárismata*. *Doron* refers to the human gifts given as in the gifts of gold, frankincense, and myrrh to the infant Jesus (cf. Matthew 2:11) or in the case of the poor widow's offering (cf. Luke 21:1-3). These are the human gifts of valuables that we present to God as an offering. These gifts represent our sacrifice and our devotion to God. *Chárismata* is the term that the Apostle Paul uses to refer to the spiritual gifts given to us by God and that we in turn give in service to God's Reign. Thus, two meanings: 'Gifts' as in the presentation of a portion of our wealth and 'Gifts' as in the presentation of our giftedness as in the 'gifts of the Spirit.' Both meanings are included in the promise to faithfully participate in the ministries of the Church by our gifts.

First, let us explore the meaning of *doron*, the gifts we bring to God. Let me start with a little story.

A little girl was given two dollars by her father. He told her that she could do anything she wanted with one and that the other was to be given to God on Sunday at church. The girl nodded in agreement and asked if she could go to the candy store. With visions of all that she could buy with her dollar, she happily skipped toward the store, holding tightly to the two dollars in her hand. As she was skipping along, she tripped and fell and the wind blew one of the dollars into a storm drain at the curb. Picking herself up, the little girl looked at the dollar still in her hand and then at the storm drain and said, "Well, Lord, there goes your dollar."

Sadly, many of us Christians have the same attitude toward giving. First me, then God.

The Book of Deuteronomy challenges us to turn the order around. It urges us to give the first fruits to God or as we might say today, "to give off the top." The basic theme of the book of Deuteronomy is the reaffirmation of the covenant between God and the people of Israel. Much of the book re-interprets old familiar laws like the Ten Commandments but it does so using a language the people could better understand. At the conclusion we have the passage we read today where the people respond to God's love and God's law through giving the first fruits of the harvest, remembering all that God had done for them, and worshiping God joyfully.

The people practiced giving their first fruits. They did not give to God what was left over. They gave off the top. The response of the people of Israel to God's gifts of law and love was to bring their first fruits as a sign of their belonging to him and as a thanksgiving. It is a question of attitude and priorities.

It is important to remember that the gifts we bring to the Church represent our faith in God, our thanksgiving to God, and our devotion to God. It is a symbolic sacrifice. Prior to the destruction of the Temple in Jerusalem, in year 70 of the Common Era, animals were brought to be sacrificed on the altar. Yet, some 40 years prior to the Temple's destruction, Jesus himself put an end to the necessity of presenting animal sacrifices. He was, in the language of the New Testament, "The Lamb of God who takes away the sin of the world!" (John 1:29 NIV). Or, as written in the book of Hebrews, "For by one sacrifice he has made perfect forever those who are being made holy" (Hebrews 10:14 NIV).

When we give our offerings, our tithes, we are responding to God's love for us with sacrificial giving. The very nature of 'sacrifice' signifies that the value of the gifts we bring should be part and parcel of what we have and who we are. While it may be difficult to let go of this valued property that we have worked so hard to earn, we gain abundant joy knowing that our sacrificial giving will help extend the Kingdom of God and God's love in the world. We are challenged to practice giving off the top.

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Now, let us turn to the other Greek word, *Chárismata*. *Chárismata* is the Greek term that Paul uses when he speaks of Spiritual Gifts in his letter to the Romans and his first letter to the Corinthians. As Patricia Brown writes in her book, Spirit Gifts,

The gifts are given for a purpose; they are intended to be used. The presence of the Holy Spirit energizes our gifts for service. In effect, *Chárismata* is the call of Jesus Christ to serve within the community, thus benefiting and strengthening the church with the use of specific gifts. *Chárismata* is the key that unlocks the power of God to be in ministry to the world.[1]

Each and every one of us has a gift we can bring to the table. Each of us has something we can contribute to help make our community of faith effective and fruitful in ministry. It was John Ed Mathison who wrote that "the secret of the growth of the church is the involvement of the laity in meaningful ministry."[2]

Mathison encourages us to make time to tell the stories of laity involved in ministry. He attributes the phenomenal growth of the Frazer Memorial United Methodist Church, in Montgomery, Alabama, to the contagion of laity telling their stories of involvement in ministry. "As lay persons listen to persons witnessing about specific ministries for which they volunteered, they immediately begin to think about areas in which they can volunteer also . . . One person's excitement over a personal story breeds enthusiasm and commitment for other people."[3]

If we want our churches to grow, we need to explore the gifts we have in the pews. When I was a local pastor, I would ask: "What is the gift you possess?" One example, in one of the churches I served, was a person who said he was the "best roast pork cook" in the county. He asked what he could do. "You can host a dinner to raise money for the youth ministry," I said. He put on a marvelous dinner that made an impact on the lives of the youth in the church and community.

In our Conference, we have a track record of people who have used their gifts in extraordinary ways. Thomas Bramwell Welch was a member of the First United Methodist Church in Vineland, NJ. He was a physician and a dentist. Mr. Welch was deeply troubled by the fact that when we serve wine at communion we could very well be fostering alcoholism for those who struggle to abstain from its use. He and his son Charles worked on a pasteurization process of grape juice that would retain the natural sweetness of the grape but would not become fermented. It took over twenty years for his "unfermented sacramental wine" to reach the wider world at the 1893 Chicago World's Fair. Eventually, Welch's Grape Juice became known throughout the world and the church, not only Vineland Methodist where he served as a communion steward, but the Church Universal which was now able to serve this unfermented sacramental wine.

Last week I heard a news report on early morning television about Elizabeth Smart. She had a chance to confront the street preacher convicted of holding her captive and raping her for months when she was just 14. Outside the courtroom at the sentencing of her assailant, Smart, now a Brigham Young University music student and 23 years old, told reporters that the sentencing "is the ending of a very long chapter and the beginning of a very beautiful chapter for me." She said she wants to work with other crime victims

[1] Patricia D. Brown, *Spirit Gifts: One Spirit, Many Gifts* (Nashville: Abingdon, 1996), p. 9.

[2] John Ed Mathison, *Every Member in Ministry, (*Nashville: Discipleship Resources, 1996,) p. vii.

[3] Ibid.

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and lend her support to the cause of missing children. What a gift she is bringing to others despite the pain suffered.

One of the challenges to our Conference is to draw upon the giftedness of our lay parishioners to make an impact on the needs of our communities and world. Unless we tap the gifts, we never know we have it. Thus, the key question for all of us is: What gift can I bring? Imagine the impossible. Can this be our catchword for every person? Often we only think of the gifts in an offering plate on a Sunday, yet it is much more than that.

When it comes to 'giftedness,' I am reminded of a story that originates from the area in which I grew up in India.

There is a waterfall known as Jog Falls, in the state of Karnataka, India that has been admired from generation to generation. Poets have written pages on the beauty of this wonder of the natural world. There was one man, however, who upon seeing the waterfall, exclaimed, "What a waste [of energy]!" That man was Sir M. Visvesvaraya. In the early 1920s where others saw a beautiful waterfall, his giftedness allowed him to see more. He saw enormous potential for generating hydro-electric energy. His exclamation of "What a waste [of energy]!" made others explore the power of this waterfall to generate electricity, thus enabling many lives in that region to do more things for the usefulness of humanity! He used his giftedness to make a fruitful contribution to the needs of his community.

If every pastor and lay person asked the question, "What is the gift I can bring to the table?" we would unleash a torrent of fruitfulness for our churches that would make a lasting impact on our communities. The challenge for all of us is not only to ask what gift we have to bring to the table, but also to put into action the use of these gifts. Celebrate the gifts that others in the community bring to the table and give thanks to God and always remember to thank the person who is utilizing his or her God-given gifts.

It has never been more urgent in our lifetimes for us to bring our gifts to the table. We are living in momentous times of change, which is a great challenge to our Church.

Phyllis Tickle in her book *The Great Emergence: How Christianity is Changing and Why*,[4] argues that once every five hundred years the Church goes through a Great Emergence or a Big Rummage Sale. Arguing her case very persuasively she claims that the first major change took place in Christendom when Pope Gregory I who hailed from a Monastic background gave heavy emphasis to the authority of the monasteries. In her book she claims that the next big change happened five hundred years later when the Church of the east and west separated. The last Great Emergence or Rummage Sale of the Church occurred when the Reformation of the Church took place in 1517. Arguing that it did not take place overnight, she cites different events such as, but not limited to, the Renaissance, and the invention of the printing press. According to Tickle, the Church is on the cusp of another powerful change in its history, a change equivalent to the magnitude of the Reformation and lists different things happening around our world in various fields such as science, medicine, and technology. Though statements like this may give reason for worry, they also provide hope. As I was reflecting on this, I met a young African-American clergy, Rev. Jasmine Smothers, who expressed to me her hope and dreams for the Church. She sent me an email that read:

[4] Phyllis Tickle, *The Great Emergence: How Christianity Is Changing and Why*, (Grand Rapids: Michigan Baker Books, 2008).

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There is no need for us to be caught up in preserving the institutions of black church and white church. Don't hear me wrong, there is value in each entity but I'm much more concerned with the need to strengthen the whole church . . . we want a church that looks like the body of Christ. More than anything else, I want a multi-ethnic church that is concerned with transforming lives and serving the people of God in love.

And when you gather for Holy Conferencing - especially at your Annual Conferences and at the General Conference, watch how you act; practice what you preach. Young clergy and those struggling with a call to ministry are watching you and are making decisions about whether they want to be a part of this church based on what they see.

Brothers and sisters in Christ, God has placed us as His people, at such a moment like this with a mission of making "Disciples for Jesus Christ for the transformation of the world."

While I was in Los Angeles I saw a signboard which said, "This year thousands of men will die because of their stubbornness." Though this billboard was from the Health Department, it has a great point for the Church. May I dare to say many churches will close their doors because of their stubbornness not to see the signs around them, for not being open like John and Charles Wesley to think outside the box, for their inability to attack the graveyards of the present-day world such as poverty, terrorism, alcoholism, and racism and stand on them and preach and act against it. Churches may close their doors because they do not want to allow the Holy Spirit to work within them. Out of stubbornness, they may refuse to allow and encourage everyone to do their ministry by squashing their gifts.

My dear clergy and laity, God is calling you and me together, to use our God-given giftedness in our ministry and mission. When we do it prayerfully, we may sing through our voices and actions, "Great is Thy faithfulness." As we leave this place to go back to our mission stations to advocate for what we decided together in our Holy Conferencing, may our mantra and statement from pulpits and pews be, "What is your gift?" Would it not be fascinating to employ the gifts in our children, youth, and young adults for the glory of God, as we make disciples for Jesus Christ, filled with the power of the Holy Spirit?

What if we as faithful Christians look at our pew and pulpits and acknowledge the waste of gifts we see there because we have not claimed them and found a meaningful way to use them?

What if our Committees on Nominations and Leadership Development Committees were to do literally what the Book of Discipline says, "In conducting its work, the committee shall engage in biblical and theological reflections on the mission of the church, the primary task, and ministries of the local church. It shall provide a means of identifying the spiritual gifts and abilities of the membership" (2008 Book of Discipline, # 258). May we make a concerted effort to explore the giftedness that is in our pews and pulpits to ensure that giftedness is bearing fruits.

What if some of us who are professionals such as doctors, engineers, teachers, plumbers, electricians, carpenters, cooks or dry cleaners were to take time to give an hour or two of our week to teach English as a second language to our immigrants or to offer them free services or help them integrate into the community so that they too can bring and share their gifts to our larger community.

What if we allowed our church buildings to be used for ministry and missions in our communities, towns, and cities such as NA programs, After-School Programs, Homeless Shelters so that our churches could be voices for the voiceless and sanctuaries for the marginalized?

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The United Methodists are gathering in Tampa, Florida next year for our Holy Conferencing. Among many other things one of the agendas before the General Conference will be a Call to Action. As a part of the Call to Action every church is called to complete a goal sheet stating its giftedness in its ability to demonstrate our discipleship in Christ in the areas of worship, making new disciples, engaging disciples in growing their faith, engaging in mission, and giving to missions. I hope and pray that all of us take it seriously so that by 2015 we may say that we, as the Greater New Jersey Annual Conference, have increased the number of disciples in our churches by leaps and bounds. These documents are on the website and you will be hearing more at the district day and church conference so we can submit our hopes and dreams with enthusiasm to General Conference.

When a person comes to join a United Methodist Church, he or she promises to faithfully participate in its ministries by their gifts. There are the sacrificial gifts we bring to Church when we "give off the top" and the giftedness that our Creator has endowed each and every one of us that we need to bring to the table. We live in one of the most challenging times in the history of Christianity—times that call for us to be the hands and feet of Jesus in the world. Let us commit ourselves, challenge one another, and keep holy covenant to ***so*** participate in the ministries of the Church that others might know Jesus through us and ***that together*** we engage in mission for the transformation of the world.

Let us remember the words of C.S Lewis, from his book, *Mere Christianity,* "The church exists for nothing else but to draw [people] into Christ, to make them little Christs. If they are not doing that, [it's] a waste of time. God became [human] for no other purpose."[5]

The vision I shared with all of you when I first came into your midst in 2004 still stands before us even now: "I envision a Church of the Pentecost in which the Holy Spirit is igniting, gifting and empowering God's children of all ages, backgrounds, colors, and personalities to glorify their Creator as passionate witnesses for Jesus Christ. Such a church does not merely serve the poor, the left out, the different, but welcomes them warmly into its heart, home and worship.

If we truly depend on the Holy Spirit to ignite, gift and empower us we need to listen carefully to the voices inside and outside the church and to respond to them as disciples of Jesus Christ committed to the transformation of the world. One such voice comes from outside the church through Susan Scott, author of *Fierce Conversations* and *Fierce Leadership*.[6] I strongly believe that if our churches are to explore the giftedness in our pews and pulpits, we need to have **Fierce Conversation** and **Fierce Leadership**[7] at all levels. According to Susan Scott, "In Roget's Thesaurus, the word fierce has the following synonyms: robust, intense, strong, powerful, passionate, eager, unbridled, uncurbed, untamed. In its simplest form, a fierce conversation is one in which we come out from behind ourselves into the conversation and make it real. . . [According to Susan, Fierce Conversation accomplishes four things]

[5] C.S. Lewis, as quoted from *Mere Christianity,* "Renovate or Die: Ten Ways to focus your church on mission," by Bob Farr with Kay Kotan (Nashville: Abingdon, 2011), p. 75.

[6] Susan Scott, *Fierce Conversations: Achieving Success at Work & in Life, One Conversation at a Time (*New York: Berkely Books, 2004).

[7] See Susan Scott, *Fierce Leadership: A Bold Alternative to the worst "best practices" of business today* (New York: Crown Publishing, 2009).

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1. Interrogates reality . . .

2. Provokes learning . . .

3. Tackles our toughest challenges . . .; and

4. Enriches relationships.[8]

Clergy and Laity, for the Fierce Conversation to take place we need Fierce Leadership at every level. According to Susan Scott, Fierce Leadership is, "Seeking out people with different views, different perspectives, different ideas, which is often challenging, because it requires us to set aside judgment and open our minds. But we have to remind ourselves that to get beyond where we are, where I believe most of us are, we would all be well served to choose the music carefully, to stop talking and listen to one another."[9]

My dear church, are we listening to Susan Scott? We cannot say we are a church with "open minds..." if we are not willing to listen to different views, perspectives and ideas. In 2008 when our conference was hit with the scary news of the increase in the health care premiums, it was the fierce conversation between leaders that solved our problem by the grace of God. Praise the Lord! It works. May we leave this place and go to our mission stations more and more deeply committed to make sure we *are* the church with the cross and flame, we *have become* truly a church of the Pentecost: igniting, gifting and empowering the children of God with fierce conversation and leadership at every level. In order to get there may we listen to the cry of the poor, homeless, voiceless, children, youth and young adults, children of God knocking at our doors yet who do not feel welcomed by the church in our communities. May we use the modern day technologies such as Facebook and Twitter to its maximum to share the gospel of Jesus Christ.

As I said earlier, may our mantra and statement from pulpits and pews be, “What is your gift?” May we be bold in asking one another what is the gift, what is *your* gift that you bring to make disciples of Jesus Christ for the transformation of the world.

May we pray to God in and through the precious name of our Lord and Savior Jesus Christ using the words of Walter Brueggemann:

Please join me in this prayer:

You mark us with your water,
You scar us with your name,
You brand us with your vision,
And we ponder our baptism, your water,
Your name,
Your vision.
While we ponder, we are otherwise branded.
Our imagination is consumed by others brands,
--winning with Nike,

[8] Susan Scott, “Collaborative Culture,” *National Staff Development Council*, Vol. 30, No. 3, Summer 2009 JSD, p. 53.

[9] http://www.goodreads.com/author/quotes/9375.Susan_Scott.

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--pausing with Coca-Cola,
--knowing and controlling with Microsoft.
Re-brand us,
Transform our minds,
Renew our imagination.
That we may be more fully who we are marked
And hoped to be,
We pray with candor and courage. Amen. (Baptism class/September 17, 1998[10]

DISTRICT SUPERINTENDENTS' REPORT

"Disciples Transforming the World: Through Our Gifts"

Dear Bishop Devadhar and sisters and brothers in Christ,

It is a true honor and privilege for me to present this year's district superintendents' report before you on behalf of the appointment cabinet of the GNJAC. This will be the last report that I will be sharing with you as I will finish my service to this Annual Conference as the district superintendent at the end of June. The last seven years have been an awesome journey that I never imagined I would have experienced in my life and ministry.

When I first became a district superintendent, one of the cabinet members whispered to me, "District superintendency is not something that anyone can explain, but something that you have to experience yourself." It turned out to be a very true statement.

Dr. Leonard Sweet shares some wisdom about the superintendency that he learned from "bibelot." If you do not know what it is, please Google it. Please do not call your district superintendent.

"The first year you lose your friends. The second year you lose your sense of humor. The third year you lose your well-being. The fourth year you lose your hair. The fifth year you lose your mind. And, the sixth year you lose your job."

We will leave it up to your imagination to decide what is true and what is false.

(Story) I want to tell you a "fish story." We all have fish stories of our own, right? I went out on a party boat to catch a fish one day. I caught one fish and it was this big … this big … or maybe … this big. You don't believe me, do you? The fish that I caught was a 13 lb black fish.

I will present only the true stories of our fruit-bearing ministry.

1 Thess. 5:16-18, "Be joyful always. Pray continually. Give thanks in all circumstances, for this is God's will for you in Christ Jesus." Eugene Peterson puts the last verse, 18, in a different perspective, "This is the way God wants you who belong to Christ Jesus to live." What I hear is that God's will is not about our entitlement, but about the way to live out the entitlement.

[10] Walter Brueggemann *Awed to Heaven, Rooted in Earth: Prayers of Walter Brueggemann, edited by Edwin Searcy* (Minneapolis, MN: Fortress Press, 2003), p. 88.

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We would like to present this report to reflect on "How faithfully we have responded to the will of God" following the order of the given scripture.

First, we joyfully celebrate many fruit-bearing ministries around us.

As we gathered the information from various districts regarding exciting disciple-making ministries, the churches that we mentioned in last year's report are still continuing to nurture and grow: Bishop Felton May is still working with Turning Point UMC and the city of Trenton; Freedom School at Hamilton UMC in Atlantic City is providing extra education for children in the city;

Oasis UMC in Pleasantville is reaching out to the community by sending out over 300 "back to school" backpacks; Sharptown UMC is still growing in small groups and their ministry; Urban Project in the city of Newark … just to name a few.

More churches are extending their Radical Hospitality:

A number of our churches in Gloucester and Salem counties have become involved with Family Promise, providing shelter and meals for homeless families.

- Ridgewood UMC shares some sacred spaces to host the main office of the Family Promise Ministry and overnight and day time shelters that are called to be homes for the needy. Dumont, Westwood, and Demarest UMCs gather their efforts to support the ministry as well.
- Zion UMC, Egg Harbor Twp., Emmanuel UMC in Union City, Parkside UMC in Camden, and Spring Valley UMC in Rockland County, NY feed the hungry as part of the weekly services to the communities.
- The Clair Memorial UMC in Jersey City has been the recipient of radical hospitality. The neighboring synagogue provided a place for the congregation to meet over the last 9 years, until recently when the church was re-built.
- CUMAC/ECHO in Paterson continues to extend its generous hands to the needy in the community.
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More churches have Passionate and Energetic Worship services by embracing various gifts and talents, such as sacred liturgical dance, praise bands, skits, and reading scripture in different languages.

Some leaders are working on Intentional Faith Development that is geared to our younger generation:

- With the leadership of several pastors in the neighboring churches, there is a "Big Youth Group" as a "joint" program for youth ministry of small membership congregations in the Palisades District.
- West Park Bridgeton has a dedicated staff of workers who lead a Vacation Bible School program in the summer and reach over 300 children.
- Two small rural churches, Bloomsbury and Asbury UMCs, transformed an average church basement into a stylish space for the "twenty-something" generation.

There are more churches that are involved in Risk-Taking Mission and Service around the Annual Conference:

Capital District will be taking 53 persons, all ages, from 14 and up, to Nashville this summer, working through the Tennessee Conference Disaster Relief.

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- First UMC in Millville is going to Haiti and Pitman is going to Mexico.
- Tenafly UMC took a mission trip to Nepal joined by a few members of New City with the theme of "Open the Bible and Open the Map".
- St. Philip's Ministry offers a "Prayer Walk Ministry" to the city of Paterson.
- Hope UMC in Voorhees had an individual and group outreach project called "30 Ways in 30 Days."

Ministry in Extravagant Generosity:

It is all about the giving and sharing of what we value the most.

(Story) After being away on a business trip, Tim thought it would be nice to bring his wife a little gift. "How about some perfume?" He asked the cosmetic clerk. She showed him a bottle costing $100. "That's a bit much," said Tim, so the clerk returned with a smaller bottle for $50.

"That's still a quite a bit." … Growing annoyed, the clerk brought out a tiny $10 bottle. "What I mean," said Tim, "is I'd like to see something really cheap." And the clerk handed him a mirror." We cannot be in ministry with extravagant generosity if we carry this "cheap" mindset.

- Fairfield UMC does outreach ministry "beyond its size" as a congregation. This year they donated an extra $1,000 to help with mission projects. While having no youth, they have funded Taize scholarships.
- First UMC in Glassboro has planted a community garden to provide vegetables for a local food pantry.
- There are churches that have been helping other churches financially.

We truly celebrate that these represent clear evidence of our growing fruit bearing ministries in our own neighborhoods and we have so many more stories to tell.

This part of the report is based on Bishop Robert Schnase's "Five Practices of Fruitful Congregations." The district superintendents already have been working on recruiting speakers in these five areas for District Resource Days in 2012 so that we can be equipped to produce more and better fruits in the coming years.

Secondly, we pray continually to improve some "on-going" challenges in the churches.

Needless to say, the "We need more people and more money" saga continues. We don't have children, youth and young adults, and we need more young families.

Our community has been changed. How can we as a church effectively reach out to the community?

We are afraid that we cannot support our "full-time" appointment. The list continues …..

We will continue to work with our existing tools to improve the growing concerns, such as Natural Church Development, Mission Insight, District Resource Days, Multi-cultural Training, etc. We also have very gifted program staff members who are always ready to utilize the gifts that they have for the ministry of the local churches.

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The Council of Bishops and the Connectional Table of the United Methodist Church have assigned a Steering Committee that has made key recommendations to the "Call to Action."

If you are not familiar with the "Call to Action", please visit the website: www.umc.org/calltoaction. You will find the main tool to work with the congregation, not only to prepare for this coming church conference season, but to re-examine ourselves so that we can set clear goals to bear more fruits in our disciple-making ministries.

We pray that we will start with an honest conversation with ourselves to take the next step to set our goals and visions. With all the dedication and effort that we contribute to our ministry, what kind of fruits are we bearing? Are we using the "right" gifts for the "right" purposes?

(Story) Michael Cassara shares a story about a man who stopped at a toy store to pick up a gift for his son after having spent 3-1/2 hours enduring the long lines, rude clerks and insane regulations at the Department of Motor Vehicles. He brought his selection, a baseball bat, to the cash register. "Cash or charge?" the clerk asked. "Cash" the man snapped.

Then apologizing for his rudeness he explained what he experienced at the DMV. The clerk sweetly asked, "Shall I gift wrap the baseball bat or are you going back there?"

We must make "prayer-full" discernments to use the rightfully gifted servants for the right purposes so that we can offer the "best and the most" gifts to our God, and the people of God, who have been entrusted with our leadership.

Lastly, "Give thanks in all circumstances."

Praise and thanks be to God for this fine team of appointment cabinet and the program staff, led by our Bishop who has been authentic and sincere in his ministry. We are in a different and better place as an Annual Conference, and we are deeply indebted to his ministry as our pastor, colleague in ministry, brother in Christ, and Episcopal leader.

We especially thank you for your gift of pastoral presence in the midst of our family life. No matter what, no matter when, no matter where - you have been there for us and with us. That is the true gift of presence that you exemplify.

We send off our four district superintendents from the cabinet this year - Vivian Rodeffer, Bob Smith, Renee McCleary, and Sung Ahn. We have dedicated 25 years of our lives to the cabinet. We also welcome four new district superintendents - Jisun Kwak, Steve Bechtold, Varlyna Wright, and Wayne Plumstead. This is going to be one of the finest cabinets in the whole denomination. Amen?

We cannot forget our district and conference office administrative assistants and staff members who have been walking faithfully and diligently with us.

We thank all churches for their "faith-full" giving to our shared ministry, even in the midst of financial challenges. Once again, we made a 100% shared ministry gift to the General church. All churches have been more than generous in their giving and that has made a great difference in the lives of so many people. Thank you!

With thanksgiving in advance, I would like to leave us a few practical challenges so that we may continue to work together to move forward in our fruit bearing and disciple making ministry.

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Leadership Challenges in Worship, Pastoral Care, Administration:

It pains me when we attend worship services that are more like funeral services than a true celebration of our risen Christ. It frustrates us when we continue to hear the church members say, "We thought we had a full-time pastor, and yet we don't see our pastor other than Sunday morning." The gift of presence is lacking in some churches.

We have some churches that have become "one day a week" churches. So many times the district superintendents have to make phone calls to pastors when there are no reports done before the due dates. As we understand, pastors are spiritual and temporal leaders of the local congregations. Gifts are given by God to each of us, and yet the gifts can be improved upon by our willingness to learn and to grow.

Our Understandings and Practices on Multiculturalism Challenges:

"We celebrate our diversity in our Annual Conference," we say. Do we? Some Conference leaders went to the Cross-Racial and Cross-Cultural Appointment Training event offered by the General Commission on Religion and Race in Los Angeles, CA a few weeks ago. There were some serious questions raised: "When we use the language "multi-race" and "multi-ethnic," does our understanding include white people in it or it is more likely "other than" white people."

"When we celebrate the diversity among us, do we practice multiculturalism with a little sense of 'tokenism' or do we truly recognize the image of God that God has planted in each and every human being?" There's where our conference-wide practice of inclusivity with excellence kicks in.

There is a book titled, "Meeting God at the Boundaries." God pushes us to cross over the boundaries, to overcome our differences, and to work together to make disciples of Jesus Christ for the transformation of the world. Or, as one of the speakers at the training put in his own words – "as the church, for the transformation of the world, we make disciples of Jesus Christ."

Our On-going Challenge to be in Ministry with and for Our Younger Generation:

How can we, as the church of Christ, practice our ministry to convince the younger generation that they belong and they are welcomed and they are the owners of the church today?

We still have a long and challenging road ahead of us. However, we strongly believe in God who is the author of the possibilities out of impossibilities. In God we trust!

Jesus says in John 15: 5, "I am the vine, you are the branches." And verse 16 says, "You did not choose me, but I chose you." In Jesus, we are chosen to be connected.

With the Holy Spirit, we have enough power to make disciples of Jesus Christ for the transformation of the world.

Amen.

CONFERENCE LAY LEADER'S REPORT

Bishop Devadhar, Cabinet members, Brothers and Sisters in Christ, it is an honor to present this report as Conference Lay Leader. This has been a year of transition for me from District Lay Leader to Conference Lay Leader, but by faith, I have been able to meet the challenges blessed with amazing support from the

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bishop, extended cabinet and conference staff. I would like to say a special thank you to the Rev. Dr. Varlyna Wright; she has been exceptionally supportive and has been there to answer all of my questions. I thank God for all of their support during this year!

During the fall last year, I had the opportunity to visit all of the Districts Days with Bishop Devadhar and this allowed me to get to know the people throughout the nine districts. It was heartwarming to see how the laity was engaged and they shared with us their ministry stories along with their concerns about meeting the needs of their congregations. Even in this time of financial recession, the laity continues to be enthusiastic and passionate doers for Christ. But, I must say that New Jersey is a much larger state than it looks on the map.

The Laity Council is revisiting its purpose and will make every effort to grow in its connections to local church laity and to improve communication processes between local leaders and Annual Conference. We know that we must have trained and engaged laity leaders in our local churches. I would like to thank the District Superintendents for including laity leadership education in their District Days of Learning. The Laity Council has developed a workshop designed especially for local church leadership education. We had forty-two people attend the "Laity Leadership Workshop" in March this year. This was a wonderful, engaging workshop with laity across the conference. We will plan new workshops for the fall. There are requests to have a leadership workshop in both Korean and Spanish. I welcome help from those who have these language and teaching skills. I encourage new elected leaders to register for this class. A new resource booklet to assist the laity, called "General Guidelines for Laity Leadership" has been developed and is now available. This booklet was distributed today. It focuses on the role and responsibilities of the laity in "answering the call" to be leaders in the local church. It also reviews our connectivity and structure which allows us to reach the world. This resource, along with your conference booklet and The Book of Discipline, encourages structure and communication at all levels. It also allows laity to take advantage of the easy access to district laity and staff as well as conference staff. Education and communication are our top priorities over the next year. This will enable us to be more consistent in our roles and responsibilities as we promote more effective leaders in our local churches. The Greater New Jersey Annual Conference thanks you for answering the call to serve your local church as lay leader, lay member and as at-large members - not only are you an elected leader of your congregation, you are a chosen minister of Jesus Christ. As you prayfully prepare to serve effectively, may you have an open mind and a willing spirit to build blocks on the cornerstone that is Jesus Christ.

It is so important that you work faithfully with your pastor as a partner in ministry to fulfill the mission of the church. Formation of a partnership is a deliberate act and a commitment that allows visioning and seeking God's direction as a team. As partners, you will be able to nourish the church parish and meet your community needs for care, creativity and constant prayer, as you reach out to a very needy and changing world. The Order of Elders conducted a survey in March that has been shared with the clergy, but I would like to lift that survey up at this time to the Annual Conference for both clergy and laity because of our need to be partners to carry out our mission. The Rev. Heasun Kim shared this report with me and I was not surprised that our pastors are working long hours - much longer than what we would call a regular work week or what makes for a healthy life-style. And the survey says that they spend very little time with their families, or on personal recreational time to take care of themselves. We have heard in the past that our pastors are in the very highest risk group for health problems due to this stressful life style. Laity, I encourage you to ensure that your pastor has time for self-care activities. Send your pastor to the park! How can we bear fruit in the spirit if we are unable to have our bodies as temples to be used by God? We need healthy pastors to lead our churches.

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The Lay Speaking Ministry program continues to train laity in large numbers in the areas of mission, prayer, Bible study, Sunday school classes, visiting the elderly, stewardship, witness and worship. Last fall, the Certified Lay Speaking Ministry program trained 215 persons. This spring 148 Basic Lay Speakers took the course and another 74 took the Caring Ministry Program course. Do you know that we have Basic Lay Speaking Ministry for our youth? This course is now available for our young people - please encourage your young people to take the Basic Lay Speaking Course. This is a wonderful way for young people to grow, build on their gifts and enable them to serve in the local church. The Lay Speaking Ministry program is not all about speaking in your local church; it is a holistic ministry to support your church and community. Pastors, I encourage you to take advantage of this support already available to you. I would like to thank Mark Halverson and all of the District Directors of the Lay Speaking Ministry program for their dedication and training for this ministry.

The Certified Lay Ministry Program is in its second year with another 28 members enrolled in the 2010-2011 class. This program is invaluable to our conference and has trained laity to serve in areas where they are empowered to carry out the mission of the church. Jay Brown shared information on this program at the laity session. I thank Jay for his dedication and commitment in leading this ministry.

This year we had the opportunity to gather for a Pre-Lenten Laity Worship Service. My understanding was that this was a first-time event for the laity, but I hope that this will become an annual event. This program was held on March 8, 2011 with a message from Rev. Stephanie Hand. It felt good for laity across the conference to meet for worship and to praise God. During this worship service a special offering was collected to initiate a funding source for local churches called “No Barriers to Entry”. This fund will be used to enhance churches with physical barriers that prevent parishners from attending worship services. We do not want anyone who wants to attend services to be unable to attend due to physical disabilities; God invites us all to come into the house of the Lord to worship, therefore let us make all churches accessible. You will have another opportunity to donate yo this special fund.

Taize continues to be a means for our young people to travel and experience spiritual growth. I encourage the local church to identify a young person in your church to support on this pilgrimage to France. Please contact the Rev. Erica Munoz if you would like assistance in planning for next year. Start you planning now, so that you are ready and your young person is anticipating the journey and has this wonderful opportunity to experience this place. Young people have said that this experience has changed their lives. On May 15, I attended the Bishop’s confirmation celebration. There were hundreds of confirmands at this worship service. Our youth are in the church. This worship service was one of the highlights of my year as I witnessed our young people’s declaration to be followers of Christ.

During this year I have attended numerous Holy conferences and participated in many committees and taskforces. I was very fortunate this year to be able to participate in the Financial Leadership Forum in Texas in March. The Greater New Jersey Annual Conference was represented by the Bishop, members from the cabinet and staff and committee members from Pension and Finance as well as the lay leader. We met with our counterparts from other conferences. The goal of the forum was to make sure that leadership in the United Methodist Church have a common understanding of why long-term impacts must be considered in church related decisions. The group explored various strategies to help us strive to pursue ministries in spite of the economic challenges of the General Conference. Each Annual Conference had an opportunity to discuss long term planning and review their financial strengths and weaknesses.

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A webinar across the world took place on April 6, 2011, sponsored by the Council of Bishops in cooperation with the Connectional Table. This was a simultaneous worldwide interactive conversation about the challenges facing the church and how we can embrace these issues. The Summits purpose was to call together for prayer, discernment and Holy conversation, a cross-section of laity and clergy leaders. I would suggest that we all get a copy of "Called to Act", the 2011 State of the Church Report. The Call to Action Steering Committee's charge was for "bringing forward a plan that will lead to re-ordering the life of the church for greater effectiveness and vitality in the mission of making disciples of Jesus Christ for the transformation of the world, and addressing the four areas of focus as distinctive ways we live into that mission together." The Four Areas of Focus are:

- Develop principled Christian leaders for the church of the world.
- Create new places for new people and renew existing congregations.
- Engage in ministry with the poor.
- Combat the diseases of poverty by improving health globally.

As a church we must continue to grow and produce greater fruitfulness by training leaders, both clergy and laity. Yes, we need to bridge the gap between where we are at this point in time and where we need to go to survive tomorrow! It will take us all to get there!

I would like to end my report with this Scripture from Jeremiah 17:7-8: "Blessed are those who trust in the Lord, they shall be like a tree planted by the stream, sending out its roots by the stream. It shall not fear when the heat comes and its leaves shall stay green in the year of the drought. It is not anxious, and it does not cease to bear fruit."

Rosa Williams, Conference Lay Leader

AFRICA UNIVERSITY

Africa University: Serving God. All the Time. Everywhere.

Support from United Methodists around the world has enabled Africa University to strongly emerge from Zimbabwe's recent economic and political crises.

"As we have endured Zimbabwe's national crisis, we have, indeed discovered not only what we are, but reinforced whose we are," says Dr. Fanuel Tagwira, vice chancellor. "We are preparing Africa's newest generation of leaders while proclaiming our faith and allegiance to Jesus Christ."

The University is preparing to celebrate its 20th anniversary of ministry and service to Africa in 2012.

The University offers its thanks to the 21 annual conferences that met 100 percent of their apportionments for the Africa University Fund. In 2010, United Methodists contributed nearly $2.2 million to the Africa University Fund. That represents more than 86 percent of the $2.5 million goal. The Fund supports general operating costs, such as faculty and staff salaries and upkeep of facilities.

While meeting apportionments is important, second mile giving to the University's endowment for student scholarships is vital. Our students have a great need for scholarship support.

Africa University graduated 349 students in June 2010, and opened the 2010-2011 school year with 1,200 students representing 25 African countries. Since opening in 1992, more than 3,500 students have earned

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bachelor and master's degrees. Africa University prepares leaders in theology, agriculture, business and social sciences, health sciences, and peace and justice.

Africa University's curriculum and support of the surrounding community reflects our biblical commitment to service and our Wesleyan heritage. Our graduates are prepared to serve Africa in ways that reflect the church's four areas of focus, ministering to the poor, combating diseases of poverty, creating and revitalizing congregations, and developing principled Christian leaders.

The 2010 graduating class included 39 recipients of the University's inaugural Master's Degree in intellectual property. They represented 15 African countries. Africa University is the first university in sub-Saharan Africa to offer this degree. It stresses the value of protecting intellectual property for the people of Africa. It is one more example of the ethos of the University – preparing leaders who remain in Africa to serve Africa.

Another important aspect of the University is our commitment to gender diversity. Our student body is nearly evenly divided between females and males. That is a significant development in Africa – a positive sign for the expanding role of women across the continent.

Another positive sign is the commitment of African United Methodists to take an even more active role in supporting the University. African bishops broke ground in the 2010-2011 academic year on a new housing facility for staff – funded by annual conferences in Africa. This housing unit is expected to be ready for the opening of the 2011-2012 academic year in September.

Africa University is preparing to add additional cyber campuses. Student applications far outstrip our ability to educate students on our Old Mutare campus. That is why we are adding more locations to our on-line cyber courses. Our first virtual campus is located in Maputo, Mozambique. As we broaden our service to all of Africa, we are planning virtual campuses in the Democratic Republic of Congo, Liberia, Côte d'Ivoire and Sierra Leone. A key to the success of these cyber campuses will be our new, expanded ability to reach the world through the Internet. We recently finished connecting with a new high speed, fiber optic cable system that links Zimbabwe with the world.

All of this is happening through the prayers and financial support of United Methodists around the world. Encourage your church to meet its Africa University Fund shared ministry obligation this year. Your support is part of The United Methodist Church's response to God's call to serve Africa. Your support helps to prepare Africa's next generation of leaders. They will spread the Gospel of Jesus Christ, improve health care and living conditions, expand business and commerce, and educate another generation of leaders in this rapidly changing region of the world.

James H. Salley
Associate Vice-Chancellor for Institutional Advancement

BOSTON UNIVERSITY SCHOOL OF THEOLOGY

Greetings from Boston University School of Theology, one of your United Methodist partners in mission! We thank you for your prayerful support of us through the past year, and will share some new developments in our School.

News flashes from the School!

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- **New Faculty**: We welcomed three new faculty this year and they are already contributing mightily to the life of STH. *Dr. Walter Fluker* is the Martin Luther King, Jr. Professor of Ethical Leadership. He teaches exciting courses, consults with international organizations on ethical leadership, and leads the Howard Thurman Papers Project, now based at STH. *Dr. Christopher Evans* is Professor of the History of Christianity and Methodist Studies. He brings expertise in American Christianity and the history and theology of Wesleyan traditions. Besides, he is a great teacher. *Dr Courtney Goto* is Assistant Professor of Religious Education, reviving the STH program in educational ministry with her distinctive interest in teaching and the arts. She has recently studied the artful ministry of her Japanese-American UMC congregation, especially its sanctuary art, worship, and Japanese garden.
- **New Curriculum**: The new curriculum – "Faith Engaging the World" – has arrived, and we are discovering the potential of this curriculum to prepare spiritually-centered, prophetic, intelligent, practical religious leaders who can contribute to renewing and transforming the church and the world. Not only are M.Div. and M.T.S. students benefitting from the new curriculum, but we have also launched our new one-year Master of Sacred Theology program for military chaplains, responding to their increasing needs to address issues of ethics, trauma, and conflict transformation.
- **Church Connections**: United Methodist Women will read two books authored or co-authored by our faculty in the UMW Mission Studies this summer: Dana Robert's *Joy to the World!: Mission in the Age of Global Christianity* and Stephanie Hixon and Tom Porter's *The Journey: Forgiveness, Restorative Justice and Reconciliation*. In addition, Bryan Stone and his students continue to initiate and support new church starts; several of our faculty and students have spoken or consulted with church boards and agencies; and our graduates are giving strong leadership in their home churches and conferences.
- **Global Connections**: Travel seminars have studied this year in Ephesus (modern Turkey) and Russia, and the School has collaborated with people in Korea, China, South Africa, Norway, and Australia. Dr. Thomas Thangaraj has been Visiting Professor in Global Christianity and Mission, teaching courses in Images of Christ and Christian Encounters with Hinduism. Professor Dana Robert, Truman Collins Professor of World Christianity and Mission, delivered the opening keynote address in the 100th anniversary of the Edinburgh World Missionary Conference and in the opening convocation of the 2010 Boston Conference: The Changing Contours of World Mission and Christianity. The Reverend Canon Ted Karpf, recently of the World Health Organization, has joined our team as Director of Development. He is already building new global connections that will challenge and stretch us!
- **Contextual Engagement**: The School received a grant of $200,000 to support its LINC program – *Learning in a Nexus of Communities*. We continue to build partnerships with local churches and service agencies, as we contextualize theological education at STH. We are grateful to the Arthur Vining Davis Foundations for supporting these efforts.
- **Community Building**: Community life is buzzing with dynamic weekly worship, followed by a community meal, and with daily morning prayer. We have expanded our efforts to strengthen community and spiritual life with the addition of a Spiritual Life Coordinator, the Reverend Robin Olson, and the addition of a Coordinator of Communications and International Student Life, Philippa Mpunzwana.
- **Sustainability Charge**: We have charged ourselves to build toward greater sustainability, having implemented energy conserving practices, designed a green community center for our basement, and launched an intentional living community for some of our students in the "Green House."

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Still to Come!

- **New faculty searches**: We are presently searching for faculty in preaching, pastoral theology, and history of Christianity.
- **People's History**: The STH People's History Project continues, and we have had some wonderful oral history interviews with alums this year. Contact the Alumni Office if you are interested in sharing your story with us: (617) 353-2349.
- **Lifelong Learning**: Our work in lifelong learning has just begun, but we have begun collaborations with churches and other educational institutions to respond to the needs of local churches, clergy, and lay leaders. We welcome your ideas.
- **Alumni Networking**: We are decentralizing alumni activity to conferences and regions in order to facilitate the exchange of ideas, knowledge and collaborations. Jaclyn Jones is the point of contact for these efforts to stimulate the connection between alumni and Boston University School of Theology. Jaclyn is reached at sthalum@bu.edu.

We are abundantly grateful for our BU graduates and friends in your conference, and also for our church partners throughout the United Methodist connection. We continue to pray for you and we welcome your prayers for us. We are in this ministry together!

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

CANDLER SCHOOL OF THEOLOGY

Candler School of Theology prepares *real* people to make a *real* difference in the *real* world. Our distinctive commitment to authentic discipleship and relevant ministry enables us to develop uniquely well-rounded leaders who are challenged academically, encouraged spiritually, and immersed in Christian service from the first day they arrive on campus.

As one of the 13 official seminaries of The United Methodist Church, Candler is grounded in the Christian faith and shaped by the Wesleyan tradition of evangelical piety, ecumenical openness, and social concern. As one of seven graduate professional schools of Emory University, Candler provides a rich context for learning and formation supported by the extensive resources of a top-tier research university. As a school located in the major metropolitan area of Atlanta, Georgia, Candler offers students a learning laboratory that reflects the highly diverse communities of our 21st century world. There is no better place for ministry preparation that addresses our major denominational priorities: developing leaders, starting and growing churches, ministry with the poor, and improving global health.

Candler's student body continues to reflect the diversity and breadth of the Christian faithful. Our enrollment stands at 469, with 358 seeking the Master of Divinity, 67 the Master of Theological Studies, 16 the Master of Theology, 14 the Doctor of Theology, and 14 enrolled as Special, Non-Degree students. The total student population is 25% US ethnic minority, 9% international, and 52% women. Forty-six denominations are represented, with 52% of MDiv students being United Methodist. The median age of our entering class of MDiv students is 26, with 57% of total enrollment under thirty.

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To ensure that our students are prepared for leadership in an increasingly global context, Candler continues its emphasis on internationalizing the curriculum. This fall, Rev. Dr. Beauty Maenzanise, dean of the theology faculty at Africa University in Zimbabwe, joined us as the 2010-11 McDonald Chair in the Study of Jesus and Culture, and the Rev. Dr. Margot Kaessmann, former head of the 14 million-member Protestant church in Germany, joined us for a semester as visiting Theologian-in-Residence. This year, Candler has academic exchange partnerships with theology schools across five continents and nine countries, including many related to The United Methodist Church. In addition to our ongoing summer internship program with the Methodist Church in the Bahamas, Candler once again partnered with International Relief and Development, Inc., to send eight student interns as far as Cambodia and as near as Gulfport, Miss., to address a broad range of issues, including democracy and governance, HIV/AIDS, child poverty and mortality, and community development. Travel seminars in 2010-2011 include the Middle East Travel Seminar in May-June and World Methodist Evangelism Institute evangelism seminars to the Philippines, India, and Colombia.

A hallmark of the Candler MDiv experience, the two-year Contextual Education program shapes our students' pastoral identities by interweaving service at ministry sites and churches with academic analysis in the classroom and spiritual reflection in pastor-led small groups. In any given week, Candler deploys more than 250 ConEd students throughout the region to minister to people in congregations, hospitals, and social service agencies. This year, we will expand Candler Advantage, a program designed to pay rising third-year MDiv students for summer internships in congregations so they can concentrate fully on honing their pastoral skills beyond the first two years of ConEd.

Candler's Lifelong Learning events strengthen the church by providing opportunities for clergy and lay leaders to learn more about the practice of ministry. Fall Conference 2010 focused on conflict transformation; the spring event featured poet, author, and funeral director Tom Lynch along with Candler's own Tom Long, addressing "The Good Funeral." The 2011 Fall Conference highlights "The Art of Preaching in the 21st Century," with a chance to learn from some of the most respected names in preaching.

In addition to our Lifelong Learning events, Candler oversees the educational process of more than 900 people each year through the Course of Study regional school and our five extension schools in the Southeast.

Despite today's challenging economic climate, Candler remains committed to making theological education financially possible for our students. Although our operating budget essentially remained flat this year, we increased our total financial aid investment to over $5 million. Eighty-three percent of eligible students received Candler-based financial aid, with the average award covering 76 percent of tuition. In March, we hosted our third annual Leadership Candler event, an all-expenses-paid discernment experience that draws together top prospective MDiv students to explore the richness of life and study at Candler as they are considered for 30 top scholarships. In addition, Candler won a grant from the Carpenter Foundation to offer financial management training to our students. The grant also sponsored the public lecture series, "Simple Enough?" to explore the relationship between financial and spiritual well-being. Featured speakers were popular United Methodist pastors and authors Adam Hamilton and Paul Escamilla.

Our esteemed faculty continues to distinguish itself at the highest levels. Dr. Luke Johnson won the prestigious Grawemeyer award in religion, Dr. Carol Newsom received a Luce grant from the Association of Theological Schools, and Dr. Jacob Wright received a medal of honor from the Collège de France in

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Paris. In addition to their achievements in scholarship and teaching, faculty members continually demonstrate their dedication to the church through preaching and teaching engagements and service in parishes both local and across the country and world.

We celebrate the outstanding achievements of two of our United Methodist faculty as they retire this year: Dr. Russ Richey and Dr. Brooks Holifield. Both are highly regarded for their extraordinary work in their areas of expertise—the history of Methodism and American Christianity, respectively—and for their service to our denomination, both at the local and national levels.

Candler draws considerable vitality and inspiration from its relationship with The United Methodist Church. Our ability to fulfill our mission of *educating faithful and creative leaders for the church's ministries in the world* depends upon your support, gifts, and prayers. Thank you for the countless ways you strengthen this essential ministry in the life of our denomination. We invite you to visit us in person in Atlanta or online at www.candler.emory.edu to see firsthand how Candler prepares *real* people to make a *real* difference in the *real* world.

Jan Love
Dean and Professor of Christianity and World Politics
Candler School of Theology

CHRISTIAN UNITY AND INTERRELIGIOUS CONCERNS, COMMISSION ON

The Commission on Christian Unity and Interreligious Concerns gives thanks to God for all the ways we have been in ministry with our local churches, Conference, and beyond. The Commission is made up of dedicated clergy and laity who have given generously of their time and talents to further the work of Ecumenism and Interfaith relations. Listing all of our accomplishments in this report will not be feasible but here are some of our highlights since last Annual Conference:

- In May, Rev. Jessica Campbell and Grace Rapp attended the National Workshop on Christian Unity in Tampa, Florida.
- We presented three Christian Unity awards at last year's Annual Conference. The congregation award went to Middletown UMC, the individual award went to Rev. Carol Davies, and for the first time we presented a young adult award to Ms. Katelyn Eystad. In addition to the awards, we had an Interfaith/Ecumenical table to give out resources and gave a presentation on the upcoming ELCA/UMC celebration.

- We have supported ecumenical and Interfaith efforts throughout the Conference including the New Jersey Council of Churches and the Interfaith Dialogue Center.

- In October we planned a joint celebration of the Full Communion Agreement between the Evangelical Lutheran Church of America and the United Methodist Church. This was a beautiful day of worship, lunch fellowship, an afternoon plenary with Rev. Timothy Wengert and Rev. Kadi Billman followed by a Q&A time.

- This winter we have been faithful in being at the District Days of Learning throughout the Conference. We have taught sessions in 7 Districts this year and have had over 100 people in our courses. We are prayerful that this interfaith work will continue on in local churches all over the Conference as we raise awareness to the importance of this work.

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- Some of our upcoming goals are: to support Rev. Jessica Campbell as the voting delegate to the World Methodist Conference in Durban, South Africa, to be present at the National Workshop on Christian Unity in Pittsburgh, PA, to further our support of ecumenical and Interreligious events happening throughout our Conference, and to continue the conversations and work that we have been called to do as neighbors and witnesses to our faith.

Respectfully submitted,

Rev. Jessica Campbell, Chair
Mr. Jeffrey L. Canter
Rev. Brian Joyce
Rev. John Wesley Morrison
Mr. Sugandh S. Salvi
Ms. Wendy Whiteside
Rev. Elizabeth Ann Berry
Rev. James J. Craig
Rev. Paul H. Kim
Ms. Grace C. Rapp
Rev. Janice L. Sutton
Rev. Varlyna D. Wright

BOARD OF CHURCH AND SOCIETY

The Board of Church and Society continues to follow its four year plan which is to help local churches in their role as advocates, supporters and activists for social justice.

One of our goals was to revamp the Public Theology Advocate (PTA) program. In this year, we held a PTA training on Saturday, October 30th at St. John UMC in Hazlet, NJ. Forty (40) people were in attendance. It is the goal to keep this group informed and involved and to get others to become PTA's.

We have also sponsored young clergy to attend a workshop in Washington, DC through the General Board of Church and Society. They became more aware of social justice issues and how it might relate to the communities where they are in ministry.

A second goal was to make individuals and churches aware of the Social Principles. Last year, the Annual Conference supported the Resolution to read the Social Creed in worship on Peace with Justice Sunday. People may read the Social Creed, but may not understand how the Social Creed relates to the Social Principles, so we have held workshops at the District Days of Learning so that people will be aware of the Social Creed and the Social Principles. This year, we have held workshops in three (3) Districts.

In this country and state, there are many issues that need attention, but our committee cannot work with all of them, so it is important to set priorities. This year, we continue to focus on Immigration. Our churches may be working on this or other issues, therefore our committee will continue to advocate and support the issues that local churches and individuals are working on. Also, in order for churches to know about issues, we have a section every Friday in the GNJ DIGEST that relates to these issues as well as others.

A major responsibility of the Board is to review and approve Peace with Justice Grants. In 2010, we gave two (2) grants which related to education and health. Presentations were given at their District Conference.

It is the goal of the Committee to have a luncheon speaker each year at Annual Conference. We were honored to have Rev. Neal Christie from the General Board of Church and Society as our speaker last

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year. We had eighty (80) in attendance. This showed to us that we as a Conference are open to hearing, learning and being involved in justice issues which are so important to the people that live in this conference, country and the world.

Cynthia Ann Kent
Chairperson

GENERAL BOARD OF CHURCH AND SOCIETY

It has been a special privilege to serve as a member of the General Board of Church and Society (GBCS) since September, 2004. It has helped me greatly to broaden the perspective of my understanding of the ministries of the Board and the denomination.

The board is divided into three different groups: Administrative Committees, Work Areas, and Task Forces. The Administrative Committees include Biblical and Theological Interpretation, Education and Leadership Formation, Ethnic Local Church Funding, Executive, Finance, Nomination/Evaluation and Review, Personnel/Elimination of Institutional Discrimination, and Trustees.

The Work Areas include Alcohol and Other Addictions and Healthcare; Economic and Environmental Justice; Human Welfare and Peace with Justice/United Nations and International Affairs.

The Task Forces include Advancing Korean Ministries, Hispanic Ministries, Native American Ministries, and Strengthening the Black Church for the 21st Century.

I have been assigned to work with many dedicated world-wide leaders at the Biblical and Theological Interpretation Committee, Alcohol and Other Addictions and Healthcare, and Advancing Korean Ministries as the chair.

Our Spring Board meeting was held from February 9 to 13 at the Life Enrichment Center in Fruitland Park, FL. The work of the Board was especially strenuous because we had to prepare all legislations and resolutions to bring to the upcoming General Conference in 2012. Our next fall Board meeting is scheduled from September 14 to 18 at Lake Junaluska in NC.

With the leadership of Bishop Kiesey as the president and Mr. James E. Winkler as the General Secretary of the Board, all the agenda items were fully packed with excitement to represent the different voices and prayers regarding social justice all around the world: Call to Action, Social Justice Endowment Fund, UM Building Case, and all reports from various committees, work areas, and task forces. Further detailed information is available through the website of the GBCS at www.umc-gbcs.org.

I am especially thankful to have the support of our Conference Board of Church and Society who have been actively and faithfully participating in our connectional ministry with the leadership of Cynthia Kent and many other dedicated clergy and lay members.

Respectfully submitted,
Rev. Sung H. Ahn
Palisades District Superintendent
Board Member of Church and Society

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CONGREGATIONAL DEVELOPMENT TEAM

During the past year the Congregational Development Team sent eight clergy to the New Church Planter Leadership Institute in Richmond, Virginia. We have now sent 25 clergy to this initial phase of New Church Planter assessment and training in this quadrennium. This fulfills one of the goals set out by the "Task Force for Effectively Fulfilling our Missional Responsibilities" (hereafter, MISSIONAL RESPONSIBILITIES) resolution that was passed by the 2008 Annual Conference.

We have helped fund support for three new church plant initiatives: 1) "Sharptown North," a second campus of the Sharptown UMC. Sharptown North launched regular weekly worship on Sunday, March 27 with 168 persons in attendance. Four Sundays later, on Easter, attendance was 197. We give thanks to God in the name of Jesus for this successful launch and pray continued blessings as this new campus reaches new disciples in the Woolwich and Logan Township, NJ area. 2) "Barnegat Anew," which has forged a partnership with the Waretown United Methodist Church to expand United Methodist presence in the southern Ocean County area. The Rev. Erik Hall serves as the new church planter for this initiative. 3) An initiative to reach Indian Asian people for Christ based out of the Park Ridge United Methodist Church in Bergen County, NJ. Rev. Sudhama Andana serves as the new church planter for this initiative. All of the planters involved have attended New Church Start Basic Training (sometimes referred to as "Boot Camp") that fulfills a goal of the MISSIONAL RESPONSIBILITIES resolution.

All nine districts of our conference initiated ministries that responded to goals articulated in the MISSIONAL RESPONSIBILITIES resolution for revitalization. Coaches that were previously trained and certified gave leadership to eight "Revitalization Clusters." Several of these clusters have taken on a life of their own after fulfilling the original goal of the resolution and are finding new and vital ways for cooperating ministry.

This past year, 11 lay persons completed training in the Lay Missionary Planter Network program that is sponsored by the national Path 1 Team. These laity have been trained and certified to begin new ministries alongside clergy within the bounds of our annual conference.

The Congregational Development Team continues to give leadership to the Conference by encouraging use of "Mission Insite," which provides up-to-date demographic information available to every church. Any clergy or layperson from a local church in our conference is able to access the "Mission Insite" resource at no charge to the local church. 280 persons registered for this service in this, the first year of its availability. One can register by following the instructions on our conference website: http://www.gnjumc.org/688/.

The Office of Congregational Development sends out a monthly electronic newsletter, "Church Health Newsletter" and contributes a column, "Vital Congregations" to each edition of THE UNITED METHODIST RELAY.

Readers of this report are encouraged to visit the congregational development website of the Greater New Jersey Annual Conference to learn of the various resources available for the local church (www.yourchurchcangrow.org).

Dr. Douglas Ruffle, Team Coordinator of Congregational Development

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THE CONNECTIONAL TABLE

The Connectional Table was formed at the 2004 General Conference and its purpose is to be an open space where ministry and money are brought to the same table to coordinate the mission, ministries, and resources of the United Methodist Church. It is comprised of 60 members representative of our 21 Jurisdictions, 7 Central Conferences, 11 Agency Presidents, 13 General Secretaries, 5 Racial-Ethnic Caucuses, chair of our Table from the Council of Bishops, a Youth Representative and a Young Adult Representative.

This has been my third year serving as the Young Adult representative elected from the Division on Ministries with Young People to serve on the Connectional Table. This past year has been monumental for the Table because of the work of the "Call To Action" Steering Team. The Steering Team was created by the Council of Bishops and the Connectional Table to help guide our denominational response to the mission of our church-to make disciples of Jesus Christ for the transformation of the world. The other aspect was to more clearly focus our ministry efforts around the Four Areas of Focus: global health, ministry with the poor, growing congregations and developing leaders. A report was formulated from this team and can be found at www.umc.org/calltocation. Essentially, the CTA is the United Methodist's current, well-researched approach to address the denomination's adaptive challenge, which is to redirect the flow of resources. In the fall of 2010, the team presented the plan to both the Council of Bishops and the Connectional Table. The Connectional Table affirmed the work of the CTA.

The Connectional Table also helped in the creation of the Leadership Summit, which took place on April 6th, 2011. The idea behind this summit was to have a global, interactive discussion about the life of the church and the challenges that we are facing as a denomination. Holy discussion, discernment, prayer, and fellowship with our brothers and sisters in Christ around the world via webcast are all on the agenda.

I am continually challenged and blessed to be a part of the Connectional Table. To be able to have these important conversations about the life of our church is a privilege.

Bethany Amey
Young Adult Representative

DISABILITY INCLUSION MINISTRY

The Greater New Jersey Conference Disability Inclusion Ministry has been working to achieve its mission of creating a truly inclusive church. Since last conference we have changed our name, created a mission statement, developed resources in our Conference Media Center and planned a regional training event with the Eastern Pennsylvania and Peninsula-Delaware Conference held on April 2, 2011 in Wilmington, DE.

The Special Needs Committee was created three years ago from an established budget line item for Deaf Ministry whose sole purpose was to pay interpreters for the deaf at annual conference sessions. Since there were no members of annual conference who were deaf, the conference had not utilized interpreters for a few years. The establishment of a Special Needs Committee sought to resource the conference in its mission to be fully inclusive of persons with disabilities in the life of the conference and in our local churches. After meeting, developing resources and holding our first training event (May 2010) the committee felt that a name change was in order. We wanted to move beyond an understanding of ministry "to persons with special needs" to an understanding of ministry which celebrates and includes the gifts and graces of persons with disabilities fully in the life of the Church. For this reason we

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requested that our name be changed to the Disability Inclusion Ministry Committee. This was approved by the Ministries Team and the Primary Task Team during this past program year. We remain a sub-committee of the Conference Board of Global Ministries.

We adopted the mission statement of the United Methodist Task Force on Disability Ministries as our own: *Through advocacy, education and empowerment, the United Methodist National Task Force on Disability Ministries will lead the UMC in creating a culture where people with disabilities are fully included in all aspects of worship, leadership and ministry.* To this end, we have expanded the resources in our Conference Media Center, created a brochure to identify what resources are available and seek input from local churches about what they are doing or what we could do for them, and worked on resolutions for both our Annual Conference and the 2012 General Conference.

We are promoting the celebration of Disabilities Awareness Sunday with an offering on the second Sunday of September. This celebration was approved by the Ministries Team and Conference Finance and Administration. We will provide resources to the churches of the conference to aid them in removing the architectural and attitudinal barriers that block full inclusion of persons with disabilities.

We also wish to promote the UM Task Force on Disability Ministry as a source for clergy and laity alike. Information for this is available at umdisabilityministry.org. We also wish to promote the UM Ministers with Disabilities as a resource to clergy who have disabilities at umdisabledministers.org.

Respectfully submitted,
Jacqueline M. Burgess, Chairperson

CONFERENCE DISASTER RESPONSE COMMITTEE

At the 2010 Annual Conference Session, the Conference Disaster Response Committee was re-established. As a new Committee with much to accomplish and many things to learn, we started meeting in June of 2010. It was at our first meeting that we set the goal of bringing a Conference Disaster Response Plan to the 2011 Session of Annual Conference. We have met that goal.
With the support of UMCOR and Cathy Earl, the Committee has received both the Disaster 101 training and the Disaster Response Committee training. We have identified our purpose: to provide leadership within the Greater New Jersey Annual Conference for disaster Readiness, Relief, and Recovery.

In addition to our training, we have developed the Conference Disaster Response Plan, networked with other relief agencies, partnered with the NJ VOAD and NJOEM, and provided phone calls of support as Hurricane Earl and Tropical Storm Fiona were about to pass by the New Jersey coast.

We will function as a resource for GNJAC local churches. All of the names of the Committee members are listed in the Conference Committee section of the conference journal. If you have a question about how you and/or your local church can better prepare for and respond to a disaster, please do not hesitate to contact any of us.

The 2011/2012 year will be another busy year for the Conference Disaster Response Committee. We are planning many training events that will assist and train local churches as they plan for disasters and prepare for disaster responses. Please watch for us at your District Days of Learning, and check the UM Relay and GNJ Digest for specific information regarding dates and topics.

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The Committee is honored to be involved in this invaluable ministry of Disaster Response and thanks the Annual Conference for entrusting us with this responsibility.

DREW UNIVERSITY THEOLOGICAL SCHOOL

My predecessor, Dean Maxine Beach, has said to me that Drew University Theological School is "a special place'" on more than one occasion. Since coming to Drew, I have begun to see how right she is. It is a welcoming, hospitable, and caring community. We do not pretend to be a perfect community but we strive hard to welcome all who come through our doors and care for the *shalom*, the well-being, of each individual and as well as the Common Good.

Drew is "a special place" because of the many ways we seek to equip and empower leaders for Christian ministry through the numerous programs we offer:

- M.Div., S.T.M., M.A., M.A.Min., D.Min., and Ph D.;
- Continuing Education opportunities for pastors and lay people;
- Internships through Communities of Shalom in Shalom zones world wide
- Partnership for Religious Education in Prisons program in a local men's prison and women's prison, where Drew students and inmates study and learn together;
- Certification in Spiritual Formation and Camp and Retreat;
- Cross-Cultural Courses in India, Turkey, El Salvador, Mexico, Taize, and Ghana;
- United Methodist Liaison and Deacon Liaison to assist students in their discernment.

In my first weeks, I have begun to visit churches and alumni in the vicinity. I believe very strongly that we can only do theological education *with* communities, both communities of faith and other kinds of communities that our alumni serve. In many ways, we owe a debt to our churches and other agencies that work *with* us to train and form our students for leadership.

We take pride in having a faculty that is perhaps one of the most diverse in theological education with an almost equal number of women and men. Our student body is equally diverse. We take seriously our United Methodist identity. Drew is well positioned to be a leading progressive United Methodist seminary. I welcome ongoing dialogue as we work together to shape a vision in equipping the saints for ministry. Together we can make Christian disciples that transform the world.

The Rev. Dr. Kah-Jin Jeffrey Kuan, Ph.D.
Dean and Professor of Hebrew Bible

COUNCIL ON FINANCE AND ADMINISTRATION, CONFERENCE

The economy of New Jersey was improving in 2010 with the result that our conference collections improved to nearly 85%, an improvement of about 1 ½ %. 383, or two thirds, of our churches paid 100% of their shared ministry allocation. We are grateful to the churches of the conference for their wonderful stewardship under difficult circumstances.

As in prior years, committees, boards and agencies were prudent in their spending and the income from conference investments continued their recovery with the result that we ended the year with a total surplus of $2.2M. Since the minimum surplus the conference is required to maintain is a little over $1M, the

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Council felt that the use of $340,945 from the conference surplus to pay our full general church apportionments was appropriate.

For the fourth year in a row, our conference was one of the conferences that paid 100% of their general church apportionments. We were one of only 14 conferences out of 59 that paid 100%. After this disbursement, our surplus remains at about $1.8M. We have recommended to the Cabinet and Program Staff that they consider requesting approval from the Annual Conference for programmatic use of a portion of these reserves.

We thank the Bishop, Cabinet and Program Staff for their leadership and we thank our local churches for their faithful stewardship and hard work, both of which make these results possible.

Other items of note from our activities this year:

1. Recognition of those churches that paid 100% of their Shared Ministry asking was made via listing in the Relay. In 2012, we also plan to recognize the 106 churches that have paid 100% of their Shared Ministry asking for the entire decade since merger.

2. The new Shared Ministry asking formula eliminating membership as a factor to apportion the Shared Ministry budget was approved by the 2010 Annual Conference and implemented. The full implementation will take several more years, but churches thus far seem to be well able to handle the change in their individual.

3. In accord with conference legislation, and with the leadership of the Bishop and Cabinet, all but one of the churches receiving equitable or supplemental paid 100% of their Disciplinary Obligations. Sadly, that church was removed from eligibility for Supplemental or Equitable Compensation assistance for 2011. In addition, one church advised the Cabinet that it no longer needs Supplemental Salary Support and we congratulate them on achieving that success.

4. Financial training has again been provided at the District Days of Learning. Emphasis was on property taxes, when they are due and the events that may trigger a property tax liability, as well as other matters of broad interest.

5. Conference investments performed well in 2010, gaining 14.7%. At this point, our investments have recovered all losses from the 2008-2009 market dive. Our portfolio is well diversified and we continue to provide 4% annual cash flow to all funds and investors. We will continue the 4% payout in 2011.

6. Online collection of the data for statistical reports continues to go well. Errors have been much reduced with the new system and local churches have been much better able to meet reporting timetables. We thank the local churches for being willing to work with the new system.

7. We have sent information to all local church treasurers about credits available from the Federal Government for health care expenditures. Churches who have reported their results indicate they are receiving cash credits of $3,000 to $6,000. These credits are available, of course, only to churches that paid their health insurance costs in 2010. Churches that did not pay their conference billing for health insurance are not entitled to a credit.

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The Conference Council on Finance and Administration wants to thank Bishop Devadhar, the Cabinet and the Program Staff for their continuing support and encouragement. We also want to thank John Cardillo, Conference Treasurer and Director of Administrative Services, and his staff for their hard work and support.

John Bishop, President

COMMISSION ON FINANCE AND ADMINISTRATION, GENERAL

The Financial Services Committee reviewed all General Church board and agency spending plans for 2011 and approved same. The primary elements of the review are to determine that the spending plans conform to the budget approved by the 2008 General Conference, are within the forecasted receipts and that unreasonable reserves are not being accumulated.

The Audit Committee received and extensively discussed with the external auditor the report of the audits of all general church boards and agencies. In general most boards and agency audits did not disclose any unusual problems or major weaknesses in internal control. As a result of a decision to withhold funds, one annual conference made the necessary changes in procedures to assure proper accountability of church funds. There was no indication of inappropriate uses, but there was a lack of internal controls, reporting and approvals.

Another problem presented to the Audit Committee involved lack of audit results and proper controls over funds in an African UMC organization. The basic problem facing the auditors was an inability to value transactions in a rapidly escalating inflationary period. Operating procedures was also very rudimentary. As a result of the audit the Board of the organization made significant procedural changes which were satisfactory to the Audit Committee.

The Committee on Legal Responsibilities has the disciplinary responsibility to protect the UMC and its mark, the Cross and Flame. In this connection, it has a fund to be used in related proceedings of annual conferences or local churches. This support is to be limited to matters of denominational significance. A definition of denominational significance was recommended by a separate task force, recommended by the Committee and adopted by the GCFA.

During the year we reviewed several requests and did provide some funding for issues involving the defense of the trust clause and also of the rights of local churches to conduct religious services in non-traditional settings. We also denied several requests for funding.

In recent years, there have been a number of high profile situations where corporate boards (Enron, Smithsonian, and others) were denied access to the opinions of their legal counsel by their CEOs. During 2010, the Committee on Legal Responsibilities recommended realignment of the organizational structure of the GCFA Legal Department so that legal counsel would always have access to the GCFA Board. These recommendations were adopted by the GCFA at its fall meeting.

The Legislative Committee is continuing the process of determining legislation that should be brought by GCFA to the 2012 General Conference.

I continue to be a member of a small task force to assess GCFA's reserve requirements and to recommend uses for those reserves. There is an obvious tension between the desire to hold adequate reserves to meet emergencies and the need for money to do God's work.

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During 2010, I was also a member of another small task force convened to review UMPACT's (UM Property and Casualty Trust) operations, impediments to their success and proposed changes. Those changes were approved and UMPACT is likely to have a more competitive product with less risk and better market penetration than previously possible. Significant growth for UMPACT is expected.

2011 will be a very busy year for GCFA as it develops the proposed budget for the 2012 General Conference to consider. General church revenues are forecasted to decline 10-15%, using an econometric model which has been very accurate in the past. As a result, all the general boards and agencies have to carefully review their mission and operations for efficiencies going forward.

John Bishop, Member
General Commission on Finance and Administration

GLOBAL CONVOCATION 2010, YOUNG PEOPLE'S

The United Methodist Church has made the involvement of youth and young people a priority, recognizing that youth and young people are not the Church of tomorrow, that we are the Church of today. However, it is often difficult for youth and young adults to have a venue in which their voice can truly be expressed and heard by the denomination. In order to more fully include youth and young people, there is now a quadrennial global gathering in which young people can discuss and vote on issues that are important to them.

It is for this reason that on July 19, 2010, seven youth and young adult members of the Greater New Jersey Conference journeyed to Berlin, Germany for the Young People's Global Convocation. In addition to Bishop Devadhar, the people who attended the conference were Jessica Campbell, Melodie Jillson, Juel Nelson, Weagba Nelson, Jessica Stenstrom, Sarah Williams, and Bethany Amey. At this gathering there were about 300 United Methodists from all over the world and in the midst of this global community, the youth and young adults received a chance to vote on issues that matter to them and then have their voice be heard as the General Conference votes on similar issues in 2012.

Some of the legislative issues that stuck out as important to the GNJ delegation were: alcoholism, youth representation on Committees and Boards in our church, abortion, environmental issues, human sexuality, and supporting youth mission work. Generally, we were excited to see how passionate the youth and young adults were over issues that affect the world today.

In addition to the legislative time we also experienced several amazing worship services. Bishop Devadhar led us in opening worship, there was liturgical dance, praise music from around the world, diverse bands and youth designed liturgy. For one worship service, we also ventured to the Berlin Cathedral, a Protestant Church in the heart of Berlin. It was magnificent. We celebrated worship there, singing songs in various languages, experiencing several prayer stations and listening to a German preacher, whose sermon was printed in English in the bulletin.

Another sermon that was memorable was given by a Russian youth pastor. He held up pieces of a broken water glass. Even while they were broken each part was still beautiful. While each one was special and unique in its own way, the pieces of glass did not have a purpose. They were just pieces of glass. Then he showed us another glass, which was an unbroken replica of the first. Together all of the pieces have found their purpose. Together they can do something that separately they could not do, hold water. The preacher

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reminded us that we are like the pieces of glass, as individuals, or churches, or Conferences, we are beautiful, but when we work together we can achieve something we never imagined alone.

If we weren't in legislative time or in worship, we were taken on excursions. While this was our free time, many of us walked away feeling that the trips were deeply meaningful on a spiritual level. Many of us had dinner at the Church of the Container. The congregation was started in 1996 by a handful of United Methodists who had moved to Oranienburg. This town, about 15 miles north of Berlin, has a history. Block after block of white-painted apartments were built to house workers in airplane factories during the Nazi era. It is also just a few miles from Sachsenhausen, the first of Hitler's concentration camps, where many Jews and others lost their lives. Consequently, the town became a target of Allied bombs. Even today, the area has many unexploded bombs that cause hazards for the residents. The United Methodists made their presence first known in the White City with youth ministry. A playground was built in part by contributions from a United Methodist Women's Group from Georgia. The church's first building was built in 1998. It was literally a large portable container with one room for worship and outreach in a tiny office. This is how the church got its nick name The Church of the Container. The current church was opened in May 2009, and looks like a bigger version of that first container-like building. The church serves as an outreach center, community center, afterschool facility, and of course a worship space. Some fourteen years after the church started there are about sixty people in worship and a dozen kids in Sunday School. The Church of the Container is partially support through United Methodist Advance Giving.

Other excursions included former Nazi Concentration camps, seeing remnants of the Berlin Wall and traveling to the East Side Gallery which is now the largest open air gallery in the world.

All in all the team of six youth and young people learned about the process of legislation becoming a part of The Book of Discipline and Book of Resolution of the United Methodist Church, the global nature of the church, a bit about other cultures, and the history of the city of Berlin. We would like to thank the Conference for this opportunity, Bishop Devadhar for joining us on this journey, the young people of our conference who allowed us to be the voice of the church, and the entire Greater New Jersey Annual Conference for your support.

HIGHER EDUCATION AND MINISTRY, BOARD OF

Prior to writing my report, let me preface it by saying thank you to the members of the Conference Board of Higher Education and Ministry for the dedication they have given to the work of the Board. In addition, I give thanks to the Conference staff for any assistance they have contributed in helping to further the mission of HEM.

In order to advance our present and future goals, the Board of Higher Education and Ministry intermittently journeyed back to the past to reflect upon accomplishments and possibly missed opportunities. Several of our penned goals were: to not only support campus ministries at four schools of higher institutions, but to financially support as many lay and clergy as possible of the Greater New Jersey Annual Conference as they strive to satisfy their desire to increase their knowledge and passion for a targeted career.

As we poured over the numerous requests for scholarship awards, we were always brought back to remembrance that we would not be able to accommodate all the requests. This was heartbreaking as we

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read about parents who had lost jobs and could no longer support more than one child at a time in college, or a student who lost a parent to death or divorce and needed help to carry on their education. The following scenario is an annual occurrence: There are lots and lots of requests, but there are never enough dollars to complete the requests.

One piece of news is good, and that is for the past several years the local churches have continued to increase their giving to United Methodist Student Day. This resulted in our providing the maximum number of Merit Scholarships (2).

Once again, the Board looked at ways to address the problem of inadequate funds. The solution remained the same - you, our friends and local congregations. Endowments in their financial planning could continue to be setup.

What was happening with scholarships and other events of the General and Conference Boards of Higher Education and Ministry was displayed via the on-line ***GNJ Digest.*** People were kept aware of scholarship eligibility, requirements, types of opportunities and timelines. The Board attended some of the District Resource Days to present scholarships to recipients receiving awards. Presentations were presented to parents or the pastor of the student if the recipient was not able to attend.

The Board continues to strive to increase the relationship between the campus ministers/ chaplains and itself. This was achieved through written and face-to face reports. The expectation is to continue strengthening the relationship between the two.

Another effort was to increase the number of local church contacts near campuses so that students attending schools away from home would maintain a connection to a church and chaplains/ campus ministers.

Once again, a Scholarship Recipient Awards Dinner was held in Ocean Grove for the 2010 recipients who have received financial awards from the General and GNJ Boards of Higher Education. Thanks to Bishop Sudarshana Devadhar, Cabinet members and campus ministers who attended the event. A special presentation was made to Lyssette Perez who was leaving the Board as an assigned staff member and moving on to serve as pastor of the Asbury UM Church in Camden, New Jersey.

The GNJBHEM continued to give financial support to:

- Wesley Foundation at Princeton; Rev. Keith Brewer
- Princeton University; Rev Ellen Little, Campus Minister
- Drew University; Rev. Tanya Bennett, Campus Minister
- Rockland Community College; Rev. Warren R. Brandt, Campus Minister

Carolyn Pendleton, Chairperson

HIGHER EDUCATION AND MINISTRY, GENERAL BOARD OF

Sisters and brothers, I am happy to report to the 2011 session of the Greater New Jersey Annual Conference about the ministry of the General Board of Higher Education and Ministry. I am presently finishing my second term as a member of the GBHEM.

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I was assigned as a member of the division on Higher Education where I serve in the executive committee. I am also a member of the By-Laws committee, the nomination committee, and the committee to elect additional members. I represent GBHEM in Just Peace, the Committee on Personnel Policies & Practices, and the National Plan for Hispanic/Latino Ministry.

I serve as chair of the personnel committee of the board. This year has been one of many staff transitions; including the retirement of the general secretary, the Rev. Dr. Jerome King del Pino. During our spring meeting, we will be presenting for election as General Secretary the Rev. Kim Cape, executive director of New Church Growth and Transformation for the Southwest Texas Annual Conference. There are ongoing searches for other positions that we hope to fill before our term ends next year. The personnel committee contracted with the Novak consulting group to perform an operational audit and during our March meeting they will be presenting their final report.

I will be representing GBHEM at the upcoming national consultation on Preparing Leaders for the Church in the 21st Century-- A National Hispanic/Latino(a) Leadership Development Consultation, to be held in Dallas, Texas in April of 2011.

Also, during our spring meeting we will be receiving a presentation of the ministry study that will go to General Conference next year. There will also be reports about several other consultations that have or will be done during this year, as well as the continual leadership of ministries like Africa University. These last three years have been extremely busy for our staff and the board.

Presently all the boards and agencies are discussing legislation to the 2012 General Conference about reducing the number of members on their boards. Serving in a general agency has been an invaluable educational experience.

Peace and justice.
Ramon A. Evangelista

CAMPUS MINISTRY AT ROCKLAND COMMUNITY COLLEGE, SUFFERN, NEW YORK

The purpose of this Campus Ministry is to provide Students, faculty and Staff with the availability of a Protestant Spiritual Advisor and to assist in part as a provider for networking with other departs on campus to be there in a time of need as well as:

- **STUDENT ACTIVITIES**: Advisor to the Christian Fellowship Club.
- **LITURGICALLY:** 9-11 Remembrance Ceremony September 11th 2009 at 8:15 A.M. Thanksgiving Service. Both Advent and Lenten Services.
- **COUNSELING:** Provide; Student, Faculty and Staff on a need be basis.
- **SOCIAL JUSTICE:** Emergency Food Pantry, Crop Walk, Habitat for Humanity. Domestic Abuse March on Campus. On Campus March to End Slavery worldwide. Clothing Drive for Haiti.
- **ACADEMICS & TEACHING:** Counselor and Advisor for Christian Fellowship Club Bible Study.

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In addition, I provide the campus with my willingness to participate in their programs and ceremonies by providing the Invocation and benediction, on a rotating basis with The Newmen Club (Catholic) Hillel (Jewish), and aAn additional new club last year, The Muslim Club. On May 17th I presented a Religious Studies Scholarship at R.C.C.'s Annual Awards Ceremony.

To show my faithfulness to God, to provide effectiveness to the campus ministry with relationship to the students and all areas of humanities, in our Religious Life office we provide food, clothing and housing for students that are in need for what ever reason, or find themselves in emergency need at any given time.

The campus ministry at RCC is a holistic ministry of faith in God, interfacing the needs of the students as well as the faculty that I minister to. And it is effective.

Local United Methodist churches in Rockland formed a group called UMPROC (**U**nited **M**ethodist **P**arish **O**f **R**ockland). The Parish of 10 churches provides a support system to the Campus Minister. I attend their bi-monthly parish meetings and make a report to UMPROC. I make myself available to preach in any of those churches and promote the Campus Ministry as well as invite their members that might attend RCC to contact me on campus. Most of the local churches support our ministry with a yearly donation.

The United Methodist Campus Ministry at Rockland Community College seeks to witness to God's love for people through listening, counseling, and teaching about Jesus. In addition, we share with other ministries on campus a desire for our college community to broaden its relationship to our wider world.

ACTIVITIES THIS YEAR 2010/2011

The Christian Fellowship Club Meets on Thursdays 12:30 to 1:30. It is my responsibility to staff the Religious Life office on Mondays and Thursdays from 10:00 AM to 2:30 PM and any additional time that may be required according to the situation or other meetings or activities on campus.

On June 26th I attended the Annual GNJ Higher Education Scholarship Awards Dinner in Ocean Grove, N.J. and presented Gideon' New Testaments to all ten awardees.

In August we had a New Student Orientation , and a Welcome New Students Orientation Day Club Fest on February 9th. This provided new students an opportunity to sign up for various student clubs. We invited the Gideon's International Camp who gave out 604 New Testaments in English, Spanish, French, Chinese, Korean, and Russian. Again this year, I was invited to be a guest at the Annual Gideon's Pastor Appreciation Dinner on October 8th, however, this year I was on a ten day trip to Israel and unable to attend . Again, this year at our Club Fest booth we had a large PRAYER REQUEST SIGN UP CHART. There are so many concerns on everyone's minds and the prayer requests were a great spirit-filled part of our Club Fest. Some of the prayer requests were concern for our country and world peace. Many people signed a prayer request and we continually pray their requests weekly.

On November 23rd, we took the Students on a trip to the Times Square Church in New York City. This trip is always an inspiration to the students. The college supplies a van for the trip so we can all go together.

April 16th 2011, Christian Fellowship Club will again participate in the RCC Food Drive for the local county food pantry "People-To-People". I will be the captain at a location for the day. We have this drive every year; last year we collected 5,000 lbs. of food.

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In November we had our traditional International Thanksgiving Dinner on campus. There were 109 nations represented last year but only a few of each nation can attend because there are only 250 seats. This is sponsored by the Hospitality Club. Last year I gave the blessing; this year the Hillel Club Advisor did.

Due to the higher cost of education, our Rockland Community College has had an increase of over 800 in student enrollment. We believe that a two year community college provides direction for students seeking their specific vocation.

And the most important of all is that our club has expanded so greatly that we had to add the room next to us for our students to be together, and we are seeking to have the wall opened between our office and this new room to accommodate this increase in our Christian Fellowship Club. We are so pleased and blessed. We will continue to show the need for this improvement as the membership continues to expand.

Our Christian presence is an important time in our student's lives.

This is my 23nd year serving my Lord and ministering to a local two year community college that has a predominately Jewish enrollment of 6,500 students.

I would like to thank all the committee members of the Greater New Jersey Board of Higher Education and Ministry for their support of this ministry. I thank the local UMPROC churches as well for their continued support..

Respectfully submitted,
Rev. Warren R. Brandt, United Methodist Campus Ministry
Rockland Community College: College Road Suffern, New York 10901

LAY SPEAKING MINISTRIES

The Lay Speaking Ministries is a group of laity equipped to serve as Disciples in our local churches. It is not just about filling-in when the minister is unavailable. Lay Speaking Ministries' classes train our lay people in the areas of mission, prayer, bible study, Sunday school classes, accountability, visitation, stewardship, witness, committee meetings, worship and giving the message during worship. Lay Speakers are ready and willing to accept many types of leadership roles within our churches.

In the summer of 2010, thirteen lay speakers participated in the School of Missions training as their recertification for Lay Speaking.

Last fall's Advanced Lay Speaker Ministry classes involved 215 lay speakers from across the Conference. The training experience was titled "Each One a Minister".

This spring 148 local church leaders took the Basic Lay Speaking classes and another 74 Lay Speakers took the Caring Ministry courses that were held at four of our United Methodist Homes locations.

A Youth Lay Speaking Ministries weekend was also scheduled this spring at the Pinelands Center in Browns Mills. Erica Munoz, the Conference Children, Youth and Young Adult Coordinator, led the training for 11 of our youth.

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In February, I attended the Annual Conference for Directors of Lay Speaking Ministries in Indianapolis that was held in conjunction with the Annual Conference Lay Leader Association. During the Conference we learned about the developing Lay Leadership from Dr. Lovett Weems, Jr., who is the Director of the G. Douglas Lewis Center for Church Leadership at Wesley Theological Seminary in Washington, D.C.

In conclusion, over the course of the last year, over 460 lay people from the Greater New Jersey Annual Conference have completed some level of training in Lay Speaking Ministries. This was all made possible through the efforts of our dedicated District Directors of Lay Speaking Ministries, who without question are one of the most devoted and faithful groups of disciples with whom I have ever been involved. I thank God for the opportunity that has been given to me to be a part of this group.

Mark Halverson
Conference Director of Lay Speaking Ministries

LEADERSHIP DEVELOPMENT TEAM

The Leadership Development Team of the Greater New Jersey Annual Conference is continuously connecting with the laity and the clergy across the denomination with the resources they need to be effective leaders in ministry, making disciples for Jesus Christ in the transformation of the world.

The Leadership Development Team's (LDT) primary *task* is to support, train and nurture effective lay and clergy leaders to strengthen local congregations for ministry, by providing training activities *in* and *for* local congregations, districts and conference, "all to the glory of God". We are in partnership and working cooperatively with the following groups in resources and training tools: Board of Ordained Ministries (BOOM), Laity Council, Youth and Young Adults, Congregational Development, Stewardship, Lay Speaking Ministry, Ministries Team, The Cabinet (nine District Superintendents), and the Bishop.

We continue to make progress on completing the task assigned to us by the *Study on Effectively fulfilling our Mission Responsibilities Task Force.* The focus for the next few years will be on:

- Intentional Recruitment of Clergy
- Intentional placement of youth and young adults in leadership position in the conference.
- Identify assessment tools and a process for selecting lay leadership.
- Continue to support Lay Speaking Ministries for adults and youth.
- Continue to support the Certified Lay Minister and Lay Missionary Planter Network programs.

Our activities during the year were ably coordinated and carried out by our Leadership Development Team Coordinator, Rev. Varlyna D. Wright. Without her untiring and unselfish service, they have been *in limbo.*

In line with the goal of perfecting the Conference Plan of Organization, the position of Leadership Development Coordinator was eliminated by action of the Greater New Jersey Annual Conference of 2010, effective June 30, 2011. In its place, the position of Director of Connectional Ministries (DCM) was created and approved by action of the same Conference, with effective date of July 1, 2011.

We thank Rev. Varlyna D. Wright for her exceptional leadership as the Coordinator for Leadership Development and as the Interim Director of Connectional Ministries, ending at the close of the Greater

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New Jersey Annual Conference of 2011. We know that she will continue to do well as the new District Superintendent of the Capital District.

After an extensive search among twenty-four deserving applicants/candidates (from in-state and out-of-state of NJ), the Conference Program Staff Personnel Committee nominated the Rev. Sung Hoon Ahn, Palisades District Superintendent and Dean of the Cabinet to the Primary Task Team (PTT). Hearing no objection from the PTT membership, Rev. Sung Hoon Ahn, was selected to be the new Director of Connectional Ministries. Rev. Sung will be presented by Bishop Sudarshana Devadhar at this 2011 Greater New Jersey Annual Conference assembled at Valley Forge Convention Center, King of Prussia, Pennsylvania.

Moving onward, the Leadership Development Team envisions the fulfillment of their responsibilities, intending to keep every part of the conference system coordinated and focused on the desired outcomes of the Conference, as spelled out in the Greater New Jersey Annual Conference Plan of Organization.

The Leadership Development Team will continue to work closely and cooperatively with the Director of Connectional Ministries, and in consultation with the Primary Task Team.

We thank God for His continuous guidance as we look forward to what is in store for the Leadership Development Team in the future.

Emmanuel S. De La Paz
Chair, Leadership Development Team

NEIGHBORHOOD CENTER, INC

Matthew 24:35, "Heaven and earth will pass away but My words will never pass away."

In this ever stressful world in which we now live, we at the Neighborhood Center are thankful for the promises of God's word. No matter what the short term future would hold, whether it be days, weeks, months or even years, we have a future and a hope. Although heaven and earth will all pass away, we will spend eternity with Jesus Christ, our Lord and Savior. Further we know He has promised to never leave us or forsake us. (Heb. 13:5b). The truth of God's eternal promises frees us to faithfully serve daily all who come to us for help.

This year the Center is celebrating 98 years as God's ambassadors in the city of Camden. With the continuing support of God's people the work of this mission will go on.

This year through the generous donation of time and money from groups and individuals we were able to install a playground for toddlers and another for elementary age children. We would especially like to thank St. Andrew UMC of Toms River, a local company that provided a tractor with manpower, a playground installer and the 400+ volunteers for getting this work done before the end of the summer for the children to enjoy! All total, over 1000 volunteers came to help in our programs or facilities in 2010. Will you come and volunteer in 2011?

We continue to provide for the basic needs of the people in Camden who come to us through our Infant/Toddler and Preschool classes, which are at full capacity, After School, Summer Enrichment, Teen, Senior Adult and Emergency Food Programs. In our day care classes we are able to share God's love and

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teach Bible stories as well as to teach the children about the ABCs, colors, shapes, reading, numbers, music and drama. In the After School Program, the youth ages 5-14 years are picked up at school and brought to the Center to learn from God's Word, do homework, participate in recreation time and D.E.A.R (Drop Everything And Read). Some children have started using their D.E.A.R. time to read their Bibles! During the eight-week Summer Enrichment Program, God's Word along with life application and memorization is taught along with academics, sports, crafts and visits to State parks. This year we provided 8,019 Emergency Bagged Food Meals and 23,003 Soup Kitchen Meals.

In these difficult economic times we continue to maintain the services we have always offered and have even increased our outreach. In October of 2010, we restarted the Teen Boy Program and the Teen Girl Program for ages 11-14 years. Within a month of starting, we were asked to and did start another teen girl group in different part of the city.

I want to thank all of you who support the ministry of the Center. We appreciate you choosing to be partners with us through your gifts of prayer, time and resources. If you or a group in your church would like to visit the Center, the only National Mission of the United Methodist Church in New Jersey, and learn more about the work, please call 1-856-365-5295 or visit our website at http://neighborhoodcentercamden.org.

Timothy Humeniuk
Executive Director

ORDAINED MINISTRY, BOARD OF

The Board of Ordained Ministry is charged with a variety of responsibilities as set forth in the *Book of Discipline*. All of these tasks, however, can be focused on a primary goal of seeking excellence in leadership for the church of Jesus Christ. Specifically, our work as a Board is a journey with persons into licensed and ordained ministry, to work with candidates and provisional members in a time of formation, and to support and encourage excellence throughout a person's ministry. The work of the board, therefore, goes far beyond the approval of candidates for commissioning and ordination and the details that are reported in the clergy session.

Under the leadership of our recruitment committee, the Board sponsored a training day for the District Committees on Ministry, Board members, and the cabinet in the area of recruitment of young clergy. Dr. Lovett Weems from the Lewis Center in Washington, DC was our facilitator for the day, and we began to surface ideas for how we can strengthen recruitment of new clergy for our richly diverse annual conference. One of the things that we gleaned from that training experience was that effective recruitment cannot be done by just the board or any single entity of the annual conference but needs to be a priority across the church, but especially in the local church. Studies demonstrate that the majority of persons still are experiencing that first sense of call within their local church, which means that children and youth leaders, and members of the Staff/Parish Relations Committees need to be encouraging young people to explore that call. It also means that pastors need to take more seriously their responsibility to encourage and mentor young people to encourage them to explore how God may be calling them to serve within the church.

The Discipline also envisions the Board of Ordained Ministry as a partner in the training of local churches and the S/PPRCs for cross-cultural appointments. This is particularly relevant in our annual conference, and continued work in this area is extremely important. In January, the board welcomed Sarah Stearn who, along with Varlyna Wright, has been working with local churches in training in this area. She

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brought the board up to date with what has been done thus far with plans for this training to become an on-going part of the work of the Board of Ordained Ministry according to the Disciplinary mandate. There are also plans for training for the Board to improve and strengthen our cultural awareness, to examine some of the underlying assumptions of the process itself, and to reflect on how our process within our annual conference can be more open and welcoming to persons of all racial, ethnic, and cultural backgrounds.

A task force of the board was put together to develop a document that can measure clergy effectiveness. This task force looked across the denomination at a number of models and has put together an instrument that the board has adopted to use in its interview process. In the coming months, the board will be in conversation with the cabinet around this issue so that together we might present to the clergy session a definition of effectiveness that can be adopted for use throughout the annual conference. The goal for this statement is to provide a means not only for the measurement of effectiveness, but a tool for all clergy to use to improve their effectiveness in an ever-changing and diverse world.

Our on-going programmatic responsibilities have continued with the Residency in Ministry program for provisional members, as well as clarifying the Clergy Mentoring program to make it more responsive to persons as soon as they are licensed for ministry. The members of the Board and its Executive Committee continue to work tirelessly to be faithful to the tasks set before us. It is a true privilege to work with so many fine laity and clergy on the board who have a true love for the church and a passion for excellence in ministry. The leadership of the board on the Executive Committee goes above and beyond their specific responsibilities to pick up the slack with other tasks that continue to come to the board. It has been a blessing for me to have a team that is so encouraging and dedicated to our task of encouraging excellence in clergy leadership for our annual conference.

Respectfully submitted,

Steven G. Bechtold, Chairperson
Board of Ordained Ministry

ADDENDUM TO THE BOARD OF ORDAINED MINISTRY REPORT

The document that follows was jointly recommended by the Board of Ordained Ministry and the Cabinet, and was approved by the 2011 Annual Conference Clergy Session:

Clergy Effectiveness:

Greater New Jersey Annual Conference of the United Methodist Church

In gratitude and joy, we serve the Risen One, humbly accepting the call into licensed and ordained ministry.

Dynamic leadership is vital, and so we offer here a tool for describing and encouraging clergy effectiveness.

We do so, well aware of our brokenness and frailty, as well as the limitations of any evaluative instrument.

We also acknowledge and celebrate the diversity of our gifts and the myriad of ways in which God equips us for ministry.

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With God's help, we seek to nurture and lead the Church in its work, equipped with vibrant spirituality, deep love for God's world, and a commitment to God's vision of wholeness and peace.

Listed below are leadership qualities and vocational competencies intended to define the effectiveness of clergy in the Greater New Jersey Annual Conference. Additional means for evaluation and questions for discussion are included to further facilitate the usefulness of this document as a tool for periodic assessment of effectiveness for individual clergypersons.

Leadership Qualities:

- ***Maturing Spirituality:*** Exhibits a Christ-centered spiritual life, maintaining healthy boundaries and being accountable for one's work and actions, including participation in a journey of personal spiritual enrichment and renewal. Maintains healthy spiritual disciplines. Nurtures and sustains the strength of call.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Personal Integrity:*** Demonstrates behavior that is in alignment with Christian beliefs, practices, ethics, and a healthy relationship with God.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Sound Wesleyan Theology:*** Knows, understands, and celebrates the power of God to bring healing and wholeness, forgiveness and reconciliation, and justice and peace to the lives of individuals, congregations, and communities. Balances inner piety and social holiness.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Caring Heart:*** Exhibits servant leadership that cultivates the gifts of the Holy Spirit and empowers others to claim their call and find their place in ministry. Embodies and communicates God's grace.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Relational:*** Exhibits the ability to listen, develop working teams, equip persons for ministry, and manage conflict in a way that leads to a healthy resolution. Demonstrates the ability to speak the truth in love.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Self Care:*** Practices self care that maintains a healthy balance between self, family, and work. Demonstrates life-giving relationships and interests outside the ministry setting.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

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- ***Covenantal Connection:*** Serves as a leader who knows, supports, and is accountable to United Methodist theology, polity, and connectional system in obedience to his/her covenant with the UMC. Upholds *The United Methodist Book of Discipline.*

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Embraces Diversity:*** Affirms and demonstrates understanding and respect of one's own culture and that of others. Is intentional about appreciating and working with all God's people. Uses language that is inclusive of all persons.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Adaptability:*** Demonstrates the ability to be flexible regarding geographic location, type of ministry setting, worship styles, and traditions of congregational appointment.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Performance Standards:*** Consistently exhibits a high level of work ethic and produces quality results.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

Vocational Competencies:

- ***Proclamation:*** Possesses and articulates a working knowledge of biblical faith; demonstrates the ability to communicate and apply the gospel of Jesus Christ in culturally relevant ways to the diverse population of our conference.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Visioning and Implementation Skills:*** Demonstrates the ability to identify and articulate a vision, plus the assessment and administrative ability to make that vision become a reality.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Inspirational and Motivational Skills:*** Demonstrates the ability to empower, encourage, and inspire individuals and communities in their life of faith.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Service and Mission:*** Engages in and mobilizes others for connecting the witness of the Gospel in practical hands-on involvement in the world.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

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- ***Administration:*** Demonstrates administrative, management, and supervisory skills.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Program Development:*** Demonstrates a willingness to lead the congregation and/or ministry setting in establishing ongoing programmatic ministries, including education, mission, outreach, etc.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Evangelism and Discipleship:*** Demonstrates the ability to lead the congregation in making disciples of Jesus Christ for the transformation of the world.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Pastoral Care:*** Devotes time for pastoral care appropriate to the ministry setting; encourages and equips laity for the ministry of pastoral care, establishes and adheres to visitation priorities appropriate to the ministry setting.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Community Witness:*** Is involved in ministry and relationship within the community that strengthens the witness of the Church. Maintains a healthy balance of responsibilities to and beyond the ministry setting.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

- ***Empowerment of Laity:*** Informs and equips laity in their spiritual formation, discipleship, and mission.

Actively leads and resources lay participation in denominational opportunities and programs.

I/she/he □exceed(s) expectations □ meet(s) expectations □ do(es) not meet expectations □ not observed or applicable

How has this clergyperson exhibited growth over the past year? Over the past 3-5 years?

List two strengths and how this clergyperson might continue to develop them.

List two areas of growth for the clergyperson with specific ways they might be addressed.

What other topics might you wish to explore?

/END/

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THE PENNINGTON SCHOOL: REPORT OF THE CHAPLAIN

Grace to you and peace from The Pennington School, an educational institution within our conference boundaries emphasizing to our students the Wesleyan combination of academic excellence and spiritual growth. As a report of this length is far too short to cover all the amazing things happening on and off campus, each member of our conference is encouraged to visit The Pennington School website: http://www.pennington.org. This report, submitted by the chaplain, will focus on activities related to the religion department, weekly chapel services, and our community service program.

Upper School students at the Pennington School are required to take a quarterly course in religion for each year they attend. Students are not limited in the number of religion courses they may take. Over the past two years, electives in religion have been enjoying a period of remarkable growth in terms of the number of students enrolled. Subject matter runs from the traditional (Introduction to the Old and New Testaments, The Life and Teaching of Jesus, The Sermon on the Mount, etc.) to the contemporary (academic examinations of the theology of J.R.R. Tolkien, the phenomenon of cults, the relationship between religion and science, etc.).

Service Learning, a relatively new addition to the religion curriculum, was the brainchild of the Accreditation for Growth action plan. The first classes began in the spring of 2009. The goal of the course is to educate minds and transform hearts by immersing students in the experience of service to others as outlined in the Letter of James: *…I by my works will show you my faith.* This is achieved by exploring issues of social justice and service and then acting on the acquired knowledge. Students are asked to think critically about the social issues that interest them most, from homelessness and hunger to infant mortality and animal rights. Speakers from various service organizations are invited in to educate, inspire, and discuss issues. During the quarter students are asked to form teams consisting of four or five classmates. These teams become a nonprofit organization that identifies a need (local or global), then comes up with a plan to address it. The plan is then carried through to completion. The group is expected to draft a plan, recruit volunteers, formulate a budget, plan an event, and carry it to conclusion.

This immersion into the world of nonprofits enables the students to understand both what goes on behind the scenes of service organizations and the effort that it takes to make their plans a reality, and to experience both the frustrations and triumphs of performing service in the real world. Ideally, it demonstrates to each of them that he or she has the power to make a genuine difference in the world. This year, the service projects that students organized include collecting food from area businesses to distribute to the Hispanic community in Hunterdon County, raising money for the Jewish Relief Agency, clearing invasive species from the Stony Brook-Millstone Watershed, leading art activities at Martin House in Trenton, raising funds for the Dikembe Mutombo Foundation in the Republic of the Congo, and collecting over 200 pairs of shoes to donate to homeless shelters throughout Mercer County. Since the beginning of this school year, 74 students (including 67 freshmen) have completed Service Learning, meaning that The Pennington School is on track to meet its goal of involving all of the freshman class in the course, providing them with a solid foundation for doing service throughout their time here and beyond, into their adult lives.

Weekly chapel service continues to hold a dynamic influence on the life of a Pennington student. The Upper School gathers on Tuesday mornings in the local Presbyterian Church (we outgrew the Methodist Church!), and the Middle School has chapel on Wednesday mornings. Originally established as the Methodist Episcopal Male Seminary in 1838, Pennington has a long history of worship in the Wesleyan tradition. Chapel is where our community is reminded of its mission; where we grapple with issues, both

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global and local; where we confront the ethical challenges of daily life; and where each student and faculty member is inspired to live out his or her calling. Over the years, the cultural and religious landscape of our community has diversified. Today, Christian students worship side by side in the pews with Hindus, Muslims, Jews, Buddhists and others. At Pennington, we believe that every religion represented in our community is to be respected and celebrated. All members of the School listen and learn from one another, and we pray for one another. We are a global community united by common concerns, joys, and hopes, recognizing that the most powerful force for positive change in the world is sacrificial love.

Each of you must give as you have made up your mind, not reluctantly or under compulsion, for God loves a cheerful giver. —II Corinthians 9:7. Following the counsel of Paul, community service is not required at Pennington. That said, every student cheerfully takes part in numerous service activities during his or her time at Pennington. Service is at the heart of who we are as a school. The lessons learned from local and global outreach, as well as the spiritual transformation that occurs as a result, are the heart of who we are as a community. It is our hope that students who graduate from Pennington will carry that transformed heart into the world to boldly face its challenges and bring about genuine positive change.

What follows is a listing and brief description of *just some* of the service activities Pennington students and faculty were involved in over the past year.

- Pennington is in its 13th year tutoring elementary-age children at Gregory School in Trenton. Student volunteers provide homework assistance and mentoring to students in grades PreK–5. So far this year student tutors have contributed more than 350 hours of volunteer service.
- For the third straight year Pennington held its own “Run for the Cure.” Over a hundred participants took part, with over $4,500 raised to fight breast cancer.
- For the seventh straight year TPS hosted the annual CROP Walk for World Hunger. Students organized and ran the event. 73 walkers from the community, including 40 students and faculty, took part. Over $3,000 was raised with 20 percent going to the Trenton Area Soup Kitchen.
- Our partnership with HomeFront goes back over 20 years to that nonprofit’s early days fighting homelessness in Mercer County. Among the ways we have assisted HomeFront and its clients include the annual Holiday Party in which over a hundred struggling families are treated to dinner, gifts, and activities; tutoring HomeFront children after school; hosting our monthly “Gym & Swim”; working at the warehouse; and numerous fundraisers.
- Each February for the past 26 years students have organized and run the annual Pennington School Blood Drive. This year’s drive resulted in 83 pints of blood donated, a new School record!
- This marks the tenth year that Pennington has supported the Trenton Area Soup Kitchen through “Empty Bowls,” a service project run by the Arts Department. Last year Empty Bowls raised $2,500.
- We have been sending student volunteers to Stony Brook Assisted Living since it first opened its doors over ten years ago. Students perform a myriad of volunteer services including visiting, serving tea and dinner, playing games, working in the garden, cleaning up the grounds, and giving musical performances.

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- Students perform volunteer work at the Hopewell Valley YMCA on nearly a weekly basis. The work includes cleaning, moving storage items, collating mailings, and other office work.
- Since the devastating earthquake of January 2010, through numerous events our school has raised over $11,000 for Haitian relief. As of this writing we have two more major student-led fundraisers planned for the spring that will significantly add to that figure. Plans are also in the works to have our students take part in a work crew that will arrive in Haiti in March of 2012.

While the world around us has grown more secular, when even the mention of religion in public education raises hackles and headlines, for over 172 years The Pennington School has continued to teach and encourage its students to recognize the power that faith has in their lives. Combine that with a top-notch academic program, strong athletics, and an amazing arts department, and our graduates enter the world with both the inspiration and the gifts to make a genuine difference in the world. Pennington does not have a large endowment as do many similar schools; our budget is largely tuition driven. For that reason numerous outstanding students can attend only because they receive financial help, some of which, like the Charles Sayre Scholarship, comes from your contributions through the Greater New Jersey Annual Conference. Your support of our work here will ensure that worthy students will be able to take part in this remarkable educational experience.

Continue to pray for the mission of The Pennington School, and especially for the Class of 2011 as they take what they have received here and walk boldly out into the world, determined to make it a better place.

PENSION AND HEALTH BENEFITS, BOARD OF

The Greater New Jersey Conference Board of Pension and Health Benefits (the Board) is authorized by *The Book of Discipline of the United Methodist Church* to contribute to the support, relief, assistance and pensioning of clergy and their families, as well as other church workers and lay employees of the United Methodist Church.

Working with the General Board of Pension and Health Benefits, the Board endeavors to implement and interpret national and conference policy.

Pensions

Pre-1982 Pension Plan

The 2011 Past Service Annuity Rate for pre-1982 annuitant payment is $583 per year of pre-1982 service. The 2012 Past Service Annuity Rate for pre-1982 annuitant payment will be $595. The pre-1982 pension program is fully funded and in a strong position.

CRSP/MPP and CPP

The General Conference's pension plan, Clergy Retirement Security Program (CRSP) is a hybrid of defined benefit and defined contribution approaches which took effect in 2007. For 2011, churches pay CRSP at 15.5% of clergy plan compensation and for the Comprehensive Protection Plan (CPP) at 3% of full time clergy's plan compensation, totaling 18.5% of plan compensation. For less than full time clergy,

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the CPP rate is 3.4% of Denominational Average Compensation (DAC) for ¾ time and ½ time, and 4.4% of DAC for optional coverage (1/4 time and leave status).

The rates of remittance for the Clergy Retirement Security Program / Ministerial Pension Plan (CRSP/MPP) and Comprehensive Protection Plan (CPP) remained consistent with last year's rates of 88.8% and 88.8% respectively – continuing to remain short of the 2003 remittance rate of 94% and 95%. A significant portion of churches continue to struggle with the issue of financial integrity, with 17% unable to pay these bills on time. Below is a summary of 2010 remittances:

Type	**Remittance Rate**	**2010 Shortfall**	**# of Churches Paying < 100%**	**% of Churches Paying < 100%**
CRSP	88.8%	$376,789	99	17%
CPP	88.8%	$ 69,634		

To maintain clergypersons' participation in CRSP and CPP, the Greater New Jersey Conference fully pays delinquent church accounts using funds from the Reserve Account at the General Board of Pension and Health Benefits. We remain concerned that some churches are not fully meeting their obligations.

By 2010 year end the cumulative delinquent amount was $1,302,000 on CRSP/MPP and $298,000 on CPP – a total of $1,600,000, an increase of 22% over the cumulative shortfall at the end of 2009.

We thank those churches that maintained faithful stewardship, paying 100% of their obligation. Churches with arrearages on 2002 - 2009 CRSP, MPP &CPP bills have achieved some progress. Thanks go to our district superintendents, to Alexa Taylor, Pension Coordinator, and to Betty LaSalla, Local Church Financial Liaison, for their continuing efforts to collect past due balances. More than $153,000 of prior years' shortfall was collected in 2010.

Because the balances owed had grown so large, in 2008 the Cabinet started a trial program with five churches to create self-development plans for reaching self-sufficiency over a four to five year period. If predetermined goals are met during the period, a portion of payments for health insurance, disability, pastor's pension and building insurance will be permanently waived. Currently there are four churches remaining in the plan; each has met their specified goals through December 31, 2010.

Retirement Seminars

As in years past, the Board sponsored two retirement education sessions held at St. Mark United Methodist Church in Hamilton on March 3 and 4, 2011. The first day was a pre-retirement seminar for those anticipating retirement within five years, and the second a seminar focusing on financial planning for younger pastors. Seventy-five persons attended. Presentations by Peter Hang of the General Board of Pension and Health Benefits and by a Social Security representative provided valuable guidance to assist retirement planning. We extend special thanks to Donna Hough for organizing these events and to St. Mark UMC for their gracious hospitality. Thanks also to Rev. Dave Delaney and Alexa Taylor, Pension Coordinator, for their support.

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Health Insurance

In 2010 Health Insurance again presented significant challenges to the Board of Pension and Health Benefits as we transitioned in March from Cigna Health Insurance to HealthFlex, the Health Insurance plan sponsored by the General Board of Pension and Health Benefits. The benefits the Board chose under HealthFlex are the richest plan they provide, and the physician network is the same Blue Cross/Blue Shield PPO network that we had in 2008. The HealthFlex rates represented a 40% increase over the 2009 rates (as opposed to the 80% increase in rates initially proposed by Cigna) and are locked in until 2012. The Board of Pensions is implementing the plan developed last year in conjunction with the Cabinet and Conference Council on Finance and Administration (CF&A) to phase in the 40% premium increase over 2010, 2011, and 2012, using reserve funds to subsidize the amount billed to the local churches.

Premiums and Remittances

The following chart shows church premium rates in effect for 2011. These rates reflect a gradual move by the Board to achieve one blended rate for all categories so that health insurance premiums are not a factor in determining clergy appointments.

Healthcare Insurance Premiums for 2011	
Employee	$10,579
Employee & Child(ren)	$17,045
Employee & Spouse	$18,925
Employee & family	$18,925

The Board thanks all churches that fully paid their health insurance premiums in 2010. Overall, churches paid 88.2% of the total $4,994,435 health insurance billings, a decrease from the 2009 remittance rate of 88.5%. The 2010 shortfall was approximately $586,194. By 2010 year end, the amount owed from prior years had been reduced by $96,020; however, the cumulative unpaid health insurance bills had increased from $851,240 to $1,272,231.

Churches failing to fully pay their premiums burden all churches and result in higher health insurance premiums for all. Thanks go to Conference/BOPHB Treasurer John Cardillo, Health Insurance Coordinator Barbara Gruezke, and the Cabinet for their continued efforts to collect health insurance arrearages.

Changes Required by HealthFlex

The Board and Conference staff has continued their efforts to ease the transition to HealthFlex. The Health Insurance Guidelines included in these 2011 Conference Reports and Recommendations have been updated. Two particular changes, effective in 2010, are highlighted in the next two paragraphs.

- The contract with HealthFlex requires all clergy under full-time appointment to a local church to participate in the HealthFlex plan. Therefore, the Opt-Out provision was rescinded effective January 1, 2010, and churches with full-time clergy are required to pay a minimum of the Employee Only

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premium for each full-time appointed clergyperson plus any additional premium required for dependents covered.

- To be eligible for HealthFlex coverage at retirement, clergy must be continuously enrolled in HealthFlex for the five years immediately prior to retirement (or the period from the start of HealthFlex as the Conference Plan to retirement if less than five years). Dependents must also have been continuously insured under the Conference Plan or another employer plan for the five years preceding the clergy member's retirement to be eligible for dependent coverage when the clergy person retires.

Annuitant Health Care Liability

As of the end of 2010 the Financial Accounting Standards Board (FAS) 158 liability for annuitant healthcare costs in the amount of $63.9 million was posted to the Conference balance sheet. This liability is the estimated present value of the future costs of annuitant healthcare. The Annuitant Health Insurance Contingency Fund described below has been set up to address this large liability over time.

Annuitant Health Insurance Contingency Fund

In 2002-2003 the Board, recognizing the growing magnitude of annuitant healthcare costs, together with the Centenary Fund, representatives of CFA, the Cabinet and the Association of Retired Ministers and Spouses (ARMS), developed a plan for a long term Annuitant Health Insurance Contingency Fund that begins to offset the liability and ensure that retirees continue to enjoy conference-paid health insurance. The Fund was initiated by the 2003 GNJ Annual Conference and was earmarked exclusively for healthcare costs for annuitants to cover higher premium costs expected in future years. The plan for the Fund involves a multi- year period during which excess pre-1982 retirement funds would be used to pay CRSP defined-benefit requirements, and comparable funds from churches would be used to create a permanent retiree health fund. This is a critical initiative since it is clear that the Conference cannot continue to fund retiree health insurance on a cash basis out of the Conference Budget.

As of December 31, 2010, the Annuitant Health Insurance Contingency Fund held a balance of $5,179,583 after transferring $132,786 to the Annuitant Health Insurance Account to avoid a negative balance in that account at year-end. In 2010 approximately $3,246,253 came into the Contingency Fund (representing the 2% clergy and staff salary contributions toward the cost of health insurance) plus the Centenary Fund's annual contribution (in excess of $300,000, separate from their $100,000 contribution directly to the Annuitant Health Insurance Account). Also in 2010, the Conference received and deposited into this fund $358,000 for Medicare Part D subsidies from the Center for Medicare Services.

Clergy Wellness Initiative

In January 2008 a Clergy Wellness Task Force was formed in response to the GBOPHB report on Denominational Health. United Methodist clergy nationwide has been found to be significantly less healthy than the normal population. GBOPHB has asked each conference to support clergy and their families to improve their health and wellness, for their own sakes and so that Christ may be more fully served.

The Wellness Task Force is comprised of representatives from each district, as well as other interested experts and the chair is Linda Ross. The Board would like to encourage clergy to cooperate with the Task Force and to take part in the wellness programs available through the HeathFlex plan, particularly the

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Virgin Health Miles walking program which, in addition to health benefits, offers financial incentives directly to participants.

The Board Itself

The Conference Board of Pension and Health Benefits endeavors to serve the Conference and the needs of those in ministry. There continues to be much to accomplish, especially in the challenging field of health insurance. Christ strengthens us to meet these challenges and we pray for the Holy Spirit to guide and inspire our actions.

Current leadership is Donna Hough, Secretary; Rev. Carlton Bodine, Vice-Chair; and Eleanor Hartley, Chair.

Eleanor S. Hartley
Chair, GNJAC Board of Pension and Health Benefits

PRIMARY TASK TEAM

The Primary Task Team met three times this past year: November 20, 2010; February 10, 2011 (Conference Call) and April 12, 2011. Following a devotion at each meeting we approve minutes of previous meetings, approve that meetings agenda and receive a financial report.

In the last year, we reviewed and discussed the Four Foci; reviewed and recommended updating the Conference Plan of Organization; reviewed our Camping Ministries; received information on Communications, Sessions, Youth and Young Adult Ministries, Board of Ordained Ministry, Ministry Team, and received reports from our Bishop around the Call to Action Report.

At these meetings we discussed and approved a job description for a Director of Connectional Ministry. The Personnel Committee for the Conference Staff presented Rev. Sung Ahn to be the DCM for the Greater New Jersey Annual Conference. PTT approved this recommendation effective July 1, 2011.

We affirmed recommendations for Sacred Places; a Media Specialist; developing a 5 Year Plan for making disciples of Jesus Christ for the transformation of the world from surplus expenditures, length of term on committees, the establishment of a Poverty Taskforce, a Disaster Response Plan, 2012 Budget, and the establishment of a conference office Ad-hoc Committee.

I want to thank the conference staff for all their hard work as well as the many who volunteer countless hours in ministry for Jesus Christ through the Greater New Jersey Annual Conference.

John DiGiamberardino
Convener Executive Committee

PROPERTY AND LIABILITY INSURANCE COMMITTEE

2011 Insurance Renewal:

The 2011 insurance renewal process resulted in a $70,857 premium increase, or 2.5%, versus the expiring policies. The increase is largely attributable to workers compensation cost increases that result from a

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slight deterioration in the claims experience. There was also an increase in the Directors & Officers liability insurance attributable to an increase in retirement plan assets. Most policies continue to be provided by Mercer Mutual Insurance Company. The Insurance Committee, through broker Sovereign Insurance, investigates the insurance marketplace for attractive alternative products in advance of each insurance policy renewal. Mercer continues to offer the best value proposition to GNJAC for its insurance needs.

GNJAC has been insured by Mercer since the 2005 policy period. The loss experience for GNJAC has been very favorable since 2005, and premiums have been reduced each year. 2011 premiums are 23% lower than 2005 premiums. Property insurance levels have increased 20% or $200 million since 2005. Each year, the Insurance Committee reviews the insurance policies and requests coverage improvements. Mercer has granted a number of coverage enhancements since 2005 most at no additional cost to GNJAC.

It is important to note that GNJAC has been a profitable insured for Mercer Insurance Company. The Insurance Committee believes there is value in the continuity of our insurance program with Mercer. The built-up value of the business relationship with Mercer will help our program withstand the infrequent large loss that is inherent in the GNJAC exposures, such as the $8.5 million fire loss in 2004.

Workers' Compensation:

Workers' Compensation premiums were increased from $262,364 to $301,121 due to an increase in payroll and a slight deterioration in the claims experience. GNJAC loss experience is 29% better than the average for all churches in the State of New Jersey. The GNJAC workers' compensation insurance program saves over $225,000 annually versus the cost of churches insuring individually.

Automobile Insurance:

The Insurance Committee continues to make available a voluntary automobile insurance program for church-owned vehicles. The premium cost is 2% higher than in 2010. Each church has access to this insurance facility and pays the premium cost for any vehicle insured.

Claims Experience:

Since the inception of the GNJAC Insurance Program in March, 2002 the ratio of losses to premiums is about 67%. During the last six years with Mercer Insurance, the ratio of losses to premiums is less than 37%.

Parity Implementation:

The Parity Implementation Plan approved at the 2007 Annual Session continues to be implemented according to the original plan. In 2008, 2009, 2010 and again for 2011, the Insurance Committee has funded parity relief from Insurance Committee fund balances.

Surplus:

The Insurance Committee endeavors to complete each policy year with a positive fund balance. The accumulated surplus is used to cover uncollectible premiums, fund cash flow in order to pay insurers timely, pay deductibles, and fund parity relief. Surplus is also potentially needed to offset future rate increases and uninsured/underinsured defense costs and losses as prescribed by The Cabinet.

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Summary:

We encourage each church to take advantage of the assistance available through Sovereign Insurance (800-222-4478), the Conference Insurance Program's broker.

William M. Mayo, Chair
Insurance Committee

TRUSTEES, CONFERENCE BOARD OF

The Conference Trustees held a reorganizational meeting on June 28 following the 2010 session of Annual Conference during which Hee Duk Lee was welcomed as a new member along with the return of Rupert Hall Jr. The officers elected by the board were:

President:	Mark Earl
Vice-President:	Marian Munson
Secretary:	Jim Graef

In his role as Conference Administrative Director, John Cardillo serves the Board as Treasurer. District Superintendent Renee McCleary serves as Cabinet liaison to the trustees.

Properties for which trustees are responsible are the following:

PROPERTY	LIAISON
Conference Office	John Cardillo, Mark Earl, Jim Graef
Episcopal Residence	Mark Earl
District Parsonages	
Capital District	Darryl Duer
Cape Atlantic District	Doug Strickland
Delaware Bay Parsonage	Vicci Hahn
Gateway North	Bob Kluthe
Gateway South	José Pimentel
Northern Shore	Hee Duk Lee
Palisades	Marian Munson
Raritan Valley	Frank Kowar
Skylands	Jim Graef
Churches	
St. Philips UMC, Paterson	Frank Kowar, Mark Earl
Sold since Annual Conference 2010	
Friendship UMC, Landisville, NJ	Vicci Hahn
Date: November 2, 2010	
Purchased by: Friendship Cemetery Association, Inc.	

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Sale Price: $37,000.00

Kinnelon UMC and parsonage — Bob Kluthe
Date: September 20, 2010
Purchased by: Heritage Reformed Congregation of NJ
Sale Price: $1,600,000.00.

Oakland parsonage resolution brought to the 2009 Session of Annual Conference, was fully implemented on November 16, 2010.

Leased

Highlands UMC — Bob Kluthe
Tenant: Jesus Fellowship
Rental income: $1250.00/month
Efforts are continuing to sell the property in a difficult economy.

Wrightstown UMC — Rupert Hall
Tenant: Word Deliverance House of Prayer
Rental income: $1500.00/month

Closed Churches/Parsonages to be sold

Mt. Hermon UMC, Blairstown	Jim Graef
Old Orchards Parsonage, Cherry Hill	Rupert Hall
Solomon Wesley UMC, Blackwood	José Pimentel

Other Properties

Lower Township Cemetery	Doug Strickland
Mays Landing (lot)	Rupert Hall
Swedesboro (lot)	Vicci Hahn

As of this writing the purchase of a new parsonage for the Palisades District is in the process of being completed. The existing Palisades parsonage located in Harrington Park will be listed for sale in January 2012.

Our intention was to bring a comprehensive report from the Conference Office Study Team regarding provision for office space. We are instead bringing a new resolution to expand the investigating team and further define the scope of their task.

Maintaining the Episcopal Residence & District Parsonages is determined by the financial resources of the GNJAC as we prioritize needs in seeking to protect the value of the properties and care for the needs of our Bishop and District Superintendents.

We express our gratitude to Bill Mayo and his committee for their capable leadership of the Property Insurance Committee, a subcommittee of the Conference Trustees.

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We also express gratitude to the people of New Brunswick United Methodist Church, Church Secretary Doreen Truitt, and Pastor Greg Young who go "over the top" to provide exceptional hospitality to us for our bi-monthly meetings. We are extremely grateful.

In service for Christ,
Mark H. Earl, President

UNITED METHODIST HOMES OF NEW JERSEY

Morris L. Smith completed his term as chair of the board of directors in September 2010 and was elected an emeritus member of the board. During a dedication ceremony in August, the Collingswood Manor rotunda was named in his honor. Rev. Dr. Virginia Samuel Cetuk, former chair of the Strategic Planning Committee and Associate Dean for Contextual Learning at Drew Theological School has succeeded him.

Gene DeLeo, bus driver and activity assistant at Collingswood Manor, was named Staff Person of the Year by New Jersey Association of Homes and Services for the Aging. The award recognizes an individual who enhances the lives of people living or working within their communities; demonstrates kindness, giving or selflessness; and performs his/her job in an extraordinary manner. DeLeo's moving acceptance speech in Atlantic City garnered an invitation to the American Association of Homes and Services for the Aging conference in Los Angeles, where he addressed 8,000 members.

The Wiley College A Cappella Choir performed at The Shores during their spring choir tour. Wiley College, in Marshall, Texas, is one of eleven historically black colleges (HCBUs) related to the United Methodist Church. The choir did an abbreviated concert in health care before the concert in the Great Room, televised to six other venues at The Shores, and was available in every resident's apartment on the UMH channel. It was a magical evening.

We were pleased to open UMH's third Memory Support Residence at Francis Asbury Manor. The Homes is studying how we might configure existing space at Collingswood Manor and Pitman Manor to have memory support residences there as well.

In October, after 20 years as the president, I announced my retirement, effective September 2011, or when a successor is secured. A search committee has been formed and anticipates naming a successor soon after Annual Conference.

The Homes received many bequests this year—accounting for over 60% of our donations. This support makes resources available for improving our buildings and grounds, and provides the funding for the Fellowship Fund – the promise to never ask a resident to leave due to the inability to pay the total cost of care. Please consider leaving a portion of your estate for the vital work of the Homes.

The board adopted a five-year capital plan for the replacement, redecorating or overhaul of many systems and living spaces when necessary. We have a found a way to air-condition each apartment at Francis Asbury Manor, which will be installed section-by-section, with minimal upheaval to ongoing operations.

We are grateful for the continuing support of friends and churches; for employees who work hard to provide loving-kindness to each resident; to volunteers who support the extraordinary work of the Homes; and residents who live the fruits of the spirit, learned long-ago.

James C. Batten, President

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UNITED METHODIST MEN

The next time life's problems overwhelm you, remember this advice from Peter:

"Throw the whole weight of your anxieties upon Him,
for you are His personal concern" (1 Peter 5:7 Phillips)

"Unload all your worries on to Him, since He cares about you" (JB)

"Cast all your anxieties on Him, for He cares about you: (RSV)

Translate the message however you wish, the point is the same.

God's solution is a prayer away.
Give it up……Give it up

God is able to do what we can't. So give your problem to Jesus. The UMM over this past year **gave it up** - stopped the emphasis on worrying about analyzing, statistics and calculations. We turned it over to our Lord, listened and discerned.

Through that prayer and discernment, another district UMM group has been organized. Currently the UMM has 2 of 9 districts up and running, but is anticipating by year end to have several more organized, with all 9 organized by next year's annual conference.

Many local churches were visited by someone from the conference executive committee this year through invitation of the laity or clergy. What a great experience to worship with those churches and talk about the UMM.

The executive committee learned that there are more UMM groups organized in our conference than we knew. Thank you men for gathering together to break bread, pray, worship, fellowship and do ministry together.

Once again the United Methodist night at the Phillies was a great success. Monies raised were given to the conference mission project, "Wings of the Morning", supporting getting a larger airplane for North Katanga and also starting a UMM scholarship fund. This fund will be announced in the coming year.

During some District Days of Learning, many men and churches shared with one another what was happening with the men in their church. These sharing sessions have been very successful and the hope is to have the UMM represented at all district days in the coming year.

Thanks, clergy, for your support and guidance of the UMM in your church.

If a church would like to have a visit to your men's group, please contact, Rick Walker at 856-939-2152 or walkerrn@comcast.net.

Remember to **Give it Up.** Don't worry about the number of men getting together because there is always one more with you at all times, our Lord and Savior.

Rick Walker, United Methodist Men President

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UNITED METHODIST WOMEN

The United Methodist Women of Greater New Jersey (GNJUMW) Conference continues to live out the **PURPOSE** of being in mission with women, children and youth. Again, the GNJUMW is proud to note that we met our Pledge to Mission for 2010 to Women's Division. This included funds from all nine districts. As a conference we pledged $167,000. We exceeded our pledge to mission by $17,144.15. In 2009, we gave $221,339.43. We exceeded total giving from 2009-2010 by $17,998.49. Monies from pledges are used for helping women, children, and youth nationally and internationally. The work of the UMW helps not only groups and individuals, but national and international institutions around the country and the world. Although much of the funds raised are used in national and global projects, many units support local projects.

United Methodist Women is active in spirit and deed, offering opportunities for personal spiritual growth and support of projects that meet community needs. There are opportunities to learn about and to be in outreach ministry. In an effort to offer help to those who are in need, we are proud to announce that one member of the Conference Mission has taken on as her personal mission the delivery of Health Kits for Haiti to UMCOR Mission Central in Mechanicsburg, PA. Health Kits help individuals who have survived major disasters or other crises, i.e. floods, hurricanes and, most recently, the devastating earthquake in Haiti. Since 2001 she has delivered over 15,000 kits at her own expense and in her personal van. Many individuals, local UMW units and districts contribute to the health kits that she delivered.

This year, Women's Division has launched two new campaigns in which our Conference will be involved. The issue of Human Trafficking and Modern Day Slavery is one about which the UMW continues to be concerned. Several districts and local units have had programs on the topic to raise awareness and to learn how to be advocates for those women and children who may be caught up in these situations. The Conference UMW's Spring Meeting, which was a Legislative Event, focused on this topic. Special speakers on the national as well as the state levels brought much attention to the women. The purpose was to raise consciousness and learn what we can do to help in these situations.

Women's Division has partnered with United Methodist Men to launch a domestic violence initiative that raises awareness and provides training in United Methodist congregations. In order to answer the question "how does domestic violence affect you, your church, your neighborhoods?" GNJUMW is exploring what is going on in our churches and neighborhoods so that we can learn how we can help. Since we believe that domestic violence is not a women's issue, that it is an issue of faith, we will be working on this issue in districts and local units. At least one district has already had a program on the topic. We expect that all districts and the conference will also explore the topic.

A project of the UMW Northeastern Jurisdiction is to visit every congregation in our conference by 2012 or the next Jurisdictional meeting. We are on our way to meeting that goal. At least one new unit in two districts has been formed. We are proud that a new Hispanic unit was formed earlier in 2010 in the Gateway North District. Some female seminary students at Drew Theology University expressed interest in forming a unit. They have indicated that they would like to learn more about UMW so they will be better prepared when they do become clergy persons with their own charges. We are very pleased to support them in their efforts.

The United Methodist Women will continue in the footsteps of their foremothers who focused on mission with women, children and youth in our response to ministering to the "least" of these; and as we follow

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the call of Jesus to "expand the concepts of Mission through the participation in the global ministries of the church." Our answer is "here I am. Send me."

Millie A. Grey, President
Greater NJ United Methodist Women

UNITED THEOLOGICAL SEMINARY

"Spirit led: Renewing the Church!"

United has one goal: to train dynamic leaders for the ministry of Jesus Christ. As you consider whether God is calling you or someone you know into ministry, we invite you to explore the opportunities at United!

United offers:

- Degree and certificate programs relevant to today's followers of Jesus Christ!
- Emphases in Christian Ministry, Pastoral Care and Church Renewal!
- New: An Online/Hybrid Master of Divinity that meets UMC and ATS standards!
- A growing number of Life-Long Learning courses online and on campus!
- New Doctor of Ministry degree focus groups and mentors!
- Deep learning opportunities for both clergy and laity!
- Appreciative theological reflection on the central teachings of the Bible and the doctrines of the Christian faith!
- Spiritual formation in a variety of cultural contexts, including international communities!
- A technologically advanced, fully accessible, state-of-the art campus!
- A youthful, diverse, widely published faculty committed to the Christian faith!
- Friendly and helpful staff and students!
- A UM matching scholarship program and scholarships for others as well!

At United, we are committed to following the Spirit's lead in renewing the Church for the mission of Jesus Christ in the world!

Enrollment at United is growing steadily and we invite you to call, visit or sign up for a class or program that meets your needs!

For more information, contact admissions@united.edu.

Thank you for your prayers, partnership and service in the ministry of Jesus Christ!

Wendy J. Deichmann, President

WESLEY FOUNDATION AT PRINCETON UNIVERSITY

This is currently my nineteenth year as Chaplain of the Wesley Foundation at Princeton University where I am also a Fellow of Mathey College and a Lecturer in both the Department of Religion and the University Center for Human Values.

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The mission of the Wesley Foundation is to extend the presence of the United Methodist Church to the academic setting of Princeton University in order to meet the special needs of students for spiritual formation, intellectual inquiry, and service to others. The Wesley Foundation either promotes or sponsors Christian education classes, worship services, fellowship gatherings, Bible studies, prayer meetings, discussion groups, service projects, off-campus retreats, mission trips, regional and national student conferences, and pastoral care. I am accountable to the Board of Trustees of the Wesley Foundation, the Deans of the Chapel and the Office of Religious Life at Princeton University, and the Board of Higher Education and Campus Ministry of the Greater NJ Annual Conference.

There are two different fellowship groups that meet weekly. The Graduate Christian Fellowship meets each Tuesday evening all year long (except the week between Christmas and New Year's) for worship, Bible study, monthly faculty speakers, announcements, sharing and prayer, snacks and fellowship. There are also two small groups that meet each week, a men's group and a women's group. I meet with the four student leaders of the Graduate Christian Fellowship every other week on Tuesday evenings before the large group meeting. There is a weekly lunch and informal conversation on Friday for graduate students on Fridays. Service projects and social activities are also regular activities of the Graduate Christian Fellowship.

The Undergraduate Fellowship Group meets each Thursday evening during the regular academic year for pizza and other snacks, Bible study, and sharing and prayer. I regularly participate with students from the Wesley Foundation in many special worship services in the University Chapel throughout the year including opening exercises, the Candlelight Service of Lessons and Carols, Maundy Thursday Service of Holy Communion, and the Seven Last Words from the Cross on Good Friday. I have been an active member of Princeton United Methodist Church for the past seventeen years. Working with college and graduate students in campus ministry at Princeton University is a very challenging and rewarding vocation. I am extremely grateful for this wonderful opportunity.

B. Keith Brewer, Ph.D.
Chaplain

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Property & Liability Insurance - 12/31/2010

Balance Forward		**1,571,992**
Receipts:		
Interest Income	20,099	
Premiums from Churches	2,507,088	
Worker's Compensation	372,403	
Prior Year Receipts	151,530	
	3,051,120	
Disbursements:		
Insurance Premiums	2,335,843	
Auto Insurance	2,579	
Worker's Compensation	280,941	
Salary	31,278	
Claim Deductibles	47,361	
Other Expenses	994	
	2,698,995	
Change in Operation		352,125
Ending Balance 12/31/10		**1,924,117**

Ending Balance as of 12/31/10 is for Reserves for Uncollectible Premiums.

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Pension Accounts - Greater New Jersey Annual Conference

	12/31/05	12/31/06	12/31/07	12/31/08	12/31/09	12/31/10
ASSETS						
Due from Conference			477,653	808,423	1,942,311	1,427,335
GBOP Deposit Account	2,708,432	2,912,443	2,865,915	1,580,944	1,479,663	2,196,316
Former SNJ - Bk of NY -BOA Invest	451,193	510,612	536,608	407,421	557,248	1,306,507
Accounts Receivable	462,791	493,706				
Total Assets	**3,622,416**	**3,916,761**	**3,880,175**	**2,796,789**	**3,979,222**	**4,930,158**
LIABILITIES						
Due to Conference	32,937	67,466	92,418	(200,626)	236,416	337,886
Total Liabilities	**32,937**	**67,466**	**92,418**	**(200,626)**	**236,416**	**337,886**
General Fund						
Balance Forward	3,544,350	3,837,607	4,152,529	4,349,982	3,900,214	3,753,578
Receipts						
Investment Income	17,547	18,566	20,424	21,464	13,375	45,422
GBOP Invest. Gain/(Loss)	190,548	340,393	243,848	(634,558)	287,127	204,251
GBOP Invest. Refund/Adj	(127,567)	(3,529)	4,521	266	4,532	757
GBOP CPP Premium Holiday						657,262
UM Publishing Income	13,162	12,616	12,408	12,290		
Annual Conference Offering					4,488	
Memorial Donations				380,782	(347,738)	
Chartered Fund Income	829	387	650	428		
Pre-Retirement Seminar Income		460	625	680	610	770
Transfers from Account Close Outs	250,239					
Total Receipts	344,758	368,893	282,477	(218,647)	(37,607)	908,462
Disbursements						
Global Pension Trust	13,162	12,616	12,408	12,290		
Pensions - Moving Expense Reimb	12,913	18,276	22,418	30,965	13,031	7,692
Grants/Relief	16,875	19,322	16,223	16,347	14,626	5,593
Pre-Retirement Seminar Expense		213	1,009	1,015		
Offering					4,488	0
Staff Expense	692	940	29	44,285	57,815	65,147
CBO Salary Expense						22,942
Pension Adjustment Expense			30,815	114,065		
Refunds			0	3,335		
Operating Expenses	7,859	2,604	2,121	8,819	19,068	6,458
Total Disbursements	51,500	53,971	85,024	231,121	109,029	107,832
General Fund Balance	3,837,607	4,152,529	4,349,982	3,900,214	3,753,578	4,554,208
Receipts - Disbursements	293,257	314,922	197,453	(449,768)	(146,636)	800,630
Stabilization Fund						
Balance Forward	200,454	0	0	0	0	0
Stabilization Fund Balance	0	0	0	0	0	0
Current Service Fund						
Balance Forward	(130,551)	(248,129)	(331,131)	(595,694)	(785,617)	0
Receipts						
General Board of Pension Income					2,697,301	2,783,229
Staff Premiums			179,442			
Conference CRSP Income	2,257,814	2,324,971	2,859,255	3,016,139	3,070,078	3,091,285
Conference CPP Income	902,984	912,871	608,674	574,513	574,210	580,318
Total Receipts	3,160,798	3,237,842	3,647,371	3,590,652	6,341,589	6,454,832
Disbursements						
Transfer to Fund 127 Retiree					1,729,539	2,553,101
Expense entry				2,451,024	2,498,119	2,561,706
GBOP Billing	3,278,375	3,320,845	3,911,934	1,329,551	1,328,314	1,340,025
Total Disbursements	3,278,375	3,320,845	3,911,934	3,780,575	5,555,972	6,454,832
Current Service Fund Balance	(248,129)	(331,131)	(595,694)	(785,617)	0	0
Receipts - Disbursements	(117,577)	(83,002)	(264,563)	(189,923)	785,617	0
Disability Fund						
Balance Forward	45,807	0	0	0	0	0
Disability Fund Balance	0	0	0	0	0	0
Emergency Relief Fund						
Balance Forward	3,977	0	0	0	0	0
Emergency Relief Fund Balance	0	0	0	0	0	0
Interest Reserve Fund						
Interest Reserve Fund Balance		27,897	33,469	(117,183)	(10,774)	38,064
Total Fund Balance	**3,589,479**	**3,849,296**	**3,787,757**	**2,997,414**	**3,742,805**	**4,592,272**

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Health Insurance Accounts - Greater NJ Annual Conference

	12/31/2009	12/31/2010
Assets		
Health Insurance Investments	2,708,599	3,782,945
Due from Conference	2,239,723	1,456,248
Total Assets	**4,948,321**	**5,239,193**
Liabilities		
Post Retirement Benefits	55,020,400	63,855,000
Total Liabilites	**55,020,400**	**63,855,000**
Actives Fund		
Balance Forward	**101,098**	**-137,538**
(Receipts)		
Billing Non-Annuitants	4,185,229	4,591,827
Dist. Supt. & Staff Premiums	300,850	329,212
Staff Family Premiums	25,105	29,407
2% of Sal. Contrib.W/H fr Staff&DS's	31,949	32,781
Cornerstone Investment Income	13,376	
Transfer from 127 Subsidy		2,453,468
Total Receipts	**4,556,509**	**7,436,695**
(Disbursements)		
Non- Annuitants Premium	4,468,381	6,910,670
Consulting Fee		25,000
Other Expense	0	
Transfer 2% Pastor Salary Contribution	294,816	330,868
Transfer 2% Staff Salary Contribution	31,949	32,185
Total Disbursements	**4,795,146**	**7,298,724**
Receipts less Disbursements	-238,637	137,971
Balance	**-137,538**	**432**
ANNUITANTS Fund		
Balance Forward	**0**	**0**
(Receipts)		
Shared Ministries for Annuitants	2,130,994	2,083,243
Billing for Annuitants over 65	68,612	68,307
Billing for Annuitants under 65	56,578	71,425
Medicare	188,030	358,518
2% Salary Funds Reserve Transfer	352,722	132,786
Transfer from 127 Subsidy		683,476
Total Receipts	**2,796,937**	**3,397,755**
(Disbursements)		
Blue Cross - Premium Expense	2,765,816	3,289,651
Administration Expense	2,601	8,515
H.I.T. Coordinator	26,270	36,762
CBO - Salary		22,942
Adoption Support		
Consulting Agency Fee	2,250	39,885
Total Disbursements	**2,796,937**	**3,397,755**
Receipts less Disbursements	0	0
Balance	**0**	**0**

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Health Insurance Accounts - Greater NJ Annual Conference

Reserve Fund for Retiree Health Ins.		
Balance Forward	**2,686,097**	**5,069,874**
(Receipts)		
Centenary Fund Additional Contribution	402,413	422,534
Transfer 2% Pastor Salary Contribution	294,816	330,868
Transfer 2% Staff Salary Contribution	31,949	32,185
Investment Income		140,751
Misc Income	2,107,321	2,553,101
Total Receipts	2,836,499	3,479,440
(Disbursements)		
Transfer to Annuitants	352,722	816,262
Transfer to Non Annuitants		2,453,468
Transfer to Reserve	100,000	100,000
Total Disbursements	452,722	3,369,730
Receipts - Disbusements	2,383,777	109,710
Balance	**5,069,874**	**5,179,583**

DENTAL Fund Balance Forward	**22,151**	**26,577**
Billing for Dental Insurance	67,276	61,984
Dental Insurance Premiums	62,850	66,800
Receipts - Disbusements	4,426	-4,816
Balance	**26,577**	**21,761**

Post Retirement Fund Balance Forward	**-55,020,400**	**-55,020,400**
Current Year Transactions		-8,834,600
Balance	**-55,020,400**	**-63,855,000**

Interest Reserve Fund Balance Forward	**-115,190**	**-10,590**
Current Year Transactions	104,600	48,007
Balance	**-10,590**	**37,417**

Total Fund Balance	**-50,072,079**	**-58,615,807**

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2010 Receipts Comparison
Greater New Jersey Annual Conference

	Fd #	Funds	2008 Budget	2008 Dec YTD	2008 %Budget	2009 Budget	2009 Dec YTD	2009 %Budget	2010 Budget	2010 Dec YTD	2010 %Budget
Shared Ministry Funds	100	DO,ClergySup.,Admin	5,037,103	4,317,036	85.70%	5,120,996	4,293,724	83.85%	5,120,996	4,322,711	84.41%
	200	Admin. (Beginning 2005)	1,877,477	1,640,479	87.38%	2,239,792	1,904,581	85.03%	2,383,075	2,141,337	89.86%
	300	WorldService/Conf.Ben.	3,898,364	3,154,774	80.93%	3,775,917	3,081,815	81.62%	3,775,917	3,119,919	82.63%
	410	Black College	229,160	197,133	86.02%	226,054	182,030	80.53%	226,055	186,471	82.49%
	420	Africa University	50,662	50,063	98.82%	50,593	44,197	87.36%	50,592	45,242	89.43%
	430	Ministerial Education	575,412	482,718	83.89%	566,640	442,989	78.18%	566,640	456,062	80.49%
		Subtotal	**11,668,178**	**9,842,203**	**84.35%**	**11,979,992**	**9,949,335**	**83.05%**	**12,123,275**	**10,271,742**	**84.73%**
		Prior Yr. Shared Ministry		**35,727**			**878**			**35,626**	
Billing Funds		CRSP	3,227,429	2,894,683	89.69%	3,307,015	2,937,371	88.82%	3,338,853	2,962,064	88.71%
		2009 CRSP							374,897	76,518	
		Prior Years CRSP	611,520	121,456		812,675	132,707		679,968	52,703	
		Total CRSP	**3,838,949**	**3,016,139**	**78.57%**	**4,119,691**	**3,070,078**	**74.52%**	**4,393,718**	**3,091,285**	**70.36%**
		Comp. Protection Plan	617,007	552,216	89.50%	614,871	544,839	88.61%	620,436	550,802	88.78%
		2009 CPP							69,889	17,584	
		Prior Year CPP	176,070	22,297		217,648	29,371		188,278	11,932	
		Total CPP	**793,077**	**574,513**	**72.44%**	**832,519**	**574,210**	**68.97%**	**878,603**	**580,318**	**66.05%**
		Property/Liab. Insurance	2,796,274	2,493,582	89.18%	2,851,317	2,516,886	88.27%	2,838,112	2,507,088	88.34%
		2009 P/L							334,309	65,460	
		Prior Year P/L Insurance	773,887	102,114		964,658	92,804		871,984	80,579	
		Total P/L Ins.	**3,570,161**	**2,595,695**	**72.71%**	**3,815,975**	**2,609,689**	**68.39%**	**4,044,405**	**2,653,127**	**65.60%**
		Health Insurance	4,760,697	4,294,457	90.21%	4,571,737	4,048,263	88.55%	4,994,435	4,408,241	88.26%
		2009 Health Insurance				459,457	98,044		519,354	74,217	
		Prior Years Health Insurance	666,032	102,862		530,314	40,327		848,897	21,803	
		Total Health Ins.	**5,426,729**	**4,397,319**	**81.03%**	**5,561,508**	**4,186,635**	**75.28%**	**6,362,686**	**4,504,260**	**70.79%**
		Workers Comp Insurance	380,209	363,136	95.51%	392,399	368,129	93.81%	399,432	372,403	93.23%
		2009 Workers Comp							24,270	2,950	
		Prior Years Workers Comp	18,463	3,657		29,036	4,850		24,056	2,541	
		Total Workers Comp Ins	**398,672**	**366,794**	**92.00%**	**421,435**	**372,979**	**88.50%**	**447,758**	**377,894**	**84.40%**
Total Shared Min. & Billing			**25,695,767**	**20,828,390**	**81.06%**	**26,731,119**	**20,763,805**	**77.68%**	**28,250,446**	**21,514,252**	**76.16%**
Special Giving			**0**	**913,532**		**0**	**654,774**		**0**	**1,081,265**	
GRAND TOTAL			**25,695,767**	**21,741,923**		**26,731,119**	**21,418,579**		**28,250,446**	**22,595,518**	

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