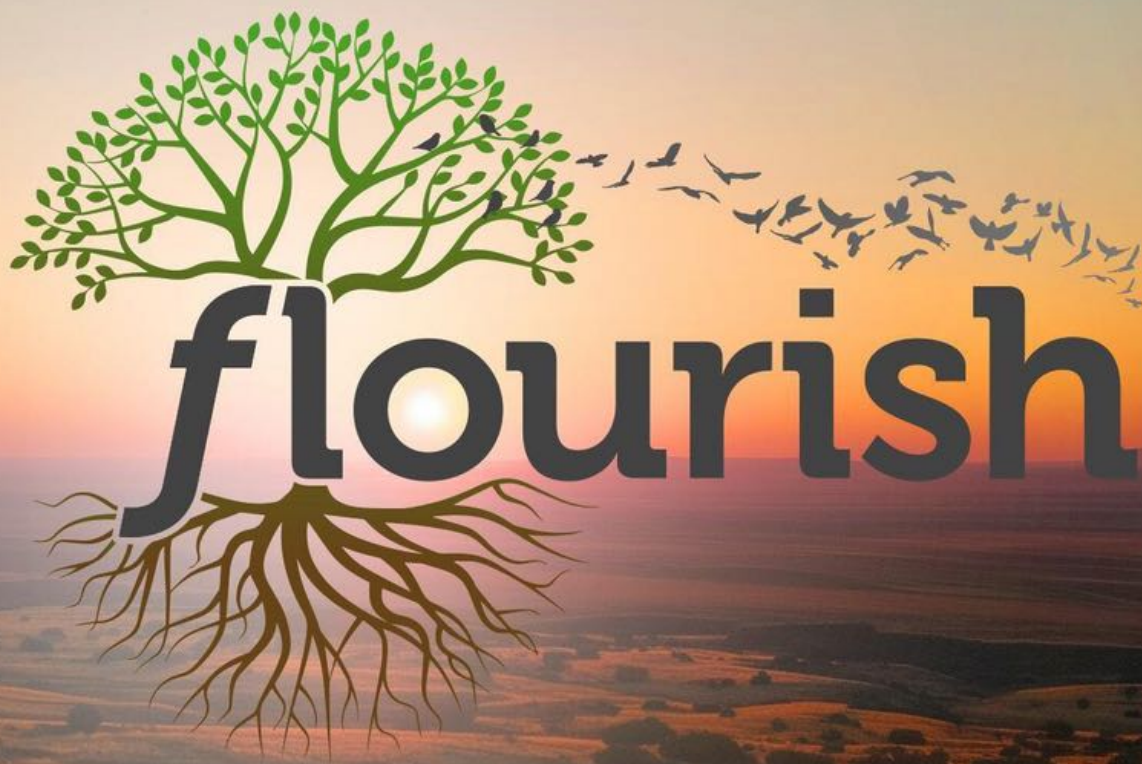


PRELIMINARY REPORT



THE 40th ANNUAL SESSION OF THE CALIFORNIA-PACIFIC CONFERENCE
JUNE 12-15 | BURBANK, CA | RESIDENT BISHOP DOTTIE ESCOBEDO-FRANK

TABLE OF CONTENTS

Table of Contents PR-1
 Message from Bishop Dottie Escobedo-Frank PR-3
 Book Recommendations PR-4
 Bishop’s Awards PR-5
 Coordinators and Offices PR-6
 Conference info, Livestream, Social Media..... PR-6
 Agenda Detail (*Preliminary and subject to revision*) PR-7
 Emergency Response..... PR-9
 Worship Offerings PR-9
 Hotel Area Map PR-10

REPORTS TO THE ANNUAL CONFERENCE (see Rules V.C.1, 2023 Journal)

A statement of Accomplishments shall constitute a report from each Essential Ministry Team, Agency, Board, Commission, Committee, or Council, as an expression of its accountability to the Annual Conference.

Advance Specials PR-11
 Boston University School of Theology PR-12
 Camp and Retreat Ministry..... PR-13
 Candler School of Theology..... PR-14
 Claremont School of Theology PR-15
 Communication, Conference PR-17
 District Superintendent: East District PR-18
 District Superintendent: Hawaii District..... PR-19
 District Superintendent: North District PR-20
 District Superintendent: South District..... PR-21
 District Superintendent: West District..... PR-23
 Drew University Theological School PR-24
 Equitable Compensation, Commission on PR-25
 Essential Ministry Team – Justice and Compassion (JC-EMT) PR-27
 Essential Ministry Team – New Ministries (NM-EMT) PR-31
 Finance and Administration, Conference Council on..... PR-34
 Foundation, Cal-Pac United Methodist PR-35
 Garrett-Evangelical Theological Seminary PR-36
 Hispanic Committee and Border Concerns..... PR-36
 Laity Council PR-43
 Ordained Ministry, Board of..... PR-45
 Pension and Health Benefits, Board of..... PR-46
 Saint Paul School of Theology PR-50
 Secretary, Conference..... PR-52
 Staff Relations Committee PR-53
 Trustees, Board of..... PR-55
 United Theological Seminary PR-58
 Wesley Theological Seminary..... PR-59

2024 CAL-PAC PRELIMINARY REPORT

RECOMMENDATIONS (see Rules V.C.2, 2023 Journal)

Recommendations are presented as action items within or related to the reports of Essential Ministry Teams, Agencies, Boards, Commissions, Committees, or Councils. Recommendations shall be limited to actions and/or decisions needing the approval of the Annual Conference, as opposed to policy statements.

REC 24-01	Pensions 1: Health Care for Active Clergy & Families, Lay Employees	PR-61
REC 24-02	Pensions 3: Clergy Housing Allowance	PR-61
REC 24-03	Pensions 4: Supplement One to the Clergy Retirement Security Program	PR-62
REC 24-04	Advance Specials	PR-62
REC 24-05	Strategic Plan for Ministries with Hispanics – Capital Campaign.....	PR-63
REC 24-06	Equitable Compensation Minimum Salary Schedules	PR-66

RESOLUTIONS (see Rules V.C.3, 2023 Journal)

Requests for approval on matters of policy or position may be brought before the Annual Conference from Essential Ministry Teams, Agencies, Boards, Commissions, Committees, or Councils of the Conference, and/or from at least fifteen (15) lay and/or clergy members of the Annual Conference.

RES 24-01	Disabilities and the Ordination Process.....	PR-67
RES 24-02	Resolution to Declare Gun Violence a Public Health Emergency.....	PR-67
RES 24-03	Support of Tourism and Hospitality Workers	PR-69
RES 24-04	Support of Living Wages and the Right to Organize	PR-70
RES 24-05	Solidarity with Filipino People	PR-70
RES 24-06	Trafficked Workers from the Philippines	PR-72
RES 24-07	Philippines Peace Talks	PR-73
RES 24-08	Hispanic Ministries Sunday.....	PR-74
RES 24-09	Support of LGBTQIA+ People	PR-75
RES 24-10	Covenant to be Good Stewards of Creation	PR-77
RES 24-11	Support For Worldwide Regionalization	PR-78

RULES CHANGES (see Rules V.H, 2023 Journal)

RUL 24-01	Additional Nominations	PR-80
RUL 24-02	Committee to Strengthen the Black Church	PR-80
RUL 24-03	Communications	PR-80

Voting Rights of Clergy Members & Lay Members to Annual Conference	PR-83
Schedule Overview.....	PR-84



BISHOP DOTTIE ESCOBEDO-FRANK

Los Angeles Area Resident Bishop

Flourish

During the 2024 Annual Conference, we are focusing on “Flourish.” This doesn’t mean we forget about Nourish. It takes a nourished soul to be able to flourish, so I hope the patterns you developed over the last year to be fully nourished will continue throughout your life.

Flourishing is about doing well and blooming.

If flourish was a season, it would be spring.

If a period in life, it would be parenting.

If flourishing was a drink, it would be green tea.

If a relationship, it would be one that is trusting, honoring, and joyful.

Flourish is like drinking a morning coffee outside on a warm day, listening to the birds sing.

Flourish is the garden that is budding with vibrant color.

It is the community that cares for the earth together, planting gardens and trees, and living sustainably.

To flourish is to watch the stars at night, experiencing awe for all God’s creation.

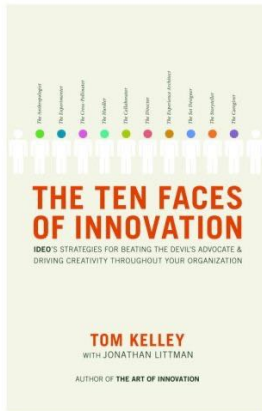
I pray you find ways to flourish in your own life. And in the community that you are serving. I hope your churches flourish by going deep with the people who surround you...the ones you notice, and the ones that are invisible. I pray we flourish in grace and mercy as we care for the people who are suffering. I pray that your soul is so very grounded in God’s love, that you can’t help but spread the good news. When we do that, we flourish together.

Grace y paz,

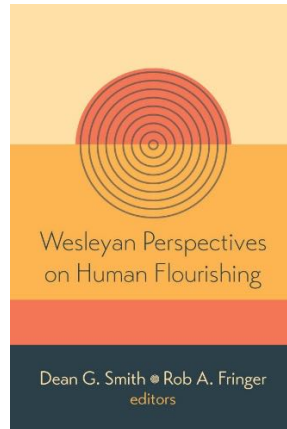
Bishop Dottie Escobedo-Frank

2024 CAL-PAC PRELIMINARY REPORT

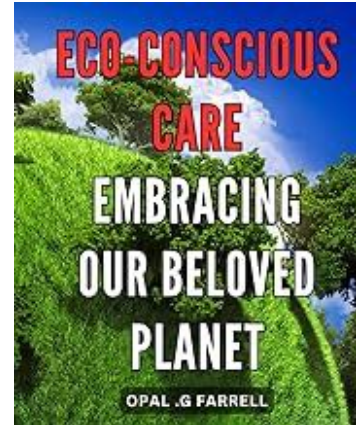
Here is a list of I'll be reading this year to focus on flourishing:



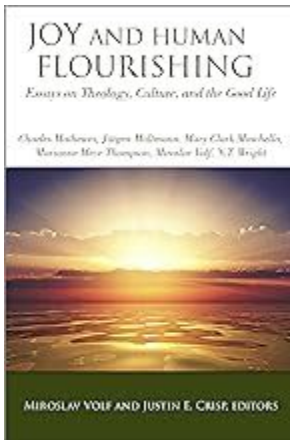
Ten Faces of Innovation
by Tom Kelley



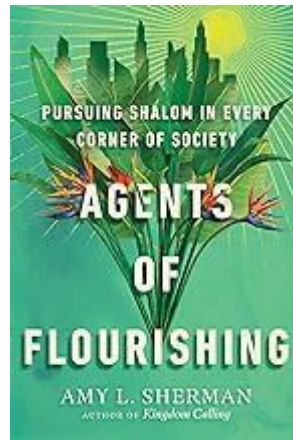
Wesleyan Perspective on Human Flourishing
Eds: Dean G. Smith,
Rob A. Fringer



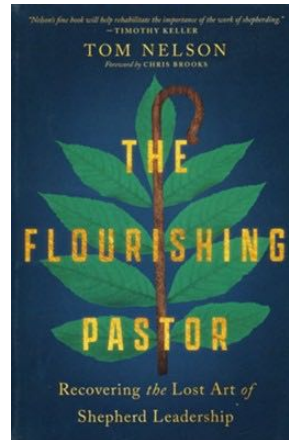
*Eco-Conscious Care:
Embracing our Beloved Planet:*
by Opal G. Farrell



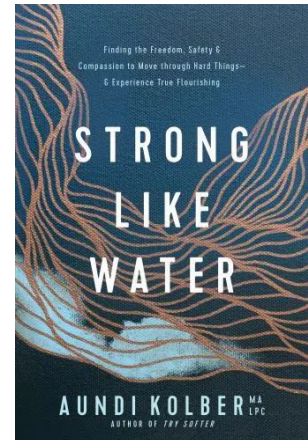
Joy and Human Flourishing: Essays on Theology, Culture and The Good Life
Eds: Miroslav Volf and Justin E. Crisp



Agents of Flourishing: Pursuing Shalom in Every Corner of Society
by Amy L. Sherman



The Flourishing Pastor: Recovering the Lost Art of Shepherd Leadership
by Tom Nelson



Strong Like Water: Finding the Freedom, Safety and Compassion to Make it Through Hard Things—and Experience True Flourishing
By Aundi Kolber

2024 CAL-PAC PRELIMINARY REPORT



As an annual tradition, our Bishops have honored distinguished clergy and laypersons who have devoted their lives to extraordinary service to The California-Pacific Annual Conference.

Bishop Dottre Escobedo Frank

2024 Recipients

Gloria Auburn
Rev. Dr. Bau Dang
Arlene Dempster
Winnie James
Albino "Al" Pineda
Natividad Torres Lagaso
Rev. Dr. Lydia Jackson Waters

2023 Recipients

Rev. Dr. Kimball Boyd Coburn, Sr.
Ruth Conley
Rev. Paul Hill
Rev. Thomas Hill, III
SongJa Park
Rev. Dr. Dale Smith
Betty Venegas-Huebner

2022 Recipients

Rev. Rex Britt
Patricia Coots
Rev. Sylvester Gillespie
Jacquelyn Hawthorne
Judy Lewis
Doug Lewis
Lori Meaders
Ellen Peterson
Alma Roberts
Rev. Brenda Simonds

2021 Recipients

J. André Aldridge
Rev. David O. Beadle
Winifred (Winnie) Ching
Rev. Dr. Roy Lewis Fry, Jr.
Rev. Robert Preston Price, III
Rev. Dr. Sharon Rhodes-Wickett
Jose Rodriguez
Joyce L. Zirkle

2020 Recipients

Rev. James Conn
Connee Freeman
Phil Freeman
Dan Gara
Lorraine Kadooka
Rev. Etuini Kelemeni
Tupou Seini Kelemeni
Rev. David Richardson
Ana-Haydée Urda

2019 Recipients

Rev. Faith Joanne Conklin
Kenneth Ellis
Rev. Edward A. Hoffman
(posthumously)
Rev. Dr. Woong-Min Kim
Rev. Kenneth E. McMillan
(posthumously)
M. Tyler Pottenger
Tetsu Tanimoto
George Williams

2018 Recipients

Francis Fukumoto
JoAnn Yoon Fukumoto
Howard Hudson
Rev. Dan Kennedy
Rev. Nancy G. Self
Rev. Dr. Robert Smith
Rev. Dr. F. Thomas Trotter
Rev. J. Irwin Trotter
Rev. Mark C. Trotter

2017 Recipients

Rev. Dr. John Cobb, Jr.
Gaunnie Hardin Dixon
Becky Haase
Stephen F. Harbison
Byron Hayes, Jr.
Rev. James M. Lawson, Jr.

2024 CAL-PAC PRELIMINARY REPORT

COORDINATORS AND OFFICES FOR 2024

Accounting Office	Mireya Cuevas	mcuevas@calpacumc.org
Agenda Chair	Rev. Cathie Capp	agenda@calpacumc.org
Cabinet	Rev. Melissa Roux MacKinnon	dsnorth@calpacumc.org
Communications	Dr. Alyssa Fisher	afisher@calpacumc.org
Conference Secretary	Rev. Bob Rhodes	secretary@calpacumc.org
	Rev. Won-Seok Yuh, Assistant	
Connectional Ministries	Erin Hawkins	ehawkins@calpacumc.org
Episcopal Office	Margaret Irwin	mirwin@calpacumc.org (626) 568-7312
Host Superintendent	Rev. Melissa Roux MacKinnon	dsnorth@calpacumc.org
	Jan Newton	northdistrict@calpacumc.org
Information Technology	Salend Krishna	skrishna@calpacumc.org
Lay Leader, Board of the Laity	Mele Maka	melemaka@gmail.com
Legislation Chair	Rev. Lea Booth	lea.m.booth@gmail.com
Media Team	Rev. John Demaree	acmedia@calpacumc.org (619) 993-5748
Moderators	Rev. Dr. Denyse Barnes	moderators@calpacumc.org
Nominations Committee	<i>To Be Elected</i>	nominations@calpacumc.org
Ordained Ministry, Board of	Cathy Wilson	cwilson@calpacumc.org (626) 824-2284
Pension & Health Benefits	Jan Hanson	jhanson@calpacumc.org
	Wanda Bethea, Pensions	wbethea@calpacumc.org
	Rosa Garcia, Health Benefits	rgarcia@calpacumc.org (626) 568-7318
Registration	Jennifer Gaylord	jpgaylord@calpacumc.org (626) 568-7363
Rules Committee	Bert Roark	rules@calpacumc.org
Teller, Head	<i>Refer to the Conference Secretary's Office</i>	
Treasurer's Office	<i>To Be Nominated by CFA</i>	treasurer@calpacumc.org
	Kathy Trcopan	ktrcopan@calpacumc.org (626) 568-7306
UM Daily	Pastor Lyda Eddington	umdaily@gmail.com
Worship	Rev. Julie Elkins	


CONFERENCE INFO, LIVESTREAM, SOCIAL MEDIA

Hotel WIFI Network: AC2024


Password: 24ACSession

calpacumc.org/ac2024

calpacumc.org/secretary

 @umccalpac

 @calpacumc

 @calpacumc

#flourish

#ac2024

#EndHunger

2024 CAL-PAC PRELIMINARY REPORT

AGENDA DETAIL

40th Annual Session of the California-Pacific Conference
 June 12-15, 2024 (Plus Pre-Conference Briefing 6/9)
 Daily Schedule as of June 3, 2024

(DRAFT - Subject to Revision)

Vision: Ending Spiritual & Physical Hunger - Flourish!

Sunday June 9, 2024 (via Zoom)

Time (PDT)	Time (HST)	Session/Report/Presentation	Chair/Presenter/Facilitator
6:00 PM	3:00 PM	Pre-Conference Briefing	ZOOM
		Live engagement & Reports (GC/Being UMC, State and Future of AC, Local Church and Leadership)	Dr. Alyssa Fisher, Media Team, Rev. Bob Rhodes, Bishop Dottie Escobedo-Frank

Wednesday June 12, 2024

Time (PDT)	Time (HST)	Session/Report/Presentation	Chair/Presenter/Facilitator
7:00 AM		Registration	Convention Center Foyer
9:30 AM	6:30 AM	Clergy Executive Session	Academy Ballroom
11:00 AM		Break	
11:30 AM		Clergy Orders Lunch	City Ballroom
1:00 PM	10:00 AM	Opening Worship	Academy Ballroom
2:00 PM	11:00 AM	Plenary Session 1	Academy Ballroom
		Call to Order	Bishop Dottie Escobedo-Frank
		Opening Business	Rev. Bob Rhodes
		Orders of the Day	Rev. Cathie Capp
		Announcements	Rev. Won-Seok Yuh
		Flourishing After GC Panel Discussion	Bishop Dottie Escobedo-Frank and panel
		Acts of Repentance	Rev. Amy Wake (video and live)
		Legislation	Rev. Lea Booth
		Retirement Videos	Media Team
		Instructions & Closing Prayer	Bishop Dottie Escobedo-Frank
4:30 PM	1:30 PM	Break	
5:00 PM	2:00 PM	Dinner (special meal or on your own)	Missions Dinner: City Ballroom (5:15-6:45)
7:00 PM	4:00 PM	Flourish	Various Locations
9:00 PM		Memorial Team Meeting / Rehearsal	Academy Ballroom

Thursday June 13, 2024

Time (PDT)	Time (HST)	Session/Report/Presentation	Presenter / Location
7:00 AM		Registration	Convention Center Foyer
7:00 AM		District Breakfasts (North & East)	North: City Ballroom - Burbank/Hollywood East: City Ballroom - Glendale/Pasadena
8:30 AM	5:30 AM	Praise & Worship	Academy Ballroom
9:00 AM		Plenary Session 2	Academy Ballroom
		Call to Order	Bishop Dottie Escobedo-Frank
		Orders of the Day	Rev. Cathie Capp
		Announcements	Rev. Won-Seok Yuh
		Board of Ordained Ministry	Rev. Diane Rehfield
		Connectional Ministries Programming	Erin Hawkins
		ASL	Rev. Dr. Denyse Barnes
		CFA Presentation	Rev. Molly Vetter
		Legislation	Rev. Lea Booth
		Retirement Videos	Media Team
		Instructions & Closing Prayer	Bishop Dottie Escobedo-Frank
11:45 AM		Break	
12:00 PM	9:00 AM	Lunch	Laity Luncheon in City Ballroom Deacons on Terrace

2024 CAL-PAC PRELIMINARY REPORT

Thursday June 13, 2024			
2:00 PM		Plenary Session 3	Academy Ballroom
		Call to Order	Bishop Dottie Escobedo-Frank
		Orders of the Day	Rev. Cathie Capp
		Announcements	Rev. Won-Seok Yuh
		A Flourishing Annual Conference	Erin Hawkins
		Legislation	Rev. Lea Booth
		Retirement Videos	Media Team
		COSROW	Rev. Stephanie Rice
		Closing Prayer & Instructions	Bishop Dottie Escobedo-Frank
4:30 PM		Break	
4:30 PM			Academy Ballroom
5:00 PM	2:00 PM	Dinner (special meal or on your own)	Celebration of Ministry Dinner: City Ballroom (5:15-6:45)
7:00 PM	4:00 PM	Memorial Worship Service	Academy Ballroom
9:00 PM	6:00 PM	LAMAG	City Ballroom. Rev. Dr. Joel Hortiales
Friday June 14, 2024			
Time (PDT)	Time (HST)	Session/Report/Presentation	Chair/Presenter/Facilitator
7:00 AM		Registration	Convention Center Foyer
7:00 AM		District Breakfasts (South & West)	South: City Ballroom - Burbank/Hollywood West: City Ballroom - Glendale/Pasadena
8:30 AM	5:30 AM	Praise & Worship	
9:00 AM		Plenary Session 4	Academy Ballroom
		Call to Order	Bishop Dottie Escobedo-Frank
		Orders of the Day	Rev. Cathie Capp
		Announcements	Rev. Won-Seok Yuh
		Connectional Ministries Programming	Erin Hawkins
		Legislation	Rev. Lea Booth
		SAI/UMC	Bob Arvizu
		Retirement Videos	Media Team
		Closing Prayer & Instructions	Bishop Dottie Escobedo-Frank
11:45 AM		Break	
12:00 PM	9:00 AM	Lunch (special meal or on your own)	Social Justice Luncheon in City Ballroom
2:00 PM		Plenary Session 5	Academy Ballroom
		Call to Order	Bishop Dottie Escobedo-Frank
		Orders of the Day	Rev. Cathie Capp
		Announcements	Rev. Won-Seok Yuh
		Flourishing in the Local Church	Erin Hawkins
		Legislation	Rev. Lea Booth
		Cabinet Matters	Rev. Melissa Roux MacKinnon & media team
		Retirement Videos	Media Team
		Closing Prayer & Instructions	Bishop Dottie Escobedo-Frank
4:30 PM		Break	
4:30 PM		Rehearsal for Young People Worship	
5:00 PM		Dinner (special meal or on your own)	Bishop's Award Dinner: City Ballroom (5:15-6:45)
7:00 PM		Worship (Young People)	Academy Ballroom
8:30 PM		Commissioning & Ordination Rehearsal	Academy Ballroom
9:00 PM		Young People's Events	

2024 CAL-PAC PRELIMINARY REPORT

Saturday June 15, 2024			
Time (PDT)	Time (HST)	Session/Report/Presentation	Chair/Presenter/Facilitator
7:00 AM		Registration	Convention Center Foyer
7:00 AM		Breakfasts	Hawaii: City Ballroom - Burbank/Hollywood BMCR: City Ballroom - Glendale/Pasadena
8:30 AM	5:30 AM	Praise & Worship	Academy Ballroom
9:00 AM		Plenary Session 6	Academy Ballroom
		Call to Order	Bishop Dottie Escobedo-Frank
		Orders of the Day	Rev. Cathie Capp
		Announcements	Rev. Won-Seok Yuh
		Spotlight CST	Rev. Dr. Grant Hagiya and alumni
		Connectional Ministries Programming	Erin Hawkins
		Nominations - Laity Appeal	Mele Maka and friends
		Certified Lay Minister Blessing	Bishop Dottie Escobedo-Frank
		Legislation	Rev. Lea Booth
		COSROW	Rev. Stephanie Rice
		Sessions Committee	Bishop Dottie Escobedo-Frank
		Closing Business	Rev. Bob Rhodes
11:45 AM	8:30 AM	Break	
12:00 PM	9:00 AM	Lunch	UWF Luncheon in City Ballroom
1:30 PM	10:30 AM	Commissioning & Ordination Service	Academy Ballroom
3:00 PM	12:00 PM	END OF SESSION	

EMERGENCY RESPONSE

Should any type of emergency arise, please call 911. The address for the Los Angeles Marriott Burbank Airport Hotel is 2500 N. Hollywood Way, Burbank, CA.

2024 WORSHIP OFFERINGS

SUSANNAH WESLEY COMMUNITY CENTER (HONOLULU, HAWAII)

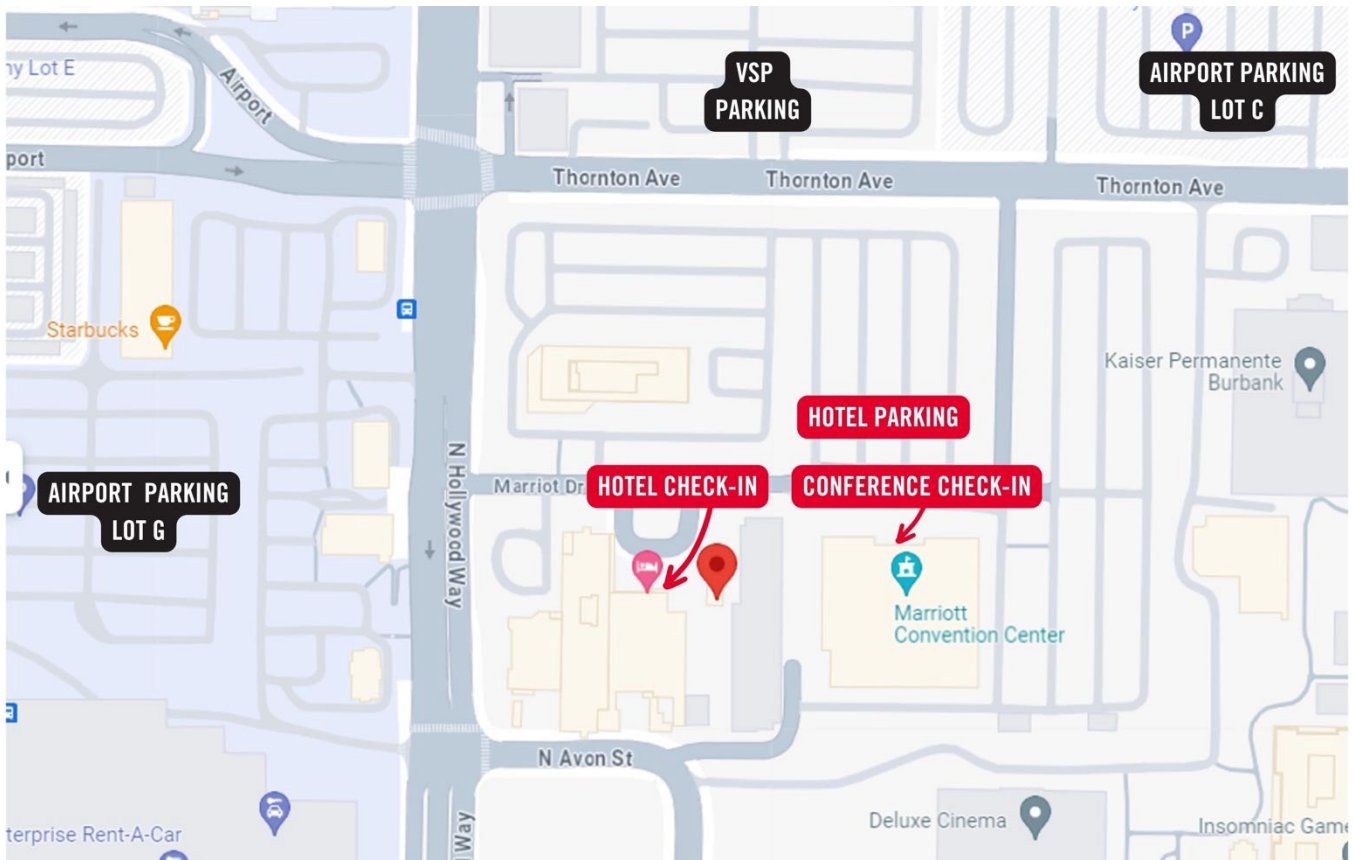
The Susannah Wesley Community Center is a non-profit agency nestled in the heart of the Kalihi-Palama community in Honolulu, Hawaii. It is a comprehensive social services organization dedicated to helping and empowering youths, adults, and families (many of whom are newcomers to Hawaii) who have great social and economic challenges, move towards self-sufficiency and independence. For over 125 years, the Susannah Wesley Community Center has been effectively addressing the unique challenges facing new immigrants who call Kalihi-Palama home. SWCC's mission has been and will continue to be to help people who have the greatest of needs to survive, thrive, and become contributing members of our community – even if they speak another language and face daunting cultural differences. SWCC continues to maintain high quality social services and programs to meet the youth, families, and adults of Kalihi-Palama who struggle with great needs. We continue to be good neighbors to all who may be lost, hungry or hurting. This agency has long been supported by Methodists in Hawaii and by United Women in Faith.

HOW TO GIVE

Because our 2024 Session is both online and in-person, giving can take place in the following ways:

- Give online via registration or at: www.calpacumc.org/donate
- Mail your check payable to the California-Pacific Conference to: Jennifer Gaylord, PO Box 6006, Pasadena CA 91102-6006
- Give in designated baskets by cash or check payable to the California-Pacific Conference as you enter or exit worship services.

HOTEL AREA MAP



REPORTS

ADVANCE SPECIALS

California-Pacific Advance Specials for 2024
submitted by the Justice and Compassion Essential Ministry Team

Current list of approved Cal-Pac Conference Advance Specials

- The Border Church
- Imperial Beach Neighborhood Center
- Calexico UMC Asylum Seeker Program
- The Guest House, Victorville UMC
- Emergency Reentry Resource Center, Crossroads UMC, Compton
- The Legal Clinic (TLC) Justice for our Neighbors – 1st UMC Honolulu
- Safe Harbors Network
- Cal-Pac Disabilities Task Force
- Skid Row Ministry
- Cal-Pac Philippines Advocacy fund
- Cal-Pac “You Are Not Alone” Migrant Children’s Program
- Colonel R.M. Baker Homes for Retired Ministers
- Filipino Migrant Center, Long Beach
- Los Angeles United Methodist Museum of Social Justice
- Los Angeles United Methodist Urban Foundation
- Wesley Foundation Serving UCLA. 580 Café
- Peace with Justice, Cal-Pac
- Children and Youth Family Collaborative, L.A.
- Strength for The Journey Retreats, Cal-Pac
- Interfaith Action Guatemala Mission Project
- Neighborhood House Calexico
- Camp Mekokiko, Hawaii
- Joint Commission for Church Extension Between Mexico & USA – Hands Across the Border
- Mary Magdalene Project
- Cal-Pac Camps
- David & Margaret Youth Services
- Echo Park UMC Refugee Welcome Center
- Watts Oasis Community Center
- Living into the Future Foundation
- Strengthening the Black Church
- Strengthening the Black Village

Rev. Dr. Denyse Barnes, Director of Justice and Compassion Essential Ministry Team

BOSTON UNIVERSITY SCHOOL OF THEOLOGY

Your partnership, prayers, and support are a cherished gift as BUSTH seeks to serve the church and the world! In a year like 2023, BUSTH's commitments to equip transformational leaders for peace and justice are all the more necessary and significant. We are hopeful and vigilant in our continued partnership with you.

NEWS:

- **Students:** Our academic year 2023-24 entering class was among our most diverse, with 86 new students enrolling, 34% of whom are international students.
- **Faculty:** In September we welcomed visiting [faculty member](#) David Anderson Hooker, Visiting Associate Professor of Religion and Conflict Transformation. Two new faculty searches are underway—an Assistant Professor of Religion and Society and the Martin Luther King, Jr. Professor of Religion and Black Studies.
- **Expanding Online Programming:** BUSTH's first fully online master's degree—the Master of Religion and Public Leadership (MARPL)—continues to expand after welcoming its first students in fall 2022. MARPL seeks students who wish to be prepared for leadership roles that creatively engage the challenges of public life. Learn more at bu.edu/sth/marpl.
- **Faculty Research:** Associate Dean Cristian De La Rosa received a Lilly Parenting Grant for \$1.25 million. Our faculty members published more than 75 books, scholarly articles, op-eds, and book reviews during 2023. Many were interviewed by media publications for their work on academics and activism, fat liberation, caring for creation, responding to congregational trauma, and the spread of Christianity in Africa. Selected stories can be found at bu.edu/sth/research/faculty-research/.
- **Scholarships:** We continue to offer free tuition to UMC-registered candidates for ordained ministry and leadership fellowships that support students in ethnic, gender, and sexuality studies. New funds include the Research & Teaching Fund and Affirmation & Empowerment Fund. We have newly endowed funds for DEI, Theology & the Arts, and Doctor of Ministry.
- **Accreditation and Curriculum:** BUSTH received a renewed full and unqualified listing by the University Senate of the United Methodist Church. BUSTH is concluding a curriculum review for the MDiv and MTS programs which will launch in fall 2024.
- **Online Lifelong Learning:** BUSTH offers online courses for professional and spiritual enrichment of religious leaders. Recent offerings include “Sustaining Spirits while Empires Crumble” and “Preaching Mark with Different Voices.” To learn more, visit bu.edu/sth/oll.
- **Development:** Recent accomplishments include endowing the Faith and Ecological Justice Fund, and new funding for student scholarships and academic programs.

COMMITMENT TO JUSTICE and COMPASSION:

- BUSTH's Office of Diversity, Equity, and Inclusion offers webinars on timely inclusion efforts, such as “[Increasing Participation of Students of Underrepresented Backgrounds](#).”
- This year's [Lowell Lecture](#) topics explore the role and responses of theological education for the challenges of today with lectures from Rev. Dr. Ted Smith (fall) and Dr. Keri Day (spring).
- Work continues to improve accessibility, sustainability, and responsible investing as written in our 2030 Strategic Plan. BUSTH is the first certified Green School at BU and is active in the Green Seminary Initiative.

With faith and gratitude,
G. Sujin Pak, Dean

CAMP AND RETREAT MINISTRY

Imagine This: Camp and Retreat Ministry is increasing in its impact and reach each year!

Last Summer we had over 300 campers at the camps that we provided across our three campgrounds with approximately 100 volunteers to serve these campers. In addition to the age level camps that Camp Wrightwood, Lazy W, and Cedar Glen supported, we offered our support to Winter Camps, Family Camps, Urban Kids Camp (81 participants), Strength for the Journey (30 participants), Christmas Institute (32 participants), and Spanglish (numbers still being provided for some of these camps).

This summer, we are offering an Elementary Camp and a Jr/Sr High camp at each of our locations with the theme of “Imagine This” where the campers will explore the ideas that they are known, wanted, love, have a purpose, and can make a difference. We are excited about a new curriculum that allows for creativity and flexibility across camps and contexts. Registrations are beginning to come in and we look forward to a summer filled with exploration and a reminder to the campers about God’s amazing love.

Imagine this: Over President's weekend, 75 campers and 24 volunteers arrived at Camp Wrightwood for a mid-year recharge while having fun in the snow.

Imagine This: As the Annual Conference concluded last year, Camp and Retreat Ministry has been working with Trustees on the sale of Camp Colby. We gathered on Zoom as Friends of Colby to tell stories that both break the heart and yet lift the spirit. We continue our work with the US Forest Service to address the complexity of selling lands in Forest territory. We have reached out to the Native American Caucus to talk through how we might make reparations to the indigenous people who are from this area. Until we navigate all the dynamics around these two arenas, Colby continues to be a CAL-PAC facility. A realtor has been selected who is working with us as we

Imagine This: We have seen some turnover in staffing. We welcome Alisa Wentzel (program coordinator/director) and Jason Kuiper (interim Site Director) to Camp Cedar Glen. We thank Kimmie Stradling and Caitlyn Anderson for their dedication and commitment to the overall camping program. They have been committed to working with our Camp Managers to bring our ministry to the next level.

Imagine This: Speaking of the next level....

1. Family Camp is offered at each of the three facilities
2. Camp on the Go brings camping to local churches to give a “taste” of the camping experience. Schedule a time for our team to come to you,
3. Each facility has redeveloped a Site Committee to help vision what it can be doing to serve the Conference and the community. These committees have begun a process of completing short term projects while looking ahead with long term sustainability plans,
4. The Retreat Ministry continues to grow, and more opportunities are available, please see our website <https://calpacretreat.org/> Or if you need assistance in planning a retreat please contact Rev. Marlene Urban-Funk at murbanfunk@calpacumc.org, and
5. *Camp Shine* has its inaugural summer coming up. This camp will serve 10-18 year olds on the Autism Spectrum with a well-researched and supportive environment to explore things and make lifelong friendships.

We are proud of our campsites and programs. Lazy W will complete a visit from the American Camp Association this summer, this is an extensive inspection conducted every five years. This is the bar standard

2024 CAL-PAC PRELIMINARY REPORT

in the Camping industry. Cedar Glen will be visited in 2025 and Wrightwood in 2026. Each camp has been visited by several entities in 2023, Cal Fire, Counties inspectors, and our insurance company to name a few. These inspections are vital to the planning and implementing safety standards at our facilities. Each site had several corrections resulting from deferred maintenance in the past, but we are pleased to report our Camps are receiving high marks. These corrections allow us to provide the level of service and ministry that will ensure the longevity of our programming. While these were costly repairs and improvements now, they will save money in the future and keep us insured.

We are seeing several new and returning CALPAC churches using our facilities, this shows a direct support of, or camps and we hope to see it grow. If your camp is interested in a weekend retreat, please contact Cedar Glen, Lazy W, and Wrightwood directly.

We are grateful for the continued support of our committee members, local churches, and the Annual Conference. Camping is changing lives.

Prayerfully,

Rachel Tabutol and Wanda Bethea

Co-Chairs of Camping and Retreat Ministries

CANDLER SCHOOL OF THEOLOGY

Since 1914, **Candler School of Theology at Emory University** has educated faithful and creative leaders for the church's ministries throughout the world. An official seminary of The United Methodist Church, Candler holds true to the Wesleyan value of ecumenical openness, enthusiastically welcoming students from more than 40 denominations, with nearly half of Master of Divinity students coming from the Methodist family, including United Methodist, African Methodist Episcopal, African Methodist Episcopal Zion, Christian Methodist Episcopal, Wesleyan, Free Methodist, Church of the Nazarene, and others. Our student body reflects the diversity and breadth of the Christian faithful, with an enrollment of 419 from 12 countries and 38 states, and 44% persons of color. This diversity is a blessing, enriching our life together and providing a "learning laboratory" for ministry in the 21st century—ministry that cultivates community across difference, welcomes all to contribute and belong, and embodies Christ's love in and among us.

Candler offers six degrees (Master of Divinity, Master of Theological Studies, Master of Religion and Public Life, Master of Religious Leadership, Master of Theology, Doctor of Ministry) and ten dual degrees, most of which are available in hybrid or online formats. Response to our new hybrid-format Master of Divinity, which launched in Fall 2023, has been strong: 65% of 2023's MDiv entering class chose the hybrid model, blending online classes and in-person intensives. Plus, around 20% of MDiv students participate in Candler's Teaching Parish program to earn contextual education credit as they serve as student pastors in local churches. Our proven DMin program—with a near 90% completion rate—is 90% online as well. These flexible options plus Candler's recognized academic excellence and hands-on learning opportunities are opening possibilities for even more people to follow God's call to ministry.

Reducing student debt through generous financial aid is a top priority for Candler. In 2023-2024, we are on track to award \$6.3 million in scholarship support, with 100% of MDiv students receiving aid. All MDiv students who are certified candidates for ordained ministry in the UMC receive full-tuition scholarships, and all MDiv, MTS, MRL, and ThM students receive a scholarship covering at least 50% of tuition. MDiv students also receive financial coaching and complete a financial literacy program to strengthen their

2024 CAL-PAC PRELIMINARY REPORT

budgeting skills and reduce debt. That knowledge will serve them—and the ministries they serve—well into the future.

Candler is growing in exciting directions as it creates avenues to bring high-quality theological education to a wider audience. It is a hub of Christian learning with multiple entry points. Those who aren't seeking an advanced degree can engage in learning through The Candler Foundry, our innovative program to make theological education accessible to the public through short courses, events, and related activities; the United Methodist Course of Study to educate licensed local pastors; the new Candler Center for Christian Leadership to refine business-related skills of United Methodist leaders; and La Mesa Academy, offering diplomas in pastoral leadership via a two-year hybrid program with courses in Spanish, English, and Korean.

One of the biggest news items of the year for Candler is the announcement that after nearly 18 years, Dean Jan Love will step down from Candler's deanship in the summer of 2024. Through Dean Love's transformational leadership, Candler has expanded to offer three new degrees, five new dual degrees, and more online and hybrid options, including the highly successful hybrid MDiv and DMin degrees. She has increased the diversity of Candler's faculty and student body, continued the school's tradition of world-class scholarship in hiring 75% of the current full-time faculty, and grown the number of endowed professorships. Her efforts have enhanced Candler's ability to fulfill its mission in a rapidly changing environment, and she leaves the school in a strong position. The next dean of Candler is expected to be named by early summer.

Candler depends upon your prayers, partnership, and support. Thank you for the countless ways you advance this essential ministry in the life of our denomination. We invite you to visit us online at candler.emory.edu.

Office of Communications, Candler School of Theology, Emory University

CLAREMONT SCHOOL OF THEOLOGY

As I think about this past year at our Claremont School of Theology, the stark reality that I have been here one full year has hit me. The year has been so full, full of twists and turns, it is hard to believe it has been a full year. It strikes me how our CST life mirrors what we human beings experience in the gift of life itself. We all experience the highs of celebrations, successes, deep personal relationships, and experiences. However, we also experience the lows of disappointments, setbacks, and losses. Life is never easy, and so it is true of our CST experience.

First of all, let me thank our Western Jurisdiction Annual Conferences for their continued prayers and support of CST. Our Bishops, Cabinets, Treasurers, and CFA and Trustee Chairs have been incredibly supportive as we navigate various loans and finances. Since the church owns CST, we never want to take this for granted, so let me thank all of you for your continued support!

Some of our highs include a successful review by our major Accreditation agency, The Association of Theological Schools. These reviews include a major self-study, massive documentation of every significant element of our school, intensive preparation, and a multi-day site visitation. I want to thank almost every one of our stakeholders: Faculty, staff, the Board of Trustees, students, and alumni. Everyone worked incredibly hard to share our mission and vision for CST, and I am deeply grateful. I also want to thank the ATS staff and site reviewers who honestly affirmed and challenged us in their review. The final outcome was

2024 CAL-PAC PRELIMINARY REPORT

a five-year approval of the school with no significant notations. They want to continue to monitor our financial situation, which is warranted and necessary.

We also successfully launched the opening of our new Los Angeles location at the Westwood United Methodist Church. So many key stakeholders gathered at our new site to celebrate and look to a dynamic future for CST. Key faculty members shared new visions for our future, and the mood was celebratory and optimistic. We will be thoroughly moved into our new Los Angeles location when our final renovations are complete at the end of March. Moving back to Los Angeles strategically allows us to fulfill our central vision of diversity and interreligious relationships, as we will be physically close to our African American, Hispanic, Korean, Japanese, Chinese, and Pacific Island Communities. We will be in close proximity to our Jewish, Muslim, Buddhist, Jain, and so many other interreligious communities. Returning to the heart of Los Angeles allows for so many new opportunities!

One additional celebration is an increase in our new student enrollment. We are growing and continue to attract the diversity we care so much about. We are truly a worldwide student body, with students attending online from all over the world. Our Deans have had to memorize worldwide time zones to schedule online classes so students do not have to participate in the middle of the night where they live! What a tremendous problem it is to deal with!

We remain at the forefront of innovation and creativity in theological education. Our new global Ph.D. program allows students to study in their own country, thus avoiding the “brain drain” that so often robs countries of their best and brightest minds. We send our faculty to teach where they live, enabling a more affordable educational model. We are projecting a new Doctor of Ministry degree that will incorporate innovation and the “Fresh Expressions” movement as a paradigm of what the church might become in the near future. We are also pioneering a new professional doctoral degree concentrating on spirituality and spiritual direction. Students of this program will be steeped in the depths of spirituality and become professional spiritual directors upon graduation.

These highlights stress our new values of “Compassion, Justice, and Belonging. These values will be our North Star and guide and direct all we do now and in the future.

It would be nice if our CST life could end with these highlights, but lived life must embrace sorrows along with joys, setbacks, and failures along with successes, injustices along with righteousness.

Our disappointments and setbacks include a ten-year litigation between the Claremont Colleges and CST over selling our 16.4-acre Claremont property. The civil courts affirmed a historic 1957 agreement that our founders made with the Claremont Colleges over the right of first refusal and an archaic formula that calculates the terms. Neither side could decipher that formula, and the Claremont Colleges insisted on paying only four million dollars for our property, which was conservatively worth ten times that amount. The final arbitration we went through was binding, and the educational market value of the property was between 40-80 million dollars. However, the Arbitrator decided to calculate the formula and came up with a final price of 7.7 million dollars. We were counting on at least double that price to service our debts and allow us a viable future. You can imagine our shock and disappointment over this ruling. The sting of injustice is that the Claremont Colleges are land-banking the property at the lowest cost, whereas our institutional survival is at stake for CST.

2024 CAL-PAC PRELIMINARY REPORT

Faced with this setback, we could either give up or find the resiliency to pick up the pieces and move forward. It is much like the decision the Disciples faced upon the death and crucifixion of Jesus. They could either give up in despair or put back their shattered faith and wait for the Lord. Thankfully, for us, they chose the latter, and God provided a new beginning in a resurrected Christ and sending of the Holy Spirit in the creation of the church. We often face these watershed decisions and movements in our own lives, and thanks be to God for giving us the faith and hope to model our move forward. God always provides a new beginning for us, and CST is no different.

This does not mean that our challenges end or everything will turn out like roses. As we navigate the light and darkness of our lives, the road is never easy. Yet, God never promised us easy. What we have been promised is that we will never be abandoned. That is true of our individual lives and the institutions that we love.

Be the Hope,

Grant Hagiya,
President of Claremont School of Theology

COMMUNICATION, CONFERENCE

The communications department welcomed Alyssa Fisher as the new Director of Communications in January, 2024. Upon her hiring, she shared the following vision for the communications office at the California-Pacific Annual Conference:

I envision a clear communication strategy focused on reinforcing the Cal-Pac conference office as an outlet that supports, guides, and broadcasts the work of the conference, its individual churches, members, and the community.

Through our office, church leadership will receive the information they need, clear and compassionate ways to share that information, and opportunities and avenues to follow for further questions and concerns. Through direct communication with the conference office via the website and social media accounts, church leadership and their members will find on-demand details about the annual conference, the episcopal office, our churches, and key initiatives. Our broader community will learn via earned media about the efforts of our conference and our churches to feed our community spiritually and physically. Through these channels, our community will know that our conference's strength and our love for the Lord and his people are unwavering.

The Office of Communications' priorities for the 2024 year include a website redesign, developing a long-term communications strategy, and continuing to build on the work of the communications commission. Website redesign: The conference has contracted Big Heart Creative to redesign our conference website based on research completed in fall 2023 and an ensuing strategy to better represent our conference and the work that we do in Cal-Pac.

Communications strategy: We are also collaborating with Big Heart Creative to create and deploy a long-term communications strategy for the conference. Based on a survey completed in March, 2024 and in consultation with our key leaders, the communications office will develop a comprehensive strategy for supporting and sharing with the conference clergy, laity, and media outlets.

2024 CAL-PAC PRELIMINARY REPORT

Communications commissions: Working alongside a new Chair of the Communications Commission and representatives from each district, our office will identify the best ways to create inclusive and diverse communication strategies that amplify the mission and vision of the California-Pacific Conference and support the implementation of those strategies at the church and conference levels.

DISTRICT SUPERINTENDENT: EAST DISTRICT

May the grace and peace of our risen Lord, Jesus Christ, be with you.

As I reflect on my fourth year on the cabinet and my first year as the East District Superintendent, my heart overflows with gratitude. Returning to the familiar landscape of my childhood and youth, where I was first introduced to the UMC, has been a deeply meaningful homecoming. This year, I had the privilege of rediscovering the vibrant heartbeat of this faithful district, witnessing the Holy Spirit's presence firsthand in the warmth of every interaction, and listening to the prayers and stories shared within this loving community.

Moreover, I find that the East District's slogan, "Where the Son Rises," aptly embodies the spirit I've encountered here. This is a place where the dawn of renewed hope in Christ is ever-present, shining through both our words and actions. From powerful worship experiences that uplifts the soul to compassionate outreach initiatives that embrace the community and our neighbors, the boundless love of Christ extends its reach across all walks of life.

Without a doubt, the district's remarkable fruitfulness stems from the dedication of its members. Both clergy and laity are true blessings, exemplifying faithfulness in action and serving as a source of inspiration. This conference year, we've seen a growing number of pastors prioritize self-care, taking intentional time to nourish their mind, body, and spirit through renewal leave. I commend them for prioritizing their well-being, and extend my deep appreciation to our laity and local churches for their support in providing time and resources for our pastors' Formational and Spiritual Growth Leave. This commitment strengthens the fabric of our community and ministry. By prioritizing self-care and renewal leave, our pastors return to shepherding their flocks from a fuller wellspring, ready to further our shared mission with a renewed sense of hope, purpose, and vitality.

Lastly, I would be remiss if I didn't express my sincere gratitude to Bishop Dottie Escobedo-Frank for her gracious and empowering leadership and steadfast support. To my incredible cabinet colleagues, your love, support, and friendship have been a constant source of strength, comfort, and laughter. My heartfelt thanks also extend to my district staff—Rev. Catie Coots, Rev. Eric Schmidt, and Karen Britten. Your dedication to the district is truly unparalleled, and it is both a blessing and a joy to serve the East District alongside you.

With deep thanksgiving for the blessings of this past year, I look forward to us flourishing in the seasons to come. Together, let us continue walking this path, guided by the Spirit and inspired by Christ's love.

In God's service,
Moonyoung Lee

2024 CAL-PAC PRELIMINARY REPORT

DISTRICT SUPERINTENDENT: HAWAII DISTRICT

Grace and peace to you in the sovereign name of Jesus Christ. It has been a great blessing and honor to return for a second term as the Hawaii District Superintendent.

While the danger from the COVID pandemic seems to have largely subsided, the effects of COVID still have an impact on our Hawaii District churches, pastors, and members. Many have felt exhausted, less connected, and in need of renewal.

Our District Planning and Strategy Committee recognized this and in August, 2023, held a Clergy Pandemic Recovery Retreat at St. Anthony's Retreat Center on Oahu. It was a time to relax, renew, praise God, and have fun and fellowship. It was very well received and very timely. It is expected that this retreat will be held again next year and every other year after that.

On January 27, 2024, the first ever district lay leader brunch was held at the Aiea UMC on Oahu. It was also very well received and it was deeply appreciated and uplifting.

I see great promise in many of our congregations and ministries, with a greater sense of mission, ministry, and outreach. Our district's apportionment giving by percentage remains the highest in our annual conference. Our thanks to the hard working and sacrificial pastors and laypeople in our district.

One of the most significant ministries of our district has been the work of the Acts of Repentance (AOR) Taskforce, which has tirelessly sought to bring awareness of the illegal overthrow of the Kingdom of Hawaii in 1893, leading to the subsequent occupation and annexation of Hawaii by the United States. One of the Marine sharpshooters, Harcourt Peck, who participated in the overthrow, was a Methodist, and later became the pastor of what is now the First UMC of Honolulu and still later, the Hawaii Mission Superintendent. For years, the overthrow was celebrated at First Church. Legislation seeking an apology for these illegal acts - including Methodist participation in and celebration of the overthrow - was considered at the General Conference. The AOR Taskforce continues to work to bring justice and reconciliation.

On a sadder note, the Immanuel UM Mission congregation of Saipan voted to close after nearly 30 years of United Methodist ministry serving the people of the largest of the Commonwealth of Northern Mariana Islands. They hope to continue as a fellowship group aligning with another denomination.

We celebrate and rejoice with the Rev. Hong Yun "Brandon" Won, who has been recommended by our conference board of ordained ministry to be ordained as an elder in full connection at this annual conference.

Finally, I could not end without thanking our superlative staff: Sonya Lee, our administrative assistant, whose thorough and outstanding work blesses the district in innumerable ways; and Rosie Jacinto, our accountant, whose incredible knowledge and efficiency keeps the district running smoothly on the financial end.

I am indebted to the leaders of the Hawaii District: our lay leader, Tupou Seini Kelemen; our Hawaii United Methodist Union (HUMU), chaired by the Rev. Joy Yun; our District Leadership Team, chaired by the Rev. Sam Nam; our District Superintendency Committee, chaired by Dorinda Dunlap; our District Planning and Strategy Committee and Acts of Repentance Task Force (both led by the Rev. Amy Wake);

2024 CAL-PAC PRELIMINARY REPORT

our young people's coordinator, Pastor Pauline Katoanga; the Building and Location Committee, chaired by the Rev. Chi Young Jeong, and many others.

May God continue to bless our district and conference!

Grace and aloha,
Rev. Tom Choi

DISTRICT SUPERINTENDENT: NORTH DISTRICT

We continued to build relationship living into our vision of RESPECT – RESPOND – RESOURCE. In living out of respect for each other, we witnessed beautiful and diverse ways churches and faith communities are helping to end spiritual and physical hunger. We responded by resourcing each other for rich and varied ministries appropriate to the location of the church or faith community. We resource each other in all areas especially this by finding ways to nurture each other.

Churches across the vast geography of the North District sought new ways to create nurturing ministries. We continued to offer many opportunities to be nourished spiritually – from Sunday services to special services as well as revivals. To help others on their journey, we sought to be engaged in ministries that provide for those living on the margins of life through food banks, clothing closets, and hosting Westminster Health Clinics. As a special project this year, we worked together as a District gathering items need at the border to help comfort and minister to asylum seekers. One specific district focus remains helping with the rising homeless population. We continue to engage in conversation with churches about affordable housing. We hope to break ground in early 2025, with a 54-unit affordable housing project on the College UMC site.

Through the collaborative work of many lay and clergy, the above ministries are possible. The work of our North District Committees, programs, and outreach groups supported and inspired us in collaborative ministry. I am thankful for the District Committees and their leadership: Rev. Eric Scott and Rev. Alma Johnson-Hawkins on District Committee of Ordained Ministry; Rev. Erin Stenberg on District Planning and Strategy; Rev. David Burgeson on District Union; and Rev. Rich Bolin on District Superintendency. I also give thanks for the lives of Pastor Lupita Alonso-Redondo and Pastor Marc Marcos and the way their lives changed the world.

A very special thanks to Jan Newton, our Administrative Assistant, and to Rev. Mary Dennis, our Change Manager for their tireless assistance to all in the District. A huge thank you to our District Lay Leader, JP Harris, and our associate lay leaders for their continued vision and inspiration.

I am truly grateful for these three years of serving the North District with so many gifted persons who have a passion for ministry. Thank you, North District, for the ways you make the word a place filled with grace, peace, and compassion.

I am looking forward to all the ways the North District will continue to flourish under the leadership of your new District Superintendent, The Rev. Garth Gilliam.

Blessings!
Rev. Melissa Roux MacKinnon

2024 CAL-PAC PRELIMINARY REPORT

DISTRICT SUPERINTENDENT: SOUTH DISTRICT

Unexpectedly, after only three years, this is the last South District Annual Report I will submit as Superintendent as I transition on July 1, 2024, to become the Assistant to the Bishop. Each year these reports have started with words of gratitude for the laity and clergy who live out their discipleship within and beyond the bounds of the South District. This year is no different. In every part of the geographical reach of the district, whether in small communities or large, I have found United Methodists who are seeking to nourish the world through tangible acts of love and service.

I will always treasure the worship moments, the outreach work, the study sessions, the strategy meetings, and the fellowship opportunities that I have had the privilege to share with almost all of the congregations and mission sites in the South. Time and again, even in these challenging days, I have been reminded that we do know where we will find our purpose and our future and that is in being about the work of the Gospel, creating local discipling communities that are connected for justice and compassion. Such living is the outgrowth of our experience of the unconditional love of God. As we lean into the love God has for us, we then not only love God more, but we begin to have more love for those around us, neighbor and stranger alike. That love begins to transform the strangers into neighbors and turns neighbors into siblings.

As we focused on nourishing one another this last year, it meant feeding our siblings, housing our siblings, welcoming our siblings, setting a place at the table for our siblings. Every time we broke bread together, we learned what burdens our siblings. We discovered systems that oppress our siblings, condemn, and harm our siblings. This all calls us to begin to address systems in society that kept our siblings from thriving and flourishing. What a calling!

I found this to be particularly lived out in September 2023 when hundreds of migrants who had been processed for entry to the US and had been kept waiting between the layers of border fencing after entering the US from Tijuana, were suddenly dropped off by U.S. Border Patrol agents at transit centers throughout San Diego County. Men, women with children, families, were suddenly left not knowing where to go, many with no money, food, or water, with nowhere to sleep. Relief agencies in San Diego, though overwhelmed by the numbers, acted swiftly to attempt to help. With rapid action, the Rev. Dr. Denyse Barnes, Director of Justice and Compassion ministries for the conference, working with Rev. Baldwin Avendaño at Calexico UMC and Rev. Donald Owens at Safe Harbors Network at Christ Ministry Center, were able to coordinate immediate help. First UMC San Diego and Nestor UMC quickly responded to a morning plea agreeing to house 24 people and 10 people respectively at their churches. Soon, Chula Vista FUMC and Community UMC in Borrego Springs joined the call to house our siblings. Countless other congregations in the district stepped up with food, drivers, clothing, and housing. Our largest congregations and our smaller congregations responded in the same way to an immediate need. They said yes to making God's love tangible!

The three mission centers within the district – the Imperial Beach Neighborhood Center, Christ Ministry Center in San Diego and Good Shepherd Ministry Center in El Cajon – have continued to provide medical, food, education, and spiritual care for hundreds of families every week. The Good Shepherd Ministry Center even add a hennery this year! Fresh eggs, anyone? Almost every congregation in the district provides invaluable support to families, seniors and/or their unhoused siblings through food and such things as vouchers for rent, utilities and transportation. We often ask churches to reflect on who would notice if your congregation shut its doors. In place after place, the most vulnerable and at risk would notice. Praise God for congregations who love as they have been loved!

2024 CAL-PAC PRELIMINARY REPORT

By the time we gather at Annual Conference and read our report, the postponed 2020 General Conference will have occurred. Many things are up for consideration, not least of all regionalization of the denomination, adoption of revised social principles, and removing of language harmful to our LGBTQIA+ siblings. The question of whether new disaffiliation legislation passes will also be known. For me, sadly, we said farewell in November 2023 to Wesley UMC in San Diego as they completed the disaffiliation process under ¶2553. If General Conference passes new legislation that allows congregations to disaffiliate, especially if they can leave with property for no or limited costs, more of our congregations are likely to leave. We are still discerning what it means to come to Christ's expansive table as One Body. I encourage us to pray for one another that God continues to be glorified in who we are and how we live out our discipleship to Jesus Christ, even if our decisions take us in different directions.

Against that backdrop, though, there were also numerous congregations this year that celebrated record numbers of new members and confirmation classes since COVID. In numerous locations there is increased energy and joy in being disciples. Santee UMC voted overwhelmingly to become a member of the Reconciling Ministries Network and San Carlos UMC will have also voted on that by the time we gather at Annual Conference. Last year over 15 congregations marched in the San Diego Pride Parade and 5 congregations in the Orange County Pride Parade to let people know that God's love is real and that it is for everyone. Santee UMC sponsored the first ever Pride Parade in that city and over 300 people participated. Thank you to Pastor Jeri Newell-Davis for organizing this participation and for leading our District Mission work.

Again, this year we can rejoice in the completion of an affordable housing project in the district. Nestor UMC celebrated the grand opening of Nestor Senior Village which offers 73 studio apartment homes tailored for individuals aged 55 or better. The long-time dream of an affordable senior housing and a new community center in Imperial Beach continues to move ahead and groundbreaking is still on the horizon. Several other congregations are in the early stages of exploring how they can leverage their property to serve their neighbors with affordable housing.

We celebrate that God continues to stir hearts and lives, calling people into ministry. We are excited for those lay persons who are choosing to deepen their walk and expand their leadership through Lay Speaking and Lay Servant ministries. We rejoice for those in the Certified Lay Ministry trainings. There are also those that have experienced a call to ordained ministry. The South District has several new candidates for ministry and rejoices that Kim Ports and Molly Lorden will be commissioned as Elders in Provisional Membership, Michelle Andrews and Kitone Tu'itupou will be ordained Elders and Hyon Shim "Lily" Hong ordained as a deacon, all in Full Connection, and the Rev. Paul Capetz will have his orders recognized and brought into full connection. I am very grateful for the dedicated work of the District Committee on Ministry (DCOM) and the leadership provided by the Revs. Christian Dement and Melissa Rusler, who is stepping down as registrar this year. We also give thanks for the faithful ministries of the Rev. Glen Haworth, Rev. Brian Kent, Rev. Rick Malec, and Rev. Matt Sargeant, who enter the retired relationship. We pray for God's continued blessing on their lives as they move into this new season.

The District Planning and Strategy committee (DPAS) and the District Union, under the leadership of the Rev. Kristie Grimaud and Jason Tucker, respectively, have continued to support local congregations and ministries through new ministry grants, scholarships, ministry transition funds, and congregational bridge loans. They are dedicated to leveraging our resources in ways that support vital ministry. The work of the Rev. Paige Eaves, the Assistant District Director, has been instrumental in this work, and I give thanks for

2024 CAL-PAC PRELIMINARY REPORT

her expertise and heart for serving the churches and ministries across the district. She has a spirit of generosity and is ready to help our congregations and me. I am indebted to her partnership in ministry.

Amidst all of this, I give thanks for Emilie Penuelas, the South District Administrative Assistant and Michael Mitchell, the District Lay Leader, for the partnership and patience in ministry. They have truly brought me joy in my work with them.

God is clearly at work across the South District. As I pass the superintendency to the Rev. Luis Garcia, I know I am doing so to a faithful disciple who loves the local church and is passionate for how he can help congregations share God's love in the world.

Thank you for the privilege of serving you. It has been an honor.

In deep gratitude,

Sandra K. Olewine
South District Superintendent

DISTRICT SUPERINTENDENT: WEST DISTRICT

Dear Beloved West District,

The Risen Jesus Christ does live and journey with the faithful people of the West District of the California Pacific Annual Conference. The events of the last year, from the seeming out-moving plights of pandemic that continues to plague the world, that of racism and wars, to the ever-changing timeline of our denominational crisis of disaffiliation as well as the personal stories of loss, pain, poverty that were shared within the lives of members, only strengthened the resolve of the clergy and lay members that make up the West District. July 2023 brought changes to a West District that was already living through the unrest that characterize the entire globe during these months, and yet, the people of the West District kept on, they continued to be faithful.

On July 1, 2023, I was blessed to meet some of these faithful people on my first day of work as the District Superintendent for the West District. Since July 1, 2021, I have been serving the people of the East District. I answered the call to come to the West District for the past months. It was the beginning of this new chapter in ministry in the lives of the people of the West District, as well as my family and I. I have been humbled to receive the spirit of love, acceptance and hope that has filled my soul since that first day. And, as I have had the privilege of visiting and worshipping with so many of the members of the West District family, I can say without a doubt, that spirit embodies the work of the West District.

The struggles and challenges that we are experiencing in the West District are no different than most, and yet, the contexts that make up ministry in the West District are so varied. It is dire and demanding in some and calls for so much more than the bare resources we have. There are other congregations that are moving forward in faith. However, we as a district put forth our concerted effort to develop deep and lasting relationship where we can offer mutual care and love to one another through sharing of what we have. It is through these relationships that we can face the most trying of times in our journeys.

Prayers and relationships undergird everything. These are opportunities to connect and build relationships with God and among colleagues. In the midst of meetings and worship services or events, everyone shared

2024 CAL-PAC PRELIMINARY REPORT

ways to do worship, reach others and how to cope with the changing times. Challenge, change, collaboration, connection, and perseverance describe the situation unique to each context. However, our clergy and laity coped and invent ways to connect with God and to others.

As we await the General Conference and its outcome, we may experience a picture that seems cloudy than usual in this season but I believe that the light from God still shines more brightly bringing us all comfort, peace and hope. I look forward with anticipation to what God continues to lead and uses us all to further his kingdom on earth in months and years to come. May God continue to hold all of us in the West district together in his mighty hands of Love. To God be the glory and honor.

Blessings,
Pastor Saia

DREW UNIVERSITY THEOLOGICAL SCHOOL

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

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

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

Rev. Edwin David Aponte, PhD, ThD (honorary)
Dean and Professor of Religion & Culture

2024 CAL-PAC PRELIMINARY REPORT

EQUITABLE COMPENSATION, COMMISSION ON

This commission operates under the following two primary Book of Discipline mandates:

- 1) pastors are entitled to equitable compensation;
- 2) each local church has the primary responsibility for paying their pastor.

To establish equity in compensation, standards are recommended by the commission and approved by the Annual Conference. The housing allowance was increased to \$24,000 per year in 2019. The commission is not bringing a recommendation for changes to the housing allowance at this time, although we will be studying the matter during the coming year with an eye to bringing any needed recommendations in 2025.

The commission also recommends to the Annual Conference salary tables for use in the calculation of clergy minimum salaries for the following year. All pastors' base salaries must be set for *no less than* the minimum established in the approved minimum salary tables for their category of ministry and for their years of service, adjusted for the percentage of full-time that they are actually serving. (Churches that are receiving Equitable Compensation assistance to pay their pastors, must set their pastors' base salaries *no higher than* the minimum established in the approved minimum salary tables for their category of ministry and for their years of service, adjusted for the percentage of full-time that they are actually serving.)

The method for creating the minimum salary schedules must be approved by the Annual Conference and then continues year after year until the Annual Conference votes to change the method. Changes to the method last occurred in 2015.

In response to the COVID pandemic, the CEC recommended, and the annual conferences of 2020 and 2021 approved no increase in the minimum salary schedules for 2021 and 2022 respectively. In 2022, given lingering fiscal problems caused by the pandemic, the CEC recommended, and the annual conference approved a 5% across the board increase in the minimum salary schedules for 2023. In 2023, the CEC recommended, and the annual conference approved a return to full compliance with the rules that had been adopted in 2015 for calculating the minimum salary schedules. This amounted to a 6.4% increase in the minimum salary schedules for 2024.

CEC administers the Equitable Compensation (EC) fund, which provides salary support to churches facing temporary, circumstantial financial shortfalls that prevent these churches from being able to pay their pastors. According to the Conference's "Five-Year Rule," the maximum grant that can be awarded to a church reduces over time to no award available after five years. This reinforces the Conference mandate that these grants should be temporary.

In addition, the CEC administers the Vital Presence (VP) fund, which provides salary support for churches that are designated Vital Presence by their District Planning and Strategy Committees. Vital Presence Churches are churches that have been deemed effective in serving particular regions or segments of the population that are traditionally underserved. Vital Presence Churches are exempted from the five-year year grant rule associated with Equitable Compensation grants. District Planning and Strategy Committees should review the Vital Presence designation periodically to determine if the church is still unable to be self-sustaining.

Our total budget for 2024 is \$357,000 (\$187,000 – Equitable Compensation; \$170,000 – Vital Presence). We received thirteen applications for 2024, including seven for Equitable Compensation and six for Vital Presence. To date, we have allocated a total of \$202,091.63 in both categories (\$110,220.05 in Vital

2024 CAL-PAC PRELIMINARY REPORT

Presence grants and \$91,871.58 in Equitable Compensation grants). Two of these grants, totaling \$30,000.00, are for the full year; the remaining eleven, totaling \$172,091.63, are for six months. This leaves us with \$154,908.37 for any grants that come in during the remainder of 2024. Churches will be asked to submit basic application materials for the last six months of the year if they still need funding.

The following table summarizes the grants allocated to date:

District	Church	Amount	Time Period	Designation
East	La Habra	\$13,634.78	Six months	Equitable Comp
Hawaii	Waianae	\$6,000.00	Twelve months	Vital Presence
	West Kauai	\$9,000.00	Six months	Vital Presence
North	Immanuel	\$10,000	Six months	Equitable Comp
	Pearblossom	\$21,528.38	Six months	Vital Presence
South	Brawley	\$24,239.50	Six months	Vital Presence
	Hemet	\$23,824.80	Six months	Equitable Comp
	Jacumba	\$5,302.42	Six months	Vital Presence
	Julian Community	\$22,644.50	Six months	Vital Presence
	Linda Vista	\$24,000	Twelve months	Equitable Comp
West	La Plaza	\$16,505.25	Six months	Vital Presence
	Native American	\$5,000.00	Six months	Vital Presence
	Norwalk	\$20,412.00	Six months	Equitable Comp

Rev. Frank Wulf, Chair, Commission on Equitable Compensation

2025 Minimum Salary Schedule FM

(Full Members – Elders & Deacons)

Using MCS rules from the 2015 Annual Conference

Year	Percent of MCS	Salary	Year	Percent of MCS	Salary	Year	Percent of MCS	Salary
1	76%	50,737	11	86%	57,413	21	96%	64,089
2	77%	51,405	12	87%	58,081	22	97%	64,757
3	78%	52,073	13	88%	58,749	23	98%	65,424
4	79%	52,740	14	89%	59,416	24	99%	66,092
5	80%	53,408	15	90%	60,084	25	100%	66,760
6	81%	54,075	16	91%	60,751	26	101%	67,427
7	82%	54,743	17	92%	61,419	27	102%	68,095
8	83%	55,411	18	93%	62,086	28	103%	68,762
9	84%	56,078	19	94%	62,754	29	104%	69,430
10	85%	56,746	20	95%	63,422	30	105%	70,098

2024 CAL-PAC PRELIMINARY REPORT

2025 Minimum Salary Schedule PLA
(Probationary Members, Local Pastors, Associates)
Using MCS rules from 2015 Annual Conference

Year	Percent of MCS	Salary	Year	Percent of MCS	Salary	Year	Percent of MCS	Salary
1	66%	44,061	11	76%	50,737	21	86%	57,413
2	67%	44,729	12	77%	51,405	22	87%	58,081
3	68%	45,397	13	78%	52,073	23	88%	58,749
4	69%	46,064	14	79%	52,740	24	89%	59,416
5	70%	46,732	15	80%	53,408	25	90%	60,084
6	71%	47,399	16	81%	54,075	26	91%	60,751
7	72%	48,067	17	82%	54,743	27	92%	61,419
8	73%	48,735	18	83%	55,411	28	93%	62,086
9	74%	49,402	19	84%	56,078	29	94%	62,754
10	75%	50,070	20	85%	56,746	30	95%	63,422

Note: The MCS used to create the above salary tables is the "Adjusted" MCS (MCS-A) and reflects a 1% reduction of the true calculated MCS (MCS-C) due to the annual increase for years of service that is built into the salary tables.

2024 MCS- C Calculated = \$ 67,434
2024 MCS-A Adjusted = \$ 66,760

ESSENTIAL MINISTRY TEAM – JUSTICE AND COMPASSION

Our JCEMT teams have been very busy this year. In addition to the reports included here we have awarded grants in Peace with Justice, Hunger and Homelessness, and Justice and Compassion Ministries in an amount over \$75,000 in support of some of the life-flourishing ministries we have around our conference.

We have been involved in mission work across each of our district and are encouraged by all the work being done in advocacy and support of all those marginalized and oppressed by our society.

Abolition Strategy Group

The task force awarded mini-grants to the following organizations fighting human trafficking or supporting former survivors of human trafficking: Zoe International, Global Center for Women and Justice, Higher Ground, and Set Monterey Free.

Rev. Karin Ellis developed a prayer card for the Hospitality Workers (CLUE) that was distributed at the Annual Conference. We also had a table at the Annual Conference with Fair Trade products, prayer cards, books, etc.

During human trafficking month in January, prayer cards from the Sisters of Saint Joseph of Orange were posted on the Conference website.

Leah and Karin also lead a book club on the book Ending Human Trafficking via zoom with persons from all the conference attending for eight weeks.

2024 CAL-PAC PRELIMINARY REPORT

We gave Christmas gift cards to human trafficking survivors living in Journey Out Shelters. The strategy group members personally address the cards and write a note to the recipient of the card. Last year Journey Out shared that the cards touched so many of the women that one even cried by our gesture. We call this our Christmas project with Journey Out.

The strategy group continues to encourage local churches to keep educating their members about the evils of human trafficking.

Eco Justice Strategy Group

Greetings from Earth, you know Earth, the one and only planet we share! We are blessed to exist on such a bountiful, caring creation and we have an imperative responsibility to care for OUR home. Fortunately, CAL-PAC and UMC have a team working on this idea of stewardship so we can continue the work set before us. Lest we remember the words of wise Chief Seattle, "Teach your children that the earth is our Mother. Whatever befalls the earth befalls the children of the earth."

The Eco Justice Strategy group is coming up on completing its first solar cycle and we have been busy. We have sent "tool kits" to congregations, allowing folks to enjoy the outdoors in new ways no matter the place they call home. With feedback and direction these kits will expand to allow even more ways to be in the open spaces. We will be offering a resolution asking the Bishop and the Conference to make a commitment to protection of our most sacred gift, our children's future! But asking each to lessen our footprint, demand social and economic equity, working toward a peaceful solution during conflict, and investment in markets that promote a high rate of return but not at the cost of the beliefs we hold most dear as Christians.

Very soon we hope to offer a "Green Sunday" and annual event that will take place right from the pulpit and pews. The Sunday closest to Earth Day (April 22) we will provide materials and resources so we can learn together they ways we can meet our resolution goals. The work will continue as we exchange ideas in the form of conversations, debates, legislation, and readings. We will meet together as a complete service project in our communities our sacred and safe places. The Eco Justice strategy group is open to all and meets monthly and we want you to help us help the Bishop and the Conference end spiritual AND physical hunger all while making Earth a better place to share!

Cal-Pac Disaster Task Force

In September 2022 Typhoon Merbok hit Alaska and on May 8, 2023 UMCOR asked two volunteers to travel to a community of Stebbins Alaska. Two of us surveyed 71 homes over an 8 day period.

On May 29, 2023 Guam was hit with Typhoon Mawar. A Solidarity grant was requested for \$10,000 and was issued. This provided emergency relief to the survivors. Between October 2023 and February 2024 there have been or will be up to 120 volunteers rebuilding around 100 homes. While teams were rebuilding we also trained 13 new ERT's.

On August 9, 2023 a fire tore through Lahaina Maui. Most of Lahaina was destroyed along with the Lahaina UMC. UMCOR issued a Solidarity grant (\$10,00) This provided emergency relief to the survivors. Mid to late December we had 6 ERT travel to Lahaina to help in the cleanup process. The rebuilding should start late 2024. While we were in Hawaii there were 42 more ERT's trained.

2024 CAL-PAC PRELIMINARY REPORT

From October 2023 through January 2024 a group of Volunteers (ERT and non ERT) have been working on a home in Desert Hot Springs that was affected by Hurricane Hilary. We have been asked to assist with a few other houses which will occur sometime early 2024.

Late in December 2023 a rain storm came through Ventura California, we had 3 ERT's assist with the cleanup, further work will be needed in the near future.

Besides the training in Guam and Alaska we have trained 48 new ERT's in the Cal-Pac Conference.

January 22, 2024 Rains hit San Diego as of now 400-500 homes may have been affected in San Diego County, unknown in the City of San Diego. The task force is currently working with San Diego VOAD and the County of San Diego.

Hunger and homelessness strategy group

This year focus has been on the Skid Row Action Plan which was launched as a community-based comprehensive planning process through a County Board of Supervisors Motion in June 2022.

Supervisor Hilda Solis, who represents Downtown, has said she hopes this Action Plan process of creating and then implementing the plan will be a model for all of California.

A gathering is being organized in March for this process to come into the Methodist Museum of Social Justice at Olvera Plaza under the title of Living Wage (from the Methodist Social Creed 1908).

Because of the comprehensive nature of the Skid Row Action Plan, the dynamics around homelessness, affordable housing, and food justice are all being considered.

Immigration Strategy Group

The Immigration Strategy Group has been working during 2023 and 2024 into 3 types of ministries for migrants:

- A) Emergency: receive people in US or Mexico (Calexico UMC & Jacumba UMC)
- B) Families who are being processed, in transition, and need temporary shelter for 48 hours to one week (Baldwin Park UMC, Borrego UMC, Nestor UMC, First San Diego UMC, Chula vista UMC, Chatsworth UMC and North Hills Mission). Provide spiritual and physical resources to help them move to the next part of their journey (Various UMC Pastors helping the L.A. California Collective welcoming people at LA Union Station).
- C) Helping families to get more established in our communities: Housing longer term, providing resources for the longer term (North Hills Mission in partner with Refugee Children Center).

It is good to mention a word of gratitude to all donors and volunteers from UMC churches and the community for the resources. Finally Echo Park UMC, with recent storms, have put a pause on the Asylum Shelter progress. With the support of CLUE, and all the work and donations from Echo Park, the Asylum welcome ministry is just weeks away from opening in another church that is part of the LA California Collective.

2024 CAL-PAC PRELIMINARY REPORT

UMVIM (Susan Harriss)

Toiletry Kit Ministry: Calexico Asylum Seeker Program - 9 trips were made by volunteers during the year to deliver a total of 1032 toiletry kits; 948 food “to go” bags; clothing for adults and kids; diapers and other supplies. Safe Harbors – 9 trips were made during the year to deliver 115 toiletry kits; bags of clothing; diapers (some ordered online with donated money); and other supplies. Border Ministries – Rev. Hortiales made a request in the Fall for small stuffed toys and child size blankets for the family asylum seeker shelters in Tijuana. Rev. Hortiales and Mexican Pastors wanted something special for Christmas for the children and especially for those children most traumatized by what they had experienced on their way to the border. A number of churches and individuals responded with a total of 777 stuffed toys, 124 kid sized blankets, 160 pairs of socks and a total of 314 toiletry kits for the year. In addition, 2 deliveries of cold weather clothing have been made to Rev. Hortiales. In order to produce toiletry kits and food “to go” bags, numerous assembly lines have been set up over the year at University UMC in Irvine to create the kits and food bags. “Many hands make for light work.” The funding for the food bags has been generously donated by the Cal-Pac Disaster Response Task Force.

Mission Trips: Give Ye Them To Eat (GYTTE) Ministry in Puebla, Mexico November 10 - 19
I participated in the GYTTE AWARE program that is designed to provide cross-cultural experiences through work and study. Part of the program was in Puebla learning about the history and culture of Mexico. Then there is 5 days of work and study at GYTTE’S Tree of Life Training Center in Tlancualpican. I submitted an article for publication on the Cal-Pac website to help bring more awareness to this program.

Paradise, CA May 4 – 13 – I lead a mission team from University UMC to Paradise, CA. We worked with a non-profit to help build homes for families that had lost their home in a devastating fire in 2018.

Tijuana, Mexico May 4 – I went with Rev. Hortiales and others to visit and learn about what is happening with asylum seekers in a family shelter. We were also introduced to the non-profit Centro 32 that provides mental health services and other aid to the many asylum shelters in Tijuana.

Coordinated with Disability Ministry – I worked with Sharon McCart to find a church in need of help with disability access to their facility. We organized a visit to Chollas View UMC and gave them advice on an inexpensive way to repair their handicap ramp and offered help if they needed it.

Training: An UMVIM Team Leader Training class was advertised on the Cal-Pac website and in the South District Newsletter starting in early December. The date for the in –person class was scheduled for January 13, 2024. However, no one signed up for the class and it was canceled. I will try again later in 2024 to set up another class.

Participation: I am a participant in the following conference organizations:
CalPac Disaster Response Task Force. South District Missions Committee. Liaison to the Immigration Strategy Group from the Disaster Response Task Force, Member of the Western Jurisdiction UMVIM ACC representing Cal-Pac.

Palestine/Israel Task Force (Holy Land Strategy Group)

Chairperson - M. Theresa Basile

After a period of inactivity, the strategy group revived last spring with new members and brought a groundbreaking resolution to the annual conference that was adopted in June 2023: "Identifying and

2024 CAL-PAC PRELIMINARY REPORT

Opposing Apartheid in the Holy land." After the outbreak of war in October 2023, the strategy group and other conference leaders organized a prayer vigil for the people of Palestine/Israel. This year, we are co-organizing an event with Faith UMC in Torrance in April: "A Little Town Near Bethlehem: A Time with Adam Manasra from Wadi Foquin, Palestine." In May, we will be meeting with and providing support for the justice advocacy of students in the campus ministry at UCLA. We are in dialogue this spring with the Jewish organizations If Not Now and Jewish Voice for Peace about interfaith events and action that we hope to bring to our conference later in 2024. Our strategy group will be organizing a witness action for justice and peace in Palestine/Israel to take place at annual conference.

We plan to publish a new page on the website by the time of our annual conference session this year, where we can provide a collection of resources for congregations and leaders in our conference to learn about and discuss what is happening in the Holy Land and take action together as justice-seekers and peacemakers. We are particularly excited about bringing to Cal-Pac congregations the movement known as "Apartheid-Free Communities," co-founded by United Methodists.

To have more capacity to serve the Cal-Pac conference throughout the year, we are seeking to grow. If you are interested in getting involved in this vital justice work, please see the foundational documents that guide our work, especially the Kairos Palestine Document of 2009 and the Palestinian BDS Call of 2005. They can be found on our page at the conference website, in the section "Inspiration and Guide for Our Work." <https://www.calpacumc.org/holyland/>.

See contact information there also, and please reach out if you want to know more about our work or would like us to visit your church or other ministry.

ESSENTIAL MINISTRY TEAM – NEW MINISTRIES

The Cal-Pac New Ministry Essential Ministry Team (EMT) serves to strategically cultivate, plant, and grow healthy, fruitful ministries by equipping and resourcing leaders and congregations for the transformation of our radically diverse region. (2014 Journal I-34)

The New Ministries EMT is part of Cal-Pac's Connectional Ministries and seeks to work together with the other Connectional Ministries, District Planning and Strategy Committees, District Superintendents, and the Bishop to support and resource new initiatives and endeavors that pursue our Cal-Pac's vision of Ending Spiritual and Physical Hunger.

Review of 2023-2024

Before we start this review, the New Ministries team would like to acknowledge all who have previously and currently served and partnered with New Ministries. We thank God for you!

While the charge of the New Ministries EMT is to resource and support new initiatives in various and holistic ways, financial funding has been the primary focus of New Ministries. This past year, the New Ministries EMT provided funding through 1) Microgrants and 2) Request for Proposal (RFP) agreements.

Microgrants in 2023-2024

We awarded the following microgrants in 2023-24:

- Keolumana UMC – AV System upgrade for Church (\$5,000.00) – Hawaii District
- La Plaza UMC – Knitting in Solidarity Program (\$5,000.00)- West District

2024 CAL-PAC PRELIMINARY REPORT

- Brea UMC - AV Upgrade program - (\$5,000.00) 6/28/23- East District
- Santee UMC – Upgrade Technology System (\$5,000.00)- South District
- Wahiawa UMC – Community Outreach Program (\$5,000.00)- Hawaii District

The microgrant total for 2023-24 is \$25,000. Additional funding was provided through the Districts. We thank the District leadership for their collaborative support.

Request For Proposal (RFP) Grants

The Request for Proposal (RFP) process has been implemented with the help of our Bishop, District Superintendents, and the District Planning and Strategy Committees. For more information about the RFP process, please go to www.calpacumc.org/newministries and select the “Request for Proposal (RFP)” section.

The goal of the RFP process is to provide support for the ministry teams we fund, building the fabric of our connection. This includes quarterly cohort gatherings via Zoom, additional support for developmental experiences, accountability through quarterly reporting and participation in our Spring Summit. The funding support has typically been spread over a three-year period.

During the 2023-2024, we supported the following ministries and programs:

- JAM (Jesus and Me) Church with New Beginnings– East District
- Being the Church in Long Beach- West District
- Echo Park Immigration Center (EPIC) with Echo Park UMC- West District
- The Collaboratory with Normal Heights UMC- South District
- The Dignity Center with Crossroads UMC- West District
- Grant Writing Project with East District- East District
- Connectional Teaching Project with Community UMC, Mesa Verde UMC, First UMC of Costa Mesa and Christ Church by the Sea- South District
- Vietnamese Ministry with Garden Grove UMC- South District
- Seek the Peace Collaborative with Churches in Ocean Park, St. Mark's UMC, Heritage/Bowen UMC- West District
- Music Ministry with Hesperia UMC/Hesperia Korean UMC- East District
- Children’s Ministry Pilot Project with Walnut UMC- East District
- Collective Table with San Dieguito UMC– South District

The total value of awarded in 2023-2024 is \$729,370. The total committed for 2024-2025 is approximately the same number. While we have supported good ministries, we are subscribed over our apportioned funds for the 2024-25 and have had to draw on reserve accounts. Therefore, we are discussing putting a hold on funding additional ministries in 2024-2025. However, to begin the discernment and collaborative work with new applicants and potential ministries, we welcome Request for Proposal (RFP) applications to be submitted for future potential funding.

Focus for 2024-2025

The New Ministries team gathered in person for a two-day retreat on March 8-9, 2024, to prayerfully reflect on where we have been and how we are being called to move forward. We have new conference staff working with New Ministries, Rev. Ken Suhr, Rev. Denyse Barnes, and Sandee Furuta. We also have a new Chair of New Ministries, Rev. Sione Finau. Here are some of the active discussion points and areas of focus identified.

2024 CAL-PAC PRELIMINARY REPORT

Focus on Sustainability, Equity, and Transparency

- **Sustainability** is a major focus regarding the new ministries we are supporting and funding. While New Ministries helps nurture and support the start or redevelopment of a ministry for a short-term period, the goal is for ministries to be sustainable with human and financial resources moving forward. The New Ministries team will work with the ministries we support to have a sustainability plan from the very beginning, identifying and nurturing future resources and funding streams. We will also work to help them implement their sustainability plan as their funding from us comes to an end.
- **Equity** in resourcing and supporting the various ministries in our conference is a high value for New Ministries. With this in mind, we will focus on reaching out to many of the ethnic churches and districts who have not been utilizing the support available. We hope to communicate and function in a way that makes it possible for all pastors, laity, and churches in our conference to have an equal opportunity for support and funding.
- **Transparency** is critical to build the trust and partnership necessary to attend to the call and purpose of New Ministries. New Ministries will provide clear reports on who is being funded and how much support is being received. To assess the sustainability and equity of our work, we will also be asking ministries that we support to provide other sources of support and funding they are receiving.

Focus On Financial Stewardship

- **Funding Assessment-** We will continue to assess the funding that has already been committed to ministries for the upcoming year, determine available apportioned funds in subsequent years, and regularly review our reserve accounts.
- **Upcoming Funding-** As stated above, New Ministries is already fully subscribed for our apportioned funds for the year of 2024-2025, and we are discussing putting a “freeze” on RFP grants for the upcoming year while we assess our plan of utilizing the apportioned funds and reserve funds moving forward.

Focus on Resourcing the Laity

- **Funding Laity-** We would like to put an emphasis on funding laity who have a passion to start new ministries. The goal would be to collaborate with clergy to identify laity who have a passion to start a new ministry, invite clergy and consultants to help nurture the laity, and then provide financial support to the laity in starting their new ministry. As the new ministries develop, different clergy can be invited to help equip, care for, and support the laity who are called to a particular new ministry. This focus on laity is also helpful in sustaining ministries through clergy appointment changes.
- **Hiring Trainers and Consultants-** We are identifying and working with individuals and organizations that can provide training and consultation for different types of new ministries (Fresh Expressions, house churches, church plants, community engagement, social justice, etc.), and specific aspects of ministry (marketing, outreach, discipleship, etc.) One idea is to leverage our consultants to provide a year-long (or some period) training and consultation for laity and their supporting clergy who are interested in starting a new ministry, and if the group is ready to move forward with a new ministry after the year of training, they apply for funding at that time. We believe that the return on investment in front-end training and working with laity and clergy will yield more sustainable, impactful ministries moving forward.

2024 CAL-PAC PRELIMINARY REPORT

Focus on Teamwork

- **New Ministries Team-** We will be working on an orientation and training for new members of the New Ministries team, have clarity on roles and expectations, clarify our meeting schedule and working process, records management that is available to the team, and we hope to invite more laity to be a part of the New Ministries team.
- **Working with District Planning and Strategy (DPAS)-** We see our DPAS committees as partners in our work and hope to communicate and align our work with the District Superintendents and DPAS committees of each district. With that said, we hope to improve the communication and alignment among the DPAS committees.

We were reminded at our recent retreat that our purpose is to be image bearers of God to the world, that we are completely dependent on the Holy Spirit to fulfill our purpose, and that the incarnation, grace, compassion, sacrifice, and resurrection of Jesus provides us the roadmap and hope to fulfill our purpose. May we all be moved by the love and grace of God in Jesus, and may we move out with the compassion of Jesus to our neighborhoods and communities. May God be glorified, and new life arise in 2024-2025!

FINANCE AND ADMINISTRATION, CONFERENCE COUNCIL ON

At the Annual Conference of 2023 and the Special Called Session of that same year, the Conference Council on Finance and Administration reported that, along with Connectional Ministries and the Human Resources office of the Annual Conference, we participated in a General Conference Finance and Administration Review in May of 2023. The review was led by the GCFA Chief Financial Officer and the GCFA Chief HR Staff member. The review offered us helpful input on how to continue to budget, organize and staff for a sustainable conference budget in this post-pandemic era.

We were in the midst of beginning a multi-year assessment on apportionment and revenue patterns and a mission-driven budgeting process, when the position of Conference Treasurer was vacated. This put a hold on the work until an Interim Treasurer could be found. We were blessed to be able to fairly quickly identify Ms. Christy Drenner who was just completing her post as Conference Treasurer of the North Texas Annual Conference of the United Methodist Church. Ms. Drenner began working with us on May 28th

While we are now back on track, the work of doing an in-depth review of the past 5 years and the impact the pandemic has had on local churches, as well as the changes at the general church level, including local church disaffiliations, was still before us. It soon became clear that assessing these repercussions comprehensively and accurately could not be properly completed in time to present a well-vetted budget at this Annual Conference session.

To give us time to create a budget that is attuned to changes in local church challenges and needs, as well as addressing rising hard costs of health care, and local church property and liability insurance premiums among other items, Bishop Dottie Escobedo-Frank has graciously agreed to allow the CFA the time it needs to create a mission-focused budget that matches the capacity of our local churches' stewardship and conference resources.

During this session of the Annual Conference, we will present our findings to date and projections for the coming years. In addition, we will announce a fall date for a virtual Special Session of the Annual Conference for the purpose of adopting the 2025 Annual Conference budget.

2024 CAL-PAC PRELIMINARY REPORT

We are confident we can reach the goal of a budget that is reflective of current realities while being a solid foundation on which to build the church of the future.

Conference Council on Finance and Administration

Mr. Howard Hudson CPA
CFA President

Ms. Christy Drenner CPA
Interim Treasurer/Consultant

FOUNDATION, CAL-PAC UNITED METHODIST

The California-Pacific United Methodist Foundation is pleased to continue its partnership with local churches, ministries, and individual donors. The Foundation experienced a very positive year and our investments under management now total over \$85 million. In 2019 we managed \$53 million in assets. This growth has come about because of new clients and donors, as well as careful investment in the markets. Our investment team has done an excellent job of steering us in a positive direction which has greatly benefited local congregations and ministries.

The Foundation continues to provide consulting and educational seminars for churches and ministries, presentations on endowment, planned-giving, and stewardship in the local church to name a few. We have had exciting reports of donors stepping forward, because of this information, and making a difference for their local settings. There is no charge for our educational services and consulting to our clients.

One of the things that is different about our Foundation and the typical investment firm is that we invest back into the ministry of this Conference. The operations of the Foundation are supported only by the investment fees we collect. But because of the generosity of donors, and carefully monitoring of our assets we sponsor an Annual Scholarship and Ministry Grant Program. Since 2020, the Foundation has given out over \$900,000 in Scholarships and Ministry Grants, this is something to celebrate and has a direct impact on the Annual Conference. When you invest with the Foundation, you are also investing in individuals and important ministry.

Grants for Urban Ministry programs, Church Growth, Sr. Adult Ministry, Children's Ministry, Youth Ministry, International Work Teams, and Church Growth, Scholarships for High School Seniors and Theological Grants for Seminarians are making a difference in people's lives. The Foundation helped to sponsor the Annual Bishop's Convocation for Conference Clergy and established the Bishop Hagiya Leadership fund through the generous support of donors across the Conference and Jurisdiction. More information is available on the Foundation's website www.cpumf.org, plus we are now set up so that individuals can donate online if they would like to be a part of the Foundation's mission and ministry.

Our Board of Directors and Investment Committee continue to oversee the work and direction of the Foundation. A big thank you to the officers who lead our Board: Jason Lee, Board Chair; Anslyene Lloyd, Vice-Chair; Karen Silvas, Treasurer. We also want to thank Foundation Board members Ellen Agee, Peter Davis, Lisa Fike, Erika Grubbs, Steven Hable, Charles Hartman, Anne Hawthorne, Doug Reinhart, and Craig Shipcott for their continued work.

We are pleased to report that the Foundation remains strong, and we look forward to our continued service to you.

Respectfully submitted,
The Rev. John R. Woodall, President & CEO
Mr. Jason Lee, Chair, Board of Directors

GARRETT-EVANGELICAL THEOLOGICAL SEMINARY

For 170 years Garrett-Evangelical Theological Seminary has been in service to the Church and the Wesleyan/Methodist connection through the formation of Christian leaders in ordained and lay ministries. As the result of a new strategic planning process that seeks to position the seminary more fully and purposefully in service to the global church, Garrett adopted a new mission and vision that will focus our work to this end: *Forming courageous leaders in the way of Jesus to cultivate communities of justice, compassion, and hope...for the thriving of the Church and the healing of the world.*

During this past academic year, Garrett also welcomed its largest entering class in over a decade, with 124 new students, and a current enrollment of 314 students representing 37 states and 21 nations from across the globe. We have experienced particular growth in students from the African continent and the Indian subcontinent, adding to an already richly diverse student body. While our denominational diversity also continues to grow, we also proudly welcomed growth in our United Methodist students who constitute more than 50% of our student body.

Of particular importance in the past year has been the partnership we have entered into with Phillips School of Theology of the Christian Methodist Episcopal Church (CME). Phillips students are now also fully Garrett students and together we are preparing the next generation of CME leaders in a robust pan-Methodist/Wesleyan context alongside UMC, AME, and AMEZ students. Phillips President, Dr. Paul Brown, is now also affiliated with our faculty, teaching CME History, Doctrine, and Polity, as well as spiritual formation and organizational leadership courses. It is our hope and intention to continue to grow this partnership and foster a truly pan-Methodist/Wesleyan ethos which includes our growing global Methodist partners in Asia, Latin America, and Africa. Additionally, last year, all Garrett degree programs were made truly hybrid so that students can study with us and earn their degrees either on our Evanston campus or in virtual learning spaces around the globe. This has added an amazing breadth of experience and contexts to our classrooms, where we seek to address real-world challenges with gospel inspired solutions or responses.

Garrett's world-class faculty continue developing curricular innovations that are responsive to the church's growing needs, while also contributing a significant body of scholarly work to their respective fields. Our faculty are also at work developing The Garrett Collective, an online platform of theological learning and resources for churches and partner organizations inspired by our faculty's research and/or strategic partnerships. Finally, at this critical juncture in the history of United Methodism, faculty leaders are providing essential guidance to UMC students, while also continuing to envision with hope the next expression of Methodism that is responsive to the Spirit's call for such a time as this.

HISPANIC COMMITTEE AND BORDER CONCERNS

The work of the Office of Hispanic Latino Ministries and Border Concerns has been in collaboration with the offices of Justice and Compassion, New Ministries, Camping, Young People's Ministries and with other programmatic and advocacy groups in the Conference, Western Jurisdiction and at the national level. The Conference Hispanic Committee (CHC) has a genuine desire in helping the needs of the Hispanic/Latino pastors, church leaders and congregations where they serve. To serve their needs, each of the four established District Hispanic Committees (DHC), in communication with their District Superintendent, hold meetings during the year to report and maintain accountability among each other. Following are some main Conference Hispanic Committee initiatives that I want to highlight:

2024 CAL-PAC PRELIMINARY REPORT

a) To strengthen and resource the Hispanic pastors the CHC supported two events last year 1) a pastoral network and fellowship over a meal at the Bishop's Convocation 2023, and 2) a pastoral retreat (*retiro pastoral*) to work on the preaching skills on October 12-14, 2023. A Fuller Professor and LIFT Ministries help us to make the curriculum possible. Ten Hispanic/Latino Pastors participate in it, praising God, reading Scripture and work on the lectionary with sermons in Spanish.

b) Leadership development among the Hispanic Youth with Spanglish Camp. The Spanglish Design Team 2023-24 developed a bi-lingual, bi-cultural Spanglish Camp and mentorship program. The camp was held on February 16-19, 2024 at the Lazy W. Ranch San Juan Capistrano, CA and the theme was Come and Find... Vengan a mi and You will Find a Real Rest based on Matthew 11:28-30. The main goal was to have a spiritual experience that intersects to share information about mental health. We have licensed Psychologist Mary Luz Trimble in charge of the mental health talks and Pastor David Jaimes and Pastor Ervin Aguilon in charge of the Spiritual side of the camp. Also, we have the honor to be visited by Rev. Dr. Denyse Barnes and have a testimony of Rev. Suzana Kim from the Board of Ordained Ministry. Spanglish 2024 was generously supported by the funds of the Conference Hispanic Committee, the North District Hispanic Committee to give individual scholarships and cover program expenses.

The Border Concerns' strategy for the last six years has been in building connections between the Cal-Pac Conference and the US/Mex border ministries. The main player in this strategy is the Immigration Strategy Group (previously called Immigration Task Force) Pastors Rafael and Toña Rios are the co-chairs. Below is a report about the work of the Immigration Strategy Group during 2023 until today.

Report of the Immigration Strategy group

The Immigration Strategy Group (ISG) has met eight times during 2023-2024. The main focus of this group is to obey what Exodus 22:21 says and create programs to attend the needs of foreigners among us. It has been working with 3 types of ministries for migrants: 1) Families needing emergency assistance, 2) Families needing transitional assistance, and 3) Assisting Families who are getting established in our communities

1. Emergency: Receiving People in the US or Mexico

Calexico UMC by Pastor Balding Avendano

The Calexico UMC Migrant Assistance program has successfully provided direct support to over 1000 asylum seekers since 2018. Our network of volunteers, partner organizations, and church-based shelters extends throughout Southern California. The church's compassion for home-seeking migrants continues to be present offering transitional services according to our capacity. We are able to offer emergency indoor accommodation, along with food, clothing, hygiene supplies and other needs for each case we are able to accept.

In 2023, CBP released into Calexico an average of 80 asylum seekers at the port of entry per day and an average of 12 people per day from the Detention Facility. These releases burden this small and limited border city with a need for temporary accommodations and emergency assistance, along with the need to transport people quickly and efficiently to their sponsors in other cities. Each individual or family unit has its particular needs depending on their case and final destination. We have been in the capacity to arrange transportation to their ultimate destination, and some will be offered a van ride to a second emergency shelter if this is located in nearby counties. Different Methodist churches within our conference have provided opportune temporary housing for numerous people that have come through Calexico, CA. We

2024 CAL-PAC PRELIMINARY REPORT

have built very strong partnerships with both Methodist and non-Methodist groups of assistance for migrants. We are a first point of contact for many refugees in need, and we trust we will continue to be in the capacity to provide aid for several more that for one or other reason will be contacting our ministry in seek of assistance. Thank God we have been a good Samaritan for the most needy.

Jacumba UMC Michael Lodhal, professor from Pt. Loma Nazarene University, San Diego, answered a call to become a part time pastor for Jacumba UMC, which sits right on the Mexico-US border. He and his wife joined the community in feeding and clothing the refugees who were passing through, in hopes of receiving asylum. They met people from Columbia, Brazil, China, India, Cameroon, Nigeria, Iran, and more places. He said “all one has to do is place oneself in their often threadbare—worn shoes to know what one must do.” Professor Lodhal encouraged others to join and said, “you will meet fellow siblings in Christ among these folks who are not “illegal aliens” at all but are visibly and publicly offering themselves to the Border Patrol in hopes of being moved from these “camps” to a processing center. The South District and many sister Churches began contributing to this humanitarian/divinitarian effort. The Jacumba UMC youth building became a depot for donations of food, clothing, tents, sleeping bags, medical supplies. An anonymous donor and non-profits (Al Otro Lado and Border Angels) added staff and volunteers to organize. A local resident allowed the staff to shelter at his property. Migrant families stayed in the desert (in December) for two to four nights, sleeping in tents provided by these groups. Al Otro Lado staff/volunteers cooked a hot breakfast and made sack lunches to take to the migrants who were staying at 3 different temporary camping sites. The Border Patrol closed the encampment down after about 4 weeks.

Tijuana, Mexico. At the Mexican side we were working closely with the Mexican Methodist Church feeding program (“Comedor Juan 6:35”) and Centro 32 in Tijuana Mexico. The Comedor has been working and serving more than five thousand meals in the period of 2023- until February 2024. In the same period, Centro 32 has been supporting 23 shelters with mental health (1,700 sessions with a team of psychologists), physical health (more than 1,000 doctor’s appointments), education (more than 2,500 children in transitional school), more than 900 recipients of various types of donations (Toiletry kits, clothes, stuff animals, etc.). Also, Missionary Joel Hortiales has been organizing and leading 7 groups to an immersion experience at the US/Mexico border.

2. Families who are being processed, in transition, and need temporary shelter for 48 hours to one week

Baldwin Park UMC by Pastors Toña and Rafael Rios. (Community Ministry in Baldwin Park UMC “Semilla de Libertad”)

Semilla de Libertad, an initiative at Baldwin Park United Methodist Church, sprouted as a response to the influx of immigrants coming to the U.S seeking asylum. As people are released from Immigration Detention Centers on bail and E-monitors, many find themselves with no place to stay before their transition to their destinations to be reconnected to their loved ones. This situation not only causes more trauma, but also leaves people houseless and susceptible to further harm. Through this Initiative, it is our hope to alleviate some of those hardships. We provide a safe space to stay, food, and transportation to the airport. The initiative is currently running on a volunteer basis and would like to acknowledge the community for its efforts.

This ministry has been welcoming immigrants since 2021. Through all these years, we have received some solo travelers, but mostly families. The program has been designed as a place of transition for a 24 hour stay, however, most of the time they need to stay longer. The object of this ministry is to offer a safe place to rest and help them get to their destination.

2024 CAL-PAC PRELIMINARY REPORT

During their stay we try to make them feel at home, we always welcome them with a meal and sit with them to hear their stories. As the time goes, we become a family, they cook and share their countries' delicious food, we talk about their dreams and challenges. We make sure they have the necessary documents to continue to their destination, we pray and worship together to strengthen our spiritual lives and we take them to the airport, bus station, or train station as they move on to their next destination. Many of them continue keeping in touch.

Last Year we received 31 families and 19 individuals (mostly male). They were referred from different organizations or institutions, such as: The Methodist Church in Calexico, Adelanto Detention Center, CHIRLA, CLUE LA and Union Station.

Semilla de Libertad has been embraced by the congregation and local community, our Mission Area and churches within the Conference, the Presbyterian Church, and the Catholic Church who have been providing some resources.

At our **2023 California Pacific Annual Conference**, Church leaders watched a powerful testimonial video that shared **Baldwin Park UMC** using their sanctuary as a temporary shelter for asylum seekers. A positive change happened in our Annual Conference after that video. Churches began answering the call to help! Pastor Toña Rios, who serves at Baldwin Park UMC, says to our UMC's and especially to our Immigration Strategy Committee, "Todos Pueden hacer algo/Everybody can do Something!". The following Churches are "doing something":

First San Diego UMC became a short term, emergency shelter for asylum seekers. Rev. Dr. Hannah Kah and her Church led this ministry for 6 weeks. SD FUMC housed approximately 300 individuals, with the help of 100 volunteers. Many individuals and Churches, including **Mission Hills UMC** brought food and clothing.

Chula Vista UMC, Chatsworth UMC, and North Hills Mission also offered short term, emergency shelters for asylum seekers.

Borrego UMC by Pastor Mateo Mamea (Borrego Springs Community UMC)

Borrego Springs Community UMC (BSCUMC) is a quiet seasonal community, between the months of April to September the population is about 1500, October to March the population is about 3500. We have open spaces and ministries that give access to food, clothing and showers. These ministries combined allow BSCUMC to be a place for the families to slow down and rest, supplies and a sense of peace before their next phase. Partnering with Calexico UMC, a network of support resources from Cal-Pac and churches throughout California, we began hosting families in July of 2023. Since those first two families we have hosted a total of 16 families (a total of 65 individuals). Each family has their own story and are asked if they would share that story or their hopes in traveling so far. The hope is to give insight into the journey they embarked on and the reasons behind it, demonstrating the humanizing aspects of living with the uncertainty of survival, the fear of the future of the children. Since starting this ministry at BSCUMC, people throughout the community have come by to sign up (we organize volunteers for breakfast, lunch, dinner, laundry). Clergy, laity and leadership from other local churches have assisted (Episcopal, Church of LDS of Jesus Christ, Catholic, UCC to name a few) have all helped or assisted while also providing vocal support. Other non-profits have also assisted as well as community members that had not attended church in years had heard and wanted to help. What also helped was receiving a micro-grant (Mustard Seed Grant) from UMCOR, getting inflatable beds, linens, towels, toiletries, document protectors, backpacks and so forth.

2024 CAL-PAC PRELIMINARY REPORT

Equipping the families with the basics while also understanding that each family has differing and specific needs. This ministry is so lifegiving, literally and spiritually. AMEN.

Churches, Non-Profits also are providing spiritual and physical resources & advocacy to help people move to the next part of their journey:

UMVIM Coordinator, Susan Harriss using Cal Pac Network of churches in every district, has had donations of 1037 Stuffed toys, 145 Child size blankets, 206 New children's t-shirts, 48 New towels, 160 pairs Socks, 314 Toiletry kits, 9 trash bags (60gal) of Children's clothes, and lots of leftover Halloween candy. In addition, the Toiletry Kit Ministry totals for 2023 are as follows:

Calexico UM Asylum Seeker Program - 1032 toiletry kits; 948 food "go" bags (**funded by the Disaster Response Task Force**)

Safe Harbor Network - 115 toiletry kits

Border Ministry - 314 toiletry kits

There are also many un-named Churches, UWF groups, individuals, and more nonprofits who have donated teen backpacks, hundreds of bags of clothing for adults and children, cold weather jackets, hoodies, underwear, socks, diapers, and supplies. These supplies were distributed as needed to the above 3 groups, PLUS the **LA Welcome Collective** that was previously housed at Echo Park UMC.

Nestor UMC pastor Kimberly Ports serves as a faith representative for the San Diego IRC board. She advocates on behalf of issues that affect our immigrant communities, especially within political assemblies such as board of supervisor meetings, etc. Nestor UMC also has a large storage bin on their property so that Churches can arrange to bring donations that will later be transferred to the UMC ministries in Tijuana.

LA Welcome Collective by Guillermo Torres.

In the Fall of 2022, a meeting was convened by Los Angeles nonprofits: CHIRLA, CARECEN, IMMDeF, LA Archdiocese and CLUE, to address the arrival of buses from Texas transporting asylum seekers and dropping them at Union Station. Since the first bus arrived in June 2023, over 1300 asylum seekers have been brought to the Los Angeles area. This is in addition to the asylum seekers arriving to Los Angeles via Immigration Processing Centers in Adelanto California. Under both U.S. and international law, migrants are legally allowed to come to the United States to seek safety and asylum status. It is required for those seeking asylum status to be physically in the United States to begin this process. This creates a situation where migrants, as they work on getting their legal status, often arrive in the country without an immediate destination or even the ability to begin that process. For the time while seeking asylum status takes place, these migrants need assistance with temporary housing, sponsorship, food, healthcare, and all of their basic needs.

To meet this need, this group partnered together to create **The LA Welcome Collective**. Working in collaboration allowed for strengthened coordination with various non-profit organizations, the City of Los Angeles, and the County of Los Angeles to maximize available resources. We believe our American values demand a policy of welcoming and receiving these migrants with empathy and compassion. The Collective provides initial support and assistance to these asylum seekers in a way that is coordinated, humane, compassionate, and dignified. From June to November, the LA Welcomes Collective has provided humanitarian assistance to 1,045 migrants.

2024 CAL-PAC PRELIMINARY REPORT

The Religious Collaborate includes Clergy and Laity United for Economic Justice-CLUE. Justice and Compassion of the Cal-Pac Conference of the United Methodist Church, Presbytery of the Pacific, Nefesh Temple, Adat Shalom, Centro de Vida Victoria, Islamic Temple in Bell, Islamic Center of Hawthorne, Presbytery of San Fernando & San Gabriel, LA Episcopal Diocese, EPIC, Echo Park UMC, Temple Beth Am, Baldwin Park UMC, Grace Lutheran Church, Heritage UMC.

Religious communities are providing: Overnight Hospitality Shelter, Chaplaincy, Welcome Instructions, Toys, Personal Hygiene items, Food, Limited Transportation Logistics, Accompaniment, Limited Case Management, Limited Legal Resources, Media Relations. Overnight Shelter is in high need.

Other Partners:

CHIRLA: Intakes, Case Management, Meals, Transportation & Overnight Hospitality/Shelter, Limited Legal Support, Media Relations.

CARECEN: Personal Hygiene Packages & Toy Distribution, Car Seats, Legal Support, Comms and Media Relations.

IMMDef: Immigration Legal Orientation & Support, Comms and Media Relations.

LA Catholic Diocese: Locations for Welcome Center, Clergy Chaplaincy, Welcoming & Instructions, Comms and Media Relations.

Haitian Bridge Alliance: Overnight Hospitality/Shelter, Translation Service, Initial Intakes, Comms and Media Relations, NGO Relations.

CIELO: Translations Services; Clinica Romero: Health Services.

Esperanza Immigrant Rights; City of Los Angeles; County of Los Angeles.

3. Helping families to get more established in our Communities: Providing resources and/or housing for longer term.

Echo Park UMC by Josh Lopez Reyes

Echo Park Immigration Center (EPIC) is a faith collective that provides essential resources, mentoring and career connections for our immigrant youth and their families from a decolonizing approach in Los Angeles, CA. We express our gratitude for the unwavering support from the California-Pacific Annual Conference of The United Methodist Church and our community of supporters who have nurtured our ministry since its inception in 2021. For further information, please visit: www.epicla.org

North Hills UMC/Refugee Children Center by Mayra Medina-Nuñez

The Mission of the Refugee Children Center is to provide a healing embrace and a dignified welcome to children and their families who have made the perilous journey from the South of the U.S.-Mexico border and identify as Indigenous from Meso and South America, historically, culturally, and through their Indigenous language or who speak Spanish. We aim to offer our Center as a hopeful refuge that provides support through a holistic approach with basic needs, opportunities for personal development, enrichment activities, and access to legal and social services, thus easing our children and their families' transition to a new life in the United States. (more info at www.refugeechildrencenter.org)

2024 CAL-PAC PRELIMINARY REPORT

Christ Ministry Center by Alberto Melchor.

In 2016, Christ Ministry Center (CMC) in San Diego established SAFE HARBORS NETWORK (SHN), a separate 501 (c) three non-profit.

SHN is a coalition of individuals, congregations, and organizations who care about refugees, immigrants, asylum seekers and migrants in detention and families broken by deportation. The purpose of SHN is to connect these vulnerable populations with those who are willing to provide safe shelter and basic needs for a defined time.

CMC/SHN had a capacity of 120-130 beds during 2023. Bed Capacity has since contracted to 90-100 per day. SHN will no longer be eligible for funding through the EFSP program through Catholic Charities as of 1/1/24. However, the large nonprofit Save the Children reached out to SHN about partnering on their application for SSP funds to support smaller shelters and serve as fiscal agents for SHN for 2025.

In 2024, CMC/SHN provided ninety bed nights per day over several sites. SHN currently operates three homes (Skyview, Nestor, and Victorville), one studio and four 2bd/2ba apartments, three of which are partnerships with the International Rescue Committee. In addition, two partner churches host families onsite (Normal Heights and PLCPC). Finally, SHN has a small family placed in a local host home. CMC/SHN also partners with other organizations that are working with migrants who are being dropped off at transit centers. CMC/SHN shares donations with those organizations such as hygiene kits, clothing, and blankets.

SHN received a \$25,000 grant from Save the Children. A portion of those funds are being utilized to maximize use of the Monte Vista Home in Victorville. SHN resumed placing families in December 2023 and January 2024. The Monte Vista Home has a capacity to serve 16-20 individuals. Openings are anticipated later this month/early April as two Afghan families are transitioning out.

Families referred to Victorville need to have a certain level of independence and initiative. While the city of Victorville has all basic services, it is a remote community. The facility is not remarkably close to public transportation. Placement would work well for families farther along in the process.

Guest House at Victorville by Doug and Judy Lewis.

A little trained therapy dog welcomes young asylum seekers (and the adoring adults) with a friendly tail wag. This is one of the ways the Victorville Asylum Seeker temporary shelter (a part of the Christ Ministry Center/Safe Harbors network of San Diego) greets newcomers. The house in Victorville is a five-bedroom house with two bathrooms and in a quiet residential neighborhood. The children, through the California McKinney-Vento program, have access to the Adelanto schools even though they actually are in the city of Victorville. Food is taken up every week after being procured primarily from Ontario United Methodist and the Second Chance Food Bank in Hesperia. The Second Chance Food Bank has been very generous and we go in to shop prior to their opening on Tuesday mornings. We are privileged to have Victorville United Methodist as a partner and one of the real advantages is that they have one of their members who is fluent in French, Spanish and English.

This year we had Haitians, Afghans, Mexicans and a few others. We don't cater to any particular ethnicity or language but everyone must have proper papers for being an asylum seeker in this country. Most do not yet have access to work permits, but need them so they can move forward on their journey and become self-supporting.

2024 CAL-PAC PRELIMINARY REPORT

Communication is a potential problem, but everyone tries really hard to understand each other. Others of us use translators on our phones and are so grateful for this technology.

We look forward to hosting more families and being of service in this way.

Plans for our future:

The plans for the future of the ISG are: to make immigration a priority in the Cal-Pac Annual Conference, create a strategy, keep data, record ideas, add new places to develop ministries for asylum seekers. We also want to divide the task into smaller groups by region and expertise. (i.e. LA area – Calexico/SD/Mexico area)... leader en cada región.

Finally **Echo Park UMC**, with recent storm damages to their facility, has had to put a pause on the Asylum Shelter progress. This transitional Shelter had just hired a part time shelter director and was just a few weeks away from welcoming families, when the severe damage occurred. We hope repairs can be made so this important space/location can be used as a shelter in the future. Thankfully Josh Lopez and Guillermo Torres found a new, temporary shelter home at Immanuel Presbyterian in LA. Donated items have been transferred from Echo Park to Immanuel Presbyterian. And in addition, with the support of CLUE, another Asylum welcome shelter is weeks away from opening in another LA Church that is also part of the LA California Collective.

Final Words

The work of the Office of Hispanic Latino Ministries and Border Concerns has been moving from working in a silo, to working in collaboration with the offices of Justice and Compassion, New Ministries, Camping, Young People's Ministries and with other programmatic and advocacy groups in the Conference, Western Jurisdiction and at the national level. In addition, the Border Concerns' strategy for the last six years has been in building connections between the Cal-Pac Conference and the US/Mex border ministries.

A word of gratitude to all donors and volunteers from UMC churches and the community for their resources. Just to mention one, Susan Harriss and the UMC network, organized huge amounts of donations to our Asylum families.

Also, our recognition to our partners like CLUE, CHIRLA, the Presbyterian church, the Anglican Church, some Catholic churches, Synagogues, Muslim Community and the LA California Collective who are working with us, together we are doing a much better job.

To God be the glory!

**Ms. Ana Haydeé Urda, Chair of the Conference Hispanic Committee,
Pastor Rafael and Toña Rios, Immigration Strategy Group Chairs, and
Rev. Dr. Joel Hortiales, Director of Hispanic/Latino Ministries and Border Ministries**

LAITY COUNCIL

With a blink of an eye, 2024 is upon us and as we meditate and embark on this year's theme, "Ending Spiritual and Physical Hunger: Flourish!" a vision of unity, growth, and hope surrounds my soul and physical being.

2024 CAL-PAC PRELIMINARY REPORT

The righteous flourish like the palm tree and grow like a cedar in Lebanon. They are planted in the house of the Lord; they flourish in the courts of our God. In old age they still produce fruit; they are always green and full of sap.

—Psalm 92:12-14

All five districts continue to strive in meeting the needs of their various communities. Church visitations, quarterly ZOOM meetings, monthly prayer meetings, food donations to shelters, food pantries distributing to those in need, hosting benefit concerts as a means of providing financial support throughout the Conference or providing much needed social services to those that are lacking permanent housing are found throughout our districts. WE are all committed, both clergy and laity to working together in making a difference.

Reflecting on last year's theme, "Nourish", the Laity Council diligently focused their energies toward providing laity opportunities to nourish themselves in several ways and avenues. Programs were offered that provided our local lay leadership teams to bond and build relationships at our Laity Retreat held in October at Glendale First as well as our 24-Hour Prayer vigil held on Dec. 31- Jan. 1. Additional leadership opportunities are offered via our Lay Servant Ministry program. Here classes are offered to those interested in furthering their studies in understanding *God's Mission, AI for church leadership, Discovering your Spiritual Gifts, or Leading Public Prayer, Leading Worship, and Media and Faith* are a few of the classes that are being offered in the upcoming Spring months. A new launch was also instituted with our Tongan speaking laity. Lay Servant classes are now being offered in Tongan. The joint efforts from the Tongan clergy and our Connectional Ministries have facilitated a number of materials and resources to be translated into Tongan. These classes are currently being offered throughout the General Church.

Our Conference's United Women in Faith continue to provide opportunities for women of all ages to serve God. These are women that are driven by God's love and united in sisterhood. They continue to focus on women, children, and youth, acting on justice while putting their Faith, Hope, and Love into action. Growing spiritually, growing in leadership, growing in mission work, while supporting issues that affect women, children, and youth here in local communities as well as around the world.

The righteous shall flourish...our roots are grounded and impacted by God's strength and embraced by perseverance that is fed by a faith community that loves and flourishes in God's community of believers. The foundation needs to be set, the wheels need to be put into motion if we are going to be healthy and flourishing in 2024!

NOW is time to look to God; to completely surrender ourselves and turn to Him to equip and prepare us for what will be forthcoming as we continue to do ministry. Individually, it is important to know the word. Set a specific time of the day to just sit and meditate on scripture, devotionals are always helpful in focusing you on a specific topic for the day. A devoted daily prayer time will assist you in seeing how God has orchestrated your life throughout the day and lastly, meeting with other believers provides that time of affirmation and support, confirming that you are on the right track or needing to listen more carefully as you discern with your prayer group what is the direction to be taken.

Collectively, we as members of this body must now support each other. Praying is so important. Prayers are powerful. They are powerful when you realize who we are in Christ and to whom we are praying too. We pray with confidence, we pray with expectation, we pray with fervency, allowing the Holy Spirit to work within, and we pray without doubt. God hears all our prayers whether spoken aloud or said quietly in our

2024 CAL-PAC PRELIMINARY REPORT

hearts. He knows our thoughts and you can never hide from God. God longs to know you and He cherishes those intimate conversations that you share with Him during your quiet, prayer times.

Grace is freely given to us. God's grace is undeserved favor...it cannot be earned. We count on God's grace and that grace is what builds our relationship with him. As siblings in Christ, we too must possess and share the grace God gives to each of us with each other. We can demonstrate God's grace in our daily lives. Grace motivates us to do things God has created us to do. All our acts of service and kindness are done by grace. We do because it is not our doing but His doing....we are motivated to do because of God's sacrificial love given to us.

Lastly, we need to love one another.

And now abide faith, hope, love, these three; but the greatest of these is love.

—1 Corinthians 13:13

God's greatest gift to us is love...to know God is the only way to know what real love is." as stated in Corinthians 13:4-7. Love is unconditional; without restrictions....I care for you, I respect you, I may not agree with what you are doing, thinking or believe in, But I still love you as a person; YOU are a child of God and most importantly, WE are all children of God. How precious and dear it is to know that we belong in God's kingdom.

The table is round, big enough for all to sit and partake in the house of the Lord. We will flourish as members of this Body of Christ for we are committed to doing God's work in seeking his guidance and direction. God is on our side, and He holds each of us in the palm of his hand. We pray that we will all be in ministry together; both Clergy and Laity....praying, living, and working towards developing meaningful ministries and supporting church growth as we live out our 2024 theme "Ending Spiritual and Physical Hunger: Flourish!"

May All Honor and Glory be His

Together on the Journey,

Mele Maka
Conference Lay Leader

Diane Gin
Secretary

ORDAINED MINISTRY, BOARD OF

It is a privilege to have served as the interim chairperson of the Board of Ordained Ministry this year, finishing out the quadrennium that was mostly served by Tom Choi. It is with joy that I can say that next year Greg Batson will be the new board chairperson. Greg brings a great deal of financial wisdom and experience which will be helpful as we continue to navigate through rapidly changing times in our denomination.

This year we lived fully into our new process. From the feedback we are receiving from candidates and board members, it appears that we succeeded over the last two years in creating a process that is more

2024 CAL-PAC PRELIMINARY REPORT

collegial, less time consuming, and more effective. Candidates now stay with one interview team throughout the process, getting to know them and getting to feel known by the team. They meet their team for the first time at a Day of Discernment, rather than in an interview setting, hopefully alleviating some of the nervousness that comes with an interview. There are site visits for those in provisional membership, so that board members can actually see the candidates in their ministry setting. Paperwork has been dramatically reduced, while time spent with the candidate has increased. Many thanks to our team captains, Leigh Ann Shaw, Eva Thai-Erwin, Elbert Kim, James Dollins, and Mark Ulrickson, who have done the big job of making sure that all goes smoothly, and to our leadership team consisting of Monalisa Tu'itahi, vice-chair; Sunyoung Lee, registrar; Karl Stuckenberg, provisional registrar; Amy Aitken, full connection registrar; Gail Kendall, secretary; and Mark Ulrickson, conference relations committee chair. Additional thanks go to: Martha Morales, chair of the Order of Deacons; Anna Mulford, chair of the Order of Elders; Greg Batson, finance; Jessica Stryko, Residency In Ministry (RIM), Elbert Kim, candidacy registrar; Darin Arntson, vocational discernment coordinator, Ramona Cass, psychological assessment; Greg Batson, interim chair of scholarships; Vernon Kemp, local pastors. They have all put hours and hours into this process, in addition to their regular work.

Of course, none of this would have gone as well as it has without our BOM staff-person, Cathy Wilson, who is the California-Pacific Annual Conference Associate Director of the Board of Ordained Ministry and Orders Executive Committee. Cathy has worked for the conference for over 30 years now, including in the bishop's office. I have the distinction of being part of hiring Cathy to assist the board over 18 years ago, and I know how much her responsibilities have grown. She has taken on many of the duties that were previously handled by the chairperson. Her knowledge of board history, conference policies, and her willingness to take on new tasks make her an invaluable person for the work of the board.

BOM is not just about commissioning and ordaining people though. We provide scholarships for seminary students, and for clergy through MEF funds, and oversee the Botkin Theological Student Scholarship, a CPE scholarship, The Bishop Charles F. Golden Scholarship, and the Ethnic Minority Scholarship funds. MEF funds also provide support for counseling, continuing education, and spiritual growth leaves through the Orders Executive Committee.

The work of the board demands many hours from board members in various trainings, in the reading of papers, in carrying out site visits, and in interviewing candidates. It is sometimes difficult work, but ultimately very rewarding. I am grateful to all of the board members who have given so much of their time and themselves over the past year.

Diane Rehfield, chair of BOM

PENSION AND HEALTH BENEFITS, BOARD OF

The Board of Pension and Health Benefits (BPHB) serves active and retired clergy and lay staff of the California Pacific Annual Conference. BPHB is responsible for the following major activities:

- To meet the disciplinary responsibilities for the establishment and oversight of pension and health benefits for eligible clergy members and lay participants, both active and retired.
- To act upon changes to those benefits as warranted.
- To establish eligibility guidelines where necessary.
- To communicate with participants, appropriate conference boards and agencies, the Bishop and Cabinet, and Wespath Benefits & Investments as needed to effectively carry out our duties,

2024 CAL-PAC PRELIMINARY REPORT

disseminate information, and empower well-informed decision-making on the part of our participants.

A detailed report of our purpose, duties, and organization is found in ¶ 639 of *The Book of Discipline 2016*.

Since the beginning of the pandemic, the BPHB has continued our regular meetings via Zoom to continue physical distancing for the safety of all of our members, and to make it possible for board members to participate from a distance, including Hawaii.

The BPHB strives to offer high-quality health benefits and retirement plans while being mindful of affordability and long-term financial sustainability. All decisions are thoroughly researched and discussed, and prayerfully considered.

Active clergy health insurance continues to be offered through Kaiser Permanente, with an alternative plan offered to churches outside the Kaiser HMO service area. The Board explored the possibility of joining HealthFlex, a program through Wespath Benefits and Investments. Participation in this program would give our clergy and churches more choices in regard to their health coverage, which could include participation in a Health Saving Accounts (HSA) or a Health Reimbursement Account (HRA). The full assessment of costs and benefits did not weigh in favor of joining Health Flex at this time, other than for our small group of participants who do not live/serve in a Kaiser HMO service area.

The BPHB continued its commitment to reducing the funding of retiree health benefits through apportionments. 2023 was the last year that apportionment dollars were used for this expense. The board continues to maintain the required reserves for retiree healthcare, primarily through the corpus of the Frank and Georgia Lynch Funds which are invested through the Endowment Fund held at the United Methodist Foundation and Wespath. The unfunded liability is now \$13.3 million, a slight increase of approximately \$100k over the previous year.

To provide guidance and set expectations for the successful management of endowed funds, the BPHB has resolved to form a task force to develop an investment policy statement.

The BPHB continues to provide information and assistance to Conference clergy through activities like the annual pre-retirement retreat for clergy and spouses, and participation in the Virgin Pulse program to promote wellbeing and good health. The Wespath Benefits website (www.wespath.org), is an invaluable resource for pension information, tools, and life-enhancing decisions.

The Board's long-time health insurance consultant, Gary Ward, has informed us of his plan to retire, and the Board has therefore engaged the services of Alliance 360 Insurance Solutions, effective January 1, 2025, to assist us with negotiating rates and renewals for our medical, vision, and dental plans. This company is well known to the Board, as it has administered our dental plan for more than 15 years. In order to ensure a smooth transition, Mr. Ward will be available on a limited basis as needed to provide information and historical background to the Alliance 360 team during the transition.

The Board receives applications for grants from retired clergy and surviving spouses needing assistance due to unforeseen or unusual circumstances. Applications are prayerfully considered and decided on a case by case basis. We have resolved to increase the awareness of the funds available for this type of assistance.

2024 CAL-PAC PRELIMINARY REPORT

Recommendation No.1—Conference Health Care Plans for Active Clergy, their Families, and Conference Lay Employees.

The Board of Pension and Health Benefits recommends that the Annual Conference continue its present health care rules (as approved by the Annual Conference) and policies for active clergy, their families, and Conference lay employees for 2024, and that no substantive changes in eligibility or funding patterns be made for the next year.

The Board is committed to insuring that quality, affordable health care is available to all our clergy, their families, and our Conference lay employees, working within the limits imposed by the financial realities that continue to face us all.

Recommendation No.2—Retiree Health Care

This recommendation is pending a vote of the Board of Pension & Health Benefits.

Recommendation No. 3 – Clergy Housing Allowance

The California-Pacific Conference (the “Conference”) adopts the following resolution relating to rental/housing allowances for retired or disabled clergypersons of the Conference:

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

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

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

WHEREAS, the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a rental/housing allowance for retired and disabled Clergypersons who are or were members of this Conference;

NOW, THEREFORE, BE IT RESOLVED:

THAT an amount equal to 100% of the pension or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the “*Discipline*”), which includes all such payments from Wespath Benefits and Investments (Wespath), during the year 2025 by each retired or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

THAT the pension or disability payments to which this rental/housing allowance applies will be any pension or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from Wespath and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the *Discipline*, that result from any service a Clergyperson rendered to this Conference or that a retired

2024 CAL-PAC PRELIMINARY REPORT

or disabled Clergy person of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergy person to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such retired or disabled Clergy person's pension or disability as part of his or her gross compensation, which includes UMPIP contributions.

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

Recommendation #4: Supplement One to the Clergy Retirement Security Program (Pre-82)

Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan, provides clergy with a pension for their years of ministry with The United Methodist Church prior to 1982. The Pre-82 Plan was replaced by MPP effective January 1, 1982. However, if a pastor was eligible to participate and was vested in the Pre-82 Plan, he/she will receive benefits from the plan as before.

For 2024, the Past Service Rate (PSR) is \$825. For 2025, the conference is increasing its PSR to \$842. This is an increase of 2% over 2024. On average, the conference cautiously estimates future increases to be approximately 2%, and will thoroughly evaluate each year. The contingent annuitant percentage is at the 100% level.

Based on the final actuarial valuations from Wespath Benefits & Investments as of January 1, 2023 for 2025 contributions, the portion of the Pre-82 liability attributable to the California-Pacific Conference and funded status as of 1/1/23 is as follows:

Funding Plan Liability as of 1/1/23: \$37,355,430

Plan Assets as of 1/1/23: \$48,784,936

Current funded status is \$16,243,343 for a 142% funded ratio.

The conference Board of Pension & Health Benefits will evaluate whether to redirect Pre-82 surplus.

Key assumptions: 5.500% discount rate, using the PRI12TQ Adj (MP20) mortality table.

The conference is fully funded in the Pre-1982 pension plan for this funding plan, so there is no need to project New Incoming Money.

Pending opinion letter from Wespath Benefits & Investments.

2024 CAL-PAC PRELIMINARY REPORT

In conclusion:

I am deeply grateful for the leadership of our Conference staff persons who work tirelessly and expertly in this ongoing, important work of managing pensions and health benefits for our active and retired participants. I am also grateful for the dedication and expertise of each member of the Board of Pension and Health Benefits.

Denise Freese, MD – Chair

SAINT PAUL SCHOOL OF THEOLOGY

Educating tomorrow's leaders by offering on-campus, online, and hybrid learning courses at a FLEXible schedule, Saint Paul School of Theology is a seminary serving a diverse community committed to the formation of people for innovative, creative ministry through rigorous academic life. Grounded in the academic study of faith and ministry, theology is practiced in a traditional classroom and remote spaces. Our contextual curriculum features Ministry Collaboration Groups, Practicums, Spiritual Formation Retreats, and Seminars. Students learn from dedicated faculty, experienced pastors, and community leaders about best ministry practices, leaving our graduates with the tools and first-hand experience necessary to meet the needs of a changing world.

At the core of our mission at Saint Paul is the formation of people for innovative, creative ministry through rigorous academic life. In 2024, we are launching two exciting new programs to revitalize current pastors and preachers and prepare seminary students for music ministry. First, with the help of Lilly Endowment's Compelling Preaching grant and the leadership of Dr. Casey Sigmon, Assistant Professor of Preaching and Worship and Director of Contextual Education and Pause/Play Center for Preachers, Saint Paul School of Theology is creating a Center that addresses the risk of losing heart and prophetic imagination as a preacher in this divided world. The [Pause/Play Center for Preachers'](#) mission is in its name: to hold space for busy preachers to pause and play their way into a renewal of their vocation as preachers of the Good News. Second, for Fall 2024, as part of our Master of Arts in Christian Ministry (MACM) degree program, we will launch a first-of-its-kind specialization in Modern Worship Music. Saint Paul will partner with The United Methodist Church of the Resurrection and their [COR Worship Collective](#) to prepare students to write, produce, and perform modern worship music. Students will integrate a worship leaders' skills with their study of theology, the bible, history, and worship in a diverse, inclusive, and spiritually enriching environment. Lastly, we recently completed the (Theo)Logic Studio on our Oklahoma Campus. The Studio serves as a dedicated space for creating, recording, and editing digital media resources tailored to the ministries of students, staff, faculty, and alums, encompassing content development ranging from podcasts and video resources to digital graphics.

We continue to invite Saint Paul students, alums, and friends to join us in a hybrid format, where participants may join in-person or online, allowing everyone to come together as one institution from wherever they are. Saint Paul offers weekly chapel services throughout the academic year featuring students, alums, faculty, and local leaders. In addition, weekly Spiritual Formation allows attendees to engage in spiritual practices led by new Oklahoma Chapel Coordinator Rev. Alanna Ireland '23. Some practices take us outdoors or to other sacred spaces, and others have us connect with community leaders.

For the 2023-2024 academic year, we brought 41 new, faithful theologians from across the world to our learning community. International students from South Korea, Belgium, and Mexico added to the global

2024 CAL-PAC PRELIMINARY REPORT

learning environment on both campuses and online. Twenty-seven percent of incoming students identified as a race or ethnicity other than white, and 53 percent identified as female.

Saint Paul staff and faculty continue contributing to the academy, church, and society. The faculty of Saint Paul School of Theology maintains high standards of scholarship, research, publication, and engagement. Over the past year, their many activities and publications have been so numerous that space permits only sharing selected highlights:

- Dr. Israel Kamudzandu, Lindsey P. Pherigo Associate Professor of New Testament Studies and Biblical Interpretation, published *Translation as Incarnation: The Bible in the Twenty-First Century Global South* and was the featured guest speaker of our January forum.
- Dr. Joshua Bartholomew, Assistant Professor of Ethics, Church, and Society, published *Black Theology and The Black Panthers*
- Dr. Elaine Robinson, Professor of Methodist Studies and Christian Theology, published *Leading with Love: Spiritual Disciplines For Practical Leadership*
- Rabbi Michael Zedek, Rabbi-in-Residence, published *Taking Miracles Seriously: A Journey to Everyday Spirituality* and hosted a forum with Dr. Jeanne Hoeft, Associate Professor of Pastoral Theology and Pastoral Care, and Franklin and Louise Cole Associate Professor in Town and Country Ministries, on The War in Israel and Traumatized Communities
- Dr. Mike Graves, Professor Emeritus of William K. McElvaney of Preaching and Worship, published *Jesus' Vision for Your One Wild and Precious Life (on Things Like Poverty, Hunger, Polarization, Inclusion, and More)*

The 2023-2024 Fiscal Year brought a change in leadership to the Seminary. Rev. Neil Blair '80 retired as President on December 31, 2023, and President Jay Simmons, formerly Vice President of Institutional Advancement, took the helm at the start of 2024. In addition, Saint Paul Board of Trustees' Chair Dr. Amy Hogan stepped down as Board Chair, with Ms. Sharon Cleaver assuming the position until the end of June 2024. Our current strategic plan is set to conclude within the coming year. Consequently, the Board of Trustees formed a task force several months ago to prepare the next iteration of our strategic plan. Members of the Seminary's Executive Leadership Team are now working with faculty and staff to refine the draft scripted by the task force. These efforts will continue over the next few months until we have a document ready for review by the Board of Trustees. While we are still too early in this effort to comment on any specific initiatives, the plan ultimately endorsed by the Board will guide all our efforts for the next several years. Therefore, this effort is critical in defining how we ensure that Saint Paul remains a vital and vigorous Seminary committed to preparing our students for creative and innovative ministry.

For the 2023-2024 fiscal year, Saint Paul Course of Study (COS) School educated 250 individual students, including 79 new students, with approximately 600 registrations and offering 46 classes. Serving 31 Conferences, 89 Districts, 116 Full Time and 126 Part-Time Licensed Local Pastors comprised these registrations. Seventy percent of these students are taking more than one course. To help offset student costs, twenty percent of all students received aid from their conference or church. COS School continues to attract a diverse student body. One hundred eighty-eight students ranged in age from 30 to 65, and 62 students ranged in age from 66 to 82. Students self-identified across four racial/ethnic groups. Fifty-two percent were male, and forty-eight percent were female. Many COS School students serve more than one church, many rural, with a few dozen students serving three or more churches. We helped 23 students finish the 20-course program this year, issuing them certificates of completion. With approval from GBHEM, the school has continued its course offerings in both asynchronous and synchronous online formats. Utilizing this online format, we reached students in 28 states. We continue to offer online registration completed by the student

2024 CAL-PAC PRELIMINARY REPORT

with the ability to access their student account through Populi as used by our Seminary students. COS also uses the same learning platform, Moodle, as our Seminary students. By implementing the Course of Study School into Populi, these students share the same benefits as the Seminary, allowing them to participate in the Saint Paul experience. They have full access to the Seminary library on campus and online, with several required readings accessible as an eBook. We have invited COS School students to join our Saint Paul School of Theology Weekly Chapel Services and Spiritual Formation gatherings and other Saint Paul events.

Saint Paul is a financially healthy Seminary. We operate with a balanced budget, no debt, and an endowment that is 9-10 times the size of our annual expenses. Sustainability has been our focus over the past six years, and we have achieved our goal. Investments in our future bring exciting new opportunities for our students, staff, and faculty. As always, we continue to be grateful for donations from the community that provide technology, scholarships, and evolving academic programs to students. Our significant technological investments have allowed us to maintain a hybrid educational delivery model, providing a flexible working arrangement for our students.

We are continuing to enhance our partnership with Zoom and Neat. We now have Neat Bars & Neat Boards in all our classrooms. In addition, during this last year, we implemented a Neat Board in Harris Chapel on our Oklahoma Campus. We also have Neat Boards in multiple common areas to encourage ad-hoc use of the technology for breakout groups and other miscellaneous meetings between our two campuses and our remote students. One of the best features of this technology is its ability to receive automatic real-time over-the-air feature upgrades. Zoom & Neat continue enhancing our learning environment by rolling out new enhancements, including enhanced whiteboarding, noise cancellation, and AI features. Our Neat equipment continuously monitors several environmental factors within our classrooms: air quality, temperature, humidity, VOC, and CO2, as well as being able to tell if the classrooms are occupied and how many individuals are in the room. We can also monitor the audio/video quality and network connectivity in each of our classrooms, as well as the connection quality for all remote students attending the class. We are excited about the additional enhancements that will come to our classrooms from Neat and Zoom over this next year.

Saint Paul School of Theology is blessed to be your partner in ministry and help those seeking to discover more and answer the call. Your advocacy for the Seminary and generous financial support have been vital in realizing our accomplishments. Many thanks for the innumerable ways you have helped Saint Paul. Your prayers and actions on behalf of the Seminary are a blessing to all of us.

Jay K. Simmons, President

SECRETARY, CONFERENCE

There has been much work and much change behind the scenes as the capable Sessions team has been working toward this annual Session. I remain grateful for the strong leaders on the Conference Secretary's team and the Conference Staff, without whom this Session simply could not take place.

The planning and implementation of our annual Session continues to evolve and change. As I observe this ongoing change, I am mindful of the times that our sacred text reminds us that God continues to make all things new. It seems this also means our annual gatherings.

As the Sessions team engages in this work, we are mindful of the high costs of gathering and the realities that come with restaurants and hotels and traveling and media production and more. Our team is working hard

2024 CAL-PAC PRELIMINARY REPORT

to minimize these costs while still implementing an engaging Session that understands our diversity of languages and abilities and cultures. Look this year for new ways of experiencing the Annual Conference Session in multiple languages!

Even as we move forward, we do this work in the midst of significant change in our midst. The postponed 2020 General Conference made radical changes to our denominational structure; and staffing changes at our Annual Conference require additional time for some essential work... notably our annual budget.

It is my hope that we face the work and challenges ahead of us with unwavering confidence because of our deep faith in God's equipping Spirit. May we celebrate the ways our community and our faith nourish us so that we may flourish into all that God calls us to do and be.

Rev. Bob Rhodes, Conference Secretary

STAFF RELATIONS COMMITTEE

The Staff Relations Committee of the California-Pacific Annual Conference works year-round as needed to develop and update personnel policies, review and adopt job descriptions, develop and recommend salary ranges, form and coordinate recruiting and selection teams for senior staff positions, review and monitor performance management systems, act as final appeals board for non-appointed staff grievances, and otherwise advocate for the staff of the annual conference.

In the past year we have completed the following actions.

We have:

Developed staff salary schedules for 2024

Proposed cost of living adjustments for 2024

Note: The recommendations for 2025 will be presented in coordination with the 2025 budget process.

Begun to implement the recommendations of the General Council on Finance and Administration Human Resources Audit.

- See policies below
- Developed a position description for the Director of Communications
- Encouraged development of a clear organizational chart for the Annual Conference Staff
- Developed position descriptions to support structural changes
- Conducted a review of the employee classifications per FLSA and California DLSE rules and regulations.
- Worked to ensure implementation of required sexual harassment training for all staff and ensure new hires are trained in a timely schedule
- Advocated for the annual review process to be reviewed and implemented

Reviewed Job Descriptions

- To ensure position titles reflected work being performed
- To reflect both requirements of the Americans with Disabilities Act, and to our commitment to inclusivity and valuing the contributions of each staff member.

Adopted Personnel Policy Changes (effective 01/01/2024)

- Employee Background Checks (Section 2.7)

Replaces Safe Gatherings with Ministry Safe as the abuse prevention program required by the Conference.

2024 CAL-PAC PRELIMINARY REPORT

- Designated Workplace (Section 3.5)

Laws require the payment of travel time to non-exempt employees when they travel from the workplace to alternative locations once the work day has begun. Laws also provide that payment for a normal commute is not compensated as travel time. With the emergence of hybrid work, where employees may work from home some days and work in the office other days, the establishment of a designated workplace is recommended so that travel time can be accurately calculated.

- Automobile Usage (Section 3.15)

Changes the submission of approved mileage allowance and reimbursement to the Treasurer's Office (previously the Controller's Office) for payment. Based on the definitions of designated workplace (Section 3.5), clarifies that the expense of commuting from either the employee's primary or secondary worksite will not be reimbursed.

- Compensation Standards (New Section 4.6)

Implements an updated set of standards designed to provide equitable compensation for Conference staff, recognizing exceptional skills, experience, length of service, merit, and increases in the cost of living. Section 4.6.e includes "in consultation with the Council on Finance & Administration" regarding the increase percentage recommended by the Staff Relations Committee.

- Timekeeping (Section 4.10)

Clarifies the payment of travel time linked to the definition of designated workplace in section 3.5.

- Sick Leave (Section 5.9)

The changes were made to make sure we are in compliance with a new bill that was signed into law in September that expands the annual amount of mandatory sick pay to five days or 40 hours (whichever is greater). These changes only impact our casual/seasonal/temporary employees because full-time and part-time receive 12 days of sick pay which equates to a much higher amount of accrued hours than the new law requires.

Because of the way the sick pay requirement is calculated, the Staff Relations Committee approved raising the payment of sick pay for part time employees from 5 hours to 6 hours per day, in order to meet the benchmarks under the new law.

- Bereavement Leave (Section 6.6)

In compliance with new California law, this policy extends bereavement to a maximum of five days rather than the previous three. It also establishes that bereavement leave must be taken within three months of the date of death, it need not be taken all at the same time, and it does not accrue. While the law requires employers to provide five days of time off for bereavement, it does not require employers to provide pay during the leave. Since our policy has been to provide pay during bereavement leave, this benefit was expanded to include pay for bereavement leave of up to five days.

- Remote Work and Telecommuting Policy (New Section: 8.0)

Incorporates the remote work and telecommuting policy recommended by GCFA with a review by our outside counsel specializing in California employment laws, along with our previous telecommuting policy that was issued during the pandemic.

2024 CAL-PAC PRELIMINARY REPORT

Additional Policy Changes

Reflect requirement for all staff who have contact with children or youth as part of their position with the Conference to follow process under AB 506 for Live Scan.

Inclement weather and emergent situations policy.

Develop a workplace violence protection plan in compliance with new CA Labor Code section requiring all employers to have a plan in place by 7/1/24.

Our work is made possible by and enacted through our very capable and dedicated conference staff. We give thanks to God for Jan Hanson, Rosa Garcia and Wanda Bethea, our Human Resources team.

We would like to give special thanks to Bishop Dottie Escobedo-Frank for her wise leadership and advocacy for justice and inclusion.

Voting members of the Committee: 11

Members voting to present this report: 8

Members voting no: 0

Members not voting: 3

TRUSTEES, BOARD OF

The year, 2023-2024 has been an active one for the Annual Conference Trustees, including a change in the President and an election of a secretary. Three members and the Executive Director of Facilities/Treasurer resigned for a variety of reasons – Rev. Joy Price, Rev. Floyd McKeithen, Rev Ellary Kim, and Archana Carey. Dr. Kathey M. Wilborn was voted in as the new President. In January 2024, we welcomed Rev. Dr. Matini Nipoini Finau and Byron Hayes, Jr. Byron Hayes, Jr., was elected Secretary. We welcomed Jan Hansen, Assistant Treasurer and Interim Treasurer Christy Drenner, CPA. I remain grateful for the leadership of Rev. Joy Price and Mrs. Archana Carey. I send much respect to the board members and non-voting persons that make the Trustees the fruitful witness we have been over this busy past year.

Board Members-voting

Rev. Dr. Kathey M. Wilborn – West District

Mr. Troy Goar-Johnson – West District

Mr. Dave Sears – South District

Rev. Dr. Matini Nipoini Finau – East District

Rev. Melissa Rusler - South

Ms. Chris Helberg – East District

Pastor Sid Wilson – West District

Mr. Byron Hayes, Jr. – North District

Ex-Officio Members-non-voting

Bishop Dottie Escobedo-Frank, Resident Bishop, Los Angeles Area of The United Methodist Church

Rev. Dr. Thomas Choi – Cabinet Representative, Hawaii District Superintendent

Mrs. Christy Drenner, CPA- Interim Treasurer

Ms. Lori Meaders – Conference Chancellor

Mr. Tyler Pottenger – Hawaii District, Chancellor

Consultants-non-voting

Ms. Sherri Cort – Real Estate Consultant

Ms. Kathy Trcopan – Cal Pac staff

I. INSURANCE REPORT:

At the end of 2023 the Board of Trustees (BoT) received the proposal for the Insurance Premiums for property and liability from our insurance broker HUB International. Considering the tightened insurance

2024 CAL-PAC PRELIMINARY REPORT

marketplace, HUB International was able to negotiate a minimal rate increase on the 2024 Property & Liability Insurance program. The California churches overall premium increase was by 14%, which resulted from the rate increase plus increased property limits for several churches, totaling \$182,600.00. The Hawaii District churches saw a 22% increase in premium, due to higher property rates resulting from an increase in property claims in 2023 and an increase in property coverage of \$7,700,000. This is an annual process where HUB continues to look for the best coverage for Cal-Pac and brings their findings and recommendation to the BoT. Some other highlights also include:

HUB is but a phone call away, 1-800-645-6100 (weekday number) for the use of our church leaders to ask questions, gain information and obtain assistance with questions on property and liability insurance.

BoT, with input from Conference Chancellor and Legal Consultants have reviewed and monitored all claims concerning legal matters.

II. CAMPING MINISTRY:

Thanks to the excellent management of our camping and retreat ministries team. Kenny Funk's recommendations to the BoT are presented after approval at the CORMC. Camp Colby is currently listed for sale and conversations are ongoing with the Forest Service regarding the road and necessary permits. There is a pending MOU with Wolf Education Project at Camp Cedar Glen that has shown to serve as an asset to that camping site. CORMC continues to explore protentional properties that would expand the camping and retreat experience.

III. THE LYNCH FUND:

In early 2020 California Pacific Conference of The United Methodist Church (Cal-Pac) received its share of the corpus of the Frank Lynch Fund following the death of the last remaining Lynch family heir in 2019. True to the original intent of Frank Lynch and his wife Georgia, the share of the corpus that Cal-Pac received was earmarked by the Annual Conference Board of Pension and Health Benefits and adopted by the Annual Conference to be used for the benefit of retired clergy and spouse of the Annual Conference.

Cal-Pac rules provide that the funds be placed in the Conference Endowment Fund, which is an established fund to benefit retired Clergy of the Annual Conference. The Board of Pensions and Health Benefits recommended to the BoT that the funds be invested in a manner that was in the best interest of the retirees. The BoT invested the funds in the Conference Endowment Fund at Wespath Benefits and Investments.

IV. CAMPUS MINISTRY ENDOWMENT:

We are grateful for the leadership of the California -Pacific United Methodist Foundation that continues to manage the Campus Ministry Endowment. These funds have been established as an Endowment Fund earmarked for the sole purpose of supporting Campus Ministries with the Annual Conference.

V. INSURANCE AND STATE COMPLIANCE

A. **Abuse Prevention Policies, Prevention, Training and AB506.** In 2022, the BoT transitioned to the **MINISTRY SAFE** platform for our abuse prevention program. Abuse Prevention Policies and Procedures are implemented for the protection of children, youth, and vulnerable adults. This is Cal-Pac policy and a requirement from our insurance company, Philadelphia, as a condition on them providing Abuse & Molestation Liability Coverage. Additionally, California AB506 requires all youth serving organizations in California have a written Abuse Prevention policy and that their employees and volunteers complete abuse prevention training, background checks and fingerprinted background checks. Philadelphia Insurance has

2024 CAL-PAC PRELIMINARY REPORT

agreed to cover the cost for abuse prevention training in the Ministry Safe portal leaving the ministry responsible only for the cost of the background check. There is a cost for the Live Scan that each ministry will need to decide how that cost is covered either by the church or the individual.

A flier is being distributed in the Annual Conference registration documents that provide clarification. BoT and HUB welcome all questions so that we can reach our 100% compliance. Check the Cal-Pac website charge conference documents post Annual Conference for the latest sample policies and procedures.

Preschool employees should continue to follow State Licensing (Community Care Licensing) requirements for training and background checks and fingerprinting. But the training is open to them as well as an additional resource or for free training for preschool parents. Fingerprinted background checks are conducted through the Department of Justice (DOJ). The resource for this is found at <https://oag.ca.gov/fingerprints/agencies> and <https://oag.ca.gov/system/files/media/crimrec-packet.pdf>.

B. Sexual Harassment Prevention in the Workplace (SB1343) Sexual Harassment Prevention training assists employees in learning about multiple topic areas related to sexual harassment. Training covers what discrimination is, what harassment is, protected classes and employee rights & responsibilities. Sexual Harassment training helps prevent sexual harassment in the workplace (ministry). California Senate Bill 1343 requires that all employers with five or more employees provide all employees with sexual harassment training. BoT is recommending that all employees and regular volunteers in California, Hawaii, Guam, and Saipan complete the training and it is available at no cost, to all Cal-Pac UMC ministries. The Training is thru **In2vate**. Check the Cal-Pac website charge conference documents post Annual Conference for the latest sample policies and procedures. BoT and HUB welcome all questions so that we can reach our 100% compliance.

C. VIOLENCE IN THE WORKPLACE. Effective July 1, 2024, each ministry will need a policy on VIOLENCE IN THE WORKPLACE and conduct training with their staff and volunteers. Check the charge conference documents post Annual Conference for training dates and sample policies and procedures.

VI. DISAFFILIATION OF CHURCHES FROM CAL-PAC CONFERENCE

As reported at the Special Annual Conference, October 2023, the Conference approved the disaffiliation of three churches. These three churches completed the disaffiliation process and have gone into their next season of ministry. The churches were Covenant United Methodist Church of Pomona, Wesley United Methodist Church of San Diego, and Blessed Chinese United Methodist Church. The former parsonage of Covenant United Methodist Church of Pomona has been transferred to the Conference and is being made available for rent. The Commission of Achieves have retrieved documents from all three disaffiliated churches.

Unfortunately, several churches have filed a lawsuit regarding disaffiliation. We hold all in prayer for our faithfulness and fruitfulness as disciples of the one God.

VII. BISHOP'S RESIDENCE

As we welcomed Los Angeles Resident Bishop of The United Methodist Church to California Pacific Annual Conference in January 2023, it has taken some time for her to call the Bishop's Residence home. The major renovations were completed in May 2024, and although some finishing touches remain, she was able to move in and call it her California home. The BoT is grateful for the partnership with CFA and The Episcopal Committee members Winne Ching and Rev. Allison Mark.

2024 CAL-PAC PRELIMINARY REPORT

Thanks are extended to BoT board member Dave Sears and consultant Lee Berg. Regrettably, we were saddened to hear that Lee Berg had transitioned to life eternal recently. Our condolences to his family and friends.

VII. CONFERENCE CENTER

There is a BoT group working to address the parking lot concerns and other upgrades around the building. BoT appreciates your patience during these repairs, renovations, and maintenance.

VII. THANKS

The BoT sends a big thank you to **Archana Carey**, former Executive Director of Facilities and Treasurer for her support and guidance. She was always a text or email away. We remain grateful to Conference Chancellor **Lori Meaders** for her leadership, availability, and wisdom. We thank God for **Kathy Trcopan** and the entire Treasurer's Office for their continued help and support. Gratitude is extended to BoT consultants **Sherri Cort** and **Tyler Pottenger** for their time and contributions. Thank you, Assistant Treasurer, **Jan Hansen** in providing your leadership and wisdom during this season of transition. We look forward to working with Interim Treasurer Christy Drenner in the months to come. Our sincere thanks to Bishop Dottie Escobedo-Frank for her availability and readiness to provide support and wisdom on the matters of the BoT.

The traditional account balances for the above-mentioned accounts will show as an addendum to the BoT report in the 2024 Conference Journal.

Submitted in faithfulness,
Rev. Dr. Kathey M. Wilborn

UNITED THEOLOGICAL SEMINARY

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

Houses of Study

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

Bishop Bruce Ough Innovation Center

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

2024 CAL-PAC PRELIMINARY REPORT

New Faces at United

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

Reducing Student Debt

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

Kent Millard, President

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

WESLEY THEOLOGICAL SEMINARY

The mission of Wesley Theological Seminary (WTS) is to equip persons for Christian ministry and leadership in the church and the world, to advance theological scholarship, and to model a prophetic voice in the public square.

Despite the challenges posed by the global landscape, WTS continues to flourish, driven by our commitment to excellence in theological education and community engagement:

Master of Divinity, Master of Arts, Master of Theological Studies Degrees: We offer pathways to meet the needs of a variety of students. Whether traditional, brick and mortar, in-person study or a flexible, online, hybrid model (Wesley FlexMA), WTS is committed to curating space for theological reflection, academic inquiry, and practical application.

<https://www.wesleyseminary.edu/study/>

Doctor of Ministry Degree: WTS is a leader in DMin education offering specialized tracks of study for scholars going into parish ministry, global missions, or military chaplaincy.

<https://www.wesleyseminary.edu/doctorofministry/program/>

Wesley Innovation Hub: WTS received a \$1.2M grant from the Lilly Endowment and will embark on groundbreaking initiatives that harness the power of technology, entrepreneurship, and interdisciplinary collaboration. <https://www.wesleyseminary.edu/wesley-innovation-hub/>

Center for Public Theology: WTS received a generous grant from the Trinity Wall Street Foundation to launch "The Public Theology Fellows Program," an innovative initiative to bridge gaps between faith communities and political action. <https://www.wesleyseminary.edu/ice/programs/public-theology/>

2024 CAL-PAC PRELIMINARY REPORT

Community Engagement Institute: WTS received a generous grant from City Seminary in NYC for the innovative, immersive study and praxis of urban ministry.

<https://www.wesleyseminary.edu/ice/about-us/overview-2/>

The Henry Luce III Center for the Arts and Religion: WTS is thrilled to share two new exhibits, *Sacred Ground*, which focused on the intersection of community-engaged art and spirituality; and *Paradise Lost*, a captivating exhibition highlighting transcultural, multicultural, and interreligious narratives.

<https://www.luceartsandreligion.org/>

Lewis Center for Church Leadership: The Lewis Center conducts leading edge research for the local church. WTS is pleased to report a growing demand for transformative leadership training within religious communities. <https://www.churchleadership.com/>

Call us: (202) 885-8659 **Email us:** admissions@wesleyseminary.edu. **Follow us:** Facebook/IG: @WesleySeminary and LinkedIn: @WesleyTheologicalSeminary

Submitted by Lyvonne Briggs, Director of Strategic Communications and Marketing

RECOMMENDATIONS

REC 24-01 | PENSIONS 1: HEALTH CARE FOR ACTIVE CLERGY & FAMILIES, LAY EMPLOYEES

The Board of Pension and Health Benefits recommends that the Annual Conference continue its present health care rules (as approved by the Annual Conference) and policies for active clergy, their families, and Conference lay employees for 2024, and that no substantive changes in eligibility or funding patterns be made for the next year.

The Board is committed to insuring that quality, affordable health care is available to all our clergy, their families, and our Conference lay employees, working within the limits imposed by the financial realities that continue to face us all.

REC 24-02 | PENSIONS 3: CLERGY HOUSING ALLOWANCE

The California-Pacific Conference (the “Conference”) adopts the following resolution relating to rental/housing allowances for retired or disabled clergypersons of the Conference:

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

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

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

WHEREAS, the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate organization to designate a rental/housing allowance for retired and disabled Clergypersons who are or were members of this Conference;

NOW, THEREFORE, BE IT RESOLVED:

THAT an amount equal to 100% of the pension or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the “*Discipline*”), which includes all such payments from Wespath Benefits and Investments (Wespath), during the year 2025 by each retired or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

THAT the pension or disability payments to which this rental/housing allowance applies will be any pension or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from Wespath and from a commercial annuity company that provides an annuity arising from benefits accrued under a Wespath plan, annuity, or fund authorized under the *Discipline*, that result from any service a Clergyperson rendered to this Conference or that a retired or disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is

2024 CAL-PAC PRELIMINARY REPORT

1 now a part of the Church, or any other employer that employed the Clergy person to perform services
2 related to the ministry of the Church, or its predecessors, and that elected to make contributions to,
3 or accrue a benefit under, such a plan, annuity, or fund for such retired or disabled Clergy person's
4 pension or disability as part of his or her gross compensation, which includes UMPIP contributions.
5

6 NOTE: The rental/housing allowance that may be excluded from a Clergy person's gross income in
7 any year for federal income tax purposes is limited under Internal Revenue Code section 107(2) and
8 regulations thereunder to the least of: (1) the amount of the rental/housing allowance designated by
9 the Clergy person's employer or other appropriate body of the Church (such as this Conference in the
10 foregoing resolutions) for such year; (2) the amount actually expended by the Clergy person to rent
11 or provide a home in such year; or (3) the fair rental value of the home, including furnishings and
12 appurtenances (such as a garage), plus the cost of utilities in such year.
13

REC 24-03 | PENSIONS 4: SUPPLEMENT ONE TO THE CLERGY RETIREMENT SECURITY PROGRAM

14 Supplement One to the Clergy Retirement Security Program (CRSP), also known as the Pre-82 Plan,
15 provides clergy with a pension for their years of ministry with The United Methodist Church prior to
16 1982. The Pre-82 Plan was replaced by MPP effective January 1, 1982. However, if a pastor was
17 eligible to participate and was vested in the Pre-82 Plan, he/she will receive benefits from the plan as
18 before.
19

20
21 For 2024, the Past Service Rate (PSR) is \$825. For 2025, the conference is increasing its PSR to
22 \$842. This is an increase of 2% over 2024. On average, the conference cautiously estimates future
23 increases to be approximately 2%, and will thoroughly evaluate each year. The contingent annuitant
24 percentage is at the 100% level.
25

26 Based on the final actuarial valuations from Wespeth Benefits & Investments as of January 1, 2023
27 for 2025 contributions, the portion of the Pre-82 liability attributable to the California-Pacific
28 Conference and funded status as of 1/1/23 is as follows:
29

30 Funding Plan Liability as of 1/1/23: \$37,355,430

31 Plan Assets as of 1/1/23: \$48,784,936

32 Current funded status is \$16,243,343 for a 142% funded ratio.

33 The conference Board of Pension & Health Benefits will evaluate whether to redirect Pre-82 surplus.
34

35 Key assumptions: 5.500% discount rate, using the PRI12TQ Adj (MP20) mortality table.
36

37 The conference is fully funded in the Pre-1982 pension plan for this funding plan, so there is no need
38 to project New Incoming Money.
39

REC 24-04 | ADVANCE SPECIALS

40 California-Pacific Advance Specials for 2024

41 submitted by the Justice and Compassion Essential Ministry Team
42
43

Current list of approved Cal-Pac Conference Advance Specials

- 44 • The Border Church
- 45 • Imperial Beach Neighborhood Center
- 46 • Calexico UMC Asylum Seeker Program
- 47 • The Guest House, Victorville UMC
- 48

2024 CAL-PAC PRELIMINARY REPORT

- 1 • Emergency Reentry Resource Center, Crossroads UMC, Compton
- 2 • The Legal Clinic (TLC) Justice for our Neighbors – 1st UMC Honolulu
- 3 • Safe Harbors Network
- 4 • Cal-Pac Disabilities Task Force
- 5 • Skid Row Ministry
- 6 • Cal-Pac Philippines Advocacy fund
- 7 • Cal-Pac “You Are Not Alone” Migrant Children’s Program
- 8 • Colonel R.M. Baker Homes for Retired Ministers
- 9 • Filipino Migrant Center, Long Beach
- 10 • Los Angeles United Methodist Museum of Social Justice
- 11 • Los Angeles United Methodist Urban Foundation
- 12 • Wesley Foundation Serving UCLA. 580 Café
- 13 • Peace with Justice, Cal-Pac
- 14 • Children and Youth Family Collaborative, L.A.
- 15 • Strength for The Journey Retreats, Cal-Pac
- 16 • Interfaith Action Guatemala Mission Project
- 17 • Neighborhood House Calexico
- 18 • Camp Mekokiko, Hawaii
- 19 • Joint Commission for Church Extension Between Mexico & USA – Hands Across the
- 20 Border
- 21 • Mary Magdalene Project
- 22 • Cal-Pac Camps
- 23 • David & Margaret Youth Services
- 24 • Echo Park UMC Refugee Welcome Center
- 25 • Watts Oasis Community Center
- 26 • Living into the Future Foundation
- 27 • Strengthening the Black Church
- 28 • Strengthening the Black Village
- 29

REC 24-05 | STRATEGIC PLAN FOR MINISTRIES WITH HISPANICS – CAPITAL CAMPAIGN

31 **SUBJECT:** Comprehensive Strategic Plan for Ministries with Hispanics 2024-2029 – Capital
32 Campaign

33 **SUBMITTED BY:** California-Pacific Conference Hispanic Committee, Ana Haydeè Urda & Rev.
34 Jose Vindel, Hispanic Caucus LAMAG, Rev. Dr. Denyse Barnes, Rev. Dr. Joel Hortiales

35 **ESTIMATED FISCAL IMPACT:** \$375,000 per annum x five years. (See the budget below)

36 **SOURCE OF STAFF TIME:** Director of Hispanic/Latino Ministries, Conference Hispanic
37 Committee, Hispanic Caucus LAMAG, Volunteers, Treasurer’s Office & Conference Finance &
38 Resources (CFR)

39
40 **RATIONALE:** The five-year Cal-Pac Conference Comprehensive Strategic Plan for Ministries with
41 Hispanics is the result of increasing requests to assist with revitalizing existing congregations,
42 developing new congregations, helping strengthen our weaknesses, and improving our potential in
43 this critical area of mission and ministry. These increasing demands coupled with the trend of the
44 Hispanic population exhibited by the U.S. Census Reports of 2020 led to a process that will guide
45 districts and conference to assess and prioritize the Cal-Pac mission needs for the years to come.
46 The formation of this Plan was recommended by the Conference Hispanic Committee to respond to
47 concerns raised by the Office of Latino Ministries, Connectional Ministries, and members of

2024 CAL-PAC PRELIMINARY REPORT

1 Hispanic/Latino ministries. The process recognizes the initiatives of the presiding Bishop, the
2 District Superintendents, and the GBGM mission program. (See the 2016 Book of Discipline of the
3 United Methodist Church, ¶ 1314.1.a, b, c, d, e, f and g).

4
5 **WHEREAS:** the California-Pacific Conference approved in 2023 the implementation of the new
6 Comprehensive Strategic Plan for Ministries with Hispanics 2024 - 2029.

7
8 **WHEREAS:** Resolution 12-4 about a capital campaign has expired and a new capital campaign
9 resolution is up for consideration at this 2024 Annual Conference session, and sadly, despite several
10 attempts lead by the chair of the CHC, the work between the office of Hispanic/Latino Ministries,
11 the Treasurer's Office, and CFR, towards the implementation of this financial campaign never
12 flourished; and therefore, the implementation of the plan relied solely on the money that the
13 Conference Hispanic Committee had been entrusted with from the sale of property that belonged to
14 the Provisional Latino Conference.

15
16 **WHEREAS:** Following RES 12-4, Journal 2012, H-89, to prompt the implementation of a Financial
17 Campaign to fund the Comprehensive Strategic Plan for Ministries with Hispanics by intentionally
18 strengthening the work between the office of the Hispanic/Latino Ministries, the Treasurer's Office,
19 and CFR, in developing strategic steps towards collecting the funding necessary to create an
20 endowment to fund the plan from 2024-2029.

21
22 **WHEREAS:** Data information of counties where Cal-Pac geographical boundaries are. The data
23 confirms the population of Hispanics and its trend (taken from 2020 Decennial Census)

- 24
25
- 26 • San Luis Obispo County Total Population 282,424, Hispanic Or Latino (Of Any Race) 67,921. 24%
 - 27 • Ventura County Total Population 843,843, Hispanic Or Latino (OAR) 365,285. 43.2%
 - 28 • Santa Barbara County Total Population 448,229, Hispanic Or Latino (OAR) 210,584. 46.9%
 - 29 • Los Angeles County Total Population 10,014,009, Hispanic Or Latino (OAR) 4,804,763. 47.9%
 - 30 • Riverside County Total Population 2,418,185, Hispanic Or Latino (OAR) 1,202,295. 49.7%
 - 31 • San Bernardino County Total Population 2,181,654, Hispanic Or Latino (OAR)
 - 32 • 1,170,913. 53.6%
 - 33 • Orange County Total Population 3,186,989, Hispanic Or Latino (OAR) 1,086,834. 34.1%
 - 34 • San Diego County Total Population 3,298,634, Hispanic Or Latino (OAR) 1,119,629. 33.9%
 - 35 • Imperial County Total Population 179,702, Hispanic Or Latino (OAR) 153,027. 85.1%

36 **THEREFORE, BE IT RESOLVED:** that by mandate the Annual Conference of 2024 of the
37 California Pacific Conference of the United Methodist Church, that the Conference Hispanic
38 Committee with the support and participation of the Appointed and Extended Cabinet, Bishop, and
39 CFR develop a Capital Campaign to raise the needed funds during the conference year 2024-2029.
40 The campaign plan will include the participation of all the districts, local congregations, and
41 programs of the California-Pacific Annual Conference.

42
43 The plan will also include:

- 44
- 45 • Strategies to strengthen existing Hispanic/Latino ministries and congregations
 - 46 • Starting new ministries and congregations
 - 47 • Identify and equip clergy
 - 48 • Identify and equip laity, including Lay Persons Assigned, and Local Pastors

2024 CAL-PAC PRELIMINARY REPORT

- 1 • Identify and deploy materials and financial resources to sustain and support the
2 implementation of the Strategic Comprehensive Plan during the entire 5-year period
- 3 • Bring the results of this Capital Fund raising campaign to the meeting of this Annual
4 Conference in 2025

5
6 **AND BE IT FURTHER RESOLVED:** that the Bishop, (Appointed and Extended Cabinet) and all
7 committees and agencies of the California-Pacific Annual Conference will provide consultation,
8 guidance and support such that by June 2025 our Conference will have the funds needed to support
9 this sound and workable Comprehensive Strategic Plan for Ministry with Hispanics to be
10 implemented in the Annual Conference boundaries and to become a priority for our present and
11 future five years in the life of the United Methodist Church in the State of California, Hawaii, and
12 the islands of the Pacific.

13 Attachment to Resolution

14 **The Capital Campaign**

- 15
- 16
- 17
- 18 • The Hispanic District Committee will be the ones that coordinate and motivate the campaign
19 at every district level of the annual conference,
- 20 • Campaign implementation conducted by the Conference Hispanic Committee (July, August)
- 21 • The Campaign will be launched no later than the month of November 2024 and the previous
22 three months will be named as the communication and setting of the advance gift time
23 (September, October)
- 24 • The gathering of the offering pledges will be during the period of Thanksgiving and Advent,
25 such that the result will be announced by the end of 2024, and the pledges will be received as
26 of January 1 2025
- 27 • The target will be reached no less than 1/3 of the total amount by the end of the year in
28 advance and special gifts received, this money will be invested with the foundation to begin
29 using these funds by July 1, 2025
- 30 • The CHC will be in direct control of the all processes from beginning to end.

31 **Protocols on the funds received**

- 32
- 33
- 34 • Monies will go to the foundation for investment in mainly making accounts-cod's-etc.
- 35 • CHC will administer the funds for the CSPMH
- 36 • CHC funds will serve as a seed to develop and implement Cal-Pac Financial Campaign for
37 2024-2029 Comprehensive Strategic Plan for Ministries with Hispanics. This
38 recommendation highlights that per fiscal year, as the market permits, CHC will set apart no
39 more than \$15,000 in funds for such financial campaign.
- 40 • CHC will continue to advocate and raise funds from other sources, donors, and institutions at
41 all times in the next ten years.
- 42 • Priorities will be based on DHC requests and priorities
- 43 • If funds are not used in any of the category levels, these funds will be placed in a separate
44 account in the foundation called "Hispanic Ministries Fund" for later years of the project.
- 45 • All funds will be used in cooperation with other sources of funding in each of these
46 categories
- 47

2024 CAL-PAC PRELIMINARY REPORT

Note – The three categories of projected goals are planting new congregations, revitalization of existing ministries/churches, Leadership development of both lay and clergy including Local Pastors, Lay Persons assigned, and laity alike for the work of local congregations.

REC 24-06 | EQUITABLE COMPENSATION MINIMUM SALARY SCHEDULES

2025 Minimum Salary Schedule FM

(Full Members – Elders & Deacons)

Using MCS rules from the 2015 Annual Conference

Year	Percent of MCS	Salary	Year	Percent of MCS	Salary	Year	Percent of MCS	Salary
1	76%	50,737	11	86%	57,413	21	96%	64,089
2	77%	51,405	12	87%	58,081	22	97%	64,757
3	78%	52,073	13	88%	58,749	23	98%	65,424
4	79%	52,740	14	89%	59,416	24	99%	66,092
5	80%	53,408	15	90%	60,084	25	100%	66,760
6	81%	54,075	16	91%	60,751	26	101%	67,427
7	82%	54,743	17	92%	61,419	27	102%	68,095
8	83%	55,411	18	93%	62,086	28	103%	68,762
9	84%	56,078	19	94%	62,754	29	104%	69,430
10	85%	56,746	20	95%	63,422	30	105%	70,098

2025 Minimum Salary Schedule PLA

(Probationary Members, Local Pastors, Associates)

Using MCS rules from 2015 Annual Conference

Year	Percent of MCS	Salary	Year	Percent of MCS	Salary	Year	Percent of MCS	Salary
1	66%	44,061	11	76%	50,737	21	86%	57,413
2	67%	44,729	12	77%	51,405	22	87%	58,081
3	68%	45,397	13	78%	52,073	23	88%	58,749
4	69%	46,064	14	79%	52,740	24	89%	59,416
5	70%	46,732	15	80%	53,408	25	90%	60,084
6	71%	47,399	16	81%	54,075	26	91%	60,751
7	72%	48,067	17	82%	54,743	27	92%	61,419
8	73%	48,735	18	83%	55,411	28	93%	62,086
9	74%	49,402	19	84%	56,078	29	94%	62,754
10	75%	50,070	20	85%	56,746	30	95%	63,422

Note: The MCS used to create the above salary tables is the "Adjusted" MCS (MCS-A) and reflects a 1% reduction of the true calculated MCS (MCS-C) due to the annual increase for years of service that is built into the salary tables.

2024 MCS- C Calculated = \$ 67,434

2024 MCS-A Adjusted = \$ 66,760

RESOLUTIONS

RES 24-01 | DISABILITIES AND THE ORDINATION PROCESS

SUBJECT: In support of training around disabilities and provision of reasonable accommodations as they impact the ordination process

SUBMITTED BY: Justice and Compassion Essential Ministry Teams, Disability Ministries, Deaconess Sharon McCart, and Rev. Dr. Denyse Barnes

ESTIMATED FISCAL IMPACT: Travel-related expenses for the trainers, estimated to be less than \$3000 per training session (once per quadrennium)

SOURCE OF STAFF TIME: JCEMT Director, Volunteer

WHEREAS: Persons with disabilities often deal with false assumptions by others concerning their vocational abilities, and

WHEREAS: When this happens, qualified candidates for ministry who have much to offer the church are denied the opportunity to fulfill their calling, and churches are denied the blessings of their ministry, and

WHEREAS: The Disability Ministries Committee of The United Methodist Church (DMCUMC) and the General Board of Higher Education in Ministry (GBHEM) have worked together to develop and pilot a training program to address this situation,

THEREFORE BE IT RESOLVED: That the California-Pacific Annual Conference of The United Methodist Church will strongly encourage the District Committees on Ordained Ministry and the Conference Board of Ordained Ministry to undergo this training to ensure that individuals with disabilities receive reasonable accommodations as outlined in the United Nations’ Standard Rules on the Equalization of Opportunities for Persons with Disabilities, incorporating the Americans with Disabilities Act and other relevant laws. In addition, other conference leaders will be invited to participate in the training, including the Bishop, Cabinet, Connectional Ministries, Essential Ministry Team members, and others.

THEREFORE, BE IT FURTHER RESOLVED: That after reasonable accommodations are offered, decisions regarding candidacy should be based solely on whether the candidate has the gifts and skills required for meeting the outlined professional standards required of all candidates for their ministry and is able to render effective service in pastoral ministry.

THEREFORE, BE IT FURTHER RESOLVED: That this training will be repeated at the beginning of every quadrennium to ensure that the incoming class of DCOM and BOM members are also knowledgeable about disabilities and reasonable accommodations.

RES 24-02 | RESOLUTION TO DECLARE GUN VIOLENCE A PUBLIC HEALTH EMERGENCY

SUBJECT: Gun Violence

SUBMITTED BY: Rev. Dr. Denyse Barnes, Justice and Compassion Essential Ministries Team

ESTIMATED FISCAL IMPACT: None

SOURCE OF STAFF TIME: Volunteer, Director JCEMT

RATIONALE: As followers of Jesus, called to live into the reality of God's dream of shalom as described by Micah, we must address the epidemic of gun violence ... (and) therefore we call upon

2024 CAL-PAC PRELIMINARY REPORT

1 United Methodists to prayerfully address gun violence in their local context" (2016 Book of
2 Resolutions, #3428, "Our Call to End Gun Violence"), in an effort to help quell the gun violence that
3 is killing and maiming a growing number of children, youth, men and women in our communities
4 and causing ongoing trauma to families, friends, witnesses, and co-workers who are also impacted.
5

6 **WHEREAS:** in an average year, 3253 people die and 7,293 are wounded by guns in California, and
7 guns are the third leading cause of death among children and teens in the state. In California, an
8 average of 260 children and teens die by guns every year, and 74% of these deaths are homicides,
9 and 22% are suicides. In Hawaii in an average year 61 people die and 135 are wounded by guns.
10

11 **WHEREAS:** People of color people in California and Hawaii are 35 times more likely than white
12 people to die by gun homicide;
13

14 **WHEREAS:** "The scriptures proclaim we are to promote peace, not violence:" "Blessed are the
15 peacemakers, for they will be called children of God." (Matthew 5:9 NRSV); and
16

17 **WHEREAS:** the Social Creed asserts that, "We believe in the right and duty of persons to work for
18 the glory of God and the good of themselves and others and in the protection of their welfare in do
19 going." Now
20

21 **THEREFORE BE IT RESOLVED:** that every congregation in the California-Pacific Annual
22 Conference respond to gun violence as a community-wide health care emergency by entering into
23 courageous conversation on the causes and effects of gun violence and by taking steps to prevent
24 violence. We affirm "Our Call to End Gun Violence" (2016 UM Book of Resolutions #3428) and
25 will prioritize:
26

- 27 • Universal mandatory background checks on all gun purchases (including gun shows and
28 private sales);
- 29 • Ensuring all guns are sold through licensed gun retailers;
- 30 • The extension of waiting periods to all firearm sales.
- 31 • Prohibiting all individuals under restraining order due to threat of violence from purchasing a
32 gun;
- 33 • Prohibiting persons with serious mental illness, who pose a danger to themselves and their
34 communities, from purchasing a gun;
- 35 • The expansion of mental healthcare as a guaranteed right and coverage to all persons.
- 36 • Ensuring greater access to services for those who have mental illness;
- 37 • Banning large-capacity ammunition magazines and weapons designed to fire multiple rounds
38 each time the trigger is pulled, (this issue has been addressed at the federal level);
- 39 • The implementation of red flag laws.
- 40 • The establishment of a minimum age of 21 to purchase a firearm.
- 41 • Promoting new technologies to aid law-enforcement agencies to trace crime guns and
42 promote public safety.
43

44 **AND THEREFORE BE IT RESOLVED:** we, the California-Pacific Annual Conference, call upon
45 the Congressional Delegation from the States of California and Hawaii to support and act upon
46 Responsible Fire Arm legislation.

2024 CAL-PAC PRELIMINARY REPORT

1 This resolution is to be sent to the following persons upon approval:

- 2
- 3 • Senator Alex Padilla (CA)
- 4 • Senator Laphonza Butler (CA)
- 5 • Senator Mazie Hirono (HI)
- 6 • Senator Brian Schatz (HI)
- 7

8 **RES 24-03 | SUPPORT OF TOURISM AND HOSPITALITY WORKERS**

9 **SUBJECT:** In Support of Tourism and Hospitality Workers

10 **SUBMITTED BY:** Rev. Dr. Denyse Barnes, Justice and Compassion Essential Ministries Team

11 **ESTIMATED FISCAL IMPACT:** None

12 **SOURCE OF STAFF TIME:** Volunteer

13

14 **WHEREAS:** Scriptures prescribe “You shall not withhold the wages of poor and needy
15 laborers...because they are poor and their livelihood depends on them,” (Deuteronomy 24:14-15);
16 And the Social Principles of the United Methodist Church state: “We believe people come before
17 profits.”

18

19 **WHEREAS:** According to the U.S. Bureau of Labor Statistics, the share of U.S. national income
20 taken home by workers continues to plummet to record lows, and

21

22 **WHEREAS:** A living wage is defined as “a wage that is high enough to maintain a normal standard
23 of living , and

24

25 **WHEREAS:** in 1908, the first Social Creed of the Methodist Church called for a “A Living Wage in
26 every industry,” and

27

28 **WHEREAS:** Today the United Methodist Church continues to declare every human being’s right to
29 earn a living wage, and

30

31 **WHEREAS:** Strike action has been undertaken by many of the workers in the tourism and
32 hospitality industries throughout 2023 and continuing into 2024 calling for a living wage for all
33 workers, and

34

35 **WHEREAS:** Resolution 11-23 (Justice for Grocery Workers) has expired and a living wage and
36 equitable and safe working conditions are still not possible for all human beings across the world and
37 in particular in the tourism and hospitality industries across California, and

38

39 **WHEREAS:** Poverty levels have raised exponentially since the Global COVID-19 pandemic,

40

41 **THEREFORE BE IT RESOLVED:** that the California-Pacific Annual Conference of the United
42 Methodist Church upholds, and advocates for workers in the tourism and hospitality industries rights
43 to earn and be paid living wages and safer, equitable working conditions.

2024 CAL-PAC PRELIMINARY REPORT

RES 24-04 | SUPPORT OF LIVING WAGES AND THE RIGHT TO ORGANIZE

SUBJECT: In Support of Living Wages and the Right to Organize

SUBMITTED BY: Denyse Barnes, Justice and Compassion Essential Ministries Team

ESTIMATED FISCAL IMPACT: None

SOURCE OF STAFF TIME: Director JCEMT

WHEREAS: Scripture prescribes us to not exploit the poor, and

WHEREAS: The parable of the workers in the Vineyard taught by Jesus describes a landowner paying a full day’s living wage regardless of hours worked and,

WHEREAS: A living wage is defined as “a wage that is high enough to maintain a normal standard of living, that allows individuals or families to afford adequate shelter, food, and other necessities. The goal of a living wage is to allow employees to earn enough income for a satisfactory standard of living and prevent them from falling into poverty. Economists suggest it should be enough to ensure that no more than 30% of this income gets spent on housing, and

WHEREAS: in 1908, the first Social Creed of the Methodist Church called for a “A Living Wage in every industry,” and

WHEREAS: Today the United Methodist Church continues to declare every human being’s right to earn a living wage, and

WHEREAS: Without the ability to organize into collective bargaining units, employees cannot advocate for safer working conditions and decent wages, and

WHEREAS: Resolution 11-3 has expired and a living wage or right to organize is still not possible for all human beings across the world, and

WHEREAS: Poverty levels have raised exponentially since the Global COVID-19 pandemic,

THEREFORE BE IT RESOLVED that the California-Pacific Annual Conference of the United Methodist Church upholds, and advocates for, workers in California and Hawaii rights to earn and be paid living wages and to form themselves into collective bargaining units to advocate for better salaries and working conditions.

RES 24-05 | SOLIDARITY WITH FILIPINO PEOPLE

SUBJECT: Solidarity with the Filipino people, ensuring our U.S. tax dollars are not funding the worsening human rights crisis

SUBMITTED BY: Justice and Compassion Essential Ministry Teams, Deaconess Joy Prim, Deaconess Sharon McCart, Rev. Sandie Richards, and Rev. Dr. Denyse Barnes

ESTIMATED FISCAL IMPACT: None

SOURCE OF STAFF TIME: Volunteer

WHEREAS: The United Methodist Church Resolution #6118 Philippines: Democratic Governance, Human Rights and the Peace Process states in part “[what is] very alarming and disturbing is the increasingly militarized approach of both the Philippine and US governments to the economic development of and humanitarian crises in the Philippines.” and

2024 CAL-PAC PRELIMINARY REPORT

1 **WHEREAS:** UMC Resolution #6118 calls on us as United Methodists in the United States to
2 “support moves within the U.S. Congress calling for a review of official development aid, and trade
3 and economic arrangements to examine whether these do or do not further exacerbate human-rights
4 violations.” and
5

6 **WHEREAS:** Members within the California-Pacific Annual Conference have actively visited and
7 supported United Methodist siblings and the poor and indigenous communities in the Philippines
8 since 2010 where they have witnessed the poverty, neglect and human rights abuses experienced by
9 the Filipino people, and
10

11 **WHEREAS:** In 2023, members of the California Pacific Annual Conference recently travelled to
12 the Philippines where they heard a first-hand account from United Methodists and other church
13 leaders on the ground in the Philippines, and
14

15 **WHEREAS:** The Philippine government has red-tagged Rev. Glofie Baluntong, a United Methodist
16 district superintendent and minister in Mindoro. In 2019 she was charged with attempted murder.
17 The charges were later dropped as she was presiding over a funeral the day of the accused crime.
18 After the charges were dropped, she was charged again around the same incident violating her due
19 process in late 2022. The new case remains open and
20

21 **WHEREAS:** A retired United Methodist Deaconess Marites Pielago was arrested on the 10th of
22 August 2022 on charges of attempted murder while being treated in a hospital in Camarines Sur, and
23 since has been denied medical treatment for long-term medical issues, and
24

25 **WHEREAS:** The human rights violations not only impact the Filipino people within the
26 Philippines, but the Philippine state apparatus also attacks and red-tags Filipino migrants and
27 Filipino-Americans overseas supporting the Filipino peoples’ calls for just and lasting peace,
28 including members of Filipino community organizations in Southern California and other United
29 Methodists within the Western Jurisdiction, and
30

31 **WHEREAS:** On April 2, 2024, the Philippine Air Force bombed and fired rockets in Abra and
32 Ilocos Sur, forcing schools to close and 650 people to evacuate. Coming after clashes between the
33 New Peoples Army and the Philippines Army in the ongoing civil war, this still constitutes a
34 violation of International Humanitarian Law, which protects civilians. Video taken by fleeing
35 civilians allowed one of the aircraft to be identified as an A29B Super Tucano, which is U.S.-made.
36 The rate of bombings such as this increased from 2,354 in 2022 to 20,391 in 2023. In addition to this
37 confirmed presence of U.S. equipment, the recent increase in U.S. troops indicates an increase in
38 U.S. tax dollars being used in the Philippines, and
39

40 **WHEREAS:** On April 11, 2024 the President of the Philippines, Ferdinand Marcos, Jr., met with
41 President Biden and Japanese Prime Minister Fumio Kishida. According to Human Rights Watch,
42 targeted assassinations and lack of accountability continue in the Philippines under President
43 Marcos, Jr. and
44

45 **WHEREAS:** In 2023, Representative Susan Wild (D-PA) re-introduced the Philippines Human
46 Rights Act (H.R.1433) in response to the lack of justice and accountability for extrajudicial killings
47 and countless more human rights violations against labor organizers, dissidents, journalists, political
48 opposition leaders, clergy members, and others. The legislation would block U.S. security assistance
49 to the Philippines until human rights standards are met.

2024 CAL-PAC PRELIMINARY REPORT

1 **THEREFORE, BE IT RESOLVED:** that the California-Pacific Annual Conference of the United
2 Methodist Church affirms that every life is sacred, and in that spirit joins the call to support the
3 Philippines Human Rights Act H.R.1433) and urges our congressional leaders in California and
4 Hawaii to support the Philippine Human Right Act (H.R. 1433)

5
6 **THEREFORE, BE IT FURTHER RESOLVED:** We pledge to continue efforts to educate our
7 members on the existing conditions of the Filipino people, monitor the ongoing human rights crisis
8 and its impacts as much as possible with our Methodist siblings, and advocate for a just and lasting
9 peace as requested by the Filipino people themselves.

10
11 **THEREFORE, BE IT FURTHER RESOLVED:** Bishop Dottie Escobedo-Frank will share a
12 copy of this resolution with all three active Bishops in the Philippine Central Conference and the
13 Philippine Central Conference General Board of Church and Society as a show of our support and
14 solidarity.

15 16 **RES 24-06 | TRAFFICKED WORKERS FROM THE PHILIPPINES**

17 **SUBJECT: Ending Exploitation of trafficked workers from the Philippines**

18 **SUBMITTED BY:** Justice and Compassion Essential Ministries Team, Deaconess Joy Prim,
19 Deaconess Sharon McCart, Rev. Sandie Richards, and Rev. Dr. Denyse Barnes

20 **ESTIMATED FISCAL IMPACT:** None

21 **SOURCE OF STAFF TIME:** Volunteer

22
23 **WHEREAS:** The migration of Filipinos abroad is due to poverty and joblessness in the Philippines.
24 More than 4,000 migrant Filipinos leave their country each day. They can be found in 182 countries
25 worldwide, and

26
27 **WHEREAS:** From 1990 to 1995, remittances of migrant Filipinos were registered as US\$14,543
28 billion. In 1999 alone, it registered a high of US\$6.9 billion, yet the Philippine people remain in
29 extreme poverty, and

30
31 **WHEREAS:** The Philippine government extracts exorbitant fees from their overseas workers as
32 requisite to their deployment abroad, and workers must also pay exorbitant fees to the companies
33 who place them overseas. Often this money is borrowed at high rates of interest, against the promise
34 of good paying jobs overseas, and

35
36 **WHEREAS:** The abuses and exploitation they experience in their place of work may range from
37 contract violations, rape, sexual harassment, mysterious deaths, among others; and

38
39 **WHEREAS:** Workers who experience exploitation in the host countries are, more often than not,
40 left without resources to defend themselves, and

41
42 **WHEREAS:** we have seen evidence of this kind of exploitation within the bounds of the California-
43 Pacific Annual Conference, in many different cases, and

44
45 **WHEREAS:** Upon their arrival in the United States they are often redirected to another company,
46 voiding their work visas and forcing them to work as undocumented workers for substandard wages,
47 and

48
49 **WHEREAS:** Resolution 11-2 has expired

2024 CAL-PAC PRELIMINARY REPORT

1 **THEREFORE BE IT RESOLVED:** That the California-Pacific Annual Conference of the United
2 Methodist Church calls upon the governments of the Philippines and the United States to end these
3 exploitative practices by vigorous enforcement of existing law, vigorous protection of the victims of
4 exploitation, and working to end reliance on remittances from overseas workers.
5

6 **AND BE IT FURTHER RESOLVED** that the people of the California-Pacific Annual Conference
7 of the United Methodist Church will do all in our power to stand against this global economic
8 system of exploitation and to stand in solidarity and support with all those who have been victimized
9 and oppressed both in the Philippines and here in the United States.
10

11 **RES 24-07 | PHILIPPINES PEACE TALKS**

12 **SUBJECT:** In support of Peace Talks between the Government of the Republic of the Philippines
13 and the National Democratic front of the Philippines.

14 **SUBMITTED BY:** Justice and Compassion Essential Ministry Teams, Deaconess Joy Prim,
15 Deaconess Sharon McCart, Rev. Sandie Richards, and Rev. Dr. Denyse Barnes

16 **ESTIMATED FISCAL IMPACT:** None

17 **SOURCE OF STAFF TIME:** Volunteer
18

19 **WHEREAS:** Resolution 11-5 (2011) has expired
20

21 **WHEREAS:** The civil war in the Philippines between the Government and Communist dissidents
22 began in 1969, and
23

24 **WHEREAS:** The violence must end, for the sake of all but especially for the sake of children and
25 youth, and
26

27 **WHEREAS:** In 1992, a coalition of both armed and un-armed groups called, the “The National
28 Democratic Front of the Philippines”, and the Government of the Republic of the Philippines” were
29 convened into a peace process hosted by the Royal Norwegian government, and
30

31 **WHEREAS:** In 1998, a series of goals were agreed upon for the process including the signing of the
32 Joint Agreement on Safety and Immunity Guarantees (JASIG) and the Comprehensive Agreement
33 on the Respect for Human Rights and International Humanitarian Law (CAHRIHL) and
34

35 **WHEREAS:** The talks have started and stalled multiple times throughout the years. Most recently in
36 2017, when the parties were negotiating the points on the Comprehensive Agreement on socio-
37 economic reforms needed to address the root causes of the civil war, the Government of the
38 Republic of the Philippines unilaterally terminated the talks, and
39

40 **WHEREAS:** Since the last termination of talks, According to Karapatan, the leading human rights
41 alliance in the Philippines, over 450 civilians and hors de combat have been extrajudicial and
42 summarily killed, millions of civilians have been harassed, threatened and tagged as “terrorist” or
43 “terrorist supporters”, among many other violations of International Humanitarian Law, and
44

45 **WHEREAS:** On November 23, 2023, Both the “The National Democratic Front of the Philippines”,
46 and the “Government of the Republic of the Philippines” signed a joint statement that recognized the
47 current challenges and needs to address the root causes and the shared aspiration for principled and
48 peaceful resolution of the armed conflict, and
49

2024 CAL-PAC PRELIMINARY REPORT

1 **WHEREAS:** in the statement both parties committed to agree upon priorities to resume negotiations
2 for reforms toward a just and lasting peace. and
3

4 **WHEREAS:** The Philippine Ecumenical Peace Platform consists of leaders from major protestant
5 denominations in the Philippines including United Methodist, and this body has declared that there is
6 a need to provide concrete solutions to the root causes of the conflicts, and
7

8 **WHEREAS:** The Philippine Ecumenical Peace Platform has asked for international ecumenical
9 accompaniment for the advancement of the peace talks between the parties
10

11 **WHEREAS:** the California-Pacific Solidarity and Pastoral Teams that have visited the Philippines
12 starting 2010 and continuing regularly, most recently with individuals visiting the Philippines in
13 2023, have seen the first hand the need for the peace process between these to go forward to
14 completion, for the sake of those trapped in entrenched cycles of violence and poverty,
15

16 **THEREFORE BE IT RESOLVED:** that the California-Pacific Annual Conference of the United
17 Methodist Church joins with The Philippine Ecumenical Peace Platform in calling for the return of
18 all parties to the peace process and the upholding of the previously signed agreements.
19

20 **THEREFORE BE IT FURTHER RESOLVED:** We pledge to continue efforts to educate our
21 constituents about the process, monitor the process alongside United Methodist leaders in the
22 Philippines as much as possible and advocate for just and lasting peace to end the violence in the
23 country.
24

25 **THEREFORE IT BE FURTHER RESOLVED:** Bishop Dottie Escobedo-Frank will share a copy
26 of this resolution with all three active Bishops in the Philippine Central Conference and the
27 Philippine Central Conference General Board of Church and Society as a show of our support and
28 solidarity.
29

30 **RES 24-08 | HISPANIC MINISTRIES SUNDAY**

31 **SUBJECT:** Hispanic Ministries Sunday

32 **SUBMITTED BY:** California-Pacific Conference Hispanic Committee, Ana Haydeé Urda, Rev.
33 Jose Vindel, Hispanic Caucus LAMAG, Rev. Dr. Denyse Barnes, and Rev. Dr. Joel Hortiales.

34 **ESTIMAED FISCAL IMPACT:** None

35 **SOURCE OF STAFF TIME:** Volunteer, Treasurer's Office
36

37 **RATIONALE:** Because all belong in the body of Christ, establishing this special Sunday will
38 provide opportunities for awareness, education, celebration, and honoring of Hispanic persons in the
39 life of the church.
40

41 **WHEREAS:** the California-Pacific Conference, declared by 2009 resolution #3 to designate the
42 second Sunday in October as Hispanic Ministries Sunday and a special offering would be collected
43 on that day to support the programs for the Ministerios Latinos Council (Conference Hispanic
44 Committee), and liturgies and prayers will be provided by the Conference Hispanic Committee to
45 local churches for this Sunday, and
46

47 **WHEREAS:** Resolution @09-3 has expired and is up for reconsideration at the 2024 Annual
48 Conference session, and
49

2024 CAL-PAC PRELIMINARY REPORT

1 **WHEREAS:** Data information of counties where Cal-Pac geographical boundaries are. The data
2 confirms the population of Hispanics and its trend (taken from 2020 Decennial Census)

- 3
- 4 • San Luis Obispo County Total Population 282,424, Hispanic Or Latino (Of Any Race)
5 67,921. 24%
- 6 • Ventura County Total Population 843,843, Hispanic Or Latino (OAR) 365,285. 43.2%
- 7 • Santa Barbara County Total Population 448,229, Hispanic Or Latino (OAR) 210,584. 46.9%
- 8 • Los Angeles County Total Population 10,014,009, Hispanic Or Latino (OAR)
9 4,804,763. 47.9%
- 10 • Riverside County Total Population 2,418,185, Hispanic Or Latino (OAR) 1,202,295. 49.7%
- 11 • San Bernardino County Total Population 2,181,654, Hispanic Or Latino (OAR)
12 1,170,913. 53.6%
- 13 • Orange County Total Population 3,186,989, Hispanic Or Latino (OAR) 1,086,834. 34.1%
- 14 • San Diego County Total Population 3,298,634, Hispanic Or Latino (OAR) 1,119,629. 33.9%
- 15 • Imperial County Total Population 179,702, Hispanic Or Latino (OAR) 153,027. 85.1%
- 16

17 **WHEREAS:** This fund will be used for programs endorsed by the Conference Hispanic Committee
18 or the office of Hispanic/Latino Ministries for projects such as: Scholarships to promote the Ministry
19 of Laity and ordained ministry in the UMC, Promote activities of evangelism and/or discipleship in
20 languages from Spanish and Portuguese in the California-Pacific Annual Conference, Promote
21 activities, events, and organizations that safeguard our Latin American cultural heritage and our
22 languages (Spanish and Portuguese)

23
24 **THEREFORE BE IT RESOLVED:** that the Annual Conference designates the third Sunday of
25 September (which is the first Sunday of Hispanic Heritage Month) as Hispanic Ministry Sunday and
26 an offering is collected on that day and sent to the Annual Conference Treasurer to support the
27 programs of the Conference Hispanic Committee.

28
29 **AND BE IT FURTHER RESOLVED:** that these monies will be held in the foundation account
30 names as the Hispanic Ministry Fund.

31
32 **AND BE IT FURTHER RESOLVED:** that Hispanic Heritage Sunday is added to the list of
33 Apportionments funds for local churches.

34 35 **RES 24-09 | SUPPORT OF LGBTQIA+ PEOPLE**

36 **SUBJECT: LGBTQIA+ SUPPORT**

37 **SUBMITTED BY:** Denyse Barnes, Justice and Compassion Essential Ministries Team, Frank Wulf,
38 Jason Takagi, Molly Vetter, Deaconess Jeanne Roe Smith, John E. Griffin-Atil, Brian Tipton,
39 Edward Hansen, Paul Capetz, Kimberly Scott, Mark Stephenson, Phillip Valdes, Allison Mark, Bob
40 Rhodes

41 **ESTIMAED FISCAL IMPACT:** None

42 **SOURCE OF STAFF TIME:** Director JCEMT

43
44 We envision a new future for the people of The California-Pacific Conference of The United
45 Methodist Church to avoid further harm to one another, including Lesbian, Gay, Bisexual,
46 Transgender, and Queer United Methodists and their families and friends, as well as further harm to
47 the church universal and to those with whom we strive to share the Gospel of Jesus Christ.

2024 CAL-PAC PRELIMINARY REPORT

1 LGBTQIA+ shall mean the community that includes several subsets of persons based on their sexual
2 orientation or gender identity/expression. The letters of the acronym stand for Lesbian, Gay,
3 Bisexual, Transgender, and Queer, Intersex, Asexual, and any other terms people use to describe
4 themselves as other than cis-gendered heterosexual. We recognize that terminology regarding sexual
5 identity is both fluid and highly culturally contextual. The choice to use the initialism LGBTQIA+ in
6 this resolution does not preclude translators or, indeed, individuals from applying timely and
7 culturally relevant substitutes for this particular formulation.

8
9 Too often, lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ IA+) persons have
10 been separated from the body of Christ. Rejected and marginalized by their families and
11 communities, LGBTQIA+ persons have a greater vulnerability to isolation, violence, and suicide.
12 Through words, actions and inaction, churches have contributed to the suffering of LGBTQIA+
13 persons and impeded rather than nurtured their personal relationship with Christ. Jesus demonstrated
14 radical inclusion of those rejected by mainstream society.

15 **WHEREAS:**

16 The California-Pacific conference of the UMC has long stated full inclusion for LGBTQIA+
17 persons, including ordination, marriage, and membership.

18
19 Our sexual orientation and gender identity are essential components of our being, of how we fall in
20 love and create families.

21
22 To that end, no person, board, or legislative body in The California Pacific Annual Conference has
23 the authority to exclude from the full life and ministry of the church any person solely based on their
24 God-given identities, including, but not limited to gender identity, sexual orientation, and race or
25 ethnic background.

26
27 We have as part of the Western Jurisdiction had a moratorium on charges against LGBTQIA+
28 persons since the GC 2019.

29
30 The Constitution of The United Methodist Church declares that all persons are of sacred worth and
31 the Social Principles have long affirmed the human and civil rights of all people regardless of age,
32 gender, marital status, or sexual orientation. Throughout the world, lesbian, gay, bisexual and
33 transgender persons face persecution, threats of violence, and denial of the basic rights to housing,
34 employment and health care. Too often faith communities, including The United Methodist Church,
35 have perpetuated rather than challenged this injustice.

36 **THEREFORE BE IT RESOLVED:**

37
38 As followers of Christ, we are called to welcome all persons into the life and ministry of the church
39 and to celebrate the spiritual gifts of all those who have been baptized into the body of Jesus Christ.
40 The California-Pacific annual conference is a church that affirms all persons as equally valuable in
41 the sight of God and strives to follow the way of Christ in seeking justice for all therefore dedicates
42 itself to:

- 43
44
- 45 • welcoming LGBTQIA+ persons, friends, and families into our churches;
 - 46 • lamenting the harm that has been done by our church and in Christ's name;
 - 47 • listening with open hearts and minds to the stories, struggles, and dreams of our LGBTQ IA+
48 siblings;

2024 CAL-PAC PRELIMINARY REPORT

- 1 • advocating for policies that protect and uphold the human and civil rights of LGBTQIA+
2 persons;
- 3 • advocating for the decriminalization of sexual orientation and gender identity;
- 4 • speaking out against words and actions that harm and diminish the dignity of LGBTQIA+
5 persons;
- 6 • and providing support in their discernment of God’s call to ministry.
- 7 • Continued moratorium on charges
- 8 • Celebrating an annual LGBTQIA+ Sunday - Congregations are to observe LGBTQIA+
9 Sunday on the first Sunday in June or on another date appropriate to the local church.
- 10 • educating our faith communities about the complex history of Methodist involvement in
11 struggles to secure civil and human rights.
- 12 • We recognize the rights of families created by same-gender marriage and the families of
13 LGBTQ IA+ persons as equal to those of all other families.
- 14 • Speak up, protect, and advocate for the rights of the transgender community who suffer
15 exclusion and violence in many aspects of society.
- 16 • Include a welcome to our church’s for the many who currently do not feel they are.
- 17 • Provide a model of inclusion, affirmation, and celebration of all people to other conferences
18 within our global church.
- 19 • Include pronouns in all event registration documents and place them on all name badges at
20 these events.

21
22 Through these and other acts, our church commits itself to a ministry with all and serves as an
23 instrument of Christ’s healing presence in the world.
24

RES 24-10 | COVENANT TO BE GOOD STEWARDS OF CREATION

25 **SUBJECT:** Creation Care

26 **SUBMITTED BY:** Eco-Justice Strategy Group, Denyse Barnes

27 **ESTIMATED FISCAL IMPACT:** None

28 **SOURCE OF STAFF TIME:** Volunteer, Director JCEM
29
30

31 **RATIONALE:** As stewards of God’s creation on Earth, we are called to covenant together to work
32 at taking care of that creation by lowering emissions, divestment of fossil fuels, sustainable living,
33 and promoting peace through eco-justice.
34

35 **WHEREAS:** God created Earth and charged humankind with its stewardship (Genesis 1–2); we
36 seek to protect God’s Creation and improve our environment, promote peace to all of earth’s
37 inhabitants, end spiritual and physical hunger, and ensure the equitable access of Earth’s resources to
38 those in need.
39

40 **WHEREAS:** As Christians we have a covenant with God, and a promise to our children to ensure a
41 planet worth saving and sharing.
42

43 **WHEREAS:** The Council of Bishops in their 2009 Pastoral Letter recognized that “our neglect,
44 selfishness, and pride have fostered environmental degradation” and that “we cannot help the world
45 until we change our way of being in it” [God’s Renewed Creation: Call to Hope and Action]; and 12
46 Boards and Agencies of the UMC have pledged to achieve net-zero emissions of greenhouse gasses
47 by 2050 across ministries, facilities, operations, and investments and to leverage the gifts of our

2024 CAL-PAC PRELIMINARY REPORT

1 connections by putting equity and justice at the center as we build a net-zero emission economy by
2 2050.

3
4 **WHEREAS:** The Council of Bishops also encourages and supports action on climate change at the
5 Annual Conference level, including support for passing the Net Zero Resolution and moving toward
6 net-zero emissions.

7
8 **WHEREAS:** We often speak and vote with our financial resources, it would be prudent to begin
9 discussions with the Foundation and our other investment firms on divesting from fossil fuels and
10 other social and Environmentally responsible investments.

11
12 **THEREFORE BE IT RESOLVED:** that we the people of the California-Pacific Annual
13 Conference of The United Methodist Church,

- 14
- 15 • Confess our strong need and desire to take action to correct our current path of polluting
16 Earth and ask for God’s help in restoring Creation;
- 17 • Join our denominational Boards and Commissions in committing to a just and equitable
18 reduction of greenhouse gas emissions to net-zero by 2050.
- 19 • Call on the Bishop to establish a working group to study this action and develop an
20 implementation plan that will use the best models and latest technologies. This group will (at
21 a minimum) include representatives from the Eco-Justice Strategy Group, the Conference
22 Committee on Finance and Administration, Connectional Ministry, the Cabinet and United
23 Women in Faith, and will include the Director of JCEMT.
- 24 • Invest in education, by hosting symposiums with the best minds on this matter, allowing
25 clergy and lay alike to learn together in a positive environment, allowing for compassionate
26 discussion.
- 27 • Enact a “Green” Sunday initiative, allowing congregations to hear of what is happening in
28 our Conference, Jurisdiction, Denomination and communities on eco-justice.
- 29 • The working group will report their plan to the 2027 session of the CAP-PAC Annual
30 Conference. Individual churches are encouraged to take similar action over the next year.
- 31

RES 24-11 | SUPPORT FOR WORLDWIDE REGIONALIZATION

32 **SUBJECT:** Worldwide Regionalization: Expressing Gratitude and Commitment to Next Steps

33 **SUBMITTED BY:** Members of the Cal-Pac Delegation to GC 2020: Allison Mark (clergy),
34 Katharine H. Henry (laity), Sandra K. Olewine (clergy), Frank Wulf (clergy), Molly Vetter (clergy),
35 Mandy McDow (clergy), Cathy Wilson (laity), Jason Takagi (laity), Mark Stephenson (laity), Rachel
36 Gipson (laity)

37 **ESTIMATED FISCAL IMPACT:** \$0

38 **SOURCE OF STAFF TIME:** Communication, Leadership & Discipleship Ministry

39
40
41 **WHEREAS,** we value a global United Methodist connection and wish for each region of the
42 worldwide Church a structure that supports relevant and vibrant ministry, and

43
44 **WHEREAS,** we value the opportunity to restructure the UMC in ways that decolonize both polity
45 and relationships, and

46
47 **WHEREAS,** we value the opportunity to restructure the UMC rooted in equity and respectful of
48 missional context, and

2024 CAL-PAC PRELIMINARY REPORT

1 **WHEREAS**, we value the example shared by the Apostle Paul, who established churches in diverse
2 regions with shared beliefs alongside local and regional differences in structure, worship, and style
3 best suited to particular contexts; and
4

5 **WHEREAS**, we are grateful to the many leaders around the globe who collaborated to provide a
6 path to worldwide regionalization, and
7

8 **WHEREAS**, a shift to worldwide regionalization amends our UM Book of Discipline in ways that
9 deserve high levels of support and command a two-step voting process, and
10

11 **WHEREAS**, we are grateful to the delegates to General Conference held in 2024 for their tireless
12 leadership and for taking the first required step in the overall decision-making process,
13

14 **THEREFORE, BE IT RESOLVED** that the California-Pacific Annual Conference receives with
15 joy the adoption of Worldwide Regionalization by the General Conference, and accepts the
16 responsibility of taking the important next steps necessary to *complete* the decision-making process.
17

18 **BE IT FURTHER RESOLVED** that the California-Pacific Annual Conference commits to
19 providing and participating in a variety of educational opportunities throughout the conference, over
20 the next calendar year, ensuring that we are fully informed and prepared to engage in the final step
21 of a ratification vote at Annual Conference in 2025.
22

RULES

RUL 24-01 | ADDITIONAL NOMINATIONS

VI. M. Additional Nominations

Additional nominations may be presented from the Conference members provided that such nominations are signed by at least fifteen members and submitted to the Nominations Committee. If these nominations are received during the Annual Conference prior to ~~sending the final publication of the~~ Nominations Committee report ~~to the printer~~, they shall be distributed as a supplement to the Committee’s report. If they are not received in time to be distributed as a supplement to the Committee’s report, then they shall be made available to the Annual Conference in a manner determined by the Conference Secretary.

Rationale: Updates the Rule to reflect current publication practices.

RUL 24-02 | COMMITTEE TO STRENGTHEN THE BLACK CHURCH

Rule c. Connectional Table (CT) Section 4 (d)

Committee to Strengthen the Black Church – ~~10~~ 20 members (1) To strengthen and develop African-American churches within the Annual Conference. (2) Membership on the Committee to Strengthen the Black Church shall be composed of 2 from the North, South, East and West districts.~~(1 lay and 1 clergy) all elected at large; in addition to the chairpersons of Conference Black Methodists for Church Renewal (BMCR), and the Ebony Prophets. Terms shall be for 4 years. African- Americans exempt from one-position rule. six clergy, six laywomen, and six laymen all elected at large; in addition, the chairpersons of Conference Black Methodists for Church Renewal (BMCR), and the Ebony Prophets shall be members. It is strongly recommended that all members shall be black, or members of black churches.~~ It is strongly recommended that all members shall be black, or members of black churches.

Allows for black clergy and laity in non- black churches but who are committed to supporting the vision and ministry of the black church when there is no or only 1 black church in the district.

Reason for Change: To ensure more equitable representation across the districts while making the team more responsive and nimble.

Impact of Change: To make it easier to focus our efforts and align resources toward the strategic and coordinated revival of Black Churches in Cal-Pac including leadership development and the development of new ministries.

RUL 24-03 | COMMUNICATIONS

Rule to be changed:

VIII. BODIES MANDATED BY THE BOOK DISCIPLINE, E. Communications Commission

Present Wording:

E. Communications Commission

1. In compliance with ¶646 The Discipline, the purpose of the Conference Communications Commission is to undergird the mission and vision of the California-Pacific Conference through communications. It is “a service agency to meet the communication, publication, multimedia, public and media relations, interpretation, and promotional needs of the Annual

2024 CAL-PAC PRELIMINARY REPORT

1 Conference. It may be responsible for providing resources and services to Conference
2 Agencies, Districts, and Local Churches in the field of communication. The Conference
3 Communications Commission shall have a consultative relationship with Agencies and
4 Bodies within the Conference structure.”

- 5 2. The strategic aim of Conference Communications Commission will be to redefine culture in
6 a way that fulfills two objectives: a. To impact society with the vision of the California-
7 Pacific Conference, b. To nurture faithfulness and excellence in all we do as United
8 Methodists.
- 9 3. The Conference Communications Commission will be comprised of 9 persons (which
10 includes the chair) with strong skills in communications. They shall also be aware, and
11 capable, of interacting with the congregations and diverse communities found within the
12 region of the California-Pacific Conference. They will be nominated and elected for
13 membership through the nominations process of the California-Pacific Conference.
- 14 4. The Conference Communications Commission will report to the Annual Conference.
- 15 5. Membership: Members at large: 9, Ex-officio: Cal-Pac Director of Communications (no
16 vote).

17
18 New wording desired:

- 19 2. The strategic aim of the Conference Communications Commission is to identify inclusive
20 and diverse communication strategies that amplify the mission and vision of the California-
21 Pacific Conference and support the implementation of those strategies at the church and
22 conference levels.
- 23 3. The Conference Communications Commission will be comprised of 6 persons with strong
24 skills in communications. There will be 1 person from each district of the California-Pacific
25 Conference, plus the chair. They shall also be aware, and capable, of interacting with the
26 congregations and diverse communities found within the region of the California-Pacific
27 Conference. The commission may choose to establish task forces as needed on topics such
28 as crisis communications, local church resources, etc., and may ask for additional temporary
29 volunteers from the conference to comprise these task forces. They will be nominated and
30 elected for membership through the nominations process of the California-Pacific
31 Conference.
- 32 4. The Conference Communications Commission will report to the Annual Conference.
- 33 5. Membership: Members at large: 6, Ex-officio: Cal-Pac Director of Communications (no
34 vote).

35
36 Intent and expected effect of the change:

37
38 Changing the strategic aim from focusing on redefining culture and impacting society to identifying
39 inclusive and diverse communication strategies would shift the Commission's focus from broad
40 societal impact to specific communication initiatives within the church community. The intent would
41 be to prioritize internal communication efforts that promote inclusivity and diversity, ensuring
42 alignment with the Conference's mission and vision while supporting the implementation of these
43 strategies at both the church and conference levels. This shift may result in a more targeted approach
44 to communication that directly engages and supports the diverse members of the California-Pacific
45 Conference, potentially fostering a stronger sense of community and unity within the church.
46 Lowering the number of members on the committee will allow the commission to focus on: a.
47 Representation from throughout the conference, b. Ease of scheduling with fewer people, and c.
48 Allows the organization to focus on identifying needs and expanding into task forces as needed for
49 focused efforts with specific goals.

2024 CAL-PAC PRELIMINARY REPORT

1 Reason for wanting the change:

2
3 I propose this change as the newly hired Director of Communications, so that the communications
4 commission may more directly align with the strategic vision and mission of the California-Pacific
5 Conference.

6
7 Complete Rule with existing and desired changes:

8 9 E. Communications Commission

- 10 1. In compliance with ¶646 The Discipline, the purpose of the Conference Communications
11 Commission is to undergird the mission and vision of the California-Pacific Conference
12 through communications. It is “a service agency to meet the communication, publication,
13 multimedia, public and media relations, interpretation, and promotional needs of the Annual
14 Conference. It may be responsible for providing resources and services to Conference
15 Agencies, Districts, and Local Churches in the field of communication. The Conference
16 Communications Commission shall have a consultative relationship with Agencies and
17 Bodies within the Conference structure.”
- 18 2. The strategic aim of Conference Communications Commission ~~will be to redefine culture in~~
19 ~~a way that fulfills two objectives: a. To impact society with the vision of the California-~~
20 ~~Pacific Conference, b. To nurture faithfulness and excellence in all we do as United~~
21 ~~Methodists.~~ is to identify inclusive and diverse communication strategies that amplify the
22 mission and vision of the California-Pacific Conference and support the implementation of
23 those strategies at the church and conference levels.
- 24 3. The Conference Communications Commission will be comprised of ~~9 persons (which~~
25 ~~includes the chair) with strong skills in communications.~~ 6 persons with strong skills in
26 communications. There will be 1 person from each district of the California-Pacific
27 Conference, plus the chair. They shall also be aware, and capable, of interacting with the
28 congregations and diverse communities found within the region of the California-Pacific
29 Conference. The commission may choose to establish task forces as needed on topics such as
30 crisis communications, local church resources, etc., and may ask for additional temporary
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33 Conference.
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36 vote).

2024 CAL-PAC PRELIMINARY REPORT

VOTING RIGHTS OF CLERGY MEMBERS & LAY MEMBERS TO ANNUAL CONFERENCE ¶ references from *Book of Discipline 2016*

BADGE COLOR	MEMBERS & RELATIONSHIP	ORANGE	BLUE	BLUE	LIGHT BLUE	VIOLET	LIGHT VIOLET	PINK OR GRAY	GOLD	RED	WHITE
	Elders & Deacons in Full Connection (Active, Retired, All Leaves Except Involuntary Leave) [FE, FD]	Provisional Elders & Deacons (all Cal-Pac Provisional Members have met educational requirements) [PE, PD]	Associate Members (Active, Retired) [AM]	Full-time or Part-time Local Pastors (meets educational & service requirements) [FL, PL]	Full-time or Part-time Local Pastors (has not met educational or service requirements) [FL, PL]	Members of other Annual Conferences or Methodist denominations appointed here, including Affiliate Members [AF, OE - A] [Voice but no vote if approved by BOM]	Members of Other Denominations appointed in this conference [OF - A] [Voice but no vote if approved by BOM]	Observers (Retired Local Pastors, Board & Agency Members, Lay Representative from Emerging Congregations, Conference Staff) [Voice but no vote]	Lay Members elected by local churches, Wesley Foundations, or districts, in specified leadership roles in districts & conference, or nominated by Cabinet	Appointed Deaconesses & Home Missioners, and Diaconal Ministers (Active or Retired)	Lay Persons Assigned (unless elected by local church), former Clergy Members on Honorable or Administrative Location, Spouses, Guests, Vendors, and others
VOTING ITEMS											
Conference Legislation	YES	YES	YES	YES	YES	NO	NO (YES if approved by BOM & requirements met)	NO	YES	YES	NO
Constitutional Amendments	YES	NO	NO	NO	NO	NO	NO	NO	YES	YES	NO
Clergy Matters: Ordination, Character, Conference Relations	YES	NO	NO (YES if Associate Member is on BOM)	NO (YES if Local Pastor is on BOM)	NO (YES if Local Pastor is on BOM)	NO	NO	NO	NO (YES if Lay Member is on BOM)	NO (YES if Lay Member is on BOM)	NO
Other Matters before Clergy Session	YES	NO	NO (YES if Associate Member is on BOM)	NO (YES if Local Pastor is on BOM)	NO (YES if Local Pastor is on BOM)	NO	NO	NO	NO (YES if Lay Member is on BOM)	NO (YES if Lay Member is on BOM)	NO
Elect Delegates to General & Jurisdictional Conference	YES (Clergy Delegates)	YES (Clergy Delegates)	YES (Clergy Delegates)	YES (Clergy Delegates)	NO	NO	NO	NO	YES (Lay Delegates)	YES (Lay Delegates)	NO
Relevant BOD 2016 Reference	¶33, ¶602, ¶353.7	¶327.2, ¶602.1b	¶321.1, ¶602.1c	¶316.6, ¶602.1d	¶316.6	¶346.1, ¶344.4	¶346.2	¶320.5, Conf Rules IV.A.5-7, V.D.3	¶33, ¶602.1e	¶33, ¶602.2, ¶602.4	

¶316.6: Educational & Service Requirements for local pastors to vote on Delegates: Completed Course of Study or Master of Divinity degree + Served a minimum of two consecutive years under appointment prior to the election.
 ¶354.8: Clergy on Involuntary Leave of Absence shall not be delegates to general and jurisdictional conferences or vote on other clergy delegates.
 ¶346.2: If approved by Board of Ordained Ministry, may be accorded the right to vote on all matters except constitutional amendments, election of delegates to General or Jurisdictional Conferences, all matters or ordination, character, and conference relations of ministers.

40th Annual Session of the California-Pacific Conference of The United Methodist Church: June 12-15, 2024 (*plus Pre-Conf. Briefing 6/9)

SCHEDULE OVERVIEW - SUBJECT TO CHANGE

VISION - Ending Spiritual and Physical Hunger: Flourish!
Scripture: Psalm 92:12-14

		Wednesday 12th			Thursday 13th			Friday 14th			Saturday 15th		
PDT	HST	*Pre-Conference Briefing via Zoom Sun. June 9: 6pm PDT/3pm HST			North & East Dist. Breakfasts 7:00am - 8:30am			South & West Dist. Breakfasts 7:00am - 8:30am			Hawaii Dist. & BMCR Breakfasts 7:00am - 8:30am		
8:30am	5:30am	Clergy Executive Session Break			Praise & Worship Plenary (9:00am - 11:45am)			Praise & Worship Plenary (9:00am - 11:45am)			Praise & Worship Plenary (9:00am - 11:45am)		
9:00am	6:00am												
9:30am	6:30am	Clergy Orders Lunch (11:30am-12:45pm)			Lunch Laity Luncheon Deacon's Lunch (patio) 12:15-1:45pm			Lunch Social Justice Luncheon 12:15-1:45pm			Lunch UWF Luncheon (12:00 - 1:15) Break		
10:00am	7:00am												
10:30am	7:30am	Opening Worship			Plenary 2-4:30pm			Plenary 2-4:30pm			Commissioning and Ordination Service (1:30 - 3:00pm)		
11:00am	8:00am												
11:30am	8:30am	Break			Break			Break					
12:00pm	9:00am												
12:30pm	9:30am	Dinner Missions Dinner (5:15-6:45pm)			Dinner Celebration of Ministry Dinner (5:15-6:45pm)			Dinner Bishop's Awards Dinner (5:15-6:45pm)					
1:00pm	10:00am												
1:30pm	10:30am	Flourish			Worship Memorial			Worship Young People					
2:00pm	11:00am												
2:30pm	11:30am												
3:00pm	12:00pm												
3:30pm	12:30pm												
4:00pm	1:00pm												
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