

KNOW

the
**Love
of God**

**Red Bird Missionary
Conference**

The United Methodist Church

Saturday August 21, 2021

Pre - Conference Reports



**The Fifty-Third Session of
Annual Conference
August 21, 2021**

Theme: Know the Love of God

Presiding Officer: Bishop Leonard Fairley

Superintendent: Reverend Karen Stigall



Bishop Leonard Fairley



Conference Superintendent

Rev. Karen Stigall

Red Bird Missionary Conference, Inc.

ANNUAL CONFERENCE

Saturday August 21, 2021

REPORTS

	<i>Page #</i>
Letter From Bishop Fairley	4
Conference Superintendent	5
Conference Lay Leader	
Operational Team	
Constitution	
By-Laws	
Conference Finance and Administration	
Conference Treasurer	
Budget	
Investments	
Conference Statistics	
Board of Trustees Summary of Funds	
Committee on Scholarships	
Board of Pensions and Voluntary Benefits	
Board of Ordained Ministry	
Nominations Committee	
United Methodist Women	
Mission Institutes	
Committee on Archives and History	
Appalachian Local Pastors School (ALPS)	
United Methodist Communications	
United Methodist Board of Higher Education	
Other Reports	



“KNOW THE LOVE OF GOD” Brothers and Sisters in Christ, I can think of no better theme for this year’s Annual Conference than “Know the Love of God.” If we had to summarize the Christian life in a few words, I think the word LOVE would be at the beginning and ending of our definition/summation: Love God. Love your neighbor. Love yourself, and above all, love Jesus. For passionate spiritual disciples, love is a non-negotiable value. Our theme text (1 John 4:7-16) for this year’s Annual Conference makes it clear. “Whoever does not love does not know God, for God is love.” – 1 John 4:8.

As we approach Annual Conference, I challenge you to examine the ways in which your local church has, is, and will live into the wondrously vertical and horizontal love shown in God’s deep love for the world, a love so deep that God gave his only begotten Son. In what ways are we, as individuals and as the Red Bird Missionary Conference of The United Methodist Church, giving witness to the world that perfect love casts out all fear? “Who [what] will separate us from the love of Christ? Will hardship, or distress, or persecution, or famine, or nakedness, or peril, or sword? No, in all these things we are more than conquerors through him who loved us [me].” – Romans 8:35, 37. It is my prayer that we would so deeply share the love of God in Christ Jesus that our communities, nation, and world would ask, “What Wondrous Love Is This!”

As you are aware, once again due to COVID-19, we will not gather in person. It goes without saying that our hearts long for the day we can gather together, sharing signs of the peace, and renewing relationships through physical presence. Nothing can take the place of shared hugs, face-to-face conversation, or a firm handshake. However, as passionate spiritual disciples we believe in a love that overcomes all obstacles. We acknowledge in the face of hopelessness, despair, uncertainty, and injustice that none of these challenges “...nor anything else in all creation, will be able to separate us from the love of God in Christ Jesus our Lord.” – Romans 8:39.

Friends, “In this is love, not that we loved God but that he loved us and sent his Son to be the atoning sacrifice for our sins. Beloved, since God loved us so much, we also ought to love one another.” – 1 John 4:10-11. We must not grow weary in well doing. We must fight the good fight understanding that COVID-19 cannot stop the love of God. Hatred of any kind cannot

stop the love of God. Uncertainty cannot stop the love of God. Injustice cannot stop the love of God.

I pray that the people called United Methodist in Kentucky will, in both word and deed, live into the great hope that absolutely nothing will, can, or ever stop the flow of God’s love. It is simply our calling individually, and as an Annual Conference, to share this amazing love in a hurting, uncertain, and anxious world. We can do this, Kentucky! “So we have known and believe the love that God has for us. God is love, and those who abide in love abide in God, and God abides in them.” – 1 John 4:16.

In Christ, Bishop Leonard E. Fairley



Red Bird Missionary Conference

The United Methodist Church



1 **CONFERENCE SUPERINTENDENT REPORT**

2 Dear Brothers and Sisters in Christ,

3 This year our prayer as Red Bird Missionary Conference leaders has been these verses from

4 Paul's letter to the Ephesians: *Now to him who is able to do immeasurably more than all we*
5 *ask or imagine, according to his power that is at work within us, to him be glory in the*
6 *church and in Christ Jesus throughout all generations, for ever and ever! Amen. (Ephesians*
7 *3:20-21)* We hold fast to this promise and anticipate God continuing to reveal his glory
8 throughout our churches and communities of the Conference.

9 As we prepare for Annual Conference 2021, I anticipate a joyous time of worship, celebration,
10 and doing the important business of the Annual Conference. I especially look forward to
11 worshipping together, hugging some necks, and experiencing a good time of fellowship.

12 Together, we will continue to discern God's purposes and plans for us as we transition from
13 the Red Bird Missionary Conference to the Central Appalachian Missionary Conference.

14 Covid-19 may have slowed us down a bit, yet this past year has offered us many opportunities to
15 reflect upon who we are as a Missionary Conference, and discern where God is leading us.

16 You will hear reports that share how the doors of outreach and ministry are wide open and
17 are inviting us to walk through them boldly and confidently—trusting the Holy Spirit to do
18 through us *immeasurably more than we could ask or think . . .*

19 Our theme for this year's Annual Conference is ***Know the Love of God***. My prayer for all of us
20 is that we grow deeper in our love of God, and we more intimately know the One who knows
21 us completely and unconditionally.

22 I believe The Message beautifully expresses these words from 1 John 3:1, *What marvelous love*
23 *the Father has extended to us! Just look at it—we're called children of God! That's who we*
24 *really are.* Take these words ponder them, and pray over them. Each one of us is a child of
25 God, a person of worth. I pray that we are able to lead others into discovering this reality
26 that they too, are children of God.

27 It is our prayer that when the SEJ convenes in November 2022, the delegates will vote to change
28 our name to the Central Appalachian Missionary Conference. At Annual Conference I will
29 share with you how we will transition through this name change process.

30 I look forward to seeing you on August 21st.

31 Faithfully,

32 Karen Stigall, Conference Superintendent

1 **REPORT OF THE LAY LEADER TO REDBIRD ANNUAL CONFERENCE**

2 Greetings in the name of Jesus Christ, our wonderful savior. This is the fifth Annual Conference
3 for which I have served as your lay leader. I thank God for all of his blessings on my life and
4 for the opportunity to serve as Lay Leader for the Red Bird Missionary Conference. It has
5 truly been a privilege to serve God as Lay Leader.

6 This past year has been a very difficult and painful season with Covid 19 and the catastrophic
7 flooding in Eastern Kentucky. The local churches have worked hard to spread the Gospel and
8 care for their congregations in very different ways. We learned during Covid 19 what we knew
9 all along. God has taught us that the church is not a building, it's the people. Romans 8:28
10 says, "We know that God causes everything to work together for the good of those who love
11 God and are called according to his purpose for them." Despite all the many losses that people
12 have suffered, God promises to work in this horrible situation for the good of those who love
13 God. These days can help us grow to better disciples, better neighbors and better people. For
14 decades, the church has been trying to figure out how to get people into our buildings. We
15 have been forced to leave our buildings and live out discipleship in our communities. We were
16 forced to be the hands and feet of Christ to those around us outside the walls of our church.

17 Serving as Southeast Jurisdiction Lay leader has been a good experience for me. Due to the
18 pandemic, all meetings have been held virtually. This year, we lost a fellow lay leader in the
19 SEJ with the passing of Gary Locklear of Covid 19. He touched many lives with his gentle
20 spirit and kind words and will be greatly missed.

21 Some of the subjects discussed in our SEJ meetings included focus on race relations, social
22 injustice and conversations about human sexuality. The global gathering is now scheduled for
23 Fall, 2022. This General Conference will tackle the debate over the United Methodist Church
24 adhering to the biblical teachings regarding homosexuality. Since every General Conference
25 has failed to change the United Methodist Church position, the debate has led many to consider
26 separation as a solution. I ask that as I represent you, that we can put aside our desires for the
27 outcome and listen what God has to say in His Word. It is my prayer that God will help heal
28 the harm and conflict within to make us more effective witnesses to Gods' kingdom.

29 I look forward to continuing to serve in my home church. Our churches have been forced to
30 reimagine ourselves. I ask for your prayers as we are excited for what God is doing in the
31 church and the privilege to serve. Serve the Lord with gladness; come before his presence with
32 singing. Psalm 100:2

1 May God Richly Bless You,
2 Cynthia Stamper, Lay Leader

3

4 **RBMC - OPERATIONAL TEAM** Video Presentation by Rev. Karen Stigall

5

6 **CONFERENCE FIANANCE AND ADMINISTRATION**

7 CF&A has looked a little different this year. Though we did not have meetings in the traditional
8 sense, we have worked with Travis as we sought to create a simplified budget that not only
9 covered all of our needs for ministry but also was much easier to read and to follow. To do
10 this we sought to identify and create budget items that showed the breakdown of our ministry
11 into several large parts rather than just line items going down the page. We continue to work
12 to save money where we can and still operate as the Church. We are seeking to create
13 programs to help the churches of the conference find, educate, and send disciples in our little
14 area of Central Appalachia. As we continue to work with the changes that we are making to
15 our organizational structure and our future plans CF&A remains committed to financial
16 transparency and fidelity to our charge to make disciples.

17 Submitted by:

18 Rev. Daniel Henson

19

20 **CONFERENCE TREASURER**

21 I would like to express how thankful I am for the opportunity to be a part of Red Bird Missionary
22 Conference. The opportunities it has given me with my family I will be forever grateful.

23 However, shortly after my start date we were struck by a National/Global pandemic. We all
24 adapted and made it through, although, it was not without its struggles.

25 Once again, Red Bird Missionary Conference has tried to be the best stewards of our assets and
26 gifts that have been entrusted to us. Although, there was a reduction in giving when the
27 pandemic started, and the few months that followed, the generosity of our supporters held
28 comparable to years past. The winter mailing was a big part of achieving a yearly total close
29 to past years. Nearly double was sent in for 2020 compared to the past few years.

30 Investments for 2020 acted very similar as gifts in their trends. The first few months, after the
31 start of the pandemic, saw some declines, but finished the remainder of the year on a steady

2021 Reports Book – Red Bird Missionary Conference

1	Received this year on Profession of Faith other than Confirmation	0
2	Membership restored by Affirmation of Faith	0
3	Added by correction	0
4	Transferred in from another United Methodist Church	0
5	Transferred in from a non-United Methodist Church	0
6	Removed by Charge Conference Action	0
7	Withdrawn from Professing Members	0
8	Removed by Correction	0
9	Transferred out to another United Methodist Church	0
10	Transferred out to a non-United Methodist Church	0
11	Removed by death/deceased	3
12	Membership Ethnicity	
13	Asian	4
14	Black	7
15	Hispanic/Latino	1
16	Native American	5
17	Pacific Islander	0
18	White	1,306
19	Multiracial	4
20	Total Membership Ethnicity	1,327
21	Membership Gender	
22	Female	881
23	Male	446
24	Total Membership Gender	1,327
25	Average attendance at all weekly worship services	476
26	Number of persons who worship online	27
27	Number of persons baptized this year (0-12)	4
28	Number of persons baptized this year (ages 13 or older)	7
29	Total number of persons baptized this year	11

2021 Reports Book – Red Bird Missionary Conference

1	Total Baptized Members who have not become Professing Members	26
2	Number of other constituents of the church	661
3	Participants in Christian Formation Groups	
4	Number of Children CFG participants and leaders (ages 0-11)	161
5	Number of Youth CFG participants and leaders (ages 12-18)	123
6	Number of Young Adults CFG participants and leaders (ages 19-30)	40
7	Number of other adult CFG participants and leaders (ages 31+)	212
8	Total Christian Formation Group Participants	536
9	Other Classes and Education	
10	Total enrolled in confirmation preparation classes this year	75
11	Average weekly attendance (all ages) in Sunday Church School	
12	or other weekly education classes	234
13	Number of participants in Vacation Bible School	262
14	Number of ongoing Sunday Church School Classes offered	22
15	Number of ongoing small groups, support groups, or classes offered	
16	(other than Sunday Church School)	44
17	Number of support groups or small groups offered for a short term only	61
18	Membership in United Methodist Men (UMM)	3
19	Membership in United Methodist Women (UMW)	50
20	Amount paid for local church and community work (UMW)	3,000
21	Mission Engagement	
22	Number of UMVIM teams sent from this local church	5
23	Number of persons sent out on UMVIM teams from this local church	9
24	Total number of community ministries for outreach, justice,	
25	and mercy offered by this local church	118
26	Of the ministries counted, how many focus on global/regional health?	29
27	Of the ministries counted, how many focus on engaging in ministry with	
28	the poor/socially marginalized?	112
29	Number of persons from your congregation serving in mission/community ministries	197

2021 Reports Book – Red Bird Missionary Conference

1	Number of persons served by community ministries for outreach, justice, and mercy	6, 479
2	Assets and Debt	
3	Market value of church-owned land, buildings, vehicles and equipment	10,026,539
4	Market value of financial and other liquid assets	906,617
5	Debt secured by church physical assets	271,898
6	Other debt	100
7	Church Expenditures	
8	Amount Apportioned to the local church by the conference	36,313
9	Amount Apportioned to the local church by the district (if applicable)	4,505
10	Benevolent Giving	
11	Amount paid by the local church to the Conference for all apportioned causes	3,060
12	Amount paid by the local church to the District for all apportioned causes	37,758
13	General Advance	877
14	World Service Specials	1,294
15	Annual Conference Advance Specials	3,707
16	Youth Service Fund	12
17	All other funds sent to Conference for connectional mission and ministry	12
18	Total Annual Conference Special Sundays Offerings	1,418
19	Human Relations Sunday	255
20	UMCOR Sunday	312
21	Peace with Justice Sunday	254
22	Native American Ministries Sunday	204
23	World Communion Sunday	202
24	UM Student Sunday	201
25	Total amount given directly to United Methodist causes	505
26	Total amount given to non-United Methodist benevolent and charitable causes	6,030
27	Clergy and Staff	
28	Total for direct-billed and/or non-apportioned clergy pension and	
29	other non-health benefits	25,580

2021 Reports Book – Red Bird Missionary Conference

1	Total paid for direct-billed and/or non-apportioned clergy health benefits	15,470
2	Base Compensation paid to/for the Senior Pastor or other person assigned	
3	or appointed in lead pastoral role to the church	291,379
4	Base Compensation paid to/for all Associate Pastor(s) and other pastoral	
5	staff assigned or appointed to the church. Include deacons and other	
6	clergy in this role.	8,400
7	Base Compensation paid to/for any Deacons not included above	0
8	Housing benefits paid to/for Lead Pastors or person in lead pastoral role	21,479
9	Housing benefits paid to/for all Associate Pastors and other pastoral staff	
10	assigned or appointed to the church. Include deacons and other clergy in this role	5,964
11	Housing benefits paid to/for any Deacons not included above	0
12	Total amount paid to pastor and associate(s) for accountable reimbursements	4,363
13	Total paid to pastor and associate(s) for any other cash allowances (non-accountable)	0
14	Total amount paid in salary and benefits for all other church staff and diaconal ministers	7,720
15	Program and Operating Expenses	
16	Total amount spent for local church program expenses	29,228
17	Total amount spent for other local church operating expenses	188,215
18	Debt Payments and Building Improvements	
19	Total amount paid for principal and interest on indebtedness, loans, mortgages, etc	36,073
20	Total amount paid on capital expenditures for building, improvements, and	
21	Major equipment purchases	43,053
22	Total Church Expenses	723,318
23	Number of giving units	343
24	Received for Annual Budget/Spending Plan	
25	Amount received through pledges	30,590
26	Amount received from non-pledging, but identified givers	126,199
27	Amount received from unidentified givers	139,603
28	Amount received from interest and dividends and/or transferred from liquid assets	12,330
29	Amount received from Sale of Church Assets for budget	3,490

2021 Reports Book – Red Bird Missionary Conference

1	Amount received through building use fees, contributions, and rentals	15,413
2	Amount received through fundraising and other sources	4,226
3	Total income for annual budget/spending plan	331,851
4	Received for Capital Campaigns and other designated special projects	
5	Capital campaigns	18,689
6	Memorials, endowments, and bequests	692
7	Funds from other sources and projects, including sale of buildings	1,858
8	Amount received for Special Sundays, General Advance Specials,	
9	World Service Specials, Conference Advance Specials and other	
10	forms of directed benevolent (charitable) giving	8,070
11	Total income for designated causes including capital campaign and	
12	other special projects	29,309
13	Income from Connectional Funds or other external sources	
14	Equitable Compensation Funds received by Church or Pastor	325,678
15	Advance Special, apportioned, and connectional funds received by church	0
16	Other grants and financial support from institutional sources	0
17	Total income from connectional and other institutional sources outside local church	325,678
18	Total Church Income	686,838
19		

Comparison by Year

	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
Total Professing Members at Close of Last Year	1,328	1,310	1324	1324
Received on Profession of Faith	2	18	14	22
Restored By Affirmation	0	0	0	0
Received from Other UMC Churches	0	3	2	1
Received from Other Demoninations	0	5	6	5
Removed or Corrected	0	0	0	-49
Withdrawn	0	0	7	0
Transferred to Another UMC	0	6	4	7
Transferred to Another Denomination	0	-1	-6	-1
Removed by Death	3	-13	-12	-15
Total Full Members at Year End	1,327	1,328	1,339	1,294

2021 Reports Book – Red Bird Missionary Conference

Increase (Decrease) Prior Year	-1	-11	45	-54
Adverage Worship Attendance	476	473	506	506
Number Baptized	4	16	22	22
Total Enrolled in Confirmation Classes	75	23	18	18
Number Children Enrolled in Small Groups	161	278	295	295
Number of Youth Enrolled in Small Groups	123	41	49	49
Number of young Adults in Small Groups	40	41	35	35
Average (All Ages) Sunday School	234	248	230	230
Average Participants in VBS	262	297	381	381
Number of Givings Units (House Holds)	343	365	385	385
Non Pledging Yet Identified and Unidentified Gifts	265,802	318,745	303,608	303,608
Church Apportionments Paid	40,105	38,851	46,902	46,902

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2 **BOARD OF TRUSTEES – SUMMARY OF FUNDS**

OUTSTANDING LOANS	GENERAL	MONTHLY	OUTSTANDING
CHURCHES AND OUTREACHES	<u>LEDGER #</u>	PAYMENTS	LOAN AMOUNT
	-		
JOY CENTER PARSONAGE	1410-02	190.50	\$33,354.15
EVARTS HEAT PUMP	1410-24	200.00	\$780.00
CRANKS HEAT PUMP	1410-23	100.00	\$3,300.00
ANNVILLE SANCTUARY	1410-21		\$20,000.00
ANNVILLE PARSONAGE	1410-04	500.00	\$40,545.68
TOTAL LOAN RECEIVABLES			\$97,979.83
TRUSTEE FUNDS ON HAND			
WELLS FARGO INVESTMENT	1589 TRM		68,108.31
RECEIVABLE FROM ANNVILLE	1497-00		<u>30,000.00</u>
TOTAL FUNDS ON HAND			98,108.31
FUNDS AVAILABLE TO LOAN			
LOANS MADE RECEIVABLE DUE			
TURSTEES		-	<u>(\$97,979.83)</u>
SUB TOTAL FUNDS AVAILABLE TO			
LOAN			98,108.31
ARREARS DUE TRUSTEES		-	0.00
TOTAL FUNDS AVAILABLE TO LOAN			98,108.31
ANNVILLE CONSOLIDATED LOAN			
ANNVILLE SANCTUARY	1410-21		20,000.00

ANNVILLE PARSONAGE	1410-22	500.00	40,545.68
RECEIVABLE FROM ANNVILLE	1497		30,000.00
TOTAL ANNVILLE LOAN			90,545.68

Respectfully Submitted By: Travis Slusher
Conference Treasurer

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COMMITTEE ON SCHOLARSHIPS

Red Bird Missionary Conference, Inc. Scholarship Committee due to covid restrictions met on separate occasions and reviewed applications.

Every year Red Bird Missionary Conference is proud to announce those applicants who are receiving Scholarships. We had 8 recipients for the school year 2020-2021.

Jordyn M Amundsen, Meredith Asher, Kassidy Collett, Angela Hubbard, Sarah Lambdin,
Kennedy Howard, Samantha Nolan, Annie Wilder

Respectfully Submitted By:
Travis Slusher (Chair) Conference Treasurer

BOARD OF PENSIONS AND VOLUNTARY BENEFITS

Red Bird Missionary Conference, Inc. did not offer health insurance to its Lay Employees and Clergy. It was deemed more cost efficient, for all parties, to pursue coverage on the “open market”. Henderson Settlement did not offer coverage, as well. Two institutions, however, did offer health coverage—Red Bird Mission & Red Bird Clinic.

There were no changes in 2020 to any other voluntary benefits—Red Bird Missionary Conference and its Mission Institutions continued to offer coverage options from: Aflac, Guardian and Delta Dental—to eligible employees who work 32 hours or more per week. We continue to offer these coverage options under the Red Bird Missionary Conference and each entity is billed separately.

Retirement benefits are continued to be offered thru Wespath and no changes were made to the plan structure in 2020.

Respectfully submitted,
Travis Slusher-- Treasurer

1 **REPORT OF THE BOARD OF ORDAINED MINISTRY**

2 The Board of Ordained Ministry has met twice since our last Annual Conference Session, 2020.

3 At each interview we discussed a various of topics, allowing each to respond with their
4 personal experiences. These topics include: church activity during the pandemic; discipleship
5 opportunities for spiritual growth of members; meeting educational requirements; and future
6 plans for ministry.

7 Most are in good standing and approved for continuance as Full-time or Part-time ministry as
8 Licensed Local Pastors and are moving forward with educational requirements. Unfortunately,
9 a few have not met the educational requirements and their status will change.

10 We are asking that each Local and Part-time Local Pastor to continue with their education
11 requirements as outlined within the Book of Discipline of the United Methodist Church. At
12 this time none are enrolled in Course of Study classes and have gone past the allowed time for
13 completion of study. These will receive a change of status and we are encouraging them to
14 become Certified Lay Ministers. CLM’s are trained for leading churches in worship and
15 discipleship growth under the direction and supervision of the Conference Superintendent and
16 Full-Elder within the conference.

17 We worked extensively on the Parsonage Guidelines in 2020 (see following report) with guidance
18 of the Trustees. Following the Book of Discipline for these Guidelines, we encourage pastors
19 and churches to follow the below guidelines.

20 The BOM and Conference are introducing, this year, ministry opportunities through the Lay
21 Academy of Church Excellence (LACE) training and a course for Certified Lay Ministers.
22 Both of these courses are set up for Laity to receive training needed for ministry within their
23 local church and beyond, into their community.

24 BOM is continuing to work closely with Appalachian Local Pastors School (ALPS) to ensure our
25 pastors are furthering their education through Course of Study (COS) for local pastors and
26 Continuing Education Units (CEUs) for full-time local pastors (after completing COS) and
27 Elders.

28

29 Submitted by Rev. Jim Savage; Chair of BOM

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1 **Red Bird Missionary Conference Parsonage Guidelines**

2 The parsonage system is a unique living situation. Those who either own their own homes or rent
3 have a choice of where they will live and the quality of the dwelling in which they live. In the
4 parsonage system, the minister and family have no choice on where they will live or the quality
5 of the home. The Book of Discipline, 2016 captures the inherent tension in such an
6 arrangement by noting, “The parsonage is to be mutually respected by the pastor’s family as
7 the property of the church and by the church as a place of privacy for the pastor’s family
8 ¶258.2g(16).” The parsonage is an extension of the church’s ministry. As such, its condition
9 makes a strong statement about the church to the community. The quality of a parsonage is an
10 important factor in the happiness of a parsonage family and the quality of their family life.
11 Therefore, churches are encouraged to make the care and condition of the parsonage a high
12 priority.

13 Likewise, pastors and parsonage families are encouraged to be responsible in caring for the
14 parsonage in a reasonable manner. It is the expectation of the Red Bird Missionary Conference
15 that every clergy person (and clergy family) will adhere to the highest of standards in the care
16 and upkeep of church parsonages. A “golden rule” for parsonage families might be the
17 question, “Would I/we want someone treating our property in the same way we treat this
18 property?” Clergy persons will be held accountable for the mistreatment and parsonages.
19 Clergy persons are expected to:

- 20 • Report any maintenance and upkeep issues to the local church trustees in a timely
21 manner. If these items are not addressed, then the procedures of arbitration will be implemented.
- 22 • Work with the trustees to ensure that the appearance of the parsonage (external and
23 internal) is a positive witness in the community.
- 24 • Before moving to a new appointment, the clergy person (family) is expected to thoroughly
25 clean the parsonage from which they are moving and report any maintenance issues to the
26 trustees of the local church. If the parsonage is not left in good condition by the outgoing pastor,
27 that fact should be reported to the Conference Superintendent.
- 28 • When moving to a charge, the incoming clergy person should work with the trustees and pastor
29 parish relations committee to do a complete inspection of the parsonage. The results of this
30 inspection should be reported to the Conference Superintendent.

1 For many, pets are members of the family. Parsonage families are no different. To that end, there
2 shall be no restriction on pets in parsonages. However, parsonage families are expected to be
3 responsible for their pets and the actions of their pets. Damage, beyond normal wear and tear,
4 caused to a parsonage by pets shall be corrected by the parsonage family at their own expense.

5 **Required Standards for all Parsonages:**

6 • Annual Inspection:

7 The chairperson of the committee on pastor-parish relations, the chairperson of
8 the board of trustees, and the pastor shall make an annual review of the church
9 owned parsonage to assure proper maintenance (The Book of Discipline, 2016),
10 ¶258.2g(16). The Appropriate forms must be completed annually and turned in to the Conference
11 at Charge Conference. When this is not completed in a timely fashion, the Conference Trustees
12 will complete the annual review.

13 • Rooms:

14 Kitchen

15 3 bedrooms

16 Properly maintained bathroom(s)

17 Laundry area

18 Secure storage area

19 • Equipment (good quality, dependable appliances)

20 Stove

21 Refrigerator with freezer compartment

22 Washer and dryer

23 Hot water heater of at least 40 gallons

24 Maintained smoke alarms

25 Maintained carbon monoxide detectors in homes with natural gas or propane

26 Current fire extinguishers for kitchen and all levels of home

27 Lawn mower or lawn service

28 • Furnishings:

29 Quality window coverings in neutral colors that insure privacy

30 Quality floor coverings in neutral colors that are durable and easily maintained

31 • Maintenance:

- 1 Inspection and cleaning of ductwork as needed
- 2 Landscaping should be representative of the neighborhood
- 3 Regular schedule for both inside and outside painting
- 4 Timely repairs as needed
- 5 Regular carpet cleaning
- 6 Regular maintenance and cleaning of chimneys, if they exist
- 7 Windows maintained to be operative
- 8 Regular pest control inspection and provide any needed treatment
- 9 Annual termite inspection and provide any needed treatment
- 10 Suitable and maintained driveway
- 11 Regular inspection for mold and any needed treatment
- 12 • Utilities:
 - 13 Local phone service and long-distance calls applicable to the charge
 - 14 Basic internet service at the parsonage
 - 15 Basic cable television service or basic satellite television service
 - 16 Electric
 - 17 Gas, if applicable
 - 18 Sewage/Water/Garbage
- 19 **Additional Standards for New or Replacement Parsonages:**
 - 20 Electrical wiring that meets code and is sufficient for today's electrical needs
 - 21 Climate control: both heating and air conditioning throughout the parsonage
 - 22 One room that can be used as a bedroom by a person with a disability, one fully
 - 23 accessible bathroom and fully accessible laundry facilities on the ground-floor level
 - 24 • Rooms:
 - 25 Dining room or eating area large enough for at least 8 people
 - 26 Kitchen
 - 27 3 bedrooms
 - 28 2 full baths
 - 29 Equipment (good quality, dependable appliances)
 - 30 Dishwasher
 - 31 • Location:

1 Should be at a distance that insures privacy for the pastor and family

2 **Excerpts related to “Parsonages” and “Housing Allowances” from The Book of**

3 **Discipline, 2016:**

4 The following passages from The Book of Discipline, 2016, may serve as a resource to local
5 churches and clergy on the subject of parsonages and/or housing allowances. The list is not
6 intended to be exhaustive but these passages are especially pertinent:

7 ¶247.19 – The “Powers and Duties” of a charge conference – speaks to the equitable distribution
8 of responsibility and expense for churches on a multiple church charge for the maintenance
9 and upkeep of a shared parsonage or the fair division of expenses related to a housing
10 allowance

11 ¶258.2g(16) - Committee on Pastor-Parish Relations – speaks to the responsibility of the PPR
12 (SPRC) to maintain and consult on matters related to parsonages and/or housing allowances

13 ¶2503.2 - Trust clauses in deeds

14 ¶2519 and ¶2520 – Relate to the duties and responsibilities of the District Boards of Church
15 Location and Building (Trustees for RBMC)

16 ¶2542 – Relates to the restriction on proceeds of mortgage or sale of properties

17 ¶2543 – Relates to the planning and financing requirements for local church buildings which
18 includes parsonages

19 **ARBITRATION POLICY**

20 The Conference Trustees will institute the Arbitration Subcommittee to
21 hear unreconciled problems regarding parsonage standards, parsonage usage or housing
22 allowances and to recommend solutions and alternatives.

23 The following is a proposed policy for the arbitration subcommittee to carry out this annual
24 conference mandate:

- 25 1. Provision for clergy housing is the responsibility of the local church.
- 26 2. Issues regarding housing should be resolved between the clergy family and the local church.
- 27 3. If housing matters cannot be resolved to the satisfaction of all involved parties, the Conference
28 Superintendent should be invited for mediation by the Staff Parish Relations Committee.
- 29 4. The Arbitration Subcommittee of the Conference Trustees may only be invited to arbitrate
30 clergy housing issues at the initiative of the Conference Superintendent.
- 31 5. The subcommittee shall come to the local church or charge to hear the concerns of all interested
32 parties and offer recommendations and/or solutions that shall be mutually binding.

1 Arbitration Subcommittee

- 2 1. The subcommittee shall be composed of at least 50% lay membership.
3 2. The subcommittee will meet as necessary, to review policy and to hear unreconciled problems.
4 The subcommittee will report its recommendations and solutions to the commission on
5 Conference Trustees and Conference Superintendent.

6 **Clergy Salary Support**

7 Every church should seek ways to be fully self-supporting and current in respect to compensation
8 for its pastors, which includes pension and health care.

9 Clergy Salary Support allows for the placing of appropriate pastoral leadership in churches as
10 deemed necessary by the Appointive Cabinet in partnership with Conference Finance and
11 Administration.

12 Churches shall make their request for Salary Grant at the time of Charge Conference. The church
13 will be notified as to whether the grant is being approved through the Conference Treasurer.

14 These Grants are funded by Apportionment Giving by all the churches, as well as our Partners
15 in Missions.

16 **Policy for Vacation Schedule for Clergy:**

17 Pursuant to ¶625 of The Book of Discipline, 2016, the conference vacation policy is that all clergy
18 of the Conference be granted vacation each appointed year according to the following
19 schedule:

- 20 • 0-5 years of service 2 weeks including 2 Sundays
21 • 6-12 years of service 3 weeks including 3 Sundays
22 • 13-20 years of service 4 weeks including 4 Sundays
23 • 21 years and beyond 5 weeks including 5 Sundays

24 In this policy it is understood that vacation will be taken by conference year and no unused vacation
25 time be rolled over into subsequent conference years. “Years of service” is interpreted to mean
26 effective years of service as indicated by the conference journal. “Vacation” is interpreted as
27 freedom from any responsibility: area, jurisdictional or general conference/boards/agencies,
28 etc. Clergy shall not utilize vacation time to meet the continuing education requirements of the
29 Annual Conference.

30 This scheduling and taking of vacation will be by mutual agreement between the pastor and the
31 staff/parish relations committee.

1 **Red Bird Missionary Conference Itineration Policy**

2 All Clergy under appointment of the Red Bird Missionary Conference (RBMC) shall participate
3 in the Itineration Process. All Clergy shall Itinerate twice a year on behalf of the Conference
4 (this is separate from any itineration for their local church). Itineration is defined as “visiting
5 churches that are Partners in Mission and Ministry; and, making new Partners in Ministry with
6 churches that are not partners for the distinct purpose of raising funds for RBMC needed for
7 operating the conference, churches and outreach ministries. This is done in varied ways.
8 Assistance in setting up Itineration Process will be provided through the Conference Office
9 and the Conference Assistant Superintendent. Materials will be provided for each itineration
10 event.

11 Mileage reimbursement should be paid to the clergy by the church that is visited at the rate of \$.50
12 (fifty cents) per mile. This reimbursement should be a part of agreement for clergy to speak
13 and ready for reimbursement upon the speaking engagement.

14 Itineration Form needs to be filled out by the clergy and approved by the Conference
15 Superintendent prior to setting the date as a permanent date.

16 **Clergy Continuing Education Policy**

17 Paragraph 350 of the Book of Discipline of the United Methodist Church says, “Throughout their
18 careers, clergy shall engage in continuing education for ministry, professional development,
19 and spiritual formation and growth in order to lead the church in fulfilling the mission of
20 making disciples for Jesus Christ. This shall include carefully developed personal programs of
21 study augmented periodically by involvement in organized education and spiritual growth
22 activities. These practices embody the Wesleyan emphasis on life-long growth in faith,
23 fostered by personal spiritual practices and participation in covenant communities.”

24 Each clergy member shall participate in Continuing Education. Financial arrangements for
25 continuing education as part of one’s professional development, formation, and spiritual
26 growth shall be negotiated in consultation with the Conference Superintendent and the
27 committee on pastor-parish relations. Each Clergy shall obtain 12 Continuing Education Units
28 (CEU) per quadrennium. A CEU is defined as “ten contact hours of participation in an
29 organized continuing education experienced under responsible sponsorship, capable direction
30 and qualified instruction.” (General Board of Higher Education and Ministry)

31 **Course of Study Obligations**

1 According to Paragraph 319.3 of the Book of Discipline of the United Methodist Church “A full-
2 time pastor shall complete the Course of Study curriculum within eight years and a part-time
3 local pastor within twelve.” The Basic Five-Year Course of Study is a year-round experiential
4 and classroom learning process. This process assumes cooperation between the instructors in
5 the Course of Study Schools and the clergy mentors in the annual conferences. Each Regional
6 Course of Study School offers all 20 courses of the Basic Five-Year COS and seeks to meet
7 the needs of both the full-time and part-time local pastors.

8 **Basic Course of Study**

9 Before you begin registration, please note the following:

10 Enrollment is limited to one course per term:

- 11 • January term enrollment is Oct. 1 – Nov. 20 every year
- 12 • August term enrollment is June 1 – July 20 every year
- 13 • Late enrollment is not available for 10-week online courses
- 14 • Students must purchase their books prior to the course state date
- 15 • Students must complete COS 121 prior to enrolling in COS 221 and must complete COS 221
16 prior to enrolling in COS 321

17 **Advanced Course of Study**

18 After completing the Basic Course of Study, a local pastor may choose to continue the process
19 toward provisional membership through the Advanced Course of Study. It includes 32 hours
20 of master’s level education in a seminary recognized by the University Senate. It must include
21 studies in United Methodist history, doctrine and polity.

22 *Continuing Education requirements are defined in the Book of Discipline of the United Methodist*
23 *Church.*

24 **Mileage Reimbursements for Clergy**

25 Clergy should use an approved form for mileage reimbursements. Each church is responsible for
26 reimbursement of mileage at the rate of \$.50 (fifty cents) per mile (unless changed by the
27 Conference, and/or the IRS). Conference related travel will be reimbursed by the Conference
28 Treasure.

29 **Action Items:**

30 **1. Minimum Base Compensation for 2021:**

31 Full Conference Member: \$36,538.35

1 Provisional Member: \$35,086.98

2 Associate Member: \$35,086.98

3 Full Time Local Pastor: \$29,102.60

4 There are no provisions for minimum compensation for anyone serving part-time.

5 *It is recommended that the Conference Budget should reflect no increase in grants and salaries,*
6 *and, that salaries remain the same in 2022 without a 2.5% pay increase in Pastor and Staff*
7 *Salaries for 2022 (or until the next meeting of Red Bird Missionary Conference’s Annual*
8 *Conference).*

9 **2. Housing Allowance and Exclusions for Retired Clergy**

10 Retired Clergy are able to exclude a portion of their retirement income as a Housing Allowance as
11 defined by the Internal Revenue Service and Wespath Investments. This exclusion is a non-
12 taxed part of their retirement benefit package to be used as a Housing Allowance.

13

14 **NOMINATIONS REPORT**

15 The Current General and Jurisdictional Conference delegates and alternate delegates will retain
16 representation of Red Bird Missionary Conference through the 2022 General and Jurisdictional
17 Conferences. The Red Bird Missionary Conference quadrennial officers elected in 2016 will
18 remain in office until Annual Conference 2022. In preparation for the transition to the Central
19 Appalachian Conference, other offices specific to the Red Bird Missionary Conference will be
20 assimilated into the new structure, approved at the 2020 session of the Red Bird Missionary
21 Annual Conference,. Removal, resignations, and vacancies will be executed according to
22 procedures outlined in the 2016 Book of Discipline.

23

24 **Conference Lead Team**

25 Resident Bishop: Bishop Leonard Fairley

26 Co-Leaders

27 Conference Superintendent Rev. Karen Stigall

28 Conference Lay Leader Cynthia Stamper

29 Conference Secretary Rev. Robert Amundsen

30 President of United Methodist Men

31 President of United Methodist Women Kathie Harris

2021 Reports Book – Red Bird Missionary Conference

1	President, Council on Youth Ministries	
2	Representative from Henderson Settlement	John Newman
3	Representatives from Red Bird Mission	Kari Collins
4	Chairperson, Council on Finance and Administration	Rev. Daniel Henson
5	Representative of Conference Trustees	Robert Gross

6

7 Team Leaders:

8	Camping	Daniel Henson
9	Higher Education	Daugh Sizemore
10	Worship/Evangelism	Michael & Melody Pitzer
11	Missions	Ronnie Strunk
12	Church and Society	
13	Christian Unity & Interreligious Concerns	Robert Amundsen
14	Kentucky Council of Churches	Robert Amundsen
15	Religion and Race	Helen Danser
16	Committee on Statues & Role of Women	Sharlene Gross
17	Disaster Relief	Revelle Berry
18	Volunteers in Mission Coordinator	Tim Henderson
19	Discipleship/Spiritual Formation	Cynthia Stamper
20	Adults/Older Adult Ministries	Les Allen

21

22 **Executive Committee of the Conference Lead Team**

23	Resident Bishop	Leonard Fairley
24	Conference Superintendent	Karen Stigall
25	Conference Secretary	Robert Amundsen
26	Conference Lay Leader	Cynthia Stamper
27	Chairperson Conference CF&A	Daniel Henson
28	President of UM Men	
29	President of UMW women	Kathie Harris
30	President of UM Youth	
31	Representative from Henderson Settlement	John Newman
32	Representatives from Red Bird Mission	Kari Collins

2021 Reports Book – Red Bird Missionary Conference

1	Clergy	Robert Gross
2		
3	Conference Operational Team	
4	Superintendent	Karen Stigall
5	Clergy	Jim Savage
6	Clergy	Daniel Henson
7	Clergy	Robert Amundsen
8	Clergy	Robert Gross
9	Clergy	Jack Short
10	Laity	Travis Slusher
11		
12	Area Committee on the Episcopacy	
13	Laity	Revelle Berry
14	Clergy	Jim Savage
15		
16	Area Committee on the Episcopal Residence	
17	Laity	Revelle Berry
18	Clergy	Jim Savage
19		
20	Council on Finance and Administration (CF&A)	
21	Resident Bishop	Leonard Fairley
22	Chair	Daniel Henson
23	Lay Representatives	
24	James Brewer	Joyce Rogers
25	Glenn Saylor	William Culton
26	Marilyn Osborne	Sharlene Gross
27	Representative from Henderson Settlement	John Newman
28	Representatives from Red Bird Mission	Kari Collins
29	Clergy Representatives	
30	Robert Gross	David Bardin
31	Jack Short	
32	Ex Officio Members (without vote)	

2021 Reports Book – Red Bird Missionary Conference

1	Superintendent	Karen Stigall
2	Treasurer	Travis Slusher
3	Lay Leader	Cynthia Stamper

4 Such other advisory members as appointed by the CF&A

5

6 **Board of Laity**

7	Chair – Cynthia Stamper	Heather Bardin
8	Charlotte Davis	Barbara Brock
9	Sue Nolan	

10 Ex Officio Superintendent, Karen Stigall

11

12 **Board of Ordained Ministry**

13 Clergy

14	Jim Savage, Chairperson	Robert Amundsen, Secretary
15	Reed Brock, Registrar	Dan Griffiths, Retired

16 Laity

17 Clifford Berry

18 **Board of Pensions and Health Benefits**

19	2020	2021
20	Daniel Henson	Marilyn Osborne
21	Joyce Rogers	Melody Pitzer

22 Ex Officio

23	Superintendent	Karen Stigall
24	Conference Treasurer	Travis Slusher
25	Conference Lay Leader	Cynthia Stamper
26	Representative from Henderson Settlement	John Newman
27	Representatives from Red Bird Mission	Kari Collins

28 **Board of Trustees**

29	2020	2021
30	Robert Gross	Tim Crawford
31	Jim Savage	Burgie Dean Collett
32	Tim Henderson	Jennifer Wilder

1 Ex Officio

2 Superintendent Karen Stigall

3 Treasurer Travis Slusher

4 Lay Leader Cynthia Stamper

5

6 **Commission on Archives and History**

7 Chair, Robert Amundsen Jim Savage Thomas Wilder

8 Representative from Henderson Settlement John Newman

9 Representatives from Red Bird Mission Kari Collins

10 Ex Officio

11 Lay Leader Cynthia Stamper

12

13 **Committee on the Constitution, Petitions and Resolutions**

14 Bonnie Jo Hoskins Clifford Berry Randy Brock

15 Robert Amundsen Marilyn Osborne Barbara Brock

16 Lora Short Mike Pitzer

17 Representative from Henderson Settlement John Newman

18 Representatives from Red Bird Mission Kari Collins

19 Ex Officio

20 Superintendent Karen Stigall

21 Lay Leader Cynthia Stamper

22

23 **Committee on Courtesies**

24 Elaine Landis Cynthia Stamper

25

26 **Committee on Nominations**

27 Chair, Resident Bishop Leonard Fairley

28 Superintendent Karen Stigall

29 Laity

30 Barbara Brock Revelle Berry Sharlene Gross

31 Melody Pitzer

32 Clergy

2021 Reports Book – Red Bird Missionary Conference

1	Jim Savage	Mike Pitzer	
2	Staff		
3	Travis Slusher		
4	Representative from Henderson Settlement		John Newman
5	Representatives from Red Bird Mission		Kari Collins
6	Ex Officio		
7	Lay Leader	Cynthia Stamper	
8	Secretary	Robert Amundsen	
9			
10	Committee on Scholarships		
11	Marsha Roark	LaChesna Osborne	
12	Robert Gross	Betsy Jack	
13	Sharlene Gross	Robert Amundsen	
14	Representative from Henderson Settlement		John Newman
15	Representatives from Red Bird Mission		Kari Collins
16	Ex Officio		
17	General Board of Higher Education/Ministry		Representative
18	Treasurer	Travis Slusher	
19			
20	Camping Committee		
21	Chair, Daniel Henson	Greg Frost	Adam Thomas
22	William Culton	Shirley Walker	Ted Brock
23	Melody Pitzer	Robert Gross	
24			
25	Representatives to United Methodist Appalachian Ministries		
26	Superintendent		Karen Stigall
27	UMW Representative		To Be Determined
28	UNITED METHODIST WOMEN REPORT		
29	2021 Officers		
30	President – Kathie Harris	Vice President – Marilyn Osborne	
31	Treasurer – Debbie Anderson	Secretary – Heather Bardin	
32	Asst. Dean Mission U – Heather Bardin	Spiritual Growth – Terri Brock	

1	PAG Representative – Oneida McIntosh	Membership & Nurture – Elaine Landis
2	Mission Resources/SEJ – Phyllis Pate	Social Action/E&I – Dr. Kelly Evans
3	Chair of Nominations – Cindy Stamper	Nominations – Norma Messer
4	Nominations – Janet Foster	

5

6 The United Methodist Women of the Red Bird Missionary Conference are excited about the
7 many possibilities of 2021! The CoVid-19 pandemic forced us to rest and restore our energy
8 and commitment to in-person meetings and active participation in mission with our local
9 communities and globally. After such a long period of sheltering in place, we are anxious to
10 get back in the fray of monthly meetings, mission trips, and in-person meetings.

11 In 2021, we conducted our virtual KY-RBMC Mission u study July 10, 17, 24, & 31, 2021 with
12 subsequent studies scheduled for this fall. We also plan to have our first in-person Fall
13 Meeting (September 25, 2021) and in-person Spiritual Life Retreat, November 5-6, 2021 at
14 Benham Inn located in Benham, KY. In May, 2022, several members will attend Assembly
15 2022 in Orlando, FL, and we are hopeful that potential members in the Red Bird Missionary
16 Conference will join us. We also plan to sponsor a mission trip in 2022 to Sager-Brown in
17 Louisiana for RBMC United Methodist Women members (and potential members) who want
18 to participate.

19 We plan to continue our support to the Maternal-Infant Health Outreach Worker Project
20 (MIHOW) at Henderson Settlement, one of the national institutions in our conference and
21 will have additional projects supporting the needs of our local communities by funding local
22 youth groups, prayer shawl ministries, programs for women in recovery, porch ministry, and
23 those in health and/or financial crises.

24 Over the past ten years, we have had a dramatic decline in our active membership. Our shrinking
25 memberships and assets are due to a variety of reasons including an economic decline
26 resulting in relocation, aging population, and decreasing church membership. As a
27 missionary conference, we do not have the resources necessary to maintain and continue the
28 programs of United Methodist Women and mitigate the needs we see in our local
29 communities.

30 We invite all women in our conference churches to attend our Spiritual Life Retreat scheduled
31 for November 5-6 at the Benham Schoolhouse Inn in Benham, KY. For those who are not
32 active in our conference or local United Methodist Women units, we plan to assist with their
33 expenses to this overnight event.

34 Each year, our conference joins with the KY Conference United Methodist Women to host a
35 three-day Mission u. For this event, we commit \$2,000 each year to the KY-RBMC Mission
36 u budget for administrative, upfront costs of the event. In addition to this money, we provide
37 scholarships for registration and housing to members and non-members (and their children)
38 to attract new members and retain current members. We usually have good attendance at this
39 event with 10-15 women from our conference.

1 Assembly 2022 in Orlando, FL is an exciting event we want to attend and invite potential
2 members, especially younger women, to join us. This is always one of our most costly
3 events, yet we identify it as one of the most effective methods to display the full scope of the
4 missions of United Methodist Women.

5 We would love to obtain a re-commitment from at our inactive units and re-connect them to the
6 missions of United Methodist Women.

7 Through our efforts to maintain and support current members, we create enthusiasm for the
8 programs and mission of United Methodist Women which attracts others to our organization
9 and increase their interest and involvement. Our attendance in these events develops our
10 leadership skills and increasing our knowledge of the mission work of United Methodist
11 Women which will also promote growth in our local and conference membership. As we
12 become more knowledgeable and enthusiastic about the initiatives of United Methodist
13 Women our church family and colleagues will become more attentive to our ministries and
14 more willing to be engaged with our organization.

15 Our current conference budget shows a balance of \$12,986.05 with estimated expenditures of
16 \$14,672.00. This includes the \$5,000 grant from United Methodist Women and reserved
17 monies of \$2,000 for Assembly 2022 and of \$1500 for SEJ in 2024. We project an income of
18 \$5680 for 2021 and receive yearly grants from the national United Methodist Women that
19 enable us to meet our budgeted goals for this year.

20 Current members of the Red Bird Missionary Conference United Methodist Women frequently
21 donate the full or partial costs of scholarship and support our mission work through pledges,
22 offerings, the sales of cookbooks and Christmas ornaments and cards. Our conference
23 recently received recognition for their mission giving.

24 We thank you for your time and recognition of our work for women, children, and youth by putting
25 our faith, hope and love in action in the heart of Appalachia.

26
27

28 **MISSION INSTITUTES**

29 **Red Bird Mission, Inc. and Red Bird Clinic, Inc.**

30 2020 was an extraordinarily challenging time for the world, and our non-profit organizations did
31 not escape the impact. Kentucky issued a State of Emergency on March 6th, 2020 and our
32 leadership team immediately went into action. During daily virtual meetings we reviewed and
33 implemented the guidelines issued by the Center for Disease Control (CDC), the World Health
34 Organization (WHO) and Kentucky’s Department for Public Health. We have continued a
35 close relationship with the Public Health staff. As knowledge about COVID 19 grew, we met
36 with our staff and trained them on the importance of “flattening the curve”, the proper use of

1 Personal Protective Equipment (PPE) and the Healthy at Work protocols adopted by our
2 leadership team.

3 Non-essential programs were temporarily shut down or moved to a “work from home” status. Non-
4 essential programs included the Red Bird Mission Community Store, Red Bird Mission Craft
5 Store, the Senior Center congregate program, and our short term volunteer programs (including
6 work camp).

7 Fourteen staff were temporarily laid off, with all but two returning after we received the Paycheck
8 Protection Program (PPP) loan for both the Mission and the Clinic. The staff within these non-
9 essential programs were brought back to work even though these services remained shuttered
10 for the time being. Renovations were made to the Community Store to double the space and
11 allow for better distancing between patrons. Healthy at Work rules were established by the
12 store and then it was reopened to the public, first by appointment.

13 Much needed PPE was provided to us by donors and supporters. This included homemade cloth
14 masks for adults and children, K95 or KN95 masks for our medical staff, gowns, gloves, face
15 shields, cleaning supplies, and hand sanitizer. As National Mission Institutions, we received
16 assistance from the National United Methodist Women. We also received help locating PPE
17 through Emergency Management, the University of Louisville, Delta Dental, our state
18 legislators and others.

19 The great majority of our staff remained employed to assist with the delivery of essential services:
20 food, shelter, clothing, health care and safety. Some staff were cross trained to better meet the
21 needs of those we serve. The Red Bird Clinic *facility* was closed for several months, but we
22 quickly arranged to provide a form of tele-dentistry. Staff renovated the dental clinic to secure
23 the safety of our staff, the patients, and the students that come from U of L. We re-opened with
24 strict protocol. The Community Outreach *facility* was also closed to the public, but adaptations
25 were made immediately so that our community would have access to the critical resources that
26 they needed during the pandemic. The demand on our food pantry tripled and we were blessed
27 with resources to meet the growing needs. Our Meals on Wheels program more than doubled
28 the number of deliveries to our senior citizens throughout the community. Critical outdoor
29 repairs, for community homes and for our property, were performed by our full-time
30 maintenance and work camp staff. The administrative staff were placed on a rotation to have
31 no more than two individuals in the office at one time - masked and distanced. Temperatures
32 were taken and recorded in every facility, every day.

1 Red Bird School remained open and began serving our children and youth through the distribution
2 of non-traditional instructional packets. This was closely followed by the delivery of virtual
3 classroom instruction delivered by our teachers. Families and youth were contacted to
4 determine how we could meet their needs. We surveyed their access to broadband and
5 computers or other devices. The federal government dispersed Title I funds that allowed for
6 computers and other communication equipment to be purchased for our teachers. Community
7 partners, businesses and donors also stepped up and helped us purchase iPads and chrome
8 books for students who were without. This included a generous donation from Charter
9 Communications. The Federal Hot Lunch program fed anyone under the age of 21, whether or
10 not they attended Red Bird School. Some of our Class of 2020 experienced an isolated personal
11 graduation in the gym with up to five family members and minimum staff in attendance, while
12 others opted for an online virtual ceremony. It was a difficult time for students, families and
13 faculty alike. But in the end it was a beautiful celebration of how God was bringing us through
14 it. In spite of the pandemic, we felt it was critical that we move forward with essential
15 economic development planning. We continued to work with the U of L School of Business
16 and completed a business plan for Red Bird STEAM – a vocational/technical program for our
17 high school students, and unemployed/underemployed or displaced adults within our
18 communities. This much needed resource is going to help ensure that our community is work
19 force ready as local jobs, jobs to commute to, work from home employment, and creative
20 entrepreneurial opportunities are discovered and developed. Institutions of higher learning,
21 businesses, legislative and governmental resources, along with private entities are joining us
22 as we work to realize our Board of Directors’ vision of a “Healthy and Sustainable
23 Community”.

24 Throughout this pandemic the safety and health of our staff, their families and those that we serve
25 have continued to be our top priority. Staff that were ill or had family members that were ill
26 were provided ten (10) business days of paid leave above and beyond their accrued benefits.
27 This was also later extended to those that were quarantined. Telemedicine became a familiar
28 and much needed resource to most of us during this time. We were blessed that our Red Bird
29 Mission and Red Bird Clinic Board of Directors had elected to provide a “Healthiest You” tele-
30 doc service for all employees and long-term volunteers (and their families) during the past
31 three years. It is a free resource for the employees and nothing is charged to them or to their

1 insurance. To make sure our staff had access to medical care, we continued to offer Healthiest
2 You even for those employees that were furloughed.

3 Throughout the year+ that we have remained in a State of Emergency, Red Bird Mission and Red
4 Bird Clinic have learned so very much. Our use of technology has quickly brought us into this
5 century, and those that hesitated using it in the past now embrace its use. We continue to be
6 flexible as the world begins to open up and as we discover new ways to deliver much needed
7 services and resources to those in need. Proverbs 3: 5-6 resonates more powerfully than ever:
8 “Trust in the Lord with all your heart and lean not on your own understanding; in all your ways
9 submit to Him and he will make your paths straight.”

10 Kari Collins, Executive Director

11

12 **Henderson Settlement Report**

13 Financial status

14 Program resumption plans

15 Program expansions

- 16 • U of L Traeger seniors program enhancements
- 17 • Youth development mentoring

18

19 Community service initiatives during the COVID control period

- 20 • Major changes or improvements under way in 2021
- 21 • Administration Building relocation
- 22 • Greenhouse irrigation and full time staffing
- 23 • Farm USDA plan phase II
- 24 • Community Park renovation
- 25 • Community Kitchen inaugural event
- 26 • Food pantry cooler/freezer expansion

27

28 **COMMITTEE ON HISTORY AND ARCHIVES**

29 Our Committee did not meet this past calendar year. But we did do some major work in regards
30 to the Archives this past year. In accordance with the decision by last year’s Annual
31 Conference session, in preparing to move the Conference Office to the Joy Center, the archives

1 of the Conference were sorted and prepared for moving. In January, 2021, Nancy Watkins,
2 the SEJ Archivist & Director of the Heritage Center of the SEJ at Lake Junaluska, NC, came
3 and spent 3 days going through our archives. She was able to help sort what as Conference
4 Archives, Red Bird Mission Archives, and Henderson Settlement Archives. Following her
5 work in sorting the different archives and getting them boxed for moving, the Red Bird Mission
6 and Henderson Settlement were contacted about their archives to pick up. Rev. Robert
7 Amundsen, chair of the Commission, contacted Asbury Seminary about being the depository
8 of our archives. On February 11th, Rev. Amundsen and his son, Jordyn, delivered the
9 Conference Archives to Asbury Seminary. The archivist at the Seminary and her staff will
10 organize and store safely the archives for the Red Bird Missionary Conference and they will
11 be accessible for churches and individuals seeking information.

12 We are committed to be the keepers of memory for the Red Bird Missionary Conference and we
13 need every church's help in doing that. We, again, ask each congregation to update their
14 'history'. Especially in this moment in time, History is happening and we need to pass on what
15 has been done and what we are doing. Each church and agency have ministries that are actively
16 in ministry in various ways in our communities. We again ask that as you take photos of these
17 events, please save and send to us digitally each year so they can be stored in the Archives.

18 We look forward to what 2021 will bring. **PLEASE SAVE AND SHARE** what is going on so
19 we can continue to share the stories of our ministries in the places we are and to share about
20 the lives who have come to know Christ.

21 Respectfully Submitted,
22 Rev. Robert Amundsen

23

24 **APPALACHIAN LOCAL PASTORS SCHOOL (ALPS) - Course of Study School**

25 Due to the Pandemic, ALPS-MTH Course of Study School offered the full curriculum of COS
26 courses online during 2020. Some COS schools were not able to convert to fully on line
27 courses with synchronous and asynchronous components. Due to faculty and administrative
28 leadership, ALPS-MTH was able to make the transition to online courses so local pastors could
29 continue seamlessly with their theological education and spiritual formation. In 2020, all 20
30 courses in the COS curriculum were offered. Some courses were offered twice. Below is the
31 enrollment report for 2019 and 2020 along with information on the new ALPS-MTH
32 Continuing Education: Connect with Us Academy.

1 **Enrollment Report**

2 **ALPS - 2020**

3 Courses offered – 14

4 Course enrollment 148 (through May 2020 Fall combined KY & TN to online)

5 Conferences served 19 – Majority enrollment KY and MTH

6 Individual local pastors served - KY courses 111

7 **MTH – 2020**

8 Courses offered - 22

9 Course enrollment - combined with online – 339

10 Conferences served 24 – majority enrollment KY and MTH

11 Individual local pastors served – Feb – Nov, 2020 – 207

12 **2020 ALPS-MTH all sites and online only**

13 Courses offered – 35

14 Course enrollment – 489

15 Individual local pastors served – 318

16 Graduates from Kentucky, Memphis, Tennessee and Holston Conferences: Several local pastors
17 graduated during 2020 – approximately 20

18 **Connect with Us Academy for Continuing Education**

19 In addition to the Course of Study program, ALPS-MTH received a grant from the McGee
20 Foundation in 2020. The grant allowed ALPS-MTH to launch a continuing education academy
21 for clergy. In collaboration with annual conferences, below are a list of continuing education
22 courses being offered by ALPS-MTH in 2021.

23

24 **ANNOUNCING**

25 **The “Connect with Us” Academy for Continuing Education& 2021 Course Topics**

26 **ALPS-MTH Course of Study Extension School in partnership with Union College and**

27 **Annual Conferences**

28 The “Connect with Us” Academy is funded by a Magee Christian Education Foundation grant,
29 Academy partners, and through clergy participation. The Academy will develop, offer, and
30 sustain high-quality continuing education courses and fellowship opportunities. The Academy
31 was designed by the ALPS-MTH Alumni Advisory Committee, Union College, Annual

1 Conferences, local pastors, who completed Course of Study and ACOS, and ordained clergy.
2 All clergy, need access to high-quality, practical, and affordable continuing education.
3 Each Continuing Education course includes exemplary video podcasts, written resources, and a
4 zoom session(s) for pastors. A congregational leader selected by the pastor may attend to
5 support contextual implementation of the course goals in the local ministry setting.
6 All currently appointed part and full time clergy, Certified Lay Ministers, and district or conference
7 clergy staff may enroll in these continuing education courses. Clergy may take one (or more)
8 continuing education course during the year. Each course provides one CEU credit. The
9 outline of the congregational plan is the only written assignment for CEUs. There are no
10 required textbooks, although written resources will be provided and some texts may be
11 recommended. Grades are pass/CEU. Clergy groups may enroll and work together.

12

13 **United Methodist Communications’ 2020 Annual Report**

14 In 2020, United Methodist Communications celebrated 80 years of communication ministry!

15 It was a year dominated by a global pandemic and our agency pivoted to respond to all levels of
16 The United Methodist Church. Left wondering what to do and how to do it, church leaders
17 turned to UMCom for information, resources and training.

18 We quickly developed resources, training, grants and technology solutions to help churches adapt
19 to this changing landscape. With new courses on digital ministry, online training doubled. By
20 offering 1000 Zoom licenses, we helped churches adapt to virtual worship and offered sermon
21 by phone services.

22 As the worship experience changed, we created a growing list of churches conducting services
23 online. Coupled with Find-a-Church, millions of page views showed us that people yearned
24 for spiritual fulfillment.

25 When people felt isolated, they turned to our social media channels. We reached 78 million people
26 and experienced a 37 percent increase in engagement.

27 We also worked directly with 2,500 churches to support their outreach in unique ways, including
28 granting branded items that promoted love and understanding.

29 When giving decreased, we created new resources and training – which resulted in a more than 40
30 percent increase in giving-resource downloads.

31 Across all our channels, pandemic-related stories permeated our content. UMC.org crafted dozens
32 of pandemic-related features and collaborated with Discipleship Ministries to produce a virtual

1 Easter choir. For UM News’ 1.7 million users, it was the top story. Covid 19 helped to drive a
2 near 3-fold increase in ResourceUMC users.

3 And, UM Connect – our mass-messaging system – was used to send and receive nearly 540
4 thousand messages of health and hope in 11 countries...including the U.S.

5 Our national advertising campaign pivoted to portray the care and compassion happening
6 throughout the church, creating 234 million impressions.

7 But, in the midst of all this, racial tensions in the U.S. exposed the same concerns within our
8 denomination. In a multi-level church initiative, we developed messaging and content- while
9 facilitating dialogue to work toward racial justice.

10 We continued to build our capacity to communicate in the languages of the church and provide
11 easily accessible content in those languages. Collectively, we posted over 700 stories,
12 translated resources and developed multi-media content in Spanish, Korean Portuguese and
13 French, alone.

14 We shared messages of hope and evangelism through advertising in Nigeria and Cote d’Ivoire and
15 assisted UMC-operated radio stations in Africa.

16 In 2020, United Methodist Communications engaged people with the story of God’s work in the
17 world, equipped the Church at all levels and claimed our role as the strategic communications
18 and marketing agency.

19 Now, that’s the Power of Communication!

20

21 **General Board of Higher Education and Ministry**

22 The General Board of Higher Education and Ministry (GBHEM) announced its blueprint for “Our
23 Road Reimagined” in August, detailing plans to realign its culture and organizational structure
24 to allow the agency to continue its mission in a more effective, innovative and sustainable way.
25 GBHEM’s mission is not changing, but the needs of the evolving United Methodist Church and
26 its current economic realities have made it necessary to adapt and reimagine how the agency
27 enacts that mission.

28 “We remain committed to helping United Methodist lay and clergy leaders discover, claim and
29 flourish in God’s call on their lives,” said Rev. Greg Bergquist, GBHEM general secretary.

30 “And we have to transform our approach in order to successfully carry out this important
31 ministry into the future.”

1 Throughout last fall, GBHEM began carefully redesigning its organizational structure to transition
2 to a more cross-functional (*matrix*) design. These changes allow departments like the Division
3 of Ordained Ministry and the Division of Higher Education to align strategically, create more
4 intentional collaborations, and build greater connections between the Church’s pastoral and
5 academic ministries.

6 The agency’s realignment also includes policies to renew and reinvigorate its commitment to
7 diversity, equity, and inclusion, and further strengthen its global focus.

8 “Our new structure opens the door for fresh and innovative opportunities,” said Bergquist. “This
9 is a time for us to become more entrepreneurial and inventive in our approach.”

10 As GBHEM begins this evolution, constituents can continue to expect a high level of service and
11 support. Some existing staff positions are evolving to fit the updated internal structure and a
12 few additional roles have been created. These positions will be posted to GBHEM’s careers
13 page as they become available.

14 While GBHEM looks confidently to the future, current economic pressures make it necessary to
15 implement staffing changes at the agency. By the end of January, GBHEM will complete a 25
16 percent reduction in staff. Departing staff may apply for the limited number of added positions
17 if eligible.

18 “This was an extremely difficult decision. We are losing many talented colleagues who have
19 worked tirelessly to advance our mission over the years,” said Bergquist. “Unfortunately, we
20 had to take this step to remain good stewards and continue supporting the Church in a
21 significant way.”

22 United Methodist agency budgets have steadily dwindled alongside falling collections by the
23 Church, and the financial downturn of 2020 exacerbated this problem. Bergquist noted that by
24 the end of January – including attrition – GBHEM will have carried out a 34 percent reduction
25 in its workforce since 2016 in order to keep pace with diminishing budgets.

26 “It’s a difficult time for everyone and I know we are all deeply disappointed by this need,” he said.

27 “I hate saying goodbye to these colleagues. In addition to praying for them all during this time
28 of transition, as an agency, we are doing our best to support them as they plan for the future
29 and look for other opportunities. We also extend our prayers for the full Church and its
30 ministries as we all adapt to the future paths God has placed before us.”

31 **General Church Educational Ministries**

32 **Africa University**

1 It is truly a joy to update and thank the members of the Red Bird Conference as dedicated partners
2 in ministry with Africa University. Africa University is deeply grateful to the local
3 congregations of the Red Bird Conference for investing 100 percent of the asking to the Africa
4 University Fund apportionment in 2020. Thank you for supporting the ministry of Africa
5 University with such faithfulness and generosity. By sharing your blessings, especially in
6 difficult times, Red Bird United Methodist congregations are a source of inspiration and
7 strength.

8 COVID-19 and the measures instituted to control the global health crisis it engendered have
9 brought about profound and lasting adjustments in how we live, work, serve and connect. For
10 Africa University, these include:

- 11 • A shift to online-only teaching and learning from late March through December 2020. Online
12 teaching and remote work required more equipment and training for faculty and staff as well
13 as creative actions to ensure consistent internet access for the students, regardless of location.
14 As the only university in Zimbabwe accredited to offer online degrees, Africa University
15 utilized its existing infrastructure and expertise to transition smoothly and break new ground
16 with competency-based student assessment tools.
- 17 • Gifts totaling more than \$300,000 from across the United Methodist connection were
18 designated for COVID-19 relief efforts. These second-mile gifts enabled Africa University to
19 care for almost 300 international students who were stranded on its campus between March
20 and late July 2020.
- 21 • Excellent student retention and modest enrollment growth, with a more than 99% uptake of
22 online learning by students. More than 3,000 students enrolled for the 2020-2021 academic
23 year—an increase of 16% over the previous year—with 2,395 young people studying full-time.
24 Fifty-seven percent of full-time students were female and 24% were international.
- 25 • **Innovation, outreach, and service** through:
 - 26 ○ The development and distribution of masks and hand sanitizer (*of its own design/formulation*),
27 that have now been certified and cleared for commercial production.
 - 28 ○ Farm to household delivery of vegetables, meat, poultry, and milk products via mobile App by
29 the Africa University Dream Farm Trust.
 - 30 ○ Two student-led initiatives—*Feed a Family* and *Ben Hill UMC Women’s Residence Girl*
31 *Child Support Program*—provided medical care, food, and school fees assistance to

1 vulnerable families in the wider community. Campus-based and home-based students raised
2 resources, procured supplies, and organized safe distribution to families.

- 3 • The successful completion of two new buildings—the Highland Park UMC-funded student
4 union facility and a dormitory for female students. A new solar farm powers the Highland
5 Park women’s dormitory.

6 Africa University’s online campus is here to stay, thanks to infrastructure upgrades and the lesson
7 learned while staying focused on its mission in 2020. Bold actions and adaptability in a season
8 of uncertainty fueled Africa University’s unprecedented rise from a ranking of 98th to 39th
9 among the top 200 universities in Africa in 2020. Going forward, Africa University is
10 committed to growing its pan-African presence and impact through new programs,
11 partnerships, and blended learning options.

12 Thank you, Red Bird United Methodists, for helping to prepare young leaders to be “an aroma that
13 brings life” to a world that is crying out for justice, compassion, healing, and wholeness (2
14 Cor. 2:14-16). Your prayers and gifts provide a strong foundation for the efforts of the students,
15 lecturers, and administrators as they engage in disciple-making by example.

16 By maintaining a 100 percent investment to the Africa University Fund as its tradition, the Red
17 Bird Conference helps Africa University to transform lives and grow vibrant, worshipping
18 communities.

19 In a fragile and interconnected world and family of faith, your deep commitment, loving concern,
20 and steadfast support matter greatly. The Red Bird Conference’s consistent engagement with
21 the ministry of Africa University is of immense benefit in positioning the university for long-
22 term sustainability.

23 In journeying alongside Africa University in ministry and mission, Red Bird United Methodists
24 are the church in the world—seeding hope and sharing the love of Christ. You affirm that when
25 we are all in it together, God’s grace is indeed sufficient. To God be the glory.

26 *James H. Salley, Associate Vice Chancellor for Institutional Advancement*

27 *Africa University Development Office*

28

29

30 **Candler School of Theology**

1 Since our founding in 1914, **Candler School of Theology at Emory University** has educated
2 more than 10,000 students, shaping thoughtful, principled, and courageous leaders dedicated
3 to transforming the world in the name of Jesus Christ. We continued our work even through
4 this most difficult year, with the coronavirus continuing its march around the world, a
5 reckoning for racial injustice rolling across our nation, and a toxic, divisive political
6 atmosphere challenging our civic life. Perhaps there has been no better year than this to
7 underscore the importance of faithful and creative leaders for the church’s ministries
8 throughout the world—the type of leaders we form at Candler.

9 Though our mission remains unchanged, the pandemic has necessitated many changes in how we
10 undertake that mission: We have shifted classes online, redesigned syllabi to support optimal
11 online learning, developed new ways to worship and experience community together in the
12 virtual sphere, and discerned which new habits and modalities have promise for enriching our
13 work even after the pandemic ends. Through these efforts, we and our students have gained
14 deep experience in being flexible, adaptable, and creative as we respond to the demands of
15 ever-changing contexts—experience that not only serves us well now, but will continue to
16 serve us and our ministries far into the future.

17 Candler is one of 13 official seminaries of The United Methodist Church, yet true to the Methodist
18 tradition of ecumenical openness, we enthusiastically welcome students from 44
19 denominations, with 46% of MDiv students coming from the Wesleyan tradition. Our student
20 body reflects the diversity and breadth of the Christian faithful, with an enrollment of 483 from
21 12 countries and 37 states, 44 percent persons of color (U.S.), and a median age of 27 among
22 MDivs. This diversity is a rich blessing, and this year we created a new staff position of
23 assistant director of student life for diversity, equity and inclusion to foster understanding and
24 ensure we are responsive to the needs of our diverse student body.

25 We offer six single degrees (MDiv, MTS, MRL MRPL, ThM, DMin) and ten dual degrees. Our
26 Doctor of Ministry degree is 90 percent online, so students can remain in their places of
27 ministry while completing their degrees. Our new Chaplaincy concentration is now among our
28 most popular, and our Teaching Parish program enables students to serve as student pastors in
29 local churches throughout the southeast, learning firsthand about shepherding a congregation;
30 this year, there were 36 participants.

31 Alleviating student debt through generous financial aid remains among our top priorities. In 2019-
32 2020, we awarded nearly \$6.6 million in financial aid, with 100% of MDiv and 98% of all

1 students receiving support. All MDiv students who are certified candidates for ordained
2 ministry in the UMC receive full-tuition scholarships, and all MDiv, MTS, and master of
3 religious leadership students who are enrolled part-time or more receive a scholarship covering
4 at least 50% of tuition for the length of their program.

5 The demands of the pandemic did not diminish Candler’s robust schedule of events. Candler’s
6 Black Church Studies program celebrated its 30th anniversary with a yearlong slate of online
7 lectures and panel discussions, now available at vimeo.com/candler. We also launched The
8 Candler Foundry to make theological education accessible to all, through short and semester-
9 length courses taught by Candler faculty, videos and discussion guides to spark conversation
10 in groups or one-on-one, and Facebook Live panel discussions connecting theology with
11 current issues in the world. View the latest offerings at candlerfoundry.emory.edu.

12 Candler’s ability to fulfill our mission of educating faithful and creative leaders for the church’s
13 ministries throughout the world depends upon your prayers, partnership, and support. Thank
14 you for the countless ways you advance this vital ministry in the life of our denomination. We
15 invite you to visit us online at candler.emory.edu.

16 —Jan Love

17 *Mary Lee Hardin Willard Dean and Professor of Christianity and World Politics*
18 *Candler School of Theology, Emory University*

20 **Wesley Theological Seminary**

21 For the world, 2020 was a year like no other. In the midst of a global pandemic, plus resurgent
22 racism, mass unemployment, and politically challenging times in the US, Wesley remained
23 committed to fostering wisdom and courage, preparing graduates to lead innovative ministries
24 while remaining grounded in our biblical and theological traditions for the sake of God’s
25 inbreaking kingdom. The mode of educational delivery changed overnight, as we became an
26 all-online seminary on March 15, 2020 and have remained so to keep students, faculty, staff
27 and all members of the Wesley community safe from COVID-19 exposure on campus. This
28 is simply Wesley modelling what we teach our students: to be committed to our God-given
29 mission while being innovative and responsive in the delivery of ministry. Here are some of
30 the ways we are accomplishing that with our many partners in this mission, as we seek to
31 faithfully minister to the world in the future.

32 ***Research projects support congregational community engagement and envision future ministry***

1 Wesley is pleased to announce new opportunities for UMC congregations to explore, clarify, and
2 pursue thriving in their communities. Through **The Source Collaborative**, Wesley will work
3 with three cohorts of regional congregations in a two-year process of prayer, community
4 engagement, congregational visioning, and coaching, with the goal of following Jesus in
5 mission and ministry.

6 The **Religious Workforce Project** is an expansive study of the current and future nature of
7 religious work, particularly in local congregations, so as to understand what opportunities and
8 constraints may exist in the future and to adapt resources and training accordingly.

9 *Using research and partnerships to reach and equip the next generation of ministers*

10 Research shows that the primary way people learn about and begin to consider seminary options
11 is through their pastor or an alumnus. Whether you feel called or you know someone who does,
12 Wesley is ready to work with you as we make theological education more accessible and
13 relevant to the realities of ministry today—for laity and clergy, for those seeking a degree or
14 certification or continuing education, and for ministry from within or beyond the church.

15 Wesley offers an 81-hour Master of Divinity, a 36-hour Master of Arts, and a 60-hour Master of
16 Theological Studies, any of which can be focused around specializations in public theology,
17 urban ministry, arts and theology, missional church, children and youth ministry and advocacy,
18 or African American church leadership.

19 For full-time students, we offer a modern and affordable residential community in the nation's
20 capital. Our **Community Engagement Fellows** program prepares students to engage in
21 entrepreneurial, community-based ministry. Generous stipends are available for each Fellow
22 while they complete their MDiv degree. Our **3+3 Fast Track BA/MDiv program with**
23 **Shenandoah University** allows students to complete both degrees in six years, entering
24 ministry more quickly and with less debt. For people with work, ministry, and family
25 commitments, **Wesley's Master of Divinity degree can now be completed via online,**
26 **weekend, short-term intensive, and weeknight courses in 5 years.** Wesley works with each
27 student to make seminary affordable. Thanks to the consistent support of graduates,
28 congregations, and friends, Wesley provides more than \$2 million annually in scholarships. In
29 addition to our regular merit awards, ranging from 25% to 100% tuition with stipends, Wesley
30 has released special additional scholarships: **full-tuition scholarships** for people
31 recommended by Wesley alumni, campus ministers, or Christian camping or service ministries
32 who feel called to leadership in the church as it is becoming; **Next Call in Ministry**

1 **scholarships** for students who have worked in a non-ministry setting for at least 10 years; and
2 **Generación Latinx Scholarships** for emerging Latinx/Hispanic leaders for ministries both
3 within and beyond the church.

4 **Take your ministry to the next level.** In addition to full master’s degrees, Wesley offers graduate
5 certificates for those preparing for specialized ministry! The new **Certificate for Children**
6 **and Youth Ministry and Advocacy (CYMA)** is designed for people who work with and
7 advocate for children and young people, whether in churches, schools, or non-profit
8 organizations. The **non-residential certificate can be completed in 12 to 15 months** through
9 online coursework and up to two residential sessions. The **Certificate in Faith and Public**
10 **Life** explores the foundations of public theology, religious freedom, and civil discourse
11 through graduate courses.

12 Wesley is a leader in **Doctor of Ministry programs** in specialized tracks that can include
13 international study. Wesley is pleased to announce three new Doctor of Ministry tracks for
14 2022: Ministry in a Digital Age, a timely new track exploring the new opportunities and
15 challenges of online ministry; Justice, Compassion, and Witness in a Turbulent World, hosted
16 in Cambridge, England; and a program focused on Latinx ministry. As well, new 2022 cohorts
17 for our popular DMin areas of focus will be offered for Military Chaplains and CPE chaplains,
18 our international mission-focused Global Church Leadership program, and Wesley’s premiere
19 DMin program in innovative church administration “**Church Leadership Excellence.**”

20 *Enrich your congregational outreach and explore new dimensions of ministry*
21 The **Lewis Center for Church Leadership** continues to be on the leading edge of research
22 for the local church. The Lewis Center’s **Leading Ideas e-newsletter** is the go-to source for
23 over 20,000 people in ministry each week.

24 The **Community Engagement Institute** embraces a vibrant vision to be the premier center for
25 churches and faith-based organization engaging their communities. The innovative online
26 **Health Minister Certificate Program** prepares congregations for public health work in their
27 parishes. The **Center for Public Theology** equips pastors, seminarians, people of faith, and
28 the media to create spaces for civil dialogue at the intersection of religion and politics.

29 **The Henry Luce III Center for the Arts and Religion** works with students, religious
30 communities, artists, and scholars exploring the intersection of the arts and theology. By
31 engaging in innovative research, staging challenging exhibitions in our Dadian Gallery, and

1 hosting visiting artists in our on-campus studio, the Luce Center seeks to promote dialogue and
2 foster inspired creativity.

3

4 **United Theological Seminary**

5 *“I am about to do a new thing; now it springs forth, do you not perceive it?” — Isaiah 43:19*

6 It appears God is doing some new things at United Theological Seminary, even in the midst of
7 health, racial, and political crises.

8 **God is doing a new thing at United financially.** United continues to make progress toward its
9 goal of becoming debt-free by the Seminary’s 150th anniversary on October 11, 2021. Thanks
10 to the faithfulness and generosity of alumni/ae and donors, less than \$1 million remains of the
11 original \$4 million mortgage debt. After the mortgage is paid in full, the Seminary plans to
12 convert those mortgage payments into money for student scholarships.

13 **God is doing a new thing in enrollment.** Over the last five years, United’s Doctor of Ministry
14 program has grown by 48%, from 170 students in the 2016-17 academic year to 251 in 2020-
15 21. In Fall 2021, Dr. Elvin Sadler, General Secretary of the African Methodist Episcopal Zion
16 Church, will become the Associate Dean for Doctoral Studies, upon the retirement of Dr.
17 Harold Hudson who has been a vital leader at the Seminary for 17 years.

18 **God is doing a new thing with partners in church renewal.** In the 2020-21 academic year,
19 United has partnered with Fresh Expressions US and the Mosaix Global Network to introduce
20 two new Houses of Study. These houses oversee specialized tracks in the Doctor of Ministry
21 and Master of Divinity programs. Rev. Dr. Michael Beck is director of the Fresh Expressions
22 House of Studies, and Dr. Harry Li is director of the Mosaix House of Studies.

23 In collaboration with the Northwest Texas Conference of The United Methodist Church, United
24 also introduced Rooted/Enraizados, a certificate program for coaches and mentors of
25 Hispanic/Latino church planters. In 2020-21, the program served students from more than five
26 annual conferences.

27 **God is doing a new thing with the establishment of The Bishop Bruce Ough Innovation**
28 **Center.** Beginning in 2021, the Innovation Center honors the ministry of Bishop Bruce Ough
29 by providing a hub of learning for church leaders seeking the framework, support, and courage
30 to introduce the Gospel of Jesus Christ in new and creative ways. Rev. Sue Nilson Kibbey
31 joins United as the inaugural director of the Innovation Center.

1 United’s prayer is that United Methodists will perceive the new things that God is doing in our
2 communities, congregations, and ministries as we strive to make disciples of Jesus Christ for
3 the transformation of the world.

4 Grace and peace,

5 Dr. Kent Millard, President

6

7 **SAINT PAUL SCHOOL OF THEOLOGY**

8 Saint Paul School of Theology, a seminary of the United Methodist Church, is committed to the
9 formation of people for innovative, creative ministry. We are one institution, online and on-
10 campus, in Kansas and Oklahoma.

11 This past year, we have all faced new challenges amid these unsettled times. Saint Paul School of
12 Theology began the 2020-2021 academic year offering students an online option for all
13 courses. With many students choosing to attend class solely online, our Student Council
14 created a monthly “Chat & Chew” where students, faculty, and staff come together to eat lunch
15 and talk about life, seminary, and ministry. In addition, Rev. Rod Newman, our Oklahoma
16 Campus Chapel Coordinator, crafts a weekly Community Prayer to provide encouragement
17 and faithfulness as the school seeks to provide spiritual formation in new ways. Kansas
18 Campus Chapel Coordinator Dr. Casey Sigmon took worship to new technological levels by
19 introducing our weekly online worship service via Zoom, bringing our separate campus chapel
20 services together for one service where all are invited to create a sacred atmosphere from
21 wherever they are. Along with our featured alumni worship preachers, the community was
22 blessed this fall by the presence of Musician in Residence Hannah Rand, from The Many, who
23 led the music each week for worship.

24 In spring 2020, Odell Talley, Director of Music for Swope Parkway United and 116 organist for
25 Zion Travelers Missionary Baptist, served as Musician in Residence. For those who cannot
26 join us live, chapel recordings are available on the Saint Paul YouTube channel. This year, we
27 have faced several challenges that turned into opportunities for new recruiting spaces and
28 partnerships to enhance students’ seminary experience.

29 With the change from in-person to virtual events, Rev. Shannon Hancock, Director of Admissions
30 and Communications, has expanded her reach to prospective students by participating as a

1 virtual exhibitor at online conferences. Rev. Hancock engages with prospective students via
2 apps such as Whova and HopIn to highlight Saint Paul’s unique course delivery system and
3 formative community.

4 In February, Saint Paul held the 2021 Slater-Willson Lecture online featuring Rev. Dr. Miguel A.
5 De La Torre. His lecture, “Why Do They Come?” explored the political, economic, and social
6 causes of our current immigration crisis. Before the lecture, Rev. Dr. De La Torre participated
7 in a student led forum, entering a conversation centering on the practical aspects of ministry
8 and immigration.

9 Later in April, Saint Paul Evangelical Society, led by Dr. Hal Knight, hosted a lecture given by
10 Dr. Sammy G. Alfaro, Associate Professor of Theology at Grand Canyon University and Pastor
11 of Iglesia Nuevo Dia (New Day Church), on the “Pastoral Strategies for Ministering Among
12 Latinx Immigrant Communities.”

13 And for the first time, on May 22, Saint Paul held a virtual commencement celebration with videos,
14 cap and gown photos, online congratulatory messages from friends and family, and a
15 commencement address by Rev. Chebon Kernell.

16 The class of 2021 had 22 graduates, including 16 Master of Divinity and 1 Doctor of Ministry
17 graduates. Due to the pandemic, for safety concerns, Saint Paul has postponed our 60th
18 Anniversary Celebration. However, we have rescheduled the event for Friday, October 22 and
19 look forward to coming together as a community for a safe, in-person gathering.

20 Saint Paul School of Theology is blessed to be your partner in ministry and help those seeking
21 more to answer the call. We are a seminary that offers online and on-campus classes with a
22 flexible schedule to help our students manage pastoral leadership demands in the 21st century.
23 We are grateful for your support of our students and our seminary.

24 May we continue to live into the call of Jesus Christ to be faithful witnesses for healing in these
25 unsettled times and for generations to come. President Neil Blair, Saint Paul trustees, faculty,
26 staff, alumni, and students thank you for your prayers and support.

27

28 **DUKE DIVINITY SCHOOL**

29 L. Gregory Jones, Dean Edgardo Colón-Emeric, the Irene and William McCutchen Associate
30 Professor of Reconciliation and Theology, Associate Dean for Academic Affairs and Director
31 of the Center for Reconciliation will become Dean of Duke Divinity School (DDS) July 1,
32 2021. Dean Gregory L. Jones will leave DDS to become president of Belmont University.

1 DDS announced a new hybrid version of its Master of Divinity (M.Div.) program that will give
2 students the opportunity to earn the M.Div. degree without relocating to Durham, N.C. The
3 first cohort will begin coursework in fall 2021.

4 DDS welcomed the largest incoming class in school history with 257 new students from 35
5 different states and 7 countries. Our Master of Arts in Christian Practice (28 students) and
6 Doctor of Ministry (52 students) programs received record enrollments. The Master of
7 Theology (13 students), Master of Theological Studies (34 students), M.Div (113 students),
8 and Doctor of Theology (6 students) had strong enrollment. Our new Certificate in Theology
9 and Health Care will enroll 6 students.

10 Across all degree programs, 31% of the incoming class identified as a race/ethnicity other than
11 white. Black students made up 21% of all students, Asian students, 5%; and American Indian
12 students, 2%. 45% of students in the incoming class were female, and 55% were male.

13 2020 also witnessed an expansion of DDS's partnerships, including the Kern Family Foundation
14 partnership with the Office of Wesleyan Engagement to provide accelerated pathways for
15 undergraduate students to pursue the M.Div. degree at Duke.

16 DDS welcomed its first cohort of Martin Methodist College students. The Americas Initiative, a
17 fellowship of organizations, scholars and practitioners convened by the Center for
18 Reconciliation, is working on peacebuilding among Latin American and Latinx communities,
19 particularly those of Indigenous and African descent.

20 The five-year Black Pastoral Leadership Collaboration is working to harness research and
21 experiential wisdom of Black pastoral leaders through a leadership school and practical
22 theology archiving project.

23 DDS sought to reckon in deeper and broader ways with systemic racism and injustice and sought
24 opportunities to strengthen partnerships across Duke University. A Story Listening and
25 Gathering project solicited students, alumni, faculty, and staff to share how race discrimination
26 affects daily life at DDS to understand the experiences of the community and to inform broader
27 anti-racism efforts. A new Race and the Professions Fellowship, in partnership with the Kenan
28 Institute for Ethics, and the Churches Promoting Recovery Project, in partnership with the
29 Theology, Medicine, and Culture Initiative, provided opportunities for students to deepen their
30 vocational formation.

31 DDS hired eight new faculty members in 2020. Peter Casarella is a Professor of Theology. Sarah
32 Barton is an Assistant Professor of Occupational Therapy and Theological Ethics. Quinton

1 Dixie is an Associate Research Professor of Church History and Black Church Studies.
2 Zebulon Highben is Associate Professor of the Practice of Church Music. Alma Tinoco Ruiz
3 is a Lecturer in Homiletics and Evangelism and Director of the Hispanic House of Studies.
4 Janet Martin Soskice is the William K. Warren Distinguished Research Professor of Catholic
5 Theology. Norbert Wilson is Professor of Food, Economics, and Community. Wylin D. Wilson
6 is an Assistant Professor of Theological Ethics.

7

8 **Drew University Theological School**

9 As with most other schools in the northeast of the U.S., Drew University evacuated its campus in
10 early spring 2020 in response to the COVID-19 pandemic. Drew Theological School faculty and
11 staff adapted to this challenge with resilience, compassion, and creativity.

12 The Theological School faculty put their courses all online, led development workshops for faculty
13 across the university, and, in order to accommodate our many international admits who would
14 not be able to enter the United States for fall 2020, designed an asynchronous Master of
15 Divinity program. As a result of this work, the Theological School welcomed 147 new
16 students, its largest entering class in a decade, with an enrollment of 380 for the current
17 academic year. Our chapel team has also led the way in creating online worship experiences
18 that connect the Drew community now across the globe.

19 All degree programs at the Theological School include interdisciplinary courses that demand out-
20 of-the-box thinking, apprenticeship training that addresses real-world issues, and modes of
21 learning that promote adaptability and innovation. Our MDiv and MATM degrees include a
22 required gateway year, vocational pathways, and experiential learning that develops and
23 deepens adaptive leadership skills. The curriculum features a team-designed and taught
24 interdisciplinary sequence of core courses reflecting the integration of the theological
25 disciplines and practices characteristic of the life of faith.

26 The faculty have also articulated shared values that are infused across the teaching and learning at
27 Drew: a commitment to anti-racism; gender and sexual-identity equality; eco-sustainability
28 and environmental justice; and interfaith understanding and cooperation. Drew cultivates
29 pastors, preachers, deacons, activists, teachers, and thought leaders who go all over the world
30 to take their place as the next generation of faith leaders and change agents.

31 Melanie Johnson-DeBaufre, Interim Dean