



 **LUKE 9:12-17**

BLESSED AND BROKEN

**PACIFIC NORTHWEST
ANNUAL CONFERENCE**

Ministry Reports
PRE-CONFERENCE HANDBOOK

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L. REPORTS
Office of Connectional Ministries

Rev. David Valera

Executive Director of Connectional Ministries

The work of ministry is never static—it is dynamic, ever-evolving, and deeply rooted in our call to serve, connect, and transform lives. As you explore these reports from the staff of the Office of Connectional Ministries of the Pacific Northwest Conference, you will see a reflection of that movement: stories of faith in action, challenges met with perseverance, and a steadfast commitment to living out God’s love in our communities.

The Office of Connectional Ministries is a vital hub for collaboration, resourcing, and visioning within our Conference. It provides leadership, support, and guidance in discipleship formation, community engagement, advocacy and justice ministries, mission partnerships, and communication. Through its work, the office helps equip churches and ministry leaders to be more effective in their calling, strengthens our collective witness, and fosters deeper connections across our conference and beyond.

As the Executive Director of Connectional Ministries, I am called to be a steward of the vision of the Conference—ensuring that our shared mission remains at the heart of all we do. As a member of the Ministry Cabinet of the Greater Northwest Area, led by Bishop Cedrick Bridgeforth, I have the privilege of working closely with Superintendents, Conference staff, and ministry leaders to help cultivate and sustain these connections. Additionally, I work to strengthen our relationships with the General Agencies of The United Methodist Church and our ecumenical partners. As a Connectional Minister, one of my main functions is to align our ministries in the Pacific Northwest with the broader movement of the Church. Together with leaders of the Conference, we navigate the challenges and opportunities of ministry in an ever-changing world, fostering collaboration, inspiring innovation, and guiding our collective witness.



Kathryn ‘Kathy’ Hogg

Executive Assistant and Office Manager

Behind the scenes of so much of our shared work, Kathy is the steady and compassionate presence that keeps our office running smoothly and our ministries well-supported. Her commitment to excellence, organization, and hospitality reflects the very heart of connectional ministry—ensuring that those who serve can do so effectively and with care.

Kathy’s role extends beyond administrative tasks; she is a vital part of the team making



ministry happen. With her focus on hospitality, problem-solving skills, and deep understanding of our mission, she provides essential support to clergy, laity, and ministry leaders across the conference. Whether helping coordinate events, managing resources, or offering a listening ear, her work fosters an environment where creativity, collaboration, and discipleship thrive.

Her ministry of administration is indeed a ministry of grace. Through her tireless efforts, Kathy models servant leadership, ensuring that the work of Connectional Ministries remains responsive, efficient, and deeply rooted in our shared commitment to the Gospel.

We give thanks for Kathryn's dedication and celebrate the many ways she strengthens the mission and ministry of the Connection. Although her work may often be behind the scenes, its impact is felt across the conference, supporting and empowering those who are called to serve.

Tyrone Olds

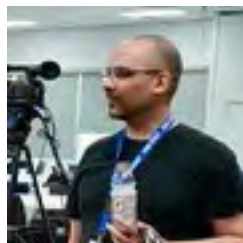
Help Desk and Technology Support

The Pacific Northwest Conference of The United Methodist Church (PNWUMC) is blessed by Tyrone Olds's quiet strength and steadfast dedication. With a humble spirit and a non-anxious presence, Tyrone faithfully serves as our frontline to welcome and help you with questions. Tyrone's ability to provide steady support in times of uncertainty and gracefully offer his technical expertise makes him an invaluable part of our connectional ministry team.

Tyrone's technical savviness is a gift that allows others to focus on the work, knowing that the technical details are in capable hands. He does so with patience and a keen eye for detail, whether troubleshooting challenges, helping with logistics, or integrating new tools that enhance our shared work. His behind-the-scenes work may often go unnoticed, but its impact is deeply felt—strengthening the infrastructure that allows ministry to thrive.

More than just his skillset, Tyrone's presence is a source of calm and reassurance. In moments of transition or high demand, he brings a sense of peace, ensuring that the work of the Church continues with integrity and care. His servant-hearted leadership reminds us that faithful ministry is not always in the spotlight but is often found in the quiet, faithful work that makes everything possible.

We give thanks for Tyrone's dedication, wisdom, and unwavering support of the PNWUMC. His work is a testament to the power of steady, faithful service in building up the Body of Christ.



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Ian Patrick McKnight Manager, Regional Media Center

With colorful creativity, technical expertise, and a deep commitment to resourcing our churches, Ian plays a crucial role in equipping churches and events across the Greater Northwest Episcopal Area.



Ian's work is more than just managing media—he is a bridge-builder, ensuring churches, clergy, and laity have access to the tools and resources they need to share the gospel in compelling and meaningful ways. His work also involves engaging with information on copyright and licenses, innovative approaches to technology, and a deep passion for lighting and stage design, which helps us put together events and conferences that offer high-quality media and digital ministry.

Whether assisting with video production, curating valuable faith-based content, or troubleshooting challenges with patience and kindness, Ian embodies a spirit of generosity and collaboration. His work behind the scenes ensures that churches of all sizes, especially those with limited resources, can enhance their worship, teaching, and outreach efforts.

We celebrate Ian's dedication, expertise, and servant-hearted leadership. His work strengthens our connection, amplifies our ministry, and helps us share the message of Christ in new and creative ways. We give thanks for Ian's invaluable contributions and the lasting impact he continues to make across the PNWUMC and beyond.

EXECUTIVE REPORTS

The following reports are more than just updates; they are a testament to the dedication of those who work tirelessly behind the scenes to support our churches and ministries.

As you read, I encourage you not just to observe but to engage—to celebrate the progress made, reflect on the lessons learned, and dream with us about what comes next. May these reports inspire, challenge, and remind you that we are all part of something greater than ourselves.

In the ever-evolving landscape of The United Methodist Church, connectional ministry remains at the heart of how we serve, support, and grow together. Across the PNW Conference, we are blessed with dedicated staff and executives who help navigate change while keeping us grounded in our shared mission. (DV)

COMMUNICATIONS

Patrick Scriven

For nearly two decades, Patrick Scriven has faithfully served as a communicator, connector, and advocate, ensuring that the stories of our churches and ministries are shared, that leaders have access to the resources they need, and that the work of the Conference is effectively supported. Whether through storytelling, technology, crisis communications, or justice advocacy, Patrick's ministry strengthens our ability to engage meaningfully with one another and the world around us.



The following report highlights the breadth of Patrick's work over the past year and its impact on the PNW Conference. From leadership development initiatives to mission outreach, environmental stewardship, and connectional collaboration, his work has been instrumental in equipping our churches and ministries for faithful service.

In 2023, Patrick was honored with a first-place award in Photography by the United Methodist Association of Communicators (UMAC). In 2024, he received a Communicator's Award from United Methodist Communications (UMCom) during the Pacific Northwest Annual Conference Session, in recognition of his exemplary contributions to digital and strategic communications within the United Methodist Church.

As we look ahead, we recognize that our ministry is richer because of the gifts and dedication of leaders like Patrick. His work reminds us that even in times of change, we are part of something greater—a connectional church that listens, learns, and leads with grace and purpose. (DV)

The Pacific Northwest (PNW) Conference staff recently met with Kristi Durham and Meg Bonwitt, who provide human resource support for the Greater Northwest Area. As we introduced ourselves, people shared how long they had been on staff. After confirming that I was in the midst of my 18th year, I realized I'm now among the longest-serving, even if my years pale compared to Bruce Galvin's 50.

It has been and continues to be an honor to serve on the staff of the PNW, just as it has been and continues to be a gift to work alongside gifted staff and the many generous volunteers who make our connectional ministry possible.

As busy as the past year was at the start of a new quadrennium, it finally felt like a return to normal after years disrupted by coronavirus, disaffiliations, and other disturbances. That isn't to say that we are the same—our new normal has been shaped by everything we have experienced. Still, especially in light of the changes in the denomination as discerned by the General Conference last spring, it feels like we have finally turned a page as a Church, which is a gift as we navigate through challenging times in the U.S.

Mission and Outreach Support

Late last year, I joined the PNW Conference Board of Congregational Development as

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staff support, focusing on communications. With the retirement of Kristina Gonzalez, the previous executive leading Innovation Vitality work for the GNW Area, the board has before it the task of understanding how best to support existing projects while also considering how it will tend to its work in the future. To this point, my involvement has consisted of several visits to funded projects to build awareness and relationships. As the board continues this work, I look forward to helping it share the ministry it supports and the learnings it makes along the way.

Leadership Development

In October, the Office of Connectional Ministries hosted a [Quadrennial Leadership Summit \(M.I.L.E.\)](#) at Wesley United Methodist Church in Yakima, Washington. The event is designed to help organize newly formed conference boards and agencies and equip members with visioning and practical information about organizing the annual conference. For example, as part of the event, Bishop Bridgeforth shared a presentation on the Ministry Priorities that would be adopted later in the year at a special annual conference session.

In partnership with the PNW Board of Ordained Ministry, the Leadership Summit offered an extra day of immersive resourcing from Mending Wings.

This opportunity allowed United Methodist leaders time and space to learn and process our history and the impact of our predecessors on the first peoples who called this region home.

In addition to supporting some of the Leadership Summit's logistical and communications-related elements, I assisted in resourcing the event by serving on several panels. Additionally, I attended several initial meetings of conference committees that I relate to.

One of the committees I am supporting is our newly reformed Board of Discipleship. While it is early, the board is starting by wrestling with questions of purpose and function as it considers what discipleship means in the 21st century.

Resource Provision

As the conference's lead communicator, I regularly relate to local churches and members in a variety of ways (in no particular order):

- **Storytelling** —I work with local ministries throughout the year to highlight their work. Sometimes, this takes the form of reviewing or helping to draft press releases to share with the broader community. Other times, it involves working with a church or several churches to highlight their ministry and inspire others within the connection.
- **Technology** - Along with several other OCM staff, I interface with local churches as they explore new software and hardware solutions for their ministry needs. While livestreaming-related resourcing has been most common since 2020, this also involves guiding churches toward non-profit resourcing (like those offered by Microsoft and Google) and supporting church use of conference-provided tools like Zoom.

- **Crisis Communications** - On occasion, and usually upon invitation of the district superintendent, I assist local churches in messaging as they work through difficult situations. Much of this work is team-based, as there are usually several moving parts that all require care.
- **Communications-Related Expertise**—Although church work regularly interfaces with digital tools, most pastors complete their educational requirements without direct training on copyright, marketing, website design, gift card scams, etc. I regularly respond to questions from pastoral leaders on such topics and try to anticipate and address common challenges through resourcing in our conference communications channels.
- **Job board and calendar** - I am a primary contact for local churches seeking to utilize our conference website to promote a job opening or church event designed for a broader audience.
- **Newsletters & other communication channels** - Finally, I edit and produce the bi-weekly PNW News Digest, co-produce the bi-weekly GNW Newsletter, serve as webmaster for the PNW and GNW websites, and manage social media channels for the PNW and GNW Area. Through these different communication channels, we share opportunities for connection and training and stories of our faith at work at all levels of the Church.
- **Episcopal office support** – Along with my colleague communicators across the area, I support the bishop's office in producing and distributing messages and supporting area-level initiatives.

Connectional Work

Last year was a busy one for the annual conference and The United Methodist Church. Looking back at my calendar, the bulk of my work might be categorized as connectional, which makes some sense given the beginning of a new quadrennium.

Much of the spring was consumed by preparations for attendance at the postponed [2020 General Conference \(M.I.L.E.\)](#), which met in Charlotte, North Carolina, after Covid-related delays. A coalition of moderate and progressive United Methodists, including our delegation and much of the Western Jurisdiction, were successful in legislatively advancing what they referred to as the Three Rs— the removal of harmful language targeting the LGBTQ+ community from the Book of Discipline, adopting revised and updated Social Principles for the denomination, and the passage of a plan for regionalization which will allow for more regional autonomy over non-essential matters.

Regionalization is among [four constitutional amendments](#) for ratification this summer before the 2025 Pacific Northwest Conference.

Much of my work during the General Conference was collaboratively done with a team of communicators from across the Western Jurisdiction. In addition to directly supporting messaging from our PNW/GNW delegates, our team produced stories and daily video summaries from this historic General Conference. We also led a workshop before the

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General Conference for local church leaders to aid them in communicating what happened to their constituents.

Our [2024 Pacific Northwest Annual Conference Session \(M.I.L.E.\)](#) was hosted by Central Church in Richland, Washington. With one of the more extensive facilities in our information about the conference and its work (legislation, reports, etc.) through email and on the website. In all of these things, our PNW staff has worked to support and collaborate with similar teams from Alaska and Oregon-Idaho to build capacity and expertise in digital platforms.

In July, the Pacific Northwest hosted the [Western Jurisdictional Conference \(M.I.L.E.\)](#) as it met in Spokane for its 2024 session. In addition to its regular legislative work for the quadrennium, the Western Jurisdiction elected two new bishops to fill vacancies left in the jurisdiction's college. In support of this work, I represented our jurisdiction's communicators and our conference as a part of the WJ Program and Arrangements Committee. This jurisdiction-wide team, led by Rev. David Nieda, met numerous times over the months preceding the jurisdictional conference to ensure a smoothly run conference. Several volunteers from the greater Spokane area were critical partners in offering hospitality and arranging local service engagements.

Toward the beginning of December, Bishop Bridgeforth called the three conferences of the Greater Northwest Area to [Special Sessions](#) to consider Ministry Priorities (M.I.L.E.) developed out of a series of conversations led by the bishop earlier in the year with lay and clergy from across the Greater Northwest Area. Members of each conference also approved a budget for 2025, with some space allocated to fund emerging work identified by the ministry priorities conversations. Despite the relative brevity of the special session, many of the same administrative tasks (registration, credentialling, communications) are required to support the work of members gathering online, even when that gathering is only a few hours long.

Community Building

In times like these, understanding that we are not in it alone is essential to effective ministry at any level of the church. As conference communicator, I regularly interact with partner organizations to share resources, advocacy and training constituents with our constituents. Organizations like [Faith Action Network](#), [Church Council of Greater Seattle](#), [FaVS News](#) in the Spokane area, and others provide ways for our members to extend their impact and amplify their voices when they can take advantage of them.

Justice and Advocacy

Over the past year, I have been honored to be part of the Institutional Equity Cohort (M.I.L.E.) with others across the Greater Northwest Area. My participation in this work increased my self-awareness and provided some tools and language for our area to make progress toward being the church for all that God calls us to be. As a part of a smaller working team, we have focused energy on our conference leadership nomination process

to improve how we invite people into our connectional work.

Additionally, I am helping to staff the newly formed Commission on Environmental Stewardship (M.I.L.E.). Established by legislation passed in 2024, this team will work to advance creation care initiatives in the PNW Conference and help the conference and its ministries reach climate impact reduction goals that we approved in recent years. In preparation, I attended the EarthKeeper training offered by Global Ministries last year. Most recently, I assisted in producing the [Immigration & Justice Response](#) page (M.I.L.E.) on the conference website. This page delivers resources and reliable information for ministry leaders seeking to support our neighbors amid the current presidential administration’s aggressive wave of anti-immigrant policies.

Over the coming year, I look forward to seeing some of the fruit of the many conversations and plans that our conference boards and agencies are initiating. Much of this work is influenced by or in alignment with our conference’s newly adopted [Ministry Priorities](#).

Respectfully submitted,

Patrick Scriven

Director of Communications, PNW Conference

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YOUNG PEOPLE'S MINISTRY

Teri Tobey

Teri's ministry is marked by a profound commitment to creating safe, welcoming, and transformative spaces for discipleship, especially in her work with Safe Sanctuaries, youth ministries, and direct engagement with local churches.

Teri's leadership in Safe Sanctuaries training ensures that our churches have the knowledge and resources to create environments where children, youth, and vulnerable adults can grow in faith with protection and care. Her passion for youth ministries shines through as she supports and equips leaders, fostering spaces where young people can explore and deepen their discipleship.

Beyond her programmatic leadership, Teri plays a crucial role in directly engaging with local churches, offering guidance, support, and resources to help them thrive in ministry. Her deep knowledge and problem-solving skills make her an essential resource for clergy, lay leaders, and congregations navigating the complexities of ministry in today's world.

Teri is also the driving force behind major Conference events' production management, ensuring that in-person, virtual, or hybrid gatherings are well-coordinated and effectively executed. Her technical expertise, strategic planning, and attention to detail allow for meaningful and impactful experiences that strengthen the connection across our Conference.

With a heart for service and an unwavering commitment to the mission of the Church, Teri's presence is a gift to us all. We celebrate her dedication, leadership, and the countless ways she strengthens the ministries of the PNWUMC. Through her work, she embodies the spirit of connection, care, and excellence, allowing our Church to live out its calling more faithfully. (DV)

In different ministry areas, we often plant seeds of God's love that grow over time and bear fruit long into the future. Young people's ministries are one of those areas. We work hard as communities of faith to provide loving places where young people can grow as disciples, experience God's love, and engage the world as people of faith. One example of planting seeds in the lives of young leaders in our congregations is our new lay leader, Falisha Hola.

Falisha is a young adult lay member from First Tongan UMC of Seattle who has been involved in the Annual Conference beyond her local congregation as a youth voting member starting in the 8th grade, served on several Conference Boards and Committees, shared her faith talk at CONVO (a PNW Youth Retreat) and a national youth gathering and even served as a delegate at the Global Youth Convocation in 2018. We celebrate and support this inspiring young adult as she begins her service as a Lay Leader. Falisha inspired leaders of Conference Boards and Committees at the Leadership Summit in the fall of 2024 with her parting words reminding us how vital it is not to do this work alone. We aim to build community and include diverse voices in our circles.



I want to highlight some ministries serving young people in the PNW Conference that celebrated new milestones this year. The Christmas Institute this year celebrated the growth of adding a second site & leadership team to this long-time ministry. Christmas Institute is an ethnically relevant ministry designed to nurture our young people in their spiritual faith and call to ministry, inspiring great leaders throughout our global church and community.

CI-PNW is open to all seeking Jesus Christ, spiritual guidance, acceptance, and fellowship. CI-PNW was grateful to host a 5-day, 4-night camp and locate a venue near the greater Seattle area. CI-CA (Christmas Institute Canada) was thankful to host a 3-day, 2-night camp in the greater Vancouver, BC, Area. The complete reports for both of these amazing experiences of God's love and grace are included in the Commission on Ethnic Ministries (COEM) report.

Another ministry I wanted to highlight is the continued work in the Greater Northwest Area, empowering youth groups to come together for a collaborative service and learning trip to the Yakama Reservation with our partners at SLAM Trips. In 2024, we expanded our efforts for youth and adult leaders from GNW congregations to participate in three GNW Youth S.L.A.M. Trips weeks. As the coordinator for these efforts in the PNW, Rev. Sheila Miranda, Assistant for Connectional Ministries – Inland & Seven Rivers Missional Districts, has shared the details of these weeks and the partnership and work to empower students and adults to participate in works of justice and love in our community.

The PNW Conference supports the Global Ministries Global Mission Fellows service program. Global Mission Fellows (GMF) are young adults, ages 20–30, committed to serving in social justice ministries for two years. They enter new communities, understanding their challenges and assets through relationships and with the long-term goal of overcoming systemic oppression. Fellows partner with community organizations to address various issues, including migration/immigration, education, public health, and poverty. We serve the GMF program as an Affiliate Coordinator for a local site at Northwest Immigrant Rights Project for a Global Mission Fellow to serve. This provides hands-on service for a fellow to provide support as a Naturalization and Citizenship Unit Intake Coordinator. Around the PNW Conference, we have many alumni of the Global Mission Fellows program (formally known as the US2 program). These alumni have described this service program as life-changing and formative in their ministries and lives.

Some congregations have joined together to provide engaging experiences for young people in their congregations. Some join together to have shared confirmation classes, especially when they only have a few young people of confirmation age. Others have developed ongoing joint support for a shared youth group or shared regular youth activities with other local UMC congregations. In various metro areas, groups are beginning to collaborate on fun activities that allow multiple congregations to bring youth together and join in the fun. One example was an Escape-themed Overnight in Crest2Coast District led by leaders at Puyallup UMC, Kalevaria UMC, and the South Sound Co-op.

At the Conference level, we are working with a team of adults who have come forward to help recruit youth and young adults to serve at the Annual Conference as district voting

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members. We have a lot of work to do to bring more voices of young people into our conversations at the Annual Conference. Several years ago, legislation was passed at the Annual Conference that added this section to our Rules:

Each local church will nominate to annual conference a minimum of one youth member, 12-18 years of age, and one young adult member, 18-30 years of age, for consideration as a delegate to annual conference. Churches without youth are exempt from this provision.

So, I challenge those reading this report in advance of the Annual Conference: Did your congregation consider whether there was a young adult or youth with the gifts and skills that you felt called to nominate or recommend? If not, think about how you might work this into the leadership development of young people at your church and how some may be mentored by your lay leader and pastor and recommended next year.

In the coming year, we will add updated information about the Conference Council on Youth Ministries (CCOYM) to our webpage, including applications for youth and adult leaders. We will work to bring this critical ministry back and see how it develops and supports young people's ministries in the local congregations.

We will also be working to revive the Conference Council on Young Adult Ministries (CCOYAM), and we are looking for young adults from each district to gather collectively to decide who the CCOYAM can help to strengthen the young adult ministry in the local congregations and districts of the Annual Conference.

As we reflect on the impactful ministries celebrating the growth of young people within our faith communities, knowing that the seeds we plant today will continue to bear fruit for years to come. Through these efforts, we plant seeds that, with the grace of God, will grow into a vibrant future, impacting not only the lives of young people but also the broader community, helping to cultivate a more loving and compassionate world. Together, we can create a legacy of discipleship that inspires and uplifts not only the present generation but those that follow.

Teri Tobey

Program Associate for Young People's Ministries

HISPANIC/LATINX MINISTRIES

Rev. Cruz Edwin Santos

The Pacific Northwest Conference of The United Methodist Church (PNWUMC) is blessed by the faithful leadership of many dedicated servants, and among them is Rev. Cruz Edwin Santos. His passion for ministry, advocacy, and leadership within Hispanic/Latinx communities has been a driving force in strengthening the mission of the Church across our conference.



Under the leadership of Bishop Cedrick Bridgeforth and in partnership with the Hispanic Ministries Committee, Rev. Santos plays a crucial role in empowering leaders, fostering new church starts, and championing the voices of Hispanic/Latinx communities within and beyond the Church. His work embodies the core values of connectional ministry—building relationships, offering resources, and ensuring that all are included in God’s unfolding story of grace.

This report offers a glimpse into Rev. Santos’s significant contributions over the past year. Through his work in leadership development, advocacy, mission trips, ecumenical partnerships, and local church engagement, he has helped shape a vibrant, responsive ministry deeply rooted in love and justice.

As we reflect on his impact, we celebrate the accomplishments listed here and the spirit of service and hope that Rev. Santos brings to his work. His leadership inspires and challenges us to be a Church that welcomes, uplifts, and walks alongside all people in faith. (DV)

Who We Are

The Pacific Northwest Conference of The United Methodist Church (PNWUMC) is a diverse and united community committed to living out God’s saving love through vital ministry. As part of the Greater Northwest Episcopal Area, under the leadership of Bishop Cedrick Bridgeford, the Hispanic Ministries Committee plays a crucial role in supporting and uplifting Hispanic/Latinx communities through relationships, resources, and collaboration.

Mission and Focus Areas

The Hispanic/Latinx Ministry focuses on three core areas:

- **Advocacy:** Championing the needs and voices of Hispanic/Latinx communities within the Church and society.
- **Leadership Development:** Equipping and empowering new and existing leaders for effective ministry.
- **Churches & New Church Starts:** Supporting the growth and sustainability of Hispanic/Latinx faith communities.

Audience and Outreach

Our ministry engages with:

- **Local Churches & Fellowships:** Strengthening congregations and fostering growth.

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- **The Conference & Greater Northwest Region:** Collaborating to increase impact.
- **The Denomination:** Contributing to the broader mission of The UMC.
- **Communities in Need:** Providing resources and support.

Events and Projects

- **Gammon Theological Seminary:** Joined the “Lift Every Voice” initiative on leadership during challenging times.
- **Article Contribution:** Authored an article, “An Immigrant with Papers,” for the GNW Newsletter, sharing personal insights on immigrant struggles.
- **YouTube Channel:** Created a channel to share videos and resources related to the Hispanic/Latinx ministry in the PNW. Visit our channel.
- **Mission Trip to Guatemala:** Collaborated with Blaine Memorial UMC for a mission trip focusing on building a kitchen at a local school and providing dental care.
- **Rally at the Northwest Detention Center:** Participated in a rally for solidarity, advocating for dignity and justice for detained individuals.
- **“Firmes y Adelante” Pastors and Leaders Event:** Strengthened connections and inspired faith among pastors and leaders.
- **WJ Leadership Team Meeting:** Participated in “Love Lives Here: Grounding and Growing.”
- **Rapid Response Workshop:** Attended a workshop on supporting immigrant communities in Washington.
- **Anti-Racism Book Study:** Led a discussion on “When God Became White” by Grace Ji-Sun Kim.
- **Installation of Rev. Wilma I. Reyes:** Celebrated the installation at Central UMC in partnership with Bethlehem Lutheran Church and the Olympia Diocese of the Episcopal church. And the Installation of Pastor Zulma Tifre Hispanic/Latinx Ministry at Mount Vernon UMC and “El Camino de Emmaus Lutheran Church.
- **Ethnic Clergy Retreat:** I organized the “Retreat, Relax, and Renew” event, which facilitated collaboration among ethnic pastors.
- **Latino Health Summit:** Attended discussions on Latino community challenges in healthcare and advocacy.
- **Faith Land Initiative:** Contributed to a diverse, ecumenical group representing the PNW.
- **Setting Ministry Priorities Conversation:** Engaged with Bishop Cedrick D. Bridgeforth to align ministry priorities across communities.
- **Master of Divinity Spanish Cohort:** Facilitated two Hispanic/Latinx candidates joining a new Master in Divinity program at Perkins. (Pastor Zulma Tifre and Andi Villar)
- **Workshop at Stanwood and Faith UMC Sammamish:** Led discussions on engag-

ing Hispanic neighbors.

- **Back-to-School Event:** Pastor Zulma Tifre’s event in Mount Vernon served 71 families with 1,200+ items.
- **Fun Day at Seward Park:** Organized a clergy family event for rest and recreation.
- **WJ Service of Consecration:** Participated in the service for newly consecrated bishops.
- **Mercer Island UMC Confirmation Class:** Received the “Difference Maker” award for involvement.
- **MARCHA West Young Adult Event:** Led the event at General Conference, showcasing Hispanic/Latino leadership.
- **Centro Palabra Viviente UMC Event:** Celebrated their immigration-focused event in Everett.
- **General Conference 2024:** Participated in MARCHA West GC Young Adult program and CIEMAL celebrations.
- **Taller de Adoración:** Organized a workshop with 60 attendees and support from various leaders and churches.
- **Ecumenical Involvement:** Participated in an ecumenical service at Bethlehem Lutheran Church, highlighting unity in Christ.
- **Hispanic/Latinx Ministry in Oregon-Idaho:** Worked as a consultant to explore new ministry opportunities in Ontario.

Focus Story: A Pastor’s Family (Joel, Aurora, and Alessio)

“We joyfully celebrate that during the 2024 fall season, we welcomed back the beloved family of Joel, Aurora, and Alessio, who completed their very complex immigration process. Their story is one of resilience, faith, and unwavering commitment. (CES)”

Aurora and I have built our life in community, with a shared calling to service and pastoral accompaniment. Our journey as a pastoral family has been marked by deep faith, resilience, and a strong commitment to the communities we’ve served. Together, we have faced both the joys and challenges of ministry—walking alongside congregations and navigating the complexities of immigration processes that tested our trust in God. Our son, Alessio, has grown up surrounded by this calling, learning from an early age the values of hospitality, solidarity, and walking in faith and hope with others.

Through the years, we’ve come to realize that ministry is not just a job but a way of life—one that calls us to be present, to listen, and to build community wherever God leads us. As a pastoral family, we find strength in prayer, music, and community life, understanding that every step of our journey is part of the mission to which God has called us.”

Pastor Joel Rodriguez, Aurora Cáliz, and Alessio.

Focus Story: Palabra Viviente Everett, WA

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2025 PNWAC

Today, our community is facing various challenges, one of which is the issue of immigration. Many families feel fearful and threatened by the prevailing uncertainty, making it crucial for us to be present and support them. This reinforces our ministerial commitment to accompanying these families on their journey in times of need. Together with my wife and my partner in this mission, we feel great joy in witnessing how God works and transforms lives within these families. Many times, we dedicate more than just our time to this calling.

We continue to expand our outreach programs. For the second consecutive year, we are offering free tax assistance and ITIN (Individual Taxpayer Identification Number) applications and renewals in collaboration with the IRS VITA program. Our goal is to strengthen meaningful connections between the church and the community. Leaders and volunteers, both from within and outside the church, actively participate in a spirit of service.

Everett Church is much more than just a meeting place; it is a space where people gradually integrate into the life of the church, driven by genuine fellowship. This fills us with hope for encouraging growth in the near future.

Blessings, Pastor Jose Pacheco

Strategic Plan for Hispanic/Latinx Ministry

The PNW Hispanic/Latinx Ministry contributes to the Bishop's M.I.L.E. initiative, emphasizing:

- Ministries that Matter: Addressing community needs.
- Itineration and Location: Aligning clergy placement with community needs.
- Lay Ministry Enhancement: Empowering lay leaders for greater involvement.
- Eliminating Racism: Advocating for systemic change through equity initiatives.

Churches Visited and Preached At:

- Blaine Memorial, Stanwood UMC, Tacoma First UMC, Renton UMC, Fairwood UMC, Aloha UMC, Ontario UMC, Mount Vernon UMC, El Dios Viviente UMC, Palabra Viviente UMC, Okanogan UMC, Omak UMC, Des Moines UMC, Vashon Island UMC, Mercer Island UMC, Haller Lake UMC, Faith UMC Sammamish, Wesley Yakima, Central UMC Sedro Woolley, La Conner UMC, UMC Anacortes, Allen UMC, Bainbridge Island UMC, Bellingham Garden Street, Bothell UMC, Edmonds UMC, Snohomish UMC, El Camino de Emmaus Lutheran Church.

Impact and Observations:

These visits allowed for connecting with congregations and fostering spiritual growth. Many churches are eager to expand their Hispanic/Latinx ministries, offering potential for greater engagement and deeper connections with growing Hispanic/Latinx communities.

Key Learnings and Priorities

- Resource Importance: National Plan and Conference funds are vital to strengthening the Latinx ministry.

- Church Planting: Need better connections with Latinx church plants.
- Youth and Young Adult Leadership: Encourage the involvement of younger leaders.
- Proactive Engagement: Actively discover new opportunities for Latinx ministry.
- Conference-Level Participation: Increase Latinx community participation at the conference level.
- Pastoral Leadership Selection: Revise criteria for recruiting Latinx pastoral leadership.
- Integration of Latinx Leaders: Enhance efforts to integrate Latinx leaders within the Greater Northwest Area.

Central Washington Justice for Our Neighbors

- **Ministry Overview:** CWJFON provides free immigration legal services, supports policy change, and serves immigrant, refugee, and asylum-seeker communities in Central and Eastern Washington.

Programs:

- **Pro-bono Legal Services:** Offering assistance with U-Visas, asylum, DACA renewals, and more.
- **Legal Aid Clinics & Referrals:** Connecting clients with resources like healthcare and housing.
- **Community Engagement:** Advocating for immigrant rights and policy change.

Impact:

CWJFON serves 100-200 individuals annually and has closed 119 immigration cases to date. Due to funding limitations, it aims to expand its budget to meet the needs of Washington's immigrant population.

The Pacific Northwest Conference of The United Methodist Church has been a great support to CWJFON over the past seven years. As a ministry of the Methodist Church, we ask that you all consider reaffirming your commitment to us as an organization, to our neighbors, to your congregants, and to your pastors, who are all impacted by our national immigration system. Please use the Advance Special Account #339 Central Washington Justice for our Neighbors.

Gratitude to Conference Hispanic/Latinx Committee

A heartfelt thank you to the Hispanic/Latinx Committee for their continued support and collaboration in advancing the ministry. Special thanks to Chairperson Aurora Pavon for exceptional leadership and dedication to our shared mission.

¡Muchas bendiciones!

Rev. Cruz Edwin Santos

Director of Hispanic/Latinx Ministry

CONNECTIONAL MINISTRIES (EASTERN WA & BEYOND)

Rev. Sheila Miranda

We are profoundly enriched by Rev. Sheila Miranda's ministry and leadership. As the Assistant for Connectional Ministries – Inland and Seven Rivers Districts, Rev. Miranda has tirelessly worked to strengthen mission and outreach, equip lay leaders, and build vital relationships across our connection. Her deep commitment to the Church's mission has led to transformative initiatives empowering clergy and laity to serve with passion and purpose.

Rev. Miranda's leadership has been instrumental in reviving and expanding the Lay Servant Ministries program, fostering new opportunities for leadership development, and creating meaningful mission experiences like the GNW Youth Collaborative to SLAM Trips. Her dedication to equipping lay leaders has made a tangible impact, guiding individuals in their callings and strengthening the Church's capacity to serve.

Additionally, her resourceful spirit has brought forth impactful worship experiences, community connections, and partnerships across the Greater Northwest, Mountain Sky, and even to international ministries like the Mission for Migrant Workers in Hong Kong.

Her work in justice and advocacy is a testament to the Church's call to love and serve all people. Through her engagement with LGBTQ+ inclusion, immigration advocacy, and creation care initiatives, Rev. Miranda exemplifies a ministry that is both prophetic and compassionate. Whether supporting local mission efforts, collaborating with ecumenical partners, or engaging in leadership development, she continues to embody the connectional spirit of The United Methodist Church.

The following report highlights just a portion of the profound impact Rev. Sheila Miranda has had over the past year. We celebrate her passion, vision, and unwavering commitment to strengthening the ministry of the PNWUMC. May her work continue to inspire and bless our communities as we seek to live out our faith in meaningful and transformative ways. (DV)



1. Mission and Outreach Support

Most of my work as an Assistant for Connectional Ministries has been on new projects. Over these four years, I have helped to bring the GNW Youth Collaborative to SLAM Trips (E), a revival of the PNW Lay Servant Ministries program (I/L), and Marcia McFee's Worship Workshops (L) into being.

2. Leadership Development

Much of my work revolves around the **Lay Servant Ministries** goal of training the laity for ministry leadership in the church and community (L & I).

Three years ago, I was asked by the Committee for Certified Lay Ministers to serve as the contact person on their page of the PNW website. That role has evolved from being the person answering questions about Lay Servant Ministries courses and certification op-

tions to teaching the Basic Course several times a year, working with GNW and Mountain Sky Lay Servant Ministries conference directors to cooperatively offer a wide variety of LSM classes, recruiting other PNW persons to teach needed classes, as well as serving on the Committee of Certified Lay Ministries.

In 2024, 46 people took my Basic Course, and five became Certified Lay Servants. So far in 2025, our conferences have worked cooperatively to offer nine different advanced courses. Twelve people have submitted initial applications to be recognized as Certified Lay Servants and/or Certified Lay Speakers. One person has completed her CLM, and another is currently enrolled in the BeADisciple.com classes, working toward her Certified Lay Minister credentials. We also have many renewals for each of the certification levels.

While the above data shows the growth of our LSM program, the personal connections I make with individuals in my classes and the certification process bring me the greatest joy. As I speak with individuals— helping them discern their calling and navigate the requirements— I do it with an attitude of mentorship. Two of my spiritual gifts are encouragement and teaching. These two gifts come together in my role with LSM as I lean into the “L” of our MILE work— Lay Ministry Empowerment. The training of Lay Servants, Lay Speakers, and CLMs often addresses issues of itineracy and location as churches become less than full-time or lay-lead congregations (I).

3. Resource Provision

I serve as a general resource person with the Inland and Seven Rivers Districts, helping with district-level work.

I have provided key leadership to bring SLAM Trips, Marcia McFee’s Worship Workshops, and Lay Servant Ministries classes to fruition across the GNW. My work has been both in relationship building and organizational phases of these events. Here are some of the ways my leadership has made a difference:

- I built relationships by getting to know our Mending Wings siblings, thus laying the foundation for SLAM Trips and the cultural immersion event for clergy in the Fall of 2024.
- Introducing the youth of our GNW churches to UMVIM has opened their minds to the importance of volunteering. UMVIM staff and I hope that a new generation of mission volunteers is being raised up through the GNW Youth Collaborative to SLAM Trips.
- I arranged for Marcia McFee to tour churches and learn about the needs and culture of our small PNW churches.
- Promoted and connected with groups and individuals around the conference who can benefit from our events. News articles for district and conference newsletters, emails, and phone calls are all important parts of my work.
- Worked on organizational details of various events.
- I work closely with District AAs to review LSM applications before passing them on to the Committee for Certified Lay Ministries.

4. Connectional Work

While my work began primarily in the eastern half of the PNW, my work has stretched to include the Greater Northwest Area, Mountain Sky Conference, and even Hong Kong! I still spend much of my time visiting churches in the Inland and Seven Rivers districts to learn about their ministries and needs and serve as a resource person to them. I serve as the Okanogan Cohort Pastor, doing their Charge Conferences, and am available to support those pastors. I often take the opportunity to share about the work of Connectional Ministries when I do pulpit supply in Inland and Seven Rivers churches. Along with a few other choir directors, I have helped facilitate a District Choir, and we are currently planning a Music Workshop day for Fall 2025, which may include musicians from other denominations.

It is my work with LSM, SLAM Trips, and **Marcia McFee's Worship Workshops** that are more far-reaching. The PNW District Superintendents avail of my services more and more; I've traveled to present in-person workshops (**L**) at Puget Sound's "Roots and Wings" training and presented online with Crest to Coast's "Learning Hub." I also helped with the LSM booth at the AC ministry fair. I helped to facilitate the Yakama native "Dancing Our Prayers" (**E**) group coming to present at the PNW United Women in Faith Conference in Spokane. Our PNW Lay Servant Ministries classes (**L**) have included people from all four states in the GNW and Louisiana, Maryland, and Winnipeg, Canada!

In November 2023, I traveled to Hong Kong with UMVIM-WJ director Ronda Cordill. The trip allowed me to personally observe Deaconess Joy Prim's work with the Mission for Migrant Workers (**E**). I also spent time with Joy and her ministry partners on my recent 2025 vacation to Hong Kong. I am an advocate for this ministry within the PNW, especially with UWF groups. Joy has asked me to help schedule her itineration in summer 2026.

5. Community Building

Within my work in the Spokane area, I represent United Methodists on the Board of Trustees of Rockwood Senior Communities and Appleway Court apartments for low-income/affordable housing (**M**). This visionary senior complex (started by Methodists 60 years ago but now involving many leaders from various backgrounds) helps meet the need for housing at various income levels. During the past year, we have been looking for more opportunities to serve middle-income levels.

The Inland District supports the work of The Fig Tree (**E**), a monthly news magazine that highlights and addresses social justice issues and celebrates intercultural work. Their annual Legislative Conference is held at Spokane Valley UMC.

Shalom Ministries (**M**), known for its "Dining With Dignity" program, was birthed by the former Central Christian Church. It continues to be supported by many of the area UM churches, both financially and with volunteers, as well as many other churches.

The Inland District DS and I were able to be a part of meetings at Spokane City Hall as Mayor Lisa Brown and her assistant were asking for input on how to decentralize shel-

ters, perhaps utilizing available church properties (M).

6. Justice and Advocacy

LGBTQ advocacy has always been a part of my connection with churches, in my Lay Servant Ministries course, and with SLAM Trips. SLAM Trips was designed to be a safe place for LGBTQ youth and leaders.

This year, my immigration advocacy focused on the Mission for Migrant Workers in Hong Kong. My perspective on the reasons for migration in Asia (economic distress and lack of jobs in homelands) helps people understand the migration to America as well.

Church gardens, xeriscape projects, and solar panel projects of our churches are highlighted in our District Newsletters; often, the articles are picked up for the GNW newsletter and sometimes the UM News Service.

I am excited to report that I recommended a youth representative from the Methow Valley UMC to serve on the PNW Creation Care Committee. 16-year-old Julianna Robinson wrote the grant proposal and is serving as the project intern on solar panel installation.

In the coming year, it is likely that UMCOR and UMVIM will be involved in rebuilding homes for the Unmet Needs Roundtable of the Greater Spokane Long-Term Recovery Group, working to support families who have no other way of rebuilding houses destroyed by the 2023 Spokane area fires.

Respectfully submitted,

Rev. Sheila Miranda
Associate for Connectional Ministries

TRANSITIONAL MINISTRY

Rev. Kathy Neary

Rev. Kathy Neary, whose deep passion for discipleship and evangelism has been a guiding light for churches and leaders throughout our connection. With an unwavering commitment to nurturing spiritual growth, Rev. Neary has tirelessly worked to equip individuals and communities to live more fully into their calling as disciples of Jesus Christ.



Her leadership has been instrumental in helping congregations reimagine what it means to be a disciple-making church. Through her guidance, local churches have embraced fresh expressions of faith formation, small-group ministry, and leadership development, ensuring that discipleship remains at the heart of our mission. She has empowered both clergy and laity to deepen their faith, engage their communities, and cultivate ministries that are both transformative and sustainable.

Rev. Neary's work is rooted in the belief that discipleship is not a program but a way of life—one that calls us to continuous learning, service, and spiritual renewal. Her dedication to equipping leaders, fostering vital congregations, and encouraging innovative approaches to faith formation has strengthened our conference in immeasurable ways.

As we celebrate Rev. Neary's ministry, we give thanks for her wisdom, vision, and steadfast commitment to making disciples of Jesus Christ for the transformation of the world. Her work has shaped the spiritual lives of many, and we look forward to the continued impact of her faithful service in the years ahead. (DV)

As the transitional ministry developer for the PNW Conference, I primarily work with small churches that are discerning their next steps for ministry. I only work with churches referred to me by the district superintendents. I have worked with Centralia, Kingston: Redeemer, Central Park, and Rochester this past year. I am also concluding my work with United in Grace Church, a union church formed from Morning Star ELCA and Monroe UMC in Monroe, Washington. We hope to celebrate this new union church at the Annual Conference this year.

I have done extensive work with the United Methodist churches of the Lewiston-Clarkston valley. Asotin, Lewiston Orchards, Lewiston 1st, and Clarkston United Methodist Churches are working on merging to form a stronger and vibrant church that will more effectively reach its communities. This merger effort began with the folks of the Lewiston: Orchards church reaching out to the others to explore merging. I have been working with their merger team since August. As of this writing, the four churches are approaching a final vote to approve the merger. Please keep them in your prayers as they make this decision. All my work with small churches is related to the M (ministry that matters) and the L (lay leadership enhancement) in the M.I.L.E.

In addition to my work as the Transitional Ministry Developer, I convened the bishop's

Task Force on Church Properties. Our original task was to develop a procedure for our Annual Conferences to evaluate closed church properties for their ministry potential. We accomplished that task and presented it to the Boards of Trustees of the PNW and OR-ID conferences, the bishop, and the cabinet. Who will be responsible for this evaluation on our closed church properties is still to be determined.

The Task Force is now evaluating our next steps. The challenge of evaluating closed church properties for ministry potential is that no congregation is available to analyze the basic property conditions or engage the local community in a discussion of potential uses of the property. We need to equip all our local churches to evaluate the ministry potential of their properties as part of their overall vision for their future. Every church should see its property as a significant resource for expanding its discipleship-building ministries. We have recently been made aware of a non-profit ministry that helps churches develop “property mission statements,” which we will explore further. Again, this work relates to the M and L of the M.I.L.E., since its success depends on equipping the laity to effectively use the properties they hold in trust for the growth of the United Methodist mission in our area.

As a member of the Office of Connectional Ministries, I am assigned to be the Conference staff liaison to the Board of Trustees, the Conference Committee on Certified Lay Ministries, and the Board of Higher Education and Campus Ministries. I attend scheduled meetings of these groups and listen for ways that the OCM might support their work.

Respectfully submitted,

Rev. Kathy Neary
Transitional Ministry Developer

Archives and History

The conference year 2024 – 2025 has been a “reboot” for the Pacific Northwest United Methodist Church (PNWUMC) archives. The commission has met several times since the Annual Conference. We are sorting and planning for a new archive and history location that will provide greater ease for research and access.

A section has been added to the conference website to provide documents for local churches. The commission did a survey at charge conference time to see how it can assist local church historians. A few individual consultations have taken place, and more connecting with local church historians is planned for the future. Research into baptismal, marriage, and death records continues as requested. This year, several of the members are participating in the Truth Telling Project, providing resources and research.

The General Commission on Archives and History offers two courses. One is the course on becoming a local church historian. The second is related to the Lay Servant Program: Certified Lay Minister - Ministry of Memory.

This year, at the Annual Conference, the commission will present certificates honoring Richard Cook, Arthur Edwards, David Edwards, David Gillespie, Charles Hindman, and Melvin Woodworth, for the 50th anniversary of their ordination as Elder in The United Methodist Church; all ordained by Bishop Choy; Terrill Gibson, from Nebraska, and David Wendleton from West Missouri, for 50th anniversary of their ordination as Elder in The United Methodist Church. David Biles and David Zaske for the 60th anniversary of their ordination as Elder in The Methodist Church; Ordained Everett Palmer and Darrel Reeck, Elder in the Evangelical United Brethren, and ordained by Maynard Sparks.

The official records and archives of the Pacific Northwest Annual Conference of The United Methodist Church are located at the conference office in Des Moines, Washington, at The Bridge in Tacoma, Washington, and at Central Church in Richland, Washington.

Please check the conference website for information, or send an email for more information.

Rev. Pamela Osborne

Chair, PNWUMC Commission on Archives and History

Camping Board of Stewards

The Camping Board of Stewards (CBS) mission statement is “Forming and renewing spiritual life through gracious hospitality in inspiring places, empowered leadership, effective management and resources, and broad connections.” CBS currently oversees four camps in the PNW Conference: Indianola, Lazy F, Ocean Park, and Twinlow. We are happy to share some highlights of how we have worked to live into our mission over this past year in hopes that you will feel connected to this mission and ministry.

Forming and renewing spiritual life

We are excited that guest groups feel comfortable returning to our Camp and Retreat Ministry centers. We have seen our camper numbers and camp usage grow this past year. God has blessed us as we have worked diligently to provide all a great God-centered, inspired, and motivated camp experience, regardless of age. Our camp usage includes church retreats, special interest groups, personal retreats for pastoral staff, and hosting several groups from outside the United Methodist Church.

Gracious hospitality in inspiring places

All our summer camps are awesome. We continue to host Washington State youth and kids with our summer programs and Elementary Education Day camps.

As with every church, the lands and buildings in our care need repairs to keep them safe for our campers and guests.

Current projects and considerations include:

- Finishing the bath houses at Ocean Park and starting at Twinlow
- The Doe-Kag-Wats (the marshy land just north of the campfire pit) has been known to Camp Indianola as a land Sacred to the Suquamish Tribe. The tribe continues to show great interest in this land and other land that used to belong to the Suquamish. This has prompted discussions on social justice and land reclamation that will likely continue and deepen over the next few years.

Empowered leadership

The CBS board is excited to share that after prayerful consideration, we have hired a new director to lead Camp Twinlow. Tyler Rauhauser was hired as the new director. Tyler was a local pastor from the Pennsylvania conference. Tyler has hit the ground running. He is working with the Twinlow board to kick off a new bath/shower house capital campaign and is preparing to help Twinlow celebrate its 100th anniversary. Tyler and his wife, Kathryn, enjoy all the PNW offers!

We are thrilled that Greg Clensy, David Collins, and Dave Burfeind continue to serve at Ocean Park, Camp Indianola, and Lazy F, respectively, and that Alan Rogstad continues to support all our camps as the Executive Director.

Effective management and resources, and broad connections

Our camps are in relatively good financial shape due to careful attention to expenses. CBS continues to actively update our strategic plans for our Camping and Retreat Ministry, and we continue to evaluate and respond to how we can be the best stewards of the camps we are charged to manage.

Our greatest resource is **YOU** - the people of the United Methodist Conference who uphold Camp and Retreat Ministries by their prayers, presence, gifts, and service. It is not too late! Several camps are still looking for volunteers to assist in various positions at our summer camps. If you are looking for something to fill your spirit, remind you of the wonder of God's glorious creation, an opportunity to connect with and make the difference in a child's life, or just for a fun change of pace - please get in touch with any one of our camp directors to get connected.

Rick Sperry

Chairperson, Camping Board of Stewards

Board of Church and Society

The CBCS met via Zoom on March 28 and December 10, 2024. However, our efforts to create networks for justice were actively pursued outside of our meeting times and dates. Included on the Board were the President of United Women in Faith, Deb Avery, and the past UWF Social Justice Coordinator, Sara Krum. In December, Ja Net' Crouse of East Wenatchee replaced Sara as the Women in Faith Social Justice Coordinator on the Board. Deb regularly presented a report to the board regarding their retreats, conferences, and other activities. Their insights, justice activities, and commitments to women's roles in the church continued to be highly impressive and enriched our meetings and activities as an Annual Conference.

Our PNW CBCS's efforts to ask each local church to elect and have a social justice advocate reported at their church charge conference met with significant success in 2024. Longtime CBCS member from Bonners Ferry, Judy Dirks, researched which churches and districts were up to date in identifying their local church Social Justice Advocates. We are pleased with the progress in these efforts, as there are now advocates in most of our local churches. The CBCS continued to commit to efforts to contact each District Office to ascertain who the advocate/contact is for 2025. Judy also developed a job description for the district representatives on the Board and their responsibilities for communicating with the local church advocates regarding the dissemination of Conference and General Church information.

As our board in the past quadrennia has chosen several areas of concern to address in our ministries, such as peace and justice, racism, and homelessness, in 2024, we have focused on the Creation of Justice and environmental protection efforts of the General Church and our Annual Conference. The board submitted a supportive resolution for the 2024 General Conference to request that fossil fuels be added to the list of items for exclusion of investment placed in Paragraph 717 of the Book of Discipline. At our March 28 meeting, the board voted to adopt two petitions to the Annual Conference as cosponsors with the Western Jurisdiction United Methodist Creation Justice Movement, advocating Net Zero practices by local churches. These passed our board and were submitted to the OCM office.

For several years, the CBCS has had the privilege and practice of giving annual awards to outstanding churches and organizations that promote peace through justice programs. The Kelso United Presbyterian Church and the Darington United Methodist Church applications were accepted for the Peace with Justice Awards. Last year, we also voted to make an award to The Fig Tree Project. This ecumenical, interfaith non-profit followed the example of the Rev. Dr. Martin Luther King Jr. as an advocate for racial justice. We are deeply grateful to Rev. David Wright, PNW CBCS Peace & Justice Coordinator and University Chaplain at the University of Puget Sound, for his time commitments and efforts to oversee this process of making awards. The recipients of those awards are typically announced at the Annual Conference, and we have requested a time to do so again at the 2025 Conference at Bothell UMC.

Sincerely submitted in grace and peace,

Rev. K. James Davis,
Vice Chairperson Convener, CBCS

Congregational Development

The Board of Congregational Development (BOCD) oversees the creation of new faith communities and support for vitality in existing congregations. It works in conjunction with the GNW Appointive Cabinet.

Funding for this work comes from a few sources – some from apportioned giving, but most from legacy funds the Board of Trustees transferred from the sale of church properties. The BOCD feels a special responsibility for seeing that these legacy funds are invested in faith expressions that might resonate with new people, younger people, and more diverse people for the continuation of a Wesleyan theology in the region.

With the retirement of Kristina Gonzales on December 31, 2024, the BOCD is figuring out how best to function without an Executive Director of Innovation and Vitality. The gift is that our board is beginning to take strong ownership of our work together. Our meetings are lively and full of deep conversation and discernment. We are in the beginning phase of a new way of functioning, and each meeting feels like we are getting closer to a new way to engage this vital ministry. I am grateful to the gifted members of BOCD who are deeply committed and care about the future of the UMC. The addition to our board of two past planters, now serving in brick-and-mortar churches, has been a real asset to us. We value their perspective immensely.

Just prior to Kristina's retirement, we visited many of the planters we had left in an effort to strengthen our relationship. We have incredibly talented leaders, both on the BOCD and those receiving funding from the board. Our work is hard, and we make very difficult decisions that not everyone is happy with. Rest assured, we are doing our due diligence prior to making the hard decisions.

We, as a board, want the Annual Conference to know that we value your input. As we move forward into a new way of addressing these important ministries, we see ourselves as working together with all of you and our GNW Appointive Cabinet.

Though the work is hard and even grueling at times, we celebrate with you the many blessings our planters and projects bring to our denomination. We ask that you pray with us as a board that we support all the projects well and that we, together with the entire GNWUMC, find ways our Wesleyan theology can multiply to bring transformation in the world.

Submitted by,

Rev. Kathy Hartgraves

Chair, Board of Congregational Development

Board of Discipleship

Over the past year, the Board of Discipleship has met multiple times to explore how to foster discipleship across the conference, build meaningful connections with other boards and agencies, and support transformative ministry efforts. Our team has been actively discerning how to serve as a resource for discipleship at every level while also learning from the work in our churches, camps, and communities.

Leadership and Board Membership

This year marks a transition in our leadership. Rev. Ashley Creek and Rev. Megan Madsen will serve as co-chairs, bringing perspectives from both the East and West of the mountains. Rev. DJ del Rosario will continue as a board member, offering support and continuity. We are also discussing expanding the board to ensure broad representation, particularly from diverse ministry contexts.

Current members of the Board of Discipleship:

- Rev. Ashley Creek (Co-Chair)
- Rev. Megan Madsen (Co-Chair)
- Rev. DJ del Rosario
- Patrick Scriven (Conference staff)
- Rev. Kellen Corliss
- Rev. Drew Hogan
- Rev. Ferdie Llenado
- Falisha Hola

Topics and Key Conversations

Throughout our meetings, we have engaged in meaningful discussions about:

- Discipleship across diverse ministry settings – Recognizing how discipleship is nurtured in different contexts, from local churches to camp ministries, lay-led communities, and beyond.
- Bridging resources across the conference—Many leaders have expressed a need for Wesleyan-based discipleship resources. Many are using whatever materials they can find online. We are discerning how to curate and share effective discipleship tools.
- Support for youth and young adult discipleship – Engaging with Pacific Islander ministries, Christmas Institute leadership, and youth workers across the conference to ensure they have the support and necessary Wesleyan theological grounding.
- Collaboration with United Women in Faith (UWF) – Exploring ways to partner with Mission u and other UWF initiatives to expand discipleship offerings.
- The role of Camping ministry in discipleship – Engaging in conversations with camp directors about strengthening discipleship work within our camping minis-

tries.

- Listening to the needs of different groups – Including ethnic ministries, disability ministries, older adults, and emerging leaders to shape a broader, more inclusive vision of discipleship.

Collaboration and Future Goals

Moving forward, one of our key priorities is deepening partnerships with other boards and agencies to understand better and support discipleship efforts conference wide. Board members have committed to serving as liaisons to key groups, including but not limited to:

- Board of Congregational Development
- Board of Ordained Ministry
- Board of Trustees
- Camp Directors
- Council on Finance and Administration
- Disability Ministries
- Ethnic Ministries
- We are also exploring a presence at ministry gatherings such as Annual Conference, where we can share discipleship opportunities and listen to the needs of clergy and laity alike.

Looking Ahead

As we move forward, we remain committed to:

- Gathering and sharing resources for faith formation across all ages and ministry settings.
- Listening deeply to those doing discipleship work on the ground—particularly youth leaders, lay-led ministries, and diverse communities.
- Curating Wesleyan-based discipleship materials that are relevant, accessible, and adaptable.
- Engaging in new partnerships to ensure that discipleship remains at the heart of our conference's mission.

We look forward to continuing these critical conversations and working alongside other teams, agencies, and local churches to strengthen discipleship in all its forms.

Next Steps and Meetings

Our upcoming meetings will focus on further defining discipleship, engaging in more listening sessions, and refining our strategy for supporting ministries across the conference. If you or your ministry team have insights, needs, or ideas to share, we invite you to join the conversation.

We are grateful for this work, our new co-chairs' leadership, and the ways God is moving in discipleship throughout our conference.

Respectfully submitted,

Rev. DJ del Rosario

Environmental Stewardship

Commission Formation and Operations

Background

In the 2023 PNW Annual Conference, legislation was passed pledging the conference to achieve net-zero emissions by 2040 across all work and to put equity and justice at the center. Further, it called for local congregations to pledge an increase in energy efficiency of church buildings and parsonages by 50% by 2030. To advance planning to act against these goals, the Office of Connectional Ministries created a Creation Care & Justice Task Force in 2023. This group pursued many aspects of creation care and justice, including developing strategies (Heat Pump Fund and Solar for All), and seeking and winning grant funding to support local congregations pursuing the goals.

The 2024 session of the PNW Annual Conference established the Commission on Environmental Stewardship to accomplish several tasks related to achieving the goals it set for 2040 and to address the intersectional relationship between faith, race, and the environment.

Toward a missional, sustainable, and faithful church

- Recognize the church as the presence of God on Earth, as it is in heaven, both now and for the future, and develop and advance a vision toward a sustainable church, empowering congregations and more to take action consistent with that vision, as well as develop resources for that effort.
- Develop a working document that defines environmental justice priorities for the Pacific Northwest Conference.
- Work in collaboration with conference staff and conference boards to establish accountability structures and benchmarks for the conference's goal to achieve net-zero emissions by 2040 across ministries, facilities, operations, and investments, and to leverage the gifts of our connection putting equity and justice at the center as we build a net zero emission economy by 2040.
- Ensure benchmarks and structures align with Pacific Northwest Conference values, and build partnerships with communities most affected by environmental impacts and climate change.

Toward the funding and achievement of net-zero goals

- Develop a working document to define what work areas will and will not be considered when seeking strategic funding opportunities.
- Participate in the conference budgeting process to ensure that environmental stewardship priorities and funding are robustly included in and integrated into every aspect of the conference budget.
- Collaborate with conference staff and others to identify, apply for, and work to secure new funding sources designated to achieve the Pacific Northwest Conference's commitments to net-zero emissions by 2040 across conference ministries, facilities,

operations and investments, and to obligations by local churches to increase energy efficiency by 50% by 2030, ensuring that funding is provided to, and available for, local congregations and conference entities working to reduce greenhouse gas emissions in their contexts.

- Support and encourage congregations to divest from emissions-laden investments and practices and toward re-investment in low-carbon, sustainable alternatives—i.e., addressing food waste, single-use refuse disposal, electrification, and obtaining energy from clean power sources.

Toward essential environmental and community restoration

- Pursue just partnerships, opportunities for restorative justice, and community recovery both within the congregation and outside the church's walls.
- Coordinate and collaborate with the strategic work of appropriate conference staff.

The Commission held its first online meeting in January 2025 and its first hybrid meeting in February at Camp Indianola. A broad, flat leadership structure was established, including the recommendation that Jackie Celin and Laura Baumgartner be nominated as co-Caretaker Coordinators in response to the mandate from the General Conference. Working norms were discussed for the commission, including the intention to conduct the work using a consensus decision-making model. A significant focus of the agenda was to establish priorities for the work and create teams to pursue the priorities. Each priority was claimed by a working team of 2-5 commission members or advisers. These priorities include:

- The Public Square: how we collaborate, activate, and share knowledge beyond United Methodist entities;
- Relationships of Solidarity with Communities of Color: focusing on relationships with Indigenous peoples and wisdom, ethnic caucuses, and at-risk communities;
- Commission Functions: funding, staffing, training, and recruiting a diverse membership of the Commission;
- Connectional Support: developing, creating, curating, and training to support and offer resources to networks of local churches and PNWUMC entities;
- Church Support: providing resources, training, and support for local churches to achieve the net-zero goals;
- Church Action Menu: Establish a centralized action plan list that churches can reference and achieve.
- In the Family: mutually interdependent support of PNWUMC staff, facilities, and organizations;
- Annual Conference Policies: coordinating, drafting, and presenting legislation, policies, practices, and other strategies to achieve environmental equity.

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2025 PNWAC

Work with Congregations

Multiple on-ramps to do the work together

Much of what this Commission does will go nowhere without the efforts of local churches. We hope to provide many ways for congregations to get involved, in ways that are supportive and appropriate for the context where each one is engaged in ministry. We hope to provide a web-based clearinghouse where resources for worship, education, leadership structures, energy efficiency, reducing greenhouse gases, best practices with groundskeeping and waste management, funding streams, legislation, and much more will be at the fingertips of Green Teams and other church leaders when they need it.

The development of this web-based clearinghouse will build on the results of the 2024 survey of 47 congregations spread across all 5 PNW districts about what kinds of support would be most helpful to them in moving more intentionally into the area of Creation Care and Justice at this time. We heard clearly through that survey that many local congregations are interested and ready to advance, but finding ways to pay for improvements prevents their progress.

Grants

Our Commission, in partnership with the Faith Foundation Northwest and others, has been instrumental in the process of applying for and being awarded two grants for moving heating systems in parsonages and churches from fossil fuels to electric sources of energy and other endeavors that help to bring our climate justice values to fruition. In addition, we have supported applications from numerous local congregations to access grant money to add solar or heat pumps to their facilities. Our Commission has played information clearing house and technical support roles for grants to fund solar energy systems and the 30% IRA tax credit known as “Direct Pay”. A pilot database of 45 PNW churches and camps has led to tracking grant applications, results, intended purpose, and regular e-mail blasts to alert those in the database of upcoming opportunities. To date, 12 PNW churches have reported applying for solar grants totalling \$3.8 million, and seven have reported winning grants totalling \$2.3 million. This pilot database will become part of the web-based information portal, and any GNW Area member will be encouraged to join.

New Charge Conference Reporting on Environmental Stewardship

Based on the legislation that passed at our Annual Conference in 2024, our Commission will be developing a new reporting structure for every local congregation to share their efforts annually at the Charge Conference in the areas of Creation Care and Justice and Environmental Stewardship. The goal is not to create onerous paperwork, but to collect information that will guide the future directions of this Commission and celebrate the great ideas and best practices already being generated to help us learn to live with all of Creation, throughout the Annual Conference and beyond.

Work with Boards and Agencies

Funding Streams

An initial endeavor for the Commission was to understand funding streams that would support the work of environmental stewardship in our conference. The 2025 narrative budget passed at the December 2024 special called session of the Annual Conference included a missional priority for Creation Care and Justice and a note that 9% of the Annual Conference budget would be earmarked for that work. Based on conversations with the Conference Treasurer, members of the Connectional Table, members of the General Commission on Finance and Administration, members of the Board of Trustees, our understanding is that the 9% represents time that existing staff members already devote to this effort, equipment and overhead related to use of existing resources within the conference such as meeting rooms and technology for meetings, as well as some support from funds dedicated to emerging ministries that were made available for this Commission's retreat at Indianola. Even though 9% is dedicated to Creation Care and Justice efforts, the Annual Conference budget is not a source of funding for new efforts of the Commission or personnel who would support our efforts beyond volunteers.

Therefore, one of the first efforts of the Commission has been to explore what other funding options there might be. The possibility of dedicated funds from within the Pacific Northwest Conference may prove fruitful. In addition, following the lead of the South Central Jurisdiction, a grant model to provide funding for personnel in multiple Annual Conferences at once is in the research stage.

Collaboration on Mission

Many other organizations in the Annual Conference are also working on Creation Care and Justice ministries, and part of the role of our Commission will be to facilitate communication and coordinate efforts so we are all aware of and building on each other's work. Initially, those efforts start with the United Women in Faith and the Board of Church and Society. United Women in Faith (UWF) is hosting Mission U this summer, and one of the co-chairs of our Commission is the keynote speaker for that event. Possibilities for UWF and this Commission to partner in education, outreach, and mission efforts abound.

In addition, the Commission's recommendation to name two co-coordinators in the Caretakers of God's Creation Coordinator role, as defined by General Conference 2020/24, provides for collaboration with the Board of Church and Society. Initial conversations have been initiated around the legislation submitted for this Annual Conference and will continue.

The Connectional Table supported the formation of this Commission. Kathy Hogg and David Valera helped to gather the precursor group and have been instrumental in facilitating connections to allow the Commission to set the priorities for our first year's work. For resourcing and accountability, we rely on the leadership and direction of the Connectional Table while looking to what other structures may emerge in the future.

L-38 MINISTRY REPORTS

2025 PNWAC

Moving Forward Together

With the short-term and long-term goals and aspirations set at our recent retreat, this Commission has developed some next steps for moving forward together.

In the near term, this Commission has been developing two pieces of legislation for the 2025 PNW Annual Conference session. The first is a recommendation that the Pacific Northwest Conference affirm the positions made at the 2020/24 General Conference regarding climate change, including topics on clean energy and action in the local church and conference. The second piece of legislation encourages continued fossil fuel divestment.

The work of this Commission also wouldn't be possible without the collaboration and support through our connections to organizations beyond the local church, and our conference. These include the General Board of Global Ministries Earthkeepers program, Earth Ministry/Washington Interfaith Power and Light, Ecumenical Ministries of Oregon/Oregon Interfaith Power and Light, and United Methodist Creation Justice Movement. This Commission is exploring how to keep the persons who have completed the Earthkeepers program in our conference better connected so that we can continue to learn from and support one another while building connections in our local churches with the work of this Commission. Additionally, our co-coordinators are engaged with the Caretakers of God's Creation Coordinators from across the other conferences throughout the United States, helping each other figure out how to step into these roles most effectively.

This Commission also recognizes the need to do more to engage the populations and communities most affected by our current climate crisis. Beyond partnering with organizations that can help us hear from many perspectives, we also commit to norms that challenge habits of mind and patterns of being that participate in harmful practices of dominant culture. For example, we will have open meetings that will be part of the online PNW Calendar to engage all interested in the topics, use consensus-based decision making, and invite many contributors. Further, the clearinghouse of Commission resources that is being developed will be made widely available. We are creating places at the table for more voices to be heard. If you want to be involved, we look forward to hearing from you.

Next Steps

Our commission plans to meet monthly by Zoom and quarterly in a hybrid model to continue our work. Weaving together racial, environmental, health, and housing justice, the Commission seeks to align the work of local churches, conference staff, boards, and agencies, and the Annual Conference with the goals adopted at Annual Conference 2023, 2024, and 2025, with the adopted ministry priorities and Ministries that Matter.

Submitted by,

Deaconess Sophia Agtarap, Co-Chair, **Rev. Paul Mitchell**, Co-Chair, **Rev. Jackie Celin**, Caretaker of God's Creation Co-coordinator **Rev. Laura Baumgartner**, Caretaker of God's Creation Co-coordinator

Ethnic Ministries

Do nothing out of selfish ambition or vain conceit. Instead, in humility, value others above yourselves, not looking to your own interests but to the interests of others. - Philippians 2:3

In alignment with MILE, a values-driven initiative for the Greater Northwest Area, the Commission on Ethnic Ministries (COEM) has strategically realigned its spending budget. This adjustment is essential in the fight against racism, as it funds ministries that empower racial and ethnic leaders, laity, and youth. The MILE strategic plan is comprehensive, and our financial allocations align with its core pillars.

The COEM has effectively supported vital ministries throughout the Annual Conference, creating opportunities for ethnic ministers in the Greater Northwest Area (GNWA) to promote relationships and establish connections. In addition to our established partnerships, we have encouraged our Ethnic Ministers to seek funding for innovative and transformative ministries. We also wholeheartedly embrace the MILE mission, adopting a holistic approach to health, focusing on mental health. Recognizing the impact of mental health on the broader human ecosystem, we have intentionally supported racial-ethnic ministers by providing opportunities for connection and funding for leadership development retreats and caucuses.

Below are some of the COEM's accomplishments within the Pacific Northwest Conference (PNWC) over the past year.

Greater Northwest Area (GNWA) Summer Gathering 2024

The COEM sponsored a gathering of all ethnic ministers and families from the GNWA at Seward Park. We were able to reconnect with each other and make new connections. The time was festive and restorative. We were blessed with a feast beyond our expectations and imagination. As a result, we were able to partner with Fairwood UMC and provide a generous meal for the men's shelter housed at the church. To God be the Glory for the Great Things God keeps doing!

Strengthening the Black Church for the 21st Century (SBC21) Wellness Cohort/Black Methodist for Church Renewal 2025

The ministers of the African diaspora were invited to participate in a five-week Western Jurisdictional Wellness Cohort. Seventy-five percent of the clergy from the specified demographic attended the sessions, which were tailored to be vital and contextualized for their leadership. As a result of the vitality of those sessions, the COEM provided full scholarships for attendees who could attend the Black Methodist for Church Renewal (BMCR) national meeting held in Los Angeles, California, this past March.

The GNW Area has been dormant in its representation with BMCR, one of the five ethnic caucuses of the United Methodist Church. Rev. Dr. Byron Harris and Rev. Grace Ncabani Mmujuri have accepted the roles of Co-leaders for the BMCR PNW-GNWA, and we look forward to supporting them as they learn and develop in their roles. To God be the Glory for the Great things God keeps doing!

Mutual Care**Pastor Wilma Reyes**

The commission extended Mutual Care to Pastor Wilma Reyes, a new pastor serving in the PNW. Pastor Reyes traveled cross-country from Florida to attend the Annual Conference in Richland, Washington. We were able to help welcome her and provide mutual care during her transition. To God be The Glory for the Great things God keeps doing!

Monalisa Tuitahi

Since President Trump's inauguration, the nation and the world have been plagued with chaos from the numerous insidious executive orders signed by the president. With a hyperfocus on Black and Brown people and immigrant deportations, the COEM responded by inviting Monalisa Tuitahi Esquire, Co-chair of the Western Jurisdiction Leadership Team, to join the GNWA and some of our Western Jurisdiction ethnic siblings virtually to help us understand the impact and significance of the Executive Orders and our rights. The time was productive and informative. To God be The Glory for the Great things God keeps doing!

Pastor Zulma Tifre

Pastor Zulma is a gifted and passionate leader spearheading a vibrant Hispanic ministry at Mt. Vernon United Methodist Church. She is pursuing her M.Div. at the Perkins School of Theology. Like many immigrants and students of color, she faces significant challenges in securing equitable funding, often due to the barriers encountered by racial-ethnic ministry students. Many immigrant students find themselves ineligible for loans, scholarships, and federal aid accessible to other students. Additionally, they incur hidden costs, such as visa fees, which means that financial support from various boards may not fully cover the essential expenses of their education. The COEM has aided Pastor Zulma, a bright star in her educational journey. To God be The Glory for the Great things God keeps doing!

Christmas Institute 2024

The commission significantly supported the vital work of The Christmas Institute (CI), a prominent conference ministry dedicated to promoting connections among Filipino American and Filipino Canadian youth and young adults. The institute was convened in person from December 27 to 31, marking a noteworthy year of faith formation and discernment focused on ministry and lay leadership development for its participants. The event attracted seventy attendees and approximately fifty visitors. To God be The Glory for the Great things God keeps doing!

Pacific Northwest Camp and Ministries

The commission is pleased to support The Pacific Northwest Camp and Retreat Ministries' vital mission: "to serve as sanctuaries of Christian hospitality, renewal, and learning within God's natural world." This camp ministry is crucial in providing scholarships to ethnic youth within the Pacific Northwest Conference (PNWC). To God be The Glory for the Great things God keeps doing!

Upcoming 2025**Students Learning About Mission (SLAM)**

COEM will continue supporting PNWC youth to attend a mission trip in partnership with Mending Wings. The summer mission trip is hosted and led by members of Mending Wings, a faith-based, native non-profit organization. Throughout the week-long experience on the reservation, students and adults will learn about Native American history and culture and participate in locally selected service projects that benefit Native elders.

GNWA Ethnic Ministers Retreat

The Fall retreat. A retreat is planned for early Fall 2025. Location and Dates are still to be determined.

Artificial Intelligence and Ministry

The commission recognizes that we are serving in a season of reimaging our ministry context. Therefore, we have voted to hire a professional consultant of color to design a virtual workshop on integrating AI technology to help us become more efficient and productive with integrity. We will hold a seminar in May to introduce how AI can assist us with administrative tasks, including creating manuals, dictation, and language translations.

We look forward to hearing from Dr. Corey Frazier, a sought-after technology leader.

Proposal for Financial Support for the “Liberating Grace” Website by Joel Rodríguez and Aurora Cáliz

Liberating Grace is a pastoral initiative that shares biweekly devotionals designed to strengthen the faith of Christian communities. Through personal experiences, biblical reflections, and topics such as faith in times of uncertainty and resilience, we seek to inspire pastors, leaders, and members of the United Methodist Church. The website will also enable the publication of resources, reflections, and materials in both Spanish and English, providing faith and prayer support to the community.

Respectfully Submitted,

Rev. Dr. Troy Lynn Carr, D. Min, MNPL
Chair PNW Commission on Ethnic Ministry



LAKE RETREAT CAMP
RAVENSDALE, WA



Christmas Institute - Pacific Northwest

CI-PNW

CHRISTMAS INSTITUTE - PACIFIC NORTHWEST

ANNUAL REPORT

2024



PROGRAM AND AGENDA



CI-PNW’s “Intersections” theme for 2024 aimed to define the intersections we face individually and communally and to understand how God is within that work. Our hope was for participants to find a relationship with God and for that relationship to be a part of their lives’ INTERSECTIONS.

CI-PNW was grateful to host a **5-day, 4-night** camp and locate a venue near the greater Seattle-area, reducing the stress of excessive travel and/or crossing mountain passes during the Wintertime. Continued financial support from the **Pacific Northwest Conference of The United Methodist Church** and local fundraising efforts enabled us to **keep registration costs lower** for all participants and help subsidize the costs of our volunteer leaders and campers most in need who otherwise would not be able to participate due to rising operational costs. We hope to continue finding more ways to keep costs low for everyone.

Christmas Institute is an ethnically relevant ministry supported through the **PNWUMC Commission on Ethnic Ministries (COEM)** and is designed to nurture our young people in their spiritual faith and call to ministry, inspiring great leaders throughout our global church and community. CI-PNW is open to ALL who are seeking Jesus Christ, spiritual guidance, acceptance, and fellowship. Our target population includes immigrant Filipino American and Filipino Canadian families within The United Methodist Church—to strengthen and support our young people as they become leaders.

CI-PNW 2024 HIGHLIGHTS

70 total attendees

- 11 first-time campers (Grades 6-12)
- 17 returning campers (Grades 7-12)
- 13 Leaders-In-Training / LITs (Post-HS)
- 14 full-time leaders and clergy (deans)
- 11 additional support staff and clergy
- 2 local church youth group chaperones
- 2 future CI campers (family members)
- Plus multiple visitors and guests during morning/evening worship sessions and MTV talent night (over 50 guests!)

Relevant Activities and Programming

- Age-specific small group discussions
- Special Topics Forum: Intersections of Racial Capitalism and Consumerism
- Spiritual act of faith (self-reflection/ journey, sharing our burdens and joys)
- Interest/Passion Group workshops: Sayaw (Filipino dance), Praise Band, customer service, José Rizal Day, Architecture, self care, and more!

CI-PNW also supported the successful launch of the very first CI-Canada this 2024.

MINISTRY REPORTS

2024 DESIGN TEAM

- | | | | |
|-------------------------|--------------|---------------------|------------------|
| -Pastor Yvonne Agduyeng | #AJ Balacua | +Noelle Evangelista | *Lawrence Paltep |
| +Gelo Andres | @Angela Chen | ^Rachel Navarro | ^EJ Ragual |

+Beacon UMC | *Blaine Memorial UMC | #First UMC of Canada | ^Kent UMC | -Redmond UMC | @N/A



THEME AND BIBLE STUDY OVERVIEW

CI-PNW 2024 THEME: “INTERSECTIONS”

*Bible Study Overview prepared by Pastor Shalom Agtarap
in collaboration with the CI-PNW Design Team*

SUB-THEME #1: INTERSECTING WITH HUMANITY

Psalm 25:1-10; John 1:1-14; Luke 4:1-13

SUB-THEME #2: INTERSECTING WITH SUFFERING

Luke 4:16-22; Luke 22:7-20

SUB-THEME #3: INTERSECTING WITH POLITICS (SUPPORTING THE COMMON GOOD)

Acts 2:43-47; Acts 4:32-37; Matthew 6:9-13 (The Lord’s Prayer)



#OURBREAD

INTERSECTIONS
CI-PNW 2024

Core Principles of this Bible Study (and our United Methodist faith):

- **Incarnation, not Redemption.** God intersects humanity, and in Jesus, takes on flesh. This intersection makes God being incarnate as the most important intersection. God is real! If God was just a concept or not able to be known or seen, now, God comes in the form of human flesh, part of a family, knowing joy and pain.
- **Love is our commandment.** We are created to be in this world of diversity, we’re not supposed to be alike! From the earliest stories of creation, we are made to be different. And, in our difference, we are called to love. Jesus even said, don’t just love your family and your neighbor, you’re even supposed to love your enemies. John Wesley famously said in one of his sermons, “though we may not think alike, may we not love alike?” We are to check ourselves to make sure we are loving our neighbors before we talk to them. As the song goes, “they’ll know we are Christians by our love.”
- **Imperfection instead of Perfection.** As we grow in our life of faith, we must get comfortable with the idea that choose to take the low road, to sit with those who have no friends, to give money to those who are struggling to make ends meet, we are choosing to be in relationship with those who are unsure if there even is a loving God. From Jesus through Christian history, we were sent on a path of supposed perfection, and now, you know, we’re told perfection is not even a human concept. It means emptiness, as the Buddhists would say, beginning at the place of not knowing. Beginning at the place of not being perfect. If a camper says they know nothing about God, Jesus, the Bible, we can reassure them that this is a beautiful place to start. From this place we can see goodness of God revealed all around us without thinking it has to look a certain way or be “perfect.”

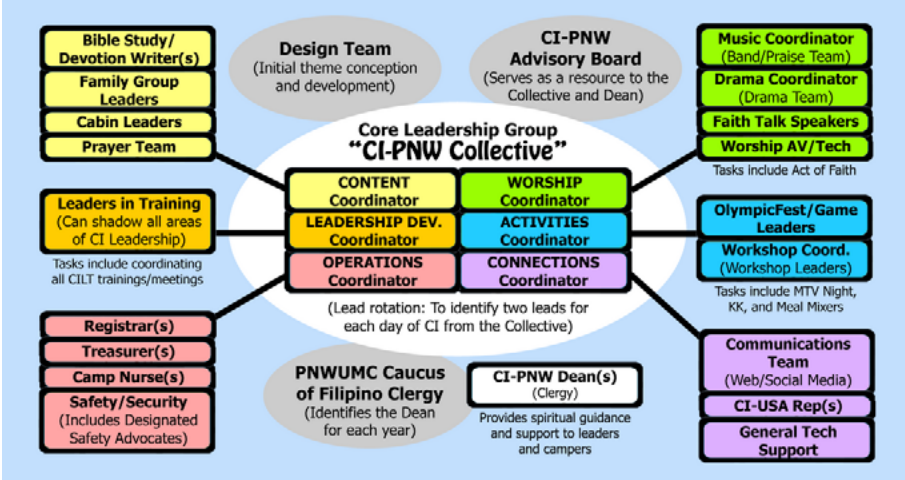


CI-PNW CORE LEADERSHIP AND ORGANIZATION



CI-PNW COLLECTIVE + DEANS 2024

LEADERSHIP DEV COORD Angela Chen	CONNECTIONS COORDINATOR Noelle Evangelista	CONTENT COORDINATOR EJ Ragual
OPERATIONS COORDINATOR Nicole Vicente	WORSHIP COORDINATOR Gelo Andres	ACTIVITIES COORDINATOR Justin Baradi
CI-PNW DEANS Pastor Dione Corsilles, Pastor Riva Tabelisma		





CI-PNW 2024 SCHEDULE

	FRIDAY Dec 27	SATURDAY Dec 28	SUNDAY Dec 29	MONDAY Dec 30	TUESDAY Dec 31
7:30 AM		Optional Morning Stretch	Optional Morning Stretch	Optional Morning Stretch	CAMPER CLEAN UP
8:00 AM		Morning Devotion	Morning Devotion	Morning Devotion	Pack and clean
8:30 AM		Breakfast 8:30 - 9:30 AM	Breakfast 8:30 - 9:30 AM	Breakfast 8:30 - 9:30 AM	Breakfast 8:30 - 9:30 AM
9:00 AM		Morning Worship 9:30 - 10:30 AM	Morning Worship 9:30 - 10:30 AM	Morning Worship 9:30 - 10:30 AM	Vacate rooms by 9:45 AM
9:30 AM		Family Groups 10:30 AM - 12:00 PM	Family Groups 10:30 AM - 12:00 PM	Family Groups 10:30 AM - 12:00 PM	Family Groups 10:50 AM
10:00 AM		Break	Break	Break	Closing Worship Session and Communion 10:30 AM - 12:00 PM
10:30 AM		Lunch 12:30 - 1:30 PM	Lunch 12:30 - 1:30 PM	Lunch 12:30 - 1:30 PM	LEADERS ONLY Lunch and clean-up
11:00 AM		Siesta 1:30 - 2:00 PM	Siesta 1:30 - 2:00 PM	Siesta 1:30 - 2:00 PM	LEADERS ONLY
11:30 AM	No leaders before 2pm	OlympicFest Games 2:30 - 3:30 PM	OlympicFest Games 2:30 - 3:30 PM	OlympicFest Games 2:00 - 3:00 PM	Load equipment and depart
12:00 PM	LEADERS ONLY Set-up and general prep prior to camper arrival	Passion Groups 3:30 - 4:30 PM	Passion Groups 3:30 - 4:30 PM	INTERSECTIONS 3:00 - 4:00 PM	Leaders depart by 2:30pm
1:30 PM	No campers before 4pm	MTV Practice / Break 4:30 - 5:30 PM	MTV Practice / Break 4:30 - 5:30 PM	Get ready for dinner	
2:00 PM	ALL CAMPER ARRIVAL AT 4PM required check in and room assignments	Dinner 5:30 - 6:30 PM	Dinner 5:30 - 6:30 PM	Banquet Dinner 5:30 - 6:30 PM	
2:30 PM	CI-PNW Orientation and Intros 6:30 - 7:30 PM	Evening Worship 7:30 - 9:00 PM	Guest Arrivals 6:30 PM	Break	
3:00 PM	Family Groups 7:30 PM	Free Time 9:00 - 10:00 PM	MTV Night (Talent Night) 8:00 - 9:00 PM	KK Revelations 8:00 PM	
3:30 PM	OlympicFest 8:00 PM	Noise Curfew 10PM	Bonfire / Free Time 9:00 - 10:00 PM	Evening Worship and Act of Faith 8:30 - 10:30 PM	
4:00 PM	Evening Worship 8:30 - 9:30 PM	Quiet hours in assigned rooms	Quiet hours in assigned rooms	Quiet hours in assigned spaces	
4:30 PM	Faith Families 9:30 PM				
5:00 PM	NOISE CURFEW 10PM				
5:30 PM	Quiet hours in assigned rooms				
6:00 PM	Lights out 11pm				
6:30 PM					
7:00 PM					
7:30 PM					
8:00 PM					
8:30 PM					
9:00 PM					
9:30 PM					
10:00 PM					
10:30 PM					
11:00 PM					

MINISTRY REPORTS

LEADERSHIP TEAM

Leaders-in-Training

Reuel Alejo
AJ Balacua*
Jacob Baradi
Fhedrick Caoili
Gabe Lapena
Sherley Anne Martinez
Yvonne Orden
Tim Ninnemann
Alyssa Pacamarra*
Jericho Ragual
Leo Ragual
Nette Sanchez
Joshua Valera*

*CI-Canada leaders

Leaders

Joshua Acosta
Gelo Andres
Justin Baradi
Angela Chen
Noelle Evangelista
RG Gavino
Jun Navarro
Rach Navarro
Lawrence Paltep
Lendon Paltep
EJ Ragual
Bless Soriano
Nica Sy
Belle Tinte
Nicole Vicente

Support Staff

BJ Martinez
Jordan Ocampo
Anthony Sy
Faith Wagoner
Mike Williams
Kai Yamamoto

Clergy Support

Pastor Fred Agtarap
Pastor Shalom Agtarap
Pastor Damian Carruthers
Pastor Dione Corsilles
Pastor John Go
Pastor Jojo Nabua
Pastor Riva Tabelisma
Pastor Dave Valera



FINANCIAL REPORT

submitted by Rachel Navarro, CI-PNW Treasurer

PROJECTED ASSETS FOR CI-PNW 2024

SOURCE OF FUNDS	AMOUNT
PNW Commission on Ethnic Ministries (COEM)	\$ 7,500.00
Fundraising/Donations	\$ 1,475.00
Registration Fees + Leadership Contributions	\$ 10,000.00
TOTAL	\$ 18,975.00

In-kind donations for CI-PNW 2024 included food/snacks for most of the leadership team meetings, band practices, various snacks for the campers and leaders, workshop supplies, camp signage and decor, Communion elements, and more.

PROJECTED EXPENDITURES FOR CI-PNW 2024

EXPENDITURES	AMOUNT
Campsite (lodging and meals)	\$ 16,605.00
CI Leadership Development & Trainings	\$ 1,000.00
General Materials & Other Operational Costs	\$ 1,670.00
TOTAL	\$ 19,275.00

2/11/2025 ESTIMATED SHORTFALL FOR 2024: -\$300.00

General Materials and Other Operational Costs included essential first aid supplies, worship resources and tech equipment rentals, camp t-shirts and supplies, and the cost to maintain Zoom and our website domain.

*STRATEGIC LEADERSHIP DEVELOPMENT EXPENSES

AVAILABLE FUNDS* (as of 1/3/2025)	\$ 840.00
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2024 - CPR/First Aid Training for 6 leaders (\$55/person) = \$330.00

*\$1,500.00 was designated back in 2021 to help subsidize and support additional training costs for CI-PNW Leadership, which could include conference registration fees, general trainings, stipends for guest speakers, and potential travel costs to/from an activity.

We will continue to report back to the Conference on how these particular funds are used until they are fully expended.



PLANNING FOR CI-PNW 2025
PROJECTED TIMELINE
(can be modified as needed)

JANUARY – FEBRUARY	<ul style="list-style-type: none">• Wrap-up discussions and evaluations of the previous year• Confirm/book campsite for the upcoming year
MARCH	<ul style="list-style-type: none">• Collective + Deans continue regular check-ins/conversations• Advisory Board confirms priorities for the year• Identify new and returning members of the Design Team
APRIL – MAY	<ul style="list-style-type: none">• Leadership recruitment period (new and returning leaders)• Onboarding new/returning members of the Collective
JUNE	<ul style="list-style-type: none">• Design Team + Bible Study writers work to develop theme• CI Dean(s) should be identified before summertime
SUMMERTIME	<ul style="list-style-type: none">• Leadership Trainings begin (Kick-Off + Summer Institute / SI)• CI theme and Bible Study is finalized for upcoming camp (worship guide, family group discussions, activities, etc.)
SEPTEMBER	<ul style="list-style-type: none">• CI Registration opens (outreach to local churches)• More leadership development and trainings (including background checks and safety awareness trainings)• Reach out to speakers, support staff, community partners
OCTOBER – NOVEMBER	<ul style="list-style-type: none">• CI Registration continues (gradual deadlines)• More leadership development and trainings
DECEMBER	<ul style="list-style-type: none">• Final preparations are completed• CI camp occurs end of December





First United Methodist Church of Canada



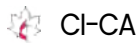
CI-CA

Annual Report 2024



Christmas Institute - Canada
“For the youth, by the youth”





Camp Overview

In 2024, we celebrated the launch of our very first Christmas Institute (CI) in Canada, a moment we have long prayed for. This inaugural CI experience was uniquely special as it intersected with CI-PNW, creating a cross-border connection that helped shape the foundation of our ministry.

Our goal for this first CI, as well as for all future CIs, is grounded in the words of **Ephesians 1:17-19: “To know Christ and make Him known.”** Over the course of 3 days and 2 nights, we explored the theme of **“Intersections”**, engaging with each other across different provinces, countries, experiences, and backgrounds.

Our hope for this first CI was that participants would not only come to know Christ more intimately but also carry that relationship into all the intersections of their daily lives. The Intersections theme became a powerful reminder of how God is present in every encounter and how our relationship with Him shapes and transforms every aspect of our lives.



CI-CA 2024 logo




Throughout the event, we saw powerful intersections:

- Between provinces and countries, as we gathered from all over to unite in faith and purpose.
- Between diverse experiences, with first-timers, non-Methodists, those who've attended CIs abroad, and lifelong participants.
- Between people, as this first-ever CI brought us together to share stories, challenges, and growth.
- And most importantly, we intersected with God, deepening our connection and faith through shared, powerful experiences.



Where is everyone from?

This year's Christmas Institute welcomed:

-  Campers
 - British Columbia – 14 campers
 - Winnipeg – 14 campers
 - Toronto – 2 campers
 - Alberta – 2 campers
-  Leaders
 - British Columbia – 12 leaders
 - CI-PNW (Pacific Northwest) – 2 leadersattended in support
-  Pastors
 - British Columbia – 1 pastor
 - Toronto – 1 pastor
 - Winnipeg – 1 pastor
 - Washington, USA – 1 pastor

A Gathering of Faith: The First Christmas Institute in Canada

The first-ever Christmas Institute in Canada brought together campers and leaders from provinces far and wide, all with one shared purpose: *to grow in faith and fellowship.*

Their journey to this gathering was more than just miles traveled. It was a testament to their commitment to making this milestone event a reality.

In this sacred space, they met at the intersection of cultures, experiences, and stories, bound by their desire to strengthen their relationship with Christ.

Through worship, learning, and meaningful connections, they embraced the opportunity to walk together in faith, proving that no distance is too great when God calls His people to unite.





Themes & Bible Study Overview ::::

(*from the campers' booklet)

This year's theme, ***Intersections**, reminds us that God is always present in the crossroads of our lives, guiding us as we navigate through life's challenges and opportunities. As we gather together, we hope this experience will inspire, uplift, and strengthen you in your walk with Christ.

Day 1 – Jesus and the rich young man. Matthew 19:16-22

The first Bible study is about the rich young man who sought eternal life but walked away grieving when Jesus told him to give up his possessions and follow Him. He faced an intersection—God or wealth—and chose wealth. Likewise, we face daily intersections, choosing between God and the world.

Day 2 – Ruth and Naomi. Ruth 1:1-18

This story is about Ruth, a Moabite, and Naomi, an Israelite. When faced with separation, Ruth chose to stay, declaring, “Where you go, I will go; your people shall be my people, and your God my God.” She crossed her intersection in faith, reminding us to choose and remain with God in our own.

Day 3 – Jonah's calling. Jonah 1-2

The last Bible study is about Jonah, who fled from God's call to preach repentance in Nineveh. Swallowed by a great fish for three days, he later obeyed, and Nineveh repented. When we choose God at our intersections, we become bearers of His word. God is gracious, merciful, slow to anger, and abounding in steadfast love.



CI-CA 2024 Schedule

	DECEMBER 26TH	DECEMBER 27TH	DECEMBER 28TH
	THURSDAY	FRIDAY	SATURDAY
7:00 AM		Morning Exercise 7:30 - 8:00 AM	Morning Exercise 7:30 - 8:00 AM
8:00 AM		Breakfast 8:00 - 9:00 AM	Breakfast 8:00 - 9:00 AM
9:00 AM		Morning Worship 9:00 - 10:00 AM	Morning Worship 9:00 - 10:00 AM
10:00 AM		Family Groups 10:00 - 11:00 AM	Family Groups 10:00 AM Final Sharing 10:45 AM
11:00 AM	Campers Check In 11:00 AM - 12:00 PM	Olympic Fest 11:00 AM Rest Time 11:30 AM	Closing Remarks 11:00 AM Goodbye! 11:30 AM
12:00 PM	Lunch 12:00 - 1:00 PM	Lunch 12:00 - 1:00 PM	Check Out
1:00 PM	Orientation 1:00 - 2:00 PM	Workshop 3:00 - 4:00 PM	
2:00 PM	Olympic Fest 2:00 - 3:00 PM	Special Forum 2:00 - 3:00 PM	
3:00 PM	Workshop 3:00 - 4:00 PM	Camp Photo 3:00 PM Olympic Fest 3:30 PM	
4:00 PM	Rest Time 4:00 - 5:00 PM	MGT Night Preparation/Rest 4:00 - 5:00 PM	
5:00 PM		Dinner 5:00 - 6:30 PM	
6:00 PM	Banquet Night 5:30 - 7:00 PM	Methodists Got Talents 6:30 PM - 8:00 PM	
7:00 PM	Evening Worship 7:00 - 8:00 PM		
8:00 PM	Family Groups 8:00 - 9:00 PM	Evening Worship 8:00 - 9:00 PM	
9:00 PM	Bonfire 9:00 - 10:00 PM	Act of Faith 9:00 - 10:00 PM	
10:00 PM	Quiet hours in the cabins	Quiet Hours	
11:00 PM	LIGHTS OUT	LET YOUR LIGHT SHINE!	



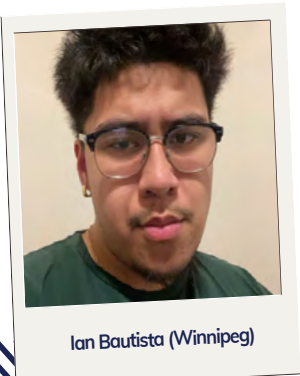
Testimonies

(words from our CI-CA campers)

That night at “Let Your Light Shine!”, I had my first real conversation with God in a long time—not just a routine prayer, but an honest outpouring of everything I’d been holding in. As I sat there, it felt like it was just me and Him. I saw how much I had kept Him at a distance, turning to Him only when it was convenient. For the first time, I let my guard down, sharing my doubts, struggles, and moments of feeling lost. But instead of guilt, I felt peace, like I was finally being honest with myself and with Him. That night reminded me that God never stops reaching for us. Even in my uncertainty, He had been guiding me all along—including leading me to CI-Canada. I wasn’t there by chance; I was meant to be there.



Lovie Santillan (Alberta)



Ian Bautista (Winnipeg)

Looking back at it, CI-CA felt unreal in the best way possible. When leaving the camp, it was more like a dream and a constant thought of ‘we actually did all of that.’ CI-CA shaped my personal growth in a way where I am more in tune with myself and how I see things, to always remember to forgive myself and pray for guidance when I fall so I can get back up stronger. I have complete faith in the plan that God has set for me and will continue to try and do my part as a follower of Christ.



Leadership and Organization



AJ Balacua
Overall Convener
Family Group YA 1
Self Care Workshop



Alyssa Pacamarra
Praise and Worship
Family Group YA 1
Self Care Workshop
Cabin Leader



Anfer Tagao
Praise and Worship
Family Group YA 2
Bend, Breath, Believe Workshop
Cabin Leader



Charis Navarro
Praise and Worship
Family Group 10, 11, & 12
Sounds of Faith Workshop



Daryl Joy
Family Group YA 2
Self Care Workshop



Jessika Valera
Family Group 10, 11, & 12
Cabin Leader



Jonah Papilla
Family Group YA 1
Cabin Leader



Joshua Valera
Praise and Worship
Family Group 8 & 9
Sounds of Faith Workshop
Cabin Leader



Lionel Tagao
Praise and Worship
Family Group 8 & 9
Bend, Breath, Believe Workshop
Cabin Leader



MJ Tabian
Family Group 10, 11, & 12
Bend, Breath, Believe Workshop
Cabin Leader



Rem Santiago
Family Group YA 2
Cabin Leader



Samantha Raffin
Family Group 8 & 9
Cabin Leader

Other Parents/Staff

Balacua Myra Tagao
Alyssa Ancel Tagao
Alyssa Shelah Pacamarra
Alyssa Job Pacamarra

Ruby Papilla
Babes Santos
and many more

Clergy & Speakers

Pastor Arturo Razon
Pastor Manny Valdez

Deans

Pastor David Valera
Pastor Norman Feliciano

And a special thank you
to the CI-PNW Leaders
for their unwavering
support and guidance
throughout this camp!

Financial Report

Source of Funds	Amount (CAD)
Support From PNW/Commission On Ethnic Ministries	\$6,750.00
Fundraising/Donations	\$3,420.00
Registration Fees	\$6,460.00
TOTAL	\$16,630.00

Expenditures	Amount (CAD)
Campsite	\$6,370.00
Meals	\$5,277.62
General Material and other operational costs	\$3,886.01
TOTAL	\$15,533.63

Remaining Funds	\$1,096.37 CAD
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CI-CA 2025 Planning Timeline & To-Do List

Note: This timeline is subject to change as planning progresses.

JANUARY – FEBRUARY

Review post-treat survey, set camp dates, identify venues, and finalize the 2024 budget.

MARCH

Confirm venue, define camp theme and goals, estimate budget, and form the core team.

APRIL – MAY

Confirm LITs and leaders, plan Summer Institute, and check venue requirements.

JUNE

Summer Institute, assign small group leaders, and start training.

JULY

Design camp materials, buy initial supplies, and begin content planning.

AUGUST – SEPTEMBER

Promotion starts, Pre-registration begins

OCTOBER

Official registration begins

NOVEMBER

Confirm attendance and collect final payments

DECEMBER

CI-CA 2025 happens!





First United Methodist Church of Canada

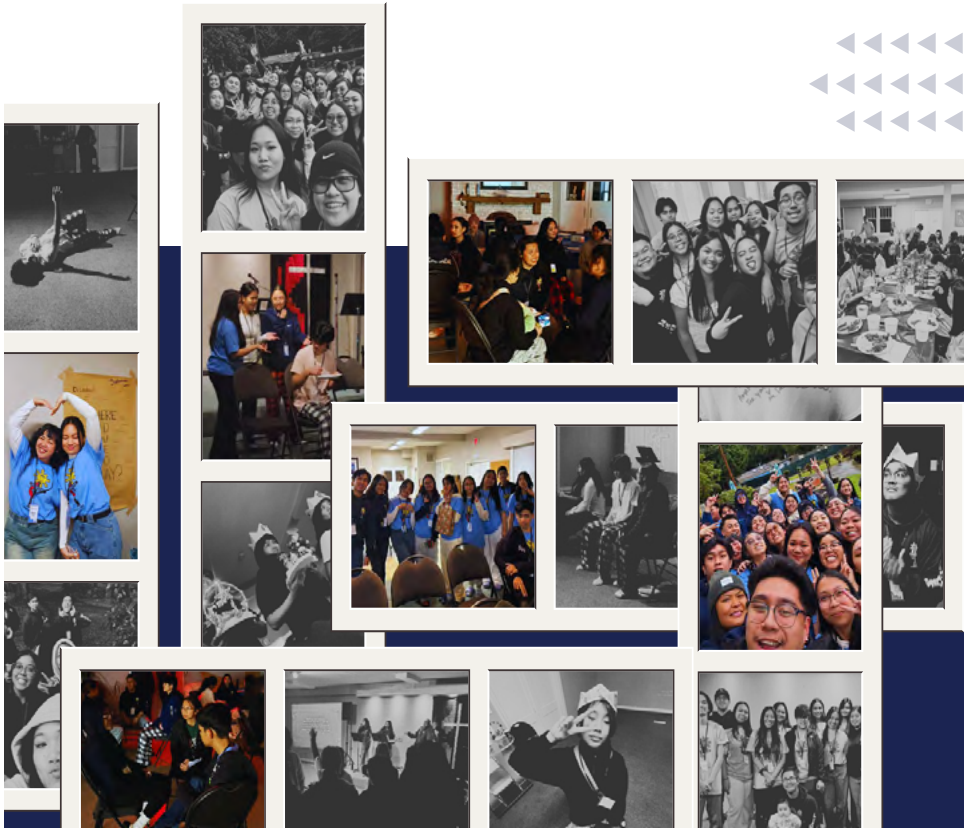


CI-CA

Annual Report 2024



MINISTRY REPORTS



Global Ministries

The mission of the General Board of Global Ministries is to equip and transform people and places for God’s mission around the world. Our four mission goals are:

- 1. Make disciples of Jesus Christ
- 2. Strengthen, develop, and renew Christian congregations and communities
- 3. Alleviate human suffering
- 4. Seek justice, freedom and peace

The Conference Board of Global Ministries is a program committee, the Mission ‘arm’ of our conference. The Board consists of representatives from many areas of activity. Mission helps our churches grow and reach out to others, often in coordination with the other conferences in our Greater NW Episcopal Area. We are the United Methodist Church in action! All programming and spending is done with the question: “How does this educate, enable, and empower the local church to be in mission?”

Members: Conference Secretary for Global Ministries, UWF President, Mission U Dean, Global Mission Fellow Coordinator, UMCOR and Disaster Coordinator, UVMIM Co-ordinator, Spanish Group Coordinator, etc.

We do missionary itineration virtually every first Thursday of the month and are now #76 Still in Mission Episodes.

Two Missionaries were itinerated April 20-May 4, 2024, Jean Claude and Francine Maleka.

Last October 11-14,2024, 6 members from the PNW Annual Conference joined the North Georgia Annual Conference, visited and supported our missionary in Hong Kong, Joy Prim, for a short mission trip to learn more about her ministry working with the Migrant Workers through the Methodist International Church Filipino Christian Community. Over 4 days, the team visited with the migrant workers to learn more about their lives in the Philippines, their situation in Hong Kong, and their struggles. We also enjoyed exploring Hong Kong, watching a light show at the Harbour, and spending all day Sunday with the migrant domestic workers.

We also provided workshops on the Community Resiliency Model (CRM) for Mental Health, caring for someone with Diabetes, and understanding violence against women in the workplace and their rights to protect themselves, reaching over 300 migrant domestic workers.

Provided free blood pressure and blood sugar checks to support health awareness with migrant domestic workers and gave 100 freedom kits donated by Wesley UMC.

Pacific Northwest Giving Report for Global Ministries for 2024:

- Grand Total \$357,393.11
- Church \$312,348.11
- Individual \$ 43,495.00
- Organization \$ 1,550.00

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2025 PNWAC

These are the missionaries supported by the PNW Churches: Katherine Parker, Francine Mufuk Mpanga, Joy Prim, Jean Claude Maleka, Missionaries around the world, Global Mission Fellows, Kutela Katembo, Jane S Easley, Ellyn Dubberly, and Chiedza P. Mubaiwa.

You can support missionaries through a “covenant relationship,” donations to their projects, prayers, and your help supporting Christ’s work worldwide.

Thanks again for all you do to connect the church in Mission! Please get in touch with Marilyn S Reid at marilynsreid21@gmail.com or call her at 206-369-3221 to check if your church has a covenant relationship with missionaries or if you want to support one.

PNW Conference Disaster Response, 2024 Accomplishments - Dana & Kathy Bryson

Overview

Emerging from the pandemic, 2024 proved more actionable and “in mission” focused for the Disaster Response ministry. Three new Regional Relief Supply Centers were developed as churches ramped up building and storing relief supplies and engaging in local disaster response. Partnerships with other volunteer and government organizations came together to serve survivors from complex wildfires and wind events.

Highlights

- **Managed and deployed with a six-person PNW Conference Early Response Team (ERT) to the South Georgia area for Hurricane Helene Relief** from December 8-14. The team served a Methodist church camp, a local church, and area survivors by supporting a local UMC chainsaw operator and hauling debris for 264 volunteer hours. See the full story at: [Hurricane Helene left devastation; United Methodists, including a team from the PNW, bring hope - Greater Northwest Area | News](#)
- **Served King County, Washington through a December “Day of Service” Mission for November’s Bomb Cyclone.** A five-person ERT - including a qualified PNW ERT chainsaw operator - bucked, hauled branches, and tree debris to the curb staging for pre-arranged pick up by King County Roads and Parks. The team served three at-risk families severely impacted by the November weather event through 35 volunteer hours.
- **Supported a “Slide Ranch Fire” in White Swan, Washington, June response on the Yakima Nation tribal lands.** Kathy connected with the American Red Cross (ARC) leadership, who requested our “Soot Sponge Kits” to add to their fire relief supplies staged at the Harrah Elementary School to support wildfire survivors. Volunteers from Kennewick First UMC transported 30 kits to Wesley UMC in Yakima. Rev. Shane Moore coordinated volunteers from Wesley UMC to transport the kits to the shelter.
- **Managed a UMCOR \$10,000 Solidary Grant award for July 2024 Eastern Washington/SW Idaho Wildfires.** The Bishop’s request for a \$10,000 UMCOR Solidarity grant was awarded to the PNW Conference to support relief efforts for

survivors of multiple Washington State and Idaho Panhandle wildfires. During this time, the Goldendale and Wesley First (Yakima) UMC congregations supported the relief supply efforts by building “soot sponge kits”. The response was multi-pronged, including:

“Gwen” and “Texas” wildfires in Idaho

- Manito UMC volunteers are transporting soot sponge/cleaning kits and other supplies to Lewiston UMC for survivors in support of the “Gwen” and “Texas” wildfires near Juliaetta.
- Former Lapwai UMC serves as an evacuee shelter for Juliaetta and the surrounding communities on the Nez Perce Reservation.
- Rev. Cody Stauffer coordinated with multiple Washington and Idaho churches to gather and transport relief supplies to the former Lapwai UMC. He also interfaced with the Idaho Voluntary Organizations Active in Disaster (IDAVOAD) to serve in a Multi-Agency Response Center on August 7 and 8 in Juliaetta, providing relief supplies and emotional care to survivors.
- **Cougar Creek Fire (near Clarkston, WA).** Rev Cody Stauffer’s congregants gathered packaged snacks for the firefighters at the request of the incident command coordinating agency.
- **Pioneer Fire (Upper Lake Chelan, Stehekin area, WA).** I interacted with Rev. Karen Fisher when the Lake Chelan UMC was put into action as a backup Red Cross shelter, and the primary American Red Cross shelter closed due to school starting in the area.

For most of the summer, the PNW Regional Relief Supply Coordinator, Kevin Hamilton, worked with multiple churches to reposition and distribute hygiene kits, cleaning kits, and soot sponge kits to serve these multiple disaster areas. Supplies were quickly depleted. This grant was integral in replenishing relief supplies in the regions that continued to be vulnerable during an unpredictable wildfire season.

- **Led the Mountain West Voluntary Organizations Active in Disaster April 2024 Conference (MWVOAD).** Over 110 participants attended the very successful April 8-11 event hosted by the Washington Voluntary Organizations Active in Disaster (WaVOAD) at Kent UMC. Kathy is the current WaVOAD president and was on point to coordinate the event. About 26 volunteer organizations and Federal, State, County, and City disaster response relief and recovery professionals were represented. UMCOR US Disaster Response Training Manager Angela Overstreet was a keynote presenter. The PNW Conference AV/Tech Team (Teri Tobey, Tyrone Olds, and Kent UMC’s Alex) excelled through their visual and audio skills to support the event.
- **Coordinated UMCOR’s Connecting Neighbors Intro Zoom Presentation.** 28 participants from the PNW and OR-ID Conferences attended the virtual introduction led by UMCOR consultants. Six participants have indicated they’d like to

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proceed with the “Ambassador” train-the-trainer in-person workshop.

- **Requalified six PNW ERTs** through an Early Response Team (ERT) requalification training during a four-hour ERT virtual class taught by both Kathy and Dana on February 26.
- **Developed a Camp Indianola ERT “Learn & Serve” Retreat.** Seven ERT members honed their skills during the June retreat at Camp Indianola on Washington’s Kitsap Peninsula. It also included a UMCOR Site Assessment training and a session on fall protection using the newly acquired fall protection kits in the tool trailers. The group worked on several projects, including trail clearing, firewood stacking, and disassembling an old “whale watch” platform.
- **Participated in the Roots and Wings/Puget Sound District Training.** Dana and Kathy presented “UMCOR – How We Work” to about 10 participants during the August 17 session at Stanwood UMC, Washington. Kathy explained the same presentation to 10 engaged participants during the September 14 session at Sequim UMC, Washington. One church reached out regarding disaster response support engagement.
- **Developed three new Regional Relief Supply Centers**, including Goldendale UMC, Wesley YUMC (Yakima), and Manito UMC in Spokane, all in Washington.
- **Facilitated Alaska 2022 Typhoon Merbok Recovery Support** at the request of Alaska C-DRC Dan Wilcox. PNWUMC ERT Tom Osborne traveled to the remote villages of Tuntatuliak and Kipnuk in Alaska to assess survivor homes and create materials punch lists for repairs addressing wind and flooding damage and erosion.

Board of Laity

This year has been one of transition and envisioning. As the new conference lay leader, I have stepped into a new field of responsibilities. An opportunity that I continue to have gratitude for. From the election during the Laity session to Annual Conference staff and the Board of Laity members, I have been surrounded by continuous support and belief in my leadership. I am deeply grateful to everyone who has made this transition smooth for me. This year has allowed me to collaborate with individuals who genuinely want to uplift and empower the laity in our area.

Over the past year, the Board of Laity has met three times: once in person at the Leadership Summit and twice via Zoom. We plan to meet once more prior to the Annual Conference. As I transitioned into this role, I spent time listening, digesting, and having intentional conversations. Stepping into this role meant visiting where we are and affirming the role we want to lean into as the Board of Laity.

As a board, we've had meaningful conversations about our ministry. As we collaborate with one another, each member continues diligently in the ministries they are called to and is passionate about what the future of our church and conference will look like for the laity.

Our common goals and vision include the empowerment of the laity through ensuring access to resources and opportunities for growth. Uplifting laity voices is at the core of our work. The focus on empowerment is to find ways to engage with the laity and help them feel confident in their ministry and leadership. For instance, this could be through crafted workshops, guest speakers, or community events. This can also be done by building bridges and being a resource for the laity.

Most importantly, this can be an invitation to spaces and tables that lack the representation of laity voices. Filling the spaces we create with people from different backgrounds and perspectives. Accessibility allows the laity to be visionaries and feel confident getting the necessary information. Creating more accessible and digestible content is a form of access that can provide the laity with more clarity when navigating complex information and structures. This shared goal continues to fuel our work, and we look forward to continuing our efforts to empower the laity.

As we move forward, we hope to have more engagement opportunities with the laity across the conference. We hope to provide space for the laity to feel invited to be curious and ask questions. We will continue to seize the opportunity and time to support our laity to the best of our abilities.

Respectfully Submitted,

Falisha Hola

Pacific Northwest Annual Conference Lay Leader

The Faith Foundation

The Foundation’s mission is to support the long-term financial health of faith communities. As of December 31st, we managed \$99.84 on behalf of 202 churches, agencies, and camps. Our 2024 returns were 7.33% for our Diversified Moderate Portfolio, 11.68% for our Fossil Free Moderate Portfolio, and 4.29% for our Stable Value Portfolio.

In 2024, Faith Foundation Northwest:

- Processed \$7.18M in withdrawals for the ministry
- Received and invested \$10.56M in deposits for long-term growth
- Taught 21 planned giving workshops
- Originated three new loans, for a total of 1.46M loaned out to 17 congregations
- Transferred more than 2.14M in stock gifts to local churches, free of charge
- Awarded 198K in parsonage electrification rebate funding from Washington’s Climate Commitment Act to 10 congregations
- Launched a more transparent and equitable grant-making process, and made mini-grants to 6 congregations totaling 15.5K

In 2023, the voting body of the Pacific Northwest Annual Conference specifically requested that the Foundation divest its holdings from fossil fuels. We did so in 2024, and in 2025, we continued to engage with the conference Commission on climate justice. Thank you for telling us what’s important to you. It’s an honor to be your partner in ministry.

Respectfully Submitted,

Julia Frisbie – Executive Director

	Un-Audited 12/31/24	Audited
	2024	2023
ASSETS		
Cash & Cash Equivalents	2,536,783	1,303,915
Marketable Securities	95,719,660	85,568,883
Loans Receivable	1,460,183	1,904,162
Property Held	124,000	124,000
Office Furnishings, net of dep.	-	956
TOTAL ASSETS	99,840,626	88,901,916

LIABILITIES & NET ASSETS		
LIABILITIES		
Accounts Payable	-27,075	32,402
Accrued Liabilities	-	-
Due to Others	89,790,415	79,271,090
Gift Annuities	472,076	476,700
Managed Trusts	590,472	774,334
TOTAL LIABILITIES	90,825,888	80,554,526
NET ASSETS		
Unrestricted	2,600,045	2,450,636
Temporarily Restricted	837,340	422,850
Permanently Restricted	5,577,353	5,473,904
TOTAL NET ASSETS	9,014,738	8,347,390
TOTAL LIABILITIES & NET ASSETS	99,840,626	88,901,916

Board of Trustees

As the Discipline requires, the PNW Board of Trustees reports its “doings.” each year. Information on finances and assets can be found in the main financial reports. This account supplements that information, covering the calendar year 2024. The Trustees’ work as stewards of conference resources is backed by professional staff: Treasurer Brant Henshaw, Benefits Officer Bruce Galvin, and Chancellor Molly Gabel.

Property Stewardship

- The Trustees continued to oversee the legacy properties of closed congregations that have come into conference ownership via the trust clause. Under Bishop Bridgeforth’s leadership, the sale of properties was paused in 2024 to evaluate their ministry potential. In two cases, nearby congregations were invited to participate actively in this evaluation. Wenatchee First UMC began to explore new ministry uses for the closed East Wenatchee UMC property. Pioneer UMC in Walla Walla explored potential uses for the property of former Grace UMC. These projects continue to evolve in 2025.
- In one unique case, the Trustees did begin preparations for the sale of a property, the former Seattle District parsonage. The conference no longer provides parsonages for district superintendents.
- Trustees are responsible for caring for the episcopal residence, which is owned by the Annual Conference and supported by the three conferences in the GNW episcopal area. In 2024, an Area Episcopal Residence Committee was formed to broaden participation in this stewardship.

Church Closures and Land Return

- Following decisions at the congregation and district level, Trustees recommended the closure of Bellevue Korean, Nez Perce, and Lapwai United Methodist Churches to the annual conference. Those closures were approved at the 2024 annual conference.
- Trustees voted to return the Lapwai church property to the Nez Perce Tribe. Under the leadership of Rev. Dr. Allen Buck and the Circle of Indigenous Ministries, conversations with tribal leaders progressed, resulting in a land return ceremony on March 26, 2025.

Funds from Disaffiliated Congregations

Funds received from the sixteen congregations disaffiliated from the United Methodist Church were discussed with the conference Board of Pensions. A special account was established to hold and invest these funds for emerging needs, with their use to be approved jointly by the Trustees and the Board of Pensions.

Supporting Innovation and Vitality

The PNW Annual Conference currently uses proceeds from the sale of closed churches to support innovation and vitality. Our conference administers funding for this area-wide

program, with funds requested and deployed here by the PNW Board of Congregational Development. The trustees do not have a programmatic role.

Toward More Faithful Property Stewardship

- Trustees received a report from the Greater Northwest Properties Task Force, convened by Bishop Bridgeforth to study ways of assessing the ministry potential of properties before moving toward sale.
- A “process mapping” session launched ongoing work to track our many projects and properties over time, in hopes of making more carefully considered decisions without unnecessary delay.
- A consultation before Kristina Gonzalez’s retirement gathered history and records of conference-owned property use by PNW ethnic churches and fellowships. Conversations with these congregations are planned for 2025 to update the Trustees on their ministries and building stewardship needs.

Transitions

We gave thanks for the service of these members who are ending their service on the Trustees: Bo Bryan, Robert Ives, Dale Cockrum, and Joe Talbot of the Alaska Conference.

Rev. Pat Simpson
Chair, PNW Trustees

Treasurer’s Report

Moving Toward a More Adaptive and Equitable Budget Process

Last year, the Annual Conference began an important shift in our approach to budgeting. Guided by feedback from the GNW Priorities Task Force, we affirmed new priorities for ourselves and the broader Great Northwest (GNW) Area. The task force also challenged us to rethink how we allocate funding, especially how we might ease and speed up access to funds for ministry opportunities that arise outside of our traditional budgeting timeline.

We piloted a new budget presentation format and began receiving feedback that will shape how we move forward. Our Conference affirmed a desire to collaborate more closely with the Alaska and Oregon-Idaho Conferences, where our priorities align, and in this budget cycle, we’re continuing to take deliberate steps in that direction.

Legacy Budget Process: Challenges and Lessons

Historically, our budgeting process began each December, more than a year before the budget went into effect. This made it difficult for conference boards and agencies to know their programmatic direction or estimate actual costs. Moreover, line-item budgeting locked funds into specific uses, often leaving those without a designated line item unable to access needed resources. Unspent funds were ‘trapped’ and often underutilized.

Seven years ago, we created an Opportunity Fund by sweeping unused funds into a pool that could (in theory) be accessed by other groups. However, the process lacked visibility and a clear authority model, limiting its effectiveness.

The Priorities Task Force recommended expanding and formalizing this model, which the GNW Budget Equity Learning Team took up over the winter. They’ve developed a new methodology grounded in flexibility, timeliness, equity, and responsiveness. A key goal is to embody the principle of universal design, ensuring access and participation for all.

Introducing the Ministry Opportunity Fund & Granting Model

Over the next 2–3 budget cycles, we will gradually shift a significant portion of the overall budget into a new **Ministry Opportunity Fund**. This fund will use a **granting model** to support ministries that align with Conference priorities and our M.I.L.E. (Ministry that Matters, Itinerancy and Location, Lay Leadership Enhancement, Eliminating Racism) efforts.

Key features include:

- **Three grant cycles per year** (Fall, Winter, Spring) to allow timely responses to emerging ministry opportunities.
- **Seed Grants** (under \$5,000) offer low-barrier grants to help groups test the waters, form partnerships, and explore new ideas.
- **Priorities Grants** (over \$5,000) offer funding for more developed projects, evaluated using a rubric focused on mission alignment, connectional impact, and engagement with M.I.L.E. and Conference priorities.

This summer, we will work with our conference boards and agencies to educate and prepare for this phased in transition to the new funding model.

Budget Approval & Scheduling

We will hold a **special session this Fall** to approve the 2026 budget. This timing allows the Council on Finance and Administration (CFA) and ministries to prepare for the new processes before local churches and other ministries finalize their own budgets. For the 2027 budget, we plan to return to our regular Annual Conference session in 2026 for budget approval.

Shared Services: Strengthening Support Across Conferences

Over the past seven years, GNW Annual Conference Treasurers have worked to align processes, and for the past three years, we've been developing a **Shared Services model** collaboratively with our respective CFA teams. This initiative is not a step toward merging **Annual Conferences, but rather a strategy to:**

- Deepen expertise
- Improve church support
- Enhance collaboration
- Adapt to a changing world
- Find efficiencies where appropriate

Shared Services Leadership Team:

- **Brant Henshaw** – Executive Director of Finance & Administration / Treasurer
- **Sara Goetze** – Director of Finance / Assistant Treasurer
- **Kristi Durham** – Director of Human Resources & Benefits
- **TBD** – Director of Property Assets
- **Bruce Galvin**, who has served with extraordinary commitment for 50+ years, will remain on the team until the 2026 Annual Conference.

This leadership group is already creating meaningful momentum as we build a more resilient and responsive infrastructure to serve churches across the GNW.

Looking Ahead

The church is changing. Ministry is changing. The world is changing. These initiatives position us to adapt faithfully and effectively, again and again, as new challenges and opportunities arise.

Your Shared Services team is committed to listening first and responding thoughtfully. We will continue to support clergy benefits, consult on property and administrative issues, steward financial gifts, and resource local church leaders in their ministry of administration.

It is a joy and privilege to serve alongside those who make church administration a form of faithful ministry—helping local churches live out a prophetic and compassionate witness in their communities.

Respectfully Submitted,

Brant Henshaw
PNW Conference Treasurer

Pastoral Compensation

This compensation information reflects action by the Charge Conference setting the pastor’s salary, effective January 1, 2024 in most situations. The following notes are applicable:

- 1. Housing allowance is designated by an “H”, parsonage by a “P” and “N” as none. If pastor lives in a parsonage the housing column represents 25% of the Total Cash Salary column.
- 2. Total Cash Salary is the total of Cash Salary + Housing Exclusion
- 3. Housing Exclusion includes compensation designated for utilities and furnishings (non-taxable for income taxes).
- 4. Cash Salary includes salary reductions for health insurance (Excess beyond the premium credit amount provided with HealthFlex Exchange), flexible spending account, health savings account, social security offset and/or United Methodist Personal Investment Plan contributions.
- 5. ARP stands for Accountable Reimbursement Plan professional expenses. The expenses are not included in cash salary. This represents the budgeted amount set by church to cover professional and business expenses of pastor.
- 6. The plan compensation (Plan Comp.) is the combination of the Total Cash Salary and Housing. It is used by Wespeth Benefits and Investments to determine certain benefit costs.
- 7. Some churches are not listed. If they are not listed a 2024 pastoral support worksheet was not received or served by lay led congregation.
- 8. 2025 minimum salary for full-time appointment (Total Cash Salary is \$51,046).

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2025 PNWAC

Charge	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
CREST TO COAST MISSIONAL DISTRICT							
BATTLE GROUND	42,105	9,000	51,105	H	38,750	89,855	3,000
CENTRAL PARK	8,400	0	8,400	N	0	8,400	0
CENTRALIA & ROCHESTER	47,146	3,900	51,046	P	0	63,808	3,000
CHEHALIS	43,397	7,649	51,046	H	20,000	71,046	3,000
EATONVILLE	18,000	0	18,000	N	0	18,000	2,000
KALAMA	0	26,400	26,400	H	18,156	44,556	0
KELSO UMC PRESBYTERIAN	51,268	0	51,268	P	0	64,085	3,000
LACEY: ST ANDREWS	40,846	10,200	51,046	H	30,000	81,046	4,000
LITTLEROCK	16,800	0	16,800	N	0	16,800	0
LONGVIEW & CASTLE ROCK	38,550	0	38,550	H	24,900	63,450	5,000
MONTESANO	50,012	4,000	54,012	H	14,000	68,012	1,500
OCEAN SHORES,ELMA, & SATSOP	51,046	0	51,046	P	0	63,808	4,500
OLYMPIA: FIRST	49,296	5,500	54,796	H	29,376	84,172	3,500
OLYMPIA: FIRST	61,487	6,000	67,487	H	30,600	98,087	3,500
PUYALLUP	51,941	8,759	60,700	H	31,276	91,976	3,500
PUYALLUP: LIGHT OF THE HILL	54,158	4,500	58,658	P	0	73,323	6,000
RANDLE	7,980	0	7,980		0	7,980	1,500
RIDGEFIELD	49,852	6,000	55,852	H	24,000	79,852	6,700
SHELTON	46,616	7,500	54,116	H	24,000	78,116	5,000
SPANAWAY & ORTING	43,846	7,200	51,046	P	0	63,808	3,500
SUMNER	49,852	7,000	56,852	P	0	71,065	1,500
TUMWATER	56,908	2,000	58,908	P	0	73,635	3,000
VADER: GRACE	0	0	0	N	0	0	2,000
VANCOUVER: FIRST	65,153	17,000	82,153	P	0	102,691	5,100
VANCOUVER: MILL PLAIN	60,235	0	60,235	H	23,400	83,635	1,229
VANCOUVER: ORCHARDS	49,520	4,000	53,520	P	0	66,900	1,500
VANCOUVER: SALMON CREEK	51,111	0	51,111	H	32,043	83,154	3,000
VANCOUVER: VANC. HEIGHTS	55,286	4,560	59,846	P	0	74,808	3,600
WASHOUGAL	53,088	0	53,088	H	24,000	77,088	2,000
WHITE SALMON	44,546	6,500	51,046	P	0	63,808	4,000
WILLAPA	19,524	6,000	25,524	N	0	25,524	2,000
WINLOCK	4,150	8,854	13,004	H	10,000	23,004	0

Cash	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
INLAND MISSIONAL							
ASOTIN	16,088	0	16,088	N	0	16,088	1,000
CHENEY	53,193	5,000	58,193	H	16,200	74,393	5,000
CLARKSTON & LEWISTON: FIRST	42,600	9,000	51,600	P	0	64,500	5,000
COEUR D'ALENE: COMMU- NITY	53,500	2,500	56,000	H	24,000	80,000	3,000
DAVENPORT EDWALL	45,000	8,000	53,000	P	0	66,250	5,500
GRANGEVILLE	33,180	4,050	37,230	H	3,856	41,086	0
GREEN BLUFF: COMMUNITY	21,000	0	21,000	N	0	21,000	0
HARRINGTON	10,005	0	10,005	H	8,500	18,505	4,000
LEWISTON: ORCHARDS	20,285	18,000	38,285	N	0	38,285	200
MOSCOW: FIRST	48,878	12,000	60,878	P	0	76,098	3,000
PULLMAN: SIMPSON	39,425	11,621	51,046	H	19,200	70,246	3,000
RITZVILLE: TRINITY	11,600	0	11,600	H	6,000	18,762	1,500
SANDPOINT	20,523	5,000	25,523	H	18,000	43,523	4,000
SPOKANE VALLEY	58,220	6,000	64,220	H	19,200	83,420	7,000
SPOKANE: AUDUBON PARK	21,687	0	21,687	N	0	21,687	0
SPOKANE: AUDUBON PARK	40,389	25,000	65,389	H	24,000	89,389	4,500
SPOKANE: COVENANT	51,841	6,000	57,841	H	33,300	91,141	4,800
SPOKANE: FOWLER	35,284	3,000	38,284	H	19,728	58,012	3,000
SPOKANE: MANITO	47,000	4,050	51,050	H	25,450	76,500	2,500
SPOKANE: ST PAULS & LIBERTY PARK	21,423	4,000	25,423	P	0	31,779	4,000

	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
PUGET SOUND MISSIONAL DISTRICT							
ALLEN	50,600	10,000	60,600	P	0	75,750	2,000
ANACORTES	60,148	4,950	65,098	H	16,500	81,598	4,000
BELLINGHAM: GARDEN ST	30,074	0	30,074	P	0	37,593	0
BOTHELL	56,741	6,000	62,741	H	20,850	83,591	3,750
BOTHELL	41,200	0	41,200	N	0	41,200	500
BREMERTON	75,360	9,000	84,360	H	34,000	118,360	7,000
BROWNSVILLE & TRACYTON	51,046	0	51,046	H	20,000	71,046	3,500
BURNABY BC FIRST UMC OF CANADA	28,546	22,500	51,046	H	20,000	71,046	3,000
COLBY	67,500	0	67,500	H	17,500	85,000	11,500
COUPEVILLE	45,046	6,000	51,046	P	0	63,808	3,500
CUSTER	51,500	9,000	60,500	P	0	75,625	1,200
DARRINGTON	25,131	2,792	27,923	P	0	34,904	2,500
EDMONDS	4,800	0	4,800	N	0	4,800	500
EVERETT: LA PALABRA VIVIENTE	98,000	5,000	103,000	P	0	128,750	6,000
FERNDALE UNITED	25,523	0	25,523	P	0	31,904	2,000
GIG HARBOR	48,046	3,000	51,046	H	28,578	79,624	3,000
GIG HARBOR	75,265	5,676	80,941	H	35,000	115,941	6,500
KINGSTON: REDEEMER	24,506	0	24,506	H	20,400	44,906	2,000
KIRKLAND: LAKE WASHINGTON	62,503	9,900	72,403	H	20,000	92,403	4,000
LA CONNER	39,406	12,000	51,406	H	12,852	64,258	2,000
LANGLEY	59,747	6,751	66,498	P	0	83,123	5,000
LYNDEN	40,012	10,000	50,012	P	0	62,515	4,000
MARYSVILLE	25,862	2,500	28,362	H	6,708	35,070	2,262
MARYSVILLE	63,459	10,000	73,459	H	26,712	100,171	4,524
MILL CREEK: CEDAR CROSS	65,933	6,500	72,433	P	0	90,541	4,000
MONROE	20,574	6,329	26,903	H	10,207	37,110	1,000
MOUNT VERNON: FIRST	41,919	9,455	51,374	H	15,759	67,133	4,000
MOUNT VERNON: FIRST	46,699	7,942	54,641	H	23,643	78,284	4,000
OAK HARBOR	61,960	9,000	70,960	H	17,740	88,700	5,500
PORT ANGELES: FIRST	42,424	9,302	51,726	P	0	64,658	2,250
PORT HADLOCK COMM	41,967	0	41,967	N	0	41,967	0

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PORT ORCHARD	47,600	8,400	56,000	H	27,600	83,600	4,200
PORT TOWNSEND: TRINITY	43,737	3,300	47,037	H	20,000	67,037	1,500
REDMOND	54,000	6,700	60,700	H	26,000	86,700	5,000
SAMMAMISH: FAITH	61,177	3,600	64,777	H	69,216	133,993	3,000
SEDRO WOOLLEY: CENTRAL & BAYVIEW	46,046	5,000	51,046	H	24,000	75,046	3,000
SEQUIM: TRINITY	68,500	5,500	74,000	H	31,500	105,500	5,000
SNOHOMISH	63,792	6,000	69,792	P	0	87,240	4,000
SNOQUALMIE & FALL CITY	31,046	20,000	51,046	P	0	63,808	2,000
STANWOOD	53,650	7,500	61,150	P	0	76,438	4,800
VASHON ISLAND	60,651	7,200	67,851	P	0	84,814	5,000
WOODINVILLE: BEAR CREEK	53,851	17,135	70,986	H	21,000	91,986	2,500

SEATAC MISSIONAL DISTRICT

AUBURN: FIRST	47,250	4,000	51,250	H	27,500	78,750	3,000
BELLEVUE: ALDERSGATE	37,084	17,510	54,594	H	32,076	86,670	6,000
BELLEVUE: FIRST & ST PETERS	63,600	13,000	76,600	P	0	95,750	5,470
BURIEN: HIGHLINE	12,762	0	12,762	N	0	12,762	0
COVINGTON: CORNER-STONE	31,046	20,000	51,046	H	42,588	93,634	3,000
FEDERAL WAY	45,046	8,500	53,546	H	25,000	78,546	2,000
FEDERAL WAY	46,046	5,000	51,046	H	45,835	96,881	3,000
FEDERAL WAY: GOOD SEED KOREAN	41,446	9,600	51,046	P	0	63,808	2,400
KENT	59,439	15,000	74,439	H	31,019	105,458	4,000
MERCER ISLAND	45,602	10,000	55,602	P	0	69,503	2,000
RENTON: FAIRWOOD COMMUNITY	69,769	7,700	77,469	H	32,344	109,813	3,000
RENTON: FIRST	58,000	0	58,000	H	20,420	78,420	3,000
SEATTLE: BEACON	45,046	6,000	51,046	H	21,600	72,646	5,000
SEATTLE: BLAINE MEMORIAL	60,135	12,684	72,819	H	22,001	94,820	5,000
SEATTLE: BRYN MAWR	4,200	21,323	25,523	H	12,000	37,523	500
SEATTLE: EL DIOS VIVIENTE	44,000	8,000	52,000	P	0	65,000	1,000
SEATTLE: FIRST	70,150	5,000	75,150	H	40,000	115,150	6,288
SEATTLE: FIRST	41,606	10,708	52,314	P	0	65,393	1,200

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SEATTLE: FIRST TONGAN	21,046	30,000	51,046	H	7,000	58,046	1,000
SEATTLE: GREEN LAKE & WOODLAND PK	48,906	10,000	58,906	P	0	73,633	0
SEATTLE: HALLER LAKE	37,500	17,000	54,500	H	17,000	71,500	4,000
SEATTLE: MAGNOLIA	28,386	6,000	34,386	P	0	42,983	1,200
SEATTLE: QUEEN ANNE	27,000	24,046	51,046	H	18,398	69,444	0
SEATTLE: SAND POINT	50,294	6,000	56,294	H	30,000	86,294	3,000
SEATTLE: TIBBETTS	60,049	6,500	66,549	P	0	83,186	0
SEATTLE: TRINITY	52,620	8,832	61,452	P	0	76,815	4,200
SEATTLE: UNIVERSITY GATHERING	48,697	7,400	56,097	H	40,200	96,297	6,000
SEATTLE: VALLEY AND MOUNTAIN	49,846	1,200	51,046	H	36,629	87,675	0
SEATTLE: WALLINGFORD	53,820	10,000	63,820	P	0	79,775	2,500
SHORELINE	41,046	10,000	51,046	P	0	63,808	3,000
SHORELINE: RONALD	37,713	13,333	51,046	H	34,287	85,333	5,000
TACOMA: BROWNS POINT	22,568	39,381	61,949	H	19,600	81,549	4,500
TACOMA: FIRST	53,076	18,390	71,466	H	30,792	102,258	5,000
TACOMA: FIRST KOREAN	48,332	8,200	56,532	P	0	70,665	6,000
TACOMA: MASON	56,510	8,000	64,510	P	0	80,638	3,000
TUKWILA: RIVERTON PARK	53,361	8,000	61,361	P	0	76,701	2,500
UNIVERSITY PLACE UNITED	46,640	2,372	49,012	H	37,628	86,640	3,000

Charge	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
SEVEN RIVERS MISSIONAL DISTRICT							
BENTON CITY	27,623	0	27,623	N	0	27,623	0
CASHMERE & MONITOR	46,200	12,000	58,200	P	0	72,750	3,000
CHELAN: LAKE CHELAN	24,388	2,704	27,092	P	0	33,865	1,600
DAYTON: FIRST	32,559	1,000	33,559	H	5,100	38,659	500
ELLENSBURG	50,500	5,000	55,500	H	24,000	79,500	2,500
EPHRATA	25,523	0	25,523	H	6,000	31,523	1,500
KENNEWICK: FIRST	71,000	7,000	78,000	P	0	97,500	4,000
KENNEWICK: WEST HIGH- LANDS	26,046	25,000	51,046	H	22,000	73,046	3,500
LEAVENWORTH	44,046	7,000	51,046	P	0	63,808	3,000
MANSON	12,762	0	12,762	H	3,600	16,362	1,500
MOSES LAKE	48,046	3,000	51,046	P	0	63,808	1,000
OMAK & CONCONULLY	21,900	0	21,900	N	0	21,900	0
PASCO: RIVERVIEW	25,000	0	25,000	H	24,000	49,000	4,000
PROSSER	52,195	4,725	56,920	P	0	71,150	5,000
RICHLAND CENTRAL UNITED PROTESTANT	59,757	11,400	71,157	H	28,650	99,807	6,100
SELAH	44,046	9,000	53,046	P	0	66,308	6,000
WALLA WALLA: PIONEER	66,700	8,190	74,890	P	0	93,613	3,000
WENATCHEE: FIRST	46,164	18,591	64,755	H	34,039	98,794	3,152
YAKIMA: WESLEY	63,700	7,000	70,700	H	22,000	92,700	5,000

PNW Conference Board of Pensions Introduction

This is my sixth year as Chairperson of the Conference Board of Pensions (CBOP), with many additional years on the board. The BOP meets twice a year, generally in March and November, in addition to conference calls/emails throughout the year to address other issues as may arise. Our conference continues to be served by our Conference Benefits Officer (CBO), Bruce Galvin, in his 50th year with the Conference! He continues to bring thoughtful recommendations to the board and provides us with enough information to have vigorous discussions as a board and make what I always believe to be decisions in the best interest of the active and retired clergy we proudly serve. We have a few new members this year, and they have been learning quickly how important the work is that this Board does, ensuring that the benefits and future retirements of our clergy/survivors are well secured. Members of this dedicated board include:

- Rev C. Shane Moore (Vice-Chairperson)

Rev Pam Brokaw (Secretary)

Rev Sandy Ward

Rev Brook McBride

Rev Tara Roberts

Rev Tom Telfer

Rev. Elizabeth Ingram Schindler
- Jeffrey Johnson (Chairperson)

Stan Gent

Jennielyn Baradi

Palepa Seui

C.J. Amestoy

Sara Culp

Sione Finau

Non-voting members: John Shaffer, Brant Henshaw, *Mark Galang*, Peter Hang (Wespath Client Relations Manager), and Bruce Galvin.

Pension Board Subsidies

For many years, the Board has provided subsidies to offset some of the benefit costs for local churches, pastors, and conference budgets. Five years of history are shown below, plus the budget for the current year. Endowment earnings and reserves have provided the following funds.

	2020	2021	2022	2023	2024	2025 Budget
Churches Only						
Mission Church Subsidy	\$8,907	\$9,053	\$8,919	\$9,300	\$9,029	\$8,200
HealthFlex Exchange Premium Support	\$151,555	\$216,298	\$178,822	\$328,600	\$310,000	\$480,000
CRSP Defined Benefit & UMPIP Support				\$60,500	\$56,500	\$153,300
Well-Being Incentives		\$6,791	14,648	\$41,000	\$42,750	\$40,000
Active Pastors						

Medical Leave/ Health	\$25,696	\$36,170	\$47,366	\$47,515	\$26,500	\$41,700
Retirees						
Health Subsidies	\$96,930	\$88,459	\$90,417	\$85,000	\$57,150	\$59,000
Special Grants	\$18,907	\$14,139	\$11,299	\$11,627	\$11,167	\$10,514
Off./Episcopal Area						
Salary/Benefit support	\$43,339	\$43,481	\$17,927	\$18,645	\$17,585	\$100,000
COVID Emergency Grants		\$39,889		\$8,400		
Total Subsidy	\$345,344	\$454,280	\$369,398	\$610,587	\$530,681	\$892,714

HealthFlex Claims Performance

Our conference HealthFlex claims ratio for 2024 was 87%. When large claims (over \$100,000) are taken out, the claims ratio drops to 61%, so the pooling of large claims (sharing in the costs) with the rest of the HealthFlex Plan Sponsors does benefit us in years with large claims, but not for 2026 rates. The pooling of large claims from other plan sponsors is raising our medical/pharmacy rates in 2026 by 11%. The 10-year average is a 5% increase per year. Dental rates will remain the same in 2025, except for a slight increase in the HMO plan. We encourage our participants to participate in the numerous well-being programs provided through HealthFlex. Higher participation does impact claims, the resulting rates and participants health. In 2024, about 60% of HealthFlex participants completed the three well-being incentives. Each salary-paying unit received a \$500 credit off their health cost in early 2025, where participants completed the well-being incentives in 2024. The incentives double this year with a credit of \$1,000 to churches in early 2026, where the pastor completes the incentives in 2025.

2024 Financial Highlights: Balance Sheet / Operating Statement

2024 was a good year for our investments in both the stock and bond markets. As of December 31, 2024:

- Health & Claimants Funds Endowments 12.7%
- CRSP Endowment 9.3%
- Pension Endowment 14.4%
- Pension Endowment II 11.9%
- Pension Reserve 2.7%
- Pension Endowment & Endowment II: \$8,444,113
- Pension Reserve Fund: \$1,006,794
- Clergy Retirement Security Plan Endowment: \$12,191,296
- Conference Claimants Endowment: \$3,087,430
- Health Endowment: \$3,249,720

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- Disaffiliation Fund: \$456,116
- Total Assets: \$32,570,585

There are sufficient reserves to increase the amount provided to local churches/conference budgets to help with clergy benefit costs; see the budget for 2025 in the table earlier.

CBO for Alaska Conference

Bruce Galvin continues to be the CBO of the Alaska Missionary Conference as well as CBO of the PNW Conference until his retirement on July 1, 2026.

Retirements

So far this year, nine clergy serving the PNW Conference have indicated their intention to retire during the appointment year of 7/1/2024 to 6/30/2025 with 220 years of service. We wish them a happy retirement. See the list of those seeking retirement in the recommendation section of *Preconference Handbook*.

Past Service Rate

The funding plan for the Pre-82 past service rate is a 2% increase per year. Additional increases are recommended to annual conference above 2% when there is sufficient funding. In 2025, the past service rate is \$879. CBOP recognizes how important this pension income is for those that retired many years ago. The board of pensions is recommending to annual conference an increase in 2026 PSR by 10%. With this increase, the Pre-82 plan will remain fully funded. The 2026 recommended past service rate is **\$967**. Details of historical Past Service Rates are available from the CBO upon request.

CBO Evaluation & Transition

During our March meeting, the Board of Pensions normally takes the opportunity for the CBO to bring concerns to the board and for us to evaluate him. This year, we had visitors from the Oregon Idaho Conference, so we did not convene our normal voting members-only session due to time constraints. We took the opportunity throughout the meeting to discuss how our PNWC BOP conducts its business and what the next year is going to be like with Bruce's pending retirement in July of 2026. Bruce had the chance to offer us feedback and cover things he thought were important for him to share with us and the Oregon-Idaho team. During the meeting, we discussed the succession plan for Bruce. Within the Episcopal Area, staffing needs are changing, and the Conferences are moving forward to share administrative staff duties where it makes sense between the two separate entities. HR, Treasurer, and other positions will be merged. The CBO will be the same person with duties to each BOP separately.

After an exhaustive process by the nominating committee of both the PNWC and the Oregon Idaho Conference BOPs, and the treasurers of each Conference, a new HR/Benefits officer was hired last fall with her service beginning December 1st. This was the first time that many of us had the chance to meet Kristi Durham, the newly hired HR/Benefits officer who will be shared between the three Conferences. She will work for the Conference's handling of HR for the episcopal area. She will also be the Benefits office for the Episcopal Area, but will work separately with each BOP. Each BOP will remain independent because

of the differences in how each conference manages its programs, and the different levels of service each provides to its clergy benefits and retirements. One side does not fit this model, but both are good in their own respects, and how they carry out the promises to their own clergy. For the next year, Kristi will work with Bruce to learn how the PNWC BOP works and his management of the resources we have invested. He has already had several meetings with her in general terms, as she is focusing on the Oregon-Idaho CBO duties since they did not have a CBO in place. We believe that Bruce's tutelage over the next year will make this transition go very smoothly. We see a great way forward for all three conferences and each BOP under Kristi's leadership.

Conclusion

The markets did very well in 2024, rising to new historical highs. However, we are seeing more turbulence and volatility in the markets today as the new administration's policies are implemented, with the markets jittery about the impacts of tariffs, etc. We do not see this as a huge concern, but we will likely see the stress on the markets continue through the mid-year and hopefully stabilize. Inflation is still a factor. The consumer price index has come down to below 3%, but the accumulated increases and prices for the average American have risen more than 20 percent since COVID, and this is still causing people to struggle. Most of our clergy are in that group of people with their discretionary money reduced. The Federal Reserve raised interest rates to counter bank failures and to control inflation, and they have had some good effect. But, at the end of 2024, we saw inflation rise again, so we are not back to low inflation yet. However, we are not in the business of evaluating the political climate, as we will leave that to others. Our main goal is to protect the investments we have under our management to ensure we can meet all the obligations we have for each of the pension plans for our retirees now and in the future. Our Board remains laser-focused to ensure we have the reserves to weather the down-market years. Bruce has done a magnificent job over the years, advising the BOP members on what actions we need to take to be good stewards of the funds. The work of this Board will remain integral to meeting the retirement and health needs of the clergy in the years ahead, and because we have built our reserves, we believe we are well-positioned to support our clergy. They can have confidence that we have their best interest in mind. Again, I thank all board members for their faithful attendance, thoughtful deliberations, and contributions of their service.

Respectfully submitted by,

Jeffrey R. Johnson

Chairperson, PNW Conference Board of Pensions

The New Compass Retirement Plan

In May 2024, the General Conference voted to create a new mandatory account-based retirement plan for U.S. clergy called Compass, which begins January 1, 2026. Accordingly, effective December 31, 2025, the Clergy Retirement Security Program (CRSP) will become the predecessor plan. All benefits earned under CRSP are preserved, meaning clergy retain all their earned benefits. With an account-based, defined contribution (DC) retirement plan, each clergy has their own account—the money in that account belongs to that individual, to keep for the rest of their lives—and any remaining balance can be left to family members, or a church, charity or other beneficiaries after the clergy dies. A DC account grows over time by investing in the financial markets.

Compass will not change the benefits being received through legacy retirement plan, Pre-82 and Ministerial Pension Plan. Clergy who earned pensions through Pre-82 or MPP will retain these benefits. The move to Compass does not impact any benefits already earned.

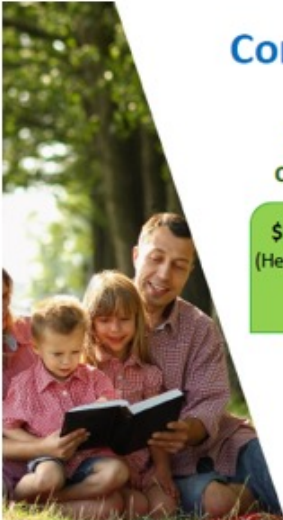
The UMC will make three types of contributions to each eligible clergyperson’s Compass account:

\$150 per month **flat-dollar contribution** (increasing 2% per year, rounded down to the nearest \$5 increment). If ½ appointment, the flat-dollar contribution is \$75 per month, and ¾ time, \$112.50 per month.

3% of clergy’s compensation

\$1 for \$1 match on up to 4% of the clergy’s compensation, based on how much the clergy contributes to Compass

Compass leverages these three different types of UMC contributions working together. The plan design was based on carefully calibrating these contributions to achieve an



Conference/Church Contributions

Flat-dollar contribution	Pay-dependent contribution	Matching contribution
\$150* per month (Helps lower paid clergy)	3% of Plan Compensation	\$1/\$1 match on up to 4% of Plan Compensation

Plan Compensation Definition (upon which contributions are based):

- If pastor has housing allowance: Base pay plus housing allowance
- If pastor lives in parsonage: Generally 135% of base pay

*2026 amount; increases 2% per year in \$5 increments.

income replacement ratio within the target range (75% or more, with Social Security) for the majority of full-time clergy who serve a full career in the UMC. If clergy are working less than full time, the flat dollar contribution will be prorated. Wespath's Board of Directors convened a committee of retirement plan industry experts, UMC representatives, financial experts, and Wespath staff to design the Compass plan. The plan design was approved by General Conference in 2024.

The retirement distribution options for Compass are as follows:

UMC Compass contributions and earnings are distributed via monthly payments using Wespath's award-winning LifeStage Retirement Income, which is designed to optimize income in retirement.

Clergy Compass contributions and earnings can be distributed through LifeStage Retirement Income. Other options include setting up cash installments or taking a lump-sum or partial distribution.

The deemed value of parsonages is raised to 35% of plan compensation under Compass compared to 25% previously under CRSP. When clergy are provided with a parsonage, the deemed value of the parsonage is considered a part of the clergy's total compensation package, upon which plan sponsor contributions are made. During the design of Compass, a study was commissioned to determine if the 25% parsonage value used under CRSP remained appropriate in today's market. After the market analysis, it was determined that the value of the parsonage was much closer to 35%. As such, the Wespath Board's Bellwether Committee suggested changing the parsonage value to 35% of plan compensation. This impacts only the retirement plan. Other benefits the clergy may receive should be evaluated separately.

Many clergy carry student loan debt, which can make it difficult to pay back the loan and contribute to their retirement account. To address this, through Compass, the UMC provides matching contributions up to 4% of compensation based on qualified educational loan payments made by clergy. In other words, the plan matches student loan payments as if they were participant contributions into Compass.

It should be noted that clergy, if possible, should consider contributing the 4% of plan compensation to Compass because of the potential earnings trajectory for contributions made earlier in their career. In other words, the longer clergy contribute to Compass, the more time their contributions have the potential to grow.

You can learn more about Compass by visiting wespath.org/r/compass for videos and other resources.

Adoption Agreement by Conference Board of Pensions

At the March 15th meeting of the conference board of pensions, action was taken on the Compass adoption agreement. The following actions were taken:

- 1. Plan eligibility: Clergy appointed half-time (50%) and above. Compass does not have an option for ¼ time appointed clergy. They will remain covered under the current UMPIP plan.

- 2. Participants' Contributions: Automatic enrollment starting at 4% of plan compensation, unless the participant elects not to have automatic enrollment apply. Automatic Contribution Escalation increases at 1% each January 1st up to a maximum of 10% unless the participant elects not to have Automatic Contribution Escalation apply to his or her participant contribution.
- Automatic Features are currently in place in this annual conference. The only difference under Compass is the starting percentage increases from 2% to 4%. The reason the start is at 4% is because of the matching feature of Compass. To get the full match the participant must contribute at least 4% of their plan compensation unless student loans are involved. Currently, we only have nine pastors who are not contributing at least 4%, with the average of all clergy in 2025 of 9.8%.

The conference board of pensions will bill the local church/conference budget for Compass in 2026, 3% of the plan compensation of the pastor, the 4% match, and only 25% of the \$150 flat dollar cost. If you would like to know what the cost of the new Compass plan is compared to the CRSP for your church with 2025 compensations, please make request with Bruce Galvin, bruce.galvin@pnwumc.org.

Bruce Galvin, *Conference Benefits Officer*

Rules Committee

The 2024-25 Rules Committee received the referral from the 2024 session of the Annual Conference. We looked at the two amendments that were made and passed in Focus Session #2. We engaged stakeholders, and we updated paragraph references to align with 2020/2024 The Book of Discipline. The Rules printed in the 2025 Pre-Conference Handbook have been updated with non-substantial (editorial) changes. A track-changes version is available for download on the AC 2025 conference website in the download section. The Rules Committee recognizes there are times when our Rules do not aid the body to do its best work. We hope that with each iteration, our Rules become more clear, helpful, and reflective of our shared work and responsibilities.

Respectfully submitted,

Stephanie Henry

Chair, 2024-25 Rules Committee

United Women in Faith

“ACTING BOLDLY TO IMPACT...INFLUENCE...INSPIRE”

As a conference organization, we continue to focus on reaching out to women around our conference who are passionate about mission and ministry with those on the margins, whether or not they are part of a local unit. There has been much “thinking outside the box” to continue connecting women of faith in their various passions and callings to impact our world, provide leadership and soul care opportunities to assure ongoing diversity within our organization, and inspire women in their own spiritual journey. We have branched out in programming and learning opportunities such as “Faith Talks,” “Voices from the Field,” Mighty Networks, and online “Author Talks,” which are only some of the ways we, as United Women in Faith, are able to expand our concepts of Mission, Faith Development, Supportive Community and Educating for the Transformation of our world. We were so thrilled to, once again, hold our “Cooperative Mission u” event in person as we gathered at Wesley UMC in Yakima in July, and will do so again July 24-26, 2025. We continue to offer class sessions for adults, children, and youth. We are also able to participate in some “hands-on community mission work” that Wesley UMC is involved in within their community. For the 2024-28 quadrennium, our Missional priorities will be “Climate Justice Care” and “Ending the School to Prison Pipeline”.



United
Women
in Faith

- **Reading Program 2024:** One of the many ways that education for transformation is impacted is by our United Women in Faith Reading Program. The selected books cover Leadership Development, Nurturing Community, Mission Education, Social Action, and Spiritual Growth, and include books for children and youth. There have been a variety of formats of book studies, both in person and via Zoom, as well as participation in Author Talks through the National Division, where districts present their reader awards at their district events.
- **Mission Giving:** Through our Five Channels of Mission Giving (Pledge, Thank Offering, Mission Recognition, Gift and Memory, Gift in Mission), our National Organization of United Women in Faith supports over 226 programs in 34 countries with 121 mission institutions within the United States. In 2024, we were able to give 130% of our pledged giving to this amazing ministry locally and globally.
- **The Pacific Northwest United Women in Faith Endowment Fund:** Established in 1997, thanks to generous donors, \$1618.05 was contributed in 2024. The interest is used for scholarships and special grants. Since January 2019, funds have been invested in a Diversified Moderate Portfolio.
- **Legacy Fund:** This fund is an investment (managed by Wespath) to assure ongoing leadership development for United Women in Faith. A highlight for building this fund is our Annual Day of Giving on March 23. For the Day of Giving 2025 Nationwide, \$404,596 was raised for Mission Giving. This honors the original date when a small group of women gathered in 1869 to plan to support women mis-

sionaries financially. Donations are received to honor, memorialize, and include in planned giving by individuals who believe in our Purpose of Mission and Ministry with Women, Children, and Youth for the next 150 years! In 2024, our donation from Pacific Northwest United Women in Faith toward the Legacy Fund was \$ 2403.05.

- Mission Agencies: The Atlantic Street Center in Seattle and the Tacoma Community House are the two national mission institutes in the Pacific Northwest Annual Conference. Both received support from United Women in Faith throughout the conference and the National Division. Our Pacific Northwest United Women in Faith representatives work with these national mission institutions in various ways.
- The Conference UMW Annual Meeting: This was held on October 18-19, 2024, at Spokane Valley UMC, and we were shown amazing hospitality by the lay and clergy there with a theme “Expand the Vision, Trust the Nudge” where we were inspired by our keynote speaker, Sue McGrath, “Dancing Our Prayers” (youth of the Yakama Nation) and “Naomi Project” (a local project serving women in the Spokane Valley area. Our offering was divided between these two programs. We look forward to our October 17-18, 2025, Annual Gathering at Bothell UMC, where our keynote speaker will be Jana Jones, our National Board President of United Women in Faith.
- Western Jurisdiction was held in Anchorage, Alaska, in 2024, and several people from around our conference were able to attend. We had three voting delegates and, thanks to our endowment fund, were able to send a clergy person on scholarship. The Pacific Northwest is well represented by Madelyn Bafus (Inland District) as nominations chairperson for the jurisdiction and Marilyn Reid (Sea-Tac District) on the National Board of Directors of United Women in Faith.

We encourage you to explore United Women in Faith and the many opportunities for making a difference through the following sites: uwfaith.org and pnwumc.org/uwfaith
Respectfully Submitted,

Deb Avery, President

PNW Conference United Women in Faith

Africa University

Greetings and thanks to you, the Pacific Northwest Annual Conference members, for your love of Africa University! Your love, lived out in the local church and across every level of the United Methodist Church worldwide, is a source of hope and dreams brought to life.

Africa University's students, faculty, staff, trustees, and alumni are deeply appreciative of the 2024 investment of 82 percent of the asking to the Africa University Fund apportionment by the local churches of the Pacific Northwest Conference. Thank you for helping to equip change leaders who share the gospel of Jesus Christ, reduce hunger, improve public health, instill hope, and build prosperous and peaceful communities. As the 2025-2028 quadrennium unfolds, Africa University is urging the members of the Pacific Northwest Conference to:

- Encourage their congregations to maintain their support for the Africa University Fund at the 2016 budget level and strive to achieve 100% investment of the asking each year.
- Help identify at least two (2) churches (keystone congregations) in the conference to provide second-mile gifts of \$7,000 each (or \$14,000 in total each year) for annual scholarships for two undergraduate students.



Through Africa University, the Pacific Northwest Conference of The United Methodist Church nurtures servant leaders with ethics, empathy, and a bold, can-do mindset. Having experienced God's grace through your love in action, students and graduates of Africa University are stepping forward to help churches and communities to thrive. Here are highlights of the impact of Africa University faculty, administrators, and students in 2024:

- Africa University start-up, Reagan Technologies, earned a semi-final finish in the Hult Prize Global Accelerator competition. Known as the 'Nobel prize contest for students,' the Hult Prize judges were impressed with the three-student AU team's innovative concept for generating electricity from footsteps. The team's climate-smart pavement tiles stood out against the competition from more than 60 universities.
- Another AU trio is transforming education by bridging the digital divide in Africa. Three students majoring in computer science won the top prize at the UbuntuNet Alliance Women's Hackathon with FUNDISA. It's a chatbot that delivers instant, curriculum-aligned explanations to students who lack internet access but have phones with SMS functionality. The chatbot enables students to simply send a text to a short code to receive educational support.
- Africa University is excited to share that its Doctor of Ministry program, a first for the continent of Africa, was accredited by the Zimbabwe Council for Higher Education. Future D.Min. candidates have options for specialization in Mission and

Evangelism, Liturgical Theology, Church Administration, Church and Society, and Chaplaincy Ministry. A pioneer group of 10 senior officers in the military, prisons and policing from Botswana, Malawi, Zambia, and Zimbabwe have completed the program, thanks to a collaboration between Africa University and Wesley Theological Seminary. Their doctoral research projects generated new knowledge that addresses deployment trauma, reducing drug abuse among officers, and the use of Psalms of lament for facilitating healing in families of inmates.

This is the global transformation story that Pacific Northwest United Methodists are shaping as partners in mission with Africa University. Your prayers encourage, and your generosity equips solution-finders and world-changers. Pacific Northwest Conference, your leadership is as pivotal today as it was at Africa University’s inception, 33 years ago. Thank you for journeying alongside Africa University in ministry.

James H. Salley, *President/CEO of Africa University (Tennessee) Inc. and Associate Vice Chancellor for Institutional Advancement, Africa University.*





PACIFIC
NORTHWEST
CONFERENCE

Thank You
for 33 years of investment
in the Africa University Fund!
Your faithful giving is bringing hope.

Boston University School of Theology

Your partnership, prayers, and support are a cherished gift as BUSTH seeks to serve the church and the world! In a year like 2024, BUSTH's commitments to equip transformational leaders for peace and justice are all the more necessary and significant. We are hopeful and vigilant in our continued partnership with you.

NEWS:

- Students: Our academic year 2024-25 entering class was among our most diverse, with 109 new students enrolling, 33% of whom are international students.
- Faculty: In July, Shively T.J. Smith was promoted to Associate Professor of New Testament, and in September we welcomed new [faculty member](#) Emilie M. Townes, Martin Luther King, Jr. Professor of Religion and Black Studies. In January we welcomed new Assistant Professor of Religion and Society, Luther Young, Jr.
- Expanding Online Programming: BUSTH's first fully online master's degree—the Master of Religion and Public Leadership (MARPL)—continues to expand since launching in fall 2022. MARPL seeks students who wish to be prepared for leadership roles that creatively engage challenges of public life: bu.edu/sth/marpl. An online Master of Divinity program is planned for Fall 2026.
- Faculty Research: Associate Dean Cristian De La Rosa received a second Lilly Endowment Parenting Grant for \$1.25 million. Faculty published more than 130 books, scholarly articles, op-eds, presentations, and book reviews during 2024. Many were interviewed by media publications or featured on podcasts for their scholarship in topics such as social justice activism, historical Methodist leaders, responding to trauma, and the use of AI to predict religious extremism. Selected stories are found at bu.edu/sth/research/faculty-research/.
- Scholarships: We continue to offer free tuition to UMC-registered candidates for ordained ministry and leadership fellowships that support students in ethnic, gender, and sexuality studies. New funds include Rev. James M. Smith ('51) Fund for Latinx Lay Education and Rev. Tom Sears ('59) Chaplaincy Operating Fund. We have increased an endowed fund for students specializing in the Hebrew Bible.
- Accreditation and Curriculum: BUSTH concluded a thorough curriculum revision for the MDiv and MTS programs, which launched in the fall of 2024.
- Online Lifelong Learning: BUSTH offers online courses for professional and spiritual enrichment of religious leaders. Recent offerings include "A Womanist Ethic of Care." To learn more, visit bu.edu/sth/oll.
- Development: Recent accomplishments include endowing the Raíces Latinas Program in Theology, Leadership, & Research and meeting a \$250K match in support



Boston University School of Theology

of the Religion & Conflict Transformation Program.

COMMITMENT TO JUSTICE and COMPASSION:

- BUSTH’s Office of Diversity, Equity, and Inclusion offers webinars on timely inclusion efforts, such as “Spiritual Leadership in Divided Times: Trauma and Thurman,” and \$500 DEI scholarships are offered to students with financial need to participate in our travel seminars.
- Work continues to improve accessibility, sustainability, and responsible investing as written in our 2030 Strategic Plan. BUSTH is the first certified Green School at BU and is active in the Green Seminary Initiative.

With faith and gratitude,

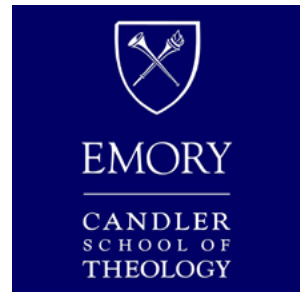
G. Sujin Pak

Dean, Boston University School of Theology

Candler School of Theology

Since 1914, Candler School of Theology at Emory University has educated faithful and creative leaders for the church's ministries throughout the world. An official seminary of The United Methodist Church, Candler holds true to the Wesleyan value of ecumenical openness, welcoming students from more than 40 denominations. Our student body reflects the diversity and breadth of the Christian faithful, with an enrollment of 416 from 13 countries, 41 states, 32 annual conferences, and 43% persons of color. We see this diversity as a blessing, enriching our life together and providing the perfect context for training for relevant ministry in the 21st century—ministry that cultivates community across difference, welcomes all to contribute and belong, and embodies Christ's love in and among us.

Candler offers six degrees (Master of Divinity, Master of Theological Studies, Master of Arts in Religion and Leadership, Master of Religion and Public Life, Master of Theology, Doctor of Ministry), most of which are available in hybrid or online formats. Response to our hybrid-format Master of Divinity, blending online classes and in-person intensives, continues to be strong: 63% of 2024's MDiv entering class chose the hybrid model. Nearly a quarter of MDiv students participate in Candler's Teaching Parish program, earning contextual education credit by serving as student pastors in local churches. And our proven DMin program—with a near 90% completion rate—is 90% online. These flexible options along with Candler's recognized academic excellence and hands-on learning opportunities are opening possibilities for more people to follow God's call to ministry.



Generous financial aid is a top priority for Candler. In 2024–2025, we are on track to award nearly \$6.5 million in scholarship support across all degree programs. All MDiv students receive scholarship support, and those who are certified candidates for ordained ministry in the UMC receive full-tuition scholarships. Plus, a remarkable gift this year of \$20 million from the O. Wayne Rollins Foundation promises to have a transformative impact on the school and future students alike, fueling a considerable expansion of our scholarship program and reducing financial barriers to high-quality theological education.

Several programs beyond our formal degrees make Candler a hub of Christian learning for an expanding audience. Those who are not seeking a graduate degree can engage in learning through The Candler Foundry, which offers in-person and online short courses, events, and certificate programs; the United Methodist Course of Study for educating licensed local pastors; the Candler Center for Christian Leadership for refining business skills of United Methodist leaders; and La Mesa Academy, offering a graduate certificate in theological studies via a two-year hybrid program with courses in Spanish, English, and Korean.

Candler continued to strengthen the already robust United Methodist presence among our faculty with four key appointments this year: Geordan Hammond, associate professor of Methodist and Wesleyan studies; Soren Hessler, assistant professor in the practice of

leadership and administration; Jennifer Quigley, assistant professor of New Testament; and Bishop Hope Morgan Ward, who joined us as bishop-in-residence following the retirement of Bishop Larry Goodpaster.

Jonathan Strom became dean of Candler in August 2024, when former dean Jan Love returned to the faculty. Strom has served on Candler's faculty since 1997 as professor of church history, with nearly a decade as senior associate dean of faculty and academic affairs, and a number of years as director of international initiatives. He is committed to nurturing the school's deep connection with The United Methodist Church.

Candler is strengthened by your prayers, partnership, and support. Thank you for the countless ways you advance this vital ministry in the life of the church. We invite you to visit us online at candler.emory.edu and follow us on social media to stay informed of all we offer throughout the year.

—*Office of Communications*

Candler School of Theology, Emory University

Claremont School of Theology

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

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

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



Our disappointments and setbacks include a ten-year litigation between the Claremont Colleges and CST over selling our 16.4-acre Claremont property. The civil courts affirmed a historic 1957 agreement that our founders made with the Claremont Colleges over the right of first refusal and an archaic formula that calculates the terms. Neither side could decipher that formula, and the Claremont Colleges insisted on paying only four million dollars for our property, which was conservatively worth ten times that amount.

The final arbitration we went through was binding, and the educational market value of the property was between 40–80 million dollars. However, the Arbitrator decided to calculate the formula and came up with a final price of 7.7 million dollars. We were counting on at least double that price to service our debts and allow us a viable future. You can imagine our shock and disappointment over this ruling. The sting of injustice is that the Claremont Colleges are land-banking the property at the lowest cost, whereas our institutional survival is at stake for CST.

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

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

Be the Hope,

Bishop Grant Hagiya
President, Claremont School of Theology

Drew University Theological School

Drew University Theological School educates and mentors pastors, preachers, deacons, activists, teachers, thought leaders, and change agents for ministry and service in the church, society, and the wider world. Building upon its Wesleyan and Methodist foundations, Drew Theological School is diverse in theology, vocations, age, as well as racial, ethnic, national, and international identities of its faculty, students, and staff. Many Drew students are just beginning their ministry, while others come to graduate theological education with prior ministry experience. The latter reflects a growing trend among all theological schools in the United States and Canada. In providing theological education to the world, Drew holds in-person classes in Madison, New Jersey, classes that meet exclusively online, while others meet in hybrid fashion, i.e., partially online, partially in-person, as well as in-person Doctor of Ministry cohort in South Korea and a pilot in-person Master of Divinity cohort in Liberia. Regular chapel worship originates on campus in Seminary Hall, but also is live-streamed so that students, alumni, and friends around the world can participate. Drew Theological School is a global seminary with a global student population serving the worldwide church.



In Fall 2024 Drew Theological School welcomed 94 new students in all degree programs, with total student enrollment (by headcount) in Fall 2024 semester being 388. Enrollment of international students at Drew increased from 120 students in Fall 2021 to 157 students in Fall 2024. This number includes students who are studying full-time in the U.S.A. on a student Visa, students who are studying online from their home country, and students in the South Korean Cohort of the Doctor of Ministry program.

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

Edwin David Aponte, PhD, ThD (honorary)

Dean and Professor of Religion & Culture

Duke Divinity School

Through God's sustaining grace and faithfulness, Duke Divinity School continues to welcome students from across the nation and around the world to be trained for ministries ranging from rural church pastorates to hospital and prison chaplains to community service leaders to theological educators. In 2024, we were joined by 224 students from 41 U.S. states and the District of Columbia, as well as new students who hold either primary or secondary citizenship in 11 other countries. The Master of Divinity program gained 108 new students, including 62 residential students (up from 54 the year before) and 46 in the hybrid program. The Master of Arts in Christian Practice enrolled eight new students: the Doctor of Ministry, 39 (up from 22 last year); Master of Theology, 10; Master of Theological Studies, 27; the Doctor of Theology welcomed five new students to campus. The Certificate in Theology and Health Care welcomed five residential students to campus and 21 to the hybrid program.



This has been a year of centennial celebrations for Duke University and The Duke Endowment. DDS was honored to participate in a Founders' Weekend chapel service held in Duke Chapel, in which both United Methodist Church bishops in North Carolina (Bishop Connie Shelton and Bishop Ken Carter) participated in leading the service, along with Dean Colón-Emeric. Divinity students and alumni contributed prayers and music, and of particular note were three women in our Master of Theology program who offered prayers in Mandarin, Hindi, and Korean.

Duke Divinity School continues to invest in ways to support Methodist leadership and pastoral formation. Our D.Min. program welcomed two new cohorts, one in Traditional Leadership and one in Missional Leadership, with support from the Parish Ministry Fund and The Duke Endowment. These 39 students are strengthening their capacity for leadership, establishing new faith communities, and meeting the challenges confronting churches and communities.

Master of Divinity students in the UMC had the opportunity in the spring 2024 semester to enroll in a course designed to prepare them to be observers at the UMC General Conference. Students met weekly with DDS faculty who are ordained elders in the UMC and nearly half a dozen bishops and denominational leaders. As one student said: "It is a time when we hold fast to our convictions and identify what is unique to the United Methodist Church. What is our role currently and in the future? It's amazing: our mission is to make disciples for Jesus Christ for the transformation of the world. I am excited about my ministry journey and the future of the UMC."

Duke Divinity continues to build on our connection to Methodist churches around the world through a formal partnership with Methodist Theological University in Seoul, South Korea. This agreement, signed on Sept. 21, 2024, supports the creation of pathways for the exchange of students, faculty, and academic programming.

Two scholars joined our faculty this year: Aaron Griffith, assistant professor of American church history, and Kevin Hart, Jo Rae Wright University Distinguished Professor, with a joint appointment in the Duke University Department of English. William Turner Jr., James T., and Alice Mead Cleland, Professor Emeritus of the Practice of Preaching, received the Duke University Medal for Distinguished Meritorious Service, the highest honor bestowed by the university.

Duke Divinity commemorated the 50th anniversary of the Women's Center at the school with a guest preacher and celebration dinner. With a \$5 million gift from The Duke Endowment, we are strengthening our Office of Black Church Studies through recruiting a senior scholar and supporting academic, theological research. A \$1.25 million grant from Lilly Endowment Inc., part of their Nurturing Children through Worship and Prayer Initiative, will help launch a Duke Divinity program, "Let the Children Come," to study how congregations more fully and intentionally engage children in intergenerational corporate worship and prayer practices.

Duke Divinity School continues to be grateful for our ongoing participation in The United Methodist Church and partnership with this annual conference. We look forward to our ongoing work with you as we join the leading of God's Spirit in the task of preparing people for Christian ministry. To learn more about Duke Divinity School, please visit our website at www.divinity.duke.edu.

Respectfully Submitted,

Edgardo Colón-Emeric

Dean, Duke Divinity School

Gammon Theological Seminary

- Gammon Theological Seminary is the only Historically Black Theological Institution (HBTI) of The United Methodist Church. Gammon's Mission is to help prepare for the practice of Christian ministry and public leadership individuals who understand their vocation as working in partnership with God in forming a just and generative world for all.
- GTS is currently an "extended unit" of the Interdenominational Theological Center. As a constituent member of the ITC who is accredited through the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), GTS has conferred degrees in partnership with the ITC for Gammon Theological Seminary graduates since 1959. Gammon Theological Seminary seeks separate accreditation through SACSCOC and the Association of Theological Schools in the United States and Canada (ATS).
- We are excited to share Academic and Operational updates for 2024.
- In June 2024, we hired a world-renowned theologian and scholar, Dr. Renita J. Weems, as our Chief Academic Officer.
- This Fall 2024, we launched state-of-the-art renovations to the Gammon building. The renovations transformed the facility into a place for four in-person class sessions, upgrading all meeting spaces with state-of-the-art technology and furnishings.
- In September 2024, the Board of Trustees of Gammon Theological Seminary approved the submission of our application to begin the SACSCOC Accreditation process. This historic decision included Gammon launching our Independent MDIV degree program in September 2024.



Here are a few of this year's ministry and fund development highlights.

- In Spring 2024, Gammon hosted our 2nd Annual Student Scholarship Fundraiser Golf Tournament, which received \$70,000 in donations toward the scholarship fund.
- The Rev. Walter H. McKelvey Endowed Scholarship The fund, which was launched by Dr. Loretta F. McKelvey (wife of the late Rev. McKelvey) and Dr. Walter Kimbrough, continues to grow with matching gifts in partnership with the South Carolina United Methodist Foundation.
- In June 2024, the Florida Conference's Rev. Geraldine McClellan Endowed Scholarship Fund, which is now fully endowed at the Florida United Methodist Foundation, continued to grow with donations for 2024. Now, the fund balance exceeds \$130,000.00, and Dr. Geraldine McClellan was honored at our 2024 Founder's Day/Pastors and Leaders Conference Gala banquet with our Icon of Excellence Award.

- Gammon hosted the Ebony Exploration Event for 75 young adults under the age of 35. The students explored their sense of call and vocational discernment.
- In December 2024, Gammon celebrated our 141st Founder's Day and Pastors and Leaders Conference. We hosted over three hundred people attending workshops (in person and virtual) and our Scholarship Gala Dinner at IMPACT Church in Atlanta, GA.
- Gammon received two \$10,000 donations for two new endowed funds from Dr. James H. Salley, in honor of his parents in the South Carolina Conference, and from Rev. Dr. Michael McQueen, District Superintendent for the North Georgia Central North District.

Rev. Dr. Candace M. Lewis
President-CEO

Garrett-Evangelical Theological Seminary

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

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

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

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

Vilma Franco

Executive Assistant to the President Garrett-Evangelical Theological Seminary

Higher Education and Ministry

“Lord, show us favor; we hope in you. Be our strength every morning, our salvation in times of distress.” (Hebrews 33:2).

These words from Hebrews both ground and inspire the General Board of Higher Education and Ministry (GBHEM) as we participate in the *missio Dei*, the mission of God. GBHEM stewards the intellectual life of the Church and supports the formation and calls of transformative leaders. We approach our changing work and world with hope and dedication to listen and collaborate closely with our partners worldwide, to create space and opportunity for growth in leadership and ministry.

GBHEM strengthens the educational mission of the Church by fostering environments of intellectual development alongside spiritual growth. Through GBHEM programs, such as Clinical Pastoral Education, the Course of Study, the Central Conference Theological Education Fund, the Black College Fund, and robust scholarship programs, GBHEM supports Methodist scholarship and leadership around the world.

Alleviating student debt through financial support remains a priority. GBHEM awarded over \$3.7 million in scholarships to 2,165 students in 2024, including students from 51 annual conferences in the United States and 28 annual conferences in the central conferences. In addition, GBHEM stewarded the distribution of roughly \$17.4 million in grants to United Methodist ministries.

Because of your generous support, approximately \$6.4 million is apportioned annually for the 11 historically black colleges and universities (HBCUs) related to the Church through The Black College Fund. The funds enhance capital improvements, provide scholarships, and support the work of faculty and staff. There are approximately 13,534 students at BCF-supported HBCUs; 70% receive Pell Grants.

GBHEM is also responsible for two initiatives approved by General Conference: The Methodist Global Education Fund for Leadership Development (MGEFLD), which includes the Grants and Scholarships Program (GRASP); and the Central Conference Theological Education Fund (CCTEF). The CCTEF advances theological education in all central conferences by strengthening theological institutions, creating networks among these schools, and increasing access to theological education.

GBHEM has established 9 regional Leadership, Education and Development Hubs (LEAD Hubs) around the world. Each LEAD Hub is a part of the agency’s strategic plan to connect with The United Methodist Church worldwide through collaboration with Pan-Methodist and Ecumenical leaders in Africa, Asia Pacific, Europe, and Eurasia, Latin American and the Caribbean, and North America.

The agency’s ongoing alignment efforts with Global Ministries were further enriched when Roland Fernandes became general secretary of GBHEM on July 1, 2024, following the retirement of the Rev. Greg Bergquist. After several years of collaborative work, agency priorities focus on a unified presence and integrated structure. This holistic understanding of mission encompasses all the work of both agencies and improves our ability to

serve and support partners in mission and ministry around the world.

Global Ministries and GBHEM's board met jointly in Atlanta, prior to General Conference; that meeting honored the many contributions of board members who had served during the last quadrennium. Spirit-led worship accompanied the fall Board of Directors meeting, also held jointly, in Nashville. This meeting welcomed new board members, who will serve during the 2025-2028 quadrennium.

As we partner in ministry, we will continue to look for ways to better serve the Church, cultivating a call to mission in the hearts and minds of people across the connection. We celebrate our partnership with your Annual Conference and thank you for nurturing and supporting United Methodist lay and clergy leaders throughout the UMC world-wide connection.

Respectfully Submitted,

Roland Fernandes

General Secretary GBHEM, GBGM, UMCOR

Saint Paul School of Theology

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

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



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

For the 2023-2024 academic year, we brought 41 new, faithful theologians from across the

world to our learning community. International students from South Korea, Belgium, and Mexico added to the global learning environment on both campuses and online. Twenty-seven percent of incoming students identified as a race or ethnicity other than white, and 53 percent identified as female.

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

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

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

For the 2023-2024 fiscal year, Saint Paul Course of Study (COS) School educated 250 individual students, including 79 new students, with approximately 600 registrations and

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offering 46 classes. Serving 31 Conferences, 89 Districts, 116 Full Time and 126 Part-Time Licensed Local Pastors comprised these registrations. Seventy percent of these students are taking more than one course. To help offset student costs, twenty percent of all students received aid from their conference or church. COS School continues to attract a diverse student body. One hundred eighty-eight students ranged in age from 30 to 65, and 62 students ranged in age from 66 to 82. Students self-identified across four racial/ethnic groups. Fifty-two percent were male, and forty-eight percent were female. Many COS School students serve more than one church, many rural, with a few dozen students serving three or more churches. We helped 23 students finish the 20-course program this year, issuing them certificates of completion.

With approval from GBHEM, the school has continued its course offerings in both asynchronous and synchronous online formats. Utilizing this online format, we reached students in 28 states. We continue to offer online registration completed by the student with the ability to access their student account through Populi as used by our Seminary students. COS also uses the same learning platform, Moodle, as our Seminary students. By implementing the Course of Study School into Populi, these students share the same benefits as the Seminary, allowing them to participate in the Saint Paul experience. They have full access to the Seminary library on campus and online, with several required readings accessible as an eBook. We have invited COS School students to join our Saint Paul School of Theology Weekly Chapel Services and Spiritual Formation gatherings and other Saint Paul events.

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

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

our classrooms from Neat and Zoom over this next year.

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

Jay K. Simmons

President, Saint Paul School of Theology

Saint Paul trustees, faculty, staff, alumni, and students thank you for your prayers and support.

United Theological Seminary

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

Houses of Study

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



UNITED
THEOLOGICAL SEMINARY
OF THE TWIN CITIES

Bishop Bruce Ough Innovation Center

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

New Faces at United

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

Reducing Student Debt

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

Dr. Kent Millard, President

** Student data represent 2022-2023 headcount enrollment, as of March 1, 2023.
Denominational figures represent those who responded.*

Wesley Theological Seminary

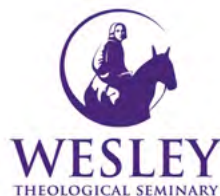
The mission of Wesley Theological Seminary (WTS) is to equip persons for Christian ministry and leadership in the church and the world, to advance theological scholarship, and to model a prophetic voice in the public square.

Today, the world needs public servants. Wesley DC remains committed to nurturing future leaders in church and society with theological and spiritual growth and community engagement:

Master of Divinity, Master of Arts, Master of Theological Studies Degrees:

Our diverse programming serves our diverse student population. We offer traditional, brick and mortar, in-person study and flexible, online and hybrid models. Wesley DC is committed to curating space for diversity, community, and (re)imagining ministry. <https://www.wesleyseminary.edu/study/>

Doctor of Ministry Degree: Wesley DC maintains one of the largest Doctor of Ministry programs, offering specialized tracks of study for scholars going into local parishes, global missions, or military chaplaincy. <https://www.wesleyseminary.edu/doctorofministry/program/>



The Hub for Collaboration and Imagination: Wesley DC envisions a dynamic, Spirit-inspired church that responds to God and neighbor. To that end, we catalyze faith communities and leaders to learn about innovation and spiritual entrepreneurship to enact transformative ministry. <https://www.wesleyseminary.edu/wesley-innovation-hub/>

Center for Public Theology: Wesley DC continues to provide sound theological training for future ministry leaders. We foster an entrepreneurial mindset and the practical skills needed to create ministry models which help the church to remain a vital institution that fosters flourishing. <https://www.wesleyseminary.edu/ice/programs/public-theology/>

Community Engagement Institute: Wesley DC offers ground-breaking foundational courses and electives in community engagement, public theology, political theology, and social ethics. <https://www.wesleyseminary.edu/ice/about-us/overview-2/>

The Henry Luce III Center for the Arts and Religion: Wesley DC is thrilled to share two new exhibits, Un/familiar Terrain{s}, a creative dialogue between UK-based artist, Michael Magruder, and Artificial Intelligence; and Notebook, featuring works by Iranian-born artist, Mojdeh Rezaeipour. We also welcomed Ama BE, a Ghanaian-American transdisciplinary artist exploring African migration ecologies. <https://www.luceartsandreligion.org/>

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

Lyvonne Briggs, Director of Strategic Communications & Marketing