



**240th Session of the
Baltimore-Washington Conference
of The United Methodist Church • 2024**

WELCOME

Welcome to Baltimore City and the 240th session of the Baltimore-Washington Conference of The United Methodist Church!

Our theme this year comes from Jeremiah 20:9. The prophet proclaims that he must speak of his Creator's power and love because "There is in my heart, as it were, a burning fire shut up in my bones, and I am weary with holding it in, and I cannot."

As United Methodists from 571 churches across Maryland, Washington, D.C., and the panhandle of West Virginia, we know the zeal, fire, passion and enthusiasm that resides in our souls. It defines us. The blazing and unquenchable fire of the Spirit lives within us.

This week, as we gather for holy conferencing and help engage our churches in growing in discipleship and vitality, we claim the passion of Christ and refuse to let that sacred spark dwindle within us. Instead, we re-kindle our flame and ignite it to bring light to the world's dark places. We are a people of the cross and flame. We burn bright with the knowledge that "transformed lives transform lives." Welcome!



BISHOP LATRELLE EASTERLING
PRESIDING BISHOP OF THE BALTIMORE-WASHINGTON
& PENINSULA-DELAWARE CONFERENCES

OFFERINGS

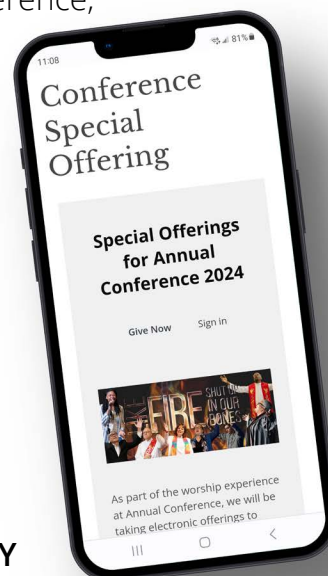
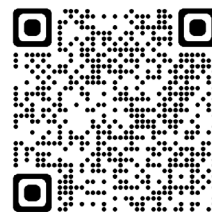
SEEDS OF SECURITY

The offering at the Opening Worship on May 29 will go to Seeds of Security, a ministry of Bishop LaTrelle Easterling and the Baltimore-Washington Conference, which offers healing and a safe haven for survivors of Domestic Violence/Intimate Partner Violence. Learn more at bwcumc.org/sos

CLERGY WELLNESS

As pastors continue to face ever-changing challenges with adaptability and resilience, the BWC's Center for Vital Leadership and the Board of Ordained Ministry are working to ensure that clergy are cared for. An offering at the Ordination Service, on May 31, will go to healing and wellness opportunities for pastors in need through the newly launching Clergy Renewal Leave Grant Program.

To give on our conference special offering page you can scan the QR code above or visit bwcumc.org/offering/ or text **AC2024** to **410-220-2402**. Alternatively, you can give directly via text-to-give by texting **SOS** or **CLERGY** and the amount of your gift to **410-220-2402**, for example, SOS 75 or CLERGY 100.



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CONSENT CALENDAR

In parliamentary procedure, a consent calendar gathers routine discussion points into a single agenda item. Within the BWC, the annual reports from committees and agencies that do not include recommendations are put on the consent calendar and voted upon as one item.

The ministry agencies' reports on the consent calendar can be found at bwcumc.org/DMReports.

Individual reports may be removed from the consent calendar by sending 10 requests (from different people at unique email addresses) to the Conference Secretary, Kevin Silberzahn, bwcsecretary@bwcumc.org before noon, on Thursday, May 30. The consent calendar will be voted on at the close of the afternoon plenary session on May 30.

CURIOUS ABOUT WHAT'S 'IN ORDER'?

The [rules of the session](https://bwcumc.org/events/2024-annual-conference/) are online, in the sidebar of the 2024 Annual Conference page at bwcumc.org/events/2024-annual-conference/.

Connect with
each other:

#BWCUMC24

AGENDA

*Annual Conference Agenda is subject to change.

Wednesday, May 29	
8 a.m.	Ordination and Commissioning Rehearsal
9 a.m.	Annual Conference Registration Opens
10 a.m.	Workshops
10:30 a.m.	Celebration of Retirees <i>(by Invitation only)</i>
Noon	NO General Lunch
1:15 p.m.	Clergy Session
1:30 p.m.	Laity Session with Rev. Michael Beck speaking
4 p.m.	Opening Worship with Bishop LaTrelle Easterling preaching
6 p.m.	Annual Conference moves to Camden Yards, Bishop throws out the first pitch
Thursday, May 30	
6:45 a.m.	General Breakfast
8:15 a.m.	Gathering Music
8:30 a.m.	Bible Study with Dr. Carla Works
9 a.m.	Pre-Retirement Counseling
9:30 a.m.	Plenary Session
Noon	General Lunch
1:45 p.m.	Service of Remembrance
3:45 p.m.	Plenary Session
4:50 p.m.	Order of the Day - Consent Calendar
5 p.m.	General Dinner
7 p.m.	Plenary Session
Friday, May 31	
6:45 a.m.	General Breakfast
8:15 a.m.	Gathering Music
8:30 a.m.	Bible Study with Dr. Carla Works
9:30 a.m.	Plenary Session
11:40 a.m.	Order of the Day - Motion to Receive all Reports and Fixing of Appointments
Noon	General Lunch
2 p.m.	Service of Ordination
4 p.m.	Annual Conference ends

Stop by the Discipleship Ministries booth throughout the week and experience the perfect blend of relaxation, entertainment and community!

- **Wednesday:** Stop by for thrilling lawn games and the chance to win big on our prize wheel.
- **Thursday:** Massage chairs from noon to 7 p.m., and don't miss out on the epic Karaoke night after the evening plenary.
- **Friday:** Adorable therapy dogs are available at the Wellness & Missions booth for some much-needed stress relief during annual conference and will be featured at the Disciple Ministries booth on Friday for snuggling.

Be sure to drop by for entertainment, relaxation, and #BeUMC photo opportunities.



Scan to view a more detailed AC agenda.

METHODIST HISTORY, JUST AROUND THE CORNER

Just a stone's throw from where the Annual Conference is meeting is the oldest church in continuous use in Baltimore – Old Otterbein United Methodist Church.

The sanctuary, erected in 1785-86, was built for about \$6,000 from ballast bricks discarded by ships in the nearby harbor. All the nails used in construction were hand-made. The church bells, cast in London, were installed in 1789 and have been sounded for nearly every important event in American history since the end of the Revolutionary War.

Today the church is a herald of justice and discipleship, whose witness bears legacy to its identity from 1800 when it became the Mother Church of the Church of the United Brethren in Christ under the leadership of Bishop Philip William Otterbein.

Through mergers in 1946 with the Evangelical Association and 1968 with the Methodists, the church became "United Methodist."

Philip William Otterbein (1726-1813) came from Germany in 1751 as a missionary to German colonists in Pennsylvania. The Baltimore pastorate, which he assumed in 1774, was his fifth, and he stayed for the rest of his life, a 39-year pastorate. Otterbein and Martin Boehm helped found the United Brethren in Christ in 1800, and Otterbein's church in Baltimore became the cradle of the new denomination.

Otterbein had a close relationship with Francis Asbury; in 1784 he assisted in Asbury's ordination at the Christmas Conference which founded the Methodist Episcopal Church.

Asbury preached at Otterbein's church many times, and on March 24, 1814, some months after Otterbein's death, Asbury wrote the following in his journal: "Forty years have I known the retiring modesty of this man of God; towering majestic above his fellows in learning, wisdom, and grace, yet seeking to be known only of God and the people of God."

Otterbein is buried in the churchyard and a monument was placed over his grave in 1913.

Today, the church is pastored by the Rev. Bonnie McCubbin, who also serves as the BWC's Director of Museums and Pilgrimage.

Learn more about Baltimore-Washington Conference history at bwcumc.org/history.



SPEAKER BIOS

Bishop LaTrelle Easterling

Bishop LaTrelle Miller Easterling is the episcopal leader of the Baltimore-Washington and Peninsula-Delaware Conferences. She will preside over this Annual Conference session, preach at the opening worship service, and throw out the first pitch at the Orioles game on Wednesday.

Bishop Easterling was assigned to serve the BWC in September 2016, becoming the first woman to lead this historic conference. She became bishop of the Peninsula-Delaware Conference in September 2021, when the two conferences were affiliated. Her focus for the Affiliation is to ensure that 100 percent of the churches become 100 percent vital.

She is committed to homiletical excellence, servant leadership and transformative justice. Prior to being elected, Bishop Easterling served as superintendent of The Boston Metro District, the most diverse and inclusive district within the New England Annual Conference. She was also selected to serve as Dean of the Cabinet. She has a bachelor's degree in Telecommunications and Political Science from Indiana University and a Doctor of Jurisprudence from Indiana University School of Law. She graduated summa cum laude in 2004 with a Master of Divinity from Boston University School of Theology. In 2020, she was named a Distinguished Alumna of that school for her work in justice and advocacy, as well as her leadership within The United Methodist Church. Prior to entering full-time ministry, Bishop Easterling served as an associate attorney in a leading law firm, a prosecuting attorney for a municipality and a human resources executive.

She is married to the Rev. Marion Easterling, Jr., pastor of Locust UMC in Columbia. They have two sons, Garrett and Miles.



Dr. Carla Works

Dr. Carla Works will be the preacher at this year's ordination service on May 31 and will lead Bible study on Thursday and Friday mornings. She serves as Dean of Wesley Theological Seminary in Washington, D.C., a position she began in July 2023. She also is the Woodrow and Mildred Miller Professor of Biblical Theology at the seminary.

Works has taught New Testament studies at the seminary since 2009. She earned her Ph.D. at Princeton Theological Seminary and holds two master's degrees, one from Yale University Divinity School and another from Southwestern Baptist Theological Seminary. Her research interests encompass the Pauline epistles, the New Testament's use of Israel's scriptures, biblical ethics, and theological interpretation. Her publications include *The Least of These: Paul and the Marginalized*, *The Church in the Wilderness: Paul's Use of Exodus Traditions in 1 Corinthians*, "Philippians" in *The Women's Bible Commentary*, and various articles. She is passionate about teaching and learning for the service of the church.



Rev. Dr. C. Anthony Hunt

The Rev. Dr. C. Anthony Hunt, the senior pastor of Epworth Chapel UMC in Baltimore, will be the guest preacher at the Memorial Service on May 30.

Hunt has led Epworth Chapel since 2011 and in 2020 expanded his ministry to serve as the supervising pastor of the Beloved Community Cooperative Parish, which is comprised of three churches in Baltimore (Epworth Chapel UMC, Sharp Street Memorial UMC, and Martin Luther King Memorial UMC). Most recently, he founded and is now project director of Hope for the City: Transforming Urban Leaders, a Baltimore-based Transformational Leadership Development collaborative with the Ministry in the City HUB at City Seminary of New York, and the Lilly Endowment. He is also a professor at Wesley Theological Seminary in Washington, D.C. and St. Mary's Ecumenical Institute in Baltimore, and serves on the Board of Governors at both institutions. He is the author of 17 books and more than 250 articles.

In his spare time, Hunt enjoys spending time with family, traveling, reading, writing, exercising, sports, and listening to jazz music. His life's theme, he said, is "In light of how good God has been to me, I have committed my life to serving God's people."



Rev. Dr. Michael Adam Beck

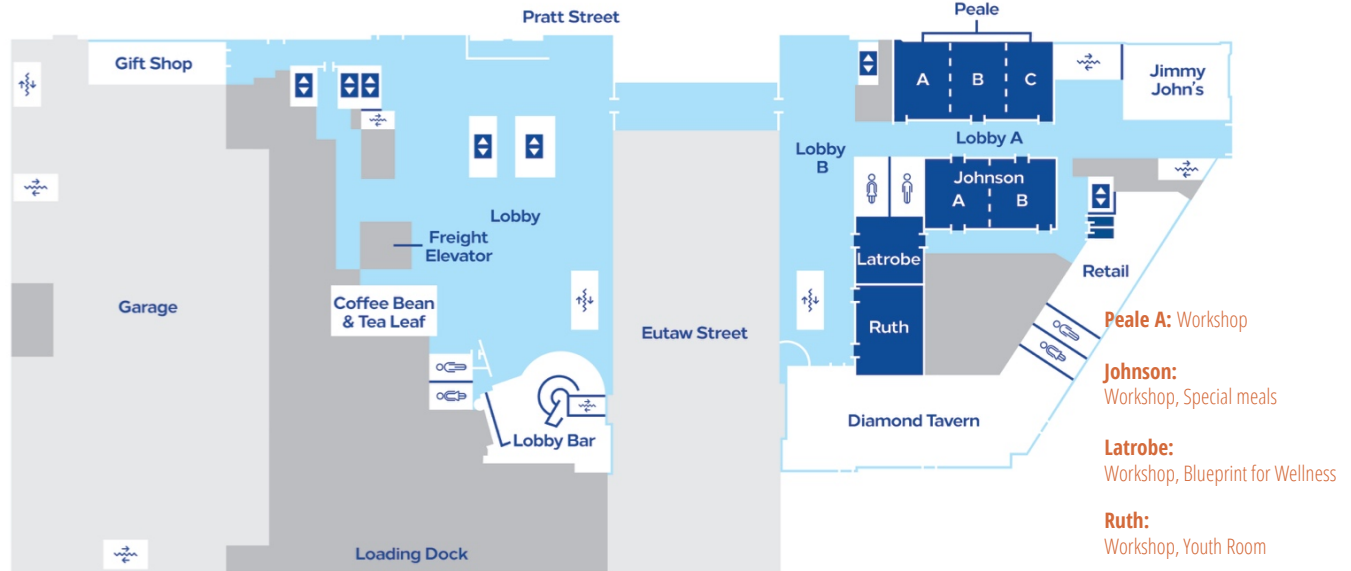
The Rev. Dr. Michael Adam Beck, a pastor, professor, coach, consultant and author, will be the speaker at the Laity Session. He is currently the director of the denomination's Fresh Expressions Initiative and serves as the co-pastor of Wildwood UMC, St Marks UMC, and Compassion UMC with his wife, Jill, where they direct addiction recovery programs, a jail ministry, a food pantry, an interracial unity movement, and house a faith-based inpatient treatment center. Wildwood and St. Mark's are traditional congregations AND a network of thirteen fresh expressions that gather in tattoo parlors, dog parks, salons, running tracks, community centers, burrito joints, and digital spaces.

Beck earned a Master of Divinity degree from Asbury Theological Seminary and a Doctorate in Semiotics and Future Studies at Portland Seminary. He's the author of fourteen books, including *Painting with Ashes: When Your Weakness Becomes Your Superpower*, which tells his life story.

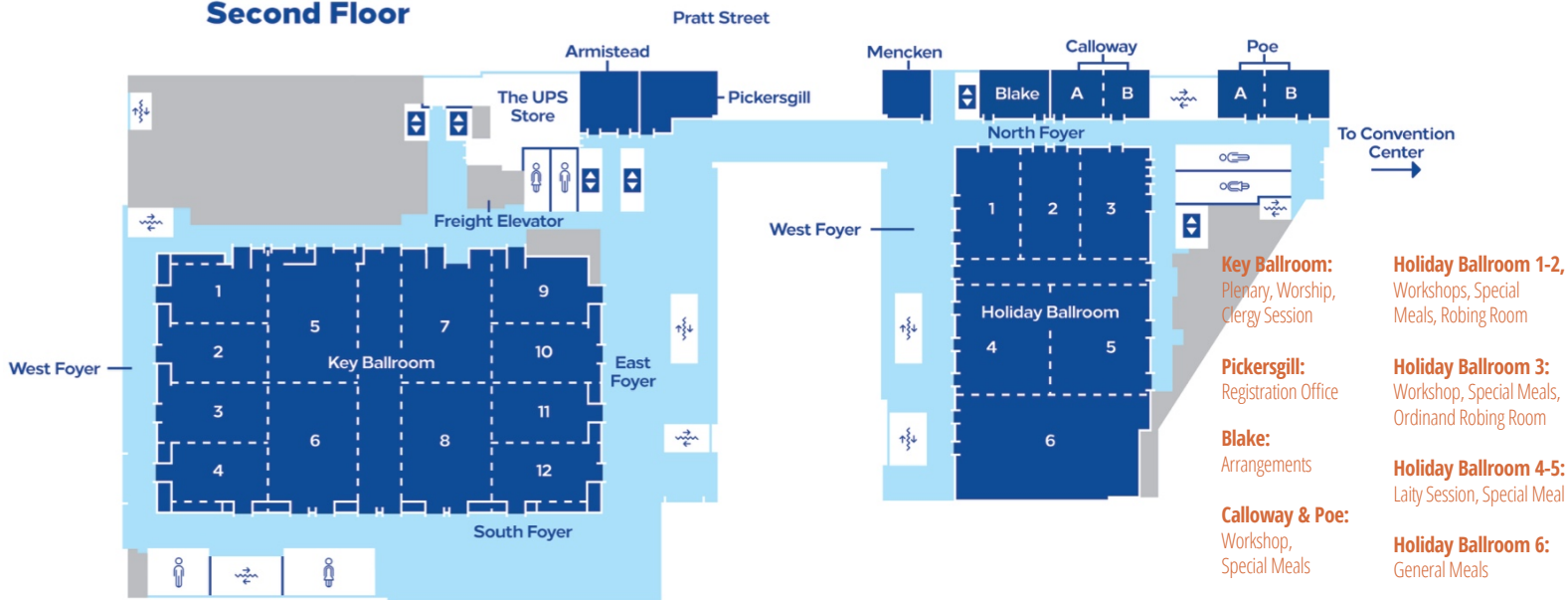


HOTEL MAP

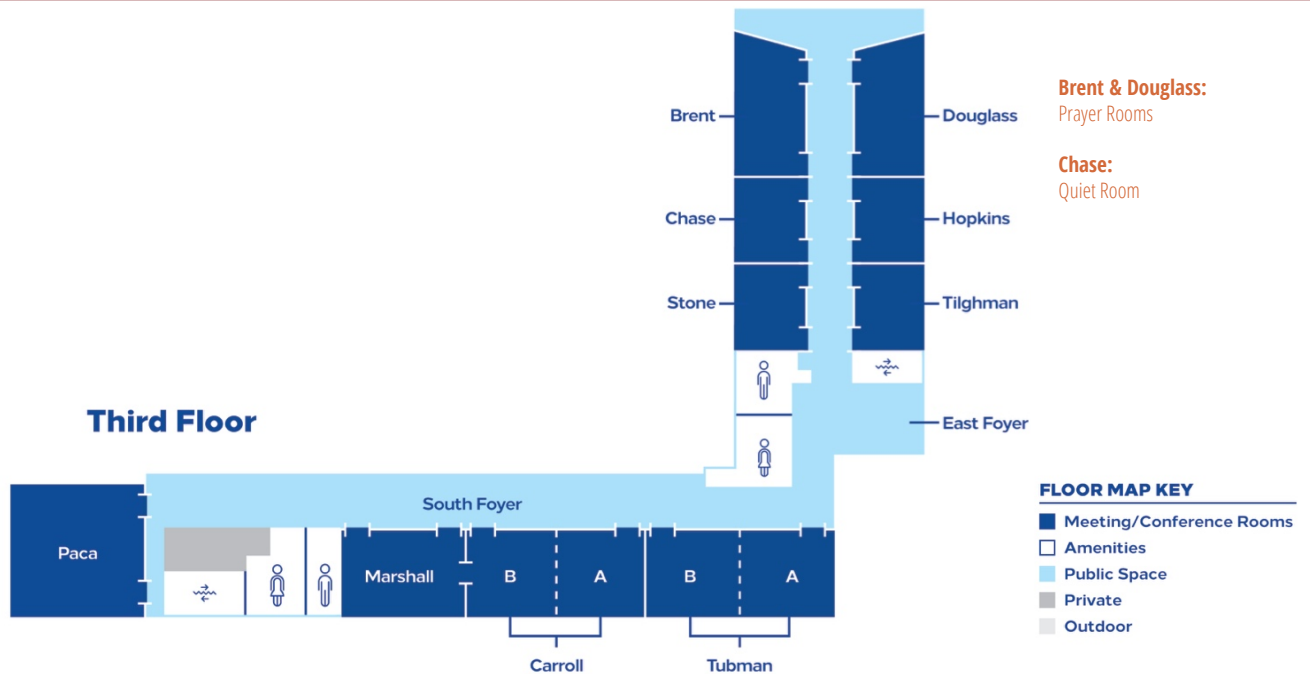
First Floor



Second Floor



Third Floor





Secure Online Voting Webpage

demo.gntvmedia.com

What Do You Need to Vote?

1. Six digit **"Voter ID"** as provided in advance.
2. **A web browser** on your computer or a second device (phone, tablet, etc.).

Practice Voting is Now Available!

1. Visit **demo.gntvmedia.com**
2. At demo.gntvmedia.com, enter the practice Voter ID: **"123456"**
3. Click the **"Submit"** button
4. The practice ballot will show on your screen
5. Make your voting selection(s)
6. Click the blue **"Submit Vote"** button
7. You will receive confirmation that your vote has been received.

That's it! Go ahead and practice again!
You can click the green **"Load Ballot"** to load the ballot again

Fields marked with an * are required

Voter ID *

Approve the Administrative Review Committee

☒ Yes ☐ No

Help Me

Need Help?

Help Me

Visit our online resources at
gntv.info/zoom/
or call our Tech Support Hotline at **(478) 245-4042**

BPHB RECOMMENDATIONS

The Conference Board of Pensions and Health Benefits requests that the Annual Conference adopt the following recommendations:

1. That BWC continue to provide retiree medical to all eligible participants.
2. That in accordance with paragraph (e) of Supplement One (Pre-1982), the surviving spouse pension benefit shall continue to be 85% of the participant's formula.
3. **Pre-1982 Service – Past Service Rate (PSR):** That the Annual Conference shall approve the following pre-1982 prior service funding plan in compliance with the Disciplinary requirement listed in ¶1506.8: The Past Service Rate (PSR) for 2024 will be set at \$840. The PSR for 2025 will be set at \$874.
4. That the Annual Conference shall approve the following funding plans based on the receipt of a favorable opinion from Wespath Benefits and Investments in compliance with the Disciplinary requirement listed in ¶1506.6.

Funded status and contributions are based on actuarial valuations as of January 1, 2023,

Pre-82 Plan: Baltimore-Washington Conference is fully funded, with its Pre-82 Plan assets equal to 128% of its liabilities.

Corridor Funding: Clergy Retirement Security Program (CRSP-DB) and Ministerial Pension Plan (MPP) annuities. The funded Ratio for this funding is the same for all Conferences.

Plan	Assets	Liabilities	Funded Ratio
CRSP-DB	\$2.957B	\$2.419B	122%
MPP Annuities	\$4.798B	\$3.695B	130%

Post-Retirement Medical: Based on the biennial actuarial report received in February 2024, the Post-Retirement Medical plan is reported to have a current view funding ratio of 168.3%. The ongoing view funding ratio is 199.9%. These funding ratios are higher than the 106.7% and 174.8% values that were respectively reported in the previous report. An increase in the discount rate from 2.80% to 5.02% resulted in most of the increase in the current view funding ratio. There was also an increase in the plan funding from \$47.3M to \$54.68M that resulted in a higher funding ratio for both the current view and ongoing view. This report provides a good indication that the retiree medical benefits are properly funded for the long-term since the funding ratios are greater than 100%. The next actuarial report will be based on December 31, 2025 funding levels.

The Post-Retirement Medical funding plan as of December 31, 2023 is summarized below:

	<u>Current View</u>	<u>Ongoing View</u>
Discount Rate	5.02%	6.50%
Plan Liability	\$32,497,722	\$27,353,793
Plan Funding	\$54,680,000	\$54,680,000
Funded Status	\$22,182,278	\$27,326,207
Funded Ratio	168.3%	199.9%

5. **That the following resolution, as required for IRS compliance, shall be approved:**

Resolutions Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons of the Baltimore-Washington Conference

The Baltimore-Washington Conference (the "Conference") adopts the following resolutions relating to rental/housing allowances for active, retired, or disabled clergypersons of the Conference:

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

WHEREAS, the practice of the Church and of this Conference was and is to provide active

Clergypersons with a parsonage or a rental/housing allowance as part of their gross compensation;

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

BPHB RECOMMENDATIONS CONTINUED

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

NOW, THEREFORE, BE IT RESOLVED:

THAT an amount equal to 100% of the pension or disability payments received from plans authorized under The Book of Discipline of The United Methodist Church (the Discipline), which includes all such payments from the General Board of Pension and Health Benefits (“GBOPHB”), during the years 2024-2025 by each active, retired, or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

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

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

CHURCH CLOSURES

Three United Methodist Churches in the Baltimore-Washington Conference have requested to be closed, following God’s call for their congregations. We give thanks to God for their faithful ministries and the witness they have provided to their communities and the world.

Res #	Church	Charge
1	Mount Vernon UMC	Baltimore Suburban District
2	Saint Matthews UMC	Baltimore Metropolitan District
3	Violetville UMC	Baltimore Metropolitan District
4	Mount Savage UMC	Cumberland-Hagerstown District

To view the resolutions from each church, view the Recommendations from Trustees tab at: bwcumc.org/events/2024-annual-conference/stewardship-budget-2024/.

RECOMMENDATION

FROM THE COMMISSION ON EQUITABLE COMPENSATION

The Commission on Equitable Compensation is recommending that the base salary for the 2025 Clergy Salary Table be increased 2.0%, or \$998, which will make the base salary \$50,908. The Commission is also proposing an increase in the recommended housing allowance of 2.0% or \$441, which will make the recommended housing allowance \$22,477.

Submitted by:
Kim Ayres, Chair, Commission on Equitable Compensation

RECOMMENDATIONS FROM THE COUNCIL ON FINANCE AND ADMINISTRATION

1. The proposed budget of \$18,338,467 shall be adopted for 2025, including a mission share income budget of \$12,223,047. This represents a decrease of \$341,682 or 2.7% in the mission share asking compared to the 2024 budget.
2. The Benevolence Factor (BF) for 2025 will be reduced from 17.45% down to 17.40%. The collection rate assumption for 2025 is set at 87.0%, which is the same as the 2024 assumption.
3. As required by The Book of Discipline, the ratio for World Service and Conference Benevolences shall be set as follows: 33% for World Services and 67% for Conference Benevolences.
4. The firm of Ellin & Tucker is approved as independent auditors to audit the Conference Treasurer's financial records for 2024.
5. The date for closing the 2024 Conference financial books shall be set as January 14, 2025, with all payments to be received by the Treasurer's Office no later than that date.
6. The Baltimore-Washington Conference grants authority to the Council on Finance and Administration, in consultation with the Bishop, the Cabinet, and the Discipleship Council to act on financial matters between sessions of the Annual Conference.

Submitted by:
Rev. Daryl Williams, President
Paul J. Eichelberger, Chief Financial Officer and Treasurer

NARRATIVE SUMMARY OF THE 2025 PROPOSED CONFERENCE BUDGET

BUDGET ASSUMPTIONS

Benevolence Factor – Proposed 2025: 17.400%

The benevolence factor is the percentage churches are apportioned based on their operating expenditures less exclusions. The percentage for 2025 is lower than the percentage used in 2024 (17.450%).

Mission Shares Collection Rate - Proposed 2025: 87.0%

The projected collection of the amount apportioned to churches in the 2025 Budget is 87.0%. The percentage for 2025 is the same as the budgeted Collection Rate for 2024 (87.0%).

REVENUE

Mission Shares: \$12,223,047

A church's share of the local and global mission work and operating expenses of the Annual Conference as determined by the mission shares formula.

Grants: \$251,490

This represents grants given directly to the conference for ministry and mission. For example, General Church grants to operate the Episcopal Office and residence.

Event Registration: \$2,499,055

This includes Annual Conference registration, workshop registrations, Retreat and Camping Ministries registrations (majority of line item) and other conference events.

Individual Gifts:

Gifts from individuals for specific programs. These are for the conference, specifically, rather than for ministries outside of the conference. No such gifts are anticipated in 2025.

Reimbursements: \$229,784

The conference receives reimbursements from denominational agencies for specific operating programs. The Mission Center tenant leases are also captured in this revenue category.

Other Income/Sources of Funds: \$3,062,091

Miscellaneous income or sources of funds, such as the funding from agency reserve funds. For example, Retiree Medical expenses (majority of line item) are 100% paid from the Board of Pension Reserves. The funds from the sale of closed churches are used to fund a portion of the New Faith Expressions. Starting in 2023, the Conference Center mortgage payments in the Operations budget are fully paid from the debt reserves established during the accelerated debt payoff initiative.

Interest: \$73,000

An estimate of the interest the conference will earn on operating funds in investment vehicles.

TOTAL OPERATING REVENUE: \$ 18,281,537

EXPENSES

I. DISCIPLESHIP EXPENSES

Regional Ministry Teams: \$2,227,994

Funds to operate the ministries and administrative support of the Regions. The Regional Teams include:

- a. Southern Region (Annapolis and Washington East Districts)
- b. Baltimore Region (Baltimore Metro and Baltimore Suburban Districts)
- c. Washington Region (Greater Washington and Central Maryland Districts)
- d. Western Region (Frederick and Cumberland-Hagerstown Districts)

NARRATIVE SUMMARY OF THE 2025 PROPOSED CONFERENCE BUDGET

Discipleship Ministry Teams

Discipleship Ministries

a. **Discipleship Ministries:** \$1,349,085

Funds to operate the ministries and administrative aspects of the Discipleship Ministries and Congregation/Leadership Development Teams. Funds are also allocated for Discipleship Council, Connectional Table and Board of Laity.

b. **General and Jurisdictional Missional Shares:** \$2,382,872

The funds that the General Church and Northeast Jurisdiction request for ministry and programs from each conference. The conference celebrates its track record of paying 100% of these missional shares since 1998. General Church funds include:

World Service

To help our denomination strengthen its evangelism efforts, stimulate church growth, expand Bible studies, and enrich spiritual commitment. This fund allows us to share in a worldwide ministry, including support for missionaries.

Interdenominational Cooperation

This fund allows United Methodists to have an effective presence in the activities of ecumenical organizations.

Africa University

This fund supports the further development of the first private university for men and women in Africa.

Black College Fund

This fund represents the denomination's support of the operation and capital funding of historically black colleges and medical schools.

Ministerial Education Fund

This fund provides our church support for the recruitment and education of future pastors and bishops.

Episcopal Fund

This fund pays the salaries and benefits of active bishops in the denomination and supports retired bishops.

General Administration

This fund supports administrative areas of the church, such as the General Council on Finance and Administration, the General Conference session, and Archives and History.

Jurisdictional Administration

This fund supports mission and ministry through the Northeastern Jurisdiction.

Leadership Development and New Faith Expressions: \$1,592,216

- a. *Grants to local churches and ministries to grow congregations and expand ministry in the community.*
- b. *Start new churches*
- c. *Board of Ordained Ministry*
- d. *Certified Lay Ministry*

Young People's Ministry: \$2,556,455

Ministries funded by Young People's Ministry include Children, Youth, Young Adults, Campus Ministries, and Retreat and Camping ministries.

- a. *Youth Ministries engage and support young disciples of Jesus Christ.*
- b. *Retreat and Camping Ministries provide opportunities for spiritual growth and formation for children and adults.*
- c. *Campus Ministries support staffing and programs on five area college campuses.*

Advocacy & Action; Abundant Health: \$932,320

Social Justice Ministries such as Justice for our Neighbors, NEJ Call to Action, and Hope for the City are funded through Advocacy and Action. Funds are also devoted to Deaf Ministries. Abundant Health includes funds for our partnership ministries with other conferences, such as Zimbabwe, South Korea, Latin America, and Eurasia.

Total Discipleship Ministry Teams: \$8,812,949

TOTAL DISCIPLESHP EXPENSES: \$11,040,943

II. STEWARDSHIP EXPENSES

Communications: \$487,982

The publications produced by this area are tools for implementing the ministries of the Conference, such as the Web site and e-connection.

NARRATIVE SUMMARY OF THE 2025 PROPOSED CONFERENCE BUDGET

Operations: \$3,210,234

This area is responsible for overall operations of the conference facilities, and IT systems and infrastructure.

Property Ministries

The Conference Trustees oversee all property owned by the conference, to include the Conference Mission Center, three Retreat and Camping facilities, the Episcopal Residence and the leased offices in Frederick and on Capitol Hill.

Archives and History

The conference provides support for the preservation of our United Methodist Heritage.

Conference Chancellor

Provides legal resources to the Trustees and other conference leadership.

Annual Conference – Commission on Sessions

The commission prepares all aspects of the annual conference session including program and logistics.

Finance: \$636,770

This area is responsible for maintaining and administering comprehensive fiscal and administrative policies and services. The office of the treasurer provides support and information for clergy and laity in local churches.

HR/Benefits Administration: \$2,290,539

This office administers all active and retired benefit plans for clergy and laity. They also provide personnel and HR support for Conference staff.

TOTAL STEWARDSHIP EXPENSES: \$6,625,525

Episcopal Leadership Ministry: \$671,999

Ministries that lead our mission and develop the leadership to lead congregations, ministries, and staff.

TOTAL OPERATING EXPENSES: \$18,338,467

OPERATING NET: \$0

2025 PROPOSED BUDGET

SUMMARY		2023 ACTUAL	2024 BUDGET	2025 BUDGET
	Benevolence Factor	17.550%	17.450%	17.400%
	Collection Rate	90.00%	87.00%	87.00%
INCOME				
	MISSION SHARES***	11,786,857	12,564,729	12,223,047
	NON-MISSION SHARES INCOME			
	Grants	127,735	241,490	251,490
	Event Income	1,771,635	2,270,027	2,499,055
	Individual Gifts	10,591	0	0
	Reimbursements	526,176	226,635	229,784
	Other Income/Sources of Funds	2,879,872	2,731,266	3,062,091
	Interest	162,236	73,000	73,000
	TOTAL NON-MISSION SHARES INCOME	5,478,245	5,542,418	6,115,420
TOTAL INCOME		17,265,102	18,107,147	18,338,467
EXPENSE				
<u>DISCIPLESHIP</u>				
	REGIONS			
	Southern Region	484,877	611,929	628,404
	Baltimore Region	520,247	611,179	627,654
	Washington Region	479,772	333,989	342,327
	Western Region	563,614	613,134	629,609
	TOTAL REGIONS	2,048,510	2,170,231	2,227,994
	MINISTRY TEAMS			
	Discipleship Ministries	4,179,429	4,263,579	3,731,957
	<i>Note: General Church Mission Shares</i>	2,861,380	2,867,032	2,382,872
	Leadership Development	662,036	819,753	932,216
	New Faith Expressions	356,672	760,000	660,000
	Young People's Ministry	2,059,756	2,325,427	2,556,455
	Advocacy and Action	398,326	655,374	655,374
	Abundant Health	180,279	266,946	276,946
	TOTAL MINISTRY TEAMS	7,836,498	9,091,079	8,812,949
TOTAL DISCIPLESHIP		9,885,008	11,261,310	11,040,943
<u>STEWARDSHIP</u>				
	Operations	3,414,104	3,022,735	3,210,234
	Communications	427,242	489,782	487,982
	Finance	613,241	614,614	636,770
	HR/Benefits	2,186,258	2,060,984	2,290,539
TOTAL STEWARDSHIP		6,640,845	6,188,115	6,625,525
<u>EPISCOPAL OFFICE</u>		592,093	657,722	671,999
TOTAL OPERATING EXPENSE		17,117,946	18,107,147	18,338,467
		147,156	0	0

- Denotes items funded from Non-Mission Share sources
 Indicates percent non-mission share if less than 100%

RESOLUTIONS

1 **Title:** Affirming common ground by recognizing the flaws of the
2 proposed amendment to the Maryland Constitution establishing a right
3 to reproductive freedom.

4
5 **Budget Implications:** None.

6
7 **Rationale:** We should all agree that a proposed constitutional amendment should be clearly
8 understandable by the citizens, so they fully understand what they are voting for or against.
9 We should also agree that a proposed constitutional amendment should use terms that are
10 clearly defined in present law. Therefore, regardless of our positions on the underlying issues,
11 we should be able to find common ground in recognizing the flaws in the proposed
12 amendment to the Maryland Constitution establishing a right to reproductive freedom
13 (Declaration of Rights, proposed Article 48) because it is unclear what is being proposed and it
14 uses a term, reproductive freedom, which is undefined in present Maryland law. Clarity is
15 especially important since the issues addressed affect human life, because God calls us to
16 uphold the sanctity of human life from the womb to natural death. (Note: For brevity
17 “Declaration of Rights , proposed Article 48” is referred to below simply as “proposed Article
18 48.” The full text is given below¹.)

19
20 **Submitted by:** Roger C. Kuhn, rckuhn@verizon.net, Lay Member of the BWC from Morgan
21 Chapel UMC, Woodbine, MD.

22 23 **Resolution:**

24 **Whereas** the term “reproductive freedom” is undefined in Maryland law and is only partially
25 and broadly defined in proposed Article 48, the meaning is unclear. Reproductive freedom is
26 often connected to reproductive rights. The rights included vary internationally, but may
27 include a fairly small number of rights related to pregnancy and women’s healthcare². To
28 ensure they are included and for clarity, these specific rights could have been stated in
29 proposed Article 48. They were not. Left to the courts, reproductive freedom could be
30 interpreted to include all, some or none of these rights;

31
32 **Whereas** reproductive freedom could be interpreted in other ways that the citizens of
33 Maryland might not understand or intend when voting on proposed Article 48, therefore the
34 term reproductive freedom does not belong in our law at the constitutional level. For
35 example, at least one article favorable to the idea has stated that reproductive rights also
36 include what is commonly called gender affirming care³. What else might be included is
37 unclear;

38
39 **Whereas** the language specific to pregnancy in proposed Article 48 recognizes only the rights
40 of the pregnant person and not the rights of the unborn person, it is at odds with the Book of
41 Discipline 2016 (Par.161K)⁴ which recognizes the sanctity of life of both the unborn child and

the mother. There are at least two human persons whose rights need to be considered in any decision regarding a pregnancy;

Whereas Maryland law already allows great latitude to those who consider terminating a pregnancy at any stage⁵, proposed Article 48 is unnecessary. Current Maryland law does recognize in a limited way the concept of the viability of the unborn child and the importance of parents in advising their minor daughters;

Whereas guarding the health and life of mother and baby during pregnancy is a continuing art and science, it is necessary that laws ensure that up-to-date information regarding the risks of and alternatives to abortion be provided to women considering abortions to ensure true informed consent;

Whereas many women feel pressured by others to end their pregnancy and later regret that decision, proposed Article 48 could interfere with keeping the laws of Maryland fine-tuned to the rights and needs of mothers and babies, including the need to be shielded from coercion. Any attempt to fine-tune the laws later would be subjected to strict scrutiny and likely would not survive ; and

Whereas there is no provision in proposed Article 48 to recognize and deal with the vulnerability of minors to exploitation. Trafficking victims can too easily be coerced into what might appear to be informed consent by their traffickers. To counter this there should be, built into any proposed amendment of this type, safeguards that ensure the involvement of family and, if necessary, protective services in any reproductive health decisions regarding a minor. There are no such safeguards in proposed Article 48 and any attempt to add them later would be subjected to strict scrutiny; now

Therefore, be it

Resolved, that the Baltimore-Washington Conference of the United Methodist Church recognizes that the proposed amendment to the Maryland Constitution establishing a right to reproductive freedom (Declaration of Rights, proposed Article 48) is deeply flawed, and encourages individuals and churches to prayerfully consider their response to this amendment in light of the above discussion and, especially Par.161K of the Book of Discipline 2016, and Resolution 2026 of the Book of Resolutions 2016⁴.

References:

1. Proposed amendment: Accessed 2/11/2024 at:
https://mgaleg.maryland.gov/2024RS/Statute_Google/c0/48.pdf

- 1 -

Article - Declaration of Rights

• Article 48. NOT IN EFFECT

** SUBJECT TO REFERENDUM NOVEMBER 2024 – CHAPTERS 244 AND 245 OF 2023 **

That every person, as a central component of an individual's rights to liberty

and equality, has the fundamental right to reproductive freedom, including but not limited to the ability to make and effectuate decisions to prevent, continue, or end one's own pregnancy. The State may not, directly or indirectly, deny, burden, or abridge the right unless justified by a compelling State interest achieved by the least restrictive means.

2. See, for example: https://en.wikipedia.org/wiki/Reproductive_rights

Accessed 3/12/24.

3. <https://nwlc.org/resource/reproductive-rights-include-bodily-autonomy-for-trans-and-intersex-youth/> Accessed 3/19/24.

4. Free online UMC Book of Discipline 2016 and Book of Resolutions 2016:

<https://www.cokesbury.com/book-of-discipline-book-of-resolutions-free-versions>

5. Article - Health – General, Md law: See pp.1383 and following.

[https://mgaleg.maryland.gov/2020RS/Statute Web/ghg/ghg.pdf](https://mgaleg.maryland.gov/2020RS/Statute%20Web/ghg/ghg.pdf)

Effective Date: Effective immediately upon successful passage of the resolution.

As per Baltimore-Washington Conference Rule Para. 3006.2.c., this resolution was reviewed by the Conference Secretary and found consistent with the current Book of Discipline.

At a Feb. 24 meeting, Connectional Table members reviewed an earlier version of this resolution and voted for non-concurrence with this resolution. This version has not been reviewed by the members of the Connectional Table.

Title: Recognition of Sickle Cell Disease in our UMC Communities

Budget Implications: None

Rationale: Sickle Cell, first discovered in Sub Saharan Africa centuries ago, currently affects mostly persons of African descent in the United States, however, other ethnic groups from Mediterranean and Middle Eastern countries, Spanish-speaking regions of South & Central America, and parts of the Caribbean are also affected. [i] Globally– about 300,000 babies are born world-wide each year with sickle cell disease (SCD). In the US – about 120,000 individuals live with SCD. [ii] In and around the DMV (District, Maryland, Virginia) area there are about 2500- 5000 individuals. (Maryland is one of the top ten states in the country with the highest occurrence of SCD patients). [iii] Sickle Cell Disease affects normal round blood cells to become sickle shaped as they try to move along in the vein causing pain and long- term organ damage to brain, heart, liver, kidneys, lungs – anywhere where blood flows through the body. However, while individuals identified with sickle cell trait (SCT) do not have disease, there is an on-going need for education regarding “breaking the sickle cycle.”

Submitted By:

- Rev. Dr. R. Lorraine Brown, DMin, RN, Elder, Founder and Executive Director of Extension Ministry, Project SPIRIT Sickle Cell (PSSC), Inc., email: rev.rlbrown@gmail.com or ps.projectspirit@gmail.com
- Cynthia Gipson, MA, Outreach, Health & Welfare Chairperson, Macedonia UMC, and Founder of the Christopher Gipson Sickle Cell Moya-Moya Foundation, email: cdg1cdg2@aol.com

RESOLUTION:

Whereas “God created all living things in God’s image, [iv] and God said that God’s creation was good!” [v] we celebrate each person with and without health and physical disabilities as unique and wonderfully made;

Whereas Jesus reached out to people with physical disabilities and illness to help them be welcomed members of their communities, so too individuals living with sickle cell disease, aka ‘warriors’, and others who live with a blood disorder are to be welcomed with empathy, and compassion into church communities;

Whereas the majority of individuals living with sickle cell disease are considered to have a so- called “black disease” and experience more discrimination, health disparities, racial injustices, and bias in both their community and in medical settings;

Whereas more awareness and education is needed throughout our society particularly churches to provide essential disease education that can save lives and dispel harmful myths. [vi] The life of a sickle cell warrior involves a battle that never ends as they fight their

own bodies, hospital workers who doubt their pain and the public and family who just do not understand the disease [vii]; and

Whereas greater awareness of sickle cell disease can save lives. SCD should no longer be a secret as too many individuals who live with the disease and family/caregivers have been negatively affected - living in isolation because it has been a misunderstood secret for far too long; now

Therefore, be it resolved, that the local churches and congregations of the Baltimore-Washington Conference of the United Methodist Church:

1. Become more informed and aware of this disease and its impact on individuals, their families and/or caregivers;
2. Provide or seek ways to offer spiritual support that conveys God's message of unconditional love; and
3. Be a place of community for affected individuals and family/caregivers who are too often isolated. Further guidance can be sought from sickle cell community-based organizations who provide education and awareness for individuals and their families living with sickle cell disease and/or sickle trait regarding how to assist persons with how they can navigate life and health challenges, consider the best methods for managing their SCD, and discover their own sense of spirituality;

Be it further resolved, that each year churches recognize June 19 as World Sickle Cell Day and September as Sickle Cell Awareness Month through announcements and other ways to increase SCD awareness. These days could include the telling and hearing of individuals, families/caregiver's shared stories and testimonies; an informative message; distribution of educational materials at exhibit tables, information sessions or food giveaways; observation of the *Shine the Light* annual awareness campaign, lighting all BWC-UMC churches in red on June 19th for 24 hours; and other events to raise awareness as recognized by impacted people. Through the sharing of God's truth and love about sickle cell disease, we can provide individuals and families/caregivers living with Sickle Cell Disease (SCD) to be transformed by seeing and enjoying God in their own lives;

Be it further resolved, that individuals are encouraged to partner with their local American Red Cross Blood Services to schedule and promote blood drives. Blood from these drives can support transfusion needs of patients, reduce pain crisis, reduce stroke risk, and reduce organ damage; and

Be it further Resolved, that members are urged to request educational information and resources for promotional ideas from national SCD agencies such as:

- Project SPIRIT Sickle Cell (PSSC), Inc. <https://www.projectspiritsicklecell.org/>
- SiNERGe (Sickle cell Improvement in the NorthEast Region through Education) <https://wepsicklecell.org/sinerge/>

- 215 • The Sickle Cell Consortium <https://sicklecellconsortium.org/>
- 216 • The Sickle Cell Disease Association of America
- 217 (SCDAA) <https://www.sicklecelldisease.org/>
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219 **EFFECTIVE DATE:** Immediately upon completion of Annual Conference

220 **CO-SPONSORS:**

- 222 • Rev. Dr. Cynthia Belt, Retired Elder, Harwood Park UMC revcbelt@gmail.com
- 223 • Rev. Dr. Jalene Chase, Elder Goshen UMC - revjchase@gmail.com
- 224 • Keya Robinson, M.S, Chairperson of Christopher Gipson Sickle Cell Moya-
- 225 Moya Foundation, keyarobinson@gmail.com
- 226 • Rev. Dorothea Stroman, Elder Clinton UMC – hapmudo@aol.com
- 227 • Kim Walker, United Women in Faith – kwalker@bwcumc.org
- 228

229 **CITATIONS:**

- 230 [i] Hassell KL. Population estimates of sickle cell disease in the U.S. Am J Prev Med.
- 231 2010;38(4S):S512-S521.
- 232 [ii] <https://www.cdc.gov/ncbddd/sicklecell/data.html>
- 233 [iii] Cummings, Maya Rockeymoore, (2022). Maya Rockeymoore Cummings: The suffering of
- 234 sickle cell disease. *Maryland Matters*. (Nov 2022).
- 235 [iv] Genesis 1:27; Genesis 1:31; Mark 5:19 & Luke 18: 35-43.
- 236 [https://umcdmc.org/wp-content/uploads/2023/01/das-God-created-all-living-things-good-](https://umcdmc.org/wp-content/uploads/2023/01/das-God-created-all-living-things-good-1.docx)
- 237 [1.docx](https://umcdmc.org/wp-content/uploads/2023/01/das-God-created-all-living-things-good-1.docx)
- 238 [v] Ibid.
- 239 [vi] Power-Hays, A., & McGann, P. T. (2020). When actions speak louder than words—racism
- 240 and sickle cell disease. *New England Journal of Medicine*, 383(20), 1902-1903
- 241 <https://www.nejm.org/doi/full/10.1056/NEJMp2022125>
- 242 [vii] Wakefield, E. O., Ashley Pantaleao, et al. *Journal of Pediatric Psychology*, *Describing*
- 243 *Perceived Racial Bias Among Youth with Sickle Cell Disease*, jsy015, 17-Mar-
- 244 2018, <https://doi.org/10.1093/jpepsy/jsy015>
- 245

246 **ADDITIONAL RESOURCES:**

- 247 • *Barna Seeker Study 2015: United Methodist Communications*. (2016). Barna
- 248 Group for United Methodist Communications (UMCom), an agency of The
- 249 United Methodist Church (The UMC)
- 250 • Hamideh, Dima, and Ofelia "Sickle cell disease related mortality in the
- 251 United States (1999– 2009)." *Pediatric blood & cancer* 60, no. 9 (2013): 1482-
- 252 1486.
- 253 • <https://www.cdc.gov/ncbddd/sicklecell/data.html>
- 254 • http://www.nhlbi.nih.gov/health/dci/Diseases/Sca/SCA_WhatIs.html
- 255 • <https://www.sicklecellsociety.org/about-sickle-cell/>
- 256 • [https://health.maryland.gov/phpa/cyshcn/Pages/Sickle_Followup_Program.](https://health.maryland.gov/phpa/cyshcn/Pages/Sickle_Followup_Program.aspx)
- 257 [aspx](https://health.maryland.gov/phpa/cyshcn/Pages/Sickle_Followup_Program.aspx)
- 258 • Jonassaint, C. R., Jones, V. L., Leong, S., & Frierson, G. M. (2016). A
- 259 systematic review of the association between depression and health care

260 utilization in children and adults with sickle cell *British Journal of*
261 *Haematology*, 174(1), 136-147

262

263 *As per Baltimore-Washington Conference Rule Para. 3006.2.c., this resolution was reviewed by*
264 *the Conference Secretary and found consistent with the current Book of Discipline.*

265 *At a Feb. 24 meeting, Connectional Table members voted for concurrence with this resolution.*

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Title: Draw the Circle Wide: Celebrating the 40th Anniversary of Reconciling Ministries Network

Budget Implications: None

Rationale: “John Wesley encouraged Methodists toward perfection in the lifelong pursuit of love. Love looks like affirmation in the face of persecution, like kinship in the face of isolation and like courage in the face of despair”. (Reconciling Methodist Convocation 2023) This has always been the work of Reconciling Ministries.

Submitted By: Rev. Debbie Scott, Chair of BWARM, Rev. Angela Wells, Co-Chair BWARM

RESOLUTION:

Whereas in 1984, the Reconciling Congregation Program formed to help United Methodist congregations and clergy work for justice for LGBTQ people, and in 2000, the program changed its name to Reconciling Ministries Network (RMN);

Whereas recently United Methodists, particularly in the United States, have signaled their desire for the denomination to become a church home, “where LGBTQIA+ people will be protected, affirmed, and empowered in the life and ministry of the church” in large part due to the ongoing work of the Reconciling Ministries Network;

Whereas no matter what happens at this year’s General Conference, Reconciling Ministries Network will continue their advocacy work, “committed to intersectional justice across and beyond the United Methodist connection for the full participation of all LGBTQ+ people throughout the life and leadership of the church”;

Whereas many of our BW Conference members have supported this international movement by serving on the Board of RMN, by becoming individual Reconciling United Methodists, by becoming Reconciling Congregations and Communities; and

Whereas the “denomination now looks to rebuild and revive and Reconciling Ministries Network members see hope that people at the social margins can be at the center of this renewed growth just as they were in the early church”; now

Therefore, be it Resolved, that the Baltimore-Washington Conference affirms and celebrates the 40 years of RMN’s justice ministry that draws from the Wesleyan understanding of God’s grace “that embraces all of creation and seeks its’ restoration and perfection in love.”

Effective Date: Immediately

346 *As per Baltimore-Washington Conference Rule Para. 3006.2.c., this resolution was reviewed*
347 *by the Conference Secretary and found consistent with the current Book of Discipline.*
348 *At a Feb. 24 meeting, Connectional Table members voted for concurrence with this resolution.*
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Title: Establish Camping Sunday

Budget Implications: None

Rationale: The Baltimore-Washington Conference has a rich history of retreat and camping ministry and currently owns Camp Harmison, Manidokan Camp and Retreat Center, and the West River Center. This resolution designates a Camping Sunday to celebrate this ministry and promote involvement with people of all ages to strengthen and sustain this conference-wide ministry.

Submitted by: Chris Schlieckert, Director of Baltimore-Washington Conference Retreat and Camping Ministries and the West River Center, on behalf of Baltimore-Washington Conference Retreat and Camping Ministries.

RESOLUTION:

Whereas one of the most common desires expressed by local churches is to be in ministry with more young people;

Whereas retreat and camping ministries is a prime example of how we can do more through our connection than we can on our own;

Whereas many of our churches, clergy, and laity do not know about the opportunities available for personal and spiritual growth through retreat and camping ministries;

Whereas our camps are most effective when both clergy and laity are actively involved in promotion, recruitment, usage, and service as volunteers and spokespeople;

Whereas retreat and camping ministries offer a unique place and space to encounter Christ and promote a life of discipleship particularly with young people; and

Whereas 93% of campers say their faith was strengthened by camp, 80% answer that they “learned something new at camp,” and 73% believe their faith questions were taken seriously by camp staff[i]; now

Therefore, be it

Resolved, that the Baltimore-Washington Conference establishes Camping Sunday as a special Sunday to appear annually on the Conference calendar on the second Sunday of February. Local churches are encouraged to: 1) promote Conference summer camp programs and recruit people to participant as campers, volunteers, or staff; 2) to organize and attend retreat opportunities; and 3) to celebrate the impact of retreat and camping ministries; and

Be it further Resolved, that churches are encouraged to collect a special offering on Camping Sunday for the purpose of creating or sustaining their local church's campership (camp scholarship) fund to support sending young people in their congregation and community to camp, opening the opportunity to grow and be transformed at summer camp to as many young people as possible.

EFFECTIVE DATE: July 1, 2024

CO-SPONSOR(S):

Christie Latona – BWC Chief Program Officer/Director of Connectional Ministries
 Rev. Bill Brown – BWC Director of Innovative Evangelism
 Rev. Rachel Cornwell - Dumbarton UMC (Washington DC)
 Rev. Kathryn Bishop - Middletown UMC (Middletown)
 Wendy Johnson - Eastern UMC (Baltimore)
 Rev. Bonnie McCubbin -Old Otterbein UMC (Baltimore) and BWC Director of Museums and Pilgrimage
 Rev. Dr. Jennifer Smith - Wesley Freedom UMC (Eldersburg)
 Rev. Terri Rae Chattin -Reisterstown UMC (Reisterstown)
 Melissa Andrews – New Hope UMC (Brunswick)
 Rev. Amy McCullough - Grace UMC (Baltimore)
 Rev. Vivian McCarthy - Trinity UMC (Frederick)
 Ken Ow - North Bethesda UMC (Bethesda)
 Rev. Meredith Wilkins – Arnolia UMC (Parkville)
 Cheryl Cook - Community UMC (Crofton)
 Rev. Danny Breidenbaugh - Mission Central Parish (Fallston)
 Rev. Erik Alsgaard - Community UMC (Crofton)
 Jennie Lane - Mt. Carmel UMC (Frederick)
 Rev. Conrad O. Link - Brook Hill UMC (Frederick)
 Rev. Sam Tryon - Brookfield-Immanuel Charge (Brandywine)
 Rev. Michael Beiber - Baldwin Memorial UMC (Millersville)
 Carly Aughenbaugh - Westminster UMC (Westminster)
 Andrew Thornton - Galesville UMC (Galesville)
 Rev. Timothy B. Warner - Emory Grove UMC (Gaithersburg)
 Rev. Carissa Surber - Hunt's Memorial UMC (Towson)
 Rev. Laura Norvell - Faith UMC (Rockville)
 Rev. Scott Bostic - Simpson-Hamline UMC (Greater Washington)

[i] <https://sacredplaygrounds.com/wp-content/uploads/2021/09/ECRP-Phase-2-Executive-Summary.pdf>

As per Baltimore-Washington Conference Rule Para. 3006.2.c., this resolution was reviewed by the Conference Secretary and found consistent with the current Book of Discipline. At a Feb. 24 meeting, Connectional Table members voted for concurrence with this resolution.

DISCIPLESHIP COUNCIL REPORT

Greetings on behalf of the Baltimore-Washington Conference's Discipleship Council! This has been a very busy year: we have welcomed many new team members (including a new chair and vice chair), and celebrate the skilled servant leaders who have given their time to the work of the council. We have participated and endorsed the Restructuring plan, recast and revised the Discipleship Ministries Report in a Church Mission and Vitality Progress Report, and talked about the need for healing in our churches and the conference resources available for that.

We continue to focus our work on alignment around the mission, vision, and goal of the Annual Conference: *The Baltimore-Washington Conference inspires and equips local faith communities to develop disciples of Jesus Christ for the transformation of the world so that more transformed lives transform lives.* Bishop Easterling's goal for us is that *100% of churches become 100% vital.* This vitality is marked by deepening discipleship, seeing and valuing all people, living and loving like Jesus, and multiplying impact.

Multiplying world-transforming disciples is the main thing. A large part of our work to date this year focused on assessing and dreaming about how to ensure the main thing is the main thing for local churches through participation in conversations about restructuring and the Discipleship Ministries Report, along with conversations with conference discipleship boards about how they are seeking to ignite and support this.

Since 2021, we have presented results from the Discipleship Ministries Report that are essential indicators of whether holistic discipleship is happening and how the input from local churches is being used to align the work of the Discipleship boards and Annual Conference resources to support the vitality of local churches. At its inception we had hoped local churches would view the report as a way to reflect on their ministry through the lens of multiplying world-transforming disciples and use it also to set goals for the coming year. We have come to understand that the Discipleship Ministries Report has gotten lost in the church conference paperwork and is not being used to reflect on ministry as it was intended. We have spent time streamlining it and recasting it as a local church development and planning tool that also informs conference level resources and ministry.

This year – as we share the results from the 2023 church conference form – we will give you time to reflect on what this might mean for your church and whether your church wants to be a part of a pilot for the new process.

Deepen Discipleship

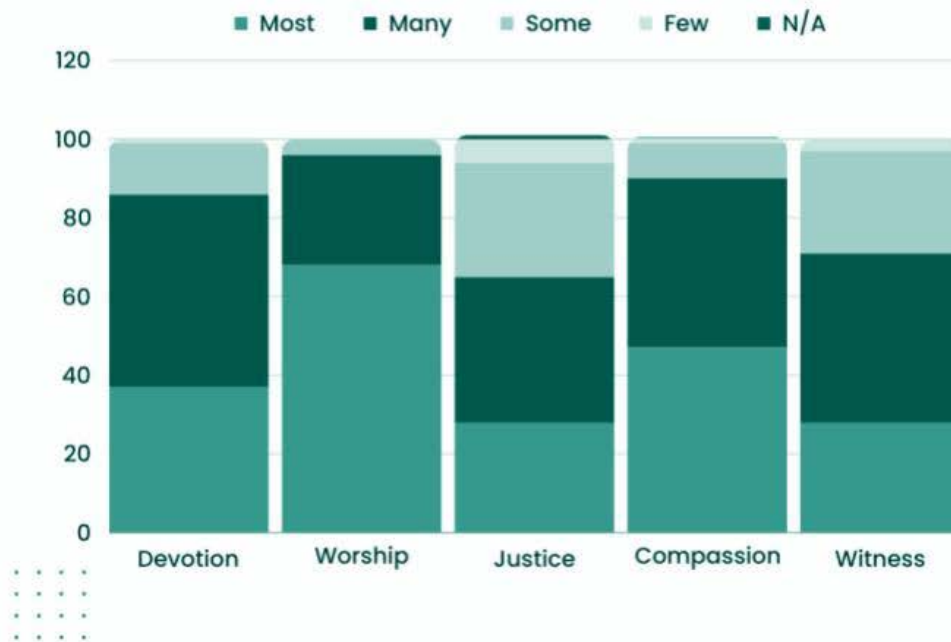
Question 1 Seeks to Measure the Degree to Which We are Living Out Our General Rule of Discipleship

“To witness to Jesus Christ in the world and to follow His teachings through acts of compassion, justice, worship and devotion under the guidance of the Holy Spirit.”



Question number one is designed to measure the degree to which churches are “witnessing to Jesus Christ through acts of justice, compassion, devotion, and worship under the guidance of the Holy Spirit.” This year, we celebrate gains reported in witnessing which is a public act of word and/or deed that tells others what you have personally experienced of Jesus.

Question 1A-E



On this slide, you see the more frequent behaviors in blue and the less frequent behaviors in green and gray. Consistent behaviors of witnessing and acts of justice are lagging behind the other dimensions of discipleship. Acts of justice are communal spiritual disciplines practiced by congregations united with the other institutions working for the common good; for example, addressing poverty, ending oppression and discrimination in all forms.

We also noticed some strong interactivity among the data:

Churches who report “Most People Witness” also report increases in all other aspects of discipleship

570 Churches

1a. Acts of Witness	%
1. Most	27%
2. Many	43%
3. Some	26%
4. Few	3%
6. N/A	0%

1c. Acts of Justice	%
1. Often	28%
2. MOTN	37%
3. Sometimes	29%
4. Rarely	6%
5. Never	0%
6. N/A	1%

1b. Acts of Compassion	%
1. Most	47%
2. Many	43%
3. Some	9%
4. Few	1%
6. N/A	0%

1d. Acts of Worship	%
1. Often	68%
2. MOTN	28%
3. Sometimes	4%

1e. Acts of Devotion	%
1. Often	68%
2. MOTN	28%
3. Sometimes	4%

137 Churches

1a. Acts of Witness	%
1. Most	27%
2. Many	43%
3. Some	26%
4. Few	3%
6. N/A	0%

1c. Acts of Justice	%
1. Often	48%
2. MOTN	35%
3. Sometimes	15%
4. Rarely	1%
6. N/A	1%

1b. Acts of Compassion	%
1. Most	85%
2. Many	13%
3. Some	1%
4. Few	1%

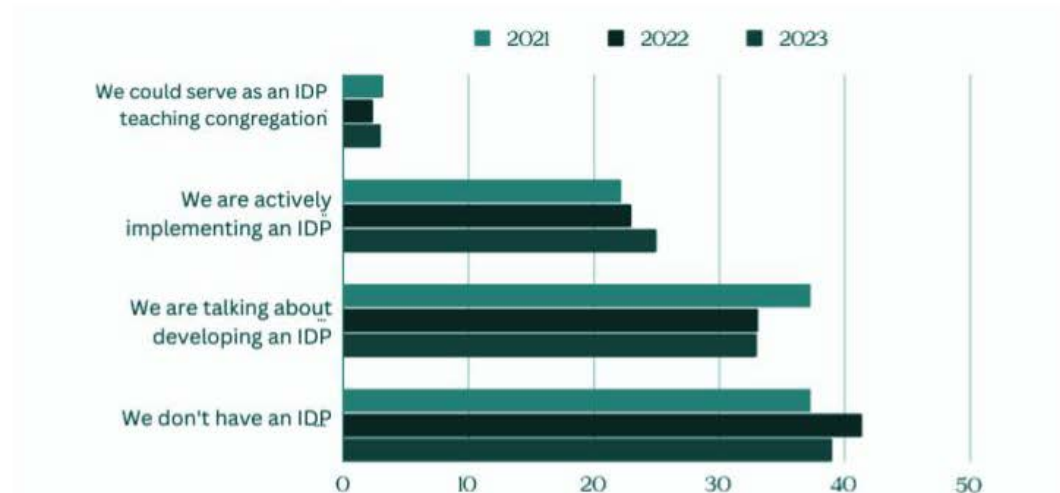
1d. Acts of Worship	%
1. Often	84%
2. MOTN	15%
3. Sometimes	1%

1e. Acts of Devotion	%
1. Often	84%
2. MOTN	15%
3. Sometimes	1%

- The 137 churches who reported “Most People Witness” also report higher acts of Justice, Compassion, and Worship than the overall population.
- Likewise, the 28% or 140 churches who reported that they “Often Engage in Acts of Justice” as a community also report increases in all other aspects of discipleship.

This wouldn't be surprising to John Wesley, the founder of Methodism. Given this dynamic and our desire to reawaken our DNA, we would strongly encourage churches to focus on equipping disciples to witness and engage in acts of justice.

Q2. What is the current state of the congregation's intentional Discipleship Process (iDP)?

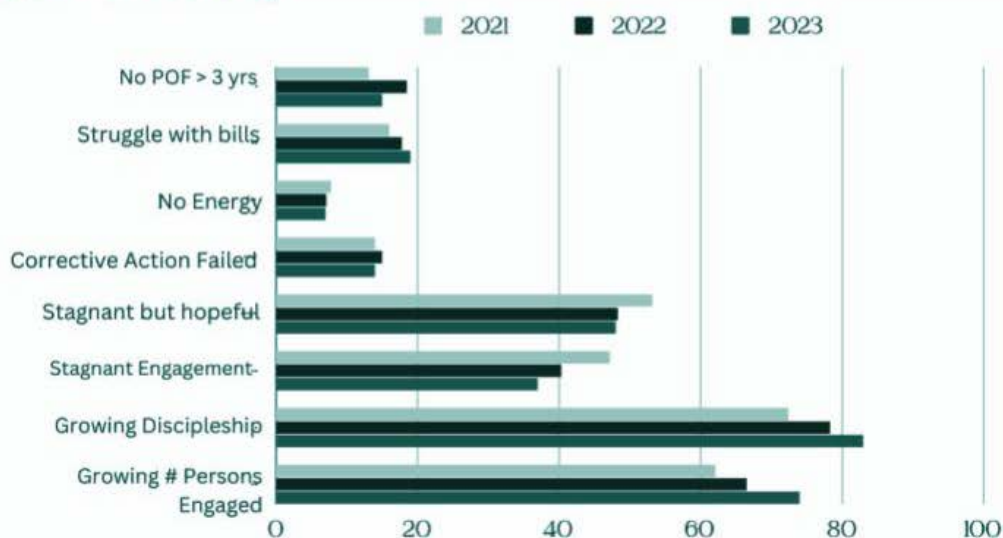


Question #2 asks, *What is the current state of the congregation's intentional discipleship process?* We ask this because the expectation is that all churches have a clear process for inviting, maturing and sending out world transforming disciples that supports deepening discipleship in all aspects of the above definition.

This chart illustrates the status of local congregations in the development of an intentional discipleship process. The conference Leadership Development board uses this information to align Annual Conference resources to support local congregations to increase their capacity for making and maturing disciples. We celebrate that a few more churches believe they could be a teaching church and are actively implementing an intentional discipleship process in their congregation than last year.

This past year, the board offered opportunities to work on their discipleship plans, and only a few churches engaged with those resources. Starting in the fall of 2024, coaching will be made available to congregations who would like support in developing a Congregational Discipleship Plan.

Q3. Vitality



Question #3 of the report asks congregations to select all statements which best describe the congregation's level of vitality. This area of measurement needs to be radically reimagined as we aren't sure how it is possible for the majority of the churches who reported no professions of faith also reported growing in discipleship. Additionally, these questions also aren't connected to our understanding of vitality markers of seeing all the people, deepening discipleship, living and loving like Jesus and multiplying impact.

In the future, we imagine asking churches questions that help them explore and set goals around the other three aspects of vitality including

Live and Love Like Jesus

Living and Loving Like Jesus causes servant leaders to put themselves on the line as they proclaim good news to the poor, heal the heartbroken, set the oppressed free and comfort all who mourn. Living and loving like Jesus moves us from the seats to the streets as we take the gospel beyond the walls of our buildings. A local church might evaluate how well its members:

- Intentionally seek to build relationships in and beyond our culture and faith tradition.
- Join God in mission among the most vulnerable, using our God-given gifts, talents and passions.
- Support others in discovering where they may be called to serve.
- Join with God and others to repair broken systems and structures that oppress, marginalize and devalue God's creation, and engage in this sacred work as a means of grace.
- Honor God in the ways we work, plan and engage others in relationships.
- Tithe and consciously reorder our lives to honor God and bless others.
- Take responsibility for their own growth through the daily practice of spiritual disciplines and partnering with God to help others grow in openness and obedience to Christ.

See All the People

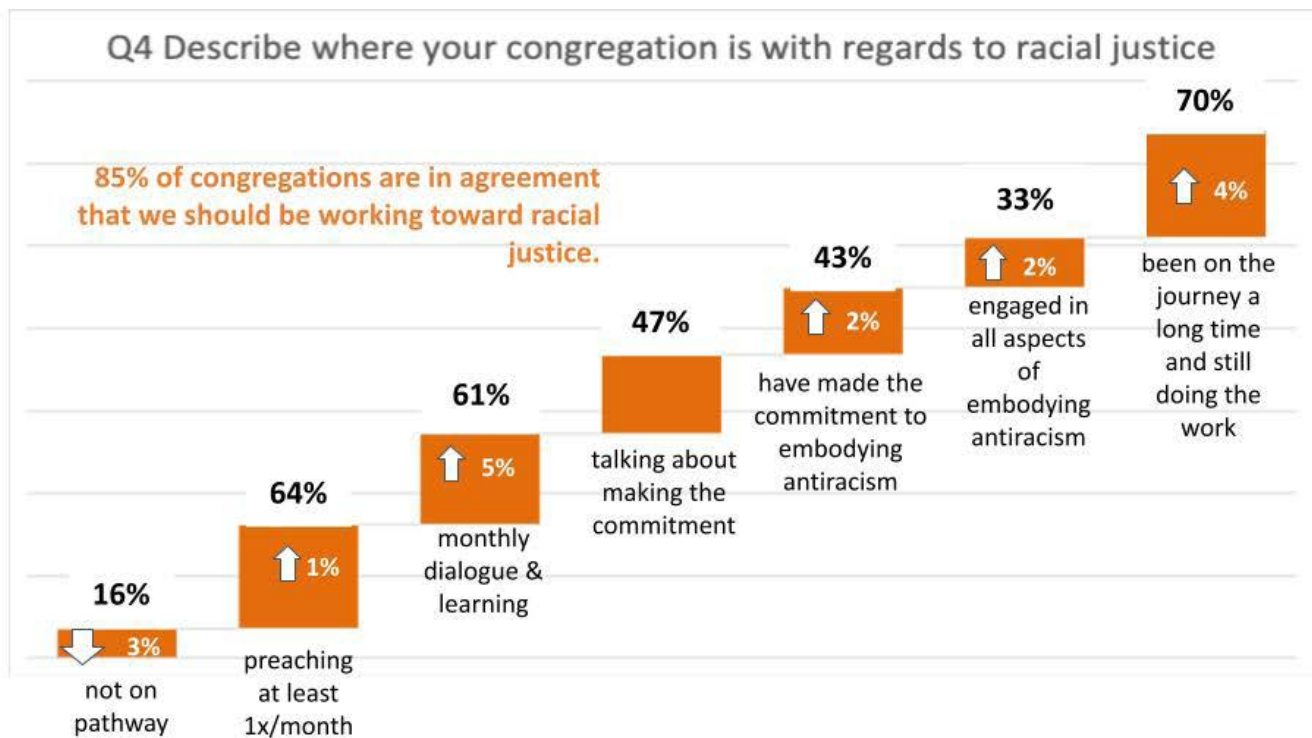
Seeing all the people which drives us to build authentic relationships that create belonging as everyone feels known and valued as Children of God.

Question #4 is a part of our vitality work and starts with an excerpt from the United Methodist Constitution on Racial Justice in the Book of Discipline.

"The United Methodist Church proclaims the value of each person as a unique child of God and ***commits itself to the healing and wholeness of all persons.*** The United Methodist Church recognizes that the sin of racism has been destructive to its unity throughout its history. Racism continues to cause painful division and marginalization. The United Methodist Church ***shall confront and seek to eliminate racism, whether in organizations or in individuals, in every facet of its life and in society at large.*** The United Methodist Church shall work collaboratively with others to address concerns that threaten the cause of racial justice at all times and in all places."

Then invites congregations to describe where they are on their journey toward embodying antiracism.

DISCIPLESHIP COUNCIL REPORT



While we celebrate that 3% more congregations have actually joined the journey since last year and we are seeing progress in all areas except one, we still have much work to do. For one thing it is clear that we have different understandings of what a “long time is.” Based on conversations that Brave Conversation resourcers, the racial justice team, and others have had, a different approach to measuring progress and supporting congregations in their growth in this area is needed and is ready for testing.

Question #5 asks congregations to share the ways that they are creating spaces of belonging and Beloved Community through inclusion, diversity, and equity.

We celebrate those individual churches who recorded increases in the areas where they have grown in their practices that make all feel welcomed and valued.

Q5. Creating Spaces of Belonging and Beloved Community



Interactive Data Tool

We realize that many of you who provide information to the conference or denomination wonder if anyone reads or uses the information you provide. The answer is a resounding yes! And we want to share an [interactive data tool](#) that is made possible through all congregation's submitting their Discipleship Ministries Report.

When the Discipleship Council first saw this tool, we thought it would not only help churches see that the data they provide is being used, but they could also use it to better collaborate and map assets in the communities in which they serve. We also see it as a helpful tool to inform the formation of collaborative hubs of congregations.

Use the QR code or qrco.de/bf2abB to access the interactive data tool.
Use qrco.de/bf43b0 or the QR code for the slide deck with screen shots.



Multiplying Impact

Multiplying impact is the fourth aspect of vitality and aligns our mission to God's call by listening and discerning with the broader community how we might reshape ministry and repurpose resources for the greatest good.

It involves how well we leverage our time, talents, treasure and energy for joining with Jesus and others in creating abundant life for all those in our church and community. This includes partnering well, multiplying disciple-making leaders, being a blessing to the community because we are meeting a tangible need and using all our God-given assets for the furtherance of the gospel. From a local church perspective, we might evaluate how well:

- We are serving as a life changing resource for people by using the time, talents and treasure within the congregation and the community in which it resides to join with Jesus in creating abundant life.
- Our current leaders are inviting and cultivating new people into disciple-making leaders.
- If the congregation ceased to exist, what would the external community miss? Why does it matter to the community and how do you know?
- How has this congregation used its resources (e.g., vehicle(s), property, networks, etc.) this year for the benefit of the community in mission (or for the furtherance of the gospel)?

NOTES

DISCIPLESHIP COUNCIL REPORT

If you are interested in helping to pilot the next version of the Discipleship Ministries Report, please let us know by completing a [three question form](#) which will be sent to all churches in the e-Connection following Annual Conference.

We are designing the Church Mission and Vitality Progress Report to:

1. Keep us focused on developing disciples for the transformation of the world.
2. Record progress and set intentions around measures of vitality beyond participation measurements (e.g., number of people in worship, at events, etc.).
3. Support local church annual goal setting and connect churches with district and conference resources to improve vitality.

We imagine this progress report being completed by the church leadership decision making body that is focused on vision, mission and ministry. And that gets submitted as an annual congregational evaluation and intention setting tool in support of churches becoming 100% vital.

This coming ministry year we will be working on three items:

1. Learning from a pilot of the Church Mission and Vitality Progress Report and launching the new process before Annual Conference 2025.
2. Providing input on the implementation of the new restructuring as needed.
3. Supporting the various constitutional items from General Conference (e.g., Regionalization legislation) coming to Annual Conference 2025 for a vote.

We'd like to thank Bishop Easterling for her vision and for calling us deeper into our life- and world-transforming discipleship and all the many leaders in this conference who are doing their part to make it so – including our incredible Discipleship Ministries staff and servant leaders.

Submitted by:

Kris Neale, Discipleship Council Chair

Rev. Andre Briscoe, Discipleship Council Vice-Chair





BEGIN WITH PRAYER
LISTEN
EAT TOGETHER
SERVE IN LOVE
SHARE YOUR STORY

Evangelism is a word that elicits mixed emotions, especially for those of us who are United Methodists. For many, it conjures memories of encounters with judgmental zealots, overly aggressive preachers, and individuals who seem more focused on converting others than on genuine connection. Consequently, it's not surprising that some of us, and particularly millennials, feel hesitant about embracing evangelism. In a society where sensitivity towards diverse beliefs is paramount, the idea of proselytizing can feel uncomfortable and even offensive.

Many have experienced instances where evangelism felt more like coercion than an invitation to explore faith. In our multicultural and diverse society, there is a growing awareness and appreciation for different faith traditions. The fear of causing offense or alienating others by imposing one's faith can hinder evangelistic efforts.

However, despite these challenges, there are compelling reasons for United Methodists to reconsider their approach to evangelism. At its core, evangelism is about sharing the transformative power of God's love and grace with others. When done authentically and respectfully, evangelism can foster meaningful connections and inspire individuals to explore their faith journey.

One way to overcome the reluctance to evangelize is by reclaiming the term and reframing its meaning within the United Methodist context. Instead of viewing evangelism as a confrontational or coercive act, it can be understood as an invitation to bless others in our communities.

In *B.L.E.S.S.: 5 Everyday Ways to Love Your Neighbor and Change the World*, authors Dave and Jon Ferguson have developed an innovative approach to evangelism based on the practices of Jesus. I invite you to B.L.E.S.S. those in your community who may not yet have a vital relationship with God. We do this by remembering Jesus' command to "love your neighbor as yourself." The B.L.E.S.S. Practices are a series of practical ways you can begin to love and serve your neighbors, friends, co-workers, or relatives who don't have a relationship with Jesus. Together, the steps form an acrostic for the word "bless."

Begin with prayer: Ask God to show you three to five people in your life who do not know God, and pray for them each day.

Listen: Pay attention to people's dreams and pain. Listen for evidence of God's work in their lives.

Eat together: Share meals together. There is an epidemic of aloneness and invisibility in our world, and time over a shared meal or cup of coffee is remarkably connective and a simple way to be part of overcoming it.

Serve in love: Be attentive to opportunities God provides you to care for people and attend to their needs without superiority or devaluing their agency.

Share your story: Once you build a relationship and earn trust, wait for the Holy Spirit to make a way for you to share the story of how Jesus is transforming your life and the world.

If you'd like to learn more, contact the Rev. Bill Brown, Director of Innovative Evangelism, at bbrown@bwcumc.org.

WE GIVE GOD THANKS FO

Join us in celebrating the 242 churches who reported at least one profession of faith in 2023. The list of churches and professions of faith below represents lines 2a and b from the 2023 Statistical Report (New Members received by Profession of Christian Faith through confirmation and New Members received by Profession of Christian Faith other than through confirmation, transfer, closed churches, or reaffirmation of faith). Simply stated, a profession of faith is when we first profess/claim our faith in God, claim a desire to live as a disciple of Jesus Christ and we make a commitment to join with a church community in order to keep the vows of our Baptismal Covenant.

Albright Memorial UMC (Washington, DC) 2	Chesaco UMC (Baltimore, MD) 2	Glen Burnie UMC (Glen Burnie, MD) 15
Ames UMC (Baltimore, MD) 5	Cheverly UMC (Cheverly, MD) 3	Glen Mar UMC (Ellicott City, MD) 28
Ames UMC (Bel Air, MD) 3	Chevy Chase UMC (Chevy Chase, MD) 5	Glenelg UMC (Glenelg, MD) 13
Arbutus UMC (Baltimore, MD) 2	Christ Church of Baltimore County (Baltimore, MD) 3	Glyndon UMC (Glyndon, MD) 5
Arden UMC (Martinsburg, WV) 1	Christ UMC (Aquasco, MD) 1	Good Hope Union UMC (Silver Spring, MD) 12
Asbury Town Neck UMC (Severna Park, MD) 9	Christ UMC (Columbia, MD) 7	Good Shepherd UMC (Waldorf, MD) 1
Asbury UMC (Brandywine, MD) 1	Church of The Redeemer (Temple Hills, MD) 3	Goshen UMC (Gaithersburg, MD) 7
Asbury UMC (Charles Town, WV) 5	Cokesbury UMC (Abingdon, MD) 1	Grace UMC (Aberdeen, MD) 2
Asbury UMC (Frederick, MD) 5	Colesville UMC (Silver Spring, MD) 9	Grace UMC (Baltimore, MD) 12
Asbury UMC (Germantown, MD) 3	Community UMC (Washington, DC) 3	Grace UMC (Fort Washington, MD) 8
Asbury UMC (Jessup, MD) 5	Concord-Saint Andrews UMC (Bethesda, MD) 7	Grace UMC (Gaithersburg, MD) 2
Asbury UMC (Shepherdstown, WV) 6	Cranberry UMC (Perryman, MD) 2	Halethorpe-Relay UMC (Halethorpe, MD) 1
Asbury UMC (Washington, DC) 11	Damascus UMC (Damascus, MD) 6	Hall UMC (Glen Burnie, MD) 4
Asbury UMC (White Marsh, MD) 1	Dawson UMC (Rawlings, MD) 1	Hancock UMC (Hancock, MD) 8
Asbury-Broadneck UMC (Annapolis, MD) 3	Deer Park UMC (Westminster, MD) 10	Havre De Grace UMC (Havre de Grace, MD) 2
Ashton UMC (Ashton, MD) 6	Dumbarton UMC (Washington, DC) 1	Hedgesville UMC (Hedgesville, WV) 3
Back River UMC (Essex, MD) 6	Eastern UMC (Baltimore, MD) 7	Hiss UMC (Baltimore, MD) 7
Baldwin Memorial UMC (Millersville, MD) 10	Eastern UMC (Lusby, MD) 1	Hollywood UMC (Hollywood, MD) 1
Bel Air UMC (Bel Air, MD) 10	Ebenezer UMC (Lanham, MD) 4	Hopehill UMC (Frederick, MD) 1
Benevola UMC (Boonsboro, MD) 6	Ebenezer UMC (Sykesville, MD) 11	Hughes UMC (Wheaton, MD) 6
Bethany Korean UMC (Ellicott City, MD) 5	Ebenezer UMC (Washington, DC) 5	Huntingtown UMC (Huntingtown, MD) 17
Bethany UMC (Ellicott City, MD) 10	Emmanuel UMC (Cumberland, MD) 9	Immanuel UMC (Brandywine, MD) 1
Bethel UMC (Smithsburg, MD) 2	Emmanuel UMC (LAUREL, MD) 5	Jackson Chapel UMC (Frederick, MD) 24
Bethesda UMC (Bethesda, MD) 10	Emmarts UMC (Baltimore, MD) 2	John Wesley UMC (Abingdon, MD) 2
Bethesda UMC (Valley Lee, MD) 1	Emory Grove UMC (Gaithersburg, MD) 8	John Wesley UMC (Baltimore, MD) 4
Bowie UMC (Bowie, MD) 1	Emory UMC (Street, MD) 5	John Wesley UMC (Glen Burnie, MD) 11
Brighter Day UMC (Washington, DC) 11	Emory UMC (Upperco, MD) 1	John Wesley UMC (Hagerstown, MD) 2
Brook Hill UMC (Frederick, MD) 5	Emory UMC (Washington, DC) 12	John Wesley-Waterbury UMC (Crownsville, MD) 1
Brookfield UMC (Upper Marlboro, MD) 3	Epworth Chapel UMC (Baltimore, MD) 14	Johnsville UMC (Sykesville, MD) 2
Buckeystown Rt 85 UMC (Buckeystown, MD) 9	Epworth UMC (Gaithersburg, MD) 13	Johnsville UMC (Union Bridge, MD) 1
Bunker Hill UMC (Bunker Hill, WV) 5	Faith UMC (Accokeek, MD) 1	La Plata UMC (La Plata, MD) 3
Calvary UMC (Annapolis, MD) 15	Fallston UMC (Fallston, MD) 18	Lansdowne UMC (Baltimore, MD) 2
Calvary UMC (Frederick, MD) 4	First Saints Community Church (Leonardtown, MD) 10	Lewistown UMC (Thurmont, MD) 9
Calvary UMC (Mount Airy, MD) 1	First UMC (Berkeley Springs, WV) 1	Lexington Park UMC (Lexington Park, MD) 3
Calvary UMC (Waldorf, MD) 3	First UMC (Hyattsville, MD) 6	Liberty Grove UMC (Burtonsville, MD) 8
Camp Chapel UMC (Perry Hall, MD) 1	Flint Hill UMC (Adamstown, MD) 1	Locust UMC (Columbia, MD) 2
Cape Saint Claire UMC (Annapolis, MD) 2	Foundry UMC (Washington, DC) 11	Macedonia UMC (Gambrills, MD) 1
Catonsville UMC (Catonsville, MD) 7	Fowler UMC (Annapolis, MD) 5	Magothy Church of the Deaf UMC (Pasadena, MD) 5
Centennial Memorial UMC (Frederick, MD) 9	Franklin UMC (Churchton, MD) 11	Magothy UMC (Pasadena, MD) 4
Centre UMC (Forest Hill, MD) 5	Friendship UMC (Damascus, MD) 4	
Cherry Hill UMC (Baltimore, MD) 7	Friendship UMC (Friendship, MD) 25	
	Frostburg UMC (Frostburg, MD) 5	
	Galesville UMC (Galesville, MD) 1	

OR 1253 NEW DISCIPLES!

Mayo UMC (Edgewater, MD)	1	New Market UMC (New Market, MD)	2	Shenandoah Memorial UMC (Millville, WV)	6
Mays Chapel UMC (Timonium, MD)	1	Nichols-Bethel UMC (Odenton, MD)	4	Shiloh Community UMC (Newburg, MD)	5
McKendree-Simms-Brookland UMC (Washington, DC)	2	North Bethesda UMC (Bethesda, MD)	1	Shiloh UMC (Hampstead, MD)	2
Memorial First India UMC (Silver Spring, MD)	2	Nottingham-Myers UMC (Upper Marlboro, MD)	2	Silver Spring UMC (Silver Spring, MD)	15
Metropolitan Memorial UMC (Washington, DC)	6	Old Otterbein UMC (Baltimore, MD)	2	Simpson UMC (Mount Airy, MD)	1
Metropolitan UMC (Baltimore, MD)	9	Oldtown UMC (Oldtown, MD)	1	Smith Chapel (Marbury, MD)	1
Metropolitan UMC (Indian Head, MD)	5	Olivet UMC (Lusby, MD)	13	Stablers UMC (Parkton, MD)	3
Metropolitan UMC (Severn, MD)	1	Orems UMC (Baltimore, MD)	3	Stone Chapel UMC (New Windsor, MD)	3
Middleburg UMC (Westminster, MD)	5	Otterbein UMC (Hagerstown, MD)	4	The Gathering (Hanover, MD)	6
Middletown UMC (Middletown, MD)	13	Oxon Hill UMC (Oxon Hill, MD)	1	The Journey of Faith Church (Waldorf, MD)	1
Milford Mill UMC (Pikesville, MD)	1	Pasadena UMC (Pasadena, MD)	5	Thurmont UMC (Thurmont, MD)	1
Monkton UMC (Monkton, MD)	3	Patuxent UMC (Huntingtown, MD)	2	Tom's Creek UMC (Emmitsburg, MD)	1
Morgan Chapel UMC (Woodbine, MD)	4	Paw Paw UMC (Paw Paw, WV)	1	Towson UMC (Towson, MD)	15
Mount Bethel UMC (Smithsburg, MD)	3	Perry Hall UMC (Baltimore, MD)	2	Trinity UMC (Annapolis, MD)	4
Mount Carmel UMC (Clear Spring, MD)	1	Peters UMC (Dunkirk, MD)	1	Trinity UMC (Catonsville, MD)	1
Mount Carmel UMC (Frederick, MD)	5	Petworth UMC (Washington, DC)	2	Trinity UMC (Frederick, MD)	4
Mount Gregory UMC (Glenwood, MD)	1	Pikeside UMC (Martinsburg, WV)	4	Trinity UMC (Germantown, MD)	12
Mount Harmony-Lower Marlboro UMC (Owings, MD)	1	Pisgah UMC (Marbury, MD)	5	Trinity UMC (Martinsburg, WV)	5
Mount Lena UMC (Boonsboro, MD)	3	Plum Point UMC (Huntingtown, MD)	1	Trinity UMC (Odenton, MD)	1
Mount Nebo UMC (Boonsboro, MD)	4	Potomac UMC (Potomac, MD)	10	Trinity UMC (Prince Frederick, MD)	13
Mount Olive UMC (Mount Airy, MD)	1	Presbury UMC (Edgewood, MD)	1	Union Chapel UMC (Berkeley Springs, WV)	2
Mount Olive UMC (Randallstown, MD)	2	Prospect UMC (Mount Airy, MD)	2	Union Memorial UMC (Baltimore, MD)	3
Mount Olivet UMC (Berkeley Springs, WV)	2	Providence UMC (Monrovia, MD)	1	Union Memorial UMC (Davidsonville, MD)	4
Mount Pleasant UMC (Frederick, MD)	2	Queens Chapel UMC (Beltsville, MD)	17	United UMC (Washington, DC)	1
Mount Tabor UMC (Bel Air, MD)	1	Rehoboth UMC (Williamsport, MD)	9	Unity UMC (Baltimore, MD)	4
Mount Tabor UMC (Oldtown, MD)	2	Reisterstown UMC (Reisterstown, MD)	2	Wards Chapel UMC (Randallstown, MD)	4
Mount Vernon Place UMC (Washington, DC)	3	Rockville UMC (Rockville, MD)	1	Wards Memorial UMC (Owings, MD)	2
Mount Washington-Aldersgate UMC (Baltimore, MD)	1	Saint Andrews of Annapolis UMC (Edgewater, MD)	2	Washington Grove UMC (Washington Grove, MD)	1
Mount Winans UMC (Baltimore, MD)	2	Saint Andrews UMC (Hagerstown, MD)	4	Waters Memorial UMC (Saint Leonard, MD)	1
Mount Zion UMC (Baltimore, MD)	1	Saint John UMC (Lusby, MD)	6	Wesley Freedom UMC (Eldersburg, MD)	36
Mount Zion UMC (Highland, MD)	2	Saint John United Church (Columbia, MD)	1	Wesleyan Chapel UMC (Aberdeen, MD)	2
Mount Zion UMC (Lothian, MD)	7	Saint Luke UMC (Baltimore, MD)	38	West Montgomery UMC (Dickerson, MD)	2
Mount Zion UMC (Mechanicsville, MD)	4	Saint Luke UMC (Reisterstown, MD)	2	Westminster UMC (Westminster, MD)	4
Mount Zion UMC (Myersville, MD)	1	Saint Luke UMC (Scotland, MD)	3	Westphalia UMC (Upper Marlboro, MD)	29
Mount Zion UMC (Washington, DC)	1	Saint Luke UMC (Sykesville, MD)	2	William Watters Memorial UMC (Jarrettsville, MD)	3
		Saint Matthews UMC (Baltimore, MD)	2	Williams Memorial UMC (Shepherdstown, WV)	5
		Saint Matthews UMC (Bowie, MD)	9	Wilson Memorial UMC (Gambrills, MD)	3
		Saint Matthews UMC (Shady Side, MD)	1	Zion UMC (Lexington Park, MD)	5
		Saint Paul UMC (Lusby, MD)	10		
		Saint Paul UMC (New Windsor, MD)	1		
		Saint Paul UMC (Oxon Hill, MD)	4		
		Saint Paul's UMC (Kensington, MD)	6		
		Saint Paul's UMC (Sykesville, MD)	9		
		Salem UMC (Brookeville, MD)	2		
		Severna Park UMC (Severna Park, MD)	19		
		Sharp Street Memorial UMC (Baltimore, MD)	3		

RESTRUCTURING

When considering how to restructure the Baltimore-Washington Conference for more vitality, more than a thousand clergy and laity made it clear. They were seeking a configuration that created increased relationships, collaboration, innovation, discipleship, and connection. As a first step, members will vote on reducing the number of districts from eight to six.

While the details of the new plan are nuanced (and can be downloaded from the QR code below), in summary, it will:

- Group five to 12 local churches in a Collaborative Hub in a shared, geographically-based mission field. Each hub will have a designated Connecting Church, to facilitate collaborative work and vitality.
- Organize a group of hubs into one of six non-geographic districts, based on population density. This creates opportunities to network across perceived boundaries and learn from one another in diverse, and yet similar, contexts.
- Organize the hubs and districts into two administrative regions.



The plan was formed with the following list of requirements (which emerged from a vast amount of input from throughout the BWC) in mind:

- Keep making world-transforming disciples of Jesus Christ for the transformation of the world the main thing and minimize the rest.
- More collaboration and connection; smaller groups of churches and leaders working together as one.
- Reclaim our zeal for bold, community-focused ministry – both evangelism and social justice were named as key focal points.
- A more nimble and responsive structure and more porous boundaries so local churches feel the support and permission to collaborate across district lines.
- Clear and frequent communication with feedback loops so that all understand expectations, opportunities, roles and the benefits of being a United Methodist.
- Diversity is a value. Many want the restructuring to help us live into the gifts of our diversity.

Recommendation

Beginning July 1, 2025, the Baltimore-Washington Conference replaces its current organization of eight districts into six districts which enables additional support to be provided for local church vitality.



Scan the QR code to view the Restructuring plan PDF.



Scan the QR code to view FAQs.



Scan the QR code to view videos on restructuring.

EPISCOPAL NOMINATIONS

At the Northeastern Jurisdictional Conference July 10-13 in Pittsburgh, bishops will be assigned to the episcopal areas that they will serve for the upcoming four years. However, there is still some question about how many and which bishops will serve in the NEJ, which has 10 annual conferences.

After retirements this year, there will be five active bishops currently serving in the jurisdiction (Bishops LaTrelle Easterling, Cynthia Moore-KoiKoi, Thomas Bickerton, Hector Burgos-Núñez, and Sandra Steiner-Ball).

At General Conference, in May, it was announced that there will be 32 active bishops in the United States and that the NEJ qualifies for six of them. Their salaries are paid from the denomination's Episcopal Fund.

At present, it is expected that the sixth bishop will come through an inter-jurisdictional transfer. However, there is still the slight possibility that the jurisdiction could choose to move forward with five bishops or hold an election to fill the sixth spot.

To ensure that there will be candidates, if an election is held, the Baltimore-Washington Conference will be voting to decide if it wants to endorse a candidate to perhaps serve in the episcopacy. The guidelines for endorsing a candidate can be accessed by scanning the QR code below, or by visiting bwcumc.org/events/2024-annual-conference/endorsing-an-episcopal-candidate/.

The Rev. Amy McCullough (right), pastor of Grace UMC in Baltimore, was already endorsed by the BWC's General and Jurisdictional delegations. McCullough is chair of the Conference Board of Ordained Ministry. See a story about her at bwcumc.org/news-and-views/delegation-endorses-mccullough-as-episcopal-candidate/.

"There are many efforts already underway to adapt new systems, respond to historic injustices, address aging church buildings, and establish new patterns for being Christ's body," McCullough wrote on her episcopal

nominee information form. "The bishop's role is to harness all of these good efforts and engage them with a discerning, compassionate heart. The symbol of a shepherd's crook is apt for the season for God provides for our needs and guides the way."



Scan to view guidelines for endorsing a candidate.



PRAYER ROOMS

"To be a Christian without prayer is no more possible than to be alive without breathing." - Martin Luther

"Prayer is not asking. Prayer is putting oneself in the hands of God, at God's disposition, and listening to God's voice in the depth of our hearts." - Mother Teresa

The United Methodist Men of the Baltimore Washington Conference is offering two distinct prayer rooms at the Hilton Hotel at the 2024 Annual Conference. The rooms are located on the floor above the plenary sessions.

One room is reserved for those who wish to pray alone or with others. A mobile kneeling altar will be provided. The second room will be configured theater style to view a looped video focusing on the Power of Prayer and its transformative impact. All are welcome to use these rooms as we come together as a praying people of God.

Learn more about the United Methodist Men at www.bwcumm.org.

Creating A Trajectory Of Hope

This year, the BWC gives back to the city and residents of Baltimore by supporting Adullum Community Healthcare Center.

Located at New Waverly UMC in Baltimore, Adullum recognizes that health and faith are inseparable parts of human wholeness and that access to health care is a basic human right. In an innovative ministry of outreach, compassion and medical expertise, they are transforming the city.

Using an Amazon wish list, individuals, small groups and congregations are being asked to purchase much needed supplies that will be used by Adullum's medical staff to provide care to their patients. The supplies will be delivered directly to the clinic.

Scan the Amazon QR code to see the wish list and select what you wish to contribute.



Like a people with "fire shut up in our bones,
you're encouraged to give – with
generosity and enthusiasm –
because transformed lives
transform lives.



Adullum
Community Healthcare Center

Those who wish to contribute cash, which will go to salaries and other needs, may scan the PayPal QR code to make a donation.



HONORING OUR CONFERENCE LAY LEADER

For the past 12 years, Delores Martin has served as the Lay Leader of the Baltimore-Washington Conference, working in partnership with three bishops, as she engaged the heart of The United Methodist Church.

A leader who values relationship and connection and the importance of young people in the church, she enabled the more than 120,000 lay people in churches throughout the BWC to live out their gifts as they serve God and The United Methodist Church in ways that transform their communities and the world. Believing in the value of genuine and profound partnerships between the clergy and laity, Martin was a strong and vibrant presence, enlivening and enabling all those she encountered. We give thanks to God for her and her profound contributions, which truly stressed the vital ministry of all believers and the transforming power and love of God.



BWC CERTIFIED LAY MINISTER STUDENTS COHORT/CLASS OF 2022-2024

DISTRICT

AN
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NAME

S. Monsio Seedee
Charles (Tom) Brown
Valerie Christian
Angela Fossett
Helen McProuty
Susan Stevens
Valerie Stevens
Andrea Reid
Kalluri Himabindu
Eartha Chisolm
Kevin Harris
Minnie Sellman

2023 RECOMMENDATIONS FOR COMMISSIONING AND ORDINATION

To be Ordained as Deacons:

Helen Ballew

Roberta White

To be Commissioned as a Provisional Deacon:

Terri Dotterer

To be Commissioned as Provisional Elders:

Caitlin Mossburg

Kenneth Will Newton

Doralyn Osei

Derek Shackelford

Ryan Wiggins

David Yost

To be Ordained as Elders:

Michael Carrington

Jacob Cogman

Sarah Elliott

Chet Jechura

Christine Kumar

Rachel Livingston

John Mayden, Jr.

Evelyn Romero

Emily Skorupinski

Shemaiah Strickland

Levon Sutton

Alex Thomas

Rebecca Wessinger

Terri Williams

To be Commissioned as a Home Missioner:

Dono James II

RETIREES CELEBRATE 789 YEARS OF SERVICE

Name	Years of Service	Name	Years of Service
Patricia Allen	17	Kermit Moore	13
Gayle Annis-Forder	41	Denise Norfleet-Walker	30
Kevin Baker	34	Norman Obenshain	36
Judith Bennett	1	Randy Pumphrey	37
R. Lorraine Brown	10	Stephen Ricketts	23
Joan Carter-Rimbach	35	Mary Ricketts	38
Jalene Chase	18	Edgardo Rivera	23
Karen M. Davis	32	David Showalter	14
Richard Gibbs	7	Eddie Smith	40
Donald J. Hohne	16	Robert Snyder	16
Hea Sun Kim	40	Dorothea Stroman	38
Sonia King	19	James Swecker	40
Sam Marullo	13	Wendy Van Vliet	13
Michael McGown	2	Doris Warrell	20
Craig McLaughlin	42	Rebecca 'Lynn' Wilson	21
Martha Meredith	14	Linda Yarrow	12
		Evan Young	34

EXHIBITORS

Visit our exhibitors in the South Foyer area:

St. Mary's Ecumenical Institute

BWC United Methodist Men

NOMADS

The United Methodist Credit Union

BWC United Women in Faith

Strawbridge Shrine Association

Restorative Justice Team

Quality of Life Retreats

GCSRW

General Commission on Religion and Race

BWC Creation Care Advocacy Ministry

Heritage International Fashions

Discipleship Ministries

BWC Wellness & Missions Board

Ministry Brands

General Board of Global Ministries

Tek-Pro

Educational Opportunities Tours

BWARM

YBI African Apparel & Fashions

Crafts from Jerusalem

BWC Legislative Action Team

Mid Atlantic United Methodist Foundation

Cheryl's DMV Bling

Prayer Quilts

Project Transformation DC

AAAsk, LLC

Central Appalachian Missionary Conference

Society of St. Andrew

BWC-UMC GVP Social Action Team

BREATHE

GRANTS & AWARDS

PEACE WITH JUSTICE GRANTS

Grants of up to \$2,000 are awarded to applicants that show their commitment to Social Justice Advocacy. This includes advocacy for voting rights, immigration reform, gun violence prevention, legislation reforms, human trafficking, and other justice-related concerns.

Applications are due May 1.

MISSIONAL INNOVATION GRANTS

Grants of up to \$5,000 are awarded to a team of persons (at least one of whom is connected to a UM faith community) that has addressed a form of systematic oppression and/or injustice in collaboration with impacted persons.

Applications are due Nov 1.

QUESTIONS?

Fathima Rifkey
frifkey@bwcumc.org



IN CELEBRATION OF 2022-23 CROSS-RACIAL

Of the 571 congregations within the BWC, we recognize and are endeavoring to resource the 72 congregations that have been identified as Cross-Racial/ Cross-Cultural (CRCC) contexts for the furtherance of the mission of the church and transformation of the world. CRCC ministries occur when a person from one cultural group is appointed to serve a congregation whose majority is of another cultural group. Please see the list below, pray for and reach out to learn ways that you can be in greater community with them:

Arbutus UMC, Baltimore - Pastor Yo Rhie
Back River UMC, Essex - Pastor Stephen Njoroge
Bethany UMC, Ellicott City - Pastor Dawn Brooks-Tharps
Bethel UMC, Upper Marlboro - Pastor Thomas Long Sr.
Bethesda UMC, Bethesda - Pastor HiRho Park
Bethesda UMC, Sykesville - Pastor Richard Lindsey
Bowie UMC, Bowie - Pastor Angela Kittrell
Brook Hills UMC, Frederick Pastor Jennifer Mauras-Rivera
Brooklyn Community UMC, Baltimore - Sonia King
Buckeystown Rt 85 UMC, Buckeystown - Pastor Ariel Ferrari
Calvary UMC, Waldorf - Pastor Loretta Johnson
Catocin UMC, Thurmont - Pastor Louise Harrison
Chase UMC, Middle River - Pastor Walter Jackson
Cheltenham UMC, Cheltenham - Pastor Daein Park
Christ Church of Baltimore County, Baltimore - Pastor Joel Holmes
Community UMC, Laurel - Pastor Caprice Brown
Community, Pasadena - Pastor John Warren
Cowenton UMC, White Marsh - Pastor Andrew Shropshire
Darkesville UMC, Inwood WV - Pastor Stephon Knox
Darlington UMC, Darlington - Pastor Trevor Liburd
Deer Park UMC, Westminster - Pastor Jean Lee
Dublin UMC, Street - Pastor Trevor Liburd
Emanuel UMC, Catonsville - Pastor Zelda Childs
Emmanuel UMC, Beltsville - Pastor Andrea King
Emmanuel UMC, Laurel - Pastor Edgardo Rivera
Epworth UMC, Gaithersburg - Pastor Tammi Brantley
Fairhaven UMC, Gaithersburg - Pastor Ken Hawes
Faith Community UMC, Baltimore - Pastor Ronald Dodson
Flohrville UMC, Sykesville - Pastor Keystone Lee
Friendship UMC, Friendship MD - Pastor Rudolph White
Glen Mar UMC, Ellicott City - Pastor Melaina Trice
Glenmont UMC, Silver Spring - Pastor Kelly Grimes
Glyndon UMC, Glyndon - Pastor Dong Eun Lee
Grace UMC, Aberdeen - Pastor Braulio Torres
Grace UMC, Hagerstown - Pastor Dionne Hall
Jennings Chapel UMC, Woodbine - Pastor David Norton
Lanham UMC, Lanham - Pastor Nona Colbert
Lewistown, Thurmont - Pastor Mark Claiborne, Sr.
Loch Raven UMC, Baltimore - Pastor George Winkfield
Lovely Lane UMC, Baltimore - Pastor Levon Sutton
Marvin Chapel UMC, Mount Airy - Pastor YouJung Jung
McKendree UMC, Potomac Park - Pastor Brad Reinhart
Middleburg, Westminster - Pastor Darrell Davis
Millian Memorial UMC, Rockville - Pastor Ty Blackwell
Mount Gilead UMC, Reisterstown - Pastor Eileen Washington
Mount Olive UMC, Mount Airy - Pastor Mele Taumoepeau Aho
Mount Washington-Aldersgate UMC, Baltimore - Pastor Michelle Corbett
Mount Zion UMC, Highland - Pastor Meija Daniel
New Street, Shepherdstown - Pastor Dee-Ann Dixon
Oak Chapel UMC, Silver Spring - Pastor Sherri Wood-Powe

AL AND CROSS-CULTURAL CONGREGATIONS



Otterbein UMC (MCP), Martinsburg WV - Pastor John Mayden
Patapsco UMC, Finksburg - Pastor Barbara Allen
Pleasant Grove UMC, Ijamsville - Pastor Rochelle Andrews
Poplar Springs UMC, Woodbine - Pastor David Norton
Prospect UMC, Mount Airy - Pastor YouJung Jung
Providence-Fort Washington UMC, Ft Washington - Pastor Kermit Moore
Saint Matthews UMC, Bowie - Pastor JW Park
Saint Paul UMC, Lusby - Pastor Myungha Baek
Salem UMC, Baltimore - Pastor Terri Williams
Salem-Baltimore Hispanic UMC, Baltimore - Pastor Cassandra Nuñez
Sandy Mount UMC, Finksburg - Pastor Robert Walker
Severna Park UMC, Severna Park - Pastor Narae Kim
Silver Spring UMC, Silver Spring - Pastor Daniel Cho
St Andrews UMC, Hagerstown - Pastor Christopher Serufusa
St. Luke's UMC (MCP), Martinsburg WV - Pastor John Mayden
Stone Chapel UMC, New Windsor - Pastor Yujung Hwang
Trinity UMC (MCP), Martinsburg WV - Pastor John Mayden
Violetville UMC, Baltimore - Pastor Scheherazade Forman
Wards Chapel UMC, Randallstown - Pastor Steven Cho
Washington Grove UMC, Washington Grove - Pastor Margie Matthews
Waters Memorial UMC, Saint Leonard - Pastor Sherry Emerson
West Baltimore UMC, Baltimore - Pastor Akeda Pearson-Stenbar

May these leaders serving in cross-racial and cross-cultural ministry be blessed with wisdom, empathy, and understanding for the transformation of the world.

May their prophetic ministry embody love and respect for all, fostering unity amidst diversity as taught in Scripture.

May their efforts bring forth harmony, reconciliation, and a deeper sense of community, reflecting the inclusive and compassionate spirit of our faith; and, May God's spirit make us One beloved community for the good of all.

VITALITY



John 10:10 describes the destination that God desires for us and our neighbors. We understand this happens when we see and respect all people, deepen discipleship, live and love like Jesus and multiply our impact for God.

Sort by ▾

Congregation Readiness

5.0 ★★★★★

Become stable enough to be committed to doing the deep work necessary to thrive.



Directions

Who Are We? Who Are Our Neighbors?

5.0 ★★★★★

Through deep listening, data, prayer and discernment, identify the congregations' personality, passion, values, purpose, and theology and discover and define the pain point or opportunity in the community with those impacted.



Directions

God-Fueled Imagination

5.0 ★★★★★

Awaken creativity and possibility, seek clarity of what God is calling the church to, risk and experiment to learn, and intentionally examine the best alternatives to living out God's plans for the church and its neighbors.



Directions

Outward-Facing Ministry Clarity

5.0 ★★★★★

Focus on what God is calling the church to by testing concepts with committed neighbors and partners, ensuring there is proven community demand, and then developing a growth and sustainability plan.



Directions

You will likely need to revisit the above four spots as you deepen your learning and understanding of where God is calling and to test/implement the idea(s). It is not a to do list, but an iterative process.

As you dream and discern, God may call you to re-imagine the use of your space (e.g., re-purpose or reconfigure space for strategic, missional partnership). If this requires property re-development with significant investment, you'll want to create a request for proposal to find an expert tour guide before traveling to Pre-Development.

Pre-Development

5.0 ★★★★★

With a clear building project in mind (and initial research completed), this stop includes creating site plans, development plans, and building plans; permitting; arranging construction financing; and resolving appeals from neighbors or other interested parties.



Directions

Development

5.0 ★★★★★

With all pre-development complete, construction begins and arrangements for operations after construction is completed are made.



Directions

CONGREGATION
READINESS

AR
WHO
NEIG



Map Key:

We are invited to join in Jesus' mission (Isaiah 61:1-4, Luke 4:18-21) a movement of holistic salvation (Luke 4:43-47). We'll each travel a unique path, but share stops for intentionality and growth along the way.

iMAP

Missional Action Planning for Congregations

WHO
ARE WE?
ARE OUR
NEIGHBORS?

GOD-FUELED
IMAGINATION

MINISTRY
CLARITY

PRE-
DEVELOPMENT

DEVELOPMENT

Our mission
and follow God's
call (Acts 2: 37-41)
the sacred path
of discernment

WELCOME TO

VITALITY

See all the people • Deepen discipleship • Live & love like Jesus • Multiply impact



IGNITE YOUTH CONFERENCE

MARCH 7-9, 2025 | Ocean City Convention Center

But wait...there's more.

The conference isn't a one-off event, but part of a discipling and leader development cycle that includes:

- **IGNITE Communities:** Bonfire kick off event at each camp in the Fall.
- **IGNITE Conference** in March with a study and activities to take back to local churches to extend both your reach and impact.
- **IGNITE Summer Camp** for youth interested in planning the following year's event.
- **Collaborative Youth Group Formation.** At IGNITE, we believe in harnessing the power of community to foster growth through providing a process and coaching for churches who want collaborative youth groups.

Want to be involved?

Great! Please complete the form by either scanning the QR code or visiting qrco.de/bf47SJ

pdcbwc.org/ymp



IGNITE

LOOKING TO GET AWAY?

Spend
the day,
the
weekend,
or the
week!



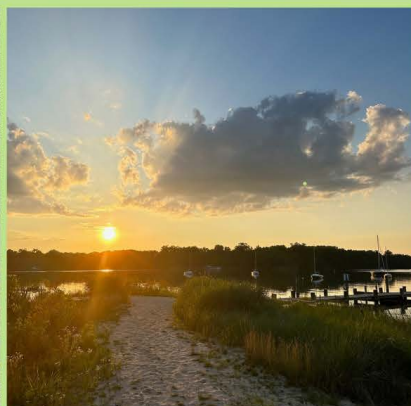
Learn more!



Manidokan, Harmison, and West River offer spaces for groups to gather for teambuilding, planning, crafts, fun together, and any other type of retreat!

Activities and meal service available at Manidokan and West River.

To learn more, scan the QR code or email admin@bwccampsandretreats.com



CLERGY RETREAT AT CAMP



Manidokan and West River offer spaces for clergy renewal including a free 2 night stay in a cabin. Come enjoy the beauty of creation and restore or plan for the days ahead! For more information about booking a clergy renewal space, email admin@bwccampsandretreats.com



CREATION CARE

The Creation Care Team works to mobilize and advance the care of God's good creation in the context of environmental justice and the climate emergency.

Richard Gillum, Interim Chairperson
rfg2.howard.edu@gmail.com

IMMIGRATION RIGHTS

The Immigration Rights Team advocates and organizes for just immigration reform and resources communities of faith to serve migrants through direct services.

Cassandra Nunez, Chairperson
cassy.nunez.89@gmail.com

RACIAL JUSTICE (CCORR)

The Racial Justice Team challenges and equips the church to complete its unfinished agenda of dismantling racial discrimination in all forms.

William Carpenter, Chairperson
wcarpen14a@gmail.com

GENDER EQUITY (COSROW)

The Gender Equity Team advocates for gender equity and equality across our connection and for the full participation of women in the total life of the UMC.

Chairperson Position is vacant.

LEGISLATIVE ACTION

Legislative Advocacy turns love into policies that "resist evil, injustice, and oppression in whatever forms they present themselves." This team advocates for changes in laws, systems, and structures in accordance with UMC values.

Will Newton, Chairperson
kwillnewton91@gmail.com

RESTORATIVE JUSTICE

The Restorative Justice Team works to support, encourage, and advocate for those incarcerated, their families and those returning to our communities, and to bring healing to those hurt or harmed.

Margie Matthews, Chairperson
margiematthews63@gmail.com

GUN VIOLENCE PREVENTION

The Gun Violence Prevention Team advocates for decreasing gun violence in all its forms and for helping to heal those dealing with related trauma.

Susan Bender, Chairperson
susanbender@comcast.net

LGBTQIA+ JUSTICE

Cared for by the Baltimore-Washington Area Reconciling United Methodists (B-WARM). This team seeks to affirm LGBTQIA+ people and ensure the full participation of people of all sexual orientations and gender identities in the UMC.

B-WARM
bwarm@bwarm.org

WEALTH EQUITY

The Wealth Equity Team works to ensure that all people have equitable resources to thrive in their lives and communities, including efforts to improve affordable housing and health.

Rochelle Andrews, Chairperson
revrochelle17@gmail.com

Where Injustice Ceases and Love Prevails

BUILDING BELOVED COMMUNITY



A community of faith, the Beloved Community is an attainable state where injustice ceases and love prevails. It is inclusive, diverse, equitable, and embodies antiracism. It affirms our interrelated and interconnected humanity, is rooted in the love of God, neighbor and self, and is impacted by and concerned about the well-being of the other.



LIVING WELL

Clergy Renewal Retreats



A year-long
program
designed by
clergy for clergy
with the goal of
growing in love
for God with all
your heart,
mind, soul, and
strength.



LIVING WELL
Heart, Soul, Strength, Mind

PROGRAM OVERVIEW

Goals of Living Well:



Growing in love for God
with all your heart, mind,
strength and soul.



Celebrating Service



Clarifying Call



Cultivating Growth

- Learn more: pdcbbc.org/living-well
- CEU's = 3.3
- Open to all clergy - licensed & ordained

bomstaff@bwcumc.org



 **BOARD OF ORDAINED MINISTRY**
Baltimore-Washington Conference
THE UNITED METHODIST CHURCH





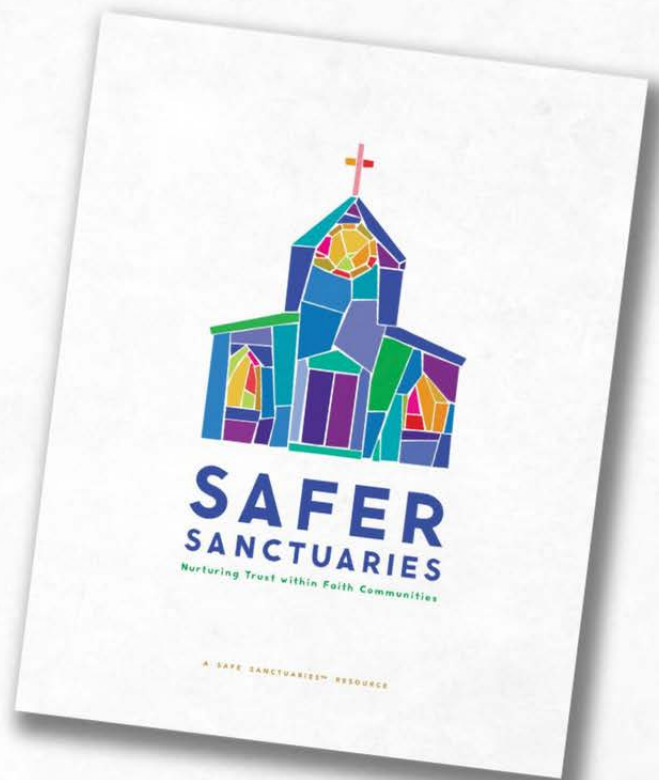
SAFER SANCTUARIES

Nurturing Trust within Faith Communities

A SAFE SANCTUARIES™ RESOURCE

Safer Sanctuaries is a new and comprehensive resource that continues the tradition of Safe Sanctuaries. This resource enables faith communities to be empowered and flourish as they develop and implement policies and procedures that make everyone safer.

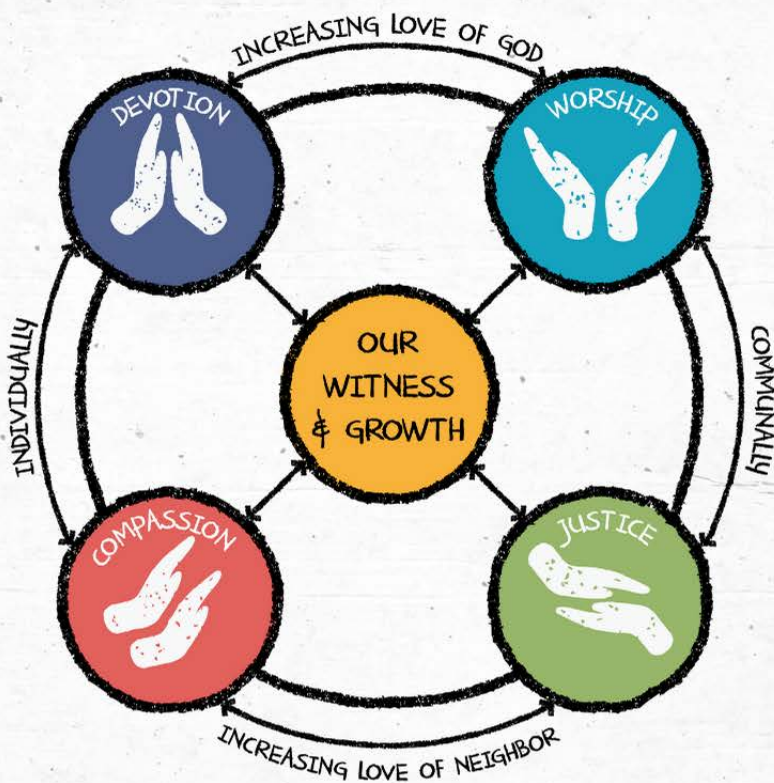
Safer Sanctuaries, an updated resource from The Upper Room, was released on May 1. This new and comprehensive resource continues the tradition of *Safe Sanctuaries* ministry by building on the trusted policies and procedures that have guided churches over the past twenty-five years. Scan the QR code below and the first 150 people to fill out the form will receive this \$50 resource for free!



safesanctuaries@bwcumc.org



DEEPENING DISCIPLESHIP



Devotion:

Reading, meditating, and studying the scriptures; prayer; fasting; regularly attending worship; sharing our faith with others



Compassion:

Doing good works, visiting the sick, visiting those in prison, feeding the hungry, and giving generously to the needs of others



Worship:

Regularly share in the sacraments, Christian conferencing, (accountability to one another), and Bible study



Justice:

Seeking justice, ending oppression and discrimination (e.g. ending slavery), and addressing the needs of the poor

"To witness to Jesus Christ in the world and to follow His teachings through acts of compassion, justice, worship, and devotion under the guidance of the Holy Spirit."

*-The General Rule of Discipleship,
Book of Discipline, ¶ 1117.2.a*

PDCBWC.ORG/DEEPEN-DISCIPLESHIP



Peninsula-Delaware Conference
Baltimore-Washington Conference
The United Methodist Church



CONGREGATIONAL DEVELOPMENT GRANTS



"FUNDING MINISTRY IDEAS THAT MOVE US
TO CAPTURE A CONTAGIOUS FAITH."

New Faith Expressions Grant:

This grant is for the establishment of new congregations or for existing congregations that want to start a new campus/satellite location. This would include Strategic Relaunches and Vital Mergers.

Strategic Growth Initiatives Grant:

This grant is for existing churches/faith communities who want to accomplish one or more of the following:

1. Create a ministry that reaches new people
2. Create a ministry that develops new and existing leaders
3. Create a ministry at that identifies, nurtures and trains the next generation of leaders
4. Create a ministry that multiplies the congregation's impact beyond the walls of the Church
5. Create a ministry that includes strategic partnerships with other Congregations (i.e.. Cooperative Parishes, Clusters, etc.)

Micro-Grant to Reach New People:

The Baltimore-Washington Conference of The United Methodist Church is committed to reaching New People in New Places through new faith expressions. These new people already live around our local churches and in our communities and we seek to reach them where they are, either in physical or digital places. To this end, we are offering a non-renewable grant for up to \$2,500 for you to launch your new faith expression.

BWCUMC.ORG/UFTF



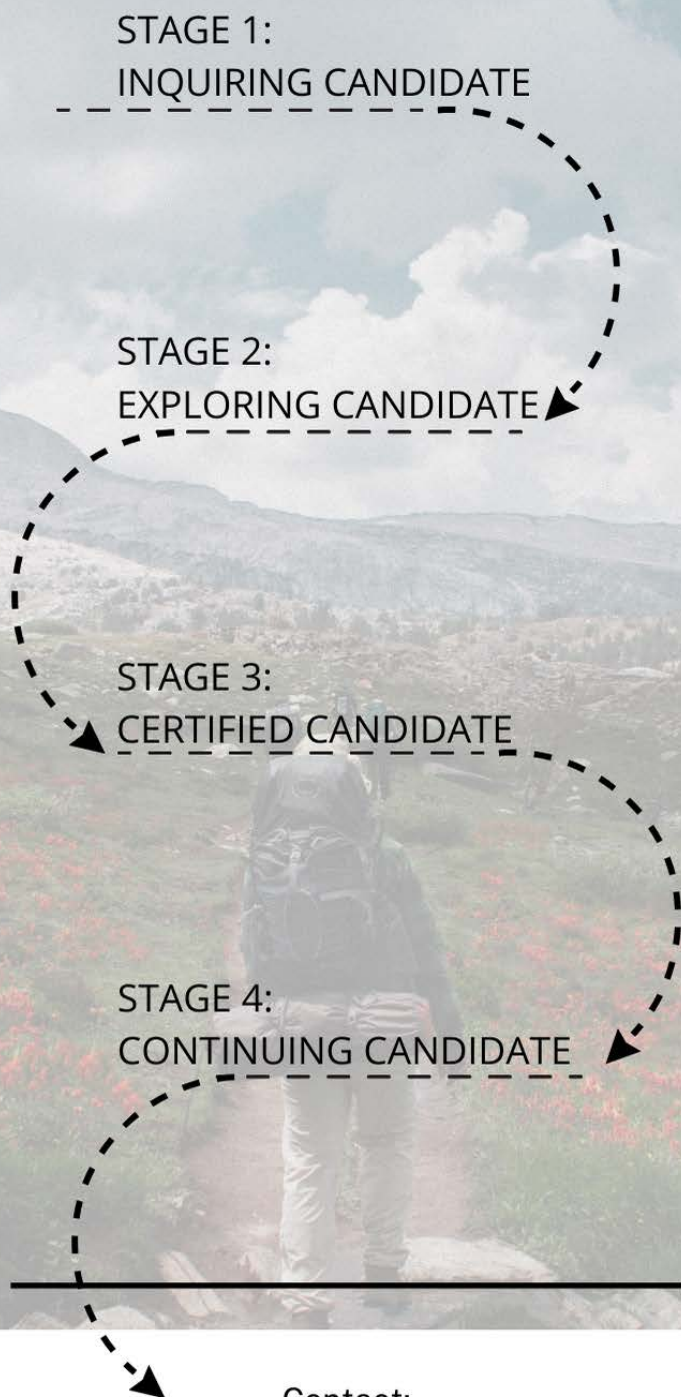
Exploring Your Call:

CANDIDACY FOR MINISTRY



The candidacy process of BWC is designed to be a vocational discernment experience, as well as a professional credentialing process.

Beginning the Journey



Contact:
bomstaff@bwcumc.org





Center for Vital Leadership

CERTIFICATE IN CONGREGATIONAL LEADERSHIP

The Certificate in Congregational Leadership (CCL) Program uses online learning to provide a comprehensive approach to developing leadership excellence in the local church. It is designed to accommodate the busy schedule of the bi-vocational pastor and Certified Lay Minister (CLM).

Join Jack Shitama, author of *The Non-Anxious Leader*, for an online Congregational Leadership program designed for Part-Time Local Pastors and Certified Lay Ministers.

The program consists of online courses that are structured so all the work can be done independently.

Expand your education on:
CHURCH ADMINISTRATION
SACRAMENTS
PASTORAL CARE
WESLEYAN THEOLOGY
TIME MANAGEMENT, and
UM HISTORY & DOCTRINE

Completion of all six (6) courses qualifies for One (1) Lay Servant Ministry Credit (10 hours).

PDCBWC.ORG/CCL





**"Bringing the
Church Jesus loves
closer to the people
Jesus loves."**

Save The Date

Fresh Expressions Academy

The Fresh Expressions Academy will equip clergy & laity to experiment and take risks in order to engage people who are not yet part of a faith community. It launches on Nov. 2, 2024.

Registration is now open. CEU's will be available.

The deadline to register is Oct. 25.

Contact:

Bill Brown: bbrown@bwcumc.org

Lauren Harris: lharris@bwcumc.org



YPM WELLNESS



Many youth are afraid of acknowledging school, mental health, and life challenges. To reduce stigma and barriers, we are providing mental health topics on areas that ministry, research, youth, caregivers, educators and others identify as risk concerns. If there is a topic you are in need of more information, we hope you will reach out to a trusted adult, including faith leader/supporter, to assist you.

You are not alone.

Adolescent Mental Health



Crisis Hotlines



Relationships



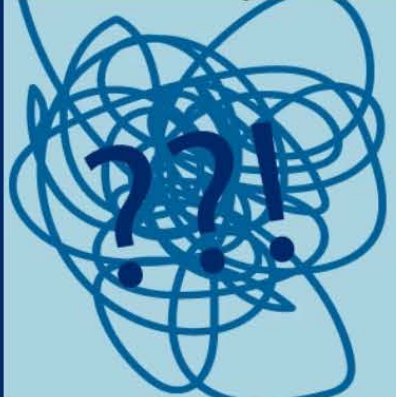
Social Media



+/- Childhood Experiences



Anxiety



Self Hurt/Suicide Prevention



Substance Abuse



Body Image/Eating Disorders



Bullying



Time/Stress Management



Parent / Leader Resources



Depression



Gun Violence



Scan the QR code to utilize the BWC's YPM Wellness resources.



LEARNING TO TAKE THE NEXT STEP



As you discover your next faithful step in living out your call from God, there are many opportunities to equip you and your congregation for the journey.

Congregational Development Learning Opportunities

Every church is called to be 100 percent vital. As your Leadership Team begins to discover and implement God's next faithful step for the congregation's Missional Action Planning, one of these congregational pathways may be for you.

<https://www.pdcbwc.org/congregations>

- **Vitality Pathways** ([pdcbwc.org/vitality-pathways](https://www.pdcbwc.org/vitality-pathways))
 - **Catalyst Initiative** is a year-long journey that yields a sense of where God is calling the congregation to engage with community, new measurements of vitality, and tools to continue to experiment with collaborative, impactful ministry with new people.
 - **Readiness Initiative** is a six-month biblically-based process that undergirds a thorough assessment and discernment process. At the end of this experience, you can choose to take your next faithful step alone or with a guide.
- **A Diverse Church by Design Initiative** is a year-long process that increases churches' diversity and inclusion. Congregations develop ways to create God's Beloved Community where justice, equity and love prevail.
([pdcbwc.org/a-diverse-church-by-design](https://www.pdcbwc.org/a-diverse-church-by-design))

Other Congregational Development Resources

- **Training Tuesdays:**
[pdcbwc.org/training-tuesdays](https://www.pdcbwc.org/training-tuesdays)
- **Readiness 360 Survey and Report:**
[pdcbwc.org/readiness360](https://www.pdcbwc.org/readiness360)
- **MissionInsite:**
[pdcbwc.org/missioninsite](https://www.pdcbwc.org/missioninsite)



Leader Development Learning Opportunities

When Jesus wasn't spending time in prayer, worship, in the streets and meeting people's physical and spiritual needs, he was developing leaders. Here are offerings to support you in doing the same. ([pdcbwc.org/leaders](https://www.pdcbwc.org/leaders))

- **Fresh Expressions Academy** is a 12-month program designed to equip clergy and laity to innovate and take risks to engage people who are not yet part of a faith community.
- **Journey to Beloved Community** is an eight-session course that focuses on actions that churches and community partners can take to create spaces of belonging and becoming.
- **Certificate in Congregational Leadership** uses online learning to provide a comprehensive approach to developing leadership excellence in the local church. It is designed to accommodate the busy schedule of the bi-vocational pastor and Certified Lay Minister (CLM).
- **The Non-Anxious Leader: Family Systems Basics** is a four-week, online course that will enable leaders to apply family systems theory so that they can be a non-anxious presence — personally and professionally.

Leadership Development Resources

- **Training Tuesdays** are an online training experience to inspire and equip local church leaders.
([pdcbwc.org/training-tuesdays](https://www.pdcbwc.org/training-tuesdays))
- **Level Up: Lessons on Leadership** offers short videos designed for church leaders to discover some of the best and most influential principles in today's secular writing about leadership. ([pdcbwc.org/level-up](https://www.pdcbwc.org/level-up))
- **Center for Vital Leadership** offers vital leadership training in various locations and through various means to make leadership essentials widely available to clergy, lay ministers, youth, and leaders of all ages.
([pdcbwc.org/center-for-vital-leadership](https://www.pdcbwc.org/center-for-vital-leadership))
- **Connect Leadership Summit** is a one-day training with dozens of workshops to inspire and equip churches to connect more people to Jesus. (Coming to a site near you - Fall 2025.)

For more information, visit www.pdcbwc.org or contact Bill Brown, Director of Innovative Evangelism, at bbrown@bwcumc.org or Jack Shitama, Director of the Center for Vital Leadership, at jack@pecometh.org.



ResourceUMC.org

CLICK • FIND • LEAD



ResourceUMC offers church leaders a central online destination to find timely content, relevant resources and comprehensive information from across the United Methodist Church's worldwide connection.

Start exploring today at **ResourceUMC.org**



HELPING YOU COMMUNICATE ALL THE GOOD YOU CAN

UMCom is here to help you build vital ministries with the power to transform the world.



TELL YOUR STORY!

Share a video, photo or written post on your preferred social media platform – don't forget to use the hashtag #BeUMC.



COMMUNICATION BEST PRACTICES

Find practical tips about technology, video production, social media, outreach and marketing in the MyCom e-newsletter, digital content collection and podcast.



CUSTOMIZABLE OUTREACH TOOLS

Invite your community to join you for upcoming worship services and events with the help of customizable outreach tools, such as postcards, banners, yard signs and social media graphics.



DENOMINATIONAL FAQs

Explore and share Ask The UMC's robust online library of frequently asked questions and their answers, or ask your own questions.



ONLINE TRAINING COURSES

Affordable, on-demand training courses and Local Church Learning Sessions teach you how to engage church members and seekers in your community.



LOCAL CHURCH MARKETING SERVICES

To best help local churches reach new people in new ways, marketing services, training experiences and coaching opportunities are tailored to each church's unique needs.

**SCAN THE
CODE BELOW
TO EXPLORE
OUR WEBSITE**



COMMUNICATIONS
United Methodist Communications

ResourceUMC.org/MarketMyChurch

Are you wondering if God has huge plans
in store for your life?

Are you sensing that God might have
a career for you in ministry?

Are you ready to STEP OUT and see
where God is calling you?

Join us for

STEP OUT: Discerning A Call to Ministry

Saturday, June 24, 2023,

Wesley Freedom, 961 Johnsville Rd., Sykesville, MD 21784

11 am-3:30 pm.

STEP OUT will be an awesome day of worship, breakout sessions, and personal reflection. You will hear from leaders in our church and have the opportunity to ask questions about all the ways YOU could serve God! Pastors, youth leaders, etc. are encouraged to accompany participants as their "support team." Contact Rev. Vicky Starnes at revvicky@aol.com with any questions.

Scan the QR code to learn more and register now.

This event is sponsored by the Board of Ordained Ministry of the BWC.



Write us a six-word story.

Throughout the Annual Conference Session, we will be giving you opportunities to participate in a creative writing challenge. A six-word story, although brief, can evoke emotion, intrigue, and convey a complete story in just six words. Follow #BWCUMC24 for your prompts.

Here is your first prompt:

What are you/your church on fire for?

Submit your stories by either posting on Facebook or Instagram with #BWCUMC24 or emailing your story to communications@bwcumc.org.

A selection will be featured in the Friday wrap-up publication.

IN THE KNOW

Are you receiving all the information you need? There are a variety of ways the conference communicates with you. Make sure you are subscribed to or following all of these communications:

Baltimore-Washington Conference **e-connection**

The e-connection is a free weekly e-newsletter sent straight to your inbox. You can catch up on past e-newsletters at bwcumc.org/news/e-connection

Want to subscribe? E-mail Melissa Lauber at mлаuber@bwcumc.org to be added.

Are you following us on social media?



YouTube

Facebook: facebook.com/BWCUMC

Instagram: instagram.com/BWCUMC

YouTube: youtube.com/@baltimorewashingtonconference

SINGLE SOURCE SOLUTIONS

We service most brands of digital church organs and have hundreds of parts for sale on our web site for Rodgers, Johannus, Roland, Allen, Galanti and other brands.



R.A. Daffer Church Organs, INC.
ESTABLISHED 1977

is a full-line representative
for pipe, digital, and
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ROMANS 12:1, 9-12

"I appeal to you therefore, brothers and sisters, on the basis of God's mercy, to present your bodies as a living sacrifice, holy and acceptable to God, which is your reasonable act of worship. ... Let love be genuine; hate what is evil, hold fast to what is good; love one another with mutual affection; outdo one another in showing honor. Do not lag in zeal, be ardent in spirit, serve the Lord. Rejoice in hope, be patient in suffering, persevere in prayer."

JOIN IN HOLY CONFERENCING WHAT GOD EXPECTS OF US

This time of Holy Conferencing is a time for us to be and cultivate Beloved Community. Where we treat one another with respect—even when we disagree. Where injustice ceases and love prevails. (Micah 6:8)

Here are the practical ways that we can be in community with one another.

- **Seek and build relationships like Jesus:** Have transformational conversations and eliminate barriers to equity. (Luke 10:25-37 and Matthew 20:1-16)
 - **Respect different forms of expression:** Acknowledge that all persons are created in the image of God, and do no harm. (Gen. 1:27 and Acts 10:28, 34-35)
 - **Examine personal assumptions and perceptions:** Avoid projecting biases, prejudices, and preferences onto others and commit to learning and growing in this work. (Philippians 2:1-8 and Mark 12:31)
 - **Assume positive intent as we are all moving on to perfection:** Speak the truth in love and embody the fruit of the spirit. (Ephesians 4:15 and Galatians 5:22-23)
 - **Listen wholeheartedly for understanding because agreement is optional:** Refuse to engage in harmful speech, tone or behavior, and lead with empathy and compassion. (Ephesians 4:29 and John 13:34-35)
 - **Exercise cultural humility:** Demonstrate that your view of the world is just one model of reality. (Ephesians 4:2 and James 4:10)
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ACROSS THE CONNECTION:

The Peninsula-Delaware Conference

June 6-8, 2024, Ocean City, MD

The Northeastern Jurisdictional Conference

July 10-13, 2024, Pittsburgh, PA



Baltimore-Washington Conference
The United Methodist Church