



BUDGET HIGHLIGHTS - pages 18-21 | RESOLUTIONS - pages 22-39

# ROOTED

*in Christ*



**Love Boldly**  
**Serve Joyfully**  
**Lead Courageously**

242nd Session of the Baltimore-Washington  
Conference of The United Methodist Church • 2026





# Welcome!

Welcome to Baltimore City and the 242nd session of the Baltimore-Washington Conference of The United Methodist Church!

Our theme this year is grounded in Ephesians 3:16–19. As United Methodists from 558 churches across Maryland, Washington, D.C., and the panhandle of West Virginia, we connect with disciplined joy, confident that God is present among us.

This week, as we engage in holy conferencing and equip our churches for deeper discipleship and vitality, we are invited to be firmly rooted in Christ. We gather as a people who love boldly, who passionately love God and, like Jesus, embrace and include people of every age, nation, race, gender, and walk of life.

Welcome. Let us rejoice in the Lord!



**BISHOP LATRELLE EASTERLING**  
Presiding Bishop of the  
Baltimore-Washington &  
Peninsula-Delaware Conferences

## Ephesians 3:16–19

“I pray that, according to the riches of God’ glory, God may grant that you may be strengthened in your inner being with power through the Spirit and that Christ may dwell in your hearts through faith, as you are being rooted and grounded in love. I pray that you may have the power to comprehend, with all the saints, what is the breadth and length and height and depth and to know the love of Christ that surpasses knowledge, so that you may be filled with all the fullness of God.”

## Guidelines for Holy Conferencing What God Expects Of Us

- Every person is a child of God. Always speak respectfully. One can disagree without being disagreeable.
- As you patiently listen and observe the behavior of others, be open to the possibility that God can change the views of any or all parties in the discussion.
- Listen patiently before formulating responses.
- Strive to understand the experience out of which others have arrived at their views.
- Be careful in how you express personal offense at differing opinions. Otherwise, dialogue may be inhibited.
- Accurately reflect the views of others when speaking. This is especially important when you disagree with a position.
- Avoid using inflammatory words, derogatory names, or an excited and angry voice.
- Avoid making generalizations about individuals and groups. Make your point with specific evidence and examples.
- Make use of facilitators and mediators.
- Remember that people are defined, ultimately, by their relationship with God — not by the flaws we discover, or think we discover, in their views and actions.



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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 on the BWC website, in the sidebar of [bwcumc.org/events/2026-annual-conference](http://bwcumc.org/events/2026-annual-conference). 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](mailto:bwcsecretary@bwcumc.org) before noon, on Thursday, May 28. The consent calendar will be voted on at the afternoon plenary session on May 28.

### Curious about what's 'in order'?

The [rules of the session](#) are online, in the sidebar of the 2026 Annual Conference page at [bwcumc.org/events/2026-annual-conference](http://bwcumc.org/events/2026-annual-conference).

### New to Annual Conference?

See all the information you need to know, including, what is an Annual Conference, who are the members, what is the business of Annual Conference, who can vote, and more in our [Annual Conference Primer](#).



## COMMUNICATIONS

Baltimore-Washington Conference

### Are you following us on social media? #BWCUMC26

Facebook: [facebook.com/BWCUMC](https://facebook.com/BWCUMC)

Instagram: [instagram.com/BWCUMC](https://instagram.com/BWCUMC)

YouTube: [youtube.com/@baltimorewashingtonconference](https://youtube.com/@baltimorewashingtonconference)

Flickr: [flickr.com/photos/bwcumc/albums](https://flickr.com/photos/bwcumc/albums)

TikTok: [tiktok.com/@bwcumcarea](https://tiktok.com/@bwcumcarea)



# AC 2026 Agenda

<b>WEDNESDAY, MAY 27</b>	
8:30 a.m.	AC Registration opens. Key Ballroom Level for Clergy and Laity.
9:30 a.m.	Ordination and Commissioning Rehearsal in Key Ballroom
10:30 - 11:30 a.m.	Workshops
10:30 a.m. - 1 p.m.	Retirement reception and luncheon - by invitation only - in Tubman A & B – 3rd floor
12:30 - 1 p.m.	UMM and UWFaith Prayer Time for AC in Key & Holiday Ballrooms
1 p.m.	Clergy Executive Session in Key Ballroom, Bishop Easterling, Presiding. BOOM Report presented by Revs. Paul Johnson and Amanda McMurtrey, Co-Chairs. Laity Session in Holiday Ballroom 1-5. Amelia Duroska, Conference Lay Leader
3:30 p.m.	<b>HOLY CONFERRING</b> – Plenary Session in Key Ballroom Call to Order by Bishop LaTrelle Easterling, Presiding Organizational Motion – Mr. Kevin Silberzahn, Conference Secretary Rules Review - Rev. Bryant Oskvig, Rules Committee Chairperson PRESENTATION OF RESOLUTIONS (concluded at dinner break and to be continued on Thursday if unfinished)
5:30 p.m.	Dinner: General Seating in Holiday 6, BMCR Dinner in Holiday 1-5
7 p.m.	Opening Worship in Key Ballroom Remembrance of Baptism and an Offering to support Seeds of Security
<b>THURSDAY, MAY 28</b>	
6:45 - 8:15 a.m.	Breakfast: General Seating in Holiday 6, Wesley Nexus Breakfast in Holiday 4
8:15 a.m.	Gathering Music begins in Key Ballroom
8:30 - 9:25 a.m.	Bible study Session by Bishop Gregory Palmer in Key Ballroom
9:30 a.m.	<b>HOLY CONFERRING</b> – Plenary Session in Key Ballroom CONTINUATION OF RESOLUTIONS
10 a.m. - 4 p.m.	Red Cross Blood Drive in Poe A & B
12 - 1:30 p.m.	Lunch: General Seating in Holiday 6, Wesley Alumni in Holiday 1-3, Service of Remembrance Meal with Families in Tubman A & B – 3rd floor
1:45 p.m.	Service of Remembrance – with Guest Preacher, Rev. Narae Kim <b>HOLY CONFERRING</b> – Plenary Session in Key Ballroom APPROVAL OF THE CONSENT CALENDAR (ORDER OF THE DAY) Resolutions BOOM Report by Revs. Paul Johnson and Amanda McMurtrey, Co-Chairs Historical Questions Examination (Order of the Day)
5:30 - 6:45 p.m.	Dinner: General Seating in Holiday 6, BWARM/MFSA in Holiday 1-3
7 p.m.	Celebration of Ministries Worship Service in the Key Ballroom

## WiFi Password:

Network: Hilton Meeting  
Password: BWCUMC26

## Blood Drive sign up

Drive Keyword: SPIRIT  
Sign-up Link: <https://qrco.de/RedCross-SPIRIT>



## FRIDAY, MAY 29

6 a.m.	Blueprint for Wellness Screening in Poe – 2nd floor
6:45 - 8:15 a.m.	Breakfast: General Seating in Holiday 6
8:15 a.m.	Gathering Music in the Key Ballroom
8:30 - 9:25 a.m.	Bible study Session by Bishop Gregory Palmer, in Key Ballroom
9:30 a.m.	<b>HOLY CONFERCING</b> Laity Address Fixing of Appointments MOTION TO RECEIVE ALL REPORTS PRIOR TO CLOSING – (ORDER OF THE DAY)
12 - 1:30 p.m.	Lunch: General in Holiday 6, Order of Deacons Luncheon in Holiday 4-5, UWFaith and UMM in Holiday 1-3
1 p.m.	Clergy Robing in Poe A & B, Ordinand & Commissioner Robing in Blake
1:30 p.m.	Ordination and Commissioning Worship Service in Key Ballroom with Guest Preacher, Bishop Gregory Palmer. Offering to support Clergy Renewal Fund.

## Agenda subject to change

The Annual Conference webpage will maintain the most up-to-date information including any updates to the agenda. Scan the QR code to access all things Annual Conference via your device.



## Offerings

As part of the worship experience at Annual Conference, we will be taking electronic offerings to support two important ministries.



## Seeds of Security (SOS)

The offering at the Opening Worship on May 27 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 [pdcbwc.org/sos](http://pdcbwc.org/sos)

## Board of Ordained Ministry's Clergy Renewal Leave Fund

As pastors continue to face ever-changing challenges with adaptability, resilience and faith, 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 29, will go to healing and wellness opportunities for pastors in need.

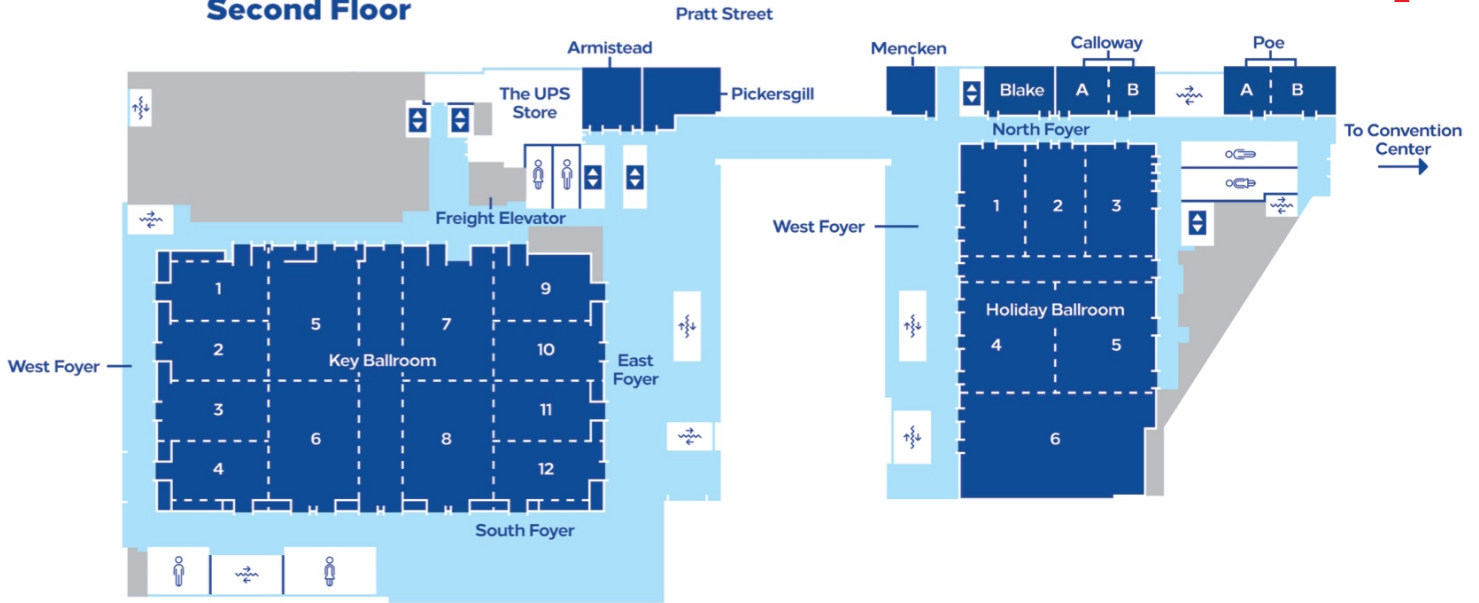
To give to our conference special offering visit [bwcumc.org/offering](http://bwcumc.org/offering) or text AC2026 to 410-220-2402. Alternatively, you can give directly via text-to-give by texting the amount of your donation and SOS or CLERGY to 410-220-2402.





# Hotel Map

## Second Floor



**East Foyer:**  
Registration

**Key Ballroom:**  
Plenary, Worship,  
Clergy Session

**Pickersgill:**  
Registration Office

**Blake:**  
Sickle Cell Screening  
(Thursday only)  
Ordinand &  
Commissioner Robing

**Mencken:**  
Prayer Room

**South & East Foyers:**  
Exhibitors

**Holiday Ballroom 1-5:**  
Intro to AC Workshop,  
Laity Session,  
Special Meals

**Holiday Ballroom 6:**  
General Meals

**Tubman A&B (3rd floor):**  
Special Luncheons  
(by invitation only)

**Poe A & B (2nd Floor):**  
Blueprint for Wellness  
(Friday only),  
Blood Drive  
(Thursday only)  
Clergy Robing

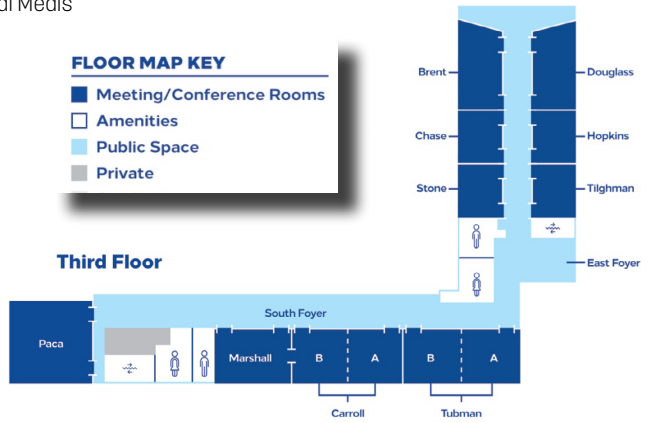
## First Floor



### FLOOR MAP KEY

- Meeting/Conference Rooms
- Amenities
- Public Space
- Private

## Third Floor



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**"ROOTED IN CHRIST: LOVE BOLDLY"**



**Love Boldly  
Serve Joyfully  
Lead Courageously**

# SPEAKER Bios

## Bishop LaTrelle Easterling

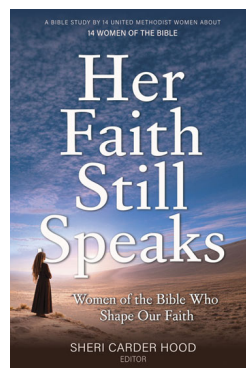
Bishop LaTrelle Miller Easterling is the servant leader of the Baltimore-Washington and Peninsula-Delaware Episcopal Area. She will preside over this Annual Conference session and preach at the opening worship service.

Bishop Easterling was assigned to serve the BWC in September 2016, becoming the first woman to lead this historic conference. She became bishop of Pen-Del in September 2021, and in 2024, the two conferences became an Area. Her focus for the Area is to ensure that 100 percent of the churches become 100 percent vital.

Bishop Easterling is committed to homiletical excellence, servant leadership and transformative justice. Prior to being elected, she served as superintendent of The Boston Metro District, the most diverse and inclusive district within the New England Annual Conference, and served 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. 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.

Bishop Easterling serves as the Chair of the Council of Bishop's Antiracism Leadership Team and is a much sought-after speaker, preacher, poet, and author. Her most recent published works is as co-author of "Building Beloved Community: The Courage to Love in the Face of Tyranny," having written the chapter on "The Enduring Poison of Racism," and as a contributing author to the newly released book "Her Faith Still Speaks: Women of the Bible Who Shape Our Faith." This collaborative Bible study brings together the voices of 14 United Methodist women who explore the lives of biblical women whose stories continue to shape our faith today.

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



## Bishop Gregory Vaughn Palmer

Bishop Gregory Vaughn Palmer will deliver the sermon at the Ordination and Commissioning Service and lead the daily Bible study. He is a retired bishop of the United Methodist Church and currently serves as Executive Secretary of the Council of Bishops. He is also a Senior Adviser with the Texas Methodist Foundation.

Born and raised in Philadelphia, he is the son of the late Rev. Herbert E. Palmer, a United Methodist pastor, and Charlotte Sue Hewitt Palmer, a public-school teacher.

Palmer earned a bachelor's degree from George Washington University, and a Master of Divinity from Duke University Divinity School. Numerous institutions, including Hood, Garrett-Evangelical, and United Theological Seminaries, have awarded him honorary degrees.

Ordained deacon in 1977 and elder in 1981, he served congregations in North Carolina and the East Ohio Conference, as well as superintendent of the Youngstown District.

Elected to the episcopacy in 2000, he served the Iowa and Illinois Areas. He also served as president of the General Board of Higher Education and Ministry and currently serves as the Executive Secretary of the Council of Bishops.

He has served on numerous boards, and is currently a member of the Duke University Board of Trustees.

Married to his wife Cynthia for 50 years, they have two adult children, Monica and Aaron. Cynthia is a Duke University religion graduate and longtime leader in Christian education, leadership development, and community service.





## Rev. Narae Kim

Rev. Narae Kim, who serves as Associate Pastor at Severna Park United Methodist Church, will preach at the Service of Remembrance on Thursday. In her role as Associate Pastor, she leads the Missions, Hospitality, and Young Adult ministries. A third-generation Methodist pastor, Narae was born and raised in South Korea, following in the footsteps of her father and grandfather in ministry.

Her call to ministry began in 2010 while serving as a South Korean young adult delegate to the Baltimore-Washington Conference. During that visit, particularly while spending time at Wesley Theological Seminary, she discerned a calling to integrate her passions for art and faith in service to the church.

Previously appointed to the Flohrville and LaVale congregations, Rev. Kim is known for her creative approach to community building. She delights in connecting everyday life with spiritual practice, creating spaces such as the “Faithful Foodies” young adult gathering and the “Declutter Anonymous” support group.

Narae lives in Maryland with her husband, Heerak Kim, and their two daughters, Ana and Ruah.



## Dr. David Scott

Dr. David Scott currently serves as pastor of The Journey of Faith Church in Waldorf, Maryland, where he leads with vision, compassion, and a deep commitment to spiritual growth. With more than 30 years of ministry experience, he previously served at the historic 165-year-old Shiloh Community United Methodist Church in Newburg, Maryland, honoring its legacy while advancing innovative ministry. Scott is among this year’s class to be Commissioned as Provisional Elder.

Scott, a U.S. Army veteran, served as a (56 Alpha) Chaplain with the 101st Airborne Division during Operation Enduring Freedom, providing spiritual care and support to military leaders, joint service members, and soldiers in Afghanistan.

Scott holds a Doctor of Education from Clark Atlanta University, a Doctor of Ministry from Erskine Theological Seminary, multiple graduate degrees from Liberty University Theological Seminary, and has completed graduate studies at Wesley Theological Seminary. He also completed four units of Clinical Pastoral Education, enhancing his pastoral care and counseling skills.

Scott, an accomplished author of eight books, including “Hold Up Her Hands, The DNA of a Godly Husband, The Essential Traits of a Godly Wife,” and “15 Habits of a Happy Husband,” inspires readers to pursue truth, purpose, faith, and excellence.

Scott is a proud member of several civic, academic, and international organizations. However, above all, he is a devoted husband to Tamara Scott, affectionately known as “The Boss,” whose partnership and support fuel his mission and ministry.



# Workshops

\*Visit the website for  
workshop locations  
[bwcumc.org/AC26Workshops](http://bwcumc.org/AC26Workshops)



## Adaptive Leadership: Guiding Your Congregation Through Uncertain Times

What do you do when the problem isn't clear—and the solution even less so? Adaptive leadership offers tools for navigating complex challenges in a rapidly changing world. In this practical workshop, you'll learn what adaptive leadership is, how it differs from technical problem-solving, and why it matters for congregational vitality today. Together, we'll explore core principles and actionable steps you can begin applying immediately in your ministry setting—helping your congregation move forward with clarity, courage, and faith. Participants will leave with a deeper understanding of adaptive leadership and practical insights for leading change rooted in Christ and responsive to the moment.

**LEADER:** Jack Shitama is the Area Director of the Center for Vital Leadership. He is the author of "Anxious Church, Anxious People: How to Lead Change in an Age of Anxiety" and the creator of "The Non-Anxious Leader Podcast."

## Benefits and Risks of Artificial Intelligence

Are you confused about what is meant by Artificial Intelligence? Have you heard that AI might take away jobs--or save the world? Have you worried about the environmental impact of data centers? Have you wondered whether there might be any connection between the Bible, or Christian belief, and advances in technology? Over the last year, the BWC Task Force on Artificial Intelligence has worked on questions just like these. In this workshop, the Task Force will offer a presentation based on that work. The workshop will not offer a "how-to" for using AI tools. Instead, we will focus on topics that might help the church live faithfully in the era of AI.

**LEADER:** Mark Gorman and David Jacobson

## Living Well: A Holistic Approach to a Balanced Life

Living Well is a holistic approach to living based on Christ's command to "love the Lord your God with all of your heart, and with all of your soul, and with all of your mind, and with all of your strength." (Mark 12:30-31) The Living Well approach also embraces Christ's command to "Love each other as I have loved you." (John 15:12.) In this workshop, we will explore these areas of Living Well and how they can be used to shape the discipleship of our own lives and our faith communities.

**LEADER:** Rev. Twanda King and Amanda McMurtrey. Rev. Twanda E. King is an ordained elder in the Baltimore-Washington Conference and the pastor of Union UMC in Upper Marlboro, Maryland. Passionate about clergy well-being, she equips ministry leaders through coaching, teaching, and retreats that foster resilience, spiritual wholeness, and sustainable leadership.

## Ripples of Love: How Intergenerational Worship Nurtures Faith Across the Generations

The living water of Christ flows wherever believers gather—but when all generations worship together, its ripples reach farther and deeper, nurturing faith through shared wonder, story, and belonging. In this interactive workshop, we'll consider the meaning and importance of intergenerational worship and explore creative ideas for bringing it to life in your congregation. Together, we'll learn, imagine, and be refreshed as we discover how Christ's living water flows through every generation, renewing the whole body of Christ.

**LEADER:** Pastor Cathy Vitek. Cathy has served as the Children's & Family Ministry Pastor at Bethany UMC for over ten years. She holds a Certificate in Orange Family Ministry and is currently a doctoral candidate at the Institute of Worship Studies.

## Beacon of Hope: Rooted in Christ, Reaching with Love

Our congregations and communities are longing for hope. How might we become beacons of hope — sharing God's love in ways that are authentic, relational, and transformative?

In this informative, interactive, and inspirational workshop, Ken Willard draws from his book *Beacon of Hope: Your Guide to Reaching, Witnessing, and Welcoming New People* to equip pastors and laity with practical tools that can be implemented immediately. Rooted in the Wesleyan tradition and inspired by the evangelistic spirit of John and Susanna Wesley, this session reclaims evangelism not as an outdated obligation, but as a living spiritual discipline grounded in love, relationship, and invitation.

Participants will:

- Reimagine evangelism for today's culture
- Gain confidence in sharing their personal faith story
- Learn practical strategies for building bridges into their surrounding community

Come rediscover how being rooted in Christ empowers us to love boldly — extending Christ's transforming grace to new people in meaningful and life-giving ways.

**LEADER:** Ken Willard

## Moving from Paying Bills to Funding Ministries

So many churches are trying to just survive. Come and learn how to move from just surviving and “paying the bills” to thriving and funding your God-given vision for ministry! This forward-thinking workshop reimagines how churches fund ministry in the changing landscape of the 21st century. Explore how your church can fund your ministries more effectively. Participants will learn how to cultivate donors, diversify revenue streams and activate their community around a compelling vision. Leave inspired, equipped and ready to implement innovative fundraising solutions.

**LEADER:** Rev. Cary James, Jr.

## A Journey Toward Christian Love: John Wesley’s General Rule of Discipleship in Action

How do we move from a ‘checklist’ Christian identity to a transformative journey of sanctifying grace?

Utilizing the General Rule of Discipleship (acts of devotion, worship, compassion, and justice) to stay rooted in Christ and love neighbors boldly, participants walk away with a personal action plan that can be translated to their local church context.

**LEADER:** Congregational Vitality Team

## AC Orientation for first timers

This session is designed to orient new delegates to the purpose, language/terms, flow and process of Annual Conference plenary sessions. New members are also encouraged to review the Primer in the sidebar of the Annual Conference webpage...it is an excellent resource if this is your first time attending Annual Conference Session.

**LEADER:** Bryant Oskvig & Dr. Mary Robinson

## Disrupting Cycles: Practical tools for dealing with Stress

This interactive workshop introduces the science of the stress cycle and explains why stress doesn’t automatically disappear when church is over, the meetings are done or the workday is finished. Participants will learn how stress lives in the body, how uncompleted stress accumulates, and why burnout is often a physiological response—not a personal failure. Through accessible neuroscience, reflection, and simple, evidence-based practices, participants will gain practical tools to discharge stress, regulate emotions, and restore a sense of control and balance in both their professional and personal lives.

**LEADER:** Dr. Ronald Bell

## Love Boldly and Risk Greatly:

### Faithful responses to the current immigration realities in the U.S.

Our immigrant community in the US is under attack. The Federal administration has gone directly after them by separating families, kidnapping children, destroying the asylum system, and violating fundamental constitutional rights. Come and learn how you and your congregation can faithfully reflect today the love and justice of God by confronting harmful immigration enforcement practices and protecting the rights of immigrant communities, grounded in the movement of the Holy Spirit since the early Church.

**LEADER:** Rev. Cassy Núñez and Rev. Carlos Reyes Rodríguez.

## Strength for Today, Bright Hope for Tomorrow:

### Equipping Leaders to Love Boldly Through the Social Principles

How do we love boldly in a divided and hurting world? This workshop invites clergy and lay leaders to explore how the United Methodist Social Principles can serve as practical, faith-rooted tools for justice-making and beloved community-building. Grounded in Wesleyan theology and shaped by hope, we’ll examine how these principles guide congregations in addressing systemic injustice with clarity, courage, and compassion. Participants will leave with concrete frameworks and actionable next steps for leading ministries that embody Christ’s love boldly in their local context.

**LEADER:** Rev. Kendal McBroom

## Methodist Community Roots Walking Pilgrimage

*\*Begins at 10am (instead of 10:30 like the rest) and has a 25-person cap*

Join Archives & History Staff for a walking pilgrimage of the neighborhood around the hotel! Learn a bit about pilgrimage and why this matters while seeing the original location of Sharp Street Memorial, the Mother Church of Black Methodism, and exploring Historic Old Otterbein, the Mother Church of the United Brethren in Christ strand of our denomination. Learn some cool Baltimore facts while you’re at it. This is a walking tour.

Please come with water, good walking shoes, and plan to walk about a mile total. Limited bathrooms are available at Old Otterbein. Approximately 90 minutes.

**LEADER:** Rev. Bonnie McCubbin



# 100 *ways* YOU Love Boldly THROUGH YOUR MISSION SHARES

Inspire and equip local faith communities to develop disciples of Jesus Christ through coaching, consulting, missional conversations, training, cohorts, and other opportunities

Assist pastors with moving expenses when they change churches

Offer training to hundreds of church leaders through the online webinar Training Tuesday

Offer Living Well retreats and programming for pastors

Assess clergy giftedness and help pastors live out their specific calls

Connect and partner with churches in the Peninsula-Delaware Conference

Support the creation of worship experiences that draw 29,077 people every week in Maryland, D.C., the panhandle of West Virginia and Bermuda

Provide free access to detailed and strategic demographic information about your community through MissionInsite

Keep you informed with the latest news and information through the e-connection, a weekly electronic newsletter

Train Brave Conversation Resourcers who support congregations moving through change with cultural humility, grounded faith and collaborative input

Offer assistance and training to make churches accessible

Connect and engage United Methodists with a state-of-the-art website and information system

Operate a centralized Mission Center in Fulton, Md., for staff and meeting space

Provide free access to a congregational survey that identifies a congregation's level of vitality and provides tips for next steps through the Readiness360 survey

Protect the environment through a robust Creation Care Ministry Team

Assist and support local churches during times of congregational crisis

Maintain historical church history and archives that tell the story of more than 240 years of Methodism

Advocate for immigration rights

Send new clergy leaders to national training events

Support the United Methodist Foundation as they provide church investment guidance

Create comprehensive pathways, like Catalyst, Readiness and a Diverse Church by Design to guide churches toward vitality

Help churches build new facilities or update existing ones

Create new ways of being church and reaching new people in new places through the Fresh Expressions Academy

Create a new generation of spiritual leaders through Young People's Ministry (YPM) programming, District Youth Coordinators, and YPM Organizers

Promote mental health resources created by and for youth

Administer pastors' pension and medical benefit plans

Distribute Mission Innovation and other grants, totaling more than \$1 million, to local churches seeking to do a new thing for the benefit of their communities

Tell the story of the church through communications ministries

Investigate clergy complaints

Train Certified Lay Ministers to partner with clergy and serve as leaders

Hold a Culture of Call forum to help people explore God's intentions for their lives

Hold an annual meeting for 1,500 area United Methodists to plan the BWC's vision and ministry

Maintain Assembly, an electronic learning platform for online courses

Ensure sound financial management of all gifts made to churches

Assist children in learning how to read and improve their literacy skills

Strengthen ministries with Hispanic/Latino communities

Offer a college education to 1,200 students from across the continent at Africa University

Provide radical hospitality to thousands of guests of all ages every year at our Retreat and Camping Ministries

Renovate former parsonages as homes for women and families in need

Spark faith in youth at the IGNITE conference in Ocean City

Appoint pastors to 558 churches

Advocate on behalf of healthcare for all and prescription drug affordability

Support leaders to work within the Korean community

Partner with and support Wesley Theological Seminary in D.C.

Defend churches in court and providing sound legal advice as needed

Subsidize background checks for church volunteers who work with children through Safe Gatherings

Care for and inspire people living with HIV/AIDS at Quality of Life retreats

Provide training and certification for lay servants to deepen their faith and abilities

Provide Safe Sanctuary training that upholds our value of protecting children, youth and vulnerable adults

Preserve church history at Lovely Lane Museum, Sharp Street, and Strawbridge Shrine, birthplaces of Methodism

Support bishops who provide spiritual leadership to the world in 66 episcopal areas

Sponsor annual local and federal advocacy days to create legislative change

Work with churches that fall behind in their missional giving

Provide American Sign Language interpreting services for Deaf people in worship and other settings

Extend a broad array of learning opportunities through the Center for Vital Leadership



Support United Women in Faith and Mission U, an annual school of Christian mission

Advocate on Capitol Hill and State Houses for issues we support in our Social Principles

Provide ministry experts to support and equip local churches with resources and information

Deliver readiness training to disaster relief volunteers who provide urgent care in times of emergencies

Speak prophetically and act practically to bring Hope to the City

Resource Green Teams across the connection toward Net Zero emissions by 2050

Acknowledge racism as a sin and work for racial justice in all areas of the life of the Church

Translating the Word of God into many languages

Send delegates to General and Jurisdictional Conference gatherings every four years to craft denominational policies and practices

Award congregational development grants that expand the possibilities of what church might be

Share faith, support, and best practices with covenant partners in Puerto Rico, Zimbabwe, Korea and Eurasia

Train hundreds of leaders in Cultural Humility and beloved community

Equip local churches to develop intentional discipleship systems

Support 10 historically black colleges nationwide

Put love into action with Volunteer in Mission trips

Feed children in Appalachia, where the average income is less than \$20,000

Rebuild area homes destroyed by flooding

Live in covenant relationship with several missionaries around the world

Award college scholarships to United Methodist students

Connect and partner with faith groups and 114,174 BWC United Methodists to create vital congregations

Initiate and maintain partnerships with missionally aligned interfaith and ecumenical groups that deepen and expand our collective impact

Promote education, awareness and advocacy regarding Native American culture, history, and ministries

Offer healing and hope to survivors of Intimate Partner Violence through Seeds of Security

Remove physical and attitudinal barriers facing people with disabilities

Starting and nurturing new faith communities

Supporting Peace-making efforts through Peace with Justice and Restorative Justice Ministries

Build partnerships with more than 250 government and nonprofit groups to create change in their communities

Support compassionate immigration legal services through Just Neighbors, which serves over 1,000 area family members

Train and commission people called to be missionaries

Operate three hubs to collect supplies for the United Methodist Committee on Relief (UMCOR)

Provide worship, fellowship and pastoral care for students at the University of Maryland, American, Bowie State, Frostburg, Howard, Morgan State, Towson and Gallaudet universities

Provide chaplaincy services to persons serving in the armed services

Host Camp Joy participants who repair homes each summer in Alleghany County

Mobilize and share our faith in the public square as followers of Jesus Christ

Provide comprehensive missional strategic insights and alignment for developing and strengthening vital ministries

Journey with families impacted by Gun Violence and advocacy for common-sense gun laws

Host internationally known experts to teach workshops to church leaders

Proclaim Christian witness in the West Virginia Council of Churches

Provide camping experiences to more than 1,400 children and youth at three camps

Engage in ministry with those living beneath the poverty line throughout Maryland, D.C. and West Virginia

Participate in long-term disaster relief around the world

Offer healing communities to prisoners released from area jails

Recruit and educate future pastors

Engage more than 5,000 people daily on social media

Train and engage student leaders

## WE ARE FAITHFUL STEWARDS OF EVERY DOLLAR WE RECEIVE

For every hundred dollars put in a collection plate or through other means of giving at the local church:

90% Stays with the Local Church

10% Goes toward Mission Shares as follows:



\$4.74 GOES TOWARD BWC MINISTRIES

\$3.22 GOES TOWARD BWC OPERATIONS & FINANCE

\$1.37 SUPPORTS THE GENERAL CHURCH\*

\*Your \$1.37 that supports the General Church goes toward the World Service Fund, Africa University Fund, Black College Fund, General Administration Fund, Interdenominational Cooperation Fund, Ministerial Education Fund, and Northeast Jurisdictional Mission Shares

\$0.61 GOES TOWARD BWC ADMINISTRATION & COMMUNICATIONS

\$0.05 GOES TOWARD BWC DEBT REDUCTION



# Board of Pensions & Health Benefits

## Recommendations

### 2026 RECOMMENDATIONS FROM THE CONFERENCE BOARD OF PENSIONS AND HEALTH BENEFITS

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

1. That BWC continues 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 ¶1638.6: The Past Service Rate (PSR) for 2026 is set at \$909. The PSR for 2027 will be set at \$946.
4. That the Annual Conference shall approve the following funding plans based on the receipt of a favorable opinion from Wespeth Benefits and Investments in compliance with the Disciplinary requirement listed in ¶1506.

**Funded status and contributions are based on actuarial valuations as of January 1, 2025,**

**Pre-82 Plan:** Baltimore-Washington Conference is fully funded, with its Pre-82 Plan assets equal to 130% 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	\$3.021B	\$2.592B	117%
MPP Annuities	\$4.863B	\$3.782B	129%

**Post-Retirement Medical:** Based on the biennial actuarial report received in April 2025, the Post-Retirement Medical plan is reported to have an Accumulated Postretirement Benefit Obligation (APBO) funding ratio of 155.5%. The Expected Postretirement Benefit Obligation (EPBO) funding ratio is 132.4%. 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, 2026 funding levels.

**The Post-Retirement Medical funding plan as of December 31, 2024, is summarized below:**

	APBO	EPBO
Discount Rate	5.50%	5.50%
Plan Liability	\$35,178,392	\$41,303,009
Plan Funding	\$54,680,000	\$54,680,000
Funded Status	\$19,501,608	\$13,376,991
<b>Funded Ratio</b>	<b>155.5%</b>	<b>132.4%</b>

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

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 2026-2027 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

In following God's call for their congregations, two United Methodist Churches in the Baltimore-Washington Conference have requested to be closed. 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	Oldtown UMC	Oldtown
2	Asbury UMC	Hagerstown

To view the resolutions from each church, visit: [bwcumc.org/events/2026-annual-conference/stewardship-budget-2026/](http://bwcumc.org/events/2026-annual-conference/stewardship-budget-2026/).

## Recommendation From the Commission on Equitable Compensation

- A. The Commission on Equitable Compensation is recommending that the base salary for the 2027 Clergy Salary Table be increased 3.0%, or \$1,581, which will make the equitable base salary \$54,273 for full-time appointments.
- B. The Commission is also proposing an increase in the recommended housing allowance of 3.0% or \$695, which will make the recommended housing allowance \$23,846. The recommended housing allowance is based on the median housing prices throughout the conference.
- C. As established by the 2025 Annual Conference, the 2026 minimum clergy reimbursement is set at 10% of the equitable base salary or \$5,427 for full-time appointments, an increase of \$158.

Submitted by:

Greg Kernan, Chair, Commission on Equitable Compensation

## Recommendations from the Council on Finance and Administration

- 1. The proposed budget of \$18,505,650 shall be adopted for 2027, including a mission share income budget of \$12,174,756. This represents an increase of \$220,931 or 1.8% in the mission share asking compared to the 2026 budget.
- 2. The Benevolence Factor (BF) for 2027 will remain at 17.25% after being reduced from 17.40% the prior year. The collection rate assumption for 2027 is set at 86.0%, which has increased from 85.0% in the 2026 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 2026.
- 5. The date for closing the 2026 Conference financial books shall be set as January 12, 2027, 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



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**Project SPIRIT Sickle Cell**  
**at the**  
**Baltimore Inner Harbor**  
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**Baltimore, MD 21201**

**Thursday, May 28, 2026**  
**10:00 a.m. to 4:00 p.m.**

Please call 1-800-RED CROSS (1-800-733-2767) or visit [RedCrossBlood.org](https://RedCrossBlood.org) and enter: SPIRIT to schedule an appointment.

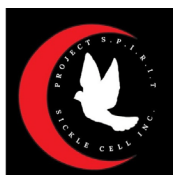
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If you are an eligible type O, B - or A - donor,  
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All donors will receive \$20 Amazon e-gift card for Sickle Cell promotion!

**Your blood helps save lives! We'd like to thank you for coming to give at this blood drive and helping meet the urgent need for blood in the Black community. Come give blood and get a \$20 Amazon.com Gift Card by email. [rcblood.org/scpromo](mailto:rcblood.org/scpromo)**



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# 2027 Proposed Budget

SUMMARY	2025 ACTUAL	2026 BUDGET	2027 BUDGET
Benevolence Factor	17.400%	17.250%	17.250%
Collection Rate	87.00%	85.00%	86.00%
<b>INCOME</b>			
<b>MISSION SHARES</b>	<b>11,832,216</b>	<b>11,953,825</b>	<b>12,174,756</b>
<b>NON-MISSION SHARES INCOME</b>			
Grants	120,962	216,962	215,462
Event Income	2,206,910	2,652,714	2,780,202
Individual Gifts	3,951	0	0
Reimbursements	230,674	228,595	233,580
Other Income/Sources of Funds	3,197,597	2,941,669	2,953,650
Interest	471,336	223,000	148,000
<b>TOTAL NON-MISSION SHARES INCOME</b>	<b>6,231,430</b>	<b>6,262,940</b>	<b>6,330,894</b>
<b>TOTAL INCOME</b>	<b>18,063,646</b>	<b>18,216,765</b>	<b>18,505,650</b>
<b>EXPENSE</b>			
<u>DISCIPLESHP</u>			
Missional Districts	0	1,612,424	1,605,026
Central Administration	0	624,828	388,848
Southern Region	463,915	0	0
Baltimore Region	536,157	0	0
Washington Region	412,245	0	0
Western Region	419,411	0	0
<b>TOTAL REGIONS</b>	<b>1,831,728</b>	<b>2,237,252</b>	<b>1,993,874</b>
<b>MINISTRY TEAMS</b>			
Discipleship Ministries	3,958,468	3,861,584	4,343,794
<i>Note: General Church Mission Shares</i>	2,382,873	2,405,358	2,472,326
Leadership Development	1,235,137	898,200	983,952
New Faith Expressions	322,368	660,000	520,000
Young People's Ministry	2,632,816	2,699,114	2,799,202
Advocacy and Action	396,174	595,374	540,790
Abundant Health	168,581	286,946	286,946
<b>TOTAL MINISTRY TEAMS</b>	<b>8,713,544</b>	<b>9,001,218</b>	<b>9,474,685</b>
<b>TOTAL DISCIPLESHP</b>	<b>10,545,272</b>	<b>11,238,470</b>	<b>11,468,559</b>
<u>STEWARDSHIP</u>			
Operations	3,331,311	2,930,759	2,925,670
Communications	386,260	469,615	464,875
Finance	659,146	647,177	664,408
HR/Benefits	2,418,875	2,290,841	2,464,055
<b>TOTAL STEWARDSHIP</b>	<b>6,795,592</b>	<b>6,338,392</b>	<b>6,519,008</b>
<u>EPISCOPAL OFFICE</u>	<b>493,957</b>	<b>639,903</b>	<b>518,084</b>
<b>TOTAL OPERATING EXPENSE</b>	<b>17,834,821</b>	<b>18,216,765</b>	<b>18,505,650</b>
	<b>228,825</b>	<b>0</b>	<b>0</b>

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



# Narrative Summary of the 2027 Proposed Conference Budget

## BUDGET ASSUMPTIONS

### Benevolence Factor – Proposed 2027: 17.250%

*The benevolence factor is the percentage churches are apportioned based on their operating expenditures less exclusions. The percentage for 2027 is the same percentage used in 2026 (17.250%).*

### Mission Shares Collection Rate - Proposed 2027: 86.0%

*The projected collection of the amount apportioned to churches in the 2027 Budget is 86.0%. The percentage for 2027 is higher than the budgeted Collection Rate for 2026 (85.0%).*

## REVENUE

### Mission Shares: \$12,174,756

*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: \$215,462

*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: \$2,780,202

*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 2027.*

### Reimbursements: \$233,580

*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: \$2,953,650

*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.*

### Interest: \$148,000

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

**TOTAL OPERATING REVENUE: \$ 18,505,650**

## EXPENSES

### I. DISCIPLESHIP EXPENSES

#### Missional Districts: \$1,605,026

*Funds to operate the ministries and administrative support of the Districts.*

#### Central Administration: \$388,848

*Funds to operate the administrative support of the Missional Districts.*



# 2027 Proposed Budget

## Discipleship Ministry Teams

### Discipleship Ministries

a. Discipleship Ministries: \$1,871,468

*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: \$2,472,326

*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: \$1,503,952

- 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: \$2,799,202

*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: \$827,736

*Social Justice Ministries such as Justice for our Neighbors and NEJ Call to Action 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: \$9,474,684**

**TOTAL DISCIPLESHIP EXPENSES: \$11,468,558**

## II. STEWARDSHIP EXPENSES

**Communications:** \$464,875

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

**Operations:** \$2,925,670

*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 Church 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:** \$664,408

*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:** \$2,464,055

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

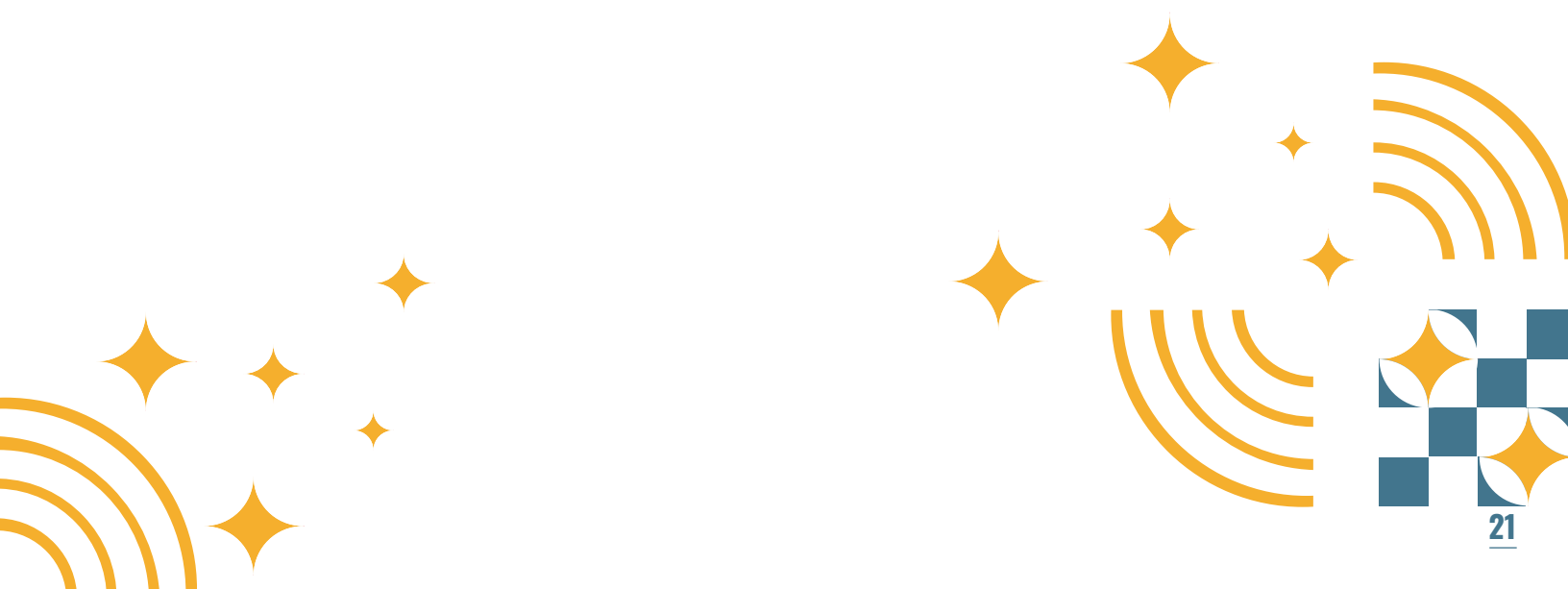
**TOTAL STEWARDSHIP EXPENSES: \$6,519,008**

**Episcopal Leadership Ministry:** \$518,084

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

**TOTAL OPERATING EXPENSES: \$18,505,650**

**OPERATING NET: \$0**





# Resolutions

1 **Subject:** Fossil Fuel Divestment and A Just Transition for Creation Care

2 **Budget Implications:** In our view, this action would have no financial impact on the BWC or  
3 the Conference’s operating budget. Conference investments will simply be realigned within  
4 existing assets and authorities as divestment and reinvestment actions are carried out, thereby  
5 reducing exposure to a product that causes significant harm and can now be replaced with clean  
6 energy alternatives.

7 **Rationale:** The Baltimore-Washington Conference will more faithfully align its financial  
8 practices with the Social Principles and the Book of Discipline, join a growing body of faith  
9 communities divesting from fossil fuels, and bear public witness to climate justice and care for  
10 God’s creation.

11 **Submitted by:** Baltimore-Washington Creation Care Team

## 12 **RESOLUTION**

13 **Whereas** “all creation is the Lord’s, and we are responsible for how we use and abuse it,” and  
14 “water, air, soil, minerals, energy resources, plants, animal life, and space are to be valued and  
15 conserved because they are God’s creation and not solely because they are useful to human  
16 beings,” as affirmed in the Social Principles<sup>1</sup>;

17 **Whereas** the Social Principles declare that God has entrusted humanity with stewardship of  
18 creation, calling the Church to protect the integrity, balance, and health of the natural world<sup>2</sup>;

19 **Whereas** the Social Principles further state that rampant industrialization and the corresponding  
20 increase in the use of fossil fuels have led to a buildup of pollutants in the atmosphere, that  
21 greenhouse gas emissions threaten to alter dramatically the earth’s climate for generations to  
22 come, and that the adverse impacts of global climate change fall disproportionately on  
23 individuals and nations least responsible for the emissions<sup>3</sup>;

24 **Whereas** for decades, The United Methodist Church has acknowledged the risks of fossil fuel  
25 dependence in its Energy Policy Statement and in resolutions urging conservation, efficiency,  
26 and a rapid transition to sustainable energy<sup>5</sup>;

27 **Whereas** scientific assessments indicate that any effective strategy to address climate change  
28 requires keeping a significant portion of remaining fossil-fuel reserves in the ground rather than  
29 burning them, and that roughly 80 percent of known fossil fuel reserves must remain unburned to  
30 avoid catastrophic warming<sup>6</sup>;

31 **Whereas** the extraction, processing, and burning of coal, oil, and natural gas accelerate climate  
32 disruption, intensify extreme weather events, degrade air and water quality, and cause direct  
33 harm to workers and communities, especially those living on or near extraction and industrial  
34 sites<sup>7</sup>;

35 **Whereas** United Methodists live and serve on the front lines of climate-related disasters—  
36 hurricanes, typhoons, floods, droughts, wildfires, and sea-level rise—that exacerbate hunger,  
37 disease, displacement, and poverty, undermining the Church’s ministries with the most  
38 vulnerable, including children and youth<sup>8</sup>;

39 **Whereas** the Book of Discipline instructs the Church to make a conscious effort to invest in  
40 institutions, companies, corporations, or funds whose practices are consistent with the goals  
41 outlined in the Social Principles and to avoid investments that undermine those goals, including  
42 those that contribute to environmental degradation and injustice<sup>9</sup>;

43 **Whereas** the Book of Resolutions on Socially Responsible Investing Strategies calls United  
44 Methodists to use portfolio screening so that Church investments do not derive significant  
45 revenue from products and practices contrary to long-standing United Methodist values<sup>10</sup>;

46 **Whereas** United Methodist-related entities manage substantial assets on behalf of clergy, laity,  
47 agencies, and institutions, and current portfolios include significant holdings in fossil fuel  
48 companies whose core business model depends on continued large-scale extraction and  
49 combustion of coal, oil, and natural gas<sup>11</sup>;

50 **Whereas** while shareholder advocacy has a role, it cannot, by itself, alter the core business  
51 model of fossil fuel companies, whose economic success depends upon producing and selling the  
52 very fuels that must remain unburned to prevent catastrophic climate change<sup>12</sup>;

53 **Whereas** the Social Principles call United Methodists to stand with those most harmed by  
54 climate injustice and environmental racism, including low-income communities, communities of  
55 color, Indigenous peoples, and small island and coastal nations<sup>4</sup>;

56 **Whereas** the Baltimore-Washington Conference Creation Care Team has articulated objectives  
57 to reduce greenhouse gas emissions, promote renewable energy and efficiency, advocate for just  
58 climate policy, and align Conference practices—including investment practices—with a faithful  
59 response to the climate emergency<sup>13</sup>; and

60 **Whereas** we can invest in alternatives—companies and funds that support renewable energy,  
61 energy efficiency, sustainable infrastructure, and community resilience—thus contributing to a  
62 just transition toward a truly sustainable global economy and bearing hopeful, practical witness  
63 to the Gospel<sup>14</sup>; now

64 Therefore, be it

65 **Resolved**, that the Baltimore-Washington Conference of The United Methodist Church affirms  
66 the theological and ethical imperative, grounded in the Book of Discipline and the Social  
67 Principles, to end our complicity in the fossil fuel economy and to pursue investment practices  
68 that advance climate justice, creation care, and the flourishing of all God’s people<sup>15</sup>; and



# 2026 Proposed Resolutions

69 **Be it Further Resolved**, that the Baltimore-Washington Conference, through its Council on  
70 Finance and Administration, Board of Trustees, Conference Board of Pensions (or equivalent),  
71 and any related foundations or agencies under its authority, shall:

72 Identify all investments in their portfolios whose core business involves the ownership of  
73 reserves and or production of coal, petroleum or natural gas and immediately cease any new  
74 direct investment in companies or commingled funds whose core business activity involves the  
75 production of coal, oil, or natural gas, with “core business activity” defined as deriving 10  
76 percent or more of revenue from the extraction, production, or refining of fossil fuels<sup>16</sup>; and

77 Reinvest funds divested from fossil fuel companies into investments that support climate  
78 solutions and a just transition, including but not limited to renewable energy, energy efficiency,  
79 sustainable and affordable housing, community development finance, and other vehicles that  
80 foster resilient, low-carbon communities<sup>17</sup>; and

81 Within three years of the close of the 2026 Annual Conference, ensure that none of the  
82 Conference’s directly held or commingled assets include holdings in public equities or corporate  
83 bonds of fossil fuel companies as determined by widely recognized fossil fuel industry lists and  
84 screens<sup>18</sup>; and

85 Provide at least annual public progress reports to the Baltimore-Washington Conference,  
86 detailing steps taken toward fossil fuel divestment, remaining exposure, and reinvestment in  
87 climate solutions, with the first report due no later than one year after the close of the 2026  
88 Annual Conference<sup>19</sup>; and

89 **Be it Further Resoled**, that the Baltimore-Washington Conference, inspired by the hope of the  
90 Gospel and the call to love God, neighbor, and creation, commits itself—spiritually, financially,  
91 and publicly—to walk in covenant with God’s creation, to reject profiting from practices that  
92 threaten the habitability of the earth, and to bear courageous witness for a fossil-free, just, and  
93 life-giving future for all God’s children<sup>20</sup>.

94 **Effective Date:** May 27, 2026

95 **Co-Sponsors:** Rev. Stacy Cole Wilson, CLM Kim Marie Walker, Cynthia Taylor

96

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97 1. The United Methodist Church, *Social Principles, 2020/2024*, section “The Natural  
98 World,” affirming that “all creation is the Lord’s” and that natural resources are to be  
99 valued and conserved as God’s creation.

100 2. *Social Principles, 2020/2024*, “The Natural World,” paragraphs describing humanity’s  
101 responsibility for stewardship of creation and the call to protect the integrity, balance, and  
102 health of the natural world.



# 2026 Proposed Resolutions

- 103 3. *Social Principles, 2020/2024*, “The Natural World,” climate-related paragraphs  
104 addressing industrialization, increased fossil fuel use, greenhouse gas emissions, and their  
105 disproportionate impact on those least responsible.
- 106 4. *Social Principles, 2020/2024*, sections on environmental justice and racial justice, calling  
107 United Methodists to stand with communities most harmed by environmental racism and  
108 climate injustice, including low-income communities, communities of color, Indigenous  
109 peoples, and small island and coastal nations.
- 110 5. *Book of Resolutions of The United Methodist Church, 2020/2024*, Energy Policy  
111 Statement and related climate and energy resolutions urging conservation, efficiency, and  
112 a rapid transition away from fossil fuels toward sustainable energy.
- 113 6. Intergovernmental Panel on Climate Change (IPCC) reports and related peer-reviewed  
114 climate science indicating that a large portion of known fossil fuel reserves must remain  
115 unburned to limit catastrophic global warming.
- 116 7. Major scientific and public health assessments documenting how the extraction,  
117 processing, and combustion of coal, oil, and natural gas degrade air and water quality and  
118 cause direct harm to workers and nearby communities.
- 119 8. *Social Principles, 2020/2024*, “The Natural World” and sections on global justice and  
120 disaster response, alongside United Methodist experience responding to hurricanes,  
121 floods, droughts, wildfires, and other climate-related disasters impacting vulnerable  
122 populations.
- 123 9. *The Book of Discipline of The United Methodist Church, 2020/2024*, paragraph on  
124 socially responsible investing in the “Stewardship of Our Resources” section, instructing  
125 the Church to invest in ways consistent with the Social Principles and to avoid  
126 investments that contribute to environmental degradation and injustice.
- 127 10. *Book of Resolutions, 2020/2024*, “Socially Responsible Investing Strategies,” calling for  
128 portfolio screening so that United Methodist investments do not derive significant  
129 revenue from products and practices contrary to long-standing United Methodist values.
- 130 11. Reports and statements from United Methodist-related boards, pension funds, and  
131 foundations describing the scope and composition of assets managed on behalf of clergy,  
132 laity, agencies, and institutions, including exposure to fossil fuel companies.
- 133 12. Analyses by faith-based and values-aligned investment organizations highlighting the  
134 limits of shareholder advocacy in changing fossil fuel companies’ core business models,  
135 which depend on continued large-scale extraction and combustion of coal, oil, and gas.
- 136 13. Baltimore-Washington Conference Creation Care Team ministry statements outlining  
137 objectives to reduce greenhouse gas emissions, promote renewable energy and efficiency,



# 2026 Proposed Resolutions

- 138 advocate for just climate policy, and align Conference practices—including  
139 investments—with faithful creation care.
- 140 14. Examples from faith-based and socially responsible investors who have shifted from  
141 fossil fuel holdings to investments in renewable energy, energy efficiency, sustainable  
142 infrastructure, and community resilience as part of a just transition strategy.
- 143 15. *The Book of Discipline, 2020/2024*, doctrinal standards and the theological task, together  
144 with the *Social Principles, 2020/2024*, “The Natural World,” and scriptural foundations  
145 such as Genesis 1–2; Psalms 24 and 104; and Matthew 22:37–40, which undergird the  
146 Church’s theological and ethical imperative to care for creation and pursue climate  
147 justice.
- 148 16. Denominational guidance on socially responsible investment screens used by United  
149 Methodist and other church-related boards and foundations, which commonly define  
150 “core business” in fossil fuels by minimum revenue thresholds (for example, 10 percent  
151 or more of revenue from extraction, production, or refining).
- 152 17. United Methodist and ecumenical investment guidelines encouraging positive or  
153 “impact” investing that advances climate solutions and a just transition, including  
154 renewable energy, energy efficiency, affordable and sustainable housing, community  
155 development finance, and other investments that foster resilient, low-carbon  
156 communities.
- 157 18. Fossil fuel industry lists and screens widely used by values-based investors (for example,  
158 indices or exclusion lists that identify companies whose primary business is the  
159 extraction, production, or refining of coal, oil, or natural gas), which can be employed to  
160 ensure that Conference portfolios are free of such holdings.
- 161 19. Baltimore-Washington Conference practices and wider denominational expectations for  
162 transparent reporting on financial and justice-related commitments, including annual  
163 updates on implementation, remaining exposure, and progress toward stated goals.
- 164 20. *The Book of Discipline, 2020/2024*, doctrinal and ethical teachings on creation, neighbor  
165 love, and economic justice, together with biblical texts such as Genesis 1–2; Psalms 24  
166 and 104; and Matthew 22:37–40, which call the Church to walk in covenant with God’s  
167 creation, reject profiting from harm to the earth and neighbors, and bear courageous  
168 public witness for a just, life-giving future.
- 169 *As per Baltimore-Washington Conference Rule Para. 3006.2.d., this resolution was reviewed by*  
170 *the Conference Secretary and found consistent with the current Book of Discipline.*
- 171 *The Connectional Table voted for concurrence with this resolution.*



# 2026 Proposed Resolutions

172 **Title:** Faith in Action

173 **Budget Implications:** No Financial Implications

174 **Rationale:** All of us are affected by tensions in the world in which we find ourselves, living in a  
175 country that came into being alongside the denomination of which we are a part, built on an ideal  
176 that, although not perfected over its 250 year history, we continue to support as a **beacon** of  
177 democracy in a troubled world, **welcoming** “your tired, your poor, your huddled masses yearning  
178 to breathe free” (“The New Colossus”, Emma Lazarus, 1883) and a nation that **embraced**  
179 **diversity** as President Jimmy Carter put it, “We have become not a melting pot but a beautiful  
180 mosaic. Different people, different beliefs, different yearnings, different hopes, and different  
181 dreams.” We seek to live faithfully, but not ignorant of the challenges to our national ideals, and  
182 to respond as we are able to the circumstances we encounter, whether as individuals, as local  
183 churches, or as an Annual Conference.

184 Upon the recent death of Rev. Jesse Jackson, our Bishop, LaTrelle Easterling, a recipient of the  
185 Rainbow Push Trombone Award for Faith in Action, shared that, “The world lost a dedicated  
186 servant leader who tirelessly fought for justice, equality and civil rights.” This resolution is a call  
187 to take up the mantel of those servant leaders we have lost, Susan B. Anthony, John Lewis,  
188 Jimmy Carter, Jesse Jackson, Helen Ryde (RMN), Harvey Milk to name a few, so that we may  
189 live our faith in action.

190 **Submitted by:**

191 Rev. Ken Hawes, Convenor MFSA, Rev. Debbie Scott, Advocacy Chair BWARM

192 **RESOLUTION:**

193 **Whereas** we find ourselves living in heightened chaos, danger, bigotry, racism and outright hate,  
194 which targets especially immigrants and the LGBTQ+ community, but also any vulnerable  
195 community;

196 **Whereas** we are watching history literally being erased and “whitewashed” and resources  
197 withdrawn from cherished institutions;

198 **Whereas** science is being dismissed (vaccines, climate warming, environmental protections,  
199 etc.);

200 **Whereas** our siblings, neighbors, friends and colleagues are being killed, arrested, sent to  
201 detention centers and deported without due process;

202 **Whereas** the very ideals of these United States are being challenged;

203 **Whereas** the founder of the Methodist movement, Rev. John Wesley, challenged us **to do no**  
204 **harm**, while silence in the face of injustice is tantamount to harm; and



# 2026 Proposed Resolutions

205 **Whereas** the new vision statement of the United Methodist Church charges us to “form disciples  
206 of Jesus Christ who, empowered by the Holy Spirit, **love boldly, serve joyfully, and lead**  
207 **courageously** in local communities and worldwide connections”; now

208 Therefore, be it

209 **Resolved**, that following our United Methodist Baptismal Vows, **we each actively** resist evil,  
210 injustice and oppression in whatever forms they present themselves and that we model, in the  
211 face of hateful words and actions, that the only thing more powerful than hate is love;

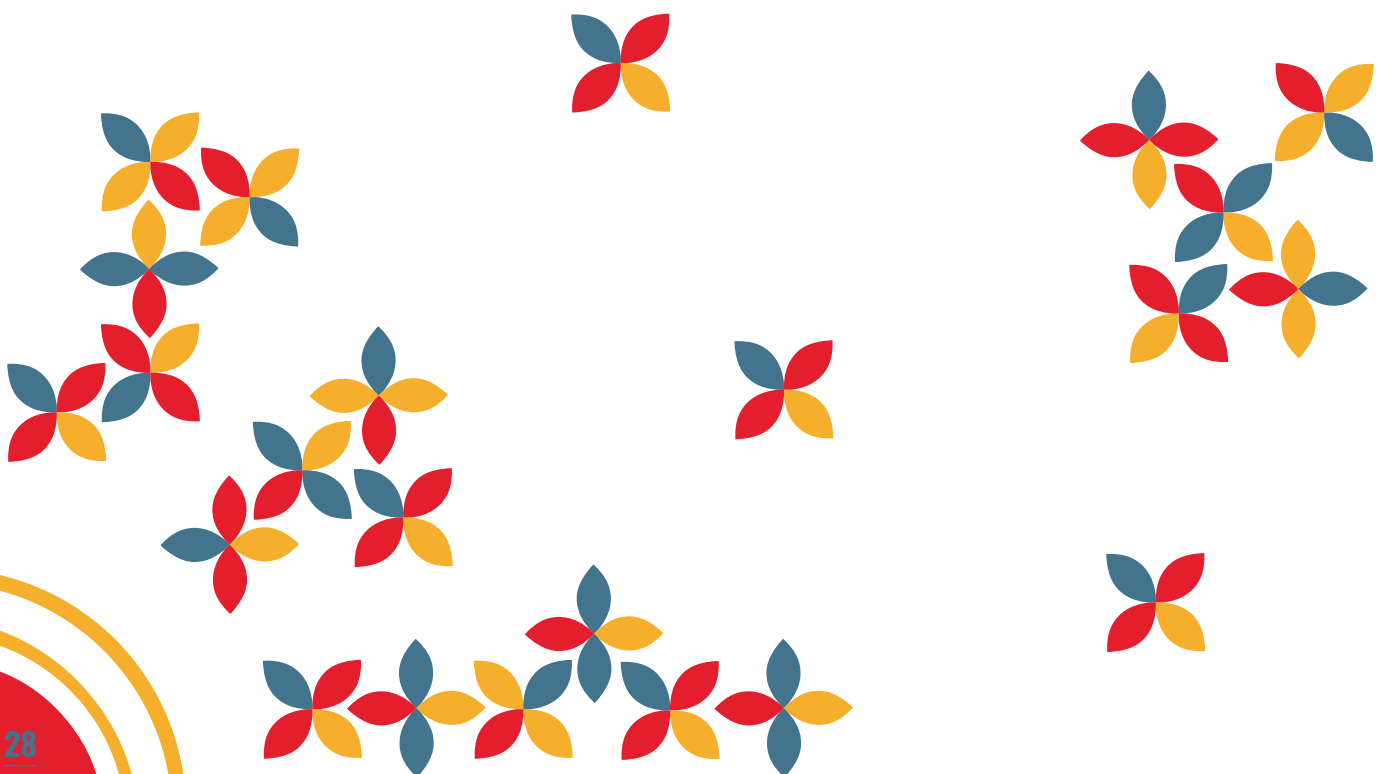
212 **Be it Further Resolved**, that individually, as faithful churches, communities, and as the  
213 Baltimore Washington Annual Conference, **we will use our voices, hearts, and resources to be**  
214 **mindful**, that resistance to hatred and injustice must begin with us; and

215 **Be it Further Resolved**, that each leadership group within the BWC Annual Conference and  
216 each local church sets aside a portion of each meeting to reflect upon the individual phrases and  
217 the overall challenge of our Baptismal Vows and denominational Vision Statement, with a desire  
218 to embody those ideals within the life of the Baltimore Washington Annual Conference, its  
219 boards, agencies and committees and within each local church.

220 **Effective Date:** June 1, 2026

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

223 *The Connectional Table voted for concurrence with this resolution.*



224 **Title:** Resolution to Revamp the Pastor’s Evaluation Form

225 **Budget Implications:** None

226 **Rationale:** The current Pastor Evaluation Tool, while well-intended, contains structural and  
227 conceptual limitations that hinder its effectiveness as a tool for growth, encouragement, and  
228 shared accountability. The following concerns necessitate a revision of the evaluation process:  
229

### 230 **1. Overemphasis on Negativity**

231 The existing evaluation framework disproportionately emphasizes areas of weakness or “needs  
232 improvement,” which can unintentionally drive a deficit-focused narrative. This approach:

- 233 • Minimizes recognition of faithful service and progress;
- 234 • Overlooks pastoral labor spent addressing unplanned crises, conflict mediation, and  
235 emergencies not pre-listed as goals;
- 236 • Fails to adequately celebrate positive accomplishments, resilience, and adaptive  
237 leadership.
- 238 • A healthier evaluation tool should balance growth areas with intentional celebration of  
239 accomplishments, both planned and unexpected.

240

### 241 **2. Goals Are Treated as Yearly “Clean Slates”**

242 The current tool assumes that each evaluation year begins anew, without sufficient regard for:

- 243 • Ongoing initiatives and multi-year projects, which may still be active, appropriate, and  
244 necessary;
- 245 • Structural, financial, or systemic realities that prevent completion within a single year;
- 246 • Ministry goals that require sustained, long-term attention.

247

248

### 249 **3. Creation of Unrealistic Expectations**

250 The current evaluation process risks promoting unrealistic expectations by assuming unlimited  
251 pastoral bandwidth:

- 252 • Adding 2–5 new goals annually without identifying what responsibilities, tasks, or  
253 expectations will be reduced or removed to accommodate these new goals;
- 254 • Ignoring workload saturation and the cumulative weight of pastoral duties;
- 255 • Failing to acknowledge that clergy already function under intense emotional, spiritual,  
256 administrative, and relational demands.

257

### 258 **4. Lack of Giftedness Awareness**

259 No pastor possesses all the gifts of ministry. The current evaluation does not adequately  
260 recognize:

- 261 • Differing spiritual gifts and leadership strengths;
- 262 • The shared nature of ministry among clergy, laity, and leadership teams.
- 263 • The theological understanding that ministry effectiveness flows from collaboration, not  
264 individual perfection.



# 2026 Proposed Resolutions

## 265 **5. Vague and Confusing Verbiage**

266 Several commonly used phrases in the evaluation tool lack clarity and consistency, leading to  
267 confusion among evaluators:

- 268 • “Needs Improvement”: Implies deficiency without defining developmental pathways or  
269 contextual constraints. (there is a common saying “The biggest room in the world is room  
270 for improvement,” which is meant to be a positive encouragement for perpetual learning,  
271 but this language encourages perpetual critique.)
- 272
- 273 • “Fully Meets Expectations”: Raises concern that growth has ended or that no further  
274 attention is needed in that area.
- 275
- 276 • “Exceeds Expectations”: Lacks a clear definition of what the expectations were to begin  
277 with.

## 278 **6. Evaluation Should Drive Alignment, Not Discouragement**

279 The intent of pastoral evaluation is not perfection, but alignment, clarity, encouragement, and  
280 mutual accountability.

281 **Submitted by:** Rev. Alexis F. Brown -Elder

## 282 **RESOLUTION**

283 **Whereas** The clergy who serve in local churches of the Baltimore-Washington Conference are  
284 committed to faithful leadership, spiritual vitality, accountability, and healthy pastoral support;

285 **Whereas** The evaluation of the Pastor is an important spiritual and administrative responsibility  
286 of the Staff-Parish Relations Committee (SPRC), intended to encourage growth, clarify  
287 expectations, and strengthen the ministry of the church;

288 **Whereas** The current Pastor’s Evaluation Form no longer fully reflects the evolving needs of  
289 congregations, the changing context of ministry, nor the scope of pastoral responsibilities in this  
290 season of the churches’ lives; and

291 **Whereas** Effective evaluation tools should be clear, fair, transparent, ministry-focused, and  
292 aligned with the mission, vision, and strategic goals of the Baltimore-Washington Annual  
293 Conference; now

294 Therefore, be it

295 **Resolved**, that the clergy members serving the local churches of the Baltimore-Washington  
296 Annual Conference request the revamping of the Pastor’s Evaluation Form to ensure it is  
297 relevant, comprehensive, and supportive of effective pastoral leadership;

298 **Be It Further Resolved**, that the revised evaluation form shall:

- 299 • Reflect biblical, spiritual, and leadership competencies appropriate for pastoral ministry;
- 300 • Align with the Book of Discipline of The United Methodist Church and SPRC
- 301 responsibilities;



# 2026 Proposed Resolutions

- 302       • Include both qualitative and constructive feedback, emphasizing growth and shared  
303       accountability;  
304       • Consider the full scope of pastoral duties, including worship leadership, pastoral care,  
305       administration, community engagement, and visioning;  
306       • Be sensitive to the church’s current context, resources, and strategic priorities;  
307       • account for capacity, sustainability, and prioritization of the pastor’s bandwidth  
308       • affirm giftedness, encourage delegation, and align expectations with realistic and faithful  
309       pastoral roles;

310       **Be It Further Resolved**, that a task force sent out by the Board of Ordained Ministry or District  
311       Committee, or designated by the Bishop incorporating both lay and clergy (serving a local  
312       church) shall be charged with:

- 313       • Reviewing the current evaluation process;  
314       • Developing or adopting a revised Pastor’s Evaluation Form;  
315       • Seeking input as appropriate from relevant leadership bodies;  
316       • Implementing the revised form beginning with the next scheduled evaluation cycle;

317       **Be It Further Resolved**, that this updated evaluation process shall be used as a tool for  
318       encouragement, alignment, and mutual ministry effectiveness, not solely as an assessment  
319       instrument; and

320       **Be It Further Resolved**, that upon adoption, the revised Pastor’s Evaluation Form shall be  
321       reviewed periodically to ensure continued relevance and effectiveness.

322       **Conclusion:** For these reasons, the Clergy of the Baltimore-Washington Annual Conference  
323       affirm the need to revise the Pastor Evaluation Tool so that it:

- 324       • Reflects the realities of pastoral ministry;  
325       • Encourages sustainability and faithfulness over perfection;  
326       • Honors both measurable goals and unseen labor;  
327       • Supports a culture of trust, growth, and shared ministry.

328       **Finally, this request is not intended to diminish accountability, but rather to strengthen it**  
329       **by ensuring that evaluation practices are faithful, fair, theologically sound, and responsive**  
330       **to the realities of pastoral ministry. A revised or newly developed evaluation tool will better**  
331       **serve both pastors and congregations as we live into our shared call to make disciples of**  
332       **Jesus Christ for the transformation of the world.**

333       **Effective date:** Immediately

334       **Co-Sponsor**

335       Rev. Selena Johnson – Elder

336

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

339

340       *The Connectional Table voted for concurrence with this resolution.*



# 2026 Proposed Resolutions

341 **Title:** Establish Campus Ministry Sunday

342 **Budget Implications:** None

343 **Rationale:** This resolution seeks to establish a dedicated Sunday each year where churches come  
344 together to support campus ministries, ensuring that students have the resources they need to  
345 grow in their faith while navigating academic and personal challenges. By designating a Sunday  
346 for this purpose, the Annual Conference can mobilize congregations to directly invest in the next  
347 generation of leaders, shaping the future of the church and society.

348 **Submitted by:** Rev. Rachel Livingston, Rev. Jacob Cogman, and Elijah Ferebee

## 349 **RESOLUTION**

350 **Whereas** campus ministries play a vital role in nurturing the spiritual lives of students and young  
351 adults throughout our conference at Howard University, Frostburg State University, American  
352 University, University of Maryland, Morgan State University, and Bowie State University,  
353 providing opportunities for worship, fellowship, and service to God and the community;

354 **Whereas** these ministries are often underfunded and face increasing financial challenges,  
355 making it difficult to sustain their mission, build sustainable ministries, and reach students  
356 seeking a connection with Christ;

357 **Whereas** The United Methodist Church has a long tradition of supporting higher education and  
358 the development of young people in faith, fostering spiritual growth that extends beyond college  
359 campuses into local communities and beyond;

360 **Whereas** by providing financial support for campus ministries, congregations will be able to  
361 participate in and support the critical work of outreach, discipleship, and service among college  
362 students in their communities and beyond; and

363 **Whereas** the establishment of a designated day for raising financial support for campus  
364 ministries will encourage congregations to be more intentional in their support of this essential  
365 ministry, promote awareness of its importance in the life of the Church, invest in the discipleship  
366 of our college students, and create sustainable Campus Ministry for years to come; now

367 Therefore, be it

368 **Resolved**, that the Baltimore Washington Conference establishes **Campus Ministry Sunday** as  
369 a special Sunday to appear annually on the first Sunday of May each year, when congregations  
370 will be encouraged to raise an offering to support the work of campus ministries throughout the  
371 conference;

372 **Be it Further Resolved**, that the funds raised through this offering be designated for active  
373 campus ministries within the Baltimore-Washington Annual Conference;

374 **Be it Further Resolved**, that the conference leadership, in partnership with campus ministry  
375 leaders, be tasked with providing resources to local churches to promote the observance of  
376 Campus Ministry Sunday; and



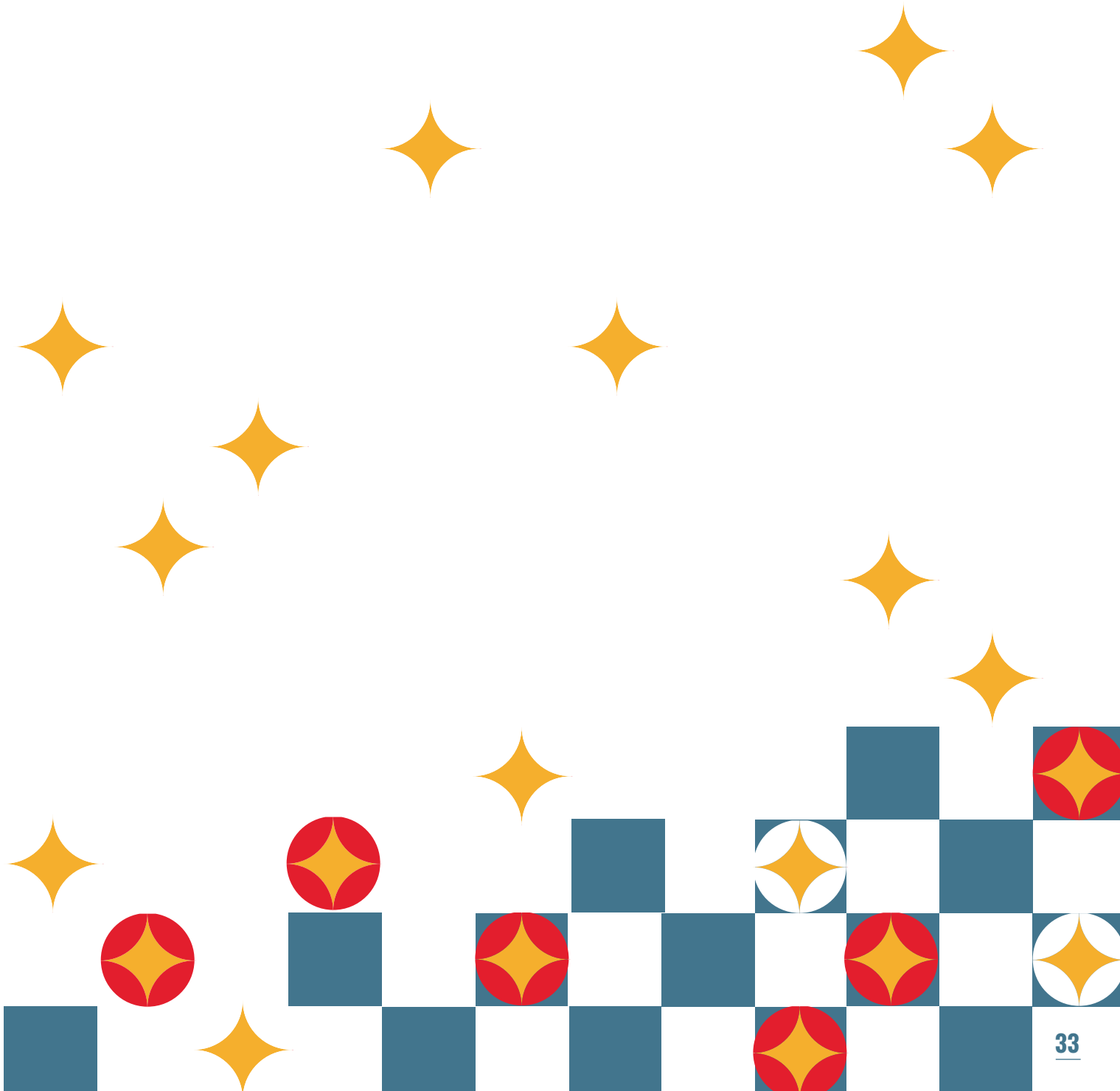
# 2026 Proposed Resolutions

377 **Be it Further Resolved,** that the conference office will report annually on the funds raised  
378 through Campus Ministry Sunday.

379 **Effective Date:** July 1, 2026

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

382 *The Connectional Table voted for concurrence with this resolution.*



# 2026 Proposed Resolutions

383 **Title:** Director of Connectional Ministries

384 **Budget Implications:** None

385 **Rationale:** This resolution seeks to update the Conference rules related to the selection and term  
386 of the Director of Connectional Ministries.

387 **Submitted by:** Rev. Bryant Oskvig, Chair, Rules Committee

## 388 RESOLUTION

389 **Whereas** the Director of Connectional Ministries according to the 2020/2024 Book of Discipline  
390 may be lay or clergy;

391 **Whereas** ¶3001.6 of the Conference Rules was written for a clergy appointment; and

392 **Whereas** the nature of Connectional Ministry of the Baltimore-Washington Annual Conference  
393 has changed with its partnership and shared episcopal leadership with the Peninsula-Delaware  
394 Annual Conference, which has benefitted from the consistency of conference leadership; now

395 Therefore, be it

396 **Resolved,** ¶3001.6 of the Rules of the Baltimore-Washington Rules Annual Conference Session  
397 be amended as follows:

398 6. The Director of Connectional Ministries shall be appointed by the Bishop. ~~The one-year~~  
399 ~~term shall commence July 1, and the tenure shall not exceed eight years.~~ The duties of  
400 the Director of Connectional Ministries shall be those recommended<sup>1</sup> in the Discipline<sup>2</sup>  
401 and set by the Bishop.

402 **Effective Date:** July 1, 2026

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

405 *This resolution was submitted subsequent to the Connectional Table meeting and was not*  
406 *reviewed.*

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<sup>1</sup> [2020/24 Discipline, ¶ 608](#)

<sup>2</sup> [2020/24 Discipline, ¶ 608.1-6](#)



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407 **Title:** Amend Time Limits of the Episcopal Nominee Endorsement Process

408 **Budget Implications:** None

409 **Rationale:** This resolution seeks to update the Conference rules regarding time limits for  
410 accepting Episcopal candidate nominations from the floor of the Conference and for candidates  
411 to prepare a written statement.

412 **Submitted by:** Rev. Bryant Oskvig, Chair, Rules Committee

## 413 RESOLUTION

414 **Whereas** the Rules of the Northeastern Jurisdiction of the United Methodist Church for  
415 Episcopal Nominations stipulates certain time obligations;

416 **Whereas** the Annual Conference is constrained by the amount of time to complete its business;

417 **Whereas** the historic experience of episcopal nominations has suggested appropriate amounts of  
418 needed time; now

419 Therefore, be it

420 **Resolved**, that rule ¶3013.4.e the ‘Episcopal Nominee Endorsement Process to be followed at  
421 Annual Conference’ be amended as follows:

422 ¶3013.4.e Episcopal Nominee Endorsement Process to be followed at Annual Conference:

423 (1) It is recommended that, early in the regular session of the Conference, the Delegation  
424 leader, or such other Delegation member as decided by the Delegation, shall present to  
425 the Annual Conference the name and qualifications of the recommended nominee(s), if  
426 any, for endorsement as an Episcopal candidate and shall describe the discernment  
427 process followed by the Delegation. All Delegation members should be present on stage  
428 at the time the presentation is made.

429 (2) Following the recommendation of the nominee(s), if any, by the Delegation, and after  
430 allowing a reasonable time for prayer and discernment, members of the Conference may  
431 make nominations from the floor. A reasonable time shall be a minimum of ~~two hours~~  
432 **thirty minutes** between the recommendation of the nominee(s) by the Delegation and  
433 nominations from the floor.

434 (3) If any nomination(s) is made from the floor, that person or persons shall have ~~two~~ **two** ~~four~~  
435 hours within which to submit a written statement (Statement) to the Conference  
436 Secretary. The Statement shall be on the same form and follow the same format as those  
437 who were considered by the delegation, should describe his or her call to the episcopacy,  
438 and shall provide the same information as described in ¶3013.3.c). Any person nominated  
439 who does not provide a Statement to the Conference Secretary within the ~~two~~ **two** ~~four~~-hour  
440 deadline shall be considered withdrawn from consideration. This provision does not  
441 apply to the nominee(s) recommended by the Delegation, whose Statement(s) will have  
442 already been provided to the members of the Annual Conference.



# 2026 Proposed Resolutions

443 (4) The Conference Secretary shall immediately copy and distribute, to the members of the  
444 Annual Conference, any Statements submitted.

445 (5) Voting shall be held only after there has been a reasonable time (§3013.3.d) for prayer  
446 and discernment after distribution of the Statements of any person(s) nominated from the  
447 floor, if any. If there are no nominations from the floor, voting shall be held at any time  
448 thereafter.

449 (6) Immediately prior to the vote, each nominee shall have not longer than three (3) minutes  
450 to address the Annual Conference.

451 **Effective Date:** July 1, 2026

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

454 *This resolution was submitted subsequent to the Connectional Table meeting and was not*  
455 *reviewed.*



456 **Title:** Amend the Conference Membership Rules

457 **Budget Implications:** None

458 **Rationale:** This resolution seeks to update the Conference Membership rules to bring it in line  
459 with the 2020/2024 Book of Discipline and clear up some confusion regarding lay membership  
460 in the Annual Conference.

461 **Submitted by:** Rev. Bryant Oskvig, Chair, Rules Committee

## 462 RESOLUTION

463 **Whereas** the current Conference rules led to some confusions on categories of clergy and lay  
464 membership;

465 **Whereas** the 2020/2024 Book of Discipline outlines specific lay persons to serve as members of  
466 the Annual Conference ¶33; and

467 **Whereas** the 2020/24 Book of Discipline requires equalizing the number of lay members to  
468 clergy members; now

469 Therefore, be it

470 **Resolved,** that ¶3000 of the Baltimore-Washington Rules of the Annual Conference be amended  
471 as follows:

472 ¶3000. Membership of the Conference

473 Annual Conference membership shall consist of the following:

474 1. Clergy members as defined by the current *Book of Discipline*, Section VI. Annual  
475 Conferences: Article I<sup>1</sup>. ~~Deacons and Elders in full connection<sup>1</sup>, Provisional members<sup>2</sup>,~~  
476 ~~Associate members, Affiliate members<sup>3</sup>, and Local Pastors under full-time and part-time~~  
477 ~~appointment to a pastoral charge<sup>4</sup>.~~

478 2. Lay members.

479 a) Lay members elected or appointed to membership in the Conference shall  
480 have been members of the UMC for two years preceding their election or  
481 appointment, and shall have been active participants in the UMC for at least  
482 four years preceding their election or appointment.

483 b) Lay members and alternates shall be elected by each charge equal in  
484 number to the clergy members appointed to that charge.<sup>2</sup> ~~In addition, each~~  
485 ~~charge may elect lay members equal to one lay person per 300 church~~  
486 ~~members and fraction thereof, if the total number of lay members would~~  
487 ~~thereby exceed the number of clergy members appointed to that charge.~~

488 c) At-large conference lay members as identified in *The Book of Discipline*,  
489 Section VI. Annual Conferences: Article I.<sup>3</sup>

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<sup>1</sup> 2020/2024 *Discipline*, ¶ 33

<sup>2</sup> 2020/2024 *Discipline*, ¶ 33

<sup>3</sup> 2020/2024 *Discipline*, ¶ 33



# 2026 Proposed Resolutions

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- 492
- The identified youth delegate from each District as outlined in the Book of Discipline shall be selected by the conference youth organization.<sup>4</sup>
- 493
- 494
- 495
- The young adult (aged 18-30) from each District as outlined in the Book of Discipline shall be chosen by the conference young adult organization.<sup>5</sup>
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- d) Remaining lay persons needed to equalize lay and clergy membership<sup>6</sup>, as reported by the Conference Secretary shall be drawn from the following prioritized list:
1. Two additional youth (aged 12-18)<sup>7</sup> from each district selected by the District Superintendent and District Lay Leader.
  2. Lay members elected to the Discipleship Council, the Council on Finance and Administration, the Board of Ordained Ministry, and the Rules Committee, who are not otherwise members of the Conference.
  3. Each charge may elect lay members equal to one lay person per 300 church members and fraction thereof, if the total number of lay members would thereby exceed the number of clergy members appointed to that charge.
  4. Members of the Conference Staff Team who are lay persons and who are members of churches within the Conference who are not otherwise members of the Conference.
  5. Lay members and elected staff of General Boards and Agencies of the UMC who are members of churches within the Conference and are not otherwise members of Conference.
  6. The remaining number of equalizing laity shall be appointed annually, in equal numbers from each District, by the District Superintendent
- ~~e) Lay persons needed to equalize lay and clergy membership<sup>5</sup>, as reported by the Conference Secretary. This number of laity shall be appointed annually, in equal numbers from each District, by the District Superintendent.~~
- ~~f) The Conference Lay Leader; the Conference Director of Lay Servant Ministries; Conference Presidents of the United Methodist Women, United Methodist Men, Conference Council of Youth Ministry (CCYM), Conference College Student Organization, and the Conference Young Adult organization<sup>6</sup> (if laity); the Conference Scouting Coordinator (if laity); and lay persons who chair conference agencies.~~
- ~~g) District Lay Leaders~~
- ~~h) Three youth (aged 12—18)<sup>7</sup> from each district selected as follows: one youth~~

<sup>4</sup> 2020/2024 *Discipline*, ¶ 33 (ages 12-17), ¶ 602.4 (ages 12-18)

<sup>5</sup> 2020/2024 *Discipline*, ¶ 33

<sup>6</sup> 2020/2024 *Discipline*, ¶ 33, ¶ 602.4

<sup>7</sup> 2020/2024 *Discipline*, ¶ 33 (ages 12-17), ¶ 602.4 (ages 12-18)



qrc0.de/BOD49

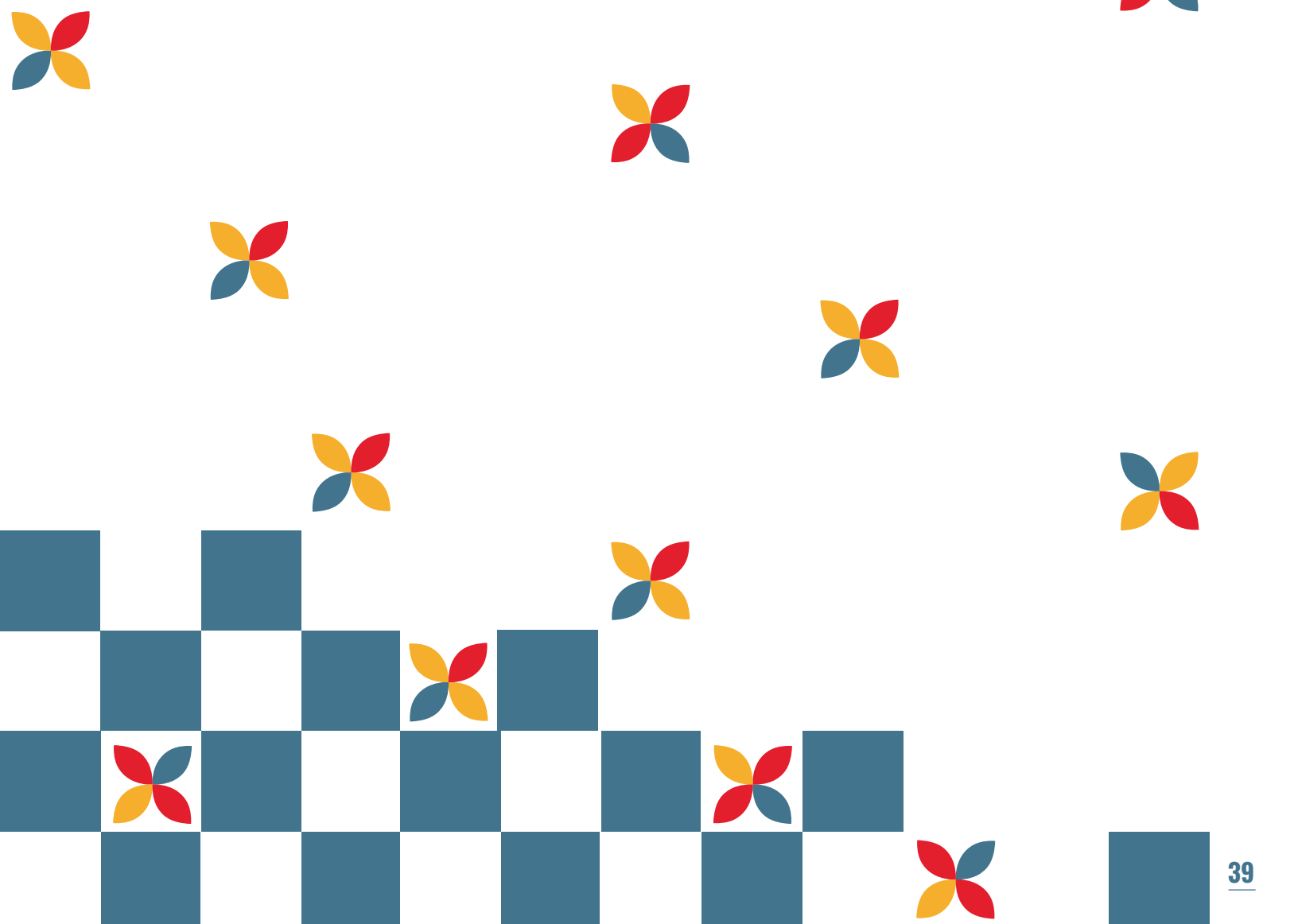


qrc0.de/BOD436



# 2026 Proposed Resolutions

- 531                    selected by CCYM, and two selected by the DCYM in consultation with the  
532                    District Superintendent and District Lay Leader.
- 533                    i) ~~One young adult (aged 18–30) from each district<sup>8</sup>, selected by the~~  
534                    ~~Conference Young Adult Organization.~~
- 535                    j) ~~Lay members elected to the Discipleship Council, the Council on Finance and~~  
536                    ~~Administration, the Board of Ordained Ministry, and the Rules Committee,~~  
537                    ~~who are not otherwise members of the Conference.~~
- 538                    k) ~~Members of the Conference Staff Team who are lay persons and who are~~  
539                    ~~members of churches within the Conference.~~
- 540                    l) ~~Lay members and elected staff of General Boards and Agencies of the~~  
541                    ~~UMC who are members of churches within the Conference.~~
- 542                    m) ~~Deaconesses and home missionaries as defined in the current *Discipline*.<sup>9</sup>~~
- 543                    n) ~~Diaconal Ministers whose membership is in the Conference.<sup>10</sup>~~



# Discipleship Council Report

The work of the Discipleship Council over the past several years has been grounded in a simple but urgent question:

## How do we ensure that the main thing remains the main thing— forming disciples of Jesus Christ for the transformation of the world?

The Discipleship Council exists to serve the Annual Conference by acting on its behalf between sessions, ensuring that our resources, strategies, and structures remain aligned with our shared mission, vision, and measures of vitality. While it is not a body named in the Book of Discipline, it plays a critical role in fostering alignment, coordination, and accountability as we seek to live more fully into our calling.

In a season marked by complexity, change, and deep need, the Council has focused on strengthening how congregations align their life and ministry with our shared vision: that 100% of our churches become 100% vital.

### From Reporting to Reflection to Action

This work did not begin this year.

From 2020–2023, the Discipleship Ministries Report represented a first attempt to address this question. It was designed to help congregations reflect on their ministry and align more closely with our mission, vision, and measures of vitality.

However, through our collective experience, we discovered a gap between intention and practice.

What was designed to be a team-based, reflective process often became a task completed by one or two leaders. As a result, it lacked the depth of shared discernment and did not consistently shape the life and direction of the congregation as intended.

This realization prompted deeper reflection and ultimately led to the development of a new approach.

### From Pilot to Practice

During the 2024–2025 ministry year, the Council developed and piloted the Church Mission and Vitality Reflection Process as a more relational, participatory, and action-oriented alternative.

The pilot invited congregations into a different way of leading—one rooted in shared reflection, honest conversation, and clear next steps.

In the 2025–2026 ministry year, the Discipleship Council focused on carefully listening to what emerged from the pilot and refining the process for broader use. Out of that work, the process has been clarified and strengthened as the Mission Alignment & Action Review.

This is not simply a reflection and goal setting process—it is a rhythm of leadership.

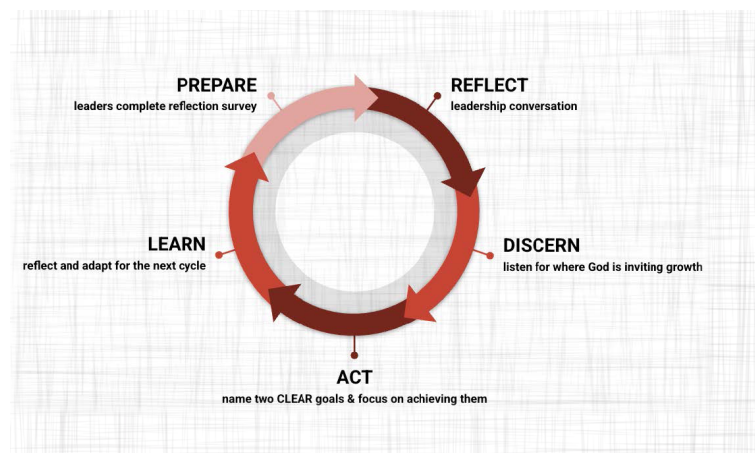
Congregations step into this rhythm in a way that is both flexible and consistent across the conference.

Congregations are invited to engage this review at a time that best fits the rhythm of the leadership team responsible for mission and ministry, with the expectation that the completed review will be shared annually.

This rhythm is both simple and intentional. Leaders begin with brief pre-work, then gather as a team to reflect on five dimensions of vitality—deepening discipleship, seeing and valuing all people, living and loving like Jesus, multiplying impact, and strengthening organizational health.

From that shared discernment, each congregation identifies two CLEAR goals for the coming year: one focused on discipleship formation and one on community impact. Over time, leaders act, learn, and re-engage the process, allowing each cycle to deepen clarity and strengthen mission.

A complete Mission Alignment & Action Review resource packet—including communication tools, review materials, and a facilitator’s guide—is available at: [bwcumc.org/mission-alignment](http://bwcumc.org/mission-alignment).



## What We Learned from the Pilot

The 2024–2025 pilot surfaced several key insights that have shaped this year's refinements:

- **Focus brings fruit.** Churches made greater progress when centered on one or two meaningful goals.
- **Shared leadership matters.** The process expanded ownership beyond the pastor and deepened lay engagement.
- **Honest reflection strengthens mission.** Congregations were able to name both strengths and areas of drift.
- **Vitality is both inward and outward.** Forming disciples and engaging the community must remain connected.

## Refinements in 2025–2026

In response to these learnings, the Council has:

- **Streamlined the process** to emphasize two CLEAR, actionable goals annually
- **Integrated property and facility information** into broader missional stewardship conversations through the Trustees report
- **Explored alignment with Collaborative Hubs**, including opportunities for shared asset mapping and discernment
- **Clarified the intent** as a leadership practice rather than a reporting requirement

In February 2026, the Discipleship Council formally affirmed this revised process for final review and broader implementation.

In March 2026, the Connectional Table provided feedback on what would make it easier for congregations to engage this process and what might create barriers.

## A Shift in Culture

This work reflects a broader shift in how we lead as a conference. We are moving:

- From reporting to discernment
- From activity to alignment
- From individual leadership to shared ownership
- From maintenance to mission

At the same time, the Council has continued to engage the deeper question of what it means to form disciples in this moment—people who are rooted in Christ, clear in their convictions, and equipped to embody their faith in a complex world.

## Looking Ahead

In the coming year, our focus is to:

- Support congregations in engaging the Mission Alignment & Action Review
- Align conference systems and resources around this shared work
- Continue cultivating a culture where vitality is measured by transformed lives and communities

We are deeply grateful for the leadership of Bishop Easterling and for the clergy and lay leaders across this conference who are engaging this work with courage and hope.

Together, we are learning what it means to live more fully into our calling as world-transforming disciples.

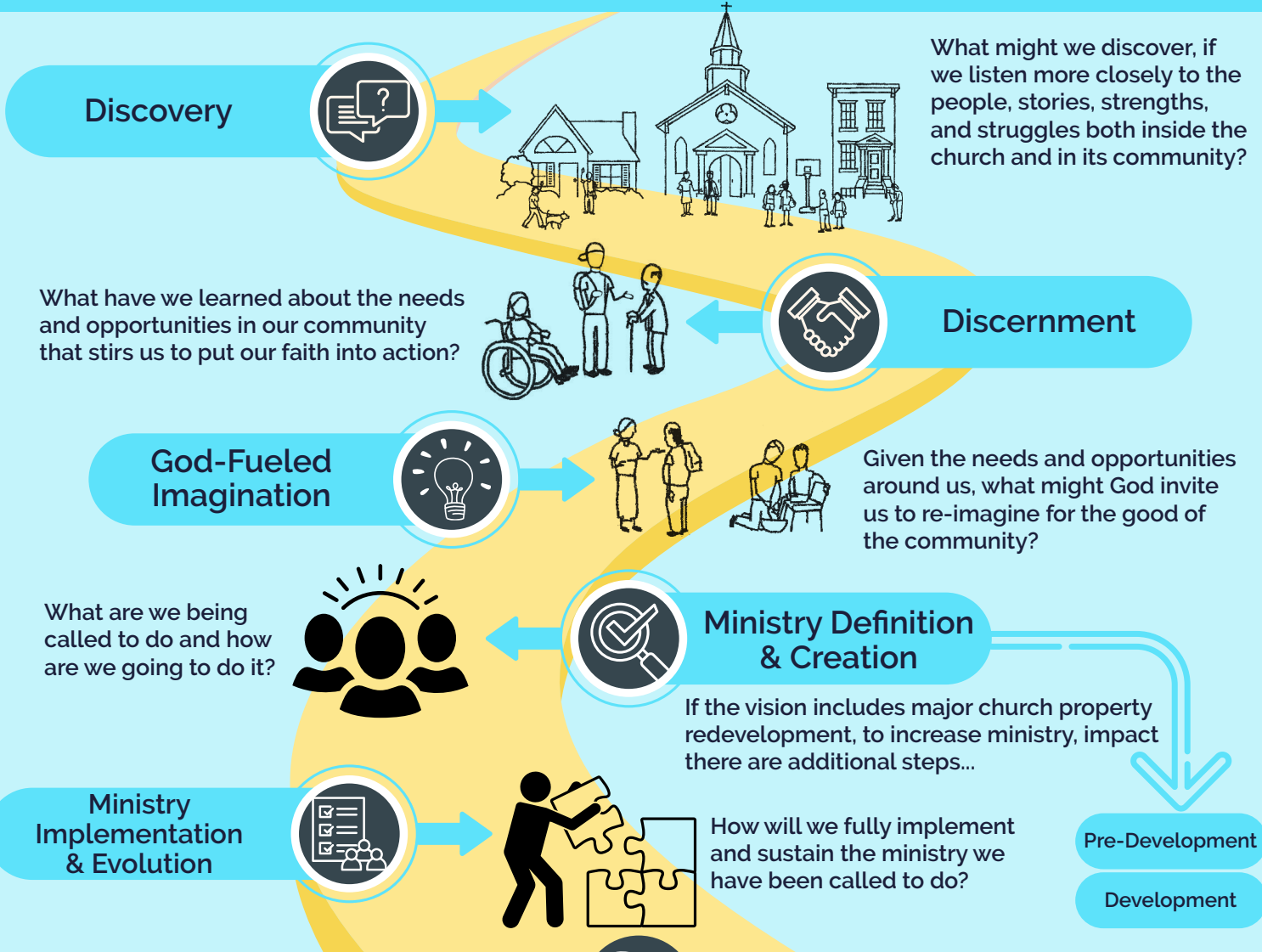
Respectfully submitted,  
Pastor Kris Neale, Chair  
Rev. Andre Briscoe, Vice Chair

# Missional Action Planning



[pdcbwc.org/map](http://pdcbwc.org/map)

Every congregation is on a journey.  
Some are discerning what God is calling them to next.  
Others are clear on the need but seek support to bring their vision to life.  
**No matter where you begin, iMAP meets you there.**



## VITALITY

See and Value All People | Deepen Discipleship | Live & Love Like Jesus | Multiply Impact



# Need Guidance?



**30-min Consultation**



## Start Here

If you aren't sure where you are on the journey or have other questions, schedule a 30-minute virtual consultation to determine your next faithful step.



We want to learn more about the MAP initiative or hub that your congregation is endeavoring to launch, advance or explore.



**MAP Interest Form**

## Property with Purpose

What if we used all our assets for the greatest good as a part of our mission to make disciples of Jesus Christ for the transformation of the world?



**Property with Purpose Road Map**



**Council of Bishops**  
The United Methodist Church



**The Connectional Table**  
The United Methodist Church



# The United Methodist Church Vision

## STEPPING IN FAITH INTO A NEW SEASON OF MINISTRY

A collaborative effort of the Connectional Table and the Council of Bishops, our United Methodist vision statement is the result of a multi-year process of discernment to capture these kernels of truth rooted in scripture and lead the United Methodist Church forward into a hope-filled future.

The United Methodist Church forms disciples of Jesus Christ who, empowered by the Holy Spirit, **love boldly, serve joyfully, and lead courageously** in local communities and worldwide connections.

Our vision is more than words—it is an invitation to embrace joy and hope as we live God’s mission. It also provides us with a clear, Christ-centered framework for missional unity and collaboration across our worldwide connection.

**Love Boldly**  
**Serve Joyfully**  
**Lead Courageously**



[ResourceUMC.org/Vision](https://ResourceUMC.org/Vision)





# UMC VISION TOOLKIT



Please scan the codes below for resources to spread the word about the Vision in your congregation, district and annual conference.



## CREATIVE GUIDELINES

This guide provides all assets and directions needed to align the UMC Vision branding with your local church including downloadable graphics, instructions for fonts and colors, helpful links and more.



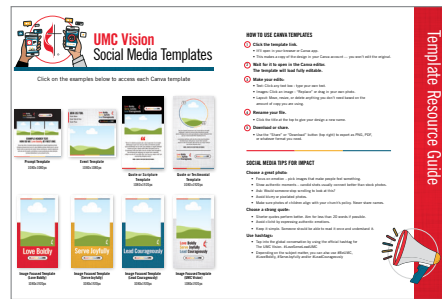
## LOCAL CHURCH REFERENCE GUIDE

The guide offers practical ways to embed the Vision's key messages into your church's identity, and strategic questions to help your congregation live it out.



## VIDEOS

Three distinct video resources are available to better explain the Vision and its roots to your congregation.



## SOCIAL MEDIA TEMPLATES

UMC Vision Social Media Templates are available in Canva! These tools help you share the ways that your congregation is living out the Vision in your context.

## How do YOU love, serve and lead?

Share stories of the ways your church lives out your faith through transformational ministry. Post on social media with #LoveServeLeadUMC and #BeUMC.



## PROMOTIONAL PRODUCTS

From magnets and stickers to banners and shirts, you can order products that will build excitement about the Vision.



# Baltimore-Washington & Peninsula-Delaware Area Wellness & Missions Ministries



## Faith & Health Ministries

- Abundant Health Ministries
- Health ministers and wellness initiatives
- Clergy and congregational wellness



## Disaster Readiness & Response Ministries

- Conference Disaster Response Coordinators
- Early Response Teams (ERTs)
- Disaster preparedness and recovery networks
- UMCOR partnerships



## Ministry with Those in Need

- Volunteers in Mission (VIM)
- Mission partnerships
- Global mission engagement
- Ministries addressing poverty, hunger, & displacement

Each ministry operates through a network of volunteers, coordinators, denominational partners, and local congregations.

### Ready to Take the Next Step?

Learn how you can get involved in Wellness & Missions Ministries by contacting **Annemarie Schaefer, BWCPDC Area Wellness & Missions Coordinator** at [aschaefer@pdcbwc.org](mailto:aschaefer@pdcbwc.org)



Interest Form

# Here I am...Send me – Isaiah 6:8

Is God calling you or someone you know to serve beyond the local church?  
The Baltimore-Washington Conference is seeking disciples to serve boards,  
agencies, committees, districts and teams.

Think of one person whose gifts could bless our shared ministry.  
Reach out. Encourage them. Invite them.

Complete or share the Leadership Interest Form:  
Leadership often begins with an invitation.

[bwcumc.org/hereiam](http://bwcumc.org/hereiam)



**LOVE BOLDLY**  
**BUILD RELATIONSHIPS**  
*WITH YOUNG PEOPLE*

**Children. Youth. College Students.  
Young Adults.**

They are not the future of the church—  
they are the church **now**.



**CHILDREN**  
Ages 3-11



**YOUTH**  
Ages 12-18



**CAMPUS**  
Ages Vary



**YOUNG ADULTS**  
Ages 19-30

Together we can make disciples who *love boldly* and lead with purpose.



Scan to explore practical tools, events, grants, leadership opportunities, and resources for your congregation.



**RETREAT & CAMPING  
MINISTRIES**

**Harmison  
Manidokan  
West River**



# 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.

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

[bomstaff@bwcumc.org](mailto:bomstaff@bwcumc.org)



**LIVING WELL**  
*Heart, Soul, Strength, Mind*



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



Celebrating Service



Clarifying Call



Cultivating Growth



Center for Vital Leadership

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



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**

[PDCBWC.ORG/CCL](http://PDCBWC.ORG/CCL)



# CONGREGATIONAL DEVELOPMENT GRANTS

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

## 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 & existing leaders
3. Create a ministry 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. For more information email Abby Butler-Cefalo, [abcefalo@pdcabc.org](mailto:abcefalo@pdcabc.org)

[BWCUMC.ORG/UFTF](http://BWCUMC.ORG/UFTF)



## Connect with the Vitality Team!

See all the People

Deepen Discipleship

Live and love like Jesus

Multiply Impact



Vitality Specialist Lauren Jones,  
[ljones@bwcumc.org](mailto:ljones@bwcumc.org)



Vitality Specialist Joe Archie,  
[jarchie@pdcabc.org](mailto:jarchie@pdcabc.org)



Vitality Specialist Bessie Hamilton,  
[bhamilton@bwcumc.org](mailto:bhamilton@bwcumc.org)



Vitality Specialist TJ Mount,  
[tmount@bwcumc.org](mailto:tmount@bwcumc.org)

**Reach out directly to a Vitality Specialist related to their specialty field.**

**For any general questions, contact:**

**Bill Brown; [bbrown@pdcabc.org](mailto:bbrown@pdcabc.org), Director of Congregational Vitality**  
**Abby Butler-Cefalo; [abcefalo@pdcabc.org](mailto:abcefalo@pdcabc.org), Congregational Vitality Coordinator**

# Join the Office of Congregational Vitality & New Faith Expressions Board for Garden Days!

Learn how God is moving  
beyond the walls of the Church.  
Move from Inspiration to  
Innovation and learn about new  
faith expressions and new church  
plants at this interactive and  
engaging one day seminar.

## Questions:

Abby Butler-Cefalo,  
abcefalo@pdcabc.org  
Lauren Jones, ljones@bwcumc.org

**Save the date:**  
September 19, 2026

## Is Your Congregation Ready to Move *from Maintenance to Mission?*

*A Vitality Conversation is a structured, two-part process to help your congregation honestly assess where you are and prayerfully discern where God is calling you next.  
Our goal is to help 100% of our congregations become 100% vital.*

### Part 1: Readiness360 Survey

A comprehensive online assessment measuring four key areas of congregational health:

- Spiritual Intensity
- Dynamic Relationships
- Missional Alignment
- Cultural Openness

### Part 2: MissionInsite Reports & Debrief

After the survey is closed, several reports will be ran that helps your congregation take a fresh look at the community where God has placed you. What you'll receive:

- In-depth report with recommendations
- Action planning with a Vitality Specialist
- Guidance for your next faithful step in ministry

Ready to take the next step? Scan the  
QR Code for more information





# Pastors Serving in Cross-Racial/Cross-Cultural Appointments

Araby UMC, Frederick - Sharon Gibson  
Arbutus UMC, Baltimore - Yo Rhie  
Ayres Chapel UMC, White Hall - Daniel Breidenbaugh  
Bel Air UMC, Bel Air - Lynn Boyd  
Bethany UMC, Ellicott City - Dawn Brooks-Tharps  
Bethel UMC, Upper Marlboro - Thomas Long, Sr.  
Bethesda UMC, Damascus - Hank Butler, Jr.  
Bethesda UMC, Sykesville - Richard Lindsay  
Bethesda UMC, Bethesda - Shaw Brewer  
Bowie UMC, Bowie - Sharon Milton  
Brook Hill UMC, Frederick - Kathy Altman  
Brooklyn Community UMC, Baltimore - Bernadette Armwood  
Buckeystown Rt 85 UMC, Buckeystown - Ariel Ferrari  
Bunker Hill UMC, Bunker Hill, WV - Kirstyn Brown-Mayden  
Calvary UMC, Waldorf - Loretta Johnson  
Centre UMC, Forest Hill - Bernardo Lourenco  
Cheltenham UMC, Cheltenham - Daein Park  
Cheverly UMC, Cheverly - Edouard Kabamba  
Christ Church of the Deaf UMC, Baltimore - Lisa Holder  
Christ UMC, Washington, DC - Keisha Dukes  
Cokesbury UMC, Abingdon - Daniel Breidenbaugh  
College Park Hispanic Initiative, College Park - Evelyn Romero  
College Park UMC, College Park - Evelyn Romero  
Community UMC, Crofton - Doug Robinson-Johnson  
Community UMC, Pasadena - John Warren  
Covenant UMC, Montgomery Village - DaeHwa Park  
Cranberry UMC, Perryman - Daniel Breidenbaugh  
Damascus UMC, Damascus - Myungha Baek  
Darkesville UMC, Inwood, WV - Stephon Knox  
Darlington UMC, Darlington - Trevor Liburd  
Deer Park UMC, Westminster - Jean Lee  
Dublin UMC, Street - Trevor Liburd  
Ebenezer UMC, Fallston - Daniel Breidenbaugh  
Emmanuel UMC, Beltsville - Andrea King  
Epworth UMC, Cockeysville - Lemuel Dominguez  
Epworth UMC, Gaithersburg - Tammi Brantley  
Fairhaven UMC, Gaithersburg - Megan Blanchard  
Fallston UMC, Fallston, MD, Daniel Breidenbaugh  
Ferndale UMC, Glen Burnie - Bisi Adebessin  
Flint Hill UMC, Adamstown - Du Young Lee  
Fork UMC, Fork, MD, Daniel Breidenbaugh  
Friendship UMC, Friendship - Rudy White, Jr.  
Grace UMC, Aberdeen - Braulio Torres  
Grace UMC, Hagerstown - Dionne Hall  
Grace UMC, Gaithersburg - Helen Ballew  
Grace UMC, Baltimore - Scheherazade Forman  
Halethorpe-Relay UMC, Halethorpe - Jiwon Yoon  
Harwood Park UMC, Elkridge - Bisi Adebessin  
Hughes UMC, Wheaton - Diana Wingeier-Rayo  
Ijamsville UMC, Ijamsville - Du Young Lee  
In His Service Community Ministry UM Congregation,  
Bryans Road - James Cogman

Jarrettsville UMC, Jarrettsville - Daniel Breidenbaugh  
Jennings Chapel UMC, Woodbine - David Norton  
Lanham UMC, Lanham - Nona Colbert  
Lewistown UMC, Thurmont - Mark Claiborne, Sr.  
Linthicum Heights UMC, Linthicum - Bisi Adebessin  
Loch Raven UMC, Baltimore - George Winkfield  
Lodge Forest UMC, Baltimore - Randy Keith  
Lovely Lane UMC, Baltimore - Levon Sutton  
Marvin Chapel UMC, Mount Airy - Keystone Lee  
Mays Chapel UMC, Timonium - Dong Eun Lee  
McKendree UMC of Potomac Park, Cumberland  
- Patrick Hurder Buhrman  
Messiah UMC, Glen Burnie - Bisi Adebessin  
Metropolitan Memorial UMC, Washington, DC - Janet Craswell  
Middleburg UMC, Westminster - Darrell Davis  
Milford Mill UMC, Pikesville - Terri Williams  
Millian Memorial UMC, Rockville - Ty Blackwell  
Mount Zion UMC, Highland - Daniel Mejia  
Mowatt Memorial UMC, Greenbelt - Evelyn Romero  
New Street UMC, Shepherdstown, WV - Dee-Ann Dixon  
Otterbein UMC, Martinsburg, WV - John Mayden, Jr.  
Patapsco UMC, Dundalk - Randy Keith  
Pikeside UMC, Martinsburg, WV - Bill Ball  
Pleasant Grove UMC, Ijamsville - Rochelle Andrews  
Poplar Springs UMC, Woodbine - David Norton  
Potomac UMC, Potomac - Laura Blauvelt  
Presbury UMC, Edgewood - Daniel Breidenbaugh  
Prospect UMC, Mount Airy - Keystone Lee  
Providence-Fort Washington UMC, Ft Washington - Darryl Mason  
Rockville UMC, Rockville - YouJung Jung  
Saint Andrews UMC, Hagerstown - Christopher Serufusa  
Saint John United Church, Columbia - Hyiwot Teshome  
Saint Lukes UMC, Martinsburg, WV - John Mayden, Jr.  
Saint Matthews UMC, Bowie - JW Park  
Saint Paul UMC, Laytonsville - LaRay Williams  
Saint Paul UMC, Lusby  
Saint Paul's UMC, Kensington - Sheridan Allmond  
Salem-Hebbville UMC, Baltimore - Terri Williams  
Severna Park UMC, Severna Park - Ron Foster  
Smiths Chapel UMC, Churchville - Daniel Breidenbaugh  
Solley UMC, Glen Burnie - Bisi Adebessin  
Texas UMC, Cockeysville - Dong Eun Lee  
Trinity UMC, Martinsburg, WV - John Mayden, Jr.  
Trinity UMC, Germantown - Elvyn Hamilton  
Union Chapel UMC, Joppa - Daniel Breidenbaugh  
Uniontown UMC, Westminster - Darrell Davis  
Wards Chapel UMC, Randallstown - Sung Hwan Cho  
Washington Grove UMC, Washington Grove - Margie Matthews  
Waters Memorial UMC, Saint Leonard - Sherry Emerson  
Waugh UMC, Glen Arm - Daniel Breidenbaugh  
Wesley Freedom UMC, Eldersburg - YuJung Hwang  
William Watters Memorial UMC, Jarrettsville - Bernardo Lourenco



**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.

Sharee Wharton, Chairperson  
swharton0607@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.

Melaina Trice, revmelainatrice@gmail.com, Co-chair  
Steven Cho, peaceleader@hotmail.com, Co-chair

**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.

Rev. Dr. Jalene Chase, Chairperson  
revjchase@gmail.com

**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.

Christian Watkins  
cswatkins@mail.smu.edu

**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.

Open

**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 16.

**MISSIONAL  
INNOVATION GRANTS  
FOR ADVOCACY & ACTION**

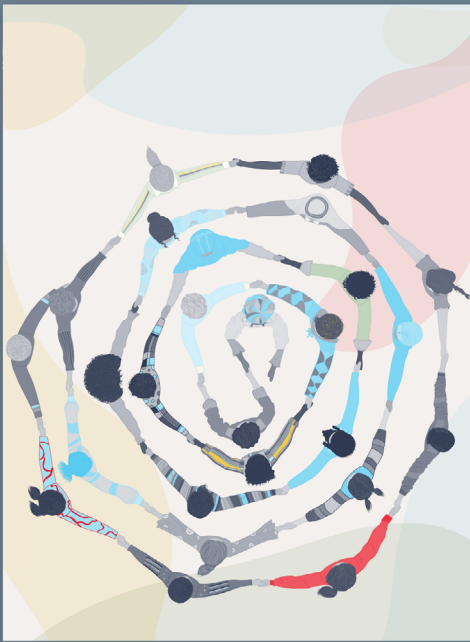
Grants of up to \$5,000 are awarded to a team of persons (at least one of whom is connected to a UM faith community) that has addressed a form of systematic oppression and/or injustice in collaboration with impacted persons.

Applications are due Oct 1.

**QUESTIONS?**

Email  
advocacy@bwcumc.org





# INTERGENERATIONAL WORSHIP

## Summit



**Saturday, June 27**



**9 a.m. to 3:30 p.m.**



**Calvary UMC, Annapolis**

**REGISTER**



[bwcumc.org/IGW](http://bwcumc.org/IGW)

**Register by June 12**



## Growing Together in Faith

**What if worship didn't just make space for children, but was shaped with them?**

The Intergenerational Worship Summit is a one-day gathering designed to help churches move beyond simply including children toward truly engaging them as participants in the life of worship and prayer. Through shared learning, practical workshops, and guided conversation, participants will explore what it means to listen to children, reflect their voices, and take meaningful next steps in their own context.

Grounded in our baptismal calling to nurture faith across generations, this day will offer both inspiration and real tools you can use right away.

Come ready to imagine what's possible, and leave equipped to begin.



**Baltimore-Washington & Peninsula-Delaware Area**  
The United Methodist Church

# HISPANIC -LATINE MINISTRIES

CONNECTIONAL COMMITMENT  
COMPROMISO CONEXIONAL

FAITHFUL DISCIPLESHIP  
DISCIPULADO FIEL

EDUCATION & ADVOCACY  
EDUCACIÓN Y ABOGACÍA



Scan the QR Code to learn more.

Escanea el código para aprender más.



Baltimore-Washington Conference  
The United Methodist Church

# BWARM

EMPOWERS PEOPLE WITHIN THE BWC TO INCLUDE, AFFIRM AND CELEBRATE GOD'S CHILDREN OF ALL SEXUAL ORIENTATIONS AND GENDER IDENTITIES IN THE LIFE, MINISTRY & LEADERSHIP STRUCTURES OF THE CHURCH AND BEYOND.



[bwarm.org](http://bwarm.org)

## I Love to Tell the Story: A Pilgrimage Towards Racial Justice in The United Methodist Church

Written by Rev. Bonnie J. McCubbin,  
Director of Museums and Pilgrimage

*How does a church committed to justice still carry the weight of structural racism?*

Through a pilgrimage lens, Rev. Bonnie McCubbin traces this painful journey using historical archives and oral histories from those who lived through the denomination's transformation. Beginning with the haunting question, "When did you first realize you were Black?" she reveals how structural racism shaped Methodist identity and what it truly cost to pursue integration.



[qrco.de/ILovetoTelltheStory](http://qrco.de/ILovetoTelltheStory)





# 2026 Ministry Calendar

## June 2026

- 6-7: Pilgrimage Bus Trip and Celebration of Bishop Otterbein's 300th Birthday
- 7: New Appointment Workshop
- 15: First day of Summer Camp
- 20: [IGNITE pool and planning party](#)
- 26-27: [NEJ Deaf Ministries Gathering](#) at Grace UMC in Wilmington, DE
- 27: [Intergenerational Worship Summit](#) at Calvary in Annapolis, MD (register by June 12)

## July 2026

- 1: New clergy appointments begin
- 1: Church Conference Forms go live
- 14: Masterclass Monday – Church Conference Training webinar
- 31-Aug 2: Mission u

## August 2026

- Early Childhood Educators Conference
- 7: Last day of Summer Camp
- 28-30: Hispanic/Latine Family Camp

## September 2026

- 6: IGNITE Campfire at Manidokan
- 15: [Hispanic Heritage month](#) (through Oct. 15)
- 19: Fresh Expressions Garden Day
- 22-28: [International Week of the Deaf](#)
- 27: IGNITE Campfire at West River
- 22-24: [Living Well Retreat at Manidokan](#) (Deadline to apply is Sept 1)

## October 2026

- 1: [Unified Funding Task Force](#) grant applications due
- 1: Mission Innovation grant applications due
- 1: [Church Conference](#) Reports Due
- 4: [World Communion Sunday](#)
- 4: Seeds of Security Golf Tournament
- 6: Training Tuesday
- 12: Indigenous People's Day
- 13: [The Non-Anxious Leader: Family Systems Basics Online Course](#) (runs until 11/9; Deadline to apply is October 7)
- 13: Training Tuesday
- 18: [Laity Sunday](#)
- IGNITE Campfire at Pecometh
- 20: Training Tuesday
- 24: United Women in Faith Annual Meeting
- 27: Training Tuesday
- 27-29: [Living Well Retreat](#) at Ocean City (deadline to register Oct 1)

## November 2026

- 3: Training Tuesday
- 10: Training Tuesday
- 14: Tentative Fresh Expressions Garden Day
- 15: Pastoral Evaluations are due
- 17: Training Tuesday
- 24: Summer Camp Schedule posted online
- 17-19: [Living Well Retreat at Pecometh](#) (deadline to register Nov 1)
- 15: Nominations Committee Form completed by chairs/secretaries to indicate changes and openings on conference boards and agencies
- 30: Advent begins

## December 2026

- 1: Training Tuesday
- 8: Training Tuesday
- 15: Camping [summer staff application](#) opens and hiring begins
- 25: Christmas Day "Christ our Savior is born!"

# 2027 Ministry Calendar

## January 2027

- College Scholarship applications are open
- 6: [Epiphany/Dia de Reyes](#)
- 17: [Human Relations Day](#)
- 22-24: [IGNITE Youth Conference](#) in Ocean City, MD

## February 2027

- [Scout Sunday](#)
- 1: Resolutions to Annual Conference due
- 2: [Overnight Camping registration](#) opens
- 7: [Disability Awareness Sunday](#)  
(first Sunday in February)
- 10: Ash Wednesday
- 14: [Camping Sunday](#)
- 16: [Day Camp registration](#) opens

## March 2027

- [Women's Ministry Sunday](#)
- 1: [Summer camp scholarship application](#)  
and Volunteer Registration opens
- 1: Annual Conference Award Applications due
- 7: [UMCOR Sunday](#)
- 21: Palm Sunday
- 28: Easter: He Is Risen!

## April 2027

- 1: [United Funding Task Force](#)  
grant applications due
- 6-8: [Living Well Retreat at Manidokan](#)  
(Deadline to apply is Sept 1, 2026)
- 12: [The Non-Anxious Leader:  
Family Systems Basics Online Course](#)  
(runs until 5/9 Deadline to apply is April 6)
- 11: [Native American Ministries Sunday](#)
- 20-22: [Living Well Retreat at Ocean City](#)  
(deadline to register Oct 15)
- 27-29: [Living Well Retreat at Pecometh](#)  
(deadline to register Nov 1)

## May 2027

- [United Methodist Student Day](#)  
to be celebrated any Sunday in May
- 30: [UM Heritage Sunday](#)
- 15: Peace with Justice grant applications due
- 16: Pentecost Sunday/Pentecostés HLM Worship
- 26-28: [BWC Annual Conference Session](#)
- 23: [Peace with Justice Sunday](#)

## June 2027

- [Men's Ministry Sunday](#)
- 5: Pilgrimage Bus Trip:  
Washington Conference History in DC
- 20: First day of Summer Camp
- 26: Intergenerational Worship Summit



[bwcumc.org/events/ministries-event-calendar](http://bwcumc.org/events/ministries-event-calendar)





# The United Methodist Church HANDBOOK 2025–2028



Designed to help you understand the heart of The United Methodist Church, including who we are, how we are organized, and how we live out our mission.



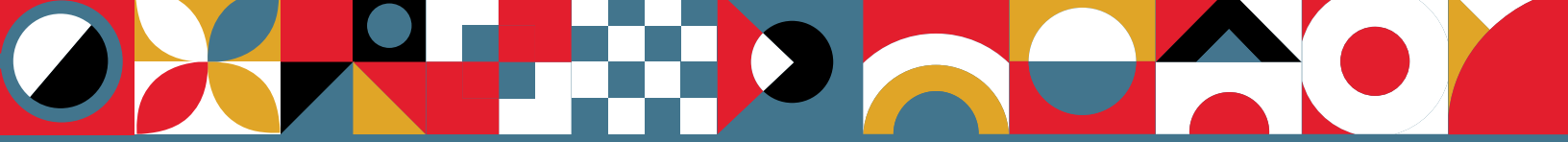
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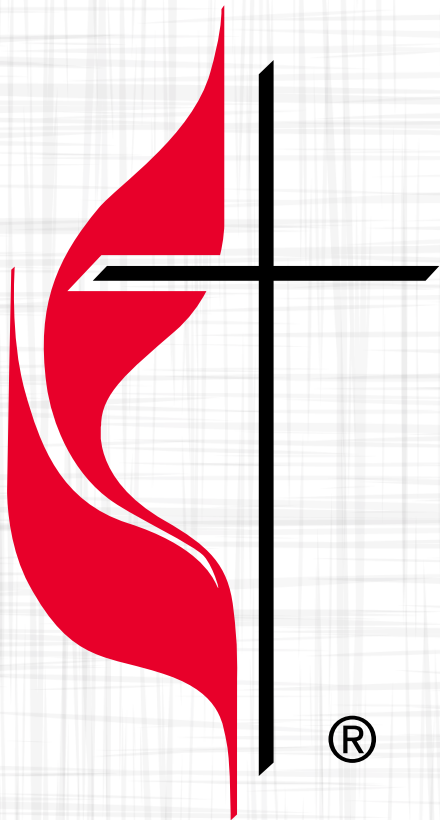
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**The United Methodist  
Church forms disciples  
of Jesus Christ  
who, empowered by the  
Holy Spirit, **love boldly,**  
**serve joyfully,** and  
**lead courageously** in  
local communities and  
worldwide connections.**



**ResourceUMC.org/Vision**  
**#LoveServeLeadUMC**

