

M. FINANCIAL REPORTS AND ACTIONS

BOARD OF PENSIONS

Introduction

This is my fourth year of my second term serving as Chairperson of the Conference Board of Pensions (CBOP). I have served on the board for 17 years, 8 as Secretary. The board would normally meet twice a year, generally on the first Saturday of March and November, in addition to conference calls/emails throughout the year to address other issues as may arise. This year has been much different with the COVID-19 outbreak. We were not able to meet at our normal meeting in March so necessary motions have been cast through group emails. The remainder of our business has been deferred until we can meet in person or through teleconferences. At annual conference this year (normally June) the reigns would have been turned over to new leadership with half of the board ending their term with the end of Quadrennium but the Bishop has asked all board and agency members to serve until 2021 annual conference assuming there will be normalcy of our lives. We are grateful for the additional service for those impacted by the extension.

Our conference continues to be served by our Conference Benefits Officer (CBO), Bruce Galvin, in his 44th year with the Conference! Bruce is highly respected by Wespath Benefits and Investments in Chicago, and by other CBO's around the country. He continues to bring thoughtful recommendations to the board and provides us with enough information to have vigorous discussions as a board and make what I always believe to be decisions in the best interest of the active and retired clergy we proudly serve. Members of this dedicated board include:

Jeffrey Johnson (Vice-Chairman)	Crystal Natland (Secretary)
Sarah Achterhof	Julleen Snyder
<i>Joyce O'Connor-Magee</i>	Jim Odiorne
Marty Fortin, Jr.	<i>Dennis Magnuson</i>
<i>John Weston</i>	Ilaise Folau
<i>Gloria Kymn</i>	<i>Pam Brokaw</i>
<i>Elizabeth Schindler</i>	

Non-voting members: *John Shaffer*, Rik Jamieson, Brant Henshaw, *Mark Galang* and Bruce Galvin.

HealthFlex Claims Performance

Our conference Healthflex claims ratio for 2019 was 90%, which is pretty good. When the large claims (over \$50,000) are taken out, the claims ratio drops to 34.8%, so the pooling of large claims (sharing in the costs) with the rest of the HealthFlex conferences does benefit us in years with large claims. Our medical rates will increase 1.0% in 2021. Dental rates will increase by 6.0% and vision rates us 25% (had been flat for last 3 years).

Pension Board Subsidies

For many years the Board has provided subsidies to offset some of the benefit costs for local churches and pastors. Five years history is shown below. Endowment earnings have provided the following funds.

	2016	2017	2018	2019	2020 (EST)
Churches Only					
Mission Church Subsidy	\$7,838	\$8,145	\$8,418	\$8,590	\$8,907
HealthFlex Exchange Premium Support	\$173,720	\$170,000	\$152,632	\$164,477	\$193,000
Active Pastors					
Medical Leave/ Grants	\$61,625	\$51,505	\$52,178	\$35,866	\$45,800
Retirees					
Health Subsidies	\$123,536	\$110,000	\$108,081	\$104,600	\$95,000
Special Grant	\$22,400	\$17,760	\$19,831	\$19,831	\$19,000
Total Subsidy	\$389,119	\$357,410	\$341,140	\$333,274	\$361,707

2019 Financial Highlights: Balance Sheet / Operating Statement

2019 was a very good year for our investment accounts with Wespath. The markets tumbled in March/April with the coronavirus but have recovered their position and are ahead year to date as of this writing but there is still much uncertainty in the financial markets. Here are the annual return percentages and balances as of December 31, 2019:

- HealthFlex & Claimants Endowment Funds **21.6%**
- CRSP Endowment **18.3%**
- Pension Endowment **24.7%**
- Pension Reserve **7.8%**
- Pension Endowment : \$4,325,367
- Pension Reserve Fund: \$1,076,203
- Clergy Retirement Security Plan Endowment: \$9,068,365
- Conference Claimants Endowment: \$2,519,877
- Health Endowment: \$2,654,749
- Superannuate Endowment; \$40,949
- Deposit and Operating Account; \$4,950,747
- Total Assets: **\$24,636,257**

Building a pension reserve fund for down market years and funding pensions into the future remain the primary focus of this board. To that end, we created a Pension Endowment out of the Pension Reserve Fund. The Pension Endowment will be for the long term, where excess earnings will be added. The goal is to keep close to \$1,000,000 in the Pension Reserve Fund and continue to build the Pension Endowment projected to be over \$9,000,000 by 2024.

CBO for Alaska Conference

Bruce Galvin continues to be the CBO of the Alaska Missionary Conference as well as CBO of the PNW Conference. The Alaska Conference voted earlier this year to become a missionary district of the PNW Conference. This will impact mainly health insurance rating. Because both the General and Jurisdictional Conferences did not happen to approve this change the effective date is pending.

Apportionments

In 2019 we received 96.1% of pension and benefits apportionments from the churches. Thank you for your continued strong support from all churches who paid their pension and benefit apportionments in full (all but 28 churches). Apportionments are required to pay health benefit premiums for retired clergy and other benefit costs as described earlier. The CBOP continues to recommend apportionment reductions for the Annual Conference budget. I have exciting information to share; The CBOP has recommended to the Council on Finance and Administration that there be zero 2021 pension and benefit apportionment. The first pension and benefit apportionment was 50 years ago (1971) at \$429,000. This board and previous boards have worked to bring this apportionment down from its peak in 2001 at \$1,501,000.

With the strong financial market performance in 2019 the board of pensions has sufficient reserves to carry us through without needing the apportionment support even through the Great Recession and now the coronavirus. To help support the annual conference and local churches the CBOP along the Greater Northwest Episcopal Area has created a COVID-19 Pandemic Emergency Fund. CBOP has allocated \$540,000 to this fund. If your church is in need of assistance because of COVID-19 please contact your district superintendent for additional information. .

Retirement

Nine clergy serving the PNW Conference retired in the 7/1/2019 – 6/30/2020 appointment year. We wish them happy retirement. See the list in the PreConference Handbook of those that have retired but will be officially approved at the specially called annual conference meeting in September.

Retired pastor *John Shaffer* continues to provide capable leadership in ministering to retired clergy. He organizes and hosts the retirees luncheon at annual conference and has authored and sent retirees informative newsletters. He also attends scheduled meetings of the retiree groups throughout the conference. We once again thank John for his service.

Past Service Rate

The board has historically recommended an increase in the Past Service Rate for the pre-82 pension plan. The past service rate for 2020 is \$772.00 or 1.17% of the Conference Average Compensation (CAC). The conference intends to maintain the PSR at 1.0% of CAC which is no longer required per action at General Conference in 2012. For the past few years the CAC has not increased by 2%; consequently a 2% increase in PSR has gradually raised it above 1% of CAC to the benefit of retired clergy. Under 2012 General Conference legislation it is no longer a requirement to raise the past service rate but the CBOP recognizes how important this pension income is for those that retired many years ago. We are maintaining the increase at 2% to help keep pension benefits fully funded. The 2021 recommended past service rate is \$778.00, or 1.15% of the CAC. Details of historical Past Service Rates are available from the CBO upon request.

CBO Evaluation

Normally during our March meeting, the Board of Pensions would convene a voting member only session. We offer an opportunity for the CBO to bring concerns to the board and to offer our feedback to him. We vicariously offered our congratulations to our CBO, Bruce Galvin, for another great year of leadership.

The CBOP is renewing our contract with Revelation Financial Planning LLC (dba Bruce Galvin, CFP®) for the fiscal year beginning July 1, 2021 for \$21,221 to be used to offer free financial planning to all clergy.

Conclusion

The market remain volatile in the midst of the coronavirus and the unknown of when a vaccine will become widely available and the presidential election. Our mantra at the Board remains, to build reserves to weather the down market years and meet our obligations to the retirees now and in the future requiring no apportionments. The work of this Board will remain integral to meeting the retirement and health needs of the clergy in the coming challenging times. I again thank all board members for their faithful attendance and thoughtful deliberations and contributions.

Respectfully submitted by,

*Carey B. Kolb, Chairperson and Bruce Galvin, Conference Benefits Officer
Conference Board of Pensions*

2020 PASTORAL COMPENSATIONS

Charge	Cash Salary	Housing Exclusion	Total Cash Salary	Housing Allowance	Plan Comp.	ARP
CREST TO COAST MISSIONAL DISTRICT						
Aberdeen: First	0	0	0 H	350	350	0
Battle Ground	30,906	12,000	42,906 P	0	53,633	3,000
Bonney Lake: Foothills	34,000	12,000	46,000 P	0	57,500	3,000
Camas	38,500	9,600	48,100 H	0	48,100	3,200
Castle Rock & Grays River	34,816	0	34,816 P	0	43,520	4,150
Central Park	8,400	0	8,400 H	0	8,400	0
Centralia	42,006	900	42,906 P	0	53,633	2,400
Chehalis	37,751	7,649	45,400 H	16,940	62,340	3,000
Elma	4,939	4,000	8,939 H	5,550	14,489	2,000
Fern Prairie	9,453	0	9,453 H	12,000	21,453	300
Hoquiam	3,600	0	3,600 H	0	3,600	250
Kalama	22,963	0	22,963 H	0	22,963	0
Kelso UMC & Presbyterian	49,296	0	49,296 P	0	61,620	3,000
Lacey: St Andrews	33,706	9,200	42,906 H	19,800	62,706	4,000
Lakewood	38,803	12,420	51,223 H	20,000	71,223	3,000
Longview & Rainier	32,179	0	32,179 H	21,000	53,179	3,000
Montesano	39,606	3,300	42,906 P	0	53,633	2,700
Ocean Park	4,200	0	4,200 H	15,800	20,000	0
Olympia: First	39,017	4,000	43,017 H	17,220	60,237	4,000
Olympia: First	53,581	6,000	59,581 H	21,432	81,013	4,000
Olympia: First (Steamboat Island)	43,000	0	43,000 H	15,000	58,000	0
Orting	36,906	6,000	42,906 P	0	53,633	2,500
Pe Ell	4,800	0	4,800 H	0	4,800	0
Puyallup	23,551	21,076	44,627 H	12,000	56,627	4,000
Puyallup	52,008	8,000	60,008 H	24,000	84,008	4,000
Puyallup: Light Of The Hill	45,450	3,500	48,950 P	0	61,188	6,000
Randle	8,000	0	8,000 H	0	8,000	2,500
Ridgefield	47,649	0	47,649 H	18,956	66,605	6,700
Rochester & Oakville	38,906	4,000	42,906 H	13,200	56,106	2,200
Satsop	5,000	2,900	7,900 H	4,100	12,000	0
Shelton	39,468	5,000	44,468 P	0	55,585	5,000
Spanaway	25,680	6,500	32,180 P	0	40,225	2,000
Sumner	36,406	6,500	42,906 P	0	53,633	1,500
Tumwater	40,906	2,000	42,906 P	0	53,633	3,000
Vader: Grace	0	0	0 H	0	0	1,000
Vancouver: First	69,350	5,000	74,350 P	0	92,938	5,000
Vancouver: Mill Plain	57,368	0	57,368 H	20,400	77,768	4,020
Vancouver: Orchards	41,622	4,000	45,622 H	10,501	56,123	1,000
Vancouver: Salmon Creek	45,900	0	45,900 H	25,500	71,400	3,000
Vancouver: Vancouver Heights	41,034	3,840	44,874 P	0	56,093	3,600
Washougal	35,020	0	35,020 H	24,000	59,020	2,000
White Salmon	41,500	4,800	46,300 P	0	57,875	5,000

Charge	Cash Salary	Housing Exclusion	Total Cash Salary	Housing Allowance	Plan Comp.	ARP
Willapa	32,180	2,000	34,180	P	0	42,725
Winlock	1,841	11,163	13,004	H	10,000	23,004
Yelm: Community	6,575	14,458	21,033	H	17,640	38,673
INLAND MISSIONAL DISTRICT						
Anatone	3,404	0	3,404	H	8,400	11,804
Asotin	13,296	0	13,296	H	0	13,296
Cheney	45,657	5,034	50,691	H	12,673	63,364
Cheney	11,670	0	11,670	H	0	11,670
Clark Fork	5,161	3,600	8,761	P	0	10,951
Clarkston & Lewiston: First	42,600	5,400	48,000	P	0	60,000
Coeur D'alene: Comm.(Multisite)	37,300	6,000	43,300	H	15,000	58,300
Coeur D'alene: Community	48,067	6,000	54,067	H	17,811	71,878
Colville	45,176	4,000	49,176	P	0	61,470
Davenport Edwall	38,500	5,000	43,500	P	0	54,375
Deer Park	19,600	0	19,600	H	0	19,600
Elmore Id	20,400	0	20,400	H	0	20,400
Grangeville	28,400	3,600	32,000	P	0	40,000
Green Bluff: Community	19,200	0	19,200	H	0	19,200
Harrington & Ritzville	35,440	0	35,440	H	14,000	49,440
Kendrick: Community	0	0	0	H	14,853	14,853
Lapwai	12,440	0	12,440	H	0	12,440
Lewiston: Orchards	17,180	15,000	32,180	H	0	32,180
Moscow: First	36,494	10,000	46,494	P	0	58,118
Orofino Peck & Cavendish	38,806	6,500	45,306	P	0	56,633
Pullman: Simpson	39,306	3,600	42,906	H	13,200	56,106
Reardan	30,000	0	30,000	H	0	30,000
Rockford Community	7,468	12,000	19,468	H	4,867	24,335
Sandpoint	36,406	6,500	42,906	P	0	53,633
Spokane Valley	55,573	6,077	61,650	P	0	77,063
Spokane: Audubon Park	18,200	0	18,200	H	0	18,200
Spokane: Audubon Park (NCS)	34,906	8,000	42,906	H	15,000	57,906
Spokane: Audubon Park	49,000	7,000	56,000	P	0	70,000
Spokane: Covenant	49,837	6,000	55,837	H	21,406	77,243
Spokane: Fowler	27,088	3,000	30,088	H	19,728	49,816
Spokane: Highland Park	0	25,000	25,000	H	0	25,000
Spokane: Manito	45,298	4,000	49,298	H	22,000	71,298
Spokane: Moran	43,100	5,000	48,100	H	15,000	63,100
Spokane: St Pauls & Liberty Park	21,000	4,000	25,000	P	0	31,250
PUGET SOUND MISSIONAL DISTRICT						
Allen	55,564	5,000	60,564	H	15,000	75,564
Anacortes	55,616	4,950	60,566	H	16,500	77,066
Arlington United	39,500	4,000	43,500	P	0	54,375
Bainbridge Island: Seabold	37,906	5,000	42,906	P	0	53,633
Bayview & Sedro Woolley: Central	39,106	3,800	42,906	H	16,800	59,706

Charge	Cash Salary	Housing Exclusion	Total Cash Salary	Housing Allowance	Plan Comp.	ARP	
Bellingham: Garden St	43,254	7,200	50,454	H	20,085	70,539	3,750
Bothell	30,220	0	30,220	H	0	30,220	0
Bothell	53,900	9,000	62,900	H	34,000	96,900	0
Bremerton	36,906	6,000	42,906	H	18,300	61,206	3,500
Brownsville	13,353	8,100	21,453	P	0	26,816	2,000
Colby	45,320	0	45,320	H	6,000	51,320	3,600
Coupeville	47,371	6,000	53,371	H	20,400	73,771	2,000
Custer & Vanc. B.C.: First UMC	39,516	4,390	43,906	P	0	54,883	5,000
Darrington	9,600	0	9,600	H	2,400	12,000	0
Edmonds	86,000	0	86,000	H	0	86,000	500
Edmonds	62,000	9,000	71,000	P	0	88,750	4,000
Everett: La Palabra Viviente	21,453	0	21,453	P	0	26,816	0
Fall City	1,291	20,162	21,453	H	10,800	32,253	1,000
Gig Harbor	10,726	0	10,726	H	0	10,726	600
Gig Harbor	61,638	4,000	65,638	H	28,248	93,886	6,500
Issaquah: Faith	47,645	3,600	51,245	H	45,000	96,245	6,500
Kirkland: Lake Washington	50,100	9,900	60,000	H	30,000	90,000	4,000
La Conner	32,179	6,500	38,679	H	13,200	51,879	4,000
Langley	53,180	6,751	59,931	P	0	74,914	5,000
Marysville (NCS)	43,000	0	43,000	H	15,000	58,000	0
Marysville	32,181	1,033	33,214	H	5,825	39,039	1,500
Marysville	51,980	6,000	57,980	P	0	72,475	4,264
Mill Creek: Cedar Cross	65,933	6,500	72,433	P	0	90,541	4,000
Monroe	20,326	6,329	26,655	H	10,207	36,862	1,000
Mount Vernon: First	37,700	7,200	44,900	H	21,432	66,332	4,050
Oak Harbor	61,960	9,000	70,960	P	0	88,700	6,000
Port Angeles: First	38,406	4,500	42,906	H	19,185	62,091	3,000
Port Hadlock Comm	27,975	0	27,975	H	0	27,975	4,000
Port Orchard	49,101	8,752	57,853	H	18,300	76,153	3,000
Port Townsend: Trinity	36,896	3,300	40,196	H	18,000	58,196	1,500
Redmond	44,500	10,484	54,984	H	20,013	74,997	4,000
Sequim: Trinity	43,000	4,950	47,950	H	24,000	71,950	5,000
Silverdale	50,130	10,000	60,130	P	0	75,163	4,200
Snohomish	50,670	6,000	56,670	H	19,200	75,870	4,000
Snoqualmie	16,273	6,519	22,792	H	10,513	33,305	1,545
Stanwood	50,619	6,987	57,606	P	0	72,008	4,500
Tracyton	24,500	0	24,500	H	7,000	31,500	2,000
Vashon Island	53,083	7,200	60,283	P	0	75,354	5,000
Woodinville: Bear Creek	45,289	17,135	62,424	H	20,500	82,924	6,000
Woodinville: Community	64,853	5,000	69,853	H	24,000	93,853	5,000
Vancouver BC: First of Canada	32,250	0	32,250	H	11,250	43,500	0

Charge	Cash Salary	Housing Exclusion	Total Cash Salary	Housing Allowance	Plan Comp.	ARP	
SEATAC MISSIONAL DISTRICT							
Auburn: First	44,883	5,000	49,883	H	15,620	65,503	4,000
Bellevue: Aldersgate	52,000	5,000	57,000	P	0	71,250	5,500
Bellevue: First	51,143	6,240	57,383	H	26,206	83,589	0
Bellevue: Korean Umc Of Seattle	21,453	0	21,453	H	5,800	27,253	0
Bellevue: Saint Peters	55,038	7,000	62,038	H	18,840	80,878	0
Burien: Highline	18,180	14,000	32,180	H	0	32,180	2,500
Covington: Cornerstone	50,429	8,000	58,429	H	22,000	80,429	6,000
Covington: Cornerstone	39,891	2,345	42,236	H	0	42,236	500
Des Moines	47,898	6,000	53,898	H	25,200	79,098	5,000
Federal Way	38,065	4,000	42,065	H	42,935	85,000	2,000
Federal Way: Good Seed Korean	33,306	9,600	42,906	P	0	53,633	2,400
Fircrest	40,600	7,400	48,000	H	6,000	54,000	3,000
Kent	47,959	15,000	62,959	H	35,636	98,595	5,000
Mercer Island	37,000	10,000	47,000	P	0	58,750	2,000
Milton	13,832	7,200	21,032	H	7,200	28,232	1,500
Renton: Fairwood Community	54,360	6,000	60,360	H	25,200	85,560	2,500
Renton: First	50,000	0	50,000	H	20,420	70,420	3,000
Renton: First	3,000	0	3,000	H	23,000	26,000	0
Seattle: Beacon	36,906	6,000	42,906	H	24,000	66,906	3,600
Seattle: Blaine Memorial	42,906	0	42,906	H	10,875	53,781	1,500
Seattle: Blaine Memorial	12,500	3,600	16,100	H	0	16,100	750
Seattle: Blaine Memorial	42,474	10,000	52,474	H	25,200	77,674	5,000
Seattle: Bryn Mawr	33,180	4,000	37,180	H	12,000	49,180	1,200
Seattle: El Dios Viviente	39,910	8,000	47,910	P	0	59,888	1,000
Seattle: First	14,000	0	14,000	H	25,000	39,000	1,200
Seattle: First	56,289	5,000	61,289	H	38,000	99,289	3,000
Seattle: First (Pan Asian/Spaac)	22,906	20,000	42,906	H	25,000	67,906	0
Seattle: First (Yesler Proj.) & Grace	45,000	10,000	55,000	P	0	68,750	6,000
Seattle: First Tongan	18,300	18,300	36,600	H	5,000	41,600	1,000
Seattle: Green Lake & Woodland Pk	45,800	0	45,800	P	0	57,250	2,000
Seattle: Haller Lake	48,788	5,000	53,788	P	0	67,235	4,000
Seattle: Queen Anne	8,000	15,680	23,680	H	18,170	41,850	1,200
Seattle: Sand Point	41,715	6,000	47,715	H	30,000	77,715	3,000
Seattle: Seaview And Tongan Fellowship	11,033	10,000	21,033	P	0	26,291	1,000
Seattle: Tibbetts	40,500	8,000	48,500	P	0	60,625	4,000
Seattle: Trinity	46,752	8,000	54,752	P	0	68,440	4,194
Seattle: University Temple	6,000	0	6,000	H	0	6,000	0
Seattle: V&M (Creative Comm.)	34,500	10,000	44,500	H	25,000	69,500	0
Seattle: Valley and Mountain	10,000	32,906	42,906	H	27,094	70,000	0
Seattle: V&M (Ravenna Colab.)	55,000	0	55,000	H	25,000	80,000	0
Seattle: Wallingford	47,538	10,000	57,538	P	0	71,923	2,000
Shoreline	32,906	12,000	44,906	P	0	56,133	3,000
Shoreline: Ronald	32,161	10,517	42,678	H	30,355	73,033	5,000

Charge	Cash Salary	Housing Exclusion	Total Cash Salary	Housing Allowance	Plan Comp.	ARP
Tacoma: Browns Point	41,425	8,000	49,425	P	0	61,781
Tacoma: First	45,000	10,000	55,000	H	25,000	80,000
Tacoma: First Korean	35,517	7,389	42,906	P	0	53,633
Tacoma: Kalevaria	38,006	4,900	42,906	P	0	53,633
Tacoma: Mason	42,000	8,000	50,000	P	0	62,500
Tukwila: Riverton Park	10,500	2,400	12,900	H	2,000	14,900
Tukwila: Riverton Park	39,906	8,000	47,906	P	0	59,883
University Place United	37,000	6,000	43,000	H	28,000	71,000

SEVEN RIVERS MISSIONAL DISTRICT

Cashmere & Monitor	38,430	10,000	48,430	P	0	60,538	3,500
Chelan: Lake Chelan	21,198	2,400	23,598	P	0	29,498	1,500
Connell	44,625	8,400	53,025	P	0	66,281	3,000
Dayton: First	23,200	1,000	24,200	H	4,500	28,700	2,500
East Wenatchee: Trinity	32,400	0	32,400	H	0	32,400	2,000
Ellensburg	48,000	0	48,000	H	12,000	60,000	2,500
Ephrata	21,453	0	21,453	H	6,000	27,453	2,000
Goldendale	34,965	8,000	42,965	P	0	53,706	2,000
Kennewick: First	65,604	6,500	72,104	P	0	90,130	4,000
Kennewick: West Highlands	47,324	4,500	51,824	P	0	64,780	4,500
Leavenworth	40,236	6,000	46,236	P	0	57,795	3,000
Manson	10,750	0	10,750	H	3,600	14,350	1,000
Methow Valley	36,000	0	36,000	P	0	45,000	1,500
Moses Lake	42,906	0	42,906	P	0	53,633	2,000
Omak & Conconully	12,000	0	12,000	H	0	12,000	0
Pasco: Nueva Generacion De Dios	29,793	3,600	33,393	H	9,750	43,143	2,500
Pasco: Nueva Generacion De Dios	29,793	3,600	33,393	H	9,750	43,143	2,500
Pasco: Riverview	43,003	15,240	58,243	H	15,000	73,243	4,000
Pateros	18,000	0	18,000	H	0	18,000	3,000
Prosser	43,775	4,500	48,275	P	0	60,344	2,500
Richland: Cup	57,500	15,600	73,100	H	14,400	87,500	6,100
Selah	39,500	4,000	43,500	P	0	54,375	3,000
Sunnyside: Momento Nuevo	35,300	8,000	43,300	P	0	54,125	0
Walla Walla: Haven Fellowship	37,906	5,000	42,906	H	17,400	60,306	2,000
Walla Walla: Pioneer	37,906	5,000	42,906	H	15,000	57,906	1,750
Walla Walla: Pioneer	46,500	5,000	51,500	H	20,000	71,500	2,500
Waterville Fed	32,180	0	32,180	P	0	40,225	1,500
Wenatchee: First	39,906	3,000	42,906	H	20,000	62,906	1,500
Wenatchee: First	61,203	3,000	64,203	P	0	80,254	1,500
White Swan: Wilbur Memorial	5,847	0	5,847	H	15,000	20,847	800
Yakima: Wesley	43,500	8,400	51,900	H	24,000	75,900	5,300

CONFERENCE TREASURER'S REPORT

In February, when the office was working to close the books on 2019, we thought it had been a very busy and transformational year. Little did we know what the rest of 2020 would present to us. Over the past year we have worked to move our database to a software platform that is now used across the Episcopal Area (and has an appointment module to assist the Cabinet), and our benefits billing to a new platform that can eventually handle apportionments and Fire and Liability statements in the future. Conference payroll is moving to a payroll service to future proof our ability to stay abreast of the quickly changing HR landscape. We will be transitioning to a new Accounting program sometime in the next 18 months or so.

Through all of this we have been swept up in the changes that COVID-19 has wrought on remote work, PPP applications, rolling out Zoom and CCLI licenses for several hundred churches, and preparing for a myriad of unknowns that may impact us throughout 2020 and 2021 — the impact of postponement of General Conference, camps and churches being closed, National elections, General Conference decisions, the addition of Alaska as a Mission District, a volatile insurance market, and have I mentioned COVID-19? — while keeping the day to day operations moving along. We are notifying Boards and Agencies that they will receive 10% less than their 2020 budgeted amounts.

As of 7/31/20 we are 3% behind shared ministry receipts of 2019. I know that the continued COVID Crisis will challenge many churches which depend on rental income. I anticipate we will end the year further behind, the question will be: by how much?

The shifting legal sands (increased judgements) and COVID-related liability questions will drive up insurance rates in 2021 dramatically. Rik Jamieson and I (and our brokers) have already begun to look at what we can do to mitigate premium increases. We will not likely know until much closer to renewal at the end of the year, but churches should plan for significant (double-digit) increases. Keeping up with your background checks and boundary training (free to as many people in your congregations as possible) helps us make a better case for our prevention efforts. There have been instances of boundary issues in the conference (both online and in-person) during the last five months which confirm the need for such training.

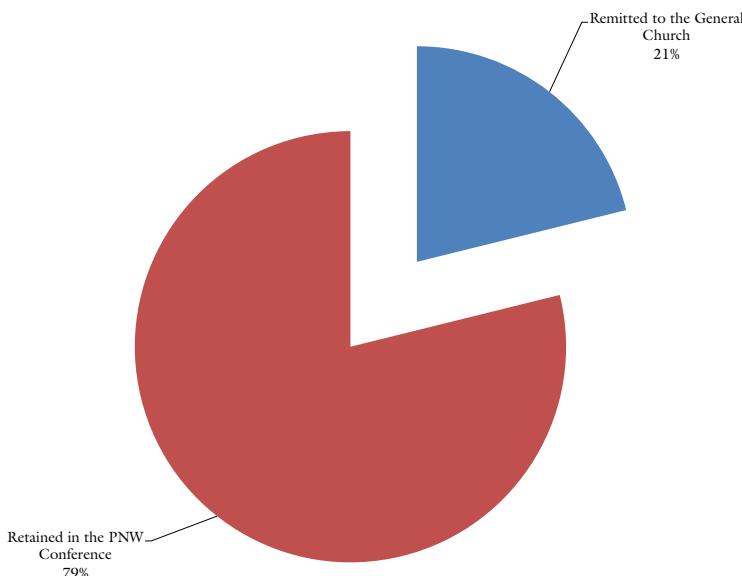
In December, we asked Boards and Agencies to contemplate the possibility of a 30% shortfall to their budget line items in 2021 as a proactive scenario planning. In the proposed 2021 budget CFA set out to reduce the overall budget demand on local churches by more than \$500,000. To achieve that, Boards and Agencies will see a 15% decrease in their recommended budgets.

Finally, I want to thank all the churches who gave so generously to the Benevolences of the Conference and the Denomination. We had record numbers of 100% churches in 2019.

Brant Henshaw

Conference Treasurer, on behalf of a tremendous team ready to assist the local churches of the GNW Area.

2021 TOTAL SHARED MINISTRY



Ministry Category

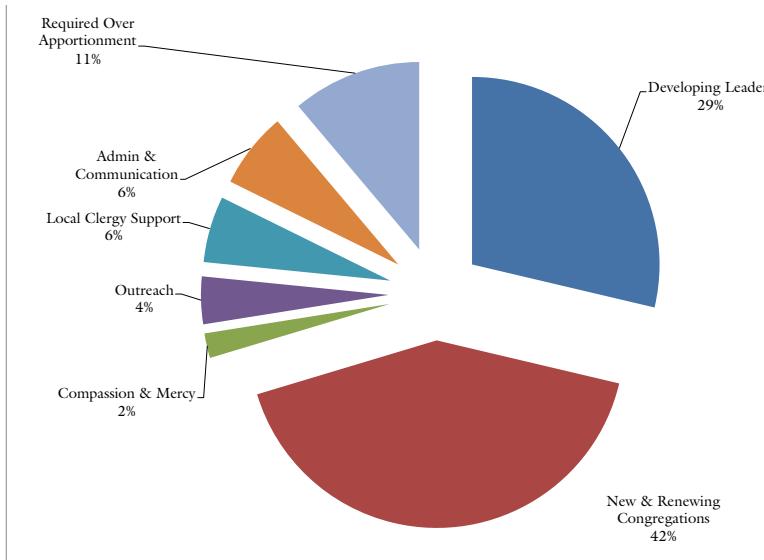
2021 Total Shared Ministry

Remitted to the General Church	\$976,047	21%
Retained in the PNW Conference	\$3,641,167	79%
	\$4,617,214	

21% of the remittance collected from local churches is forwarded to the General Church as part of our conference participation in the greater connectional ministry. Below are the amounts and categories of the General Church that the PNW conference supports.

World Service	\$483,312
Ministerial Education	\$151,374
Black College	\$69,955
Africa University	\$15,727
Episcopal	\$194,068
Interdenominational Work	\$2,092
General Administration	\$59,519
	\$976,047

2021 PNW MINISTRY FOCUS



79% of the remittance collected from the local churches stays in the PNW conference to do ministry represented by this picture. These are the priorities that the leadership of the conference discerns every year and presents to the Annual Conference for approval.

About 48% of the ministry spend is for new or renewing local church and clergy support.

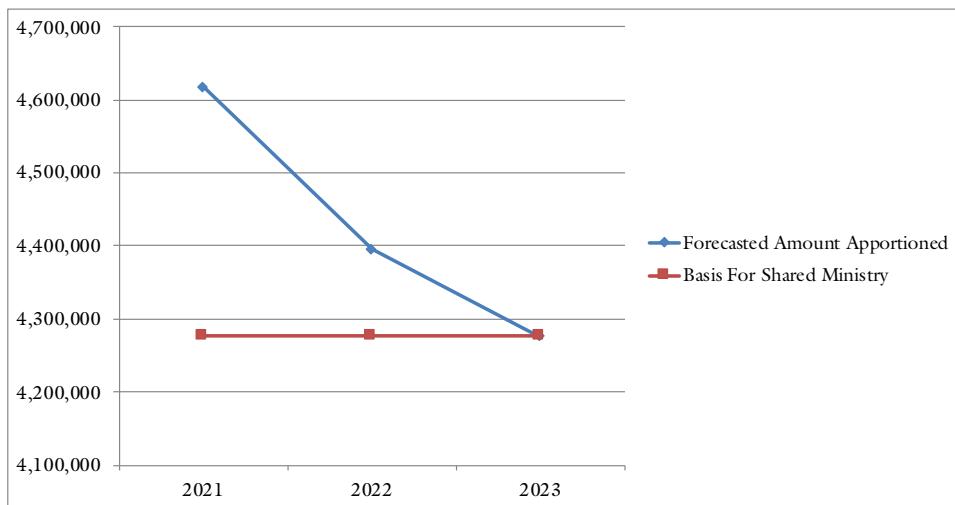
Another 29% is used to develop the current and future leaders within the PNW Conference.

Note another piece of the pie that impacts all of our churches unnecessarily. To meet the goal of our shared ministry 11% of this budget is required to over-apportion every local church to make up for those churches that will fail to pay their share of the budget. This means every church is asked to carry more weight because some are carrying less. All churches could realize reduced apportionments in this budget thanks to the efforts of more local churches paying 100% of their apportionments. Refer to the "Forecasted Apportionment Review" chart to see the potential impact of continued improvement by all local churches to pay 100% of their apportionment.

APPORTIONMENT REVIEW

	Forecasted Amount Apportioned	Basis for Shared Ministry	Included Over Apportionment
2021	\$4,617,214	\$4,275,997	\$341,217
2022	\$4,395,478	\$4,275,997	\$119,481
2023	\$4,275,605	\$4,275,997	\$(392)

NOTE: This table shows the impact of churches paying less than 100% of apportionments. The chart assumes the 2021 actual shared ministry remains level while every church strives to reach 100% paid apportionments by 2023.



WHAT IS THE PICTURE SAYING?

This graph shows what could happen if every church paid 100% of their apportionment amount by the start of the 2023 budget.

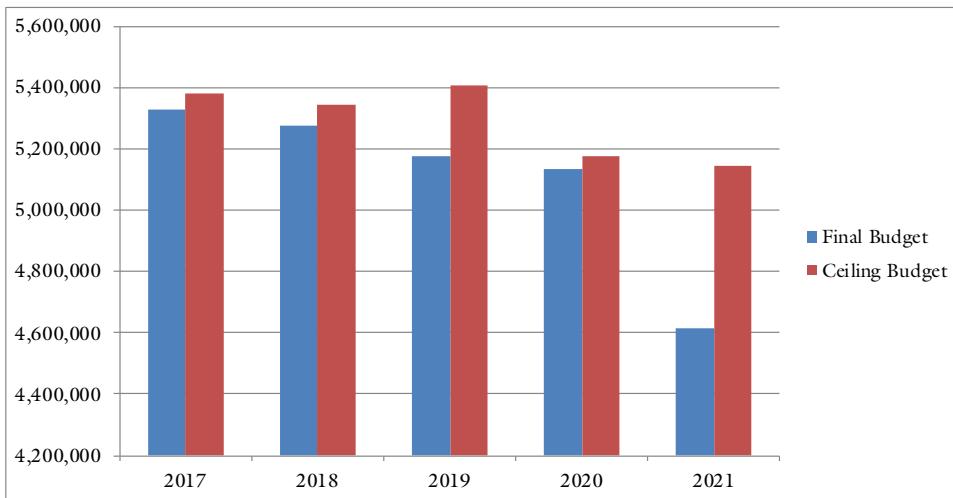
In the 2021 budget we estimate, based on experience, that we will need to over apportion the entire group of local churches by \$341,217. This graph shows what would happen during the 3 year period from 2021 thru 2023 if this over apportionment was reduced and eliminated.

The key take away is that if every church paid 100% of their apportionment then every church would see a reduction of their apportioned amounts by about 10% from the 2020 budgeted amount.

And here's the really good news, the PNW conference as a connectional ministry would still engage in all of the ministry plans we have today. In a sense, we get "More for Less" and have resources to reach more people for Christ.

APPORTIONMENT CEILING

Rule VII, Sec. 3 (b) thru (g)



Final Budget Ceiling Budget

2017	5,326,227	5,382,266
2018	5,275,138	5,343,035
2019	5,176,604	5,408,071
2020	5,131,543	5,176,604
2021	4,617,214	5,143,346

The Conference Treasurer according to Rule VII must calculate the “ceiling” for each budget. In essence this calculation determines the maximum allowable increase in the proposed budget.

The increase can not exceed the actual % increase of local churches expenses used in determining apportionments. This assures the conference budget reflects the actual experience of the local churches in terms of spending.

This chart shows that during the most recent 5 years budgets, the final budget presented for approval was:

1. Significantly less than the allowable “ceiling” budget
2. Continuing to decrease each year in actual dollars
3. The actual dollar decrease would be greater if adjusted for cost of living increases

CHURCHES WHICH PAID 100% OF ALL 2019 APPORTIONS

CREST TO COAST MISSIONAL DISTRICT

Battle Ground
Bay Center
Bonney Lake: Foothills
Camas
Castle Rock
Central Park
Centralia
Chehalis
Eatonville
Elma
Fern Prairie
Grays River
Hoquiam
Kalama
Kelso First
Lacey: St. Andrews
Morton
Oakville
Ocean Park
Ocean Shores

Olympia: First
Orting
Pe Ell
Puyallup
Randle
Ridgefield
Satsop
Shelton
South Bend
Stevenson
Sumner
Tacoma: Summit
Tumwater
Vader Grace
Vancouver: First
Vancouver: Mill Plain
Vancouver: Orchards
Vancouver: Salmon Creek
Vancouver Heights
Washougal
White Salmon
Willapa
Winlock
Yelm

INLAND MISSIONAL DISTRICT

Anatone
Bonners Ferry
Cheney
Clark Fork
Coeur d'Alene Community
Coeur d'Alene Multi-site
Colfax
Davenport Edwall

Deer Park
Elmore
Grangeville
Green Bluff
Kendrick
LaCrosse
Lapwai
Lewiston First
Nez Perce
Pomeroy
Pullman: Simpson
Reardan
Rockford
Sandpoint
Spokane: Audubon Park
Spokane: Covenant
Spokane: Fowler
Spokane: Manito
Spokane: Moran
Spokane: Saint Paul's
Spokane Valley

PUGET SOUND MISSIONAL DISTRICT

Allen
Anacortes
Arlington
Bainbridge Island
Bay View
Bellingham: Garden Street
Bothell
Bremerton
Brownsville
Colby
Coupeville
Custer
Darrington
Edmonds
Fall City
Gig Harbor
Issaquah: Faith
Kingston: Redeemer
Kirkland: Lake Washington
LaConnor
Langley
Marysville
Mill Creek: Cedar Cross
Monroe
Mt. Vernon First
Oak Harbor
Port Angeles
Port Hadlock
Port Orchard
Redmond
Sedro Woolley
Sequim: Trinity
Silverdale

Snohomish
Snoqualmie
Stanwood
Tracyton
Vancouver BC: First UMC
Vashon
Woodinville: Bear Creek
Woodinville: Community

SEATAC MISSIONAL DISTRICT

Bellevue: Aldersgate
Bellevue: Korean UMC
Bellevue: St. Peter's
Burien: Highline
Covington: Cornerstone
Des Moines
Federal Way
Federal Way Good Seed
Federal Way Sunrise
Kent
Mercer Island
Milton
Renton: Fairwood
Renton: First
Renton: Kennydale
Seattle: Blaine Memorial
Seattle: Bryn Mawr
Seattle: Crown Hill
Seattle: First Tongan
Seattle: First
Seattle: Grace
Seattle: Green Lake
Seattle: Haller Lake
Seattle: Magnolia
Seattle: Queen Anne
Seattle: Ravenna
Seattle: Sandpoint
Seattle: Seaview
Seattle: Tibbets
Seattle: University Temple
Seattle: Valley and Mountain
Seattle: Wallingford
Seattle: Woodland Park
Shoreline: Shoreline
Shoreline: Ronald
Tacoma: Brown's Point
Tacoma: First Korean
Tacoma: Mason
Tacoma: The Bridge
Tukwila: Riverton Park

CHURCHES WHICH PAID 100% OF ALL 2019 APPORTIONMENTS

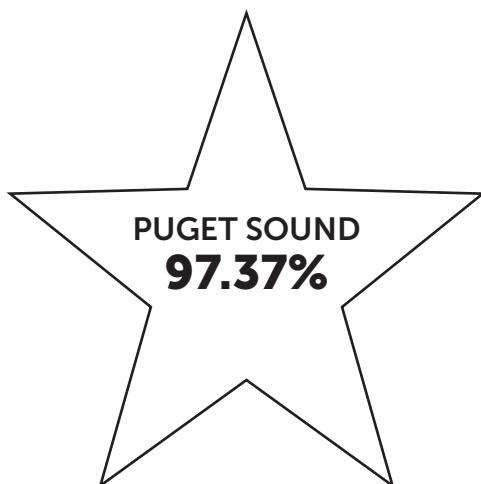
SEVEN RIVERS MISSIONAL DISTRICT

Benton City	Methow Valley
Cashmere	Moses Lake
Chelan: Lake Chelan	Okanogan
Conconully	Omak
Connell	Pasco: Riverview
Dayton	Prosser
East Wenatchee Trinity	Royal City
Ephrata	Selah
Goldendale	Walla Walla: Pioneer
Hartline	Wenatchee: First
Kennewick: First	Yakima: Wesley
Leavenworth	
Malott	
Manson	

Thank You!

The % of payment by each District on all apportionments is as follows:

Inland	87.36%
Puget Sound	97.37%
SeaTac	96.62%
Seven Rivers	82.57%
Crest to Coast	92.95%



ADDENDUM TO FINANCIAL REPORT

We, the undersigned clergy and lay members of the Greater Northwest Episcopal Area, are writing to express our concerns regarding the lack of financial transparency displayed in the Innovation and Vitality (IV) Team's 2020 annual report to the annual conference.

We hold the following values as we articulate our concerns:

1. We are deeply committed to the vitality of all worshipping communities, both traditional and non-traditional.
2. We have an abiding love and respect for the individual calling and giftedness of each member of the IV Team.
3. We believe that poor systems often obscure the best intentions of qualified people.
4. We advocate for a systemic shift that decentralizes power, offers reconciliation, and creates meaningful accountability.
5. We are deeply committed to being an inclusive church where we listen deeply to those on the margins and seek to be a people of faith who are led by Black, Indigenous, People of Color (BIPOC), Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, Two-Spirit (LGBTQIA2S+), and those whose divine image has been denied by white-majority institutions.
6. We maintain a spirit of hope that, as we all seek to follow the Spirit's lead in starting new ministries, we can find transparent means of mutual support.

In raising these concerns, we hope to open a dialogue that results in a clear delineation of roles and responsibilities, accountability mechanisms, and mutual support structures between planter/innovators, pastors of established churches who desire to launch and support new places for new people, the IV Team, and the Board of Congregational Development or its equivalent body in each conference. Our goal is to co-create an environment where every planter/innovator is empowered by the personal coaching and institutional scaffolding needed to develop thriving ministry in their context, where risk-taking ministry in traditional churches is resourced and celebrated, where funds are used well and wisely, and vital ministry in the Way of Jesus is unleashed as the Spirit leads.

To that end, **we request the following, the findings of which are to be shared publicly in six months time:**

1. a detailed financial review of the 2020 IV budget, to be conducted by an independent auditor, including line item expense reports.
2. a revision to the IV team's 2020 Annual Report that will include a higher level of detail in its 2021 budget. We hold the IV team to the

same standard of accountability as we do our local churches and conference offices. When we review the conference budget, we expect that the IV Team's budget will include at least as much detail as the District Superintendents' Fund, the Office of the Conference Treasurer, the District Service Center, et cetera.

3. **an accountability team to investigate the questions which follow.** This team will work under the leadership of the Connectional Table, and be formed to work together towards a ministry and culture of transparency, collaboration, and accountability, living into a mindset of abundance.
 - Who makes the decision that money from a church closure should go to the IV team?
 - What entity in the GNW and within each of the constituent conferences oversees IV team
 - expenditures?
 - What metrics or benchmarks does the IV team use to determine if a project has been
 - successful?
 - What support for planter/innovators does the IV team provide with its budget? Such support could be, but is not limited to, training, coaching, site visits, etc. Who determines which planters/innovators have access to which kinds of support? What recourse do church planters/innovators have when support is promised but not received?
 - How many projects, at what cost to the GNW shared ministry budget, have been discontinued? What are the learnings from those discontinued projects?
 - When planters are commonly encouraged to establish separate non-profits which are outside our standard United Methodist financial accountability structures, what protections are in place for both the planter and for those contributing to those ministries?
 - Who sets the salaries and benefits of IV team members? How is their professional efficacy evaluated, and by whom?
 - Who supervises planters/innovators? If it is not the district superintendent, what protections do planters/innovators have if they have concerns about the IV team?
 - How should church planters/innovators communicate with their supervisors, and how fast should they expect to receive a response?

- Who decides whether an established congregation becomes a revitalization project under the purview of the IV team? How is that decision made?
- How are “multiplication,” “innovation,” and “inclusion” measured in IV team projects? What are the concrete benchmarks, including a reasonable timeline for achievement? What allowances are made for different contexts, such as but not limited to, population decreases in rural contexts and communities (including major cities in our GNW area) that are over 90% white?
- Who reads quarterly reports from planter/innovators? How is the learning from these projects shared out to the wider GNW?
- How are changes in IV team member staff reviewed? Who hires them, and for what specific work?
- How much of the IV team’s time and energy is focused on launching new projects rather than support/resourcing existing projects and churches?
- How are planter/innovators chosen? What steps can we take to reduce settler colonialism in this process?
- How are locations chosen for a new project? Who can apply for IV funds? Can a clear application process, along with a standard application, be made available on the IV website to increase transparency and decrease settler colonialism in church planting?
- Does the “Professional Expenses-- ARP” category on Page J-16 line 9 of the 2020 PNWAC Recommendations describe expenses for just the seven IV staff?
- In the IV team’s 2020 Annual Report, on page 17 which summarizes the 2021 budget, what’s the difference between “Program” and “Projects”? How is money in each category actually being spent?

If you’d like to help with this work, or have further questions, please contact:
Rev. Elizabeth Ingram Schindler, schindlerpnwumc@gmail.com

Signed by the following voting members of PNW Annual Conference:

Rev. Elizabeth Ingram Schindler, Faith UMC, PNW clergy member
Rev. Shalom Agtarap, Pastor/Innovator Tacoma First/The Hub, PNW clergy member
Rev. Joe Kim, Bothell UMC, PNW clergy member
Rev. Rachel Byers (Nee), PNW, clergy
Rev. Katy Shedlock, Planter/Innovator, PNW clergy member
Rev. Alexa Eisenbarth, Pastor/Innovator Orting UMC, PNW Provisional Elder
Zachary Taylor, Planter/Innovator, PNW Clergy Member by vote
Rev. Justin White, Stanwood UMC, PNW clergy member
Rev. Kristin Joyner, Bothell UMC, PNW clergy member
Rev. Jenny Smith, Edmonds UMC, PNW clergy member

M-20 FINANCIAL REPORTS

2020 PNWAC

Andy Larson, Bothell UMC, lay voting member
 Rev. Cody Natland, PNW clergy member
 Rev. Geoff Helton, Audubon Park UMC, PNW Clergy Member
 Rev. Ruth N. Marston-Bihl, Seattle: Trinity, PNW Clergy Member
 Cody Stauffer, Clarkston UMC & Lewiston First UMC, PNW Clergy
 Rev. Katie Ladd, Queen Anne UMC/The Well, PNW clergy member
 Rev. Drew Frisbie, Bay View and Central UMCs, PNW provisional elder
 Angelena Goldwell, First UMC of Olympia, Associate PNW Conference Lay Leader
 Nancy Tan Davis, United Church in University Place, PNW Conference Lay Leader
 Rev. Richenda Fairhurst, PNW Clergy Member
 Rev. Lisa Talbott, Homer UMC Alaska, PNW clergy member
 Rev. DJ del Rosario, Federal Way UMC, PNW
 Rev. Paul Mitchell, Vashon Island UMC, PNW
 Rev. Wes Stanton, PNW clergy member
 Rev. Katie Klosterman, Browns Point UMC, PNW clergy member
 Rev. Bruce Smith, Vancouver First UMC, PNW clergy member
 Rev. Mary Stanton-Nurse, PNW provisional deacon
 Rev. Casey Banks, Newberg First UMC, PNW clergy member
 Rev. Austin Adkinson, Haller Lake UMC, PNW clergy member
 Christopher Ray, PNW Board of Ordained Ministry (lay)
 Rev. Alissa Bertsch, Cheney UMC, PNW clergy member
 Sami Culp, Wenatchee FUMC, lay voting member
 Skylar Marston-Bihl, first elect lay delegate to GC
 Marie Kuch-Stanovsky, Green Lake UMC, lay voting member
 Rev. Evangeline Rand, LLP, Centralia First UMC, PNW clergy member
 Rev. Lara Bolger, Redmond UMC, PNW clergy member
 Rev. Denise Roberts, Lacey-St. Andrew's UMC, PNW clergy member
 Faishi Hola, Seattle First Tongan UMC, lay young adult voting member
 Rev. Nico Reijns, Girdwood Chapel Alaska, PNW clergy member
 Rev. Dione Corsilles, Sumner UMC, PNW clergy member
 Rev. Carrie Bland, Willapa UMC, LLP
 Scott Klepach, LLP, Chaplain, Virginia Mason Memorial, Yakima
 Rev. Dave Wright, University of Puget Sound, PNW Clergy Member
 Stephanie Henry, Ronald UMC, lay voting member
 Dionica Sy, Beacon UMC, lay young adult voting member
 Rev. Jennifer Partch, Burien:Highline UMC, LLP
 Ann Jacob, Edmonds UMC, Lay voting member
 Rev. Kelly Dahlman-Oeth, Ronald UMC, PNW clergy member
 Rev. Kathy Hartgraves, Garden Street UMC, PNW clergy member
 Rev. David Orendorff, PNW clergy member
 Rev. Debbie Sperry, Moscow First UMC, PNW clergy member
 Rev. Meredith Dodd, Bryn Mawr UMC, PNW clergy member
 Carol Russell, Bothell UMC, lay voting member
 Rev. Dr. Mark Hearn, Church Divinity School of the Pacific & Blaine Memorial UMC, PNW clergy member
 Cynthia Dickman, Bothell UMC, lay voting member
 Rev. Kathy Morse, PNW clergy member
 Rev. Christopher Gudger-Raines, PNW clergy member
 Rev. Meredith Gudger-Raines, PNW clergy member
 Rev. Heather Samen, PNW clergy member
 Rev. Heather Sparkman, Planter/Innovator, PNW Clergy Member
 Rev. Amanda Nicol, First UMC Olympia, PNW clergy member
 Claudia Biggs, Audubon Park UMC, lay voting member
 Brenda Tudor, PNW Clergy Member, Retired
 Rev. Brad Beeman, Sequim Trinity UMC, PNW Clergy Member
 Rev. Jen Stuart, PNW clergy member
 Rev. JoDene Romeijn-Stout, PNW Clergy Member
 Rev. Karen Dammann, PNW Clergy Member
 Rev. Ann Lock, Shelton UMC, PNW clergy member
 Rev. Sharon Moe, Retired Elder, Riverton Park UMC
 Rev. Mary Petrina Boyd, Retired Elder, Marysville United Methodist Church
 Rev. Jo Ann Schadt, Vancouver Heights UMC, PNW clergy member
 Rev. Susan E. Ostrom, pastor, Mill Plain UMC
 Laura Baumgartner, Associate Pastor Renton United Methodist Church
 Rev. Kathy Neary, Transitional Ministry Developer, PNW clergy member
 Rev. Mark P. Johnson, pastor, Allen UMC
 Rev. Dr. Jeney Park-Hearn, Seattle University & Blaine Memorial UMC, PNW clergy member
 Rev. Mark McMurray Pastor, Kennewick First UMC
 Rev. Tanya Spaar Pile, Associate Pastor, Marysville UMC
 Marcy LaViolette, First Olympia, UMC, PNW lay member
 Rev. Yvonne Agduyeng, Pastor, First UMC Seattle
 Rev. Willem Romeijn, Pastor Spanaway UMC, PNW Clergy Member
 Diana Erickson, Spanaway UMC, Lay Member to PNW AC
 Rev. Jenny Phillips, Global Ministries, PNW Clergy Member
 Rev. Daniel P. Wilcox, Pastor Christ First Wasilla/Palmer UMCs, PNW Clergy Member
 Rev. Allison Mattocks, Pastor Longview UMC and Rainier, OR UMC, PNW and OR-ID clergy member
 Rev. Terri Jane Stewart, Pastor, Milton UMC and Director, Church Council of Greater Seattle-Youth Chaplaincy, PNW clergy member
 Rev. Pat Longstroth, PNW clergy member
 Lesli McGowan, Pastor Simpson UMC & Wesley Foundation at WSU, Pullman, WA, PNW Clergy Member
 Bethany Loomis, Simpson UMC, Young Adult Lay Voting Member, Pullman, WA
 Barbara Vining, Longview UMC, Lay voting delegate
 Gail D. Yates, Haller Lake UMC, Lay voting delegate
 Rev. Paul Jeffrey, retired, PNW clergy member
 Rev. Emily Carroll, Pastor of Discipleship & Justice, St. John UMC Alaska, PNW Clergy Member
 Rev. Dr. Alfredo S.P. Agtarp, retired, PNW clergy

Kate Kilroy, Planter/Innovator Marysville, WA, PNW Voting Lay Member
 Jim Odiorne, First Olympia UMC, lay voting member
 Christie Shafer, Anacortes UMC, lay leader and lay voting delegate
 Rev. Janelle Kurtz, PNW clergy
 Rev. Melinda Holloway, ACPE Certified Educator, PNW clergy
 Rev. Cathy Law, United Church of University Place, PNW clergy
 Rev. Angie Wolle, Chief MIssion Integration Officer, Providence SW Washington
 Rev. Dr. Tiffany DeTienne, Manito UMC, DOC clergy serving under appointment by the
 Rev. Tony Brown, Trinity UMC Port Townsend, WA, PNW Clergy Member
 Rev. Melinda Giese, Puyallup UMC, PNW Clergy Member
 Rev. Karen Yoko Love, Blaine Memorial UMC, PNW Clergy Member
 Rev. Kendra Behn, White Salmon UMC, PNW Clergy member
 Rev. Laura Nicholson, retired Deacon, Spanaway UMC
 Rev. Mary Lookingbill, retired clergy, PNW conference

Signed by the following members of OR-ID and Alaska Annual Conferences and non-voting supporters: from the GNW

Julia Frisbie, laity, Anacortes UMC
 Sean Crews, laity, La Grande UMC, NEO Circuit Coordinator, OR-ID Annual Conference
 Rev. Heather Riggs, Oregon-Idaho Clergy Member
 Rev. Taylor Gould, La Grande UMC, OR-ID Clergy
 Rev. Ric Shewell, Christ UMC Portland, OR-ID Clergy
 Rev. Rebecca Patterson, Dallas UMC, OR-ID clergy
 Esteban Galan, OR-ID, Laity - Boise, ID
 Joseph G Lopez, PNW, Laity, Queen Anne UMC/The Well - Seattle
 Rev. Christy Dirren, West Portland UMC, OR-ID Clergy
 Rev. Anna Cho, Epworth UMC, OR-ID Clergy
 Rev. Jon Umbdenstock, New Meadows UMC/NW Abbey, OR-ID Clergy
 Lyda Barr, laity, Valley and Mountain - Seattle
 Connor Walden, laity, Valley and Mountain - Seattle
 Rev. Eilidh Lowery, Oregon-Idaho Clergy Member
 Rev. Thomas Irby, Tacoma Mason UMC, Clergy Member of Alabama-West Florida
 Emily Kroen, Or-ID AC Associate lay Leader, Tualatin UMC
 Rev. Jeffery Lowery Ordained Deacon, Oregon Idaho Clergy Member
 Sister Kelly Tazuko Marcialles, Deaconess, Alaska Conference
 Rev. Courtney McHill, Oregon Idaho Clergy Member
 Kylie Nelson, OR-ID, laity, Wesley UMC
 Rev. Jim Doepken, Seward/Moose Pass UMC Alaska, OR-ID Clergy Member
 Caesar Marcialles, DHM Candidate, Alaska Conference
 Rev. Donna Pritchard, Portland First UMC, Oregon-Idaho Clergy Member
 Lonnie D. Brooks, Lay Member of AUMC from St. John UMC of Anchorage
 Etha Carruthers, Lay Member of OR-ID Conference from Wendell UMC, CFA member
 Kere Rodriguez, Lay member Aloha UMC
 Rev. Ryan Scott, Newman UMC, OR-ID Clergy
 Rev. Erika Spaet, ELCA, Planter/Innovator serving a UMC OR-ID Appointment
 Rev.inya Frisbie, retired clergy OR-ID, lead trainer and past president of TIIMSA (Transitional Intentional Interim Ministry Specialist Association)
 Rev. Jim Frisbie, OR-ID Chair of Global Ministries and Conference Mission Sec.
 Deaconess Fran Lynch, Member AUMC from Willow UMC
 Rev. Jayde Rasband, Oregon-Idaho Provisional Elder, Lake Oswego UMC
 Erin Baldwin Day, Alaska Licensed Local Pastor/laity, Chair of Alaska Conference Vitality Team
 Jo Anne Hayden, Conference Lay Leader, Alaska Conference
 Brett Stuvland, Licensed Local Pastor, Westside UMC
 Rev. Gregory Reffner, Brownsville UMC, Great Plains clergy member serving in PNW
 Sharon Ryder, M Div. Chair, PNW UMC Conference Committee on Disability Min.
 Madeline Hickerson, Laity, Open Door Churches of Salem Keizer
 Anne T. Kayser, Laity, Portland First UMC
 Rev. Christina Thompson, Whitney UMC, Boise, Oregon-Idaho Clergy
 Paul Romeijn-Stout, Lay member of Spanaway UMC
 Rev. Andy Bartel, Lead Pastor, St John Anchorage, Alaska-Dakotas Clergy Member
 Rev. Charles Brower, Chair Native Ministries Committee, Alaska Conference
 The Rev. Autumn Krueger, St. John UMC Anchorage, Dakotas clergy serving Alaska
 Rev. Brett Pinder, Trinity UMC, OR-ID Clergy Member
 Murray Crookes, Planter/Innovator, All Nations (Alaska)
 Rev. Clay Andrew, Hillsboro UMC, Oregon-Idaho Clergy