

M. FINANCIAL REPORTS AND ACTIONS
BOARD OF PENSIONS

Introduction

This is my second year as Chairperson of the Conference Board of Pensions (CBOP), but my 16th year on the board. The board meets twice a year, generally in March/April and November, in addition to conference calls/emails throughout the year to address other issues that may arise. Our Conference Benefits Officer (CBO), Bruce Galvin, continues to serve our conference in his 48th year with the Conference! Bruce has announced that he intends to retire from his duties as the CBO in the summer of 2026, giving him 50 years of service to the Pacific Northwest Conference in various staff capacities. Bruce will be very difficult to replace! We have begun the succession process, and I will have more to report on that transition later in the report (in the CBO Evaluation section). Until he departs, we will continue to ask him to develop a continuity checklist and notes showing the duties of the CBO and the tools he uses so our new CBO can be on the right track from day one. Bruce continues to bring thoughtful recommendations to the board and provides us with enough information to have vigorous discussions as we plan the future—exciting times with a bit of apprehension that we are purposefully managing.

As a board, it is our goal to make the best decisions we can with the best information available. We used to manage our funds in the best interest of the active and retired clergy and the local churches we proudly serve. Doing well with our investments allows us to reduce the costs for the local churches/conference budgets supporting their clergy while ensuring we have managed our funds to cover all our obligations. We have met our goal to fund our reserves to cover up to a 3-year downturn in the market/economy. Having a reserve is crucial so we do not shorten any of our obligations to the various pension funds. We eliminated the Board of Pension Apportionment in 2021 because we can now sustain our own expenses without needing the local churches to subsidize us. This has enabled the local churches to use that money elsewhere in their budgets. In summary and unlike some Conferences, the PNWC Board of Pensions has ensured we can meet all our obligations through our work with Wespeth investments and our HealthFlex plans ensure our clergy are one of the healthiest groups in the US. We have incentives that help our clergy stay healthy, thus reducing their healthcare cost, giving us one of the lowest healthcare claims rates in HealthFlex. So far, our process is working, our Board is dedicated, and we are proud of the work we have done to benefit our clergy and local churches, reducing costs as much as possible in a socially responsible way.

COVID impacted our ability to continue the regular rotations on and off the PNWC Board of Pensions for several years. As we reported last year, COVID delayed nominations and required us to ask several board members to extend their tour and stay with us so we could complete our duties and enable us to find the right people to join the board in 2023 and 2024. Most of them stayed, and only a few new members joined us. This year, we have a significant number of boards changing out (about half). While this past year was productive, we were able to give the few new board members who joined last

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year some exposure to our processes and some mentoring along the way. Those extended board members have officially left the board after our meeting in March 2024. Now, the challenge begins to put COVID behind us and find the future Board of Pensions Members.

We have the conference nominating committee working hard to fill those vacancies. Our by-laws direct that the board be made of 2/3 lay and 1/3 clergy members, and the search committee is striving to keep that balance. We have successfully maintained that ratio as it brings new ideas from the Conference clergy and those with external business-related experience.

Members of this dedicated board include “*” after the name of those retiring from the board:

<i>Pam Brokaw</i> (Secretary)	Julleen Snyder*
<i>Joyce O'Connor-Magee*</i>	Chuck Natland*
Ilaise Folau*	<i>C. Shane Moore</i> (Vice-Chairperson)
Wendie Hansen	Stan Gent
<i>Sandy Ward</i>	<i>Brook McBride</i>
<i>Elizabeth Ingram Schindler</i>	

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

Pension Board Obligations and Priorities

The PNW Conference Board of Pensions By-Laws clearly define our responsibilities to ensure that we have the funds available to cover our pension obligations to the past and current clergy who have served or are serving this conference. Several pension plans (Pre-82, MPP, CRSP) drive those obligations, which change each year based on many factors, including actuary reports and the performance of the markets. The board must routinely review and take action to manage those factors to ensure we have the required amount of funding to cover the benefits our clergy have earned regardless of which plan or plans they participated in. This is a complicated analysis and one we take very seriously. Bruce, our CBO, constantly reviews and manages the obligations and moves funds around to cover our healthcare bills and retirement plan obligations. He keeps the Pension Board informed of these processes and gets our approvals as necessary. I cannot emphasize how vital the CBO position is to make sure we can do our jobs with the expert help that Bruce provides.

I also wanted to report that we completed the PNW Annual Conference direction several years ago to divest our pension investments from fossil fuels. With the Annual Conference concurrence to allow the Board to conduct that divestment over five years, we completed that change in 2022 and did not lose any funds as we managed that process. I can now report that while the funds we are invested in are different, we have had good results and are in almost as good a place as before divestment. We continue to monitor all

investments, but so far, this has gone well.

Pension Board Sudsidies

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

	2020	2021	2022	2023	2024 Budget
Churches Only					
Mission Church Subsidy	\$8,907	\$9,053	\$8,919	\$8,919	\$9,029
HealthFles Ex-change Premium Support	\$151,555	\$216,298	\$178,822	\$314,600	\$329,000
CRSP Defined Benefit Support				\$59,750	\$57,000
Well-Being Incentives		\$6,791	\$14,648	\$36,000	\$42,750
Active Pastors					
Medical Leave/ Grants	\$25,696	\$36,170	\$47,366	\$47,515	\$59,725
Retirees					
Health Subsidies	\$96,930	\$88,459	\$90,417	\$82,500	\$74,335
Special Grants	\$18,907	\$14,139	\$11,299	\$9,319	\$11,058
Conf. Treasurer's Off.					
Salary/Benefit support	\$43,339	\$43,481	\$17,927	\$18,635	\$19,300
COVID Emergency Grants		39,889		\$14,550	\$10,000
Total Subsidy	\$345,344	\$454,280	\$369,398	\$591,688	\$612,197

HealthFlex Claims Performance

Our conference HealthFlex claims ratio for 2023 was 82%. When large claims (over \$100,000) are taken out, the claims ratio drops to 61%, so the pooling of large claims (sharing in the costs) with the rest of the HealthFlex Plan Sponsors does benefit us in years with large claims. With good claims experience, the medical/pharmacy rate will increase by 1.4% in 2025. The increase in previous years was 4.1% in 2024, 3% in 2022, and 10% in 2022. Dental rates will remain the same in 2025. We encourage our participants to participate in the numerous well-being programs provided through HealthFlex. Higher participation does impact claims, the resulting rates, and participants' health. In 2023, about 65% of HealthFlex participants completed the three well-being incentives. Each salary-paying unit received a \$500 credit off their health cost in early 2024 when

participants completed the well-being incentives. In 2025, this well-being incentive will be increased to \$1,000.

2023 Financial Highlights (or lowlights): Balance Sheet / Operating Statement

- 2023 was a good year in the financial markets, with the board’s funds invested in Wespath, almost returning what was lost in 2022. As of December 31, 2023:
- Health & Claimants Funds Endowments 18.45%
- CRSP Endowment 14.87%
- Pension Endowment and Endowment II 21.14%
- Pension Reserve 5.39%
- Pension Endowment and Endowment II: \$7,637,806
- Pension Reserve Fund: \$872,388
- Clergy Retirement Security Plan Endowment: \$11,003.357
- Conference Claimants Endowment: \$2,910,293
- Health Endowment: \$3,063,306
- Total Assets: \$29,125,574

Building a reserve fund for down market years is one of the primary focuses of this board, which helps us manage the lean earnings we have experienced over the past two decades.

CBO for Alaska Conference

Bruce Galvin continues to be the CBO of the Alaska Missionary Conference and the PNW Conference. The Alaska Missionary Conference has submitted a petition to the 2024 General Conference to remain a missionary conference and not become a district of the PNW Conference as previously planned.

Retirements

Since the last annual conference, 13 clergy serving the PNW Conference have indicated their intention to retire. The appointment year for new retirees is 334.5 years of service. We wish them a happy retirement. See the list of those seeking retirement in the recommendation section of the Preconference Handbook.

Retired pastor Rev. John Shaffer continues to provide capable leadership in ministering to retired clergy. He organizes and hosts the retirees’ luncheon at the annual conference (when held) and has authored and sent retirees informative newsletters. He also attends scheduled meetings of the retiree groups through the conference. Once again, we thank John for his dedicated service.

Past Service Rate

The board has historically recommended an increase in the Past Service Rate for the The board has historically recommended an increase in the Past Service Rate for the pre-82

pension plan. The past service rate for 2024 is \$862, or 1.13% of the Conference Average Compensation (CAC). The conference intends to maintain the PSR at 1.0% of CAC. 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 benefit legacy retired clergy. Under the 2012 General Conference legislation, raising the past service rate is no longer required. Still, the CBOP recognizes how vital this pension income is for those who retired many years ago. We are maintaining the increase at 2% to help keep pension benefits fully funded. 2025, the recommended past service rate is \$879, or 113% of the CAC. Details of historical Past Service Rates are available from the CBO upon request.

CBO Evaluation

opportunity for the CBO to bring concerns to the board and to provide feedback to him. During the main meeting, there will be further discussion about a succession plan for Bruce, along with the needs of the Episcopal Area staff. But to summarize, we are teaming up with the Oregon/Idaho Conference to find a Conference Benefits Officer and Human Relations person who will be responsible for running the programs while reporting separately to each Conference's Board of Pensions. This new person will have assistance from the staff at each conference to manage the day-to-day benefits officer's duties. The goal is to hire the executive person this summer and use the two years we have left with Bruce to mentor this person and the assistants before he retires.

Conclusion

The markets have recovered from their lows of a few years ago and are still climbing to new highs. We are seeing the markets stabilize, but the average person has seen over 17% inflation since 2021. Yes, the inflation percentage has come down, but the cumulative effect of the last three years of high inflation is starting to hit consumers. Since the economy comprises 60% small businesses and depends heavily on consumer spending, we are still determining what this means for the economy's future growth and, thus, our investments. You can be sure that we are watching things constantly and ready to take action as necessary to preserve our funds, but we have a long-term focus. While some parts of the markets are strong, others are a little overvalued. Also, the Federal Reserve raising interest rates has stopped for now, and there may even be a few rate cuts that happen in 2024. The overall economy is strong, but government spending continues to add to our deficit, which is currently at \$34.6 trillion and climbing. We are still determining what that continued deficit spending will do to interest rates or the overall economy in the future, but it requires our continued analysis. 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. The work of this Board will remain integral to meeting the retirement and health needs of the clergy in the coming challenging times. Again, I thank all board members for their faithful attendance, thoughtful deliberations and contributions, and continued support of the PNW Annual Conference.

Respectfully submitted by,

Jeff Johnson, Chairperson, Conference Board of Pensions

TREASURER’S REPORT

As we move into the mid-years of the decade as The United Methodist Church, it is clear that we have changed, are changing, and will need to continue to change as an organization. The past few years have required adjustments and accommodations that put us on a new path. Our annual conference saw changes in leadership, staff, processes, politics, and outlook. There have been departures of faith communities and people. Modernization of systems and updating of processes. Many adaptations are uncomfortable for us due to long-held patterns and habits. Through it all, we are preparing for the future as a renewed faith community.

For the past several years, we have been engaged with a significant overhaul of the work and structure of the administrative life of our annual conference. We have embraced the retirement of long-serving staff, moved to new accounting systems, implemented new payment platforms and processes, and started to organize new structures for serving the local churches. The past 18 months have seen our operations impacted significantly by these changes. It is my hope that over the next 18, we will see things “settle down” a bit and that our services will settle into a more sustainable flow.

I did not anticipate how dramatic an impact long-serving staff retirements layered with a new accounting system would have on our work. Fortunately, we have some very dedicated and caring people working through it with patience and grace. I am so thankful for these wonderful souls who are patient and thoughtful amid pressures to provide answers “now” and figure out new ways to streamline in a world that is forever becoming more complex.

Our local churches have been outstanding partners in ministry in the past year. Their commitment to the connection and the missional work in their local context, at the conference and global levels, is admirable. Our receipts have remained in the low 90% range, with only a few churches choosing not to engage fully. For the last few years, the annual conference has worked very hard to trim the budget as we continue to be pressed for more services. Sharing the work and sharing in the work provides opportunities for continued ministry across our region. It is becoming apparent that more than minor adjustments will be needed in the years ahead. There is upward pressure on the conference budget due to inflation, rising wages, increasing employment complexity, and new initiatives. We find ourselves with an exciting opportunity to reimagine priorities and values and then rebuild ourselves to engage in those challenges.

As conference members, you are being asked to make choices about priorities and then vote on what you will support when you return to your local church. There will be challenges and hard decisions, but we are the leaders for this time, and it is up to us to commit to the values we hold collectively.

I promise you that the Treasurer’s office is a partner who will listen and then work to respond to the needs of the local church. We will continue to assist with the benefits of our clergy, consult on property and administrative matters, steward the giving toward our collective ministry in the world, and resource local church committees in their practices

and procedures.

It is a pleasure to serve those of you who make administration part of their personal ministry and enable churches to be a guiding light in their community.

Brant Henshaw

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

CONFERENCE TRUSTEE REPORT

As required by the Discipline, the PNW board of trustees provides a report of its “doings” each year. Information on finances and assets can be found in the main financial reports. This account supplements that information, covering the calendar year 2023. The trustees’ work as stewards of conference resources is backed by professional staff: Treasurer Brant Henshaw, Benefits Officer Bruce Galvin, and Chancellor Molly Gabel.

Property Stewardship

The trustees continued to oversee the legacy properties of closed congregations that have come into conference ownership via the trust clause. Four church buildings are occupied by five United Methodist congregations that contribute significantly to the stewardship of the property. Most importantly, they put the buildings to holy use for their ministries and the welfare of their surrounding communities. One church is rented to a non-UMC congregation, and another is used for a community feeding program. Two are being held pending future use.

Trustees are also responsible for care of the episcopal residence, owned by the Annual Conference and supported by the three conferences in the GNW episcopal area.

Disaffiliating Congregations

Conference trustees were assigned major responsibility in a temporary disaffiliation process created by the 2016 General Conference. In our conference, district superintendents shepherded the discernment process in each interested congregation. Trustees and staff assisted with research, cost estimates, and the completion of individual agreements. Trustees’ work (began in 2022 and completed in 2023) included:

- Preparing due diligence guidelines for churches considering disaffiliation
- Setting up teams to review disaffiliation paperwork
- Approving disaffiliation agreements and resolutions for 16 churches

The Special Session of the Annual Conference on May 7, 2023, completed the first phase of this work by approving 13 disaffiliations. A second Special Session on November 15, 2023, approved three additional disaffiliations. All 16 churches have honored the commitments made in their agreements.

Supporting Innovation and Vitality

The PNW Annual Conference’s current practice is to support innovation and vitality with proceeds from selling closed churches. Our conference provides 55% of the funding for this area-wide program, which is requested and administered by the Board of Congregational Development. The trustees do not have a programmatic role.

New Forums of Faithful Property Stewardship

Last year, we reported some new work encouraging local churches to consider development options for their property, particularly those that might make land available for

low-income housing and other community needs. This work is paused with the advent of Bishop Bridgeforth’s M.I.L.E. challenge. “Ministries that Matter” emphasizes housing development, with new staffing and study underway. The November 4, 2023, “Housing God’s Beloved” conference provided inspiration, information, and networking to launch this work in the Greater Northwest Area. Once the area-wide strategy is clear, we look forward to finding our place in its implementation.

Pat Simpson
PNW Trustee Chair

PASTORAL COMPENSATIONS

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

- 1. Housing allowance is designated by an “H”, parsonage by a “P” and “N” as none. If pastor lives in a parsonage the housing column represents 25% of the Total Cash Salary column.
- 2. Total Cash Salary is the total of Cash Salary + Housing Exclusion
- 3. Housing Exclusion includes compensation designated for utilities and furnishings (non-taxable).
- 4. Cash Salary includes salary reductions for health insurance (Excess beyond the premium credit amount provided with HealthFlex Exchange), flexible spending account, health savings account, social security offset and/or United Methodist Personal Investment Plan contributions.
- 5. ARP stands for Accountable Reimbursement Plan professional expenses. The expenses are not included in cash salary. This represents the budgeted amount set by church to cover professional and business expenses of pastor.
- 6. The plan compensation (Plan Comp.) is the combination of the Total Cash Salary and Housing. It is used by Wespath Benefits and Investments to determine certain benefit costs.
- 7. Some churches are not listed. If they are not listed a 2024 pastoral support worksheet was not received or served by lay person assigned.
- 8. 2024 minimum salary for full-time appointment (Total Cash Salary is \$49,012).

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Charge	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
CREST TO COAST MISSIONAL DISTRICT							
BATTLE GROUND	40,100	9,000	48,100	H	32,450	81,550	3,000
CAMAS	42,000	12,500	54,500	P	0	68,125	2,700
CENTRAL PARK	8,400	0	8,400	N	0	8,400	0
CENTRALIA & ROCHESTER	45,112	3,900	49,012	P	0	61,265	1,500
CHEHALIS	41,363	7,649	49,012	H	20,000	69,012	3,000
EATONVILLE	18,000	0	18,000	N	0	18,000	2,000
KALAMA	0	26,400	26,400	H	16,032	42,432	0
KELSO UMC & PRESBYTERIAN CHURCH	51,268	0	51,268	P	0	64,085	3,000
LACEY: ST ANDREWS	38,892	10,120	49,012	H	27,600	76,612	5,000
LAKEWOOD	24,506	0		H	15,000	39,506	2,200

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LITTLEROCK	16,800	0	16,800	N	0	16,800	0
LONGVIEW & CASTLE ROCK	38,500	0	38,500	H	23,700	62,200	5,000
MONTESANO	48,012	4,000	52,012	H	14,000	66,012	1,500
OCEAN SHORES,ELMA, & SATSP[42,512	6,500	49,012	P	0	61,265	4,500
OLYMPIA: FIRST	45,237	5,500	50,737	H	27,376	78,113	3,500
OLYMPIA: FIRST	60,164	6,000	66,164	H	30,600	96,764	3,500
PUYALLUP	56,941	8,759	65,700	H	26,276	91,976	7,000
PUYALLUP: LIGHT OF THE HILL	52,727	4,500	57,227	P	0	71,534	6,000
RIDGEFIELD	48,400	6,000	54,400	H	24,000	78,400	6,700
SHELTON	48,199	7,500	55,699	P	0	69,624	5,000
SPANAWAY & ORTING	41,812	7,200	49,012	P	0	61,265	3,500
STEVENSON	7,200	0	7,200	H	7,200	14,400	2,000
SUMNER	48,400	6,500	54,900	P	0	68,625	1,500
TUMWATER	54,100	2,000	56,100	P	0	70,125	3,000
VADER: GRACE	0	0	0	N	0	0	2,000
VANCOUVER: FIRST	63,350	16,800	80,150	P	0	100,188	5,000
VANCOUVER: MILL PLAIN	60,240	0	60,240	H	20,400	80,640	1,229
VANCOUVER: ORCHARDS	47,462	4,000	51,462	P	0	64,328	1,500
VANCOUVER: SALMON CREEK	51,111	0	51,111	H	27,043	78,154	3,000
VANCOUVER: VANCOUVER HEIGHTS	53,937	4,560	58,497	P	0	73,121	3,600
WASHOUGAL	49,012	0	49,012	H	24,000	73,012	2,000
WHITE SALMON & GOLD-ENDALE	43,012	6,000	49,012	P	0	61,265	7,200
WILLAPA	18,360	5,700	24,060	N	0	24,060	2,000
WINLOCK	4,150	8,854	13,004	H	10,000	23,004	0
YELM: COMMUNITY	6,575	14,458	21,033	H	17,640	38,673	1,500

Cash	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
INLAND MISSIONAL							
ANATONE	7,692	0	7,692	H	8,400	16,092	1,000
ASOTIN	16,088	0	16,088	N	0	16,088	1,000
CHENEY	51,644	5,000	56,644	H	16,200	72,844	5,000

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CLARKSTON & LEWISTON:							
FIRST	42,600	9,000	51,600	P	0	64,500	5,000
COEUR D'ALENE: COMMU-							
NITY	57,000	5,000	62,000	H	27,380	89,380	4,000
DAVENPORT EDWALL	42,000	8,000	50,000	P	0	62,500	5,500
DEER PARK	5,500	17,499	22,999	N	0	22,999	0
GRANGEVILLE	32,214	3,931	36,145	H	3,744	39,889	0
GREEN BLUFF: COMMUNITY	21,000	0	21,000	N	0	21,000	0
HARRINGTON	10,405	0	10,405	H	8,840	19,245	4,000
LEWISTON: ORCHARDS	18,759	18,000	36,759	N	0	36,759	200
MOSCOW: FIRST	46,920	12,000	58,920	P	0	73,650	3,000
PULLMAN: SIMPSON	39,425	9,587	49,012	H	19,200	68,212	3,000
RITZVILLE: TRINITY	11,600	0	11,600	H	6,000	17,600	1,500
SANDPOINT	19,506	5,000	24,506	P	0	30,633	0
SPOKANE: AUDUBON PARK	21,055	0	21,055	N	0	21,055	1,500
SPOKANE: AUDUBON PARK	38,688	25,000	63,688	H	24,000	87,688	3,500
SPOKANE: COVENANT	45,508	6,000	51,508	H	36,992	88,500	4,800
SPOKANE: FOWLER	27,088	3,000	30,088	H	19,728	49,816	3,000
SPOKANE: MANITO	47,000	4,000	51,000	H	25,450	76,450	2,500
SPOKANE: ST PAULS &							
LIBERTY PARK	21,000	4,000	25,000	P	0	31,250	4,000
SPOKANE VALLEY	51,600	6,000	57,600	H	19,000	76,600	7,000

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	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
PUGET SOUND MISSIONAL DISTRICT							
ALLEN	43,000	10,000	53,000	P	0	66,250	1,500
ANACORTES	60,148	4,950	65,098	H	16,500	81,598	4,000
BAINBRIDGE ISLAND:							
SEABOLD	31,759	5,000	36,759	P	0	45,949	2,250
BELLINGHAM: GARDEN ST	56,741	6,000	62,741	H	20,850	83,591	3,750
BOTHELL	40,000	0	40,000	N	0	40,000	1,000
BOTHELL	71,913	9,000	80,913	H	34,000	114,913	7,000
BREMERTON	49,012	0	49,012	H	22,200	71,212	3,500
BROWNSVILLE & TRACYTON	26,262	22,750	49,012	H	20,000	69,012	3,000
BURNABY BC FIRST UMC OF CANADA	67,500	0	67,500	H	17,500	85,000	11,500
COLBY	42,012	7,000	49,012	P	0	61,265	3,600
COUPEVILLE	50,000	9,000	59,000	P	0	73,750	1,200

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CUSTER	24,216	2,690	26,906	P	0	33,633	2,500
DARRINGTON	400	0	400	N	0	400	0
EDMONDS	96,000	4,000	100,000	P	0	125,000	6,000
EVERETT: LA PALABRA VIVIENTE	24,506	0	24,506	P	0	30,633	2,000
FERNDALE UNITED	46,012	3,000	49,012	H	26,820	75,832	3,000
GIG HARBOR	12,253	0	12,253	N	0	12,253	1,200
GIG HARBOR	73,291	5,676	78,967	H	25,170	104,137	6,500
KINGSTON: REDEEMER	37,012	12,000	49,012	H	20,400	69,412	2,000
KIRKLAND: LAKE WASH- INGTON	60,100	9,900	70,000	H	20,000	90,000	4,000
LA CONNER	24,759	12,000	36,759	H	24,000	60,759	2,000
LANGLEY	59,747	6,751	66,498	P	0	83,123	5,000
LYNDEN	40,012	10,000	50,012	P	0	62,515	4,000
MARYSVILLE	59,301	10,000	69,301	H	25,200	94,501	4,523
MARYSVILLE	25,483	2,000	27,483	H	6,500	33,983	1,591
MILL CREEK: CEDAR CROSS	65,933	6,500	72,433	P	0	90,541	4,000
MONROE	20,574	6,329	26,903	H	10,207	37,110	1,000
MOUNT VERNON: FIRST	45,339	7,711	53,050	H	22,954	76,004	4,000
MOUNT VERNON: FIRST	40,698	9,180	49,878	H	15,300	65,178	4,000
OAK HARBOR	61,960	9,000	70,960	P	0	88,700	5,500
PORT ANGELES: FIRST	56,566	12,400	68,966	P	0	86,208	3,000
PORT HADLOCK COMM	41,967	0	41,967	N	0	41,967	0
PORT ORCHARD	49,326	8,400	57,726	H	27,600	85,326	3,000
PORT TOWNSEND: TRINITY	42,494	3,300	45,794	H	20,000	65,794	1,500
REDMOND	49,929	6,700	56,629	H	26,000	82,629	5,000
SAMMAMISH: FAITH	58,092	3,600	61,692	H	65,920	127,612	2,575
SEDRO WOOLLEY: CENTRAL & BAYVIEW	44,012	5,000	49,012	H	16,800	65,812	1,000
SEQUIM: TRINITY	67,000	5,500	72,500	H	30,000	102,500	5,000
SNOHOMISH	61,759	6,000	67,759	H	19,200	86,959	4,000
SNOQUALMIE & FALL CITY	46,012	3,000	49,012	P	0	61,265	2,000
STANWOOD	53,650	7,406	61,056	P	0	76,320	4,800
VASHON ISLAND	60,651	7,200	67,851	P	0	84,814	5,000
WOODINVILLE: BEAR CREEK	52,283	17,135	69,418	H	21,000	90,418	6,000

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2024 PNWAC

FINANCIALS

SEATAC MISSIONAL DISTRICT							
AUBURN: FIRST	45,000	5,000	50,000	H	25,000	75,000	3,000
BELLEVUE: ALDERSGATE	61,514	6,000	67,514	P	0	84,393	6,000
BELLEVUE: FIRST & ST PETERS	54,000	13,000	67,000	H	44,806	111,806	5,470
BELLEVUE: KOREAN UMC OF SEATTLE	12,253	0	12,253	N	0	12,253	1,200
BURIEN: HIGHLINE	12,253	0	12,253	N	0	12,253	500
COVINGTON: CORNER-STONE	29,882	20,000	49,882	H	43,430	93,312	3,000
DES MOINES	42,745	10,000	52,745	P	0	65,931	3,000
FEDERAL WAY	44,169	4,843	49,012	H	44,500	93,512	3,000
FEDERAL WAY: GOOD SEED KOREAN	39,412	9,600	49,012	P	0	61,265	2,400
KENT	57,169	15,000	72,169	H	31,019	103,188	4,000
MERCER ISLAND	45,602	10,000	55,602	P	0	69,503	2,000
RENTON: FAIRWOOD COMMUNITY	66,447	7,334	73,781	H	30,804	104,585	3,000
RENTON: FIRST	54,500	0	54,500	H	20,420	74,920	3,000
SEATTLE: BEACON	43,012	6,000	49,012	H	21,000	70,012	5,000
SEATTLE: BLAINE MEMORIAL	49,012	0	49,012	H	11,375	60,387	1,500
SEATTLE: BLAINE MEMORIAL	50,958	14,000	64,958	H	23,000	87,958	5,000
SEATTLE: BRYN MAWR	3,000	21,506	24,506	H	12,000	36,506	500
SEATTLE: EL DIOS VIVIENTE	41,012	8,000	49,012	P	0	61,265	1,000
SEATTLE: FIRST	68,440	5,000	73,440	H	40,000	113,440	6,288
SEATTLE: FIRST TONGAN	24,506	24,506	49,012	H	6,248	55,260	1,000
SEATTLE: GRACE	12,064	0	12,064	P	0	15,080	0
SEATTLE: GREEN LAKE & WOODLAND PK	42,168	10,000	52,168	P	0	65,210	2,000
SEATTLE: HALLER LAKE	35,758	17,000	52,758	H	17,000	69,758	4,000
SEATTLE: MAGNOLIA	26,805	6,000	32,805	P	0	41,006	1,200
SEATTLE: QUEEN ANNE & TACOMA: FIRST	27,000	22,012	49,012	H	18,398	67,410	1,200
SEATTLE: SAND POINT	48,645	6,000	54,645	H	30,000	84,645	3,000
SEATTLE: TIBBETTS	58,300	6,500	64,800	P	0	81,000	4,400
SEATTLE: TRINITY	50,592	8,487	59,079	P	0	73,849	4,194
SEATTLE: UNIVERSITY GATHERING	47,509	7,400	54,909	H	40,200	95,109	6,000

SEATTLE: VALLEY AND MOUNTAIN	39,925	9,087	49,012	H	34,488	83,500	0
SEATTLE: WALLINGFORD	52,000	10,000	62,000	P	0	77,500	4,000
SHORELINE	39,012	10,000	49,012	P	0	61,265	3,000
SHORELINE: RONALD	5,000	11,600	16,600	N	0	16,600	1,000
SHORELINE: RONALD	28,000	10,000	38,000	H	26,000	64,000	4,000
TACOMA: BROWNS POINT	22,568	35,498	58,066	H	19,600	77,666	4,500
TACOMA: FIRST	50,298	17,446	67,744	H	30,792	98,536	5,000
TACOMA: FIRST KOREAN	46,298	8,200	54,498	P	0	68,123	6,000
TACOMA: KALEVARIA	41,512	7,500	49,012	P	0	61,265	2,500
TACOMA: MASON	60,510	8,000	68,510	P	0	85,638	3,000
TACOMA: THE BRIDGE	8,400	8,400	16,800	N	0	16,800	2,000
TUKWILA: RIVERTON PARK	50,094	8,000	58,094	P	0	72,618	2,500
UNIVERSITY PLACE UNITED	46,640	2,372	49,012	H	37,628	86,640	3,000

Charge	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
SEVEN RIVERS MISSIONAL DISTRICT							
BENTON CITY	26,006	0	26,006	N	0	26,006	0
CASHMERE & MONITOR	44,000	12,000	56,000	P	0	70,000	3,000
CHELAN: LAKE CHELAN	23,582	2,418	26,000	P	0	32,500	1,600
DAYTON: FIRST	31,307	1,000	32,307	H	5,100	37,407	500
ELLENSBURG	46,500	5,000	51,500	H	24,000	75,500	2,500
EPHRATA	24,506	0	24,506	H	6,000	30,506	1,500
KENNEWICK: FIRST	69,000	9,000	78,000	P	0	97,500	4,000
KENNEWICK: WEST HIGH- LANDS	24,012	25,000	49,012	H	22,000	71,012	3,500
LEAVENWORTH	41,512	7,500	49,012	P	0	61,265	3,000
MANSON	12,253	0	12,253	H	3,600	15,853	1,000
METHOW VALLEY	13,229	0	13,229	N	0	13,229	2,500
MOSES LAKE	49,012	0	49,012	P	0	61,265	2,000
OMAK & CONCONULLY	19,200	0	19,200	N	0	19,200	0
PASCO: RIVERVIEW	23,000	0	23,000	H	24,000	47,000	4,000
PROSSER	52,195	4,725	56,920	P	0	71,150	2,500
RICHLAND CENTRAL UNITED PROTESTANT	59,450	10,200	69,650	H	28,200	97,850	6,100
SELAH	40,012	9,000	49,012	P	0	61,265	6,000

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SUNNYSIDE: MOMENTO NUEVO	36,010	7,999	44,009	P	0	55,011	0
WALLA WALLA: PIONEER	65,073	7,990	73,063	P	0	91,329	3,000
WENATCHEE: FIRST	44,155	17,952	62,107	H	33,048	95,155	3,060
YAKIMA: WESLEY	61,000	7,000	68,000	H	22,000	90,000	5,300

PNW ANNUAL CONFERENCE,

Churches which Paid 100% of All 2023 Apportionments

**CREST TO COAST
MISSIONAL DISTRICT**

Battle Ground
Bay Center
Central Park
Centralia
Chehalis
Eatonville
Elma
Grays Harbor
Hoquiam
Kalama
Kelso First
Lacey: St. Andrews
Lakewood
Montesano
Oakville
Ocean Park
Ocean Shores
Olympia: First
Orting
Pe Ell
Puyallup
Puyallup: Light of the Hill
Randle
Ridgefield
Rochester
Satsop
Shelton
Stevenson
Sumner
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
Asotin
Bonners Ferry
Cheney
Clarkston
Coeur d'Alene
Colfax

Colville
Davenport Edwall
Deer Park
Elmore
Grangeville
Green Bluff
LaCrosse
Lewiston: First
Moscow
Nez Perce
Pomeroy
Pullman: Simpson
Reardan
Rockford
Sandpoint
Spokane: Audubon Park
Spokane: Covenant
Spokane: Liberty Park
Spokane: Manito
Spokane: Moran
Spokane: St. Paul's
Spokane Valley

**PUGET SOUND
MISSIONAL DISTRICT**

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

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

**SEATAC
MISSIONAL DISTRICT**

Auburn
Bellevue: Aldersgate
Bellevue: First
Bellevue: Korean
Bellevue: St. Peter's
Des Moines
Edmonds
Everett: La Palabra
Federal Way: Good Seed
Federal Way: Sunrise
Kent
Mercer Island
Renton: First
Seattle: Blaine Memorial
Seattle: Bryn Mawr
Seattle: First Tongan
Seattle: First UMC
Seattle: Green Lake
Seattle: Haller Lake
Seattle: Magnolia
Seattle: Queen Anne
Seattle: Sandpoint
Seattle: Tibbetts
Seattle: Trinity
Seattle: University Gathering
Seattle: Valley and Mountain
Seattle: Wallingford
Seattle: Woodland Park
Shoreline: Shoreline
Tacoma: Brown's Point
Tacoma: Kalevaria
Tacoma: Mason
Tacoma: The Bridge
Tukwila: Riverton Park

Churches which Paid 100% of All 2023 Apportionments

SEVEN RIVERS
MISSIONAL DISTRICT

Cashmere
Chelan: Lake Chelan
Conconully
Connell
Dayton
East Wenatchee: Trinity
Ellensburg
Ephrata
Goldendale
Hartline
Kennewick: First

Malott
Manson
Monitor
Moses Lake
Omak
Oroville
Pasco: Riverview
Prosser
Royal City
Selah
Walla Walla: Pioneer
Wenatchee: First
Yakima: Wesley

Thank
You!

THE PERCENTAGE OF PAYMENT BY EACH DISTRICT
ON ALL APPORTIONMENTS IS AS FOLLOWS:

Crest 2 Coast	97.07%
Inland	95.24%
Puget Sound	95.67%
SeaTac	88.93%
Seven Rivers	87.25%

