M. FINANCIAL REPORTS AND ACTIONS
BOARD OF PENSIONS

Introduction

As I conclude my seventh and final year as Chairperson of the Conference Board of Pensions (CBOP), I reflect on the remarkable journey we have undertaken together. When I first joined this Board, we faced a challenging financial landscape, with assets of just $6 million and no reserve funds to weather market downturns. Today, I am proud to share that we have transformed our financial position to over $36 million, complete with three years' worth of reserves. This solid foundation ensures that we can meet our obligations to support the pension plans and benefits for both pastors and laypersons.

This achievement has been a collective effort, guided by the extraordinary leadership of Bruce Galvin. Bruce has been the architect of our transformation, elevating the CBOP into a respected program recognized throughout the United Methodist Church (UMC). His expertise has not only enhanced our operations but has also influenced many other boards across the nation. His insights are sought after by organizations like Wespath Benefits and Investments, where he has proven that forward-thinking can address routine challenges, yielding beneficial outcomes for all.

Bruce, it has been an honor to collaborate with you and to forge a lasting friendship throughout this journey. Your dedication to the Pensions and Benefits community, along with your exceptional skills and wisdom, have profoundly impacted the lives of the deserving pastors and laypeople we serve. The success we celebrate today is a testament to your hard work and commitment. As you retire, I wish you all the best in this new chapter of your life. You are truly a gem in our community. Thank you for everything, Bruce. God bless you always.

PNWBOP 2025-2026 Update

Meeting Schedule

The Board of Pensions (BOP) meets biannually in March and November, with additional communications throughout the year.

Key Personnel Updates

Bruce Galvin, the Conference Benefits Officer (CBO), is retiring on July 1, 2026, after 50 years of service. Kristi Durham, Bruce's successor, was hired last year but has been focused on the Oregon-Idaho Conference.

Challenges Faced

The shared service model with the Oregon-Idaho Conference has encountered difficulties, primarily due to personnel changes affecting the treasurer's office. Inadequate data has hindered the timely management of investment funds and cash flow for the CBOP to Wespath Benefits & Investments.

Board Actions to Address this Issue

The CBOP has approved hiring an additional full-time accounting staff member to alleviate the treasurer's workload. This person will focus on: CBOP financial data, Camping *Rev. Tara Roberts,*C.J. Amestoy Board of Stewards accounting and support for the Director of Connectional Ministries.

Transition Support

Bruce Galvin will provide consulting services and financial counseling as requested during the transition to ensure continuity and support for Kristi. The Board remains committed to thoughtful discussions and decision-making for the benefit of clergy and their survivors.

Transition Team and Leadership Changes

The Transition Team will continue for another year to support Kristi's training and integration into her new role.

Chairperson Transition: I am stepping down as the PNWC Board of Pensions Chairperson effective 30 June, 2026, but will assume the role of Chairperson Emeritus with no vote. *Rev. Shane Moore* will take over as Chairperson to oversee the Board's operations and monitor the transition process.

Summary

The Board is focused on ensuring a smooth transition and maintaining the integrity of its operations while adapting to recent challenges. The hiring of new staff and continued guidance from experienced members like Bruce and the outgoing Chair will be crucial for the upcoming year.

Board Member Update

As we approach the end of June, we want to acknowledge the transitions occurring within our Board of Members. Several members will be completing their terms, leading to a number of vacancies. We are actively seeking individuals who possess the appropriate skills and passion to serve on the board.

Important Considerations

Our CBOP By-Laws differ from the Conference By-Laws in length of classes of 4-year terms with no limit on the number of terms due to the finance background and expertise required. Also, we require a specific ratio of Lay and Pastor members. To ensure we maintain this balance, please reach out to the CBOP Chair, the CBO or *Rev. Derek Nakano,* nominations chair for guidance on the board composition.

Acknowledgments

We extend our heartfelt gratitude to the following members for their dedicated service to the CBOP

Rev. Pam Brokaw (Secretary), *Rev. Sandy Ward*, *Rev. Brook McBride*

CBOP Board Members

The following individuals will serve on the board from July 1, 2026, to June 30, 2027:

Rev. C. Shane Moore (Chairperson), Stan Gent (Vice Chairperson), *Rev. Elizabeth Ingram Schindler* (Wespath Board of Director), Jennielyn Baradi, Palepa Seui, *Rev. Tara Roberts*, C.J. Amestoy, *Rev. Tom Telfer*, Sara Culp, Sione Finau, Mary Walker

Non-Voting Members

Rev. John Shaffer (Minister to retirees), Brant Henshaw, *Rev. Mark Galang*, Peter Hang (Wespath Client Relations Manager), Bruce Galvin, Jeff Johnson (Chairperson Emeritus)

Next Steps We encourage all interested clergy candidates to consider applying for the open board positions. Your contributions can significantly impact our mission and community. Thank you for your commitment to our work and for supporting a smooth transition in leadership.

Pension Board Subsidies

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

	2021	2022	2023	2024	2025	2026 Estimate
Churches Only						
Mission Church Subsidy	$9,053	$8,919	$9,300	$9,029	$8,200	$8,525
HealthFlex Exchange Premium Support	$216,298	$178,822	$318,600	$310,000	$480,000	$461,000
CRSP Defined Benefit & UMPIP Support			$60,500	$56,500	$125,724	
Compass/UMPIP Support						$163,210
Well-Being Incentives	$6,791	$14,648	$41,000	$42,750	$40,000	$75,500
Active Pastors						
Medical Leave/ Health	$36,170	$47,366	$47,515	$26,500	$42,915	$46,620
Retirees						
Health Subsidies	$88,459	$90,417	$85,000	$57,150	$48,853	$52,000
Off./Episcopal Area						
Salary/Benefit support	$43,339	$43,481	$17,927	$18,645	$17,585	$100,000
COVID Emergency Grants		$39,889		$8,400		
Total Subsidy	**$345,344**	**$454,280**	**$369,398**	**$610,587**	**$530,681**	**$892,714**

	2021	2022	2023	2024	2025	2026 Estimate
Special Grants	$14,139	$11,299	$11,629	$11,167	$9,722	$9,222
Conf. Treasurer's Off./ Episcopal Area						
Salary/Benefit support	$43,481	$17,927	$18,645	$17,585	$300,000	$300,000
Treas. Office Accountant &Transition Consultant						$110,000
COVID Emergency Grants	$39,889		$8,400			
Total Subsidy	$454,280	$369,398	$610,587	$530,681	$1,055,414	$1,226,077

HealthFlex Claims Performance

Our conference HealthFlex claims ratio for 2025 was 110% compared to 87% in 2024. With the overall health industry costs trending much higher than inflation and the overall high claims of the overall HealthFlex program, the medical/pharmacy rates in 2027 will be up by 16.4%! The 10-year average is 6.2% increase per year. Dental and vision rates remain the same in 2027 compared to 2026. We encourage all participants to participate in the numerous well-being programs provided through HealthFlex. Higher participation does impact claims, the resulting rates and participants' health. In 2025, about 60% of HealthFlex participants completed the three well-being incentives. Each salary-paying unit received a $1,000 credit off their health cost in early 2026 where participants completed the well-being incentives in 2025. The incentives will remain at $1,000 in 2026. If your church did not receive the well-being credit, please encourage your pastor to complete the incentives. It will also put money in their pocket. It is a win-win situation for both the financial well-being of the church and the health of your pastor.

To accommodate such a large increase in 2027, the Board's active health budget will increase to $725,000, which brings down the church's share to 7.5% increase. Premium credit to participants will increase approximately 15%, so only slight increase to them in 2027. The Board also understands that not all churches have pastors that receive benefits so, the 2027 budget will cover the cost of health insurance for conference staff (lay & clergy). The estimated health cost for conference staff in 2027 is $325,000. This will help the

Council on Finance and Administration when they prepare their overall conference 2027 budget, which is mostly funded by apportionments. The overall 2027 Board of Pensions budget is $1,919,510. This is an increase of $565,000 compared to 2026 budget! See below on how the budget can increase this much.

2025 Financial Highlights: Balance Sheet / Operating Statement

2025 WAS A GOOD YEAR FOR OUR INVESTMENTS IN BOTH THE STOCK, BOND AND ALTERNATIVES MARKETS. AS OF DECEMBER 31, 2025:

- Health & Claimants Funds Endowments: 17.1%
- CRSP Endowment: 15.0%
- Pension Endowment: 16.8%
- Pension Endowment II: 23.0%
- Pension Reserve :7.6%
- Pension Endowment & Endowment II: $5,894,264
- Pension Reserve Fund: $1,082,794
- Clergy Retirement Security Plan Endowment: $17,291,624
- Conference Claimants Endowment: $3,888,262
- Health Endowment: $3,576963
- Disaffiliation Fund: $535,931
- Total Assets held at Wespath: $36,425,611

With the success of asset growth and the new derisking strategies at Wespath related to funding defined benefit pension plan, there is little or no need to carry pension reserves in the future. At the November meeting of the Board, it was approved to reallocate $4 million from the pension endowment to the CRSP endowment. In the future, additional pension reserves/endowment assets will be repurposed to the legacy endowment funds that provide the earning for the increasing budget of the Board.

The Board's policy is to have at least 3 years of budgeted reserves to protect against earnings fluctuation during down earnings years. The Board's operating reserves meet the 3-year requirement even with a much higher operating budget.

CBO for Alaska Conference

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

Retirements

So far this year nine clergy serving the PNW Conference have indicated their intention to retire during the 7/1/2025 to 6/30/2026 appointment year, with 253.5 years of service. We wish them happy retirement. See the list of those seeking retirement in the recommendation section of Pre-conference Handbook.

Retired pastor *Rev. John Shaffer* continues to provide capable leadership in ministering to

retired clergy. He organizes and hosts the retirees' luncheon at annual conference (when held) and has authored and sent retirees informative newsletters and bereavement cards. He also attends scheduled meetings of the retiree groups throughout the conference. We once again thank John for his dedicated service.

Past Service Rate

The funding plan for the Pre-82 past service rate is a 2% increase per year. When there is sufficient funding, additional increases are recommended to the annual conference above 2%. In 2026 the past service rate is $986. CBOP recognizes how important this pension income is for those that retired many years ago. The Board of Pensions is recommending to annual conference an increase in 2027 PSR by 5%. With this increase the Pre-82 plan will remain fully funded. The 2027 recommended past service rate is $1,015. Details of historical Past Service Rates are available from the CBO upon request.

CBO Evaluation & Transition

Context and Background

During the March meeting, the Board of Pensions (BOP) typically allows the Conference Benefits Officer (CBO) to share concerns and receive evaluations. However, due to the presence of guests from the Oregon-Idaho Conference, the usual closed session did not occur. Instead, the meeting focused on integrating Kristi into the BOP processes and ensuring she collaborates effectively with Bruce during his remaining months.

Role of Kristi

Kristi will serve as the CBO for three Conferences, necessitating careful navigation of each Conference's independent policies. Her role will involve supporting each Conference's Board of Pensions while ensuring compliance with their individual and established practices.

Learning and Transition

Kristi will work closely with Bruce until end of June, engaging in numerous discussions to ensure a thorough transition. The goal is to finalize the transition by Summer 2027, with Bruce providing mentorship throughout this period.

Market Overview

The investment market saw significant gains in 2025 and early 2026, despite some tariff-related concerns. However, ongoing global volatility is anticipated for the foreseeable future with an upward trend and now the Iran war with increased gas prices. Core inflation remains a factor, though it has eased from previous years. The consumer price index in most recent release is back above 3% but down from the peak of 9% with the cumulative price increases since COVID of over 21%. This has strained the pocketbooks of many Americans, especially and including clergy.

Investment Strategy and Concerns

The Board's primary goal is to safeguard investments to meet pension obligations for current and future retirees. Investments are managed through socially responsible funds at Wespath, and returns on those investments have been doing well over the last few years.

In addition, the Board is committed to maintaining reserves to navigate future market downturns, emphasizing a strong stewardship approach under Bruce and from Wespath's experts as we transition to Kristi as CBO.

Conclusion

The Board remains dedicated to ensuring the welfare of clergy and their families through thoughtful investment strategies and careful management of pension plans. Kristi's leadership, combined with Bruce's mentorship, is expected to facilitate a successful transition and continued support for all three Conferences under the Board's oversight.

Respectfully submitted,

Jeffrey R. Johnson
Chair, Conferencer Board of Pensions

REPORT FROM THE CONFERENCE BENEFITS OFFICER

In the past, I have not provided a report in the Pre-conference Handbook, but given this is the end of my 50 years of service to the conference, it was time to share some parting words and thanks to many.

In December of 1975, I received a call from my mother-in-law through the secretary at Woodland Park UMC, who said there was an opening for an assistant to the conference treasurer. I was unemployed and had a 7-month-old child, so work was necessary, but it couldn't keep me engaged in church financial work for very long. Obviously, something kept me engaged, and here I am 50 years later. I am grateful for the opportunity given to me by Robert Stevens, conference treasurer, and *Rev. Bruce Parker*, a member of CF&A. Bruce was my pastor when I was a youth at Centralia UMC and vouched for the Galvin family and me.

Bob Stevens was my mentor for the next 24 years until his retirement in 2000. He was someone you could ask anything, and he would give a reasonable answer. I would have been the likely one to succeed him as conference treasurer, but I decided this position was not for me. He asked me if I would like to be the conference benefits officer, in addition to being assistant treasurer. I agreed to be the CBO. Wespath had just created this non-disciplinary position so they would have someone to contact about benefits in each conference. Since 2000, I have attended 1 to 2 meetings a year that Wespath has organized. I appreciate Wespath and all the guidance and help the staff there has provided. Their administration of the denomination's pension and benefit programs is at the highest level.

I am grateful for the Bishops and District Superintendents I have served with. They have always been there when an issue arose and helped me resolve it. I want to thank *Bishop Wilbur Choy* and *Bishop Elaine Stanovsky* in particular. *Bishop Choy* was my first Bishop. I consulted him for support when I found out my wife had Hodgkin's disease. *Bishop Stanovsky* was my pastor at Crown Hill UMC and was there when my wife passed away 8 years ago.

I want to thank all the members of the Board of Pensions I have worked with, especially the last four chairpersons after becoming CBO: Jeff Johnson, Carey Kolb, Jerry Flagel, and *Rev. Bruce Cornely*. We were a good working team. I am proud of the Board's work over the years, especially in reducing apportionments and transitioning to assist local churches/conference budgets in covering benefit costs. In 2000, the pension and benefit apportionment was $1.5 million. In 2021, the apportionment was reduced to zero. The 2027 budget of $1.9 million has a large portion giving back to the churches and the conference budgets.

I want a shout-out to all the conference staff members I have worked with, including conference treasurers *Rev. Craig Parrish* and Brant Henshaw, and assistant treasurer Rik Jamieson. I would also like to thank the long-serving retired accountant, Pam Kaiser, and Inge Hart.

Lastly, I want to thank all the active and retired clergy I have served and become friends with over all these years. Hopefully, some of them have benefited from the financial advice I have given them.

When I became CBO in 2000, the board's pension assets were $3.6 million. At the end of 2025, they were over $36 million.

It has been my honor to serve the Pacific Northwest Conference of the United Methodist Church for 5 decades and a little longer, as a consultant to ensure the transition goes smoothly.

I look forward to retirement, with my detached dwelling beginning construction imminently, watching my six-year-old granddaughter grow up, taking a few more strokes at a little ball, and playing with my marbles.

With much appreciation,

Bruce Galvin
Conference Benefits Officer

GREATER NORTHWEST SHARED SERVICES

How We Got Here

Shared Services didn't happen overnight. The idea took shape in early 2022: what if the three conferences in the Greater Northwest Episcopal Area stopped duplicating administrative and financial functions and started sharing them instead? Rather than each conference maintaining its own parallel structures, the vision was to pool expertise, reduce redundancy, and ultimately deliver better service to everyone.

Getting there took time and care. Through natural attrition and thoughtful restructuring, the team built something that meets the requirements of the Book of Discipline while creating real organizational efficiency. After years of incubation, Shared Services was formally adopted in late 2025.

Where Things Stand

A lot of good work is underway. Common platforms are in place, processes are being unified, report templates are being reformatted, manual workflows are being streamlined, and the team is aligning how work gets done across offices.

That said, it's only fair to be candid: there have been headwinds.

The past two years have been genuinely challenging for our Finance Office, and we ask for your continued patience as the Shared Services ministry takes shape. The Shared Services structure has only been in place for six months. In that time, the team has merged the PNW and Oregon-Idaho Finance Offices, updated software systems, filled several key positions, worked with CFAs across three conferences on budget planning, and coordinated annual audits — all while absorbing the departure of long-tenured staff through leave and retirement, and onboarding new and temporary employees. The end result of Shared Services will be vital to the health of all three conferences, but the implementation has been — as these things often are — messy, time-consuming, and at times overwhelming.

The bottom line: the team has not hit its own service goals, and that has caused real frustration. That's acknowledged without excuse. The work to get back on track is happening with real urgency, and the commitment to delivering the data, reporting, and resourcing everyone expects remains firm. Thank you for your patience with a work in progress.

What the Work Actually Looks Like

Shared Services operates across three areas of focus for the full GNW Episcopal Area:

Property and Assets —The Area includes 36 Annual Conference-owned properties requiring ongoing management, maintenance, insurance, and care. This work encompasses state corporate filings, Archives and History resources, property transitions and uses, and risk mitigation — all of which demand focused, consistent attention. The team also provides regular support to local church volunteers navigating property-related questions and responsibilities.

Benefits and Human Resources — Benefit and HR compliance spans four states and a Canadian province. Layer equity work in conference staffing structures on top of that, and it's a genuinely complex undertaking. The team runs and processes payroll for approxi-

mately 50 district, conference, and GNW Area staff and manages payroll for 50 to 200 seasonal camp and retreat employees depending on the time of year.

Finance — Across three conferences, the team processes around 1,800 transactions per month, which includes AP and AR for benefits, payroll, equitable compensation, mission aid, apportionments, insurance, congregational development, programmatic expenses, special offerings and advances, and UMCOR grants, to name a few. There are over 18 "company" entities we do the financials for that are included in the 4 annual audits.

Beyond those core functions, the team manages vendor and contract relationships, coordinates fire and liability insurance, oversees conference legal representation, resources the Cabinet, supports the Episcopal office, ensures compliance with federal and state statutes, provides resources to local churches, and supports district administrative staff. The team also works closely with the Faith Foundation to extend support to local ministries.

It's a lot — and it's meaningful work.

Who's Doing It

Katrishca Barker — Director of Property and Assets

Kat brings deep experience in real estate, property management, church structures, small businesses, and vendor relations — and she genuinely enjoys the work, which shows. A veteran and a pastor's kid, she's also an entrepreneur with a practical, can-do approach to problem-solving.

Kat works with the Conference Trustees on property matters, helps Superintendents navigate property compliance with the Book of Discipline, and guides the transition of closed church properties into the care of the Trustees. Property insurance, vendor relations, and tenant matters also fall under her purview.

Kristi Durham — Director of Human Resources and Benefits

Kristi came to the GNW with both private and public sector experience, and is a veteran. What sets her apart is her conviction that HR and benefits work isn't just about compliance — it's about people thriving. She's passionate about wellness, wholeness, and helping participants think about expanding their health-span, not just their life-span.

She brings an energetic, strategic, and process-driven approach that will build on the solid denominational resources and fiscal foundation already in place for the conference benefit programs. Expect a real emphasis on health and wellness to take shape over time.

Kristi is supported by Madeline Stafford, who serves as payroll administrator and frontline contact for payroll and benefits administration and participant support.

Sara Goetze — Director of Finance / Assistant Treasurer

Sara is the senior member of the Shared Services Director team, having worked for the Oregon-Idaho Conference since 2022. A lifelong Methodist, she holds an MBA from Willamette University and worked for United Way before joining the conference world. She's a fast study with a genuine gift for numbers, has embraced denominational service in several roles, and currently serves as President of the Association of Annual Conference

Treasurers — a fitting role for someone who clearly loves this work.

When she's not navigating AP/AR, billing, banking, accounting, audit, or financial services across two offices, Sara can probably be found in a quirky independent bookstore or tracking down very good chocolate.

Sara is ably assisted by Brittany Eisenhut, Henny Tanugoro, Alex Mendez, Steffanie Taylor, and Patt Warden.

Brant Henshaw — Executive Director of Finance and Administration / Treasurer

Brant serves as Treasurer for all three conferences in the GNW Area. He was raised Methodist, studied Economics and Finance at the University of Puget Sound, and then spent several years backpacking across the Asia Pacific region before running a nonprofit service organization in Taipei for nine years. Upon returning to Seattle, he stepped into the newly created Executive Director of Camp and Retreat Ministries role for the PNW Conference — a position he held for six years before moving into Finance and Administration, where he's been ever since.

When he's not managing the financial and administrative life of three conferences, Brant is likely working on a home project, supporting his grown kids, traveling somewhere interesting, or learning about something new.

Respectfully Submitted,

Brant Henshaw
PNW Conference Treasurer

How to Reach us?

Payroll and Benefits Billing and questions start with:

Madeline Stafford madeline@umoi.org

For HR or Benefits programs: **Board of Pensions**

Kristi Durham kristi@umoi.org

For Property or Fire and Liability Insurance issues: **Trustees**

Katrishca Barker kbarker@pnwumc.org

Apportionment information, Insurance billings, reimbursements, ACH transactions:

Patt Warden patt@umoi.org
Henny Tanugoro henny@umoi.org
Alex Mendez bookkeeper@pnwumc.org
Brittany Eisenhut beisenhut@pnwumc.org

Board financial reports, new financial initiatives, budgeting, and internal audit:
Council on Finance

Sara Goetze sarag@umoi.org

Oversight of the people, systems, and structures that keep the GNW Episcopal Area running:

Brant Henshaw bhenshaw@pnwumc.org

PNW ANNUAL CONFERENCE - 2025 APPORTIONMENTS

Church Name	Apportionment	YTD paid	% Paid	Balance Due
INLAND MISSIONAL DISTRICT				
ELMORE ID	1467	1620.2	100	0
RITZVILLE: TRINITY	6676	6786.1	100	0
ASOTIN	5557	5557	100	0
BONNERS FERRY	7719	7719.24	100	0
CHENEY	18659	18659	100	0
COEUR D'ALENE: COMMUNITY	41098	41098	100	0
DAVENPORT EDWALL	12889	12889	100	0
DEER PARK	9018	9018.24	100	0
GRANGEVILLE	8995	8995	100	0
GREEN BLUFF: COMMUNITY	6277	6277	100	0
LEWISTON: FIRST	14019	14019	100	0
MOSCOW: FIRST	30293	30293	100	0
NEW CONNECTIONS	14285	14285	100	0
POMEROY	3127	3127	100	0
PULLMAN: SIMPSON	22761	22761	100	0
ROCKFORD UMC	3481	3481	100	0
SPOKANE VALLEY	43779	43779	100	0
SPOKANE: AUDUBON PARK	40392	40392	100	0
SPOKANE: COVENANT	36499	36499.2	100	0
SPOKANE: FOWLER	17580	17580	100	0
SPOKANE: HIGHLAND PARK	2624	2624	100	0
SPOKANE: MORAN	20556	20556.16	100	0
SPOKANE: ST PAULS	5077	5077	100	0
LEWISTON: ORCHARDS	9594	9541.01	99.45	52.99
SANDPOINT	13212	12111.22	91.67	1100.78
SPOKANE: MANITO	35451	28360.8	80	7090.2
HARRINGTON	6834	1370	20.05	5464
SPOKANE: LIBERTY PARK	2989	363	12.14	2626
OROFINO PECK	3432	0	0	3432
DISTRICT TOTALS	**$444,340**	**$424,838.17**	**90.77**	**$19,765.97**

Church Name	Apportionment	YTD paid	% Paid	Balance Due
CREST TO COAST MISSIONAL DISTRICT				
WASHOUGAL	18012	18368.16	101.98	1.98
OCEAN SHORES	5785	5806.39	100.37	0.37
FERN PRAIRIE	3289	3289.2	100.01	0.01
LITTLEROCK	3345	3345.36	100.01	4.7
OCEAN PARK	3196	3196.2	100.01	0.57
BATTLE GROUND	14286	14286	100	0
CAMAS	12858	12858	100	17.34
CENTRAL PARK	4427	4427	100	0
CENTRALIA	8458	8458	100	0
EATONVILLE	6770	6770	100	0
ELMA	4034	4034	100	0
GRAYS RIVER	1008	1008	100	0
HOQUIAM	4335	4335	100	0
KALAMA	8456	8456	100	0
KELSO UNITED METHODIST PRESBY-TERIAN CHURCH	27148	27148	100	0
LACEY: ST ANDREWS	26316	26316	100	0
LONGVIEW	10566	10566	100	0
MONTESANO	17418	17418	100	0
MORTON: COMMUNITY	4177	4177.2	100	8.64
OAKVILLE	2222	2222	100	0
OLYMPIA: FIRST	84505	84505	100	0
ORTING	5987	5987	100	0
PUYALLUP	64021	64021	100	0
PUYALLUP: LIGHT OF THE HILL	13917	13917	100	0
RANDLE	4812	4812	100	0
RIDGEFIELD	27901	27901	100	0
ROCHESTER	8483	8483	100	32.48
SATSOP	4694	4694.04	100	0
SHELTON	14216	14216	100	30.47
STEVENSON	6444	6444	100	0
SUMNER	15194	15194	100	0
TUMWATER	15616	15616	100	0

VADER: GRACE	1476	1476	100	0
VANCOUVER: FIRST	59130	59130	100	0
VANCOUVER: MILL PLAIN	32672	32671.73	100	6.43
VANCOUVER: ORCHARDS	18120	18120	100	0
VANCOUVER: SALMON CREEK	44413	44413	100	0
VANCOUVER: VANCOUVER HEIGHTS	19129	19129	100	0
WHITE SALMON	13401	13401	100	0
WILLAPA	7026	7026	100	0
YELM: COMMUNITY	11344	11344.2	100	0
CHEHALIS	18412	15366	83.46	7.19
CASTLE ROCK	7367	5392.55	73.2	-2.39
BAY CENTER	1035	517.68	50.02	-49.98
SPANAWAY	17544	8772	50	-50
LAKEWOOD	22461	4450	19.81	-80.19
WINLOCK	7564	1300	17.19	-48.54
ABERDEEN: FIRST	3175	0	0	-73.46
DISTRICT TOTALS	**$291,825**	**$269,945.54**	**91.54**	**$41,761.70**

Church Name	Apportionment	YTD paid	% Paid	Balance Due
PUGET SOUND MISSIONAL DISTRICT				
FALL CITY	11900	12891.68	108.33	0
MILL CREEK: CEDAR CROSS	38947	38968	100.05	0
ALLEN	23410	23410	100	0
ANACORTES	28363	28362.96	100	0.08
ARLINGTON UNITED	7031	7031.28	100	0
BELLINGHAM: GARDEN ST	28409	28409	100	0
BROWNSVILLE	9539	9539	100	0
BURNABY BC: FIRST UMC OF CANADA	22314	22314	100	0
COLBY	12725	12724.97	100	0.03
COUPEVILLE	20343	20343	100	0
CUSTER	8506	8506.2	100	0
EDMONDS	149328	149328	100	0
GIG HARBOR	45823	45823	100	0
KINGSTON: REDEEMER	12224	12224	100	0
KIRKLAND: LAKE WASHINGTON	67964	67964	100	0
LANGLEY	29037	29037	100	0
MARYSVILLE	51985	51985	100	0
MOUNT VERNON: FIRST	45705	45705.12	100	0
OAK HARBOR	47031	47031	100	0
PORT ANGELES: FIRST	35881	35881	100	0
PORT ORCHARD	28720	28720	100	0
PORT TOWNSEND: TRINITY	21376	21376	100	0
REDMOND	38095	38095	100	0
SAMMAMISH: FAITH	71772	71772	100	0
SEDRO WOOLLEY: CENTRAL	9502	9502	100	0
SEQUIM: TRINITY	44632	44632	100	0
STANWOOD	19834	19834	100	0
TRACYTON	11534	11534	100	0
VASHON ISLAND	17633	17633	100	0
WOODINVILLE: BEAR CREEK	46031	46031	100	0
PORT HADLOCK COMM	16699	16637.78	99.63	61.38
BREMERTON	21788	19972.59	91.67	1815.41

DARRINGTON	1930	1769.24	91.67	160.76
LA CONNER	11949	10953.25	91.67	995.75
SNOQUALMIE	11661	10689.27	91.67	971.73
SNOHOMISH	24646	22590	91.66	2056
BOTHELL	101333	89009.45	87.84	12323.55
LYNDEN	19443	10400	53.49	9043
BAY IEW	3712	1856	50	1856
FERNDALE UNITED	11830	5915.16	50	5914.84
BAINBRIDGE ISLAND: SEABOLD	14708	4210.75	28.63	10497.25
MONROE	12036	3175.29	26.38	8860.71
NOOKSACK INDIAN	326	0	0	326
DISTRICT TOTALS	**$1,257,655**	**$1,203,786**	**91.54**	**$54,882.49**

Church Name	Apportionment	YTD paid	% Paid	Balance Due
SEATAC MISSIONAL DISTRICT				
SEATTLE: BRYN MAWR	12480	14616.27	117.12	0
SEATTLE: WOODLAND PARK	17404	19149.28	110.03	0
SEATTLE: BLAINE MEMORIAL	59866	64854.83	108.33	0
AUBURN: FIRST	29504	29504	100	0
BELLEVUE: ALDERSGATE	21815	21815	100	0
BURIEN: HIGHLINE	7926	7926	100	0
DES MOINES	37466	37466	100	0
FEDERAL WAY	41290	41290	100	0
KENT	76040	76040	100	0
MERCER ISLAND	12670	12670.32	100	0
RENTON: FAIRWOOD COMMUNITY	38893	38893	100	0
RENTON: RENTON UMC	26885	26885	100	0
SEATTLE: FIRST	83985	83985.24	100	0
SEATTLE: FIRST TONGAN	7271	7271	100	0
SEATTLE: GRACE	9958	9958	100	0
SEATTLE: GREEN LAKE	10403	10403.16	100	0
SEATTLE: HALLER LAKE	30527	30527	100	0
SEATTLE: MAGNOLIA	7646	7646	100	0
SEATTLE: QUEEN ANNE	21601	21601	100	0
SEATTLE: TIBBETTS	23459	23459	100	0
SEATTLE: TRINITY	21337	21337	100	0
SEATTLE: UNIVERSITY GATHERING	37288	37288	100	0
SEATTLE: WALLINGFORD	33733	33733.08	100	0
SHORELINE	14422	14422	100	0
SHORELINE: RONALD	15152	15152	100	0
TACOMA: BROWNS POINT	22535	22535	100	0
TACOMA: FIRST KOREAN	20336	20336	100	0
TACOMA: MASON	36936	36936	100	0
TACOMA: THE BRIDGE	4838	4838	100	0
TUKWILA: RIVERTON PARK	22770	22770	100	0
BELLEVUE: FIRST	40764	37367.22	91.67	3396.78
SEATTLE: SAND POINT	42849	35562.24	82.99	7286.76

UNITED CHURCH IN UNIVERSITY PLACE	1930	1769.24	91.67	160.76
TACOMA: FIRST	11949	10953.25	91.67	995.75
BELLEVUE: SAINT PETERS	11661	10689.27	91.67	971.73
SEATTLE: BEACON	24646	22590	91.66	2056
SEATTLE: VALLEY AND MOUNTAIN	101333	89009.45	87.84	12323.55
COVINGTON: CORNERSTONE	19443	10400	53.49	9043
SEATTLE: SEAVIEW AND TONGAN FELLOWSHIP	3712	1856	50	1856
TACOMA: KALEVARIA	11830	5915.16	50	5914.84
DISTRICT TOTALS	**$1,337,630**	**$957,125.17**	**86.54**	**$144,201**

Church Name	Apportionment	YTD paid	% Paid	Balance Due
SEVEN RIVERS MISSIONAL DISTRICT				
OMAK	4051	4051.32	100.01	0
BENTON CITY	8986	8986	100	0
CHELAN: LAKE CHELAN	8978	8978	100	0
CONCONULLY	2363	2363	100	0
ELLENSBURG	21648	21648	100	0
EPHRATA	9107	9107	100	0
GOLDENDALE	12235	12235	100	0
HARTLINE	1120	1120	100	0
KENNEWICK: FIRST	79346	79346	100	0
MANSON	4386	4386	100	0
METHOW VALLEY	9035	9035	100	0
PASCO: RIVERVIEW	16904	16904	100	0
SELAH	10803	10803	100	0
WALLA WALLA: PIONEER	61902	61902	100	0
WENATCHEE: FIRST	72983	72983	100	0
YAKIMA: WESLEY	45920	45920	100	0
ROYAL CITY	2707	2706.48	99.98	0.52
PROSSER	15633	13724.84	87.79	1908.16
CASHMERE	12283	10235.5	83.33	2047.5
DAYTON: FIRST	8889	7407.6	83.33	1481.4
RICHLAND CENTRAL UNITED PROT-ESTANT	188602	144999.96	76.88	43602.12
KENNEWICK: WEST HIGHLANDS	25043	18908.52	75.5	6134.72
MONITOR	9554	4000	41.87	5554
LEAVENWORTH	16911	1515	8.96	15396
OKANOGAN	4924	404	8.2	4520
MOSES LAKE	17117	0	0	17117
WATERVILLE FED	8067	0	0	8067
WHITE SWAN: WILBUR MEMORIAL	1279	0	0	1279
DISTRICT TOTALS	680,776	573,669.22	77.35	107,107.40

Thank You! - Apportionments Paid in Full

The churches listed below paid their 2025 Shared Ministry Apportionments, fully honoring what the Discipline defines as "the first benevolent responsibility" of the local church.

Crest to Coast

Battle Ground
Camas
Central Park
Centralia
Eatonville
Elma
Fern Prairie
Grays River
Hoquiam
Kalama
Kelso
Lacey: St Andrews
Little Rock
Longview
Montesano
Morton: Community
Oakville
Ocean Park
Ocean Shores
Olympia: First
Orting
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: Vancouver Heights
Washougal
White Salmon
Willapa
Yelm: Community

Inland

Asotin
Bonners Ferry
Cheney
Coeur D'alene: Community
Davenport Edwall
Deer Park
Elmore (ID)
Grangeville
Green Bluff: Community
Lewiston: First
Moscow: First
New Connections
Pomeroy
Pullman: Simpson
Ritzville: Trinity
Rockford
Spokane Valley
Spokane: Audubon Park
Spokane: Covenant
Spokane: Fowler
Spokane: Highland Park
Spokane: Moran
Spokane: St Pauls

Puget Sound

Allen
Anacortes
Arlington United
Bellingham: Garden St
Brownsville
Burnaby, BC: First Canada
Colby
Coupeville
Custer
Edmonds
Fall City
Gig Harbor
Kingston: Redeemer
Kirkland: Lake Washington
Langley
Marysville
Mill Creek: Cedar Cross
Mount Vernon: First
Oak Harbor
Port Angeles: First Port Orchard
Port Townsend: Trinity
Redmond
Sammamish: Faith
Sedro Woolley: Central
Sequim: Trinity
Stanwood
Tracyton
Vashon Island
Woodinville: Bear Creek
Port Hadlock Community

SeaTac

Auburn: First
Bellevue: Aldersgate
Burien: Highline
Des Moines
Federal Way
Kent
Mercer Island
Renton: Fairwood
Renton
Seattle: Blaine Memorial
Seattle: Bryn Mawr
Seattle: First
Seattle: First Tongan
Seattle: Grace
Seattle: Green Lake
Seattle: Haller Lake
Seattle: Magnolia
Seattle: Queen Anne
Seattle: Tibbetts
Seattle: Trinity
Seattle: University
Seattle: Wallingford
Sea: Woodland Park
Shoreline
Shoreline: Ronald
Tacoma: Browns Point
Tacoma: First Korean
Tacoma: Mason
Tacoma: The Bridge
Tukwila: Riverton Park

Seven Rivers

Benton City
Chelan: Lake Chelan
Conconully
Ellensburg
Ephrata
Goldendale
Hartline
Kennewick: First
Manson
Methow Valley
Omak
Pasco: Riverview
Selah
Walla Walla: Pioneer
Wenatchee: First
Yakima: Wesley
Royal City

% Paid By District

1. Puget Sound - 95.72%
2. Inland - 95.61%
3. Crest to Coast - 94.38%
4. SeaTac - 87.61%
5. Seven Rivers - 84.27%

FINANCE & ADMINISTRATION
General Council on Finance and Administration
THE UNITED METHODIST CHURCH

Caitlin Congdon
General Secretary & Treasurer
The General Council on
Finance and Administration
1908 Grand Ave.
Nashville, TN 37212
www.GCFA.org

Subject: Thank you for 100% Apportionment Giving

Dear Bishop Bridgeforth,

Grace and peace to you!

On behalf of the General Council on Finance and Administration, I write to express my deep gratitude for your annual conference's faithful commitment in paying 100% of your apportionments.

Your generosity is more than a financial milestone—it is a powerful witness to our shared connection and our collective calling. Because of your faithfulness, together we are living into the mission of The United Methodist Church: to make disciples of Jesus Christ for the transformation of the world. Your commitment helps ensure that ministries across the globe are resourced, supported, and sustained in ways that no single conference could accomplish alone.

In a time when the Church is navigating both change and opportunity, your leadership stands as a sign of hope, trust, and partnership in our shared mission. You are helping to strengthen the whole connection and extend the reach of our ministry in meaningful and lasting ways.

As a small token of our appreciation, we are pleased to provide a slide for your use at your upcoming annual conference session, celebrating this important achievement. We hope it offers an opportunity to recognize and give thanks for the collective faithfulness of your churches and leaders.

Thank you for your continued commitment to connectionalism, stewardship, and the mission we share.


Thank You
Your full apportionment payment demonstrates leadership, partnership, and dedication to our shared mission. Thank you for sustaining the work we do together.
FINANCE & ADMINISTRATION
General Council on Finance and Administration
UNITED IN IMPACT

PASTORAL COMPENSATION

This compensation information reflects action by the Charge Conference setting the pastor's salary, effective January 1, 2026, 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 35% of the Total Cash Salary column.
2. Total Cash Salary is the total of Cash Salary + Housing Exclusion
3. Housing Exclusion includes compensation designated for utilities and furnishings (non-taxable for income taxes).
4. Cash Salary includes salary reductions for health insurance (excess beyond the premium credit amount provided with HealthFlex Exchange), flexible spending account, health savings account, social security offset and/or United Methodist Personal Investment Plan contributions.
5. ARP stands for Accountable Reimbursement Plan professional expenses. The expenses are not included in cash salary. This represents the budgeted amount set by the 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 2026 pastoral support worksheet was not received or they served by lay led congregation.
8. 2026 minimum salary for full-time appointment (Total Cash Salary is $52,807).

Charge	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
CREST TO COAST MISSIONAL DISTRICT							
BATTLE GROUND	53,500	11,000	64,500	H	38,750	103,250	3,000
CAMAS	42,115	17,000	59,115	P	0	79,805	4,000
CHEHALIS	45,158	7,649	52,807	H	22,000	74,807	2,000
EATONVILLE	18,000	0	18,000	N	0	18,000	2,000
KELSO UMC PRESBY-TERIAN	52,807	0	52,807	H	18,482	71,289	3,000
LACEY: ST ANDREWS	40,807	12,000	52,807	H	32,400	85,207	4,000
LAKEWOOD	37,100	0	37,100	N	0	37,100	5,000
MONTESANO	51,807	4,000	55,807	H	16,000	71,807	1,500
OCEAN SHORES, SAT-SOP & ELMA	52,807	0	52,807	P	0	71,289	4,500
OLYMPIA: FIRST	61,487	6,000	67,487	H	30,600	98,087	3,500
OLYMPIA: FIRST	50,940	5,500	56,440	H	29,376	85,816	3,500
PUYALLUP	54,240	8,760	63,000	H	31,550	94,550	5,000
PUYALLUP	16,211	18,000	34,211	N	0	34,211	1,500
PUYALLUP: LIGHT OF THE HILL	30,658	28,000	58,658	H	24,000	82,658	6,000
RIDGEFIELD	57,664	6,000	63,664	H	25,200	88,864	6,700
SHELTON	48,061	7,500	55,561	H	26,400	81,961	5,000
SPANAWAY & ORTING	46,307	6,500	52,807		0	71,289	0
STEVENSON	16,800	0	16,800	N	0	16,800	2,000
SUMNER	49,852	7,000	56,852	P	0	76,750	2,000
TUMWATER	54,672	6,000	60,672	P	0	81,907	3,000
VADER: GRACE	0	0	0	N	0	0	2,000
VANCOUVER: FIRST	69,903	12,250	82,153	H	24,000	106,153	5,100
VANCOUVER: MILL PLAIN	60,235	0	60,235	H	27,600	87,835	2,280
VANCOUVER: OR-CHARDS	42,660	13,000	55,660	P	0	75,141	1,500
VANCOUVER: SALMON CREEK	53,000	0	53,000	H	32,543	85,543	3,000
VANCOUVER: VANCOU-VER HEIGHTS	57,110	4,560	61,670	P	0	83,255	0
WASHOUGAL	55,112	0	55,112	H	31,000	86,112	2,000

INLAND MISSIONAL							
CHENEY	53,193	5,000	58,193	H	16,200	74,393	5,000
CLARKSTON & LEWISTON: FIRST & ORCHARDS	54,600	9,000	63,600	P	0	85,860	5,000
COEUR D'ALENE: COMMUNITY	53,500	2,500	56,000	H	24,000	80,000	3,000
DAVENPORT EDWALL	45,000	8,000	53,000	P	0	71,550	5,500
DEER PARK	24,720	0	24,720	N	0	24,720	1,200
GRANGEVILLE & ELMORE	43,000	9,000	52,000	P	0	70,200	4,000
GREEN BLUFF	21,600	0	21,600	N	0	21,600	0
MOSCOW: FIRST	41,625	18,000	59,625	H	18,000	77,625	3,000
PULLMAN: SIMPSON	43,562	11,621	55,183	H	19,200	74,383	3,500
RITZVILLE: TRINITY	25,964	0	25,964	H	12,000	18,762	3,000
SANDPOINT	21,404	5,000	26,404	H	18,000	44,404	2,500
SPOKANE VALLEY	61,060	5,500	66,560	H	19,200	85,760	7,000
SPOKANE: AUDUBON PARK	42,141	25,490	67,631	H	24,000	91,631	4,500
SPOKANE: AUDUBON PARK	22,338	0	22,338	N	0	22,338	2,000
SPOKANE: COVENANT	48,020	6,000	54,020	H	39,400	93,420	4,800
SPOKANE: FOWLER	36,605	3,000	39,605	H	19,728	59,333	3,000
SPOKANE: MANITO	47,000	5,807	52,807	H	25,450	78,257	2,500
SPOKANE: ST PAULS & LIBERTY PARK	22,404	4,000	26,404	H	4,000	30,404	2,000

PUGET SOUND MISSIONAL DISTRICT							
Charge	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
ALLEN	62,017	0	62,017	P	0	83,723	2,500
ANACORTES	60,148	4,950	65,098	H	16,500	81,598	4,000
ARLINGTON: UNITED	46,596	7,200	53,796	P	0	72,625	1,500
BAINBRIDGE ISLAND: SEABOLD	24,604	1,800	26,404	P	0	36,404	200
BELLINGHAM: GARDEN ST	56,741	6,000	62,741	H	33,000	95,741	3,750
BOTHELL	75,360	10,890	86,250	H	34,000	120,250	7,250
BOTHELL	42,000	0	42,000	N	0	42,000	500
BREMERTON	52,807	0	52,807	H	2,000	54,807	3,500
BROWNSVILLE & TRACYTON	20,000	32,807	52,807	H	23,000	75,807	3,000
BURNABY BC FIRST UMC OF CANADA	67,500	0	67,500	H	17,500	85,000	0
COLBY	46,807	6,000	52,807	P	0	71,289	3,500
COUPEVILLE	55,447	9,000	64,447	P	0	87,003	1,200
CUSTER	25,924	2,880	28,804	P	0	38,885	2,500
DARRINGTON	4,800	0	4,800	N	0	4,800	500
EDMONDS	101,772	5,140	106,912	P	0	144,331	6,000
EVERETT: LA PALABRA VIVIENTE	26,404	0	26,404	P	0	36,404	2,000
FERNDALE UNITED	49,807	3,000	52,807	H	28,578	81,385	3,000
GIG HARBOR	80,000	6,000	86,000	H	35,000	121,000	6,500
GIG HARBOR	15,000	0	15,000	N	0	15,000	2,500
KINGSTON: REDEEMER	26,404	0	26,404	H	20,400	46,804	3,703
KIRKLAND: LAKE WASHINGTON	65,275	9,900	75,175	H	20,000	95,175	4,000
LA CONNER	42,807	10,000	52,807	H	10,000	62,807	0
LANGLEY	64,622	6,751	71,373	P	0	96,354	5,000
LYNDEN	26,404	9,241	35,645	H	9,241	44,886	4,000
MARYSVILLE	66,632	10,000	76,632	H	26,712	103,344	6,000
MARYSVILLE	27,115	2,500	29,615	H	6,708	36,323	2,262
MILL CREEK: CEDAR CROSS	69,889	6,500	76,389	P	0	103,125	4,000
MOUNT VERNON: FIRST	48,100	8,181	56,281	H	24,352	80,633	0

Charge	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
MOUNT VERNON: FIRST	43,176	9,739	52,915	H	16,232	69,147	0
OAK HARBOR	63,632	9,000	72,632	H	17,740	90,372	5,500
PORT ANGELES: FIRST	61,285	3,000	64,285	P	0	86,785	3,000
PORT HADLOCK COMM	41,967	0	41,967	N	0	41,967	1,000
PORT ORCHARD	51,780	8,400	60,180	H	27,600	87,780	4,800
PORT TOWNSEND: TRINITY	45,391	3,300	48,691	H	20,000	68,691	1,500
REDMOND	52,807	6,700	59,507	H	32,593	92,100	4,000
SAMMAMISH: FAITH	61,000	3,600	64,600	H	75,730	140,330	2,840
SEDRO WOOLLEY: CENTRAL	47,807	5,000	52,807	H	24,000	76,807	3,000
SEQUIM: TRINITY	68,500	5,500	74,000	H	33,900	107,900	5,000
SNOHOMISH	66,982	6,000	72,982	P	0	98,526	4,000
SNOQUALMIE & FALL CITY	32,807	20,000	52,807	P	0	71,289	3,000
STANWOOD	53,656	7,406	61,062	P	0	82,434	4,800
VASHON ISLAND	60,651	7,200	67,851	P	0	91,599	5,000
WOODINVILLE: BEAR CREEK	55,981	17,135	73,116	H	21,000	94,116	6,000

SEATAC MISSIONAL DISTRICT							
Charge	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
AUBURN: FIRST	48,688	5,600	54,288	H	26,677	80,965	3,000
BELLEVUE: ALDERS-GATE	37,450	18,140	55,590	H	34,200	89,790	6,500
BELLEVUE: HOPE	65,940	13,500	79,440	P	0	107,244	5,500
BURIEN: HIGHLINE	40,137	5,225	45,362	H	14,640	60,002	0
COVINGTON: CORNER-STONE	32,807	20,000	52,807	H	42,588	95,395	3,000
DES MOINES	42,825	10,000	52,825	H	30,000	82,825	3,000
FEDERAL WAY	42,807	10,000	52,807	H	46,496	99,303	3,000
FEDERAL WAY	46,037	8,500	54,537	H	25,000	79,537	2,000
FEDERAL WAY: GOOD SEED KOREAN	41,446	9,600	51,046	P	0	63,808	2,400
KENT	59,439	15,000	74,439	H	31,019	105,458	4,000
MERCER ISLAND	45,602	10,000	55,602	P	0	69,503	2,000
RENTON: FAIRWOOD COMMUNITY	72,560	8,008	80,568	H	33,638	114,206	3,000
RENTON: FAIRWOOD COMMUNITY	6,425	6,168	12,593	H	24,672	37,265	1,000
RENTON: RENTON UMC	52,500	9,000	61,500	P	0	83,025	1,500
SEATTLE: BEACON	48,607	6,600	55,207	H	21,600	76,807	2,500
SEATTLE: BLAINE ME-MORIAL	63,142	12,684	75,826	H	22,000	97,826	5,000
SEATTLE: BRYN MAWR	5,080	21,324	26,404	H	12,000	38,404	500
SEATTLE: EL DIOS VIVIENTE	45,000	8,500	53,500	P	0	72,225	1,000
SEATTLE: FIRST	13,721	39,086	52,807	H	914	53,721	2,200
SEATTLE: FIRST TON-GAN	22,807	30,000	52,807	H	7,000	59,807	1,000
SEATTLE: HALLER LAKE	43,800	10,000	53,800	H	32,000	85,800	5,000
SEATTLE: MAGNOLIA	29,152	6,000	35,152	P	0	47,455	1,200
SEATTLE: QUEEN ANNE	27,800	25,007	52,807	H	18,998	71,805	1,200
SEATTLE: SAND POINT	58,546	0	58,546	H	30,000	88,546	3,150
SEATTLE: SEAVIEW	26,404	0	26,404	P	0	35,645	1,000
SEATTLE: TIBBETTS	60,049	6,500	66,549	P	0	89,841	0
SEATTLE: TRINITY	54,199	9,096	63,295	P	0	85,448	3,600

Charge	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
SEATTLE: UNIVERSITY GATHERING & GREEN-LAKE	48,697	10,000	58,697	H	40,200	98,897	6,000
SEATTLE: VALLEY AND MOUNTAIN	51,607	1,200	52,807	H	30,693	83,500	0
SEATTLE: WALLING-FORD	57,010	10,000	67,010	P	0	90,464	2,500
SEATTLE: WOODLAND PARK	48,906	10,000	58,906	H	36,000	94,906	0
SHORELINE	42,807	10,000	52,807	P	0	71,289	3,500
SHORELINE: RONALD	49,600	10,000	59,600	H	30,000	89,600	5,000
TACOMA: BROWNS POINT	22,568	45,089	67,657	H	19,600	87,257	4,500
TACOMA: FIRST	63,958	14,408	78,366	H	30,792	109,158	5,000
TACOMA: FIRST KO-REAN	48,332	8,200	56,532	P	0	76,318	6,000
TUKWILA: RIVERTON PARK	54,961	8,000	62,961	P	0	84,997	2,500
SEVEN RIVERS MISSIONAL DISTRICT							
BENTON CITY	27,623	0	27,623	N	0	27,623	0
CASHMERE & MONI-TOR	46,200	12,000	58,200	P	0	72,750	3,000
CHELAN: LAKE CHEL-AN	24,388	2,704	27,092	P	0	33,865	1,600
DAYTON: FIRST	32,559	1,000	33,559	H	5,100	38,659	500
ELLENSBURG	50,500	5,000	55,500	H	24,000	79,500	2,500
EPHRATA	25,523	0	25,523	H	6,000	31,523	1,500
KENNEWICK: FIRST	71,000	7,000	78,000	P	0	97,500	4,000
KENNEWICK: WEST HIGHLANDS	26,046	25,000	51,046	H	22,000	73,046	3,500
LEAVENWORTH	44,046	7,000	51,046	P	0	63,808	3,000
MANSON	12,762	0	12,762	H	3,600	16,362	1,500
MOSES LAKE	48,046	3,000	51,046	P	0	63,808	1,000
OMAK & CONCONULLY	21,900	0	21,900	N	0	21,900	0
PASCO: RIVERVIEW	25,000	0	25,000	H	24,000	49,000	4,000
PROSSER	52,195	4,725	56,920	P	0	71,150	5,000
RICHLAND CENTRAL UNITED PROTESTANT	59,757	11,400	71,157	H	28,650	99,807	6,100

Charge	Cash Salary	Housing Exclusion	Total Cash Salary		Housing Allowance	Plan Comp.	ARP
SELAH	44,046	9,000	53,046	P	0	66,308	6,000
WALLA WALLA: PIONEER	66,700	8,190	74,890	P	0	93,613	3,000
WENATCHEE: FIRST	46,164	18,591	64,755	H	34,039	98,794	3,152
YAKIMA: WESLEY	63,700	7,000	70,700	H	22,000	92,700	5,000

COMPENSATION REPORT

As of 1st Quarter 2026

Role	Appointment / Employment Space	Plan Comp.	Full Time?	Notes
GNW Treasurer, Exec. Director of Finance and Administration	GNW Position	146,260	Full time	PNW is responsible for 60%
PNW Benefits Officer and Retirement Planner	PNW Conference Office	145,401	Full time	100% Funded by Board of Pensions, ending June 30
Senior Pastor	EDMONDS	144,331	Full time	
Senior Pastor	SAMMAMISH: FAITH	140,330	Full time	
Director of Connectional Ministries	PNW Conference Office	122,441	Full time	
Assistant to the Bishop/ Equity and Intercultural Competancy	GNW Position	121,540	Full time	25% from Episcopal Office 75% shared by GNW
Senior Pastor	GIG HARBOR	121,000	Full time	
Senior Pastor	BOTHELL	120,250	Full time	
Senior Pastor	RENTON: FAIRWOOD COMMUNITY	114,206	Full time	PNW is responsible for $36K- Superintendent
Director of HR and Benefits	GNW Position	113,300	Full time	PNW is responsible for 60% - Supported by Board of Pensions
Director of Finance / Assistant Treasurer	GNW Position	113,300	Full time	PNW is responsible for 60%
Senior Pastor	TACOMA: FIRST	109,158	Full time	PNW is responsible for $36K- Superintendent
Senior Pastor	KENNEWICK: FIRST	109,134	Full time	
Director of Communications	PNW Conference Office	108,742	Full time	
Senior Pastor	KENT	108,538	Full time	
Senior Pastor	SEQUIM: TRINITY	107,900	Full time	
Senior Pastor	BELLEVUE: HOPE	107,244	Full time	
Senior Pastor	VANCOUVER: FIRST	106,153	Full time	
Director of Property and Asset Management	GNW Position	105,060	Full time	PNW is responsible for 60%
Senior Pastor	WALLA WALLA: PIONEER	103,937	Full time	
Senior Pastor	MARYSVILLE	103,344	Full time	
Senior Pastor	BATTLE GROUND	103,250	Full time	
Senior Pastor	MILL CREEK: CEDAR CROSS	103,125	Full time	
Senior Pastor	WENATCHEE: FIRST	101,758	Full time	
Senior Pastor	RICHLAND CENTRAL UNITED PROTESTANT	99,807	Full time	
Senior Pastor	FEDERAL WAY	99,303	Full time	
Senior Pastor	SEATTLE U GATHERING & GREEN LAKE	98,897		
Senior Pastor	SNOHOMISH	98,526		
Senior Pastor	OLYMPIA: FIRST	98,087		

Role	Appointment / Employment Space	Plan Comp.	Full Time?	Notes
Senior Pastor	SEATTLE: BLAINE MEMORIAL	97,826		
Senior Pastor	LANGLEY	96,354		
Director of Camp and Retreat Ministries	PNW Conference Office	99,969	Full Time	100% Funded by Camping Board of Stewards
Director of Hispanic/Latinx Minsitries	PNW Conference Office	95,910	Full Time	
Senior Pastor	BELLINGHAM: GARDEN ST	95,741		
Senior Pastor	COVINGTON: CORNERSTONE	95,395		
Senior Pastor	KIRKLAND: LAKE WASHINGTON	95,175		
Senior Pastor	YAKIMA: WESLEY	95,000		
Senior Pastor	SEATTLE: WOODLAND PARK	94,906		
Senior Pastor	PUYALLUP	94,550		
Senior Pastor	WOODINVILLE: BEAR CREEK	94,116		
Senior Pastor	SPOKANE: COVENANT	93,420		
Senior Pastor	REDMOND	92,100		
Senior Pastor	SPOKANE: AUDUBON PARK	91,631		
Senior Pastor	VASHON ISLAND	91,599		Receives Conference investment
Senior Pastor	SEATTLE: WALLINGFORD	90,464		
Senior Pastor	OAK HARBOR	90,372		
Senior Pastor	SEATTLE: TIBBETTS	89,841		
Senior Pastor	BELLEVUE: ALDERSGATE	89,790		
Senior Pastor	SHORELINE: RONALD	89,600		
Senior Pastor	RIDGEFIELD	88,864		
Senior Pastor	SEATTLE: SAND POINT	88,546		
Senior Pastor	VANCOUVER: MILL PLAIN	87,835		
Senior Pastor	PORT ORCHARD	87,780		
Senior Pastor	TACOMA: BROWNS POINT	87,257		
Senior Pastor	COUPEVILLE	87,003		
Senior Pastor	PORT ANGELES: FIRST	86,785		
Senior Pastor	WASHOUGAL	86,112		
Senior Pastor	CLARKSTON & LEWISTON: FIRST & ORCHARDS	85,860		
Associate Pastor	OLYMPIA: FIRST	85,816		
Senior Pastor	SEATTLE: HALLER LAKE	85,800		
Senior Pastor	SPOKANE VALLEY	85,760		

Role	Appointment / Employment Space	Plan Comp.	Full Time?	Notes
Senior Pastor	VANCOUVER: SALMON CREEK	85,543		
Senior Pastor	SEATTLE: TRINITY	85,448		
Senior Pastor	LACEY: ST ANDREWS	85,207		
Senior Pastor	BURNABY B.C. FIRST UMC OF CANADA	85,000		Receives Conference investment
Senior Pastor	TUKWILA: RIVERTON PARK	84,997		Receives Conference investment
Senior Pastor	ALLEN	83,723		
Lay Supply	SEATTLE: VALLEY AND MOUNTAIN	83,500		
Senior Pastor	VANCOUVER: VANCOUVER HEIGHTS	83,255		
Senior Pastor	RENTON	83,025		
Senior Pastor	DES MOINES	82,825		
Senior Pastor	PUYALLUP: LIGHT OF THE HILL	82,658		
Senior Pastor	STANWOOD	82,434		
Senior Pastor	SHELTON	81,961		
Senior Pastor	TUMWATER	81,907		
Senior Pastor	ANACORTES	81,598		
Senior Pastor	FERNDALE UNITED	81,385		
Senior Pastor	AUBURN: FIRST	80,965		
Senior Pastor	MOUNT VERNON: FIRST	80,633		Receives Conference investment
Senior Pastor	ELLENSBURG	80,500		
Senior Pastor	COEUR D'ALENE: COMMUNITY	80,000		
Senior Pastor	CAMAS	79,805		
Minister of Community Engagement	FEDERAL WAY	79,537		
Senior Pastor	CASHMERE & MONITOR	78,570		
Senior Pastor	SPOKANE: MANITO	78,257		
Senior Pastor	MOSCOW: FIRST	77,625		
Senior Pastor	PROSSER	77,610		
Senior Pastor	SEATTLE: BEACON	76,807		Receives Conference investment
Senior Pastor	SEDRO WOOLLEY: CENTRAL	76,807		
Senior Pastor	SUMNER	76,750		
Senior Pastor	TACOMA: FIRST KOREAN	76,318		
Senior Pastor	KENNEWICK: WEST HIGHLANDS	76,107		
Senior Pastor	CHENEY	75,989		

Role	Appointment / Employment Space	Plan Comp.	Full Time?	Notes
Senior Pastor	BROWNSVILLE & TRA-CYTON	75,807		
Senior Pastor	MERCER ISLAND	75,678		
Senior Pastor	VANCOUVER: ORCHARDS	75,141		
Senior Pastor	CHEHALIS	74,807		
Senior Pastor	SELAH	74,664		
Senior Pastor	PULLMAN: SIMPSON	74,383		
Senior Pastor	ARLINGTON: UNITED	72,625		
Senior Pastor	SEATTLE: EL DIOS VIVIENTE	72,225		Receives Conference investment
Senior Pastor	MONTESANO	71,807		Receives Conference investment
Senior Pastor	SEATTLE: QUEEN ANNE	71,805		Receives Conference investment
Senior Pastor	DAVENPORT EDWALL	71,550		
Senior Pastor	COLBY	71,289		
Senior Pastor	FEDERAL WAY: GOOD SEED KOREAN	71,289		
Senior Pastor	KELSO UMC PRESBY-TERIAN	71,289		
Senior Pastor	OCEAN SHORES, SATSOP & ELMA	71,289		
Senior Pastor	SHORELINE	71,289		
Senior Pastor	SNOQUALMIE & FALL CITY	71,289		
Senior Pastor	SPANAWAY & ORTING	71,289		
Senior Pastor	GRANGEVILLE & ELMORE	70,200		
Senior Pastor	MOUNT VERNON: FIRST	69,147		
Senior Pastor	PORT TOWNSEND: TRINITY	68,691		
Senior Pastor	LA CONNER	62,807		
Senior Pastor	BURIEN: HIGHLINE	60,002		
Senior Pastor	SEATTLE: FIRST TONGAN	59,807		Receives Conference investment
Senior Pastor	SPOKANE: FOWLER	59,333		
Senior Pastor	BREMERTON	54,807		
Senior Pastor	SEATTLE: FIRST	53,721		1/2 time interim pastor
Senior Pastor	YELM	49,026		
Senior Pastor	PASCO: RIVERVIEW	49,000		
Senior Pastor	SEATTLE: MAGNOLIA	47,455		
Senior Pastor	KINGSTON: REDEEMER	46,804		
Senior Pastor	LYNDEN	44,886		
Senior Pastor	SANDPOINT	44,404		

Role	Appointment / Employment Space	Plan Comp.	Full Time?	Notes
Director of the Circle of Indiginous Ministries	GNW Position	43,260	half time	PNW is responsible for 55.5%
Senior Pastor	BOTHELL	42,000		
Senior Pastor	PORT HADLOCK COMM	41,967		
Congregational Development Director	GNW Position	39,600		PNW is responsible for 55.5%
Senior Pastor	CUSTER	38,885		
Senior Pastor	LEAVENWORTH	38,700		
Senior Pastor	SEATTLE: BRYN MAWR	38,404		
Senior Pastor	CHELAN: LAKE CHELAN	38,002		
Senior Pastor	RENTON: FAIRWOOD COMMUNITY	37,265		
Senior Pastor	LAKEWOOD	37,100		
Senior Pastor	BAINBRIDGE ISLAND: SEABOLD	36,404		
Senior Pastor	EVERETT: LA PALABRA VIVIENTE	36,404		Receives Conference investment
Senior Pastor	MARYSVILLE	36,323		
Senior Pastor	SEATTLE: SEAVIEW	35,645		
Senior Pastor	DAYTON: FIRST	35,600		
Senior Pastor	PUYALLUP	34,211		
Senior Pastor	EPHRATA	32,404		
Senior Pastor	SPOKANE: ST PAULS & LIBERTY PARK	30,404		
Senior Pastor	BENTON CITY	29,404		
Senior Pastor	DEER PAKR	24,720		
Senior Pastor	WINLOCK	23,202		
Senior Pastor	SPOKANE: AUDUBON PARK	22,338		
Senior Pastor	GREEN BLUFF	21,600		
Senior Pastor	OMAK & CONCONULLY	21,000		
Senior Pastor	RITZVILLE: TRINITY	18,762		
Senior Pastor	EATONVILLE	18,000		
Senior Pastor	METHOW VALLEY	17,426		
Senior Pastor	MANSON	16,802		
Senior Pastor	STEVENSON	16,800		
Senior Pastor	GIG HARBOR	15,000		
Senior Pastor	DARRINGTON	4,800		
Senior Pastor	VADER: GRACE	0		

BOARD OF TRUSTEES

As the Discipline requires, the PNW Board of Trustees reports its "doings." This report covers August 2025 through Spring 2026. Information on finances and assets can be found in the main financial reports. The Trustees' work is supported by conference staff: Treasurer Brant Henshaw, Director of Property Asset Management Katrishca Barker, Assistant Treasurer Sara Goetze, and Chancellor Molly Gabel.

New Leadership and Rhythm

In August 2025, the board elected Jeremy Smith as Chair, Job Pangilinan as Vice-Chair, and Yvonne Agduyeng as Secretary. We grounded our work in 1 Corinthians 4:1–2 and adopted a mission and vision statement: "Guided by faith to steward our fiduciary and legal responsibilities, we ensure that every property, trust, and resource is faithfully leveraged for mission and ministry. Our stewardship will embody transparency, justice, and accountability."

We established guiding principles of persistence, contingency, significance, and early discernment with late commitment. We set a rhythm of six meetings per year, including an in-person January retreat. We also transitioned board meetings to use Basecamp, which rapidly became a helpful tool for collecting documents, minutes, and conversations.

Property Stewardship

The Trustees oversee a complex portfolio of conference-held properties. A key development this year was the Shared Service's hiring of Katrishca Barker, whose real estate and property management expertise has brought consistency and professionalism to how we track and care for these properties.

We continued to honor Bishop Bridgeforth's guidance, urging discernment over reflexive sale of closed church properties, while recognizing that some properties carry unsustainable costs.

Some notable updates:

- After careful evaluation, the Trustees voted to recommend the sale of several properties where no viable ministry use was identified: Pacific/Algona, Pe Ell, Sunnyside, Wallace (Idaho), the Crown Hill Parsonage, and the Nez Perce brick church building.
- The Tacoma property (formerly Calvary UMC) entered foreclosure after years of unresolved obligations, and its status is pending.
- The Crown Hill property (that houses Trinity UMC Ballard) experienced a basement fire, resulting in a total loss of the lower level. Insurance proceedings are underway, and the congregation is currently worshipping alongside Seattle First UMC.
- The East Wenatchee (Trinity) property continued under an MOU with Wenatchee First UMC, which the Trustees extended as the congregation explores community ministry and low-income housing.

- The episcopal residence in Normandy Park required basement waterproofing, furnace repairs, and exterior painting (costs shared across the GNW episcopal area).
- Finally, the Conference Office building will need a roof replacement; approximately $480,000 is currently set aside for major maintenance in the near future.

Church Closures and Implementing Petition #7 and #8

The closures of Aberdeen First UMC and Seattle: Magnolia UMC are pending before the annual conference. Aberdeen has held its final service, and management has transferred to the conference. Magnolia houses a Montessori school, and the Trustees recommended a year of discernment before decisions about that property's future. The anticipated merger of Fowler UMC and Audubon Park UMC in Spokane is also pending.

The 2025 Annual Conference adopted Petition #10, directing the Trustees to offer closed church properties to United Methodist congregations before pursuing sale. Implementing this petition became a central focus of our work. We developed a process: when property transfers to the Trustees, we open it to mission and vision proposals from UMC entities and congregations, reviewed through an equity lens in consultation with the Board of Church Location and Building and the District Superintendent. Approved proposals will enter into a discernment period, with the eventual result that the ministry may receive the deed to the property. We will also contact four congregations that already occupy closed church properties to align those relationships with the petition's framework.

Area churches and United Methodist ministries can find the current opportunities and the petition process for use of these properties at the PNW website www.pnwumc.org/trustees/

OTHER NOTABLE ACTIONS

- The sale of the Seattle District Parsonage, under discussion since 2015, has been sent to the annual conference for approval.
- The Crest to Coast District Board of Church Location and Building piloted a property evaluation process to assess the ministry potential of closed properties before moving toward sale.
- The Trustees have entered discernment on implementing the Western Jurisdiction resolution that all conferences donate 10% of building sale proceeds to the local Indigenous Circles; a decision of process is forthcoming.
- PNW Conference Archives are being consolidated into a single location at Des Moines UMC, with Trustees' support.

Transitions

We gave thanks for the service of *Pat Simpson*, who served faithfully as Trustee Chair and shepherded the board through the disaffiliation era and the Lapwai land return, and Dennis Magnuson, who completed two terms of dedicated service. We welcomed Catherine Lyle and Bev Heunisch to the board.

Blessings and thank you for your trust. Contact me with any questions!

Respectfully Submitted

Rev. Jeremy Smith

PNW Trustee Chair