

STILL NE

A stylized flame graphic in shades of orange and yellow, positioned to the left of the word 'NE' and partially overlapping the word 'STILL'.

standing
transforming
rising

WELCOME & BLESSINGS

As we prepare to gather in holy conferencing for the 237th session of annual conference, we invited you to pray for the clergy and lay members of the Baltimore-Washington Conference and their churches. We are standing together at a historic time in the church's history. Twenty months of a pandemic, cultural forces of division and distrust, and disturbing tides of isolation and uncertainty have unsettled us. But we are still one. We are still the body of Christ, connected by grace; God's children through faith, heirs according to the promise. We are the people of the Baltimore-Washington Conference. And, together, we stand, transform, and rise – all to the glory of God.

This past year has brought us challenges. But it has also given us opportunities and joy. During this annual conference, we will celebrate the mighty works of mercy and justice lived out in our churches and our connection. We will rejoice in, and nurture, new expressions of faith being lived out in our midst, and we will commit ourselves to the creative possibilities for generosity, service, and spiritual growth that God now places in our midst.

And through it all, we stand firmly at the foot of the cross; transforming love into action; and ready to rise as we lift others. May our time together be Spirit-led and may we each commit ourselves to the tireless, good and joyful work of the Kingdom of God.



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



DELORES MARTIN
LAY LEADER OF THE BALTIMORE-WASHINGTON CONFERENCE

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AC 2021 Agenda

Subject to change

Monday, October 25

9 a.m.	Clergy Session
1 p.m.	Break
2 p.m.	Moment of Centering – “Standing” Call to Order Instructions for Voting and Virtual Meeting Engagement Organizational Motion by Conference Secretary Review of AC Rules Greetings Board of Ordained Ministry (BOOM) Report Resolutions
4:40 p.m.	Consent Calendar Approved – Order of the Day
5 p.m.	Opening Worship Service – Order of the Day Bishop LaTrelle M. Easterling, Preacher. Offering to benefit UMCOR
7 p.m.	Laity Session

Tuesday, October 26

8:30 a.m.	Morning Centering Moment – “Rising”	
8:45 a.m.	Lay Leader Greeting and Laity Report Council on Finance and Administration Board of Pension	Equitable Compensation Church Closures Resolutions
Noon	Lunch	
1 p.m.	BWC Delegation Report We Rise United Report Discipleship Council Report Still One: Cross-District Ministry Report One Matters Award	100% Becoming 100% Center for Vital Leadership Report Annapolis District Vital Merger Disaffiliation Process Recognition of Appointment Setting
5 p.m.	Service of Remembrance. Rev. Dr. HiRho Park, Preacher (Order of the Day)	
7 p.m.	An Evening of Celebration – We recognize and celebrate individuals and ministries	

Wednesday, October 27

Noon	Ordination Rehearsal – Mt. Zion UMC – Highland, MD
1 p.m.	Ordination Pictures
2 p.m.	Centering Moment – “Transforming”
2:15 p.m.	Ordination and Commissioning Service at Mt. Zion UMC – Highland. Bishop Mariann Budde of the Episcopal Diocese of Washington, Preacher. Offering to benefit the Board of Child Care
4 p.m.	End of Worship
5 p.m.	Departure

PRAYERS: WE ARE STILL ONE. TOGETHER, WE STAND, TRANSFORM AND RISE. AND, TOGETHER WE PRAY.

STANDING

A prayer by the Rev. Tony Love, who serves as Assistant to the Bishop and as a national leader for Black Methodists for Church Renewal.

Precious and gracious God,
on this day that is filled with new mercies and steeped in faithful provision, I come to you humbly. Honestly seeking your help.
Relying on you to stand.

In this prolonged season of a weariness and fatigue, I find myself being stretched low. I trust you God to never leave nor forsake me because you are my beginning, my end and all that is in between. Even as Life's weight bears down upon me, I utter a word in faith ...

My God is ABLE.
My God IS faithful.
My GOD is here.
And I find myself empowered to stand.

Because I lean and depend on you,
and at times, fall upon you, I press.
I press my way. Often willing myself to stand and face each day with the belief that your grace is sufficient in my human frailty. You are solid. Trustworthy and true.

The enemy of my salvation seeks to tear me down and destroy me. The attacks are strategic. Often subtle and accomplished with the precision and craftiness of a skilled opponent. But I know that when I carry your promises deep within me, I stand upon your Word and fight the good fight. I speak it to move towards victory.

I speak into the atmosphere and I declare over myself ... "having done all I can to stand. Still stand in the confidence of God's power and might! And stand still - hush yourself - to hear, see and witness God."

In Jesus' name, so may it be. Hallelujah, amen.

TRANSFORMING

A prayer written by the Rev. Dawn Hand, superintendent of the Central Maryland District and Dean of the Cabinet.

God of light, love and limitless wonder, we honor You.
We pray for your transformational power to fall afresh on us.

We come before you weary and worn.

We shout, we cry, we lament – where are you O God?

When we are empty, we long to be filled.
When we are depressed, we long to be revived.
When we are in darkness, we long to be illumined.
When we are lonely, we long to be comforted.
When we are suffering, we long to be healed.
When we are in the wilderness, we long to be found.

Usher us from the state of stagnation and hesitation into determination and exaltation.
Stretch the capacity of our hearts, that our liberation springs forth transformation.

God of light, love and limitless wonder, we honor You.
We pray for your transformational power to fall afresh on us.

Come, Lord, come. Amen.

(inspired by Maya Angelou's poem "Still I Rise")
By Chet Jechura, who will be commissioned as a Provisional Elder on the day the BWC focuses on the theme of "rise."

RISING

God of Resurrection Power:

Despite the twists and turns and the ups and downs
Of everyday living amid a global pandemic,
It is by your grace alone that still, we rise.
Empower us with the strength of your Spirit
To rise anew this day with the love of Jesus enfleshed in our lives:
So that justice may roll down like waters and righteousness like an ever-flowing stream.
Despite it all, may we rise together once more this day and co-create
Your Beloved Community.

Amen.

HIGHLIGHTS OF THE RULES

The rules governing this unique session of Annual Conference [are online](https://www.bwcumc.org/events/2021-annual-conference/). Or visit <https://www.bwcumc.org/events/2021-annual-conference/> and click on Parliamentary Procedures in the sidebar.

Members should remember:

- When desiring to speak, members should note what kind of speech they wish to make, such as: a motion, amendment, speech for or speech against, move or call the previous question, point of order, point of personal privilege, or point of information. When recognized, they should announce their name, church, and district.
- All motions and amendments must be submitted in writing.
- Speeches should be no longer than two minutes, unless the Conference votes, by a two-thirds majority, to change this rule.
- After four speeches for and four speeches against a motion, the matter will be voted on.
- The presiding officer will give priority in the queue to a point of order.
- Any proposals requesting funding shall be referred to the Council on Finance and Administration for consideration and recommendation before final action is taken by the Conference.

**COVENANT TO CREATE
BELOVED COMMUNITY**

- SEEK RELATIONSHIP.**
- RESPECT DIFFERENT
FORMS OF EXPRESSION.**
- EXAMINE MY OWN
ASSUMPTIONS AND
PERCEPTIONS.**
- ASSUME POSITIVE INTENT.**
- LISTEN FOR
UNDERSTANDING.**
- EXERCISE CULTURAL
HUMILITY.**

The people of the Baltimore-Washington Conference are invited to join in an intercultural competency covenant to create Beloved Community. You and your church are encouraged to live this covenant.

Signature: _____

CONSENT CALENDAR 2021

Pursuant to our Rules, the reports from all program and administrative committees have been placed on the consent calendar. These reports can be [found online](https://www.bwcumc.org/events/2021-annual-conference/), or visit <https://www.bwcumc.org/events/2021-annual-conference/> and click on Board & Committee Reports in the sidebar. (No action item, resolution or petition is included on the consent calendar.) These items do not require Conference action and will be received for inclusion in the Conference Journal without further reference.

An item may be removed from the consent calendar by submitting an email request to the Conference Secretary. When the secretary receives 10 written requests to remove an item, it will be taken off the Consent Calendar and brought to the Conference plenary session for debate and a vote.

These requests must be made to the Conference Secretary, Kevin Silberzahn, before opening worship on Monday, Oct. 25. Contact him at bwcsecretary@bwcumc.org.

Items on this year's consent calendar include reports from:

DISCIPLESHIP MINISTRIES

Overview of Discipleship Ministries - cc

Leadership Development Board - cc

Board of Laity - cc

Certified Lay Ministers - cc

New Faith Expressions - cc

Action and Advocacy

Racial Justice - cc

Creation Care - cc

Immigration Rights - cc

Wellness and Missions Board - cc

Young People's Ministry

Camping and Retreat Ministries - cc

Campus Ministries

American University - cc

University of Maryland - cc

Frostburg University - cc

Howard University - cc

Committee on Hispanic/Latino Ministries - cc

Committee on Native American Ministries - cc

STEWARDSHIP

Board of Trustees - cc

Communications - cc

LEADERSHIP

Discipleship Council - cc

Board of Ordained Ministry - cc

General/Jurisdictional Conference Delegation - cc

SPEAKER BIOS



Bishop LaTrelle Miller Easterling

Bishop LaTrelle Miller Easterling is the episcopal leader of the Baltimore-Washington Conference and the Peninsula-Delaware Conference. She presides over the Annual Conference sessions and will preach at the Opening Worship Service Monday evening.

Bishop Easterling was elected to the episcopacy in 2016. Prior to becoming a bishop, she served as a district superintendent and a pastor in Boston, Mass.

A preacher, poet, teacher, spiritual leader, and fierce advocate for justice and social change, she is celebrated nation-wide for her work in creating Beloved Community; and offers a respected, inspiring, and sometimes challenging voice for change to ensure the wellbeing, and dignity of all people.

A native of Indianapolis, Ind., Bishop Easterling is a strong proponent of education. She graduated from law school and served as a human resources manager and prosecuting attorney before receiving a Master of Divinity from Boston University School of Theology. In 2020, she was named a Distinguished Alumna of that school for her leadership in The United Methodist Church.

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



The Right Rev. Marianne Edgar Budde

The Right Rev. Marianne Edgar Budde, the Episcopal Bishop of Washington, will preach at the Service of Ordination and Commissioning. Budde serves as spiritual leader for 88 Episcopal congregations and 10 Episcopal schools in the District of Columbia and four Maryland counties. The first woman elected to this position, she also serves as the chair and president of the Protestant Episcopal Cathedral Foundation, which oversees the ministries of the Washington National Cathedral and Cathedral schools.

Bishop Budde was consecrated as the ninth bishop of Washington in November 2011, and served as Interim Dean of Washington National Cathedral from 2016-2017. Prior to her election, she served for 18 years as rector of St. John's Episcopal Church in Minneapolis.

She earned a B.A. in history at the University of Rochester, and both a Masters in Divinity and Doctor of Ministry from Virginia Theological Seminary. Her sermons have been published in several books and journals and she is the author of two books, *Receiving Jesus: The Way of Love* and *Gathering Up the Fragments: Preaching as Spiritual Practice*.

Bishop Budde and her husband, Paul, have two adult sons.

SPEAKER BIOS



Rev. HiRho Park

Rev. HiRho Park will preach at the Memorial Service of Remembrance.

She is the senior pastor of Bethesda UMC in Bethesda. Prior to that she served as vice president of International Relations and Advancement at Huree University, the only Methodist-related school in Mongolia and for 15 years as the executive director of Professional Development with the General Board of Higher Education & Ministry.

Park is the author of several books, including “Develop Intercultural Competence: How to Lead Cross-Racial and Cross-Cultural Churches.” She has a global reputation for her outstanding work in creating diversity, equality and inclusion. She holds a D. Min from Wesley Theological Seminary in Washington and is an International Coach Federation Professional Certified Coach.

Born and raised in Korea, she is married to the Rev. J.W. Park, pastor of St. Matthews UMC in Bowie. They have one grown daughter.

Throughout the denomination, she is known for her intelligence, compassion, faithfulness and the ability to connect people, institutions and ideas in ways that bring about hope and transformation.



David C. Teel

David C. Teel is the featured speaker at the Laity Session. The denomination’s Director of Laity and Spiritual Leadership, he is a writer, editor, and Christian educator in Nashville, Tenn. A graduate of Vanderbilt Divinity School, Teel served United Methodist churches for 15 years before joining Abingdon Press as the Covenant Bible Study project manager and senior academic book editor. Teel also served on the board of the Vanderbilt Wesley Foundation.

Enthusiastic about creatively equipping lay leaders for engaged ministry within and beyond the local church, Teel is driven by a passion for intentional and relational discipleship. His vocation as a Christian educator is expressed in a longing to help all people connect with sacred power by interpreting the significance of faith for everyday life. A fan of the Tennessee Titans, eclectic Spotify playlists, and indie filmmaking, he is married to Alecia Krisle Teel and has two daughters, Anastasia and Eliana.

SPEAKER BIOS



Delilah Parham and Gregory Parham

Delilah Parham and Gregory Parham will give this year's Laity Address. They have been members of Queens Chapel UMC in Beltsville for 38 years and are both Certified Lay Ministers. They currently serve as co-directors of Lay Servant Ministries in the Washington East District.

Gregory is a native of Ohio and holds degrees from The Ohio State University (OSU) and Johns Hopkins University. Delilah is a native of North Carolina and holds degrees from North Carolina Agricultural and Technical State University and OSU. They met in graduate school at OSU, where they both trained as veterinarians. Both of them spent the majority of their professional careers at the U.S. Department of Agriculture. Gregory's favorite Bible verse is Proverbs 3:5-6, "Trust in the LORD with all your heart, and lean not on your own understanding; in all your ways acknowledge Him, and He shall direct your paths." Delilah's favorite Bible verse is Psalm 103:1-2, "Bless the LORD, O my soul; and all that is within me, bless His holy name! Bless the LORD, O my soul, and forget not all His benefits." They have been married since 1978 and are the proud parents of two adult children, Philip and John Parham, and the proud grandparents of one grandson, Isaac.

RECOMMENDATIONS

FROM THE COUNCIL ON FINANCE AND ADMINISTRATION

1. The proposed budget of \$18,145,697 shall be adopted for 2022, including a mission share income budget of \$13,104,912. This represents a slight increase of \$70,000 or 0.5% in the mission share asking compared to the 2021 budget following the \$1.0 million reduction in the prior year.
2. The Benevolence Factor (BF) for 2022 remains unchanged at 17.55%. The collection rate assumption for 2022 is set at 89.0%, which is 1.5% higher than the 2021 rate. Due to anomalies in the 2020 statistical data during the pandemic, the mission share base will be calculated as a 3-year average of local church statistics from 2018, 2019, and 2020.
3. As required by The Book of Discipline, the ratio for World Service and Conference Benevolences shall be set as follows: 33% for World Services and 67% for Conference Benevolences.
4. The firm of Ellin & Tucker is approved as independent auditors to audit the Conference Treasurer's financial records for 2021.
5. The date for closing the 2021 Conference financial books shall be set at January 11, 2022, with all payments to be received by the Treasurer's Office no later than that date.
6. The Baltimore-Washington Conference grants authority to the Council on Finance and Administration, in consultation with the Bishop, the Cabinet, and the Discipleship Council to act on financial matters between sessions of the Annual Conference.

Submitted by:

Phil Potter, President

Paul J. Eichelberger, Chief Financial Office and Treasurer

FROM THE COMMISSION ON EQUITABLE COMPENSATION

The Commission on Equitable Compensation is recommending that the base salary for the 2022 Clergy Salary Table be increased 2.0%, or \$914, which will make the base salary \$46,592. The Commission is also proposing an increase in the recommended housing allowance of 2.0% or \$407, which will make the recommended housing allowance \$20,771.

Submitted by:

Kim Ayres, Chair, Commission on Equitable Compensation

BPHB RECOMMENDATIONS

THE CONFERENCE BOARD OF PENSIONS AND HEALTH BENEFITS REQUESTS THAT THE ANNUAL CONFERENCE ADOPT THE FOLLOWING RECOMMENDATIONS:

1. That BWC continue to provide retiree medical to all eligible participants.
2. That in accordance with paragraph (e) of Supplement One (Pre-1982), the surviving spouse pension benefit shall continue to be 85% of the participant's formula.
3. That the special grant for Madelyn Hoffman be discontinued. (Died March 19, 2021).
4. Pre-1982 Service – Past Service Rate (PSR): That the Annual Conference shall approve the following pre-1982 prior service funding plan in compliance with the Disciplinary requirement listed in ¶1506.8: The Past Service Rate (PSR) for 2021 is confirmed at \$768. The PSR for 2022 will be set at \$787 = 2.5% increase.
5. That the Annual Conference shall approve the following funding plans based on the receipt of a favorable opinion from Wespath Benefits and Investments in compliance with the Disciplinary requirement listed in ¶1506.6.

Funded status and contributions are based on actuarial valuations as of January 1, 2020,

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

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

Plan	Assets	Liabilities	Funded Ratio
CRSP-DB	\$2.237B	\$2.075B	107.8%
MPP Annuities	\$4.147B	\$3.721B	111.4%

Post-Retirement Medical: Based on the biennial actuarial report received in April 2020, the Post-Retirement Medical plan is reported to have a current view funding ratio of 146.6%. The ongoing view funding ratio is 214.4%. The next actuarial report will be based on December 31, 2021 funding levels.

The funding plan as of December 31, 2019 is summarized below.

	Current View	Ongoing View
Discount Rate	3.20%	6.50%
Plan Liability	\$32,256,124	\$22,057,379
Plan Funding	\$47,300,000	\$47,300,000
Funded Status	\$15,043,876	\$25,242,621
Funded Ratio	146.6%	214.4%

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

RESOLUTIONS RELATING TO RENTAL/HOUSING ALLOWANCES FOR RETIRED OR DISABLED CLERGYPERSONS OF THE BALTIMORE-WASHINGTON CONFERENCE

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

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED:

THAT an amount equal to 100% of the pension or disability payments received from plans authorized under The Book of Discipline of The United Methodist Church (the Discipline), which includes all such payments from the General Board of Pension and Health Benefits (“GBOPHB”), during the years 2021-2022 by each active, retired, or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

THAT the pension or disability payments to which this rental/housing allowance applies will be any

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

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

2022 PROPOSED BUDGET

SUMMARY		2020 ACTUAL	2021 BUDGET	2022 BUDGET
	Benevolence Factor	17.600%	17.550%	17.550%
	Collection Rate	91.00%	87.50%	89.00%
INCOME				
	MISSION SHARES***	12,752,223	13,034,888	13,104,912
	NON-MISSION SHARES INCOME			
	Grants	85,471	227,300	267,300
	Event Income	368,009	2,263,462	2,265,106
	Publications	471	4,100	4,100
	Individual Gifts	66,756	0	0
	Reimbursements	59,184	100,000	210,235
	Other Income/Sources of Funds	1,891,932	2,020,504	2,235,544
	Interest	131,909	50,000	58,500
	TOTAL NON-MISSION SHARES INCOME	2,603,732	4,665,366	5,040,785
	Payroll Protection Program Funding	1,186,600	0	0
	TOTAL INCOME	16,542,555	17,700,254	18,145,697
EXPENSE				
<u>DISCIPLESHIP</u>				
	REGIONS			
	Southern Region	491,898	560,342	574,422
	Baltimore Region	496,403	561,192	573,672
	Washington Region	491,359	559,042	574,422
	Western Region	499,376	563,147	575,627
	TOTAL REGIONS	1,979,036	2,243,723	2,298,143
	MINISTRY TEAMS			
	Discipleship Ministries	4,388,843	4,151,790	4,231,994
	<i>Note: General Church Mission Shares</i>	3,401,899	2,882,915	2,882,915
	Leadership Development	397,024	536,753	819,753
	New Faith Expressions	380,720	945,000	760,000
	Young People's Ministry	1,529,109	2,416,362	2,344,006
	Advocacy and Action	501,044	593,374	655,374
	Abundant Health	46,354	213,446	213,446
	TOTAL MINISTRY TEAMS	7,243,094	8,856,725	9,024,573
	TOTAL DISCIPLESHIP	9,222,130	11,100,448	11,322,716
	<u>STEWARDSHIP</u>			
	Operations	3,957,324	2,969,575	3,245,944
	Communications	487,343	596,165	468,466
	Finance	529,740	552,298	561,064
	HR/Benefits	1,877,464	2,073,228	2,018,150
	TOTAL STEWARDSHIP	6,851,871	6,191,266	6,293,624
	<u>EPISCOPAL OFFICE</u>	449,226	408,540	529,357
	TOTAL OPERATING EXPENSE	16,523,227	17,700,254	18,145,697
		19,328	0	0

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

***Used to be Apportionments

The above is a summary of the 2021 proposed budget. To view/download the entire 14-page proposed budget, visit bwcumc.org/events/stewardship-budget

NARRATIVE SUMMARY OF THE 2022 PROPOSED CONFERENCE BUDGET

BUDGET ASSUMPTIONS

Benevolence Factor – Proposed 2022: 17.550%

The benevolence factor is the percentage churches are apportioned based on their operating expenditures less exclusions. The percentage for 2022 is the same as the percentage used in 2021 (17.550%).

Mission Shares Collection Rate - Proposed 2022: 89.0%

The projected collection of the amount apportioned to churches in the 2022 Budget is 89.0%. The percentage for 2022 is 1.5% more than the revised budgeted Collection Rate for 2021 (87.5%) which was based on the impacts of the COVID-19 pandemic.

REVENUE

Mission Shares: \$13,104,912

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

Grants: \$267,300

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

Event Registration: \$2,265,106

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

Publications: \$4,100

This includes sales or rentals of publications, DVDs, paid subscriptions, and other materials.

Individual Gifts:

Gifts from individuals for specific programs. These are for the conference, specifically, rather than for ministries outside of the conference. No such gifts are anticipated in 2022.

Reimbursements: \$210,235

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

Other Income/Sources of Funds: \$2,235,544

Miscellaneous income or sources of funds, such as the funding from agency reserve funds. For example, Retiree Medical expenses (majority of line item) are 100% paid from the Board of Pension Reserves. The funds from the sale of discontinued churches are used to fund a portion of the New Faith Expressions.

Interest: \$58,500

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

TOTAL OPERATING REVENUE: \$ 18,145,697

EXPENSES

I. DISCIPLESHIP EXPENSES

Regional Ministry Teams: \$2,298,143

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

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

NARRATIVE SUMMARY OF THE 2022 PROPOSED CONFERENCE BUDGET

Discipleship Ministry Teams

Discipleship Ministries

a. **Discipleship Ministries:** \$1,349,079

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

b. **General and Jurisdictional Missional Shares:** \$2,882,915

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

World Service

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

Interdenominational Cooperation

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

Africa University

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

Black College Fund

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

Ministerial Education Fund

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

Episcopal Fund

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

General Administration

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

Jurisdictional Administration

This fund supports mission and ministry through the Northeastern Jurisdiction.

Leadership Development and New Faith Expressions: \$1,579,753

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

Young People's Ministry: \$2,344,006

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

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

Advocacy & Action; Abundant Health: \$868,820

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

Total Discipleship Ministry Teams: \$9,024,573

TOTAL DISCIPLESHIP EXPENSES: \$11,322,716

II. STEWARDSHIP EXPENSES

Communications: \$468,466

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

NARRATIVE SUMMARY OF THE 2022 PROPOSED CONFERENCE BUDGET

Operations: \$3,245,944

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

Property Ministries

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

Archives and History

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

Conference Chancellor

Provides legal resources to the Trustees and other conference leadership.

Annual Conference – Commission on Sessions

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

Finance: \$561,064

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

HR/Benefits Administration: \$2,018,150

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

TOTAL STEWARDSHIP EXPENSES: \$6,293,624

Episcopal Leadership Ministry: \$529,357

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

TOTAL OPERATING EXPENSES: \$18,145,697

OPERATING NET: \$0

TRUSTEES

CHURCH CLOSING RESOLUTIONS

The Board of Trustees is recommending the closure of nine United Methodist churches in the Baltimore-Washington Conference. The individual resolutions for each church are online at <https://www.bwcumc.org/events/stewardship-budget>

They include:

Corkran Memorial UMC, Temple Hills, MD

Youngs UMC, Huntingtown, MD

Solomons UMC, Solomons, MD

Edgewater UMC, Edgewater, MD

Piney Grove UMC, Middle River, MD

Falls UMC, Sparks, MD

Zion UMC, Cumberland, MD

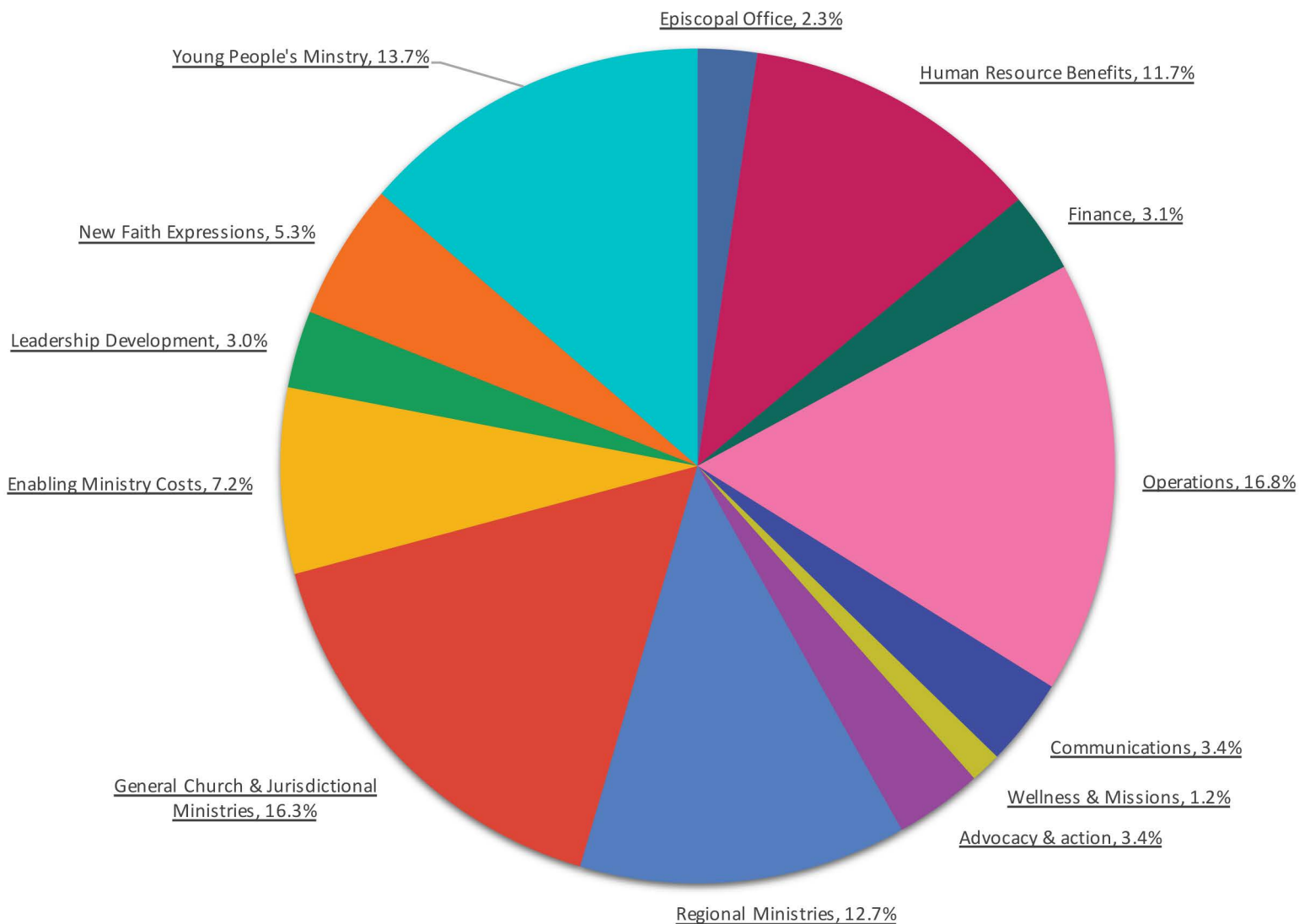
Shaft UMC, Frostburg, MD

Pleasant Walk UMC, Myersville, MD

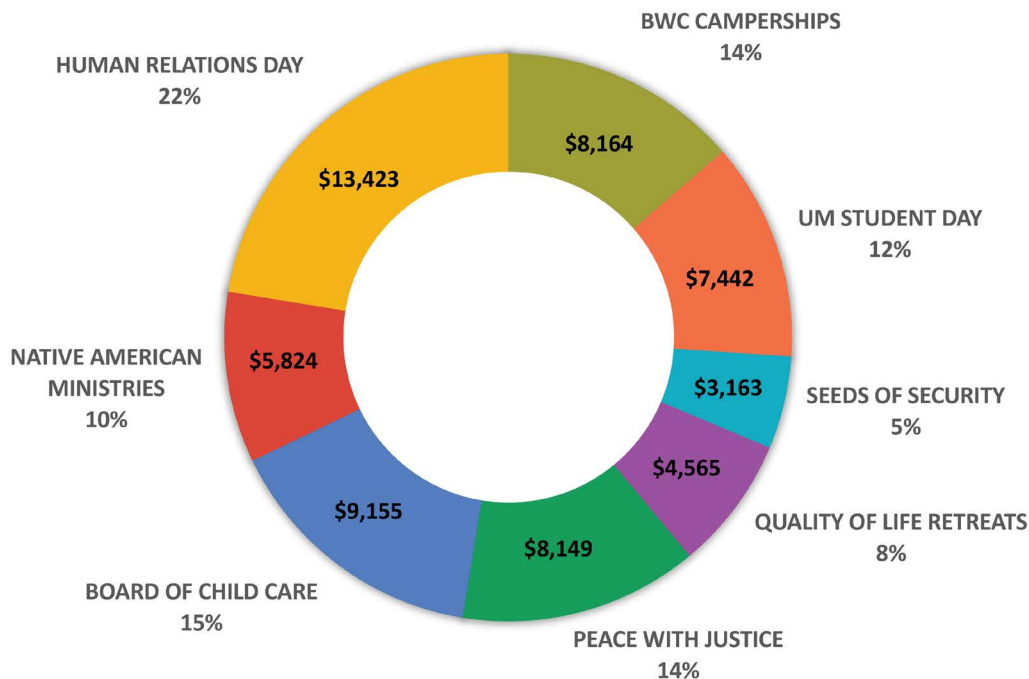
YOUR MISSION SHARES IN ACTION

Connectional giving – all of us giving together – allows United Methodists to do together what we cannot do alone. Through the spiritual act of giving in response to what God has done in our lives and our world, the people of the Baltimore-Washington Conference fund mission and ministry around the corner and across the world.

2021 BWC BUDGET-\$17,700,253



BWC SPECIAL SUNDAY OFFERINGS AND CAMPAIGNS BLESSED THESE MINISTRIES IN 2020 - \$59,890



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

89% Stays with Local Church

11% Goes Toward Mission Shares as follows:

\$4.80 GOES TOWARD BWC MINISTRIES

\$2.50 SUPPORTS THE GENERAL CHURCH*

*Your \$2.50 that support the General Church goes toward the World Service Fund, Africa University Fund, Black College Fund, General Administration Fund, Interdenominational Cooperation Fund, Ministerial Education Fund and Northeast Jurisdictional Mission Shares.

\$2.30 GOES TOWARD BWC OPERATIONS & FINANCE

\$0.90 GOES TOWARD BWC ADMINISTRATION & COMMUNICATIONS

\$0.50 GOES TOWARD BWC DEBT REDUCTION

RESOLUTIONS

bwcumc.org/about/how-we-are-organized/annual-conference/2021-annual-conference-resolutions/

1 **Title:** Election of General and Jurisdictional Conference Delegates

2 **Budget Implications:** None

3 **Rationale:** Updating the Rules to reflect a constitutional amendment

4 **Submitted by:** Mark Gorman, on behalf of the Rules Committee

5

6 **RESOLUTION:**

7 **Whereas** a constitutional amendment was approved by the General Conference in 2016 and,
8 subsequently, by two-thirds of the aggregate votes of the annual conferences of The United
9 Methodist Church, that added the requirement that all delegates to General Conference and
10 jurisdictional conferences be elected by a minimum of a simple majority; now

11 Therefore, be it

12 **Resolved,** that Paragraph 3012.10.c) of the Rules of the Annual Conference Session be amended
13 to read as follows: Clergy and lay delegates to the General Conference shall be elected first by
14 separate ballot, to be followed, after all the delegates to the General Conference have been
15 elected, by balloting for delegates to the NEJ. After all NEJ delegates have been elected, four
16 clergy and four lay persons shall be elected as alternates to the NEJ. All delegates and alternates
17 must be elected by a minimum of a simple majority of the votes of the members present and
18 voting, clergy members voting for clergy delegates and lay members voting for lay delegates.

19

20 **EFFECTIVE DATE:** Immediately upon approval

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

23

24 *"At a meeting on Aug. 28, 2021, the Connectional Table voted concurrence on this resolution."*

25

26

27

28 **Title:** Clarifying Annual Conference Deadlines

29 **Budget Implications:** None

30 **Rationale:** Updating the Rules to clarify the setting of deadlines for reports and resolutions to
31 the Annual Conference

32 **Submitted by:** Mark Gorman, on behalf of the Rules Committee

33

34 **RESOLUTION:**

35 **Whereas** in 2018 the deadline for resolutions to be submitted to the Conference Secretary before
36 Annual Conference was moved to April 1 (2018 Conference Journal p. 303);

37 **Whereas** it is unclear from the Conference Journal whether the Annual Conference intended to
38 make that change permanent;

39 **Whereas** Conference Communications has said an April 1 deadline is unrealistic for having
40 materials prepared for Annual Conference; and

41 **Whereas** the Rules Committee had intended to change the deadlines for both resolutions to
42 Annual Conference and reports from the various committees and agencies due to the Annual
43 Conference each year; now

44 Therefore, be it

45 **Resolved,** that each year the Conference Secretary, in consultation with Conference
46 Communications and the Connectional Table, shall set a deadline for resolutions to Annual
47 Conference and a deadline for reports from the various committees and agencies (the deadline
48 for resolutions and the deadline for reports may be the same date); and

49 **Be it further Resolved,** that the Conference Secretary shall announce the deadline(s) for
50 resolutions and reports at least ninety (90) days in advance of the deadline(s) on the Conference
51 website, in the UMConnection, and in the e-Connection.

52

53 **EFFECTIVE DATE:** Immediately upon approval

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

56

57

Title: Establish a Baltimore-Washington Conference Cemetery Association

Budget Implications: Funding from Conference Trustees' Sale of Closed Church Proceeds and new streams of revenue

Rationale: Improve care and maintenance of the Conference's historic cemeteries and other cemeteries that become the Conference's responsibility after church closures

Submitted by: John Strawbridge, Conference Board of Trustees, Chair
Sheridan Allmond, Conference Board of Trustees, Vice-Chair

RESOLUTION:

Whereas the Baltimore-Washington Conference has three historic cemeteries known as Mt. Auburn Cemetery (2614 Annapolis Rd, Baltimore, MD 21230), Mt. Olivet Cemetery (2930 Frederick Ave, Baltimore, MD 21223), and Mt. Hebron Cemetery (Mt. Hebron Rd, Keedysville, MD 21756);

Whereas the historic cemeteries are unique denominational treasures which include the Bishops' Lot and the graves of Francis Asbury, Robert Strawbridge, Jesse Lee, Bishop Enoch, Bishop Waugh, and E. Stanley Jones, the site of the first meeting house of the United Brethren, and the historic burying ground for African-Americans once known as "The City of the Dead for Colored People" since it was the only place a person of color could be buried;

Whereas the historic cemeteries were originally operated by consortiums of congregations, some of whom have closed and transferred their assets to the Conference;

Whereas the care of the Conference historic cemeteries is currently coordinated by local churches, a method that is no longer viewed as sustainable and has resulted, in general, with insufficient care and maintenance that has led the Conference Trustees to assume increasing levels of funding and management;

Whereas the Conference Trustees are responsible for receiving real and personal, tangible and intangible property of closed churches, including cemeteries, as set forth in paragraphs 2540 and 2541 of The Book of Discipline of The United Methodist Church (2016);

Whereas the Conference Trustees are coming into ownership of many additional cemeteries from closed churches, especially those in rural areas; and

Whereas the Baltimore-Washington Conference wants to be sensitive to the significant ethical and legal liabilities associated with these cemeteries and the formation of a separate Cemetery Association will provide some additional protection for the Conference as a whole; now

Therefore, be it

Resolved, that the Baltimore-Washington Conference Trustees are authorized to form a Baltimore-Washington Conference Cemetery Association which will have overall responsibility

2022 PROPOSED RESOLUTIONS

bwcumc.org/about/how-we-are-organized/annual-conference/2021-annual-conference-resolutions/

98 for the three historic cemeteries and additional cemeteries that are specifically acquired by the
99 Conference from the closed church transfers;

100 **Be it further Resolved,** that the Conference Trustees will designate a portion of closed church
101 sales proceeds under their direct control for endowing the care and maintenance of the
102 cemeteries under the responsibility of the Baltimore-Washington Conference Cemetery
103 Association; and

104 **Be it further Resolved,** that the Baltimore-Washington Conference Cemetery Association will
105 be authorized to receive and use additional streams of funding under their direct control for the
106 care and maintenance of the cemeteries under their responsibility.

107
108 **EFFECTIVE DATE:** October 31, 2021

109
110 *As per Baltimore-Washington Conference Rule Para. 3006.2.c., this resolution was reviewed by the*
111 *Conference Secretary and found consistent with the current Book of Discipline.*

112
113 *“At a meeting on Aug. 28, 2021, the Connectional Table voted concurrence on this resolution.”*

114
115

Title: A Resolution to Declare Gun Violence a Public Health Emergency in our Conference

Budget Implications: None

Rationale: As followers of Jesus, called to live into the reality of God's dream of shalom as described by Micah, we must address the epidemic of gun violence ... (and) therefore we call upon United Methodists to prayerfully address gun violence in their local context" (2016 Book of Resolutions, #3428, "Our Call to End Gun Violence"), in an effort to help quell the gun violence that is killing and maiming a growing number of children, youth, men and women in our communities and causing ongoing trauma to families, friends, witnesses, and co-workers who are also impacted.

Submitted by: Susan Bender, Gun Violence Prevention Lead of the Baltimore-Washington Conference.

RESOLUTION:

Whereas in an average year, 724 people die and 1,747 are wounded by guns in Marylandⁱ and guns are the leading cause of death among children and teens in the state. In Maryland, an average of 58 children and teens die by guns every year, and 82% of these deaths are homicides;

Whereas Black people in Maryland are 17 times more likely than white people to die by gun homicide;

Whereas in an average year, 119 people die and 448 are wounded by guns in the District of Columbia; the District of Columbia has the 4th-highest rate of gun violence in the US, and guns are also the leading cause of death among children and teens in the District of Columbia;

Whereas a 6-year-old girl was killed in a drive-by shooting on July 16, 2021 walking down the sidewalk in D.C. with her parentsⁱⁱ, and whereas a 17-year old boy was shot and killed on Christmas Day 2020 in Charles County by a 13-year old girl relative by accidentⁱⁱⁱ, and whereas a one-year old was shot and killed in his carseat in the backseat of the car driven by his father in D.C. in December 2020^{iv};

Whereas "Blessed are the peacemakers, for they will be called children of God." (Matthew 5:9 NRSV); and

Whereas the 2016 Social Principles demand that, “Providing the care needed to maintain health, prevent disease, and restore health after injury or illness is a responsibility each person owes others and government owes to all, a responsibility government ignores at its peril. In Ezekiel 34:4a, God points out the failures of the leadership of Israel to care for the weak: “You don’t strengthen the weak, heal the sick, bind up the injured, bring back the strays, or seek out the lost;” now

Therefore, be it resolved, that every congregation in the Baltimore Washington Conference respond to gun violence as a community-wide health care emergency by entering into courageous conversation on the causes and effects of gun violence and by taking steps to prevent violence. We affirm “Our Call to End Gun Violence” (2016 UM Book of Resolutions #3428) and will prioritize: universal background checks on all gun purchases; ensuring all guns are sold through licensed gun retailers; prohibiting all individuals under restraining order due to threat of violence from purchasing a gun; prohibiting persons with serious mental illness, who pose a danger to themselves and their communities, from purchasing a gun; ensuring greater access to services for those who have mental illness; banning large-capacity ammunition magazines and weapons designed to fire multiple rounds each time the trigger is pulled, (this issue has been addressed at the federal level); and promoting new technologies to aid law-enforcement agencies to trace crime guns and promote public safety.

EFFECTIVE DATE: Immediately.

CO-SPONSOR(S):

Beth Reilly, Co-Chair of the Baltimore-Washington Conference Racial Justice Legislative Advocacy Work Group
Mittie Quinn, Lay Member to Annual Conference, Dumbarton UMC
Lois Weaver, Chairperson, Gun Violence Prevention Team, National UMC

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

“At a meeting on Aug. 28, 2021, the Connectional Table voted concurrence on this resolution.”

2022 PROPOSED RESOLUTIONS

bwcumc.org/about/how-we-are-organized/annual-conference/2021-annual-conference-resolutions/

Title: Creating a Green Baltimore/Washington Conference

Budget Implications: None.

Rationale: It is critical that people of faith come together to reverse Global Warming and save all of God's creation, including the children of God around the planet who are most in danger of results of climate change.

Submitted by: Rebecca Vardiman, Retired Elder.

RESOLUTION:

Whereas part of being faithful Christians is fulfilling our role as God's caretakers for creation. We were formed from the earth and created for relationship with God and all God's creation. If we do not change our ways, creation is in jeopardy and our brothers and sisters around the world who are most vulnerable will be the first to suffer; and

Whereas Paragraph 254 in the Discipline lists "Earth Advocacy" (among other roles) as a named ministry to "fulfill the mission of the local church;" now

Therefore, be it

Resolved, that churches within the Baltimore/Washington Conference will address creation care through one or more of the suggested actions or others of their choosing:

1. Do a study of creation care, using Climate Justice: A Call to Hope and Action, edited by Pat Watkins, or other Climate/Environmental Book with consultation with and input from the BWC Creation Care Action & Advocacy Team.
2. Support and encourage one or more members to do the Earthkeeper online training (<https://umcmmission.org/EarthKeepers>).
3. Create a Green Team that will organize to educate and activate their church in creation care. These teams are encouraged to create relationships with Interfaith Power & Light (ipldmv.org) and Interfaith Partners for the Chesapeake (interfaithchesapeake.org), both of which are important regional partners in creation care.

EFFECTIVE DATE: January 1, 2022

CO-SPONSORS:

Jim Beck, Mount Vernon Place UMC

Liz Feighner, Emmanuel UMC

Foundry's Sacred Resistance Ministry Team, Rev. Ben Roberts

Foundry Green Team (Jill Barker, Deborah Bombard, Chris VanArsdale, Jackie Wright)

Richard Gillum, M.D., New Hope Union UMC

Mike and Sherie Koob (Middletown UMC)

Bev Talbot (Bel Air UMC)

Judy Smith (Chevy Chase UMC)

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

"At a meeting on Aug. 28, 2021, the Connectional Table voted concurrence on this resolution."

Title: The Maryland Environmental Human Rights (MDEHR) Amendment

Budget Implications: None

Rationale: Everyone deserves the right to clean air, clean water, and a healthy environment. Everyone. Yet our laws in Maryland do not currently protect this right. We can change that.

Submitted by: Mike Koob, on behalf of the BWC Creation Care Action and Advocacy Team

RESOLUTION:

Whereas all creation is the Lord's and we are responsible for the ways in which we use and abuse itⁱ;

Whereas we believe clean air is a basic right and necessity for all life. Air pollution puts at risk the health of our communities and threatens to forever alter the climate. ... We believe water is a sacred gift from God. We further believe water is a basic human rightⁱⁱ;

Whereas everyone deserves the right to clean air, clean water, a healthful environment, and a stable climateⁱⁱⁱ;

Whereas Maryland law does not protect that essential right and while this affects the welfare of all, low-income communities and communities of color often bear the heaviest burden of pollution in our state;

Whereas the Maryland Environmental Human Rights Amendment establishes in the state constitution the right to a healthy environment for all;

Whereas the BWCUMC Creation Care Action & Advocacy team voted to add its name to the sign-on letter in support of the MDEHR Amendment; and

Whereas Rev. Dell Hinton, an elder in the BWC, is on the advisory circle of the organization building support for the MDEHR Amendment^{iv}; now

Therefore, be it

Resolved, that the Baltimore-Washington Conference endorses the passage of the Maryland Environmental Human Rights Amendment and encourages BWC congregations in Maryland to publicize this endorsement in their respective church bulletins, newsletters, and on their websites.

2022 PROPOSED RESOLUTIONS

bwcumc.org/about/how-we-are-organized/annual-conference/2021-annual-conference-resolutions/

285 **EFFECTIVE DATE:** upon passage

286

287 **CO-SPONSOR(S):**

288 Rev. Dell Hinton, Gwynn Oak Arlington Lewin UMC

289 Sherie Koob, Middletown UMC

290 Rev. Rebecca Vardiman, Frostburg UMC

291 Mittie Quinn, Dumbarton UMC

292 Liz Feighner, Emmanuel UMC Green Team, Laurel

293 Jill Barker, Foundry UMC

294 Richard Gillum, M.D., Good Hope Union

295 Jim Beck, Mount Vernon Square UMC

296 John Barnes, Glen Mar UMC

297 Judy Smith, Chevy Chase UMC

298 Rev. Victoria Starnes, Calvary UMC, Frederick

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

301

302 *“At a meeting on Aug. 28, 2021, the Connectional Table voted concurrence on this resolution.”*

303

304

305

2022 PROPOSED RESOLUTIONS

bwcumc.org/about/how-we-are-organized/annual-conference/2021-annual-conference-resolutions/

Title: Endorsement of the General Conference Legislation Protocol of Reconciliation and Grace through Separation by the Baltimore-Washington Conference

Budget Implications: None

Rationale: It is beneficial for the Baltimore-Washington Annual Conference, as a whole, to endorse and support the *Protocol of Reconciliation and Grace Through Separation* that resulted from the work of many leaders including Bishop Easterling. The Protocol has been endorsed by numerous annual conference gatherings, yet experiences opposition in various pockets around the world. Endorsement by this body, joining the voices of other Annual and Jurisdictional bodies, helps support the timely consideration of this agreement by General Conference delegates. The BWC Delegation to the postponed General Conference 2020 has announced formal support for the Protocol. The BWC Discipleship Council stated that the agreement provides a way forward for the church's mission of making disciples of Jesus Christ for the transformation of the world, while also acknowledging the deep division, pain, and conflict within our church in recent decades.

Submitted by: Rev. Debbie Scott BWARM Advocacy Chair and Greg Witte Vice President WCA Baltimore Washington Chapter

RESOLUTION:

Whereas a diverse group of United Methodist leaders including our own Bishop Easterling, called by the late Bishop John Yambasu and presided over by Kenneth Feinberg, PC, negotiated an agreement (the *Protocol of Reconciliation and Grace through Separation*, hereinafter the "Protocol") providing for an orderly process for amicable separation;

Whereas the Baltimore-Washington Conference (BWC) delegates to the 2020 General and Jurisdictional Conferences have voted to endorse the Protocol in anticipation of its consideration at forthcoming conferences;

Whereas BWC leaders are confident that the resulting separation, should the Protocol be implemented, will continue the rich heritage of the Methodist movement that has such deep roots in our Baltimore-Washington community, while enabling all to share their respective witnesses for Christ; and

Whereas legislation to implement the Protocol has been approved by several annual conferences and submitted to the Commission on General Conference pursuant to ¶507.6 of The Book of Discipline, thereby making same proper for consideration at any general conference; now

Therefore, be it

Resolved, that the Baltimore-Washington Annual Conference endorse the passage of the Protocol when said legislation comes before a special called General Conference or a regular session of General Conference.

EFFECTIVE DATE: Effective immediately upon successful passage of the resolution.

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

"At a meeting on Aug. 28, 2021, the Connectional Table voted concurrence on this resolution."

We are blessed to be a connectional church; no church is an island unto itself but rather is connected in mission and ministry with other United Methodist churches, campus ministries, retreat & camping ministries and other entities. One structural aspect that the Baltimore-Washington Conference adopted in 2006 was the Discipleship Council which serves some of the functions that a local church's Church Council plays.

The Discipleship Council: (a) functions, as necessary, on behalf of the Annual Conference in between sessions; (b) ensures that Conference resources align to our vision, mission, and critical issues; and (c) discerns, develops, reviews, and evaluates the strategic direction of the Conference toward its vision and goals. It coordinates and consults with the Conference Council on Finance and Administration regarding the annual budget.

We take seriously our responsibility to ensure that Conference resources align to its vision, mission, and critical issues; as we discern, develop, review, and evaluate the strategic direction of the Conference toward its vision and goals.

As we shared with you at the last Annual Conference Session, our goals for 2020 were three-fold:

1. Increase by at least 10% per year the number of churches who are on a pathway to becoming an anti-racist church so that by 2022 all of our BWC churches are on a path toward becoming racial justice change agents.
2. Each local church reports on its progress as related to the NEJ Call to Action on Racial Justice and on its internal and external conversations annually at church/charge conference with 10% more churches engaged than the year before so that by 2026 100% of our churches are doing work to grow in our Intercultural Competence Covenant (traits of Beloved Community) throughout the conference.
3. Continue crystalizing our system for understanding ministry vitality.

Furthermore, we shared that our next step would happen during church conference season. The 2020 church profile included elements from the 2019 Pastor's report and are directly related to the Discipleship Council's work.

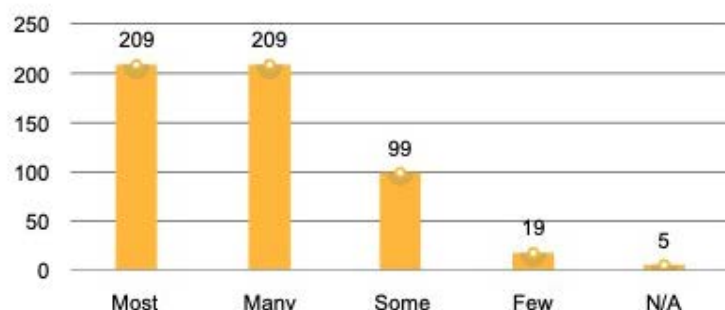
We would like to share this data with you, as we have with individual discipleship board chairs.

We continue to reclaim our Wesleyan discipleship even as we respond to the changing ministry and social landscape. John Wesley's Rule of Discipleship provides a holistic understanding of discipleship: "to witness to Jesus Christ in the world and to follow His teachings through acts of compassion, justice, worship and devotion under the guidance of the Holy Spirit."

Within this context, churches were asked to rate each dimension.

2020 Church Profile Form Q12a: New Faith Expressions Board

a. Members WITNESS to Jesus Christ



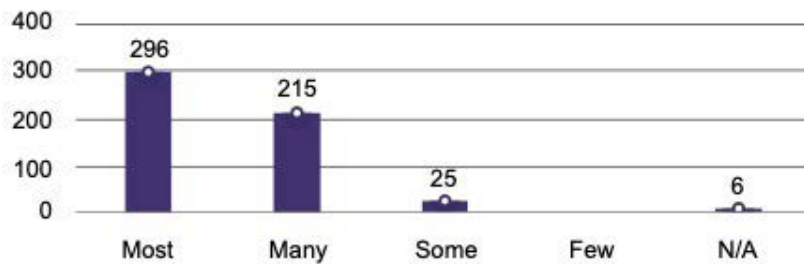
On this and each of the following slides you will see the question number from the 2020 Church Profile Form and the Discipleship Agency to which it relates.

418 churches reported that most or many of their members witness to Jesus Christ.

2020 Church Profile Form Q12b Wellness & Missions Board



b. Members follow Jesus' teaching through acts of COMPASSION

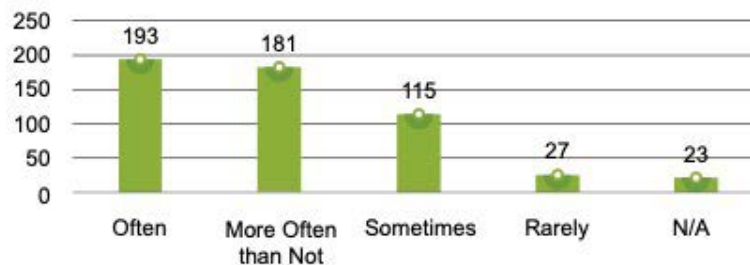


511 churches reported that most or many members follow Jesus' teaching through acts of Compassion.

2020 Church Profile Form Q12c Advocacy & Action Board



c. The congregation follows Jesus' teaching through acts of JUSTICE

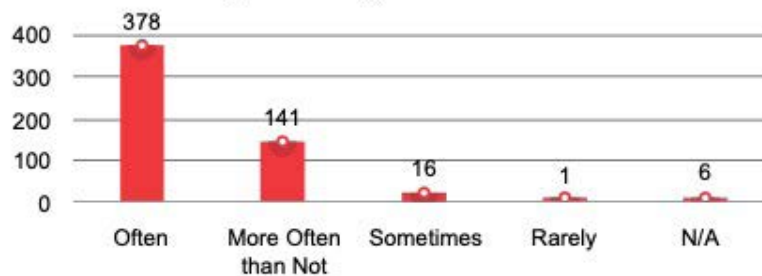


374 churches reported that the congregation follows Jesus' teaching through acts of Justice often or more often than not.

2020 Church Profile Form Q12d Leadership Development Board



d. The congregation follows Jesus' teachings through acts of WORSHIP

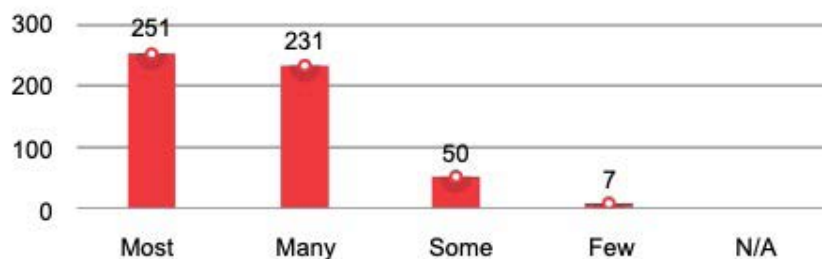


519 churches reported that the congregation follows Jesus' teachings through acts of Worship often or more often than not.

2020 Church Profile Form Q12e Leadership Development Board

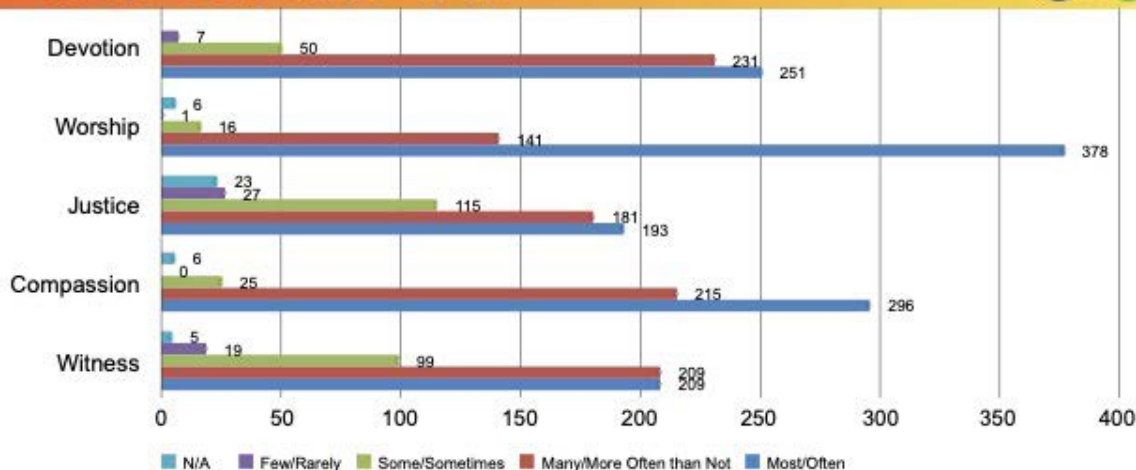


e. Members follow Jesus' teachings through acts of DEVOTION



482 churches reported that most or many members follow Jesus' teaching through acts of Devotion.

When Put All Together, It Looks Like This



In this chart, the:

- dark blue means most,
- red means many,
- green means some,
- purple means few, and
- bright blue means not applicable.

When the Discipleship Council looked at all five aspects, we couldn't help but notice an unevenness and that justice wasn't a spiritual discipline for most of our congregations.

Yet justice is a spiritual discipline. It is the way that we can love God and neighbor together. It is vital that we reclaim the spiritual discipline of justice as a part of our understanding of discipleship and congregational vitality.

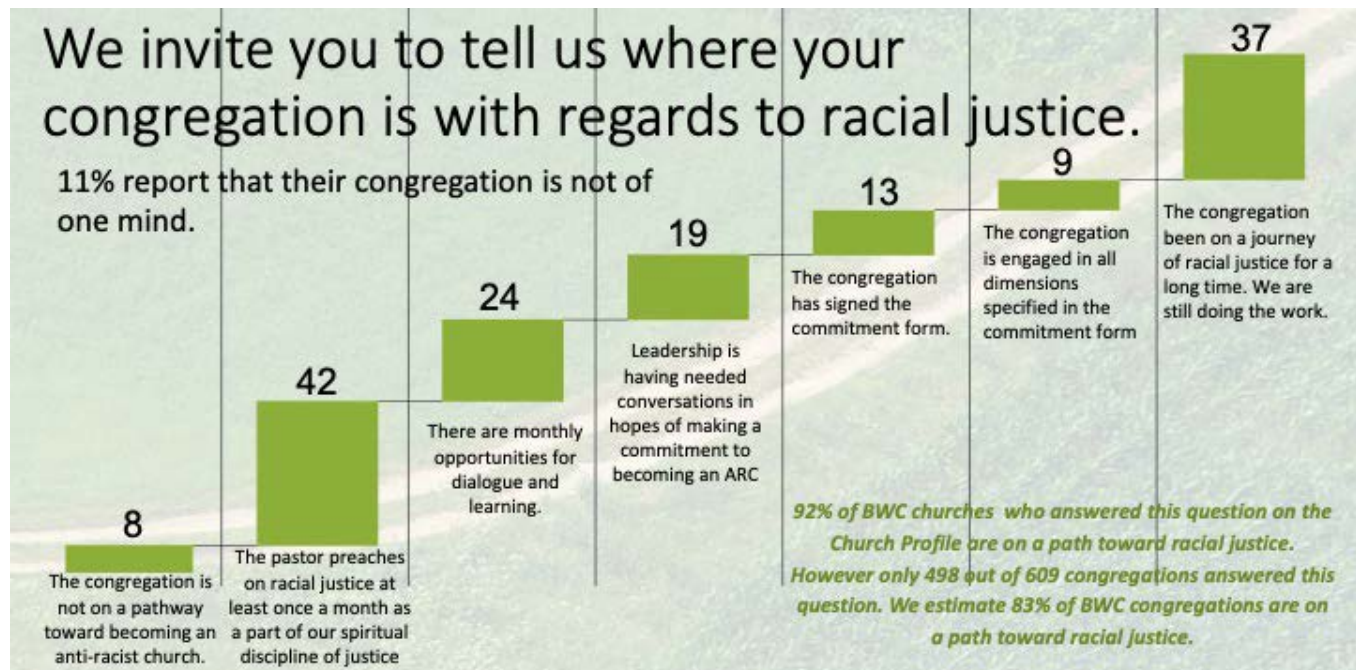
Furthermore, it is important that we do this to live into our commitments to the NEJ Call to Action and our UM Constitution:

■ All Are Welcome, Beloved, Equal and Worthy ¶

Since its inclusion in the UMC Constitution in 1968, "The United Methodist Church proclaims the value of each person as a unique child of God and **commits itself to the healing and wholeness of all persons**. The United Methodist Church recognizes that the sin of racism has been destructive to its unity throughout its history. Racism continues to cause painful division and marginalization. The United Methodist Church **shall confront and seek to eliminate racism**, whether in organizations or in individuals, in every facet of its life and in society at large. The United Methodist Church shall work collaboratively with others to address concerns that threaten the cause of racial justice at all times and in all places." (§ 5. Article V. Racial Justice, Book of Discipline). We are called to live this out through our baptismal vows: "to resist evil, injustice and oppression, in whatever form they present themselves." ¶

DISCIPLESHIP COUNCIL REPORT

On the 2020 Church Profile form, we invited congregations to tell us where the congregation is on the path toward racial justice. People could -- and did -- select more than one response.



Of the 498 churches that answered this question,

- 8% reported that the congregation is not on a pathway toward becoming an antiracist church.
- 42% reported that the pastor preaches on racial justice at least once a month as a part of our spiritual discipline of justice for all God's people.
- 24% reported that there are monthly opportunities for dialogue and learning.
- 19% reported Leadership is having needed conversations in hopes of being able to meaningfully sign the commitment form.
- 13% reported that the congregation has signed the commitment form.
- 9% reported that the congregation is engaged in all dimensions specified in the commitment form.
- 37% reported that our congregation has been on a journey of racial justice for a long time. We are still doing the work.

We celebrate that 83% of BWC congregations are on a path toward racial justice.

We also look forward to seeing how this baseline number grows when we receive results from the 2021 Discipleship Ministries form.

As you look at this slide, please note that congregations could choose more than one answer and 11% of our congregations are not of one mind.

One of the Discipleship Council's roles is to keep this on the dashboard, ensuring the Conference is providing adequate support for congregations to do this work and that the appropriate Conference groups are helping lead and resource, monitoring progress on the We Rise United project.

We have learned a lot from working with the individuals and churches who have committed to becoming an antiracist church.

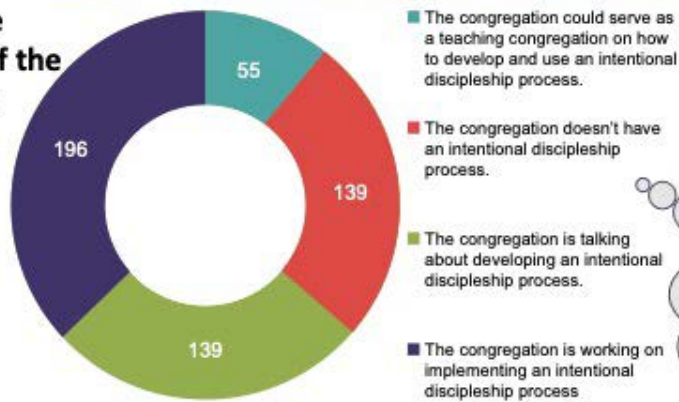
DISCIPLESHIP COUNCIL REPORT

The Racial Justice Team has formed three working groups in partnership with the Legislative Action Team, Black Methodists for Church Renewal, and Hispanic/Latino Ministries leadership as a result of our work with those who have signed the Commitment to Becoming an Antiracist Church. Those working groups meet regularly and include "How to Get Started and/or Get More Folks Involved in Becoming an Antiracist Church for Beloved Community," "How to be a Catalyst for Change in a Congregation," and "Working on Legislation and Policy for Change."

2020 Church Profile Form Q13: Leadership Development Board



13. What is the current state of the congregation's intentional discipleship process?



Deepening discipleship continues to be at the heart of all that we do. This chart illustrates the status of local congregations in the development of an intentional discipleship process. This information helps the Discipleship Council to know how to align Annual Conference resources to support local congregations to increase their capacity for making and maturing disciples.

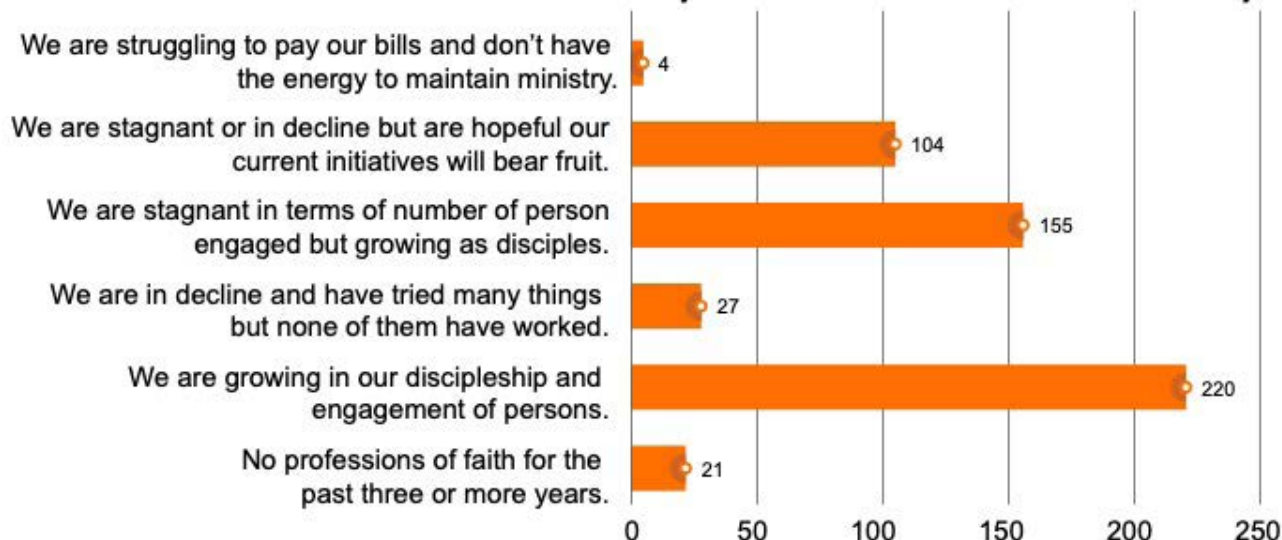
We **celebrate** the number of persons reporting that congregations are:

- *talking about implementing an intentional discipleship process (139)*
- *working on implementing an intentional discipleship process (196)*
- *identified as able to serve as a teaching congregation to develop and use an intentional discipleship process (55).*

We **celebrate** this information as it affirms for us that in the midst of uncertain and challenging times within the life of our denomination, congregations within our annual conference are remaining focused on one of the core tenets of our faith – Wesleyan discipleship.

We also recognize the need for supporting those congregations that have not yet implemented an intentional discipleship process. We hope to learn more about the factors that may prevent them from focusing on discipleship as these factors may also impact overall ministry vitality.

Which Best Describes your Level of Vitality



Effectively measuring ministry vitality remains of critical importance and we celebrate the number of persons reporting that congregations are:

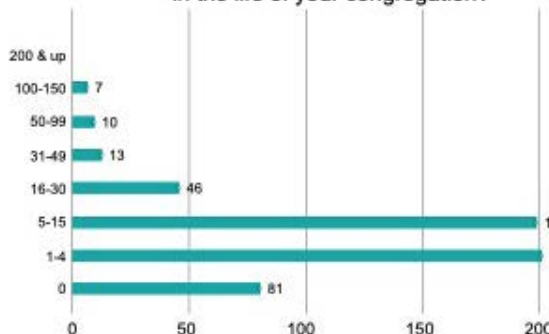
- Growing in their discipleship and engagement of persons (220) and
- Growing as disciples although experiencing stagnation in the number of persons engaged (155).

In reviewing this information, Discipleship Council also could see that an intentional and ongoing focus on discipleship--especially in seeing all the people -- needs to be an essential part of resourcing congregations who aren't experiencing fruit.

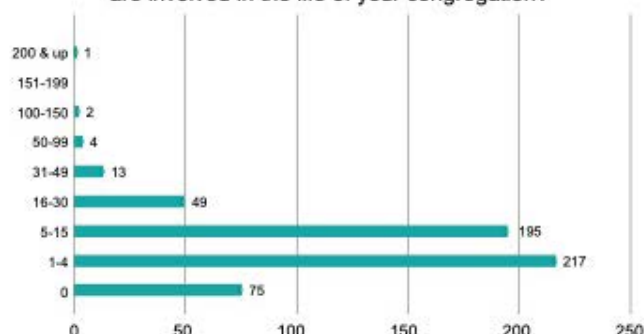
Q10-11: YPM Board



Q10: Approximately how many 12-18 year olds are involved in the life of your congregation?



Q11: Approximately how many 19-30 year olds are involved in the life of your congregation?



Finally, we have on our dashboard a Young People's Ministries Strategic Goal of Growing Local Church Youth Engagement. We will track this by comparing this data year over year and seeing if the number of youth and young adults engaged in their churches increases year over year.

We don't have comparisons between 2019 and 2020 because we just started collecting it in 2020.

DISCIPLESHIP COUNCIL REPORT

This question and the previous ones are a part of the new Discipleship Ministries Form which is being used during this church conference season. We celebrate its focus and the fact that it is on the Church Conference Agenda.

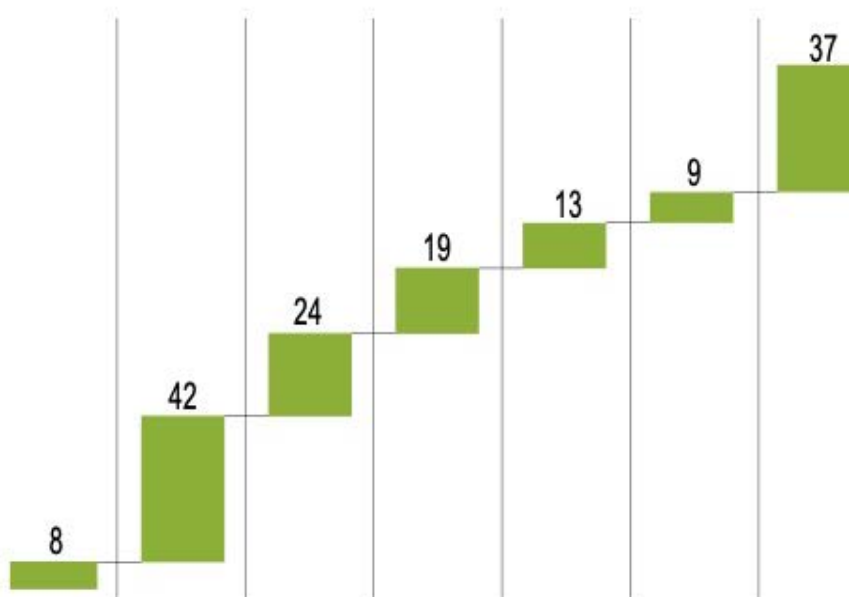
All of the data gathered from the Pastor's Reports and from the Discipleships Boards inform our approach to the 2021 Goals. By the end of 2021/beginning of 2022 we hope to have witnessed:



BWC Ministries

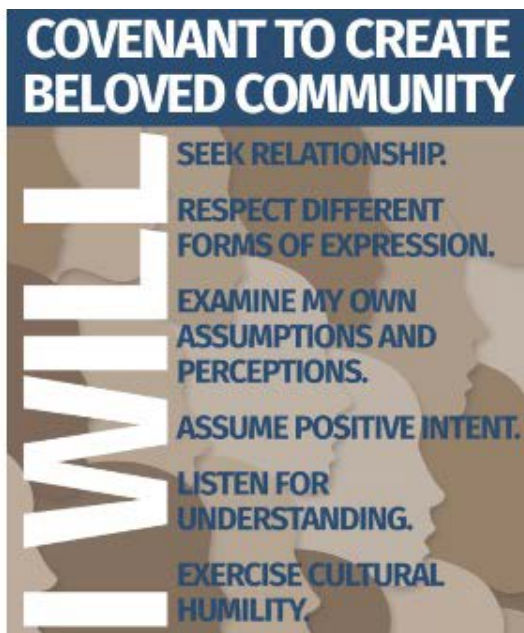
1. Alignment of Discipleship Agency work to the output of the Discipleship Ministries report

Continue to measure progress on board goals which are essential to the mission of inspiring and equipping local faith communities to make disciples of Jesus Christ for the transformation of the world. This year we will focus on the Alignment of Discipleship Board work to the output of the Discipleship Ministries report for greater Annual Conference impact.



2. At least 60 more churches are on a pathway toward racial justice.

We see a 10% increase (at least 60 additional churches) in the number of churches that are on a pathway toward racial justice. Our work of antiracism is required for the creation of Beloved Community. It also requires practicing specific behaviors of intercultural competency, inclusion and equity.



3. AC Leaders learn and are practicing interculturally competent behaviors for the creation of beloved community.

Our third goal is for Annual Conference Leaders (staff, district superintendents, district leaders, pastors, lay leaders and people serving on conference committees) to learn and practice interculturally competent behaviors for the creation of the Beloved Community.



4. Create and share a clear dashboard of ministry vitality

#WEARESTILLONE

Creating a clear dashboard for Annual Conference Ministry with new strategic foci emerging from the work of the Discipleship Ministries boards and local churches.

As we continue to develop and refine this shared system of understanding, we will strengthen our ability to inspire and equip local faith communities to better develop disciples for the transformation of the world so that more transformed lives transform lives. And in so doing, witness to the fact that we are still one: standing, rising, transforming.

Rev. Jessica Hayden
Discipleship Council Chair

2020 GENERAL AND JURISDICTIONAL CONFERENCE DELEGATION

The Baltimore-Washington Conference Delegation, elected at the May 2019 Annual Conference, has continued to serve faithfully while awaiting the “postponed” 2020 General Conference and Northeastern Jurisdictional Conference. Over the past two years, the Delegation has experienced change as well as used this interim period for more intentional preparation.

First-time delegation members were especially impacted as they awaited their opportunity to fulfill their roles. Two of our laity delegates, Megan Blizzard and Chet Jechura, became licensed pastors and therefore could no longer serve as delegates. Consequently, the next people in election order moved up in ranking. Chris Schlieckert, the first elected NEJ delegate, became a General Conference delegate and Mittie Quinn and Charlie Moore, who were both alternates, became NEJ delegates.

The Delegation adjusted its processes to be in compliance with Judicial Council Decision 1403. Regarding the resolution on attendance passed at the 2019 BWC Annual Conference, the Judicial Council ruled that “Annual Conferences do not have the authority to adopt rules governing duly elected delegates to General Jurisdictional/Central Conferences that mandate attendance at Delegation meetings nor require such other behavior that is not already provided in the Discipline.”

As expected, the Delegation has spent much of its time becoming familiar with the legislation being considered at General Conference. Briefings by representatives of denominational boards and agencies were previously held in 2019 and early 2020. However, in light of the time elapsed, members of the delegation are currently scheduling refresher briefing sessions.

The postponement of the 2020 General Conference has meant that delegates and others interested in serving on denominational boards and agencies have not been able to be nominated and elected. However, the Northeastern Jurisdiction has led efforts to use this time to connect, especially with delegation heads. Further, among U.S. delegates, there have been grassroots-led efforts to consider a new vision for the United Methodist Church. Several delegation members, including the clergy and laity heads, have participated in these discussions.

Finally, during this interim period, our most significant work together has been on becoming an anti-racist church. In 2016, the NEJ Conference unanimously approved the “Call to Action for Racial Justice” which several Baltimore-Washington Conference members helped create/develop/write “in recognition of the deep and lasting problem of racial injustice in our denomination, jurisdictions and country, and vowed to constructively address it.” In 2020, the Delegation submitted to the Baltimore-Washington Annual Conference the “General-Jurisdictional Conference Delegation Anti-Racism Statement (2020),” declaring in part that “over the coming months, we as a delegation will work together to advance the cause of becoming a fully inclusive, anti-racist church” by examining our own “implicit biases” and “devising approaches to becoming anti-racist.” It is hoped that this work will influence how delegates view and vote upon legislation and its “impact in potentially disenfranchising people and communities of color, the poor, and those who have been marginalized and have been oppressed in other ways.” Delegation members Giovanni Arroyo, newly selected General Secretary of the Religion and Race, Christie Latona, and Stacey Cole-Wilson have taken the lead in this effort supported by other members. As an outcome of this deliberate work together, we are pleased to present to the Baltimore-Washington Annual Conference our vision statement, “A Church that Embodies Inclusion, Diversity, Equity, and Antiracism.” Additionally, delegate training and engagement in the journey of becoming anti-racist is planned to begin in November 2021, followed by further discernment and practice.

Respectfully Submitted,
Ianther Mills (Clergy) and Cynthia Taylor (Laity)
Baltimore-Washington Conference Delegation Heads

A STATEMENT FROM THE BWC DELEGATION:

A Church that Embodies Inclusion, Diversity, Equity, and Antiracism: The Journey to Beloved Community

Executive Summary:

A church with Christ at the center does no harm, does good and attends to the ordinances of God. This church forms disciples of Jesus Christ who affirm the Image of God in the other, practice inclusive ministry, embody racial equality and challenge systems that oppose or oppress human rights. This Beloved Community ensures policies and practices are just, are faithful to the Gospel of Jesus Christ, and upholds the Great Commandment and the Gospel mandate that: "If one part hurts, every other part is involved in the hurt, and in the healing. If one part flourishes, every other part enters into the exuberance." (1 Corinthians 12:26b MSG).

Acknowledging that privilege comes in many forms and that individuals have experienced aspects of privilege in different ways, a church that actively challenges racist attitudes, behaviors, practices, and histories both individually and systemically, is building Beloved Community.

As we work intentionally to dismantle racism and create equity, it is imperative that we are patient with those who deny, defend, minimize and accept the sin of racism and still love those who defer this work to another group, organization, or realm beyond the church. It is also imperative that we are not silent in the face of injustice, nor are we tolerant of oppressive behaviors.

This Baltimore-Washington Conference delegation is committed to this journey toward Beloved Community for the transformation of lives, churches and communities. We invite you to join us.

A church with Christ at the center actively seeks to do no harm, do good and attend to the ordinances of God. This church produces effective, antiracist church leaders: disciples of Jesus Christ who affirm the Image of God in the other, practice inclusive ministry, and embody racial equality.

- A disciple is one who witnesses to Jesus Christ through acts of justice, compassion, devotion and worship under the guidance of the Holy Spirit, practicing works of piety and mercy.
- Affirming the image of God means respecting that all humans are equal, inherently good, bearers of God's light, and beloved creations of God, as seen at the creation in Genesis 1:27.
- Inclusive ministry means that leaders are intentional about including all in the reign of God.
- Equality means the state of being equal, especially in status, rights, and opportunities.
- Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities to reach an equal outcome. "Equity acknowledges that everyone does not begin from the same starting place, that there are historic, systemic, and on-going inequities in our political, economic, educational, health, religious, and other systems, where discrimination "lives" within the structures themselves."

We seek to be a community of sacrificial and unconditional love for all people that ensures policies and practices are just, faithful and in keeping with the greatest commandment of God: Love God, self and neighbor with wholeness of mind, body, heart and strength. In such a community -- where personal and social transformation happens -- hearts, habits, and institutions are changed. This community commits to the thriving of each person, based on 1 Corinthians 12:12-27. "If one part hurts, every other part is involved in the hurt, and in the healing. If one part flourishes, every other part enters into the exuberance." (1 Cor. 12:26b MSG). This body:

A STATEMENT FROM THE BWC DELEGATION CONTINUED:

- Privileges the inclusion of all people and groups within the church.
- Discusses and responds to societal and racial injustice, even when conversations get difficult, uncomfortable and/or painful.
- Demonstrates that all are sacred and diversity is valued.
- Builds equity and just power systems with all people, particularly those who are Black, Indigenous, People of Color (BIPOC).

Acknowledging that privilege comes in many forms and that individuals have experienced aspects of privilege in different ways, an antiracist church is one that actively challenges racist attitudes, practices, and histories both individually and systemically as it seeks to be and build Beloved Community. This includes:

- Owning why we are the way we are without denial, minimization or whitewashing.
- Interrupting our implicit biases.
- Naming white supremacy before dismantling it, emptying the church from privilege, repenting and reconciling in meaningful ways.
- Tearing apart the notion of assimilation.
- Ensuring that dominant culture or white normativity is not the prescribed way of functioning.
- Partnering with the whole community to honor where we all come from and those things that we all share.
- Embracing the complexity of intersectionality, as this is not a binary issue.

A process of awareness and dismantling racist ideas, actions and policies that exist in the church as well as broader community includes:

- Finding ways to engage those who are at different places in antiracism lifework.
- Being patient with those who deny, defend, minimize and accept the sin of racism and those who defer this work to another group, organization, or realm beyond the church.
- Engaging and paying attention to everyone: understanding that there are multiple ways of being, thinking and doing.
- Eliminating barriers that prevent the thriving and flourishing of particular groups.
- Naming racism and/or other factors as drivers of inequity.
- Providing historical context and analysis for how particular groups have fared in the past, namely BIPOC.
- Critiquing the way that white supremacy and other forms of oppression impact discussions and decision making.
- Advancing policy interventions within the church and society that seek to address or repair the present day manifestations of past harms.
- Advancing policy solutions that are both targeted and universal; a universal goal shared by all groups, with a targeted policy intervention for how particular groups achieve this universal goal.

As a church, we seek to build and nurture Beloved Community, believing that as we embody, create and seek inclusion, diversity, equity and antiracism, we align ourselves with the reign of God. In these efforts, we strive to live as disciples -- intent on manifesting the love of God in all that we do and all that we are.

ANNUAL CONFERENCE REPORTS

The boards, committees and agencies of the Baltimore-Washington Conference submit annual reports for the 2021 Journal that outlines their ministries, goals and accomplishments. [Read the reports](#) from these groups, which do not include actions that require a vote from Annual Conference. (These reports are on the Consent Calendar.)

<https://www.bwcumc.org/events/2021-annual-conference/board-and-committee-reports/>

Discipleship Ministries

Overview of Discipleship Ministries
Leadership Development Board
New Faith Expressions Board
Action and Advocacy Board
Wellness and Missions Board
Young People's Ministry
Committee on Hispanic/Latino
Ministries
Committee on Native American
Ministries

Stewardship Ministries

Board of Trustees
Communications

Leadership Ministries

Discipleship Council
Board of Ordained Ministry
General/Jurisdictional Conference
Delegation

CONNECTING THE DOTS

Join in the excitement of
ministry being lived out within
the Baltimore-Washington
Conference.

Learn how to get connected
and be involved in our shared
discipleship ministries.

Download this directory at
bwcumc.org/ministries

TRANSFORMED LIVES TRANSFORM LIVES

The Baltimore-Washington Conference inspires & equips local faith communities to develop disciples of Jesus Christ for the transformation of the world so that more transformed lives transform lives.

[illegible]

OFFERINGS

for UMCOR and Board of Child Care

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

At opening worship, on Monday, Oct. 25, you'll have the opportunity to support the United Methodist Committee on Relief, or UMCOR. This United Methodist organization provides disaster relief around the world. Its administrative costs are covered by a special offering taken throughout the denomination on UMCOR Sunday, (March 27, 2022) so 100 percent of your contribution to this offering will go provide relief and rebuilding for those whose lives are devastated by disaster. UMCOR is known for arriving just as disasters hit and for staying long-term, sometimes for years, to help people rebuild their lives. Visit <https://umcmmission.org/umcor>.

You and your congregation can donate electronically now.

www.bwcumc.org/offering

At the Service of Ordination and Commissioning on Wednesday, Oct. 27, an offering will be taken to benefit the Board of Child Care. The roots of the Board of Child Care go back to the church of the late 19th century and the Kelso Home for Girls, Strawbridge Home for Boys, and Swartzell Methodist Home for Children. The operations of these orphanages eventually merged under one organization structure, called the Board of Child Care, in 1960. Over the decades, the Board has expanded to become a state-of-the-art, multi-faceted program in Maryland, Washington, D.C., and West Virginia that cares for the wellbeing of children and their families. Legally, it is a separate entity from The United Methodist Church, but "enriching communities – one family at a time" is a priority for United Methodists, who seek to "do all the good you can, by all the means you can, in all the ways you can, in all the places you can, at all the times you can, to all the people you can, as long as ever you can." Learn more about the Board of Child Care at www.boardofchildcare.org.

You and your congregation can donate now.

www.bwcumc.org/offering

ORDINATION:

WE CELEBRATE THIS YEAR'S ORDINANDS AND COMMISSIONED MEMBERS

THE 2021 CLASS OF PROVISIONAL MEMBERS

DEACONS

Roberta White

ELDERS

Brian Berger
Jacob Cogman
James Cogman
Laura James
Chet Jechura
Christine Kumar
Rachel Livingston
John Mayden, Jr.
Levon Sutton
Shemaiah Strickland
Alexandra Thomas
Rebecca Wessinger
Terri Williams
Daniel Wood

THE 2021 CLASS OF FULL MEMBERS

DEACON

Jennifer Kokoski

ELDERS

Scott Bostic
Mi Ja Cho
Christopher John Dembeck
James Gosnell
Mark Groover
Emily Hart
David Jacobson
Kate Mackereth-Fulton
Enger Muteteke
Heather Olson
Linda Yarrow

CLASS OF 2021 RETIREES

A Prayer For Transitions

By Rev. Ramon "Ray" McDonald II

Dear Lord, seasons come and seasons go. Many of your children have made several transitions in their lives, especially during this season of the COVID virus. Some of us have learned new technologies and have transitioned to working from home or even attending worship and meetings from home. As some of us enter a season of retirement -- that is yet another transition we face. For some of your children, we have been busy about your work as pastors for 10-20-30-40-50 years and maybe longer. Even as we transition into retirement, some of us will continue to serve in other capacities.

Lord, in this season of transition, please continue to be ever present with us as we strive to be ever present with you. Help us to not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present our requests to you. We have learned -- help us to remember -- that our peace is not found in the world or the things of the world. Help us to remember that our peace comes from you and that this peace transcends our deep thinking and understanding.

Lord, as this season unfolds before us, we pray that you will guard our hearts and minds in Christ Jesus, our Lord and Savior. May we deepen our trust in you and continue to be used by you in all we do, say, or think. And when that final transition occurs for each, may we hear from your mouth the words found in Matthew 25:23: "Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master's happiness!"

We pray all these things, and even more, in the blessed name of our Lord and Savior, Jesus Christ. Amen.

We Honor this Year's Clergy Retirees

Twenty eight pastors, representing 784 years of service, retired July 1. We honor these men and women for their exceptional and faithful contributions to building the Kingdom of God.

Retiree	Years of Service	Retiree	Years of Service
James Bishop	35	Sandi Johnson	22
Mary Buzby	4.5	Granderson Jones, Jr.	10
Clark Carr	41	Jacqueline Jones-Smith	13
Kathleen Cheyney	17	Jeff Jones (1/1/2021)	46.5
Zelda Childs	10	Conrad Link	42
Margaret Clemons	40	Fay Lundin	18
R. David Hall	16	Ray McDonald	40
Douglas J. Hays	36	Gregory McNeil	23
Lori Hoffman Hays	22	Sheldon Reese	38
Margaret Hodges	33	Theresa Robinson	30
Samuel Honnappa	23	Doris Jean Rothwell	6
Mark Johnson	27	Thomas Sigler	12
Mary Johnson (1/1/2021)	41.25	Constance Smith	33
Patricia Johnson	28	Ken Walker	31
		John C. Warren	45

GALATIANS 3:23-29

Before faith came, we were guarded under the Law, locked up until faith that was coming would be revealed, so that the Law became our custodian until Christ so that we might be made righteous by faith.

But now that faith has come, we are no longer under a custodian.

You are all God's children through faith in Christ Jesus. All of you who were baptized into Christ have clothed yourselves with Christ. There is neither Jew nor Greek; there is neither slave nor free; nor is there male and female, for you are all one in Christ Jesus. Now if you belong to Christ, then indeed you are Abraham's descendants, heirs according to the promise.