

Book of

# Reports

West Ohio Annual Conference  
of The United Methodist Church

49<sup>th</sup> Session | June 2018



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## Check-In & Registration

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**Lakeside Chautauqua South Auditorium** (*located on Sixth St. between Walnut & Central Ave.*)

- **Sunday, June 3: 1:00PM – 7:00PM & Monday, June 4: 7:30AM – 12:00PM**

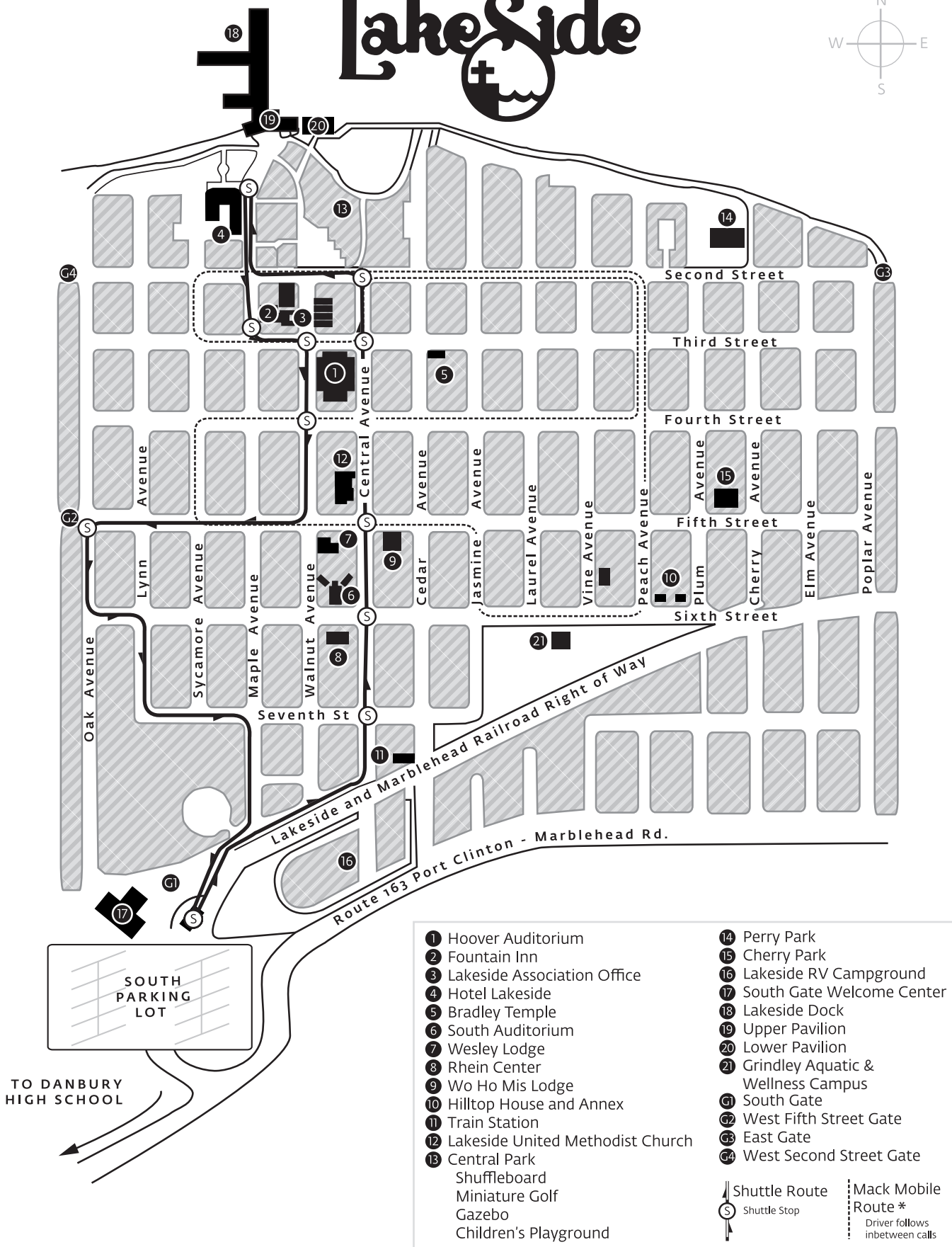
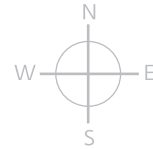
All members of the Annual Conference should check in at South Auditorium. Guests, spouses and visitors should register at the appropriate table as well. The Disciplinary requirement (§602.8) of clergy attendance at Annual Conference is noted for the journal records when members pick up their name tags. After 12:00 pm Monday, check in and registration will be in Hoover Auditorium.

## New Member Orientation

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Before arriving to Annual Conference, please visit our webpage at [www.westohioumc.org/ac/2018](http://www.westohioumc.org/ac/2018). This site contains information about preparing for Annual Conference, arriving and checking in and what to expect during Annual Conference. It also contains the proposed agenda, a list of events, workshops, Family Connect events, guest speakers' biographies, as well as information regarding child care.

# LakeSide



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| <ul style="list-style-type: none"> <li>① Hoover Auditorium</li> <li>② Fountain Inn</li> <li>③ Lakeside Association Office</li> <li>④ Hotel Lakeside</li> <li>⑤ Bradley Temple</li> <li>⑥ South Auditorium</li> <li>⑦ Wesley Lodge</li> <li>⑧ Rhein Center</li> <li>⑨ Wo Ho Mis Lodge</li> <li>⑩ Hilltop House and Annex</li> <li>⑪ Train Station</li> <li>⑫ Lakeside United Methodist Church</li> <li>⑬ Central Park</li> </ul> | <ul style="list-style-type: none"> <li>⑭ Perry Park</li> <li>⑮ Cherry Park</li> <li>⑯ Lakeside RV Campground</li> <li>⑰ South Gate Welcome Center</li> <li>⑱ Lakeside Dock</li> <li>⑲ Upper Pavilion</li> <li>⑳ Lower Pavilion</li> <li>㉑ Grindley Aquatic &amp; Wellness Campus</li> <li>㉒ South Gate</li> <li>㉓ West Fifth Street Gate</li> <li>㉔ East Gate</li> <li>㉕ West Second Street Gate</li> </ul> |
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| <ul style="list-style-type: none"> <li>Shuffleboard</li> <li>Miniature Golf</li> <li>Gazebo</li> <li>Children's Playground</li> </ul> | <ul style="list-style-type: none"> <li>Shuttle Route</li> <li>Shuttle Stop</li> </ul> | <ul style="list-style-type: none"> <li>Mack Mobile Route *</li> <li>Driver follows inbetween calls</li> </ul> |
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\*Provides service to members with limited-mobility issues. To request service call 419-341-8247

# Practicing the Principles of Holy Conferencing

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

## Procedural Guidelines

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The following guidelines are in response to questions frequently asked during the Annual Conference. Understanding these procedures will enable you to be a more effective member of the conference. Please refer to Section IX, pages 299-314 in the *2017 Journal, Structure, Procedure and Rules*.

1. **Conference and Parliamentary Procedures:** The Annual Conference sessions are guided by Section E and F (pages 307-311) of the Structure, Procedure and Rules section of the *Annual Conference 2017 Journal*; and by the Rules as they are adopted and accepted in the opening session of the Annual Conference session. Make a careful study of this material before coming to Lakeside Chautauqua.
2. **New Legislation:** The rules of the conference require that all proposed recommendations requiring action be received by the conference secretary by March 15. New recommendations requiring action can be submitted to a plenary session only by suspension of the rules and agreement by a two-thirds vote of the conference to receive them. (Section E, 14, page 307 and E, 22, page 308 of the *Annual Conference 2017 Journal*.)
3. **Being Recognized to Speak:** Members who wish to address the conference should stand at their seats or raise the appropriate card and wait to be recognized by the bishop, who will direct the speaker to a microphone. Going to the microphone before being recognized is out of order. You must identify yourself before you speak; please state whether you are clergy/lay and your district.

# Voice and Vote

Your name tag indicates your voice and vote status at plenary sessions. Please wear your name tag in a visible location during these sessions. Annual conference members with both voice (meaning they can speak in plenary sessions) and vote (meaning they can make and amend motions and vote on motions) are as follows:

	Recommendations & Conference Business	Elections for <b>clergy</b> delegates to the General, Jurisdictional and Central Conference(s)	Elections for <b>lay</b> delegates to the General, Jurisdictional and Central Conference(s)	Constitutional Amendments	Matters of ordination, character, and conference relations of clergy	Voice without Vote
<b>Clergy Members</b> <i>in full connection</i> (§1602.a)	•	•		•	•	
<b>Lay Members:</b> <i>Elected Members representing congregations, Members by Virtue of Office, At-large Members as designated by districts, Youth Members</i> (§1602.4)	•		•	•	‡	
<b>Provisional Clergy Members</b> <i>who have completed all of their educational requirements</i> (§1602.b errata)	•	•				
<b>Associate Clergy Members</b> (§1602.c)	•	•			†	
<b>Local Pastors</b> <i>who have completed Course of Study or an M.Div. degree and have served a minimum of two consecutive years under appointment before the election</i> (§1602.d errata)	•	•				
<b>Provisional Clergy Members</b> (§1602.b)	•					
<b>Affiliate Clergy Members</b> (§1602.c errata)	•					
<b>Full- and Part-time Local Pastors</b> <i>under appointment to a pastoral charge</i> (§1602.d)	•				†	
<b>Elders or Ordained Clergy from other denominations</b> <i>serving under appointment within the Annual Conference</i> (§1346.2)	•					
<b>Official Representatives from other Denominations</b> (§1602.9)						•
<b>Missionaries</b> <i>regularly assigned by the GBGM in nations other than the US &amp; Certified Lay Missionaries from nations other than the US serving within the bounds of the Annual Conference</i> (§1602.9)						•
<b>Conference Chancellor</b> <i>if not otherwise a voting member</i> (§1602.10)						•
<b>Ordained Clergy or Provisional Members</b> <i>from Other Annual Conferences and Other Methodist Denominations</i> (§1346.1)						•
<b>Visitors, Spouses of Clergy &amp; West Ohio Conference Staff</b>						

† If also a member of the Conference Board of Ordained Ministry, they may vote at Clergy Session

‡ If also a lay member of the Conference Board of Ordained Ministry and/or Committee on Investigation (§1602.6)

# Annual Conference Proposed Agenda\*

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## Sunday, June 3

- 5:30 PM – Laity Session
- 7:30 – Convene the 2018 Annual Conference
- 7:30 – **Opening Worship with Communion & Memorial Service, Rev. Dr. Zan Holmes Jr.**
- 9:00 – Evening Break

## Monday, June 4

- 8:00 AM – Clergy Session (**Closed to Lay Members**)
  - Break
- 10:20 – **Morning Worship**
  - Lakeside Greeting
  - Set the Bar of the Conference
  - Secretarial Staff/Registrar Nominations
  - Parliamentary Procedure; Speech Timer
  - Monday Opening Business Remarks
  - Agenda Report
  - Rules Committee Report
  - Preliminary Nominations Committee Report
  - Light the Way Presentation
- 11:30 – Fear Less Talk 1
  - Courtesies
- 12:00 PM – Lunch Break
- 1:30 – Recognition & Awards
  - Break
- 2:40 – Fear Less Talk 2
- 3:00 – **Order of the Day: Corporate Session with Conference Chancellor's Report**
  - Commission on a Way Forward Report
  - Chief Financial Officer's Report
  - **Recommendation #1: Council on Finance and Administration Recommendations Calendar Year 2019**
  - Board of Pension and Health Benefits Report
  - **Recommendation #2: 2019 Board of Pension and Health Benefits**
  - Courtesies
  - Methodist Theological School in Ohio President's Greeting
- 5:00 – Dinner Break
- 7:00 – Episcopacy Committee Report
  - Episcopal Address
  - Courtesies
- 8:30 – Evening Break



## Tuesday, June 5

9:00 AM	–	<b>Worship Service with Missional Offering, Rev. Dr. Zan Holmes Jr.</b>
	–	Break
	–	Equitable Compensation Report
	–	<b>Recommendation #3: 2019 Recommendation Commission on Equitable Compensation</b>
	–	<b>Recommendation #4: Review and Recommendation for The West Ohio Conference Clergy Vacation Policy</b>
	–	<b>Recommendation #5: Investment Management</b>
	–	Cokesbury Report
	–	Extended Cabinet Introduction
	–	Courtesies
12:00 PM	–	Lunch Break
1:30	–	East Ohio Annual Conference Video Greeting
1:35	–	Fear Less Talk 3
2:00	–	<b>Order of the Day: Board of Ordained Ministry Report</b>
	–	Courtesies
3:35	–	Break
4:30	–	<b>Celebration of Ministry Service (Retirement, Ordination), Bishop Gregory V. Palmer</b>
6:30	–	Evening Break

## Wednesday, June 6

9:00 AM	–	<b>Worship Service, Rev. Lou Seipel</b>
	–	Mission Partnerships Report
	–	Africa University Fund Banner Presentation
	–	General Advance Giving Report
	–	Light the Way Announcements
	–	Break
	–	United Methodist Men's Report
	–	United Methodist Women's Report
	–	<b>Recommendation #6: There Is Enough for the Stranger</b>
	–	Courtesies
	–	United Theological Seminary President's Greeting
12:00 PM	–	Lunch Break
1:30	–	Fear Less Talk 4
	–	Prayer for General Conference Delegates
	–	Nominations Committee Report
	–	Journal Report
	–	Attendance Report; Announce 2019 Annual Conference Dates
	–	Fixing of Appointments, Apostolic Letters
4:30	–	<b>Closing Worship</b>
5:00	–	Adjourn the 2018 Annual Conference

# Rules Committee Report

**Key:**

- Additions are marked in **large, bold type and highlighted**
- Subtractions are indicated with a ~~strikethrough and highlighted~~
- Wavy lines ( ~~~~~ ) indicate a jump over unchanged content

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**IX**  
**STRUCTURE, PROCEDURE, AND RULES**  
**ANNUAL CONFERENCE RULES AND POLICIES**

**Values Statement:** The United Methodist Church and The West Ohio Conference ~~values~~ **value** diversity and inclusion. Teams, boards and committees shall strive to embody these values. Special attention shall be given to gender, race, ethnicity, youth, young adults, older adults, lay/clergy, people with disabilities, church membership size and type, and district in accordance with *The Book of Discipline*.



**A. STRUCTURE**



**4. ADMINISTRATIVE PERSONNEL**



e. Director of the Office of Ministry. There may be a director of the Office of Ministry who will be a full member of The West Ohio Conference appointed by the bishop and will staff the Board of Ordained Ministry. The staff director will be ~~amendable~~ **amenable** to the bishop and will provide a communication link between the cabinet and the board of ordained ministry.



**14. BOARD OF TRUSTEES**



a. ~~The parsonage and moving standards shall be printed in the journal each year available on the conference website, as determined by the conference trustees.~~ **The parsonage and moving standards shall be available on the conference website and, when amended, printed in the journal.**



**E. CONFERENCE PROCEDURE**



6. ~~Reports to the Annual Conference shall be included in the pre-conference book, where possible, or copied and distributed prior to the opening of the session at which they are presented.~~ **Reports to the Annual**

1 **Conference containing recommendations shall be included in the *Book of Reports* or copied and distributed**  
2 **prior to the opening of the session at which they are presented.**

3 7. Reports shall not exceed four pages in length, exclusive of financial statements, charts, and graphs. The  
4 secretarial staff shall be authorized to edit reports in cooperation with the reporting chair.

5 8. ~~Persons with reports and other materials to be distributed by the conference must clear with the conference~~  
6 ~~secretary 24 hours prior to the time distribution is made.~~ **All reports and other materials to be distributed**  
7 **to the conference must be approved by the Conference Secretary 24 hours prior to the time distribution is**  
8 **made.** Distribution must be made not later than the morning of the day the reports are to be considered by  
9 the Annual Conference.



10 14. Legislation and Procedures:

11 a. There shall be a Reference and Procedure Committee of the Annual Conference. All  
12 recommendations from the bishop, the conference staff, cabinet members, other officers of the  
13 conference boards, lead teams, committees, local congregations, lay persons, and clergy shall be  
14 submitted to this committee by March 15 1. The Reference and Procedure Committee shall receive  
15 these recommendations and provide a legislative process to bring them to the floor of the Annual  
16 Conference session.

17 There shall be not more than ten members of the Reference and Procedure Committee. The members shall  
18 be: Chair — the conference secretary; director of Connectional Ministries; one representative from the  
19 Transformative Discipleship Team; agenda coach; assistant to the bishop, and such lay and clergy as will  
20 provide an equal balance named by the Conference Committee on Nominations.

21 b. Members of the conference wishing to submit recommendations of urgent business directly to the  
22 plenary session shall identify the subject of their recommendation whereupon the plenary session  
23 shall vote whether or not it wishes to suspend the rules to consider the recommendation.

24 c. The submitter of any recommendation shall have the right of last speech to present his/her  
25 recommendation to the Annual Conference session.

26 15. The voting bar of the conference shall be fixed at the convening session of the Annual Conference.

27 **16. The Annual Conference Budget shall be approved on the first day of conference legislative action. Any**  
28 **legislative action modifying the budget shall be reviewed and voted by the final day of legislative work.**

29 **(other numbers adjusted below)**

30 17. Speakers to a matter of business are to identify self by name and district before speaking.

31 18. Amendments other than a motion to approve or reject a matter under discussion, must be submitted in  
32 triplicate to the secretary's desk before action is taken.

1 19. Lay Members to Annual Conference

2 c. At large members from each district shall be elected by January 31 by the district conference,  
3 District Program Council or equivalent, ~~or an appropriate administrative body upon recommendation~~  
4 ~~by the District Nominating Committee or equivalent.~~ **or an appropriate district administrative body**  
5 **upon recommendation by the District Nominating Committee or equivalent.** In fulfilling these  
6 positions, it is further recommended the District Program Council or equivalent chair, district youth  
7 president, district associate lay leader, district director of Lay Servant Ministries, lay speakers and  
8 lay supply pastors be given consideration for these positions. If there are at-large member vacancies  
9 after January 31, then the district conference, District Program Council or ~~equivalent~~ **an appropriate**  
10 **district administrative body** may determine a process for filling these vacancies.

11 **F. PARLIAMENTARY PROCEDURE**

12 **7. ALTERATION OF REPORTS**

13 When a committee report has been published in the ~~volume~~ **Book** of Reports to the members of the  
14 conference, it is in possession of the conference and cannot be altered except by action of the conference.

# 2019 Budget Narrative for Recommendation #1

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Each year the Annual Conference adopts a Mission and Ministry Funding Plan, also known as a budget. The approved plan sets the Connectional Giving (apportionments) for each of our major areas: General Church, Retiree Health and Other Benefits and Conference Ministries.

The Council on Finance and Administration (CFA) set out two challenges to this year's budget development process:

1. Reduce the overall amount of apportioned connectional giving by 10%, and
2. Provide 100% support to the general church.

This request was in keeping with legislation and dialogue from past Annual Conferences that requested we find ways to ensure more resources remain with the local church by reducing apportionment levels.

**All areas of the conference and all districts took up this significant challenge. The 2019 recommended budget requests \$20,065,646, nearly \$2.25 million less than in 2018, a 10% reduction. Every conference budget area and district will rely on less support from apportionments in 2019 than this year.**

Even with these reductions, key ministry and program areas remain funded, although at lower levels in some cases. However, you might notice differences in how some programming and local church support is done.

The accompanying Recommendation #1 is the result of conversations and meetings that began in September 2017.

As you review the 2019 plan, please note the following:

- Total recommended apportioned Conference Connectional Giving falls to \$17.1 million from \$19.0 million. In addition, districts will cumulatively apportion just under \$3 million, 12% less than for 2018.
- West Ohio intends to continue being among the Annual Conferences that participate at the 100% level of General Church support, as it has since 2013.
- Total 2019 Conference Ministries support from connectional giving falls \$0.9 million or 11%.
- Projected connectional giving support for Clergy Benefits drops by 33% to \$1 million. The reliance on apportionments to fund clergy benefits has dropped dramatically since 2011.
- Staff realignment, particularly at the senior level, contributes to expense reductions.
- 2019 will be the first full year of operating a completely renovated conference center. The associated budgeted expenses, including depreciation, are based on estimates.
- Questions about this recommendation and Conference finances in general can be directed to Bill Brownson, Conference CFO, at [bbrownson@wocumc.org](mailto:bbrownson@wocumc.org) or by calling 614.505.7440.

## Funding Plan Discussion by Section

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### **General Church (line numbers 22-49 on page 25)**

The General Church helps West Ohio Conference churches make a difference in our conference, our nation and around the world. The infrastructure of the General Church allows UMCOR to be among the most effective disaster relief organizations in the world. Through the Ministerial Education Fund (MEF), the 13 United Methodist Seminaries, Annual Conferences and individuals receive support for undergraduate, seminary and continuing education opportunities. Episcopal leadership for the West Ohio Area and all over the world is paid with General Church Connectional Giving. These examples only begin to scratch the surface on all the ministries that happen through, with and because of the General Church. Together, we are stronger.

The 2019 plan apportions nearly \$6.8 million to generate the \$4.9 million needed to resource at 100% the seven General Church funds and agencies (lines 27-33) and the North Central Jurisdiction. The assumed collection rate for this fund is 71.4%. Amounts paid toward this fund are prorated and passed through to each fund. If our goal of 100% participation is not met through receipts from local churches, in January 2020 the CFA will determine how much, if any, will be paid to the General Church to reach a 100% participation level.

### **Retiree Pension, Health and Other Benefits (line numbers 50-90 beginning on page 26)**

*Highlights:*

- Apportioned connectional giving request drops 34% to \$1,235,000
- Wespath's deferral of 2019 Clergy Protection Plan (CPP) premiums saves \$1.1 million
- \$76,000 in income from the Clergy Benefits Fund balances the budget

This section requires the largest amount of total resources – \$17.4 million – more than the other two combined. Yet among the three apportioned Connectional Giving funds, it utilizes the least amount of apportioned resources. With \$1,235,000 apportioned and an assumed collection rate of 81%, Connectional Giving provides \$1.0 million toward total expenses of \$17.4 million. The other sources of income are directly billed pension and health insurance costs and individual donations through the Council on Development.

The Conference has been accumulating assets in the Retired Clergy Benefits Fund for many years. As of December 31, 2017, \$52.9 million was designated for clergy benefits. It won't be known until the fall whether the assets held here and at Wespath fully cover the benefit liabilities. Given the strong 2017 investment market, it is expected to do so. Because the CPP premium is unlikely to be waived in 2020, steps needed to keep this budget balanced in 2020 may include taking more income from the Retired Clergy Benefit Fund, apportioning more or modifying benefits to reduce costs.

The next section (lines 56-62) shows the income and expense associated with health care for retirees. Retirees contribute toward the cost of insurance based on years of service at retirement. In the aggregate, 31% of this expense is covered by retirees. Connectional giving, Council on Development donors and the CPP 2019 premium waiver provide for the remaining expense in this section.

Active Healthcare and Related (lines 64-69) is intended to break even, excluding benefits administration. The Conference now self-funds its active health insurance plan. That means the Conference pays for claims as presented. To cover the cost of the plan for a full year, the Conference bills local churches a fixed monthly amount for those enrolled. The expenses are a projection and will change as the Conference Board of Pension and Health Benefits goes through its annual review and adopts a 2019 plan. Final local church premiums will be calculated to match estimated 2019 expenses. The Conference Board of Pension & Health Benefits has taken steps to narrow the focus of the active health insurance plan to better manage premium expenses, which it knows are significant for local churches.

The final subsection of the Benefits budget (lines 71-83) addresses clergy pensions and other non-health care retiree activities. The 2019 pension payment due will be \$3.4 million. In addition to covering the CRSP-DB liability payment, the amounts directly billed to local churches – projected to be \$5.7 million (line 72) – cover the defined contribution portion of the plan (CRSP-DC) and the Comprehensive Protection Plan (CPP), which provides for death benefits and income during medical leave. Although the CPP premium has been waived for 2019 as is in 2018, the practice is to directly bill for all benefits in a consistent manner.

Altogether, clergy benefit costs are expected to be \$17.4 million (line 86).

Contact Mike Kremnitzer, Conference Benefits Officer and HR Director, at [mkremnitzer@wocumc.org](mailto:mkremnitzer@wocumc.org) or at 614.844.6200 with questions about the clergy benefits or this budget area.

## Conference Ministries (pages 27-30)

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### Transformative Discipleship Team (Connectional Ministries) (lines 100-139)

The Transformative Discipleship Team works to align resources, insure effective collaboration and develop evaluative processes resulting in greater effectiveness in making disciples of Jesus Christ for the transformation of the world ... a world of justice, love and peace filled with people growing in the likeness of Jesus Christ.

We prioritized ministry areas for funding and adopted outcomes for 2019. Connectional Ministry staff and lead teams will develop strategies for attaining these outcomes. The strategies will include identifying appropriate metrics and the development of assessment tools to measure the impact of our work, moving beyond just counting people and events. The Transformative Discipleship Team membership includes five at large people and the chairs of the five lead teams.

Connectional Ministries exists to equip local congregations to extend the healing and redemptive love of Jesus Christ in life changing and community transforming ways. In 2019, we will focus upon the following outcomes.

1. Building congregational capacity to engage local and global communities by integrating Jesus' commandment to love God, self and neighbors in all aspects of mission and ministry.
2. Equipping congregations to share the story of Christ's redemptive love and the power of the Holy Spirit in ways that neighbors will understand.
3. Encouraging and providing space for laity to claim their call and provide leadership within the life of the local church, community and the United Methodist connection.

4. Seeing new people, younger people and more diverse people participating in the full life of our congregations.
5. Addressing contextual realities of injustice through relational and biblically rooted compassion and prophetic action.

These outcomes will be focused in the following ways.

#### ***Just-Mission Outcomes***

1. Lay and clergy leaders will understand the context in which they serve and develop relational mission strategies to connect with neighbors in ways that integrate congregational and community transformation.
2. Lay and clergy leaders will be equipped to address manifestations of injustice within their communities, the state, country and world.
3. Congregations will develop relationships with the global church.

#### ***Just-Mission Funded Strategies***

1. Community engagement experience for participating congregations.
2. Equipping of congregations to build relationships with returning citizens, their families and the community.
3. Continued engagement with strategic global partnerships (Africa, Southeast Asia & Mexico).
4. Volunteers in Mission (VIM) training and deployment.
5. Capacity building for disaster response and deployment.

#### ***Diversity and Inclusion Outcomes***

1. Lay and clergy leaders across the conference will exhibit cultural competency skills resulting in increased ability to engage neighbors in and through the gospel.
2. West Ohio Conference will be able to design and implement new ministry in contextually relevant ways, resulting in congregations that reflect their communities.
3. Diversity and Inclusion will be a shared value across all areas of conference leadership.

#### ***Hispanic Ministry Outcomes***

1. Intentional discipleship systems and processes bridge with young immigrants and children of young immigrants born in the United States.
2. Relationships are developed between Hispanic/Latino and non-Hispanic/Latino communities, creating opportunities for bilingual and multicultural mission, ministry and worship.
3. Hispanic and Latino people will feel safe, welcomed and valued as leaders in United Methodist congregations and gatherings.

#### ***Diversity and Inclusion and Hispanic Ministry Funded Strategies***

1. Cultural competency development for leaders and congregations.
2. Support for churches and clergy with cross-cultural/cross-racial appointments and preparing others for that future.
3. Building data-informed strategies for identifying and equipping young people born in the United States to foreign-born parents and young people growing up in the United States but born in another country.



### ***Camps and Retreats Ministry Outcomes***

1. Children and youth experience and claim their belovedness through Jesus.
2. The discipleship journey experienced at camp is integrated into local congregations through intentional and consistent relationship development.
3. Intentional leadership and faith development for all staff.
4. All participants value the gifts of a diverse community growing in faith.
5. As participants retreat from everyday life, they will build community, connections and renewed faith.

### ***Camps and Retreats Ministries Funded Strategies***

1. Support the operation and leadership of three camps and retreat locations – Widewater, Wesley and Otterbein.
2. Intentional development of faith formation and leadership of all participants and staff.

### ***Leadership Development Outcomes***

1. Equipping local lay and clergy leaders from diverse contexts to develop creative, intergenerational discipleship formation systems and processes contextualized for diverse local ministry settings.
2. Newer, younger and more diverse laity are equipped and deployed for leadership in the local congregation, community and UM connection by integrating faith formation with contextual, lived realities.
3. Laity are equipped creatively to share their faith journey with others and invite them into the discipleship formation process utilizing personal and communal assets.

### ***Leadership Development Funded Strategies***

1. Support of United Methodist Campus Ministries.
2. Identification, equipping and deploying of lay servants, speakers and ministers.
3. Capacity building of churches to provide safe spaces for all people to experience and claim Jesus.

In addition to the above, the Transformative Discipleship Team's budget includes a grant to the Ohio Council of Churches (previously included in the General Church apportionment fund) and resources for Connection Blueprint. Both are new expenses in the 2019 Emerging Ministries Budget (line 106). In total, the Transformative Discipleship Team expenses are budgeted at \$2.5 million with apportioned connectional giving covering just under \$1.5 million or 59% with the rest from grants, donors and program income.

Questions about the Transformative Discipleship Team budget and the mission it makes possible should be directed to Rev. Dee Stickley-Miner at [dstickley@wocumc.org](mailto:dstickley@wocumc.org). Contact Ken Overholser, [koverholser@wocumc.org](mailto:koverholser@wocumc.org) with questions about Camps & Retreat Ministries. Both can be reached at 614.844.6200.

## **Missional Church Development (lines 140-150)**

Missional Church Development equips clergy and lay leaders committed to revitalizing existing churches and with starting new churches and worshipping communities. Resources for Missional Church Development initiatives noted below come from apportioned connectional giving (\$820,000) and from donors to Light the Way (\$340,000).

- **The Greenhouse:** Leadership development for those called to start new churches and worshipping communities.
- **New church start grants:** Grants for emerging churches and worshipping communities led by specially trained leaders who have proven track records of starting new worshipping communities.
- **Missional Church Consultation Initiative (MCCI):** An in-depth multi-year revitalization initiative for about 10 additional churches each year that are nominated by superintendents and approved by Bishop Palmer.
- **Traction Tracks:** Culled from years of MCCI experience, Traction Tracks afford participating churches the opportunity to focus on a specific area needing attention in order to gain new traction.
- **Revitalization Grants:** Intended to provide churches with resources to address matters inhibiting vitality.

Contact Sue Nilson Kibbey, at [snkibbey@wocumc.org](mailto:snkibbey@wocumc.org) or 614.844.6200 for questions about Missional Church Development.

### Office of Ministry and Clergy Leadership (lines 151-162)

The Office of Ministry and Clergy Leadership administers clergy credentialing and continuing education and provides financial support for seminary and course of study students, and it supports the work of the Board of Ministry.

Programming for credentialing includes a summer internship program for undergraduates exploring a call to ministry, local pastor licensing school, Candidacy Summit for clergy candidates, and Crucible for clergy in their provisional years. West Ohio hosts students and generates income from other annual conferences, particularly East Ohio. Credentialing education expenses are offset by tuition and registration fees.

The Office of Ministry and Clergy Leadership expects \$655,000 in 2019 expenses of which \$250,000 is covered by tuition and donor-restricted income, and \$405,000 is provided by apportioned connectional giving. Twenty-five percent of what's received toward the Ministerial Education Fund stays at the Conference and is applied by the Office and Board of Ministry to its area of responsibility.

Questions about the work and budget of the Office of Ministry can be directed to the Rev. Kathy Brown at [kbrown@wocumc.org](mailto:kbrown@wocumc.org) or at 614.844.6200.

### Council on Development (lines 163-172)

The Council on Development (COD) equips local churches in the areas of stewardship education, capital campaign planning, and creating, establishing and managing endowments. With the Conference Investment Policy Committee, COD manages \$9 million of local church endowments.

The Council on Development manages capital and major fundraising campaigns deemed critical by the Conference. Light the Way, the current \$5 million campaign to fund new worshipping communities and revitalization activities, is taking place under the leadership of COD.

COD expects to incur \$285,000 of expenses in 2019, of which \$239,000 is funded through apportioned connectional giving. Questions about COD can be directed to Rev. Stan Ling at [sling@wocumc.org](mailto:sling@wocumc.org) or at 614.844.6200.

## Finance & Administration & Board of Trustees (lines 173-196)

Finance & Administration includes many functions that span the districts and conference, including accounting, treasury management, human resource management, information technology, conference statistics, facilities and property management. The area equips local churches through training and online content and provides resources to the Council on Finance and Administration, the Conference Chancellor, Board of Trustees and the Conference Investment Policy Committee.

2019 will be the first full year for which ownership and operation of the Conference Center is reflected in the budget. While program income is limited, interest and dividend income is derived from operating cash balances and reserves. This area projects spending \$1.5 million of which all but \$100,000 is from apportioned connectional giving.

Questions about the Finance & Administration Budget can be directed to Bill Brownson at 614.505.7440 or at [bbrownson@wocumc.org](mailto:bbrownson@wocumc.org).

## Episcopal Area Leadership (lines 197-226)

Bishop Palmer, District Superintendents and his Episcopal Office staff oversee the following areas which together are budgeted to incur \$2.6 million, all but \$105,000 of which is provided by apportioned connectional giving. Together they provide for the deployment of credentialed clergy, superintending of local churches, Annual Conference Session, and communicating helpful information to and about local churches, the conference and general church and for current events for which a Christian witness is needed.

Episcopal Area	Budget
Annual Conference and Special General Conference:	\$230,000
Episcopal Office Administration:	\$286,000
District Superintendents & Cabinet:	\$1,319,000
Equitable Compensation:	\$292,500
Conference Communications:	\$483,000

Questions about Communications can be directed to Kay Panovec at [kpanovec@wocumc.org](mailto:kpanovec@wocumc.org) or at 614.844.6200.

All other questions about the budget and responsibilities of Episcopal Area Leadership can be directed to Rev. Linda Middelberg at [lmiddelberg@wocumc.org](mailto:lmiddelberg@wocumc.org) or at 614.844.6200.

# Council on Finance & Administration Recommendations Calendar Year 2019

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## 1 Special Sundays and/or Offerings

2 General Church Special Sundays for 2019 are:

- |   |   |  |
|---|---|--|
| 3 | • <b>Human Relations Day</b> ( <i>Offering</i> )                | January 20 ( <i>Sunday before MLK Day</i> )    |
| 4 | • <b>UMCOR Sunday</b> ( <i>Offering</i> )                       | March 31 ( <i>4th Sunday in Lent</i> )         |
| 5 | • <b>Native American Ministries Sunday</b> ( <i>Offering</i> )* | May 12 ( <i>3rd Sunday of Easter</i> )         |
| 6 | • <b>Peace with Justice Sunday</b> ( <i>Offering</i> )*         | June 16 ( <i>1st Sunday after Pentecost</i> )  |
| 7 | • <b>World Communion Sunday</b> ( <i>Offering</i> )             | October 6 ( <i>1st Sunday in October</i> )     |
| 8 | • <b>United Methodist Student Day</b> ( <i>Offering</i> )**     | November 24 ( <i>Last Sunday in November</i> ) |

9 Please review the ministries these Special Sundays for the breadth of ministry each supports and incorporate that  
10 into your planning year. To the extent a local church wishes to emphasize other special days or calendar periods, the  
11 Conference encourages them to do so.

12 \* 50% of Peace with Justice and Native American Ministries Sunday offerings remain in and are applied to  
13 ministries of The West Ohio Conference.

14 \*\* Through the General Board of Higher Education and Ministry, 10% of United Methodist Student Day offerings is  
15 awarded to West Ohio Conference students who apply for and are selected to receive merit-based college scholarships.

## 16 Other approved offerings and appeals:

17 Any Conference-wide appeal by affiliated United Methodist organizations must be approved in advance by the Council  
18 on Finance and Administration. All offerings taken at the sessions of the Annual Conference shall be used for missions.

## 19 Deadlines:

- 20 1. **Friday, January 11, 2019:** Last day on which the Conference Treasurer's office must receive 2018 apportionment  
21 payments.
- 22 2. **Friday, February 8, 2019:** 2018 Annual Statistical Reports (Tables I, II and III) are to be completed online or  
23 otherwise sent to the Conference Statistician at the Conference Treasurer's office.

1 **Apportionments:**

- 2 1. The formula for computing the apportionments for the calendar year 2019 shall be based 1/3 on membership
- 3 and 2/3 on operational expenses subject to closed, merged, and new churches as reported by the District
- 4 Superintendents at the time of the computation.
- 5 2. The Council on Finance and Administration, using the formula, shall mail apportionments for 2019 to each local
- 6 church by Friday, September 28, 2018.
- 7 3. Each District Superintendent, or a committee appointed by him or her, shall apportion to each church its share of
- 8 all District apportionments.

9 **Receipts and Payments:**

10 All payments to the Annual Conference and General Church apportionment funds shall be made through and recorded  
 11 by the Conference Treasurer's office. In addition to apportioned funds, non-apportioned benevolences paid directly by a  
 12 local church should be reported on Table II of the church's annual statistical report.

13 **Budgets and Reports:**

- 14 1. The Council on Finance and Administration budget report to the Annual Conference shall include at least the
- 15 proposed budget, the current budget, the previous year's budget, and actual expenses. The report published in
- 16 the *Journal* shall also chart a four-year history of the Denominational Average Compensation (DAC), Conference
- 17 Average Compensation (CAC), the Consumer Price Index (CPI-U), the Grand Total Paid (GTP) by local churches,
- 18 and the Conference budget.
- 19 2. Connectional Ministries and its Disciple Making Churches board shall develop and authorize a plan to allocate all
- 20 Conference Mission and Ministry grant funds prior to release of these funds. This plan shall be made available to
- 21 the Annual Conference including being posted on the Conference website.

22 **Salaries and Travel:**

- 23 1. The District Superintendents shall be paid in an equitable manner. The base salary component shall not be
- 24 less than the preceding year's actual salary or more than 1.61 times the preceding year's Conference Average
- 25 Compensation (CAC). In 2019 the maximum salary is **\$103,634 (1.61 x 2017 CAC of \$64,201) and the**
- 26 **minimum is \$95,500. The recommended salary is \$97,500.**
- 27 2. The IRS rate for volunteers shall be paid when an expense is vouchered by any board or committee for automobile
- 28 travel on conference business.
- 29 3. The Conference shall reimburse two lay alternate and two clergy alternate delegates to the standing quadrennial
- 30 General Conference and Jurisdictional Conference on the basis of the per diem as set by each. For the Special
- 31 2019 General Conference, the Conference shall reimburse one lay alternate and one clergy alternate delegate.

**Miscellaneous:**

- 1 1. Lay and clergy directories shall be published annually in the *Journal*. Electronic database versions of these  
2 directories are for the exclusive use of the Conference councils, boards, and committees for their specific  
3 ministries. The directory database shall not be sold or loaned to individuals, groups, or commercial organizations  
4 or otherwise made available in a form that facilitates direct solicitation of clergy and lay members by such  
5 individuals or organizations.
- 6 2. The Conference Council on Finance and Administration through the Conference Treasurer's office shall send,  
7 at least annually to each pastor and local church treasurer, information that may be helpful to their financial  
8 operations. This may include tax, legal, stewardship, and fiduciary responsibility bulletins.
- 9 3. Effective July 1, 2007, local church/charges, member, or constituents of a local church/charge shall not make a  
10 loan or a grant to a clergy person. When a local church, its members or constituents, acts as a banker to its pastor,  
11 the dynamics of the relationship between the pastor and the congregation are very likely to be changed and may  
12 adversely affect the ministry of both congregation and pastor.

**Submitted by:**

*Chris Clough, Council on Finance & Administration*

# 2019 Mission & Ministry Funding Plan

1 The West Ohio Annual Conference Budget will significantly rely on receipts from Connectional Giving apportioned to  
 2 three funds. This is the second year for this after many when 12 funds were apportioned. All General Agency and other  
 3 General Church funds and the North Central Jurisdiction are combined into the General Church Ministries. Retiree  
 4 Health & Other Benefits is its own fund. Connectional Ministries and Conference Operations are combined into the  
 5 Conference Ministries Fund.

6 Although fewer funds will be apportioned, receipts on those funds will be allocated proportionally according to  
 7 the detailed budget. General Church funds cannot be used by the Annual Conference for any purpose and will be  
 8 forwarded pro rata to the General Church within 30 days of receipt. The Board of Pension and Health Benefits directs  
 9 its funds toward clergy benefits and related missional needs. The Conference Ministries Fund supports Connectional  
 10 Ministries and Conference Operations, both of which will be used at the direction of The West Ohio Annual Conference  
 11 under the oversight of its various boards, committees, and management.

12 The detailed budget and past results format presented by the Conference Council on Finance and Administration  
 13 shows all resources in a unified format, including those expected from apportioned Connectional Giving. This budget  
 14 continues our practice of full transparency and completeness of information.

15 The total amount of apportioned Connectional Giving in 2019 will be \$17.1 million – a 10% reduction from 2018.  
 16 This amount is allocated among the three funds as summarized below. The detailed conference budget can be found  
 17 on pages 24 to 30.

18 District apportionments total \$2,965,646, a 12% reduction from 2018. A summary of each district's budget is on  
 19 page 31.

Fund Category	Total Apportioned	Estimated Percent Received	Net Receipts	Other Sources	Total Expected Sources	Total Expected Expenses	Net Planned
<b>Retiree Health &amp; Other Benefits</b>	1,235,000	81.0%	1,000,000	16,396,668	17,396,668	17,396,668	-
<b>Conference Ministries</b>	9,040,000	77.4%	7,000,000	1,894,000	8,894,000	8,894,000	-
<b>General Church Ministries</b>	6,825,000	71.4%	4,875,019	-	4,875,019	4,875,019	-
<b>Total</b>	<b>17,100,000</b>	<b>75.3%</b>	<b>12,875,019</b>	<b>18,290,668</b>	<b>31,165,687</b>	<b>31,165,687</b>	<b>-</b>

Recommendations

# 2019 Mission & Ministry Funding Plan

	'19 budget	'18 budget	'17 budget	'17 actual*	% over/ (under)
<b>1 Summary</b>					
<b>2 Support &amp; Revenue</b>					
3 General Church & Regional	4,875,019	4,770,037	4,758,944	-	-
4 Retiree Health & Other Benefits	17,396,668	18,161,321	17,393,011	-	-
5 Conference Ministries	8,894,000	9,590,800	9,238,000	-	-
<b>6 Total Support &amp; Revenue</b>	<b>31,165,687</b>	<b>32,522,158</b>	<b>31,389,955</b>	-	-
<b>7 Expenses</b>					
8 General Church & Regional	(4,875,019)	(4,770,037)	(4,758,944)	-	-
9 Retiree Health & Other Benefits	(17,396,668)	(17,077,724)	(17,393,011)	-	-
10 Conference Ministries	(8,894,000)	(9,590,800)	(9,638,000)	-	-
<b>11 Total Expenses</b>	<b>(31,165,687)</b>	<b>(31,438,561)</b>	<b>(31,789,955)</b>	-	-
<b>12 Net Surplus (Deficit)</b>					
13 General Church & Regional	0	0	0	-	-
14 Retiree Health & Other Benefits	0	1,083,597	0	-	-
15 Conference Ministries	0	0	(400,000)	-	-
<b>16 Total Net Surplus (Deficit)</b>	<b>0</b>	<b>1,083,597</b>	<b>(400,000)</b>	-	-
<b>17 Connectional Giving</b>					
18 Connectional Giving - General Church & Regional	4,875,019	4,770,037	4,758,944	-	-
19 Connectional Giving - Clergy Benefits	1,000,000	1,511,321	1,517,000	-	-
20 Connectional Giving - Conference Ministries	7,000,000	7,880,800	7,773,000	-	-
<b>21 Total Apportionments</b>	<b>12,875,019</b>	<b>14,162,158</b>	<b>14,048,944</b>	-	-

\* 2017 actual results are unavailable at the time of printing. They will be supplied prior to Annual Conference. The delay in having 2017 operating results is due to general ledger and billing system conversions.



	'19 budget	'18 budget	'17 budget	'17 actual*	% over/ (under)
22 <b>General Church</b>					
23 <b>Support and Revenue</b>					
24 Connectional Giving - General Church & Regional	4,875,019	4,770,037	4,758,944	-	-
25 <b>Total General Church</b>	<b>4,875,019</b>	<b>4,770,037</b>	<b>4,758,944</b>	-	-
26 <b>General Church &amp; Regional</b>					
27 World Service	(2,488,565)	(2,525,214)	(2,492,973)	-	-
28 MEF with WOC part for comparison	(840,522)	(639,675)	(641,907)	-	-
29 Black College Fund	(335,277)	(340,214)	(341,401)	-	-
30 Africa University	(75,034)	(76,139)	(76,404)	-	-
31 Interdenominational Cooperation Fund	(65,735)	(66,703)	(66,936)	-	-
32 General Administration	(295,497)	(299,849)	(300,895)	-	-
33 Episcopal Fund	(736,965)	(747,819)	(750,428)	-	-
34 North Central Jurisdiction	(37,424)	(37,424)	(42,000)	-	-
35 Ohio Council of Churches (moved to CM emerging ministries)	0	(37,000)	(46,000)	-	-
36 <b>Total General Church &amp; Regional</b>	<b>(4,875,019)</b>	<b>(4,770,037)</b>	<b>(4,758,944)</b>	-	-
37 <b>Subtotal Net Surplus (Deficit)</b>	<b>0</b>	<b>0</b>	<b>0</b>	-	-
38 <b>Special Sundays (non budget)</b>					
39 Human Relations				-	
40 UMCOR Sunday				-	
41 Peace with Justice - less WOC part				-	
42 Native American Ministries - less WOC part				-	
43 World Communion				-	
44 UM Student Day				-	
45 <b>Total Special Sundays</b>				-	
46 <b>Advance Specials via WOC (non budget)</b>					
47 Imagine No Malaria				-	
48 All others				-	
49 <b>Total Advance Specials</b>				-	

**Pass Through Connectional Giving**

General Church, Special Sundays and Advance Specials pass-through giving is not reported as revenue and expense for GAAP reporting. These figures have been compiled from Conference receipts records.

\* 2017 actual results are unavailable at the time of printing. They will be supplied prior to Annual Conference. The delay in having 2017 operating results is due to general ledger and billing system conversions.

	'19 budget	'18 budget	'17 budget	'17 actual*	% over/ (under)
<b>50 Retiree Pension, Health &amp; Other Benefits</b>					
<b>51 Retired Clergy Benefits Fund income</b>					
52 RCBF investment income	75,668	600,000	456,011	-	-
<b>53 RCBF investment expenses</b>	0	0	0	-	-
54 Other	0	0	0	-	-
<b>55 Total RCBF income</b>	<b>75,668</b>	<b>600,000</b>	<b>456,011</b>	-	-
<b>56 Retiree/Medical Leave healthcare &amp; related</b>					
57 Connectional Giving - Clergy Benefits	1,000,000	1,511,321	1,517,000	-	-
58 Health insurance billings	1,012,000	1,200,000	1,170,000	-	-
59 Council on Development donors	300,000	300,000	300,000	-	-
<b>60 Total revenue</b>	<b>2,312,000</b>	<b>3,011,321</b>	<b>2,987,000</b>	-	-
61 Health insurance premiums & claims expense	(3,294,000)	(3,600,000)	(3,250,000)	-	-
<b>62 Total Expense</b>	<b>(3,294,000)</b>	<b>(3,600,000)</b>	<b>(3,250,000)</b>	-	-
<b>63 Net retiree &amp; leaves healthcare</b>	<b>(982,000)</b>	<b>(588,679)</b>	<b>(263,000)</b>	-	-
<b>64 Active healthcare &amp; related</b>					
65 Health insurance billings	9,254,000	8,800,000	8,000,000	-	-
<b>66 Total revenue</b>	<b>9,254,000</b>	<b>8,800,000</b>	<b>8,000,000</b>	-	-
67 Cost of health insurance for actives	(9,254,000)	(8,700,000)	(8,280,000)	-	-
68 Healthcare administrative costs	(113,000)	(113,000)	(136,000)	-	-
<b>69 Total Expense</b>	<b>(9,367,000)</b>	<b>(8,813,000)</b>	<b>(8,416,000)</b>	-	-
<b>70 Net active healthcare &amp; related</b>	<b>(113,000)</b>	<b>(13,000)</b>	<b>(416,000)</b>	-	-
<b>71 Pension &amp; related</b>					
72 Pension billings	5,700,000	5,700,000	5,900,000	-	-
73 Gardner Housing Assistance (RR)	55,000	50,000	50,000	-	-
74 Miscellaneous pension receipts	0	0	0	-	-
<b>75 Total revenue</b>	<b>5,755,000</b>	<b>5,750,000</b>	<b>5,950,000</b>	-	-
76 Pension-related (Defined Contribution)	(1,100,000)	(1,100,000)	(2,000,000)	-	-
77 Pension expense (Defined Benefit)	(3,384,168)	(3,329,724)	(3,441,011)	-	-
78 Pension administrative costs	(126,500)	(115,000)	(146,000)	-	-
79 Transitional benefits	(40,000)	(40,000)	(50,000)	-	-
80 Moving allowance	(30,000)	(30,000)	(40,000)	-	-
81 Housing assistance	(55,000)	(50,000)	(50,000)	-	-
<b>82 Total expense</b>	<b>(4,735,668)</b>	<b>(4,664,724)</b>	<b>(5,727,011)</b>	-	-
<b>83 Net pension &amp; related</b>	<b>1,019,332</b>	<b>1,085,276</b>	<b>222,989</b>	-	-

\* 2017 actual results are unavailable at the time of printing. They will be supplied prior to Annual Conference. The delay in having 2017 operating results is due to general ledger and billing system conversions.

	'19 budget	'18 budget	'17 budget	'17 actual*	% over/ (under)
84 <b>Retiree Pension, Health &amp; Other Benefits totals</b>					
85 <b>Support and Revenue</b>	17,396,668	18,161,321	17,393,011	-	-
86 <b>Expense</b>	(17,396,668)	(17,077,724)	(17,393,011)	-	-
87 <b>Net Surplus (Deficit)</b>	0	1,083,597	0	-	-
88 CRSP-DB pmt to GBOP (informational only)	3,384,168	3,329,724	3,441,011		
89 Investment income				-	
90 Net Surplus (Deficit) excluding Investment income				-	
91					
92 <b>Conference Ministries</b>					
93 <b>General Support and Revenue</b>					
94 <i>Connectional Giving - Conference Ministries</i>	7,000,000	7,880,800	7,773,000	-	-
95 Event registration income and other support		160,000	75,000	-	-
96 <b>Restricted funds releases (RR)</b>		50,000	100,000	-	-
97 General Agency & other grants (RR)		25,000	25,000	-	-
98 Council on Development donors (RR)		50,000	75,000	-	-
99 <b>Total General Support and Revenue</b>	7,000,000	8,165,800	8,048,000	-	-
100 <b>Net Expenses by Team</b>					
101 <b>Connectional Administration</b>					
102 <i>Salaries and benefits</i>	(530,000)	(601,000)	(554,000)	-	-
103 <i>Travel &amp; other</i>	(15,000)	(15,000)	(20,000)	-	-
104 Staff continuing education	(5,000)	(5,000)	(10,000)	-	-
105 General & meeting expense	(5,000)	(5,000)	(5,000)	-	-
106 Emerging ministries	(70,000)	(40,000)	(40,000)	-	-
107 <b>Net Connection Administration</b>	(625,000)	(666,000)	(629,000)	-	-
108 <b>Leadership Development</b>					
109 Event registration income and other support	10,000	0	0	-	-
110 Leadership & ministry training (LSM)	(15,000)	(20,000)	(25,000)	-	-
111 Campus Ministries	(115,000)	(120,000)	(120,000)	-	-
112 Scholarships	0	0	(9,000)	-	-
113 <b>Net Leadership Development</b>	(120,000)	(140,000)	(154,000)	-	-
114 <b>Just-Mission</b>					
115 Restricted funds releases (RR)	50,000	0	0	-	-
116 Event income and support	3,000	0	0	-	-
117 Conference partnerships & personnel	(45,000)	(45,000)	(45,000)	-	-
118 Other events and programs costs	(3,000)	(70,000)	(70,000)	-	-
119 Mission & justice programming	(34,500)	(22,000)	(22,000)	-	-
120 Global health	(5,000)	(10,000)	(5,000)	-	-
121 GBGM-deployed missionaries	(15,000)	(15,000)	(15,000)	-	-
122 Restorative justice ministries	(105,000)	(115,000)	(125,000)	-	-
123 <b>Net Just-Mission</b>	(154,500)	(277,000)	(282,000)	-	-

	'19 budget	'18 budget	'17 budget	'17 actual*	% over/ (under)
<b>124</b>	<b>Volunteers in Mission</b>				
125	VIM Teams income	175,000	150,000	175,000	-
126	VIM Teams expense	(175,000)	(150,000)	(175,000)	-
127	<b>Net Volunteers in Mission</b>	<b>0</b>	<b>0</b>	<b>0</b>	-
<b>128</b>	<b>Diversity &amp; Inclusion</b>				
129	Event registration income and other support	0	0	0	-
130	Restricted funds releases (RR)	25,000		0	-
131	GBGM-deployed missionaries	(45,000)	(48,000)	(48,000)	-
132	Hispanic ministries	(123,600)	(168,000)	(168,000)	-
133	Diversity initiatives	(30,000)	(25,000)	(25,000)	-
134	<b>Net Diversity &amp; Inclusion</b>	<b>(173,600)</b>	<b>(241,000)</b>	<b>(241,000)</b>	-
<b>135</b>	<b>Camps &amp; Retreats</b>				
136	Camps and retreats registration income	640,000	570,000	(339,000)	-
137	Camps and retreats donations (RR)	140,000	100,000	(11,000)	-
138	Camps direct expenses	(1,200,000)	(1,150,000)	(500,000)	-
139	<b>Net Camps &amp; Retreats</b>	<b>(420,000)</b>	<b>(480,000)</b>	<b>(1,207,500)</b>	-
<b>140</b>	<b>Missional Church Development</b>				
141	Light the Way/New Church Start Gifts (RR)	340,000	250,000	0	-
142	Regional Funds - New Church Starts (RR)	0	0	0	-
143	Event registration income and other support	10,000	0	0	-
144	Salaries and benefits	(356,000)	(358,000)	(348,000)	-
145	Travel & other	(9,000)	(10,000)	(8,000)	-
146	Starting New Congregations Grants	(500,000)	(500,000)	(500,000)	-
147	Church Revitalization Grants	(180,000)	(200,000)	(200,000)	-
148	Missional Church Consultation Initiative	(90,000)	(90,000)	(90,000)	-
149	Emerging MCD Initiatives	(35,000)	(15,000)	(15,000)	-
150	<b>Net Missional Church Development</b>	<b>(820,000)</b>	<b>(923,000)</b>	<b>(1,161,000)</b>	-
<b>151</b>	<b>Office of Ministry &amp; Clergy Leadership</b>				
152	Ministerial Education Fund (MEF) (RR)	175,000	200,000	200,000	-
153	Clergy leadership formation tuition	50,000	55,000	50,000	-
154	Other event income and support	25,000	0	0	-
155	Salaries & benefits	(355,000)	(348,000)	(343,000)	-
156	Travel & other	(6,000)	(7,000)	(7,000)	-
157	Administrative, meeting, clergy development	(58,000)	(73,000)	(50,000)	-
158	Residency program	0	0	(75,000)	-
159	Seminary & Course of Study tuition support	(165,000)	(175,000)	(200,000)	-
160	Internship Program	(18,000)	(25,000)	(25,000)	-
161	Credentialing Education	(53,000)	(110,000)	(100,000)	-
162	<b>Net Office of Ministry &amp; Clergy Leadership</b>	<b>(405,000)</b>	<b>(483,000)</b>	<b>(550,000)</b>	-

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	'19 budget	'18 budget	'17 budget	'17 actual*	% over/ (under)
<b>163 Council on Development</b>					
164 Event registration income and other support	46,000	0	0	-	-
165 Salaries & benefits	(187,000)	(263,000)	(293,000)	-	-
166 Travel & other	(18,000)	(20,000)	(23,000)	-	-
167 Mailings, meetings, etc.	(30,000)	(30,000)	(50,000)	-	-
168 Program expenses, including Light the Way	(30,000)	(50,000)	(30,000)	-	-
169 CGA exhausted account expense	(20,000)	(50,000)	0	-	-
170 COD gift receipts		0	0	-	-
171 COD gift disbursements		0	0	-	-
<b>172 Net Council on Development</b>	<b>(239,000)</b>	<b>(413,000)</b>	<b>(396,000)</b>	-	-
<b>173 Finance &amp; Administration</b>					
174 Treasurer interest & investment income	100,000	75,000	50,000	-	-
175 Salaries & benefits	(797,000)	(845,000)	(889,500)	-	-
176 Conference Center rent, utilities & upkeep	(116,000)	(272,000)	(351,000)	-	-
177 IT hardware, software & support services	(100,000)	(120,000)	(120,000)	-	-
178 Audit / banking / insurance & related	(175,000)	(163,800)	(167,500)	-	-
179 Postage, copying & supplies	(78,000)	(85,000)	(95,000)	-	-
180 Conference administration/legal matters	(70,000)	(65,000)	(70,000)	-	-
181 Furniture & fixtures	(4,000)	(3,500)	(3,500)	-	-
182 Travel & other	(11,000)	(12,000)	(15,000)	-	-
183 Contingency / miscellaneous	0	(5,000)	(5,000)	-	-
184 Meeting expenses	(9,000)	(8,000)	(9,000)	-	-
185 Continuing education	(4,000)	(5,000)	(3,500)	-	-
186 Depreciation	(139,300)	(55,000)	(60,000)	-	-
<b>187 Net Finance &amp; Administration</b>	<b>(1,403,300)</b>	<b>(1,564,300)</b>	<b>(1,739,000)</b>	-	-
<b>188 Board of Trustees</b>					
189 Discontinued churches proceeds		0	0	-	-
190 Trustee interest & investment income		0	0	-	-
191 Archives & History	(29,100)	(28,500)	(28,500)	-	-
192 Grants - discontinued church proceeds		0	0	-	-
193 Building assessment/purchase		0	0	-	-
194 Loss on water damage		0	0	-	-
195 Additional UMC, NCJ & OCC giving		0	0	-	-
<b>196 Net Board of Trustees</b>	<b>(29,100)</b>	<b>(28,500)</b>	<b>(28,500)</b>	-	-
<b>197 Episcopal Leadership</b>					
<b>198 Annual Conference Session</b>					
199 Annual Conference	(220,000)	(230,000)	(230,000)	-	-
200 Journal printing & mailing	0	0	0	-	-
201 Jurisdictional & Gen. conference delegation	(10,000)	0	0	-	-
<b>202 Total Annual Conference Session</b>	<b>(230,000)</b>	<b>(230,000)</b>	<b>(230,000)</b>	-	-

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	'19 budget	'18 budget	'17 budget	'17 actual*	% over/ (under)
203 <b>Episcopal Office</b>					
204 Episcopal reimbursement from GCFA	105,000	100,000	100,000	-	-
205 Salaries & benefits	(309,000)	(389,000)	(318,000)	-	-
206 Continuing education	(2,000)	(2,000)	(2,000)	-	-
207 Mileage & other travel	(15,000)	(20,000)	(25,000)	-	-
208 Office administration	(30,000)	(20,000)	(17,500)	-	-
209 Discretionary & strategy implementation		(20,000)	(30,000)	-	-
210 Episcopal residence	(35,000)	(35,000)	(35,000)	-	-
211 <b>Net Episcopal Office</b>	<b>(286,000)</b>	<b>(386,000)</b>	<b>(327,500)</b>	-	-
212 <b>Leadership Team</b>					
213 District equalization	(25,000)	(25,000)	(25,000)	-	-
214 District Superintendents					
215 Salaries & benefits	(1,159,000)	(1,219,000)	(1,215,000)	-	-
216 Mileage & other travel	(90,000)	(100,000)	(118,000)	-	-
217 Emergency fund	(25,000)	(25,000)	(25,000)	-	-
218 Cabinet meetings	(20,000)	(20,000)	(20,000)	-	-
219 <b>Net Leadership Team</b>	<b>(1,319,000)</b>	<b>(1,389,000)</b>	<b>(1,403,000)</b>	-	-
220 <b>Equitable Compensation</b>	<b>(292,500)</b>	<b>(325,000)</b>	<b>(281,000)</b>	-	-
221 <b>Communications</b>					
222 Salaries & benefits	(405,000)	(392,000)	(318,000)	-	-
223 Travel & other	(3,000)	(3,000)	(3,000)	-	-
224 Communications operations	(75,000)	(225,000)	(225,000)	-	-
225 <b>Net Communications</b>	<b>(483,000)</b>	<b>(620,000)</b>	<b>(546,000)</b>	-	-
226 <b>Total Episcopal Leadership</b>	<b>(2,610,500)</b>	<b>(2,950,000)</b>	<b>(2,787,500)</b>	-	-
227 <b>Total Net Conference Ministries</b>	<b>0</b>	<b>0</b>	<b>(400,000)</b>	-	-
228 <b>Investment income</b>				-	-
229 <b>Operations Net Surplus (Deficit) excluding Investment income</b>	<b>0</b>	<b>0</b>	<b>(400,000)</b>	-	-
230 <b>Grand Total Net Surplus (Deficit)</b>	<b>0</b>	<b>1,083,597</b>	<b>(400,000)</b>	-	-

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# West Ohio Conference 2019 District Budget

	Capitol Area North	Capitol Area South	Foothills	Maumee Watershed	Miami Valley	Northwest Plains	Ohio River Valley	Shawnee Valley	2019 Totals	%	2018 Totals	%	2017 Totals	2016 Totals
<b>1 Revenue &amp; Support</b>														
2 Apportionments	346,176	352,098	241,657	365,000	612,900	301,300	574,515	172,000	2,965,646	83%	3,314,189	-12%	3,310,423	3,313,485
3 Less not collected	-34,618	-52,815	-30,000	-37,000	-104,193				-258,825	-7%	-307,192	-19%	(321,872)	(255,922)
4 Invest earnings & draws	38,148	56,715	1,000	10,000	1,200	50,000	340,000	20,500	517,563	14%	806,229	-56%	746,813	835,614
5 Program & other income	307,000	500	5,000	25,500			4,600		342,600	10%	75,405	78%	75,381	80,720
6 District Equalization			25,000						25,000	1%	25,000	0%	25,000	50,000
<b>7 Total</b>	<b>656,706</b>	<b>356,498</b>	<b>242,657</b>	<b>363,500</b>	<b>509,907</b>	<b>351,300</b>	<b>919,115</b>	<b>192,500</b>	<b>3,592,184</b>	<b>-9%</b>	<b>3,913,631</b>	<b>-9%</b>	<b>3,835,745</b>	<b>4,023,897</b>
<b>8 Personnel</b>														
9 Salaries, Benefits & Housing	227,375	229,572	166,779	195,000	216,486	189,130	331,970	74,773	1,631,085	46%	1,733,444	-6%	1,303,424	1,336,801
10 Pastoral Support & Care	25,500	25,500	300	8,000	20,000	56,500	5,500	6,000	147,300	4%	250,800	-70%		
<b>11 Total</b>	<b>252,875</b>	<b>255,072</b>	<b>167,079</b>	<b>203,000</b>	<b>236,486</b>	<b>245,630</b>	<b>337,470</b>	<b>80,773</b>	<b>1,778,385</b>	<b>50%</b>	<b>1,984,244</b>	<b>-12%</b>	<b>1,303,424</b>	<b>1,336,801</b>
<b>12 Mission</b>														
13 Leadership Development			15,000	8,000	11,000		38,500	43,927	116,427	3%	153,500	-32%	234,200	240,000
14 Local Church Grants	306,000		25,000	77,500	220,000		410,000	30,500	1,119,000	31%	728,700	35%	908,000	674,447
15 Other Mission & Ministry	45,413	48,638	2,000	6,000	8,800	49,650	55,000	15,800	231,301	6%	501,000	-117%	429,817	781,052
<b>16 Total</b>	<b>351,413</b>	<b>48,638</b>	<b>42,000</b>	<b>91,500</b>	<b>239,800</b>	<b>49,650</b>	<b>503,500</b>	<b>90,227</b>	<b>1,416,728</b>	<b>40%</b>	<b>1,383,200</b>	<b>2%</b>	<b>1,572,017</b>	<b>1,695,499</b>
<b>17 Office</b>														
18 Office Operations & Administration	52,418	52,788	33,578	54,000	33,621	56,020	67,350	21,500	371,275	10%	533,193	-44%	431,907	483,106
<b>19 Total</b>	<b>52,418</b>	<b>52,788</b>	<b>33,578</b>	<b>54,000</b>	<b>33,621</b>	<b>56,020</b>	<b>67,350</b>	<b>21,500</b>	<b>371,275</b>	<b>10%</b>	<b>533,193</b>	<b>-44%</b>	<b>431,907</b>	<b>483,106</b>
<b>20 Total Expenses</b>	<b>656,706</b>	<b>356,498</b>	<b>242,657</b>	<b>348,500</b>	<b>509,907</b>	<b>351,300</b>	<b>908,320</b>	<b>192,500</b>	<b>3,566,368</b>	<b>-9%</b>	<b>3,900,637</b>	<b>-9%</b>	<b>3,307,348</b>	<b>3,515,406</b>
<b>21 Surplus (Deficit)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15,000</b>	<b>0</b>	<b>0</b>	<b>10,795</b>	<b>0</b>	<b>25,796</b>	<b>50%</b>	<b>12,994</b>	<b>50%</b>	<b>12,388</b>	<b>508,491</b>

## Introduction to Board of Pension and Health Benefits

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1 This year's recommendation from the Conference Board of Pension and Health Benefits is largely consistent with those  
2 of past years. However, changes have been made regarding UMPIP personal contributions and health care for retirees  
3 under 65.

4 Specific items of note in this year's recommendation, which become effective in January 2019, unless otherwise  
5 noted, include:

- 6 • In addition to full-time appointments, West Ohio will continue to include clergy serving  $\frac{1}{2}$  and  $\frac{3}{4}$  time in the  
7 Clergy Retirement Security Plan (CRSP), the denomination's pension plan for clergy. (see Clergy Pension and  
8 Disability Income Plans #2)
- 9 • Beginning 1/1/19, all eligible clergy will be auto-enrolled in UMPIP at a rate of 3%. (see Clergy Pension and  
10 Disability Income Plans #9)
- 11 • Beginning 1/1/20, all eligible clergy will see an auto-escalation in their UMPIP at a rate of 1% per year until  
12 a maximum of 10% is reached. (see Clergy Pension and Disability Income Plans #9)
- 13 • For the Pre-82 clergy pension plan, the past service rate (PSR) will increase to \$611. (see Clergy Pension  
14 and Disability Income Plans #7)
- 15 • Local churches will continue to be billed directly for clergy pension costs. The billing rate will remain at 11%  
16 of plan compensation (cash salary and housing) for the CRSP defined benefit portion of the plan, capped at  
17 DAC (Denominational Average Compensation). (see Clergy Pension and Disability Income Plans #5)
- 18 • Retiree housing allowance exclusion will remain unchanged.

19 Questions about this recommendation can be directed to Mike Kremnitzer, Conference Benefits Officer, at  
20 [mkremnitzer@wocumc.org](mailto:mkremnitzer@wocumc.org) or at 614-844-6200.



# 2019 Board of Pension and Health Benefits

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## 1 Clergy Pension and Disability Income Plans

- 2       1. The General Conference of The United Methodist Church gives authority to Wespath Benefits and Investments  
3       (Wespath) to establish and maintain a pension program for the benefit of the ordained ministers and their  
4       families, other church workers, and lay employees (¶1501). As a part of those plans (as approved by the  
5       General Conference) participation by full-time ordained clergy is required. The Discipline does not give  
6       permission for a local church to deny payment of the pension benefits for any pastor appointed to that charge.  
7       Such payments are part of the total obligations of receiving the appointment of a pastor.
  
- 8       2. The 2012 General Conference made Clergy Retirement Security Program (CRSP) eligibility optional for  
9       Annual Conferences for those clergy with less than full-time appointments. Upon a thorough review, the  
10      Conference Board of Pension and Health Benefits approved the continued CRSP eligibility of three-quarter  
11      and one-half time appointments effective January 1, 2014. The Board affirms this recommendation for 2019.
  
- 12      3. Licensed local pastors (not the local church) may waive participation in the pension program if the pastor is  
13      appointed less than full time and is receiving, or is eligible to receive, a pension from other employment.  
14      Provisional elders and deacons and full elders and deacons (not the local church) may waive participation  
15      in the pension program if they are appointed half time and are receiving, or eligible to receive, a pension  
16      from other employment. To waive participation, the pastor must complete, have notarized, and return a  
17      “Waiver of Participation,” which is supplied by the Conference Benefits Office.
  
- 18      4. The Plan Compensation shall include salary plus 25% for housing where the minister lives in a parsonage  
19      or the amount of any cash housing allowance where provided.
  
- 20      5. The contribution rate for funding the Comprehensive Retirement Security Program (CRSP) will be billed in  
21      two parts; the Defined Benefit (DB) portion shall not exceed 11% of the participant's actual Plan  
22      Compensation up to the Denominational Average Compensation (DAC)<sup>1</sup>. The DAC for 2019 is \$71,361.  
23      The rate for funding of the Defined Contribution (DC) portion shall not exceed 3% of the participant's  
24      actual Plan Compensation. (The participant must be enrolled and making a minimum of 1% United  
25      Methodist Personal Investment Plan (UMPIP) contribution to have the full 3% credit to CRSP-DC.) Billing  
26      begins at the time of participant's eligibility for, not enrollment in, the program.
  
- 27      6. The contribution rate for the Comprehensive Protection Plan (CPP) shall not exceed 3% of the participant's  
28      actual Plan Compensation for all full-time or three-quarter time appointments for Full, Provisional, or  
29      Associate members and full-time local pastors. Contributions will be paid monthly by each charge for their  
30      pastor or pastors. The West Ohio Conference, acting as an agent of Wespath, shall be responsible for the  
31      collection of these funds. Because each full-time or three-quarter time appointment for Full, Provisional,  
32      or Associate members and Full-Time Local Pastors must be part of the CPP, it is the obligation of each  
33      local church to pay this cost. Billing begins at the time of participant's eligibility for, not enrollment in,  
34      the program.

- 1       **7.** The base annuity rate for 2019 on Pre-82 pensions will increase to \$611 under the plan. The yearly PSR  
2       may not be decreased.
- 3       **8.** Annuity rates for surviving spouses shall be 70% of the base rate on Pre-82 pension.
- 4       **9.** Each eligible clergy member and local pastor will contribute at least 3% of his or her plan compensation to  
5       the UMPIP beginning 1/1/19 unless opting out of the auto-enrollment feature. Beginning 1/1/20, each  
6       eligible clergy member and local pastor will have their UMPIP contribution increased 1% until a maximum  
7       of 10% is reached unless opting out of the auto-escalation feature. Participants may contribute more than  
8       the 10% max, if desired. Personal contributions will be billed to the local church by Wespeth and paid  
9       from payroll deduction by the local church.
- 10      **10.** Medical Leave and Death Benefits: Eligible clergy also have CPP as part of the benefit package. CPP  
11      provides disability income, death, and other supplemental benefits. Complete policy information can be  
12      found on the Wespeth website at [www.wespeth.org](http://www.wespeth.org). Clergy whose health condition may indicate a need for  
13      medical leave should contact his or her District Superintendent.
- 14      **11.** Death Benefit of \$50,000 is part of CPP for active clergy. An additional death benefit of \$50,000 is  
15      provided by the Conference for eligible active appointments. The cost is included in the Clergy Benefit  
16      billing for full-time or three-quarter time appointments of Full, Provisional or Associate Members and full-  
17      time licensed local clergypersons.

**Health Care Benefits**

**1. Active Pastors: Eligibility**

- a. Each charge shall fund health insurance for its eligible pastors and families through The West Ohio  
Conference program. The following chart shows who shall be covered and who has responsibility for  
payment of premiums.

Status	Coverage	Premium Payment
Full Member	Required	Shared Cost Church/Participant
Provisional Member	Required	Shared Cost Church/Participant
Associate Member	Required	Shared Cost Church/Participant
Full-time Local Pastor	Required	Shared Cost Church/Participant
Part-time Local Pastor	Optional	Subject to District Superintendent and local church approval

- b. Pastors under full-time appointment to West Ohio Conference local churches, District Offices or  
Conference Office will participate in the Conference health insurance plan. If such pastors have  
duplicate coverage through a spouse's employment, have access to military coverage or prior  
employer insurance, they may use those plans. A written waiver is required to use other insurance.
  - i. Should a church provide compensation to pastors who opt out of the Conference plan, care  
should be taken not to violate employer payment plan rules, the violation of which could

1 subject the church to financial penalties. Clergy opting out of The West Ohio Conference  
 2 health insurance plan for any other reason must do so in writing and the decision is  
 3 irrevocable: he or she will be prohibited from accessing a West Ohio Conference active or  
 4 retiree health plan in the future.

- 5 c. A pastor who has opted out of the Conference health insurance plan may be approved for medical  
 6 leave, but he or she will not have access to a West Ohio Conference health insurance plan.
- 7 d. A pastor serving in active full-time ministry beyond his/her 65th birthday will remain on the  
 8 Conference health insurance plan.
- 9 e. If one in an active clergy couple dies, the appointment of the surviving spouse will be responsible for  
 10 health insurance as an active participant and responsible for payment of premium.
- 11 f. Surviving spouses and qualified dependents of deceased active clergy previously serving in an  
 12 appointment will pay 25% of the premium cost of the policy in use for the 24 months following  
 13 the clergy's date of death. Thereafter, access will be based on years of service consistent with the  
 14 premium sharing available to retirees.
- 15 g. Annual premium levels will be set by the Conference Board of Pension and Health Benefits.

16 **2. Retired Pastors, Surviving Spouses, Medical Leave participants**

17 Eligibility: When a pastor retires under ¶1358.1, ¶1358.2b or ¶1358.2c health insurance is available to the  
 18 pastor, spouse, and eligible dependents.

- 19 a. Beginning 7/1/2019, a stipend will be provided to each retiree under age 65 to purchase an individual  
 20 policy or to remain on the Conference plan. The amount of this stipend will be a fixed dollar amount  
 21 consistent with the amount toward post age 65 retirees, which is based on years of service.
- 22 b. Upon retirement at age 65 or thereafter, the pastor and spouse (at age 65) are responsible for  
 23 enrolling in Part A and B of Medicare. Those having opted out of Social Security will not have access  
 24 to West Ohio Conference retiree (over 65 years) insurance.
- 25 c. Surviving spouses of retired pastors will pay a portion of their premiums based on the number of  
 26 years of service for the deceased clergy member. Premiums will be applied to type of policy used.
  - 27 i. Retired clergy or surviving spouses who remarry will not have access to Conference insurance  
 28 for a new dependent.
- 29 d. Premium contributions shall be collected monthly by Automated Clearing House (ACH) transaction  
 30 from a bank account designated by the retiree.
- 31 e. Pastors who transfer from an Episcopal appointment in another United Methodist Conference  
 32 to an Episcopal appointment in The West Ohio Conference where the Conference has pension  
 33 responsibility will be granted years of service from previous conferences.

### 3. Other Health Care Provisions

- a. All full-time (at least 30 hours per week) lay employees of The West Ohio Conference and its District Offices will have access to health insurance under the same provisions as active and retired clergy.
- b. Any participant who terminates employment may continue their health insurance for up to 12 months at his or her own expense. The participant's payment for insurance will continue through the former local church to the Conference until coverage is terminated or 12 months pass, whichever occurs first.
- c. The Conference Board of Pension and Health Benefits shall be empowered to select the carrier, set the premium rate, and adjust benefits and method of funding the total health insurance program in a manner that is deemed appropriate and equitable for both local churches and participants in the program.
- d. The Conference Board of Pension and Health Benefits shall extend an invitation to the Board of Ministry to review and comment on material changes in the Board of Pension and Health Benefits recommendation to Annual Conference at least 30 days prior to Annual Conference.

### General

1. **A moving reimbursement (receipt(s) of cost) of up to \$3,500 is paid to each full-time and three-quarter time clergy household of the retiring class and each member accepting CPP disability leave and the families of active full-time members in the event of the death of the member, provided they have not previously had a move reimbursed and provided they have been a participating member in the Conference Pension Program for the last five years prior to retirement.**
2. **The total requested apportioned expense presented to CFA for 2019 is \$1,234,568. Final apportioned expense is subject to the budget adopted by Annual Conference. This amount covers benefits administration, retiree moving reimbursements, health, dental and vision premiums, and costs associated with personal and medical leaves.**
3. **The church from which the pastor is moving will pay pension payments for pastors moving at conference time for the whole month of June. Payments for new pastors will begin on the first of the month following the appointment.**
4. **All churches shall be encouraged to include eligible full-time church lay employees in UMPIP, the Lay Pension Benefits program offered by Wespath. ¶258.2g (12)**
5. **The Conference will post on its website the date when the 2019 Comprehensive Funding Plan from Wespath releases its opinion. This became an annual requirement because of 2012 General Conference legislation.**

1 **Resolutions Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons of the West**  
2 **Ohio Conference**

3 The West Ohio Conference (the “Conference”) adopts the following resolutions relating to rental/housing allowances for  
4 retired or disabled clergypersons of the Conference:

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

9 *Whereas*, the practice of the Church and of this Conference was and is to provide active Clergy with a parsonage or a  
10 rental/housing allowance as part of their gross compensation, and

11 *Whereas*, pensions or other amounts paid to retired and disabled Clergy are considered to be deferred compensation  
12 and are paid to retired and disabled Clergy in consideration of previous active service, and

13 *Whereas*, the Internal Revenue Service has recognized the Conference (or its predecessors) as the appropriate  
14 organization to designate a rental/housing allowance for retired and disabled Clergy who are or were members of this  
15 Conference;

16 *Therefore*, be it resolved that an amount equal to 100% of the pension or disability payments received from plans  
17 authorized under *The Book of Discipline* of The United Methodist Church (the “Discipline”), which includes all  
18 such payments from Wespeth Benefits and Investments (Wespeth) during the year 2019 by each retired or disabled  
19 Clergy who is or was a member of the Conference or its predecessors, be and is hereby designated as a rental/housing  
20 allowance for each such Clergy; and

21 *Therefore*, be it resolved that pension or disability payments to which rental/housing allowance applies will be any  
22 pension or disability payments from plans and/or annuities from funds authorized under the Discipline. This may include  
23 payments from Wespeth and from a commercial annuity company that provides an annuity arising from benefits accrued  
24 under a Wespeth plan, annuity, or fund authorized under the Discipline. Those payments may result from any service a  
25 Clergy rendered to this Conference or that a retired or disabled Clergy of this Conference rendered to:

- 26 • any local church
- 27 • Annual Conference of the Church
- 28 • general agency of the Church
- 29 • other institution of the Church
- 30 • former denomination that is now a part of the Church
- 31 • any other employer

32 that employed the Clergy to perform services related to the ministry of the Church, or its predecessors, and that  
33 elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such retired or disabled  
34 Clergy's pension or disability as part of his or her gross compensation.

**1 Note:**

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

**8 Inquiries:**

9 Inquiries regarding current funding of pensions, personal contribution accounts (UMPIP), tax-deferred programs, and  
10 pension annuity checks shall be directed to Wespeth Benefits and Investments, 1901 Chestnut Avenue, Glenview,  
11 Illinois 60025, 1-800-851-2201 or visit [www.wespath.org](http://www.wespath.org) for more information. All other concerns shall be directed  
12 to The West Ohio Conference, 32 Wesley Boulevard, Worthington, Ohio 43085, to the attention of Mike Kremnitzer  
13 at 1-614-844-6200 ext. 226 or [mkremnitzer@wocumc.org](mailto:mkremnitzer@wocumc.org). Retirees, please notify both Wespeth and The West Ohio  
14 Conference if you change your address.

**Submitted by:**

Board of Pension and Health Benefits

Barry DeShetler, Chair

William H. Brownson, CFO & Director of Administration

Michael A. Kremnitzer, Director of Benefits and Human Resources

# 2019 Recommendation Commission on Equitable Compensation

- 1 Ministry is traditionally supported by the body of Christ, especially in the local community where ministry happens.
- 2 The United Methodist expression of the body of Christ is the connectional system. Through it, we share in the
- 3 missional ministries of The West Ohio Conference. United Methodist clergy are called and sent by God to serve in a
- 4 variety of ministry settings.
- 5 Through the distribution of designated Conference funds, the Equitable Compensation Commission seeks to support
- 6 the Annual Conference through the Cabinet’s appointment of transformational leadership in strategic appointments to
- 7 further the mission of Christ.

## 8 Guidelines and Recommendations

9 The Commission presents the following guidelines and recommendations for calendar year 2019 with consideration of  
 10 the projected General Board of Pension and Health Benefits Conference Average Compensation (C.A.C.) of \$64,201  
 11 (which includes salary plus 25% for housing where the minister lives in a parsonage, or the housing allowance where  
 12 such is provided).

### 13 A. Minimum Salary

Recommended Minimum Salaries	2019**	2018*
Elder in full-time appointment; Full-member deacon in full-time appointment in a local church	\$41,500	\$40,900
Provisional on elder track in full-time appointment; Provisional on deacon track in full-time appointment in a local church; Associate member in full-time appointment	\$37,625	\$37,075
Licensed local pastor in full-time appointment who has completed the Course of Study or equivalent	\$36,275	\$35,750
Licensed local pastor in full-time appointment	\$34,350	\$33,850

19 \*Average increase 1%. \*\* Average increase 1.5%

- 20 1. Each elder in full connection who is in good standing and who is appointed by the bishop to less than full-
- 21 time service under the provisions of paragraph 338.2 of the *2016 Book of Discipline* shall have a claim upon
- 22 the conference Equitable Compensation Fund in one-quarter increments (Paragraph 342.2).

## 1 B. Definition of Eligibility

### 2 1. MINIMUM SALARY SUPPORT

- 3 a. Elders, provisional members on the elder-track, deacons in full connection serving in local churches,  
4 provisional members on the deacon-track serving in local churches, associate members, and  
5 licensed local pastors serving full-time appointments in local churches are eligible for minimum  
6 salary support.
- 7 b. Retired members, retired local pastors, full-member deacons appointed beyond the local church,  
8 provisional members on the deacon-track appointed beyond the local church, student pastors, and  
9 members in extension ministries have no claim to minimum salary support.
- 10 c. Support from all church sources (District, Conference, and General Church) in addition to local  
11 sources will be used in computing claims.
- 12 d. The commission will continue to work with the Cabinet in providing minimum compensation,  
13 sensitive to such variable factors as unique situations needing special skills, missional priorities,  
14 and ethnic/racial considerations.
- 15 e. When a church withdraws from a charge to a station, its pastor shall not be eligible for minimum  
16 salary support for at least five years.
- 17 f. A charge with more than 300 members shall have no claim to minimum salary support.
- 18 g. Any situations limiting full itineracy of pastors will be taken under consideration, prior to approving  
19 equitable compensation amounts.

### 20 2. KEY LEADERSHIP SALARY SUPPORT

21 Developing/redeveloping Ministries: Situations where new congregations should be developing or where  
22 existing congregations are facing circumstances that enhance the potential for unusual growth. These  
23 churches have the potential of becoming viable and self-supporting within five years.

### 24 3. KEY MISSIONAL SALARY SUPPORT

25 Situations where churches/parishes have an unusually large or complex program of missional ministries and  
26 require pastoral leadership for expanded ministries. This also includes Ethnic Churches where support is  
27 necessary in getting the ministry established.

### 28 4. SPECIAL SALARY SUPPORT

29 This category provides pastoral support on a short-term basis to meet a temporary situation. Funding under  
30 this category shall not continue beyond the appointive year in which it began.



- 1 **C. The goal of the commission is to eliminate the need for long-term minimum salary**  
2 **support by:**
- 3 1. Agreeing that any new Equitable Compensation grants for Minimum Salary Support or Key Leadership  
4 Salary Support shall not exceed 25% of the total cash salary received by the pastor of the church or  
5 charge. The 25% rule shall not apply to Key Missional or Special Salary Support.
  - 6 2. Limiting the maximum number years of eligibility for all Equitable Compensation grants to five years per  
7 pastor or church. Grants will be decreased by 20% of the original amount each year.
  - 8 3. Asking for greater accountability of the local churches in the process of applications for funds through the  
9 District Superintendents, providing information on budgeted receipts and expenditures, having a  
10 stewardship plan, detailing how they are living within the CORE process, and an apportionment plan.
  - 11 4. Being aware that churches or charges which reach the total grant or grant term limitations described above,  
12 and which are unable to maintain support for a full-time appointment will be assisted by the District  
13 Superintendent to move to a part-time pastor, or to realign the charge.
  - 14 5. Being open to knowing that there may be special circumstances that would warrant an exception to  
15 these guidelines which can be made with the approval of the cabinet and the Equitable Compensation  
16 Executive team.
- 17 D. The commission reminds the members of the Conference, local church Pastor-Parish Relations Committees, and  
18 pastors that total ministerial support includes items beyond cash salary, such as accountable reimbursements,  
19 housing, utilities, pension benefits and health insurance.
- 20 E. It is the responsibility of the pastor of any church not receiving agreed upon compensation from the church during  
21 a calendar year to contact their District Superintendent by March 15th of the next year; one year from the date of  
22 the initial arrearage; or at the time of an appointment change. Failure to submit such notice of arrearage will end  
23 the statute of limitation for filing a claim from the Annual Conference for such funds (under Discipline ¶ 342.4  
24 once an appointment ends, the Pastor no longer has claim on the local church for compensation funds) and/or  
25 may cause an administrative complaint to be filed against such pastor.
- 26 F. The commission recognizes that clergy compensation contributes to pastoral morale and encourages openness in  
27 financial matters among all persons, boards, and agencies who share the concern for the well-being of churches  
28 and pastors.

**Submitted by**

Mark S. Weatherman, Chair

West Ohio Conference Equitable Compensation Commission

# Review and Recommendation for The West Ohio Conference Clergy Vacation Policy

1 In accordance with the action of the 2017 Annual Conference, the Equitable Compensation Committee reviewed and  
 2 considered the Clergy Procedures of the Rules of the Annual Conference in conjunction to the Vacation Policy.  
 3 Consideration of prior year discussion, needs of boundaries of pastors and other conference policies were considered.  
 4 We recommend Rules under section D: Clergy Procedures 4 be amended to read:

5 **a. Vacation Policy**

6 Time for vacation, continuing education, Sabbath and formational renewal are extremely important  
 7 to every person involved in professional ministry. There must be times of recreation, study and  
 8 re-centering in each clergy's life. The West Ohio Conference adopts these guidelines for clergy and  
 9 churches as a way of encouraging clergy to live a balanced life in ministry.

10 The guidelines that are listed below are the minimum of all clergy under appointment. A charge  
 11 and the appointed clergy in consultation with the District Superintendent may negotiate mutually  
 12 agreeable changes to fit unusual circumstances in line with the spirit of this section.

13 Details and agreements regarding vacation, sick time, continuing education, days off, formational  
 14 and spiritual growth leave, and connectional responsibilities should be established at the time of  
 15 the appointment and reviewed annually as part of the annual pastor evaluation with the charge's  
 16 Committee on Staff/Pastor-Parish Relations (SPRC).

17 Full-time clergy shall have at least, but not limited to, the equivalent of four calendar weeks plus  
 18 two days. These days may be taken individually. This shall include a maximum of four Sundays. The  
 19 following table shows paid vacation days by nature of appointment.

Appointment Level	Estimated Weekly Workdays	Vacation Days	Sundays
Full Time Appointment	6	26	4
¾ Time	4	17.5	4
½ Time	3	13	4
¼ Time	1.5	6.5	4

25 While we realize full-time clergy are working more than 40 hours on average and each less than full-  
 26 time clergy is putting in more hours than noted, however, we believe it is important that boundaries  
 27 are established by clergy and encouraged by their District Superintendent and SPRC. While 30 days of  
 28 vacation may seem excessive in many industries, it is not unreasonable, since clergy are on call 24/7.

Vacation shall be granted on the annual conference year (July 1 through June 30). Vacation is not cumulative and cannot be carried over to the succeeding year. It is expected that the pastor will make arrangements in advance with the SPRC and consult with them in obtaining vacation supply coverage. Vacation leave for appointment beyond the local church (deacons) or extension ministry (elders and local pastors) is determined by that employer.

**b. Continuing Education and Spiritual Growth**

In accordance with *The Book of Discipline*, clergy members shall have continuing education and spiritual growth leave. This shall not be considered vacation time and should be coordinated through your SPRC committee.

**c. Weekly Days Off**

It is important for clergy to have a regular time away each week. Clergy members are strongly encouraged to establish a schedule that includes at least one day of Sabbath, and ideally an additional day away from ministerial responsibilities each week. Such days should be communicated so that congregation and staff will know when such days are to occur, so as to allow a time of refreshment. These are not vacation days.

**d. Connectional and Community Responsibilities**

All clergy are expected to attend all sessions of the Annual Conference. In addition, clergy may have other connectional responsibilities. Time spent on these responsibilities shall not be counted as vacation or as continuing education. Clergy will inform the SPRC of time needed for these responsibilities.

Clergy are also often involved in various community groups. Such involvement provides an opportunity to build a bridge between the community and the church. These involvements shall not be considered vacation or continuing education. Clergy are encouraged to use good judgement in determining the commitment accepted beyond the primary appointment. Consultation with the SPRC should take place before accepting such responsibilities.

**Submitted by**

Mark S. Weatherman, Chair  
West Ohio Conference Equitable Compensation Commission

# Investment Management

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1 *Whereas*, the 2009 West Ohio Annual Conference authorized a diverse task force to examine a request by Palestinian  
2 Christian leaders that churches around the world take non-violent action to oppose the occupation of the Palestine  
3 territories, and

4 *Whereas*, this task force faithfully examined this request including visits to the Holy Land and unanimously  
5 recommended that The West Ohio Conference divest from and be prohibited from making any additional direct  
6 investments in General Electric, Hewlett Packard and Caterpillar based on these firms' involvement in sustaining the  
7 occupation of the Palestinian territories, and

8 *Whereas*, the 2011 Annual Conference adopted the task force's recommendation (#5) that prohibits the Conference  
9 from investing in the common equity (stock) of General Electric, Caterpillar and Hewlett Packard, and

10 *Whereas*, the 2011 Annual Conference also adopted the task force's recommendation to call on the General Church  
11 and other General Church agencies to consider similar actions, and

12 *Whereas*, since 2011, the General Church agency known as Wespath (formerly General Board of Pension & Health  
13 Benefits) has invested time and resources in understanding the Israeli-Palestinian conflict, including visits by their  
14 senior staff, and has now excluded from its investments five Israeli banks and a construction company based on an  
15 assessment of their human rights-related impact and risk associated with the occupation of Palestinian territories, and

16 *Whereas*, Wespath, in response to legislation from Annual Conferences, has introduced the new Social Values Choice  
17 group of funds that includes the Social Values Choice Bond Fund, Equity Social Values Plus Fund and the US Treasury  
18 Inflation Protection Fund that exclude investments in Hewlett Packard and Caterpillar, among other companies, and

19 *Whereas*, The West Ohio Conference Investment Policy Committee has faithfully adhered to the 2011 recommendation  
20 since its passage and has since been unable to invest in Wespath's competitively performing flagship fund, and

21 *Whereas*, The West Ohio Conference Investment Policy is to adhere to Wespath's investment screens and exclusions  
22 but for General Electric, Hewlett Packard and Caterpillar.

23 *Therefore*, be it resolved that the 2018 West Ohio Annual Conference affirm and acknowledge the 2009 Task Force's  
24 initial work and their ongoing engagement that has contributed to changes in Wespath's investing,

25 Be it further resolved that The West Ohio Conference affirms the actions taken by Wespath as consistent with the spirit  
26 of the 2011 West Ohio recommendation prohibiting investment in companies that sustain the occupation,

27 Be it further resolved that eligible individual and corporate investors within The West Ohio Conference be encouraged  
28 to consider investing in the aforementioned Social Values Choice group of funds,

- 1 Be it further resolved that the specific restrictions on corporate investments by The West Ohio Conference put in place
- 2 by the 2011 session of The West Ohio Annual Conference be rescinded,
  
- 3 Be it further resolved that The West Ohio Annual Conference calls on all United Methodist investors to use human
- 4 rights records as an important basis for evaluating investment in a company and consider removing from investments
- 5 any company that derives 10% or more of its revenues from participation in the occupation of Palestine,
  
- 6 Be it further resolved that The West Ohio Annual Conference maintains its call for continued monitoring of matters of
- 7 justice involving the occupation of Palestine, particularly for companies such as GE, Caterpillar, Hewlett Packard, and
- 8 when appropriate to avoid investing in such companies,
  
- 9 Be it further resolved that The West Ohio Conference supports the right of churches to use human rights as criteria for
- 10 investing and opposes governmental efforts to suppress such rights.

**Submitted by**

*Conference Investment Policy Committee*

Marlen Yost, Chair	Dick LeGrand
Bruce Boyd	Doreen Vogel
Ron Fanning	Rev. David Ziegel

*Conference Board of Trustees*

Ann Baird, Chair	Julie Hurtig
Rev. Alethea Botts	Dione Joseph
Rev. Bill Davis	Rev. Karen Muntzing
Janice Deal	Rev. Greg Stover
Chris Fulton	Joel Teaford
Ann Hartmann	Marlen Yost

*West Ohio Divestment Task Force 2009-11*

Rev. Doug Johns, co-chair  
 Rev. John Wagner, co-chair

Jim Beck	Bob Hadley
Tom Boomershine	Rev. Elizabeth Rand
Rev. Larry Clark	Rev. Greg Stover
Rev. Tom Mellott	Sharon Trekell

Bill Brownson, Conference CFO & Director of Administration

## There Is Enough for the Stranger

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- 1 *Whereas*, Jesus identifies himself as being one with the stranger in the land, (Matthew 25:35), and
- 2 *Whereas*, the people of God are called to regard the sojourner as “one of your citizens” and to love them as we do  
3 ourselves, (Leviticus 19:33-34), and
- 4 *Whereas*, the Methodist movement, in its participation in the Civil Rights movement and the Underground Railroad, has a  
5 cherished tradition of providing both counsel and safe haven to individuals and families oppressed by unjust laws, and
- 6 *Whereas*, the 2017 session of The West Ohio Annual Conference affirmed the “human rights of all migrants,  
7 immigrants, refugees and foreign students and others on extended visas to the United States,” and that “through its  
8 offices and congregations will seek to provide opportunities for such persons to attain legal status if they so desire;”  
9 (Resolution 5, 2017 West Ohio Annual Conference), and
- 10 *Whereas*, The United Methodist *Book of Discipline* calls on United Methodists to “oppose immigration policies  
11 that separate family members from each other or that include detention of families with children,” (2016 *Book of*  
12 *Discipline*, Social Principles ¶162.H), and
- 13 *Whereas*, the 2016 United Methodist *Book of Resolutions* calls on United Methodists to “strengthen their resolve to be  
14 faithful to respond to the needs of others, particularly as we face laws whose primary intent is to discourage Christians  
15 from fulfilling their mission to love and help the neighbor,” (2016 *Book of Resolutions* #3284), and
- 16 *Whereas*, the 2016 United Methodist *Book of Resolutions* calls on United Methodists to “provide wherever  
17 possible pastoral care and crisis intervention to refugees and newly arrived migrants, identifying and responding  
18 compassionately to their spiritual, material, and legal needs.”( 2016 *Book of Resolutions* #3281), and
- 19 *Whereas*, the 2016 United Methodist *Book of Resolutions* calls on United Methodists to “support those churches  
20 that prayerfully choose to offer sanctuary to undocumented migrants facing deportation,” (2016 *Book of Resolutions*  
21 #3379), and
- 22 *Whereas*, harboring is defined as conduct that tends to substantially facilitate remaining in the United States AND that  
23 the conduct prevented immigration authorities from detecting the person’s presence. (pursuant to the Sixth Circuit  
24 precedent case *Susnjar v. U.S.*), and
- 25 *Whereas*, openly and publicly offering refuge to an immigrant is a public witness and testimony of our faith and in  
26 addition does not prevent the Immigration authorities from detecting the person’s presence and therefore is not an act  
27 of harboring, and
- 28 *Whereas*, the 2016 United Methodist *Book of Resolutions* warns that “migrants are being arrested and held in prisons  
29 in a growing network of detention centers, many of them now private for-profit institutions” and that “more than 5,000  
30 migrant parents have permanently lost custody of their children as detention court and family court policies collide”  
31 (2016 *Book of Resolutions*, #3379), and

1 *Whereas*, more restrictive and more aggressive implementation of directives regarding the treatment of immigrants,  
2 refugees, ethnic minorities and religious minorities testifies to an unwillingness and hostility to exercise mercy or  
3 discretion, and threatens those we choose to call neighbors by posing unique legal hurdles for pursuing citizenship and  
4 permanent residency,

5 *Therefore*, be it resolved that the clergy and congregations of The West Ohio Conference of The United Methodist  
6 Church be asked to support\* United Methodists within the boundaries of our Annual Conference who organize to  
7 provide material, legal and spiritual services to the refugees and immigrants among us.

8 Be it further resolved that the clergy and congregations of The West Ohio Conference of The United Methodist Church  
9 be asked to support\* those congregations within the boundaries of the Annual Conference choosing to offer temporary  
10 sanctuary to individuals or families who are:

- 11 A. pursuing legal solutions to their immigration status;
- 12 B. attempting to keep parents and children from being separated while they pursue legal options for unification  
13 or reunification;
- 14 C. facing life-threatening situations if removed to their country of origin; and/or
- 15 D. seeking discretion and mercy from immigration officials as they seek legal solutions.

16 Be it further resolved that special offerings to provide the aforementioned support\* may be authorized by the Bishop  
17 and the cabinet.

18 Be it further resolved that the 2019 session of The West Ohio Annual Conference receives a report on specific efforts  
19 to seek justice for our immigrant and refugee neighbors over the course of the preceding year.

**Signers:**

Rev. Scott Hicks, J.D. , Oregonia UMC

Rev. Dr. Suzanne Allen, Assistant to the DS, Ohio River Valley District

Rev. Rebekah Clapp, Strategic Coordinator for Hispanic/Latino Ministries

Rev. Jordan McKenzie, Belmont UMC

Rev. Kathi Herington, Whitehall UMC

Rev. Dr. Nilsa Saliceti, Hispanic/Latino Ministries Transition Coordinator

Rev. Johnny Phillips, Hope UMC

Rev. April Casperson, Director of Diversity & Inclusion

Dr. Sarah Twitchell, PhD, LISW, Lay

Rev. John Wagner, First UMC Middletown

Rev. David Meredith, ORV Director of Urban Ministry

Rev. Karen Cook, Assistant to the DS, Capitol Area North District

Rev. Susan Whigham, St. Paul UMC Dayton, Hispanic-Latino Ministry

Ms. Soraya DeArco, Esperanza Viva Community Center, Director/Missionary

Rev Ernest P. Ologo, New Covenant UMC @Westwood UMC  
Rev. Edinson DeArco, Esperanza Vida  
Rev. Randy Coleman, Belmont UMC  
Rev. Wendy S. Lybarger, Assistant to the DS, Miami Valley District

- 1 **\* Support includes:**
- 2 1. Support People in Sanctuary
- 3 - actively assist people in sanctuary in meeting needs, including financial support, food, clothing, toiletries, entertainment, toys,
- 4 reading materials, and other necessities that emerge.
- 5 - accompany those in sanctuary to appointments, hearings, and meetings
- 6 - assist with transportation needs
- 7 - call legislative representatives and law enforcement to advocate for those in sanctuary.
- 8 2. Support Sanctuary Congregations
- 9 -offer financial support and labor to Sanctuary Congregations to make their spaces ready
- 10 -offer presence and support in critical moments
- 11 -participate in Rapid Response teams that act quickly to stand with people and congregations.
- 12 3. Public Witness
- 13 - communicate decision with the public so others know where people of faith stand
- 14 - communicate decision with the public so that immigrants know that people of faith stand with them.
- 15 4. Congregational Education and Awareness
- 16 - provide ongoing learning opportunities and/or participate in connectional training events so members of the congregation can
- 17 prepare for ministry with immigrants and grow hearts that love immigrants.



# Glossary of Candidacy Terms

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Note: More details and in-depth information can be found in *The Book of Discipline* for many of the terms below. Where appropriate, paragraph numbers from *The 2016 Book of Discipline* are noted.

## **Annual Conference**

A geographical area and organizational term. Defines a region that includes all United Methodist churches and ministries in that area. Members meet annually to approve business, set budget, and promote ministry programs. The Annual Conference commissions provisional clergy members, ordains deacons and elders, and licenses local pastors for ministry. The bishop appointed to that conference presides over the annual meeting and all matters affecting that conference's ministry (§11, ¶601-57).

## **Appointment Beyond the Local Church**

One category of service for provisional or ordained deacons. Deacons serve in a local church or in an appointment beyond a local church. Appointments may be to a United Methodist-related agency or other service area (i.e. social work, teaching, health ministries, etc.). Deacons serving an appointment beyond the local church also have a secondary appointment to a congregation (§ 331).

## **Apportionments**

A portion of local church offerings that churches contribute to their district and conference to support the Annual Conference and General Church ministries.

## **Associate Members**

Local pastors who have reached age 40, completed at least four years of full-time service as a local pastor, and the five-year Course of Study, and have been approved by the board of ordained ministry and clergy session. They are not ordained, but are available for full-time service and are guaranteed an appointment within the Annual Conference. Associate members have voice and vote in every matter except constitutional amendments, ordination, and conference relations of clergy (§321–323).

## **Bishop**

Bishops are elected by lay and clergy delegates of the jurisdictional conference. Bishops oversee one or more conferences and lead The United Methodist Church. They are authorized to “guard the faith, order, liturgy, doctrine and discipline of the church” and to “lead all persons entrusted to their oversight in worship, in the celebration of the sacraments, and in their mission of witness and service in the world.” (§401-403).

## **Board of Ordained Ministry**

Each annual conference has a board of ordained ministry. The board recruits, nurtures, and supports those preparing for licensed or ordained ministry, and evaluates whether or not candidates have the gifts for ministry and are ready to serve. The board is the credentialing body for clergy in an annual conference and is responsible for continuing formation programs for clergy and for matters relating to changing conference relationships and clergy conduct (§ 635).

## **Book of Discipline**

The United Methodist Church's book of law. It includes historical information, doctrinal standards, and policies that can only be changed by General Conference. It is updated and reprinted to reflect decisions made by the General Conference.

## **Book of Resolutions**

Reflects The United Methodist Church's stance on current issues of faith. General Conference delegates decide what the resolutions will be, based on petitions received.

## **Book of Worship**

Contains the order of weekly services, the liturgy for Holy Communion (or Word and Table), Baptism, marriage, funerals, healing, and other types of services for The United Methodist Church.

## **Cabinet**

The bishop and district superintendents when meeting as a body. All conferences have a cabinet.

## **Call, Call Story, or Calling**

An experience or set of decisions, circumstances, or encouragements that lead an individual to believe God has asked them to serve in a certain ministry. Many clergy refer to being “called” to preach or serve. During the candidacy process, candidates will be asked to write and talk about how they have discerned God's calling in their lives and how and where they believe God is calling them to serve.

## **Campus Minister or University Chaplain**

Campus ministers and university chaplains serve on college campuses throughout the world. Some work in United Methodist Campus ministries, while some work in ecumenical settings. Others are chaplains at United Methodist-related colleges and universities. Ministry with students is central, but these ministers are also

concerned with faculty, staff, and administration—in other words, they work with the whole campus. Some campus ministers and chaplains are ordained deacons and elders. Others are laypeople who have received training for ministry on campus.

### **Candidacy**

A discerning and preparatory period of time and the process by which those wishing to serve as local pastors, deacons, or elders apply, and are evaluated, by their annual conference to serve on behalf of The United Methodist Church (§ 310-314).

### **Candidacy Mentor**

An ordained deacon, elder, associate member, or local pastor who has completed the Course of Study, trained to provide guidance to candidates. They are assigned a candidate by the district committee on ordained ministry and assist the candidate in understanding the process and further discerning their call as they become certified and licensed or provisional members (§ 349).

### **Candidacy Process**

Another way of talking about candidacy (§ 310-314).

### **Candidate**

A person enrolled in the candidacy process who wishes to serve as a local pastor, deacon, or elder.

### **Central Conference**

Central Conferences are the conferences for areas outside the United States. The church has seven central conferences in Africa, Europe, and the Philippines (§ 540).

### **Certified Candidate**

A candidate who has been approved by their local ministry setting and the district committee on ordained ministry to continue the process of moving toward licensing or ordination (§ 310.2).

### **Chaplain**

Elders or deacons working in specialized ministry settings. Endorsed chaplains and pastoral counselors work in settings such as prisons, hospitals, the armed forces, and counseling centers (§ 1421.5).

### **Charge Conference**

A local church meeting that includes members of the governing body (i.e. church council) and the clergy. It meets at least once a year to review goals, elect new leaders, set clergy salaries, and recommend persons for candidacy. It is typically facilitated by the district superintendent (§ 246).

### **Clergy**

Commissioned and ordained deacons and elders; associate members, and local pastors serving under the full or part-time appointment of a bishop (§ 142).

### **Clergy Mentor**

An ordained deacon, elder, associate member, or full-time local pastor who has completed the Course of Study, trained to guide provisional deacons or elders as they prepare for ordination (§349.1b).

### **Course of Study**

Prescribed ministry classes for local pastors. Part and full-time local pastors attend the Course of Study while serving churches. The course takes at least five years to complete.

### **Deacon**

Deacons are called by God, authorized by the church, and ordained by a bishop to a lifetime ministry of Word, Service, Compassion, and Justice. They serve the community and congregation in a ministry that connects the two. Deacons are called to a lifetime of servant leadership, serving the congregation and the world. A deacon serves all people, particularly the poor, the sick, and the marginalized, and equips and leads the laity in ministries of compassion, justice, and service. The deacon's role connects the church's worship with its service in the world (§328-331).

### **Deaconess and Home Missioner**

Deaconesses (laywomen) and home missioners (laymen) are professionally trained and devote their lives to service through the Church. They are approved by the General Board of Global Ministries and commissioned by a bishop. They may serve with any United Methodist agency or program or in agencies outside The United Methodist Church, provided that approval is given by the board in consultation with the bishop of the receiving area (§ 1314).

### **Discern**

Synonymous with decide. Carries an underlying assumption that the decision is made with considerable thought, prayer, study, and attention to God's call in one's life.

### **Fellowship of Local Pastors & Associate Members**

Provides mutual support for its members for the sake of the life and mission of the church. All local pastors and associate members shall be members of and participate in the Fellowship (§ 323).

### **Full Connection**

An ordained deacon or elder serves as a member in full connection to an annual conference. Their life and work are amenable to the annual conference and they are supported by and accountable to that annual

conference. Except for the election of lay delegates, members in full connection have voice and vote in all matters related to the annual conference, to the clergy of that conference, to the General Conference, and constitutional amendments of The United Methodist Church.

### **Full Member (similar to Full Connection)**

Refers to an ordained elder or deacon in good standing with an annual conference.

### **General Agencies**

The United Methodist Church has 13 general boards and agencies that work in different ways on behalf of local churches, annual conferences and the denomination.

General Board of Church and Society (GBCS)  
[www.umc-gbcs.org](http://www.umc-gbcs.org)

Discipleship Ministries  
[www.umcdiscipleship.org](http://www.umcdiscipleship.org)

General Board of Global Ministries (GBGM)  
[www.umcmmission.org](http://www.umcmmission.org)

General Board of Higher Education and Ministry (GBHEM) [www.gbhem.org](http://www.gbhem.org)

General Commission on Archives and History  
[www.gcah.org](http://www.gcah.org)

General Commission on Communication (United Methodist Communications - UMCOM)  
[www.umcom.org](http://www.umcom.org)

General Commission on Religion and Race (GCORR)  
[www.gcorr.org](http://www.gcorr.org)

General Commission on the Status and Role of Women (COSROW) [www.gcsr.org](http://www.gcsr.org)

General Commission on United Methodist Men  
[www.gcummm.org](http://www.gcummm.org)

General Council on Finance and Administration (GCFA)  
[www.umc.org/gcfa](http://www.umc.org/gcfa)

United Methodist Publishing House  
[www.umph.org](http://www.umph.org)

United Methodist Women  
[www.unitedmethodistwomen.org](http://www.unitedmethodistwomen.org)

Wespath Benefits and Investments  
[www.wespath.org](http://www.wespath.org)

### **General Conference**

The international gathering and business meeting of The United Methodist Church that occurs every four years with about 1,000 delegates who are clergy and laity from each annual and central conference. This body decides on petitions to change *The Book of Discipline* and *Book of Resolutions* and is the only body authorized to speak on behalf of The United Methodist Church (§ 8, §§ 501-511).

### **Group Candidacy Mentoring**

The opportunity for candidates to meet with a candidacy mentor and a group of other candidates. Many conferences offer this structure to provide candidates opportunities to learn from mentors and each other.

### **Home Missioner**

See deaconess (§ 1314).

### **Itinerant**

Indicates an elder, associate member, or local pastor agrees to serve where the bishop appoints. This system is called itinerancy. Often “itinerancy”, “guaranteed appointment” or “security of appointment” are discussed as parts of this system that is the basis of the commitment between the church and clergy who serve.

### **Jurisdiction**

A group of annual conferences within a geographical region in the United States. There are five jurisdictions (North Central, Northeastern, South Central, Southeastern, and Western). The jurisdictional conference meets every four years after General Conference and consists of delegates from each annual conference in that region. The conference elects bishops for their jurisdiction (§ 512-537).

### **Layperson**

A member of a local church.

### **Licensed Local Pastor**

Someone who is not ordained as an elder or deacon but is appointed to preach, conduct worship, and perform the duties of a pastor in a particular setting. That person must complete licensing school, Orientation to Ministry, and receive an appointment to serve. Local pastors attend Course of Study school each year and meet with the district committee on ministry annually for continual approval and eligibility. Local pastors are not required to earn a Master of Divinity, or to itinerate, are not guaranteed an appointment, and usually serve smaller congregations (§ 315-320).

### **Ordained Ministry**

The ministry of deacons and elders who have been ordained by a bishop to serve in The United Methodist Church (§ 301-304).

### **Order of Deacons/Order of Elders**

A covenant community within the church to mutually support, care for, and hold accountable members for the sake of the life and mission of the church. These orders seek to respond to the spiritual hunger among clergy for a fulfilling sense of vocation, for support among peers, and for a deepening relationship with God. All ordained persons upon election to full membership in the annual conference shall be members of and participate in an order appropriate to their election (§ 306).

### **Ordination**

Performed by laying on of hands by the bishop. Signifies that the church affirms and continues its ministry through these persons. Persons may be ordained as deacons or elders and commit to living and proclaiming the gospel. Deacons are ordained to the ministries of Word, Service, Compassion, and Justice. Elders are ordained to the ministries of Word, Sacrament, Order, and Service (§ 301-304).

### **Orientation to Ministry**

Sponsored by the board of ordained ministry and required for all ministry candidates. Helps to build collegiality and develop an understanding of the ministry of deacons, elders, and local pastors (§1312).

### **Pastor**

A pastor is an elder, associate member, or local pastor appointed to serve in charge of a station, circuit, cooperative parish, extension ministry, ecumenical shared ministry, or church of another denomination, or on the staff of such. Deacons, who may serve similar roles as the pastor, should not be called pastors (§1339).

### **Polity**

Refers to the rules and traditions of The United Methodist Church. It includes *The Book of Discipline*, history, practices, and beliefs of the denomination.

### **Professional Certification**

Recognition that someone has met academic standards, experience, and continuing study to achieve and maintain professional excellence. Visit [gbhem.org/certification](http://gbhem.org/certification) for a listing of current certifications.

### **Professional Ministry**

To make one's living by serving in full-time in ministry. Can apply to laity or clergy.

### **Provisional Membership**

The step in the ordination process between candidacy and ordination when a commissioned deacon or elder serves as a provisional member. Those applying for ordination serve as a provisional member for a minimum of two years, depending on annual conference policy. Provisional membership ends with ordination, or when a decision is made not to proceed toward ordination (§ 324-327).

### **Seminary or Theological School**

Term for postgraduate school of theology that educates and prepares people for ministry. Candidates for ordination must graduate from a school approved by the University Senate of The United Methodist Church.

### **Social Principles**

A prayerful and thoughtful effort of the General Conference to speak to contemporary issues from a sound biblical and theological foundation. The Social Principles are a call to all members of The United Methodist Church to a prayerful, studied dialogue of faith and practice (§ 160-166).

### **Staff/Pastor-Parish Relations Committee (S/P-PRC)**

The committee in each church that assists clergy and staff in setting leadership and service priorities. Evaluates and approves those beginning candidacy for licensed or ordained ministry from that congregation. (§ 258.2).

### **Superintendents (D.S.)**

Ordained elders who are assigned by the bishop to supervise the churches and clergy within a district of the annual conference. As members of the Bishop's Cabinet, superintendents serve as extensions of the bishop's authority throughout the annual conference (§ 419 & 424).

### **University Senate**

A body of higher education professionals that determines schools, colleges, universities, and theological schools that meet criteria for United Methodist Church affiliation. Ordination candidates must complete educational requirements at a University Senate-approved institution (§ 1414-18).

### **Vocation<sup>1</sup>**

1. a particular occupation, business, or profession; calling.
2. a strong impulse or inclination to follow a particular activity or career.
3. a divine call to God's service or to the Christian life.
4. a function or station in life to which one is called by God: the religious vocation; the vocation of marriage.

*General Board of Higher Education & Ministry Division of Ordained Ministry A United Methodist Glossary of Candidacy Terms The Book of Discipline of The United Methodist Church 2016. Nashville: The United Methodist Publishing House, 2016.*

<sup>1</sup> " vocation definition | Dictionary.com ." Dictionary.com. <http://dictionary.reference.com/browse/vocation> (accessed March 5, 2013).

# Officers of the 49<sup>th</sup> Annual Conference Session

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**Resident Bishop & President:** Bishop Gregory V. Palmer

**Executive Assistant to the Bishop:** Rev. Barbara Sholis

**Superintendents:**

**Capitol Area North:** Rev. Linda Middelberg

**Capitol Area South:** Rev. Tim Bias

**Foothills:** Rev. Dennis Miller

**Maumee Watershed:** Rev. Scot Ocke

**Miami Valley:** Rev. Jocelyn Roper

**Northwest Plains:** Rev. Barry Burns

**Ohio River Valley:** Rev. Todd Anderson

**Shawnee Valley:** Rev. Brent Watson, Dean

**Board of Trustees Chairperson:** Ms. Ann Baird

**Commission on Equitable Compensation Chairperson:** Rev. Mark Weatherman

**Conference Chancellor:** Mr. Chris Hogan

**Conference Communications Director:** Mrs. Kay Panovec

**Conference Journal Editor:** Mrs. Kathleen Pack

**Conference Lay Leaders:** Mrs. Mary Shumard and Mr. Mitchell Harper

**Conference Secretary:** Rev. Amy Haines

**Conference Treasurer:** Mr. Bill Brownson

**Connectional Ministries Director:** Rev. Deanna Stickley-Miner

**Co-Registrar and Statistician:** Mr. Jack Frost

**Co-Registrar:** Mrs. Joy Perry

**Council on Development Executive Director:** Rev. George Cooper

**Council on Finance and Administration Chairperson:** Ms. Chris Clough

**Transformative Discipleship Team Chairperson:** Rev. Brian Law

# 2018 Annual Conference Planning Team

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## Ex-Officio Members

- **Bishop Gregory V. Palmer**, Resident Bishop
- **Rev. Barbara Sholis**, Executive Assistant to the Bishop
- **Rev. Amy Haines**, Conference Secretary
- **Rev. Mark Chow**, Worship Committee Chairperson
- **Mrs. Kay Panovec**, Conference Communications Director
- **Rev. Jocelyn Roper**, Agenda Coach
- **Mrs. Mary Shumard**
- **Rev. Deanna Stickley-Miner**, Director of Connectional Ministries

## Members Appointed by the Bishop

- **Rev. James Wilson II**, Chairperson
- **Rev. Jeffrey Allen**, Member at Large
- **Mrs. Alisha Artis**, Member at Large
- **Rev. Kathleen Brown**, Director of Office of Ministry
- **Mr. Bill Brownson**, Treasurer/Director of Administration
- **Rev. George Cooper**, Executive Director of Council on Development
- **Mr. Jack Frost**, Co-Registrar
- **Ms. Grace Gerber**, Hospitality
- **Mrs. Amy Graham**, Staff
- **Mrs. Roxie Hutsell**, Member at Large
- **Mr. Tim McCoy**, Event Producer
- **Rev. Dennis Miller**, Cabinet Representative
- **Mr. Bill Parsons**, Production Team Manager
- **Mrs. Joy Perry**, Co-Registrar
- **Rev. Stephen Rath**, Member at Large
- **Rev. Marie Smith**, Member at Large
- **Mrs. RaNae Street**, Director of Discipleship Resources
- **Rev. Kurt Tomlinson**, Live Event Director

## 2018 Annual Conference Worship Committee

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- **Rev. Mark Chow**, Chairperson
- **Rev. Barbara Sholis**
- **Rev. Barbara Cooper**
- **Rev. Susan Kronbach**
- **Dr. Cynthia Lockhart**
- **Rev. Wendy Lybarger**
- **Mr. Tim McCoy**
- **Mrs. Belinda Paisley**
- **Mrs. Kay Panovec**
- **Rev. Stephen Rath**
- **Rev. Deborah Stevens**
- **Rev. Justin Williams**





*Be Not Afraid*  
There is Enough