

ANNUAL CONFERENCE | 2019

BOOK OF REPORTS

WEST OHIO ANNUAL CONFERENCE
OF THE UNITED METHODIST CHURCH

JUNE 2019
50TH
SESSION



My brothers and sisters, I greet you in the strong name of Jesus!

It is time for us to gather again at beautiful Lakeside Chautauqua on Lake Erie for the 50th session of the West Ohio Annual Conference. Although our conference schedule is a busy one, I look forward to worshipping, praying and just being with the people of West Ohio.

As is our tradition, we will memorialize the saints who have gone before us, offer gratitude and recognition of those who are retiring and celebrate the new clergy who will lead us into the future. We will discuss and engage the business of the Annual Conference and be strengthened by preaching, teaching and conversation.

We will gather under the theme **Be Not Afraid, HOPE!** This theme selected several years ago, is based on the scripture from Romans 15:13 *“May the God of hope fill you with all joy and peace in believing, so that you may abound in hope by the power of the Holy Spirit” (NRSV)*. It has been a challenging time for our beloved United Methodist Church. We continue to be in that challenging time and will be for the foreseeable future. But! God is at work in us, through us and our local churches.

Many of you have heard this quote during our Charge Conference season but that’s okay because it is worth repeating. In fact, you may hear me say it during annual conference. “A person can live 40 days without food, about three days without water, about eight minutes without air but a person cannot live without hope.” We are Easter people. We are people of hope.

I look forward to seeing you at Lakeside. This year I have spent much time in prayer for The United Methodist Church and for our West Ohio Conference. In those prayers, I have been asking that God will use each one of us as instruments of peace, unity and hope. This will continue to be my prayer during our time together and even as return to our respective local churches and faith communities.

Your servant in Christ Jesus,

Bishop Gregory V. Palmer

Table of Contents

General Information

Check-In & Registration	5
New Member Orientation	5
Practicing the Principles of Holy Conferencing	7
Procedural Guidelines	7
Voice and Vote	8

Business of the Annual Conference

Annual Conference Proposed Agenda	9
Rules Committee Report	11
2020 Budget Narrative for Recommendation #1	15
Recommendation #1	
Council on Finance & Administration Recommendations Calendar Year 2020	22
2020 Mission & Ministry Funding Plan	25
Introduction to Board of Pension and Health Benefits	33
Recommendation #2	
2020 Board of Pension and Health Benefits	34
Recommendation #3	
2020 Recommendation Commission on Equitable Compensation	40
Recommendation #4	
Petition to the 2020 General Conference to Amend Paragraph 316.1	43
Recommendation #5	
Petition to the 2020 General Conference to Amend Paragraph 319.2	44

Appendix

Glossary of Candidacy Terms	45
Officers of the 50 th Annual Conference Session	49
2019 Annual Conference Planning Team	50

Check-In & Registration

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

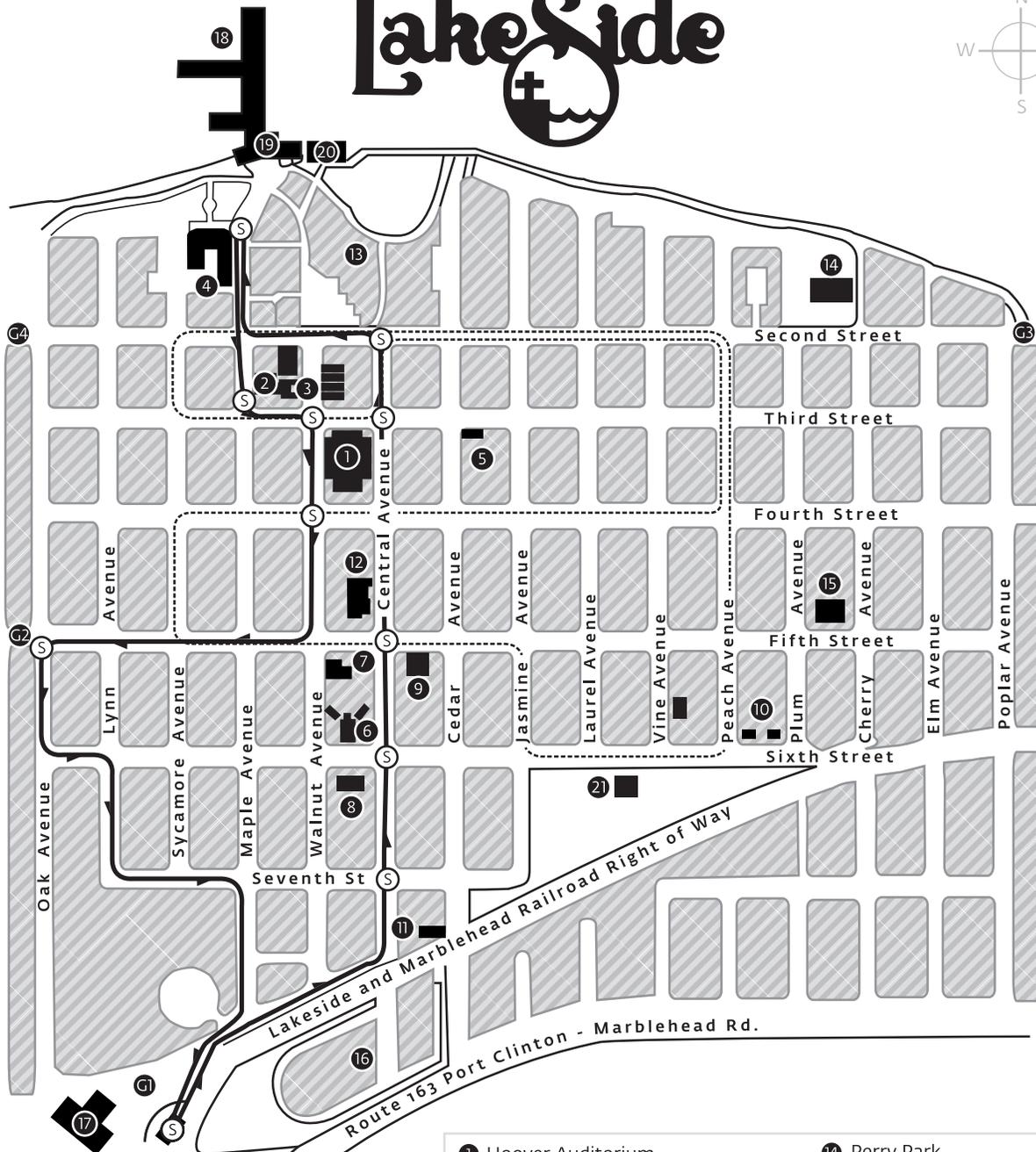
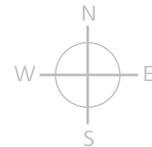
- **Sunday, June 2: 1:00PM – 7:00PM & Monday, June 3: 7:30AM – 12:00PM**

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 (§1602.8) 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

Before arriving to Annual Conference, please visit our webpage at www.westohioumc.org/ac/2019. 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, information regarding child care, guest speakers' biographies, as well as Family Connect events.

LakeSide



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

*Provides service to members with limited-mobility issues. To request service call 419-341-8247

Practicing the Principles of Holy Conferencing

- 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

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 297-310 in the *2018 Journal, Structure, Procedure and Rules*.

1. **Conference and Parliamentary Procedures:** The Annual Conference sessions are guided by Section E and F (pages 305-310) of the Structure, Procedure and Rules section of the *Annual Conference 2018 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 1. 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 306 and E, 23, page 307 of the *Annual Conference 2018 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 clergy delegates to the General, Jurisdictional and Central Conference(s)	Elections for lay delegates to the General, Jurisdictional and Central Conference(s)	Constitutional Amendments	Matters of ordination, character, and conference relations of clergy	Voice without Vote
Clergy Members <i>in full connection</i> (§1602.a)	•	•		•	•	
Lay Members: <i>Elected Members representing congregations, Members by Virtue of Office, At-large Members as designated by districts, Youth Members</i> (§1602.4)	•		•	•	‡	
Provisional Clergy Members <i>who have completed all of their educational requirements</i> (§1602.b errata)	•	•				
Associate Clergy Members (§1602.c)	•	•			†	
Local Pastors <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)	•	•				
Provisional Clergy Members (§1602.b)	•					
Affiliate Clergy Members (§1602.c errata)	•					
Full- and Part-time Local Pastors <i>under appointment to a pastoral charge</i> (§1602.d)	•				†	
Elders or Ordained Clergy from other denominations <i>serving under appointment within the Annual Conference</i> (§1346.2)	•					
Official Representatives from other Denominations (§1602.9)						•
Missionaries <i>regularly assigned by the GBGM in nations other than the US & Certified Lay Missionaries from nations other than the US serving within the bounds of the Annual Conference</i> (§1602.9)						•
Conference Chancellor <i>if not otherwise a voting member</i> (§1602.10)						•
Ordained Clergy or Provisional Members <i>from Other Annual Conferences and Other Methodist Denominations</i> (§1346.1)						•
Visitors, Spouses of Clergy & West Ohio Conference Staff						

† 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

Sunday, June 2

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| 6:59 PM | – Reconvene Annual Conference |
| 7:00 | – Opening Worship Service with Memorial & Communion, Rev. Laura Bensman |
| 8:30 | – Evening Break |

Monday, June 3

- | | |
|----------|--|
| 8:00 AM | – Laity Session |
| 10:00 | – Hymn Sing (<i>Devotion</i>) |
| 10:15 | – Conference Business/Recommendation |
| 12:00 PM | – Lunch Break |
| 1:30 | – Conference Business/Recommendation |
| 1:45 | – Hope Witness # 1 |
| 2:00 | – Conference Business/Recommendation |
| 2:15 | – Order of the Day: Abundant Living Reports |
| 2:30 | – Conference Business/Recommendation |
| 3:15 | – Order of the Day: Corporate Session |
| 5:00 | – Dinner break |
| 7:00 | – Episcopal Address, Bishop Palmer, West Ohio |
| 8:30 | – Evening break |

Tuesday, June 4

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| 8:30 AM | – Missional Worship Service, Bishop Mande, North Katanga |
| 10:00 | – General & Jurisdictional Elections/Conference Business |
| 12:00 PM | – Lunch Break |
| 1:30 | – Hope Witness #2 |
| 1:45 | – General & Jurisdictional Elections/Conference Business |
| 5:00 | – Dinner Break |
| 7:00 | – Business/Voting if needed |
| 9:00 | – Evening Break |

The proposed agenda covers the business of the annual conference inside of Hoover Auditorium. For a list of daily events, please refer to the Program and Events Guide. Proposed agenda is subject to change.

Wednesday, June 5

9:00 AM	–	Service of Healing & Reconciliation with Anointing
10:45	–	Hope Witness #3
11:00	–	Conference Business/Recommendation
12:00 PM	–	Lunch Break
1:30	–	Conference Business/Recommendation
2:00	–	Awards & Recognitions
2:30	–	Order of the Day: Board of Ordained Ministry Report
3:45	–	Break
4:30	–	Celebration of Ministry Service, Bishop Palmer, West Ohio
6:30	–	Evening Break

Thursday, June 6

8:30 AM	–	Commissioning Service, General & Jurisdictional Delegates
9:45	–	Hope Witness #4
10:00	–	Conference Business/Recommendation
12:30 PM	–	Adjourn Annual Conference

Rules Committee Report

Key:

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

RULES COMMITTEE REPORT

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



B. NOMINATIONS AND ELECTIONS



4. ELECTIONS TO GENERAL AND JURISDICTIONAL CONFERENCES

- a. The elections shall take place in the Annual Conference Session the year before the year when the Jurisdictional and General Conferences take place.
- b. Lay Election for General and Jurisdictional Delegates
 - i. In the year of the election of delegates to General and Jurisdictional Conferences, a Lay Voter Guide shall be prepared by the conference office and distributed to all lay members of the annual conference by May 1 of the year of the election. The Lay Voter Guide shall include the names, biographical information, and assigned election numbers for all eligible Laity.
 - ii. For biographical information to be printed in The Lay Voter Guide, a candidate must meet the following criteria:
 - (a) Indicated to the conference office a desire to be considered for election.
 - (b) Met all eligibility requirements. To be eligible a layperson must be a member of a local church in the West Ohio Annual Conference in accordance with the Constitution and *The Book of Discipline*
 - (c) Completed the biographical information forms provided by the conference office by the deadline. Forms must be returned to the conference office no later than January 15 of the year of the election.
 - iii. ~~At the Laity Session of the annual conference, nominees for election to general and Jurisdictional Conference shall be introduced and an opportunity shall be given for others to be nominated. The first lay ballot will be taken some time following the Laity Session.~~ The first ballot and ~~each succeeding~~ **the second ballot tally** will report those receiving 25 votes or more. **The third ballot tally and fourth ballot tally will show 35 votes or more. The**

1 **fifth ballot tally will show 50 votes or more and the sixth ballot tally will show 100 votes or**
2 **more. The seventh ballot tally will show 200 votes or more, and each succeeding ballot tally**
3 **showing will increase by 50 or more.** The members of the conference may direct the reporting
4 of a higher minimum vote. When the General Conference delegates have been elected, the
5 process for the election of the jurisdictional delegates will follow the same process as that for
6 General Conference delegates.

7 c. Clergy Election for General and Jurisdictional Delegates

- 8 i. In the year of the election of delegates to general and Jurisdictional Conferences, a Clergy
9 Voter Guide shall be prepared and distributed to all clergy by the conference office. It shall
10 include a listing of all clergy eligible for election. Prior to October in the year preceding the
11 election, biographical information forms shall be distributed by the conference office to all
12 clergy eligible for election. Each eligible clergy will be asked to indicate on the form whether
13 he/ she wants to be considered for election. Clergy biographical information forms must
14 be returned to the Conference office no later than January 15 of the year of the election of
15 delegates to general and Jurisdictional Conferences to be published in the Clergy Voter Guide.
- 16 ii. The Clergy Voter Guide shall be prepared by the conference office and distributed to all clergy
17 through the conference offices by May 1 of the year of the election of delegates to general
18 and Jurisdictional Conferences. The Clergy Voter Guide shall include the names and assigned
19 election numbers for all eligible clergy. Eligible clergy who return the biographical information
20 form by the deadline shall have that information printed with their name and election
21 number. The listings of eligible clergy shall be divided into three categories: 1) those who
22 want to be considered for election, 2) those who do not want to be considered for election,
23 and 3) other eligible clergy.
- 24 iii. The first ballot tally and ~~each succeeding~~ **the second** ballot tally will report those receiving
25 25 votes or more. **The third ballot tally and fourth ballot tally will show 35 votes or more. The**
26 **fifth ballot tally will show 50 votes or more and the sixth ballot tally will show 100 votes or**
27 **more. The seventh ballot tally will show 200 votes or more, and each succeeding ballot tally**
28 **showing will increase by 50 or more.** The members of the conference may direct the reporting
29 of a higher minimum vote. When the General Conference delegates have been elected, the
30 process for the election of the jurisdictional delegates will follow the same process as that for
31 General Conference delegates.

32 d. Additional Procedures Governing the Election of Lay and Clergy Delegates to general and
33 Jurisdictional Conferences

- 34 i. The West Ohio Annual Conference shall establish a Conference Election Team to guide the
35 elective process. The Conference Election Team shall be composed of a balanced and diverse
36 group of eight persons who hold differing viewpoints and shall be appointed by the bishop
37 and confirmed by the annual conference.
 - 38 (a) The bishop shall select the leadership of the Conference Election Team.

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(b) The Conference Election Team shall be selected two years prior to the next election year for general and Jurisdictional Conference, and shall begin their work upon election.

(c) Members of the Conference Election Team must agree not to offer themselves for or accept election as delegates to general and Jurisdictional Conference while serving on the team.

(d) The Conference Election Team shall implement, oversee, monitor, report and provide for the methods outlined in this document, and may propose changes to the Annual Conference based on the communication available and perceived needs to best serve the process.

(e) The Conference Election Team will recommend the number of laity and clergy alternates to be elected. (for 2019, 4 laity and 4 clergy)

ii. The West Ohio Conference shall provide means for any person offering herself/himself for election, or any group seeking to present recommendations regarding election, to distribute materials (at the individual's or group's expense) to all lay and clergy members of the conference. Any member of the annual conference or of the churches of the West Ohio Conference upon endorsement by their local church council or an official or unofficial group within the annual conference shall be eligible to access the services described in this paragraph. All individuals and groups participating in the election process will be asked to covenant to distribute materials only through means providing by the West Ohio Conference. Any person or group not abiding by this process will be noted at annual conference.

iii. A tally of each ballot shall be completed and made available to members of the annual conference prior to taking the next ballot. The tally will be made available on screens throughout the conference area in ways that do not interfere with the voting. ~~Fifty printed tally sheets will be available at designated spots in the area.~~ **Printed copies of ballots will not be available; rather ushers and members of the Election Team will be available to assist persons in obtaining results if they are unable to make use of the screens.** The tally shall include:

- (a) The name and number of the candidate
- (b) The vote total of each person receiving votes (subject to rules established or amended from time to time by the body)
- (c) The gender, racial-ethnic identity, district and age category (Under 18; 18-30; 31-45; 46-60; Over 60) of each person receiving votes.
- (d) The order (elder or deacon) of each clergy candidate.
- (e) A report of the gender, racial-ethnic, age category, and order composition of the delegation elected to that point in time.

- 1 e. The Conference Election Team shall provide means to compile recommended candidate lists for
2 equitable dissemination that contains the updated candidate recommendations (“slate updates”)
3 of official and unofficial conference groups during the process of balloting at annual conference.
- 4 i. At the conclusion of the election process the Conference Election Team will calculate the
5 cost of producing and distributing the Election Lists. Groups making use of this process may
6 be required to underwrite the cost on an equitable basis as determined by the Conference
7 Election Team.
- 8 ii. All official or unofficial groups participating in the election process will be asked to covenant
9 to distribute updated recommendations to the body of the Annual Conference only through
10 this process. Those who do not abide by this process will be noted at the annual conference.
- 11 f. Persons wishing to withdraw from consideration for election shall notify the chair (bishop) of their
12 desire. The chair (bishop) shall report the withdrawal to the conference.
- 13 g. The procedure for nominating individuals for the episcopacy from the West Ohio Conference shall be
14 as follows: The Jurisdictional Conference delegates may bring nominations for the office of bishop to
15 the annual conference immediately preceding the Jurisdictional Conference.

2020 Budget Narrative for Recommendation #1

This narrative for the 2020 Annual Conference funding plan and budget will address these matters:

- The total connectional giving amount West Ohio Churches will be apportioned in 2020;
- The total expense budget, which includes things covered by income sources other than apportioned connectional giving;
- What ministries are supported by the provided resources.

On a combined basis, Council on Finance and Administration recommends apportioning \$19,572,211, of which \$2,965,646 or 15% is for districts and \$16,703,000 (85%) is for conference and general church ministries. This is a reduction of \$500,000 (2.5%) versus 2019 and \$2.7 million or 12% since 2018.

While conference and district leaders are looking at big and small ways to reduce expenses and reliance on apportionments, here are some contributors to this trend:

- One district superintendent is dually assigned as the clergy assistant to Bishop Palmer, which reduces by one members of cabinet.
- The Office of Ministry will reduce full-time employment by one with the June 30 retirement of Rev. Kathy Brown.
- No 2020 raises are planned for members of the extended cabinet.
- Electronic voting for general conference delegates is limited to one day.
- Benefits of owning rather than renting the Conference Center will be fully realized in 2020. The renovated facility also means greater and larger meetings can be held there rather than in local churches or hotels, which reduces meeting expenses.
- Light the Way donations for new and revitalizing churches are funding an increasing portion of New Church Start grants, reducing the need for apportioned dollars.
- Investment income from the Clergy Benefit Fund is used to offset retiree health care and other clergy benefit expenses not covered by apportionments.
- If West Ohio is to continue General Church support at a 100% level and based on projected collection rates, CFA would have to approve use of reserves. In recent years, apportioned amounts have been set to achieve 100% support.

Conference leaders believe this plan will support critical ministries, which are briefly described by function below. At the same time, we understand current denominational uncertainties may lead to a significantly different level of resources available to carry out the plans described below. In the coming weeks and months, substantial conversations will take place to lay the groundwork for an even leaner future.



Here are additional highlights:

Clergy Benefits, at more than \$18.6 million, continues to consume the majority of conference income and expense. Most of the expense is related to the active clergy health plan, followed by clergy pension plan liabilities. \$1.25 million in apportioned connectional giving, down from nearly \$5 million 10 years ago, is projected to provide \$900,000 toward these expenses.

Planned **Conference Ministries** expenses are \$8.8 million, of which \$2.1 million (24%) are from non-apportioned sources. Based on anticipated receipt rates, \$9.1 million is apportioned to realize \$6.7 million of connectional support. Although the amount apportioned for conference ministries is about the same as in 2019, we expect \$300,000 less in apportionment support due to lower anticipated collection rates.

Districts will apportion \$2.9 million, down 3% from 2019 and expect to produce \$2.6 million of support for their work. \$1.3 million from other sources such as restricted assets and investment earnings will provide the additional support needed to cover \$3.9 million of expenses. Contact your district office with questions about district budgets.

\$6.4 million is apportioned for **General Church** purposes. At the expected collection rate, apportionments will produce 90% of West Ohio’s allocation. Approximately \$0.5 million of reserves would be needed to be a 100% conference, should CFA approve additional funding.

Contact Bill Brownson, Conference CFO, at bbrownson@wocumc.org or 614-844-6200, ext., 221 with questions about this recommendation and conference finances in general.

Funding Plan Discussion by Section

General Church (line numbers 1–46, page 27)

The General Church helps West Ohio churches make a difference in the 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. One third of general church connectional giving supports education efforts of both clergy and lay. After education, Global Ministries, at 18% is the next largest component of the denominational budget followed by the Episcopal Fund at 15%. The remaining one third of the denominational budget is spread among various agencies and funds, including General Administration, Discipleship Ministries, Church and Society, Commission on Religion and Race, Commission on the Status and Role of Women, Interdenominational Cooperation and United Methodist Men. Of the amount apportioned by the conference, 38% is for General Church support.

Retiree Pension, Health and Other Benefits (line numbers 47–82, beginning on page 27)

The three major expenses in this section are:

- Health insurance for clergy appointed to local churches, which is directly-billed to each church. Premiums are set each September by the Board of Pension & Health Benefits at a level projected to cover projected claims. Since the conference plan is self-insured, reserves must be used if claims exceed premium income, which has been the case in the two most recent years. This budget projects \$9.3 million in expenses for this benefit.



- Clergy Pension and other income support totals \$5.6 million, which is provided for by directly billing churches of participating clergy.
- Retiree health care costs are budgeted at \$3.8 million. Revenue comes from \$0.9 million of apportionment support and \$1.3 million from retired clergy contributions.
- Shortfalls in directly-billed benefits, apportionments and other support are covered by \$1.1 million of income from the Clergy Benefit Fund, which had a balance of \$54 million as of March 31, 2019.

Taken together, we project \$18.6 million in resources will be needed to pay for clergy benefit expenses in 2020. Policies that give rise to benefit obligations are set forth in Conference Board of Pension & Health Benefit Recommendation #2, which begins with an introduction on page 33.

Questions should be directed to Mike Kremnitzer, Conference Benefits Officer and HR Director at mkremnitzer@wocumc.org or at 614-844-6200, ext. 226.

Conference Ministries (lines 84-197 on pages 28-31)

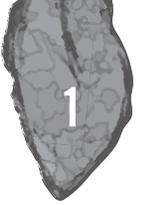
Transformative Discipleship Team (Connectional Ministries) (lines 90-121)

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 2020. 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 2020, 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.

Director of Connectional Ministries provides leadership for the Connection Blueprint, an innovative hands-on practical learning process designed for congregations in any context that builds on the core values of building relationships of mutuality, doing ministry from assets, touching grace and building asset-based partnerships so that others will know Jesus.

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 partner with their neighborhood to address mutual dreams and aspirations.
3. Lay and clergy leaders will be equipped to share the love of Jesus with their neighbors, integrating faith formation, evangelism and community engagement.

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.
6. Church and Community Missionaries

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 intentional about reflecting their communities.
3. Diversity and Inclusion will be a shared value across all areas of conference leadership.

Hispanic Ministry Outcomes

1. Relationships are developed between Hispanic/Latino and non-Hispanic/Latino communities, creating opportunities for bi-lingual and multicultural mission, ministry and worship.
2. 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. Support for Hispanic leaders engaging faith and community development across different generations of the Hispanic/Latino community.

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. Laity will have opportunities to discern their call and discover how they can impact the local church and community through their faith and leadership.
2. Intentional engagement with youth and congregational leaders working with youth to expand the witness and leadership of youth across West Ohio.
3. Sharing best practices for the establishment of safe sanctuary policies within our congregations.
4. Providing best practices for ministry with and by people with different abilities.

Leadership Development Funded Strategies

1. Support of United Methodist Campus Ministries
2. Identification, equipping and deploying of laity to lead from their call.
3. Capacity building of churches to provide safe spaces for all people to experience and claim Jesus.
4. Engagement of youth and people with disabilities.

In total, the Transformative Discipleship Team expenses are budgeted at \$2,650,000 with apportioned connectional giving covering just under \$1,514,000 or 57% 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. Contact Ken Overholser, koverholser@wocumc.org with questions about Camps & Retreat Ministries. Both can be reached at 614.844.6200.



Missional Church Development (lines 122–130)

Missional Church Development equips clergy and lay leaders committed to revitalizing existing churches and with starting new churches and worshipping communities. Resources for covering the \$1,164,000 of Missional Church Development initiatives noted below come from apportioned connectional giving (\$754,000), donors to Light the Way (\$410,000) and program income.

- **The Greenhouse:** Leadership development for clergy called to start new churches and worshipping communities.
- **New church start grants:** Grants for emerging churches and worshipping communities led by specially trained and/or clergy 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.
- **Revitalization Grants** Intended to provide churches with resources to address matters inhibiting vitality.

Contact Sue Nilson Kibbey, at snkibbey@wocumc.org or 614.844.6200 for questions about Missional Church Development.

Office of Ministry and Clergy Leadership (lines 131–139)

The Office of Ministry administers clergy credentialing and continuing education, 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. The work of this office has expanded to include prepare pastors and church for cross-cultural/cross-racial appointments and fulfilling the Book of Discipline requirement of an in-depth assessment of each clergy member every eight years. For some programs, 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 \$632,000 in 2020 expenses of which \$305,000 is covered by tuition and donor-restricted income, and \$327,000 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 or Rev. Donnetta Peaks at dpeaks@wocumc.org. Both can be reached at 614.844.6200.

Council on Development (lines 140–148)

The Council on Development (COD) equips local churches in the areas of stewardship education, capital campaign planning, creating and establishing and managing endowments. With the Conference Investment Policy Committee, COD manages over \$20 million of local church and district endowments and charitable gift annuities.



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 \$334,000 of expenses in 2020, of which \$284,000 is funded through apportioned connectional giving. Questions about COD can be directed to Rev. Stan Ling at sling@wocumc.org or at 614.844.6200.

Finance & Administration & Board of Trustees (lines 149–167)

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 it resources the Council on Finance and Administration, the Conference Chancellor, Board of Trustees and the Conference Investment Policy Committee.

2020 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 earned operating cash balances and reserves. This area projects spending \$1,377,000 million of which all but \$115,000 is from apportioned connectional giving.

\$167,000 for Depreciation and West Ohio's share of the Archives and History at Ohio Wesley University is reflected in the Board of Trustees budget as is \$140,000 in anticipated investment income from its permanent fund.

Questions about the Finance & Administration Budget can be directed to Bill Brownson at 614.505.7440 or at bbrownson@wocumc.org.

Episcopal Area Leadership (lines 168–193)

Bishop Palmer, District Superintendents and his Episcopal Office staff oversee the following areas which together are budgeted to incur \$2.7 million expenses, all but \$121,000 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	Net Expense
Annual Conference and Special General Conference:	\$219,000
Episcopal Office Administration:	\$270,000
District Superintendents & Cabinet:	\$1,327,000
Equitable Compensation:	\$270,000
Conference Communications:	\$460,000

Questions about Communications can be directed to Kay Panovec at 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 or at 614.844.6200.





Council on Finance & Administration Recommendations Calendar Year 2020

1 Special Sundays and/or Offerings

2 General Church Special Sundays for 2020 are:

- | | | |
|---|---|--|
| 3 | • Human Relations Day (<i>Offering</i>) | January 19 (<i>Sunday before MLK Day</i>) |
| 4 | • UMCOR Sunday (<i>Offering</i>) | March 22 (<i>4th Sunday in Lent</i>) |
| 5 | • Native American Ministries Sunday (<i>Offering</i>)* | April 26 (<i>3rd Sunday of Easter</i>) |
| 6 | • Peace with Justice Sunday (<i>Offering</i>)* | June 7 (<i>1st Sunday after Pentecost</i>) |
| 7 | • World Communion Sunday (<i>Offering</i>) | October 4 (<i>1st Sunday in October</i>) |
| 8 | • United Methodist Student Day (<i>Offering</i>)** | November 29 (<i>Last Sunday in November</i>) |

9 Please review the important ministries these Special Sundays support and incorporate that into your planning year. To
10 the extent a local church wishes to emphasize other special days or calendar periods, the Conference encourages them
11 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
15 is awarded to West Ohio Conference students who apply for and are selected to receive merit-based college
16 scholarships.

17 Other approved offerings and appeals:

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

21 Deadlines:

- 22 1. **Friday, January 10, 2020:** Last day on which the Conference Treasurer's office must receive 2019 apportionment
23 payments.
- 24 2. **Friday, February 14, 2020:** 2019 Annual Statistical Reports (Tables I, II and III) are to be completed online or
25 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 2020 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 2020 to each local
- 6 church by Tuesday, October 1, 2019.
- 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 2020 the maximum salary is \$103,363.61 (1.61 x 2019 CAC of \$64,201) and the
- 26 minimum is \$98,300. The recommended salary is \$98,300.
- 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 based on the per diem as set by the business office of the
- 31 General Conference.



1 **Miscellaneous:**

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

Submitted by:

Chris Clough, Council on Finance & Administration





2020 Mission & Ministry Funding Plan

1 The West Ohio Annual Conference Budget significantly relies on receipts from Connectional Giving apportioned to
 2 three funds:

- 3 1. Seven General Agency and the North Central Jurisdiction are combined into the General Church Ministries Fund.
- 4 2. Retiree Health and Other Benefits
- 5 3. Conference Ministries combines all conference offices (Connectional Ministries, Missional Church
 6 Development, Financial Administration, Episcopal Office and District Leadership, Communications,
 7 Office of Ministry and Council on Development)

8 General Church funds cannot be used the Annual Conference for any purpose and will be forwarded pro-rata to the
 9 General Church each month.

10 The detailed 2020 budget also shows the 2018 and 2019 budgets as well as 2018 actual results. The format
 11 strives to reflect all sources used to meet expenditures, including donor income and program income.

12 The total amount of apportioned Connectional Giving in 2020 through the Conference will be \$16,703,000,
 13 a reduction of 2% from 2019. Over a two-year period, the reduction is more than 12%

14 District apportionments are \$2,869,211, a reduction of 3%. Since 2018 the reduction exceeds 13%. A summary
 15 of each district's budget is on page 32.

Fund Category	Total Apportioned	Estimated Percent Received	Net Receipts	Other Sources	Total Expected Sources	Total Expected Expenses	Net Planned
Retiree Health & Other Benefits	1,250,000	72.0%	900,000	17,745,000	18,645,000	18,645,000	-
Conference Ministries	9,060,000	74.1%	6,714,000	2,102,000	8,816,000	8,816,000	-
General Church Ministries	6,393,000	69.0%	4,413,000	-	4,413,000	4,898,299	(485,299)
Total 2020	16,703,000	72.0%	12,027,000	19,847,000	31,874,000	32,359,299	485,299
Total 2019	17,100,000						
Change	(397,000)	-2.3%					





2020 Mission & Ministry Funding Plan

	'20 budget	'19 budget	'18 budget	'18 actual*	\$ Vs Budget	% over/ (under)
1 Summary						
2 Support & Revenue						
3 General Church & Regional (1)	4,413,000	4,875,019	4,770,037	4,531,673	(238,364)	-5%
4 Retiree Health & Other Benefits (2)	18,645,000	17,396,668	18,161,321	15,011,375	(3,149,946)	-17%
5 Conference Ministries (3)	8,991,000	8,894,000	9,665,800	9,458,069	(207,731)	-2%
6 Total Support & Revenue	32,049,000	31,165,687	32,597,158	29,001,117	(3,596,041)	-11%
7 Expenses						
8 General Church & Regional (1)	(4,898,299)	(4,875,019)	(4,770,037)	(4,531,673)	238,364	5%
9 Retiree Health & Other Benefits (2)	(18,645,000)	(17,396,668)	(17,077,724)	(17,524,433)	(446,709)	-3%
10 Conference Ministries (3)	(8,991,000)	(8,894,000)	(9,665,800)	(9,562,075)	103,725	1%
11 Total Expenses	(32,534,299)	(31,165,687)	(31,513,561)	(31,618,182)	(104,621)	0%
12 Net Surplus (Deficit)						
13 General Church & Regional (1)	(485,299)	-	-	-	-	NM
14 Retiree Health & Other Benefits (2)	-	-	1,083,597	(2,513,059)	(3,596,656)	-332%
15 Conference Ministries (3)	-	-	-	(104,006)	(104,006)	NM
16 Total Net Surplus (Deficit)	(485,299)	-	1,083,597	(2,617,065)	(3,700,662)	-342%
17 Connectional Giving						
18 General Church & Regional	4,413,000	4,875,019	4,770,037	4,531,673	(238,364)	-5%
19 Clergy Benefits	900,000	1,000,000	1,511,321	1,334,381	(176,940)	-12%
20 Conference Ministries	6,714,000	7,000,000	7,880,800	7,790,517	(90,283)	-1%
21 Total Apportionments	12,027,000	12,875,019	14,162,158	13,656,571	(505,587)	-4%

*2018 actual results are preliminary and not yet audited.

RECOMMENDATIONS



	'20 budget	'19 budget	'18 budget	'18 actual*	\$ Vs Budget	% over/ (under)
22 General Church (1)						
23 Support and Revenue						
24 Connectional Giving - General Church & Regional	4,413,000	4,875,019	4,770,037	4,531,673	(238,364)	-5%
25 Total General Church	4,413,000	4,875,019	4,770,037	4,531,673	(238,364)	-5%
26 General Church & Regional						
27 World Service	(2,500,541)	(2,488,565)	(2,525,214)	(2,394,913)	130,301	-5%
28 MEF with WOC part for comparison in '19 & '20	(844,567)	(840,522)	(639,675)	(606,668)	33,007	-5%
29 Black College Fund	(336,890)	(335,277)	(340,214)	(322,659)	17,555	-5%
30 Africa University	(75,395)	(75,034)	(76,139)	(76,139)	-	0%
31 Interdenominational Fund	(66,051)	(65,735)	(66,703)	(63,261)	3,442	-5%
32 General Administration	(296,919)	(295,497)	(299,849)	(284,377)	15,472	-5%
33 Episcopal Fund	(740,512)	(736,965)	(747,819)	(709,232)	38,587	-5%
34 North Central Jurisdiction	(37,424)	(37,424)	(37,424)	(37,424)	-	0%
35 Ohio Council of Churches	-	-	(37,000)	(37,000)	-	0%
36 Total General Church & Regional	(4,898,299)	(4,875,019)	(4,770,037)	(4,531,673)	238,364	-5%
37 Subtotal Net Surplus (Deficit)	(485,299)	-	-	-	-	NM
38 Special Sundays (non budget)						
39 Human Relations				13,891		
40 UMCOR Sunday				115,683		
41 Peace with Justice - less WOC part				18,344		
42 Native Amer. Awareness - less WOC part				21,723		
43 World Communion				19,696		
44 UM Student Day				13,724		
45 Total Special Sundays				203,061		
46 Advance Specials via WOC (non budget)				662,269		
47 Retiree Pension, Health & Other Benefits (2)						
48 Retired Clergy Benefits Fund income (2.1)						
49 RCBF Investment Return	1,100,000	75,668	600,000	(1,895,250)	(2,495,250)	-416%
50 Other Income	-	-	-	-	-	NM
51 Total RCBF income	1,100,000	75,668	600,000	(1,895,250)	(2,495,250)	-416%
52 Retiree healthcare (2.2)						
53 Apportionments-Ret Ben-Gen	900,000	1,000,000	1,511,321	1,334,381	(176,940)	-12%
54 Health Insurance Retiree Premiums	1,275,000	1,012,000	1,200,000	1,152,846	(47,154)	-4%
55 Council on Development Donors	300,000	300,000	300,000	702,079	402,079	134%
56 Total revenue	2,475,000	2,312,000	3,011,321	3,189,307	177,986	6%

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.





		'20 budget	'19 budget	'18 budget	'18 actual*	\$ Vs Budget	% over/ (under)
57	Health Insurance Claims-Ret Ben-Gen	(190,000)	-	-	(822,487)	(822,487)	NM
58	Retirees Health Ins Prem-Ret Ben-Gen	(3,561,000)	(3,294,000)	(3,600,000)	(2,512,933)	1,087,067	30%
59	Chg-Future Hlth Care Bene-PBH-Gen	-	-	-	-	-	NM
60	Chg-Future Hlth Care Ben-Ret Ben-Gen	-	-	-	-	-	NM
58	Retiree Healthcare Claims Expense	(3,751,000)	(3,294,000)	(3,600,000)	(3,335,420)	(264,580)	7%
59	Net retiree healthcare	(1,276,000)	(982,000)	(588,679)	(146,113)	(86,594)	75%
60	Active healthcare & related (2.3)						
61	Health Insurance Active Premiums	9,150,000	9,254,000	8,800,000	7,910,889	(889,111)	-10%
62	Total revenue	9,150,000	9,254,000	8,800,000	7,910,889	(889,111)	-10%
63	Active Healthcare Claims and Administration	(9,320,000)	(9,367,000)	(8,813,000)	(9,936,185)	(1,123,185)	-13%
64	Total expense	(9,320,000)	(9,367,000)	(8,813,000)	(9,936,185)	(1,123,185)	-13%
65	Net active healthcare & related	(170,000)	(113,000)	(13,000)	(2,025,296)	(2,012,296)	-15479%
66	Pension & related (2.4)						
67	Pension Direct Bill Revenue	5,870,000	5,700,000	5,700,000	5,800,069	100,069	2%
68	Transfers-Gardner Retiree Housing Fund	50,000	55,000	50,000	6,360	(43,640)	-87%
69	Total revenue	5,920,000	5,755,000	5,750,000	5,806,429	56,429	1%
70	Pension Expense (Defined Benefit)	(3,354,000)	(3,510,668)	(3,444,724)	(3,329,724)	115,000	3%
71	Pension-Related (Defined Contribution)	(2,100,000)	(1,100,000)	(1,100,000)	(885,862)	214,138	19%
72	Moving and Transitional Benefits	(70,000)	(70,000)	(70,000)	(30,883)	39,117	56%
73	Other Benevolence-Housing Assist	(50,000)	(55,000)	(50,000)	(6,360)	43,640	87%
74	Total expense	(5,574,000)	(4,735,668)	(4,664,724)	(4,252,829)	411,895	9%
75	Net pension & related	346,000	1,019,332	1,085,276	1,553,600	468,324	43%
76	Retiree Pension, Health & Other Benefits totals						
77	Support and Revenue	18,645,000	17,396,668	18,161,321	15,011,375	(3,149,946)	-17%
78	Expense	(18,645,000)	(17,396,668)	(17,077,724)	(17,524,433)	(446,709)	-3%
79	Net Surplus (Deficit)	-	-	1,083,597	(2,513,059)	(3,596,656)	-332%
80	CRSP-DB pmt to GBOP (informational only)	3,353,473	3,384,168	3,329,724	3,329,724	-	0%
81	Investment Income	1,100,000	75,668	600,000	(1,895,250)	(2,495,250)	-416%
82	Net Surplus (Deficit) excluding Investment Income	(1,100,000)	(75,668)	483,597	(617,809)	(1,101,406)	-228%
83							
84	Conference Ministries (3)						
85	Connectional Giving - Conference Ministries	6,714,000	7,000,000	7,880,800	7,790,517	(90,283)	-1%
86	General Program Income	-	-	-	-	-	NM
87	Donor Support (RR)	-	-	-	-	-	NM
88	Total General Support and Revenue	6,714,000	7,000,000	7,880,800	7,790,517	(90,283)	-1%

RECOMMENDATIONS



	'20 budget	'19 budget	'18 budget	'18 actual*	\$ Vs Budget	% over/ (under)
89 Net Expenses by Team						
90 Connectional Administration (3.1)						
91 Salaries and Benefits	(578,000)	(530,000)	(601,000)	(565,896)	35,104	6%
92 General Administration Expenses	(25,000)	(25,000)	(25,000)	(44,471)	(19,471)	-78%
93 Connection Blueprint/Ohio Council of Churches	(70,000)	(70,000)	(40,000)	(28,400)	11,600	29%
94 Net Connection Administration	(673,000)	(625,000)	(666,000)	(638,767)	27,233	4%
95 Leadership Development (3.2)						
96 Program Income and Support	10,000	10,000	5,000	2,630	(2,370)	-47%
97 Leadership & Ministry Training	(55,000)	(15,000)	(20,000)	(3,956)	16,044	80%
98 Campus Ministries	(100,000)	(115,000)	(120,000)	(118,775)	1,225	1%
99 Net Leadership Development	(145,000)	(120,000)	(135,000)	(120,101)	14,899	11%
100 Just-Mission (3.3)						
101 Donor Income (RR)	30,000	50,000	30,000	8,402	(21,598)	-72%
102 Program Income and Support	11,000	3,000	-	61,634	61,634	NM
103 Conference Partnerships	(25,000)	(45,000)	(45,000)	(29,901)	15,099	34%
104 Mission & Disaster Programming	(101,000)	(102,500)	(165,000)	(60,782)	104,218	63%
105 Restorative Justice Ministries	(105,000)	(105,000)	(115,000)	(86,827)	28,173	24%
106 Net Just-Mission	(190,000)	(199,500)	(295,000)	(107,474)	187,526	64%
107 Volunteers in Mission (3.4)						
108 VIM Teams Income	175,000	175,000	150,000	175,309	25,309	17%
109 VIM Teams Expense	(175,000)	(175,000)	(150,000)	(171,520)	(21,520)	-14%
110 Net Volunteers in Mission	-	-	-	3,789	3,789	NM
111 Diversity & Inclusion (3.5)						
112 Program Income and Support	19,000	-	15,000	11,820	(3,180)	-21%
113 Donor Income (RR)	25,000	25,000	35,000	-	(35,000)	-100%
114 Hispanic Ministries	(85,000)	(123,600)	(168,000)	(162,642)	5,358	3%
115 Diversity Initiatives	(55,000)	(30,000)	(25,000)	(85,683)	(60,683)	-243%
116 Net Diversity & Inclusion	(96,000)	(128,600)	(143,000)	(236,506)	(93,506)	-65%
117 Camps & Retreats (3.6)						
118 Camps and Retreats Registration Income	763,000	640,000	570,000	704,565	134,565	24%
119 Camps and Retreats Donations (RR)	103,000	140,000	100,000	40,172	(59,828)	-60%
120 Camps Direct Expenses and Depreciation	(1,276,000)	(1,200,000)	(1,150,000)	(1,291,050)	(141,050)	-12%
121 Net Camps & Retreats	(410,000)	(420,000)	(480,000)	(546,313)	(66,313)	-14%

RECOMMENDATIONS



	'20 budget	'19 budget	'18 budget	'18 actual*	\$ Vs Budget	% over/ (under)
122	Missional Church Development (3.7)					
123	Program Income and Support	10,000	10,000	10,000	355,092	345,092 3451%
124	Light the Way/New Church Start Gifts (RR)	400,000	340,000	250,000	200,000	(50,000) -20%
125	Salaries and Benefits Missional Church Dev.	(364,000)	(356,000)	(358,000)	(374,667)	(16,667) -5%
126	General Program Expenses	(40,000)	(44,000)	(25,000)	(17,238)	7,762 31%
127	Starting New Congregations Grants	(500,000)	(500,000)	(500,000)	(710,001)	(210,001) -42%
128	Church Revitalization Grants	(170,000)	(180,000)	(200,000)	(160,167)	39,833 20%
129	Missional Church Consultation Initiative	(90,000)	(90,000)	(90,000)	(117,840)	(27,840) -31%
130	Net Missional Church Development	(754,000)	(820,000)	(913,000)	(824,821)	88,179 10%
131	Office of Ministry & Clergy Leadership (3.8)					
132	Program Income and Support	105,000	75,000	155,000	89,662	(65,338) -42%
133	Ministerial Ed. Fund (MEF)/Other Donor Income (RR)	200,000	175,000	225,000	239,944	14,944 7%
134	Salaries & Benefits	(233,000)	(355,000)	(348,000)	(357,893)	(9,893) -3%
135	General Program Expenses	(160,000)	(64,000)	(57,000)	(94,024)	(37,024) -65%
136	Credentialing Education	(73,000)	(53,000)	(133,000)	(129,456)	3,544 3%
137	Seminary & 'Course of Study' Tuition Support	(150,000)	(165,000)	(175,000)	(112,576)	62,424 36%
138	Internship Program	(16,000)	(18,000)	(25,000)	(14,606)	10,394 42%
139	Net Office of Ministry & Clergy Leadership	(327,000)	(405,000)	(358,000)	(378,948)	(20,948) -6%
140	Council on Development (3.9)					
141	Program Income and Support	-	46,000	-	48,375	48,375 NM
142	Donor Income (RR)	50,000	-	50,000	-	(50,000) -100%
143	Salaries & Benefits	(256,000)	(187,000)	(263,000)	(287,951)	(24,951) -9%
144	General Program Expenses	(58,000)	(78,000)	(100,000)	(65,517)	34,483 34%
145	CGA Exhausted Account Expense	(20,000)	(20,000)	(50,000)	(20,667)	29,333 59%
146	Cod Stock Gift Receipts	-	-	-	1,066,090	1,066,090 NM
147	Cod Stock Gift Disbursements	-	-	-	(1,033,015)	(1,033,015) NM
148	Net Council on Development	(284,000)	(239,000)	(363,000)	(292,685)	70,315 19%
149	Finance & Administration (3.10)					
150	Program Income and Support	-	-	-	4,205	4,205 NM
151	Interest & Dividend Income	115,000	100,000	75,000	106,707	31,707 42%
152	Salaries & Benefits	(828,000)	(797,000)	(845,000)	(944,131)	(99,131) -12%
153	Conference Center Operations	(175,000)	(198,000)	(365,500)	(230,128)	135,372 37%
154	It Hardware, Software & Support Services	(100,000)	(100,000)	(120,000)	(151,979)	(31,979) -27%
155	Audit/Banking/Insurance & Related	(175,000)	(175,000)	(163,800)	(164,331)	(531) 0%
156	Conference Administration/Legal Matters	(75,000)	(70,000)	(65,000)	(70,853)	(5,853) -9%
157	General Program Expenses	(24,000)	(24,000)	(25,000)	(37,358)	(12,358) -49%
158	Net Finance & Administration	(1,262,000)	(1,264,000)	(1,509,300)	(1,487,870)	21,430 1%

RECOMMENDATIONS



RECOMMENDATIONS

	'20 budget	'19 budget	'18 budget	'18 actual*	\$ Vs Budget	% over/ (under)
159 Board of Trustees (3.11)						
161 Trustee Interest & Investment Income	140,000	-	-	(504,709)	(504,709)	NM
162 Archives & History	(27,000)	(29,100)	(28,500)	(28,671)	(171)	-1%
161 Satisfaction of Restriction Releases (RR)	-	-	-	(288,681)	(288,681)	NM
163 Net Program Activities	-	-	-	131,027	131,027	NM
164 Net Closed Church activities	-	-	-	143,015	143,015	NM
165 Depreciation	(140,000)	(139,300)	(55,000)	(98,247)	(43,247)	-79%
166 Additional UMC, NCJ & OCC giving	-	-	-	(5,065)	(5,065)	NM
167 Net Board of Trustees	(27,000)	(168,400)	(83,500)	(651,331)	(567,831)	-680%
168 Episcopal Leadership						
169 Annual Conference Session (3.12)						
170 Annual Conference and Journal Income	15,000	-	15,000	15,091	91	1%
171 Annual Conference Expense	(212,000)	(220,000)	(230,000)	(238,356)	(8,356)	-4%
172 Jurisdictional & Gen. Conference Delegation	(22,000)	(10,000)	-	-	-	NM
173 Net Annual Conference Session	(219,000)	(230,000)	(215,000)	(223,265)	(8,265)	-4%
174 Episcopal Office (3.13)						
175 GCFA Episcopal reimbursement and Other Support	106,000	105,000	100,000	108,652	8,652	9%
176 Salaries & Benefits	(301,000)	(309,000)	(389,000)	(311,309)	77,691	20%
177 Episcopacy Program and Administration	(45,000)	(47,000)	(62,000)	(62,450)	(450)	-1%
178 Episcopal Residence	(30,000)	(35,000)	(35,000)	(28,729)	6,271	18%
179 Net Episcopal Office	(270,000)	(286,000)	(386,000)	(293,836)	92,164	24%
180 Leadership Team (3.14)						
181 District Equalization	-	(25,000)	(25,000)	(25,000)	-	0%
182 DS Salaries & Benefits	(1,194,000)	(1,159,000)	(1,219,000)	(1,194,545)	24,455	2%
183 DS Mileage & Other Travel	(80,000)	(90,000)	(100,000)	(82,810)	17,190	17%
184 Cabinet Meetings	(30,000)	(20,000)	(20,000)	(28,668)	(8,668)	-43%
185 Emergency Fund	(23,000)	(25,000)	(25,000)	(19,200)	5,800	23%
186 Net Leadership Team	(1,327,000)	(1,319,000)	(1,389,000)	(1,350,223)	38,777	3%
187 Equitable Compensation	(270,000)	(292,500)	(325,000)	(320,805)	4,195	1%
188 Communications (3.16)						
189 Salaries & Benefits	(427,000)	(405,000)	(392,000)	(393,304)	(1,304)	0%
190 Travel & Other	(3,000)	(3,000)	(3,000)	(4,390)	(1,390)	-46%
191 Communications Operations	(30,000)	(75,000)	(225,000)	(27,675)	197,325	88%
192 Net Communications	(460,000)	(483,000)	(620,000)	(425,370)	194,630	31%
193 Net Episcopal Leadership	(2,546,000)	(2,610,500)	(2,935,000)	(2,613,499)	321,501	11%
194 Total Conference Ministries Expense	(8,816,000)	(8,894,000)	(9,665,800)	(9,581,336)	84,464	1%
Total Net Conference Ministires Receipts (Expense)	-	-	-	(104,006)	(104,006)	NM
195 Investment Income	-	-	-	(504,709)	-	-
196 Operations Net Surplus (Deficit) Excluding Investment Income	-	-	-	400,703	-	-
197 Grand Total Net Surplus (Deficit)	-	-	1,083,597	(2,617,065)	(3,700,662)	-342%



West Ohio Conference 2019 District Budget

	Capitol Area North	Capitol Area South	Foothills	Maumee Watershed	Miami Valley	Northwest Plains	Ohio River Valley	Shawnee Valley	2020 Totals	% of Total	2019 Totals	Vs. '19\$	% change '19-'20
1 Revenue & Support													
2 Apportionments	346,176	352,098	241,657	341,000	582,255	286,235	545,790	174,000	2,869,211	74%	2,965,646	-96,435	-3%
3 Less not collected	-51,926	-52,815	-30,000	-98,983				-2,000	-235,724	-6%	-258,625	22,902	-9%
4 Invest earnings & draws	155,871	127,609	1,000	15,000	700	48,886	431,250	20,500	800,816	21%	517,563	283,253	55%
5 Program & other income	396,733	8,700	5,000	44,000	500		2,500		457,433	12%	342,600	114,833	34%
6 District Equalization									0	0%	25,000	-25,000	-100%
7 Total	846,854	435,592	217,657	400,000	484,472	335,121	979,540	192,500	3,891,736		3,592,184	299,553	8%
8 Personnel													
9 Salaries, Benefits & Housing	258,038	235,472	143,243	202,000	204,546	174,671	331,950	95,446	1,645,366	42%	1,631,085	14,281	1%
10 Pastoral Support & Care	20,000	20,000	300	3,000	20,000	55,500	5,500	7,300	131,600	3%	147,300	-15,700	-11%
11 Total	278,038	255,472	143,543	205,000	224,546	230,171	337,450	102,746	1,776,966	46%	1,778,385	-1,419	0%
12 Mission													
13 Leadership Development			13,536	8,000	12,300	1,500	90,000	34,254	159,590	4%	116,427	43,163	37%
14 Local Church Grants	474,271	100,000	25,000	100,000	180,000		433,750		1,119,000	29%	1,119,000	0	0%
15 Other Mission & Ministry	55,000	40,000	2,000	58,000	36,500	47,450	55,500	34,000	328,450	8%	231,301	97,149	42%
16 Total	529,271	140,000	40,536	166,000	228,800	48,950	579,250	68,254	1,801,061	46%	1,416,728	384,333	27%
17 Office													
18 Office Operations & Administration	39,545	40,120	33,578	29,000	31,126	56,000	62,800	21,500	313,669	8%	371,275	-57,606	-16%
19 Total	39,545	40,120	33,578	29,000	31,126	56,000	62,800	21,500	313,669	8%	371,275	-57,606	-16%
20 Total Expenses	846,854	435,592	217,657	400,000	484,472	335,121	979,500	192,500	3,891,696		3,566,388	325,308	9%
21 Surplus (Deficit)	0	0	0	0	0	0	40	0	40		25,796	-25,755	-100%

Introduction to Board of Pension and Health Benefits

1 This year's recommendation from the Conference Board of Pension and Health Benefits is largely consistent with those
2 of past years.

3 Specific items of note in this year's recommendation include:

- 4 • Beginning 7/1/2019, all eligible clergy and lay Conference/District employees will have access to an
5 Employee Assistance Program (EAP). (see General #1)
- 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 1/1/2020, all eligible clergy will see an auto-escalation in their UMPIP at a rate of 1% per year
10 until a maximum of 10% is reached. (see Clergy Pension and Disability Income Plans #9)
- 11 • For the Pre-82 clergy pension plan, the past service rate (PSR) will remain at \$611. (see Clergy Pension and
12 Disability Income Plans #7)
- 13 • Local churches will continue to be billed directly for clergy pension costs. The billing rate will remain at 11%
14 of plan compensation (cash salary and housing) for the CRSP defined benefit portion of the plan, capped at
15 DAC (Denominational Average Compensation). (see Clergy Pension and Disability Income Plans #5)
- 16 • Retiree housing allowance exclusion will remain unchanged.

17 Questions about this recommendation can be directed to Mike Kremnitzer, Conference Benefits Officer at
18 mkremnitzer@wocumc.org or at 614-844-6200.

2020 Board of Pension and Health Benefits

1 Clergy Pension and Disability Income Plans

- 2 1. The General Conference of The United Methodist Church gives authority to Wespath Benefits and
3 Investments (Wespath) to establish and maintain a pension program for the benefit of the ordained ministers
4 and their families, other church workers, and lay employees (§11501). As a part of those plans (as approved
5 by the General Conference) participation by full-time ordained clergy is required. The Discipline does not
6 give permission for a local church to deny payment of the pension benefits for any pastor appointed to that
7 charge. 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 2020.

- 12 3. Licensed local pastors (not in the local church) may waive participation in the pension program if the
13 pastor is appointed less than full-time and is receiving, or is eligible to receive, a pension from other
14 employment. Provisional elders and deacons and full elders and deacons (not in the local church) may waive
15 participation in the pension program if they are appointed half time and are receiving, or eligible to receive,
16 a pension from other employment. To waive participation, the pastor must complete, have notarized, and
17 return a “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
21 in 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)¹. The DAC for 2020 is \$72,648.
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.)
26 Billing 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 local
33 church to pay this cost. Billing begins at the time of participant’s eligibility for, not enrollment in, the program.

¹ 2020 DAC (Denomination Average Compensation) is published by the General Board of Pension and Health Benefits annually based on actual reported compensation of 2018.

- 7. The base annuity rate for 2020 on Pre-82 pensions will remain at \$611. The yearly PSR may not be decreased.
- 8. Annuity rates for surviving spouses shall be 70% of the base rate on Pre-82 pension.
- 9. Each eligible clergy member and local pastor will contribute at least 3% of his or her plan compensation to the UMPIP beginning 1/1/19 unless opting out of the auto-enrollment feature. Beginning 1/1/20, each eligible clergy member and local pastor will have their UMPIP contribution increased 1% until a maximum of 10% is reached unless opting out of the auto-escalation feature. Participants may contribute more than the 10% max, if desired. Personal contributions will be billed to the local church by Wespath and paid from payroll deduction by the local church.
- 10. Medical Leave and Death Benefits: Eligible clergy also have CPP as part of the benefit package. CPP provides disability income, death, and other supplemental benefits. Complete policy information can be found on the Wespath website at www.wespath.org. Clergy whose health condition may indicate a need for medical leave should contact his or her District Superintendent.
- 11. Death Benefit of \$50,000 is part of CPP for active clergy. An additional death benefit of \$50,000 is provided by the Conference for eligible active appointments. The cost is included in the Clergy Benefit billing for full-time or three-quarter time appointments of Full, Provisional or Associate Members and full-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 that 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
 4 or 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
 10 for 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. A stipend will be provided to each retiree under age 65 to purchase an individual policy or to remain
 20 on the Conference plan. The amount of this stipend will be a fixed dollar amount consistent with the
 21 amount toward post 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. The Employee Assistance Program (EAP) is designed for eligible clergy and lay Conference and District employees and their dependent family members who seek professional emotional assistance. This includes certified lay ministers and pastors appointed to a local church, clergy appointed to extension ministry and serving on Conference and District staffs, as well as lay Conference and District staff. Pastors appointed to their first church and newly hired Conference and District lay staff are eligible after 6 months. This service is provided by OhioHealth at no cost.
- 2. 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.
- 3. The total requested apportioned expense presented to CFA for 2020 is \$1,250,000. 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.
- 4. 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.
- 5. 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)

1 6. The Conference will post on its website the date when the 2020 Comprehensive Funding Plan from Wespath
2 releases its opinion. This became an annual requirement because of 2012 General Conference legislation.

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

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

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

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

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

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

18 *Therefore*, be it resolved that an amount equal to 100% of the pension or disability payments received from plans
19 authorized under *The Book of Discipline* of The United Methodist Church (the “Discipline”), which includes all
20 such payments from Wespath Benefits and Investments (Wespath) during the year 2020 by each retired or disabled
21 Clergy who is or was a member of the Conference or its predecessors, be and is hereby designated as a rental/housing
22 allowance for each such Clergy; and

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

- 28 • any local church
- 29 • annual conference of the Church
- 30 • general agency of the Church
- 31 • other institution of the Church
- 32 • former denomination that is now a part of the Church
- 33 • any other employer

RECOMMENDATIONS

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

4 **Note:**

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

11 **Inquiries:**

12 Inquiries regarding current funding of pensions, personal contribution accounts (UMPIP), tax-deferred programs, and
13 pension annuity checks shall be directed to Wespeth Benefits and Investments, 1901 Chestnut Avenue, Glenview,
14 Illinois 60025, 1-800-851-2201 or visit www.wespeth.org for more information. All other concerns shall be directed
15 to The West Ohio Conference, 32 Wesley Boulevard, Worthington, Ohio 43085, to the attention of Mike Kremnitzer
16 at 1-614-844-6200 ext. 226 or mkremnitzer@wocumc.org. Retirees; please notify both Wespeth and The West Ohio
17 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



2020 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
 4 a 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
 7 to further the mission of Christ.

8 Guidelines and Recommendations

9 The Commission presents the following guidelines and recommendations for calendar year 2020 with consideration
 10 of the projected General Board of Pension's Conference Average Compensation (C.A.C.) of \$64,201 (which includes
 11 salary plus 25% for housing where the minister lives in a parsonage, or the housing allowance where such is provided).

12 A. Minimum Salary

Recommended Minimum Salaries	2020*	2019**
Elder in full-time appointment; Full-member deacon in full-time appointment in a local church	\$42,550	\$41,720
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	\$38,575	\$37,820
Licensed local pastor in full-time appointment who has completed the Course of Study or equivalent	\$37,200	\$36,470
Licensed local pastor in full-time appointment	\$35,225	\$34,530

22 *Average increase 2%. **Average increase 2% (Amended by Annual Conference. Committee Recommendation 1.5%)

- 23 1. Each elder in full connection who is in good standing and who is appointed by the bishop to less than full-
 24 time service under the provisions of paragraph 338.2 of the *2016 Book of Discipline* shall have a claim
 25 upon 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
 7 per 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
 9 the 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 these
 15 guidelines which can be made with the approval of the cabinet and the Equitable Compensation Executive
 16 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
 21 during a calendar year to contact their District Superintendent by the earlier of March 15th of the next year;
 22 one year from the date of the initial arrearage; or at the time of an appointment change. Failure to submit such
 23 notice of arrearage will end the statute of limitation for filing a claim from the Annual Conference for such funds
 24 (under Discipline ¶ 342.4 once an appointment ends the Pastor no longer has claim on the local church for
 25 compensation funds) and/or 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



Petition to the 2020 General Conference to Amend Paragraph 316.1: Clarification of Context of Ministry Regarding Licensed Clergy

- 1 General Conference Budget Implications: None
- 2 *Whereas*, licensed local pastors often become the pastor to their community, especially in rural areas;
- 3 *Whereas*, with population decline in various settings we will see more licensed pastors;
- 4 *Whereas*, ministry context is greater than the four walls of the church;
- 5 *Whereas*, 2/3 of UM churches worship less than 100;
- 6 *Whereas*, many small membership churches are too small for large family celebrations and may need a different venue;
- 7 *Whereas*, there is need to further support small church ministries beyond the walls of the local church so the
- 8 expansion of the kingdom of God is made real in a local church's community;
- 9 *Therefore*, be it resolved that Paragraph 316.1 be amended as follows and be forwarded to General Conference 2020
- 10 so that that it reads:

¶ 316. *Responsibilities and Duties of Those Licensed for Pastoral Ministry*

12 1. Provisional elders approved annually by the Board of Ordained Ministry and local pastors approved annually by
13 the district committee on ordained ministry may be licensed by the bishop to perform all the duties of a pastor (¶
14 340), including the sacraments of baptism and Holy Communion as well as the service of marriage (where state laws
15 allow), burial, confirmation, and membership reception, within and while appointed to a particular charge or extension
16 ministry. ~~For the purposes of these paragraphs the A charge or extension ministry will be is defined as "the people~~
17 ~~within or related to the community in which the charge or extension ministry setting is located."~~ ~~or ministry setting~~
18 ~~being served."~~ Those licensed for pastoral ministry may be appointed to extension ministry settings when approved
19 by the bishop and the Board of Ordained Ministry.

20 **RATIONALE:** Variances across districts and conferences can limit the way a licensed local pastor expands the outreach
21 of their church or ministry setting. This clarification allows licensed local pastors to perform ministry in their church's
22 community, since in some rural areas, the licensed local pastor may be the only pastor in the community.

Submitted by

- 24 Rev. Debra Ketcham, Ordained Elder and Secretary of West Ohio United Methodist Rural Advocates
- 25 Rev. Todd Wallace, Licensed Local Pastor

Petition to the 2020 General Conference to Amend Paragraph 319.2: Annual Licensing for Local Pastors

1 General Conference Budget Implications: None

2 *Whereas*, many Licensed Local Pastors have been in vital, effective ministry for many years;

3 *Whereas*, each passing year Annual Conferences are relying more and more on Licensed Local Pastors who currently
4 must meet with their DCOM annually;

5 *Whereas*, the number of meetings needed for DCOM's work has increased over the years;

6 Be it resolved that Paragraph 319.2 be amended to include the following addition, and be forwarded to General
7 Conference 2020 so that it reads:

8 ¶ 319.2. Upon completing each year's education and other qualifications, a local pastor who is not a provisional
9 member may be recommended for continuance by the district committee on ordained ministry. **Upon completion**
10 **of educational requirements, either Course of Study or Master of Divinity degree from a senate-approved seminary,**
11 **a local pastor may be continued annually by the district committee on ordained ministry without meeting in person**
12 **with the committee unless requested by the committee, the district superintendent, or the local pastor.** The clergy
13 members in full connection of the annual conference may approve continuance of a local pastor after reference to and
14 recommendation by its Board of Ordained Ministry.

15 **RATIONALE:** This would enable our District Committees on Ministry to honor and affirm the work of local pastors who are
16 in vital, effective ministry. Without a mandatory annual meeting with the DCOM, this affirmation would lighten the load
17 of the DCOM, as they also have responsibilities to oversee CLMs.

Submitted by:

Rev. Debra Ketcham, Ordained Elder and Secretary of West Ohio United Methodist Rural Advocates

Rev. Todd Wallace, Local Licensed Pastor

Glossary of Candidacy Terms

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

Discipleship Ministries
www.umcdiscipleship.org

General Board of Global Ministries (GBGM)
www.umcmmission.org

General Board of Higher Education and Ministry (GBHEM) www.gbhem.org

General Commission on Archives and History
www.gcah.org

General Commission on Communication (United Methodist Communications - UMCOM)
www.umcom.org

General Commission on Religion and Race (GCORR)
www.gcorr.org

General Commission on the Status and Role of Women (COSROW) www.gcsr.org

General Commission on United Methodist Men
www.gcummm.org

General Council on Finance and Administration (GCFA)
www.umc.org/gcfa

United Methodist Publishing House
www.umph.org

United Methodist Women
www.unitedmethodistwomen.org

Wespath Benefits and Investments
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 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).

Vocation¹

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.

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

Officers of the 50th Annual Conference Session

Resident Bishop & President: Bishop Gregory V. Palmer

Executive Assistant to the Bishop: Rev. Linda Middelberg

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, Dean

Ohio River Valley: Rev. Todd Anderson

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Conference Communications Director: Mrs. Kay Panovec

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Conference Lay Leader: Mr. Mitchell Harper

Conference Secretary: Rev. Amy Haines

Conference Treasurer: Mr. Bill Brownson

Connectional Ministries Director: Rev. Deanna Stickley-Miner

Registrar and Statistician: Mr. Jack Frost

Council on Development Executive Director: Rev. Stan Ling, Interim

Council on Finance and Administration Chairperson: Ms. Chris Clough

Transformative Discipleship Team Chairperson: Rev. Doug Damron

2019 Annual Conference Planning Team

By Virtue of Office

- **Bishop Gregory V. Palmer**, Resident Bishop
- **Rev. Linda Middelberg**, Executive Assistant to the Bishop
- **Rev. Amy Haines**, Conference Secretary
- **Mr. Tim McCoy**, Event Producer
- **Rev. Mark Chow**, Worship Committee Chairperson
- **Mrs. Kay Panovec**, Director of Communications
- **Rev. Jocelyn Roper**, Agenda Coach
- **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
- **Mr. Jack Frost**, Registrar
- **Mrs. Roxie Hutsell**, Member at Large
- **Rev. Dennis Miller**, Cabinet Representative
- **Rev. Stephen Rath**, Member at Large
- **Rev. Marie Smith**, Member at Large
- **Rev. Kurt Tomlinson**, Live Event Director

2019 Annual Conference Worship Committee

By Virtue of Office

- **Rev. Linda Middelberg**
- **Mr. Tim McCoy**
- **Mrs. Kay Panovec**

Members Appointed by the Bishop

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



West Ohio Conference
The United Methodist Church

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THE MISSION of the West Ohio Conference **IS TO EQUIP LOCAL CHURCHES** to **MAKE DISCIPLES OF JESUS CHRIST** for the **TRANSFORMATION OF THE WORLD... A WORLD OF JUSTICE, LOVE & PEACE** filled **WITH PEOPLE GROWING IN** the likeness of **JESUS CHRIST.**

