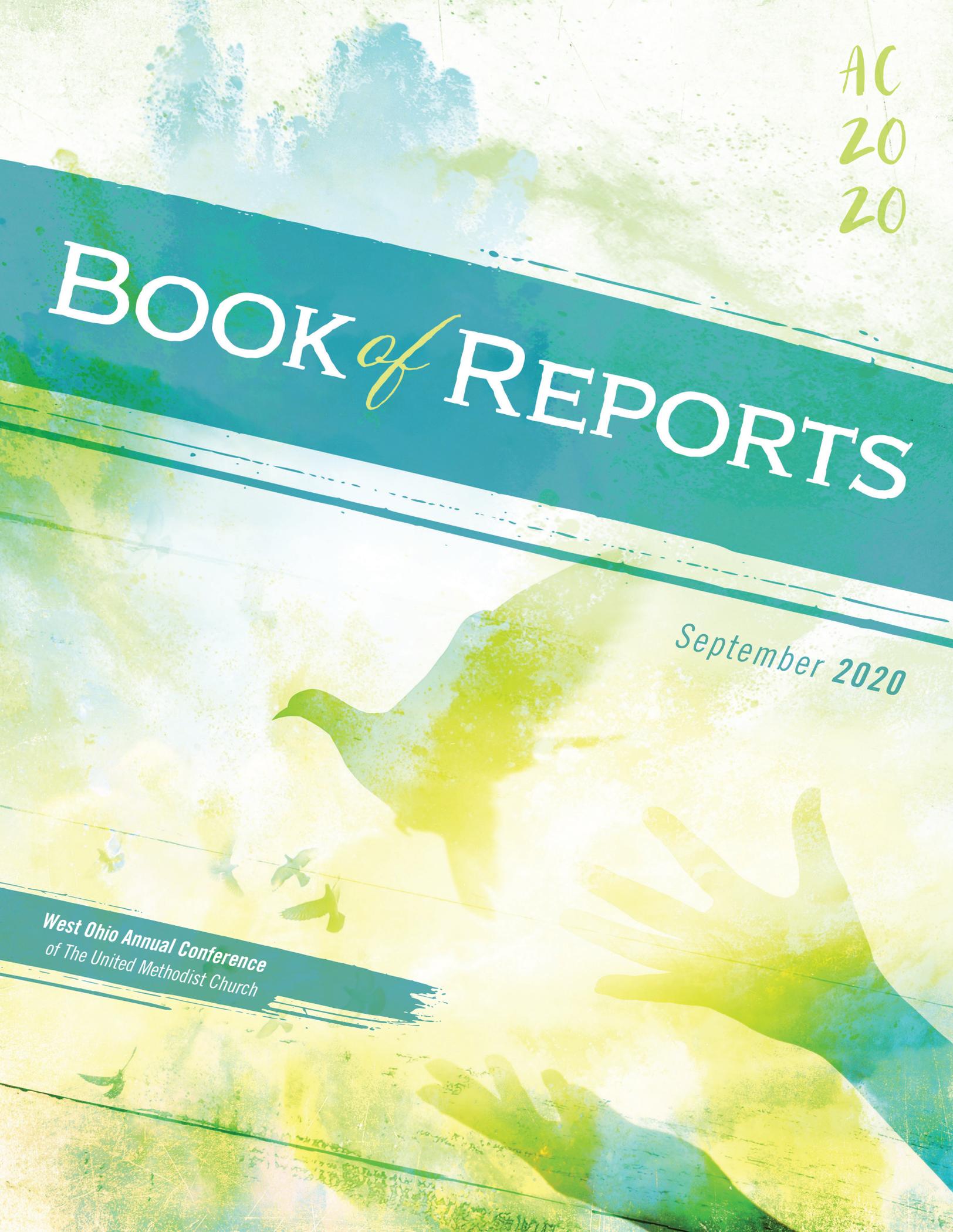


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BOOK *of* REPORTS

September 2020

West Ohio Annual Conference
of The United Methodist Church



Dear Brothers and Sisters in Christ Jesus,

The 51st session of the West Ohio Conference will undoubtedly be different than any of recent memory. After much research, discernment, and prayer and for the safety of our clergy and members, the Annual Conference Planning Team has decided to host a virtual meeting on Saturday, September 12. Our theme, selected 4 years ago, is “Be not afraid. God is with us.” We will begin with Opening Worship and then proceed to conference business.

With this new experience comes opportunities for personal and professional growth. I know this to be true.

Other important information includes:

- **ONLINE REGISTRATION IS REQUIRED.** You may register through the conference website: westohioumc.org. Should you need assistance, please contact your district office or Tim McCoy at tmmcoy@wocumc.org or by phone at: 614-505-7413. Registration opens on July 8 and will close on August 7.
- **Information Sessions** will be held virtually prior to Annual Conference so you will have the opportunity to learn more about the recommendations before conference.
- In August, you will receive a **voter identification number**. You must have this number in order to vote. At this time, you will also receive the link that will take you to the September 12 session.
- Since this is a virtual gathering, **training is strongly recommended** and will be held on September 9 with one session at 12:00 p.m. and another at 6:00 p.m. Each session will last 90 minutes. We will be utilizing the Zoom Webinar platform. However, for those with slow or no internet capabilities, a phone-in option—which includes voting—is available.
- The **conference offering** will go toward COVID-19 Response through UMCOR and the West Ohio Conference. The offering will be divided equally. Details to follow.
- **Commissioning and Ordination** will take place on September 12 at 3:30 p.m. via livestream on the conference website and Facebook Live.

Rest assured that you will continue to receive more information later this summer.

Thank you for your continued flexibility and support as we navigate these uncharted waters. I ask for your prayers for those directly impacted by the coronavirus and with all of us as we continue to minister during such a time as this.

In the service of Christ Jesus,

A handwritten signature in black ink that reads "Gregory V. Palmer". The signature is written in a cursive style with a small cross at the beginning of the first name.

Bishop Gregory V. Palmer

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Important Information Regarding the West Ohio Virtual 2020 Annual Conference

Our Annual Conference Session will be held on September 12, 2020. We will begin at 9 a.m. with Opening Worship and then proceed to conference business. West Ohio will commission two deaconesses during the business session, which will end at approximately 1 p.m.

Commissioning and Ordination will be held at 3:30 p.m. via livestream on the westohioumc.org and Facebook Live. Be sure to follow West Ohio Conference.

What does virtual conference mean?

We live in interesting times. Fortunately, technology has given us an opportunity to meet virtually even when face-to-face options are no longer possible. This year, we will be utilizing Zoom Webinar. This platform will allow us to meet, vote, ask questions and complete the business of the annual conference.

This is all new to me. It sounds complicated. Is there training of some kind?

There is help! Training will be provided. Please mark your calendar for September 9 with one session at 12:00 p.m. and another at 6:00 p.m. Each session will last 90 minutes. We HIGHLY recommend this training. You will receive a link for the training session one week prior.

What is the difference between Zoom and Zoom Webinar?

Many local churches have used Zoom for Bible Studies and staff meetings. Zoom Webinar is different! While Zoom Webinar will allow our 2,000+ members to participate from the comfort of their own homes, there is a difference in how one participates. Because it would be overwhelming for most people to see 2,000+ tiny pictures of our participants, you will see only the panelists — or presenters. You will still be able to ask questions, debate, and vote.

How will we vote?

You will receive an email and/or letter with your unique voter identification number and a link to the September 12 annual conference session.

What if we do not have internet service?

No worries! We will provide a phone-in option that can also be used for voting.

What about the conference offering?

The conference offering will go toward COVID-19 Response through UMCOR and the West Ohio Conference. The offering will be divided equally. To give online, please go to westohioumc.org. Of course, you may also mail a check to: West Ohio Conference, 32 Wesley Blvd., Worthington, Ohio 43085

What if I registered but now find myself unable to participate?

Should you suddenly realize you are unable to participate, please let us know immediately.

Clergy contact: Rev. Amy Haines at ahaines@wocumc.org

Layperson Contact: Tim McCoy at tmccoy@wocumc.org

I miss meeting with my colleagues and friends.

We do, too. God is with us ALWAYS no matter where we meet, how we meet or even with whom we meet.

How can I learn more about the legislation before the conference?

To make sure that you have all the information you need around legislation, we will provide information sessions about Equitable Compensation (EQ), Council on Finance and Administration (CFA)/Budget and Pension and Health. The dates and times are listed below:

Equitable Compensation	Aug 20 at 10:00 a.m. and Sept 2 at 2:00 p.m.
CFA/Budget	Aug 19 at 10:00 a.m. and Aug 27 at 4:00 p.m.
Pension and Health	Aug 25 at 10:00 a.m. and Aug 27 at 3:00 p.m.

You will find registration information on the conference website under the 2020 Annual Conference tab.

QUESTIONS?

If you have a question, please contact Tim McCoy at tmccoy@wocumc.org (preferred) or by phone 614-505-7413.

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 from 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.
- Use 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 299-312 in the *2019 Journal, Structure, Procedure and Rules*.

1. **Conference and Parliamentary Procedures:** The Annual Conference sessions are guided by Section E and F (pages 307-312) of the Structure, Procedure and Rules section of the *Annual Conference 2019 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 September 12, 2020.
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 308 and E, 23, page 309 of the *Annual Conference 2019 Journal*.)
3. **Being Recognized to Speak:** Members wishing to address the conference will follow the procedures explained during the AC training session held on September 9, 2020. You must identify yourself before you speak; please state whether you are clergy/lay and your district.

Voice and Vote

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)



EPISCOPACY *report*

PRESENTED BY: REV. KAREN COOK

Greetings to the members and friends of the West Ohio Annual Conference, Bishop and Mrs. Palmer, Conference Superintendents, and Conference Staff. I bring greetings from the Ohio West Area Committee on Episcopacy, where it has been my honor to serve as your chair over these past four years. I want to say a word about this incredible team who travel from the north from the Maumee Watershed District and from the south from the Shawnee Valley District and districts in between. This team asks good questions; they engage in deep listening and offer loving and caring support for our Resident Bishop Gregory Vaughn Palmer.

Members of the committee:

Stephen Brooks	Rev. Wade Giffin	Dale Lynch	Rev. Paula Stewart
Charlotte Bruhn	Leslie Hall	Diana Skinner	Rev. Greg Stover
Rev. Edinson de Arco	Rev. Cathy Johns	Tom Slater	Valarie Willis
Haze Flowers	Stacey Kyser	Chris Steiner	Kyung Yu

You will find a copy of our full report in the 2020 journal sharing just a glimpse of the work that we were charged with this year.

Over these past four years Bishop Palmer has walked this conference through four movements of Be Not Afraid: In 2017, Be Not Afraid: Facing the Future. In 2018, Be Not Afraid: There is Enough. In 2019, Be Not Afraid: Hope and we made it to this year's theme, Be Not Afraid: God Is With Us!

Bishop Palmer is uniquely gifted and deeply passionate about his service among God's people. His giftedness radiates beyond the bounds of West Ohio. He is the Bishop of the whole United Methodist Church. He is respected and therefore chosen to serve in a multitude of ways. I believe this is because he is deeply rooted in his call as an Elder and his covenant with all other Elders to order the life of the Church for service in mission and ministry. ¶32

Our theme this year, Be Not Afraid: God Is With Us, captures for Bishop Palmer this sense that whatever is going on in the world around us: God is with us! In uncertain times, God is with us, in times of chaos, God is with us, in times of fear of what the future might hold...God is with us! Beloved, 1 John 3:2 (CEB) articulates it this way:

“Dear friends, now we are God’s children, and it hasn’t yet appeared what we will be. We know that when he appears we will be like him because we’ll see him as he is.” So if Bishop Palmer were to put this passage of scripture in a song, what came to my mind was “We Shall Behold Him” by Sandi Patty:

The sky shall unfold
Preparing His entrance
The stars shall applaud Him
With thunders of praise
The sweet light in His eyes, shall enhance those awaiting
And we shall behold Him, then face to face

O we shall behold Him, we shall behold Him
Face to face in all of His glory
O we shall behold Him, yes we shall behold Him
Face to face, our Savior and Lord

The angel will sound, the shout of His coming
And the sleeping shall rise, from there slumbering place
And those remaining, shall be changed in a moment
And we shall behold him, then face to face

We shall behold Him, o yes we shall behold Him
Face to face in all of His glory
We shall behold Him, face to face
Our Savior and Lord
We shall behold Him, our Savior and Lord
Savior and Lord!

And the people of God said: Amen!



CABINET *report*

PRESENTED BY: BARRY BURNS

Bishop Palmer, members, and friends of the West Ohio Annual Conference, it is once again my honor and privilege to bring to you the cabinet report. Even in the midst of a season of uncertainty, anxiety, ambiguity, and many, many questions, this is a cabinet that enjoys our work with the clergy and laity of the West Ohio Annual Conference. We are honored to serve you in this time in our history.

This is an experienced cabinet. Four of us are now in our seventh year in this capacity, one is in the sixth year, two are now in their fifth year, and one is in his second year, I think all of us can honestly say that this has been a year like no other in any of our ministries. What started out a year ago as a year we were all anticipating the General Conference in May of this year, and dealing with the decisions made there, quickly changed in what seems like a blink of the eye. We would never have predicted that the COVID-19 pandemic would prevent us from worshipping together for as long as it did. But during this time, we were forced into seeing ministry in all new ways. We saw more and more pastors and congregations dive into an online presence with virtual worship in ways they never dreamed possible before this. Congregations stepped up and began intentionally reaching out and caring for one another in a time of social distancing. Our churches rallied to provide food where there was a lot of insecurity; clergy and laity both volunteered to be trained as contact tracers in the battle against COVID-19; and technology was used in ways and in places never attempted before. Of course, we grieve what has happened and for the lives that have been lost and for the families who have been devastated, but we also acknowledge that the church never closed. We have leaned into and faced the challenges presented by the pandemic and continue to strive to be the church God calls us to be!

Then came the protests in response to the acts of racism that we continue to see in our country far too often. We know that our silence in the face of systemic racism and oppression makes us part of the problem. It is not enough to rationalize that we, as individuals, are not racists. But we, as the Body of Christ, must stand against racism and oppression, wherever we see and experience it as Christ called us to do. There is much to lament, and confess, and repent of, but we must also commit ourselves to doing better from here on if we are going to be the church God calls us to be!

And if all of that isn't enough, even though it has been pushed into the background for a while, we know the elephant in the room is what will happen when the 2020 General Conference that was postponed meets in 2021. We know that we are still polarized as a denomination around human sexuality and other theological issues. We understand and acknowledge that we know we will look different in the future than we look currently, and that is probably a good thing. But we strongly believe that if we are unable to commit ourselves to our primary mission of Making Disciples of Jesus Christ for the Transformation of the World, then little else will matter. Our mission is not to save the denomination; it is not to preserve our buildings and keep our doors open, it is not to protect our traditions, or whatever else we have slipped into. Our mission is to Make Disciples of Jesus Christ for the Transformation of the World. All that we do must be centered on that mission.

Last year in my report, I spoke about some of the challenges facing our churches. The demographics showing fewer people in our country participating in churches and our difficulty engaging our changing rural, suburban, and urban communities. Then there are the institutional challenges like our system of itinerancy, the sustainability of our congregations as well as our conference structures, and the polarization of our culture which has found its way into our denomination and local churches. And as I look at this list, it hasn't really changed.

Life and ministry are just complicated beyond what any of us expected. And I am guessing that there are times we could admit that we long for simpler days. We just want to go back to the good old days when our pews were filled, our Sunday school classrooms were filled with the noises of children, and we didn't have to worry about all of these complications. But, as I get older, what I have come to realize is that the good old days that we long for were never really as good as we remember.

The truth is: life and ministry are difficult. But as I read the Gospels, there was no place where Jesus promised that following him as a disciple would be easy. With all of the challenges facing us today, there come wonderful opportunities for us to be faithful witnesses of God's grace as we speak out against oppression and racism, as we feed the hungry and clothe the naked, as we visit the sick and imprisoned, as we proclaim the Good News of new life in the midst of death and brokenness.

But to get to that point, we must get over ourselves, and realize that the church is not about us. It is not about getting the next appointment that I deserve. It is not about retaining control of my church. What it is about is building our ministry around our mission of Making Disciples. It is about loving God and loving others.

If we as clergy and laity alike can build our ministry on our mission, and put aside all those things that distract us, the future can be bright!

In closing, let me say that it has indeed been my honor to serve as the Dean of the cabinet once again this year. This is a gifted, experienced team of superintendents who love the church, who continue to love and pray for the congregations and people in each district, and who continue to be hope filled for what God is still doing in and through the West Ohio Conference.



CFO *report*

PRESENTED BY: BILL BROWNSON

The 2021 Conference budget, the 10th I've prepared as your CFO & Director of Administration, continues and accelerates some trends that have been years in the making. These are the key themes that will be expanded on in this report:

- Total amount apportioned is more than \$1 million less than in 2020, and represents a 19% three-year total reduction in amounts apportioned to local churches in support of Conference and General Church ministries;
- Apportioned connectional giving is no longer needed for clergy benefits thanks to two generations of faithful giving, effectively managing plan design, and good investment returns;
- The United Methodist Foundation of West Ohio officially succeeds the Council on Development, and investment advisory fees will nearly eliminate the need for apportionment support;
- Conference responsibilities and ministries are adequately funded and supported with apportioned connectional giving and other resources;
- The 2021 budget fully funds our obligations to the General Church.

Clergy Benefits

After 40 years of work, the Conference Board of Pensions and Health Benefits has concluded that apportionments are no longer needed to fulfill benefit promises to clergy. All promises can be met between its direct billing authority and its accumulated investments, which at the time of this writing are about \$57 million. The key conference responsibility is for retiree healthcare. As you will learn in the Board of Pensions report, they will be moving from the current group retiree health plan to a Health Reimbursement Account (HRA) model in 2022. This shift will preserve and even increase benefits for most retirees, and it will reduce the liability by millions.

Council on Development is now the United Methodist Foundation of West Ohio

A great deal of credit for the financial position of the Board of Pensions and Health Benefits can be attributed to the Council on Development. Since its inception in 1976, its focus has been on ensuring promises to clergy and their spouses will be met, and that mandate will be met. The Council on Development has accomplished its mission. As of 2020, COD is now the United Methodist Foundation of West Ohio. Its focus will be on working with churches on developing and investing endowments and with stewardship in general. Please refer to the report from the Foundation to learn more.

For 2020, both the Board of Trustees and the Board of Pensions and Health Benefits have agreed to entrust their investments to the Foundation. This means the Foundation can move forward with almost no apportionment support and be funded almost entirely by investment administration fees.

Conference Ministries

\$8.8 million is apportioned for Conference Ministries, which is expected to produce \$6.1 million in resources for ministry. Reliance on apportionments at this level is 20% below the \$8.5 million actually received in 2018. A 20% reduction in such a short period is a function of clarifying priorities, combining roles, not replacing certain roles when there are retirements or other turnover occurs, and relying more on non-apportionment support. Total conference-level staffing is down 20% from its recent peak.

As you'll see in the budget narrative found in the Book of Reports, Conference Ministries includes District Superintendents, Episcopal Office staff other than Bishop Palmer, Office of Ministry, Connectional Ministries including Camps & Retreats, Missional Church Developments (new churches and revitalization initiatives), Communications, Finance & Administration, Communications, Equitable Compensation grants, and Annual Conference.

General Church

Apportioned support for the General Church in 2021 is \$4.1 million, down 6% from the 2020 budget. This level of funding is projected to produce resources that will allow West Ohio to return to a 100% Annual Conference in 2021. Because the 2020 General Conference has been delayed to September 2021, the final quadrennial General Church budget is projected at this point based on the legislation that was in place for May 2020.

2019 Financial Results

Overall, 2019 financial results were positive due to good investment results. Operating results were worse than planned primarily as a result of apportioned connectional giving receipts being almost \$500,000 below budget (68% collection rate versus budgeted rate of 72%). Most of this shortfall appears to be from the outcome of the February 2019 Special General Conference in St. Louis. Some churches lost members and their giving as a result of the General Conference, and that led to fewer resources for all levels, including at the local church. A few previously paying churches decided to pause connectional support. We are grateful for the 525 churches that paid 100% of apportioned connectional giving and for the ministry they make possible for all churches.

2020 Financial Results through June

If 2019 were the year of General Conference, 2020 is the year of COVID-19. The broad shutdown in mid-March affected the church as it did many businesses. While congregations quickly learned how to do church online, if they weren't doing so already, concerns about financial resources led to significant year over year drops in receipts from apportioned connectional giving. March collections were 23% below 2019 levels; April's were 52% below 2019 and May 23%. June receipts rebounded significantly coming in at more than was received in June 2019. For the first six months, we're still running 17% behind last year, but the improvement is gratifying.

Reduction in sources were offset by reductions in travel, meals and meeting expenses and not filling vacant positions. Annual Conference will be dramatically less expensive in 2020 than in a typical year, and Camping & Retreat Ministries summer programming was cancelled. Even with working virtually, the Finance Team and Board of Pensions

and Health Benefits teamed up to award and distribute \$500,000 in clergy benefit support grants to 168 churches during the month of April. The Finance and IT teams implemented a free, conference-sponsored online giving platform for any church that wished to use it. The Conference, along with the districts, applied for and was granted a Paycheck Protection Program (PPP) loan of \$1.1 million that we expect to have fully forgiven.

While the balance of the year is uncertain, it appears that through June, expense management and the PPP loan will come close to offsetting the reduced apportionment resources. Your faithful support in the second half of the year will be key to the continuation of critical mission and ministries.

It's hard to believe that I've served as your CFO for ten years. What I know with certainty is that all we've accomplished is the result of many hands and many minds. My work is not possible without the guidance and support of the three boards I relate to most closely, CF&A, Board of Pensions and Health Benefits and Board of Trustees and their chairs, Chris Clough, Barry DeShetler and Ann Baird. Nor would much be accomplished without the staff who support this work, particularly Mike Kremnitzer, Linda Russo and Steven Schneider and their teams, as well as Bishop Palmer and my extended cabinet colleagues. I thank you for your support and engagement. And to all the clergy and lay members of Annual Conference, thank you for the opportunity to serve as your Chief Financial Officer and Director of Administration.



COUNCIL ON FINANCE & ADMINISTRATION

PRESENTED BY: CHRIS CLOUGH

Greetings to you Bishop Palmer and Members of Annual Conference. I am pleased to bring a report that will give an update on our financial state from the Council on Finance and Administration.

The years 2019 and 2020 (so far) have been a challenge for many of us in The West Ohio Annual Conference – at all levels – local church, district, and conference. We have struggled together with what it means to be the United Methodist Church in this world, and in 2020 we have been faced with a global health pandemic perpetuated by the COVID-19 virus. Many of us are not in our church buildings, and have not been in some months, as we work to protect one another from a virus that has no proven treatment or vaccine. Our relationships have been strained as we try to maintain our congregations and continue our mission and ministries in our communities and broader world. Our personal finances have been diminished and strained with job losses and reductions. And, although faithful giving to our local churches, districts and the annual conference continues, the reductions have had an impact that no one could have anticipated as 2019 rolled into 2020.

But, yet here we are again – meeting together to implement the work of The Annual Conference, which means reviewing our finances and presenting a meaningful budget for 2021 so that we may all continue our mission as the West Ohio Conference of the United Methodist Church. I can confidently state to you that your Council on Finance and Administration has been preparing for a moment such as this. We meet regularly throughout the year to review our existing financial position and plan for the future. We have a devoted and competent financial staff who advise and guide us.

Since 2011, the West Ohio Conference leadership and the Council on Finance and Administration have been focused on realizing meaningful efficiencies and prioritizing resources that allow us to equip local churches for making disciples of Jesus Christ. A key result of this work is reducing the overall level of apportioned connectional giving, so more resources remain part of each church's mission and ministry plan. Since 2012, the beginning of my eight years on CFA, the conference has achieved several millions of dollars in expense savings by taking actions such as these:

- The sale of fleet vehicles and adopting a mileage reimbursement strategy;
- Savings from restructuring Retiree and Active health plans;

- Increase in investments for retired clergy housing assistance with the sale of Gardner Village;
- Annual rental savings due to the purchase of the conference center;
- Consolidating the financial administration of two Districts into the conference financial department;
- Staff reductions through attrition at the Conference level, and
- Use of non-apportioned income to fulfill expense obligations, including funds raised through the Light the Way Campaign.

Additionally, conference and district connectional giving apportionments were reduced by \$2.7 million (12.5%) to empower local church mission and ministry. Bishop Palmer has described the purpose of our administrative actions as making sure that we as a conference have the capacity to keep our promises and to keep dreaming.

While you will find a more detailed financial and budget narrative in Conference CFO, Bill Brownson's report and in supporting information for Recommendation #1, I'd like to share a few items:

- Receipts on apportioned connectional giving for 2019 came in at 68%, not 72% as budgeted;
525 churches participated fully by contributing 100% of their apportioned connectional giving level.
We are grateful for this commitment.
- The West Ohio Conference maintained our commitment to our United Methodist connection by paying 90% of our 2019 General Church apportionments, a reduction from 95% fulfillment of our 2018 General Conference obligations. I would like to note in the four years prior to 2018, we maintained four consecutive years of paying 100% of our General Church obligations.
- The members of your CFA believe that we must be committed to meeting our General Church obligations if we ask our local churches to meet their apportioned connectional giving commitments. The 2021 budget attempts to continue our practice of funding 100% of our General Church apportioned giving to continue our support of global church priorities.
- Planned conference programming took place as budgeted.

The Audit Committee continues to work on our behalf to ensure that our sound financial position is supported by a successful audit. We continue to work with Clark Schaefer Hackett as our auditing partner. The audit will be completed in August and received by CFA prior to Annual Conference. As always, the audited financial statements will be reported in the Journal and posted on the Conference website..

I look forward moving Recommendation #1 for Annual Conference action when we convene on September 12.

Recommendation #1 will be our shared financial commitment to provide for the Mission and Ministry of the West Ohio Conference and our districts. This is a statement about our missional priorities and is the backbone and support of our work together in 2021. A few highlights to consider:

- The total amount apportioned will be a reduction from what has been requested for 2020 due to:
 - Reductions in connectional giving requests from the Board of Pensions and Health Benefits and the board of Trustees related to administrative costs for those two boards; and
 - Organizational changes for Missional Church Development expenses.
 - We are expecting an overall 65% apportioned connectional giving receipt rate for general church (60%) and conference ministries (69%)
- Our 2021 financial plan provides support of the Connection at 100% of the apportioned General Church and Jurisdictional requests.

This is my final year serving on the West Ohio Conference Council on Finance and Administration. It has been my privilege to serve on this council for two quadrennia – the final four years as president. Anyone looking to be involved in a meaningful way for our annual conference should consider the CFA. It is one of the most concrete and visible ways to support the mission and ministry of the church in our annual conference. I thank all the council members with whom I have served with over eight years. A special recognition and thanks must go out to the members who complete their service with me this year as well: Rosemary Dupler (Foothills), Ron Fanning (Northwest Plains), Rev. Cyndy Garn (Capital Area North), Rev. Doug Johns (Ohio River Valley), and Vancenja Rutherford (Miami Valley). I am indebted to the collaborative and important work of the folks who have chosen to serve on the council.

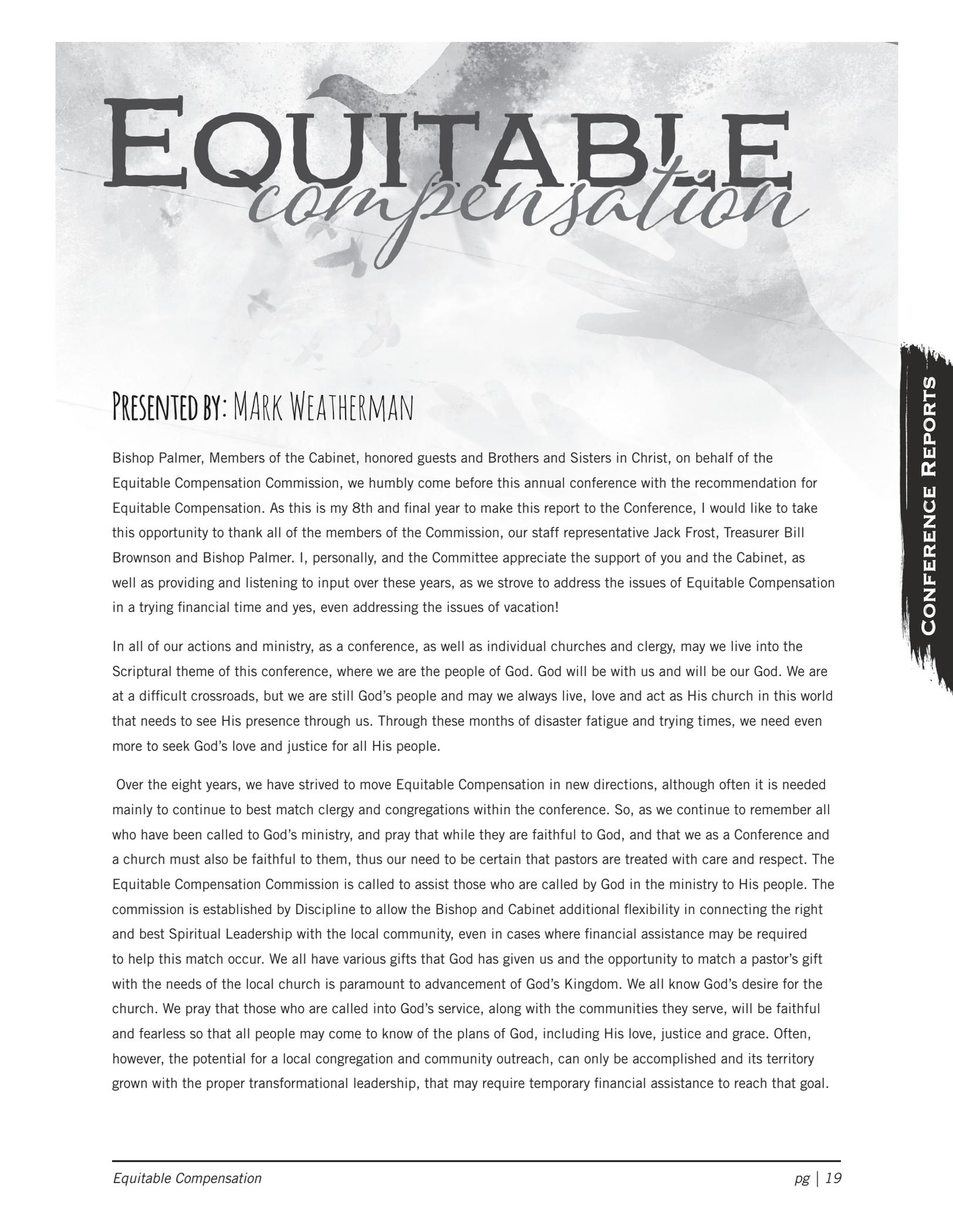
In addition to the members of the council, I thank the West Ohio Conference financial staff under the direction of Treasurer/CFO Bill Brownson and Controller Linda Russo. The value of their direction, guidance, attention to detail and devotion to supporting the mission of the church is without price.

As a past church treasurer, I understand the commitment and sacrifice made at the local church to participate financially in our conference and district mission. And, especially in 2020 the sacrifice is felt so keenly in our local churches. Your Council on Finance and Administration feels this burden as well, and we recognize that we live amid uncertainty within our denomination. We know that this uncertainty can lead to changes in local church priorities, including financial priorities. Your CFA is prepared to evaluate and adjust to those priorities as needed. What has not changed is our commitment to support our shared mission and ministry in our local churches, our districts, our Conference and throughout the world. Your support turns our missional aspirations into realities. Thank you for your faithfulness. Thank you for your commitment to the mission of the United Methodist Church – in your community, in our Conference and throughout the world.

Respectfully Submitted,

Christine L. Clough

President, West Ohio Council on Finance and Administration

The background of the page features a grayscale image of several hands reaching out to hold a globe. The hands are positioned around the globe, with some fingers pointing towards it. The overall tone is soft and ethereal, with a light, misty atmosphere.

EQUITABLE *compensation*

PRESENTED BY: MARK WEATHERMAN

Bishop Palmer, Members of the Cabinet, honored guests and Brothers and Sisters in Christ, on behalf of the Equitable Compensation Commission, we humbly come before this annual conference with the recommendation for Equitable Compensation. As this is my 8th and final year to make this report to the Conference, I would like to take this opportunity to thank all of the members of the Commission, our staff representative Jack Frost, Treasurer Bill Brownson and Bishop Palmer. I, personally, and the Committee appreciate the support of you and the Cabinet, as well as providing and listening to input over these years, as we strove to address the issues of Equitable Compensation in a trying financial time and yes, even addressing the issues of vacation!

In all of our actions and ministry, as a conference, as well as individual churches and clergy, may we live into the Scriptural theme of this conference, where we are the people of God. God will be with us and will be our God. We are at a difficult crossroads, but we are still God's people and may we always live, love and act as His church in this world that needs to see His presence through us. Through these months of disaster fatigue and trying times, we need even more to seek God's love and justice for all His people.

Over the eight years, we have strived to move Equitable Compensation in new directions, although often it is needed mainly to continue to best match clergy and congregations within the conference. So, as we continue to remember all who have been called to God's ministry, and pray that while they are faithful to God, and that we as a Conference and a church must also be faithful to them, thus our need to be certain that pastors are treated with care and respect. The Equitable Compensation Commission is called to assist those who are called by God in the ministry to His people. The commission is established by Discipline to allow the Bishop and Cabinet additional flexibility in connecting the right and best Spiritual Leadership with the local community, even in cases where financial assistance may be required to help this match occur. We all have various gifts that God has given us and the opportunity to match a pastor's gift with the needs of the local church is paramount to advancement of God's Kingdom. We all know God's desire for the church. We pray that those who are called into God's service, along with the communities they serve, will be faithful and fearless so that all people may come to know of the plans of God, including His love, justice and grace. Often, however, the potential for a local congregation and community outreach, can only be accomplished and its territory grown with the proper transformational leadership, that may require temporary financial assistance to reach that goal.

As established under the guidelines of the Book of Discipline, funds were set aside in this year's budget to provide temporary community support under the definitions presented under minimum salary support; key leadership support; key Missional salary support and special salary support. Working with the Cabinet, the commission seeks to coordinate local needs, while working to minimize the need for long term minimum salary support.

The minimum salary increase recommendation for 2021 is an average of 2% over last year. This increase was determined after much discussion, as we seek to balance the issues of seeing that clergy families are properly supported versus the realization that with the costs of salary, housing, pension and health insurance is becoming a struggle for many congregations. While some cost of living studies show a higher rate of increase, we know that some reports show a slowing in wage inflation. We also continue to emphasize that minimum salaries are just that, a minimum compensation level for the purpose of determining Missional support needs. Any individual local church can and should determine merit increases at or above this amount of increase.

However, we realize that for us to continue ministry in many locations, a cost-of-living increase for the pastor may create undue hardship on the congregation and even possibly limit ministry in certain locations. We realize each situation is different and compensation should be determined based on the needs and conditions of the church and pastor. Furthermore, with the reduction of Conference budget, including the Equitable Compensation line item, the amount of minimum compensation for those on full Equitable Compensation must be considered.

Once again, we as a Commission are thankful for your support over the years for your clergy. Thank you for your consideration as you have read and evaluated the Commission's resolution for your consideration.

Respectfully Submitted,
Mark Weatherman, EQ Chair



BOARD *of trustees*

PRESENTED BY: ANN BAIRD

Greetings Bishop Palmer and members of the West Ohio Annual Conference. In a typical year, the Trustees' report would serve as the annual meeting requirement under our State of Ohio Code of Regulations. This year, this written report, which will be entered into the proceedings of Annual Conference and acknowledged during session, will serve as our 2020 meeting requirement.

The Board of Trustees met five times since the last Annual Conference and conducted substantial work on behalf of the conference.

As a consequence of the February 2019 Special General Conference, Trustees reviewed new paragraphs in the Book of Discipline, particularly with respect to churches wishing to leave the denomination, and provided guidance on implementing them in West Ohio.

After a two-year process, we finalized the creation of the Board of Pensions of the West Ohio Conference of The United Methodist Church, Inc., and the United Methodist Foundation of West Ohio, Inc. The Conference is the sole legal member of each corporation and they will continue to work consistent with their historic activities, the Book of Discipline and their respective Codes of Regulation. By way of this report, the Board of Trustees requests the Conference Secretary review and update Annual Conference Rules to be consistent with each Code of Regulation, particularly with names (e.g., no longer Council on Development) and the means by which directors are nominated and seated.

The committees of the Board were also active. Julie Hurtig, Chair of the Real Estate Committee, led continuing conversations about facilities needs at our three camps and the Conference Center. As of this writing and because of COVID-19, major projects at our camps were suspended, except for those addressing safety and health matters. The Conference Center roof was replaced, and elevator cab updated, bringing to a close the years-long planned renovation work. Feedback on the renovated Conference Center has been excellent and rewarding. We look forward to the day when it can be used to its full potential once again.

In April 2020 the Trustees approved the application for a \$1.1 million Paycheck Protection Plan loan under the CARES Act, which was passed and adopted in response to the economic impact of COVID-19. This loan was applied for on behalf of all districts and the conference, and we expect it all to be forgiven and to restore depleted reserves.

Trustees also have the responsibility for property of closed local churches. This comes about after a District Superintendent recommends closure or reports abandonment and Extended Cabinet concurs. Since our last Annual Conference, the following churches were closed:

- In the Capitol Area South District:
 - Village Chapel, October 21, 2019
 - West Park, December 31, 2019
- In the Foothills District:
 - Pisgah June 15, 2019
 - Cannelville, October 27, 2019
 - Carbon Hill, May 1, 2020
 - Portersville, June 30, 2020
- In the Maumee Watershed District:
 - Bettsville Salem, June 30, 2019
 - Toledo Zion, June 30, 2020
- In the Miami Valley District:
 - Gordon UMC, December 31, 2019
 - Camden UMC, June 30, 2020
- In the Ohio River Valley District:
 - Bethel, September 15, 2019
 - Deerfield, April 19, 2020
- In the Shawnee Valley District
 - Slabfork Centenary, July 1, 2019
 - Rarden, June 14, 2020

Under the oversight of the Trustees, the Conference Investment Policy Committee stewards the investment management of more than \$80 million. Marlen Yost chairs this committee, which ensures that local church endowment funds, assets set aside for clergy benefits, conference reserves and the Trustees own endowment are appropriately invested. We are grateful for the diversification of our investment portfolios that so far have weathered well the extreme ups and downs in the market. With the United Methodist Foundation of West Ohio now created, the Trustees moved at its June 2020 meeting to place all conference investments under the administration of the Foundation.

Trustees also relate to the Conference Commission on Archives and History. Sharon Monigold started the annual conference year as the new archivist for West Ohio and East Ohio Annual Conferences. As with many employees, particularly in higher education, Sharon's position was furloughed for several months. She is expected back on campus when students return. I'm grateful for Tom Slack who leads our Archives Commission and Trustee Bill Davis who keeps the trustees informed of the commission's work.

The final area of Trustee focus is with our Affiliated Organizations Committee. They continue to refine their role and relationships with our senior living communities, UMCH Family Services, The Charitable Pharmacy of Central Ohio, United Methodist Financial Credit Union, and Preachers' Relief Society. COVID-19 has provided yet another context through which we value and appreciate the missions of all these organizations. OhioHealth in particular has been

of great assistance, providing timely and informed guidance to the Conference on matters of returning to worship, summer camping experiences and Conference Center activities. The groundwork for this was laid by years of persistent and diligent work led by Rev. Keith Vesper who retired from OhioHealth on January 1 of 2020. I am ever grateful for Ann Hartmann's leadership of this committee over the past several years.

I would be remiss if I didn't single out Chris Hogan, our Conference Chancellor. Chris provides the Board of Trustees and the Conference with excellent legal counsel. He's developed a portfolio of work that other conferences have benefited from as well. He also leads our annual Legal Forum that alternates its location between Ohio Northern University's Law School and Ohio Wesleyan University. The Legal Forum will not be in-person this year. The current plan is to hold a virtual Legal Forum via Zoom or other online platform.

This being the end of a quadrennium, years of experience and exceptional talent will depart this board including committee chairs Julie Hurtig and Ann Hartmann, as well as Bill Davis, Greg Stover, Althea Botts and Janice Deal. They have contributed to the work and leadership of the Conference in many ways, mostly unseen. I'm grateful for their leadership and support. Finally, it has been an honor and a privilege to serve on the Board of Trustees for eight years and as chair the past four years. Thank you for the opportunity to serve my church in this way.

The Board of Trustees requests this report be placed in the records and proceedings of the 2020 Annual Conference as if it were formally adopted in a Corporate Session as has been historical practice. We look forward to an in-person presentation and report at the 2021 Annual Conference, God willing.

HEALTH CARE & PENSION *report*

PRESENTED BY: KEN WOODE

Bishop, members of the cabinet and Members of this Annual Conference, at the request and with the authority of outgoing board chair, Barry DeShetler, I'm pleased to report on the work of your Conference Board of Pensions and Health Benefits and present our recommendation. The recommendation from the Board is found on pages 70 to 76.

While staying true to the theme of this Annual Conference Session, Be Not Afraid – God Is With Us, I will take a few moments to review past accomplishments of your Board and to look ahead to future preparations. Through both of these linear directions, we remember that God Is With Us.

Even during “normal” times, dealing with the complexities of our health care systems (no matter what system in which you participate) and managing the retirement systems for our clergy can be a daunting task. Now, add to that, the new environment that COVID-19 has caused including the postponement of General Conference, Jurisdictional Conference, and our own Annual Conference session, navigating through 2020 and beyond requires us all to place our trust in KNOWING that God Is With Us.

So, what has happened over the past few years that allows us to look back and agree that God has been guiding us as we navigated through our clergy benefit programs?

I would like to take a few moments to cover three areas:

- Changes in Attitudes Toward Clergy Benefits
- Changes in the Support of Individual Clergy Members
- Changes in the Support Provided to Local Churches

Changes in Attitudes

Whether you consider your health care coverage or your retirement plan participation, your Board has consistently encouraged you to take on personal responsibility. You are your own best advocate.

Our health care demographics prove difficult for any insurance carrier to offer a financially reasonable health care coverage that fits everyone. With that in mind, for several years the Conference has been paying the actual claims for active clergy under our health care policy. Even when we changed from Aetna to Anthem last year, the Conference is self-insuring the policies. We pay for what we use.

Yes, there is “stop-loss” coverage for catastrophic claims.

Yes, we exist under a “high-deductible” policy.

However, you have access to a Health Savings Account that is generously underwritten by the Conference. Also, more resources have been made available through the Conference website with new programs initiated to assist YOU in being the best health care advocate you can be.

Changes in Support of Individuals

- Wellness Pages on the Conference Website
- Wellness Seminars
- Financial Well-Being Initiative
- Automatic Enrollment and Escalation in UMPIP
- Employee Assistance Program (EAP)
- Gardner Housing Grant Program

One of the features added last year was Physical, Financial, Emotional, and Spiritual Wellness pages on the West Ohio Conference website.

Through this website information, you can access clergy wellness benchmark reports and information and/or links to other sites that provide wellness information for both active clergy and retirees.

Last fall we rolled out Wellness Seminars designed to inform and inspire clergy on their journey to holistic wellness. Over 125 clergy and spouses made their way to one of three events where breakout workshops from OhioHealth, EY and Spiritual Director Bonnie Weaver-Miller were available. The feedback from these seminars was amazing with 96% of respondents saying they would recommend the seminar to a friend and by comments such as “great program with financial debt reduction: kudos to the conference;” “practical, actionable information that can help your life;” and “great time, very encouraging, loved the surprise about the incentive for debt reduction.”

Speaking of the incentive for debt reduction, the conference applied for, and received, a grant through Wespeth’s Clergy Financial Well-Being Initiative to offer an incentive to those who attended the financial wellness breakout session. This six-month incentive awarded \$100 for every \$1,000 of debt paid. By the time it was over, 29 individuals paid off over \$152,000 of debt and were awarded \$12,900 in incentives. The program was so successful the conference was asked to share its findings with other conferences and organizations.

Another financial wellness initiative relates to the Retirement Plan. Over the past two years the board has been proactive and strategic about retirement readiness by implementing automatic enrollment and escalation. Automatic enrollment has lifted our UMPIP participation to 91%. Automatic escalation has seen the average retirement contribution rate go from 4.6% to 5.4% or an estimated additional \$273,000. Between the debt reduction incentive and automatic escalation, our participants have seen a \$425,000 increase in net worth this year. YOU are helping yourselves to have a more secure financial picture upon retirement.

An Employee Assistance Program (EAP) was initiated to provide confidential support for professional emotional assistance. This program has been utilized by both clergy and lay members of the Conference and their family

members. The EAP is available for eligible clergy, lay Conference and District employees, and their dependent family members. For clergy, this includes ALL pastors appointed to a local church, clergy appointed to extension ministry, and clergy serving on Conference and District staffs. For laity, this includes certified lay ministers as well as lay Conference and District staffs.

If you are a first-time appointed clergy OR a newly hired Conference or District staff person, you are eligible after six months.

We rejoice that this service is being provided at no cost to you by OhioHealth.

Your Board continues to support retirees in financial need through the Gardner Housing Grant program. In 2019, just under \$20,000 in grants were awarded to retirees and their spouses to support their housing needs.

Changes in Support of Local Churches

- Incorporation of the Conference Board of Pensions and Health Benefits
- Implementing electronic pension payments
- COVID-19 Financial Benefit Grants

In an effort to increase efficiencies, insulate board assets and protect members and officers from personal liability, the Conference Board of Pensions and Health Benefits became an incorporated entity with the West Ohio Conference being the sole member.

Another cost-effective effort was the implementation of electronic pension payments made by the local churches. What has been done for years in the collection of health insurance premiums is now done for pension also. This change will lead to increased efficiency, improved accuracy and savings at the local church and conference level.

Perhaps more directly, your Board allocated \$500,000 to be distributed in the way of benefit grants to local churches to assist those most in financial need during the COVID-19 pandemic. Grants were given to 168 churches as the full \$500,000 amount was distributed. A shout out to Rhonda Tyree and Conference Controller, Linda Russo, who assisted in making this happen while also working remotely.

In addition, Wespeth implemented a three-month Comprehensive Protection Plan (CPP) holiday to the Conference. This meant that the Conference saved approximately \$250,000, making the net impact of the grant distribution only \$250,000. When you consider that all these things occurred in the midst of changing the active health care and dental provider plans, there is no doubt that God IS indeed with us!

Preparing for the Future

While the future is always considered to be uncertain, it does not take a superior prognosticator to realize that as tumultuous as 2020 has been, 2021 and beyond will continue that trend. This makes the role of your Board even more important as we continue to navigate what makes sense for you and the Annual Conference.

Due to the diligent care and tough decisions made over the past several years, the Health Care plans have approximately \$58 million in reserve to cover active and retiree health care liabilities. Also, we continue to be fully funded for our pension plan.

It is the belief of your Board that reducing connectional giving requests (i.e. apportionments) for clergy benefits is of the upmost priority. Moving toward self-supported plans is a goal for your board.

In order to meet this goal for years to come, the Board unanimously voted to begin restructuring the retiree health care plan using a Health Reimbursement Account model under the Via Benefits program in consultation with Wespath.

This shift of retiree health care will allow for participants to right-size their medical, dental and vision insurance coverage by choosing what best meets their unique needs. It will also reduce long-term plan liability which speaks to future sustainability and offer financial savings for participants and spouses. More information regarding this potential 01/01/2022 change will be communicated to retirees next year.

At this time, there is no anticipated change for the active clergy health care plan. The latest medical claims data are being reviewed in preparation for setting 2021 premiums.

We all are reminded that we have a personal responsibility to God, our families, our local churches, and ourselves to take the best possible care of ourselves. The stabilization of our health care costs will only happen when, individually, we take better care of us.

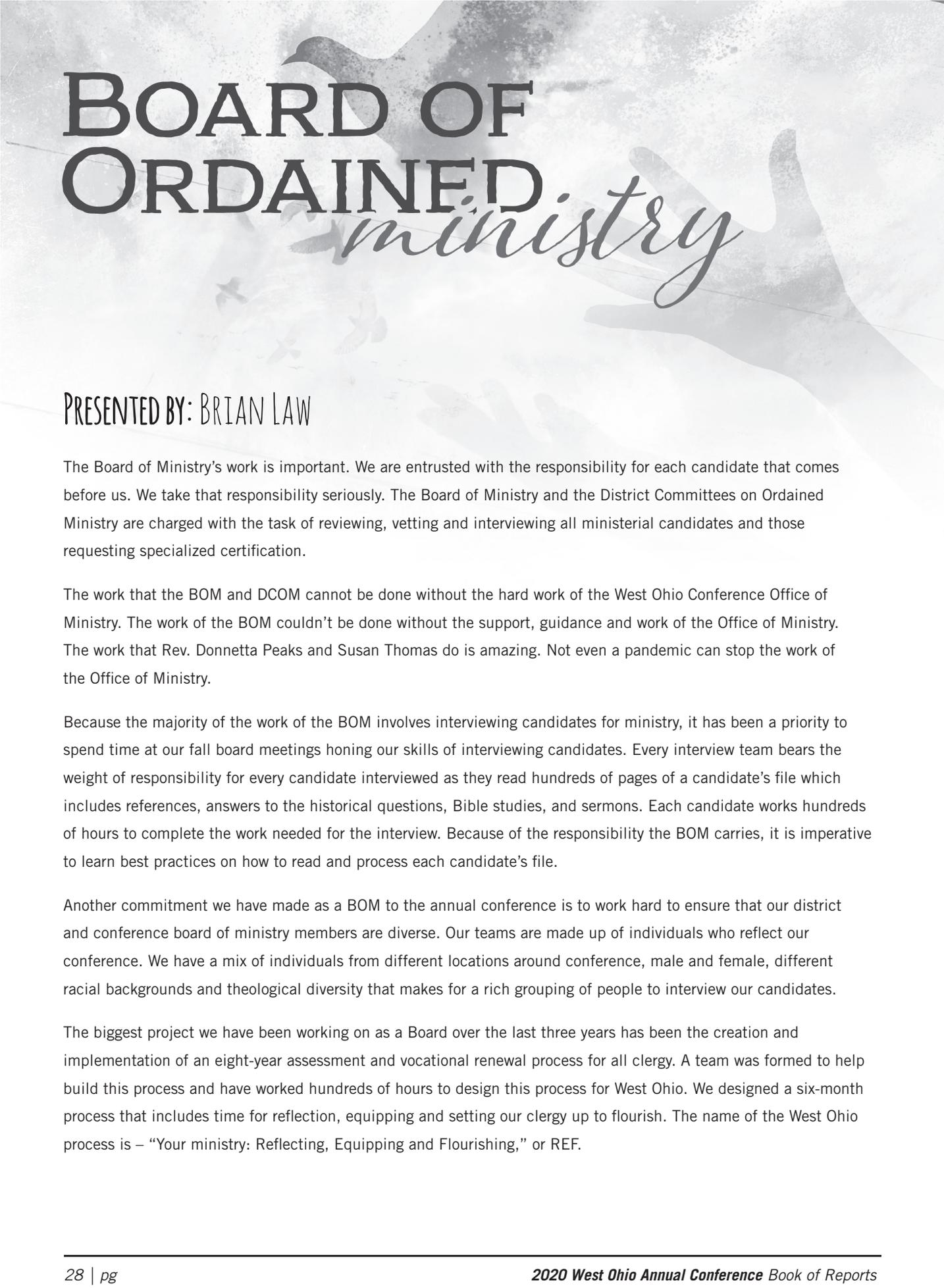
Going forward, there continues to be reliable resources at the Conference office to help you navigate your benefits. Mike Kremnitzer, Director of Benefits and Human Resources, and Sandi George, Benefits Coordinator, will help you and answer questions you may have around YOUR benefits.

For the Pre-82 plan, the past service rate or PSR will remain at \$611 per service year for 2021, and this yearly rate may not be decreased.

As I have mentioned, you are your own best advocate. Yet, you are not the only advocate – God Is With Us. In addition, the Conference Board of Pensions and Health Benefits walks this journey with you and seeks additional ways to help you become “retirement ready.”

While we know that God is with us in trying and perhaps chaotic situations, preparing for retirement can be something that YOU can help to control. Participate in retirement funding to the maximum level you can. Continue to or begin to take advantage of retirement seminars. I know that for some of you, retirement is really low on your list of priorities. Still, it is NEVER too early to be considering how you are preparing for that day in the future when you move into retirement status with the Annual Conference.

Bishop, members of the cabinet, and members of this annual conference I want to thank Barry DeShetler, chair of this board; Mike Kremnitzer our Conference Benefits Officer, Sandi George our Conference Benefits Coordinator, and Bill Brownson, CFO and Director of Administration, for their leadership and work this past year. They all are superb assets to our Conference. I look forward to moving Recommendation #2 to Annual Conference consideration when we convene on September 12.



BOARD OF ORDAINED *ministry*

PRESENTED BY: BRIAN LAW

The Board of Ministry's work is important. We are entrusted with the responsibility for each candidate that comes before us. We take that responsibility seriously. The Board of Ministry and the District Committees on Ordained Ministry are charged with the task of reviewing, vetting and interviewing all ministerial candidates and those requesting specialized certification.

The work that the BOM and DCOM cannot be done without the hard work of the West Ohio Conference Office of Ministry. The work of the BOM couldn't be done without the support, guidance and work of the Office of Ministry. The work that Rev. Donnetta Peaks and Susan Thomas do is amazing. Not even a pandemic can stop the work of the Office of Ministry.

Because the majority of the work of the BOM involves interviewing candidates for ministry, it has been a priority to spend time at our fall board meetings honing our skills of interviewing candidates. Every interview team bears the weight of responsibility for every candidate interviewed as they read hundreds of pages of a candidate's file which includes references, answers to the historical questions, Bible studies, and sermons. Each candidate works hundreds of hours to complete the work needed for the interview. Because of the responsibility the BOM carries, it is imperative to learn best practices on how to read and process each candidate's file.

Another commitment we have made as a BOM to the annual conference is to work hard to ensure that our district and conference board of ministry members are diverse. Our teams are made up of individuals who reflect our conference. We have a mix of individuals from different locations around conference, male and female, different racial backgrounds and theological diversity that makes for a rich grouping of people to interview our candidates.

The biggest project we have been working on as a Board over the last three years has been the creation and implementation of an eight-year assessment and vocational renewal process for all clergy. A team was formed to help build this process and have worked hundreds of hours to design this process for West Ohio. We designed a six-month process that includes time for reflection, equipping and setting our clergy up to flourish. The name of the West Ohio process is – "Your ministry: Reflecting, Equipping and Flourishing," or REF.

We kicked off this six-month process last September with 50 clergy including the cabinet. We gathered for a three-day event that gave room for us to reflect, be equipped for the future or to help to learn how to flourish. The retreat also helped each participant think deeply about their own Emotional Intelligence or (EQ). After the retreat, a coach was provided to help each participant set goals for the six months and provide ways to help each clergy reflect, be equipped and flourish.

This will be my last BOM report because my term has come to a conclusion. It has been a privilege to serve the Bishop, the Board of Ministry and the West Ohio Annual Conference. The last three years have grown me as a leader and grown my appreciation for The UMC's process for the identification, examination and credentialing of clergy women and men. I have learned how to be nimble as a leader as we navigated the challenging waters in the UMC over the last few years. Thank you for your prayers and affirmations.

Respectfully submitted by Rev. Dr. Brian Law, Chair, Board of Ordained Ministry



TRANSFORMATIVE *discipleship*

PRESENTED BY: DOUG DAMRON

Greetings, West Ohio friends, in the name of our Lord and Savior, Jesus Christ! I have the privilege of sharing with you this year's report on Transformative Discipleship within The West Ohio Conference. The work of Transformative Discipleship seeks to do just that – transform our congregations into disciples of Jesus Christ who will go out to love and serve their neighbors, thus transforming our churches' relationships with the communities around us, and perhaps – in the end – transforming the community's relationship with God and with each other.

But transformation is a process, not a program. Let me say that again. Transformation is a process, not a program. A congregation that truly wants to connect with the community around it – and folks, that's what we all should want – must be focused on forming relationships, not on counting the number of people who attend their next event. So, how do we, as the Church, go about forming relationships with the people around us, who may not even look or sound like us?

Fortunately, The West Ohio Conference has a whole team of people working behind the scenes to help our churches do just that. The Connectional Ministries team is in the business of connecting churches to communities, in West Ohio and beyond. Connectional Ministries is all about Equipping churches to Converse with their neighbors so they can Relate to their communities and Send people to live out the gospel of Jesus Christ.

The first step in the process is being Equipped. In 2019, laity discernment retreats shepherded 21 people through a process of discerning God's call in their life and how it would look to live out that call in the world. God's mission requires empowered laity who can live and lead in the church and in the world, and that's what West Ohio is equipping laity to do and be.

Additionally, West Ohio has a team of 20 Cultural Coaches who equip churches, ministry teams, laity and clergy to navigate diversity and difference. Think about your church and the community in which it does ministry. Do the people sitting in your church look like the people you see living in your neighborhood? West Ohio's cultural coaches are ready to help you learn more about who your neighbors are and how you can build bridges of understanding so that the love of Jesus can be shared.

The second step in the process of connecting with your community? Converse. When was the last time your church created a safe space for people to dialogue with members of your community? There is power in listening to others. There is power in sharing with people we do not know. West Ohio has trained guides to accompany congregations as they learn how to create and hold conversations with people in their community. The Community Engagement Experience provides practical tools and a process to bridge relational gaps between congregations and communities.

Want to learn how to converse about race? Over the past year, West Ohio has created resources like The Gospel and Race, a free Bible study available on the Conference website, as well as the 'Underground' documentary tour, which brought together over 270 people from more than 50 churches to learn and talk about race.

The third part of the connectional process is to Relate. Are your ministries focused on giving and receiving, as opposed to fostering and deepening relationships? West Ohio's Connection Blueprint can help you think through models of ministry that move from transactional engagements with your neighbors and neighborhood to building relationships and sharing faith. Relationships are the bedrock of inviting people into the full life of the church and a life of faith.

In Mark 16:15, Jesus commands us to, "Go into all the world and preach the gospel to all creation." All creation and all people. West Ohio has helped over 1500 people learn to relate with people impacted by incarceration...people like Hope. Hope was an inmate at Dayton Correctional Institution who started participating in Life Builders, a faith-based mentoring program led by a lay person from Westwood United Methodist Church in Cincinnati. Life Builders is offered through West Ohio All In Community's partnership with the Ohio Department of Rehabilitation and Corrections. After being released, Hope began attending Westwood UMC and stayed connected with her mentors. She has remained sober and now has a job. Hope says, "I have come so far from the person I used to be. The Life Builders group and mentors have truly changed my life. They allowed God to use them to share his love." Because of Westwood UMC's commitment to relate to their community, Hope found a church – and a God – who loves her.

Fourth in the process of churches connecting with communities is Sending. Once churches form relationships with the communities around them, the natural next step is to send people outside the bounds of the church to be God's love and grace in the world. One example in West Ohio is the Volunteers in Mission program, which sends people into mission and ministry in our state, across the country, and around the world. For many years, Volunteers in Mission teams from West Ohio have been visiting the Kamina Children's Home in North Katanga in the Democratic Republic of Congo. These teams have witnessed young children orphaned by civil war grow into young adults. Without family of their own, The United Methodist Church has become their family. Now as these young people transition into adulthood, West Ohio will continue to stand by them, supporting their efforts to start small businesses and create a future for themselves.

Another example of sending is the tremendous response from within West Ohio to those impacted by tornadoes and floods in 2019. Sent from many churches, you showed up to be the love of Jesus. More than 16,660 volunteer hours from 1,974 people were reported to West Ohio, but we know that only represents a portion of what you gave. Because of you, those impacted by disasters not only received tangible help, they also experienced first-hand that they are beloved children of God.

That is transformative ministry at its best.

Equip. Converse. Relate. Send.

Each step is a vital link in the process of connecting churches to communities – a process that we in West Ohio call Transformative Discipleship. Transforming the way we think, the way we talk, the way we understand the world around us. And especially, transforming the ways in which we do mission and ministry with our neighbors.

On behalf of the Transformative Discipleship and Connectional Ministries staff of The West Ohio Conference, thank you for your prayers, support, and participation in the work of impacting our communities for Christ. We look forward with anticipation to the opportunities we will have to continue partnering with you to magnify the witness of Jesus' healing and redemptive love.

Submitted by

Douglas Damron, Chair, Transformative Discipleship Team



MISSIONAL CHURCH *development*

PRESENTED BY: CLARK HESS

In the world of Fresh Expressions there is a phrase, Deep Roots and Wild Branches (actually the title of a book by Michael Beck), that speaks of renewing already existing churches but also the expansive growth of new faith ventures. I believe that phrase captures the various expressions of the work of the Missional Church Development Team. The work of the MCD Team is focused on three primary strategic initiatives: 1) Revitalization and Capacity Building helping churches discover new seasons of fruitfulness—hence Deep Roots, and 2) New Church Development (NCD) as we seek to raise up new faith communities, and 3) Fresh Expressions as we seek to take the love and mercy of our gracious God to people in places and spaces where they can relate, hence Wild Branches.

One of the ways we seek to deepen the roots and promote the growth of new branches is the awarding of grants through both Revitalization and NCD. Through an extensive process of grant review/assessment/award including site visits, the MCD Team awarded \$170,000 in grants to local churches. And through a process in partnership with Brad Aycock with NCD, we awarded \$250,000 for NCS grants.

Ten New Faith Communities were planted across the WOC reaching 2300 people in worship with 250-plus baptisms and five more new faith communities being launched this year. This was fueled by the formation of Greenhouse; led by Brad Aycock; which is the seedbed for growing MCD leaders. In 2019, there were eight participants in Greenhouse with 14 already in the process in 2020.

This year, we were able to use some reallocated grant funds to create Boost Grants. These are smaller, one-time, focused grants that help congregations who sense a fresh dream stirring about how to cultivate new relationships with people outside their church that will open the possibility of connecting them to Jesus Christ. We have awarded our first Boost Grants this spring with a total of \$40,500 being distributed.

Another aspect of the MCD is the work of the Missional Church Consultation Initiative (MCCI) under the direction of Sue Nilson Kibbey. In 2019-20, we have had four MCCI churches, with over 83 churches all told. In addition to those congregations served in the West Ohio Conference, the MCCI has come alongside 150 congregations in six other conferences within the UMC.

Another exciting development in our MCD work is the flourishing of the Traction Tracks (TT). More than twenty short courses ranging from one-time events to four-day series, more than 140 congregations and pastors have participated in these TT equipping sessions with more than 1100 participants altogether. In addition to the extensive Breakthrough Prayer Traction Tracks (which has become a prayer movement across the United Methodist spectrum with 16 Annual Conferences participating), Sue and Brad and other leaders have offered Family Ties, Guest Readiness, Sparking a Volunteer Revolution, Doing the Math of Mission, Creating a Social Media Strategy, Growing Generous Givers, and more.

Another thrilling story is exponential development of Fresh Expressions (FX) with over 50 in churches across West Ohio. Over 700 people have attended some sort of FX Vision Days or Dinner Church Training. And a number of congregations have participated in the Pioneer Learning Community, a six-month equipping and coaching process for development of FX. For example, at Anderson Hills Church in Cincinnati, Jonathan Kollman launched Faith and Friends on Tap at the Little Miami Brewing Company, where more than 70 people worship. And Trinity UMC in Chillicothe, which has started nine Fresh Expressions, and Sylvania First with 12 unique Fresh Expressions already launched.

And while it will be reported in much greater detail in their own report, the MCD Team is the primary grant review/assessment/award body responsible for utilization of the Light the Way funds.

“Yes, I am the vine; you are the branches. Those who remain in me, and I in them, will produce much fruit. For apart from me you can do nothing.”

John 15:5 (NLT)

LIGHT *the Way*

PRESENTED BY: DOUG JOHNS & TOM HOFMANN

As United Methodists, we are living in a time of challenge and opportunity. The Leadership Team for Light the Way and the Staff are convicted and committed to continue the mission of this great church which is to make disciples of Jesus Christ for the transformation of the world. For those of us in West Ohio, we believe this includes a world of justice, love and peace filled with people growing in the likeness of Jesus Christ.

The words of Isaiah 30:21 encourage us, “And your ears shall hear a word behind you, saying, ‘This is the way, walk in it, when you turn to the right or when you turn to the left.’” Friends let us keep walking in the way of God and remember, Jesus spoke to them, saying, “I am the light of the world. Whoever follows me will not walk in darkness but will have the light of life (John 8:12).

In West Ohio, we are Lighting the Way with new communities of faith, Fresh Expressions, and new life cycles of ministry. A year ago, we were reaching 1,200 new people, and today we stand at 2,362. Since September 2017 we have baptized 259 in Jesus Christ. Even more of our existing congregations are discovering Fresh Expressions and discerning new methods for ministry. The Great Commission has not been placed on “pause,” thanks to YOU. These ten new faith communities and 30-plus fresh expressions are helping the Church reach new people in various regions across Ohio who are younger, more ethnically diverse, and more socioeconomically diverse

As of June 20, 2020, we have received 1,630 gifts from 747 individual, church, and district donors for a total of \$2,931,596.14. In addition, 9 gifts were paid directly to four new church starts totaling \$2,129,000.00. Light the Way is breaking through the \$5M goal standing today at \$5,065,892.00. Many thanks West Ohio! Keep up the Offering; it makes a difference in your life and the lives of others.

Tom Hofmann – Co-Chair Doug Johns – Co-Chair

Leadership Team

Laurie Beaty (C) NWP	Doug Johns (C) ORV	Paul Risler (C) FTH	Bishop Gregory V. Palmer
Alethea Botts (C) FTH	Steve Judson (C) FTH	Andy Shockney (L) CAN	Brad Aycock, Staff
Larry Brueshaber (L) ORV	Jenn Lucan (C) ORV	Carol Stansfield (L) MWD	Stan Ling, Staff
Barry DeShetler (C-Re) MIV	Bill Lyle (C) CAS	Jason Wellman (C) CAS	Sue Nilson Kibbey, Staff
Dan Evory (C) SHV	Amy Miller (C) MWD	Don Wilson (C) ORV	Kay Panovec, Staff
Clark Hess (C) CAS	Roland Moore (C-Re) MWD	Jim Wilson (C) CAN	
Tom Hofmann (L) CAN	Sam Peters (C) SHV	Marlen Yost (L) NWP	

UNITED METHODIST FOUNDATION *of West Ohio*

PRESENTED BY: BRUCE BOYD

Greetings West Ohio! June 2020 marked the 41st anniversary of the Council on Development and the birth of the United Methodist Foundation of West Ohio. The enabling legislation for the Council on Development took place during the 1976 Annual Conference session. The Journal reports:

Name

The deferred giving program of the West Ohio Annual Conference shall be called the United Methodist Development Council.

Purpose

- To acquaint United Methodists and others with the program and agencies of The United Methodist Church.
- To create awareness of the opportunities for service and investment.
- To encourage bequests and deferred giving – That was the beginning, mission.

Here are a few numbers for you to celebrate:

- In the first 10 years, 8,789 gifts were made.
- In the first 30 years, \$45.5 million dollars was contributed.
- In the last 10 years, another \$21.3 million was given for a total of \$66.9 million since 1978.

PLANNING FOR A NEW FUTURE: the United Methodist Foundation of West Ohio

The Council on Development Board began a process in the Fall of 2018 of discerning God's future direction for the Council on Development. Reverend David Bell, President of the United Methodist Foundation of Michigan, was retained to provide consultation and engagement with the Board, Staff, Superintendents, donors, and constituents in the discernment process.

The Board of Directors reviewed several scenarios going forward regarding organization, governance, and direction. We learned that currently there is only one Council on Development, and 60 conference and General church foundations that are part of a United Methodist Foundation Association.

Reverend Bell met three times with the Board and interviewed a number of individuals to assess knowledge, thoughts, and insights about the Council. Two focus groups took place that included the Appointive Cabinet. Reverend Bell offered a recommendation to the board to move from a Council to a Foundation. On February 18, 2019 the Council on Development Board approved the recommendation to move to a Foundation – still receiving funds for operation from the conference (albeit fewer), the board still elected by the Annual Conference, and controls still with the conference.

The rationale includes the following:

- An opportunity to rebrand the COD;
- Optimum context for future ministry ;
- Alignment with contemporary foundation structure in communities and church;
- Opportunity to increase assets under management and planned gifts ;
- Minor shift in structure with a major upswing in perception among constituents;
- Greatest opportunity to identify best possible executive leadership going forward.

Work continued on developing the new Foundation filing appropriate documents with the State of Ohio, General Council on Finance and Administration, IRS, and contracting with a web designer. On Tuesday, February 11, 2020 the West Ohio Board of Trustees recommended and voted to create the United Methodist Foundation of West Ohio.

“Marlen Yost motioned to authorize Bill Brownson to take all necessary steps to incorporate UMFWO. Joel Teaford second. Motion passed unanimously.

Ann Hartmann motioned to accept United Methodist Foundation of West Ohio Inc Corporate Resolution. Gregory Stover second. Motion passed unanimously. Ann Hartmann motioned to accept Board of Pension Corporate Resolution. Bill Davis seconded. Motion passed unanimously – Board of Trustee Minutes, February 11, 2020

A Code of Regulations has been filed with the State of Ohio, the Board of Directors met with the West Ohio Chancellor, Chris Hogan, concerning the work, and legal responsibilities of Board members. The rollout of the Foundation will take place in the last quarter of 2020.

Foundation Priorities

Donor Relationship, Cultivation, and the Stewardship of gifts

Assist donors in planning for their giving by providing information, sharing stories, and defining the purpose for a variety of opportunities. And we have stories – donors moved and inspired to make a difference and donors sacrificing for the sake of others.

It is the Council’s responsibility to steward each gift through the channels that lead to the intended recipient to fulfill the desired ministry outcomes and then to provide acknowledgment to the donor with thanks, and appreciation. Donors are #1.

The Foundation is committed to Local Churches and the development of Generous Givers. We provide Stewardship training, planning and consultation with local church teams in the development of a year-round plan. There is a surge in local church Endowment development and legacy planning. Thirty-one new endowments with a total of \$1.2 million was added to the Council’s Endowment program in 2019. Our Endowment portfolio stands at \$22 million.

Building a Better Future means offering donors and members of our congregations the opportunity to continue their generosity into eternity. You will find excellent interactive resources on our website (www.umfwestohio.org)

Conference Mission and Ministry is the third priority:

Light the Way Campaign, Mission Partnerships in North Katanga, the Volga District in Russia, the Oriental Conference in Mexico, and in Southeast Asia – Cambodia, Laos, and Vietnam; Retired Clergy pension and health care benefits continue to be important as ever. Our stories include a Medical Mission plane flying in North Katanga, lives saved because of Mosquito Nets, New church communities – lives brought into the Light of Christ.

We are reminded how Jeremiah described a vision of promise and hope this way: *“For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope.”* Jeremiah 29:11 And then during the chaos of exile, Jeremiah bought a field as a commitment to the future. *“And I bought the field at Anathoth...and weighed out the money...17 shekels of silver. I signed the deed, sealed it, got witnesses, and weighed the money on the scale. For thus says the Lord of hosts, the God of Israel: Houses and fields and vineyards shall again be bought in this land.”* (Jeremiah 32:9-15) Surely God’s promised HOPE continues; we will keep investing in the future of HOPE.

Submitted by,

Bruce Boyd, Chair of the Foundation Board of Directors

Rev. Stanley T. Ling, Interim Executive Director

United Methodist Foundation of West Ohio Board of Directors

Bruce Boyd (L) MIV

Eric Rice (L) CAN

Rocky Riddle (C) CAN

Barbara Fillion (L) ORV

Doug Johns (C) ORV

Shannon Spencer (L) NWP

Susan Black (L) CAS

Katya Brodbeck (C) CAN

Bishop Gregory Vaughn Palmer

Tom Hofmann (L) CAN

Calvin Alston (C) SV

Bill Brownson, CFO

Dan Metzger (C) NWP

Karen Smith (L) MIV

Stanley T. Ling,

Eric Olasavsky (L) CAS

Gary Wheeler (C) MIV

Interim Executive Director



NOMINATIONS *report*

PRESENTED BY: LAURA BENSMAN

I have had the honor and privilege of serving as the chair for the West Ohio Committee on Nominations.

Thank you, West Ohio, for the great people you elected last year to serve! And thank you to those who have said yes to serving in conference leadership! A huge thank you to those who have served the entire quadrennium (or two) and are completing their service. Thank you for blessing West Ohio Conference with your gifts and graces.

The role of the nominations committee really shifts depending on the year and where we are in the quadrennium. For the past few years, the role of our team was to respond to openings that come up for each committee. Although people are elected for four years, things happen in life that requires faithful people to step back from leadership.

This past fall, our focus shifted to preparing for the 2020 slate that will be before annual conference members on September 12. We worked closely with the chairs and staff of each conference committee to understand the nature and work it does, and the leadership qualities important for that work. We also adhered closely to requirements for committee make up, contained within the Book of Discipline and the West Ohio Rules, as we identified lay and clergy to serve in leadership.

We are grateful for those of you who completed the leadership interest form that we placed on the West Ohio Conference website. Your interest deepened the pool of people from which our committee was able to consider as we identified people to serve over the next four years. We invited many of you to serve in leadership. Unfortunately, we were not able to invite everyone to serve. We do, however, still have your interest forms. As positions come open over the next few years, we will review your gifts. If you have not submitted an interest form and would like to be considered for leadership in West Ohio, please go to this link: <https://www.westohioumc.org/nominationscommittee>

As you review the nominations slate that follows this report, I want to celebrate that we have two high school students who have agreed to serve in leadership along with several college students. It has been several years since high school students have been included on the nominations slate. Approximately 25% of the names you see on the slate are new to conference or district leadership. Creating space for new voices and perspectives is critical as we seek to live into the mission God has given us.

As I close, I want to give a special word of thanks to members of the nominations committee with whom I have had the privilege to work. Our team is comprised of a lay and clergy member from each district, selected by the district superintendent, and three at-large members selected by the bishop. Our members put in a lot of time and effort identifying, recruiting, and inviting people to serve. The slate immediately following this report, is the result of their work. We are also grateful to the support of staff in our work. We want to thank Karen Corbitt who provided administrative support this year and the West Ohio Director of Connectional Ministries, Rev. Dee Stickley-Miner, who partners with me in leadership of our nominations work.

As you review the slate that follows, I invite you to pray for each person. Each person is called and gifted by God to serve the church and its mission. They will provide critical leadership on our behalf. Thank you for your prayers and support.

Nominations Slate

The conference nominations team has responsibility for identifying leaders to serve on West Ohio boards, committees and lead teams. Although the committee will continue to work to fill vacancies, the slates below reflect the work that has been completed by the Book of Reports deadline. Additional names will be shared when the report is presented at annual conference.

Lay Leadership (to be elected by lay members of Annual Conference)

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Mitchell Harper, Conference Lay Leader	Male	Lay	African American	YA	Capitol Area South
Conference Lay Leader					
Tracy Chambers, Director of Lay Servant Ministries	Female	Lay	African American		Ohio River Valley

Council on Finance and Administration

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Jim Beck	Male	Lay	Caucasian	OA	Ohio River Valley
Galen Bock	Male	Lay	Caucasian		Shawnee Valley
David Shoemaker	Male	Lay	Caucasian		Foothills
Steve Judson	Male	Clergy	Caucasian		Foothills
Paula Stewart	Female	Clergy	African American	OA	Ohio River Valley
Dennis Mohler	Male	Clergy	Caucasian		Capital Area South
Rachel Miller	Female	Clergy	Caucasian		Foothills
Mark Hoover	Male	Lay	Caucasian	OA	Ohio River Valley
David Scott	Male	Lay	Caucasian		Ohio River Valley
Keith Taylor	Male	Lay	Caucasian	OA	Ohio River Valley
Marni Hall	Female	Lay	Caucasian		Capital Area North
+					

Equitable Compensation Committee

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Kurt King	Male	Clergy	Caucasian		Shawnee Valley
Charles Baugher	Male	Clergy	Caucasian		Maumee Watershed
Bob Laubach	Male	Lay	Caucasian	OA	Ohio River Valley
Meredith Lawson-Rowe	Female	Lay	African American		Capitol Area South
Bob Himes	Male	Lay	Caucasian	OA	Capitol Area North
Richard Green	Male	Lay	African American	OA	Miami Valley
Gay Blau	Female	Clergy	Caucasian		Foothills
Jeff Motter	Male	Clergy	Caucasian		Northwest Plains

*Bishop Nomination
Y = Youth (13-17)

+ = Additional Member Required
YA = Young Adult (18-35)

VO = Virtue of Office
OA = Older Adult (65 and over)



Board of Pensions and Health Benefits

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Barb Fillion	Female	Lay	Caucasian	OA	Ohio River Valley
Linda Guyton	Female	Lay	Caucasian		Capitol Area North
Norris Brown	Male	Lay	African American	OA	Miami Valley
Anna Guillozet	Female	Clergy	Caucasian	YA	Capitol Area North
Ken Woode	Male	Clergy	Caucasian		Miami Valley
Lori Hall	Female	Lay	Caucasian		Maumee Watershed
Bruce Binzel	Male	Lay	Caucasian		Capitol Area North
Steven Dunn	Male	Lay	Caucasian		Capitol Area North
Beth Anne Crego	Female	Clergy	Caucasian		Ohio River Valley
David Hoffman	Male	Clergy	Caucasian		Capitol Area North
Connie Woods	Female	Lay	Caucasian	OA	Miami Valley
Daryl Hams	Male	Lay	Multicultural/Global		Ohio River Valley

Board of Trustees

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Chris Fulton	Male	Lay	Caucasian		Capitol Area South
Galen Mills	Male	Lay	Caucasian	OA	Ohio River Valley
Joel Teaford	Male	Lay	Caucasian	OA	Capitol Area South
Marlen Yost	Male	Lay	Caucasian	OA	Northwest Plains
Karen Muntzing	Female	Clergy	Caucasian		Foothills
Matt Van Winkle	Male	Clergy	Caucasian		Capitol Area South
Angie Sherer	Female	Clergy	Caucasian		Ohio River Valley
Brittany Eddy	Female	Lay	African American	YA	Capitol Area South
Cyndy Garn	Female	Clergy	Caucasian		Capitol Area North
Janet Blocher	Female	Lay	Caucasian		Capitol Area North
Marie Bush	Female	Lay	African American	OA	Maumee Watershed
Cindy Kirby	Female	Lay	Caucasian		Maumee Watershed

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Rules Committee

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Tina Basinger	Female	Lay	Caucasian	OA	Northwest Plains
Carolyn Christman	Female	Lay	Caucasian		Capitol Area North
Brian Gath	Male	Clergy	Caucasian		Ohio River Valley
Don Wallick	Male	Clergy	Caucasian		Capitol Area South
James Waugh	Male	Clergy	Caucasian	OA	Capitol Area North
Bob Hyland	Male	Lay	Caucasian	OA	Ohio River Valley
Jean Hines	Female	Lay	African American	OA	Capitol Area South
Becky Becker	Female	Lay	Caucasian	OA	Shawnee Valley
Amy Aspey	Female	Clergy	Caucasian		Capitol Area North
Amy Haines, VO	Female	Clergy	Caucasian		Ohio River Valley
Alex Wiles	Male	Clergy	Caucasian	YA	Maumee Watershed

Reference & Procedures

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Phil Moots	Male	Lay	Caucasian	OA	Capitol Area North
Marla Brown	Female	Clergy	Caucasian	OA	Miami Valley
Garrett Guillozet	Male	Lay	Caucasian	YA	Capitol Area North
David Finney	Male	Lay	Caucasian	OA	Ohio River Valley
Jocelyn Roper	Female	Clergy	African American	OA	Miami Valley
Amy Haines, VO	Female	Clergy	Caucasian		Ohio River Valley
Bruce Robinson	Male	Lay	Caucasian		Maumee Watershed

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OA = Older Adult (65 and over)

Episcopacy Committee

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Valarie Willis	Female	Lay	African American	OA	Ohio River Valley
Stacey Kyser	Female	Lay	Caucasian		Capitol Area North
Diana Skinner	Female	Lay	Caucasian		Shawnee Valley
Leslie Hall	Male	Lay	African American		Ohio River Valley
Chris Steiner	Male	Lay	Caucasian	OA	Maumee Watershed
Stephen Brooks	Male	Lay	Caucasian	OA	Northwest Plains
Hannah Ewald	Female	Lay	Caucasian	YA	Capitol Area North
Lauren Fuchs	Female	Clergy	Caucasian	YA	Foothills
George Howard, VO	Male	Lay	Caucasian	OA	Capitol Area South
Wade Giffin, VO	Male	Clergy	Caucasian		Capitol Area North
*Judy Guion-Utsler	Female	Clergy	Caucasian		Capitol Area North
Dean Metzger	Male	Lay	Caucasian		Northwest Plains
David Smith	Male	Lay	Caucasian	OA	Miami Valley
Paula Stewart	Female	Clergy	African American	OA	Ohio River Valley
*Jason Wellman	Male	Clergy	Caucasian		Capitol Area South
*Mark Chow	Male	Clergy	Asian/Pacific Islander		Foothills
+ VO	Female	Lay			

Transformative Discipleship Team

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
*Corey Perry, Chair	Male	Clergy	Caucasian		Capitol Area North
Ann Hartmann	Female	Lay	Caucasian	OA	Maumee Watershed
Alex Giffin	Male	Lay	Caucasian	YA	Capitol Area South
Linda Young	Female	Lay	Caucasian	OA	Ohio River Valley
Emma Sowder	Female	Lay	Caucasian	YA	Miami Valley District
Meredith Brumfield	Female	Lay	Caucasian	YA	Miami Valley District
Greg Henneman, VO	Male	Clergy	Caucasian		Capitol Area South
Arun Paul, VO	Male	Clergy	Asian/Pacific Islander		Ohio River Valley
Marty McMichael, VO	Male	Clergy	African American		Miami Valley
Matt Overman, VO	Male	Clergy	Caucasian	YA	Northwest Plains
Clark Hess, VO	Male	Clergy	Caucasian		Capitol Area South

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OA = Older Adult (65 and over)

Transformative Discipleship—Diversity & Inclusion

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Arun Paul, chair	Male	Clergy	Asian/Pacific Islander		Ohio River Valley
Annie Burton	Female	Lay	Caucasian		Ohio River Valley
Sarah Moon	Female	Clergy	Caucasian	YA	Maumee Watershed
Leo Cunningham	Male	Clergy	African American		Capitol Area South
Brenda Reed	Female	Lay	Caucasian	OA	Shawnee Valley
Beth Irwin	Female	Lay	Caucasian		Maumee Watershed
Claudine Leary	Female	Clergy	African American/Black		Capitol Area North
Kalumba Kilumba	Male	Clergy	African American/Black		Ohio River Valley
John Ma	Male	Clergy	Asian/Pacific Islander	YA	Capitol Area North
Ruben Cabanillas	Male	Clergy	Hispanic/Latino		Capitol Area South

Transformative Discipleship—Just-Mission

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Greg Henneman, Chair	Male	Clergy	Caucasian		Capitol Area South
Kabamba Kiboko	Female	Clergy	African American/Black		Ohio River Valley
Victoria Robinson	Female	Clergy	Caucasian		Ohio River Valley
Johnny Phillips	Male	Clergy	Caucasian		Northwest Plains
Lucy Chapeta	Female	Lay	Hispanic/Latino		Ohio River Valley
Larry Fisher	Male	Clergy	Caucasian		Foothills
James Clay	Male	Lay	African American		Miami Valley
Brian Cassidy	Male	Lay		YA	Miami Valley
Emily Wurster	Female	Lay	Caucasian	Y	Capitol Area South
Glenn Schwerdtfeger	Male	Clergy	Caucasian		Capitol Area North
Renee Shaw, VO Conference secretary for global ministries	Female	Lay	Caucasian		Capitol Area South

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OA = Older Adult (65 and over)

Transformative Discipleship—Leadership Development

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Marty McMichael, Chair	Male	Clergy	African American		Miami Valley
Peter Borhauer	Male	Clergy	Caucasian	YA	Capitol Area South
Ed Bridgeman	Male	Lay	Caucasian	OA	Ohio River Valley
Jamie Mosley	Male	Clergy	Caucasian	YA	Shawnee Valley
Todd Wallace	Male	Clergy	Caucasian		Shawnee Valley
Debra Bame	Female	Lay	Caucasian	OA	Northwest Plains
Ruth Carter Crist	Female	Clergy	Caucasian	OA	Northwest Plains
Jennifer Fry	Female	Lay	Caucasian		Ohio River Valley
Glen Lash	Male	Lay	Caucasian	OA	Ohio River Valley
Duane Kemerley	Male	Clergy	Caucasian	OA	Northwest Plains

Transformative Discipleship—Missional Church Development

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Clark Hess, Chair	Male	Clergy	Caucasian		Capitol Area South
Jim Nathan	Male	Clergy	Caucasian		Maumee Watershed
Don Wilson	Male	Clergy	African American		Ohio River Valley
Kathy Rohrs	Female	Lay	Caucasian		Capitol Area North
Walt Goble	Male	Clergy	Caucasian	OA	Foothills
Bob Hyland	Male	Lay	Caucasian	OA	Ohio River Valley
Kim Chaffin	Female	Lay	Caucasian		Shawnee Valley
Demond Johnson	Male	Lay	African American/Black		Northwest Plains
Carrie Jena	Female	Clergy	Caucasian		Ohio River Valley
Suzanne Bandy	Female	Lay	Caucasian		Maumee Watershed
Kevin Koske	Male	Clergy	Caucasian		Capitol Area South

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United Methodist Foundation of West Ohio

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Bruce Boyd	Male	Lay	Caucasian	OA	Miami Valley
Barbara Fillion	Female	Lay	Caucasian	OA	Ohio River Valley
Susan Black	Female	Lay	Caucasian		Capitol Area South
Tom Hofmann	Male	Lay	Caucasian	OA	Capitol Area North
Dan Metzger	Male	Clergy	Caucasian		Northwest Plains
Eric Olsavsky	Male	Lay	Caucasian		Capitol Area South
Eric Rice	Male	Lay	Caucasian		Capitol Area North
Doug Johns	Male	Clergy	Caucasian		Ohio River Valley
Karen Smith	Female	Lay	Caucasian		Miami Valley
Gary Wheeler	Male	Clergy	Caucasian		Miami Valley
Shannon Spencer	Female	Lay	Caucasian		Northwest Plains
Calvin Alston	Male	Clergy	African American	OA	Shawnee Valley
Ekaterina Brodbeck	Female	Clergy	Caucasian	YA	Capitol Area North
John "Rocky" Riddle	Male	Clergy	Caucasian	YA	Capitol Area North

Conference Nominations *(District Superintendent names a lay and clergy from their district)*

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
*Laura Bensman, Chair	Female	Clergy	Caucasian		Maumee Watershed
Deborah Dix-Mercer	Female	Lay	African American		Capitol Area North
Marcus Atha	Male	Clergy	Caucasian		Capitol Area North
Alice Gravely	Female	Lay	Multicultural/Global	OA	Capitol Area South
Barbara Woods Salyers	Female	Clergy	Caucasian		Capitol Area South
Carlene Triplett	Female	Lay	Caucasian	OA	Foothills
+		Clergy			Foothills
Terry Robideau	Female	Lay	Caucasian	OA	Maumee Watershed
Cecil Thompson	Male	Clergy	African American		Maumee Watershed
Terri McClain	Female	Lay	Asian/Pacific Islander		Miami Valley
Michael Malcosky	Male	Clergy	Caucasian		Miami Valley
Kathy Kin	Female	Lay	Caucasian		Northwest Plains
Brandi Grant Rigsby	Female	Clergy	Caucasian		Northwest Plains
Bill Smith	Male	Lay	Caucasian	OA	Ohio River Valley
Jenn Lucas	Female	Clergy	Caucasian		Ohio River Valley
Perry Prosch	Male	Clergy	Caucasian		Shawnee Valley
John Meriweather	Male	Lay	Caucasian		Shawnee Valley
*Karen Cook	Female	Clergy	African American		Capitol Area North
Jeanne Long, VO	Female	Lay	Caucasian	OA	Ohio River Valley
*Kate Smith	Female	Clergy	Caucasian	YA	Ohio River Valley
*+					

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OA = Older Adult (65 and over)

Annual Conference Worship

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
*Justin Williams, Chair	Male	Clergy	Caucasian		Foothills
*Mark Chow	Male	Clergy	Asian/Pacific Islander		Foothills
*Barbara Cooper	Female	Clergy	Caucasian		Miami Valley
*Cynthia Lockhart	Female	Lay	African American		Ohio River Valley
*Steve Rath	Male	Clergy	Caucasian		Capitol Area South
*Deb Stevens	Female	Clergy	Caucasian		Capitol Area North
*Valerie Bridgeman	Female	Clergy	African American		Capitol Area North
*+					

Annual Conference Planning Team

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
*Jim Wilson, chair	Male	Clergy	Caucasian		Capitol Area North
*Alisha Artis	Female	Lay	Asian/Pacific Islander		Capitol Area North
*Kurt Tomlinson	Male	Clergy	Caucasian		Northwest Plains
*Lou Seipel	Female	Clergy	Caucasian		Capitol Area North
*Justin Williams, VO	Male	Clergy	Caucasian		Foothills
*Amy Haines, VO	Female	Clergy	Caucasian		Ohio River Valley
*Jocelyn Roper	Female	Clergy	African American		Miami Valley
*Sarah Muntzing	Female	Lay	Caucasian	YA	Capital Area South
*Chad Stoltz	Male	Lay	Caucasian		Foothills
*Harrison Poor	Male	Lay	Caucasian	YA	Capitol Area South
*Samuel Alatorre	Male	Lay	Hispanic	YA	Capitol Area South
*Teresa Bailey	Female	Lay	Hispanic	Y	Maumee Watershed
+*					

Communication Advisory Committee

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Jason Krauss	Male	Lay	Caucasian		Capitol Area North
Jason Moore	Male	Lay	Caucasian		Miami Valley District
Wade Giffin	Male	Clergy	Caucasian		Capitol Area North
Alyson Hoffman	Female	Lay	Caucasian	YA	Northwest Plains & Capitol Area North
Cynthia Palmer	Female	Lay	African American		Capitol Area North
+					
+					
+					

*Bishop Nomination
Y = Youth (13-17)

+ = Additional Member Required
YA = Young Adult (18-35)

VO = Virtue of Office
OA = Older Adult (65 and over)

NCJ Mission Council Representative

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
*Sam Rodriguez	Male	Lay	Hispanic/Latino		Capitol Area North

Committee on Investigations

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
+					
+					
+					
+					
+					
+					
+					
+					

The Book of Discipline requires annual conference members to elect quadrennially the four positions listed below.

Conference Chancellor

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
*Chris Hogan	Male	Lay	Caucasian		Capitol Area North

Conference Treasurer—Nominated from Council on Finance & Administration

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
William Brownson	Male	Lay	Caucasian		Capitol Area North

Conference Statistician

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
*Jack Frost	Male	Lay	Caucasian		Capitol Area North

Annual Conference Secretary

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
*Amy Haines	Female	Clergy	Caucasian		Ohio River Valley

*Bishop Nomination
Y = Youth (13-17)

+ = Additional Member Required
YA = Young Adult (18-35)

VO = Virtue of Office
OA = Older Adult (65 and over)

Wesley Foundation, University of Cincinnati Board of Directors

The Wesley Foundation identifies members to serve on the Board of Directors. Per the Book of Discipline, members of Annual Conference must elect the board members.

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Jennifer Fry 7/1/2020-6/30/2023	Female	Lay	Caucasian		Ohio River Valley
Joel Harbarger 7/1/2020-6/30/2023	Male	Clergy	Caucasian		Ohio River Valley
Lori Reiber 7/1/2020-6/30/2023	Female	Clergy	Caucasian		Miami Valley
Angie D. Sherer 7/1/2020-6/30/2023	Female	Clergy	Caucasian		Ohio River Valley

The Ohio Valley District Mission Foundation

The Code of Regulations requires members of annual conference to elect those nominated to serve on the Ohio River Valley District Mission Foundation Board.

Name	Gender	Lay/Clergy	Ethnicity	Y/YA/OA	District
Mark Damschroder	Male	Clergy	Caucasian		Ohio River Valley
Shelia Bass	Female	Lay	Caucasian		Ohio River Valley

Board of Ordained Ministry Nominations

Name	Type	Gender	City	District	Ethnicity	Year Started	Relationships
Nordgren, Heather	Clergy-Deacon	Female		CAN	Caucasian/European	2020	
Schafer, Jean	Clergy-Deacon	Female	New Albany	CAN	Caucasian/European	2016	
Girard, John	Clergy-Elder	Male		CAN	Caucasian/European	2020	
Vesper, Keith	Clergy-Elder	Male		CAN	Caucasian/European	2020	
Baughner, Charles	Clergy- Elder	Male	Reynoldsburg	CAN	Caucasian/European	2016	
Cady, David	Clergy- Elder	Male	Columbus	CAN	Caucasian/European	2012	
Cook, Karen	Clergy- Elder	Female	Worthington	CAN	African American/Black	2012	
Guillozet, Anna	Clergy- Elder	Female	Worthington	CAN	Caucasian/European	2016	
Lee, Seeyong	Clergy- Elder	Male	Columbus	CAN	Asian/Pacific Islander	2012	
Graham, Curnell	Clergy-Elder	Male		CAN	African American/Black	2020	
Hoffman, David	Clergy-Elder	Male	Marion	CAN	Caucasian/European	2012	
Kim, Daniel	Clergy-Elder	Male	Worthington	CAN	Asian/Pacific Islander	2020	
Orr, Kevin	Clergy-Elder	Male		CAN	Caucasian/European	2020	
Gales, Kimberly	Lay	Female		CAN	African American	2020	
Langstraat, Kristin	Clergy-Extension	Female		CAN	Caucasian/European	2020	
Ross, Denise	Lay	Female		CAN	African American	2020	
Kang, Catherine	Lay	Female		CAN	Asian	2020	
McDougle, Meredith	Clergy-Deacon	Female		CAS	Caucasian/European	2020	
Putka, Steven	Clergy-Elder	Male	Dublin	CAS	Caucasian/European	2012	
Rath, Stephen	Clergy-Elder	Male	Baltimore	CAS	Caucasian/European	2012	
Casperson, April	Clergy-Deacon	Female	Worthington	CAS	Multicultural/Global	2012	
Blaine, April	Clergy-Elder	Female	Hilliard	CAS	Caucasian/European	2012	
Cabanillas, Ruben	Clergy-Elder	Male	Columbus	CAS	Spanish/Hispanic/Latino	2016	
Campbell, Scott	Clergy-Elder	Male	Newark	CAS	Caucasian/European	2016	
Leckrone, David	Clergy-Elder	Male	London	CAS	Caucasian/European	2012	
Tay, Harris	Lay	Male	Church For All People	CAS	Multi-Cultural	2020	
Lawson-Rowe, Meredith	Lay	Female		CAS	African American	2020	
Botts, Alethea	Clergy-Elder	Female		FTH	African American/Black	2020	
Muntzing, Karen	Clergy-Elder	Female		FTH	Caucasian/European	2020	
Risler, Paul	Clergy-Elder	Male		FTH	Caucasian/European	2020	
Williams, Justin	Clergy-Elder	Male		FTH	Caucasian/European	2020	
Miller, Rachel	Clergy-Deacon	Female	Athens	FTH	Caucasian/European	2012	
Dorman, Catherine	Lay	Female	Duncan Falls	FTH	Caucasian/European	2016	
Oches, Barry	Lay	Male	Athens	FTH	Caucasian/European	2016	
Gildner, Daniel	Clergy-Elder	Male		MWD	Caucasian/European	2020	
McGlade, Eric	Clergy-Elder	Male	Waterville	MWD	Caucasian/European	2019	DCOM Chair MWD
Ocke, Scot	Clergy-Elder	Male	Maumee	MWD	Caucasian/European	2012	DS
Onabanjo Adebowale	Clergy-Elder	Male		MWD	African American/Black	2020	
Brown, Gregory	Clergy-Elder	Male	Woodville	MWD	Caucasian/European	2013	
David, David	Clergy-Elder	Male	Archbold	MWD	Caucasian/European	2016	

CONFERENCE REPORTS

Name	Type	Gender	City	District	Ethnicity	Year Started	Relationships
McPherson, Cerssandra	Lay	Female	Toledo	MWD	African American/Black	2016	
Whiteman, Jim	Lay	Male	Toledo	MWD	Caucasian/European	2013	
Halter, Bill	Clergy-Elder	Male		MIV	Caucasian/European	2020	
Johnson, Janice	Clergy-Elder	Female		MIV	Caucasian/European	2020	
Meeks, Angela	Clergy-Elder	Female	Arcanum	MIV	Caucasian/European	2018	DCOM Chair MIV
Reiber, Lori	Clergy-Elder	Female	Oakwood	MIV	Caucasian/European	2008	
Scott, Robbie	Clergy-Elder	Male	West Milton	MIV	Caucasian/European	2012	
Blackwell, Sherri	Clergy- Elder	Female	Urbana	MIV	African American/Black	2017	
Baughman, Barry	Clergy-Elder	Male	Huber Heights	MIV	Caucasian/European	2012	
Widdowson, Deborah	Clergy-Deacon	Female	Edon	NWP	Caucasian/European	2016	
Lockwood, Lynda	Clergy-Elder	Female	Ottawa	NWP	Caucasian/European	2016	
Metzger, Daniel	Clergy-Elder	Male	Findlay	NWP	Caucasian/European	2012	
Whistler, Mick	Clergy-Elder	Male		NWP	Caucasian/European	2020	
Widdowson, Doug	Clergy-Elder	Male		NWP	Caucasian/European	2020	
Burns, Barry	Clergy- Elder	Male	Findlay	NWP	Caucasian/European	2012	DS
Farmer, Chris	Clergy- Elder	Male	Van Wert	NWP	Caucasian/European	2015	
Hanover, Jonathan	Clergy-Elder	Male	Kenton	NWP	Caucasian/European	2017	DCOM Chair NWP
Irwin, Casey	Clergy-Elder	Female	Kingsport	NWP	Caucasian/European	2016	
Lee, Barbara	Lay	Female	Wapakoneta	NWP	Caucasian/European	2016	
Johns, Cathy	Clergy-Elder	Female		ORV	Caucasian/European	2020	
Olson, Bradford	Clergy-Elder	Male	Loveland	ORV	Caucasian/European	2012	
Souders, James	Clergy-Elder	Male	Middletown	ORV	Caucasian/European	2012	DCOM Co-Chair ORV
Wilson, Don	Clergy-Elder	Male		ORV	African American/Black	2020	
Tomlinson, Kurt	Clergy-Elder	Male		ORV	Caucasian/European	2020	
Troy, Linda	Clergy-Elder	Female	Cincinnati	ORV	Caucasian/European	2011	
Croswell, Elizabeth	Clergy- Deacon	Female	Cincinnati	ORV	Caucasian/European	2016	
Jin, Myong SueLee	Clergy-Deacon	Female		ORV	Asian/Pacific Islander	2020	
Sayre, James	Clergy-Deacon	Male	Cincinnati	ORV	Caucasian/European	2016	
Allen, Suzanne	Clergy-Elder	Female	Cincinnati	ORV	Caucasian/European	2016	
Anderson, Todd	Clergy-Elder	Male	Cincinnati	ORV	Caucasian/European	2016	DS
Currier, Katherine	Clergy-Elder	Female	Loveland	ORV	Caucasian/European	2014	
Harbarger, Joel	Clergy-Elder	Male	Monroe	ORV	Caucasian/European	2018	DCOM Co-Chair ORV
Jena, Carrie	Clergy-Elder	Female	Cincinnati	ORV	Caucasian/European	2016	
Kanyion, Meshach	Clergy-Elder	Male	Wyoming	ORV	Multicultural/Global	2016	
Kollmann, Jonathan	Clergy-Elder	Male	Cincinnati	ORV	Caucasian/European	2012	
Wachenfeld, Lisa	Lay	Female	Loveland	ORV	Caucasian/European	2015	
Collins, Reba	Lay	Female		ORV	Caucasian/European	2020	
Lehman, Therese	Clergy- Elder	Female	Chillicothe	SHV	Caucasian/European	2012	
Hall, Diana	Lay	Female		SHV	Caucasian/European	2020	
Hall, Jon	Lay	Male	Bainbridge	SHV	Caucasian/European	2016	
McKay, Diana	Lay	Female		SHV	Caucasian/European	2020	
Roper, Jocelyn	Clergy-Elder	Female		MIV	African American	2020	District Supt.
Peaks, Donnetta	Clergy-Elder	Female	Worthington	CAN	African American/Black	2017	OFC Ministry Staff

2021 Budget Narrative for Recommendation #1

The delay of Annual Conference to September as a result of COVID-19 presented CFA and other boards with an extended opportunity to look closely at the 2021 budget. They made good use of their time. The 2021 budget builds on and accelerates trends that have been several years in the making. **On a combined basis, Council on Finance and Administration recommends apportioning \$18.4 million of which \$2.7 million or 15% is for districts and \$15.7 million is for Conference and General Church ministries.** Here are the highlights:

- Total amount apportioned for Conference and General Church Ministries is more than \$1 million less than in 2020 and represents a 19% three-year total reduction in amounts apportioned to local churches.
- Apportioned connectional giving is no longer needed for clergy benefits, thanks to two generations of faithful giving, effectively managing plan design, and good investment returns.
- The United Methodist Foundation of West Ohio officially succeeds the Council on Development, and investment advisory fees will nearly eliminate the need for apportionment support.
- The 2021 budget fully funds our expected obligations to the General Church.
- The total apportioned compared to total local church operating expenses (from your local church annual statistical reports) has been decreasing since 2003.
- Bishop Palmer is currently leading a strategy and operations review of conference and district work. Results of the effort will be defined in late 2020 and implemented in 2021 and 2022. The 2021 budget does not account for financial implications from this work.
- We continue to look at turnover as an opportunity to revisit roles and responsibilities and better manage salary and benefit costs.
- Light the Way donations for new and revitalizing churches continue to fund a significant portion of New Church Start grants, reducing the need for apportioned dollars. Thank you for your generosity!
- Districts will apportion \$2.7 million, down 6% from 2020 and expect to produce \$2.4 million in support for their work. \$1.1 million from other sources such as restricted assets and investment earnings will provide the additional support needed to cover \$3.5 million of expenses. Investment income on district parsonage funds will provide nearly \$100,000 to the Conference for District Superintendent housing allowances. All D.S. expenses, including housing, are provided by the Conference. Contact your District Office with questions about district budgets.

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 as we understand them today.

Funding Plan Discussion by Section

General Church (lines 22–48, page 64)

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. World Service, which includes UMCOR, Discipleship Ministries, Higher Education and other agencies is 47% of the general church budget. The Episcopal Fund is 19% of the denominational budget. \$6.8 million is apportioned for General Church purposes, and at the projected collection rate of 60%, apportionments will cover 100% of West Ohio's allocation.

Twenty-eight percent of general church connectional giving supports education efforts of both clergy and lay through the Ministerial Education Fund, the Africa University Fund and the Black College Fund.

Clergy Benefits (lines 49–87, page 64)

Clergy Benefits, at more than \$17 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. For the first time, perhaps in the history of the Annual Conference, nothing will be apportioned for clergy benefits. Ten years ago nearly \$5 million was apportioned. This is possible because of the good work of the Council on Development (now the United Methodist Foundation of West Ohio) and the Conference Board of Pensions and Health Benefits. The Foundation has helped raise funds since its inception and today there are \$56 million in investments set aside for clergy benefits. The Board of Pensions and Health Benefits has managed plan designs, established direct billing and taken other steps to manage expenses and revenues. **Declaring financial victory for clergy benefits is a watershed moment in West Ohio. Thousands of people, many who are likely reading this, have made this possible.**

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 Pensions and Health Benefits at a level projected to cover projected claims. Conference plan is self-insured and the budget projects \$8.7 million in expenses for this benefit.
- Clergy Pension and other income support totals \$5.9 million, which is provided by directly billing churches (via ACH) of participating clergy.
- Retiree health care costs are budgeted at \$2.9 million. Retired clergy premiums generate \$1.2 million of revenue and donations cover \$300,000 of this expense. The balance is covered by investment income and apportionments.
- Shortfalls in directly-billed benefits, apportionments and other support are covered by \$1.6 million of income from the Clergy Benefit Fund, which had a balance of \$57 million as of June 30, 2020.

Taken together, we project \$17million in resources will be needed to pay for clergy benefit expenses in 2021. Policies that give rise to benefit obligations are set forth in Conference Board of Pensions and Health Benefit Recommendation #2.

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 89–201, pages 65–68)

Planned Conference Ministries expenses are \$8.8 million. Apportioned Connectional Giving will cover 69% of planned expenses and other sources provide 31% or \$2.7 million. To realize \$6.1 million of apportionment income, the amount apportioned is \$8.8. The net expected from apportioned connectional giving for conference ministries is 20% less than the actual received in 2018. Major shifts in this part of the budget are:

- In Missional Church Development, MCCI and salary expenses are reduced as a result of Rev. Sue Nilson Kibbey's move to a new extension ministry appointment in 2021.
- Net apportionment support needed for the United Methodist Foundation of West Ohio (formerly COD) is reduced by investment administration income from investing assets of the Board of Pensions and Health Benefits and the Conference Board of Trustees.
- District financial and property administration will be consolidated at the Conference level. This consolidation will increase conference expenses by \$100,000 and decrease district financial administration expenses in the aggregate by \$250,000.

Transformative Discipleship Team (Connectional Ministries) (lines 95–126)

The Transformative Discipleship Team works to align resources, ensure 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 2021. 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 communit-transforming ways. In 2021, 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 and be compelled to respond.
3. Encouraging and providing space for laity to claim their call and provide leadership within the life of the local church, the 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, integrating faith and invitation into all aspects of ministry and building asset-based partnerships so that others will know Jesus.

Just-Mission Outcomes:

1. Lay and clergy leaders will share the love of Jesus with their neighbors, integrating faith formation, evangelism and community engagement.
2. Lay and clergy leaders will engage in local and global mission, inclusive of Christian compassion, generosity and advocacy.
3. Lay and clergy leaders will understand the context in which they serve.
4. Lay and clergy leaders will partner with their neighborhood to address mutual dreams and aspirations.
5. Lay, clergy and congregations will respond to disasters and missional service opportunities through accompaniment.

Just-Mission Funded Strategies:

1. Accompanying congregations through a guided process that results in more authentic community engagement.
2. Providing opportunities for congregations to build relationships with inmates, returning neighbors, their families, victims and the community.
3. Support of West Ohio covenantal mission partnerships.
4. Capacity building for missional outreach and disaster response.

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 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.
4. Congregations will begin to reflect the diversity of their communities.
5. Relationships are developed between Hispanic/Latino and non-Hispanic/Latino communities, creating opportunities for bilingual and multicultural mission, ministry and worship.
6. 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. As participants retreat from everyday life, they 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 \$2,679,000 with apportioned connectional giving covering just under \$1,512,000 or 56% 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 127–135)

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 \$929,000 of Missional Church Development initiatives noted below come from apportioned connectional giving (\$569,000), donors to Light the Way (\$350,000) 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):** MCCI will be ended as a Conference program in 2021. Resources for equipping new churches and revitalizing existing ones remain in the budget under General Program Expenses.
- **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 Rev. Sue Nilson Kibbey, at snkibbey@wocumc.org or 614.844.6200 for questions about Missional Church Development.

Office of Ministry and Clergy Leadership (lines 136–144)

The Office of Ministry administers clergy credentialing and continuing education, provides financial support for seminary and course of study students, and 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 preparing pastors and churches 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 \$647,000 in 2021 expenses of which \$400,000 is covered by tuition and donor-restricted income, and \$247,000 is provided by apportioned connectional giving. Twenty-five percent of receipts toward the Ministerial Education Fund stays at the Conference and is applied by the Office and Board of Ministry according to the restrictions on the fund.

Questions about the work and budget of the Office of Ministry can be directed to Rev. Donnetta Peaks at dpeaks@wocumc.org or 614.844.6200.

United Methodist Foundation of West Ohio (formerly Council on Development) (lines 145–153)

The Foundation equips local churches in stewardship education, capital campaign planning, legacy planning, and creating, establishing and managing endowments. As of January 2021, the Foundation will administer \$80 million of investments, including the assets of the Conference Board of Trustees, Conference Board of Pensions and Health Benefits, several districts and many local church endowments. The Foundation has led the Light the Way Campaign, our current major development initiative. As a result of administering this level of assets, administration fees will offset all but \$27,000 of \$267,000 of projected expenses. The long-term plan is for the Foundation to operate without apportionment support.

Questions about the Foundation can be directed to Rev. Stan Ling at sling@wocumc.org or at 614.844.6200.

Finance and Administration and Board of Trustees (lines 154–173)

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

2021 will continue to benefit from full ownership and operation of the Conference Center. While program income is limited, interest and dividend income is earned on operating cash balances and reserves. Financial administration expenses are projected to be \$1,449,000. The increase over 2020 provides the resources to administer on a consolidated basis all District and Conference financial matters. While Conference expenses will increase, districts will reduce financial administration expenses in the aggregate by \$250,000. Income consists of \$315,000 of interest on deposits and investment income and \$30,000 in rent from Capitol Areas districts. The budget includes \$160,000 of depreciation and nonroutine building expenses.

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

Episcopal Area Leadership (lines 174–201)

Bishop Palmer, District Superintendents and his Episcopal Office staff oversee the following areas which, together, are budgeted to incur \$2,647,000 of expenses with all but \$196,000 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, general church and current events for which a Christian witness is needed. Budgeted expenses for each area are:

Episcopal Area	Net Expense
Annual Conference and Special General Conference:	\$232,000
Episcopal Office Administration:	\$319,000
District Superintendents & Cabinet:	\$1,341,000
Equitable Compensation:	\$270,000
Conference Communications:	\$463,000

Bishop Palmer’s salary, benefits, travel and support are provided for and paid directly from the Episcopal Fund of the General Church.

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 at 614.844.6200.

Council on Finance and Administration Recommendations Calendar Year 2021

1 Special Sundays and/or Offerings

2 General Church Special Sundays for 2021 are:

- | | | |
|---|---|--|
| 3 | • Human Relations Day (<i>Offering</i>) | January 17 (<i>Sunday before MLK Day</i>) |
| 4 | • UMCOR Sunday (<i>Offering</i>) | March 14 (<i>4th Sunday in Lent</i>) |
| 5 | • Native American Ministries Sunday (<i>Offering</i>)* | April 18 (<i>3rd Sunday of Easter</i>) |
| 6 | • Peace with Justice Sunday (<i>Offering</i>)* | May 30 (<i>1st Sunday after Pentecost</i>) |
| 7 | • World Communion Sunday (<i>Offering</i>) | October 3 (<i>1st Sunday in October</i>) |
| 8 | • United Methodist Student Day (<i>Offering</i>)** | November 28 (<i>Last Sunday in November</i>) |

9 Please review the important ministries these Special Sundays support and incorporate them 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 8, 2021:** Last day on which the Conference Treasurer's office must receive 2020 apportionment
23 payments.
- 24 2. **Friday, February 26, 2021:** 2020 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 2021 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 2021 to each local
 6 church by Friday, October 2, 2020.
- 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 posting 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 2021 the maximum salary is \$104,089.72 (1.61 x 2020 CAC of \$64,652) and the
 26 minimum is \$98,300. The recommended salary is \$100,266.
- 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.

RECOMMENDATIONS

Miscellaneous:

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

Submitted by:

Chris Clough, Council on Finance & Administration

2021 Mission and Ministry Funding Plan

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

1. Seven General Agency and the North Central Jurisdiction are combined into the General Church Ministries Fund.
2. Conference Ministries combines all conference offices (Connectional Ministries, Missional Church Development, Financial Administration, Episcopal Office and District Leadership, Communications, Office of Ministry and Council on Development)
3. 2021 is the first year with no apportionment for clergy benefits.

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

The detailed 2021 budget also shows the 2020 and 2019, budgets as well as 2019 actual results. The format strives to reflect all sources used to meet expenditures, including donor income and program income.

The total amount of apportioned Connectional Giving in 2021 through the Conference will be \$15,660,000, a reduction of more than \$1 million compared to 2020 and nearly a 20% reduction since 2018.

District apportionments are \$2,695,809, a reduction of 6% from 2020. A summary of each district's budget is on page 69.

2021 Fund Category	Total Apportioned	Estimated Percent Received	Net Receipts	Other Sources	Total Expected Sources	Total Expected Expenses	Net Planned
Retiree Health & Other Benefits	-		-	17,030,000	17,030,000	17,030,000	-
Conference Ministries	8,780,000	69.2%	6,073,000	2,708,000	8,781,000	8,781,000	-
General Church Ministries	6,880,000	60.0%	4,130,445	-	4,130,445	4,130,445	-
Total 2021	15,660,000	65.2%	10,203,445	19,738,000	29,941,445	29,941,445	-

2021 Mission and Ministry Funding Plan

	'21 Budget	'20 Budget	'19 Budget	'19 Actual	'19 Actual vs '19 Budget	'19 % Over/Under	'21 vs. '20 Budget %
1 Summary							
2 Support & Revenue							
3 General Church & Regional (1)	4,130,445	4,413,000	4,875,019	4,390,000	(485,019)	-10%	-6%
4 Retiree Health & Other Benefits (2)	17,030,000	18,645,000	17,396,668	25,588,897	8,192,229	47%	-9%
5 Conference Ministries (3)	8,781,000	8,991,000	8,894,000	13,839,664	4,945,664	56%	-2%
6 Total Support & Revenue	29,941,445	32,049,000	31,165,687	43,818,561	12,652,874	41%	-7%
7 Expenses							
8 General Church & Regional (1)	(4,130,445)	(4,898,299)	(4,875,019)	(4,390,000)	485,019	10%	-16%
9 Retiree Health & Other Benefits (2)	(17,030,000)	(18,645,000)	(17,396,668)	(17,815,056)	(418,388)	-2%	-9%
10 Conference Ministries (3)	(8,781,000)	(8,991,000)	(8,894,000)	(11,486,229)	(2,592,229)	-29%	-2%
11 Total Expenses	(29,941,445)	(32,534,299)	(31,165,687)	(33,691,285)	(2,525,598)	-8%	-8%
12 Net Surplus (Deficit)							
13 General Church & Regional (1)	-	(485,299)	-	-	-	NM	-100%
14 Retiree Health & Other Benefits (2)	-	-	-	7,773,841	7,773,841	NM	NM
15 Conference Ministries (3)	-	-	-	2,353,435	2,353,435	NM	NM
16 Total Net Surplus (Deficit)	-	(485,299)	-	10,127,276	10,127,276	NM	-100%
17 Connectional Giving							
18 General Church & Regional	4,130,445	4,413,000	4,875,019	4,390,000	(485,019)	-10%	-6%
19 Clergy Benefits	-	900,000	1,000,000	856,080	(143,920)	-14%	-100%
20 Conference Ministries	6,073,000	6,714,000	7,000,000	6,404,979	(595,021)	-9%	-10%
21 Total Apportionments	10,203,445	12,027,000	12,875,019	11,651,059	(1,223,960)	-10%	-15%

RECOMMENDATIONS

	'21 Budget	'20 Budget	'19 Budget	'19 Actual	'19 Actual vs '19 Budget	'19 % Over/Under	'21 vs. '20 Budget %
22 General Church (1)							
23 Support and Revenue							
24 Connectional Giving - General Church & Regional	4,130,445	4,413,000	4,875,019	4,390,000	(485,019)	-10%	-6%
25 Total General Church	4,130,445	4,413,000	4,875,019	4,390,000	(485,019)	-10%	-6%
26 General Church & Regional							
27 World Service	(1,927,126)	(2,500,541)	(2,488,565)	(2,187,029)	301,536	12%	-23%
28 MEF with WOC part for comparison in '19 & '20	(804,773)	(844,567)	(840,522)	(738,664)	101,858	12%	-5%
29 Black College Fund	(278,932)	(336,890)	(335,277)	(335,277)	-	0%	-17%
30 Africa University	(62,710)	(75,395)	(75,034)	(75,034)	-	0%	-17%
31 Interdenominational Fund	(8,343)	(66,051)	(65,735)	(57,767)	7,968	12%	-87%
32 General Administration	(237,324)	(296,919)	(295,497)	(295,497)	-	0%	-20%
33 Episcopal Fund	(773,813)	(740,512)	(736,965)	(663,289)	73,676	10%	4%
34 North Central Jurisdiction	(37,424)	(37,424)	(37,424)	(37,443)	(19)	0%	0%
35 Total General Church & Regional	(4,130,445)	(4,898,299)	(4,875,019)	(4,390,000)	485,019	10%	-16%
36 Subtotal Net Surplus (Deficit)	-	(485,299)	-	-	-	NM	-100%
37 Special Sundays (nonbudget)							
38 Human Relations				10,885			NM
39 UMCOR Sunday				118,612			NM
40 Peace with Justice - less WOC part				7,048			NM
41 Native Amer. Awareness - less WOC part				7,795			NM
42 World Communion				17,432			NM
43 UM Student Day				9,461			NM
44 Total Special Sundays	-	-	-	171,234			NM
45 Advance Specials via WOC (nonbudget)				699,079			NM
46 Pass-Through Connectional Giving							
47 <i>General Church, Special Sundays and Advance Specials pass-through giving is not reported as revenue and</i>							
48 <i>expense for GAAP reporting. These figures have been compiled from Conference receipts records.</i>							
49 Retiree Pension, Health & Other Benefits (2)							
50 Retired Clergy Benefits Fund income (2.1)							
51 RCBF Investment Return	1,630,000	1,100,000	75,668	9,058,433	8,982,765	11871%	48%
52 Other Income		-	-	1,300	1,300	NM	NM
53 Total RCBF income	1,630,000	1,100,000	75,668	9,059,733	8,984,065	11873%	48%
54 Retiree healthcare (2.2)							
55 Apportionments-Ret Ben-Gen	-	900,000	1,000,000	856,080	(143,920)	-14%	-100%
56 Health Insurance Retiree Premiums	1,200,000	1,275,000	1,012,000	1,156,319	144,319	14%	-6%
57 Council on Development Donors	300,000	300,000	300,000	902,419	602,419	201%	0%
58 Total revenue	1,500,000	2,475,000	2,312,000	2,914,817	602,817	26%	-39%

		'21 Budget	'20 Budget	'19 Budget	'19 Actual	'19 Actual vs '19 Budget	'19 % Over/Under	'21 vs. '20 Budget %
59	Health Insurance Claims-Ret Ben-Gen	(696,000)	-	-	(692,136)	(692,136)	NM	NM
60	Retirees Health Ins Prem-Ret Ben-Gen	(2,204,000)	(3,561,000)	(3,294,000)	(2,203,086)	1,090,914	33%	-38%
61	Chg-Future HIth Care Bene-PBH-Gen		-	-	-	-	NM	
62	Chg-Future HIth Care Ben-Ret Ben-Gen		-	-	(1,350,432)	(1,350,432)	NM	
63	Retiree Healthcare Claims Expense	(2,900,000)	(3,561,000)	(3,294,000)	(4,245,654)	(951,654)	-29%	-18.6%
64	Net retiree healthcare	(1,400,000)	(1,086,000)	(982,000)	(1,330,837)	(348,837)	-36%	29%
65	Active healthcare & related (2.3)							
66	Health Insurance Active Premiums	8,000,000	9,150,000	9,254,000	7,765,703	(1,488,297)	-16%	-13%
67	Total revenue	8,000,000	9,150,000	9,254,000	7,765,703	(1,488,297)	-16%	-13%
68	Active Healthcare Claims and Administration	(8,700,000)	(9,320,000)	(9,367,000)	(9,029,666)	337,334	4%	-7%
69	Total expense	(8,700,000)	(9,320,000)	(9,367,000)	(9,029,666)	337,334	4%	-7%
70	Net active healthcare & related	(700,000)	(170,000)	(113,000)	(1,263,963)	(1,150,963)	-85%	312%
71	Pension & related (2.4)							
72	Pension Direct Bill Revenue	5,850,000	5,870,000	5,700,000	5,828,784	128,784	2%	0%
73	Transfers-Gardner Retiree Housing Fund	50,000	50,000	55,000	19,860	(35,140)	-64%	0%
74	Total revenue	5,900,000	5,920,000	5,755,000	5,848,644	93,644	2%	0%
75	Pension Expense (Defined Benefit)	(3,210,000)	(3,354,000)	(3,510,668)	(3,384,168)	126,500	4%	-4%
76	Pension-Related (Defined Contribution)	(2,100,000)	(2,100,000)	(1,100,000)	(1,072,481)	27,519	3%	0%
77	Moving and Transitional Benefits	(70,000)	(70,000)	(70,000)	(63,227)	6,773	10%	0%
78	Other Benevolence-Housing Assist	(50,000)	(50,000)	(55,000)	(19,860)	35,140	64%	0%
79	Total expense	(5,430,000)	(5,574,000)	(4,735,668)	(4,539,736)	195,932	4%	-3%
80	Net pension & related	470,000	346,000	1,019,332	1,308,908	289,576	28%	36%
81	Retiree Pension, Health & Other Benefits totals							
82	Support and Revenue	17,030,000	18,645,000	17,396,668	25,588,897	8,192,229	47%	-9%
83	Expense	(17,030,000)	(18,645,000)	(17,396,668)	(17,815,056)	(418,388)	-2%	-9%
84	Net Surplus (Deficit)	-	-	-	7,773,841	7,773,841	NM	NM
85	CRSP-DB pmt to GBOP (informational only)	3,208,722	3,353,473	3,384,168	3,384,168	-	0%	-4%
86	Investment Income	1,630,000	1,100,000	75,668	9,058,433	8,982,765	11871%	48%
87	Net Surplus (Deficit) excluding Investment Income	(1,630,000)	(1,100,000)	(75,668)	65,840	141,508	187%	48%
88								
89	Conference Ministries (3)							
90	Connectional Giving - Conference Ministries	6,073,000	6,714,000	7,000,000	6,404,979	(595,021)	-9%	-10%
91	General Program Income		-	-	-	-	NM	NM
92	Donor Support (RR)		-	-	-	-	NM	NM
93	Total General Support and Revenue	6,073,000	6,714,000	7,000,000	6,404,979	(595,021)	-9%	-10%

	'21 Budget	'20 Budget	'19 Budget	'19 Actual	'19 Actual vs '19 Budget	'19 % Over/Under	'21 vs. '20 Budget %	
94								
95	Connectional Administration (3.1)							
96	Salaries and Benefits	(534,000)	(578,000)	(530,000)	(516,406)	13,594	3%	-8%
97	General Administration Expenses	(35,000)	(25,000)	(25,000)	(44,305)	(19,305)	-77%	40%
98	Connection Blueprint/Ohio Council of Churches	(59,000)	(70,000)	(70,000)	(61,264)	8,736	12%	-16%
99	Net Connection Administration	(628,000)	(673,000)	(625,000)	(621,975)	3,026	0%	-7%
100	Leadership Development (3.2)							
101	Program Income and Support	5,000	10,000	10,000	8,550	(1,450)	-15%	-50%
102	Leadership & Ministry Training	(40,000)	(55,000)	(15,000)	(14,319)	681	5%	-27%
103	Campus Ministries	(90,000)	(100,000)	(115,000)	(110,277)	4,723	4%	-10%
104	Net Leadership Development	(125,000)	(145,000)	(120,000)	(116,046)	3,954	3%	-14%
105	Just-Mission (3.3)							
106	Donor Income (RR)	40,000	30,000	50,000	145,687	95,687	191%	33%
107	Program Income and Support	204,000	11,000	3,000	10,396	7,396	247%	1755%
108	Conference Partnerships	(25,000)	(25,000)	(45,000)	(88,029)	(43,029)	-96%	0%
109	Mission & Disaster Programming	(77,000)	(101,000)	(102,500)	(95,678)	6,822	7%	-24%
110	Restorative Justice Ministries	(292,000)	(105,000)	(105,000)	(89,137)	15,863	15%	178%
111	Net Just-Mission	(150,000)	(190,000)	(199,500)	(116,761)	82,739	41%	-21%
112	Volunteers in Mission (3.4)							
113	VIM Teams Income	175,000	175,000	175,000	170,423	(4,577)	-3%	0%
114	VIM Teams Expense	(175,000)	(175,000)	(175,000)	(142,057)	32,943	19%	0%
115	Net Volunteers in Mission	-	-	-	28,366	28,366	NM	NM
116	Diversity & Inclusion (3.5)							
117	Program Income and Support	10,000	19,000	-	19,976	19,976	NM	-47%
118	Donor Income (RR)	16,000	25,000	25,000	20,000	(5,000)	-20%	-36%
119	Hispanic Ministries	(50,000)	(85,000)	(123,600)	(63,850)	59,750	48%	-41%
120	Diversity Initiatives	(55,000)	(55,000)	(30,000)	(62,646)	(32,646)	-109%	0%
121	Net Diversity & Inclusion	(79,000)	(96,000)	(128,600)	(86,520)	42,080	33%	-18%
122	Camps & Retreats (3.6)							
123	Camps and Retreats Registration Income	617,000	763,000	640,000	609,692	(30,308)	-5%	-19%
124	Camps and Retreats Donations (RR)	100,000	103,000	140,000	110,323	(29,677)	-21%	-3%
125	Camps Direct Expenses and Depreciation	(1,247,000)	(1,276,000)	(1,200,000)	(1,457,615)	(257,615)	-21%	-2%
126	Net Camps & Retreats	(530,000)	(410,000)	(420,000)	(737,600)	(317,600)	-76%	29%

	'21 Budget	'20 Budget	'19 Budget	'19 Actual	'19 Actual vs '19 Budget	'19 % Over/Under	'21 vs. '20 Budget %
127 Missional Church Development (3.7)							
128 Program Income and Support	10,000	10,000	10,000	20,834	10,834	108%	0%
129 Light the Way/New Church Start Gifts (RR)	350,000	400,000	340,000	363,084	23,084	7%	-13%
130 Salaries and Benefits Missional Church Dev.	(213,000)	(364,000)	(356,000)	(358,054)	(2,054)	-1%	-41%
131 General Program Expenses	(106,000)	(40,000)	(44,000)	(25,904)	18,096	41%	165%
132 Starting New Congregations Grants	(450,000)	(500,000)	(500,000)	(541,500)	(41,500)	-8%	-10%
133 Church Revitalization Grants	(160,000)	(170,000)	(180,000)	(167,506)	12,494	7%	-6%
134 Missional Church Consultation Initiative	-	(90,000)	(90,000)	(108,586)	(18,586)	-21%	-100%
135 Net Missional Church Development	(569,000)	(754,000)	(820,000)	(817,633)	2,367	0%	-25%
136 Office of Ministry & Clergy Leadership (3.8)							
137 Program Income and Support	75,000	105,000	75,000	61,902	(13,098)	-17%	-29%
138 Ministerial Ed. Fund (MEF)/Other Donor Income (RR)	325,000	200,000	175,000	257,033	82,033	47%	63%
139 Salaries & Benefits	(221,000)	(233,000)	(355,000)	(287,597)	67,403	19%	-5%
140 General Program Expenses	(100,000)	(160,000)	(64,000)	(98,411)	(34,411)	-54%	-38%
141 Credentialing Education	(130,000)	(73,000)	(53,000)	(126,712)	(73,712)	-139%	78%
142 Seminary and 'Course of Study' Tuition Support	(180,000)	(150,000)	(165,000)	(96,539)	68,461	41%	20%
143 Internship Program	(16,000)	(16,000)	(18,000)	(10,945)	7,055	39%	0%
144 Net Office of Ministry & Clergy Leadership	(247,000)	(327,000)	(405,000)	(301,269)	103,731	26%	-24%
145 United Methodist Foundation of West Ohio (3.9)							
146 Program Income and Support	240,000	-	46,000	65,838	19,838	43%	NM
147 Donor Income (RR)		50,000	-	-	-	NM	-100%
148 Salaries & Benefits	(190,000)	(256,000)	(187,000)	(186,494)	506	0%	-26%
149 General Program Expenses	(57,000)	(58,000)	(78,000)	(54,083)	23,917	31%	-2%
150 CGA Exhausted Account Expense	(20,000)	(20,000)	(20,000)	(19,738)	262	1%	0%
151 Stock Gift Receipts		-	-	771,355	771,355	NM	NM
152 Stock Gift Disbursements		-	-	(722,164)	(722,164)	NM	NM
153 Net United Methodist Foundation of West Ohio	(27,000)	(284,000)	(239,000)	(145,287)	93,713	39%	-90%
154 Finance & Administration (3.10)							
155 Program Income and Support		-	-	(1,651,829)	(1,651,829)	NM	NM
156 Interest & Dividend Income	155,000	115,000	100,000	155,166	55,166	55%	35%
157 Salaries & Benefits	(940,000)	(828,000)	(797,000)	(510,618)	286,382	36%	14%
158 Conference Center Operations	(175,000)	(175,000)	(198,000)	(211,013)	(13,013)	-7%	0%
159 It Hardware, Software & Support Services	(110,000)	(100,000)	(100,000)	(131,403)	(31,403)	-31%	10%
160 Audit/Banking/Insurance & Related	(145,000)	(175,000)	(175,000)	(116,489)	58,511	33%	-17%
161 Conference Administration/Legal Matters	(55,000)	(75,000)	(70,000)	(54,095)	15,905	23%	-27%
162 General Program Expenses	(24,000)	(24,000)	(24,000)	1,207,631	1,231,631	5132%	0%
163 Net Finance & Administration	(1,294,000)	(1,262,000)	(1,264,000)	(1,312,648)	(48,648)	-4%	3%

	'21 Budget	'20 Budget	'19 Budget	'19 Actual	'19 Actual vs '19 Budget	'19 % Over/Under	'21 vs. '20 Budget %
164 Board of Trustees (3.11)							
165 Program income and support	-	-	-	2,173,226	2,173,226	NM	NM
166 Trustee interest & investment income - Net	160,000	140,000	-	1,527,258	1,527,258	NM	14%
167 Archives & History	(25,000)	(27,000)	(29,100)	(28,297)	803	3%	-7%
168 Satisfaction of Restriction Releases (RR)	-	-	-	(2,253,813)	(2,253,813)	NM	NM
169 Net Program Activities	30,000	-	-	29,951	29,951	NM	NM
170 Net Closed Church activities	-	-	-	1,530,669	1,530,669	NM	NM
171 Building Expenses and Depreciation	(160,000)	(140,000)	(139,300)	(208,419)	(69,119)	-50%	14%
172 Additional UMC, NCJ & OCC giving	-	-	-	3,290	3,290	NM	NM
173 Net Board of Trustees	5,000	(27,000)	(168,400)	2,773,865	2,942,265	1747%	-119%
174 Episcopal Leadership							
175 Annual Conference Session (3.12)							
176 Annual Conference and Journal Income	15,000	15,000	-	30,036	30,036	NM	0%
177 Annual Conference Expense	(232,000)	(212,000)	(220,000)	(257,046)	(37,046)	-17%	9%
178 Jurisdictional & Gen. Conference Delegation	-	(22,000)	(10,000)	(9,270)	730	7%	-100%
179 Net Annual Conference Session	(217,000)	(219,000)	(230,000)	(236,279)	(6,279)	-3%	-1%
180 Episcopal Office (3.13)							
181 GCFA Episcopal Reimbursement and Other Support	85,000	106,000	105,000	109,182	4,182	4%	-20%
182 Salaries & Benefits	(244,000)	(301,000)	(309,000)	(274,054)	34,946	11%	-19%
183 Episcopacy Program and Administration	(45,000)	(45,000)	(47,000)	(102,026)	(55,026)	-117%	0%
184 Episcopal Residence	(30,000)	(30,000)	(35,000)	(52,113)	(17,113)	-49%	0%
185 Net Episcopal Office	(234,000)	(270,000)	(286,000)	(319,012)	(33,012)	-12%	-13%
186 Leadership Team (3.14)							
187 Satisfaction of Restriction Releases (RR)	-	-	-	12,168	12,168	NM	NM
188 District Parsonage Fund Income to DS Housing	96,000						
189 District Equalization	-	(25,000)	(25,000)	-	25,000	NM	NM
190 DS Salaries & Benefits	(1,219,000)	(1,194,000)	(1,159,000)	(1,194,945)	(35,945)	-3%	2%
191 DS Mileage & Other Travel	(80,000)	(80,000)	(90,000)	(81,918)	8,082	9%	0%
192 Cabinet Meetings	(22,000)	(30,000)	(20,000)	(20,877)	(877)	-4%	-27%
193 Emergency & Special Accommodations Fund	(20,000)	(23,000)	(25,000)	(25,444)	(444)	-2%	-13%
194 Net Leadership Team	(1,245,000)	(1,327,000)	(1,319,000)	(1,311,015)	7,985	1%	-6%
195 Equitable Compensation	(270,000)	(270,000)	(292,500)	(285,289)	7,211	2%	0%
196 Communications (3.16)							
197 Salaries & Benefits	(418,000)	(427,000)	(405,000)	(404,414)	586	0%	-2%
198 Travel & Other	(5,000)	(3,000)	(3,000)	(3,499)	(499)	-17%	67%
199 Communications Operations	(40,000)	(30,000)	(75,000)	(38,529)	36,471	49%	33%
200 Net Communications	(463,000)	(460,000)	(483,000)	(446,442)	36,558	8%	1%
201 Net Episcopal Leadership	(2,429,000)	(2,546,000)	(2,610,500)	(2,598,036)	12,464	0%	-5%
202 Total Conference Ministries Expense	(8,781,000)	(8,991,000)	(8,894,000)	(11,486,229)	(2,592,229)	-29%	-2%
203 Total Net Conference Ministries Receipts (Expense)	-	-	-	2,353,435	2,353,435	NM	NM
204 Grand Total Net Surplus (Deficit)	-	(485,299)	-	10,127,276	10,127,276	NM	-100%

West Ohio Conference 2021 District Budget

	Capitol Area North	Capitol Area South	Foothills	Maumee Watershed	Miami Valley	Northwest Plains	Ohio River Valley	Shawnee Valley	2021 Totals	% of Total	2020 Totals	Vs. '20\$	% change '20-'21
1 Revenue & Support													
2 Apportionments	346,176	352,098	236,980	306,000	582,255	260,000	449,000	163,300	2,695,809	77%	2,869,211	-173,402	-6%
3 Less not collected	-69,235	-86,565	-30,000	-145,564				-8,000	-339,364	-10%	-235,724	-103,640	44%
4 Invest earnings & draws	118,149	128,651	1,000	23,449	45,586	39,371	451,250	34,612	842,068	24%	800,816	41,252	5%
5 Program & other income	254,000	8,500	5,000	35,000	3,500		2,500		308,500	9%	457,433	-148,933	-33%
6 Total	649,090	402,684	212,980	364,449	485,777	299,371	902,750	189,912	3,507,013	100%	3,891,736	-384,723	-10%
7 Personnel													
8 Salaries, Benefits & Housing	214,602	205,326	141,602	157,000	192,014	142,571	235,160	61,880	1,350,155	38%	1,645,366	-295,211	-18%
9 DS Housing Support	12,084	9,838		11,449	14,886	13,500	20,000	14,112	95,869	3%			
10 Pastoral Support & Care	20,000	30,000		5,000	20,000	60,000	5,500	7,300	147,800	4%	131,600	16,200	12%
11 Total	246,686	245,164	141,602	173,449	226,900	216,071	260,660	83,292	1,593,824	45%	1,776,966	-183,142	-10%
12 Mission													
13 Leadership Development			12,800	4,000	5,100	1,500	85,000	60,932	169,332	5%	159,590	9,742	6%
14 Local Church Grants	345,400	100,000		93,000	115,000		433,750	16,000	1,119,000	32%	1,119,000	0	0%
15 Other Mission & Ministry	30,000	30,000	25,000	14,000	60,000	36,000	60,500	8,000	263,500	8%	328,450	-64,950	-20%
16 Total	375,400	130,000	37,800	111,000	180,100	37,500	579,250	84,932	1,535,982	44%	1,801,061	-265,079	-15%
17 Office													
18 Office Operations & Administration	27,004	27,520	33,578	80,000	78,777	45,800	62,840	21,688	377,207	11%	313,669	63,538	20%
19 Total	27,004	27,520	33,578	80,000	78,777	45,800	62,840	21,688	377,207	11%	313,669	63,538	20%
20 Total Expenses	649,090	402,684	212,980	364,449	485,777	299,371	902,750	189,912	3,507,013	100%	3,891,696	-384,683	-10%
21 Surplus (Deficit)	0	0	0	0	0	0	0	0	0	0	40	-40	-100%

Introduction to Board of Pensions and Health Benefits

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

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

- 4 • In addition to full-time appointments, West Ohio will continue to include clergy serving $\frac{1}{2}$ and $\frac{3}{4}$ time in the
5 Clergy Retirement Security Plan (CRSP), the denomination's pension plan for clergy. (see Clergy Pension and
6 Disability Income Plans #2)
- 7 • For the Pre-82 clergy pension plan, the past service rate (PSR) will remain at \$611. (see Clergy Pension and
8 Disability Income Plans #7)
- 9 • Local churches will continue to be billed directly for clergy pension costs. The billing rate will remain at 11%
10 of plan compensation (cash salary and housing) for the CRSP defined benefit portion of the plan, capped at
11 DAC (Denominational Average Compensation). (see Clergy Pension and Disability Income Plans #5)
- 12 • Retiree housing allowance exclusion will remain unchanged.

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

2021 Board of Pensions 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 retirement program for the benefit of ordained ministers
4 and their families, other church workers, and lay employees (§1501). 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 retirement benefits for any pastor appointed to
7 that 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. The Conference Board of
10 Pensions and Health Benefits approved the continued CRSP eligibility of three-quarter and one-half
11 time appointments effective January 1, 2014. The Board affirms this recommendation for 2021.

- 12 **3.** Licensed local pastors (not the local church) may waive participation in the pension program if the pastor
13 is appointed less than full-time. Provisional elders and deacons and full elders and deacons (not the
14 local church) may waive participation in the pension program if they are appointed half time. To waive
15 participation, the pastor must complete, have notarized, and return a “Waiver of Participation,” which
16 is supplied by the Conference Benefits Office.

- 17 **4.** The Plan Compensation shall include salary plus 25% for housing where the minister lives in a parsonage
18 or the amount of any cash housing allowance where provided.

- 19 **5.** The contribution rate for funding the Clergy Retirement Security Program (CRSP) will be billed in two parts;
20 the Defined Benefit (DB) portion shall not exceed 11% of the participant’s actual Plan Compensation up to
21 the Denominational Average Compensation (DAC)¹. The DAC for 2021 is \$74,199. The rate for funding of
22 the Defined Contribution (DC) portion shall not exceed 3% of the participant’s actual Plan Compensation.
23 (The participant must be enrolled and contributing a minimum of 1% United Methodist Personal
24 Investment Plan (UMPIP) contribution to have the full 3% credit to CRSP-DC.) Billing begins at the time of
25 participant’s eligibility for, not enrollment in, the program.

- 26 **6.** The contribution rate for the Comprehensive Protection Plan (CPP) shall not exceed 3% of the participant’s
27 actual Plan Compensation for all full-time or three-quarter time appointments for Full, Provisional, or Associate
28 members and full-time local pastors. Contributions will be paid monthly by each charge for their pastor or
29 pastors. The West Ohio Conference, acting as an agent of Wespath, shall be responsible for the collection
30 of these funds. Because each full-time or three-quarter time appointment for Full, Provisional, or Associate
31 members and full-time local pastors must be part of the CPP, it is the obligation of each local church to pay
32 this cost. Billing begins at the time of participant’s eligibility for, not enrollment in, the program.

¹ 2021 DAC (Denomination Average Compensation) is published by Wespath Benefits and Investments annually based on actual reported compensation of 2019.

- 7. The base annuity rate for 2021 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 unless opting out of the auto-enrollment feature. Additionally, 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 auto-escalation. Participants may contribute more than the 10% maximum, if desired. Personal contributions will be billed to the local church by Wespeth 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 Wespeth website at www.wespeth.org. Clergy whose health condition may indicate a need for medical leave should contact his or her District Superintendent.
- 11. A 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 who opt out of the Conference plan, care should be taken not to violate employer payment plan rules, the violation of which could subject the church to financial penalties. Clergy opting out of the West Ohio Conference

RECOMMENDATIONS

1 health insurance plan for any other reason must do so in writing, and the decision is
 2 irrevocable: he or she will be prohibited from accessing a West Ohio Conference active
 3 or retiree health plan in the future.

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

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

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

- 17 a. A stipend will be provided to each retiree under age 65 to purchase an individual policy or to remain
 18 on the Conference plan. The amount of this stipend will be a fixed dollar amount consistent with the
 19 amount toward post-65 retirees, which is based on years of service toward retirement eligibility.
- 20 b. Upon retirement at age 65 or thereafter, the pastor and spouse (at age 65) are responsible for
 21 enrolling in Part A and B of Medicare. Those having opted out of Social Security will not have access
 22 to West Ohio Conference retiree (over 65 years) insurance.
- 23 c. Surviving spouses of retired pastors will pay a portion of their premiums based on the number of
 24 years of service toward retirement eligibility for the deceased clergy member. Premiums will be
 25 applied to type of policy used.
 - 26 i. Retired clergy or surviving spouses who remarry will not have access to Conference insurance
 27 for a new dependent.
- 28 d. Premium contributions shall be collected monthly by Automated Clearing House (ACH) transaction
 29 from a bank account designated by the retiree.
- 30 e. Pastors who transfer from an Episcopal appointment in another United Methodist Conference
 31 to an Episcopal appointment in the West Ohio Conference where the Conference has pension
 32 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 Pensions 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 Pensions and Health Benefits shall extend an invitation to the Board of Ministry to review and comment on material changes in the Board of Pensions 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 six 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 Board requests no apportionments in 2021 to support its work.
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 retirement Benefits program offered by Wespath. ¶258.2g (12)
6. The Conference will post on its website the date when the 2021 Comprehensive Funding Plan from Wespath releases its opinion. This became an annual requirement because of 2012 General Conference legislation.

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

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

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

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

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

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

16 *Therefore*, be it resolved that an amount equal to 100% of the pension or disability payments received from plans
 17 authorized under The Book of Discipline of The United Methodist Church (the “Discipline”), which includes all
 18 such payments from Wespeth Benefits and Investments (Wespeth) during the year 2021 by each retired or disabled
 19 Clergy who is or was a member of the Conference or its predecessors, be and is hereby designated as a rental/housing
 20 allowance for each such Clergy; and

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

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

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

1 **Note:**

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

8 **Inquiries:**

9 Inquiries regarding current funding of pensions, personal contribution accounts (UMPIP), tax-deferred programs, and
10 pension annuity checks shall be directed to Wespeth Benefits and Investments, 1901 Chestnut Avenue, Glenview,
11 Illinois 60025, 1-800-8512201 or visit www.wespeth.org for more information. All other concerns shall be directed
12 to the West Ohio Conference, 32 Wesley Boulevard, Worthington, Ohio 43085, to the attention of Mike Kremnitzer
13 at 1-614-844-6200 ext. 226 or mkremnitzer@wocumc.org. Retirees, please notify both Wespeth and the West Ohio
14 Conference if you change your address.

Submitted by:

Board of Pensions and Health Benefits

Barry DeShetler, Chair

William H. Brownson, CFO & Director of Administration

Michael A. Kremnitzer, Director of Benefits and Human Resources

2021 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
 4 in 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 2021 with consideration
 10 of the projected General Board of Pensions Conference Average Compensation (C.A.C.) of \$64,933 (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	2021*	2020**
Elder in full-time appointment; Full-member deacon in full-time appointment in a local church	\$43,400	\$42,550
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	\$39,350	\$38,575
Licensed local pastor in full-time appointment who has completed the Course of Study or equivalent	\$37,950	\$37,200
Licensed local pastor in full-time appointment	\$35,960	\$35,225

22 *Average increase 2%

23 Each elder in full connection who is in good standing and who is appointed by the bishop to less than full-time service
 24 under the provisions of paragraph 338.2 of the *2016 Book of Discipline* shall have a claim upon the conference
 25 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

26 and require pastoral leadership for expanded ministries. This also includes Ethnic Churches where support

27 is 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.

30 Funding under 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
7 years 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
12 above, and which are unable to maintain support for a full-time appointment will be assisted by the
13 District Superintendent to move to a part-time pastor, or to realign the charge.
- 14 5. Being open to knowing that there may be special circumstances that would warrant an exception to
15 these guidelines which can be made with the approval of the cabinet and the Equitable Compensation
16 Executive team.

17 D. The commission reminds the members of the Conference, local church Pastor-Parish Relations Committees, and
18 pastors, that total ministerial support includes items beyond cash salary, such as accountable reimbursements,
19 housing, utilities, pension benefits and health insurance.

20 E. It is the responsibility of the pastor of any church not receiving agreed-upon compensation from the church during
21 a calendar year to contact their District Superintendent by the earlier: March 15th of the next year; one year
22 from the date of the initial arrearage; or at the time of an appointment change. Failure to submit such notice of
23 arrearage will end the statute of limitation for filing a claim from the Annual Conference for such funds (under
24 Discipline ¶ 342.4 once an appointment ends the Pastor no longer has claim on the local church for compensation
25 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

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 51st 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

Shawnee Valley: Rev. Calvin Alston Jr.

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Conference Communications Director: Mrs. Kay Panovec

Conference Journal Editor: Mrs. Katharine Pack

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

2020 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
- **Dr. Robert C. Walker, Jr.**

2020 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.

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BOOK *of* REPORTS

September 2020