



Book of Reports

AC

2022

June

3rd
&
4th



West Ohio Conference
The United Methodist Church

“Dear friends, now we are children of God, and what we will be, has not yet been made known. But we know that when Christ appears, we shall be like him, for we shall see him as he is.”

I John 3:2 (NIV)

Dear Ones in Christ Jesus,

Many of you know, I love hymns and often quote lyrics that speak to me. When we set the theme of Becoming for the 53rd Annual Session, I thought of these words from Hymn of Promise:

*In the cold and snow of winter
There's a spring that waits to be
Unrevealed until its season
Something God alone can see*

When we committed our lives to following Jesus, we entered into a time of change. We could no longer live our lives without knowing that God was with us. As I look back in my life as pastor, I see times of great change. As I learned to pivot and shift into new ministry settings, I felt the presence of God. This holds true today.

Two years ago, we had no idea how our lives, our ministries would change. Now, many of us are integrating hybrid worship and meetings into our lives. Many of our ministries have moved out of church buildings and back into the community. New ministries are emerging. To God be the glory! I continue to be grateful for the opportunity to serve as your bishop.

There are several items regarding Annual Conference to which I want to draw your attention.

- **Annual Conference Session** will be held virtually on Friday, June 3 and Saturday, June 4.
 - Previously sent emails and articles in NewsNet alerted you to the required online registration deadline of April 20. Please contact your district office or Tim McCoy at tmmcoy@wocumc.org if you have questions.
 - In May, you will receive a voter identification number. You must have this number in order to vote. You will also receive the link to the June session.
 - Information sessions regarding Annual Conference legislation will be held in May. You will receive another email with dates and times. This information will also be available on the conference website and through NewsNet.
 - We will be utilizing the Zoom Webinar platform and GNTV Voting System. Since this is a virtual gathering, training is strongly recommended and will be held on May 13 at 9:00 a.m.; May 18 at 12 p.m. or May 26 at 6:00 p.m. Each session will last 90 minutes. A video training will be available on the conference website: westhioumc.org. Attending a practice session will greatly facilitate our business.
 - The conference offering will go toward International Disaster Response through United Methodist Committee on Relief. When a natural or human-caused disaster strikes outside of the United States, UMCOR serves as the primary channel for United Methodist assistance. This includes supports refugees fleeing disasters with food, water, hygiene and other essential nonfood supplies and temporary shelter. To donate, please visit: <https://umcmmission.org/advance-project/982450/>

Even as we plan to gather for worship, celebrations of ministry and the business of our annual conference, people around the world especially in Ukraine are in desperate need of our prayers and support. May God break our hearts open so we may be the hands, feet and heart of Christ in the world.

Your servant in Christ Jesus,



Bishop Gregory V. Palmer

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Important Information Regarding the West Ohio 2022 Annual Conference

Our Annual Conference Session will be held on June 3 and 4, 2022. We will begin at 9 a.m. with Opening Worship and then proceed to conference business. West Ohio will commission three deaconesses during the business session.

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 on May 9 at 1:30 p.m. (Clergy Session) and May 31 @ 6 p.m. (Annual Conference).

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 annual conference session.

What about the conference offering?

In the midst of violence, war, and destruction, UMCOR brings hope to migrants and those displaced. Food, shelter and other simple acts of hospitality provides a respite from fear and the power of death. God has given us hearts full of compassion. We yearn to help our neighbors in Ukraine impacted by the evil of war. The 2022 West Ohio Annual Conference Offering will support UMCOR's International Disaster Relief Ministry to support those who have been internally displaced and refugees who have fled to neighboring countries. Please share your compassion through prayer and generous giving. If you have any questions regarding UMCOR's work in Ukraine, please reach out to Dee Stickley-Miner at dstickley@wocumc.org. To contribute, please send checks made payable to West Ohio Conference to: 32 Wesley Blvd., Worthington, Ohio 43085. In memo line, please indicate "AC Offering." For those who wish to contribute online, please visit: westohioumc.org

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: Chris Clough at cclough@wocumc.org

Layperson Contact: Tim McCoy at tmccoy@wocumc.org

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 for each recommendation. The dates and times are listed below.

- **Recommendation #1:** *Changes to Structure, Procedure and Rules – Annual Conference Rules and Policies*
Wednesday, May 18 at 7:30 pm; Friday, May 20 at 1:00 pm
- **Recommendation #2:** *Council on Finance and Administration Recommendations for Calendar Year 2023 – 2023 Mission and Ministry Funding Plan*
Friday, May 20 at 2:30 pm; Monday, May 23 at 4:00 pm
- **Recommendation #3:** *2022 Board of Pensions and Health*
Monday, May 9 at 6:00 pm; Sunday, May 22 at 3:00 pm
- **Recommendation #4:** *2023 Commission on Equitable Compensation*
Tuesday, May 17 at 7:00 pm; Tuesday, May 24 at 7:00 pm
- **Recommendation #5:** *Number of Districts in West Ohio Conference*
Friday, May 6 at 12:00 pm; Monday, May 9 at 7:00 pm
- **Recommendation #6:** *Delegation Resolution: Amicable Separation for Local Churches and Annual Conferences*
Tuesday, May 24 at 5:30 pm; Wednesday, May 25 at 5:30 pm
- **Recommendation #7:** *Call to West Ohio Annual Conference to Recognize and Validate Persons' Calls to Ordination Without Prejudice Toward Sexual Orientation or Gender Identity*
Thursday, May 19 at 7:00 pm; Wednesday, May 25 at 7:00 pm
- **Recommendation #8:** *A Path for West Ohio Congregations Separating Under Paragraph 2548.2*
Friday, May 20 at 6:30 pm; Tuesday, May 24 at 3:30 pm

You will find registration information on the conference website under the 2022 Annual Conference tab. To learn more about the Trustees Report, please attend one of the following information sessions: Sunday, May 22 at 4:00 pm; Monday, May 23 at 6:00 pm

QUESTIONS?

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

2022 Annual Conference Schedule

*Schedule subject to change.

Friday, June 3

	Opening Worship: Becoming More Like Jesus Christ <ul style="list-style-type: none">– Saugath Chhetri, youth member of Forest Chapel UMC
	Opening Business and Legislation
9:00 AM	– Recommendation #1: <i>Changes to Structure, Procedure and Rules – Annual Conference Rules and Policies</i>
TO	– Conference Nomination Report
12:00 PM	– Lay Denman Award Recognition
	– Legislation <ul style="list-style-type: none">• Recommendation #2: <i>Council on Finance and Administration Recommendations for Calendar Year 2023 Mission and Ministry Funding Plan</i>• Recommendation #3: <i>Board of Pensions and Health</i>
	Centering: Becoming Community <ul style="list-style-type: none">– Julie Carter, member of Sylvania First UMC
1:00 PM	Corporate Session
TO	Conference Business
5:00 PM	– Boy Scouts of America Report
	– Transformative Discipleship/Camp & Retreat Report
	– Youth Denman Award Recognition
	Celebration and Challenge
6:30 PM	– Cabinet Address
TO	– Laity Address
8:00 PM	– Episcopacy Committee Report
	– Episcopal Address

Saturday, June 4

	Morning Worship: Becoming Spirit Filled <ul style="list-style-type: none">– Rev. Fred Shaw, retired elder
	Conference Business
	– Celebration of Light the Way and New Church Starts
	– Anti-Racism Report
9:00 AM	– Legislation <ul style="list-style-type: none">• Recommendation #4: <i>2023 Recommendation Commission on Equitable Compensation</i>• Recommendation #5: <i>Number of Districts in West Ohio Conference</i>• Recommendation #6: <i>Delegation Resolution: Amicable Separation for Local Churches and Annual Conferences</i>• Recommendation #7: <i>Call to West Ohio Annual Conference to Recognize and Validate Persons' Calls to Ordination Without Prejudice Toward Sexual Orientation or Gender Identity.</i>• Recommendation #8: <i>A Path for West Ohio Congregations Separating Under Paragraph 2548.2</i>
TO	
12:00 PM	– 2023 Annual Conference Date and Location
	Celebrating Clergy <ul style="list-style-type: none">– Clergy Denman Award Recognition
12:30 PM	– Recognizing those commissioned, ordained & retired
TO	– New Cabinet Appointments
5:00 PM	– Fixing of the Appointments
	Closing Motions and Laity Session Reminder
	Benediction and Adjournment

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 of the 2021 *Journal, Structure, Procedure and Rules*.

1. **Conference and Parliamentary Procedures:** The Annual Conference sessions are guided by Section E and F (pages 308-312) of the Structure, Procedure and Rules section of the *Annual Conference 2021 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 June 2, 2022.
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 310 of the *Annual Conference 2021 Journal*.)
3. **Being Recognized to Speak:** Members wishing to address the Conference will complete a “Get Recognized” Form available on the voting page and linked in the chat. Please refer to the “Zoom Webinar Quick Tips” found on page 9 in this *Book of Reports*.

Zoom Webinar Quick Tips with GNTV Media Ministry

My Voter ID:

Finding the Online Voting Webpage

We recommend using a second device for online voting. Start by opening a web browser and go to **woac.gntvmedia.com**. Your web browser might look like one of the icons below. (Note: do not use the search field but only the address bar.)



Voting

When you have reached **woac.gntvmedia.com**

1. Enter Voter ID and hit Submit
2. When the Presiding Officer opens a Ballot, click the Green **“Load Ballot”** button
3. Make your selection(s)
4. Click the blue **“Submit Vote”**
5. You will receive confirmation that your vote has been received
6. If you wish to change your vote, hit the blue **“Update Vote”** button

Need Help?

Visit our online resources at gntv.info/zoom or call our **Tech Support Hotline** at (478) 245-4042

Technical and informational questions can be asked through the **Q&A** feature.



Preparing for Conference Business

Before you login for the webinar, please sign in to Zoom and **name yourself to first and last name** instead of spouse or church name.

Participating in Conference Business

The only way to request addressing the Annual Conference is through the **“Get Recognized”** form. This is available on the voting page and will be linked in the chat in Zoom. *(Note: the chat feature is disabled.)*

1. Enter your information in the **“Get Recognized”** form
2. Select the reason you seek to be recognized:

<ol style="list-style-type: none"> a. Motion [insert motion] b. Second c. Amendment [insert amendment] d. Speech For e. Speech Against f. Call the Question 	<ol style="list-style-type: none"> g. Point of Order [insert point] h. Point of Information [insert point] i. Moment of Personal Privilege [insert topic] j. Question [insert question] k. Other
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3. This form will submit your request to the queue for the Presiding Officer.
4. The Presiding Officer will recognize members, giving attention to parliamentary procedure, the order requests were submitted, the relevance of the reason, and ensuring the diversity of the conference is represented.
5. Once recognized, click the **“Raise Hand”** icon. You will receive an invitation to use your device’s microphone, and click the unmute button. 
6. State your name, district and whether you are clergy or laity.
7. Speak into the reason you were recognized, following our conference rules. Our conference parliamentary procedure begins on page 310 of the 2021 Conference Journal, found online at <https://www.westohioumc.org/conference/conference-journals>.

During legislation, please indicate in the “Get Recognized” Form your interest to speak to a recommendation only after the presenter of the recommendation has been recognized and has started speaking. Requests to be recognized prior to that time will not be entered into the queue. Please note that indicating your intention to speak does not mean that you will be recognized.

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: Valarie D. Willis

Greetings to my brothers and sisters in Christ, Bishop and Mrs. Palmer, and all members of the West Ohio Annual Conference. It has certainly been another interesting and challenging year in the life of the episcopacy. We stayed connected through conducting all our meetings via Zoom. We are grateful to have the technology that permits us to continue to conduct our business and ministry.

We are appreciative and thankful for those who served on the Episcopacy Committee this past year. The role of the Episcopacy Committee is to support our bishop, be available to the bishop for counsel, determine the needs of the episcopal area and be advisor to the bishop.

Our wonderful team, who serves with grace and candor, includes:

Stephen Brooks, secretary	Rev. Wade Giffin	Dean Metzger	Rev. Jason Wellman
Rev Michaela Brown Jasper	Rev. Dr. Judy Guion-Utsler	Diana Skinner	Valarie D Willis
Rev. Hannah Van Meter	Leslie Hall	David Smith	Jami DeWolf
Rev. Hannah Ewald	George Howard	Shannon Spencer	
Rev. Lauren Fuchs	Stacey Kyser	Chris Steiner	

The Episcopacy Committee is organized into four sub-committees:

- 1. Profile:** Prepares a quadrennial report that shares with the North Central Jurisdictional Committee on Episcopacy the episcopacy leadership requirements for West Ohio. This input is taken into consideration during the assignment of bishops. Chaired by Rev. Jason Wellman.
- 2. Interpretation and Communication:** Interprets and communicates the nature and function of the bishop and episcopal office to the people of the West Ohio Conference. Chaired by Chris Steiner.
- 3. Evaluation and Leadership:** Conducts an annual performance evaluation of our episcopal leader and reports back to the Episcopacy Committee. Provides leadership-development opportunities as identified from the evaluation process and/or by the bishop. Chaired by Stacey Kyser.
- 4. Transition:** Ensures a smooth transition for incoming and/or retiring bishops. Chaired by Rev. Wade Giffin.

The West Ohio Episcopacy Committee also has two members who serve on the North Central Jurisdictional Committee on Episcopacy. These delegates represent the needs of West Ohio episcopal leadership and have a role in the assignment of bishops to the annual conferences.

Bishop Palmer not only serves the West Ohio Conference, but he also serves as co-chair of the Episcopal/United Methodist Dialogue Committee and on The Standing Committee on Central Conference Matters. Bishop Palmer serves on the boards of Ohio Health, United Theological Seminary, Methodist Theological School in Ohio, The United Methodist Publishing House and several others.

On June 22, 2021, Bishop Palmer's father, the Rev. Herbert E. Palmer, entered eternity. We continue to pray for Bishop Palmer and Cynthia Palmer as they lean into this season of life.

Members of our committee who are members to the North Central Jurisdiction Conference attended a day and a half meeting in November. Their report to the Episcopacy Committee included the following:

Three main sessions focused on dismantling racism, the future of episcopal leadership and the future of The United Methodist Church. It was reported that the Jurisdictional Conference will request a transition from nine bishops to eight bishops. Those who attended reported favorably on the content and results of the meeting.

Starting July 1, Bishop Palmer served as the interim bishop of the Illinois Great Rivers Annual Conference while Bishop Frank Beard was on medical leave. We are grateful for Bishop Palmer's faithful service to the people of the Illinois Great Rivers Conference.

Bishop Palmer has always encouraged us to focus on the mission of the church, and he is committed to the health and stability of our pastors and congregations. Let us run together with our bishop to do the work of God, address racism and bring others to Christ. In addition, the bishop reported that the West Ohio Conference has started six new faith communities and that such actions were very encouraging, even with the pandemic still prevailing in our communities.

Leadership clinics, held virtually, are ecumenical in nature and open to all. Bishop Palmer is always encouraging, indicating, "that there is much good news in a bad-news world."

During these challenging times of The United Methodist Church, Bishop Palmer's leadership is a catalyst to drive change and unity in our conference. We are thankful for his resilience and spiritual leadership.

As Bishop Palmer enters his 11th year with us, we give our love and thanks to him and Mrs. Cynthia Palmer for their commitment to Christ. We ask that you continue to pray for each of them.

"Let your eyes look directly forward, and your gaze be straight before you.

Ponder the path of your feet; then all your ways will be sure."

Proverbs 4:25-26, ESV

Fresh Starts & New Beginnings

Presented by: Clark Hess

“And God-Enthroned spoke to me and said, ‘Consider this! I am making everything to be new and fresh. Write down at once all that I have told you, because each word is trustworthy and dependable.’”

Revelation 21:5, TPT

In 2021, Bishop Palmer positioned the Office of Fresh Starts and New Beginnings to support the fast-changing landscape of the current and future church through congregational development. Bishop Palmer’s vision for the Office of Fresh Starts and New Beginnings with Director Brad Aycock is to collaborate with the appointive cabinet to help equip established churches and to identify strategic areas for new faith communities to make new disciples of Jesus Christ for the transformation of the world. New faith communities are supported through recruiting, assessing, training, coaching and funding.

Multiply Minis. West Ohio welcomed more than 1,500 registrations to the 21 Multiply Minis in 2021. Multiply Minis are timely, relevant trainings based on feedback from leaders across the conference. These Minis were led by practitioners from the requested topics.

Emerge. The Office of Fresh Starts and New Beginnings also provided a focused training for large churches. “Emerge” was offered to 10 West Ohio churches who average over 400 in worship. The purpose of this training was to assist churches in revisioning for the next season of ministry.

Bishop Palmer’s Leadership Clinics. In collaboration with the Office of Communications, the Office of Fresh Starts and New Beginnings launched Bishop Palmer’s Leadership Clinics. Throughout six clinics, more than 2,000 registered guests joined the virtual trainings from across the U.S. Nationally known leaders Nona Jones (Facebook/Meta), Carey Nieuwhof, Bishop Michael Curry, Beth Comstock, Nadia Bolz-Weber and Jemar Tisby offered their gifts and experiences to leaders hungry to learn. Out of the March Clinic with Nona Jones, Fresh Starts and New Beginnings worked with the Office of Communications to offer a training cohort and awarded 121 tech grants to churches looking to enhance their online presence.

Mission for New Faith Communities. To be a diverse movement of church-planting churches who make disciples of Jesus Christ for the transformation of the world.

Greenhouse. In 2021, the Office of Fresh Starts and New Beginnings worked to recruit church planters into the Greenhouse who have a vision for a new faith community. The Greenhouse is West Ohio's leader-development training for those called to start a new church.

New launches. In 2021, four new faith communities were launched and are being funded by Greenhouse grants awarded by the Missional Church Development Team. Those were Refuge 461 in Bluffton, Chapters in Cincinnati, The Warehouse in Cincinnati and Hope Collective Church in Dayton.

GHX (Greenhouse Expressions). The Office also expanded the previous Fresh Expressions training to develop a more contextualized GHX. GHX is an incubator and training for clergy or laity who have an idea or a desire to begin a new expression of church launching from an established church. GHX began in 2022.

Collaboration. In addition to the trainings, the Office of Fresh Starts and New Beginnings works with Bishop Palmer's appointive cabinet to assist churches who are looking to reimagine their future through avenues such as restarting, rebranding or adoptions through our "new wineskins" process and Readiness 360 assessments.

The Office of Fresh Starts and New Beginnings once again worked alongside the United Methodist Foundation of West Ohio and the Light the Way team to raise awareness and funds to start innovative new United Methodist faith communities.

Governance. The Office of Fresh Starts and New Beginnings is governed by the Missional Church Development Team. This team is responsible for oversight of the office, as well as evaluating and approving requests for Greenhouse and revitalization grants. This team also supports the office and grant recipients through monitoring of ministry goals and prayer.

2022. Bishop Palmer, through the Office of Fresh Starts and New Beginnings, plans to offer Multiply Minis, Emerge, Greenhouse, GHX and Bishop Palmer's Leadership Clinics to help equip leaders throughout the conference.

TRANSFORMATIVE

Discipleship

Presented by: Rev. Corey D. Perry, Chair

Bishop Palmer and members of annual conference, grace and peace be with you in the name of our Lord. I humbly submit to you this report on behalf of the Transformative Discipleship Team and Connectional Ministries staff.

The past year created as many operational challenges as the previous year, if not more. The Transformative Discipleship Team and Connectional Ministries staff rose to these challenges in multiple ways. It was a year of growth and transformation in ways other than size. We recognized that, while a few areas of our work reside as distinct elements, most of our team's work is interconnected and interdependent. Building upon those connections and dependencies will be essential for future success.

One of the distinct elements of our work, Camps and Retreats Ministry, was able to resume summer camping opportunities with children and youth, though at reduced capacity. This resumption was warmly welcomed, even if it were on a more limited basis than usual. A third-party consultant completed a thorough evaluation of all three campsites and assessed the physical assets of each. This assessment provided incredibly valuable information to the Camps and Retreats Team. It has also raised questions regarding how stewardship of these resources will be best managed into the future. It is the expectation of the Transformative Discipleship Team to bring a recommendation to conference members in 2023 regarding West Ohio camp facilities. We continue to believe that our camping ministry is transformative for those who participate, but also that we are called to a more disciplined stewardship of this ministry.

In the meantime, we will launch an urban strategy in partnership with Global Village in Dayton to expand camps to the inner city, reaching more diverse campers with life-changing experiences. Further, the team is working to create systems of intentional connection and follow-up for congregations that send campers to our sites.

In conversation with Bishop Palmer, our team will be dedicating itself to the continued expansion and integration of lay leadership throughout the conference's work. While ordained leadership is critical to the church's mission, lay leadership is vital to sustaining its efforts, robustness and viability. This work must be tied to other elements within the work of Connectional Ministries and the conference at large, such as Diversity, Equity and Inclusion. Further, these leaders must be equipped and supported in their ministries, as well as deployed in areas of greatest need, working to realize the vision of every congregation serving as a mission station. We also need to elevate the visibility and voices of these lay leaders as they engage this work to ensure ongoing alignment with and to the work of the churches and the conference.

An example of the strength of equipped, supported and deployed lay leadership is the conference's restorative justice program, All In Community. This program has continued to become more sophisticated and effective as it has leveraged the relationships and resources within the conference and within communities to respond to the lives of individuals affected by crime and incarceration. It is the goal of Transformative Discipleship and Connectional Ministries to take the template of how this work was launched and developed and apply that to other ministries that are lay led within the conference. It is also the goal of these teams to work with aligned community partners and donors to extend intentional invitations for financial investment that will allow this ministry and others like it to become less dependent on apportioned funds.

The Fear+Less Congregations initiative has seen a very successful year, having taken its first cohort through the educational encounter. This work, funded by a grant from the Lilly Foundation, hopes to build on that success as it expands through additional cohorts and, ultimately, creates a culture within the conference where congregations can work through the fear that they may experience in reaching out boldly into their communities and engaging diverse people.

Throughout all the work of Connectional Ministries and the conference, Transformative Discipleship seeks to weave the work of Diversity and Belonging and Next-Generation Engagement. In everything we do, in everything we say, we are to "let justice roll down like waters, and righteousness like an ever-flowing stream" (Amos 5:24). We must allow that flood of justice to pour through our conference, congregations and communities, so that all who thirst for it may be quenched and the injustices be swept away, that all may then know peace.

Lay Servant

MINISTRY

Presented by: Tracy Chambers, Director

Greetings, members of the West Ohio Annual Conference.

It is my privilege to report what has occurred over this past year with Lay Servant Ministries (LSM). First, Samuel Rodriguez, Director of Faith Formation and Community Engagement, was assigned as the conference staff member to oversee the work of Lay Servant Ministries for the West Ohio Conference. He has partnered with Tracy Chambers, a Certified Lay Minister serving as West Ohio's Director of Lay Servant Ministry, as well as the chairpersons of district LSM committees.

Just as many of our churches did, LSM embraced the use of Zoom for trainings throughout our conference. Full adaptation to virtual teaching and learning is a work in progress, but most are warming to it.

Equipping all laypersons for ministry is a primary focus for Connectional Ministries. To this end, the district LSM chairs serve as a Lay Servant Ministry Collaborative working together across the conference. For the future of LSM and to assist with standardizing the administration of learning across the conference, our district administrators are developing Standard Operating Procedures. Through their work, this team discovered challenges and opportunities for Lay Servant Ministries. The following recognizes the current reality of West Ohio Conference Lay Servant Ministries:

- Some districts continue to struggle with raising enough participation to hold LSM classes in-person. Often, classes are scheduled then canceled due to low registration.
- Using Zoom enables the districts to hold LSM conference-wide classes. However, duplicate classes have been offered simultaneously, in multiple districts, on the same weekends, with varying costs and timeframes for the same course.
- With experience, our committees have gained confidence with technology over the past two years. We are ready to move forward with offering more LSM classes conference-wide, resulting in the required basic and six core courses being offered over one conference year.
- This collaboration potentially will decrease class duplication across districts, increase participation across the conference, and allow classes to go on as scheduled.
- This collaboration provides districts the opportunity to offer more advanced classes, in-person or online, according to preference/need.

The following chart details district collaboration and the training completed toward equipping West Ohio Conference laity through Lay Servant Ministries in 2021.

District	#LSM Classes	# Students
CAN	3	3
MWD	1	2
MIV	5	6
NWP	9	13
SVD	2	3
CAS	2	2
ORV	2	4

#Certified Lay Ministers	44
#Lay Servants	219

Finally, Lay Servant Ministries and Connectional Ministries will continue collaborating to further develop LSM training, thus equipping West Ohio Conference laity to work across the conference as mission station Christians.

BOARD OF

Ordained Ministry

Presented by: Rev. Dr. Suzanne Allen, Chair

The West Ohio Conference Board of Ordained Ministry continues to fulfill their primary responsibilities as defined by paragraph 635.1 a-z in *The Book of Discipline* of “enlistment and recruitment of ministerial leadership for our churches and other ministry settings.”

The officers for this quadrennium include: Rev. Suzanne Allen, chair; Rev. Meshach Kanyion, vice chair; Rev. Steven Putka, secretary; Rev. Therese Lehman, chair, Conference Relations Committee; Rev. Rachel Miller, chair, Division of Deacons.

The work of the BOM is done in conjunction with the West Ohio Office of Ministry, under the excellent direction of Rev. Donnetta Peaks with the invaluable assistance of Ms. Susan Thomas.

West Ohio programing related to enlistment and credentialing includes, but is not limited to:

- Training and resourcing of district Committees on Ministry
- The Candidacy Summit for inquiring ministry candidates
- Local Pastor Licensing School
- The Crucible experience for provisional candidates
- Training and resourcing of the conference Board of Ordained Ministry
- Provisional and full member interviews
- Candidate Retreat
- Commissioning and Ordination Service
- Retirement requests and Retirement Service
- Memorial Service
- Conference Relations Committee
- Division of Deacons
- Extension Ministry
- Clergy change-of-status requests
- The REF Eight-Year Assessment (Refresh, Equip, Flourish)
- Young Clergy Retreat
- Black Clergy Retreat
- Intern Program
- Clergy Session – business of the annual conference
- Boundaries Training (required every four years, held this spring)

COVID-19 has continued to offer significant challenges and opportunities for innovation related to this work. Most of these gatherings have taken place online or in a hybrid setting. While we certainly long for the days when we can gather in person without health concerns, we are getting much better at utilizing Zoom and other online learning platforms. Online options have allowed us to continue our work safely, while also saving time and cost.

As the BOM gathered virtually over the last year, trainings and actions were focused in the areas of hospitality to all candidates and Cultural Competency.

After much careful consideration and preparation, the 2022 BOM interviews and plenary were held successfully in a virtual format. Thirty-one candidates were interviewed for provisional or full membership as deacons and elders. We were blessed to hear the candidates' stories of God's call in their lives and their witness in the local church and other ministry settings. We celebrate with the candidates who were recommended to Clergy Session for commissioning or ordination.

Commissioned for Provisional Membership on track toward Deacon:

- Sarah Lynn Beach
- Michele Marie Luebbers
- Alycia Gaye Boyer Orcena

Commissioned for Provisional Membership on track toward Elder:

- Marcella Velandia Ciccotelli
- Kristen Lawson
- Serena J. Wolfe
- WooJin Kang
- William Weaver

Approved for Full Membership and Ordination as Deacon:

- Joy Evangeline Bronson
- Abby Jean Lightle
- Christine Noel Case
- Tesia L. Mallory

Approved for Full Membership and Ordination as Elder:

- Andrew Michael Burns
- Hyo-Jin Kim
- Corey Daniel Perry
- Brian Changhoon Choi
- Peter Edward Matthews
- Katharine L. Steele
- E. Neil Gaiser
- Sarah Moon
- Cecil Jacob Fitzgerald Thompson
- Heather Eileen Grace Husted
- Sung Wha Park
- Kent H. Winkler

The work of the BOM includes faithful work of our eight district Committees on Ministry. They meet regularly in each district throughout the year to help candidates discern the call to certified lay and licensed local ministry, as well as to ordained ministry. They certify and license local pastors on a yearly basis and recommend those who are ready and called to the Board of Ordained Ministry. A special thanks to those who serve as the chairs and registrars of our DCOMs across the West Ohio Conference.

We celebrate with those who have completed these significant accomplishments.

Licensed Local Pastors who have completed the Course of Study:

- Mark Atterholt—MIV
- Kima Cunningham—MIV
- Brandi Blackstone—CAS
- Pam Hitchcock—MIV

Lay Servant Ministers who have completed the Certified Lay Ministry Academy:

- Keith Norwalk

It is a privilege to serve as chair of the Board of Ordained Ministry. We appreciate your continued prayer and support in this meaningful and transformational work of leadership formation and development across the West Ohio Conference.

Equitable

COMPENSATION

Presented by: Rev. Kurt King, Chair

Bishop Palmer, Members of the Cabinet, honored guests and faithful disciples of Jesus Christ,

On behalf of the Equitable Compensation Commission, we humbly come before this annual conference with the recommendation for Equitable Compensation.

Ministry happens when clergy, lay leaders and members of congregations put into motion what they hear from God. Jesus said, "Everyone then who hears these words of mine and acts on them will be like a wise person who built their house on rock." (Matthew 7:24) Vital and healthy ministry takes place when clergy and congregations actively support the vision and mission of reaching and making new disciples of Jesus Christ for purpose of transforming the world. When we work collaboratively, we are better positioned to support spiritual journeys in a variety of missional contexts.

The Commission on Equitable Compensation, outlined in the *2016 Book of Discipline* (Paragraph 625), is a way to employ financial resources as a means of support for congregational revitalization. The West Ohio Conference and churches partner together through faithful stewardship, accountability and encouragement. The commission's two main goals are: 1) Communicate clarity around clergy compensation. 2) Connect churches and clergy to the available resources to assist congregations in the movement toward fulfilling their mission and purpose.

Faithful disciples of all ages and backgrounds have the spiritual gifts, abilities and resources to transform the community where they live, and when matched with gifted clergy, the movement toward transformation begins.

Clergy include elders and deacons in full connection, commissioned elders and deacons, associate members and licensed local pastors. Each clergy member plays a vital role within the life and ministry of the church. Each congregation's unique context may call for a different type of clergy leadership.

Elders provide spiritual leadership through nurturing others in their relationship to God and lead the church through the ministry of the word and sacrament, and service to others while ordering the life of the church.

Deacons provide spiritual leadership through nurturing others in their relationship to God and act as bridges for the congregation to respond to those marginalized in and around them through word, service, justice and compassion.

Associate members and licensed local pastors provide spiritual leadership through nurturing others in their relationship to God and leading the life of the local church.

Licensed local pastors can provide leadership within a local area, while elders, deacons and associate members can be placed in areas of need across the connection. Elders, deacons and licensed local pastors may work together within a local church or be appointed individually, based on the needs of each congregation.

Provisional elders and deacons, as well as ordained elders and deacons, should be compensated equally (salary, pension, health insurance, housing, accountable reimbursement) if appointed full time to a local congregation. (See the table provided in Recommendation 4.)

Regardless of appointed role within a local church, the salaries outlined in this recommendation should be considered for all appointed clergy serving full time within the local church.

As established in the guidelines of *The Book of Discipline*, funds have been set aside in the 2023 budget to provide temporary financial assistance under the definitions presented for minimum salary support in this recommendation. 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 2023 is an average of 3% over last year. (See the Table, provided in the Book of Reports.) This increase was determined after much discussion, as we seek to balance the issues of seeing that clergy families are properly supported versus the costs of salary, pension, health insurance, housing and accountable reimbursement. We understand this balance causes a struggle for many local churches. 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.

Once again, we as a Commission are thankful for your support over the years for your clergy. We appreciate your leadership and the thoughtful consideration of this Commission resolution that is before you today. I move the adoption of Recommendation #4 of the Book of Reports.

UMM Foundation

OF WEST OHIO

Presented by: Bruce Boyd, Chair

Greetings, West Ohio Conference Members.

On behalf of the Foundation Board of Trustees, it is my privilege to bring you an update about your United Methodist Foundation of West Ohio. While we have much to share, I will focus on three areas of greatest importance.

The Foundation is growing.

2021 offered the opportunity for the Foundation to share its message across the conference and share our future plans. We have established sustainable processes and built strong relationships with individual donors and local church congregations throughout the conference.

Thanks to a strong market and excellent asset management, the Foundation is on strong financial footing. This year, four churches began endowments with the Foundation, and nearly a million dollars was invested by churches and organizations into their existing endowment funds. We are excited that our assets under management now top \$100 million.

The Foundation is strong.

The Foundation Board is an active, diverse group of dedicated professionals, each bringing strengths and talents to bear on the success of the organization. Our executive director and her staff are equally dynamic, bringing enthusiasm, caring and attention to detail to their work on behalf of the West Ohio Conference. The structures and processes are in place to support the growth initiatives being planned. Finally, the Foundation is supported by excellent partners in the Conference Finance Team, especially CFO Bill Brownson.

The Foundation is focused on the future.

Most importantly, this year the Foundation Board of Trustees completed its first strategic plan after a nine-month process. This plan maps out the strategic direction of the Foundation through the end of the quadrennium. In addition to identifying new guiding statements for the Foundation, it identifies two primary strategic goals supported by clearly identified objectives and measurable outcomes. The highlights of the plan are identified below.

As chair of the board, I am excited about the future of the Foundation and how we can support the mission of the church. Your involvement and support are crucial to our success. I encourage you to seek out the services and resources of the Foundation and consider how the Foundation might help you and your church achieve your kingdom-building goals.

2022-24 Strategic Plan Highlights

Mission: To equip local churches to make 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.

Purpose: To be the premier provider of best-in-class asset-management services, and a trusted advisor offering expert stewardship education and guidance for WOC stakeholders.

Vision: The UMFOW envisions a day when every West Ohio church, ministry and organization possesses the financial resources to achieve its kingdom-building goals.

Strategic Goal #1

Our first goal is to build relationships with current and potential stakeholders through a clearly communicated value proposition. To achieve this goal, we will develop a communication plan that identifies our primary audiences; develop a value proposition for each identified audience; and design the appropriate communication strategies and vehicles for sharing that value proposition. An awareness survey will be shared before and after the communication plan is put in place to measure effectiveness.

Strategic Goal #2

Our second goal is to increase the Foundation's capacity to serve current and future stakeholders. To achieve this goal, we will focus our work on four key areas, including: providing best-in-class asset management services; becoming the preferred provider of stewardship education/development services to local churches; providing structure to serve all United Methodist churches; and helping individual donors reach their philanthropic goals. The central activities to meet these objectives include assessing our asset management services, growing the Foundation staff, developing a Stewardship Education program, as well as developing a more robust Donor Advised Fund program for individual donors.

2021-22 UMFOW Board Members

Rev. Calvin Alston District Superintendent Shawnee Valley District	Mr. Thomas Hofmann Retired Fundraising Professional Capitol Area North District	Rev. John "Rocky" Riddle Pastor, Harlem Road UMC Capitol Area North
Rev. Dr. Todd Anderson District Superintendent Ohio River Valley District	Rev. Doug Johns Pastor, Hyde Park Community UMC Ohio River Valley District	Mrs. Karen Smith COO, Gem City Church Collective Miami Valley District
Mr. Bruce Boyd Retired Business Owner Miami Valley District	Mr. Eric Olsavsky VP Community Engagement, Pelotonia Capitol Area South District	Mrs. Shannon Spencer VP for Advancement, Ohio Northern University Northwest Plains District
Rev. Katya Brodbeck Associate Pastor, Powell UMC Capitol Area North District	Mr. Eric Rice VP-COO, Capital Asset Management Inc. Capitol Area North District	Rev. Gary Wheeler Pastor, Germantown UMC Miami Valley District
Ms. Barbara Fillion Retired, Procter & Gamble Ohio River Valley District		

Ex-Officio Members

Bishop Gregory V. Palmer Bishop of the Ohio West Area	Mr. Bill Brownson CFO and Conference Treasurer West Ohio Conference	Mrs. Susan Black, CFRE Executive Director UMFOW
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Chief Financial Officer

REPORT

Presented by: Bill Brownson

The overall financial state of the Conference, including the districts, Board of Pensions and the United Methodist Foundation of West Ohio, is sound as of Dec. 31, 2021. Our financial foundation is strong because of attentive stewardship, in terms of both expense management and asset management. Three successive years of strong investment returns will have that effect on an organization like ours with more than \$100 million of invested assets. Gratefully, we are in a good position to weather volatile investment conditions and uncertainties in the short term to maintain and even grow our ministries.

From this encouraging starting place, I'd like to raise some substantive matters and issues we will be navigating going forward.

Boy Scouts

As indicated in the Trustees' report, the Conference has committed just over \$1 million toward the denominational settlement amount in the Boy Scouts bankruptcy. While our responsibilities are about more than money, we will need to cobble together our share. An ad hoc committee of Trustees, CF&A members and others is working on allocating the promised support among the Conference and districts.

Active Health Insurance Plan

The Board of Pensions and others continue to grapple with the medical and prescription drug claims of our active health-insurance plan. As caretakers of a self-funded plan, we are responsible for assigning premiums to participating churches at a level that covers claims. In 2021, premiums would have had to be 13% higher to cover the cost of the plan. That might seem incredible for churches already contributing nearly \$30,000 to a family plan. Fortunately, the Board of Pensions is well reserved and has the capacity to cover a shortfall in premium income to pay for ongoing claims. As the Board plans for 2023, everything will be subject to review. With U.S. health care costs of \$12,530 per person in 2020, there are no silver bullets.

Disaffiliations

I have invested significant time in understanding and navigating the possible impacts on churches choosing to disaffiliate from The United Methodist Church. The timing, number and mix of disaffiliating churches are all unknown. What we know is that 2024 will be the next time General Conference convenes and the earliest it can act on a way

forward on this matter. Until then, the current *Book of Discipline* is our guide on facilitating departing churches in West Ohio. Elsewhere in this document, the Board of Trustees has included in-depth information about the terms of disaffiliation for churches considering it.

One of the key financial considerations of disaffiliation is providing for a share of unfunded pension liability. To be sure, this is a complicated matter. I have wrestled with how to simplify this for the widest understanding and landed here:

- Under a set of assumptions that includes a stable support base (i.e., churches), investment markets in the future being like the past, predictable participation and mortality rates, *our pension plans are fully funded*. This is the assessment on a “funding basis,” a term actuaries apply to the situation described here.
- Under a set of assumptions that includes a great deal of uncertainty, it makes sense to value pension liabilities in a more conservative way. When entire annual conferences are contemplating separating and an unknown number of churches and clergy will depart The UMC, predictability gives way to uncertainty and ambiguity. In this case, Wespath has applied a more conservative “market-based” methodology to value pension liabilities and take into account an uncertain future. *On this basis, we are underfunded*.
- Technically, informed professionals and interested parties alike can debate whether a market-based valuation is too conservative and that a funding basis is more appropriate. From my chair, compensating for uncertainty on something as important as retirement income for clergy and their surviving spouses is sensible.
- Regardless of one’s opinion and analysis, the pension valuation methodology to be considered for disaffiliating churches is fixed in *The Book of Discipline*; we cannot unilaterally choose something else.

Given our current finances and assuming orderly disaffiliations using the terms provided in *The Book of Discipline*, I am optimistic about our financial capacity to navigate a future committed to making disciples and engaging in meaningful ministry. The road may be choppy, but we have everything we need, not only to navigate it, but also to navigate it effectively.

The matters named in this report are substantive, material and complex. I am blessed to work collaboratively with capable and committed volunteer board and committee members on plans and solutions for Conference matters. The Council on Finance and Administration, the Board of Trustees, the Board of Pensions, the Audit Committee, the Investment Committee – the ones with whom I work more closely – are all engaged and supportive. We wouldn’t have a prayer without them.

Finally, wearing my additional hat of Director of Administration, I’d like to raise up the dedicated Conference and District staff who come to work every day committed to doing their part in advancing our shared mission. Without them, our results would be diminished. Just like in the local church, they have demonstrated resilience and adapted to the changing context of their work. I am grateful for their dedication and proud to call them colleagues.

Bill Brownson

CFO & Director of Administration

bbrownson@wocumc.org

380-223-9324, direct line

COUNCIL ON

Finance & Administration

Presented by: Rev. Paula Stewart

The timing of a General Conference and lingering impact from the COVID-19 pandemic continue to inform the work of the Council on Finance and Administration. We now know that the next General Conference will be in 2024, which will be the earliest time to gain broad guidance on how churches that so discern may disaffiliate from the United Methodist Church. What is less clear today is how many churches will now avail themselves of the disaffiliation mechanisms adopted at the 2019 Special General Conference or are otherwise already in *The Book of Discipline*. There will be a future when the financial capacity of the Conference – as an extension of its local churches – will be diminished.

We do know this:

- 2021 receipts on apportioned connectional giving was over 71% which exceeded both budgeted expectations and prior year total.
- Churches have continued to adapt to in-person and virtual worship and ministry contexts.
- All pathways for disaffiliation include payment of apportionments.
- CFA will endeavor to provide financially for the equipping of all our churches, which still number nearly 1,000.
- The Conference and Districts are well reserved and financially positioned to navigate any number of scenarios.

CF&A directed the CFO to develop a 2023 budget that keeps flat the total amount apportioned and assumes a receipt rate like 2021 given what we know and what remains uncertain. While in many respects this is a status quo budget, it follows several years of significant reductions in expenses and reliance on apportioned connectional giving.

In other sections of the Book of Reports, you will find budget details and an accompanying narrative and a report from CFO, Bill Brownson. Taken together they provide a comprehensive picture of 2021 results, the 2022 budget and the 2023 budget.

In what is affectionately called the boilerplate of Recommendation #1, you will see two additions from prior years. First, CFA gives its support to a capital campaign for Camps & Retreats Ministries. While it's too soon for details, the work done so far indicates resources from a capital campaign will be needed. And we don't want to unnecessarily delay that work by waiting until 2023 to officially bless it. Second, we believe that churches should not accept loans from church members or constituents and made that a rule as of July 1, 2022.

We are grateful that with your generosity we contributed 94% toward total General Church apportionments in 2021. Had we been operating under the budget that was likely to be adopted at General Conference, our support would have exceeded 100%. This level of support exceeds what the General Church had forecast. Your support provides for our capacity to be a global church: 100% of your contributions to UMCOR is possible because of connectional support. Scholarships for clergy and undergraduates are possible because of connectional support. Missionaries like Gaston and Jeanne Ntambo save lives and inspire faith because of connectional support.

Another role of CF&A is to oversee administration, not just finances. On that front, we are fortunate to have a strong administrative staff. Our CFO, Bill Brownson ably oversees a staff who focuses on accounting, property management, information technology and human resources. Each function equips and supports all conference ministries, usually behind the scenes. We are grateful for their work and professionalism.

BOARD OF

Trustees

REPORT

Presented by: Julie Hurtig

The conference trustees have had a busy and substantive year, ably attended to by a gifted board of trustees and conference staff that support us. We addressed matters of law, property and disaffiliation while appreciating the work of our affiliated organizations during the second year of a global pandemic.

Boy Scouts of America:

The widely reported Boy Scouts of America bankruptcy case is a significant matter for The United Methodist Church. Thousands of local churches across the country and hundreds in Ohio charter scouting troops, some of which span generations. BSA entered bankruptcy proceedings to attend to over 80,000 allegations of abuse spanning 60 years. The UMC assembled a legal team to represent its interests and those of claimants.

The trial was concluded in April and the judge's ruling is pending at the time of this writing. It is expected that The United Methodist Church would contribute \$30 million toward a survivors' settlement trust. West Ohio has committed nearly \$1.1 million to the trust and to engage in healing actions that include listening to and learning from survivor experiences, sharing articles, and reviewing and updating Safe Sanctuary policies. An ad hoc committee of conference trustees, members of the Council of Finance and Administration, and others will review and recommend how West Ohio should fulfill its financial commitment. The BSA reorganization mediated plan would result in full liability releases in favor of United Methodist Chartering Organizations for abuse claims through Feb. 18, 2020, the date of bankruptcy.

Thankfully, we have no other material legal matters to report.

Affiliated Organizations:

The Board of Trustees is the conference body that officially relates to our affiliated organizations. They include OhioHealth, Charitable Pharmacy of Central Ohio, UMCH Family Services, Otterbein Senior Life, Life Enriching Communities and The Wesley Communities. Each found themselves in the midst of a persistent pandemic: hospitals, congregate living systems, delivered rather than picked-up prescriptions, and so on. Their work in this time surely is God's work, and we are grateful to be in ministry with them. During the first half of 2022, The Wesley Communities will officially become part of the Life Enriching Communities, covering the central and southwestern Ohio markets.

Property Matters:

Administering conference and district property, including closed churches, is now centrally coordinated. As of Dec. 31, 2021, the conference and districts own and manage 29 properties, including three parsonages, the Conference Center, three district-owned offices, three camps and retreat centers, five closed churches now used for missional purposes, and 12 closed churches pending sale.

The administration of closed churches has given rise to the Closed Church Fund. That fund had a Dec. 31, 2021 value of \$6 million, of which \$1.2 million was held in cash, and the balance represented the estimated value of closed church properties. In 2021, the fund incurred \$1.1 million of expenses, of which 75% were grants, with the balance covering property-management expenses. Working with the extended cabinet, the trustees have created an endowment that will be funded annually with 25% of closed-church proceeds. The initial contribution to the endowment is \$500,000, and income from the endowment will support new worshipping communities for years into the future.

Disaffiliation:

The trustees have been monitoring and working on how best to help churches disaffiliate from the denomination under *Book of Discipline* provisions. Along with many others, the Board anticipated a General Conference would provide guidance on disaffiliating and the corresponding role of conference trustees. Now that the 2020 General Conference is officially postponed until 2024, many have been looking at how to use the existing *Book of Discipline* paragraphs to implement disaffiliations prior to 2024. The trustees have focused their efforts on ¶2553, which was passed at the 2019 Special General Conference and is now fully vetted by the Judicial Council. Our comprehensive approach and plan for disaffiliations under ¶2553 is fully and transparently shared following this summary report, along with several related questions and answers.

Indeed, the work of conference trustees has been substantial this past year, and all indications are it will continue to undertake important matters of governance and oversight for the West Ohio Conference.

While I'm appreciative of all conference trustees and conference staff who support our work, I'm particularly grateful for Marlen Yost. Marlen served on the board since 2016, and ably and conscientiously led the board as chair from 2020 until stepping down in February 2022.

I look forward to annual conference, where I will provide a report on these and other matters. In the meantime, please contact me with questions at juliehurtig@gmail.com

¶ 2553 of the 2016 *Book of Discipline*

NEW ¶ 2553, page 776.

[This new paragraph became effective at the close of the 2019 General Conference.]

Section VIII. Disaffiliation of Local Churches Over Issues Related to Human Sexuality

¶ 2553. *Disaffiliation of a Local Church Over Issues Related to Human Sexuality*—

1. **Basis**—Because of the current deep conflict within The United Methodist Church around issues of human sexuality, a local church shall have a limited right, under the provisions of this paragraph, to disaffiliate from the denomination for reasons of conscience regarding a change in the requirements and provisions of *The Book of Discipline* related to the practice of homosexuality or the ordination or marriage of self-avowed practicing homosexuals as resolved and adopted by the 2019 General Conference, or the actions or inactions of its annual conference related to these issues which follow.
2. **Time Limits**—The choice by a local church to disaffiliate with The United Methodist Church under this paragraph shall be made in sufficient time for the process for exiting the denomination to be complete prior to December 31, 2023. The provisions of ¶ 2553 expire on December 31, 2023 and shall not be used after that date.
3. **Decision Making Process**—The church conference shall be conducted in accordance with ¶ 248 and shall be held within one hundred twenty (120) days after the district superintendent calls for the church conference. In addition to the provisions of ¶ 246.8, special attention shall be made to give broad notice to the full professing membership of the local church regarding the time and place of a church conference called for this purpose and to use all means necessary, including electronic communication where possible, to communicate. The decision to disaffiliate from The United Methodist Church must be approved by a two-thirds (2/3) majority vote of the professing members of the local church present at the church conference.
4. **Process Following Decision to Disaffiliate from The United Methodist Church**—If the church conference votes to disaffiliate from The United Methodist Church, the terms and conditions for that disaffiliation shall be established by the board of trustees of the applicable annual conference, with the advice of the cabinet, the annual conference treasurer, the annual conference benefits officer, the director of connectional ministries, and the annual conference chancellor. The terms and conditions, including the effective date of disaffiliation, shall be memorialized in a binding Disaffiliation Agreement between the annual conference and the trustees of the local church, acting on behalf of the members. That agreement must be consistent with the following provisions:
 - a. Standard Terms of the Disaffiliation Agreement. The General Council on Finance and Administration shall develop a standard form for Disaffiliation Agreements under this paragraph to protect The United Methodist Church as set forth in ¶ 807.9. The agreement shall include a recognition of the validity and applicability of ¶ 2501, notwithstanding the release of property therefrom. Annual conferences may develop additional standard terms that are not inconsistent with the standard form of this paragraph.

- b. Apportionments. The local church shall pay any unpaid apportionments for the 12 months prior to disaffiliation, as well as an additional 12 months of apportionments.
- c. Property. A disaffiliating local church shall have the right to retain its real and personal, tangible and intangible property. All transfers of property shall be made prior to disaffiliation. All costs for transfer of title or other legal work shall be borne by the disaffiliating local church.
- d. Pension Liabilities. The local church shall contribute withdrawal liability in an amount equal to its pro rata share of any aggregate unfunded pension obligations to the annual conference. The General Board of Pension and Health Benefits shall determine the aggregate funding obligations of the annual conference using market factors similar to a commercial annuity provider, from which the annual conference will determine the local church's share.
- e. Other Liabilities. The local church shall satisfy all other debts, loans, and liabilities, or assign and transfer them to its new entity, prior to disaffiliation.
- f. Payment Terms. Payment shall occur prior to the effective date of departure.
- g. Disaffiliating Churches Continuing as Plan Sponsors of the General Board of Pension and Health Benefits Plans. The United Methodist Church believes that a local church disaffiliating under ¶ 2553 shall continue to share common religious bonds and convictions with The United Methodist Church based on shared Wesleyan theology and tradition and Methodist roots, unless the local church expressly resolves to the contrary. As such, a local church disaffiliating under ¶ 2553 shall continue to be eligible to sponsor voluntary employee benefit plans through the General Board of Pension and Health Benefits under ¶ 1504.2, subject to the applicable terms and conditions of the plans.
- h. Once the disaffiliating local church has reimbursed the applicable annual conference for all funds due under the agreement, and provided that there are no other outstanding liabilities or claims against The United Methodist Church as a result of the disaffiliation, in consideration of the provisions of this paragraph, the applicable annual conference shall release any claims that it may have under ¶ 2501 and other paragraphs of *The Book of Discipline* of The United Methodist Church commonly referred to as the trust clause, or under the agreement.

Steps of Disaffiliation Process Under Paragraph 2553

A. Request for church conference and call by district superintendent.

The church conference shall be conducted in accordance with Paragraph 248 and shall be held within one hundred twenty (120) days after the district superintendent calls for the church conference. When the request is made, the pastor of the church is to provide to the district superintendent a listing of all professing members of the congregation and agrees to report any changes to that listing ten (10) days before the church conference.

B. Approval of the disaffiliation resolution by a two-thirds majority of the professing members of the local church present and voting at the church conference.

At least two-thirds (2/3) of the professing members present at a church conference of Local Church must vote to disaffiliate from The United Methodist Church “for reasons of conscience regarding a change in the requirements and provisions of *The Book of Discipline* related to the practice of homosexuality or the ordination or marriage of self-avowed practicing homosexuals as resolved and adopted by the 2019 General Conference, or the actions or inactions of its annual conference related to these issues which follow.”

C. Establishment of the terms and conditions, including effective date, of the disaffiliation agreement between the annual conference and the exiting local church by the conference board of trustees.

If the church conference votes to disaffiliate from The United Methodist Church, the terms and conditions for that disaffiliation shall be established by the board of trustees of the annual conference. The Board of Trustees of the West Ohio Annual Conference, with the advice of the cabinet, the annual conference treasurer, the annual conference benefits officer, the director of connectional ministries, and the annual conference chancellor have determined the unfunded pension liability shall be allocated on the basis of the church’s share of total apportionments.

TEMPLATE

Disaffiliation Agreement Pursuant ¶2553

This Disaffiliation Agreement (“Agreement”) made effective as set forth below by and between the West Ohio Conference of The United Methodist Church (the “Annual Conference”) and _____ (“Local Church”).

Preliminary Statements

Whereas, Local Church is a United Methodist church within the boundaries of Annual Conference;

Whereas, Local Church has held a church conference, in compliance with ¶¶246.8, 248, and 2553.2-.3 of The Book of Discipline of The United Methodist Church (“Discipline”), at which at least two-thirds (2/3) of the professing members present at the church conference of Local Church voted to disaffiliate from The United Methodist Church “for reasons of conscience regarding a change in the requirements and provisions of the Book of Discipline related to the practice of homosexuality or the ordination or marriage of self-avowed practicing homosexuals as resolved and adopted by the 2019 General Conference, or the actions or inactions of its annual conference related to these issues which follow.”

Whereas, pursuant to ¶2501.1 of the Discipline, Local Church holds its real and personal, tangible and intangible property “in trust for The United Methodist Church and subject to the provisions of its Discipline.”

Whereas, property subject to ¶2501.1 “can be released from the trust, transferred free of trust or subordinated to the interests of creditors and other third parties only to the extent authority is given by the Discipline.” (¶2501.2)

Whereas, ¶2553 provides a specific circumstance in which property subject to ¶2501.1 can be released from the trust imposed by ¶2501.

Whereas, pursuant to ¶2553.4 and Judicial Council Decision (JCD) 1420, the Annual Conference Board of Trustees is vested with the exclusive authority to establish the terms and conditions of a local church’s departure from The United Methodist Church.

Whereas, ¶2553.4 requires the terms and conditions of Local Church’s disaffiliation from The United Methodist Church to be “memorialized in a binding Disaffiliation Agreement.”

Whereas, any disaffiliation by a local church from The United Methodist Church must be ratified by a simple majority of the members present and voting at a duly called session of Annual Conference, as required by JCD 1379.

Whereas, Local Church and Annual Conference wish to resolve all matters between them and to disaffiliate in compliance with the requirements of ¶2553 and Judicial Council Decision 1379.

NOW, THEREFORE, in consideration of the foregoing and the mutual covenants herein, and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, Local Church and Annual Conference agree as follows:

1. **Conditions Precedent.** Local Church and Annual Conference acknowledge and agree that the following are conditions precedent to effective disaffiliation:

- a. **Church Conference Vote.** At least two-thirds (2/3) of the professing members present at a church conference of Local Church have voted to disaffiliate from The United Methodist Church “for reasons of conscience regarding a change in the requirements and provisions of the Book of Discipline related to the practice of homosexuality or the ordination or marriage of self-avowed practicing homosexuals as resolved and adopted by the 2019 General Conference, or the actions or inactions of its annual conference related to these issues which follow.” Local Church must provide documentation, to the satisfaction of Annual Conference, which evidences the result of the disaffiliation vote taken at the church conference. Such documentation must be certified by an authorized officer of Local Church and shall be included as an exhibit to this Disaffiliation Agreement. (Exhibit A.)
- b. **Annual Conference Approval.** The disaffiliation memorialized by this Agreement has been ratified by a simple majority of the members present and voting at a duly called session of Annual Conference.
- c. **Payment.** Payment as set forth in Section 4 below has been received by the Annual Conference.

Should any of the above fail to occur, this Disaffiliation Agreement shall immediately become null and void and Local Church’s disaffiliation shall be ineffective.

2. **Applicability of ¶2501.** Local Church acknowledges and agrees that pursuant to ¶2501 of the Discipline, Local Church holds all property, real and personal, tangible and intangible, in trust for the benefit of The United Methodist Church.

3. **Date of Disaffiliation.** Should Local Church timely comply with all of its obligations as set forth herein, Local Church’s disaffiliation from The United Methodist Church will be effective on _____, 20____ (“Disaffiliation Date”).¹

4. **Consideration:** in consideration of the Annual Conference’s obligations under this Agreement, Local Church agrees to pay to the Annual Conference, in a manner specified by the Annual Conference, the sum of \$_____. Payment shall be made seven (7) calendar days prior the Disaffiliation Date. This sum represents:

- a. The required apportionment payment (Paragraph 2553.4b) shall be for the twelve (12) months immediately preceding the Disaffiliation Date, plus twelve (12) times the most recent monthly apportionment amount prior to the Disaffiliation Date;
- b. \$_____, which reflects the amount of any directly billed outstanding invoices owed to the Conference for current Clergy benefit obligations;²

¹ Under ¶2553.2, the Disaffiliation Date cannot be later than December 31, 2023.

² Enter “0” if the Local Church is current.

- c. An amount equal to Local Church's share, as determined by the Conference using 202_ numbers, of the Conference's unfunded pension obligations, totaling _____³; and
- d. An amount equal to any Conference or District grant in excess of \$20,000.00, other than a grant for equitable compensation, received by Local Church on or after March 1, 2019.
5. **Release of Trust Interest:** Within seven (7) calendar days of its receipt of the payment in paragraph 4 above, and assuming all other conditions precedent have been satisfied, the Conference shall provide the Local Church the release of trust interest attached hereto as Exhibit B. The Annual Conference shall also provide reasonable cooperation to the Local Church to the extent additional documentation is needed, such as assisting with an affidavit of title, if necessary.
6. **Other Liabilities:** Local Church shall either satisfy all of its debts, loans, and liabilities, or assign or transfer such obligations to its new entity. Local Church must provide sufficient documentation of same to Annual Conference.
7. **Group Tax-Exemption Ruling:** As of the Disaffiliation Date, Local Church shall cease to use, and also shall ensure that any affiliates of Local Church which have been included in the group tax-exemption ruling shall cease to use, any and all documentation stating that Local Church is included in the denomination's group tax-exemption ruling administered by the General Council on Finance and Administration of The United Methodist Church. Local Church and any of its affiliates which have been included in the group tax exemption ruling will be removed as of the Disaffiliation Date.
8. **Records:** Local Church shall turn over to the Annual Conference all archives, membership rolls, and historical documents, including documents related to funerals, baptisms, and weddings, and all trustee, committee, and council meeting minutes. Local Church may retain copies of documents of legal or operational significance and shall have a right to access archived records for business and legal purposes.
9. **Cemeteries and Columbaria.** If Local Church has a cemetery, memorial garden, mausoleum, columbarium, or other place for the disposition of human remains, Local Church shall continue to maintain it in compliance with all applicable laws and provide access to it after the Disaffiliation Date for families and loved ones of United Methodists buried there on the same terms and conditions as the members of Local Church.
10. **Organizational Transition.** Prior to the Disaffiliation Date, Local Church shall make reasonable efforts to remove all United Methodist branding and refrain from holding itself out as a United Methodist Church. Further, Local Church shall be prepared to do one of the following by the Disaffiliation Date: (a) satisfy all of its debts, loans, and liabilities and continue in existence with amended governing documents; or (b) transfer all its property, debts, loans, liabilities and obligations to a new legal entity. If Local Church transfers all its property and obligations to another church or a new legal entity to operate as a church with its property after the Disaffiliation Date, Local Church promptly shall take all steps necessary to dissolve as a corporation in accordance with Ohio law, effective as of the

³ The Annual Conference calculates a local church's share of the Conference's unfunded pension obligation by multiplying the church's share of total Annual Conference, General Church and District apportionments by the total unfunded pension obligation.

Disaffiliation Date. If Local Church merges into another church corporation, Local Church shall assure that the articles of incorporation, bylaws, and other corporate governance documents of the surviving corporation do not contain the letters “UMC” or the words “United Methodist” or otherwise indicate any affiliation or connectional relationship with The United Methodist Church. Local Church shall indemnify, defend, and hold harmless Annual Conference and its districts, agents, officers, directors, and employees from any liability or costs (including reasonable attorney fees) resulting from any claim, action, or cause of action for damages to persons or property resulting from Local Church’s failure to take all necessary steps as required by this Section.

11. **Return of UMC Branding/Materials:** Local Church shall cease all use of “United Methodist,” the Cross and Flame insignia, and any other intellectual property of the Conference and The United Methodist Church, including the removal of all signage containing the same, as soon as possible but no later than three (3) months following the Disaffiliation Date. Signage or insignia that is an integral part of a church building (e.g., when the insignia is part of a stained-glass window, mosaic, or etched into the stone, brick, or woodwork of a building) shall be exempt from removal. Local Church may continue to use *The United Methodist Hymnal*, *Book of Worship*, and any other United Methodist worship or study materials it has purchased consistent with the copyright obligations stated in such hymnals, books and materials.
12. **Mutual Release of Liability:** Each party, on behalf of themselves, their trustees, employees, members, successors and assigns, releases and holds harmless the other from all claims and liability arising out of their denominational affiliation and disaffiliation, except for any breach of this agreement, including the indemnification obligations set forth in paragraphs 10 and 13 hereof.
13. **BSA Chartered Organization Warranty:** Local Church warrants that it is unaware of any claims or demands against it in connection with any scouting activities chartered or hosted by the Local Church. **[Or if applicable:** Local Church is aware of a claim or demand arising out of its chartering a scout troop or hosting scouting activities. Local Church agrees that to the extent possible it will work with its insurer to extend all available coverage to the Annual Conference and relevant District in connection with such claim or demand and enter into an indemnification agreement with the Annual Conference and District.]⁴
14. **Implementation Expenses:** Each party will bear their own costs and fees. However, Local Church will assume all costs and fees associated with any title work needed to implement this Agreement.

[Remainder of Page Intentionally Left Blank]

⁴ Select one.

**West Ohio Annual Conference of
The United Methodist Church,
Inc.**

By: _____ Date _____
Its: Bishop

_____ **District**

By: Rev. _____ Date _____
Its: District Superintendent

Local Church

By: _____ Date _____
Its: Chair, Board of Trustees

Exhibit A

(Documentation certified by an authorized officer of Local Church evidencing the result of the disaffiliation vote taken at Local Church's church conference)

Exhibit B
RELEASE OF TRUST CLAUSE INTEREST

We, as the Bishop of The West Ohio Annual Conference of The United Methodist Church, Inc. (“Annual Conference”), the Chair of the Annual Conference Board of Trustees, and the presiding District Superintendent of the _____ District of the Annual Conference, hereby affirm that _____ United Methodist Church (“Local Church”) has disaffiliated from The United Methodist Church in compliance with the Book of Discipline of The United Methodist Church (the “Discipline”) and the decisions of the Judicial Council of The United Methodist Church. Therefore, we release and disclaim all interests of the Annual Conference, for itself and on behalf of The United Methodist Church, in the real and personal property of the Local Church and expressly release the trust interest imposed on the same by Paragraph 2501 of the Discipline.

Date: _____

West Ohio Annual Conference of The United Methodist Church, Inc.

By: _____
Gregory V. Palmer, Bishop

_____ **District of the West Ohio Annual Conference**

By: _____
_____, District Superintendent
_____, District of The West Ohio
Annual Conference of The United
United Methodist Church, Inc.

**Board of Trustees, West Ohio Annual Conference
of The United Methodist Church, Inc.**

By: _____
_____, Chair

ACKNOWLEDGEMENT

The foregoing Release of Trust was acknowledged before me on _____, 20__, by _____, as Bishop of The West Ohio Conference of The United Methodist Church, Inc.; _____, District Superintendent of the _____ District of The West Ohio Conference of The United Methodist Church, Inc.; and _____, Chair of the Board of Trustees of the West Ohio Annual Conference of The United Methodist Church, Inc., each of whom produced a driver’s license as identification.

Name: _____
Notary Public, County of _____; State of _____

Paragraph 2553 FAQs

1. What is the Trust Clause and why does it matter?

From United Methodism's earliest days, it has been the practice, understanding and rule that local United Methodist Church property is held in trust for the denomination. As long as the congregation remains part of and advances the interest of The United Methodist Church, the congregation tends to the property needs. When that ceases to be the case, the property transfers to the Conference Trustees for management and disposition.

2. What is Paragraph 2553, from where did it come, and why is it the basis of the Trustee Report?

During the 2019 Special General Conference, petition 90059 was moved as a substitute for the One Church Plan. The petition was brought by Keith Boyette, who was the leader of the Wesleyan Covenant Association. The maker of the motion represented that the terms of petition 90059 provided for a Gracious Exit. During the debate, the proponent stated the following: "We do not want to force any church to leave the denomination. This does not force anyone to do so. What it does, it says that any church that discerns that because of today's votes, they cannot faithfully live out the gospel, would have an opportunity to have a fair process to leave. The intended process is literally how I would want to be treated if I were the one hurting because of that" (from the daily proceedings as recorded in the 2019 Daily Christian Advocate). The petition passed 420-390 with traditionalists making up a significant majority of the 420 votes in favor and centrists and progressives making up a significant majority of the 390 votes against. The content of the petition gave rise to ¶2553, which the Conference Trustees are using as guidance for churches wishing to disaffiliate.

The Conference Trustees appreciate that The Council of Bishops recently affirmed by an overwhelming majority that ¶2553 in *The Book of Discipline* would be the primary paragraph used for disaffiliation and separation. It is understood that different contexts may require utilization of additional paragraphs in the current *Book of Discipline*, namely paragraphs 2548.2 and 2549: and that, if so, they would employ the values and principles as outlined in paragraph 2553.

3. If a local church leaves (i.e., changes its connectional relationship with) The United Methodist Church by affiliating with another denomination under Discipline ¶2548, instead of disaffiliating pursuant to ¶2553 of The Discipline, will such church be exempt from the "pension withdrawal liability payment" requirement, under which it must pay its share of unfunded pension obligations to its annual conference?

No. Affiliating with another denomination under ¶2548.2 will not bypass the pension withdrawal liability payment requirement. Although such church would not be disaffiliating pursuant to ¶2553, which contains a withdrawal liability payment requirement, the church would remain subject to ¶1504.23 of The Discipline. Paragraph 1504.23, approved by the 2019 General Conference, imposes the pension withdrawal payment requirement when a local church or charge "changes its relationship to The United Methodist Church through closure, abandonment, or release from the trust clause pursuant to ¶2548, ¶2549, or otherwise" Thus, the pension withdrawal liability payment requirement applies, regardless of the nature in which — or The Discipline paragraph under which — a church or charge disaffiliates from The United Methodist Church. This payment is designed to account for the pension-related investment, longevity and other risks that the exiting local church would be leaving to its annual conference upon disaffiliation.

4. Why is there a tight timeline? Why does it need to be done by Dec. 31, 2023?

Paragraph 2553 states that for this process to be used, it must be completed by December 31, 2023. It was anticipated that there would be a General Conference in 2020, and then 2021, and then 2022, with perhaps additional legislation and gracious exit procedures. Due to COVID-19, that did not occur, and so the 2019 legislation that expires on December 31, 2023, is what is available now.

5. What about paragraph 2548? Can we use it instead?

Paragraph 2548, and specifically 2548.2, addresses congregations who wish to disaffiliate with The United Methodist Church and instead affiliate with other denominations. Unlike paragraph 2553, which is recent and the context well understood, 2548 was added to *The Book of Discipline* in 1948, shortly after the reunification of the North and South Methodist Churches. At the time of this writing, many are assessing how 2548.2 might be applied to our current situation. While its origins are 70 years in our past, paragraph 1504.23, which deals with pension liabilities, is explicitly applied to 2548.2 for churches joining other denominations. As of March 2022 (when this is being written), it is not clear how annual conferences would use 2548.2 to affect disaffiliations.

6. Why are the Trustees not using their latitude to add more things to the requirements?

While the Judicial Council has affirmed that Conference Trustees may request additional items in addition to what 2553 indicates is a minimum, West Ohio's Trustees have not opted to do so. The desire is to be grace-filled in allowing congregations to disaffiliate, if that is their choice. The requirements are minimal and related to providing sustainability for pension and benefit obligations for those who have and do serve the church, and to continue the strong operation of the annual conference. The Conference Board of Trustees is responsible for maintaining the sustainability of these specific matters.

7. Why are the Trustees even the ones involved in this? Who gave the Trustees the authority to do this?

Paragraph 2553 gives the Board of Trustees of the Annual Conference the authority to set the terms of the disaffiliation. This authority was supported by the Judicial Council in February 2022 in Judicial Ruling 1420. According to The Discipline and the Judicial Council, the Conference Board of Trustees set the terms and the Annual Conference approves the disaffiliation at the end of the process.

8. Explain the money a church needs to pay.

Payments to the Conference are generally of two types. The first is apportionments, which is widely understood. Disaffiliating churches shall pay the conference the amount apportioned them for the 12 months prior to disaffiliation (if they have not already done so and are otherwise current) and 12 times the apportionment owed for the month they disaffiliate (for example, 12 times the July 2023 apportionment amount).

The second payment is toward its share of the conference's unfunded pension liability on a market basis as determined by Wespath. Conference Trustees have determined that the unfunded liability will be allocated in the same way apportionments are allocated. Apportionments are based two-thirds (2/3) on operating expenses as reported in the annual statistical tables and one-third (1/3) on reported membership. While there are other approaches, this one was selected because it's a proven way to allocate support among the local churches and is more easily understood than other approaches.

Pension liabilities are calculated on two bases. One is on a funded basis, which assumes a pension plan will continue and that assets backing the liability are invested in the market (fixed income and equities) over the long term and earn market returns. Liabilities calculated on a market basis use more conservative assumptions. It assumes returns associated with low-risk bonds that will produce enough income to pay retirees. A plan needs more assets when it's invested in low-risk bonds than when in a portfolio of stocks and bonds. Valuations under both methods are standard and accepted in actuarial reports for post-retirement benefits.

For churches that have received grants above \$20,000 (excluding Equitable Compensation grants) from the West Ohio Conference/District since March 1, 2019, and choose to disaffiliate, repayment of the grant will be part of its disaffiliation process. Arrearages on directly billed pension and health benefits will also be due.

9. Will each disaffiliation church be treated the same?

Each church will follow the same process and use the same agreement that is provided in the accompanying Trustee Report to Annual Conference. The trustees are committed to being consistent and transparent.

10. Why two years of apportionments? Why only two years? Why not all the past years owed?

Paragraph 2553 stipulates the minimum that a disaffiliating church must pay, which is two years of apportionments and its share of the unfunded pension liability. While the Judicial Council affirmed that Annual Conferences can require additional items for disaffiliation, West Ohio's trustees determined that it would keep it basic and simple. In other annual conferences, a portion of the property value is also required, for example. Between apportionments and the share of unfunded liabilities, the cost of disaffiliating is significant.

11. What is a professing member?

The professing membership of a local United Methodist church shall include all baptized people who have come into membership by profession of faith through appropriate services of the baptismal covenant in the ritual or by transfer from other churches.

12. Do you mean two-thirds of your members need to be present or two-thirds of your members who are present? What is a quorum? What does it mean to be present?

Quorum in The UMC is defined as the members present and voting at any duly announced meeting. In this case, members are professing members. In order for a disaffiliating action to be carried forward, a positive vote of two-thirds of the professing members present at the time of the meeting of a duly called Church Conference is needed. The Judicial Council has affirmed that two-thirds is needed in Judicial Ruling 1379. A simple majority of votes often brings more conflict; a decision as significant as disaffiliation needs to be decisive. Voting will be with those who are physically present or on Zoom so they can participate in the conversation that occurs before the vote.

13. Who can vote? Can you vote absentee? Can I send my vote with someone else?

Professing members of the local church who are physically present or on Zoom so they can participate in the conversation that occurs will be those who vote. You cannot send your vote with someone else or vote absentee.

14. Why two-thirds? What about a simple majority?

Paragraph 2553 requires two-thirds approval for the disaffiliation to move forward. This is a very significant decision that a congregation faces, and the direction needs to be by a clear strong majority. Judicial Council Ruling 1379 affirms this percentage for all gracious exiting legislation.

15. When do we have to vote?

Congregations will vote once their pastor contacts the district superintendent and asks for a church conference to be set. It will be held within 120 days of the request. Announcement will be made in multiple ways and at least two ways 10 days prior to the meeting. At this meeting, professing members of the church can vote. Your district superintendent or someone s/he designates will conduct the meeting.

16. What will the voting process be?

Pastors will give to their district superintendent the list of professing members in their local church when requesting a church conference for the purpose of testing disaffiliation. A church conference will be held within 120 days of gaining permission. Broad announcement of the church conference will be made. The rule of announcing two different ways at least 10 days in advance should be expanded so that all professing members are aware of the meeting. Voting will take place by ballot for those in person and by chat for those who are on Zoom. The votes will be counted while persons are gathered and reported to the body at the end of the counting.

17. What is the mechanism for initiating a church conference and who can initiate it? What if our pastor does not want to initiate it? Can someone else do so?

Typically, a pastor of the church will request the District Superintendent set a church conference. If your pastor does not want to initiate it, then the Church Council or 10% of the professing membership can request the District Superintendent set a church conference. In any case, a copy of the written request is to be given to the pastor. If you have difficulty getting it initiated, speak with your District Superintendent.

18. Why do we need to wait for Annual Conference to approve it?

The legislation of Paragraph 2553 calls for the final approval to be with the Annual Conference, and the Judicial Council has affirmed that provision in ruling 1420.

19. Can we have a special called Annual Conference for this purpose?

The decision to have a special Annual Conference lies with the Resident Bishop, Bishop Palmer, per Discipline paragraph 369.6. As we move through this period of time, Bishop Palmer will be sensitive to the possible needs to have a special Annual Conference for this purpose, but reserves the right to make that decision at a future time.

20. If my church decides to leave, do I have to leave? If my church decides to leave, does my pastor have to leave?

No; if your church decides to leave, you do not have to leave the denomination but will be encouraged to find another local church in the area. If your church decides to leave, your pastor will not have to leave but will be present in the appointment pool going forward.

21. What happens to the pastor if they want to stay and the church goes?

If this happens, your pastor will be in the appointment pool and be appointed to another church, and your church will go through the disaffiliation process.

22. What happens if after the church votes to leave, the church begins the process and then decides they don't want to go?

In order to have the disaffiliation take place, all steps must be completed. If any steps are left undone or not approved by the congregation, the church will still be in the West Ohio Conference.

23. How does a church that joins the Global Methodist Church (GMC) come back?

The congregation wanting to come back would write to Bishop Palmer, and he would ask his development staff to work with the congregation in preparation to become United Methodist.

24. How does a pastor who joins the GMC come back?

A pastor wishing to come back after leaving, would contact the Bishop and the Board of Ministry and work through the process for pastors wanting to transfer in from another denomination.

25. What about hymnals? If we leave, can we keep the U.M. hymnal?

Yes; U.M. hymnals and other worship and educational materials can be kept by the leaving church. These are available to congregations and individuals of all denominations and faiths.

26. If the cross and flame is etched into the stone of our building, do we have to remove it?

No, unless that removal would be relatively easy to do; then you might want to do so. Common sense needs to be invoked in this area of built-in branding. If it is difficult to remove, one needs to decide not to do decorating or art designs that promote it.

27. What happens to my pension if I am a pastor?

For pastors maintaining their membership in the UMC, there are no impacts on your pension plan. For pastors who surrender their UMC credentials, they will benefit from their accumulated and accrued benefits to the date of surrender. They will cease accruing benefits under the UMC plan after the surrender date. For pastors who join another denomination, there may be ways to participate in that denomination's pension and benefit plans. Specifically, Wespeth has made provisions for transferring benefits and liabilities to new plans for denominations that are in the Wesleyan tradition. For clergy so affiliated, that may be an option in the future. Please reference Wespeth's disaffiliation resources on their website at wespeth.org.

Changes to Structure, Procedure and Rules – Annual Conference Rules and Policies

Key:

- Additions are marked in **large, bold type and highlighted**
- Subtractions are indicated with a ~~strike through~~ and highlighted

IX

STRUCTURE, PROCEDURE, AND RULES

ANNUAL CONFERENCE RULES AND POLICIES

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

A. STRUCTURE

1. GENERAL RULES

- a. The conference director of Connectional Ministries shall be an ex-officio member of all committees, lead teams, and boards of Connectional Ministries.
- b. The basic membership of conference lead teams, boards and committees shall not include district superintendents or conference staff. They shall be assigned as deemed necessary by the bishop in consultation with administrative personnel unless otherwise provided for in the rules.
- c. Members of the West Ohio Annual Conference who are members of United Methodist General Boards and Agencies shall be ex-officio members of analogous West Ohio Conference lead teams, boards or committees.
- d. Where not otherwise indicated, district representatives on conference lead teams, boards and committees shall be members of analogous district lead teams, boards and committees.
- e. A committee (outside the Connectional Ministries) may be formed upon recommendation to the annual conference through the Conference Committee on Rules.
- f. A conference lead team, board or committee (other than Connectional Ministries) may appoint such task forces and consultants as may be deemed essential to the effective discharge of its responsibilities. A task force shall have a maximum existence of two conference years. If not

1 otherwise a member of the lead team, board or committee, the chair of each task force shall be an
 2 ex-officio member of the lead team, board or committee.

3 g. The officers of conference lead teams, boards or committees; unless otherwise set forth in the
 4 structure, shall be chair, and secretary. The lead team, board or committee may have additional
 5 officers as deemed appropriate. The Conference Committee on Nominations shall be so advised
 6 of all officers.

7 h. If the chair representing a conference lead team, board or committee cannot be present as
 8 a representative, the chair may designate another member of the body to be present.

9 i. Any conference lead team, board or committee may create an executive committee with its
 10 membership and responsibilities determined by the body.

11 **EXPLANATION OF TERMS**

12 **Lead Team:** A group required by *The Book of Discipline* or created by the annual conference for the purpose of providing
 13 coordination and direction to several related ministry areas. Members are also elected by the annual conference.

14 **Board:** A group required by *The Book of Discipline*, with members elected by the annual conference.

15 **Committee:** A standing group created by the annual conference for a single focus ministry.

16 **Ministry Team:** A ministry team provides leadership for key initiatives and is formed through the appropriate
 17 Connectional Ministries lead team

18 **2. CONNECTIONAL TABLE**

19 **On behalf of the West Ohio conference, this team works with the Bishop and other executive leaders**
 20 **to ensure strategic and missional alignment of all West Ohio resourcing towards missional goals. This**
 21 **team has the authority to make adaptive, ad-interim changes as West Ohio seeks to maximize missional**
 22 **opportunities in a fast changing world. This team shall meet at least three times a year.**

23 a. **Role and Function**

24 i. **Working with the bishop, determine strategic goals and outcomes to guide all areas of the**
 25 **conference and district.**

26 ii. **Provide monitoring and evaluation systems and processes to measure initial, intermediate and**
 27 **long-term impact.**

28 iii. **Ensures horizontal collaboration in the creation, delivery and evaluation of all resourcing.**

29 iv. **Deep awareness of changing contextual realities within our communities and denomination**
 30 **and helps guide strategic adaptation.**

31 b. **Team Composition—15 people**

32 i. **Ex-officio members include: Conference Lay Leader(s), Transformative Discipleship Chair,**
 33 **Board of Ordained Ministry Chair, Missional Church Development Chair, Board of Trustees**
 34 **Chair, CFA Chair, Episcopacy Chair**

- 1 ii. **7 people named through conference nominations and elected by West Ohio Annual**
- 2 **Conference Members.**
- 3 iii. **The chairperson will be named by the bishop in partnership with the conference lay leaders.**

4 **3. CONNECTIONAL MINISTRIES**

5 a. Connectional Ministries Transformative Discipleship Team

6 On behalf of the West Ohio Conference, bishop and extended cabinet, this team works with
 7 the director of Connectional Ministries to ensure alignment of resources and ministries with
 8 the strategic vision and priorities of the conference and creates opportunities for meaningful
 9 partnership between local congregations, the conference and the larger United Methodist
 10 connection. Twice a year, this team will meet with the bishop and other executive staff.

11 i. Role and Function

- 12 (a). Interprets and aligns the strategic vision and priorities of the West Ohio Conference
 13 with Connectional Ministries Lead Teams maximizing appropriate collaboration to
 14 achieve ministry goals.
- 15 (b). Holds Connectional Ministries Lead Teams accountable to achieving maximum missional
 16 impact through their planning and implementing of ministry aligned with the conference
 17 vision and priorities.
- 18 (c). Evaluates impact and effectiveness of ministry.
- 19 (d). In partnership with the bishop and extended cabinet, discerns what ministries need to be
 20 created, refined or eliminated in order to create the greatest missional impact throughout
 21 the conference.
- 22 (e). Ensures missional alignment of camping and retreat ministry.

23 ii. Team Composition—12 people

- 24 (a). 5 people named through conference nominations and voted by members of the annual
 25 conference session.
- 26 (b). Chair of the following: Diversity and Inclusion Lead Team, Leadership Development Lead
 27 Team, Just-Mission Lead Team and **Camps & Retreats Lead Team.**
- 28 (c). ~~Congregational Development Lead Team, Chair of Camps and Retreat Ministry Team,~~
 29 ~~named by the director of Connectional Ministries in consultation with the staff person~~
 30 ~~assigned to camping ministry~~
- 31 (d). Director of Connectional Ministries
- 32 (e). Chairperson will be named by the director of Connectional Ministries in consultation
 33 with the bishop

- 1 b. Connectional Ministries Lead Teams
- 2 The work of lead teams is determined through collaborative work with the Connectional Ministries
- 3 Transformative Dis- cipleship Team. Each lead team provides critical leadership developing
- 4 implementation strategies for ministry aligned with the vision and priorities of the West Ohio
- 5 Conference. They work in partnership with other lead teams and West Ohio leaders to effectively
- 6 fulfill their role. Lead teams are authorized to create and populate ministry teams to provide
- 7 leadership for key initiatives. Each ministry team will be accountable to their respective lead
- 8 team and staff liaison.

- 9 c. Diversity & Inclusion—Engages diversity to build inclusive Wesleyan Christian faith communities.
- 10 i. Role and Function
- 11 (a). Intentionally research changing demographics and potential opportunities for ministry
- 12 and leadership development within West Ohio. This will result in congregations and
- 13 leaders who reflect the breadth of diversity within our communities
- 14 (b). Develop and implement best practices for engaging diverse communities for the purpose
- 15 of Christian faith formation within the Wesleyan tradition.
- 16 (c). Assist congregations and leaders creating relevant, responsible, and appropriate
- 17 discipleship systems that connect cultural competency and faith formation.
- 18 ii. Team Composition
- 19 (a). 8-12 people named through conference nominations and elected by members of the
- 20 annual conference session.
- 21 (b). Chairperson will be named by the director of Connectional Ministries in consultation
- 22 with the staff person assigned to the team and elected by members of the annual
- 23 conference session.
- 24 d. Just-Mission
- 25 Integrates biblical social justice and relational mission to foster outward focused Wesleyan Christian
- 26 faith communities connected locally and globally.
- 27 i. Role and Function
- 28 (a). Equip and connect congregations and leaders to build effective incarnational
- 29 relationships locally and globally from which mission and ministry can emerge,
- 30 thereby moving from ministry “ to and for” into ministry “with and by.”
- 31 (b). Create sustainable systems and processes that mobilize individuals, congregations,
- 32 and communities to engage social justice, informed by Christian scripture and our
- 33 Wesleyan identity.
- 34 (c). Cares for the recruitment and support of mission personnel.
- 35 (d). Connects congregations and leaders with the global church in ways that seek to
- 36 de-colonize global mission.

1 ii. Team Composition

- 2 (a). 8-12 people named through conference nominations and elected by members of the
3 annual conference session.
- 4 (b). Membership shall include a representative from the West Ohio United Methodist Women
5 and a conference secretary for Global Mission.
- 6 (c). Chairperson will be named by the director of Connectional Ministries in consultation with the
7 staff person assigned to the team and elected by members of the annual conference session.

8 e. Leadership Development

9 Develops multi-generational leadership for the purpose of building up transformative Wesleyan
10 Christians who impact faith communities and the world.

11 i. Role and Function

- 12 (a). Identify and implement best practices for developing Christian leaders across generations
13 consistent with developing a culture of call within our Wesleyan tradition.
- 14 (b). Collaborate in the development and implementation of training aligned with the
15 conference’s vision and priorities.
- 16 (c). Ensure systems and processes are in place for the training and support of lay speakers,
17 lay servants, and certified lay ministers.
- 18 (d). Develop knowledge of generational shifts and identifying characteristics to equip leaders
19 and congregations on effective engagement and inclusion of younger people in ministry
20 and leadership.

21 ii. Team Composition

- 22 (a). 8-12 people named through conference nominations and elected by members of the
23 annual conference session.
- 24 (b). Membership shall include a representative from the United Methodist Men.
- 25 (c). Chairperson will be named by the director of Connectional Ministries in consultation with the
26 staff person assigned to the team and elected by members of the annual conference session.

27 f. **Camps & Retreats**

28 **Support and promote the work of Camp and Retreat Ministries and provide mission-based leadership**
29 **and strategic governance. The Lead Team partners with Conference staff to accomplish the mission**
30 **and vision of the ministries.**

31 i. **Role and Function**

- 32 (a). **Working with the Conference Director of Camps, Retreats and Next-Gen Engagement**
33 **develop and implement a strategic plan for Camp and Retreat Ministries.**
- 34 (b). **Review outcomes and metrics to evaluate the impact of the mission and regularly review**
35 **performance and effectiveness of the ministries using those metrics.**

- 1 (c). Represent Camp and Retreat Ministries across the conference; act as an ambassador
- 2 for the ministries
- 3 (d). In collaboration with camp and retreat ministries staff, generate adequate annual
- 4 revenue and foster overall financial health of the ministries
- 5 ii. Team Composition
- 6 (a). 8-12 people named through conference nominations and elected by members of the
- 7 annual conference session.
- 8 (b). Chairperson will be named by the director of Connectional Ministries in consultation with the
- 9 staff person assigned to the team and elected by members of the annual conference session.
- 10 g. Missional Church Development
- 11 Promotes robust systems for developing new & revitalized missional Christian faith communities in
- 12 West Ohio consistent with our Wesleyan identity.
- 13 i. Role and Function
- 14 (a). Share best practices for congregational vitality within our Christian Wesleyan identity.
- 15 (b). Champion systems and processes to start new faith communities and revitalize existing ones.
- 16 (c). Assist the United Methodist Foundation of West Ohio in raising funds to support new and
- 17 revitalized faith communities.
- 18 (d). Develop processes for and award grants in support of the Missional Church Development
- 19 Lead Team.
- 20 ii. Team Composition
- 21 (a). 8-12 people named through conference nominations and elected by members of the
- 22 annual conference session.
- 23 (b). Chairperson will be named by the executive staff overseeing Missional Church
- 24 Development and elected by members of the annual conference session.

25 **4. MISSIONAL CHURCH DEVELOPMENT**

26 Promotes robust systems for developing new & revitalized missional Christian faith communities in West
 27 Ohio consistent with our Wesleyan identity. Serves as the governance team for the Office of Fresh Starts &
 28 New Beginnings.

29 a. Role and Function

- 30 i. Provides accountability for the office and the funds awarded through new church start and
- 31 revitalization grants.
- 32 ii. Extends support for new initiatives and trainings to resource churches.
- 33 iii. Approves all grants, infuses work with prayer, and explores ways to strengthen systems and
- 34 processes to maximize effectiveness through the office.
- 35 iv. Collaborates with the Transformative Discipleship Team around common goals

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b. **Team Composition**

- i. **8-12 people named through conference nominations and elected by members of the annual conference session.**
- ii. **The chairperson will be named by the executive staff overseeing Missional Church Development in partnership with the bishop and elected by members of the annual conference session.**

5. CONFERENCE PROGRAM PERSONNEL

Conference director of Connectional Ministries: There shall be a conference Connectional Ministries director nominated by the bishop and elected by the Transformative Discipleship Team in accordance with *The Book of Discipline*. The conference Connectional Ministries director shall be administratively responsible for the coordination of the conference programs and shall work closely with the bishop, and the cabinet, to accomplish this goal. The director shall be administratively responsible for staffing the General Ministries of the conference.

6. ADMINISTRATIVE PERSONNEL

- a. Assistant to the Bishop. There may be an assistant to the bishop, appointed by the bishop. The primary task of the assistant will be to carry forward those tasks assigned by the bishop.
- b. Director of Finance and Administration and Treasurer. There shall be a director of Finance and Administration, who shall also be the treasurer. The treasurer shall be nominated by the Council on Finance and Administration for election by the conference. The Council on Finance and Administration is responsible for the supervision of the treasurer. The director of Finance and Administration shall have within his/her area of responsibility overall personnel policies, office procedures, and administrative concerns for the entire conference headquarters facilities and personnel. The director of Finance and Administration shall be charged with the responsibility of facilitating the work of the conference statistics, ~~the journal~~, and reports in cooperation with the appropriate conference officers.
- c. Executive Director of the United Methodist Foundation of West Ohio. There may be an Executive Director of the United Methodist Foundation of West Ohio, appointed by the bishop. The United Methodist Foundation of West Ohio's office, in consultation with Discipleship Ministries, shall give leadership in stewardship education and cultivation.
- d. Conference Chancellor. There shall be a conference chancellor nominated by the bishop for election by the conference. The chancellor shall serve as legal advisor to the bishop and conference.
- e. Director of the Office of Ministry. There may be a director of the Office of Ministry who will be a full member of the West Ohio Conference appointed by the bishop and will staff the Board of Ordained Ministry. The staff director will be amenable to the bishop and will provide a communication link between the cabinet and the board of ordained ministry.

7. UNITED METHODIST WOMEN

The United Methodist Women shall be organized consistent with *The Book of Discipline*, with a representative on the Just-Mission Lead Team.

8. UNITED METHODIST MEN

The United Methodist Men shall be organized consistent with *The Book of Discipline*, with a representative on the Leadership Development Lead Team.

9. BOARD OF ORDAINED MINISTRY

The Board of Ordained Ministry shall carry out those responsibilities as found in *The Book of Discipline*.

- a. Membership of the board shall be nominated by the bishop, as provided in *The Book of Discipline*.
- b. The officers shall be chair, vice chair, secretary and financial secretary, elected by the board from its membership.
- c. There may be an Office of Ministry to facilitate the work of the Board of Ordained Ministry. The office will include relationships with all clergy related to the annual conference.

10. ADMINISTRATIVE REVIEW COMMITTEE

There shall be an Administrative Review Committee. The membership and function of the committee shall be consistent with the provisions of *The Book of Discipline*.

11. COMMITTEE ON INVESTIGATIONS

There shall be a Committee on Investigations. The membership and function of the committee shall be consistent with the provisions of *The Book of Discipline*.

12. THE CONFERENCE COMMITTEE ON EPISCOPACY

There shall be a Conference Committee on Episcopacy. The membership and function of the committee shall be consistent with the provisions of *The Book of Discipline*.

13. COUNCIL ON FINANCE AND ADMINISTRATION

There shall be a Council on Finance and Administration. The membership shall be consistent with the provisions of *The Book Of Discipline*.

14. UNITED METHODIST FOUNDATION OF WEST OHIO

“An annual conference may establish a United Methodist Foundation.” *The Book of Discipline of the United Methodist Church 2016* p. 733 Chapter 6 Church Property, Paragraph # 2513.

- a. Role and Function
 - i. The Mission of the United Methodist Foundation of West Ohio (Foundation) is to provide planned giving resources, fund management services, investment opportunities, and stewardship ministries to help individuals, churches, the West Ohio Conference, and other United Methodist ministries achieve their financial goals and missions.

1 ii. The Foundation shall be related to the West Ohio United Methodist Conference. It shall
 2 be related to the Council on Finance and Administration for funding. It shall cultivate
 3 relationships with local churches, districts, other boards, and committees.

4 b. Board of Directors Composition

5 i. Chair, vice chair, and secretary to be nominated and elected from the voting members.

6 ii. Nine to fifteen at large voting members. For continuity and tenure, the Foundation at large
 7 members shall serve in four classes for four years with the possibility of reappointment for 4
 8 additional years.

9 iii. Resident Bishop (without vote)

10 iv. Conference Chief Financial Officer (without vote)

11 v. Executive Director of the Foundation (without vote) and other executive staff (without vote)

12 vi. Additional Foundation committees may be established, and members enlisted as the need arises.

13 Potential persons to serve on the Foundation Board of Directors shall be recommended to the
 14 Conference Committee on Nominations by the Executive Director of the Foundation. In consultation
 15 with the Conference Committee on Nominations, vacancies will be filled by the Foundation until the
 16 next annual conference.

17 c. Our Board

18 The Board of Trustees of the United Methodist Foundation of West Ohio is formed as the governing
 19 body under the charter and bylaws of this Organization. The primary duty of this body is to uphold
 20 the mission of this Organization which is:

21 *Equipping local churches to make disciples of Jesus Christ for the Transformation of the World.*

22 As the highest leadership body of the Organization and to satisfy its fiduciary duties, the board is
 23 responsible for the following:

24 i. Duty of Organizational Care

- 25 • Determining the mission and purposes of the organization
- 26 • Selecting and evaluating the performance of the CEO/ executive director
- 27 • Undertaking strategic and organizational planning
- 28 • Assessing its own performance as the governing body of the Organization

29 ii. Duty of Loyalty

- 30 • Avoiding conflict of interest
- 31 • Ensuring legal and ethical accountability

32 iii. Duty of Compliance

- 33 • Approving and monitoring the Organization’s programs and services

iv. Duty to Maintain Accounts

- Ensuring strong fiduciary oversight and financial management
- Undertaking fundraising and resource development planning and activities
- Enhancing the Organization’s public image

15. BOARD OF PENSION AND HEALTH BENEFITS

There shall be a Board of Pension and Health Benefits in accordance with *The Book of Discipline*. This board shall be composed of not fewer than twelve members. They shall be nominated by the Conference Committee on Nominations in consultation with the cabinet, and elected by the annual conference. They shall be elected for terms of four years, arranged in equal classes to be elected at the annual conference session immediately following each general conference. After consultation with the chair of the Conference Committee on Nominations, vacancies shall be filled by election by the board for the remainder of the conference year, and at its next session shall fill the vacancy for the remainder of the unexpired term. The conference director of Finance and Administration shall be a member ex-officio without vote. Officers shall be elected by the board from its membership to serve terms of one quadrennium, and they may be elected to succeed themselves provided that they are otherwise eligible to continue as members of the board.

16. BOARD OF TRUSTEES

- a. There shall be a Board of Trustees to serve as the board of directors for the West Ohio Conference which shall be incorporated. The trustees shall be directly responsible to the annual conference and under the authority of *The Book of Discipline*.
- b. The board shall consist of no fewer than 12 persons. Membership eligibility shall be consistent with *The Book of Discipline* and the Ohio Corporate Code.
- c. The Board of Trustees is the designated body that shall be responsible for establishing and maintaining relationships with affiliated organizations, including matters involving affiliated organization board members or trustees. Pertaining to health and welfare organizations, this designation satisfies *The Book of Discipline*.
- d. The conference at any corporate session may change these rules governing the Board of Trustees by a two-thirds vote of the members present and voting.
- e. Each local congregation will establish a Safe Sanctuaries® Policy following denominational training guidelines and will update these annually. Each congregation’s Safe Sanctuaries® Policy is subject to provisions described by the West Ohio Conference office responsible for the oversight of the Safe Sanctuaries® Policy implementation.
- f. The parsonage and moving standards shall be available on the conference website and, when amended, printed in the journal.
- g. Archives and History Committee – The Archives and History Committee will be a specialized committee to work collaboratively with the Board of Trustees and the conference archivist to

1 implement disciplinary requirements. Members will be named by the Board of Trustees and may
2 serve a maximum of two consecutive four year terms. The team shall have eight members, at least
3 one of these members shall be a member of the Board of Trustees. A chair shall be named by the
4 chief financial officer in consultation with the conference archivist.

5 **17. COMMUNICATIONS ADVISORY COMMITTEE**

6 The Communication Advisory Committee will assist the West Ohio director of Communications in resourcing
7 the conference around communication needs. The team will help develop the capacity of conference
8 leaders to develop and implement effective communication strategies. Members may serve a maximum of
9 two consecutive four year terms.

10 The team shall be composed of eight people nominated by the Conference Committee on Nominations. A
11 chair shall be determined by the director of Communications in consultation with the bishop and elected by
12 members of the West Ohio Annual Conference session.

13 **18. THE COMMISSION ON EQUITABLE COMPENSATION**

14 There shall be a Commission on Equitable Compensation composed of four lay persons and four clergy
15 persons (including a chair and a secretary), with one person being from each district. At least one lay
16 and one clergy person shall be from a church of fewer than 200 members. Members are nominated by
17 the Conference Committee on Nominations and elected by the annual conference. The commission on
18 Equitable Compensation shall operate in accordance with *The Book of Discipline*.

19 **19. THE COMMITTEE ON RULES**

20 There shall be a Committee on Rules composed of ten persons at large (including a chair and a
21 secretary). In addition, the assistant to the bishop, the conference secretary, and the conference director
22 of Connectional Ministries shall also be members. This committee shall edit or compose all statements
23 pertaining to structure, procedure and rules. Changes shall be approved by the annual conference and then
24 given to the secretary for inclusion in the conference journal.

25 **B. NOMINATIONS AND ELECTIONS**

26 **1. CONFERENCE COMMITTEE ON NOMINATIONS**

- 27 a. There shall be a Conference Committee on Nominations elected by the annual conference. The
28 Conference Committee on Nominations shall be the official group to serve as a coordinating arm
29 through which all nominations shall be cleared before they are presented for election at annual
30 conference. Where procedures for nominations are not otherwise provided, the Committee on
31 Nominations shall make all needed nominations. The members shall serve four-year terms. The
32 membership of the committee shall consist of:

- 33 i. The chairperson, named by the bishop
34 ii. Three at large members, named by the bishop.
35 iii. One lay and one clergy representative from each district, named by the district
36 superintendent in consultation with the district committee on nominations.

- 1 b. Officers shall be: Chair as named by the bishop, vice chair, and secretary to be nominated from the
- 2 membership, by the Conference Committee on Nominations for the succeeding term. **The committee**
- 3 **may choose to elect additional officers as needed.**
- 4 c. The Conference Committee on Nominations shall be empowered to nominate all officers and
- 5 members of the agencies to be elected by the annual conference with the exception of those groups
- 6 whose organization is determined by *The Book of Discipline* or other conference rules.

7 **2. NOMINATION PROCESS**

8 The primary task of nominating persons to serve as officers and members of lead teams, boards and

9 committees of the West Ohio Conference shall reside with the Conference Committee on Nominations

10 as set forth below.

- 11 a. The Nominations Committee shall oversee a process of creating a pool of persons to serve on the
- 12 lead teams, boards and committees. The nominations committee can use Interest Forms, which
- 13 are available on the conference website.
- 14 b. The director of Connectional Ministries shall advise, monitor, and evaluate the process used by
- 15 the committee for making nominations to the annual conference.
- 16 c. Conference Lay Leaders
 - 17 i. The resident bishop in consultation with the Director of Connectional Ministries and the
 - 18 extended cabinet will make recommendations regarding the number of laity to deploy as
 - 19 conference lay leader(s) within a quadrennium. The strategic vision, mission and priorities
 - 20 of the annual conference will guide the process.
 - 21 ii. The Director of Connectional Ministries will work with the conference nomination team and
 - 22 other leaders to identify potential laity to serve as conference lay leader(s).
 - 23 iii. An interview process will be developed by the Director of Connectional Ministries to identify
 - 24 the individual or individuals to place into nomination. The final candidate(s) will be
 - 25 interviewed by the bishop before a nomination slate is developed.
 - 26 iv. The Director of Connectional Ministries, along with the current lay leader(s) will develop a
 - 27 nomination slate for members of the laity session. The resident bishop will facilitate the
 - 28 election of the lay leader(s). Members of the laity session will elect the conference lay
 - 29 leader(s) for the quadrennium.
- 30 d. Conference Director of Lay Speaking Ministries
 - 31 i. The Director of Connectional Ministries will work with the Conference Nomination Team and
 - 32 other leaders to identify potential laity to serve as the Conference Director of Lay Speaking
 - 33 Ministries. This position shall be filled by a certified lay servant, certified lay speaker, or
 - 34 certified lay minister.
 - 35 ii. The Conference Nomination Team, in cooperation with the Director of Connectional
 - 36 Ministries, will prepare the slate for members of the laity session. The Conference Lay Leader

1 will facilitate the election of the Conference Director of Lay Speaking Ministries. Members
 2 of the laity session will elect the Conference Director of Lay Speaking Ministries for the
 3 quadrennium.

4 iii. As per *The Book of Discipline*, the Conference Director of Lay Speaking Ministries will chair
 5 the Conference Committee on Lay Servant Ministries. Other officers will be elected by the
 6 committee as deemed necessary

7 **3. TERM OF OFFICE AND MEMBERSHIP TENURE**

- 8 a. The elected term of membership on all lead teams, boards and committees of the annual conference
 9 shall be one quadrennium. The membership begins after the elections at the annual conference
 10 immediately following general conference. Unless otherwise stipulated by *The Book of Discipline*,
 11 no member shall serve longer on a conference lead team, board or committee than two consecutive
 12 quadrennia except that members elected during the last half of a quadrennium shall be eligible
 13 to be elected for two additional consecutive quadrennia. For missional purposes, a term may be
 14 extended upon approval of the bishop and annual conference.
- 15 b. Officers of lead teams, boards and committees may be drawn from the current membership of
 16 said lead teams, boards and committees. They are elected for a term of one quadrennium, unless
 17 otherwise specified in *The Book of Discipline*. No successive term in the same office shall be
 18 possible unless the lead team, board, or committee member takes office during the last half of
 19 the previous quadrennium.
- 20 c. The name of each lead team, board and committee member listed in the conference journal shall
 21 carry in parenthesis after his/her **each** name the year in which he/she began serving **service began**.
 22 ~~Following the name of an officer the year he/she became an officer will also be included.~~ **Officers'**
 23 **service start year will also be included as appropriate.**
- 24 d. The Conference Committee on Nominations shall be responsible for applying the tenure rule.
- 25 e. The maximum workload of any person shall be two elected positions on conference lead teams,
 26 boards and committees simultaneously. The Conference Committee on Nominations shall be
 27 responsible for applying the maximum workload rules.
- 28 i. Service on a conference related lead team, board or committee shall not count toward a
 29 person's maximum workload if the position on the committee is by virtue of membership
 30 on the parent body.
- 31 ii. Persons who become members of conference lead teams, boards or committees by virtue of
 32 a national or jurisdictional office shall not have this counted as part of their conference role.
- 33 f. The above rules do not apply to the following: United Methodist Women, United Methodist Men,
 34 ~~Conference Program Committee~~, Board of Conference Trustees, institutional trustees and officers,
 35 staffs of the conference treasurer and statistician, conference secretary and staff, and all district
 36 superintendents and other full-time salaried officials of the conference.

- 1 g. The annual conference shall in its regular session vote to elect the membership of any conference
2 lead team, board or committee where *The Book of Discipline* or conference rules require election
3 by the annual conference. In between sessions of the annual conference this function shall be
4 delegated to the Transformative Discipleship Team.
- 5 h. Vacancies occurring between the sessions of annual conference, for which no procedure for filling is
6 otherwise provided, shall be filled by the cabinet, upon nomination by the person or group originally
7 responsible for making the nomination.
- 8 i. The chair or secretary of each of the conference lead team, board or committee (for which the
9 Committee on Nominations has power to nominate) shall submit to the nominations chair meeting
10 attendance records for the year. Persons who have been inactive and/or absent from their meetings for
11 one year, without cause, may be replaced. The conference Committee on Nominations shall nominate
12 necessary replacements. When this applies to district representatives, districts will be notified.
- 13 j. Lay members of annual conference shall be elected annually by the churches. In the event that
14 a charge is represented by an alternate at any session of the annual conference, it shall be the
15 responsibility of the charge conference to determine whether or not the alternate shall also replace
16 the lay member in positions that the member holds in the charge by virtue of office.

17 **4. ELECTIONS TO GENERAL AND JURISDICTIONAL CONFERENCES**

- 18 a. The elections shall take place in the Annual Conference Session the year before the year when the
19 Jurisdictional and General Conferences take place.
- 20 b. Lay Election for General and Jurisdictional Delegates
 - 21 i. In the year of the election of delegates to general and jurisdictional conferences, a Lay Voter
22 Guide shall be prepared by the conference office and distributed to all lay members of the
23 annual conference by May 1 of the year of the election. The Lay Voter Guide shall include
24 the names, biographical information, and assigned election numbers for all eligible Laity.
 - 25 ii. For biographical information to be printed in The Lay Voter Guide, a candidate must meet
26 the following criteria:
 - 27 (a). Indicated to the conference office a desire to be considered for election.
 - 28 (b). Met all eligibility requirements. To be eligible a layperson must be a member of a local
29 church in the West Ohio Annual Conference in accordance with the Constitution and
30 *The Book of Discipline*
 - 31 (c). Completed the biographical information forms provided by the conference office by the
32 deadline. Forms must be returned to the conference office no later than January 15 of
33 the year of the election.
 - 34 iii. The first ballot and the second ballot tally will report those receiving 25 votes or more. The
35 third ballot tally and fourth ballot tally will show 35 votes or more. The fifth ballot tally will

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

7 c. Clergy Election for General and Jurisdictional Delegates

8 i. In the year of the election of delegates to general and jurisdictional conferences, a Clergy Voter
 9 Guide shall be prepared and distributed to all clergy by the conference office. It shall include
 10 a listing of all clergy eligible for election. Prior to October in the year preceding the election,
 11 biographical information forms shall be distributed by the conference office to all clergy eligible
 12 for election. Each eligible clergy will be asked to indicate on the form whether ~~he/she wants~~
 13 **they want** to be considered for election. Clergy biographical information forms must be returned
 14 to the Conference office no later than January 15 of the year of the election of delegates to
 15 general and jurisdictional conferences to be published in the Clergy Voter Guide.

16 ii. The Clergy Voter Guide shall be prepared by the conference office and distributed to all clergy
 17 through the conference offices by May 1 of the year of the election of delegates to general
 18 and jurisdictional conferences. The Clergy Voter Guide shall include the names and assigned
 19 election numbers for all eligible clergy. Eligible clergy who return the biographical information
 20 form by the deadline shall have that information printed with their name and election
 21 number. The listings of eligible clergy shall be divided into three categories: 1) those who
 22 want to be considered for election, 2) those who do not want to be considered for election,
 23 and 3) other eligible clergy.

24 iii. The first ballot tally and the second ballot tally will report those receiving 25 votes or more.
 25 The third ballot tally and fourth ballot tally will show 35 votes or more. The fifth ballot tally
 26 will show 50 votes or more and the sixth ballot tally will show 100 votes or more. The seventh
 27 ballot tally will show 200 votes or more, and each succeeding ballot tally showing will
 28 increase by 50 or more. The members of the conference may direct the reporting of a higher
 29 minimum vote. When the general conference delegates have been elected, the process for
 30 the election of the jurisdictional delegates will follow the same process as that for general
 31 conference delegates.

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

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

38 (a). The bishop shall select the leadership of the Conference Election Team.

- 1 (b). The Conference Election team shall be selected two years prior to the next election year
- 2 for general and jurisdictional conference, and shall begin their work upon election.
- 3 (c). Members of the Conference Election Team must agree not to offer themselves for or accept
- 4 election as delegates to general and jurisdictional conference while serving on the team.
- 5 (d). The Conference Election Team shall implement, oversee, monitor, report and provide for the
- 6 methods out- lined in this document, and may propose changes to the Annual Conference
- 7 based on the communication available and perceived needs to best serve the process.
- 8 (e). The Conference Election Team will recommend the number of laity and clergy alternates
- 9 to be elected. (for 2019, 4 of laity and 4 clergy)
- 10 ii. The West Ohio Conference shall provide means for any persons offering **himself/himself**
- 11 **themselves** for election, or any group seeking to present recommendations regarding election,
- 12 to distribute materials (at the individual's or group's expense) to all lay and clergy members
- 13 of the conference. Any member of the annual conference or of the churches of the West
- 14 Ohio Conference upon endorsement by their local church council or an official or unofficial
- 15 group within the annual conference shall be eligible to access the services described in this
- 16 paragraph. All individuals and groups participating in the election process will be asked to
- 17 covenant to distribute materials only through means providing by the West Ohio Conference.
- 18 Any person or group not abiding by this process will be noted at annual conference.
- 19 iii. A tally of each ballot shall be completed and made available to members of the annual
- 20 conference prior to taking the next ballot. The tally will be made available on screens
- 21 throughout the conference area in ways that do not interfere with the voting. Printed copies of
- 22 ballots will not be available; rather ushers and members of the Election Team will be available
- 23 to assist persons in obtaining results if they are unable to make use of the screens. The tally
- 24 shall include:
- 25 (a). The name and number of the candidate
- 26 (b). The vote total of each person receiving votes (subject to rules established or amended
- 27 from time to time by the body)
- 28 (c). The gender **identity**, racial-ethnic identity, district and age category (Under 18; 18-30;
- 29 31-45; 46-60; Over 60) of each person receiving votes.
- 30 (d). The order (elder or deacon) of each clergy candidate.
- 31 (e). A report of the gender **identity**, racial-ethnic **identity**, age category, and order
- 32 composition of the delegation elected to that point in time.
- 33 e. The Election Team shall provide means to compile recommended candidate lists for equitable
- 34 dissemination that contains the updated candidate recommendations (“slate updates”) of official
- 35 and unofficial conference groups during the process of balloting at annual conference.
- 36 i. At the conclusion of the election process the Conference Elections Team will calculate the
- 37 cost of producing and distributing the Election Lists. Groups making use of this process may

- 1 be required to underwrite the cost on an equitable basis as determined by the Conference
- 2 Election Team.
- 3 ii. All official or unofficial groups participating in the election process will be asked to covenant
- 4 to distribute updated recommendations to the body of the Annual Conference only through
- 5 this process. Those who do not abide by this process will be noted at the annual conference.
- 6 f. Persons wishing to withdraw from consideration for election shall notify the chair (bishop) of their
- 7 desire. The chair (bishop) shall report the withdrawal to the conference.
- 8 g. The procedure for nominating individuals for the episcopacy from the West Ohio Conference shall be
- 9 as follows: The jurisdictional conference delegates may bring nominations for the office of bishop to
- 10 the annual conference immediately preceding the jurisdictional conference.

11 **C. DISTRICT STRUCTURE**

12 1. The district superintendent, in consultation with district leadership, may organize and schedule district

13 conferences. The membership may consist of all licensed and ordained clergy, commissioned and diaconal

14 ministers and deaconesses residing within the district and designated lay members representing local

15 congregations and district ministries.

16 ~~2. District Program Council or equivalent~~

17 ~~Districts may organize a District Program Council or equivalent. The purpose of the District Program~~

18 ~~Councils or equivalents shall be to assist local churches to minister more effectively, to serve as a channel~~

19 ~~of communication between the local churches, Connectional Ministries, and the General Agencies of the~~

20 ~~Church, to initiate programs for the district, and to partner with the Connectional Ministries Team in the~~

21 ~~performance of its functions.~~

22 **2. The district superintendent shall ensure the organization and operation of each district's incorporated entity**

23 **consistent with its code of regulations (bylaws) and articles of incorporation. Therefore, each district shall**

24 **have a Board of Directors or Trustees that fulfills obligations of the district's articles of incorporation and**

25 **code of regulations (bylaws). The members of this board shall be nominated by the District Nominations**

26 **Committee and elected by the District Conference. It should meet at least quarterly to conduct the**

27 **business of the district.**

28 3. District Committee on Ordained Ministry: There shall be a district committee on ordained ministry as

29 outlined in *The Book of Discipline*

30 4. District Committee on Superintendency: There shall be a district committee on superintendency as outlined

31 in *The Book of Discipline*.

32 **5. Each district shall have a District Board on Church Location and Building to approve purchase and sale of**

33 **church or district properties within the district. It also shall approve new building projects and significant**

34 **(over 25% of the value of the building) remodeling projects for the district or the churches in the district.**

D. CLERGY PROCEDURES

1. MOVING TO A NEW APPOINTMENT

The cabinet shall annually determine the effective date of appointment changes and the moving date for pastors.

2. COMPENSATION FOR NEWLY APPOINTED PASTORS

When a pastor receives a new appointment, the cabinet shall determine the date for compensation changes including salaries, pension, and hospitalization.

3. COMMITTEE ON STAFF/PASTOR-PARISH RELATIONS AND NEWLY APPOINTED PASTORS

We strongly recommend that the Committee on Staff/Pastor-Parish Relations and newly appointed pastors meet monthly for the first six months and at least quarterly thereafter for the purpose of developing a supportive relationship.

4. VACATION

a. Vacation Policy

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

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

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

All clergy shall have at least, but not limited to, the equivalent of four weeks (based on estimated weekly workdays), plus two days. These days may be taken individually. This shall include a maximum of four Sundays. The following table shows minimum paid vacation days by nature of appointment.

MINIMUM VACATION STANDARDS**

Appointment Level	Estimated Weekly Workdays	Total Vacation Days including 4 Sundays
Full Time Appointment	6	26 (6 x 4 = 24) + 2
¾ Time	4.5	20 (4.5 x 4 = 18) + 2
½ Time	3	14 (3 x 4 = 12) + 2
¼ Time	1.5	8 (1.5 x 4 = 6) + 2

**Clergy do not need to take a vacation day for regularly scheduled weekly day(s) off

1 Vacation shall be granted on the annual conference year (July 1 through June 30). In order to
 2 establish proper healthy boundaries, pastors and other clergy persons under appointment are
 3 expected and encouraged to take all vacation days annually. Vacation is not cumulative and cannot
 4 be carried over to the succeeding year. It is expected that the pastor will make arrangements in
 5 advance with the SPRC and consult with them in obtaining vacation supply coverage. Vacation
 6 leave for appointment beyond the local church (deacons) or extension ministry (elders and local
 7 pastors) is determined by that employer.

8 b. Continuing Education and Spiritual Growth

9 In accordance with *The Book of Discipline* ¶1350.2, clergy members continuing education and
 10 spiritual growth program shall include professional formation leaves at least one week each year
 11 and may include at least one month during one year of every quadrennium. Such leaves shall not
 12 be considered vacation time and should be coordinated through your SPRC committee.

13 More extended time for renewal leave is a healthy part of the rhythms of vocational ministry.
 14 In accordance with *The Book of Discipline* ¶1350.3, clergy members who have held full-time
 15 appointment for at least six years may request a formational and spiritual growth leave of up
 16 to six months while continuing to hold an appointment in the local church.

17 c. Sabbath and Weekly Day Off

18 It is important for clergy to have regular time away each week. Clergy members are strongly
 19 encouraged to establish a schedule that includes at least one day of Sabbath and one day away from
 20 ministerial responsibilities each week. Experiencing and modeling the rhythm of weekly Sabbath rest
 21 is vital to the work of vocational ministry. This day is included as a part of the six-day workweek for
 22 full time appointment in the chart above. Such days should be communicated so that congregation
 23 and staff will know when such days are to occur, so as to allow a time of refreshment. These are not
 24 vacation days.

25 d. Connectional and Community Responsibilities

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

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

E. CONFERENCE PROCEDURE

1. There shall be an Annual Conference Worship Committee with the responsibility of planning all worship services connected with the annual conference. The Bishop will nominate 8–10 people to serve on the committee to be elected by members of Annual Conference. The worship committee is empowered to include other people in the design and leadership of worship services and will work with the bishop or their designee.
2. There shall be an Annual Conference Planning Team charged with the responsibilities of selecting the theme, designing, and planning annual conference and responding to all relevant concerns and issues. appointed by the Bishop of the Ohio West Area. It shall include six persons at large who shall serve for terms of eight years, arranged in equal classes at the annual conference session immediately following each general conference.
 - a. **Membership:** The Annual Conference Planning Committee will be comprised of 8–10 people nominated by the Bishop and elected by Annual Conference members. The committee will also include by virtue of office, the Worship Committee Chair and the Conference Lay Leader or designee.
 - b. The resident bishop will assign appropriate staff to assist with the planning and implementation of annual conference. They shall have voice and no vote.

Ex officio members shall be:

 - The Bishop
 - The Assistant to the Bishop The Conference Secretary
 - The Director of Communications
 - The Chair of the Annual Conference Worship Committee
 - The Conference Lay Leader or Designee
 - One Staff Member from Connectional Ministries
 - The Agenda Coach
 - c. The bishop may designate additional members to ensure that the body reflects the diversity in the annual conference congregations and the contexts in which they serve, including someone qualified in making the event accessible for people with disabilities.
- ~~2. The Annual Conference Planning Team shall have the responsibility, in cooperation with the Council on Finance and Administration, to create a budget for the annual conference session and shall be accountable for the budget's management.~~
- ~~3. The Annual Conference Planning Team shall be charged with the responsibilities of selecting the theme, designing, and planning annual conference. The team shall respond to all relevant concerns and issues concerning annual conference.~~
- ~~4. There shall be an Annual Conference Worship Committee, appointed by the bishop, for the purpose of planning and leading the services of worship held during the sessions of annual conference. This committee shall work in consultation with the bishop and his or her designee.~~

- 1 ~~5. The Annual Conference Planning Team shall appoint the Head Usher. The Head Usher will recruit, train~~
 2 ~~and maintain a roster of ushers and pages for the Annual Conference session.~~
- 3 3. Reports to the Annual Conference containing recommendations shall be included in the *Book of Reports* or
 4 **otherwise copied and distributed using annual conference communication systems** prior to the opening of
 5 the session at which they are presented.
- 6 ~~7. Reports shall not exceed four pages in length, exclusive of financial statements, charts, and graphs. The~~
 7 ~~secretarial staff shall be authorized to edit reports in cooperation with the reporting chair.~~
- 8 **4.** All reports and other materials to be distributed to the conference must be approved by the Conference
 9 Secretary 24 hours prior to the time distribution is made. Distribution must be made not later than the
 10 morning of the day the reports are to be considered by the annual conference, **and must be in a format(s)**
 11 **reasonably available to all members.**
- 12 ~~9. At the first session following the general conference, the conference shall elect a secretary and a~~
 13 ~~statistician upon nomination by the bishop and the cabinet, and, upon nomination by the Council on~~
 14 ~~Finance and Administration, a treasurer.~~
- 15 **5.** At the opening of each annual session, the annual conference shall elect assistants to the conference
 16 secretary, nominated by the conference secretary, to assist with his/her duties.
- 17 6. There shall be a ~~standing~~ committee on the conference journal **who shall work with the Annual Conference**
 18 **secretary and journal editor to ensure the accuracy of the journal. The committee shall be comprised of**
 19 **three people nominated through the Conference Nominations Committee and elected by members of the**
 20 **Annual Conference.** which shall report to the conference some time prior to adjournment regarding the
 21 accuracy and acceptability of the journal as prepared by the secretary.
- 22 **7.** The secretary shall take charge of the conference journal and other papers of the conference and preserve
 23 them with care. **Working with the Episcopal Office, the conference secretary will ensure that the journal is**
 24 **created and distributed within an agreed upon timeframe.**
- 25 ~~13. All persons who are members of general church agencies shall serve on corresponding annual conference~~
 26 ~~lead teams, boards or committees.~~
- 27 **8.** Legislation and Procedures:
 28 d. There shall be a Reference and Procedure Committee of the annual conference. All recommendations
 29 from the bishop, the conference staff, cabinet members, other officers of the conference
 30 boards, lead teams, committees, local congregations, lay persons, and clergy shall be submitted
 31 to this committee by March 1. The Reference and Procedure Committee shall receive these
 32 recommendations and provide a legislative process to bring them to the floor of the annual
 33 conference session.
 34 There shall be not more than ten members of the Reference and Procedure Committee. The
 35 members shall be: Chair— the conference secretary; director of Connectional Ministries; one

representative from the Transformative Discipleship Team; ~~agenda coach~~, assistant to the bishop, and such lay and clergy as will provide an equal balance named by the Conference Committee on Nominations.

- e. Members of the conference wishing to submit recommendations of urgent business directly to the plenary session shall identify the subject of their recommendation whereupon the plenary session shall vote whether or not it wishes to suspend the rules to consider the recommendation.
- f. The submitter of any recommendation shall have the right of last speech to present ~~his/her~~ that recommendation to the annual conference session.

9. The voting bar of the conference shall be fixed at the convening session of the annual conference.

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

11. Speakers to a matter of business are to identify self by name, **lay or clergy**, and district before speaking.

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

13. Lay Members to Annual Conference

- a. Each charge is entitled to elect a lay member of annual conference. Each charge with more than one clergy appointed shall elect additional lay members so that the number of clergy and lay members from the charge shall be equal.

In order to achieve lay and clergy balance in the membership of the annual conference, in addition to those laity specified in *The Book of Discipline*, the formula for identifying additional lay members for the West Ohio Conference shall be:

- i. Director of Conference Certified Lay Ministry Academy
- ii. Elected lay chairs of conference lead teams, boards and committees
- iii. Conference college interns
- iv. Elected lay persons to general agencies
- v. Elected lay delegates to general conference and jurisdictional conference
- vi. Appointed lay persons to general agencies
- vii. The Dean of the West Ohio mission-u
- viii. United Methodist Administrators of Community Centers in West Ohio related to the United Methodist Women, and Global Ministries and West Ohio Lay Church and Community Workers and Young Adult Missionaries
- ix. Lay members of the Conference Board of Ordained Ministry
- x. Lay members of the West Ohio Annual Conference Board of Trustees

- xi. Certified Lay Ministers
- xii. Conference Director of Lay Speaking Ministries

The persons in the above priority categories shall be designated “virtue of office or position.”

- b. Continuing with the balance of lay and clergy members, the at-large lay members from the districts shall be in proportion to the number of professing members in each district. Twenty per cent (20%) of the at-large lay members shall be youth and young adults. Deliberate care should be taken to ensure inclusive representation as outlined in the Values Statement. This formula shall be reviewed every quadrennium by July 1, in the year following general conference, based upon the previous year’s statistician report.
- c. At large members **of Annual Conference** from each district shall be elected by ~~January 31~~ **May 31** by the district conference, District **Board of Directors**, ~~Program Council or equivalent~~, or an appropriate district administrative body upon recommendation by the District Nominating Committee or equivalent. In fulfilling these positions, it is further recommended the District **Board of Directors**, ~~Program Council or equivalent~~ chair, district youth president, district associate lay leader, district director of Lay Servant Ministries, lay speakers and lay supply pastors be given consideration for these positions. ~~If there are at large member vacancies after January 31, then the district conference, District Program Council or an appropriate district administrative body may determine a process for filling these vacancies.~~
- d. Each priority is to be entirely used before proceeding to the next priority category. This formula is to be administered under the supervision of the annual conference secretary.

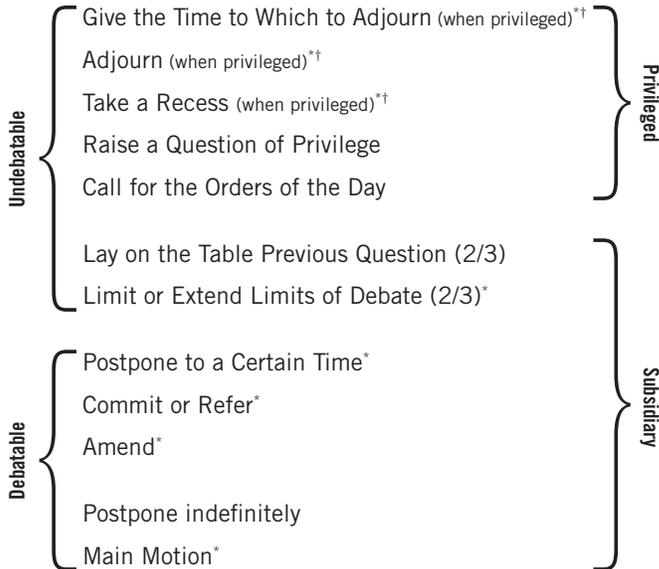
- 14.** The heads of institutions and paid staffs of conference or General Church agencies, may be introduced to the conference at a time deemed appropriate by the chair of the conference.
- 15.** No request for a conference-wide campaign, or for an amount in excess of one thousand dollars, shall be made as part of, or in connection with, any report of the annual conference unless such request shall have the approval of the Council on Finance and Administration. Any such request or any proposed divergence from that council’s recommendation, shall be made under separate and distinct motions at a time when, in the judgment of the chair, proper consideration by the body can be given to all such proposals.
- 16.** Absent the approval of the Council on Finance and Administration, no conference-wide campaign for funds needing approval by the annual conference shall be launched earlier than one year after the date of its approval by the West Ohio Conference.
- 17.** Amendments to the rules for conference procedure may be made by a two-thirds vote of any session of the West Ohio Annual Conference provided that the proposed change shall have been submitted to the Committee on Rules for consideration prior to the vote.
- 18.** Retired bishops who served, who were elected from, or who reside in the West Ohio Conference shall be honorary members of the annual conference and listed in the conference journal.



F. PARLIAMENTARY PROCEDURE

All sessions of the West Ohio Annual Conference shall be conducted according to these rules. These rules may be amended by the vote of two-thirds of the members present and voting at any session, provided that the proposed change shall have been submitted to the Committee on Rules for consideration prior to the vote.

1. ORDER OF PRECEDENCE OF MOTIONS



* Can be amended; the others cannot be amended (from Roberts Rules of Order).

† Is privileged only when other business is before the conference (from Roberts Rules of Order).

2. UNDEBATABLE MOTIONS

The following motions shall be acted upon without debate:

- a. To adjourn, when unqualified, except to adjourn the conference.
- b. To suspend the rules (2/3 vote).
- c. To take from the table.
- d. To call for the previous question.
- e. To reconsider a nondebatable motion.
- f. To limit or extend the limits of debate.
- g. To call for the orders of the day.

3. PRECEDENCE OF SECONDARY MOTION

If any one or more of the following motions are made when one or more other motions are pending, the order of precedence in relation to one another shall be the same as the order of their listing below:

- a. To fix the time to which the conference shall adjourn. (This motion is subject to amendment or it may be laid on the table.)
- b. To adjourn.
- c. To take a recess.
- d. To order the previous question.
- e. To lay on the table.

- 1 f. To limit or extend the limits of debate.
- 2 g. To postpone to a certain time.
- 3 h. To commit or refer.
- 4 i. To amend or substitute.
- 5 j. To postpone indefinitely.

6 **4. WHEN A SECOND IS NOT REQUIRED**

7 The following do not require a second:

- 8 a. To raise a question of privilege
- 9 b. Question of order
- 10 c. Objection to the consideration of a question
- 11 d. Call for orders of the day
- 12 e. Call for the division of question (under certain circumstances)
- 13 f. Call for division of conference (in voting)
- 14 g. Call up motion to reconsider
- 15 h. Filling blanks
- 16 i. Nominations
- 17 j. Leave to withdraw a motion
- 18 k. Inquiries of any kind

19 **5. WHEN MOTIONS AND RESOLUTIONS ARE TO BE WRITTEN**

20 All motions and resolutions shall be reduced to writing if so directed by the presiding officer or by a
21 majority vote of the conference.

22 **6. WHEN A MOTION OR RESOLUTION IS IN POSSESSION OF THE CONFERENCE**

23 When a motion or resolution is made and seconded or stated by the presiding officer, it shall be in the
24 possession of the conference. By conference consent, any motion or resolution may be withdrawn by the
25 mover at any time before its amendment or decision.

26 **7. ALTERATION OF REPORTS**

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

29 **8. MOTIONS IN ORDER WHEN A MAIN MOTION IS BEING CONSIDERED**

30 When a question is under debate, any subsidiary motion applying thereto may be made. This includes the
31 following motions listed in order of their precedence: Lay on the Table, Previous Questions, Limit or Extend
32 Limits of Debate, Postpone to a Certain Time, Commit or Refer, Amend, Substitute, Postpone indefinitely.
33 Privileged motions are always in order, limited only by such restrictions, Roberts Rules of Order.

34 The motion to adjourn cannot be made when a member has the floor or when it interrupts voting or
35 verifying a vote.

36 **9. AMENDMENTS AND SUBSTITUTIONS**

37 Only one amendment to an amendment shall be in order. However, it is in order to move a substitute for the
38 main motion. In such case the chair shall proceed to perfect the original motion. The previous question when

voted under these conditions shall merely stop debate but does not permit a vote on the main motion. When the main motion has been perfected, the chair shall proceed to perfect the substitute. When the substitute has been perfected, the chair shall call for a vote on the substitute. If the substitute is carried, it shall replace the original main motion and become the main motion. The chair will then call for a vote on the (new) main motion. The new main motion can be amended only by addition. If the substitute does not carry, without further debate, the chair shall call for a vote on the original main motion as it has been perfected.

10. DIVISION OF QUESTION

Before a vote is taken, any member has the right to call for the division of any question, if it is subject to such division as he/she indicates **indicated**. If no member objects, the division shall be made, but if there is objection, the chair, not waiting for a second, shall put the question of division to vote.

11. TABLING RELATED MOTIONS

No motion which adheres to another motion, or has another motion adhering to it, can be laid on the table by itself. Such motions, if laid on the table, carry with them the motions to which they respectively adhere or which adhere to them.

12. SPEAKERS FOR AND AGAINST

- a. When a recommendation is under consideration, it shall be the duty of the chair to ascertain, when recognizing a member of the conference, on which side the member proposes to speak; the chair shall not assign the floor to any member proposing to speak on the same side of the pending question as the speaker immediately preceding if any member desires to speak on the other side thereof.
- b. Except for undebatable motions (Rule 2), no recommendation shall be adopted or question relating to the same decided without opportunity having been given for at least two speeches for and two against the same recommendation. After three speeches for and three against and provided no secondary motions come before the floor, the question shall be put automatically.

13. LIMITATIONS ON DEBATE

No member shall speak more than once on the same question until all who desire to speak have spoken. Speeches shall be no more than two minutes without leave of the conference. The chair and/or duly authorized member or members presenting the recommendation shall be entitled to two minutes to close the discussion. The motion to limit or extend the limits of debate is in order any time, except when a member has the floor.

14. SPEAKING ONLY AFTER A MOTION

No member of the conference shall be permitted to speak on a question unless it has been properly presented to the conference in the form of a motion.

15. MOTIONS AFTER SPEAKING ON A PENDING QUESTION

No member who has spoken on a pending question shall at the close of his/her **that person's** speech have the right to call for the previous question or move to lay the motion on the table.

16. WHO MAY VOTE

Every member who is within the bar of the conference at the time the question is put has the right to vote. A member who is not within the bar of the conference at the time the question is put by the chair shall not be permitted to vote except such member is necessarily absent in the work of the conference.

17. PREVIOUS QUESTION

When any member moves the previous question (that is, that the vote be now taken on the motion or motions pending) ~~he/she~~ **the member** shall indicate to what ~~he/she intends it~~ **it is intended** to apply if any secondary motion or motions are pending. If ~~he/she~~ **the member** does not so indicate, the chair may regard it as applying only to the immediate pending question. This vote shall be taken without debate and, if in the judgment of the chair, two-thirds of those present vote for its adoption, the vote shall be taken on the motion or motions to which it applies.

18. INTERRUPTING THE SPEAKER

No member who has the floor shall be interrupted except for a breach of order, or a misrepresentation, or to direct the attention of the conference that the time has arrived for a special order of the day, or to raise a very urgent question of high privilege.

19. RECONSIDERATION OF A QUESTION

A motion to reconsider an action of the conference shall be in order any time if offered by a member who voted on the prevailing side. If the motion it is proposed to reconsider is nondebatable, the motion to reconsider may not be debated.

20. SUSPENSION OF RULES

The application of any of the provisions of these Rules of Order may be suspended at any time by a two-thirds vote of the conference.

21. ROBERTS RULES OF ORDER, SUPPLEMENTARY AUTHORITY

In any parliamentary situation not covered in these Rules of Order, the conference shall be governed in its action by the appropriate provisions of Roberts Rules of Order.

22. BISHOP'S RIGHT TO SPEAK ON ISSUES

~~The bishop is not, and by discipline cannot be, a member of the body with whose presidency he/she is charged. But he/she is the head of the area, vitally concerned with the decisions of this body. Therefore, the bishop shall have the right to speak on the issues before this conference, providing he/she surrenders the chair to someone of his/her appointing at any time that he/she feels he/she should apprise the conference on matters pertaining to the issue before the house.~~

The bishop is not, and by *The Book of Discipline* cannot be, a member of the body with whose presidency the bishop is charged. As head of the area, the bishop is vitally concerned with the decisions of this body. Therefore, the bishop shall have the right to speak on issues before this conference, providing the chair is surrendered to a person of the bishop's choosing at such time the bishop feels the conference should be apprised on matters pertaining to the issue before the house.

~~"For images of the current Connectional Ministries Structure and Organization of the Annual Conference, please refer to pages 312-314 in the 2017 Journal."~~

2023 Budget Narrative for Recommendation #2

Context and Key Themes

The total amount apportioned for connectional support and overall budget is largely status quo. We see, however, some shifts within various funds and areas. These are the key themes that support this positioning:

- Receipts on apportioned connectional giving in 2021 were both better than budgeted and better than in 2020. The Council on Finance and Administration recommended the 2023 receipt level be in line with 2021 actual results.
- The 2020 General Conference will now be held in 2024. This is delaying clarity on whether and how churches wishing to do so might disaffiliate.
- The Conference is committed to continuing to equip all our local churches to make disciples and our lay and clergy to lead in this effort. At least for most of 2023, it is likely we be equipping a similar number of churches and clergy as we do now.
- While some churches may disaffiliate in 2023, all avenues for doing so include payment of apportionments. Some of these churches have not been supporting the connection through apportioned connectional giving, so any 2023 support is a net increase.

While these are key underpinnings of the 2023 budget, the 2024 budget will reflect our best information a year from now. What is forecast then may make the 2024 budget markedly different from the 2023 budget.

The 2023 budget has also been developed in what we hope are the waning months of COVID-19 and our response to it. (A nearly identical statement was written in this report a year ago!) What programming and equipping we undertake is not changing. How we deliver it will continue to be informed by what we have learned the past two years. In-person meetings are part of who we are and will take place. In-person-virtual hybrid meetings will likely become more normal. The former costs more, not only in time for participant travel, but also in meals and, sometimes, lodging. The latter is generally less expensive.

The Bottom Line and Matters of Special Note

- The total amount apportioned is \$17,712,000, in line with 2022 and down significantly from five years ago. This is how it breaks down:
 - \$2,590,000 is apportioned for district support.
 - \$9,149,000 is apportioned for conference support.
 - \$5,973,000 is apportioned for general church support.
- Aggregate conference and district staffing levels are expected to be flat to slightly lower based on retirements and appointment changes.
- Program and other income provide significant support in addition to apportioned connectional giving.
- 2023 will be the second year for which the Board of Pensions and the United Methodist Foundation of West Ohio will require no apportionment support to cover direct expenses. While not supported by apportionments, their 2023 budgets are reported on pages 89 and 90.

- 2023 will be the second year in a row where districts are supported by a single apportioned fund. This approach equalizes the support required for district ministries regardless of district. Implementing this approach for 2022, churches in some districts generally saw a decrease in district apportionments, and in at least one district, churches generally saw an increase. In 2023, we should see minimal change for churches in all districts.

Funding Plan Discussion by Section

General Church Ministries (page 86, line 30-50)

The General Church, including the North Central Jurisdiction, helps West Ohio churches make a difference in the Conference, our country and around the world. The infrastructure of the General Church allows the United Methodist Committee on Relief to be among the most effective disaster-relief organizations in the world. World Service, which includes UMCOR, Global Ministries, Discipleship Ministries, Higher Education and other agencies, accounts for 55% of the General Church apportioned budget. Twenty-six 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. The Episcopal Fund represents 15% of the denominational budget. Just under \$6 million is apportioned for General Church purposes, and at the projected collection rate of 66.5%, apportionments will cover 90% of West Ohio's allocation.

The postponed General Conference has delayed what is anticipated to be a significant reduction in the denominational budget. In anticipation of a reduced General Church budget and receipts on apportionments, agencies and funds of the General Church have already significantly reduced staffing levels. Nevertheless, total General Church receipts on apportionments for 2021 were higher than expected.

Conference Ministries (pages 86–89, lines 51–165)

Connectional Ministries (page 86, lines 56–94)

The role and responsibilities of Connectional Ministries can be found in *The Book of Discipline*. Annual conferences carry them out based on context and priorities. This is West Ohio's approach.

Vision:

To develop, communicate and implement a Jesus-centered transformative discipleship process that integrates anti-racism, cultural competency, missiology, next generation engagement and restorative practices.

Narrative Pillars:

- **GIVE VOICE**
Intentionally cultivate diverse environments where the voices and perspectives of laity, youth and young adults, and marginalized populations – including those from West Ohio's mission partnerships – are respected and included in the work of transformative ministry.

- **PROCESS --> CHANGE**

Develop sustainable systems and adaptive processes where creativity is valued, mutual relationships are fostered, new perspectives are engaged, and change is embraced, so the whole community may flourish.

- **INTEGRATION**

The valuing of laity, young people, mission and diversity must be integrated into ministries and systems at all levels of the West Ohio Conference, leading to the shared practices of anti-racism, cultural competency and restorative justice.

- **TRANSFORMATION**

From the Conference level to the local church level, our members, communities and partnerships will be transformed by a culture of belonging because all people are seen, heard and accepted for who they are.

Bishop's Priorities:

- **Lay Leadership Development**

An integrated system where laity can discover their call, access resources to support and equip them as leaders, then be deployed to lead and live from that calling. In addition, lay representation and voice will be increasingly present and heard at the conference level.

- **Next Generation Engagement**

Helping congregations listen better to younger generations, while providing space and opportunity for those voices to speak, shape and lead. This will inspire churches to develop multigenerational ministries where all voices and people are welcome.

- **Diversity and Belonging**

Creating a narrative whereby churches and individuals are invited to become anti-racist disciples of Jesus working toward a world of justice. Conference leaders and clergy are equipped with resources and strategies for turning churches into restorative faith communities.

- **All In Community**

By integrating awareness, understanding and application of restorative practices, AIC seeks to create relationships and communities of belonging, repair and restoration. Expanding the network of relationships among United Methodist members and community partners allows new pathways for engagement to emerge. Communicating impact and intentional invitations for financial investment will lessen the ministry's dependence on apportionments.

- **Fear+Less Congregations**

A strategy for multiplying Fear+Less culture will be a crucial step in helping congregations to recognize the impact of fear and embolden them to reach their communities. Fear+Less culture will be integrated into all resourcing at the conference level.

- **Camps and Retreats**

Diversification of staff, volunteers and campers will require the integration of cultural competency and restorative practices within camping and retreat ministries. Camping will also be expanded through an emerging urban strategy of bringing camps to the city. Systems of intentional connection will provide critical follow-up for congregations that send campers.

While apportioned dollars support much of the work of Transformative Discipleship, two vital areas in which we provide leadership and ministry support are fully funded outside of apportionments: Volunteers in Mission and Disaster Response. We are grateful for the volunteers and donors who choose to invest their time and resources in these critical ministries. Connectional Ministries anticipates total expenses of \$3.3 million, of which \$1.9 million (58%) is provided by apportioned connectional giving.

For questions about Connectional Ministries, contact the Director of Connectional Ministries, Dee Stickley-Miner, at dstickey@wocumc.org or at 380-223-9382.

Office of Fresh Starts & New Beginnings (page 87, lines 95–102)

Fresh Starts & New Beginnings equips clergy and laity to develop leadership and ministry skills for the purpose of building capacity in existing churches and of starting new faith communities. Resources for covering the \$776,000 of Fresh Starts & New Beginnings initiatives noted below will come from apportioned connectional giving (\$496,000), and \$280,000 will come from donor-restricted fund and other transfers.

- **Bishop Palmer's Leadership Clinics:** Live, online opportunities provide access to leadership insights from diverse and influential voices.
- **Multiply Minis:** Developed based on WOC leader feedback, these relevant, timely trainings help churches and leaders multiply their impact.
- **Emerge:** Contextual, immersive, boot-camp-style learning experience designed to equip established larger churches with tools to lead with a new vision for mission and ministry.
- **Greenhouse and Greenhouse Expressions:** Leadership development to train and deploy spiritual entrepreneurs who are called to start new faith communities/fresh expressions.
- **Revitalization Grants:** Intended to provide churches with resources to address matters inhibiting vitality in order to build their congregational capacity.
- **New Faith Community Grants:** Grants for emerging churches and new faith communities led by specially trained laity and/or clergy from West Ohio's Greenhouse.

For questions about Fresh Starts & New Beginnings, contact Brad Aycock, at bradaycock@wocumc.org or 380-223-9262.

Office of Ministry (page 88, lines 103–112)

The Office of Ministry is responsible for caring for people as they discern call, pursue varying paths of credentialing, and follow the required educational tracks in their call to ministry. Students are also supported financially for Seminary and Course of Study work. The Office of Ministry also oversees the Board of Ordained Ministry, which makes determinations regarding candidates for ordination. Programming in the Office of Ministry includes:

- **Candidacy Summit Retreat:** Provides an introduction to clergy candidacy.
- **Local Pastors Licensing School:** Allows ministry candidates to become certified to lead churches and administer the sacraments.
- **Crucible:** Two-year residency program for Provisional Deacons and Elders.
- **Next Generation Ministry Leadership Intern Program:** College students work in a local church explore seminary programs, and gain real-life ministry experience.
- **Clergy Assessments:** As required by *The Book of Discipline*.

- The Office of Ministry will continue to partner with Diversity and Inclusion to equip clergy and congregations for Cross-Racial and Cross-Cultural appointments

The Office of Ministry administers a \$624,000 budget. \$195,000 of support come from the Ministerial Education Fund, one of the general church funds for which Annual Conferences retain 25% of receipts. The Office expects to receive non-apportioned support from tuition, registration fees and funds designated for the work of the office. Conference apportionments will provide \$302,000 of support.

For questions regarding the budget and work of the Office of Ministry, contact the Rev. Donnetta Peaks at dpeaks@wocumc.org or 380-223-9260.

Episcopal Area Leadership (page 88, lines 113–141)

Bishop Palmer and his leadership team set the vision for how the West Ohio Conference will meet the mission of making Disciples of Jesus Christ for the transformation of our communities, our Conference and our world. To this end, the bishop oversees the following areas, which are budgeted to incur \$2,547,000 of expenses in 2023, with all but \$198,000 provided by apportioned connectional giving.

- Annual Conference
- Episcopal Office Administration
- District Superintendents and Cabinet
- Equitable Compensation
- Conference Communications

Together with the District Superintendents, the Bishop provides for the deployment of credentialed clergy and oversees the process by which local churches meet the administrative requirements of *The Book of Discipline*. In addition, the Episcopal leadership team partners with other Conference teams to provide resources for our churches to achieve their mission of discipleship and transformation. Those resources include missional grants, conflict mediation, training and coaching, finding new places for new people, and strategic-planning assistance.

The 2023 budget assumes six district superintendents and a full-time clergy assistant to Bishop Palmer. Bishop Palmer's salary, benefits, travel and support are provided for and paid directly from the Episcopal Fund of the General Church. Questions about the budget and responsibilities of Episcopal Area Leadership can be directed to the Rev. Linda Middelberg at lmiddelberg@wocumc.org or 614-223-9327.

Communications

As we've learned through two years of COVID-19, effective communication is inseparable from effective ministry. In this program area, the Communications Team provides resources to support everything from detailed safety information, such as COVID-19 protocols, to prerecorded sermons from Bishop Palmer and the cabinet so pastors can take much-deserved breaks. In addition, the team resources the Annual Conference session, whether virtual or in-person. Day-to-day operations include providing an active social media ministry, video production, crisis communications, technological support for leadership trainings, as well as storytelling, web and graphic design resources, and general communications training.

Questions about Communications can be directed to Kay Panovec at kpanovec@wocumc.org or 380-223-9223.

Finance and Administration and Board of Trustees (page 89, lines 142–161)

Finance and Administration includes many functions that span the Districts and Conference, including accounting, treasury management, human resource management, information technology, Conference statistics, and facilities and property management for all closed church and conference-owned parcels. The area equips local churches through training and online content, and it resources the Council on Finance and Administration, the Conference Chancellor, the Board of Trustees, and the Foundation's Investment Policy Committee.

2023 will be the second year of financially administering all Districts. Each district receives the same set of financial reports each month, including a narrative, balance sheet, income statement and fund balance report. With the Board of Pensions and the Foundation separately incorporated, there are 12 distinct legal entities and over 100 designated and donor-restricted funds in the consolidated financial position of the West Ohio Conference. While our legal structure is somewhat complex, consolidated financial administration is efficient and provides for consistent reporting across areas and corporations.

While program income is limited, interest and dividend income are earned on operating cash balances and reserves, although income opportunities are constrained by low interest rates. Looking ahead, additional efficiencies in finance and administration will likely be incremental and driven largely by technology. In total, budgets expenses are \$1,656,000, of which \$300,000 is offset by other income or release from designated funds.

Questions about the Finance and Administration and Trustee Budgets can be directed to Bill Brownson at bbrownson@wocumc.org or 380-223-9324.

Districts (page 91)

Districts will again be supported through single district apportioned fund. While superintendents are provided for in the Conference budget, much of the programming they oversee is made possible by staff and professional services provided by apportioned connectional giving for District budgets.

In the same way in which District apportionments are pooled, some District resources will be combined. Four Regional Missional Specialists will support Districts and superintendents with organizing community circuits of local churches, facilitating dialogues with churches contemplating merges or other strategic options, coaching and mediating, and being a link between Conference and District programming. These positions were formerly clergy assistants to superintendents. The Rev. Linda Middelberg, Bishop Palmer's clergy assistant, will coordinate the work of the Regional Missional Specialists.

While superintendents will supervise other District staff, their salary and benefits expenses will be pooled as well. With District budgets structured this way, the optimal resource can be deployed regardless of the District. Further, financial resourcing decisions can be focused on effective grantmaking and supplemental professional services within each District.

Apportionment support for Districts in 2022 is \$2.6 million, the same as in 2022 and a 4% reduction from 2021.

Questions about the District budgets can be directed to your District superintendent or Linda Middelberg at lmiddelberg@wocumc.org or 380-223-9327.

Self-Supporting Programming

United Methodist Foundation of West Ohio (page 89, Lines 166–175)

The UMFWO envisions a day when all congregations of the West Ohio Conference possess the financial resources required to be healthy, growing, spiritually vital, risk-taking centers for making disciples of Jesus Christ for the transformation of the world.

We expect to achieve our vision through:

- **Local Church Partnerships:** Providing stewardship education and training to develop a culture of generosity within the Conference.
- **Planned Giving:** Assisting donors in achieving their individual legacy-giving priorities by providing planned giving guidance and options.
- **Investment Services:** Providing competitive endowment and investment management services compatible with The United Methodist Church's Social Principles.

This vision is made possible by investment administration fee income of \$315,000 on a projected \$100 million of local church, District and Conference assets invested with the Foundation. This support covers all direct expenses of the Foundation, eliminating the need for support from apportioned connectional giving. The Foundation's 2023 budget indicates a \$28,000 surplus that, if realized, will add to a reserves goal.

Direct questions about the Foundation to its Executive Director, Susan Black, at sblack@wocumc.org or 380-223-9257.

Clergy Benefits (page 90, lines 176–209)

Clergy Benefits, at more than \$15 million, is financially the largest Conference or District program area. Most of the expense is related to the active clergy health plan, followed by clergy pension plan liabilities. Beginning in 2022, retiree health care is funded through an HRA program rather than a group insurance plan. The financial support level will be the same or better than the current plan, and retirees will have the option to pay for a supplemental plan that best meets their needs. As a result, retirees will not be billed directly for their share of the plan, nor will there be a large insurance premium. The result is a reduction in both income and expense for retiree health care.

What is not covered by direct billing for clergy benefits will be provided for from investments in the Clergy Benefits fund, which at the time of this report was valued at \$65 million, in excess of the expected actuarial liabilities of the Board. 2022 will be the second year in which the Board of Pensions has not requested apportionment support.

Additional information regarding the work of the Board of Pensions can be found in Recommendation #3.

Questions should be directed to Grace Welch, Conference Benefits Officer and HR Director, at gwelch@wocumc.org or 380-223-9310.

Council on Finance and Administration Recommendations Calendar Year 2023

1 Special Sundays and/or Offerings

2 General Church Special Sundays for 2023 are:

- | | | |
|---|---|--|
| 3 | • Human Relations Day (<i>Offering</i>) | January 15 (<i>Sunday before MLK Day</i>) |
| 4 | • UMCOR Sunday (<i>Offering</i>) | March 27 (<i>4th Sunday in Lent</i>) |
| 5 | • Native American Ministries Sunday (<i>Offering</i>)* | April 30 (<i>3rd Sunday of Easter</i>) |
| 6 | • Peace with Justice Sunday (<i>Offering</i>)* | June 4 (<i>1st Sunday after Pentecost</i>) |
| 7 | • World Communion Sunday (<i>Offering</i>) | October 1 (<i>1st Sunday in October</i>) |
| 8 | • United Methodist Student Day (<i>Offering</i>)** | November 26 (<i>Last Sunday in November</i>) |

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

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

14 ** *Through the General Board of Higher Education and Ministry, 10% of United Methodist Student Day offerings*
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 Conferencewide 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 6, 2023:** Last day on which the Conference Treasurer's office must receive 2022
23 apportionment payments.
- 24 2. **Friday, March 10, 2023:** 2022 Annual Statistical Reports (Tables I, II and III) are to be completed
25 online or 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 2023 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 2023 to each local
6 church by Friday, October 7, 2022.
- 7 3. District apportionments will use the same formula and be based on a consolidated district apportionment budget.

8 Receipts and Payments:

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

12 Budgets and Reports:

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

21 Salaries and Travel:

- 22 1. The District Superintendents shall be paid in an equitable manner. The base salary component shall not be
23 less than the preceding year's actual salary or more than 1.61 times the preceding year's Conference Average
24 Compensation (CAC). In 2023, the maximum salary is \$108,767 (1.61 x 2022 CAC of \$67,557), and the
25 minimum is \$102,773. The recommended salary is \$105,342. (NOTE: Any change in compensation is
26 considered in the context of the Conference's financial position. In some years, the increase will be zero,
27 regardless of the amount recommended in this legislation.)
- 28 2. The IRS rate for volunteers shall be paid when an expense is vouchered by any board or committee for automobile
29 travel on Conference business.
- 30 3. The Conference shall reimburse two lay alternate and two clergy alternate delegates to the regular or special called
31 General and Jurisdictional Conference based on the per diem as set by the business offices of the General and
32 Jurisdictional Conferences.

1 Miscellaneous:

- 2 1. A vital camping and retreat ministry requires an investment in the capital needs of this ministry. Accordingly,
3 CFA approves a capital campaign designed solely to meet the needs of the camping and retreat ministry. The
4 Transformative Discipleship Team shall be the lead entity in the campaign and will assemble the case, plan and
5 resources necessary for its success.

- 6 2. Lay and clergy directories shall be published annually in the Journal. Electronic database versions of these
7 directories are for the exclusive use of the Conference councils, boards and committees for their specific
8 ministries. The directory database shall not be sold or loaned to individuals, groups or commercial organizations
9 or otherwise be made available in a form that facilitates direct solicitation of clergy and lay members by such
10 individuals or organizations.

- 11 3. The Conference Council on Finance and Administration through the Conference Treasurer's office shall send,
12 at least annually to each pastor and local church treasurer, information that may be helpful to their financial
13 operations. This may include tax, legal, stewardship and fiduciary responsibility bulletins.

- 14 4. Effective July 1, 2007, local churches/charges, members or constituents of a local church/charge shall not make a
15 loan or a grant to a clergy person. When a local church, its members or constituents, acts as a banker to its pastor,
16 the dynamics of the relationship between the pastor and the congregation are very likely to be changed and may
17 adversely affect the ministry of both congregation and pastor.

- 18 5. Effective July 1, 2022, a local church/charge shall not accept a loan from its members or constituents. When a
19 member or constituent acts as a banker to their church, the dynamics of the relationship between the member
20 and the church are likely to change and may adversely affect the ministry of the church.

Submitted by:

The Rev. Paula Stewart, Chair, Council on Finance and Administration

2023 Mission and Ministry Funding Plan

1 The West Ohio Annual Conference and its Districts’ Budgets rely significantly on receipts from Connectional Giving
 2 apportioned three funds:

- 3 1. Districts Ministries Fund, which provides for staffing (except superintendents), programming and grants.
- 4 2. Conference Ministries Fund combines all Conference offices (Connectional Ministries, Missional Church
 5 Development, Financial Administration, Episcopal Office and District Leadership, Communications).
- 6 3. Seven General Church Agencies and Funds and the North Central Jurisdiction are combined into the General
 7 Church Ministries Fund.

8 General Church funds cannot be used by the Annual Conference for any purpose and will be forwarded pro-rata
 9 based on the denominational budget to the General Church each month. The exception is receipts on the Ministerial
 10 Education Fund, 25% of which is retained by Annual Conferences for Ministerial Education purposes.

11 The detailed 2023 budget also shows the 2022 and 2021 budgets as well as 2021 actual results. As separate legal
 12 entities and no longer reliant on apportionment support, the United Methodist Foundation of West Ohio (UMFWO) and
 13 the Board of Pensions information is reported but after the Conference Ministries budget. The consolidated Districts
 14 budgets follow the Conference budget. The format strives to reflect all sources used to meet expenditures, including
 15 donor income and program income.

16 The total amount of apportioned Connectional Giving in 2023 will be \$17,712,000, in line with 2022 apportionment
 17 amounts. This follows significant reductions over the past five years.

2023 Fund Category	Total Apportioned	% Received	Net Receipts	Other Sources	Total Sources	Total Expenses	Net Planned
District Ministries	2,590,000	87.0%	2,252,000	823,000	3,075,000	3,054,000	21,000
Conference Ministries	9,149,000	70.5%	6,450,000	2,539,000	8,989,000	8,989,000	-
General Church Ministries	5,973,000	66.5%	3,972,000	-	3,972,000	3,972,000	-
UMFWO	-	-	-	315,000	315,000	287,000	28,000
Board of Pension	-	-	-	15,469,000	15,469,000	15,469,000	-
TOTAL	17,712,000	71.6%	12,674,000	19,146,000	31,820,000	31,771,000	49,000

25 2022 total apportioned: \$17,741,000

2023 Mission and Ministry Funding Plan

	'23 Budget	'22 Budget	'23 vs. '22 Budget %	'21 Budget	'21 Actual	'21 Actual vs '21 Budget	'21 % Over/Under
1 Summary							
2 Support & Revenue							
3 General Church & Regional (1)	3,972,000	4,130,000	-4%	4,130,445	4,597,553	467,108	11%
4 Retiree Health & Other Benefits (2)	15,469,000	15,316,000	1%	17,030,000	21,322,944	4,292,944	25%
5 Conference Ministries (3)	8,989,000	8,313,000	8%	8,541,000	8,677,529	136,529	2%
6 UM foundation of West Ohio	315,000	265,000	19%	240,000	2,175,938	1,935,938	807%
7 Total Support & Revenue	28,745,000	28,024,000	3%	29,941,445	36,773,964	6,832,519	845%
8 Expenses							
9 General Church & Regional	(3,972,000)	(4,130,000)	-4%	(4,904,324)	(4,597,553)	306,771	-6%
10 Retiree Health & Other Benefits	(15,469,000)	(15,316,000)	1%	(17,030,000)	(16,230,183)	799,817	-5%
11 Conference Ministries	(8,989,000)	(8,313,000)	8%	(8,514,000)	(5,534,883)	2,979,117	-35%
12 UM Foundation of West Ohio	(287,000)	(265,000)	8%	(267,000)	(971,002)	(704,002)	264%
13 Total Expenses	(28,717,000)	(28,024,000)	2%	(30,715,324)	(27,333,621)	3,381,703	218%
14 Net Surplus (Deficit)							
15 General Church & Regional (1)	-	-	NM	(773,879)	-	773,879	NM
16 Retiree Health & Other Benefits (2)	-	-	NM	-	5,092,761	5,092,761	NM
17 Conference Ministries (3)	-	-	NM	27,000	3,142,646	3,115,646	11539%
18 UM Foundation of West Ohio	28,000	-	NM	(27,000)	1,204,936	1,231,936	-4563%
19 Total Net Surplus (Deficit)	28,000	-		(773,879)	9,440,343	10,214,222	6977%
20 Connectional Giving							
21 General Church & Regional	3,972,000	4,130,000	-4%	4,130,445	4,597,553	467,108	11%
22 Clergy Benefits	-	-		-	-	-	NM
23 Conference Ministries	6,450,000	5,982,000	8%	6,073,000	6,187,994	114,994	2%
24 Total Apportionments	10,422,000	10,112,000	3%	10,203,445	10,785,547	582,102	6%

RECOMMENDATIONS

	'23 Budget	'22 Budget	'23 vs. '22 Budget %	'21 Budget	'21 Actual	'21 Actual vs '21 Budget	'21 % Over/Under
25 General Church							
26 Support and Revenue							
27 Connectional Giving-General Church & Regional	3,972,000	4,130,000	-4%	4,130,445	4,597,553	467,108	11%
28 Total General Church	3,972,000	4,130,000	-4%	4,130,445	4,597,553	467,108	11%
29							
30 General Church & Regional							
31 World Service	(2,359,000)	(2,505,000)	-6%	(2,503,640)	(2,348,875)	154,765	-6%
32 MEF with WOC part for comparison in '20 & '21	(797,000)	(846,000)	-6%	(845,614)	(793,327)	52,287	-6%
33 Black College Fund	(318,000)	(337,000)	-6%	(337,308)	(316,485)	20,823	-6%
34 Africa University	(71,000)	(76,000)	-7%	(75,488)	(70,815)	4,673	-6%
35 Interdenominational Fund	(62,000)	(66,000)	-6%	(66,133)	(62,072)	4,061	-6%
36 General Administration	(280,000)	(297,000)	-6%	(297,287)	(278,891)	18,396	-6%
37 Episcopal Fund	(699,000)	(742,000)	-6%	(741,430)	(695,593)	45,837	-6%
38 North Central Jurisdiction	(37,000)	(37,000)	0%	(37,424)	(31,495)	5,929	-16%
39							
40 Total General Church & Regional	(4,623,000)	(4,906,000)	-6%	(4,904,324)	(4,597,553)	306,771	-6%
41 Subtotal Net Surplus (Deficit)	(651,000)	(776,000)	-16%	(773,879)	-	773,879	NM
42 Special Sundays (nonbudget)							
43 Human Relations					8,309		
44 UMCOR Sunday					68,844		
45 Peace with Justice - less WOC part					3,771		
46 Native Amer. Awareness - less WOC part					6,769		
47 World Communion					9,527		
48 UM Student Day					6,495		
49 Total Special Sundays	-	-			103,715		
50 Advance Specials via WOC (nonbudget)					756,725		
51 Conference Ministries (3)							
52 Connectional Giving - Conference Ministries	6,450,000	5,982,000	8%	6,073,000	6,187,994	114,994	2%
53 General Program Income		-	NM	-	-	-	NM
54 Donor Support (RR)		-	NM	-	-	-	NM
55 Total General Support and Revenue	6,450,000	5,982,000	8%	6,073,000	6,187,994	114,994	2%
56 Connectional Administration							
57 Releases and Transfers	222,000	270,000	-18%	-	290,200	290,200	NM
58 Salaries and benefits	(623,000)	(511,000)	22%	(534,000)	(536,341)	(2,341)	0%
59 General Administration & OCC expenses	(100,000)	(50,000)	100%	(70,000)	(279,562)	(209,562)	299%
60 Fear+Less Congregations	(213,000)	(355,000)	-40%	(24,000)	(12,500)	11,500	-48%
61 Net Connection Administration	(714,000)	(646,000)	11%	(628,000)	(538,204)	89,796	14%

	'23 Budget	'22 Budget	'23 vs. '22 Budget %	'21 Budget	'21 Actual	'21 Actual vs '21 Budget	'21 % Over/Under
62 Leadership Development (ADD Transfer & Release)							
63 Releases and Transfers	16,000		NM				
64 Program income and support	10,000	5,000	100%	5,000	1,450	(3,550)	-71%
65 Leadership & Ministry Training	(85,000)	(46,000)	85%	(40,000)	(15,990)	24,010	-60%
66 Campus Ministries	(50,000)	(80,000)	-38%	(90,000)	(85,800)	4,200	-5%
67 Net Leadership Development	(109,000)	(121,000)	-10%	(125,000)	(100,340)	24,660	20%
68 Just-Mission							
69 Releases/Transfers	40,000	30,000	33%	40,000	44,835	4,835	12%
70 Program income and support	26,000	15,000	73%	204,000	8,373	(195,627)	-96%
71 Conference partnerships	(35,000)	(25,000)	40%	(25,000)	(13,935)	11,065	-44%
72 Mission & Disaster programming	(45,000)	(70,000)	-36%	(77,000)	(51,599)	25,401	-33%
73 Restorative justice ministries	(100,000)	(83,000)	20%	(292,000)	(50,970)	241,030	-83%
74 Net Just-Mission	(114,000)	(133,000)	-14%	(150,000)	(63,296)	86,704	58%
75 Volunteers in Mission							
76 VIM Teams Income	75,000	100,000	-25%	175,000	29,273	(145,727)	-83%
77 VIM Teams Expense	(75,000)	(100,000)	-25%	(175,000)	(27,845)	147,155	-84%
78 Net Volunteers in Mission	-	-	NM	-	1,428	1,428	NM
79 Diversity & Inclusion							
80 Program income and support		11,000	-100%	10,000	1,110	(8,890)	NM
81 Releases/Transfers	30,000		NM	16,000	-	(16,000)	NM
82 Hispanic ministries		(15,000)	NM	(50,000)	(5,917)	44,083	-88%
83 Diversity initiatives	(109,000)	(65,000)	68%	(55,000)	(24,482)	30,518	-55%
84 Net Diversity & Inclusion	(79,000)	(69,000)	14%	(79,000)	(29,289)	49,711	63%
85 Camps & Retreats							
86 Registration & Operating Income	750,000	677,000	11%	617,000	356,661	(260,339)	-83%
87 Other Program Income	150,000	97,000	55%	100,000	107,676	7,676	-1169%
88 Operating Expense	(1,648,000)	(1,177,000)	40%	(1,082,000)	(1,069,167)	12,833	-44%
89 Net From Operations	(748,000)	(403,000)	86%	(365,000)	(604,830)	(239,830)	132%
90 Transfers & Releases/Non-Operating Income	120,000		NM	-	118,425	118,425	NM
91 Non-Operating Expenses -Depreciation	(160,000)	(165,000)	-3%	(165,000)	(158,408)	6,592	-4%
92 Non-Operating Expenses -Major Maintenance	(100,000)		NM	-	(109,678)	(109,678)	NM
93 Net Non-Operating Funded/(Unfunded)	(140,000)	(165,000)	-15%	(165,000)	(149,661)	15,339	-357%
94 Net Camps & Retreats	(888,000)	(568,000)	56%	(530,000)	(754,491)	(224,491)	-42%
95 Fresh Starts & New Beginnings							
96 Program income and support	30,000	25,000	20%	10,000	39,973	29,973	300%
97 Light the Way/New Church Start Gifts (RR)	250,000	300,000	-17%	350,000	350,000	-	0%
98 Salaries & benefits Missional Church Developmnt	(221,000)	(180,000)	23%	(213,000)	(181,564)	31,436	-15%
99 General Program Expenses	(80,000)	(100,000)	-20%	(106,000)	(73,977)	32,023	-30%
100 Starting New Congregations Grants	(350,000)	(400,000)	-13%	(450,000)	(450,000)	(0)	0%
101 Church Revitalization Grants	(125,000)	(150,000)	-17%	(160,000)	(160,000)	-	0%
102 Net Missional Church Development	(496,000)	(505,000)	-2%	(569,000)	(475,568)	93,432	16%

		'23 Budget	'22 Budget	'23 vs. '22 Budget %	'21 Budget	'21 Actual	'21 Actual vs '21 Budget	'21 % Over/Under
103	Office of Ministry & Clergy Leadership							
104	Program income and support	42,000	50,000	-16%	75,000	14,560	(60,440)	-81%
105	Ministerial Ed. Fund (MEF) & other Releases/Transfers	280,000	271,000	3%	325,000	161,042	(163,958)	-50%
106	Salaries & benefits	(229,000)	(223,000)	3%	(221,000)	(217,089)	3,911	-2%
107	General Program Expenses	(100,000)	(92,000)	9%	(100,000)	(44,386)	55,615	-56%
108	Credentialing Education	(165,000)	(100,000)	65%	(130,000)	(26,685)	103,316	-79%
109	Cross Racial/Cross Cultural Initiative	(15,000)	(30,000)	-50%	-	(2,000)	(2,000)	NM
110	Seminary & 'Course of Study' tuition support	(95,000)	(120,000)	-21%	(180,000)	(85,982)	94,018	-52%
111	Internship Program	(20,000)	(20,000)	0%	(16,000)	(13,486)	2,514	-16%
112	Net Office of Ministry & Clergy Leadership	(302,000)	(264,000)	14%	(247,000)	(214,025)	32,975	13%
113	Episcopal Leadership							
114	Annual Conference Session							
115	Annual Conference and Journal Income	15,000	15,000	0%	15,000	25,899	10,899	73%
116	Annual Conference Expense	(220,000)	(220,000)	0%	(232,000)	(95,488)	136,512	-59%
117	Jurisdictional & Gen. Conference Delegation	(22,000)	(22,000)	0%	-	-	-	NM
118	Net Annual Conference Session	(227,000)	(227,000)	0%	(217,000)	(69,589)	147,411	68%
119	Episcopal Office							
120	GCFA Episcopal Reimbursement and Other Support	85,000	85,000	0%	85,000	89,715	4,715	6%
121	Salaries & Benefits	(407,000)	(377,000)	8%	(244,000)	(305,770)	(61,770)	25%
122	Episcopacy Program and Administration	(45,000)	(45,000)	0%	(45,000)	(16,742)	28,258	-63%
123	Episcopal Residence	(30,000)	(30,000)	0%	(30,000)	(34,843)	(4,843)	16%
124	Net Episcopal Office	(397,000)	(367,000)	8%	(234,000)	(267,640)	(33,640)	-14%
125	Leadership Team							
126	Satisfaction of Restriction Releases (RR)				-	-	-	NM
127	District Parsonage Fund Income for DS Housing	98,000	90,000	9%	96,000	95,869	(131)	0%
128	DS Special Appointment Accommodations Fund				-	-	-	NM
129	DS Salaries & benefits	(1,050,000)	(1,073,000)	-2%	(1,219,000)	(1,222,517)	(3,517)	0%
130	DS Mileage & other travel	(60,000)	(70,000)	-14%	(80,000)	(39,719)	40,281	-50%
131	Cabinet meetings	(15,000)	(15,000)	0%	(22,000)	(1,646)	20,354	-93%
132	Emergency fund	(20,000)	(20,000)	0%	(20,000)	(16,784)	3,216	-16%
133	Net Leadership Team	(1,047,000)	(1,088,000)	-4%	(1,245,000)	(1,184,796)	60,204	5%
134	Equitable Compensation	(270,000)	(250,000)	8%	(270,000)	(269,910)	90	0%
135	Communications							
136	Salaries & benefits	(400,000)	(332,000)	20%	(418,000)	(314,587)	103,413	-25%
137	Travel & other	(8,000)	(5,000)	60%	(5,000)	(961)	4,039	-81%
138	Communications operations	(43,000)	(113,000)	-62%	(40,000)	(62,001)	(22,001)	55%
139	Program (direct local church support)				-	(125,900)	(125,900)	NM
140	Net Communications	(451,000)	(450,000)	0%	(463,000)	(503,449)	(40,449)	-9%
141	Net Episcopal Leadership	(2,392,000)	(2,382,000)	0%	(2,429,000)	(2,295,384)	133,616	6%

	'23 Budget	'22 Budget	'23 vs. '22 Budget %	'21 Budget	'21 Actual	'21 Actual vs '21 Budget	'21 % Over/Under
142 Finance & Administration							
143 Program income and support				-	4,309	4,309	NM
144 Interest & Dividend Income	100,000	100,000	0%	155,000	92,568	(62,432)	-40%
145 Salaries & benefits	(964,000)	(931,000)	4%	(940,000)	(974,137)	(34,137)	4%
146 Conference Center Operations	(200,000)	(175,000)	14%	(175,000)	(204,593)	(29,593)	17%
147 IT hardware, software & support services	(90,000)	(90,000)	0%	(110,000)	(113,820)	(3,820)	3%
148 Audit / banking / insurance & related	(125,000)	(125,000)	0%	(145,000)	(135,820)	9,180	-6%
149 Conference administration/legal matters	(60,000)	(60,000)	0%	(55,000)	(69,090)	(14,090)	26%
150 General Program Expenses	(24,000)	(20,000)	20%	(24,000)	(27,410)	(3,410)	14%
151 Additional UMC and NCJ support				-	-	-	NM
152 Net Finance & Administration	(1,363,000)	(1,301,000)	5%	(1,294,000)	(1,427,993)	(133,993)	-10%
153 Board of Trustees							
154 Program income and support				-	1,021,791	1,021,791	NM
155 Trustee interest & investment income - Net	30,000	30,000	0%	30,000	697,569	667,569	2225%
156 Archives & History	(23,000)	(23,000)	0%	(25,000)	(23,012)	1,988	-8%
157 Satisfaction of Restriction Releases (RR)	170,000	160,000	6%	160,000	(1,061,765)	(1,221,765)	-764%
158 Net Program Activities				-	37,390	37,390	NM
159 Net Closed Church activities				-	2,349,068	2,349,068	NM
160 Building Expenses and Depreciation	(170,000)	(160,000)	6%	(160,000)	(169,229)	(9,229)	6%
161 Net Board of Trustees	7,000	7,000	0%	5,000	2,851,811	2,846,811	56936%
162 Total Conference Ministries Expense	(8,989,000)	(8,313,000)	8%	(8,514,000)	(5,534,883)	2,979,117	35%
163 Apportionment Support	6,450,000	5,982,000	8%	6,073,000	6,187,994	114,994	2%
164 Other Sources Support	2,539,000	2,331,000	9%	2,468,000	2,489,535	21,535	1%
165 Total Net Conference Ministires Receipts (Expense)	-	-	NM	27,000	3,142,646	3,115,646	11539%
166 UM Foundation of West Ohio							
167 Investment Administration Fees Income	315,000	265,000	19%	240,000	281,467	41,467	17%
168 Donor Income and Other Program Income				-	965,846	965,846	NM
169 Investment Income (Net)				NM	-	285,117	NM
170 Salaries & benefits	(221,000)	(202,000)	9%	(190,000)	(174,664)	15,336	-8%
171 General Prorgam Expenses	(50,000)	(50,000)	0%	(57,000)	(66,357)	(9,357)	16%
172 CGA exhausted account expense	(16,000)	(13,000)	23%	(20,000)	(15,665)	4,335	-22%
173 COD Stock gift receipts				-	643,508	643,508	NM
174 COD Stock gift disbursements				-	(714,315)	(714,315)	NM
175 Total UM Foundation of West Ohio Net	28,000	-	NM	(27,000)	1,204,936	1,231,936	4563%

RECOMMENDATIONS

Retiree Pension, Health & Other Benefits (2)

	'23 Budget	'22 Budget	'23 vs. '22 Budget %	'21 Budget	'21 Actual	'21 Actual vs '21 Budget	'21 % Over/Under
176 Retired Clergy Benefits Fund income							
177 Operating Income							
178 Apportionments				-	-	-	NM
179 Health Premiums Billed Active	8,100,000	8,100,000	0%	8,000,000	7,379,043	(620,957)	-8%
180 Health Premiums Billed Retired	85,000	-	NM	1,200,000	971,260	(228,740)	-19%
181 Pension and Related Billed	5,550,000	5,745,000	-3%	5,850,000	5,636,139	(213,861)	-4%
182 Total Direct Bill & Apportionments	13,735,000	13,845,000	-1%	15,050,000	13,986,442	(1,063,558)	-7%
183 Other Income							
184 Releases/Transfers	1,534,000	1,271,000	21%	1,680,000	-	(1,680,000)	NM
185 Donor and Other Income	200,000	200,000	0%	300,000	156,613	(143,387)	-48%
186 Investment Income (Net)			NM	-	7,179,889	7,179,889	NM
187 Total Other Income	1,734,000	1,471,000	18%	1,980,000	7,336,502	5,356,502	271%
188 Total Income:	15,469,000	15,316,000	1%	17,030,000	21,322,944	4,292,944	25%
189 Expenses							
190 Salaries	(154,000)		NM	-	(191,396)	(191,396)	NM
191 Other Employee Expenses (Employee Benefits)	(77,000)		NM	-	(50,922)	(50,922)	NM
192 Retiree HRA Funding	(1,128,000)	(1,100,000)	3%	-	-	-	NM
193 Retiree Plan Claims & Premiums (Admin Fees)	(410,000)	(410,000)	0%	(2,900,000)	(2,097,194)	802,806	-28%
194 Active Plan Claims & Premiums (Admin Fees) & HSA	(8,500,000)	(8,500,000)	0%	(8,700,000)	(8,383,297)	316,703	-4%
195 Pension DB & DC	(3,861,000)	(4,151,000)	-7%	(4,310,000)	(4,234,298)	75,702	-2%
196 Disability and Welfare plans (CPP and WOC AD&D)	(978,000)	(1,070,000)	-9%	(1,000,000)	(972,197)	27,803	-3%
197 Professional Services	(221,000)		NM	-	(201,652)	(201,652)	NM
198 Wellness Direct Support and Education	(50,000)		NM	-	(40,049)	(40,049)	NM
199 Retiree Moving Expenses	(35,000)	(30,000)	17%	(30,000)	(31,496)	(1,496)	5%
200 Transition and Benevolence Grants (and Housing Assist Grants)	(55,000)	(55,000)	0%	(90,000)	(27,605)	62,395	-69%
201 Benefit Grants				-	-	-	NM
202 Other Program Expenses				-	-	-	NM
203 Total Operating Expenses:	(15,469,000)	(15,316,000)	1%	(17,030,000)	(16,230,105)	799,895	5%
204 Office and other expenses				-	(78)	(78)	NM
205 APBO Change				-	-	-	NM
206 Depreciation and Occupancy				-	-	-	NM
207 Total Expenses	(15,469,000)	(15,316,000)	1%	(17,030,000)	(16,230,183)	799,817	5%
208 Board of Pension Total Net Receipts (Expense):	-	-		-	5,092,761	5,092,761	NM
209 CRSP-DB pmt to Wespath (informational only)	2,865,384	3,170,777	-10%	3,208,722	4,234,298	1,025,576	32%
210 Grand Total Net West Ohio Conference Receipts (Expense)	28,000	-	NM	-	9,440,343	9,440,343	NM

West Ohio Conference 2023 District Budget

	DS-Shared Services ^a	Capitol Area North	Capitol Area South	Capitol Area Ministries	Foothills	Maumee Watershed	Miami Valley	Northwest Plains	Ohio River Valley	Shawnee Valley	2023 Budget	2022 Budget	2023 % of Tot	% chng vs 22
1 Revenue & Support														
2 Apportionments	1,318,000	159,000	159,000	0	159,000	159,000	159,000	159,000	159,000	159,000	2,590,000	2,590,000	84%	0%
3 Less not collected	-170,000	-21,000	-21,000	0	-21,000	-21,000	-21,000	-21,000	-21,000	-21,000	-338,000	-338,000	-11%	-15%
4 Program Fee Income							1,000		6,000		7,000	1,000	0%	
5 Other Income				7,000							7,000	190,000	0%	-96%
6 Investment Income	0										0	0	0%	
7 Missional Church/Other Grants Rec'd											0	0	0%	
8 Transfers & Releases		73,000	21,000	186,000			48,000	8,000	430,000	43,000	809,000	879,000	26%	-8%
9 Total Revenue	1,148,000	211,000	159,000	193,000	138,000	138,000	187,000	146,000	574,000	181,000	3,075,000	3,262,000	100%	-6%
10 Expenses														
11 Grants and Benevolences		90,000	10,000	192,000	85,000	63,000	125,000	0	300,000	82,000	947,000	968,000	31%	-2%
12 Missional Grant Expense											0	0	0%	
13 Clergy Support Grants		50,000	50,000		10,000		20,000	40,000	100,000	16,000	286,000	362,000	9%	-21%
14 Salary Expense	797,000										797,000	849,000	26%	-6%
15 Other Employee Expenses	306,000										306,000	378,000	10%	-19%
16 Professional Services	45,000	2,000	2,000		2,000	5,000	7,000	9,000	51,000	26,000	149,000	180,000	5%	-17%
17 Other Program Expense		15,000	40,000		3,000	12,000	5,000	28,000	15,000	20,000	138,000	172,000	5%	-20%
18 Office Expense		4,000	3,700		7,000	11,000		25,000	25,000	10,000	85,700	109,000	3%	-21%
19 Occupancy Expenses		18,000	18,300		10,000	11,000	6,000	17,000	20,000	10,000	110,300	164,000	4%	-33%
20 DS housing support		11,000	9,000	N/A	parsonage	14,000	18,000	14,000	15,000	16,000	97,000	90,000	3%	8%
21 Other Expense			1,000	1,000	1,000				10,000	1,000	14,000	4,000	0%	250%
22 Depreciation-District PP&E					13,000	8,000		13,000	9,000	0	43,000	45,000	1%	-4%
23 Occupancy-Held for Mission									0		0	40,000	0%	-100%
24 Depreciation-Held for Mission		21,000	25,000				6,000		29,000		81,000	104,000	3%	-22%
25 Total Expenses	1,148,000	211,000	159,000	193,000	131,000	124,000	187,000	146,000	574,000	181,000	3,054,000	3,465,000	100%	-12%
26 Surplus (Deficit)	0	0	0	0	7,000	14,000	0	0	0	0	21,000	-203,000		-110%

Introduction to Board of Pensions and Health

1 This year's recommendation from the Conference Board of Pensions is mostly consistent with past years with a few
2 exceptions listed below.

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

4 • For Clergy Pension & Disability Income Plans

5 - In addition to full-time appointments, West Ohio will continue to include clergy serving $\frac{1}{2}$ and $\frac{3}{4}$ time in
6 the Clergy Retirement Security Plan (CRSP), the denomination's pension plan for clergy. #2)

7 - There is no change in the billing rate to local churches for clergy enrolled in the pension plan and disability
8 income plans (#'s 5 and 6)

9 - For the Pre-82 clergy pension plan, the past service rate (PSR) will increase to \$636, a 2.2% increase).
10 (see Clergy Pension and Disability Income Plans #7)

11 • The retiree health insurance program will be limited to the retired clergy and clergy spouse, subject to years
12 of service eligibility (Health Care Benefits, #2b)

13 • Retiree housing allowance exclusion will remain unchanged. It will be posted on the conference website for
14 easy access when filing 2022 taxes.

15 Questions about this recommendation can be directed to Grace Welch, Conference Benefits Officer at
16 gwelch@wocumc.org or at 614-844-6200.

2023 Board of Pensions and Health

1 Clergy Pension and Disability Income Plans

- 2 **23.** 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 **24.** 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 Pension and Health Benefits approved the continued CRSP eligibility of three-quarter and one-half time
11 appointments effective January 1, 2014. The Board affirms this recommendation for 2023.
- 12 **25.** 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 **26.** 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 **27.** The contribution rate for funding the Clergy Retirement Security Program (CRSP) will be billed in two
20 parts; the Defined Benefit (DB) portion shall not exceed 11% of the participant’s actual Plan Compensation
21 up to the Denominational Average Compensation (DAC)¹. The DAC for 2023 is \$76,221. The rate for
22 funding of the Defined Contribution (DC) portion shall not exceed 3% of the participant’s actual Plan
23 Compensation. (The participant must be enrolled and making a minimum of 1% United Methodist
24 Personal Investment Plan (UMPIP) contribution to have the full 3% credit to CRSP-DC.) Billing begins
25 at the time of participant’s eligibility for, not enrollment in, the program.
- 26 **28.** 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 this
32 cost. Billing begins at the time of participant’s eligibility for, not enrollment in, the program.

¹ 2023 DAC (Denomination Average Compensation) is published by Wespath Benefits and Investments annually based on actual reported compensation of 2021

- 29. The base annuity rate for 2023 on Pre-82 pensions will increase to \$636. The yearly PSR may not be decreased.
- 30. Annuity rates for surviving spouses shall be 70% of the base rate on Pre-82 pension.
- 31. 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% max, if desired. Personal contributions will be billed to the local church by Wespath and paid from payroll deduction by the local church.
- 32. Medical Leave and Death Benefits: Eligible clergy also have CPP as part of the benefit package. CPP provides disability income, death, and other supplemental benefits. Complete policy information can be found on the Wespath website at www.wespath.org. Clergy whose health condition may indicate a need for medical leave should contact his or her District Superintendent.
- 33. 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	Time	Coverage	Premium Payment
Full Member Provisional Member Associate Member	3/4 time and FT	Required	Shared Cost Church/Participant
Local Pastor	Full Time	Required	Shared Cost Church/Participant
Full Member Provisional Member Associate Member	1/2 time	Optional	Subject to District Superintendent and local church approval
Local Pastor	1/2 time & 3/4 time	Optional	Subject to District Superintendent and local church approval

- b. Pastors under full-time appointment to West Ohio Conference local churches, District Offices or Conference Office will participate in the Conference health insurance plan. If such pastors have duplicate coverage through a spouse’s employment, have access to military coverage or prior employer insurance they may use those plans. A written waiver is required to use other insurance.
 - i. Should a church provide compensation to pastors that opt out of the Conference plan, care should be taken not to violate employer payment plan rules, the violation of which could subject the church to financial penalties. Clergy opting out of the West Ohio Conference health insurance plan for any other reason must do so in writing and the decision is

1 irrevocable: he or she will be prohibited from accessing a West Ohio Conference active
2 or retiree health plan in the future.

- 3 c. A pastor serving in active full-time ministry beyond his/her 65th birthday will remain on the
4 Conference health insurance plan.
- 5 d. If one in an active clergy couple dies, the appointment of the surviving spouse will be responsible
6 for health insurance as an active participant and responsible for payment of premium.
- 7 e. Surviving spouses and qualified dependents of deceased active clergy previously serving in an
8 appointment will pay 25% of the premium cost of the policy in use for the 24 months following
9 the clergy's date of death. Thereafter, access will be based on years of service consistent with the
10 premium sharing available to retirees.

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

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

- 14 a. Beginning 1/1/2022, a Health Reimbursement Arrangement (HRA) based on years of service
15 toward retirement eligibility will be provided for each eligible retiree and spouse.
- 16 b. Retirees under age 65 will be provided a stipend to purchase an individual policy or to remain on
17 the Conference plan. The amount of this stipend will be a fixed dollar amount consistent with the
18 amount toward post 65 retirees, which is based on years of service toward retirement eligibility.
19 Plans and support will be limited to the retiree and retiree spouse only.
- 20 c. Upon retirement at age 65 or thereafter, the pastor and spouse (at age 65) are responsible for
21 enrolling in Medicare Part A and B. Those having opted out of Social Security will not have access
22 to West Ohio Conference retiree (over 65 years) insurance.
- 23 d. Retired clergy or surviving spouses who remarry will not have access to Conference insurance for
24 a new dependent.
- 25 e. Pastors who transfer from an Episcopal appointment in another United Methodist Conference
26 to an Episcopal appointment in the West Ohio Conference where the Conference has pension
27 responsibility will be granted years of service from previous Conferences.

28 **3. Other Health Care Provisions**

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

- 1 d. The Conference Board of Pension shall extend an invitation to the Board of Ministry to review and
- 2 comment on material changes in the Board of Pension recommendation to Annual Conference at
- 3 least 30 days prior to Annual Conference.

4 **General**

- 5 1. The Employee Assistance Program (EAP) is designed for eligible clergy and lay Conference and District
- 6 employees and their dependent family members who seek professional emotional assistance. This includes
- 7 certified lay ministers and pastors appointed to a local church, clergy appointed to extension ministry and
- 8 serving on Conference and District staffs, as well as lay Conference and District staff. Pastors appointed to
- 9 their first church and newly hired Conference and District lay staff are eligible after 6 months. This service
- 10 is provided by OhioHealth at no cost.
- 11 2. A moving reimbursement (receipt(s) of cost) of up to \$3,500 is paid to each full-time and three-quarter
- 12 time clergy household of the retiring class and each member accepting CPP disability leave and the
- 13 families of active full-time members in the event of the death of the member, provided they have not
- 14 previously had a move reimbursed and provided they have been a participating member in the Conference
- 15 Pension Program for the last five years prior to retirement.
- 16 3. The Board requests no apportionments in 2023 to support its work.
- 17 4. The church from which the pastor is moving will pay pension payments for pastors moving at conference
- 18 time for the whole month of June. Payments for new pastors will begin on the first of the month following
- 19 the appointment.
- 20 5. All churches are encouraged to include eligible full-time church lay employees in UMPIP; the retirement
- 21 Benefits program offered by Wespath. ¶258.2g (12)
- 22 6. The Conference will post on its website the date when the 2023 Comprehensive Funding Plan from Wespath
- 23 releases its opinion. This became an annual requirement because of 2012 General Conference legislation.

24 **Resolutions Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons of the**

25 **West Ohio Conference**

26 The West Ohio Conference (the “Conference”) adopts the following resolutions relating to rental/housing allowances for

27 retired or disabled clergypersons of the Conference:

28 *Whereas* the religious denomination known as The United Methodist Church (the “Church”), of which this Conference

29 is a part, has in the past functioned and continues to function through ministers of the gospel (within the meaning of

30 Internal Revenue Code section 107) who were or are duly ordained, commissioned, or licensed ministers of the Church

31 (“Clergy”), and

32 *Whereas* the practice of the Church and of this Conference was and is to provide active Clergy with a parsonage or a

33 rental/housing allowance as part of their gross compensation, and

34 *Whereas* pensions or other amounts paid to retired and disabled Clergy are considered to be deferred compensation

35 and are paid to retired and disabled Clergy in consideration of previous active service, and

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

3 *Therefore*, be it resolved that an amount equal to 100% of the pension or disability payments received from plans
4 authorized under *The Book of Discipline of The United Methodist Church* (the “Discipline”), which includes all
5 such payments from Wespath Benefits and Investments (Wespath) during the year 2023 by each retired or disabled
6 Clergy who is or was a member of the Conference or its predecessors, be and is hereby designated as a rental/housing
7 allowance for each such Clergy; and

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

- 13 • any local church
- 14 • Annual Conference of the Church
- 15 • general agency of the Church
- 16 • other institution of the Church
- 17 • former denomination that is now a part of the Church
- 18 • any other employer

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

22 **Note:**

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

29 **Inquiries:**

30 Inquiries regarding current funding of pensions, personal contribution accounts (UMPIP), tax-deferred programs, and
31 pension annuity checks shall be directed to Wespath Benefits and Investments, 1901 Chestnut Avenue, Glenview,
32 Illinois 60025, 1-800-851-2201 or visit www.wespath.org for more information. All other concerns shall be directed
33 to the West Ohio Conference, 32 Wesley Boulevard, Worthington, Ohio 43085, to the attention of Grace Welch at
34 1-614-844-6200 ext. 10226 or gwelch@wocumc.org. Retirees, please notify both Wespath and the West Ohio
35 Conference if you change your address.

Submitted by:

Board of Pensions and Health

Anna Guillozet, Chair

William H. Brownson, CFO & Director of Administration

Grace Welch, Director of Benefits and Human Resources

2023 Recommendation Commission on Equitable Compensation

- 1 Ministry happens when clergy, lay leaders and members of congregations put into motion what they hear from God.
- 2 Jesus said, *“Everyone then who hears these words of mine and acts on them will be like a wise person who built their*
- 3 *house on rock.”* (Matthew 7:24) Vital and healthy ministry takes place when clergy and congregations actively support
- 4 the vision and mission of reaching and making new disciples of Jesus Christ for purpose of transforming the world.
- 5 When we work collaboratively, we are better positioned to support spiritual journeys in a variety of missional contexts.

- 6 Clergy includes elders and deacons in full connection, commissioned elders and deacons, associate members,
- 7 and licensed local pastors. Each clergy member plays a vital role within the life and ministry of the Church. Each
- 8 congregation’s unique context may call for a different type of clergy leadership.

- 9 Elders provide spiritual leadership through nurturing others in their relationship to God and lead the church through
- 10 the ministry of the word and sacrament, and service to others while ordering the life of the church.

- 11 Deacons provide spiritual leadership through nurturing others in their relationship to God and act as bridge for the
- 12 congregation to respond to those marginalized in and around them through word, service, justice, and compassion.

- 13 Associate Members and Licensed local pastors provide spiritual leadership through nurturing others in their
- 14 relationship to God and lead the life of the local church.

- 15 Licensed local pastors can provide leadership within a local area while elders and deacons, and associate members
- 16 are able to be placed in areas of need across the connection. Elders, deacons, and licensed local pastors may work
- 17 together within a local church or be appointed individually based on the needs of each congregation.

- 18 Provisional elders and deacons, as well as ordained elders and deacons should be compensated equally (salary,
- 19 pension, health insurance, housing, accountable reimbursement) if appointed full-time to a local congregation. See the
- 20 Five Elements of Compensation for Full-Time Clergy table below.

- 21 Regardless of appointed role within a local church, the salaries outlined in this recommendation should be considered
- 22 for all appointed clergy serving full-time within the local church.

RECOMMENDATIONS

THE FIVE ELEMENTS OF COMPENSATION FOR FULL-TIME CLERGY					
Ordained Elder/Deacon Provisional Elder/Deacon					
Associate Member Licensed Local Pastor (Course of Study) Licensed Local Pastor					
Compensation Elements	Salary	Pension	Health Insurance	Housing Allowance /Parsonage	Accountable Reimbursement
Definition/Explanation	Cash Salary paid by Local Church (Employer)	Contributions made toward Pension Plan (CRSP and UMPIP) by Local Church (Employer).	Participating in the conference plan with the Local Church paying a portion and clergy paying a portion.	Compensation provided in lieu of parsonage.	Agreement to reimburse clergy for ministry expenses according to the approved and signed ARP Form

1 The Commission on Equitable Compensation, outlined in the *2016 Book of Discipline* (Paragraph 625), is a way to
 2 employ financial resources as a means of support for congregational revitalization. The West Ohio Conference and
 3 churches partner together through faithful stewardship, accountability, and encouragement. The goal is to come alongside
 4 churches and clergy as a transition resource to assist congregations in the movement toward greater vitality and health.

5 **Guidelines and Established Minimum Salaries**

6 The Commission presents the following guidelines and minimum salaries for the calendar year 2023 with
 7 consideration of the projected General Board of Pensions Conference Average Compensation (C.A.C.) of \$67,557
 8 (which includes salary plus 25% for housing where the clergy lives in a parsonage, or the housing allowance where
 9 such is provided). The 2023 minimum salaries reflect an average of 3% increase over last year.

10 **A. Minimum Salary**

Recommended Minimum Salaries	2023*	2022**
Elder/Deacon Full-Time appointment in a local church	\$45,600	\$44,270
Provisional Elder/Provisional Deacon Full-Time appointment in a local church	\$41,350	\$40,140
Associate Member Full-Time appointment	\$41,350	\$40,140
Licensed Local Pastor Full-Time (Course of Study completed or equivalent)	\$39,875	\$38,710
Licensed Local Pastor Full-Time	\$37,780	\$36,680

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

20 **B. Definition of Eligibility**

21 **1. MINIMUM SALARY SUPPORT**

- 22 a. Elders, provisional members on the elder-track, deacons in full connection serving in local churches,
 23 provisional members on the deacon-track serving in local churches, associate members, and
 24 licensed local pastors serving full-time appointments in local churches are eligible for minimum
 25 salary support.
- 26 b. Retired members, retired local pastors, full-member deacons appointed beyond the local church,
 27 provisional members on the deacon-track beyond the local church, student pastors, and members in
 28 extension ministries have no claim to minimum salary support.
- 29 c. Support from all church sources (District, Conference and General Church) in addition to local
 30 sources will be used in computing claims.

- 1 d. The commission will continue to work with the Cabinet in providing minimum compensation,
- 2 sensitive to such variable factors as unique situations needing special skills, missional priorities,
- 3 and ethnic/radical considerations.
- 4 e. When a church withdraws from a charge to a station, its clergy shall not be eligible for minimum
- 5 salary support for at least five years.
- 6 f. A charge with more than 300 members shall have no claim to minimum salary support.
- 7 g. Any situations limiting full itineracy of clergy will be taken under consideration prior to approving
- 8 equitable compensation amounts.

9 **2. KEY LEADERSHIP SALARY SUPPORT**

10 Developing/redeveloping Ministries: Situations where new congregations should be developing or where

11 existing congregations are facing circumstances that enhance the potential for unusual growth. These

12 churches have the potential of becoming viable and self-supporting within five years.

13 **3. KEY MISSIONAL SALARY SUPPORT**

14 Situations where churches/parishes have an unusually large or complex program of missional ministries

15 and require clergy leadership for expanded ministries. This also includes Ethnic Churches where support is

16 necessary in getting the ministry established.

17 **4. SPECIAL SALARY SUPPORT**

18 This category provides clergy support on a short-term basis to meet a temporary situation. Funding under

19 this category shall not continue beyond the appointive year in which it began.

20 **C. The goal of the commission is to eliminate the need for long-term minimum salary**

21 **support by:**

- 22 1. Agreeing that any new Equitable Compensation grants for Minimum Salary Support or Key Leadership
- 23 Salary Support shall not exceed 25% of the total cash salary received by the clergy of the church or charge.
- 24 The 25% rule shall not apply to Key Missional or Special Salary Support.
- 25 2. Limiting the maximum number of years of eligibility for all Equitable Compensation grants to five years
- 26 per clergy or church. Grants will be decreased by 20% of the original amount each year.
- 27 3. Asking for greater accountability of the local churches in the process of applications for funds through
- 28 the District Superintendents, providing information on budgeted receipts and expenditures, having a
- 29 stewardship plan, detailing how they are living within the CORE process, and an apportionment plan.
- 30 4. Being aware that churches and charges which reach the total grant or grant term limitations described
- 31 above, and which are unable to maintain support for a full-time appointment will be assisted by the District
- 32 Superintendent to move to a part-time clergy, or to realign the charge.
- 33 5. Being open to knowing that there may be special circumstances that would warrant an exception to these
- 34 guidelines which can be made with the approval of the cabinet and the Equitable Compensation Executive team.

- 1 D. The commission reminds the members of the Conference, local church Pastor-Parish Relations Committees, and
2 clergy, that total ministerial support package includes: 1) Cash Salary 2) Pension 3) Health Insurance 4) Housing
3 (housing allowance or parsonage) 5) Accountable Reimbursement.

- 4 E. It is the responsibility of the clergy of any church not receiving agreed upon compensation from the church during
5 the calendar year to contact their District Superintendent by the earlier of March 15th of next year; one year from
6 the date of the initial arrearage; or at the time of an appointment of change. Failure to submit such notice of
7 arrearage will end the statute of limitation for filing a claim from the Annual Conference for such funds (under the
8 *2016 Book of Discipline* Paragraph 342.4 once an appointment ends the pastor no longer has claim on the local
9 church for compensation funds) and/or may cause an administrative complaint to be filed against such clergy.

- 10 F. The commission recognizes that compensation contributes to clergy morale and encourages openness in financial
11 matters among all person, boards, and agencies who share the concern for the well being of churches and clergy.

Submitted by

Rev. Kurt King, Chair

West Ohio Conference Equitable Compensation Commission

Number of Districts in the West Ohio Conference

- 1 The West Ohio Conference shall become six districts effective July 1, 2023. Upon approval by West Ohio Conference
- 2 Annual Conference members, the bishop and appointive cabinet (per ¶415.4 *United Methodist Book of Discipline*) will
- 3 lead the process to map the new districts and announce the same not later than March 1, 2023.

Submitted by:

Bishop Palmer and the West Ohio Appointive Cabinet

Support for an Amicable Separation for Local Churches and Annual Conferences

- 1 *Whereas* the United Methodist Church is at a critical juncture and theological division among United Methodists remain;
- 2 *Whereas* the West Ohio Conference and the Conference delegation is theologically a diverse body;
- 3 *Whereas* the West Ohio Conference delegation has already endorsed the Christmas Covenant;
- 4 *Whereas* the North Central Jurisdiction, including members of the West Ohio Conference Delegation, endorsed A Call
5 to Action, which calls on bishops and annual conferences to “use existing disciplinary authority to find grace-filled
6 ways for these leaders and churches to follow their call now, allowing them to take their church property with them
7 where appropriate;”
- 8 *Whereas* the Protocol of Reconciliation and Grace Through Separation, originally endorsed by nine major advocacy
9 groups representing different sides of the conflict, including Africa Initiative, The Confessing Movement, Good News,
10 Mainstream UMC, Reconciling Ministries Network, UMAAction, UMCNext, Uniting Methodists, and the Wesleyan Covenant
11 Association, seeks to provide a way beyond our theological difference and impasse through a formal separation;
- 12 *Whereas* the West Ohio Conference delegation, while being attentive to the complexity of a denominational division
13 and its impact on our United Methodist sisters and brothers across the world, is supportive of the tone and intent of
14 the Protocol of Reconciliation and Grace Through Separation, including the desire for an amicable separation;
- 15 *Whereas* the legislation implementing the Christmas Covenant and the Protocol of Reconciliation and Grace Through
16 Separation are complex legislation that is likely to differ from that originally submitted after amendments and through
17 other parliamentary actions. Nevertheless, West Ohio’s delegation seeks a legislative way forward that facilitates
18 gracious exits for those choosing to disaffiliate and contextual ministry via regionalization for those choosing to
19 continue in the United Methodist Church;
- 20 *Now, be it resolved* the West Ohio Annual Conference encourages our elected delegation to support legislative action
21 that allows for a gracious exit of any church or Annual Conference that seeks to disaffiliate or withdraw from the United
22 Methodist Church, including releasing congregations from the Trust Clause.
- 23 *Be it further resolved* the conference secretary shall send copies of this resolution to the Commission on the General
24 Conference, urging them to organize the work of General Conference such that legislation providing for graceful exits
25 is prioritized.
- 26 *Be it further resolved* the West Ohio Annual Conference host informational sessions highlighting the various plans of
27 separation and their implications for local congregations and the Annual Conference.

Submitted by

The West Ohio Conference General and Jurisdictional Conference Delegation

Call to West Ohio Annual Conference to Recognize and Validate Persons' Calls to Ordination Without Prejudice Toward Sexual Orientation or Gender Identity

1 *Whereas* throughout the history of the church, its views of the world and of what is supported by Biblical and Christian
 2 teaching has shifted. In the 1700s, the Biblically grounded theory that the earth was approximately 6,000 years old
 3 gave way to a scientific understanding that the earth is millions of years old. In the 1800s, Biblical support for chattel
 4 slavery gave way increasingly to Biblical support for the eradication of slavery in all its forms, a position that was held
 5 by John Wesley. In the 1900s, Biblical support for the practice of refusing ordination to women gave way to Biblical
 6 support for the belief that God calls women and men, not only to ordination but to the vocation of bishop. And now,
 7 in the 2000s, Biblical support for the rejection of openly LGBTQIA persons as capable of being called and validated
 8 for ordained ministry is giving way to Biblical support for the practice of ordaining people of all sexual orientations
 9 and gender identity who have experienced the call and demonstrate the fruits for ordained ministry. This history is a
 10 demonstration of how the Spirit of God is continuing to lead the church into the fullness of the truth (John 14:25-26).

11 *Whereas* this history reflects the best of our Wesleyan tradition. Specifically, as United Methodists, we see how our
 12 theological task, as described in *The Book of Discipline* (§1105), is put to use constructively, “in that every generation
 13 must appropriate creatively the wisdom of the past and seek God in their midst in order to think afresh about
 14 God, revelation, sin, redemption, worship, the church, freedom, justice, moral responsibility, and other significant
 15 theological concerns.” Committed to the primacy of Scripture, we are challenged to test our “expressions of faith by
 16 asking...do they provide the Church and its members with a witness that is faithful to the gospel as reflected in our
 17 living heritage and that is authentic and convincing in the light of human experience and the present state of human
 18 knowledge.” This is our heritage that carries forward in these times of change. It is this heritage that assists us in
 19 more fully realizing the commitment we have made in our Constitution that “all persons are of sacred worth [and
 20 that] no conference or other organizational unit of the Church shall be structured so as to exclude any member or any
 21 constituent body of the Church because of race, color, national origin, status or economic condition” (§14. Article IV.)

22 *Whereas* in the United Methodist Church, the vows of baptism are the same for all disciples, lay and clergy. On
 23 behalf of the whole church, we are each asked: “Do you confess Jesus Christ as your Savior, put your whole trust in
 24 his grace, and promise to serve him as your Lord, in union with the Church which Christ has opened to people of all
 25 ages, nations, and races?” This vow neither makes nor implies any disqualifying distinction among those who would
 26 so confess, such as ones based on gender, gender identity, sexual orientation, or any other “status.”

27 *Therefore*, by virtue of our own vows, we recognize the sacred worth of lesbian, gay, bisexual, and transgender persons
 28 as beloved children of God. Furthermore, our baptismal vows call upon us to exercise “the freedom and power God
 29 gives [us] to resist evil, injustice, and oppression in whatever forms they present themselves.” To that end we find
 30 the current language in *The Book of Discipline* that discriminates against the ordination of otherwise qualified
 31 candidates to be unjust.

1 *Therefore*, we in the West Ohio Annual Conference affirm candidates of all sexual orientations and gender identities.
2 We recognize that to present themselves for ordination, they have made and fulfilled their baptismal vows in their
3 profession of faith, reception into membership, walk of discipleship, and disciplined participation in the candidacy
4 and ordination process. Therefore, we promise to serve Christ as Lord in union with the church which Christ has
5 opened to all people.

6 *Further*, we call upon the West Ohio Conference Board of Ordained Ministry to exercise faithfully their vows of baptism
7 and to consider requests for ordination and conference membership without prejudice toward a candidate's sexual
8 orientation or gender identity.

9 Submitted by the Central Ohio Reconciling Ministries Team on behalf of West Ohio Reconciling United Methodists
10 and friends,

Submitted by:

Rev. Darryl Fairchild

Rev. Anna Guillozet

Rev. David Meredith

Rev. Dr. Kevin Orr

Rev. Dr. Deborah K. Stevens

Rev. James Waugh

A Path for West Ohio Congregations Separating Under Paragraph 2548.2

1 *Whereas, The Book of Discipline of the United Methodist Church* provides an avenue for deeding property to “one
2 of the other denominations represented in the Pan-Methodist Commission or to another evangelical denomination”
3 (Paragraph 2548.2); and

4 *Whereas, the Protocol for Reconciliation and Grace through Separation* offers a proposal to restructure the United
5 Methodist Church by separation as the best means to resolve our differences, and allow each part of the Church to
6 remain true to its theological understanding, while recognizing the dignity, equality, integrity, and respect for every
7 person; and

8 *Whereas, prolonged uncertainty regarding if and when General Conference will meet, and whether the Protocol will be*
9 *enacted creates anxiety and distraction among United Methodist Congregations in West Ohio; and*

10 *Whereas* establishing and publishing just, fair and clear standards and processes for disaffiliation and/or separation
11 for congregations in West Ohio will reduce anxiety, create clarity, and empower local churches to make informed
12 decisions; and

13 *Whereas* this resolution is aspirational in nature and expresses an aspiration of the 2022 Session of the West Ohio
14 Annual Conference;

15 *Therefore, be it resolved,* that the 2022 Session of the West Ohio Conference encourages the Board of Trustees of the
16 West Ohio Conference and all officials of the Annual Conference to give due consideration to the following principles,
17 policies and processes in engaging congregations desiring to separate from The United Methodist Church and
18 affiliate with “one of the other denominations represented in the Pan-Methodist Commission or to another evangelical
19 denomination” under Paragraph 2548.2.

20 **General Provisions**

- 21 1. The Global Methodist Church be designated by the West Ohio Annual Conference as “another evangelical
22 denomination” under Paragraph 2548.2
- 23 2. Congregations separating to join one of the denominations represented in the Pan-Methodist Commission
24 or other evangelical church be permitted, at their sole discretion, to choose Paragraph 2548.2 as their
25 preferred path of separation.
- 26 3. Congregations disaffiliating to an independent status be required to use the provisions of Paragraph 2553.
- 27 4. Any required payments for unfunded pension liability shall be based on Wespath calculations of the
28 aggregate unfunded liability of the Annual Conference. Allocation of a proportional share of that liability to
29 the local church shall be determined using the West Ohio Conference apportionment formula applied to the
30 aggregate unfunded liability in like manner that the apportionment formula is applied to the annual total
31 amount apportioned in the West Ohio Conference. The liability shall include unfunded obligations related

1 to The United Methodist Church's pre-1982 pension plan, the Ministerial Pension Plan, and/or the Clergy
2 Retirement Security Program.

- 3 5. The Bishop of the West Ohio Area be urged to convene one or more Special Sessions of the Annual Conference
4 for the purpose of considering disaffiliations prior to the next regularly scheduled Annual Conference.

5 **Policies And Provisions In The Administration Of Paragraph 2548.2**

6 A standard agreement should be used by the West Ohio Conference Board of Trustees with local churches separating
7 under 2548.2. No additional payments or sums should be required of the local congregation which are not included
8 in the standard agreement. In addition, with respect to items required for conformity to legal standards (transfer of
9 name, assets and liabilities, trademark integrity, etc.) it is recommended the agreement include the following terms
10 and provisions:

- 11 1. The local church retains all its assets and liabilities.
- 12 2. The local church be current in apportionments for the period of 12 months preceding the effective date of
13 separation. Payment of unpaid amounts for the 12 months preceding separation shall be made preceding
14 the effective date of such separation.
- 15 3. The local church repays previously documented loans from the Annual Conference, and be current as
16 of the date of separation in all ordinary required payments to the West Ohio Conference (e.g. health care
17 insurance, regular pensions payments, etc.)
- 18 4. The local church makes the West Ohio Conference whole for the local church's proportional share of the
19 unfunded liability with the following stipulations;
- 20 a. On the date of exit the withdrawal payment should be defined to be an amount certain. No
21 additional withdrawal payments for pension should be required, regardless of how the annual
22 conference uses the received funds, or the impact of their increase/decrease in value over time.
- 23 b. A choice of methods for payment at the time of exit, or payment over time should be provided as options
24 for congregations to choose. These methods should not include interest charges to the congregation, but
25 might include a reasonable annual administrative fee. Payment should be secured and guaranteed by the
26 congregation by a promissory note and lien or other legal instrument which includes defined due process
27 for both the conference and the congregation. Some alternatives could include:
- 28 • Promissory Note and Lien with payments required from the exited congregation when Wespath
29 requires the annual conference to make an additional infusion against the unfunded liability.
 - 30 • Promissory Note and Lien¹ with a defined payment schedule for the congregation covering 10
31 to 25 years.

1 In these latter alternatives the lien functions as a mortgage against the property and/or assets of the congregation and gives the annual conference legal remedy should the congregation fail to meet payment obligations. Appropriate due process provisions should also be included to protect the congregation if legal remedy is required by the conference. This is more legal recourse than the conference would have for the churches who remain in the UMC.

- 1 • A down payment upon exit with a Promissory Note and lien for the balance due.
- 2 • The option of payment in full prior to exit for those congregations who desire to do so.

- 3 5. Congregations fulfilling the payment of the pension withdrawal in full will be immediately released from the
- 4 lien and further obligations.

- 5 6. The goal of the withdrawal payment is to provide a reasonable level of insurance to the conference against
- 6 future risks, not to function as an exit penalty.

- 7 7. If the conference reaches fully funded status, all outstanding payments should be cancelled.

- 8 8. In the event that a future General Conference of the UMC grants authority for Wespeth to transfer the
- 9 aggregate unfunded liability of disaffiliating and/or separating local churches into a Wespeth pension plan
- 10 under the Global Methodist Church or other denomination, the balance owed on the Promissory Note will
- 11 be considered fulfilled and any lien against local church property or other assets will be released.

- 12 9. No additional sums should be required as payment to obtain release of all the congregation's property and
- 13 assets from the trust clause.

- 14 10. The local church should make the decision to separate under Paragraph 2548.2 at a church conference
- 15 duly called according to the provisions of *The Book of Discipline* and relevant Judicial Council Decisions.
- 16 The district superintendent shall approve the request of the Church Council, and shall preside or choose
- 17 another elder to preside at a church conference to take place no later than sixty days after the request to
- 18 separation under Paragraph 2548.2 is received in writing.

Submitted by:

Gregory Stover
 J. Bradley Martin
 Bryan Bucher
 Michael Slaughter
 Jeff Greenway
 Ann Steiner
 Chris Steiner

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 missionaries (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

11. a particular occupation, business, or profession; calling.
12. a strong impulse or inclination to follow a particular activity or career.
13. a divine call to God's service or to the Christian life.
14. 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 53rd Annual Conference Session

Resident Bishop & President: Bishop Gregory V. Palmer

Executive Assistant to the Bishop: Rev. Linda Middelberg

Superintendents:

Capitol Area North: Rev. Tim Bias

Capitol Area South: Rev. Tim Bias

Foothills: Rev. Mark Chow

Maumee Watershed: Rev. Scot Ocke

Miami Valley: Rev. Jocelyn Roper

Northwest Plains: Rev. Amy Haines

Ohio River Valley: Rev. Todd Anderson, Dean

Shawnee Valley: Rev. Calvin Alston Jr.

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Conference Communications Director: Mrs. Kay Panovec

Conference Journal Editor: Mrs. Katharine Pack

Conference Lay Leaders: Ms. Shannon Spencer and and Mr. Mitchell Harper

Conference Secretary: Ms. Chris Clough

Conference Treasurer: Mr. Bill Brownson

Connectional Ministries Director: Rev. Deanna Stickley-Miner

Registrar and Statistician: Mr. Jack Frost

Council on Finance and Administration Chairperson: Rev. Paula Stewart

Transformative Discipleship Team Chairperson: Rev. Corey Perry

2022 Annual Conference Planning Team

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- **Bishop Gregory V. Palmer**, Resident Bishop
- **Rev. Linda Middelberg**, Assistant to the Bishop
- **Mrs. Kay Panovec**, Director of Communications
- **Rev. Deanna Stickley-Miner**, Director of
- **Rev. Donnetta Peaks**, Director of Office of Ministry
- **Mr. Tim McCoy**, Episcopal Office Administrative Coordinator

Members

- **Rev. James Wilson**, Chairperson
- **Rev. Barry Burns**, Cabinet Representative
- **Rev. Kurt Tomlinson**, Live Events Director
- **Mr. Jack Frost**, Registrar, Statistician
- **Mr. Samuel Alatorre**, Member
- **Mrs. Alisha Artis**, Member
- **Ms. Teresa Bailey**, Member
- **Ms. Sarah Muntzing**, Member
- **Rev. Jocelyn Roper**, Member
- **Rev. Louise Seipel**, Member
- **Mr. Chad Stoltz**, Member
- **Ms. Chris Clough**, Conference Secretary,
by virtue of office
- **Rev. Justin Williams**, Worship Committee Chairperson,
by virtue of office

2022 Annual Conference Worship Committee

By Virtue of Office

- **Rev. Linda Middelberg**, Assistant to the Bishop
- **Mr. Tim McCoy**, Episcopal Office Administrative Coordinator
- **Mrs. Kay Panovec**, Director of Communications

Members Appointed by the Bishop

- **Rev. Justin Williams**, Chairperson
- **Rev. Valerie Bridgeman**
- **Rev. Mark Chow**
- **Rev. Barbara Cooper**
- **Ms. Cynthia Lockhart**
- **Rev. Stephen Rath**
- **Rev. Deborah Stevens**
- **Tesia Mallory**
- **Henry A. Folgoso**
- **Daniel Metzger**



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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2022

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