



1 embraced by the leadership of the annual conference. Among these is the focus on the Core  
2 Process of Radical Hospitality, Passionate Worship, Faith-forming Relationships, Risk-taking  
3 Service, Mission, and Justice, and Extravagant Generosity.

4  
5 Our hope is that the flexibility of the recommended structure will create the possibility for people  
6 to work within areas of their passion, without being required to attend to the larger scope of the  
7 whole board. One of the benefits, we believe, is that this new structure will be more permission-  
8 giving, enabling the conference to respond more quickly to needs as they arise and to move to  
9 other concerns when appropriate. It is also our hope, that this move would streamline the  
10 structure in a way that would allow persons more opportunity to be more involved in outreach,  
11 mission, and ministry at the local church and district levels, rather than having over 300 persons  
12 tied up in conference level boards, agencies, and committees.

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## 13 14 **RECOMMENDATION**

15  
16 Therefore, we recommend the following structure, effective 7/1/2008:

17  
18 The Connectional Ministries Council will be called Connectional Ministries

19  
20 Basic Structure of Connectional Ministries:

- 21 1. Let Justice Roll Lead Team
- 22 2. Telling the Story Lead Team
- 23 3. Next Generations Leadership Lead Team
- 24 4. Disciple Making Churches Lead Team
- 25 5. Inclusive Body of Christ Lead Team
- 26 6. Spirit Empowered Leaders Lead Team

27  
28 Membership:

29 Chair

30 Chair from each of the following 6 Lead Teams:

- 31 1. Let Justice Roll
- 32 2. Telling the Story
- 33 3. Next Generations Leadership
- 34 4. Disciple Making Churches
- 35 5. Inclusive Body of Christ
- 36 6. Spirit-formed and Empowered Leaders

37 Ex officio Members will include

38 The Bishop

39 Directors of Connectional Ministries

40 Conference Treasurer

41 Director, Conference Office of Ministry

42 Representative of Appointive Cabinet

43  
44 a. Let Justice Roll

45 Scope of Ministry: Responsible for networking, training, advocacy, educating,  
46 and leading the WOC in ministry to the least, the last, and the lost.

1  
2 Membership:

3 Chair

4 5-7 additional members

5 WOC UMW Mission Coordinator for Education & Interpretation

6 WOC Secretary of Global Ministries

7 Connectional Ministries Staff as assigned

8  
9 b. Telling the Story

10 Scope of Ministry: Responsible for finding creative ways to tell the story of what  
11 God is doing across the West Ohio Conference and the world.

12  
13 Membership:

14 Chair

15 6-9 additional members

16 Connectional Ministries Staff as assigned

17  
18 c. Next Generations Leadership

19 Scope of Ministry: Responsible to identify, train, and develop leaders among  
20 youth and young adults at camp and across the West Ohio Conference.

21  
22 Membership:

23 Chair

24 6-9 additional members

25 Connectional Ministries Staff as assigned

26  
27 d. Disciple Making Churches

28 Scope of Ministry: Responsible for new church starts, revitalization in existing  
29 congregations, reaching out to Hispanic and other population groups.

30  
31 Membership:

32 Chair

33 6-9 additional members

34 Connectional Ministries Staff as assigned

35  
36 e. Inclusive Body of Christ

37 Scope of Ministry: Responsible for concerns of inclusiveness, diversity,  
38 monitoring, and advocacy.

39  
40 Membership:

41 Chair

42 6-9 additional members

43 Connectional Ministries Staff as assigned

44  
45 f. Spirit-formed and Empowered Leaders

1 Scope of Ministry: Responsible to coordinate the various lay and clergy  
2 leadership skills development of the conference through **informational and**  
3 **formational** training, networks, and other means.  
4

5 Membership:

- 6 Chair
- 7 6-8 additional members
- 8 President, West Ohio Conference UMM
- 9 Connectional Ministries Staff as assigned

10  
11 Recommended by the Connectional Ministries Alignment Task Force:

12 Roger L. Grace-Facilitator

13 Members: Marcus Atha, John Edgar, Jeff Greenway, George Howard, Ruth Lawson, Rae Lynn  
14 Schleif, Dee Stickley-Miner, Brent Watson, George Williams

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15  
16  
17 The following is a breakdown of the division of responsibilities of the Lead Teams:

18 **1. Let Justice Roll**

- 19 a. Amos 5:24 “Let justice roll down like waters and righteousness like an ever-  
20 flowing stream.”
- 21 b. They will coordinate ministries which will change from time to time, but may  
22 include:
  - 23 i. Community Centers
  - 24 ii. Conference Mission Partnerships
  - 25 iii. HIV/Aids Ministries
  - 26 iv. Disaster Response
  - 27 v. Volunteers in Mission
  - 28 vi. Restorative Justice
  - 29 vii. Social Justice Networks
  - 30 viii. Other responsibilities as identified and needed

31 *Let Justice Roll covers the work of these areas from the old structure:*

- 32 1. WOC Board of Global Ministries
- 33 2. WOC Board of Christian Social Witness
- 34 3. Criminal Justice Concerns
- 35 4. GB Global Ministries
- 36 5. GB Church and Society

37  
38 **2. Telling the Story (Communications)**

- 39 a. Matthew 28: 6-7 “...come and see the place where he lay. Then go quickly  
40 and tell his disciples, ‘He has been raised from the dead,’...”
- 41 b. They will coordinate ministries which will change from time to time, but may  
42 include:
  - 43 i. Annual Conference Communications
  - 44 ii. Archives and History
  - 45 iii. Website Development
  - 46 iv. Multimedia Resources

- 1 v. Other responsibilities as identified and needed

2 *Telling the story covers the work of these areas from the old structure:*

- 3 1. WOC Communications Commission  
4 2. WOC archives and History Commission  
5 3. UM Communications  
6 4. GC Archives and History  
7

8 **3. Next Generations Leadership**

- 9 a. I Samuel 16:11 “And Samuel said to Jesse, ‘Are all your sons here?’ And he  
10 said, ‘There remains yet the youngest...’ Samuel said ‘Send and bring him;  
11 for we will not sit down until he comes here.’”  
12 b. They will coordinate ministries which will change from time to time, but may  
13 include:  
14 i. Church/Campus Partnerships  
15 ii. Camps & Retreats Visioning  
16 iii. Campus Ministry  
17 iv. Internships  
18 v. Leader Youth Development  
19 vi. Youth Worker Network  
20 vii. College Scholarships  
21 viii. Other responsibilities as identified and needed

22 *Next Generations Leadership covers the work of these areas from the old structure:*

- 23 1. WOC Board of Higher Education and Ministry  
24 2. WOC Camps and Retreat Commission  
25 3. Youth Council  
26 4. GB Discipleship-Camps area and Division ion Ministry with Young People  
27

28 **4. Disciple Making Churches**

- 29 a. Matthew 28:19 “Go therefore, and make disciples of all nations, baptizing  
30 them in the name of the Father, and of the Son, and of the Holy Spirit.”  
31 b. They will coordinate ministries which will change from time to time, but may  
32 include:  
33 i. Hispanic Ministry  
34 ii. New Ministry Venues  
35 iii. Metro Ministries  
36 iv. Town & Country Ministry  
37 v. Smaller Membership Churches  
38 vi. Healthy Church Structures  
39 vii. Ethnically American Congregations  
40 viii. Other responsibilities as identified and needed

41 *Disciple Making Churches covers the work of these areas from the old structure:*

- 42 1. WOC BCCD  
43 2. GB Discipleship-Discipleship Division & Upper Room Division, Ethnic Local  
44 Church Grants  
45 3. General Board of Global Ministries-Ethnic Local Church Grants  
46 4. Native American Concerns

1           5. *Smaller Membership Church Concerns*  
2

3       **5. Inclusive Body of Christ**

- 4           a. Galatians 3:28 “There is no longer Jew or Greek, there is no longer slave or  
5           free, there is no longer male or female: for all of you are one in Christ Jesus.”  
6           b. They will coordinate ministries which will change from time to time, but may  
7           include:  
8           i. Religion & Race Monitoring/Advocacy/Education  
9           ii. Status & Role of Women Monitoring/Advocacy/Education  
10          iii. Advocacy for Persons with Disabilities  
11          iv. Appalachian Concerns  
12          v. Inclusive Community Training  
13          vi. Other responsibilities as identified and needed

14       *Inclusive Body of Christ covers the work of these areas from the old structure:*

- 15           1. *WOC COSROW*  
16           2. *WOC Christian Unit and Interreligious Concerns*  
17           3. *WOC Commission on Religion & Race*  
18           4. *WOC Cross Racial Appointments*  
19           5. *GC COSROW*  
20           6. *GC Commission on Religion & Race*  
21           7. *GC Commission on Christian Unity & Interreligious Concerns*  
22

23       **6. Spirit Empowered Leaders**

- 24           a. Acts 2 The Pentecost Story  
25           b. They will coordinate ministries which will change from time to time, but may  
26           include:  
27           i. Lay Speakers Ministry  
28           ii. Discipleship  
29           iii. Certified Lay Ministers  
30           iv. Stewardship  
31           v. **Spiritual Formation**  
32           vi. **Christian Educators Fellowship Networking**  
33           vii. **Networking: The Fellowship of United Methodist Spiritual Directors**  
34           **and Retreat Leaders**  
35           viii. **Other responsibilities as identified and needed**

36       *Spirit-formed and Empowered Churches covers the work of these areas from the old*  
37       *structure:*

- 38           1. *WOC Board of Discipleship*  
39           2. *WOC Board of General Ministry*  
40           3. *Laity Concerns*  
41

42       We see this new structure aligning with the 6 West Ohio Conference Pathways as follows:

- 43           1. Leadership Excellence-Spirit Empowered Leaders, Telling The Story and Inclusive Body  
44           of Christ  
45           2. New Venues for Ministry-Disciple Making Churches

- 1 3. Strengthening Existing Churches-Next Generations Leadership, Disciple Making
- 2 Congregations & Spirit Empowered Leaders
- 3 4. Mission and Justice Partnerships-Let Justice Roll and Inclusive Body of Christ
- 4 5. Financial Resource Development-Telling the Story
- 5 6. Missional Alignment-Connectional Ministries
- 6

7 We also see the new structure aligning with the four foci of the Council of Bishops as follows:

- 8 1. Leadership Development
- 9 Spirit Empowered Leaders, Telling the Story, Next Generations Leadership and
- 10 Inclusive Body of Christ
- 11 2. New Church Development
- 12 Disciple Making Congregations
- 13 3. Ministry with the Poor
- 14 Disciple Making Congregations, Let Justice Roll and Inclusive Body of Christ
- 15 4. Global Health
- 16 Let Justice Roll

1 **RECOMMENDATION #2**  
2 **Council on Finance and Administration Recommendations**  
3 **Calendar Year 2009**

4  
5 **Adopted**

6  
7 **Special Days and/or Offerings**

8  
9 **Six Special Sundays - 2009**

- 10 1. January 11 Human Relations Day (Offering)  
11 2. March 22 One Great Hour of Sharing (Offering)  
12 3. April 26 Native American Awareness (Offering)  
13 4. June 7 Peace with Justice (Offering)  
14 5. October 4 World Communion Day (Offering)  
15 6. November 29 United Methodist Student Day (Offering)

16 **West Ohio Special Emphasis Days**

- 17 1. January 11 Martin Luther King, Jr. Birthday  
18 2. February Black History Month  
19 3. February 8 Scout Sunday  
20 4. March (your choice of day) Camp Sunday  
21 5. April 19 Heritage Sunday  
22 6. May (your choice of day) Golden Cross Sunday (Optional offering)  
23 7. May (your choice of day) Rural Life Sunday (Optional offering)  
24 8. September (your choice of day) Christian Education  
25 9. September/October Festival of Sharing  
26 10. October (your choice of day) Access Sunday  
27 11. October (your choice of day) Children's Sabbath  
28 12. October (your choice of day) Laity Sunday

29  
30 **Other approved offerings and appeals:**

- 31 1. Special gifts by churches, classes, or individuals to METHESCO and the United Theological  
32 Seminary, for scholarship funds.  
33 2. Churches may make donations of food and clothing through CROP, which is the food  
34 collection agency of Church World Service. Special gift vouchers will be issued by UMCOR  
35 for receipts forwarded to them.  
36 3. CFA has approved a conference-wide appeal by the United Methodist Children's Home.

37 **Deadlines**

- 38 December 29, 2008 Last day to receive vouchers in treasurer's office for invoices to be  
39 paid in 2008.  
40 January 5, 2009 Last day to mail payments for 2008 apportionments.  
41 January 9, 2009 Last day to receive 2008 apportionment payments in conference  
42 treasurer's office.  
43 February 6, 2009 Last day to mail 2008 Statistician and Treasurer's reports.  
44 February 9, 2009 Last day to receive 2008 Statistician and Treasurer's reports.

45 **Apportionments:**



- 1 1. The conference formula for computing the apportionments for the calendar year 2009 shall  
2 be based 1/3 on membership and 2/3 on operational expenses subject to closed, merged, and  
3 new churches as reported by the District Superintendents at the time of the computation.
- 4 2. The Council on Finance and Administration, using the conference formula, shall distribute  
5 apportionments for the following year to each local church by September 15 of the current  
6 year.
- 7 3. Each District Superintendent, or a committee appointed by him/her, shall apportion to each  
8 church its share of all district apportionments.

#### 9 **Receipts and Payments**

- 10 1. All payments to the Annual Conference and General Church apportionment funds shall be  
11 made through the Conference Treasurer's office. In addition to apportioned funds, non-  
12 apportioned benevolences paid directly by a local church should be reported on the church's  
13 year-end statistical report.
- 14 2. The Conference Treasurer shall provide vouchers to all conference financial secretaries for  
15 use in requesting disbursement of budgeted funds. The original of the form with the  
16 supporting evidence attached shall constitute the authority of the Conference Treasurer to pay  
17 the invoice. A copy of the voucher shall be retained by the financial secretary as his/her  
18 record of the expense. The Conference Treasurer shall be authorized to honor orders for  
19 disbursement from the designated funds only to the amount of the total fund against which  
20 the voucher is drawn.

#### 21 **Budgets and Reports**

- 22 1. The Council on Finance and Administration budget report to the annual conference shall  
23 include at least the proposed budget, the current budget, the two previous year's budgets, and  
24 actual expenses. The budget presentation shall also chart a four-year history of the  
25 Denominational Average Compensation (DAC), Conference Average Compensation (CAC),  
26 the Consumer's Price Index (CPI), the Grand Total Paid (GTP) by local churches, and the  
27 conference budget.
- 28 2. A list of projects budgeted and funded by the Board of Church and Community  
29 Development, and Equitable Compensation shall be reported by amount each year in the  
30 Conference Journal.
- 31 3. The Connectional Ministries Council shall develop and authorize a plan to allocate all  
32 Conference Benevolence funds prior to release of these funds. This plan shall be made  
33 available to the Annual Conference including being posted on the conference web site.

#### 34 **Conference Offerings and Appeals**

- 35 1. All offerings taken at the sessions of the Annual Conference shall be used for benevolences.

#### 36 **Salaries and Travel**

- 37 1. The District Superintendents, Conference Treasurer, Council Director, Assistant to the  
38 Bishop, Director of the Office of Ministry, and the Director of the Council on Development  
39 shall be paid the same salary based upon the Conference Average Compensation (CAC). In  
40 2008, these salaries are \$77,827 based upon 2006 data. They will be adjusted by the change  
41 in the percentage amount of the CAC. The salaries will be \$80,547 in 2009 based upon 2007  
42 data (a 3.49% increase).
- 43 2. Travel expenses for the District Superintendents, Conference Treasurer, Connectional  
44 Ministries Director, Assistant to the Bishop, and Director of the Office of Ministry shall be  
45 proposed by the cabinet in consultation with the Council on Finance and Administration.

1 Any travel expenses in excess of the budget shall be presented to the Executive Committee of  
2 the council for approval.

- 3 3. The IRS rate for volunteers shall be paid when an expense is vouchered by any board or  
4 committee for automobile travel on conference business.
- 5 4. The Conference shall reimburse two lay alternate and two clergy alternate delegates to the  
6 General and Jurisdictional Conferences on the basis of the per diem as set by the respective  
7 conference.

8 **Miscellaneous**

- 9 1. Lay and clergy directories shall be published annually in the Journal, Volume II. Electronic  
10 database versions of these directories are for the exclusive use of the conference councils,  
11 board and committees for their specific ministries. The directory database shall not be sold  
12 or loaned to individuals, groups, or commercial organizations. This is in keeping with  
13 paragraph 807.15 of the 2004 *Book of Discipline*.
- 14 2. The Conference Council on Finance and Administration through the Conference Treasurer's  
15 office shall send at least annually to each pastor and local church treasurer information that  
16 may be helpful to their financial operations. This may include tax, legal, stewardship, and  
17 fiduciary responsibility bulletins.
- 18 3. The Council on Finance and Administration shall ensure that no board, agency, department,  
19 committee, commission, or council funds any activity that promotes a homosexual lifestyle.  
20 The council shall stop such expenditures. This restriction shall not limit the church's  
21 ministry in response to the HIV epidemic.
- 22 4. Effective July 1, 2007, local church/charges, member, or constituents of a local  
23 church/charge shall not make a loan or grant to a clergy person to assist them in the purchase  
24 of a home. When a local church, its members or constituents, acts as a banker to its pastor,  
25 the dynamics of the relationship between the pastor and the congregation are very likely to be  
26 changed and may adversely affect the ministry of both congregation and pastor.

27  
28 William Brownson  
29 Council on Finance & Administration

**West Ohio Conference - UMC  
2009 Proposed Budget**

<b>Income</b>	<b>Percent Change 08-09</b>	<b>2009 Proposed Budget</b>	<b>2008 Budget</b>	<b>2007 Actual</b>	<b>2007 Budget</b>
<b>Amount Apportioned</b>	1.0%	20,136,800	19,937,425	18,988,024	18,988,024
(Less unpaid West Ohio Apportionments)	0.3%	(3,200,000)	(3,189,988)	(3,355,513)	(3,726,219)
Net Apportionment Income	1.1%	16,936,800	16,747,437	15,632,511	15,261,805
Interest	233.3%	200,000	60,000	245,549	25,000
Reimbursement from GCFA	1.6%	65,500	64,500	65,500	63,500
Gifts from Council On Development & Misc.	9.6%	1,142,500	1,042,500	712,945	750,000
Strength for Today, Bright Hope for Tomorrow	-50.0%	50,000	100,000	63,293	100,000
Miscellaneous Income	0.0%	85,000	85,000	534,690	85,000
<b>Total Income</b>	2.1%	18,479,800	18,099,437	17,254,489	16,285,305
<b>Expenses</b>					
<b>General Conference</b>					
<i>General Conference apportionments support the world-wide United Methodist Church including missions, seminaries, colleges, Bishops, and all the General Agencies of the church. By Discipline, the apportionments West Ohio receives from the General Church must be included in the conference budget in full, with no reduction.</i>					
Africa University	3.2%	(86,648)	(83,955)	(84,395)	(84,395)
Black College Fund	1.8%	(387,155)	(380,179)	(320,091)	(382,173)
Episcopal Fund	-0.8%	(762,162)	(768,264)	(550,361)	(717,140)
General Administration	20.9%	(312,655)	(258,605)	(189,072)	(241,214)
Interdenominational Fund	0.3%	(75,633)	(75,407)	(56,967)	(74,309)
Ministerial Education	1.6%	(970,462)	(954,755)	(739,941)	(959,764)
World Service	-4.5%	(2,805,897)	(2,937,680)	(2,196,791)	(2,789,117)
<b>Total General Conference</b>	-1.1%	(5,400,612)	(5,458,845)	(4,137,618)	(5,248,112)
<b>Total North Central Jurisdiction</b>	9.4%	(35,000)	(32,000)	(31,968)	(32,000)
<b>Total Ohio Council of Churches</b>	0.0%	(44,000)	(44,000)	(40,000)	(40,000)
<b>Pension &amp; Health Benefit Fund</b>					
<i>The Pension and Health Benefit Fund provides for pensions and health care for retired pastors, surviving spouses, and pastors on incapacity leave. All retired pastors contribute to their health care. Transitional funds are provided to assist pastors as they change vocations or go on incapacity leave.</i>					
Retirees Health Insurance	1.6%	(5,000,000)	(4,922,000)	(4,984,396)	(4,400,000)

**West Ohio Conference - UMC  
2009 Proposed Budget**

	<b>Percent Change 08-09</b>	<b>2009 Proposed Budget</b>	<b>2008 Budget</b>	<b>2007 Actual</b>	<b>2007 Budget</b>
CPP For Incapacity & LOA	0.0%	(54,500)	(54,500)	(51,706)	(52,500)
Administration	0.0%	(132,000)	(132,000)	(92,159)	(105,000)
Transitional Benefits	0.0%	(50,000)	(50,000)		0
Moving Allowance	0.0%	(105,000)	(105,000)	(96,000)	(85,000)
Incapacity Leave Health Insurance	0.0%	(560,000)	(560,000)		(320,000)
<b>Total Pension &amp; Health Benefits</b>	<b>1.3%</b>	<b>(5,901,500)</b>	<b>(5,823,500)</b>	<b>(5,224,261)</b>	<b>(4,962,500)</b>

**West Ohio Conference**

**Connectional Ministries**

**Connectional Administration**

Administration Expenses

Salaries and Benefits	1.9%	(246,256)	(241,568)	(211,908)	(221,628)
Continuing Education	0.0%	(4,864)	(4,864)	(2,567)	(6,000)
Travel / Other	0.0%	(9,820)	(9,820)	(14,555)	(1,948)
<b>Total Administration Expense</b>	<b>1.8%</b>	<b>(260,940)</b>	<b>(256,252)</b>	<b>(229,030)</b>	<b>(229,576)</b>

Benevolence Expenses

General/Meeting Expense	0.0%	(23,000)	(23,000)	(9,326)	(15,000)
Consultants	0.0%	(59,000)	(59,000)	(30,658)	(51,500)
Subscriptions/Reference Materials and Memberships		(5,000)	0	(236)	(5,000)
Leadership Ministry Training	-10.6%	(42,000)	(47,000)	(4,270)	(25,000)
Emerging Ministries	0.0%	(34,500)	(34,500)	(25,000)	(27,000)
Vision Expense		0	0	0	(5,000)
<b>Total Benevolence Expenses</b>	<b>0.0%</b>	<b>(163,500)</b>	<b>(163,500)</b>	<b>(69,490)</b>	<b>(128,500)</b>

<b>Total Connection Administration</b>	<b>1.1%</b>	<b>(424,440)</b>	<b>(419,752)</b>	<b>(298,519)</b>	<b>(358,076)</b>
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**Spirit Empowered Leaders**

*Scope of Ministry: Responsible to coordinate the various lay and clergy leadership skills development of the conference through training, networks, and other means.*

Administration Expense

Salaries and Benefits	0.0%	(45,604)	(45,604)		
Travel	0.0%	(3,465)	(3,465)		
Other	-92.2%	(9,000)	(115,196)	(182,082)	(150,225)
<b>Total Administration Income</b>	<b>-64.6%</b>	<b>(58,069)</b>	<b>(164,265)</b>	<b>(182,082)</b>	<b>(150,225)</b>

Benevolence Expenses

General/Meeting Exp	0.0%	(7,500)	(7,500)	(233)	(19,130)
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**West Ohio Conference - UMC  
2009 Proposed Budget**

	<b>Percent Change 08-09</b>	<b>2009 Proposed Budget</b>	<b>2008 Budget</b>	<b>2007 Actual</b>	<b>2007 Budget</b>
Continuing Education		0	0	0	(2,000)
Subscriptions/Reference Material/Memberships		0	0	0	(14,000)
Leadership/Ministry Training/Development	0.0%	(68,630)	(68,630)	(18,549)	(58,000)
Five Day Academy	0.0%	(4,000)	(4,000)	(3,363)	(2,000)
Stewardship	0.0%	(3,000)	(3,000)	0	0
Certified Lay Minister	0.0%	(10,000)	(10,000)	(3,000)	(10,000)
School of Mission	0.0%	(4,500)	(4,500)	(4,500)	0
<b>Total Benevolence Expenses</b>	<b>0.0%</b>	<b>(97,630)</b>	<b>(97,630)</b>	<b>(29,644)</b>	<b>(105,130)</b>
 Total Spirit Empowered Leaders	 <b>-40.5%</b>	 <b>(155,699)</b>	 <b>(261,895)</b>	 <b>(211,726)</b>	 <b>(255,355)</b>

**Let Justice Roll**

*Scope of Ministry: Responsible for networking, training, advocacy, educating, and leading the West Ohio Conference in ministry to the least, the last, and the lost.*

Administration Expenses

Salaries & Benefits		(103,841)	0	0	0
Consultants		0	0	19	(72,827)
Travel / Other		(9,000)	0	(4,120)	(8,000)
<b>Total Administration Expenses</b>		<b>(112,841)</b>	<b>0</b>	<b>(4,101)</b>	<b>(80,827)</b>

Benevolence Expenses

General / Meeting Expense	0.0%	(20,150)	(20,150)	(2,770)	(22,255)
Community Centers	16.0%	(145,000)	(125,000)	(127,000)	(124,745)
Conference Partnerships / Partnership Projects	0.0%	(45,000)	(45,000)	(10,889)	0
Social Action Networks	0.0%	(8,500)	(8,500)	0	0
HIV / AIDS Ministry	0.0%	(27,000)	(27,000)	(21,041)	(81,000)
VIM	0.0%	(17,000)	(17,000)	(7,219)	(17,000)
Restorative Justice	0.0%	(40,000)	(40,000)	(36,000)	(40,000)
Advocacy / Education on Public Policy Issues		0	0	(5,000)	(4,000)
Consultants		0	0	(222)	0
School of Mission	0.0%	(4,235)	(4,235)	(3,500)	0
Health and Welfare Support		0	0	0	(4,500)
Mission Education and Cultivation	0.0%	(12,302)	(12,302)	0	(7,500)
Mission Personnel		0	0	0	(500)
Peace with Justice	0.0%	(10,000)	(10,000)	(387)	(5,000)
<b>Total Benevolences Expenses</b>	<b>6.5%</b>	<b>(329,187)</b>	<b>(309,187)</b>	<b>(214,027)</b>	<b>(306,500)</b>

<b>Total Let Justice Roll</b>	<b>43.0%</b>	<b>(442,028)</b>	<b>(309,187)</b>	<b>(218,128)</b>	<b>(387,327)</b>
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**West Ohio Conference - UMC  
2009 Proposed Budget**

	Percent Change 08-09	2009 Proposed Budget	2008 Budget	2007 Actual	2007 Budget
<b>Telling The Story</b>					
<i>Scope of Ministry: Responsible for finding creative ways to tell the story of what God is doing across the West Ohio Conference and the world.</i>					
Administration Expenses					
Salaries & Benefits	46.6%	(153,394)	(104,613)	(72,080)	(111,110)
Travel / Other	58.4%	(55,432)	(35,000)	(2,623)	(95,262)
Total Administration Expenses	49.6%	(208,826)	(139,613)	(74,703)	(206,372)
Benevolence Expenses					
Communications Operations	0.0%	(195,000)	(195,000)	(63,424)	(195,000)
Archives & History	0.0%	(26,231)	(26,231)	(25,126)	(25,780)
Total Benevolence Expenses	0.0%	(221,231)	(221,231)	(88,550)	(220,780)
Total Telling the Story	19.2%	(430,057)	(360,844)	(163,253)	(427,152)
<b>Disciple Making Churches</b>					
<i>Scope of Ministry: Responsible for new church starts, revitalization in existing congregations, reaching out to Hispanic and other population groups.</i>					
Administration Expense					
Salaries & Benefits	47.0%	(92,591)	(63,001)	(98,515)	(114,899)
Travel / Other	0.0%	(7,035)	(7,035)	(6,854)	(12,279)
Total Administration Expense	42.2%	(99,626)	(70,036)	(105,369)	(127,178)
Benevolence Expenses					
General / Meeting Expense	0.0%	(2,800)	(2,800)	(2,483)	(5,000)
Training & Resources	0.0%	(35,175)	(35,175)	0	(17,510)
Hispanic Ministries	0.0%	(263,451)	(263,451)	(202,645)	(112,225)
Ethanically American Congregations		0	0	(13,432)	(2,000)
Rural Congregation Development		0	0	(13,836)	(1,000)
Healthy Church Structures	0.0%	(378,300)	(378,300)	(365,125)	(347,300)
Starting New Congregations	0.0%	(274,000)	(274,000)	(199,583)	(410,200)
Demographic Resources		0	0	(6,000)	(17,000)
Mobile Units and Relocations		0	0	(885)	(5,000)
Contingency Miscellaneous	0.0%	(19,600)	(19,600)	(10,626)	(7,000)
Emerging Ministries	0.0%	(5,000)	(5,000)	(7,328)	(20,000)
Communities of Shalom		0	0	0	(1,000)
District / Regional Coordination		0	0	0	(1,000)

**West Ohio Conference - UMC**  
**2009 Proposed Budget**

	<b>Percent Change 08-09</b>	<b>2009 Proposed Budget</b>	<b>2008 Budget</b>	<b>2007 Actual</b>	<b>2007 Budget</b>
Total Benevolence Expenses	0.0%	(978,326)	(978,326)	(821,945)	(946,235)
Total Disciple Making Congregations	2.8%	(1,077,952)	(1,048,362)	(927,314)	(1,073,413)

**Next Generations Leadership**

*Scope of Ministry: Responsible to identify, train, and develop leaders among the youth and young adults of the West Ohio Conference.*

Administration Expenses

Salaries & Benefits	0.3%	(141,485)	(141,037)	(105,316)	(127,198)
Consultants		(14,000)	0	0	0
Travel / Other	131.3%	(18,500)	(8,000)	(6,662)	(13,714)
<b>Total Administration Expenses</b>	<b>16.7%</b>	<b>(173,985)</b>	<b>(149,037)</b>	<b>(111,978)</b>	<b>(140,912)</b>

Benevolence Expenses

Camp Support	0.0%	(195,000)	(195,000)	(195,000)	(195,000)
General / Meeting Expense	0.0%	(4,000)	(4,000)	(2,962)	(4,000)
Registration - Jurisdiction		0	0	(865)	0
Annual Conference - Youth	0.0%	(5,000)	(5,000)	(2,544)	(5,000)
CCYM Mission Trip		0	0	(2,650)	(10,000)
Emerging Ministries	0.0%	(18,402)	(18,402)	(2,000)	(15,500)
Youth Resources	0.0%	(10,000)	(10,000)	(281)	(2,500)
Higher Education Scholarships	0.0%	(8,000)	(8,000)	(7,993)	(8,000)
Youth/College Leadership Development	0.0%	(15,000)	(15,000)	(5,000)	(5,000)
Campus Ministry	0.0%	(334,679)	(334,679)	(309,679)	(342,081)
Ohio Campus Ministry		0	0	(2,500)	(500)
Training, Tracking, Itineration	0.0%	(8,500)	(8,500)	(5,300)	(3,500)
<b>Total Benevolence Expenses</b>	<b>0.0%</b>	<b>(598,581)</b>	<b>(598,581)</b>	<b>(536,773)</b>	<b>(591,081)</b>

<b>Total Next Generations Leadership</b>	<b>3.3%</b>	<b>(772,566)</b>	<b>(747,618)</b>	<b>(648,751)</b>	<b>(731,993)</b>
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**Inclusive Body of Christ**

*Scope of Ministry: Responsible for concerns of inclusiveness, diversity, monitoring, and advocacy.*

Administrative Expenses

Salary & Benefits	0.0%	(25,960)	(25,960)		
<b>Total Administration Expenses</b>	<b>0.0%</b>	<b>(25,960)</b>	<b>(25,960)</b>		

Benevolence Expenses

COSROW	0.0%	(1,500)	(1,500)	(20)	(500)
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**West Ohio Conference - UMC  
2009 Proposed Budget**

	Percent Change 08-09	2009 Proposed Budget	2008 Budget	2007 Actual	2007 Budget
Christian Unity	0.0%	(3,000)	(3,000)	790	(3,000)
Cross Culture	0.0%	(15,000)	(15,000)	(8,896)	(15,000)
Emerging Strategies		(30,000)			
Religion & Race	0.0%	(9,210)	(9,210)	(13,143)	(9,210)
Total Benevolence Expenses	104.5%	(58,710)	(28,710)	(21,269)	(27,710)
Total Inclusive Body of Christ	54.9%	(84,670)	(54,670)	(21,269)	(27,710)
Total Leadership Connection	5.8%	(3,387,412)	(3,202,327)	(2,488,960)	(3,261,026)

**Annual Conference Session**

*With its roots in the Wesleyan movement of the 18th century, the Annual Conference Session gathers all the clergy and lay members of the covenanted connection.*

*This combination of family reunion, worship service, and business meeting is when and where we set our agenda for proclaiming the Gospel.*

Journal Editor		(15,000)	0	0	0
Travel Assistance	0.0%	(1,000)	(1,000)	0	(14,000)
Commission Expenses	0.0%	(800)	(800)	(452)	(800)
Journal Printing & Mailing	0.0%	(8,000)	(8,000)	(3,070)	(15,000)
Lakeside Association	0.0%	(28,000)	(28,000)	(33,158)	(25,000)
A/C Program	0.0%	(115,000)	(115,000)	(50,062)	(50,000)
Other A/C Expenses		0	0	(53,854)	(65,000)
Electronic Voting	0.0%	(25,000)	(25,000)	0	0
Jurisdictional and General Conference Delegation	0.0%	(6,000)	(6,000)	(6,123)	(6,000)
Total Annual Conference Session	8.2%	(198,800)	(183,800)	(146,719)	(175,800)

**Strength for Today Bright, Hope for Tomorrow**

Conference and Local Church Campaigns		0	0	(302,690)	0
Total Strength for Today, Bright Hope for Tomorrow		0	0	(302,690)	0

**Episcopal Leadership**

*West Ohio integrates the Episcopal office into the conference budget, which supports the Bishop's assistant and staff in their missional and fiduciary responsibilities to the entire United Methodist Church.*

Episcopal Office

Salaries & Benefits	1.0%	(252,340)	(249,909)	(215,043)	(220,005)
Continuing Education	-100.0%	0	(750)	(872)	(500)
Episcopal Residence		(41,000)	0	0	0
Direct Operation Costs	0.0%	(21,000)	(21,000)	(9,205)	(20,000)
Total Episcopal Office	15.7%	(314,340)	(271,659)	(225,119)	(240,505)



**West Ohio Conference - UMC  
2009 Proposed Budget**

	<b>Percent Change 08-09</b>	<b>2009 Proposed Budget</b>	<b>2008 Budget</b>	<b>2007 Actual</b>	<b>2007 Budget</b>
Leadership Team	0.0%	(22,000)	(22,000)	0	0
District Equalization	-20.0%	(80,000)	(100,000)	0	0
<b>District Superintendents</b>					
<i>District Superintendents are charged with assessing pastoral and congregational vitality, and helping local churches become healthy disciple-making congregations. District Superintendents assist and advise the Bishop in the appointment of pastors to local churches and extension ministries.</i>					
Salaries	-5.0%	(644,376)	(678,589)	(612,007)	(605,520)
Benefits	5.5%	(181,619)	(172,100)	(160,260)	(161,794)
Travel Allowance/Lease	233.3%	(25,000)	(7,500)	(26,643)	(20,500)
Travel Other	3.5%	(103,500)	(100,000)	(50,166)	(92,586)
Cabinet Meetings	10.0%	(11,000)	(10,000)	(10,098)	(10,000)
Emergency Fund	0.0%	(44,000)	(44,000)	(37,727)	(32,000)
Cell Phones / Other		(5,000)	0	(1,723)	0
<b>Total District Superintendents</b>	<b>0.2%</b>	<b>(1,014,495)</b>	<b>(1,012,189)</b>	<b>(898,623)</b>	<b>(922,400)</b>
<b>Total Episcopal Leadership</b>	<b>1.8%</b>	<b>(1,430,835)</b>	<b>(1,405,848)</b>	<b>(1,123,742)</b>	<b>(1,162,905)</b>

**Pastoral Support and Orders**

**Board of Ordained Ministry**

*The Board of Ordained Ministry is the clergy recruiting and credentialing group of the annual conference. Supported in part by the Ministerial Education Fund, the board oversees the preparation for ministry of hundreds of pastoral candidates yearly.*

*The board oversees all changes in clergy/conference relationships. Additional staff will help the Office of Ministry to enhance the work of the board.*

Salaries & Benefits	16.3%	(215,463)	(185,245)	(171,974)	(174,522)
Travel / Other	0.0%	(30,595)	(30,595)	(2,378)	(32,040)
Administrative/Meeting Expense		0	0	(16,203)	0
<b>Total Board of Ordained Ministry</b>	<b>14.0%</b>	<b>(246,058)</b>	<b>(215,840)</b>	<b>(190,555)</b>	<b>(206,562)</b>

**Council on Development**

*The Council on Development, created by the conference over 25 years ago, has raised over \$40 million dollars for the Ministers' Retirement Fund, local churches, and United Methodist missions. Additional staff will allow for continuing efforts in the Strength For Today, Bright Hope For Tomorrow initiative.*

Salaries & Benefits	1.8%	(242,567)	(238,346)	(192,962)	(190,472)
Travel / Other	0.0%	(9,000)	(9,000)	(6,457)	(17,729)
Mailings, meetings, etc.	-26.8%	(75,000)	(102,451)	(53,215)	(60,000)
<b>Total Council on Development</b>	<b>-6.6%</b>	<b>(326,567)</b>	<b>(349,797)</b>	<b>(252,635)</b>	<b>(268,201)</b>

**Equitable Compensation**

*The Commission on Equitable Compensation, required by the Book of Discipline, grants salary support to local churches who are unable to fund even the minimum salary required by the conference. They also support churches where special pastoral gifts and grace are required but would otherwise be unaffordable.*

**West Ohio Conference - UMC  
2009 Proposed Budget**

	<b>Percent Change 08-09</b>	<b>2009 Proposed Budget</b>	<b>2008 Budget</b>	<b>2007 Actual</b>	<b>2007 Budget</b>
Meeting Expenses	0.0%	(1,000)	(1,000)	(346)	(1,000)
Salary Grants	0.0%	(151,000)	(151,000)	(59,999)	(151,000)
Key Leadership	0.0%	(151,000)	(151,000)	(155,306)	(151,000)
Special Situations	0.0%	(25,000)	(25,000)	(15,400)	(25,000)
Pensions	0.0%	(40,000)	(40,000)	(34,390)	(40,000)
Total Equitable Compensation	0.0%	(368,000)	(368,000)	(265,441)	(368,000)
 Total Pastoral Support and Orders	 0.7%	 (940,625)	 (933,637)	 (708,632)	 (842,763)

**Conference Center Operations**

*The Conference Center, leased by West Ohio from the United Methodist Childrens Home, is the conference headquarters and Episcopal office. Computer operations provide for the conference website, email, finances, communications, and Voip for the conference and districts. Additional staff will allow for full support of the districts and conference. Bonding of all local church financial people is funded here as well as liability insurance for the conference.*

Computer Operations

Salaries & Benefits	54.5%	(149,941)	(97,075)	(111,227)	(97,076)
Travel	336.3%	(15,568)	(3,568)	(11,616)	(6,000)
Consultants		0	0	(13,670)	(19,000)
Contract Programming	29.3%	(35,000)	(27,064)	(57,524)	(20,000)
Resources	0.0%	(41,900)	(41,900)	(41,247)	(33,500)
Maintenance Contracts	0.0%	(27,500)	(27,500)	(32,700)	(25,000)
Total Computer Operations	36.9%	(269,909)	(197,107)	(267,985)	(200,576)

Infrastructure

Copier & Office Supplies	-38.5%	(40,000)	(65,000)	(33,274)	(25,000)
Postage	0.0%	(60,000)	(60,000)	(50,315)	(60,000)
Telephone	-16.7%	(50,000)	(60,000)	(40,315)	(105,000)
Insurance	12.4%	(109,000)	(97,000)	(74,112)	(95,000)
Miscellaneous		(5,000)	0	(8,901)	0
Contingency	-71.8%	(10,000)	(35,500)	(7,455)	(30,000)
Repairs & Maintenance	0.0%	(50,000)	(50,000)	(88,464)	(48,775)
Total Infrastructure	-11.8%	(324,000)	(367,500)	(302,837)	(363,775)

Office/Occupancy Exenses

Rent	0.0%	(239,202)	(239,202)	(239,202)	(239,202)
Janitorial Salaries & Benefits	2.1%	(45,475)	(44,541)	(31,852)	(29,452)
Contracted Services	171.7%	(25,000)	(9,200)	(22,265)	(8,900)
Utilities	11.6%	(48,000)	(43,000)	(41,092)	(42,000)
Repairs & Maintenance	25.3%	(34,000)	(27,144)	(32,024)	(25,000)

**West Ohio Conference - UMC  
2009 Proposed Budget**

	<b>Percent Change 08-09</b>	<b>2009 Proposed Budget</b>	<b>2008 Budget</b>	<b>2007 Actual</b>	<b>2007 Budget</b>
Parking Lot Expenses	0.0%	(4,500)	(4,500)	(15,425)	(1,000)
Maintenance Contracts	0.0%	(19,000)	(19,000)	(10,934)	(17,500)
Janitorial Supplies	0.0%	(3,000)	(3,000)	(1,766)	(3,000)
Contingency/Miscellaneous	-72.0%	(6,000)	(21,437)	(3,367)	(4,000)
<b>Total Office/Occupancy Expenses</b>	<b>3.2%</b>	<b>(424,177)</b>	<b>(411,024)</b>	<b>(397,927)</b>	<b>(370,054)</b>

Treasurer's Office / Administrative Personnel

*The Treasurer's Office oversees the conference finances including receipts, payments, investments, legal coordination, and auditing. The office also serves as the Human Resource and compliance department for West Ohio. It staffs the Council on Finance and Administration, the Board of Trustees, the Board of Pension and Health Benefits, the Commission on Equitable Compensation, and the Conference Statistician.*

Salaries & Benefits	30.1%	(473,394)	(363,926)	(439,874)	(324,413)
Travel	-18.3%	(30,000)	(36,710)	(35,336)	(15,000)
Meeting Expenses	0.0%	(5,000)	(5,000)	(7,155)	(5,000)
Auditing	0.0%	(37,000)	(37,000)	(49,750)	(48,000)
Subscriptions / Reference Material / Memberships		0	0	(1,913)	(4,400)
<b>Total Treasurer's Office / Administrative Personnel</b>	<b>23.2%</b>	<b>(545,394)</b>	<b>(442,636)</b>	<b>(534,028)</b>	<b>(396,813)</b>

<b>Total Conference Center Operations</b>	<b>10.2%</b>	<b>(1,563,480)</b>	<b>(1,418,267)</b>	<b>(1,502,777)</b>	<b>(1,331,218)</b>
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Reserve Restoration	0.0%	(500,000)	(500,000)	(852,897)	(500,000)
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<b>Total West Ohio Conference</b>	<b>4.9%</b>	<b>(8,021,152)</b>	<b>(7,643,879)</b>	<b>(6,273,522)</b>	<b>(7,273,712)</b>
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<b>Total Expenses</b>	<b>2.1%</b>	<b>(19,402,264)</b>	<b>(19,002,224)</b>	<b>(15,707,369)</b>	<b>(17,556,324)</b>
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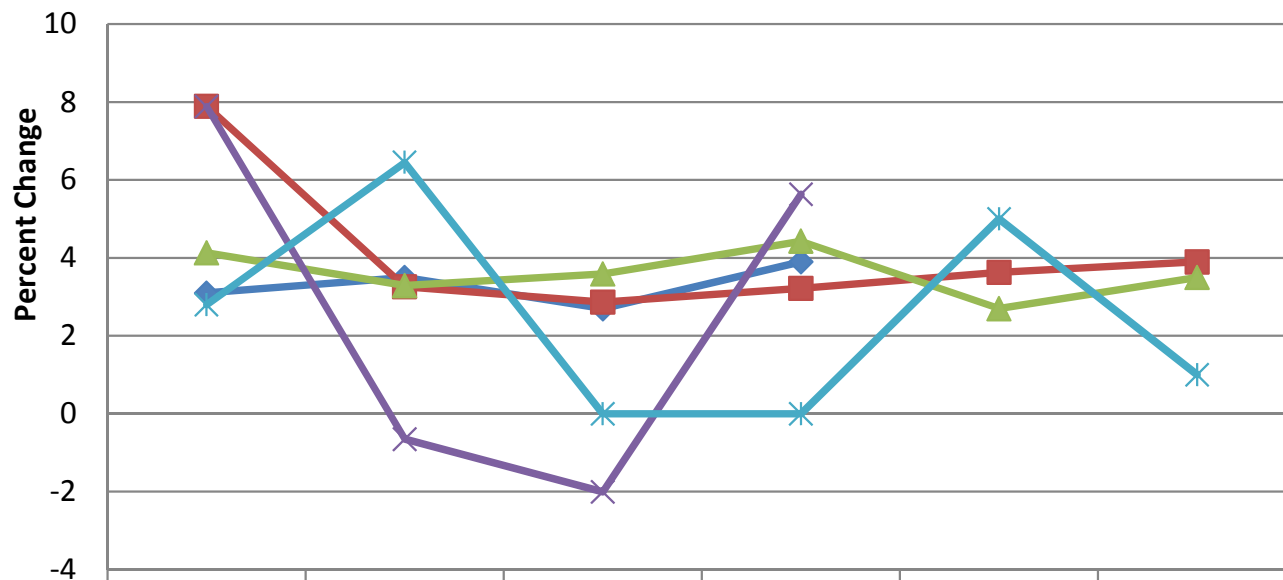
<b>NET SURPLUS/(DEFICIT)</b>	<b>2.2%</b>	<b>(922,464)</b>	<b>(902,787)</b>	<b>1,547,120</b>	<b>(1,271,019)</b>
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**West Ohio Conference - UMC  
2009 District Proposed Budgets**

	<b>Capitol Area North</b>	<b>Capitol Area South</b>	<b>Community Ministries Of The Capitol Areas</b>	<b>Foothills</b>	<b>Maumee Watershed</b>	<b>Miami Valley*</b>	<b>Northwest Plains</b>	<b>Ohio River Valley*</b>	<b>Shawnee Valley</b>	<b>Total</b>
<b>Income</b>										
Total Apportioned	272,813	276,248	326,171	235,379	465,702	723,000	365,000	651,311	181,000	3,496,624
Allowance for Unpaid Apportionments	0	0	0	0	(38,116)	(17,000)	(20,000)	0	0	(75,116)
Net Apportionments	272,813	276,248	326,171	235,379	427,586	706,000	345,000	651,311	181,000	3,421,508
Interest and Earnings	12,000	22,158	5,000	5,000	13,200	3,000	0	388,700	1,000	450,058
Miscellaneous	22,847	0	127,668	0	15,000	0	0	(6,000)	0	159,515
District Equalization	0	0	0	30,000	0	0	0	0	64,500	94,500
<b>Total Income</b>	<b>307,660</b>	<b>298,406</b>	<b>458,839</b>	<b>270,379</b>	<b>455,786</b>	<b>709,000</b>	<b>345,000</b>	<b>1,034,011</b>	<b>246,500</b>	<b>4,125,581</b>
<b>Expenses</b>										
<b>Personnel</b>										
Salaries and Housing / Parsonage	(161,458)	(151,470)	(83,978)	(110,293)	(174,793)	(166,200)	(166,125)	(207,328)	(60,627)	(1,282,272)
Benefits	(43,899)	(52,447)	(39,505)	(50,390)	(47,277)	(29,590)	(42,280)	(52,599)	(8,854)	(366,841)
Travel	(15,000)	(10,500)	(5,250)	(8,400)	(20,500)	(1,150)	(17,800)	(11,816)	(15,000)	(105,416)
Continuing Education	0	(500)	0	(2,750)	0	(2,510)	(1,000)	(4,732)	(2,020)	(13,512)
<b>Total Personnel</b>	<b>(220,356)</b>	<b>(214,917)</b>	<b>(128,733)</b>	<b>(171,833)</b>	<b>(242,570)</b>	<b>(199,450)</b>	<b>(227,205)</b>	<b>(276,476)</b>	<b>(86,501)</b>	<b>(1,768,041)</b>
<b>Mission and Ministry</b>										
Leadership Development	(6,000)	(3,100)	(5,500)	(1,000)	(30,696)	(50,000)	0	(27,500)	0	(123,796)
Local Church Grants	0	0	(141,000)	0	0	(40,000)	0	0	(64,500)	(245,500)
Church Extension	0	0	0	0	(70,000)	0	0	0	0	(70,000)
Youth	0	(750)	0	0	0	0	0	0	0	(750)
Newsletter	(11,500)	(6,000)	0	0	(3,000)	(6,000)	0	(10,000)	0	(36,500)
Hispanic Ministry	(5,000)	(9,000)	(2,500)	0	(9,000)	0	0	(62,000)	0	(87,500)
Camping	0	(4,000)	0	0	0	0	(2,000)	(5,000)	0	(11,000)
All Other Mission & Ministry	(11,700)	(11,750)	(120,050)	(52,900)	(35,500)	(370,500)	(58,200)	(491,400)	(45,774)	(1,197,774)
<b>Total Mission and Ministry</b>	<b>(34,200)</b>	<b>(34,600)</b>	<b>(269,050)</b>	<b>(53,900)</b>	<b>(148,196)</b>	<b>(466,500)</b>	<b>(60,200)</b>	<b>(595,900)</b>	<b>(110,274)</b>	<b>(1,772,820)</b>
<b>Administration</b>										
Office Rent & Upkeep	(28,039)	(27,414)	(29,848)	(24,285)	(16,620)	(13,500)	(9,760)	(42,480)	(20,750)	(212,696)
Office Operations	(25,065)	(21,475)	(31,208)	(20,361)	(48,400)	(29,550)	(47,800)	(113,900)	(28,975)	(366,734)
<b>Total Administration</b>	<b>(53,104)</b>	<b>(48,889)</b>	<b>(61,056)</b>	<b>(44,646)</b>	<b>(65,020)</b>	<b>(43,050)</b>	<b>(57,560)</b>	<b>(156,380)</b>	<b>(49,725)</b>	<b>(579,430)</b>
<b>Total Expenses</b>	<b>(307,660)</b>	<b>(298,406)</b>	<b>(458,839)</b>	<b>(270,379)</b>	<b>(455,786)</b>	<b>(709,000)</b>	<b>(344,965)</b>	<b>(1,028,756)</b>	<b>(246,500)</b>	<b>(4,120,291)</b>
<b>NET SURPLUS/(DEFICIT)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>35</b>	<b>5,255</b>	<b>0</b>	<b>5,290</b>

\* Miami Valley and Ohio River Valley Districts have Mission Society components in their budgets.

## Economic Influences on the Annual Conference Budget



	2004	2005	2006	2007	2008	2009
◆ Consumer Price Index	3.1	3.5	2.7	3.9		
■ Denominational Average Compensation	7.89	3.26	2.87	3.22	3.63	3.9
▲ Conference Average Compensation	4.13	3.29	3.59	4.43	2.7	3.5
✕ Grand Total Paid by Churches	7.88	-0.65	-2	5.63		
* Apportionments	2.8	6.45	0	0	5	1

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**RECOMMENDATION #3**  
**Episcopacy Residence Committee Report**

10  
11

**Adopted as amended**

12 This report provides an accounting of the activities of the Episcopal Residence Committee since  
13 the 2007 Annual Conference (Recommendation #6, Page 308-9 in the 2007 Journal) and  
14 proposes a way to address the residence needs of a new bishop.  
15

16  
17

Background

18 The 2007 Annual Conference resolved that this committee would present to the 2008 Annual  
19 Conference a financial plan for acquiring an Episcopal residence by September 1, 2008, if  
20 possible. The conference also requested the committee consider a housing allowance in lieu of a  
21 conference-owned residence.  
22

23 The members of this committee are Evy Hummon Kummerle, Conference Committee on  
24 Episcopacy Chair; Norman (Ned) E. Dewire, Conference Board of Trustees Chair; Bill  
25 Brownson, Council on Finance and Administration Chair. Philip Brooks, who chairs the  
26 Episcopal Residence Sub-Committee of The West Ohio Episcopacy Committee and Stanley  
27 Sutton, Conference Treasurer, who acted as advisor; both participated fully in all committee  
28 deliberations.

29  
30

Committee Activities and Preparations

31 The Committee has been fully engaged since the 2007 Annual Conference, having met six times.  
32 Key activities and results of the Committee's work:

- 33
- 34 1. Assisted by a registered architect, Susan Keeny, the Committee produced a set of guidelines  
35 for the bishop's residence based on the West Ohio Conference parsonage standards and the  
36 North Central Jurisdictional guidelines for an Episcopal residence.
  - 37 2. Under the advice of Mrs. Keeny, who produced a written report, the Committee evaluated the  
38 current residence against the newly developed set of guidelines for a bishop's residence.  
39
    - 40 ○ While many of the guidelines and standards were met, a small number were not met.  
41 The most critical potential shortcomings of the current residence are that it lacks  
42 practical handicap accessibility and that parking is limited.
  - 43 3. The Committee received three appraisals of the current residence, which is a condominium  
44 located just off Route 23, north of the I-270 outer belt. The appraisals, which were received  
45 in December 2007, valued the property at \$333,000, \$315,000, and \$320,000 for an average  
46 of \$323,667.
  4. To gain an understanding of real estate market and costs of a residence meeting the residence  
guidelines, the committee interviewed three realtors with extensive experience in the area.

1 Based on homes on the market in December 2007 and those sold about the same time, the  
2 cost of a residence meeting the guidelines is between \$420,000 and \$875,000 with an average  
3 of \$600,000.  
4

#### 5 Alternatives Considered

6

7 The Committee considered the following alternatives pursuant to the 2007 Annual Conference  
8 resolutions:  
9

- 10 1. Providing a housing allowance;
- 11 2. Building a new residence;
- 12 3. Purchasing a different residence already built
- 13 4. Retaining the existing residence
- 14
- 15
- 16
- 17

18 Providing a housing allowance was an alternative requested by the 2007 Annual Conference.  
19 Consistent with the request, the Committee submitted legislation to the 2008 Quadrennial  
20 General Conference that would allow a housing allowance in lieu of the conference  
21 providing a residence. At the time of this writing, the General Conference has not yet met  
22 and the outcome of the proposed legislation is unknown. The Committee will report on the  
23 outcome of the legislation at Annual Conference, and prefers this option if it is available.  
24 Appropriate guidelines would then be developed.  
25

26 Building a new residence was considered, but the Committee does not recommend this  
27 alternative. In talking with realtors it was determined that the cost of building a new house to  
28 meet the guidelines would be significantly higher than modifying existing houses. The  
29 prevailing economic conditions, particularly as it relates to housing, have resulted in a  
30 significant inventory of homes for sale meeting the residence guidelines. Also, the  
31 committee believes that the time-frame for the conference owning any residence is, at most,  
32 the standard terms of two bishops or 16 years. Given that time horizon along with the current  
33 market conditions, the Committee believes another alternative makes more sense.  
34

35 The Committee believes purchasing a different residence is the best decision in the long term  
36 and has taken the steps necessary to understand the financial implications of this course of  
37 action for the churches in West Ohio. The Financial Plan for this recommendation is below.  
38

39 While the Committee believes that purchasing a different residence is the correct long-term  
40 course of action, there is a scenario in which retaining the current residence for a period of  
41 time may make sense. Given Bishop Ough's eight years in West Ohio, it would be  
42 customary that a different bishop be assigned to West Ohio. While unusual, it is nevertheless  
43 possible that Bishop Ough will be assigned to serve another four-year term in West Ohio.  
44 Were that the case, the Committee believes retaining the current residence, at least for a  
45 period of time, is prudent. We will not know who will be assigned bishop for West Ohio

1 until July 18, when the Jurisdictional Conference meets and assigns new bishops in the North  
2 Central Jurisdiction.

3  
4 Financial Summary and Background

5 Historically, some of the costs associated with providing the bishop's residence were borne by  
6 the Episcopal Fund of the General Church. Each year West Ohio received about \$20,000 from  
7 the General Council on Finance and Administration for the Episcopal residence. In 2004 the  
8 Book of Discipline was changed and the full financial responsibility became that of each annual  
9 conference. Because the West Ohio Conference did not need to use all of the funds from GCFA  
10 for purchasing or maintaining the prior bishop's residence on Heathview Street from 1984  
11 through 2000, the conference accumulated approximately \$300,000 of designated funds.

12  
13 The prior Episcopal residence was sold for \$248,000 in September 2000. The current residence  
14 was acquired in August 2000 for \$243,000. During 2000 and 2001 the conference made  
15 extensive renovations and improvements to the property from the accumulated funds totaling an  
16 additional \$297,600 for a total investment of \$540,600.

17  
18 Taking the average of the three appraisals of the current property, which is \$323,667 and the cost  
19 of acquiring a different residence meeting the new guidelines, the Conference would need to  
20 identify assets or acquire a mortgage of between \$120,000 and \$575,000. The Committee  
21 estimates the new mortgage will be about \$300,000. The Committee believes that the mortgage  
22 should be for 15 years. At the end of the mortgage, the Conference would, once again, have an  
23 unencumbered asset.

24  
25 Taking into consideration other costs as outlined in the table below, the net impact on the annual  
26 conference 2009 budget is approximately \$67,000. In subsequent years it is estimated to be a net  
27 of \$40,000. This compares to the current annual costs of \$18,459, which have been paid by the  
28 using the interest earned on funds held by the Board of Trustees. It is anticipated that  
29 approximately \$20,000 a year will continue to be available from the Trustees to reduce the  
30 apportioned expenses of the Episcopal residence.

31

Sale price of Episcopal residence	323,667
Less commission & closing costs	<u>(25,893)</u>
Net receipts from sale	297,774
Cost of new residence	600,000
Amount of primary mortgage	302,226
Annual cost @5.5% for 15 years	29,633
One-time costs	
Decorating allowance	24,000
Moving allowance	<u>3,000</u>
Total one-time costs	27,000



	<u>Proposed</u>	<u>Current 2007</u>	<u>Difference</u>
Recurring costs			
Association fees	0	3,700	(3,700)
Utilities	10,000	8,580	1,420
Management fee & maintenance	8,000		8,000
Lawn & snow removal	1,500		1,500
Taxes	11,000	6,179	4,821
Mortgage	<u>29,633</u>	<u>          </u>	<u>29,633</u>
Total Annual Costs	60,133	18,459	41,674
 Total First Year Costs	 87,133		

**Resolution**

*Whereas*, the 2007 Annual Conference resolved that an Episcopal residence that conforms with West Ohio Conference parsonage standards and North Central Jurisdictional guidelines be obtained and ready for occupancy by September 1, 2008 *if possible* and that a detailed financial plan to make this possible be presented to the 2008 Annual Conference for consideration and vote; and

*Whereas*, the Episcopal Residence Committee has earnestly reviewed all matters associated with the 2007 Resolution; and

*Whereas*, the Episcopal Residence Committee has considered several alternative courses of action; and

*Whereas*, the Episcopal Residence Committee has considered the financial implications of its recommended alternative and presented a financial plan; and

*Whereas*, the Episcopal Residence Committee, by way of petitioning the General Conference, has taken the steps necessary to make a housing allowance in lieu of being provided a residence an allowable alternative;

*Whereas*, the Episcopal Residence Committee, in accordance with the Book of Discipline, is composed of the chairs of the Board of Trustees, the Episcopacy Committee, and the Council on Finance and Administration, and is therefore fully apprised and aware of the financial condition of the Conference,

*Now therefore be it resolved: The Episcopal Residence Committee is authorized by the West Ohio Annual Conference to purchase a different Episcopal residence, as appropriate, **not to exceed \$450,000.00**, after the bishop as of September 1, 2008 is announced.*

The Episcopal Residence Committee

1 **RECOMMENDATION #4**  
2 **New Church Start/Satellite**  
3

4 **Adopted**  
5

6 To help healthy churches that are considering a strategy to launch a new church or satellite. The  
7 direct costs associated with the launch of a new church start or satellite may be removed from the  
8 amount used to calculate apportionments paid by the parent church under the following  
9 procedures:  
10

- 11 1. Parent churches will apply to the New Church Start Development Team of the Board of  
12 Congregational & Community Development for this exclusion, and agree that the New  
13 Church Start Development Team will monitor their progress at least annually.  
14
- 15 2. Upon approval of a parent church's application, the New Church Start Development  
16 Team will submit the proposed exclusion to the Conference Council on Finance and  
17 Administration for approval.  
18
- 19 3. Upon approval from C.F.A., the Conference Treasurer will recalculate the parent  
20 church's apportionments.  
21
- 22 4. This process will continue for three years or until chartering of the new church start,  
23 whichever comes first.  
24
- 25 5. The New Church Start Development Team shall present a list of the Parent and Satellite  
26 churches to the Annual Conference.  
27
- 28 6. Once a new church start is chartered, the new church will begin to pay apportionments at  
29 the beginning of the next calendar year. The apportionment amount will be 40% of the  
30 total apportionment and will increase 20% every year until 100% of the total  
31 apportionment is reached.  
32

33 Submitted by:  
34 New Church Start Development Team  
35 Board of Congregational and Community Development  
36 Connectional Ministries Council  
37 Council on Finance and Administration

1 **RECOMMENDATION #5**  
2 **Commission on Equitable Compensation**

3  
4 **Adopted**

5  
6 Ministry is traditionally supported by the body of Christ, especially in the local community  
7 where ministry happens. The United Methodist expression of the body of Christ is the  
8 connectional system. Through it, we share in the missional ministries of the West Ohio  
9 Conference. United Methodist clergy are called and sent by God to serve in a variety of ministry  
10 settings.

11 Through the distribution of designated Conference funds, the Equitable Compensation  
12 Commission seeks to support the Annual Conference through the Cabinet's appointment of  
13 transformational leadership in strategic appointments to further the mission of Christ.  
14

15 **Guidelines and Recommendations**

16 The Commission presents the following guidelines and recommendations for 2009 figured on the  
17 projected General Board of Pensions Conference Average Compensation (C.A.C.) of  
18 \$53,095.00.  
19

20 **A. Minimum Salary**

- 21 1. The following are eligible for minimum salary support: elders, deacons in full connection  
22 serving in local churches, probationers on the elder-track, probationers on deacon-track  
23 serving full-time appointments in local churches, associate members, and licensed local  
24 pastors serving full-time appointments in local churches.  
25
- 26 2. The following are not eligible for minimum salary support: retired members, retired local  
27 pastors, deacons in full-connection serving beyond the local church, probationers on the  
28 deacon-track in full-time appointments beyond the local church, student pastors, and  
29 members in extension ministries.  
30

<b>Recommended Salary</b>	<b>2009</b>
Elder in full-time appointment	\$35,000
Full-member deacon in full-time appt.	\$35,000
Probationer on elder-track in full-time appt.	\$31,800
Probationer on deacon-track in full-time appt.	\$31,800
Associate member in full-time appointment	\$31,800
Licensed local pastor in full-time appointment who has completed the Course of Study or equivalent	\$30,500
Licensed local pastor in full-time appointment	\$29,200

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41 Each elder in full connection who is in good standing and who is appointed by the bishop to  
42 less than full-time service under the provisions of para.342.1 of the 2004 *Book of Discipline*  
43 shall have a claim upon the conference Equitable Compensation Fund in one-quarter  
44 increments according to par.338.1.  
45

- 1 3. The Commission on Equitable Compensation suggests that a church/charge which is  
2 served by a student pastor pay that pastor \$17,500.  
3

4 **B. Definition of Eligibility**

5 **1. MINIMUM SALARY SUPPORT**

- 6 a. Elders, probationers on the elder-track, deacons in full connection serving in local  
7 churches, associate members, and the licensed local pastors serving full-time  
8 appointments in local churches are eligible for minimum salary support.  
9 b. Retired members, retired local pastors, full-member deacons in full-time  
10 appointments beyond the local church, probationers on the deacon-track in full-time  
11 appointments beyond the local church, student pastors and members in extension  
12 ministries have no claim on the minimum salary support.  
13 c. Support from all church sources (District Union, Black Church Development Fund,  
14 etc.) in addition to local sources will be used in computing claims.  
15 d. The commission will continue to work with the Cabinet in providing minimum  
16 compensation, sensitive to such variable factors as unique situations needing special  
17 skills, missional priorities, and ethnic/racial considerations.  
18 e. When a church withdraws from a charge to a station, its pastor shall not be eligible  
19 for minimum salary support for at least five years.  
20 f. The commission shall consider any charge paying less than \$12,000 per year as a  
21 part-time charge having no claim to minimum salary support, except in the situation  
22 of clergy members appointed to less than full time (*2004 Discipline* para.342.2).  
23 g. A charge with more than 300 members shall have no claim to minimum salary  
24 support.

25 **2. KEY LEADERSHIP SALARY SUPPORT**

26 Guidelines established in 1987 Conference Journal II, page 381 are as follows:

- 27 a. Developing/redeveloping Ministries: Situations where new congregations should be  
28 developing or where existing congregations are facing circumstances that enhance the  
29 potential for unusual growth. These churches have the potential of becoming viable  
30 and self-supporting within five years. They would be funded annually at a decreasing  
31 level of salary support during those five years at 20% of the original amount each  
32 year after the entry year.  
33 b. Cooperative Ministries: Situations where churches/parishes are located in a defined  
34 geographical area and working in cooperation with other churches, church related  
35 agencies, and clergy to coordinate programs and ministries to serve missional needs  
36 of that area, as outlined in the *1982 West Ohio Journal II*, pp. 225-233, entitled  
37 "Proposed West Ohio Conference Policies and Procedures for "Working with  
38 Churches in Transitional Rural Land Urban Communities," and "Cooperative Parish  
39 Staffing."  
40 c. Missional Ministries: Situations where churches/parishes gave an unusually large or  
41 complex program of missional ministries and require pastoral leadership for expanded  
42 ministries. The commission will also consider priorities from the Urban Church  
43 Redevelopment Program (*1989 Conference Journal II*, pp. 215-216).

44 **3. SPECIAL SALARY SUPPORT**

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

4 **C. The goal of the commission is to eliminate the need for long term minimum salary**  
5 **support by:**

- 6 1. Urging local churches to adopt programs through the Division of Stewardship of the  
7 Board of Discipleship of the Conference which place greater emphasis on stewardship.
- 8 2. Asking for greater accountability of the local churches in the process of applications for  
9 funds through the District Superintendents, providing information on budgeted receipts  
10 and expenditures, have a stewardship plan, and a timeline for the eventual elimination of  
11 continued equitable compensation support.

12 **D. Travel reimbursements** are a church operating expense, not ministerial income. The local  
13 church shall adopt one of the following methods to be used in handling travel allowances:

- 14 1. A monthly voucher system for reimbursement at a mileage rate to coincide with the 2009  
15 IRS allowance.
- 16 2. Lease or purchase an automobile for use by the pastor when engaged in church business.

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

20 **F.** The commission recognizes the financial factor as very significant in the issue of pastoral  
21 morale and declares its intention to encourage openness in financial matters among all  
22 persons, boards, and agencies who share the concern for the well being of churches and  
23 pastors.

24 Rosalie Beers  
25 Chair

1 **RESOLUTION #6**  
2 **Care for Creation: Local Church Response**

3  
4 **Adopted as amended**

5  
6 Whereas, the Scriptures tell us that “the earth is the Lord’s and everything in it (Ps 24:1);

7  
8 Whereas, God calls us to be responsible stewards over the entire creation caring for the needs of  
9 all people and animals (Gen 1-2);

10  
11 Whereas, The United Methodist Church has had a historic commitment to stewardship of God’s  
12 creation (The Social Principles Para 160, page 96, 2004 Book of Discipline);

13  
14 Whereas, the 2004 Book of Resolutions records our present understanding of our historic  
15 commitment to the stewardship of God’s creation, confirming that “all United Methodist  
16 Churches, Annual Conferences, general boards and agencies are to be models of energy  
17 conservation (U.S. Energy Policy and United Methodist Responsibility, page 83);

18  
19 Whereas, we as United Methodists are called to love our neighbor as ourselves and to protect and  
20 care for the environment so that all may have abundant life;

21  
22 Whereas, since 1986, when the Bishops of The United Methodist Church issued their letter in  
23 Defense of Creation, our bishops have been calling us to take this issue seriously;

24  
25 Whereas, using reusable grocery bags and recycling are ways to save trees and energy and to  
26 keep us from filling up landfills (2004 Book of Resolutions, page 108);

27  
28 Whereas, the cost of oil is over \$100 a barrel and fuel efficient cars, and other forms of  
29 transportation, use much less fuel and create much less pollution;

30  
31 Whereas, adjusting a thermostat one degree saves up to 15% on energy bills;

32  
33 Whereas, compact florescent light bulbs last 10 times longer than regular light bulbs and LED  
34 lighting lasts even longer, **producing less** carbon dioxide and overall cost;

35  
36 Whereas, increasing pollution and drought are affecting the health and sanitary water supply in  
37 the U.S. and worldwide;

38  
39 Whereas, Christian organizations such as the Evangelical Environmental Network and The  
40 United Methodist General Board of Church and Society view climate change as one of the  
41 greatest threats to God’s creation;

42  
43 Whereas, a 2007 report issued by the Intergovernmental Panel on Climate found that humans are  
44 “very likely” responsible for climate change;

45

1 Whereas, the thirteen warmest years on record have occurred in the last 15 years causing higher  
2 sea levels and widespread melting of ice and snow;

3  
4 Therefore, be it resolved, that we of the West Ohio Conference of The United Methodist Church  
5 explore and take action as individuals, local churches, and district and conference offices to seek  
6 ways to better care for the earth as part of our Christian discipleship.

7  
8 Be it further resolved, that United Methodists include prayers for creation and all God's creatures  
9 in their congregational worship and individual devotional lives.

10  
11 Be it further resolved, that local congregations and district offices form a task force or group to  
12 study the issue of climate change and suggest action steps.

13  
14 Submitted by the Creation Care Task Force and endorsed by the Board of Christian Social  
15 Witness on March 10, 2008.







- 1 • the Social Principles statement on gambling *United Methodist Book of Discipline*;
- 2 • Resolution 203: Gambling (*2004 Book of Resolutions*)
- 3 • Resolution 204: Gambling Impact Report (*2004 Book of Resolutions*) also found at
- 4 <http://govinfo.library.unt.edu/ngisc/>
- 5 • The negative impact of gambling on individuals, families, local communities and the
- 6 state; and,
- 7 • **Advocacy for treatment for those addicted to gambling and their families; and**

8  
9 **Whereas an addiction to gambling and illegal gaming has already afflicted the lives of many**  
10 **west Ohio families living in close proximity to our member churches; and**

11  
12 **Whereas recovery from such addiction is known to often include working within the programs of**  
13 **Gam-Anon and Gamblers Anonymous; and,**

14  
15 **Whereas such recovery programs depend upon a free, safe and welcoming weekly meeting place**  
16 **for its members; and**

17  
18 **Whereas we are called upon to offer radical hospitality within our local churches in west Ohio,**

19  
20 **Therefore, be it further resolved: That the West Ohio Annual Conference encourages member**  
21 **congregations to contact the Gamblers Anonymous hotline nearest their own location to offer a**  
22 **weekly meeting place and time in accord with existing needs and as an expression of loving and**  
23 **Christ-centered outreach.**

24  
25 **Cincinnati Hotline Number: (888) 746-4942**

26 **Columbus Hotline Number: (866) 442-5304**

27 **Dayton Hotline Number: (937) 449-9911**

28 **Toledo Hotline Number: (419) 327-9514**

29  
30 **Be it further resolved: That a copy of this resolution, with a cover letter of support, be given to**  
31 **the Governor of the State of Ohio and elected legislators through our legislative advocacy**  
32 **initiative.**

33  
34 **Submitted by:**

35 **Anti-Gambling Taskforce and endorsed by the Board of Christian Social Action**

**RECOMMENDATION # 9**  
**Board of Pension and Health Benefits**

**Adopted as amended**

1. The General Conference of the United Methodist Church gives authority to the General Board of Pension and Health Benefits to establish and maintain a pension program for the benefit of the ordained ministers and their families, other church workers, and lay employees (§1501). As a part of those plans (as approved by the General Conference) participation by the ordained ministers is required. The Discipline does not give permission for a local church to deny payment of the pension benefits for any pastor appointed to that charge. Such payments are part of the total obligations of receiving the appointment of a pastor.
2. A pastor (not a church) may decide not to participate in the denominational pension program, providing the pastor is appointed less than full-time and is receiving or is eligible to receive a pension from other employment. To opt out of the denominational pension plan, the pastor must complete, have notarized, and return a "Pension Waiver Form" supplied by the Conference Benefits Officer.
3. The contribution base shall be the Denominational Average Compensation (DAC) as computed by the General Board of Pension and Health Benefits. The DAC for 2009 will be \$58,226.
4. The Plan Compensation shall include salary plus 25% for housing where the minister lives in a parsonage, or the housing allowance where such is provided.
5. The contribution rate for funding of Comprehensive Retirement Security Program (CRSP) shall be 12% of the participant's actual Plan Compensation up to the DAC. Contributions will be paid monthly by each charge for their pastor or pastors. The West Ohio Conference of the United Methodist Church, acting as an agent of The General Board of Pension and Health Benefits, shall be responsible for the collection of these funds. If the account is in arrears, notification will be given to the church, the District Superintendent, and the Bishop. If, after 18 months, the arrearage is not cleared, the conference will pay the account from apportioned funds. Notification of this event will be given to the cabinet and may affect the continued viability of the charge.
6. The Contribution rate for the Comprehensive Protection Plan (CPP) will be 3% of the participant's actual Plan Compensation for all full-time and three quarter (3/4) time appointment for full members, and full-time local pastors. Contributions will be paid monthly by each charge for their pastor or pastors. The West Ohio Conference of the United Methodist Church acting as an agent of The General Board of Pension and Health Benefits shall be responsible for the collection of these funds.

Because each full-time or three-quarter time pastor must be a part of the CPP, it is the obligation of each local church to pay this cost. If the account is in arrears more than 90 days, the Pastor, District Superintendent, and Bishop will be notified. Alternative methods of

1 funding CPP for the pastor will be explored. If the account is still in arrears after 180 days,  
2 the pastor will be discontinued from CPP, per the plan regulations.

- 3
- 4 7. Supplemental Life Insurance (\$50,000) is added to CPP death benefits. The cost of \$11.50  
5 per month is included in the Clergy Benefit billing for full-time and three-quarter time  
6 appointments.
- 7
- 8 8. The base annuity rate for 2009 on Pre-82 pensions will be \$531. Pursuant to paragraph  
9 S1.3.4 of Supplement One to the Clergy Retirement Security Program, the Past Service Rate  
10 (PSR) will automatically increase (rounded up to the next dollar) by the greater of 2% or the  
11 amount needed to maintain the minimum of 0.8% of Conference Average Compensation  
12 (CAC), or a greater amount approved by Annual Conference.
- 13
- 14 9. Annuity rates for surviving spouses shall be 70% of the base rate, plus other applicable fringe  
15 benefits for years served prior to 1982.
- 16
- 17 10. Each eligible ministerial member and local pastor is encouraged to contribute at least 3% of  
18 his or her plan compensation to the United Methodist Personal Investment Plan (UMPIP).  
19 Personal contributions will be paid monthly as billed from the General Board of Pension and  
20 Health Benefits.
- 21
- 22 11. Incapacity Leave and Death Benefits:
- 23 A. INCAPACITY LEAVE
- 24 I. An amount equal to 70% of plan compensation (with compensation capped at 200%  
25 of DAC) will be paid by CPP to ministers approved for Incapacity Leave, for the first  
26 six months of the leave. It is paid at 40% of the DAC thereafter.
- 27 II. Pension contribution and Health Care coverage are provided.
- 28 B. DEATH BENEFITS
- 29 Comprehensive Protection Plan (CPP)
- 30 I. The death benefit for all active participants is \$50,000. After retirement (at any age),  
31 the benefit is 30% of DAC paid in a lump sum.
- 32 II. On the death of a spouse the participant receives 20% of the DAC.
- 33 III. On the death of a surviving spouse, the beneficiary receives 15% of the DAC.
- 34 IV. On the death of a child under age 19, the participant receives 10% of DAC.
- 35 Supplemental Life Insurance
- 36 V. In addition to these payments, the Conference will supplement the death benefit of  
37 active participants by \$50,000 up to retirement.
- 38
- 39 12. All fringe benefits shall terminate for any member who withdraws his/her active membership  
40 by Honorable Location, Withdrawal, or Retirement under the 20-year rule. Fringe benefits  
41 shall be identified as Health Insurance, CPP, Supplemental Life Insurance, and moving  
42 expense.
- 43
- 44
- 45
- 46

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10

13. As shown on the following chart, the CPP and health care benefits will continue for twelve months with premiums being paid by the Conference for those marked "Y" (yes:

	<b>Full Member</b>	<b>Associate Member</b>	<b>Probationary Member</b>	<b>Full-time Local Pastor</b>
Sabbatical Leave	Y	Y	N	N
Education Leave	N	N	N	N
Paternity/Maternity Leave	Y	Y	Y	Y
	One Year Limit			
Family Leave	Y	Y	Y	Y
	One Year Limit			
Attend School	N	N	N	N
Incapacity Leave	Y	Y	Y	Y
Leave of Absence	Y	Y	N	N
	One Year Limit			

(This chart also applies to the continuation of Health Care Benefits)

11  
12  
13  
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19

**Health Care Benefits**

1. Active Pastors

Eligibility

A. Each charge shall fund health insurance for its eligible pastor and family through the West Ohio Conference program. The following chart shows who may be covered and whose responsibility it is for the payment of premiums.

<b>STATUS</b>	<b>COVERAGE</b>	<b>PREMIUM PAYMENT Responsibility</b>
Full Member	Required	By Church
Probationary Member	Required	By Church
Associate Member	Required	By Church
Full-time Local Pastor	Required	By Church
Student Local Pastor	Optional	By Church and/or Pastor
Incapacitated Pastor	If Enrolled Prior to Incapacity	By Conference

20  
21  
22  
23

B. Health insurance shall be provided at the conference's expense for surviving spouses, and dependent children of participating pastors who die while serving in an active relationship with the conference. Coverage shall continue until the surviving spouse is

1 eligible for alternate coverage through marriage or employment. (Exception: If the  
2 deceased was part of an active clergy couple, the appointment of the surviving spouse  
3 will continue to be responsible for health insurance.)

4 C. Pastors who have duplicate coverage through their spouse's employment may use that  
5 coverage provided:

6 I. Such coverage is at least as comprehensive as the conference program and;

7 II. Evidence of coverage and a waiver signed by the pastor, the chairperson of the  
8 Administrative Board and the Pastor Parish Relations Committee is provided to the  
9 Conference Health Care Committee; and

10 III. Any savings from such a plan accrue to the church, not the pastor.

11 D. If a pastor is a participant in the West Ohio Conference health insurance program and  
12 receives disability benefit through CPP, the insurance coverage will continue at the  
13 conference's expense. A pastor who is not a participant in the West Ohio Conference  
14 health insurance program and who becomes incapacitated is not eligible for health  
15 insurance through the conference program.

16 E. A pastor serving in active full-time ministry beyond his/her 65<sup>th</sup> birthday will remain on  
17 the Conference health insurance plan, which will be the primary carrier.

18  
19 Payment of Premiums - Active Pastors

20 F. All active participants in the conference health care plan shall contribute to the premiums.  
21 The participant's contribution shall be withheld by the church through payroll deduction.  
22 The level of contribution shall be in proportion to the participant's total compensation as  
23 defined by the Conference Board of Pension and Health Benefits.

24 G. Each salary-paying unit participating in the conference health care plan shall establish a  
25 premium-only Section 125 plan, through which the participant's contribution shall be  
26 collected. At year-end the salary-paying unit shall deduct the participant's premium  
27 contributions from their reportable income on their W-2.

28 H. The church's and participant's premiums shall be collected monthly by a debit  
29 Automated Clearing House (ACH) transaction from the church's checking account. Each  
30 local church will have the option to select the 1<sup>st</sup> or the 15<sup>th</sup> of the month when the ACH  
31 transaction will be applied. Enrollment in the ACH process will coincide with enrollment  
32 in the health care plan.

33  
34 2. Retired Pastors

35 Eligibility:

36 When a pastor retires under ¶359.1, ¶359.2b or 359.2c health insurance is available to the pastor,  
37 their spouse, and eligible dependents

38 A. Upon retirement at age 65 or thereafter, the pastor and spouse are responsible for  
39 providing Part A and B of Medicare or its equivalent.

40 B. Pastors and their spouses who retired before 1/1/2005 shall pay a portion (between 15%  
41 and 50%) of the premium based upon their years of pension credit with the United  
42 Methodist Church as recorded by the General Board of Pension and Health Benefits.

43 C. Pastors and their spouses who retired after 12/31/2004 shall pay a portion (between 15%  
44 and 100%) of their premium based upon their years of pension credit with the United  
45 Methodist Church as recorded with the General Board of Pension and Health Benefits.

- 1 D. Surviving spouses of retired pastors will not be required to make contributions to the
- 2 premiums.
- 3 E. Retiree's premium calculations shall be applied to the policy (PPO or Medicare
- 4 Supplement) that is in effect at the time of their retirement.
- 5 F. Retiree's premium contributions shall be collected monthly by a debit ACH transaction to
- 6 the retiree's checking or savings account.

7  
8 3. Other Health Care Provisions

- 9 A. All full-time (30 hours per week) lay employees of the West Ohio Conference and its
- 10 district offices shall be provided health insurance under the same provision as active and
- 11 retired clergy.
- 12 B. Although the annual conference cannot mandate health insurance coverage for full-time
- 13 lay employees (30 hours per week) of a local church, it is recommended that the
- 14 Conference health insurance program be provided to them.
- 15 C. Any participant who becomes ineligible for participation in the West Ohio Conference
- 16 health insurance program may continue in the program for up to 18 months at his/her
- 17 own expense.
- 18 D. The Conference Board of Pension and Health Benefits shall be empowered to select the
- 19 carrier, set the premium rate, and adjust benefits and method of funding the total health
- 20 insurance program in a manner that is deemed appropriate and equitable for both local
- 21 churches and participants in the program.
- 22 E. At least 30 days prior to voting, the Conference Board of Pension and Health Benefits
- 23 shall provide for influence and review proposed changes to the health insurance plan.
- 24 Notice shall be given to the Conference Board of Ministry.
- 25 F. Pastors, who transfer from an Episcopal appointment in another United Methodist
- 26 Conference, to an Episcopal appointment in the West Ohio Conference where the
- 27 Conference has pension responsibility will be given years of service from previous
- 28 conferences.

29  
30 **General**

- 31 1. A moving allowance of up to \$3,000 is granted each full-time and three-quarter time member
- 32 of the retiring class and each member accepting incapacity leave and the families of active
- 33 full-time members in the event of the death of the member, provided they have not
- 34 previously received a moving allowance and provided they have been a participating member
- 35 in the Conference Pension Program for the last five years prior to retirement. **Exception:**
- 36 Retirement under twenty-year rule.
- 37 2. The total expense for 2009 is \$5,901,500 of which \$1,142,500 will come from the Council on
- 38 Development and Medicare Retiree Drug Subsidies. This covers administrative expenses,
- 39 moving allowance, health care insurance, incapacity, and amortization of past years of
- 40 service liability.
- 41 3. The church from which the pastor is moving will pay pension payments for pastors moving
- 42 at conference time for the whole month of June. Payments for new pastors will begin on the
- 43 first of the month following the appointment. Pastors moving during the conference year will
- 44 have payments for the whole month by the church they are serving on the first of the month.

- 1 4. All churches shall be encouraged to include eligible full-time church lay employees in the  
2 Lay Pension Benefits program offered by the General Board of Pension and Health Benefits.  
3 ¶259.2g(12)
- 4 5. The Treasurer of the Conference Board of Pension and Health Benefits shall be authorized to  
5 direct the movements of all pension-related funds in the several accounts so as to care for the  
6 needs of the program.
- 7 6. The Board of Pensions and Health Benefits shall enter into discussion with the Disability  
8 Task Force (and/or other disability advocates appointed by the Bishop) regarding the removal  
9 of Health Care Policy Exemption #20 which disallows payment for needed Diagnostic,  
10 medical treatment, and therapies for conference children with Autism, Mental Retardation,  
11 Developmental Disabilities, and Learning Disabilities. The goal of such discussion will be to  
12 remove the exclusion or have the BPHB report to the 2009 Annual Conference the reasons  
13 that this particular type of coverage should be excluded.

14  
15 **Resolutions Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons**  
16 **of the West Ohio Conference**

17  
18 The West Ohio Conference (the “Conference”) adopts the following resolutions relating to  
19 rental/housing allowances for retired or disabled clergypersons of the Conference:  
20

21 WHEREAS, the religious denomination known as The United Methodist Church (the “Church”),  
22 of which this Conference is a part, has in the past functioned and continues to function through  
23 ministers of the gospel (within the meaning of Internal Revenue Code section 107) who were or  
24 are duly ordained, commissioned, or licensed ministers of the Church (“Clergypersons”);  
25

26 WHEREAS, the practice of the Church and of this Conference was and is to provide active  
27 Clergypersons with a parsonage or a rental/housing allowance as part of their gross  
28 compensation;  
29

30 WHEREAS, pensions or other amounts paid to retired and disabled Clergypersons are  
31 considered to be deferred compensation and are paid to retired and disabled Clergypersons in  
32 consideration of previous active service; and  
33

34 WHEREAS, the Internal Revenue Service has recognized the Conference (or its predecessors) as  
35 the appropriate organization to designate a rental/housing allowance for retired and disabled  
36 Clergypersons who are or were members of this Conference;  
37

38 THEREFORE, BE IT RESOLVED, that an amount equal to 100% of the pension or disability  
39 payments received from plans authorized under *The Book of Discipline of The United Methodist*  
40 *Church* (the “*Discipline*”), which includes all such payments from the General Board of Pension  
41 and Health Benefits (“GBOPHB”), during the year 2009 by each retired or disabled  
42 Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is  
43 designated as a rental/housing allowance for each such Clergyperson; and  
44

45 THEREFORE, BE IT RESOLVED, the pension or disability payments to which this  
46 rental/housing allowance applies will be any pension or disability payments from plans,



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

11  
12 NOTE: The rental/housing allowance that may be excluded from a Clergy person's gross income  
13 in any year for federal income tax purposes is limited under Internal Revenue Code section  
14 107(2) and regulations there under to the least of: (1) the amount of the rental/housing allowance  
15 designated by the Clergy person's employer or other appropriate body of the Church (such as this  
16 Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the  
17 Clergy person to rent or provide a home in such year; or (3) the fair rental value of the home,  
18 including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.

19  
20 **INQUIRIES:** Inquiries regarding current funding of pensions, personal contribution accounts  
21 (UMPIP), tax deferred programs and pension annuity checks shall be directed to the General  
22 Board of Pension and Health Benefits, 1201 Davis Street, Evanston, Illinois 60201 or you may  
23 call 1-800-851-2201 or visit the website at <[www.gbophb.org](http://www.gbophb.org)>. All other concerns shall be  
24 directed to the West Ohio Conference Office, 32 Wesley Boulevard, Worthington, Ohio 43085 to  
25 the attention of R. Stanley Sutton or Beth Gibbs at 1-800-437-0028. E-mail addresses are  
26 [ssutton@wocumc.org](mailto:ssutton@wocumc.org) and [bgibbs@wocumc.org](mailto:bgibbs@wocumc.org) respectively. Retirees, please notify both the  
27 General Board of Pension and Health Benefits and the West Ohio Conference if you change your  
28 address.

29  
30 Board of Pensions and Health Benefits  
31 Deborah K. Stevens, Chairperson  
32 R. Stanley Sutton, Treasurer

1 **RESOLUTION #10**

2 **Board of Pension and Health Benefits Resolution on the Central Conference Pension**  
3 **Initiative**

4  
5 **Adopted as amended**

6  
7 WHEREAS 9,300 clergy in the central conferences – conferences outside the United States –  
8 serve more than 3.5 million church members, and

9  
10 WHEREAS in many of these areas clergy serve despite dire local conditions such as rampant  
11 poverty, political instability, and threats of violence, and

12  
13 WHEREAS approximately 2,000 retired pastors, lay workers, and surviving spouses in the  
14 central conferences struggle to survive during retirement, and

15  
16 WHEREAS many clergy members in the central conferences will not have any government-  
17 funded pensions, and

18  
19 WHEREAS the 2004 General Conference and the General Board of Pension and Health Benefits  
20 (GBOPHB) started the Central Conference Pension Initiative with a goal of a \$20 million  
21 endowment to be kept at the GBOPHB and whose earnings will support central conference  
22 retirees, and

23  
24 WHEREAS the West Ohio Conference earns interest on its pension reserves that can only be  
25 used for clergy benefits,

26  
27 THEREFORE BE IT RESOLVED that the West Ohio Conference contribute \$400,000 from the  
28 earnings on its 2007 pension reserve, and for four more years.

1 **RECOMMENDATION #11**  
2 **Words Have Consequences**

3  
4 **Tabled**

5  
6 WHEREAS: The *Book of Discipline* has stated that -- “Homosexual persons no less than  
7 heterosexual persons are individuals of sacred worth.” (Paragraph 161, G)

8  
9 WHEREAS: The *Discipline* also states that – “We deplore acts of hate or violence against  
10 groups or persons based on race, ethnicity, gender, sexual orientation, religious affiliation, or  
11 economic status.” (Paragraph 162)

12  
13 WHEREAS: Oklahoma State Representative Sally Kern recently made a public “hate speech”  
14 against homosexuals, saying, "the homosexual agenda is just destroying this nation and poses a  
15 bigger threat to the U.S. than terrorism or Islam,”<sup>(1)</sup>

16  
17 WHEREAS: The only openly gay member of the Oklahoma State Legislature, Rep. Al  
18 McAffrey, said Kern's comments have alarmed gay voters in Kern's district and elsewhere in the  
19 nation.<sup>(2)</sup>

20  
21 WHEREAS; Words have consequences, evidenced by the murder of Lawrence King, of Oxnard,  
22 California, an openly gay eighth-grader who was gunned down in school by a person who was  
23 fired up by words like those of Representative Kearns.<sup>(3)</sup>

24  
25 WHEREAS: Tucker, an Oklahoma high school senior who lost his mother in the 1995 Oklahoma  
26 City bombing, wrote the following to representative Sally Kern: “I wish you could've met my  
27 mom. Maybe she could've guided you in how a real Christian should be acting and speaking.”<sup>(4)</sup>

28  
29 WHEREAS: Violence breeds violence as evidenced by the Associated Press report on Monday,  
30 March 10, 2008 – “OKLAHOMA CITY – A Republican member of the Oklahoma Legislature  
31 has received *death threats* since telling a political group that ‘the homosexual agenda is just  
32 destroying this nation’ and poses a bigger threat to the U.S. than terrorism or Islam.”

33  
34 THEREFORE: As a Church that condemns violence, we request that all public officials and  
35 members of The United Methodist Church refrain from the type of speech that Representative  
36 Kearns made, just as we oppose the use of the pejorative racial term “N. . . .” in public (or  
37 private) discourse.

38  
39 FURTHERMORE: We encourage all Americans to hear the words of Jesus, "You have learned  
40 how it was said to our ancestors: 'You must not kill; and anyone who does kill must answer for it  
41 before the court.' But I say this to you: anyone who is angry with his brother will answer for it  
42 before the court" Mt. 5.21-22, and, “If you refuse to love, you must remain dead; to hate your  
43 brother is to be a murderer, and murderers, as you know, do not have eternal life in them.”

44 —*1 John 3.15*

45  
46 <sup>(1)</sup> You may listen to the speech at <http://www.victoryfund.org/files/listening/html>

1       <sup>(2)</sup> “It saddens me that we hear bigotry from our representatives,” said McAffrey, who embraced Kern as the two  
2 lawmakers discussed her comments about gays in a state Capitol hallway Monday morning. (McAffrey said he is a  
3 father and a grandfather. “And I happen to be gay. I think we need to look at individuals.”)  
4

5       <sup>(3)</sup> Oxnard Police Chief John Crombach responded to questions about Lawrence King’s murder. One parent said her  
6 daughter told her that several students exchanged text messages the day before the shooting that talked about what  
7 the suspect planned to do. Crombach acknowledged that several students told police they heard about “comments,  
8 statements and threats” that were made but that they didn’t take the chatter seriously and that there was no evidence  
9 that it was reported to school officials.  
10

11       <sup>(4)</sup> “On April 19, 1995, in Oklahoma City a terrorist detonated a bomb that killed my mother and 167 others. 19  
12 children died that day. Had I not had the chicken pox that day, the body count would’ve likely have included one  
13 more. Over 800 other Oklahomans were injured that day and many of those still suffer through their permanent  
14 wounds. That terrorist was neither a homosexual nor was he involved in Islam. He was an extremist Christian  
15 forcing his views through a body count. He held his beliefs and made those who didn’t live up to them pay with  
16 their lives.  
17

18       SUBMITTED BY: The Rev. Dr. Reginald Olson, retired member of the West Ohio Conference,  
19 and Coordinator of the national Parents Reconciling Network.

1 **RECOMMENDATION #12**  
2 **Read, Study and Learn**  
3

4 **Substitute adopted**  
5

6 Whereas, for more than a generation (that is, since the 1972 Book of Discipline), United  
7 Methodists, along with other Christians, have struggled to find principles for applying traditional  
8 teachings to contemporary understandings of human sexuality.  
9

10 Whereas, we know that all of God's children are of sacred worth, and yet we have been, and  
11 remain, divided regarding homosexual expressions of human sexuality. We have disagreed  
12 about Scriptural teachings: some have contended that the specific injunctions of Leviticus and St.  
13 Paul have authority over even the more general love commands of Jesus, while others have  
14 contended that the complexity of human sexuality, as we see it today, was never envisioned in  
15 previous millennia, and therefore could not have been addressed specifically in the Bible.  
16

17 Whereas, we have tried to reason together about all of this, and we have prayed together, but we  
18 have yet to know fully the promised peace of the Holy Spirit in our community of faith. The fire  
19 in our disagreements points to a deeper human mystery than we know. We believe that the Spirit  
20 has brought our collective conscience to acknowledge this mystery more honestly, and to make  
21 our claims with greater humility before God and our neighbors.  
22

23 Therefore, we ask the West Ohio Annual Conference, its pastors, congregations, staff, and  
24 members,  
25

- 26 1) to refrain from judgement regarding homosexual persons and practices as the Spirit  
27 continues to move among us,
- 28 2) to welcome, know, forgive, and love one another as Christ has accepted us, that God may  
29 be glorified through everything in our lives,
- 30 3) to study with open hearts and open minds the 1992 General Conference Report of the  
31 Committee to Study Homosexuality called The Church Studies Homosexuality (available  
32 through United Methodist Publishing House – *Cokesbury*) and the 2005 General  
33 Commission on Christian Unity and Interreligious Concerns DVD *Can We Talk* used by  
34 the West Ohio Annual Conference Unity Task Force in its “*Can you hear me now?*”  
35 dialogues in October of 2007, and
- 36 4) to call on the Inclusive Body of Christ (as outlined in the 2008 structure) to make  
37 available materials and resources authorized by the 2008 General Conference on  
38 heterosexism and homophobia at the 2009 West Ohio Annual Conference for use by  
39 pastors, congregations, staff, and members.

1 **RECOMMENDATION #13**  
2 **Sexual Relations of all Persons**  
3

4 **Tabled**

5  
6 WHEREAS: We believe in the preservation of the family as an environment for the preservation  
7 of basic values.  
8

9 THEREFORE: We declare that the United Methodist Church in West Ohio embraces sexual  
10 fidelity and considers abusive, promiscuous, non-covenantal sexual relationships incompatible  
11 with Christian teaching.  
12

13 SUBMITTED BY: The Rev. Dr. Reginald Olson, retired member of the West Ohio Conference,  
14 and Coordinator of the national Parents Reconciling Network.  
15

16 RATIONALE: This proposal treats all people equally regardless of sexual orientation.

1 **RECOMMENDATION #14**  
2 **Vision/Mission Statement on Diversity and Inclusion**  
3 **West Ohio Annual Conference**  
4

5 **Adopted as amended**  
6

7 God's Beloved Community is reflected in the body of Christ, and as such, being an inclusive  
8 church represents a challenge of discipleship. The call of God is to all of us. One of the ways we  
9 respond to the call of discipleship in our lives is to be inclusive within our communities of faith.  
10 Each of us, as Christians, responds in some way to God's claim on our lives. 1 Corinthians 12,  
11 speaks to us loudly and clearly about the nature of diversity and its connection to unity.  
12 Diversity is a part of a unified whole. God's Beloved Community values difference.  
13

14 How we deal with diversity is really our response to discipleship manifested in our ability to  
15 honor, include, and affirm our differences as necessary and desired parts of the whole.  
16 Discipleship means that we are all responsible for responding. Our discipleship pledge is our  
17 response as a conference that allows us to move in a consistent and committed way toward  
18 reflecting God's Beloved Community in our midst.  
19

20 Specifically, in this case, we are being called to accountability related to faithful discipleship by  
21 how we staff and how we go about enlisting and recruiting those members of our conference  
22 who might serve us as pastors and other leaders.  
23

24 As we realign our conference, our joy and our hope are that our conference will be able to reflect  
25 diversity and cultural variety within our community in such a way that all of our voices together  
26 blend to make a melodic and harmonious chorus.  
27

28 The following agencies and constituencies have been consulted in the development of this  
29 Vision/Mission Statement, and the strategies named below: Commission on Religion and Race  
30 (CORR), Black Methodists for Church Renewal (BMCR), the Cross Racial Appointments  
31 Committee, the Board of Ministry and District Committees on the Ministry, the Ministry  
32 Recruitment Institute (MRI), the Hispanic Task Force, the Native American Caucus, the Asian  
33 Caucus, United Theological Seminary (UTS), Methodist Theological Seminary of Ohio  
34 (MTSO), Connectional Ministries Council, the bishop and cabinet.  
35

36 **Elements for a Comprehensive Strategy for**  
37 **Ethnic Clergy Enlistment, Recruitment, and Inclusion**  
38

39 ❖ Institutionalization of Diversity and Inclusion  
40

- 41 ■ Develop and implement specific programs and processes in all West Ohio Conference  
42 programs and activities that encourage and embrace diversity and inclusion **and set**  
43 **specific, measurable goals for increasing diversity**  
44

45 ❖ Leadership training in Diversity and Inclusion  
46

- 1           ▪ Formal and regular training for all clergy and lay leadership throughout the  
2 Conference  
3

4 ❖ Aggressive and targeted recruitment for ethnic clergy leadership  
5

- 6           ▪ The development of an annual recruitment strategy targeted at African Americans,  
7 Native Americans, Hispanics, Asians, and other persons of color  
8

9 ❖ Intentional Cross Racial Appointments  
10

- 11           ▪ Annually, identify churches for cross racial and multi racial appointments  
12

13 ❖ Mentoring Program for Ethnic Clergy and Clergy in Cross Racial Appointments  
14

15 ❖ Affirmation of the Disciplinary responsibilities of Continued Monitoring, Education, and  
16 Advocacy work by the Commission on Religion and Race with annual report to the Annual  
17 Conference  
18

19 We recommend this Vision/Mission Statement on Diversity and Inclusion along with these  
20 elements for a Comprehensive Strategy be affirmed by the West Ohio Annual Conference.  
21

22 We further recommend that Connectional Ministries' **Inclusive Body of Christ team**, Office  
23 of Ministry, and Cabinet will collaborate in carrying out the appropriate elements of the  
24 strategy according to their respective scope of work.  
25

26 George D. Williams, Sr., Chair  
27 Ethnic Clergy Recruitment Committee  
28 Connectional Ministries



1 **RECOMMENDATION #15**  
2 **Conference-wide Workers Compensation Group**

3  
4 **Adopted**

5  
6 *WHEREAS* Workers compensation insurance is required and administered by the State of Ohio,  
7 and

8  
9 *WHEREAS* churches have to pay a percentage of their annual payroll to the Bureau of Workers  
10 Compensation, and

11  
12 *WHEREAS* churches have had to pay fees to third party administrators (TPA) to join a group to  
13 reduce their Workers Compensation payments and handle claims, and

14  
15 *WHEREAS* churches have been expelled from a group after a claim of less than \$700, and

16  
17 *WHEREAS* pastors are covered by workers compensation only if the local church elects to cover  
18 the pastor, and

19  
20 *WHEREAS* churches are bombarded annually with solicitations from worker compensation  
21 TPAs,

22  
23 *THEREFORE BE IT RESOLVED* that the Council on Finance and Administration in conjunction  
24 with a third-party administrator establish an equalized workers compensation group comprised of  
25 all the local churches of the West Ohio Conference, all employees and pastors of those local  
26 churches, and all conference and district employees.

27  
28 *FURTHER BE IT RESOLVED* that all costs associated with the group be paid through the  
29 conference apportionment, not to exceed \$40,000 per year; there shall be no direct billing to the  
30 local church except by the State of Ohio.

31  
32 *RATIONALE*

33 Workers Compensation Insurance is the cheapest insurance a person can have. Although it  
34 covers lay church workers, it only covers pastors if the church elects to do so. Most, but not all  
35 churches cover the pastor. The benefits are great. For example, if a pastor is killed or injured in  
36 an automobile accident while making a pastoral call, workers compensation pays for the lost  
37 salary and all medical expenses.

38 By being in a workers compensation group, a church can save up to 85% of the annual  
39 premiums charged by the State of Ohio. But there is a point of diminishing returns. In small  
40 churches especially, the fees charged by the TPA are more than the minimum fee charged by the  
41 State of Ohio.

42 Other churches have been a part of the voluntary groups sponsored by the conference, but  
43 have been excluded from the group after the most minor of claims.

44 West Ohio Conference has the opportunity to form a group for Workers Compensation that  
45 would encompass all employees and pastors. Churches would not have to enroll pastors; it  
46 would be done automatically through the conference treasurer's office. If a church had a claim it

1 could not be thrown out of the group. The normal administrative fees would be paid through  
2 apportionments so the local church would not be billed by the TPA.

3 This proposal will ensure every employee and pastor of the conference is covered, while  
4 eliminating much of the paperwork and expenses required by local churches.

5  
6 *QUESTIONS AND ANSWERS*  
7

8 Q: Isn't the pastor automatically covered under Workers Compensation?

9 A: No. The pastor is only covered if the church elects to do so and completes the required forms  
10 for the Bureau of Workers Compensation (BWC). With this proposal ALL pastors and deacons  
11 appointed in the West Ohio Conference would be automatically covered.

12  
13 Q: Would this apply to part-time pastors?

14 A: Yes. Any pastor receiving a salary from a local church, district, or conference office would  
15 be covered.

16  
17 Q: Would employees of Wesley Foundations and Campus Ministry units be covered.

18 A: Yes, they would be included.

19  
20 Q: Will this save my church money?

21 A: In most cases it will. If the church is already part of our voluntary Workers Compensation  
22 group they will save the \$25 fee for joining an association and the minimum \$65 fee to the TPA.  
23 The new group would not charge the individual church a fee; it is paid by the conference at less  
24 than half of the amount churches are now paying. If the church has never elected to include the  
25 pastor, they will now have to pay for that coverage, but at a lower rate than they otherwise would  
26 have to pay.

27  
28 Q: Will my church still have to pay the BWC?

29 A: Yes (death and taxes). However, by being in a group, the church would receive a discount up  
30 to 85% of the single church rate.

31  
32 Q: What happens if, God forbid, we have a claim?

33 A: The TPA would assist the church in filing the claim, attend hearings at the BWC on behalf of  
34 the church, and guide the church through the process.

35  
36 Q: If my church files a claim will our rates go up?

37 A: Probably, but the church would still be in the group and receive a discount; the discount  
38 might not be as high as it would be without a bad claim experience, but it would be lower than if  
39 the church were on a single policy. The church would not be booted from the group merely  
40 because it had a claim.

41  
42 Q: Could my church opt out of the group?

43 A: No. Since the fees are paid through apportionments, all churches would be mandated into the  
44 group. Just as no church can be removed for filing a claim, no church can opt out of the group.

45  
46 Q: Have there ever been any large claims for pastors?

1 A: Yes. Several years ago a West Ohio pastor was killed in an automobile accident while on his  
2 way to a wedding rehearsal. The church had opted to include him on Workers Compensation a  
3 few months earlier. As a result his widow continues to receive payments from the BWC.  
4  
5 Q: Will this proposal prevent the treasurer from being flooded with BWC literature and  
6 solicitations from other TPAs?  
7 A: Alas, no. But the treasurer will know they can be discarded.  
8  
9 Q: When would this be effective?  
10 A: The BWC works on a state fiscal calendar, one year in advance. We would have to start  
11 work immediately for it to go into effect on July 1, 2009.

1 **RECOMMENDATION #16**

2 **A Model Annual Conference Response to Immigration and Customs Enforcement (ICE)**  
3 **Raids and Detention**

4  
5 **Adopted**

6  
7 WHEREAS Jesus called his disciples and followers to “strive first for the kingdom of God and  
8 his righteousness,” and we, as disciples, are called to embody a new order of love and justice;  
9 and

10  
11 WHEREAS a new Social Principles paragraph approved by the 2008 General Conference states,  
12 “Rights of Immigrants---We recognize, embrace and affirm all persons, regardless of country of  
13 origin, as members of the family of God. We affirm the right of all persons to equal  
14 opportunities for employment, access to housing, healthcare, education and freedom from social  
15 discrimination. We urge the Church and society to recognize the gifts, contributions and  
16 struggles of those who are immigrants and to advocate for justice for all. (new ¶162 G) And

17  
18 WHEREAS, in a new 2008 General Conference Resolution, The United Methodist Church  
19 affirms that “regardless of legal status or nationality, we are all connected through Christ to one  
20 another...The solidarity we share through Christ eliminates the boundaries and barriers which  
21 exclude and isolate. Therefore, the sojourners we are called to love are our brothers and sisters,  
22 our mothers and fathers, our sons and daughters; indeed, they are us.” [Welcoming the Migrant  
23 to the US] and,

24  
25 WHEREAS raids on undocumented immigrants in the United States are a result of governmental  
26 failure in addressing complex national and international economic and political dynamics and a  
27 misunderstanding of different cultural value systems, and

28  
29 WHEREAS raids, indefinite detention, and deportation tear families apart and create anguish,  
30 economic hardship and fear that are contrary to the Kingdom that Jesus describes, and

31  
32 WHEREAS West Ohio Conference has a large number of immigrants from Somalia, China,  
33 Latin America, Africa and other countries in their communities.

34  
35 THEREFORE, BE IT RESOLVED that the West Ohio Annual Conference of The United  
36 Methodist Church calls upon the President of the United States, the Congress, and all relevant  
37 departments of the federal government to put an immediate stop to these raids and work for a  
38 just, humane, and comprehensive reform of immigration laws.

39  
40 BE IT FURTHER RESOLVED that until just and humane immigration reform is enacted on a  
41 federal level, the West Ohio Conference urges Governor Strickland and state legislators to  
42 refrain from creating legislation that would cause further disruption within immigrant  
43 populations, or that calls on state government officials, including police and state troopers, to  
44 enforce federal immigration law.  
45

1 BE IT FURTHER RESOLVED that the West Ohio Annual Conference (1) pledges to create a  
2 task force to address immigration concerns and develop plans for emergency responses to ICE  
3 raids, which might include providing material aid, legal services, childcare, interpretation, and  
4 spiritual support, and taking part in vigils and public witness pointing toward justice and humane  
5 treatment of immigrants.; (2) Investigate the locations of ICE detention centers within the  
6 conference boundaries and consider how to provide ministries, legal support, and other services  
7 that will serve the objectives of Christian hospitality and civil and human rights.  
8

9 BE IT FURTHER RESOLVED that this resolution will be sent within thirty days of the end of  
10 this conference to President Bush; the 2008 Presidential Candidates; Michael Chertoff, Secretary  
11 of the Department of Homeland Security, and Julie Myers, Assistant Secretary of the Department  
12 of Homeland Security for Immigration for Customs Enforcement.  
13

14 BE IT FURTHER RESOLVED that the immigration taskforce will assist members throughout  
15 the West Ohio Conference to bring this resolution to Congressional representatives and State  
16 Legislators.  
17

18 BE IT ALSO RESOLVED that the West Ohio Annual Conference (1) will engage in study of  
19 new General Conference resolutions on migration and immigration and other resources that  
20 explore the biblical and theological bases for the church's positions and responses on these  
21 pressing issues; (2) participate in connectional education and training on immigration and  
22 collaborate as occasion provides with the United Methodist Task Force on Immigration (an  
23 interagency and inter-organizational body mandated by the 2008 General Conference)  
24

25 FINALLY, BE IT RESOLVED that the West Ohio Annual Conference urge all its congregations  
26 and their members to pray for the people whose lives are torn apart by ICE raids and detention,  
27 and will as appropriate support denominational and ecumenical ministries to assist families  
28 affected by raids and detention.  
29

30 Submitted by Roy Mitchell  
31 Board of Christian Social Witness

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**RECOMMENDATION #17**  
**Boycott of CBS as a result of Swingtown**

**Substitute adopted as amended**

Since a strong connection has been made between the effect of media broadcasting on its audience,

Since in Romans 12:2, as Christians, we are called not to conform to the pattern of this world, but be transformed by the renewing of our minds,

Therefore be it resolved that the West Ohio Annual Conference of the United Methodist Church encourage its members,

1. To use faithful discernment in their television choices.
2. To avoid television programs such as Swingtown that are incompatible with Christian teaching.
3. To express opinions against television shows that are contrary to Christian teaching by contacting television networks through letters and email.
4. That the Let Justice Roll team send a letter to CBS on behalf of the West Ohio Conference expressing our concerns about “Swingtown,” seeking dialogue, and asking for withdrawal of “Swingtown.”
5. That the Let Justice Roll team, in dialogue with the originators for the original motion and the substitute, determine further recommendations, if any, to be brought to the 2009 session of the West Ohio Conference.
6. That the team encourage the Socially Responsible Investing (SRI) department of the General Board of Pension and Health Benefits to use their corporate engagement process to get CBS to withdraw “Swingtown” and its genre from their scheduled programming.

Submitted by Katie Wineland