

1 Process of Radical Hospitality, Passionate Worship, Faith-forming Relationships, Risk-taking
2 Service, Mission, and Justice, and Extravagant Generosity.

3
4 Our hope is that the flexibility of the recommended structure will create the possibility for people
5 to work within areas of their passion, without being required to attend to the larger scope of the
6 whole board. One of the benefits, we believe, is that this new structure will be more permission-
7 giving, enabling the conference to respond more quickly to needs as they arise and to move to
8 other concerns when appropriate. It is also our hope, that this move would streamline the
9 structure in a way that would allow persons more opportunity to be more involved in outreach,
10 mission, and ministry at the local church and district levels, rather than having over 300 persons
11 tied up in conference level boards, agencies, and committees.

12 **RECOMMENDATION**

13
14
15 Therefore, we recommend the following structure, effective 7/1/2008:

16
17 The Connectional Ministries Council will be called Connectional Ministries

18
19 Basic Structure of Connectional Ministries:

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

26
27 Membership:

28 Chair

29 Chair from each of the following 6 Lead Teams:

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

36 Ex officio Members will include

37 The Bishop

38 Directors of Connectional Ministries

39 Conference Treasurer

40 Director, Conference Office of Ministry

41 Representative of Appointive Cabinet

42
43 a. Let Justice Roll

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

46

1 Membership:

2 Chair

3 5-7 additional members

4 WOC UMW Mission Coordinator for Education & Interpretation

5 WOC Secretary of Global Ministries

6 Connectional Ministries Staff as assigned

7
8 b. Telling the Story

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

11
12 Membership:

13 Chair

14 6-9 additional members

15 Connectional Ministries Staff as assigned

16
17 c. Next Generations Leadership

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

20
21 Membership:

22 Chair

23 6-9 additional members

24 Connectional Ministries Staff as assigned

25
26 d. Disciple Making Churches

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

29
30 Membership:

31 Chair

32 6-9 additional members

33 Connectional Ministries Staff as assigned

34
35 e. Inclusive Body of Christ

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

38
39 Membership:

40 Chair

41 6-9 additional members

42 Connectional Ministries Staff as assigned

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1 f. Spirit Empowered Leaders

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

5
6 Membership:

7 Chair

8 6-8 additional members

9 President, West Ohio Conference UMM

10 Connectional Ministries Staff as assigned

11
12 Recommended by the Connectional Ministries Alignment Task Force:

13 Roger L. Grace-Facilitator

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

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

19 **1. Let Justice Roll**

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

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

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

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

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

- 1 iv. Multimedia Resources
- 2 v. Other responsibilities as identified and needed

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

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

8

9

3. Next Generations Leadership

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

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

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

28

29

4. Disciple Making Churches

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

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

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

- 1 4. *Native American Concerns*
- 2 5. *Smaller Membership Church Concerns*

3
4 **5. Inclusive Body of Christ**

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

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

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

23
24 **6. Spirit Empowered Leaders**

- 25 a. Acts 2 The Pentecost Story
- 26 b. They will coordinate ministries which will change from time to time, but may
- 27 include:
- 28 i. Lay Speakers Ministry
- 29 ii. Discipleship
- 30 iii. Certified Lay Ministers
- 31 iv. Stewardship
- 32 v. Christian Educators Fellowship Networking
- 33 vi. Other responsibilities as identified and needed

34 *Spirit Empowered Churches covers the work of these areas from the old structure:*

- 35 1. *WOC Board of Discipleship*
- 36 2. *WOC Board of General Ministry*
- 37 3. *Laity Concerns*

38
39 We see this new structure aligning with the 6 West Ohio Conference Pathways as follows:

- 40 1. Leadership Excellence-Spirit Empowered Leaders, Telling The Story and Inclusive Body
- 41 of Christ
- 42 2. New Venues for Ministry-Disciple Making Churches
- 43 3. Strengthening Existing Churches-Next Generations Leadership, Disciple Making
- 44 Congregations & Spirit Empowered Leaders
- 45 4. Mission and Justice Partnerships-Let Justice Roll and Inclusive Body of Christ
- 46 5. Financial Resource Development-Telling the Story

2. Churches may make donations of food and clothing through CROP, which is the food collection agency of Church World Service. Special gift vouchers will be issued by UMCOR for receipts forwarded to them.
3. CFA has approved a conference-wide appeal by the United Methodist Children's Home.

Deadlines

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

Apportionments:

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

Receipts and Payments

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

Budgets and Reports

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

1 **Conference Offerings and Appeals**

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

3 **Salaries and Travel**

- 4 1. The District Superintendents, Conference Treasurer, Council Director, Assistant to the
5 Bishop, Director of the Office of Ministry, and the Director of the Council on Development
6 shall be paid the same salary based upon the Conference Average Compensation (CAC). In
7 2008, these salaries are \$77,827 based upon 2006 data. They will be adjusted by the change
8 in the percentage amount of the CAC. The salaries will be \$80,547 in 2009 based upon 2007
9 data (a 3.49% increase).
- 10 2. Travel expenses for the District Superintendents, Conference Treasurer, Connectional
11 Ministries Director, Assistant to the Bishop, and Director of the Office of Ministry shall be
12 proposed by the cabinet in consultation with the Council on Finance and Administration.
13 Any travel expenses in excess of the budget shall be presented to the Executive Committee of
14 the council for approval.
- 15 3. The IRS rate for volunteers shall be paid when an expense is vouchered by any board or
16 committee for automobile travel on conference business.
- 17 4. The Conference shall reimburse two lay alternate and two clergy alternate delegates to the
18 General and Jurisdictional Conferences on the basis of the per diem as set by the respective
19 conference.

20 **Miscellaneous**

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

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41 William Brownson
42 Council on Finance & Administration
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RECOMMENDATION #3
Episcopacy Residence Committee Report

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

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Background

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

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

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Committee Activities and Preparations

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

- 40
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1. Assisted by a registered architect, Susan Keeny, the Committee produced a set of guidelines for the bishop's residence based on the West Ohio Conference parsonage standards and the North Central Jurisdictional guidelines for an Episcopal residence.
 2. Under the advice of Mrs. Keeny, who produced a written report, the Committee evaluated the current residence against the newly developed set of guidelines for a bishop's residence.
 - o While many of the guidelines and standards were met, a small number were not met. The most critical potential shortcomings of the current residence are that it lacks practical handicap accessibility and that parking is limited.
 3. The Committee received three appraisals of the current residence, which is a condominium located just off Route 23, north of the I-270 outer belt. The appraisals, which were received in December 2007, valued the property at \$333,000, \$315,000, and \$320,000 for an average 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. Based on homes on the market in December 2007 and those sold about the same time, the

1 cost of a residence meeting the guidelines is between \$420,000 and \$875,000 with an average
2 of \$600,000.

3 4 Alternatives Considered

5
6 The Committee considered the following alternatives pursuant to the 2007 Annual Conference
7 resolutions:

- 8
9 1. Providing a housing allowance;
- 10
11 2. Building a new residence;
- 12
13 3. Purchasing a different residence already built
- 14
15 4. Retaining the existing residence

16
17 Providing a housing allowance was an alternative requested by the 2007 Annual Conference.
18 Consistent with the request, the Committee submitted legislation to the 2008 Quadrennial
19 General Conference that would allow a housing allowance in lieu of the conference
20 providing a residence. At the time of this writing, the General Conference has not yet met
21 and the outcome of the proposed legislation is unknown. The Committee will report on the
22 outcome of the legislation at Annual Conference, and prefers this option if it is available.
23 Appropriate guidelines would then be developed.

24
25 Building a new residence was considered, but the Committee does not recommend this
26 alternative. In talking with realtors it was determined that the cost of building a new house to
27 meet the guidelines would be significantly higher than modifying existing houses. The
28 prevailing economic conditions, particularly as it relates to housing, have resulted in a
29 significant inventory of homes for sale meeting the residence guidelines. Also, the
30 committee believes that the time-frame for the conference owning any residence is, at most,
31 the standard terms of two bishops or 16 years. Given that time horizon along with the current
32 market conditions, the Committee believes another alternative makes more sense.

33
34 The Committee believes purchasing a different residence is the best decision in the long term
35 and has taken the steps necessary to understand the financial implications of this course of
36 action for the churches in West Ohio. The Financial Plan for this recommendation is below.

37
38 While the Committee believes that purchasing a different residence is the correct long-term
39 course of action, there is a scenario in which retaining the current residence for a period of
40 time may make sense. Given Bishop Ough's eight years in West Ohio, it would be
41 customary that a different bishop be assigned to West Ohio. While unusual, it is nevertheless
42 possible that Bishop Ough will be assigned to serve another four-year term in West Ohio.
43 Were that the case, the Committee believes retaining the current residence, at least for a
44 period of time, is prudent. We will not know who will be assigned bishop for West Ohio
45 until July 18, when the Jurisdictional Conference meets and assigns new bishops in the North
46 Central Jurisdiction.

1 Financial Summary and Background

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

9
10 The prior Episcopal residence was sold for \$248,000 in September 2000. The current residence
11 at 8242 Windsong Court was acquired in August 2000 for \$243,000. During 2000 and 2001 the
12 conference made extensive renovations and improvements to the property from the accumulated
13 funds totaling an additional \$297,600 for a total investment of \$540,600.

14
15 Taking the average of the three appraisals of the current property, which is \$323,667 and the cost
16 of acquiring a different residence meeting the new guidelines, the Conference would need to
17 identify assets or acquire a mortgage of between \$120,000 and \$575,000. The Committee
18 estimates the new mortgage will be about \$300,000. The Committee believes that the mortgage
19 should be for 15 years. At the end of the mortgage, the Conference would, once again, have an
20 unencumbered asset.

21
22 Taking into consideration other costs as outlined in the table below, the net impact on the annual
23 conference 2009 budget is approximately \$67,000. In subsequent years it is estimated to be a net
24 of \$40,000. This compares to the current annual costs of \$18,459, which have been paid by the
25 using the interest earned on funds held by the Board of Trustees. It is anticipated that
26 approximately \$20,000 a year will continue to be available from the Trustees to reduce the
27 apportioned expenses of the Episcopal residence.

28

Sale price of 8242 Windsong	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, after the bishop as of September 1, 2008 is announced.

The Episcopal Residence Committee

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

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

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

31 Submitted by:
32 New Church Start Development Team
33 Board of Congregational and Community Development
34 Connectional Ministries Council
35 Council on Finance and Administration
36
37
38

39 **RECOMMENDATION #5**
40 **Commission on Equitable Compensation**
41

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

1 Through the distribution of designated Conference funds, the Equitable Compensation
2 Commission seeks to support the Annual Conference through the Cabinet's appointment of
3 transformational leadership in strategic appointments to further the mission of Christ.
4

5 **Guidelines and Recommendations**

6 The Commission presents the following guidelines and recommendations for 2009 figured on the
7 projected General Board of Pensions Conference Average Compensation (C.A.C.) of
8 \$53,095.00.
9

10 **A. Minimum Salary**

- 11 1. The following are eligible for minimum salary support: elders, deacons in full connection
12 serving in local churches, probationers on the elder-track, probationers on deacon-track
13 serving full-time appointments in local churches, associate members, and licensed local
14 pastors serving full-time appointments in local churches.
15
- 16 2. The following are not eligible for minimum salary support: retired members, retired local
17 pastors, deacons in full-connection serving beyond the local church, probationers on the
18 deacon-track in full-time appointments beyond the local church, student pastors, and
19 members in extension ministries.
20

21 Recommended Salary	22 2009
23 Elder in full-time appointment	\$35,000
24 Full-member deacon in full-time appt.	\$35,000
25 Probationer on elder-track in full-time appt.	\$31,800
26 Probationer on deacon-track in full-time appt.	\$31,800
27 Associate member in full-time appointment	\$31,800
28 Licensed local pastor in full-time appointment who has 29 completed the Course of Study or equivalent	\$30,500
30 Licensed local pastor in full-time appointment	\$29,200

31 Each elder in full connection who is in good standing and who is appointed by the bishop to
32 less than full-time service under the provisions of para.342.1 of the 2004 *Book of Discipline*
33 shall have a claim upon the conference Equitable Compensation Fund in one-quarter
34 increments according to par.338.1.
35

- 36 3. The Commission on Equitable Compensation suggests that a church/charge which is
37 served by a student pastor pay that pastor \$17,500.
38

39 **B. Definition of Eligibility**

40 **1. MINIMUM SALARY SUPPORT**

- 41 a. Elders, probationers on the elder-track, deacons in full connection serving in local
42 churches, associate members, and the licensed local pastors serving full-time
43 appointments in local churches are eligible for minimum salary support.
- 44 b. Retired members, retired local pastors, full-member deacons in full-time
45 appointments beyond the local church, probationers on the deacon-track in full-time

- 1 appointments beyond the local church, student pastors and members in extension
2 ministries have no claim on the minimum salary support.
- 3 c. Support from all church sources (District Union, Black Church Development Fund,
4 etc.) in addition to local sources will be used in computing claims.
 - 5 d. The commission will continue to work with the Cabinet in providing minimum
6 compensation, sensitive to such variable factors as unique situations needing special
7 skills, missional priorities, and ethnic/racial considerations.
 - 8 e. When a church withdraws from a charge to a station, its pastor shall not be eligible
9 for minimum salary support for at least five years.
 - 10 f. The commission shall consider any charge paying less than \$12,000 per year as a
11 part-time charge having no claim to minimum salary support, except in the situation
12 of clergy members appointed to less than full time (*2004 Discipline* para.342.2).
 - 13 g. A charge with more than 300 members shall have no claim to minimum salary
14 support.

15 **2. KEY LEADERSHIP SALARY SUPPORT**

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

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

34 **3. SPECIAL SALARY SUPPORT**

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

38 **C. The goal of the commission is to eliminate the need for long term minimum salary 39 support by:**

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

- 1 **D. Travel reimbursements** are a church operating expense, not ministerial income. The local
2 church shall adopt one of the following methods to be used in handling travel allowances:
3 1. A monthly voucher system for reimbursement at a mileage rate to coincide with the 2009
4 IRS allowance.
5 2. Lease or purchase an automobile for use by the pastor when engaged in church business.
6 **E.** The commission reminds the members of the Conference, local church Pastor-Parish
7 Relations Committees, and pastors, that total ministerial support includes items beyond cash
8 salary, such as housing, utilities, pension benefits, and hospitalization.
9 **F.** The commission recognizes the financial factor as very significant in the issue of pastoral
10 morale and declares its intention to encourage openness in financial matters among all
11 persons, boards, and agencies who share the concern for the well being of churches and
12 pastors.

13 Rosalie Beers
14 Chair
15
16
17

18 **RESOLUTION #6**
19 **Care for Creation: Local Church Response**
20

21 Whereas, the Scriptures tell us that “the earth is the Lord’s and everything in it (Ps 24:1);
22

23 Whereas, God calls us to be responsible stewards over the entire creation caring for the needs of
24 all people and animals (Gen 1-2);
25

26 Whereas, The United Methodist Church has had a historic commitment to stewardship of God’s
27 creation (The Social Principles Para 160, page 96, 2004 Book of Discipline);
28

29 Whereas, the 2004 Book of Resolutions records our present understanding of our historic
30 commitment to the stewardship of God’s creation, confirming that “all United Methodist
31 Churches, Annual Conferences, general boards and agencies are to be models of energy
32 conservation (U.S. Energy Policy and United Methodist Responsibility, page 83);
33

34 Whereas, we as United Methodists are called to love our neighbor as ourselves and to protect and
35 care for the environment so that all may have abundant life;
36

37 Whereas, since 1986, when the Bishops of The United Methodist Church issued their letter in
38 Defense of Creation, our bishops have been calling us to take this issue seriously;
39

40 Whereas, using reusable grocery bags and recycling are ways to save trees and energy and to
41 keep us from filling up landfills (2004 Book of Resolutions, page 108);
42

43 Whereas, the cost of oil is over \$100 a barrel and fuel efficient cars, and other forms of
44 transportation, use much less fuel and create much less pollution;
45

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

1 Whereas, compact florescent light bulbs last 10 times longer than regular light bulbs and LED
2 lighting lasts even longer reducing carbon dioxide use and overall cost;

3
4 Whereas, increasing pollution and drought are affecting the health and sanitary water supply in
5 the U.S. and worldwide;

6
7 Whereas, Christian organizations such as the Evangelical Environmental Network and The
8 United Methodist General Board of Church and Society view climate change as one of the
9 greatest threats to God’s creation;

10
11 Whereas, a 2007 report issued by the Intergovernmental Panel on Climate found that humans are
12 “very likely” responsible for climate change;

13
14 Whereas, the thirteen warmest years on record have occurred in the last 15 years causing higher
15 sea levels and widespread melting of ice and snow;

16
17 Therefore, be it resolved, that we of the West Ohio Conference of The United Methodist Church
18 explore and take action as individuals, local churches, and district and conference offices to seek
19 ways to better care for the earth as part of our Christian discipleship.

20
21 Be it further resolved, that United Methodists include prayers for creation and all God’s creatures
22 in their congregational worship and individual devotional lives.

23
24 Be it further resolved, that local congregations and district offices form a task force or group to
25 study the issue of climate change and suggest action steps.

26
27 Be it further resolved, that the West Ohio Task Force on Creation Care serve as an ongoing
28 committee (under Christian Social Witness Care of Creation/Environment Ministry Area) to help
29 resource local churches in finding worship aids or educational materials and in implementing
30 their action steps.

31
32 Submitted by the Creation Care Task Force and endorsed by the Board of Christian Social
33 Witness on March 10, 2008.

34
35
36
37 **RESOLUTION #7**
38 **Advocacy Regarding Care of Creation**
39

40 Whereas, “Everything under heaven belongs to God” (Job 41:11);

41
42 Whereas, we as United Methodists are called to love our neighbor as ourselves and to care for
43 the environment so that all may have abundant life;

44
45 Whereas, the 2004 Book of Discipline (Para 160, page 96) states that “God has granted us
46 stewardship of creation. We should meet these stewardship duties through acts of loving care and

1 respect...let us recognize the responsibility of the church and its members to place a high priority
2 on changes in economic, political, social, and technological lifestyles to support a more
3 ecologically equitable and sustainable world leading to a higher quality of life for all of God's
4 creation";

5
6 Whereas, the 2004 Book of Resolutions, states that we are called to tell "our elected officials that
7 we need laws that support the most important solutions to climate change" (page 83);

8
9 Whereas, we as Christians are called not only to care for the earth ourselves, but also to work
10 together on systemic issues and the long term care of our planet;

11
12 Whereas, we as American citizens are free to participate in the sharing and direction of our
13 government through education, advocacy and voting;

14
15 Whereas, change needs to take place at the individual, business, and government levels in
16 promoting energy reform;

17
18 Therefore, be it resolved, that the Creation Care Task Force will offer encouragement and
19 training in how to contact elected officials regarding climate change, encouraging them to
20 support various kinds of energy reform legislation.

21
22 Be it further resolved, that the Creation Care Task Force oversee the formation of advocacy
23 groups to continue this advocacy effort on a regular basis.

24
25 Be it further resolved, that a copy of this resolution be given to elected officials in Ohio and the
26 U.S. Congress.

27
28 Submitted by the Creation Care Task Force and endorsed by the Board of Christian Social
29 Witness on March 10, 2008.

30
31
32
33 **RESOLUTION #8**
34 **Resolution Against Gambling in Ohio**

35
36 *Those who oppress the poor insult their Maker,*
37 *but those who are kind to the needy honor him.*
38 (Proverbs 14:31, NRSV)

39
40 Whereas, historically, The United Methodist Church has taken a prophetic position against
41 gambling; and,

42
43 Whereas, numerous studies show that communities with gambling operations experience
44 increased bankruptcy rates and either an increase in crime or an increase in the cost of policing
45 the community; and,

46

1 Whereas, Ohio has been and will continue to be targeted by professional gambling corporations
2 because of the large profit to be made; and,
3

4 Whereas, the Governor of the State of Ohio and the legislature may be tempted to solve state
5 budget problems by expanding the lottery with new video terminal games (KENO) in new
6 locations like neighborhood bars; and,
7

8 Whereas, ballot referendums and efforts to change the Ohio constitution to allow gambling in
9 small locales or in the entire state are expected to emerge this year after the West Ohio Annual
10 Conference has concluded its session; and,
11

12 Whereas, the West Ohio Anti-Gambling Taskforce of the Board of Christian Social Witness in
13 partnership with the East Ohio Conference and other ecumenical bodies monitor new and
14 continuing efforts to legalize casino gambling, gambling devices and outlets in Ohio, and is
15 active in informing West Ohio local congregations to mount grassroots opposition to such
16 efforts.
17

18 Therefore, be it resolved: That the West Ohio Annual Conference encourage members of local
19 churches to contact the Governor and their state representatives requesting that gambling/gaming
20 not be used as a source of revenue for the state; and,
21

22 Be it further resolved: That members of the United Methodist Church in West Ohio contact
23 Governor Strickland to oppose the expansion of the Ohio lottery to include KENO and
24 potentially other video devices in the future; and,
25

26 Be it further resolved: That members of local churches actively oppose any constitutional
27 amendment that legalizes gambling/gaming in the state of Ohio; and,
28

29 Be it further resolved: That local congregations are urged to engage their membership in
30 education and discussion regarding:

- 31 • the Social Principles statement on gambling *United Methodist Book of Discipline*;
- 32 • Resolution 203: Gambling (*2004 Book of Resolutions*)
- 33 • Resolution 204: Gambling Impact Report (*2004 Book of Resolutions*) also found at
34 <http://govinfo.library.unt.edu/ngisc/>
- 35 • The negative impact of gambling on individuals, families, local communities and the
36 state; and,
37

38 Be it further resolved: That a copy of this resolution, with a cover letter of support, be given to
39 the Governor of the State of Ohio and elected legislators through our legislative advocacy
40 initiative.
41

42 Submitted by:
43 Anti-Gambling Taskforce and endorsed by the Board of Christian Social Action
44
45
46

RECOMMENDATION # 9
Board of Pension and Health Benefits

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 13. As shown on the following chart, the CPP and health care benefits will continue for twelve
45 months with premiums being paid by the Conference for those marked "Y" (yes:
- 46

	Full Member	Associate Member	Probationary Member	Full-time Local Pastor
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)

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.

STATUS	COVERAGE	PREMIUM PAYMENT Responsibility
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

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

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

- I. Such coverage is at least as comprehensive as the conference program and;
- II. Evidence of coverage and a waiver signed by the pastor, the chairperson of the Administrative Board and the Pastor Parish Relations Committee is provided to the Conference Health Care Committee; and
- III. Any savings from such a plan accrue to the church, not the pastor.

- 1 D. If a pastor is a participant in the West Ohio Conference health insurance program and
2 receives disability benefit through CPP, the insurance coverage will continue at the
3 conference's expense. A pastor who is not a participant in the West Ohio Conference
4 health insurance program and who becomes incapacitated is not eligible for health
5 insurance through the conference program.
6 E. A pastor serving in active full-time ministry beyond his/her 65th birthday will remain on
7 the Conference health insurance plan, which will be the primary carrier.
8

9 Payment of Premiums - Active Pastors

- 10 F. All active participants in the conference health care plan shall contribute to the premiums.
11 The participant's contribution shall be withheld by the church through payroll deduction.
12 The level of contribution shall be in proportion to the participant's total compensation as
13 defined by the Conference Board of Pension and Health Benefits.
14 G. Each salary-paying unit participating in the conference health care plan shall establish a
15 premium-only Section 125 plan, through which the participant's contribution shall be
16 collected. At year-end the salary-paying unit shall deduct the participant's premium
17 contributions from their reportable income on their W-2.
18 H. The church's and participant's premiums shall be collected monthly by a debit
19 Automated Clearing House (ACH) transaction from the church's checking account. Each
20 local church will have the option to select the 1st or the 15th of the month when the ACH
21 transaction will be applied. Enrollment in the ACH process will coincide with enrollment
22 in the health care plan.
23

24 2. Retired Pastors

25 Eligibility:

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

- 28 A. Upon retirement at age 65 or thereafter, the pastor and spouse are responsible for
29 providing Part A and B of Medicare or its equivalent.
30 B. Pastors and their spouses who retired before 1/1/2005 shall pay a portion (between 15%
31 and 50%) of the premium based upon their years of pension credit with the United
32 Methodist Church as recorded by the General Board of Pension and Health Benefits.
33 C. Pastors and their spouses who retired after 12/31/2004 shall pay a portion (between 15%
34 and 100%) of their premium based upon their years of pension credit with the United
35 Methodist Church as recorded with the General Board of Pension and Health Benefits.
36 D. Surviving spouses of retired pastors will not be required to make contributions to the
37 premiums.
38 E. Retiree's premium calculations shall be applied to the policy (PPO or Medicare
39 Supplement) that is in effect at the time of their retirement.
40 F. Retiree's premium contributions shall be collected monthly by a debit ACH transaction to
41 the retiree's checking or savings account.
42

43 3. Other Health Care Provisions

- 44 A. All full-time (30 hours per week) lay employees of the West Ohio Conference and its
45 district offices shall be provided health insurance under the same provision as active and
46 retired clergy.

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

18 19 **General**

- 20 1. A moving allowance of up to \$3,000 is granted each full-time and three-quarter time member
21 of the retiring class and each member accepting incapacity leave and the families of active
22 full-time members in the event of the death of the member, provided they have not
23 previously received a moving allowance and provided they have been a participating member
24 in the Conference Pension Program for the last five years prior to retirement. **Exception:**
25 Retirement under twenty-year rule.
- 26 2. The total expense for 2009 is \$5,901,500 of which \$1,142,500 will come from the Council on
27 Development and Medicare Retiree Drug Subsidies. This covers administrative expenses,
28 moving allowance, health care insurance, incapacity, and amortization of past years of
29 service liability.
- 30 3. The church from which the pastor is moving will pay pension payments for pastors moving
31 at conference time for the whole month of June. Payments for new pastors will begin on the
32 first of the month following the appointment. Pastors moving during the conference year will
33 have payments for the whole month by the church they are serving on the first of the month.
- 34 4. All churches shall be encouraged to include eligible full-time church lay employees in the
35 Lay Pension Benefits program offered by the General Board of Pension and Health Benefits.
36 ¶259.2g(12)
- 37 5. The Treasurer of the Conference Board of Pension and Health Benefits shall be authorized to
38 direct the movements of all pension-related funds in the several accounts so as to care for the
39 needs of the program.

40 41 **Resolutions Relating to Rental/Housing Allowances for Retired or Disabled Clergypersons** 42 **of the West Ohio Conference**

43
44 The West Ohio Conference (the "Conference") adopts the following resolutions relating to
45 rental/housing allowances for retired or disabled clergypersons of the Conference:
46

1 WHEREAS, the religious denomination known as The United Methodist Church (the “Church”),
2 of which this Conference is a part, has in the past functioned and continues to function through
3 ministers of the gospel (within the meaning of Internal Revenue Code section 107) who were or
4 are duly ordained, commissioned, or licensed ministers of the Church (“Clergypersons”);
5

6 WHEREAS, the practice of the Church and of this Conference was and is to provide active
7 Clergypersons with a parsonage or a rental/housing allowance as part of their gross
8 compensation;
9

10 WHEREAS, pensions or other amounts paid to retired and disabled Clergypersons are
11 considered to be deferred compensation and are paid to retired and disabled Clergypersons in
12 consideration of previous active service; and
13

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

18 THEREFORE, BE IT RESOLVED, that an amount equal to 100% of the pension or disability
19 payments received from plans authorized under *The Book of Discipline of The United Methodist*
20 *Church* (the “*Discipline*”), which includes all such payments from the General Board of Pension
21 and Health Benefits (“GBOPHB”), during the year 2009 by each retired or disabled
22 Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is
23 designated as a rental/housing allowance for each such Clergyperson; and
24

25 THEREFORE, BE IT RESOLVED, the pension or disability payments to which this
26 rental/housing allowance applies will be any pension or disability payments from plans,
27 annuities, or funds authorized under the *Discipline*, including such payments from the GBOPHB
28 and from a commercial annuity company that provides an annuity arising from benefits accrued
29 under a GBOPHB plan, annuity, or fund authorized under the *Discipline*, that result from any
30 service a Clergyperson rendered to this Conference or that a retired or disabled Clergyperson of
31 this Conference rendered to any local church, annual conference of the Church, general agency
32 of the Church, other institution of the Church, former denomination that is now a part of the
33 Church, or any other employer that employed the Clergyperson to perform services related to the
34 ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a
35 benefit under, such a plan, annuity, or fund for such retired or disabled Clergyperson’s pension
36 or disability as part of his or her gross compensation.
37

38 NOTE: The rental/housing allowance that may be excluded from a Clergyperson’s gross income
39 in any year for federal income tax purposes is limited under Internal Revenue Code section
40 107(2) and regulations there under to the least of: (1) the amount of the rental/housing allowance
41 designated by the Clergyperson’s employer or other appropriate body of the Church (such as this
42 Conference in the foregoing resolutions) for such year; (2) the amount actually expended by the
43 Clergyperson to rent or provide a home in such year; or (3) the fair rental value of the home,
44 including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year.
45

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

10
11 Board of Pensions and Health Benefits
12 Deborah K. Stevens, Chairperson
13 R. Stanley Sutton, Treasurer
14
15
16

17 **RESOLUTION #10**
18 **Board of Pension and Health Benefits Resolution on the Central Conference Pension**
19 **Initiative**
20

21 WHEREAS 9,300 clergy in the central conferences – conferences outside the United States –
22 serve more than 3.5 million church members, and
23

24 WHEREAS in many of these areas clergy serve despite dire local conditions such as rampant
25 poverty, political instability, and threats of violence, and
26

27 WHEREAS approximately 2,000 retired pastors, lay workers, and surviving spouses in the
28 central conferences struggle to survive during retirement, and
29

30 WHEREAS many clergy members in the central conferences will not have any government-
31 funded pensions, and
32

33 WHEREAS the 2004 General Conference and the General Board of Pension and Health Benefits
34 (GBOPHB) started the Central Conference Pension Initiative with a goal of a \$20 million
35 endowment to be kept at the GBOPHB and whose earnings will support central conference
36 retirees, and
37

38 WHEREAS the West Ohio Conference earns interest on its pension reserves that can only be
39 used for clergy benefits,
40

41 THEREFORE BE IT RESOLVED that the West Ohio Conference contribute \$200,000 from the
42 earnings on it's 2007 pension reserve, which represents about a one-half tithe of a tithe on the
43 reserves.
44
45
46

1 **RECOMMENDATION #11**
2 **Words Have Consequences**
3

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

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

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

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

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

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

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

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

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

43 —1 John 3.15
44

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

1 (2) "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 (3) 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 (4) "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.
20
21
22

23 **RECOMMENDATION #12**
24 **Read, Study and Learn**
25

26 CONFERENCE COMMITMENT TO STUDY THE ISSUE OF
27 FULL INCLUSIVENESS OF CHRISTIAN HOMOSEXUALS
28 IN THE UNITED METHODIST CHURCH
29

30 WHEREAS: The 1988 General Conference of The United Methodist Church recognized the
31 differing opinions on the issue of homosexuality in the church and the basic good faith of United
32 Methodists on all sides of the controversy; it instructed the General Council on Ministries to
33 conduct a study of homosexuality and report to the 1992 General Conference; and thereafter, a
34 27 member "*Committee to Study Homosexuality*" was established,
35

36 WHEREAS: The Committee to Study Homosexuality, and the General Council on Ministries,
37 recommended that the United Methodist Publishing House (Cokesbury) develop study materials
38 and resources, and in 1994, under the guidance of the Board of Discipleship a study guide titled,
39 "The Church Studies Homosexuality"* was published.
40

41 WHEREAS: The study guide titled, "The Church Studies Homosexuality" has been used by only
42 a small minority of our United Methodist churches.
43

44 WHEREAS: In 2000, the General Conference directed the GCCUIC (General Commission on
45 Christian Unity and Interreligious Concerns) to lead the church in dialogue on issues related to
46 homosexuality and the unity of the church.
47

1 WHEREAS: *The United Methodist News Service* reported the results of a survey in 1/31/2001
2 that both clergy and laity identified homosexuality first among issues facing the denomination as
3 a whole and the larger society.

4
5 WHEREAS: The 2004 General Conference encouraged further dialogue throughout the United
6 Methodist Church designed with worship at the center to lead to greater understanding, love, and
7 care for each other, and with the hope that our struggles with these concerns will take a more
8 civil character to the benefit of us all.

9
10 WHEREAS: In 2005 the GCCUIC produced a compact disk series titled “Can We Talk” (a
11 balanced compilation of interviews and discussions) for distribution to and study by the
12 “individuals, groups, local churches, annual conferences, and the general church,”) **

13
14 WHEREAS: The Reconciling Ministries Network has published the widely acclaimed
15 ecumenical study, “Claiming the Promise”, *** based on contributions made by 15 clergy and
16 scholars, several who were United Methodists.

17
18 WHEREAS: Many conferences demonstrated little evidence of the use of either “Can We Talk”
19 or “Claiming the Promise”,

20
21 WHEREAS: Church members who have used the “Church Studies Homosexuality” in
22 congregational study groups have responded positively. ****

23
24 WHEREAS: We, the Church, continue to loose viable pastors, seminarians, and baptized
25 members of the United Methodist Church, over this issue, and

26
27 WHEREAS: Elders and pastors of the Conference must maintain a sense of neutrality in
28 ministering to the diverse nature of their congregations,

29
30 WHEREAS: Many United Methodist Conferences have adopted a resolution encouraging
31 churches to use the materials "The Church Studies Homosexuality" and “Can We Talk” to get a
32 better understanding of the views held by United Methodists,

33
34 THEREFORE BE IT RESOLVED: that the West Ohio Annual Conference,

35 1. Go on record recommending the study of the report "The Church Studies
36 Homosexuality"; the DVD “Can We Talk”; and the ecumenical study “Claiming the Promise, An
37 Ecumenical Welcoming Bible Study on Homosexuality”, to every congregation in the
38 conference.

39 2. Ask the Conference Board of Christian Social Witness to encourage every church to
40 study and to provide assistance for the use of these materials during the 2008-2012, for the
41 edification of all Conference United Methodist laity, and clergy.

42
43 SUBMITTED BY: The Rev. Dr. Reginald Olson, retired member of the West Ohio Conference,
44 and Coordinator of the national Parents Reconciling Network.

45 -----

1 * “The Church Studies Homosexuality, Student” \$6.50 (X783798); “The Church Studies
2 Homosexuality Teacher” (X7883801) \$6.50, and “The Church Studies Homosexuality, Leaders
3 Kit” (X778964) \$15.00. All three are by author, Dorothy Williams, and are available through
4 Cokesbury. This study uses a balanced approach within the context of the official position of
5 The United Methodist Church as stated in *The Book of Discipline*. Six sessions for adult study
6 groups. The Leader's Kit includes: a Leader's Guide and audiocassette.

7
8 ** 2006 A DVD resource that offers a practical guide to discussions about homosexuality and
9 the church while putting “a real human face” on the issue. Produced by the church wide
10 Commission on Christian Unity and Interreligious Concerns and United Methodist
11 Communications, “Can We Talk...?” includes two DVDs and a CD-ROM with downloadable
12 documents. The DVD resource sells for \$39.95 and can be purchased from EcuFilm. For
13 details, visit www.ecufilm.org or call toll-free (888) 346-3862.

14
15 *** Claiming the Promise: Study Book. Project Coordinator: Mary Jo Osterman. Study book
16 (52 pp.) @ \$5.95; Leaders guide (64 pp.) @ \$9.95 Published by: Reconciling Ministries
17 Network.

18
19 **** *"I am grateful to be a part of a congregation and denomination that seeks to study and
20 understand homosexuality rather than reach conclusions without benefit of dialogue and study."*

21
22
23
24 **RECOMMENDATION #13**
25 **Sexual Relations of all Persons**

26
27 WHEREAS: We believe in the preservation of the family as an environment for the preservation
28 of basic values.

29
30 THEREFORE: We declare that the United Methodist Church in West Ohio embraces sexual
31 fidelity and considers abusive, promiscuous, non-covenantal sexual relationships incompatible
32 with Christian teaching.

33
34 SUBMITTED BY: The Rev. Dr. Reginald Olson, retired member of the West Ohio Conference,
35 and Coordinator of the national Parents Reconciling Network.

36
37 RATIONALE: This proposal treats all people equally regardless of sexual orientation.

38
39
40
41 **RECOMMENDATION #14**
42 **Vision/Mission Statement on Diversity and Inclusion**
43 **West Ohio Annual Conference**

44
45 God's Beloved Community is reflected in the body of Christ, and as such, being an inclusive
46 church represents a challenge of discipleship. The call of God is to all of us. One of the ways we

1 respond to the call of discipleship in our lives is to be inclusive within our communities of faith.
2 Each of us, as Christians, responds in some way to God's claim on our lives. 1 Corinthians 12,
3 speaks to us loudly and clearly about the nature of diversity and its connection to unity.
4 Diversity is a part of a unified whole. God's Beloved Community values difference.

5
6 How we deal with diversity is really our response to discipleship manifested in our ability to
7 honor, include, and affirm our differences as necessary and desired parts of the whole.
8 Discipleship means that we are all responsible for responding. Our discipleship pledge is our
9 response as a conference that allows us to move in a consistent and committed way toward
10 reflecting God's Beloved Community in our midst.

11
12 Specifically, in this case, we are being called to accountability related to faithful discipleship by
13 how we staff and how we go about enlisting and recruiting those members of our conference
14 who might serve us as pastors and other leaders.

15
16 As we realign our conference, our joy and our hope are that our conference will be able to reflect
17 diversity and cultural variety within our community in such a way that all of our voices together
18 blend to make a melodic and harmonious chorus.

19
20 The following agencies and constituencies have been consulted in the development of this
21 Vision/Mission Statement, and the strategies named below: Commission on Religion and Race
22 (CORR), Black Methodists for Church Renewal (BMCR), the Cross Racial Appointments
23 Committee, the Board of Ministry and District Committees on the Ministry, the Ministry
24 Recruitment Institute (MRI), the Hispanic Task Force, the Native American Caucus, the Asian
25 Caucus, United Theological Seminary (UTS), Methodist Theological Seminary of Ohio
26 (MTSO), Connectional Ministries Council, the bishop and cabinet.

27
28 **Elements for a Comprehensive Strategy for**
29 **Ethnic Clergy Enlistment, Recruitment, and Inclusion**
30

31 ❖ Institutionalization of Diversity and Inclusion

- 32
33 ▪ Develop and implement specific programs and processes in all West Ohio Conference
34 programs and activities that encourage and embrace diversity and inclusion
35

36 ❖ Leadership training in Diversity and Inclusion

- 37
38 ▪ Formal and regular training for all clergy and lay leadership throughout the
39 Conference
40

41 ❖ Aggressive and targeted recruitment for ethnic clergy leadership

- 42
43 ▪ The development of an annual recruitment strategy targeted at African Americans,
44 Native Americans, Hispanics, Asians, and other persons of color
45
46

- 1 ❖ Intentional Cross Racial Appointments
- 2
- 3 ▪ Annually, identify churches for cross racial and multi racial appointments
- 4
- 5 ❖ Mentoring Program for Ethnic Clergy and Clergy in Cross Racial Appointments
- 6
- 7 ❖ Affirmation of the Disciplinary responsibilities of Continued Monitoring, Education, and
- 8 Advocacy work by the Commission on Religion and Race with annual report to the Annual
- 9 Conference

10 We recommend this Vision/Mission Statement on Diversity and Inclusion along with these

11 elements for a Comprehensive Strategy be affirmed by the West Ohio Annual Conference.

12

13 We further recommend that Connectional Ministries, Office of Ministry, and Cabinet will

14 collaborate in carrying out the appropriate elements of the strategy according to their

15 respective scope of work.

16

17

18 George D. Williams, Sr., Chair

19 Ethnic Clergy Recruitment Committee

20 Connectional Ministries

21

22

23

24 **RECOMMENDATION #15**

25 **Conference-wide Workers Compensation Group**

26

27 *WHEREAS* Workers compensation insurance is required and administered by the State of Ohio,

28 and

29

30 *WHEREAS* churches have to pay a percentage of their annual payroll to the Bureau of Workers

31 Compensation, and

32

33 *WHEREAS* churches have had to pay fees to third party administrators (TPA) to join a group to

34 reduce their Workers Compensation payments and handle claims, and

35

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

37

38 *WHEREAS* pastors are covered by workers compensation only if the local church elects to cover

39 the pastor, and

40

41 *WHEREAS* churches are bombarded annually with solicitations from worker compensation

42 TPAs,

43

44 *THEREFORE BE IT RESOLVED* that the Council on Finance and Administration in conjunction

45 with a third-party administrator establish an equalized workers compensation group comprised of

1 all the local churches of the West Ohio Conference, all employees and pastors of those local
2 churches, and all conference and district employees.

3
4 *FURTHER BE IT RESOLVED* that all costs associated with the group be paid through the
5 conference apportionment, not to exceed \$40,000 per year; there shall be no direct billing to the
6 local church except by the State of Ohio.

7
8 *RATIONALE*

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

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

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

20 West Ohio Conference has the opportunity to form a group for Workers Compensation that
21 would encompass all employees and pastors. Churches would not have to enroll pastors; it
22 would be done automatically through the conference treasurer's office. If a church had a claim it
23 could not be thrown out of the group. The normal administrative fees would be paid through
24 apportionments so the local church would not be billed by the TPA.

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

27
28 *QUESTIONS AND ANSWERS*

29
30 Q: Isn't the pastor automatically covered under Workers Compensation?

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

34
35 Q: Would this apply to part-time pastors?

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

38
39 Q: Would employees of Wesley Foundations and Campus Ministry units be covered.

40 A: Yes, they would be included.

41
42 Q: Will this save my church money?

43 A: In most cases it will. If the church is already part of our voluntary Workers Compensation
44 group they will save the \$25 fee for joining an association and the minimum \$65 fee to the TPA.
45 The new group would not charge the individual church a fee; it is paid by the conference at less
46 than half of the amount churches are now paying. If the church has never elected to include the

1 pastor, they will now have to pay for that coverage, but at a lower rate than they otherwise would
2 have to pay.

3

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

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

7

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

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

11

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

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

17

18 Q: Could my church opt out of the group?

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

21

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

23 A: Yes. Several years ago a West Ohio pastor was killed in an automobile accident while on his
24 way to a wedding rehearsal. The church had opted to include him on Workers Compensation a
25 few months earlier. As a result his widow continues to receive payments from the BWC.

26

27 Q: Will this proposal prevent the treasurer from being flooded with BWC literature and
28 solicitations from other TPAs?

29 A: Alas, no. But the treasurer will know they can be discarded.

30

31 Q: When would this be effective?

32 A: The BWC works on a state fiscal calendar, one year in advance. We would have to start
33 work immediately for it to go into effect on July 1, 2009.