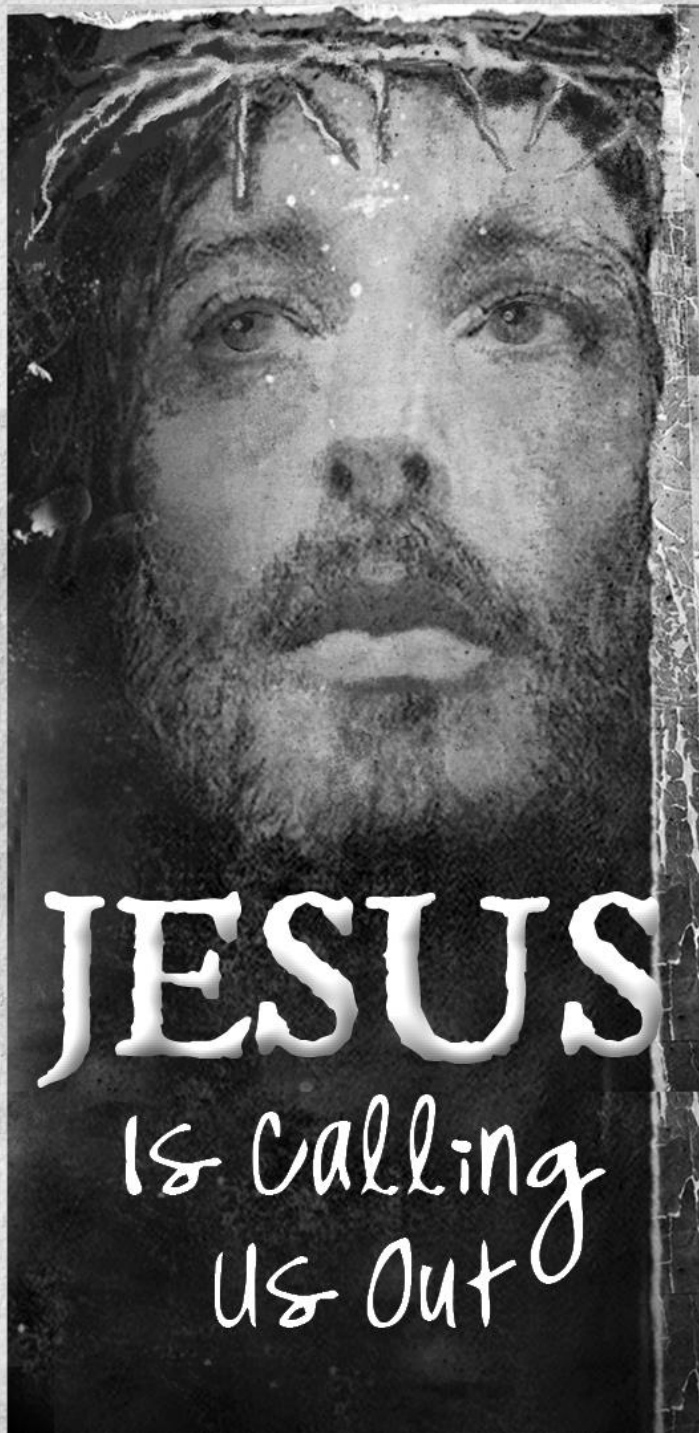


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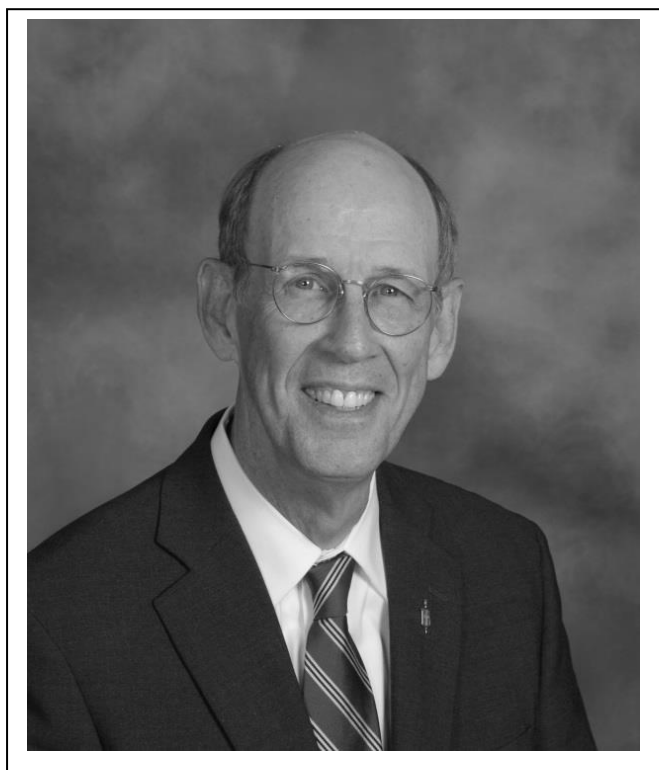
2016

EAST OHIO ANNUAL CONFERENCE



JESUS

Is calling
us out



John L. Hopkins

Resident Bishop

John L. Hopkins, Presiding Bishop • Cynthia Patterson, Secretary

Brenda Vaccaro, Workbook Editor

**OHIO EAST AREA
THE UNITED METHODIST CHURCH**

8800 Cleveland Avenue NW, P.O. Box 2800 • North Canton, Ohio 44720
Telephone: (800) 831-3972, ext. 112 • Fax: (330) 497-4911

JOHN L. HOPKINS
BISHOP
bishop@eocumc.com

GARY M. GEORGE
ADMINISTRATIVE ASSISTANT
gary.george@eocumc.com

Dear East Ohio Annual Conference Member,

I look forward to being with you once again on the shore of Lake Erie. Lakeside Chautauqua holds a special place in my heart. It is there that Annual Conference comes alive with passionate worship, warm fellowship, and a desire to serve.

Annual Conference 2016 marks the conclusion of the quadrennial theme based on our mission statement: to make and mature disciples of Jesus Christ for the transformation of the world. Over the past three years we have focused on our call (Jesus is Calling ...); on methods to identify new disciples (Jesus is Calling Us In); and on practices to motivate maturing disciples (Jesus is Calling Us Up).

At this year's Annual Conference we will examine ways that we can transform disciples, ministries, communities, and the world.

Jesus is Calling Us Out.

When we gather in Hoover Auditorium, we will again do so in an attitude of holy conferencing – knowing that each of us has something to share, and something to learn.

I am pleased to introduce you to this year's speakers:

Bishop Peter D. Weaver will lead us in morning worship on Tuesday and Thursday. He and I were elected to the Episcopacy together in 1996. After serving eight years in the Philadelphia Area and eight years in the Boston Area, he retired in 2012. Bishop Weaver is a historian who knows the story of how the Allegheny Conference sent missionaries to East Ohio and Christ transformed the Northwest Territory.

Bishop Gregory V. Palmer will be the preacher for the Wednesday morning worship service. He is the resident bishop of the West Ohio Conference. During his four years in Ohio we have moved toward sharing resources to recruit clergy, strengthen racial-ethnic leadership, and find a common voice for advocacy in the state. In the lead-up to General Conference 2012 we worked together to establish the Call to Action Team and the Committee on the Worldwide Nature of the Church.

Greg Rentsch will be the keynote speaker for the Wednesday afternoon Leadership Development session. He is our Conference Lay Leader, and is a small group facilitator and teacher at the United Methodist Church of Berea. The Leadership Development Session will feature conversation about the ways in which we all – clergy and laity, alike – can progress on the journey of moving from membership to discipleship.

The 2016 agenda features several changes from previous years:

- Sun., June 12 Prayer & Praise Service at 6:45pm in Orchestra Hall
- Mon., June 13 Clergy Executive Session at 9:00am in Hoover
- Mon., June 13 Service of Commemoration and Holy Communion at 1:30pm in Hoover
- Mon., June 13 Celebration of our 12 years together in East Ohio at 7:30pm in Hoover
- Tues., June 14 Celebration of Retirement at 7:30pm in Hoover
- Wed., June 15 Service of Commissioning and Ordination at 7:30pm in Hoover

This year I will preside over my 20th Annual Conference session as a residential bishop and my 12th session at Lakeside Chautauqua. I am confident that the Holy Spirit will renew our hearts and minds as we gather for worship and witness.

Elaine and I look forward to seeing you at Lakeside, where we can find strength for the journey ahead.



John L. Hopkins

Resident Bishop



Dear Bishop Hopkins and Friends of the East Ohio Conference,

It is our great pleasure to have you join us at Lakeside Chautauqua once again for the East Ohio Annual Conference. As we embark upon our 143rd Chautauqua season, we celebrate our strong and lasting connection with The United Methodist Church and the rich history of worship and renewal taking place on the grounds.

In fact, the Lakeside Board of Directors has both Ohio United Methodist Bishops, or their representatives, and six representatives from the East Ohio and West Ohio Conferences serving on the board. This continues our heritage.

We invite you and your family to return to Lakeside this summer to experience the full measure of our 2016 Chautauqua program from June 18-September 5. Each lay or clergy member of Conference has the opportunity to receive two complimentary (one-day) Daily Chautauqua Passes. These passes allow admission to Lakeside Chautauqua for one day and last until 7 p.m. the following day; admission to Hoover Auditorium entertainment on the day of arrival; and access to Lakeside's many religious, educational, cultural and recreational opportunities.

To obtain two complimentary (one-day) Daily Chautauqua Passes, including auto, please email Mary Ann Hirsch at mahirsch@lakesideohio.com. Include the phrase "Complimentary Member Passes" in the subject line of the email, and within the email, state the exact day you want to use the passes.

We offer a number of religious life opportunities, including Sunday Worship Services, Preachers of the Week, Daily Faith for Living Hour, Vespers by the Lake and Children's, Teen and College Ministries. Lakeside invites significant preachers from across the world to live in residence as part of our Preacher of the Week program. On Sunday mornings during the summer, you can obtain a complimentary Church Pass to attend our worship services. To view our 2016 Preacher of the Week schedule, visit www.lakesideohio.com/religion/preacher.

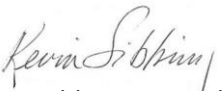
Marquee entertainers performing in Hoover Auditorium this summer include The Motortown All-Stars (Saturday, May 28), Herman's Hermits starring Peter Noone (Saturday, June 25), John Tesh in Concert (Saturday, July 9), Felix Cavaliere's Rascals (Saturday, July 16), Rhythmic Circus (Saturday, July 23), Next Generation Leahy (Friday, July 29), Sons of Serendip (Friday, Aug. 5), Francesca Battistelli (Saturday, Aug. 13) and "1964" ...The Tribute (Saturday, Sept. 3).

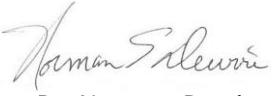
This year, the Chautauqua Lecture Series will focus on several themes, such as 'The United States: 150 Years Ago' with the Rev. Dr. Ronald C. White, Jr., 'World's Fairs & Expositions,' 'Jamestown, the Buried Truth about America's Birthplace' with Dr. William Kelso, 'Seeking Peace in a Multi-Faith World' with the Rev. Dr. Stephen Butler Murray and '*American Home Landscapes*' with author Denise Wiles Adams and co-author Laura Burchfield.

When you return for a time of renewal at Lakeside, you are also encouraged to participate in some of our recreational opportunities, including sailing, tennis, shuffleboard and miniature golf at our renovated facility.

1 Additionally, Lakeside is extending a 15% discount to active and retired clergy for overnight
2 accommodations (Sunday-Thursday) at either Hotel Lakeside or the Fountain Inn, subject to availability.
3 To make a reservation, contact (419) 798-4461, ext. 230 and mention the 'Clergy Retreat.' We look
4 forward to having Annual Conference lay and clergy members return this summer to share in the
5 Lakeside Chautauqua experience.

6
7 Yours in the Spirit of Lakeside Renewal,
8

9
10 
11 Kevin Sibbring, President/CEO
12 Lakeside Chautauqua
13


Rev. Dr. Norman Dewire, Director of Religious Life
Lakeside Chautauqua

ATTENTION LAY MEMBERS:

If you are **not to be a lay member** of Conference this year, please pass this material to your successor and notify Brenda Vaccaro (ext. 153), Conference Registrar, at 1-800-831-3972.

PURPOSE OF THE PRE-CONFERENCE WORKBOOK

This workbook contains proposals submitted by the March 15 deadline, for consideration and action by the East Ohio Annual Conference Session, to be held June 13-16, 2016 at Lakeside Chautauqua, Ohio. (Other proposals will be distributed as they become available.) None of the proposals contained on these pages are the official positions of the East Ohio Conference until they are perfected and adopted by the East Ohio Annual Conference. If adopted, they will be published as part of the official record of the Annual Conference in the 2016 East Ohio Conference Journal.

BRING THIS WORKBOOK WITH YOU TO ALL CONFERENCE SESSIONS**Instructions for making larger print copies of this workbook:**

Every effort has been made to conserve Conference resources and to print this workbook in as few pages as possible in a readable typeface. If you are vision-impaired and need enlarged pages, and if you have access to a copy machine with enlargement capability, you can use the 120% setting and 8 ½ x 14" paper. If your local church is not able to do this, you may complete the form below and return it before **May 29, 2016** to: Cheryl Duell, 8800 Cleveland Ave., NW, North Canton, OH 44720, and enlarged pages will be mailed to you before June 8, 2016.

Please send Large Print pages of the 2016 Pre-Conference Workbook to:

Name: _____

Street Address: _____

City: _____ State: _____ Zip: _____

Return this form **before** May 29 to:

Cheryl Duell, Workroom Supervisor
East Ohio Conference UMC
8800 Cleveland Ave., NW
North Canton, OH 44720-4567

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47th SESSION
EAST OHIO ANNUAL CONFERENCE
HOOVER AUDITORIUM – LAKESIDE, OHIO
Sunday, June 12 through Thursday, June 16, 2016

AGENDA

SUNDAY EVENING
June 12, 2016

- 4:00 p.m. *Choir Rehearsal at Lakeside UMC*
- 6:00 p.m. *Rehearsal for Ushers in Hoover Auditorium.
(During all rehearsals, please clear the auditorium.)*
- 6:45 p.m. **PRAYER AND PRAISE SERVICE** – Everyone is invited to Orchestra Hall – clergy, laity and families.
- 7:45 p.m. *Rehearsal for Monday's Service of Commemoration and Holy Communion, including sound check, in Hoover Auditorium.*

MONDAY MORNING
June 13, 2016

- 8:00 a.m. *Production Meeting and Sound Check in Hoover Auditorium.*
- 8:00 a.m. *Choir Rehearsal in Orchestra Hall.*
- 9:00 a.m. **CLERGY EXECUTIVE SESSION IN HOOVER AUDITORIUM**
Gathering Celebration
Matters of Faith and Order
Matters of ordination, character and conference relations
CLERGY SESSION ATTENDED BY (see paragraph 605.6):
Members in Full Connection (**with vote**)
Provisional Members (without vote)
Associate Members (without vote)
Full-time and Part-time Local Pastors (without vote)
Lay Members of BOM (**with vote**)
Business of Annual Conference
Closing Prayer
- 11:30 a.m. Gathering for Lunch, with Bishop Hopkins and Cabinet, for families of those being commemorated during the Service of Commemoration and Holy Communion, North Shore Retirement Center.
- 11:30 a.m. *Human Trafficking Video in Orchestra Hall.*

Nancy Hull

MONDAY AFTERNOON**June 13, 2016**

1
2
3
4
5 1:30 p.m. **CALLING THE CONFERENCE TO ORDER**
6 **SERVICE OF COMMEMORATION AND HOLY COMMUNION**

7 Preacher: Bishop John L. Hopkins
8

9 3:45 p.m. **OPENING BUSINESS SESSION**

10 Program Committee

Laverne Jenkins

11 Matters of Privilege

Cindy Patterson

12 Greetings from Lakeside Chautauqua

Kevin Sibbring

13 Episcopacy Committee

Jim Skinner

14 Agenda, Rules and Administrative Process

Gary George

15 Delegation Report

Jessica Vargo

16
17 **STATE OF THE CONFERENCE PRESENTATION**

18 Jessica Vargo, Karen Oehl
19 & Steve Court
20

21 5:00 p.m. **COURTESIES AND ANNOUNCEMENTS**

Laverne Jenkins

22
23 5:05 p.m. **BENEDICTION AND RECESS**
24

25 5:00 p.m. **MINISTRY FAIR in Wesley Lodge & South Auditorium**
26

27 7:30 p.m. **EVENING PROGRAM (Doors open at 7:00 p.m.):**

28 Celebration of the Ministry of Bishop John & Elaine Hopkins in Hoover Auditorium.
29

30 9:30 p.m. *Immediately following evening service, Rehearsal for Tuesday Morning Worship*
31
32
33

TUESDAY MORNING**June 14, 2016**

34
35
36
37 7:15 a.m. *Production Meeting and Sound Check in Hoover Auditorium.*
38

39 7:30 a.m. Choir Rehearsal in Hoover Auditorium.
40

41 8:00 a.m. **MORNING WORSHIP**

Preacher: Bishop Peter D. Weaver

42
43 9:15 a.m. **BUSINESS SESSION**

44 Leadership Report

Bob Myers

45 Board of Pensions

Bill Liming

46 Personnel Committee

Jane Ruggles

47 Conference Council on Youth Ministries
48

1		Annual Conference Offering	Laverne Jenkins
2		1/3 Bishop's Discretionary Fund	
3		1/3 Young Clergy Initiative	
4		1/3 Youth Service Fund	
5			
6	10:50 a.m.	BREAK	
7			
8	11:00 a.m.	CONFERENCE SINGING	Cydnee Scarnecchia
9			
10	11:05 a.m.	BUSINESS SESSION	
11		Introduction to Resolutions	Cindy Patterson
12		UM Foundation	Brian Sheetz
13		COURTESIES & ANNOUNCEMENTS	Laverne Jenkins
14		EPISCOPAL AND CABINET ADDRESS	Bishop Hopkins & Karen Oehl
15			
16	12:00 p.m.	BENEDICTION AND RECESS	
17			
18			
19		TUESDAY AFTERNOON	
20		June 14, 2016	
21			
22	1:00 p.m.	<i>Choir Rehearsal in Orchestra Hall</i>	
23			
24	2:00 p.m.	BUSINESS SESSION	
25		Camp Singing	Gary Jones
26		Two Seminary Presentation	Jay Rundell & Kent Millard
27		Black College Fund Student	Armando Arellano
28		Credit Union	Rachel Miller
29		Resolutions	Steve Stultz Costello
30		Equitable Compensation	Dan Bilkert
31		5K Run/1-Mile Walk	Kathy Dickriede & Lenore Robinson
32			
33			
34	3:15 p.m.	BREAK	
35			
36	3:25 p.m.	CONFERENCE SINGING	Cydnee Scarnecchia
37			
38	3:30 p.m.	BUSINESS SESSION	
39		Board of Ordained Ministry	Nancy Hull
40		Recognition of Local Pastors	Bob Stull
41		Fixing of Appointments	Bishop Hopkins
42			
43	4:55 p.m.	COURTESIES AND ANNOUNCEMENTS	Laverne Jenkins
44			
45	5:00 p.m.	BENEDICTION AND RECESS	
46			

TUESDAY EVENING**June 14 2016**

- 6:30 p.m. *Choir Rehearsal in Hoover Auditorium.*
- 6:30 p.m. *Rehearsal for Celebration of Retirement in Hoover Auditorium.*
- 7:30 p.m. **Evening Program** (Doors open at 7:00 p.m.):
 Recognition of Clergy Retiring from Pastoral Appointment
 Reflections: Bishop John L. Hopkins
- 9:30 p.m. *Immediately following evening service, Rehearsal for Wednesday Morning Worship*

WEDNESDAY MORNING**June 15, 2016**

- 7:00 a.m. **3Cs MISSION 5K RUN/1-MILE WALK**
- 7:15 a.m. *Production Meeting and Sound Check for Wednesday Morning Worship.*
- 7:30 a.m. *Choir Rehearsal in Hoover Auditorium.*
- 8:00 a.m. **MORNING WORSHIP** Preacher: Bishop Gregory V. Palmer
- 9:15 a.m. **BUSINESS SESSION**
- | | |
|-----------------------------|-----------------------|
| Resolutions | Steve Stultz Costello |
| Commission on Pastoral Care | Sandy Lutz |
| Human Trafficking Awareness | |
| Church and Society | Nathan Howe |
- 10:05 a.m. **BREAK**
- 10:15 a.m. **CONFERENCE SINGING** Cydnee Scarnecchia
- 10:20 a.m. **BUSINESS SESSION**
- | | |
|-----------------------|-----------------|
| COCUIC | Karen Graham |
| Missions Introduction | Steve Court |
| Mission Awareness | Jerry Krueger |
| Disaster Awareness | Bill Sutherin |
| UMVIM | Tammy Kuntz |
| 3Cs | Kathy Dickriede |
| 3Cs Offering | |
- COURTESIES & ANNOUNCEMENTS** Laverne Jenkins
- 12:00 p.m. **BENEDICTION & RECESS**

WEDNESDAY AFTERNOON**June 15, 2016**

- 1
2
3
4 1:00 p.m. *Choir Rehearsal in Orchestra Hall.*
5
6 1:00 p.m. *Rehearsal for Service of Commissioning and Ordination in Hoover Auditorium.*
7
8 2:00 p.m. **BUSINESS SESSION**
9 Youth-Led Devotions Jenna Glasure
10 Ministry & Mission Funding Bob Myers
11 Health and Welfare Lenore Robinson
12 Greetings from Bishop Yambasu
13
14 2:55 p.m. **COURTESIES AND ANNOUNCEMENTS** Laverne Jenkins
15
16 3:00 p.m. **BREAK**
17
18 3:10 p.m. **CONFERENCE SINGING** Cydnee Scarnecchia
19
20 3:15 p.m. **LEADERSHIP DEVELOPMENT SESSION** Greg Rentsch
21
22 5:00 p.m. **BENEDICTION & RECESS**
23
24

WEDNESDAY EVENING**June 15, 2016**

- 25
26
27
28 6:30 p.m. *Choir Rehearsal in Hoover Auditorium.*
29
30 7:30 p.m. **SERVICE OF COMMISSIONING AND ORDINATION**
31 (Doors open at 7:00 p.m.)
32 Preacher: Bishop John L. Hopkins
33
34 9:30 p.m. *Rehearsal for Thursday Morning Worship in Hoover Auditorium.*
35
36

THURSDAY MORNING**June 16, 2016**

- 37
38
39
40 7:15 a.m. *Production Meeting and Sound Check for Thursday Morning Worship.*
41
42 8:00 a.m. **MORNING WORSHIP** Preacher: Peter D. Weaver
43
44 9:15 a.m. **BUSINESS SESSION**
45 Board of Trustees Jerry Rinehart
46 CF&A David Palmer
47 Religion & Race Armando Arellano
48 Leadership Committee Bob Myers
49 Prayer for Jurisdictional Conference Delegates Bishop Hopkins
50

1	10:45 a.m.	BREAK	
2			
3	10:55 a.m.	CONFERENCE SINGING	Cydnee Scarnecchia
4			
5	11:00 a.m.	BUSINESS SESSION	
6		VBS	Toni McKee
7		Final Thoughts from Bishop Hopkins	Bishop Hopkins
8		Committee on Daily Proceedings	Patricia Sheldon
9		Program Committee	Laverne Jenkins
10		Report & Concluding Business	Cindy Patterson
11			
12	11:50 a.m.	COURTESIES AND ANNOUNCEMENTS	Laverne Jenkins
13			
14	12:00 p.m.	BENEDICTION AND ADJOURNMENT	
15			

ORGANIZATION AND INFORMATION

John L. Hopkins
Resident Bishop, Presiding

District Superintendents

Ed Peterson	Canal District
Doug Lewis	Firelands District
Dan Bryant	Mahoning Valley District
Karen Oehl	Mid-Ohio District
Steve Bailey	North Coast District
James Winkler	Ohio Valley District
Gail Angel	Southern Hills District
Bradley Call	Three Rivers District
Benita Rollins	Tuscarawas District
Sondra Snode	Western Reserve District

Annual Conference Program Committee

Laverne Jenkins	Chairperson
Gary George	Assistant to the Bishop
Cynthia Patterson	Conference Secretary
Greg Rentsch	Conference Lay Leader
Steve Court	Director of Connectional Ministries
Jessica Vargo	Administrative Services
Ruthie Wheeler	Chairperson, Worship Committee
Brenda Vaccaro	Registration
Barbara Beach, Rhonda Stemmer	Seating and Ushering
Peggy Sutherin, Marla Hum, Traci Householder	Information Desk
Don and Karen Upson	First Aid Co-Coordination
Toni McKee	Vacation Bible School
Linda Brown & New Leaf UMC Staff	Child Care
Other Program Committee Members:	
Sarah Emerick, Cheryl Duell, Matthew L. Wald	
Lois Speelman, Shirley Stary, Mike McClintock, Betty Wilson	
Karen L. Wolcott, Gay Warren, James C. Jensen Jr., Rick Wolcott	

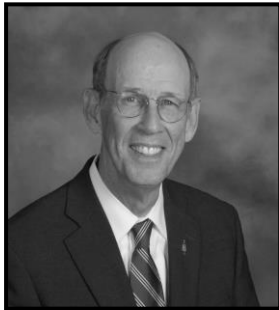
Annual Conference Worship Task Group

Ruthie Wheeler, Chairperson; Rick Wolcott, Gary M. George, Jan S. Yandell, Scott T. Walsh,
Susan E. Brown, Nathan Howe, Tim Monteith, Lorry M. Mabiala, Cheryl Thompson,
Christine Wainwright, Alexandra Wainwright, Melanie Glazer, Dr. Grant Cook III, Dixie Heck.

Ministry of Music

Dr. Grant Cook III, Choir Director; Dixie Heck, Organist; Cydnee Scarnecchia, Song Leader

SPEAKERS



Bishop John L. Hopkins
Resident Bishop
East Ohio Conference

Bishop John L. Hopkins was assigned to the East Ohio Conference in 2004, following eight years as bishop of the Minnesota Annual Conference. He currently serves on the General Board of Church and Society. From 2004-2012 he served as chair of The Connectional Table, that is responsible for the

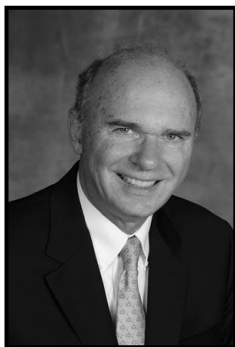
discernment and articulation of the vision for the church, and for the stewardship of the mission, ministries, and resources of The United Methodist Church.

Hopkins previously served on the Executive Committee of The Council of Bishops, on the General Council on Ministries, and on the United Methodist Publishing House. He was a General Conference delegate in 1984, 1988 and 1996.

Prior to being elected to the episcopacy, Hopkins was senior pastor of the Methodist Temple in Evansville, Ind., director for the North Indiana Conference Council on Ministries, campus minister at Ball State University, pastor of a two-point charge, and Protestant chaplain at Mary Hitchcock Memorial Hospital in Hanover, NH. He was ordained a deacon in 1972 and an elder in 1975.

Hopkins was instrumental in the creation and launch of Operation Classroom in 1985. In 2013, he returned to many of those schools in Liberia and Sierra Leone while traveling in Africa with a team from East Ohio.

Hopkins received a Bachelor of Arts degree in Experimental Psychology from Indiana University, a Master of Divinity from Yale Divinity School, and he completed a Wheelock Residency at Dartmouth College. The residency focused on hospital, campus and parish ministry.



Bishop Peter D. Weaver
Retired

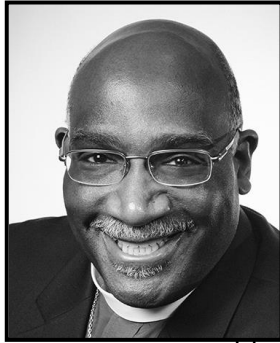
Bishop Peter D. Weaver was elected to the episcopacy in 1996 and assigned to serve the Philadelphia Area. During eight years there as bishop, he shepherded the start of more than 30 new congregations and helped found Good Schools Pennsylvania, which focused on public education reform.

In 2004, Weaver was assigned to the Boston Area, where he focused congregations on being "Transformed by the Holy Spirit, united in trust, and boldly proclaiming Christ to the world." He retired in 2012 and now serves as Executive Secretary of the Council of Bishops in Washington, DC.

He was ordained a deacon and an elder in the Western Pennsylvania Conference, where he developed inclusive ministries with urban youth, the poor, the homeless, and adults of all ages. During those years, he served on many community Boards and was adjunct faculty for both Drew and Pittsburgh Theological Seminaries.

1
2 In 2004 Weaver became the first president of the Council of Bishops to be nominated by the
3 discernment process and elected for a two-year term. He was a delegate to the 1984-1996 General
4 Conferences and delivered the Episcopal Address to the 2012 General Conference.
5

Born into a parsonage family in Greenville, Pennsylvania, Weaver received a Bachelor of Arts degree from West Virginia Wesleyan, a Master of Divinity from Drew University, a Doctor of Theology from Boston University, and four honorary degrees.



Bishop Gregory V. Palmer
Resident Bishop
West Ohio Conference

Bishop Gregory V. Palmer was elected to the episcopacy in 2000, while serving in the East Ohio Conference as senior pastor of the United Methodist Church of Berea (North Coast District). He served eight years as bishop of the Iowa Conference and then four years in the Illinois-Great Rivers Conference before being assigned to the West Ohio Conference in 2012.

15 Prior to his seven years at UMC Berea, Palmer was superintendent of the Youngstown District, was the
16 organizing pastor of James S. Thomas UMC (Canal District) in Canton and served Werner and East
17 Glenville UMCs.
18

19 Palmer has served The United Methodist Church in many ways: as a member of the Board of Ordained
20 Ministry, the General Council on Ministries, and the Senegal Task Force of the General Board of Global
21 Ministries; as President of the Interdenominational Ministerial Alliance of Canton; and as a General and
22 Jurisdictional Delegate.
23

24 He has also served on the Ministry Study Commission, been a study leader for Schools of Christian
25 Mission, a teacher at Pastor's School in the Burundi Annual Conference, and a trustee for Baldwin-
26 Wallace College, Ohio Wesleyan University and United Theological Seminary. He was elected President
27 of the Council of Bishops from 2008-2010.
28

29 Born in Philadelphia, Pennsylvania, Palmer received his undergraduate degree from George Washington
30 University, and later earned his Master of Divinity degree from Duke University. In 1999 he received an
31 honorary Doctor of Divinity degree from Baldwin-Wallace College in Berea.

The Conference Directory

ATM Machine.....	Fountain Inn (Lobby)
Child Care	Lakeside United Methodist Church
Cokesbury Book Store.....	Aigler Room (Fountain Inn)
Conference Information.....	Information Desk (Foyer, Hoover Auditorium)
Conference Sessions	Hoover Auditorium
Conference Secretary.....	Hoover Auditorium (Back Stage, East)
Credit Union (Hours: 9:30 a.m.-1:30 p.m.; 3-5 p.m., Tues. & Wed.)	Women's Club
Handicapped Accessible Restrooms	Hotel Lakeside, Fountain Inn, Pavilion, and Hoover Auditorium
Lakeside Chautauqua Information.....	Lakeside Chautauqua Association Offices
Local Accommodations	Lakeside Chautauqua Association Offices
Lost and Found.....	Information Desk (Foyer, Hoover Auditorium) and Lakeside Chautauqua Association Offices
Communications	Trailer next to Hoover Auditorium
Registration.....	Chautauqua Hall (Formerly the Green Room in the Fountain Inn)
Telephone	Outside Lakeside Chautauqua Association Offices and Wesley Lodge
Vacation Bible School.....	South Auditorium (Classroom Wings)

Information

Information Desk is located in the foyer of Hoover Auditorium.

Lost And Found: Items can be turned in at the Information Desk or The Lakeside Chautauqua Association offices. If you have lost an item, please check both places.

Cokesbury Bookstore: Cokesbury will have a display and books/materials to sell during Annual Conference in the Aigler Room located just inside the front entrance to Fountain Inn.

Registration/Reservations

Registration will be held in the Chautauqua Room (formerly known as the Green Room) located in the Fountain Inn. **Please enter the room from the East side of the Fountain Inn.** Registration will be open on Sun., June 12, 2:00-8:00 p.m. and Mon., June 13, 8:00 a.m. - 1:00 p.m. Registration packets are distributed when checking in at the Chautauqua Room. Beginning on Tuesday, registration will be located at the Information Desk and is available for late registration during the sessions.

Reservations for events: This year, the Lakeside Chautauqua Association is holding to its policy that requires a guaranteed number of reservations by late May. Because of this policy **the deadline for purchasing tickets is May 13.** We have continued the online registration process for special events. Please visit www.eocumc.com/eoac16 to register for a special event.

Vacation Bible School will be available for children 4 years old through 5th grade (completed), in South Auditorium, from 9 a.m. to 12 noon, Monday through Thursday. Cost will be \$15 per child, or \$40 per family. More information may be obtained by contacting events@eocumc.com or the conference office (800-831-3972, ext. 133) until May 27. **Pre-registration is required and is limited to 120 children of clergy and lay members ONLY or May 27, whichever comes first.** You are NOT officially registered until you receive an email letter of confirmation, which will be sent after your reservation form is received online at www.eocumc.com/eoac16. After May 27, you will need to contact Toni McKee at 419-281-6212.

Child Care will be provided for children 18 months through 4th grade (completed) in the Lakeside United Methodist Church. **Pre-registration is required at www.eocumc.com/eoac16. The cutoff will be the first 75 registered or May 27, whichever comes first.** Child care hours will be Monday through Wednesday, 8:00 a.m.-12:00 noon and 2:00-5:00 p.m., and Thursday, 8:00 a.m.-12:00 noon or until the close of conference. The cost is a donation – as you are able to pay. We suggest a minimum of \$5.00 for the first child and \$2.00 for each additional child per session. More information may be obtained by contacting events@eocumc.com or the conference office at 800-831-3972, ext. 133.

Children's playground in the park will be open daily during the conference, 9 a.m. to 4 p.m., with adult supervision, for children 4 years and older.

Annual Conference Online

Wi-Fi in Hoover (NOTE: all words use lowercase letters only):

Network Name: hoover Username: hoover Password: lakeside

Follow Annual Conference 2016 online:

Articles, photo galleries, and live-streaming can be viewed at www.eocumc.com/eoac16

Join the conversation on Twitter at #eoac16.

Live-stream schedule:

Mon., June 13	1:30 p.m.	Service of Commemoration and Holy Communion
	4:15 p.m.	State of the Conference Address
	7:30 p.m.	Celebration of the Ministry of Bishop John & Elaine Hopkins
Tues., June 14	8:00 a.m.	Morning Worship
	11:10 a.m.	Episcopal/Cabinet Address
	7:30 p.m.	Celebration of Retirement
Wed., June 15	8:00 a.m.	Morning Worship
	3:15 p.m.	Leadership Development
	7:30 p.m.	Service of Commissioning and Ordination
Thurs., June 16	8:00 a.m.	Morning Worship

Annual Conference 2016 Video Archives: Beginning the week of June 20 all services and business sessions of Annual Conference will be uploaded to www.youtube.com/user/EastOhioUMC.

New Locations Announced

Prayer & Praise Service: The Board of Laity-led Prayer & Praise Service will take place Sun., June 12 at 6:45 p.m. at **Orchestra Hall**.

Ministry Fair: The ministry fair will be held Mon., June 13, from 5:00 – 7:00 p.m. at **Wesley Lodge and South Auditorium**. The fair will highlight various ministries of our conference.

Flood Bucket Collection Truck: The semi-trailer from Midwest Mission Distribution Center will again be located on **Sixth Street between South Auditorium and Epworth Lodge**. Moving the truck improves sightlines in the intersection and makes available for use five (5) handicapped parking spots outside of Hoover Auditorium.

Parking

Parking: Please be considerate and **do not park** in private drives or block anyone's car. Also, for your own safety, please observe the fire lane signs. **Illegally-parked cars will be towed at the owner's expense. The lot on the corner of Fourth and Central will be open for short-term parking.** Also, there will be parking on Maple Street, west of the campground. A shuttle will be available to take persons to Hoover Auditorium.

Handicapped Parking is available. Please respect the signs. **The block around Hoover Auditorium is for handicapped parking ONLY.** A state identification permit for the handicapped will be the requirement for parking in these areas.

Facilities for those with handicapping conditions: There are four areas in Hoover Auditorium that can be used by wheelchairs. Please ask about these at the Information Desk.

Hearing Assistance Devices will be available in Hoover Auditorium during Annual Conference sessions. The small headphone devices may be picked up at the sound table in the center of the auditorium before each session. Your driver's license or credit card will serve as a security deposit and will be returned to you at the end of each session upon return of the headphones.

Special Offering Tuesday Morning: The Program Committee has voted to divide the offering as follows:

1/3 Bishop's Discretionary Fund

1/3 Youth Service Fund

1/3 Clergy Recruitment

Rehearsals

Worship Service Rehearsal Schedule in Hoover Auditorium:

Sun., June 12	7:45pm	Service of Commemoration and Holy Communion
Mon., June 13	9:30pm	Tuesday Morning Worship
Tues., June 14	6:30pm	Celebration of Retirement
Tues., June 14	9:30pm	Wednesday Morning Worship
Wed., June 15	1:00pm	Service of Commissioning and Ordination
Wed., June 15	9:30pm	Thursday Morning Worship

The East Ohio Annual Conference Choir Rehearsal Schedule

Sun., June 12	4:00-6:00pm	Lakeside UMC
Mon., June 13	8:00-9:00am	Orchestra Hall
Tues., June 14	7:30-8:00am	Hoover Auditorium
Tues., June 14	1:00-1:45pm	Orchestra Hall
Tues., June 14	6:30-7:00pm	Hoover Auditorium
Wed., June 15	7:30-8:00am	Hoover Auditorium
Wed., June 15	1:00-1:45pm	Orchestra Hall
Wed., June 15	6:30-7:00pm	Hoover Auditorium

Announcement Procedures

E-mail Requests: (NEW for 2016) Announcements can be sent to eocannouncements@gmail.com.

In-Person Requests: Forms will be available in two places inside Hoover Auditorium.

1. At the information booth in the lobby near the bathrooms.
2. From AC Program Chairperson Laverne Jenkins, seated in the first row of chairs by the stage.

To Be Read/Displayed:

1. Requests must be approved by Laverne Jenkins.
2. Requests must concern the total Annual Conference body.
3. Requests must not appear in print in this workbook, the registration packet, or on the flyers distributed during any of the Annual Conference sessions.

Prayer Concern Procedures

E-mail Requests: (NEW for 2016) Prayer requests can be sent to eocprayerconcerns@gmail.com.

In-Person Requests: Forms will be available in two places inside Hoover Auditorium.

1. At the information booth in the lobby near the bathrooms.
2. From AC Program Chairperson Laverne Jenkins, seated in the first row of chairs by the stage.

This year there will be a slight change in the way that prayer concerns are announced. The names will be read from the prayer cards and the cards will be lifted up during prayer. But to protect privacy issues no specifics will be shared as to why those persons are in need of prayer.

After-Session Prayer Gathering: Clergy and laity representing each district will gather for prayer 15 minutes after the benediction of each day's afternoon business session. The prayer gathering will be held at Bradley Temple, located at the corner of Third and Cedar.

Emergency Procedures

Emergency: DIAL 911 - The Lakeside Volunteer Fire Department provides help 24 hours a day.

Magruder Memorial Hospital located at 615 Fulton Street in Port Clinton is the nearest medical facility to Lakeside Chautauqua (phone 419-743-3131).

Emergency First-Aid Service: A First-Aid Station is located in the northwest corner of Hoover Auditorium and will be staffed during conference sessions and programs. First-Aiders are also positioned throughout the Auditorium. The ushers for the Annual Conference have been instructed in procedures for getting help in case of an emergency during sessions or programs. For first-aid care when conference is **not** in session, help may be sought at The Lakeside Chautauqua Association Office.

Emergency Medical Service: Anyone who has emergency medical training and is willing to help at Annual Conference, please call Pastor Don Upson at 330-990-2251 or Pastor Karen Upson at 330-990-2250; email them at k1k2u3@juno.com, or send mail to PO Box 262, Bergholz, Ohio 43908.

Lost/Forgotten Prescription: Please contact your physician and a pharmacy of your choice. Prescriptions cannot be written for you at Lakeside.

Emergency Weather Shelter: In the event of a storm that produces high winds, the following Lakeside areas are the "safer places" in which to seek shelter:

- Campground shower buildings
- Fountain Inn Aigler Room
- Fountain Inn bathrooms
- Hoover Auditorium restrooms
- Hoover Auditorium backstage dressing rooms
- Lakeside UMC basement
- Pavilion Annex restrooms
- Wesley Lodge restrooms
- Wo-Ho-Mis Lodge lower area stairwells

Meeting/Copy/Phone/Mail Information

Scheduling of Meetings: Please do not schedule meetings in Hoover Auditorium at any time. Arrange for any such meetings with the Association in one of the other buildings on the grounds or notify Gary George or Laverne Jenkins.

Photocopies: The conference office recommends that you make copies of all posters, flyers and handouts prior to departing for Lakeside. If you find that you need last minute copies they can be ordered at the Lakeside Chautauqua office. Payment for the copies (\$.10/page) is due at the time of the request. Please allow a minimum of five (5) hours turnaround time for any size copy job. You may also utilize Minuteman Press, a printing vendor 7-miles from Lakeside at 3956 E. Harbor Light Landing Drive in Port Clinton.

Fax Service: Also available at the Lakeside Chautauqua office for the same price and turnaround time as the photocopy service.

Telephone: The Lakeside Chautauqua Association telephone number is 419-798-4461, and can be called 24 hours a day. If you leave your Lakeside Chautauqua address with the Conference Registrar, you can be reached through this number. **ALL** telephone messages received during business sessions are posted on the kiosk outside the main doors of Hoover Auditorium on Third Street. At all other times, the following applies if you are registered at Annual Conference: **ONLY emergency messages** will be delivered on the grounds of Lakeside Chautauqua or telephoned if you stay outside the grounds. Otherwise, the messages will only be posted on the kiosk. **NO PHONE MESSAGES WILL BE POSTED** on the bulletin board outside The Lakeside Chautauqua Association or the Hotel Lakeside.

Mail may be secured daily at the main entrance to Hoover Auditorium. The delivery schedule is posted at the postal window. Mail can be addressed to the East Ohio Conference, The Lakeside Chautauqua Association, Lakeside, Ohio 43440. Any mail addressed to cottages and hotels by street addresses will be delivered by postal letter carriers.

Lakeside UMC sanctuary will be open for prayer during the week.

Please walk and leave your cars at your cottages if possible. People staying off the grounds must drive in and will need places to park.

Vehicle and Bicycle Safety: All persons are reminded of the need for extreme care and caution at Lakeside Chautauqua! The rules are: alertness, courtesy, slow, and slower! **Bicycles must obey the stop signs.**

Rollerblades and Skateboards are prohibited in the business district and park areas.

PLEASE REMEMBER to bring the following to Annual Conference:

2016 Pre-Conference Workbook; a 3-ring notebook; a tote bag; and a seat cushion

Since all reports and materials distributed during the Annual Conference sessions are 3-hole punched, a 3-ring notebook will keep your material together. A large tote bag and a soft seat cushion can add to your comfort.

Eating and drinking in Hoover Auditorium are NOT permitted at any time.

Please refrain from bringing food and beverages into the auditorium.

**RESPONSIBILITY OF
THE LAY MEMBERS OF THE ANNUAL CONFERENCE**

You have the honor of being elected as a lay member of the East Ohio Annual Conference. This is an assignment of great responsibility. By virtue of your office*, you are also a member of your Church Council (§ 252.5.g), Finance Committee (§ 258.4) and the Pastor Parish Relations Committee (§ 258.2a)**, (above Paragraph numbers refer to the 2012 *Book of Discipline*).

Each member has the responsibility to:

- 1) Attend all sessions of the Annual Conference and leave only under emergency conditions and with the knowledge of his/her district superintendent (See Rule ¶ 2 A. as found in the East Ohio Conference Journal 2015, page 8-26).
- 2) Become familiar with the organizational structure and existing programs of the Annual Conference, parliamentary procedure, and the conference rules as printed in the 2015 Journal, pages 8-24 through 8-36.
- 3) Study pre-conference reports and become familiar with specific programs and items that might be presented during the sessions. Consult with the pastor and church lay leader. While the lay member is obligated only to use his/her own best thinking in the conference, the counsel with others ahead of time should prove helpful.
- 4) Participate vocally at the Annual Conference and help in policy-making decisions.
- 5) Form his/her own opinions on issues and vote his/her convictions.

You should be aware—before you go to Annual Conference—that a report should be made to your local church congregation as an extension of the Annual Conference. This may be done at a Sunday morning worship service and/or through a more detailed report at a meeting of the church council. In either case, it should be done as soon after Annual Conference as feasible. It is best if this is an oral report. However, it may be written in the church newsletter. Check with your pastor before conference about scheduling and time limits for the report.

The Annual Conference website is a good source of information regarding the actions of Annual Conference. Consult it during and after conference by logging onto www.eocumc.com. In your reporting to your local charge, we suggest that you mention the major issues raised and how they were resolved and how they might affect your local church. You may want to make reference to the inspirational speakers and leaders. We hope you will talk about the positive aspects of the conference, but it is also important to reflect upon the more controversial aspects of the conference as well. A variation could be a dialogue with your pastor with conference explained as both pastor and lay member saw it.

* When a local church has more than one lay member of the Annual Conference, the local church determines which lay member is to be a member of Church Council, the pastor parish/staff parish relations committee and the finance committee.

** Exception: 2012 *Book of Discipline*, Paragraph 258.2a – “No staff members or immediate family member of a pastor or staff member may serve on the pastor parish/staff parish relations committee.”

**RESPONSIBILITY OF THE
CLERGY MEMBERS OF THE ANNUAL CONFERENCE**

Each clergy member has the responsibility to:

- 1) Attend all sessions of the Annual Conference and leave only under emergency conditions and with the knowledge of his/her district superintendent. (See 2012 *Book of Discipline*, Paragraph 602.8 and see Rule ¶ 2 A. as found in the 2015 Journal, page 8-26.)
- 2) Become familiar with the organizational structure and existing programs of the Annual Conference, parliamentary procedure, and the conference rules as printed in the 2015 Journal pages 8-24 through 8-36.
- 3) Study Pre-Conference reports and become familiar with specific programs and items that might be presented during the sessions.
- 4) Prior to Annual Conference, consult with your lay member(s) so that he/she might understand the various reports and their implication for the life of the church. Keep in mind that the lay member(s) as well as you are obligated to express views and vote as you each feel is best. In no way should you force your view on your lay member(s) or vice versa.
- 5) Participate vocally at the Annual Conference and help in policy-making decisions.
- 6) Form his/her own opinions on issues and vote his/her convictions.
- 7) Assist the lay member(s) to secure housing if necessary and explain what Lakeside Chautauqua is like. This is especially important if the lay member(s) is newly elected. The pastor should assist the lay member(s) during the week at Lakeside Chautauqua in whatever way they can.

A report following Annual Conference should be made to your local church. This report is an extension of the Annual Conference and should be made to the congregation. This may be done at a Sunday morning worship service or at a meeting of the Church Council. In either case, it should be done as soon after Annual Conference as feasible. Check with your lay member(s) before conference about scheduling this. Also check with him/her about the time limit for the report.

The East Ohio Annual Conference website is a good source of information regarding the actions of Annual Conference. Consult it during and after conference by logging onto www.eocumc.com. Encourage lay member(s) to mention the major issues raised and how they were resolved and how they might affect your local church. You may want to encourage lay member(s) to make reference to the inspirational speakers and leaders. We hope lay member(s) will talk about the positive aspects of the conference, but it is also important to reflect upon the more controversial aspects of the conference as well. A variation could be a dialogue between the pastor and lay member with conference explained as both pastor and lay member saw it.

ANNUAL CONFERENCE PROGRAM COMMITTEE

“Jesus is Calling Us Out”

Recommendations

1. That the standing rule 1d will be enforced: “All motions and resolutions shall be reduced to writing. Motions or resolutions made from the floor, not duplicated in other ways, shall be written on forms provided by the conference secretary.”
2. That we approve the agenda as printed in the Pre-Conference Workbook. Adjustments to the agenda will be made by the Agenda, Rules, and Administrative Process Committee as necessary during the Annual Conference session.

Housekeeping and General Reminders

1. Please show an extra measure of hospitality toward our first-time attendees, especially if they are from your church or district. You can identify them by the “orange” ribbon attached to their ID badge.
2. To relieve congestion and enable equitable access to seating, please save no more than one seat, in addition to your own.
3. Please remember to take everything with you when you leave the hall at the end of each day.
4. Please take a few moments, at the end of each day, to fill out the evaluation form, then deposit your form in the boxes which will be located at each exit on Thursday afternoon. Your input is vital to ensuring an effective and productive conference.

In addition to the ongoing work of the Program Committee, the following matters were also addressed:

- 1) HIPAA: Rules designed to protect the privacy of individuals’ health related information have been in effect since 2003. These rules are a part of the **Health Insurance Portability and Accountability Act** (HIPAA). The tradition of sharing prayer requests, as practiced in local churches, does not generally violate the *HIPAA Privacy Rules*, but due to the complexity of the law the Program Committee agreed it is incumbent upon us to take steps to ensure compliance. Believing prayer to be central to who we are, we also agree that we must continue to welcome and respond to requests for prayer, whether at the local church or conference level. Therefore, to accomplish both, details of personal medical information included in prayer requests will not be shared with the full conference delegation. Instead, clergy and lay servants representing each of the districts of the East Ohio Conference will gather, daily, after the afternoon adjournment, to lift prayers requested that day. More information on HIPAA and its effect on local church practice is available at <http://www.churchadminpro.com/Articles/HIPAA/HIPAA%20-%20Privacy%20Rule%20and%20Churches.pdf>.

- 2) Courtesies, Announcements, Prayer Requests: In addition to the yellow request forms, you can now submit requests, via email, from your mobile devices. For ...

Prayer Requests: Please send your request to eocprayerconcerns@gmail.com

Courtesies and General Announcements: Please send your request to eocannouncements@gmail.com

This year we celebrate the culmination of the 2013-2016 quadrennial theme, "Jesus Is Calling ..." with a focus on mission and service. As you consider this theme, may you rediscover, re-kindle, or strengthen your **first love for Jesus Christ**, for, as that familiar hymn says, "They'll know we are Christians by our love, by our love. For they'll know we are Christians by our love!"

Laverne C. Jenkins
Chair, Program Committee

AGENDA, RULES, AND ADMINISTRATIVE PROCESS COMMITTEE (ARAP)

I. Agenda

The agenda of the Annual Conference has been prepared by the Agenda, Rules, and Administrative Process Committee and will be presented to the Annual Conference session on Monday, June 13, 2016.

II. Administrative Process

ARAP met twice during the course of the past conference year. We continued our ongoing evaluation and review of conference processes and rules including vetting the conference rules against the current version of The Book of Discipline.

On a continuing basis, we recommend proposed changes to conference rules and administrative processes which the annual conference indicates are important to its purpose and align well with our mission of making disciples of Jesus Christ for the transformation of the world.

III. Proposed Rule Changes (East Ohio Conference Standing Rules)

ARAP is recommending the annual conference consider the following proposed rule changes for the conference year beginning July 1, 2016.

a. Amend Rule ¶4.D Daily Proceedings Review by *substitution*:

Current text: "The Leadership Committee shall nominate a committee of four people to be elected by the annual conference. This committee shall read and correct the record of daily proceedings kept by the conference secretary, and shall report to the annual conference near the close of the annual session. The committee's report will constitute the approved record. The committee shall serve for the quadrennium"

Substitute text: **Daily Proceedings Review Task Group**: *The Conference Secretary shall select and organize a task group of four people to read and correct the record of the daily proceedings kept by the conference secretarial staff. The task group shall report to the annual conference near the close of the annual session and their report will constitute the approved record.*

b. The annual conference Leadership Committee recommends amending Rule ¶5.C by ~~deletion~~ and **addition**:

"The deadline for the nomination of institutional trustees is ~~May 1~~ **March 15th**. **These will be included with the institutional reports.**

c. The annual conference Leadership Committee recommends amending Rule ¶5.D Tenure Limitation by deletion and addition:

In the case where a person fills a vacancy ~~in the third or fourth year in~~ **after the beginning of a** quadrennium, he/she shall be permitted to ~~serve two additional quadrennia complete that~~ **quadrennium in addition to serving two full quadrennia.**

- d. The annual conference Leadership Committee recommends amending Rule ¶15.E Limitation on Membership by deletion and addition.

Unless otherwise directed by the annual conference or The Book of Discipline, no one shall be elected to more than ~~one council, board commission, or committee of the conference, except for~~ **two councils, boards, commissions, or committees elected by the annual conference. The Leadership Committee shall attempt to nominate persons to only one council, board, commission, or committee where feasible to do so. The limitation does not apply to:**

- e. **Addition of** new Rule ¶15.E.4

Persons who serve the East Ohio Annual Conference as district representatives or persons who serve by virtue of their positions representing other offices, councils, boards, commissions, or committees (ex-officio) are also eligible for election to a conference council, board, commission, or committee.

- f. Amend Rule ¶7.B.9 by ~~deletion~~ and **addition:**

The rule which provides for an automatic plurality ballot on the thirteenth lay or clergy ballot shall not be suspended. A minimum of 10 and a maximum of 13 ballots shall be cast to ~~elect lay or clergy delegates to the East Ohio Conference General Conference delegation~~ **complete the election of the lay and clergy delegates to the General and/or Jurisdictional Conferences." In case of a tie, a determining ballot(s) will be cast with the candidate(s) receiving the highest number of votes being elected to complete the delegation.**

- g. Amend Rule ¶7.B.10 by ~~deletion~~ and **addition:**

~~"Five alternate lay delegates and five alternate clergy delegates to the Jurisdictional Conference delegation shall be elected during the plurality ballot (whenever it occurs) for lay and clergy delegates to Jurisdictional Conference. The lay and clergy candidates receiving the highest number of votes following the last lay and clergy person elected to the Jurisdictional Conference delegation shall be elected as lay and clergy alternate Jurisdictional Conference delegates."~~ **"Following the election of the lay and clergy delegates to General and Jurisdictional Conferences, a separate plurality ballot will be cast to elect the lay and clergy reserve delegates to Jurisdictional Conference. Five lay and clergy jurisdictional reserve delegates shall be elected to complete the delegation."**

- h. Amend Rule ¶10 by *substitution*

GUIDELINES FOR THE DISTRIBUTION OF CONFERENCE JOURNALS

- ~~A. Each charge in the conference is entitled to a minimum of one digital copy per number of churches on the charge at no extra cost (not including the digital copy or copies for lay member(s) of annual conference.) Local churches may order additional copies. Church-related organizations and agencies will receive, upon their request, digital copies at no cost (general boards, commissions, colleges, seminaries, etc.).~~
- ~~B. Each district superintendent shall receive six printed copies of the journal at no cost for use by the district office.~~
- ~~C. Individuals requesting copies in any form of the journal may receive them, at the direction of the conference secretary, at cost.~~

~~D. Active pastors, diaconal ministers, retired clergy, Appointments to Extension Ministries, minister's surviving spouse (every year), and next of kin (one year) shall receive a digital copy at no cost.~~

~~E. The conference secretary, at his or her discretion, may enter into exchange agreements with other conferences.~~

~~F. Journals shall not be distributed to commercial firms or unofficial groups.~~

Rule #10 East Ohio Conference Journal:

The conference Journal will be available digitally on the conference website, www.eocumc.com. The final version of the conference Journal will be completed by Nov. 1st.

IV. Election of Conference Officers for the New Quadrennium

The annual conference will be electing officers for the quadrennium beginning July 1, 2016. Officers to be elected include the conference's Lay Leader (and Associate Lay Leader), Chancellor, Treasurer/Director of Administrative Services, and Statistician. The election of these officers will be incorporated as part of the ARAP report to annual conference scheduled for Monday afternoon, June 13th.

V. Concluding Matters

We encourage each member of annual conference to complete the evaluation form found in the packet each annual conference member has received. The evaluations provide helpful information and suggestions to the various conference groups having responsibility for planning the following year's annual conference. Please turn in the evaluation form at the conclusion of the Thursday morning session.

ARAP expresses grateful appreciation to our conference secretary, Rev. Cindy Patterson, for her leadership and tireless efforts. We also recognize and appreciate the diligent and faithful work of our Journal Editor, Mrs. Brenda Vaccaro, as well as our conference Journal Memoirs editor, Rev. Betsy Schenk. Finally, we recognize the visionary leadership of Bishop John Hopkins, during the entire course of his twelve years as the resident bishop of our annual conference. Along with others, we extend our congratulations and best wishes to Bishop John and Elaine Hopkins as they soon begin the next chapter of their lives and ministry.

Mission Awareness Committee

The Mission Awareness Committee of the East Ohio Conference requests the Annual Conference approve the following recommendations and report:

RECOMMENDATION #1: That the following projects be adopted and promoted as Conference Advance Projects for support by the East Ohio United Methodist Churches July 1, 2016 through June 30, 2017.

East Ohio Conference Advance Projects

EOC 9936 3Cs Initiative, East Ohio Conference

East Ohio mission initiative of the 3Cs-Churches, Classrooms and Clinics.

- 1 **EOC 9953 ACCESS Ashland Emergency Shelter, Ashland Area**
2 Provide temporary shelter and meals in a loving Christian environment to homeless women
3 and families with children, while connecting them to resources to become empowered for
4 self-sufficiency and family stability.
- 5 **EOC 9163 All God's Children, Mansfield, Ohio**
6 Provides funds for a new church in the Mid-Ohio District.
- 7 **EOC 9181 Board of Higher Education & Campus Ministry, East Ohio Conference**
8 Support of scholarship program for United Methodist students.
- 9 **EOC 9151 Canton Calvary Mission, Canton, Ohio**
10 Provides funds for a mission to the community with an emphasis on children and their
11 needs responding to poverty issues.
- 12 **EOC 9172 Copeland Oaks Care Fund Copeland Oaks Retirement Community, Sebring, Ohio**
13 Provides financial assistance for residents who can no longer provide the total cost of their
14 care.
- 15 **EOC 9119 Disciple Shop, Morrow County, Ohio**
16 The Mission of the United Methodist Ministries of Southern Morrow County Disciple Shop is
17 to share God's love with the people of Fulton and the surrounding area by providing
18 information, services and goods to people in need.
- 19 **EOC 9899 East Ohio Conference Camps, East Ohio**
20 Provides camperships at our East Ohio camp sites and subsidizes the needs at the camp sites
21 to provide a quality Christian camping program.
- 22 **EOC 9200 East Ohio Disaster Response Fund, East Ohio**
23 Provides long-term recovery for the community and the survivors of a disaster in the East
24 Ohio Conference.
- 25 **EOC 9018 East Ohio Russia Initiative, East Ohio**
26 Provides financial support for the various exchange programs between people from East
27 Ohio and Kursk, Russia.
- 28 **EOC 9046 East Ohio Volunteers in Mission, East Ohio Conference**
29 Provides funding for various East Ohio Volunteers in Mission programs.
- 30 **EOC 9093 East Ohio Volunteers in Mission/Russia Initiative, East Ohio Conference**
31 Funds ministries specifically related to the East Ohio Volunteers in Mission Program in Kursk,
32 Russia
- 33 **EOC 9140 Epworth Center and SOWER Work Mission, Bethesda, Ohio**
34 Provides funds for materials to upgrade homes in this Appalachian area and to expand the
35 volunteer facilities.
- 36 **EOC 9191 Extension Ministries-Epworth Center, East Ohio Conference**
37 Funding will help with the following outreach programs: hunger, prison ministry, parish
38 nurse, youth day camp, and advocacy program.
- 39 **EOC 9174 Flat Rock Home & Care Center, Flat Rock, Ohio**
40 Subsidizes this campus program that provides residential care and treatment to children,
41 adolescents, and adults who are mentally retarded/developmentally disabled and provides
42 a community program for adults.
- 43 **EOC 9134 Harmony House, Mansfield, Ohio**
44 Provides funds for the operation of a homeless shelter for men, women, and children.
- 45 **EOC 9941 Heart for the City Outreach Center, Akron, Ohio**
46 Building the front porch to the kingdom of God by prioritizing relationships and establishing
47 programs that address needs in our community.
48

- EOC 9042 Hispanic Ministries in East Ohio, *East Ohio Conference***
Provides funding for Strategic Development of Hispanic Leadership and Ministries in the East Ohio Conference.
- EOC 9196 Interchurch Social Services of Knox County, *Knox County, Ohio***
Interchurch Social Services of Knox County is a Christian faith-based ministry, uniting community resources to meet the needs of those in crisis.
- EOC 9931 Journey's End Ministries, *Newcomerstown, Ohio***
To purchase food and operate a food pantry to feed the less fortunate in the Newcomerstown area.
- EOC 9186 L.O.T. Campership Program, *East Ohio Conference***
The L.O.T. Campership Endowment fund—to provide camperships for children, youth, young adults and families from poverty situations.
- EOC 9964 Martha's Cupboard, *Fresno, Ohio***
Assist those who have experienced job loss or low income to have items needed that cannot be purchased on food stamps. i.e. cleaning supplies, personal hygiene items, and diapers
- EOC 9192 Masindi Educational Ministries, *East Africa***
Funding construction of additional facilities at Rock Foundation School, a Christian-based school serving students of Masindi and supported through Masindi Educational Ministries. It is now time to begin construction of Rock Foundation Secondary School.
- EOC 9966 McKinley Community Outreach Center, *Lake County, Ohio***
To meet the needs of the underserved low income population of Western Lake County. To assist with basic needs supporting personal and family stability.
- EOC 9944 Midwest Mission Distribution Center, *Chatham, Illinois***
A facility for collecting, processing, sorting and shipping material goods for disaster response.
- EOC 9136 Nehemiah Mission of Cleveland, *Cleveland, Ohio***
Provides ongoing funds for supplies and building materials to support efforts to repair homes and churches in the city of Cleveland.
- EOC 9112 Neighborhood Community Development Center, *Steubenville, Ohio***
Provides program funds for youth leadership development.
- EOC 9947 North Coast Haiti Mission, *Haiti***
Improve the lives of the people of the Cap Haitian Circuit of Eglise Methodiste du Haiti, with a primary focus on the Methodist School and Church in Dondon.
- EOC 9102 O.P.E.N. M, *Akron, Ohio***
Provides funding for programs which include food pantry, hot lunch program, free medical clinic, student tutoring, summer recreational program, Thanksgiving and Christmas food and gifts.
- EOC 9173 OhioGuidestone, *Berea, Ohio***
Subsidizes out-of-home programs, which include residential treatment, group homes, and foster care.
- EOC 9145 One Way Youth Ministry, *Carrollton, Ohio***
Provides salary support and ongoing program needs for this ecumenical youth ministry.
- EOC 9950 Park UMC Discipleship Pathway & Outreach Ministry, *Akron, Ohio***
Providing spiritual formation processes and opportunities to engage in outreach and witness in the Kenmore area of Akron.
- EOC 9948 Partners in Mission/Dickriede support, *East Ohio Conference***
To provide salary support for Danny and Kathy Dickriede as missionaries with East Ohio Conference for medical and educational work in Liberia.

- EOC 9143 Project Hope for the Homeless, Lake County, Ohio**
Provides administrative resources which enable the expansion of the shelter and support services to men, women, and families.
- EOC 9954 Safe Haven of EMI Alternative Learning Program, North Coast District**
To teach expelled and suspended students the value of completing high school and focusing on longer term social and professional development.
- EOC 9195 South Street Ministries, Akron, Ohio**
To benefit at-risk children in South Akron by addressing their needs and enriching their lives.
- EOC 9939 Starting Point Outreach Center, Willard, Ohio**
To develop, promote, coordinate and operate a community-wide Neighbor to Neighbor Helping Hands Ministry; to promote the ministries and services through printed and electronic media; and to expand the facilities and equipment as needed.
- EOC 9170 United Methodist Community Center Programs, Youngstown, Ohio**
Serves young people involved with the Department of Youth Services and the Juvenile Court
- EOC 9107 Urban Mission Ministries, Steubenville, Ohio**
Provides overall support for a comprehensive program which includes feeding and related ministries, neighborhood community development, Hutton House, J.O.S.H.U.A., life skills education and children and youth ministries.
- EOC 9171 Wesleyan Senior Living, Elyria, Ohio**
Provides charitable care for older adults who have outlived their financial resources.
- EOC 9933 West Side Community House, North Coast District**
Provide services to low income/at risk children, families and elderly to strengthen them physically, emotionally and spiritually.

RECOMMENDATION #2: That the following projects be adopted and promoted as General Advance Projects for support by the East Ohio United Methodist Churches July 1, 2016 through June 30, 2017.

Class of 2016

- 3020522 Community-based Health & Development in Afghanistan, Afghanistan**
Building capacity; and providing training in health, rehabilitation, and community development.
- 3020760 Evangelical Methodist Seminary and Scholarships, Cuba**
Offering studies to students, training laity and pastors for ministry, and supporting the seminary.
- 3020711 Four Homes of Mercy Home for Disabled, Israel/Palestine**
Improving the quality of services for severely disabled children, teens, and elderly persons.
- 3021566 Indigenous Women's Vegetable Gardening and Leadership Project in Guatemala, Guatemala**
Using organic family and community gardens to augment Mayan women's food security and leadership.
- 194431 Jackson Area Ministries, Ohio**
Creating partnerships to improve the quality of life within the Appalachian counties of Ohio.
- 240235 UMCOR Philippines, Philippines**
Providing support for program work, material resources, and operations for UMCOR.
- 15051A Women's Development and Preschool for Orphans, Dar es Salaam, Tanzania**
Providing basic education and Christian training for women and girls.

- 1 **14526A** **Women's Skills Center, Senegal**
 2 Providing literacy training and cloth-making skills for girls and young women.
 3 **3020758** **Yei Community-based Healthcare Program, South Sudan**
 4 Training for community for quality healthcare and disease prevention.
 5 **982023** **Zoe Ministry, Africa**
 6 Empowering orphans to escape poverty and live self-reliantly.
 7

8 Class of 2017
 9

- 10 **12548A** **Camphor United Methodist Mission - Projects, Liberia Africa**
 11 Providing education, healthcare and agricultural training to help people recover from war
 12 **3021621** **Church Projects in Bolivia, Bolivia**
 13 Establishing church projects for evangelization, expansion, construction and growth
 14 **3021985** **Delta Grace Sunflower UMC, Mississippi**
 15 Matching mission teams with those in need of home repair within the Mississippi Delta
 16 **15022A** **Highland Support Project, Guatemala**
 17 Promoting community involvement in health and education initiatives to develop local
 18 leaders
 19 **15154A** **Methodist Children's Home, Bolivia**
 20 Providing a permanent home for abandoned and orphaned children in a family and God
 21 centered setting
 22 **12174A** **Moscow Seminary - Scholarship and Academic Support, Russia**
 23 Preparing servant leaders for ministry in the Wesleyan tradition and transforming Russian
 24 **14525A** **Senegal Wellness Project, Senegal Africa**
 25 Providing health services to alleviate suffering
 26 **3020679** **Revitalization of Gbarnga Mission and School of Theology, Liberia Africa**
 27 Rebuilding a mission station and school of theology damaged by 14 years of civil war
 28 **14536A** **UMC Kissy General Hospital, Sierra Leone Africa**
 29 Offering quality eye care and surgery to the community as well as training professionals in
 30 this field.
 31

32 Class of 2018
 33

- 34 **982418** **Heifer International - Fill the Ark, Global**
 35 Heifer's goal is to help three million families annually to receive training and animals. The
 36 smallholder farmer families that Heifer has been working with for decades grow 70% of the
 37 food the world eats every day.
 38 **901375** **NCJ Volunteers in Mission, USA & Global**
 39 Coordinating and training Volunteers in Mission for short term mission service utilizing
 40 teams from the conferences of the North Central Jurisdiction.
 41 **15080N** **Ganta United Methodist Hospital, Liberia, Africa**
 42 Providing quality and affordable healthcare in the rural region of Liberia, Africa
 43 **13760N** **Manjama Methodist Health Center, Sierra Leone, Africa**
 44 Providing quality and affordable healthcare in the rural region of Sierra Leone, Africa
 45 **00230A** **Cambodia Mission Initiative, Cambodia**
 46 Started over 10 years ago, there are now more than 180 local Methodist congregations in
 47 Cambodia. This is an exciting growing region. The goal is to start 10 new congregations each
 48 year.
 49

- 3020789 Women's Empowerment and Leadership Training Project in Cambodia, Cambodia**
To hold three leadership training seminars each year, attended by at least two women from each Methodist church community throughout the provinces of Cambodia. In some cases, the goal is to train women to be trainers themselves back in their church community.
- 3021232 Hope for New Life, Malaysia**
Reaching out to Vietnamese migrant workers in Malaysia through social, legal and educational programs. Since 2002, the Vietnamese government has sent to Malaysia some 200,000 Vietnamese youth ranging from 18 to 30 years of age to work as laborers.
- 13421A Tansen United Mission Hospital, Nepal**
Offering free care and medical assistance to patients, and providing hospital equipment. Before 1954, there were no hospitals in Nepal, except in Kathmandu. United Mission Hospital, Tansen (UMHT) was the first to begin work outside of the capital.
- 3021089 New Horizon School, Paraguay, Paraguay Latin America and Caribbean**
Sharing Jesus in an impoverished area in Paraguay through education, recreation, music and art. When we opened the school in 2001, thousands of children in Lambare were not in any school; a majority of the population had dropped out of school around the sixth grade. We started the school to provide an opportunity for children in a poor area on the outskirts of Lambar.
- 982039 Appalachia Hunger and Poverty, United States, North America**
Providing resources for Appalachian church based ministries focusing on issues of hunger and poverty. UMAMN, formally the Appalachian Development Committee, was established in 1972.

RECOMMENDATION #3: that the CCOM Executive Committee, upon recommendation by the Board of Missions, be authorized to revise this list of Advance Projects.

For more information:

Churches may direct giving to Conference Advance Projects and to General Advance Projects by indicating the project number on the church statement/remittance form.

We have chosen these general advance projects for special emphasis and consideration. We have placed them in a three-year class arrangement to give them attention for a definite period and then to bring others to the forefront. A local church may support any general advance project that appears in the Catalog of Advance Projects published by Global Ministries.

Use <http://www.umcmmission.org/give-to-mission/the-advance> to search for General Advance Projects or to donate directly. Giving Tuesday will be November 28, 2017. Giving Tuesday matching funds only apply to general advance projects not conference advance projects.

**The East Ohio Annual Conference
Ministries and Missions Funding Policies
2017**

MISSION: Is To Make and Mature Disciples of Jesus Christ for the Transformation of the World

VISION: Is To Increase the Number of Vital Congregations by:

- **Developing principled Christian leaders for the church and the world.** The church must recruit young people for ministry and provide them with the skills necessary to be effective in this new time of opportunity. Similarly, we must offer leadership training for lay people who are in ministry in countless ways.
- **Creating new places for new people by starting new congregations and renewing existing ones.** If we are to remain faithful to our commitment to transform the world, we will reach out with genuine hospitality to people wherever they are. We will make them feel welcome as we start new faith communities, seek to renew existing ones and inspire faithful discipleship.
- **Engaging in ministry with the poor.** As an expression of our discipleship, United Methodists seek to alleviate conditions that undermine quality of life and limit the opportunity to flourish as we believe God intends for all. As with John Wesley, we seek to change conditions that are unjust, alienating and disempowering. We engage in ministry with the poor, and in this, we especially want to reach out to and protect children.
- **Stamping out killer diseases by improving health globally.** Conditions of poverty cause illness and death. The lack of access to doctors, nurses, medications and appropriate facilities is deadly, especially among those who live in conditions of poverty. But the diseases of poverty are not inevitable. We believe the people of The United Methodist Church can play a significant role in educating others about diseases such as HIV/AIDS and malaria, and treating and preventing their devastating effects.

STRATEGIC PLAN:

The East Ohio Conference will work toward the goal of increasing the number of Vital Congregations by:

- Aligning Resources
- Developing Leaders
- Inspiring Growth

Vital congregations consistently form disciples who:

- Become part of the body of Christ
- Grow in faith to be more like Jesus
- Join Jesus in servant ministries to others
- Form accountable partnerships with ministries between their local church and others in the connection

BIBLICAL FOUNDATIONS

In the Old Testament, the people of God are advised to claim God's vision because their very life depends upon it. "Where there is no vision, the people perish." (Proverbs 29:18, KJV)

In the New Testament, followers of Jesus are assured that God has a vision of redemption for the whole world. "God so loved the world that he gave his only Son, so that everyone who believes in him may not

perish but may have eternal life...in order that the world might be saved through him." (John 3:16-17, NRSV)

Paul wrote to the early church at Ephesus and prayed for the Ephesians a prayer that speaks to all Christians for all time; "I pray that the God of our Lord Jesus Christ, the all-glorious Father, may give you the spiritual powers of wisdom and vision, by which there comes the knowledge of him." (Ephesians 1:17, NEB)

PRIMARY TASK

The primary task of the Conference Council on Ministries (CCOM) is to assist local churches to identify and carry out ministry and mission as vital congregations. There will be an emphasis placed upon both the Mission Statement and the Vision Statement as the CCOM works with conference boards, committees, districts and local churches.

The primary task of the Local Church is to: (1) reach out and receive people as they are; (2) provide a setting for people to develop a relationship with God through Jesus Christ; (3) nurture and help them grow in the faith; (4) send them out to live as disciples to create a loving and just world.

MINISTRIES AND MISSIONS FUNDING EVALUATION SUB-COMMITTEE

The CCOM Funding Evaluation Sub-Committee is responsible for the oversight of the Conference Benevolence / Ministry and Mission budget (Apportionment Fund I). The sub-committee recommends policies, serves as a channel for all funding requests, and protects against overlap of programs and abuse. The sub-committee is named by CCOM with consideration for geographical diversity.

CONFERENCE MINISTRIES AND MISSIONS FUNDING POLICIES

The Conference Ministries and Missions funding is a part of the Fund I, "World Service and Conference Ministries and Missions," Shared Ministry apportionment monies given by local churches to be used for missions and ministry within the East Ohio Conference as outreach that leads people to the acceptance of Jesus Christ. Districts, conference boards, and conference committees may receive conference Ministries and Missions grants by demonstrating a need for funds to live out the mission and vision of the East Ohio Annual Conference. As districts and agencies are considering requests for funds, it is recommended attention is given to the support of racial ethnic ministries where applicable. Conference Ministries and Missions funding is intended to be "Seed Money" that assists in the start-up of new missional and outreach programs. Conference Ministries and Missions monies are to be used for funding of mission projects and congregational development work.

Ministry programs are characterized as:

- Strengthening of existing churches and church leaders.
- Programs that educate people in disciple making, witnessing and outreach.
- Programs to assist persons in being mature disciples.

Mission projects are characterized as:

- Projects that are based on poverty and/or the need of the community/people being served.
- Projects that involve the local congregation in hands-on ministry outreach.

The East Ohio Conference is especially responsive to the needs of the local church. While we do reach out ecumenically and are meeting community needs, local congregations and individuals are expected to be the primary connection to ecumenical and community needs.

Ministries and Missions funding will be determined through the following policies:

1. **Forecast** – Prior to the funding cycle, the CCOM Funding Evaluation Sub-Committee, with direction from the Conference Council on Finance and Administration, will provide districts, conference boards, and conference committees with a forecast of the amount of money available for conference Ministries and Missions grant funding along with funding applications and the funding policies. The district forecast will be based on the guidelines for distribution formula established by the CCOM and CCF&A. The distribution formula for District Block Grant Funding has as its determining factors:

- District % of Total Population
- District % of Total Families in Poverty
- District % of Ethnic Population
- District % of Total Median Income
- District % of Total Apportionments Paid
- District % of Worship Attendance

2. **Application Process** -

- a. Any program/project that very clearly relates to the mission and vision of the Conference may submit an application for funding to their respective district or conference board or committee.
 - Funds for mission purposes are intended as “Seed Money” to be used as start-up funds to help initiate ministry and mission outreach. Programs/projects should not be funded for more than 3 years unless extenuating circumstances merit up to 5 years.
 - It is important that all applications have a specific plan and/or strategy for a program/project, a clearly defined method(s) in which the funds will be used, and a method for decreasing the “seed money” funding over the 3 year period.
 - Ministries and Missions funding may not be used for capital expenditures.
 - Ministries and Missions monies are for funding outreach ministries and may not be used to provide clergy salaries.
 - Conference policy does not allow the receiving of funds from more than one Ministries and Missions grant.

The district, conference board, or conference committee will consider each completed application to determine if the applicant is in accordance with the mission and vision of the conference. For applicants to receive Ministries and Missions funding they must respond to the following questions:

- How does this project bring people to Christ?
- Is this a United Methodist outreach ministry? How is the local congregation involved in this ministry?
- Who is the target audience? What issue does this project address?
- How does this ministry help strengthen The United Methodist Church?
- How will the mission project decrease its reliance on this seed money over a 3 year period? Where will sustaining funds come from once conference funding has ended?

- Are there other funding sources available to this ministry? (You must attach projected income budget and sources of funding to the application).

The district, conference board, or conference committee must be sure all supporting documentation (budget, helpful program/descriptive data, implementation plans) is attached to the application. If funds are being requested for an event, retreat, or workshop the application should include:

- The event date that has been set and already cleared/placed on the Conference Coordinated Calendar.
- A proposed budget that clearly outlines all anticipated costs of the event.
- An anticipated registration cost for the event. (Although it may be necessary for events to be supported through a benevolent line item it is expected that all events should include a reasonable registration cost to assist in covering expenses.)

After careful review of the application the district, conference board, or conference committee will determine their recommendation for the amount of funding a program/project should receive and complete the district/conference board or committee section of the application. The application with all supporting documentation will then be forwarded to the East Ohio Conference Ministries and Missions Funding Coordinator.

- b.** There will be an amount of money set aside by the CCOM Funding Evaluation Sub-Committee for Emerging Issues. Both district, conference boards, and conference committees may make a request for these funds for mission and ministry projects that emerge in a given year after the budgets have been set. Requests would be made by using the forms provided from the Funding Evaluation Sub-Committee and would be acted upon within 15 days of receipt of the request.

- c.** The CCOM Funding Evaluation Sub-Committee will review all applications and district/conference board and committee recommendations with regard to conference funding policies and the budget forecast and submit recommendations for funding to the Conference Council on Ministries and Conference Council on Finance and Administration.

- 3. Report and Review by Annual Conference** – The Conference Ministries and Missions funding will be recommended by the Conference Council on Ministries and the Conference Council on Finance and Administration and presented to the Annual Conference for review and approval.
- 4. Payout Rates** – Ministries and Missions grants shall be paid at the percentage rate set annually by the Conference Council on Finance and Administration based on expected income rates. This payout rate shall be determined at the January meeting of the Conference Council on Finance and Administration and immediately communicated by the Director of Connectional Ministries to the districts, conference boards, and conference committees. The districts, conference boards, and conference committees will then determine the division of that block grant payout to each program and/or project and communicate this division to the program or project as well as to the Director of Connectional Ministries by February 15th.

- 1 5. **Vouchering** – Each year specific programs must be vouchered, either to be paid:
 - 2 **a.** In 12 “monthly” installments, or
 - 3 **b.** On a one-time or occasional/as needed basis.
 - 4
- 5 6. **Mid-Year Adjustments** – Adjustments of funds from an inactive program, a program whose funding
6 needs have decreased, or where a program has not operated according to the original application,
7 must be reported to the CCOM Funding Evaluation Sub-Committee. All unspent funds shall be
8 returned at the end of each year and shall be retained in the Conference Ministries and Missions
9 Emerging Issues account. At the beginning of each new fiscal year The Conference Council on
10 Ministries or its Executive Committee will determine the amount to be held in the Ministries and
11 Missions Emerging Issues account for that year along with further disbursements of prior year
12 unspent monies. These recommendations must be approved by the Conference Council on Finance
13 and Administration.
14
- 15 7. **Annual Evaluation** – At the end of each funding year the CCOM Funding Evaluation Sub-Committee
16 will provide districts, conference boards, and conference committees with the annual evaluation
17 process and evaluation forms. An annual evaluation is to be completed by each applicant receiving
18 funds in accordance with the evaluation process. These evaluations shall be reviewed by the
19 funding district, conference board, or conference committee and forwarded to the Conference
20 Ministries and Missions Funding Committee along with required supporting documents (including an
21 Audit report where required). Any applicant not completing an evaluation or Audit (where required)
22 according to the submitted timeline will not be considered for future funding.
23
24

**Timeline for Fund I - Ministries and Missions
Conference Benevolence 2018 Budget
12 Month Planning Process**

Date	Task or Deadline
By January 5, 2017	CCOM distributes 2018 Funding Application Forms and 2016 Funding Evaluation Forms. These are also updated on the conference web site.
Jan/Feb 2017	Districts, Conference Boards & Conference Committees receive and prioritize individual applications within their budget areas using different deadlines based on their meeting schedule.
By March 15, 2017	Districts, Conference Boards & Conference Committees submit all Funding Applications, Evaluations and their recommended budget priorities to CCOM.
April/May 2017	Funding Evaluation sub-committee presents a Ministries and Missions Budget recommendation to CCOM. CCOM then presents a budget recommendation to CCF&A. CCF&A then presents a budget recommendation to be approved by the Annual Conference in June.
June 2017	Annual Conference establishes the 2018 Budget.
By November 1, 2017	Districts, Conference Boards & Conference Committees submit requests for adjustments (if any) to CCOM for line items within the budget set by Annual Conference for 2018.
Nov/Dec 2017	CCOM recommends budget lines items with adjustments to CCF&A for approval within the budget set by Annual Conf.
By January 31, 2018	CCF&A establishes the payout rate for the 2018 budget. Checks will not be issued until the payout rate is set.

NOTE: Conference Advance Special Projects are a separate process which is administered by the Missions Awareness Committee separately from the Ministries and Missions Budget. The Conference Advance Special Project Application deadline is January 15.

BOARD OF PENSIONS

I. Pensions

A. Ministers Reserve Pension Fund (MRPF) Pre-82-Supplement One to the Clergy Retirement Security Program

The Ministers Reserve Pension Fund as outlined in *The Book of Discipline* and administered under the authority of the General Board of Pension and Health Benefits of The United Methodist Church and the Board of Pensions of the East Ohio Annual Conference, in conformity with the Plan of Union, was the pension program and plan of the East Ohio Conference through December 31, 1981. A copy of the "Pension and Benefit RULES AND REGULATIONS for Annual Conferences of The United Methodist Church" may be secured from the General Board of

Pension and Health Benefits of The United Methodist Church; 1201 Davis Street, Evanston, Illinois, 60201.

1. The following paragraph is presented as an amendment to the action taken by the 1981 Annual Conference (page 237, Volume 2, 1981 Journal) pertaining to the Ministerial Pension Plan and Comprehensive Protection Plan:

The pension rate for retired clergy or local pastors of the Annual Conference for service prior to January 1, 1982 shall be **\$864** for **2017** annuity year. The Past Service Pension Rate (PSPR) for **2017** shall be **1.55%** of the CAC. The PSPR for **2016** is **\$847, 1.55%** of the CAC.

2. Participation by Full-Time Local Pastors

A Local Pastor must be an ordained deacon, must be under Episcopal Appointment, must have rendered not less than four consecutive years of full-time service in the East Ohio Annual Conference, and shall have received a cash salary for such service which equals or exceeds the minimum salary set by the East Ohio Annual Conference (or predecessor conference) for the year in which the service was rendered, before annuity service years began under the M.R.P.F. The name of the Local Pastor must be listed annually under the Disciplinary Questions. In the MPP/CPP Plan, Local Pastors receive a pension based on compensation, and CPP benefits if they receive at least the minimum salary of a full-time Local Pastor. Vesting in MPP is immediate.

Note: This provision applies to the historical practice of ordination as a "Local Elder" or "Local Deacon" which is no longer part of United Methodist polity or practice. The Local Deacon's and Local Elder's orders were credentials enabling supply and local pastors to perform ministry in the local churches to which they were appointed, comparable to licensing as a local pastor today. This provision has no relationship to ordination as Deacon under the *1992 Book of Discipline* (or previous), commensurate with Probationary Membership in the Annual Conference, nor does it pertain to ordination as a Deacon in Full Connection under the *1996 and 2000 Books of Discipline*. It applies only to local pastor and supply years prior to 1982. (Dale Jones, Client Manager, General Board of Pension and Health Benefits of The United Methodist Church, February 11, 2003.)

- B. Ministerial Pension Plan (MPP)-Supplement Three to the Clergy Retirement Security Program

Effective January 1, 1982, the pension program was changed to the Ministerial Pension Plan (MPP) and Comprehensive Protection Plan (CPP), which was authorized by the 1980 General Conference. This plan was administered under the authority of the General Board of Pension and Health Benefits and the Board of Pensions of the East Ohio Conference through December 31, 2006. A detailed copy of the program may be secured from the General Board of Pension and Health Benefits, or the Conference Treasurer's Office.

- C. Clergy Retirement Security Program (CRSP)

Effective January 1, 2014, the benefit formulas and eligibility for the Clergy Retirement Security Program (CRSP) were changed by authorization of the 2012 General Conference.

The objective of the retirement plan changes is stewardship – balancing between adequacy for participant and affordability and sustainability for the Church.

The Defined Benefit (DB) formula was reduced from 1.25% to 1% of the Denominational Average Compensation (DAC) at retirement multiplied by years of service effective January 1, 2014. (The DB formula of 1.25% will remain effective for all covered service prior to January 1, 2014.)

The Defined Contribution (DC) changed, beginning January 1, 2014; the church will contribute 3% of compensation, IF the participant contributes at least 1% of compensation to their United Methodist Personal Investment Plan (UMPIP). If the participant does not contribute 1% to UMPIP, 2% of compensation will be deposited to their CRSP DC account.

UMPIP contributions are direct billed from the General Board of Pension & Health Benefits (GBOP) to the local church. UMPIP contributions are ‘personal’ contributions of the participant, to be reduced from a participant’s (pastor’s) compensation. UMPIP contributions are NOT church liabilities; it is the function of the church to timely remit their pastor’s contributions to the GB.

The Clergy Retirement Security Program is administered under the authority of the General Board of Pension and Health Benefits and the Board of Pensions of the East Ohio Conference. A summary of the plan may be secured from the General Board of Pension and Health Benefits’ website: www.gbophb.org

1. Effective January 1, 2014, full time and three quarter (3/4) time clergy are eligible for CRSP.

Part time local pastors with plan compensation less than **\$27,885.00** for **2017** are not eligible for CRSP.

The conference is required to report to the General Board all appointments in ¼ time increments for the purpose of eligibility in denominational benefit plans.

Churches with clergy appointed at half time (1/2) or less may elect to sponsor the United Methodist Personal Investment Plan (UMPIP).

UMPIP is a 403b pension plan offered by the General Board of Pension & Health Benefits of The United Methodist Church in which the employer and the employee may make contributions. UMPIP administrative documents can be requested through the Conference Benefits Office by phone at (800)-831-3972 ext 103 or 151 or by email: betsy@eocumc.com or robin@eocumc.com

2. Eligible clergy may not waive participation in the Clergy Retirement Security Program (CRSP).

3. Deacons

Effective January 1, 2007, the annual conference became the plan sponsor for deacons appointed to a local church, charge, conference or entity for which the conference has pension responsibility. (Reference: CRSP Plan Document Article A2.26 through B3.1i)

1 4. Annual Conference Funding of CRSP

2
3 The Clergy Retirement Security Plan (CRSP) began January 1, 2007.

4
5 Funding for CRSP's two benefit components (defined benefit and defined contribution) will be
6 provided for each eligible clergy member serving local churches of the East Ohio Annual
7 Conference, and those eligible clergy under special appointments whose salary is paid by the
8 Conference and who are under Episcopal appointment.

9
10 The **2017** CRSP DB pension billing formula will be, at 11% of total compensation, limited to the
11 DAC at **\$69,574**.

12
13 The CRSP DC pension billing formula will be at 3% of total compensation, limited to two times
14 the DAC at **\$139,148**.

15
16 The **2017** CPP (death & disability) billing will be at 3% of total compensation. Reference III.

17
18 5. Special Appointments (Extension Ministries) Conference Responsible

19
20 Since January 1, 1982, *conference responsible* appointments have been those in which the EOC
21 Area Center is their salary-paying unit. Currently, those appointments include the District
22 Superintendents, Pastoral Care Executive Director, Director of Connectional Ministries and
23 Associate Directors of CCOM. These appointments are listed in the 2008 EOC Journal, Extension
24 Ministries #1300 Within the Connection Structure of United Methodism (§344.1a.c.). As of
25 January 1, 2007, the Administrative Assistant to the Bishop and Clergy Camp Director(s) are
26 considered *conference responsible* appointments.

27
28 Salary-paying units cannot sponsor CRSP for their clergy; only Annual Conferences can sponsor
29 CRSP.

30
31 6. Special Appointments (Extension Ministries) Non Conference Responsible

32
33 Those serving under special appointments that are not paid by the Annual Conference are not
34 eligible for CRSP. Their respective employing agency may sponsor the United Methodist
35 Personal Investment Plan (UMPIP) through the General Board of Pension and Health Benefits of
36 the United Methodist Church in Evanston, Illinois.

37
38 7. United Methodist Personal Investment Plan (UMPIP)

39
40 a) UMPIP Personal Contributions

41
42 An active participant in the United Methodist Personal Investment Plan (UMPIP) may make
43 personal contributions through withholding either pre-tax or after-tax from their monthly
44 salary. These withholdings must be submitted to the General Board of Pension and Health
45 Benefits from the salary-paying unit monthly on the appropriate forms.
46 Members are given various options as to how personal contributions could be invested.

47
48 Since January 1, 1974, the General Board of Pension and Health Benefits has made available
49 a program of tax-deferred annuity contributions for members of the Pension Fund. There

are two basic requirements: 1) a prior agreement must be made between the member and the local church (or Conference agency); and 2) all remittances under this program must be made by the church treasurer (or agency treasurer). The members shall be given various options as to how their contributions shall be invested. For a packet of information regarding UMPIP Program, contact the General Board Pension and Health Benefits, 1901 Chestnut Ave., Glenview, IL 60025-1604, or the office of the Conference Treasurer/Benefits Manager.

All interest credited on contributions made under a pre-tax basis, is subject to tax following retirement or withdrawal and not in the year that it is credited. It should not be included in a member's income for tax purposes currently.

b) Lay Employee Pension Plan

On May 7, 2004, General Conference, in an important move toward greater equity among all church workers, approved legislation regarding retirement benefits for lay employees of the local church and Annual Conference.

According to *The Book of Discipline*, ¶1258.12, the committee on pastor-parish relations or staff parish relations "shall recommend that the church council provide, effective on and after January 1, 2006, a 100 percent vested pension benefit of at least three percent of compensation for lay employees of the local church who work at least 1040 hours per year, are at least 21 years of age, and have at least one year of permanent service."

For additional information on the lay pension benefit plan and all other General Board administered plans, please visit its website at or call its Participant Response Center at 1-800-851-2201. Betsy Stewart, Benefits Manager for the Conference, at 1-800-831-3972 ext 103, is also available to help the local church establish a lay pension plan.

8. Central Conference Pension Initiative

The Central Conference Pension Fund is an independent trust created to receive contributions for pension support of non-U.S. clergy. The General Board of Pension & Health Benefits in Evanston, Illinois projects that a \$25-50 million endowment is needed to help establish and maintain the fund. The East Ohio Conference encourages active and retired clergy, and laity to make voluntary contributions to the fund. The Treasurer's Office of the East Ohio Conference has established Fund #9705 for collection of Central Conference Pension Fund contributions.

II. Health Care Program

THE MISSION OF THE EAST OHIO CONFERENCE HEALTH CARE PROGRAM IS TO PROVIDE REIMBURSEMENT FOR MAJOR ILLNESS OR INJURY EXPENSES AND TO PROMOTE WELLNESS BY PROVIDING PROGRAMS TO MAINTAIN THE HEALTH OF MEMBERS OF THE CONFERENCE AND ITS EMPLOYEES.

The East Ohio Conference Board of Pensions recognizes that it has a fundamental interest in the health and welfare of its members, which is partially given expression by its health care program. The health care program will be designed around the needs of the members, although it may not meet their entire benefit needs. It will be coordinated with, according to law, all benefits provided

through governmentally mandated programs. These will be partially or fully funded by the East Ohio Conference, its agencies or local churches accordingly, for such programs as Social Security, Ohio Disability and Workers' Compensation, and such others as become mandated by law.

The goal of our health care program is to promote the general health and well-being of the member and member's family and to reimburse the member for the major costs incurred as a result of an illness or injury.

A. Health Care Benefits Enrollment for Members

Enrollment for new members in the health care program is not automatic and is the responsibility of the individual. Full-time lay employees of local churches and of other approved agencies of the East Ohio Annual Conference may be enrolled upon approval of the Conference Board of Pensions. The employer in each case shall ultimately be responsible for payment of the premium monthly. Persons transferring into the Conference or beginning employment with the Conference shall have the responsibility for enrollment. Enrollment may be completed by contacting the Conference Treasurer/Benefits Office. Effective January 1, 2002, participation in the Conference Health Benefit Plan became mandatory. (Reference II.B.2.c.)

Healthcare is provided by the Conference on a year-to-year basis.

B. Health Care Funding

1. The Conference shall continue to be self-funded for health care coverage for the Conference Year **2016-2017**.

2. The following projected premiums are based on current data and may be changed as needed: **(The clergy flat rate and all active lay premiums for 2017 will increase. The new premiums will be announced later this year.)**

a) The **2017**, monthly premiums for active lay employees are:

Single - ~~\$446 (\$5,352 year)~~. **To be announce later this year**

Family - ~~\$1,166 (\$13,992 year)~~. **To be announced later this year**

Single, age 65 & over, secondary to Medicare - ~~\$283 (\$3,396 year)~~. **To be announce later this year**

b) The **2017**, monthly premiums for retirees* are:

Single, less than age 65 - \$491 (\$5,892 year).

Single, age 65 & over, secondary to Medicare - \$297 (\$3,564 year).

*Eligible clergy retirees, their spouses, and surviving spouses, premium-share with the conference based on the clergy retiree's years of pension funded by the East Ohio Conference, as stated in C.6 of this report.

c) The **2017** clergy flat rate premium of ~~\$1,119 (\$13,428 year)~~ **(to be announced later this year)** shall be billed for each episcopal appointed clergy (including deacons where health coverage is not provided from another source) serving a local church full time or three-quarter time* including the Director and Associate Directors of CCOM, Administrative Assistant to the Bishop, Conference Evangelist, District Superintendents, lay employees of the Area Center, Area Office, and Directors of Camps sites. Each pastoral charge shall be billed an amount for health care coverage where applicable.

Changes in these rates, if any, will be announced as early as possible. Amounts will be remitted to the Conference Treasurer on Health Care forms provided by the Treasurer.
(*Not applicable to part time local pastors at 75%)

3. Part Time Local Pastors, or Ordained Clergy, Provisional, and Associate Members appointed ½ time or ¼ time - The single lay rate premium may be billed for each episcopal appointed clergy serving a local church as part time local pastor or Ordained Clergy, Provisional, and Associate Members appointed ½ time or ¼ time who are working a minimum of twenty hours per week and requesting single coverage. Family coverage for these appointments shall be billed at the flat rate. (Effective 1/1/2010)
4. In those cases involving a multiple point charge, the lead church shall be so directly billed. In all cases, the cost sharing arrangements between and among the various churches within the charge shall be as locally agreed and the lead church shall pay the required medical insurance premium to the Conference. Premiums for coverage shall be in the amount as determined by the Board of Pensions for flat rate, single, or family as appropriate.
5. The apportionment for health care benefits for **2017** is **\$1,568,024**.
6. The amount paid by the local church under II. B. 2. a) & c) shall not be included in the total base figure used to calculate apportionments.
7. Enrolled employees of conference employing agencies shall be direct billed for the appropriate premium for the participant's coverage.
8. No conference money shall be used to pay for health and/or life insurance coverage other than the Conference sponsored plan.
9. Participation in Workers' Compensation by Episcopally Appointed clergy is required.
10. The East Ohio Conference Health Insurance Policy offers a wide range of benefits that compare favorably to other health plans. The EOC Board of Pensions would like to note that our plan, like similar plans, expects Workers' Compensation to be in effect to cover workplace related accidents, including automobile accidents occurring in the course of business travel, and their related cost of claims. The East Ohio Conference Health Insurance Policy DOES NOT provide benefits for injuries sustained in the course of a clergy's employment duties, because that coverage is provided by the Bureau of Workers' Compensation:

Therefore: To avoid the possibility that no benefit will be available, all clergy under appointment to a church within the bounds of the East Ohio Conference must be enrolled as a participant with the Bureau of Workers' Compensation. Premiums for this coverage must be paid by the church or churches to which the clergy is appointed.

11. Aetna Plan Design Changes for 2017

Prescription Benefits – changes effective January 1, 2017
Applies to all Aetna participants

Prescription deductible at \$200 – removed (no Rx deductible)

Retail – 30 day or less supply

Generic copay at \$20 – remains the same

Preferred Brand copay at \$45 – changes to 30% (Min \$45/Max \$90)

Non-Preferred Brand copay at \$60 – changes to 40% (Min \$60/Max \$120)

Specialty copay at \$60 – changes to 25% (Max \$200)

Mail Order – 90 day supply (not mandatory)

Generic copay at \$50 – increase to \$60 (3 times retail)

Preferred Brand copay at \$112.50 – changes to 30% (Min \$112.50/Max \$175)

Non-Preferred Brand copay at \$150 – changes to 40% (Min \$150/Max \$210)

Specialty copay at \$180 – changes to 25% (Max \$500)

Medical Benefits – changes effective January 1, 2017

Applies to active clergy, active lay & retirees less than age 65

Does not apply to Medicare primary participants

Single – In Network

Deductible at \$650 – increases to \$1,000

Coinsurance at \$1,600 – increases to \$2,000

Total out of pocket at \$2,250 – increases to \$3,000

Family – In Network

Deductible at \$1,300 – increases to \$2,000

Coinsurance at \$3,200 – increases to \$4,000

Total out of pocket at \$4,500 – increases to \$6,000

Single – Out of Network

Deductible at \$1,300 – increases to \$2,000

Coinsurance at \$3,250 – increases to \$4,000

Total out of pocket at \$4,550 – increases to \$6,000

Family – Out of Network

Deductible at \$2,600 – increases to \$4,000

Coinsurance at \$6,500 – increases to \$8,000

Total out of pocket at \$9,100 – increases to \$12,000

All money paid toward your plan's deductible, and for coinsurance and copays apply toward your total out of pocket under the Plan.

Note: After Annual Conference the health plan changes become part of the Health Benefit Plan Document and are not published in the Journal.

C. Eligibility for Retiree Health Benefits – Clergy

In order for a pastor to be eligible to retiree health coverage through the East Ohio Conference such pastor:

1. Must be a member (full member or local pastor) of the East Ohio Conference.

2. Must retire under the provisions of Paragraph 358.2b or 358.2c. (2012 Book of Discipline) Members retiring under Paragraph 358.2a (with twenty years of services) are not eligible.
3. Effective on and after July 1, 2010, must have a minimum of 10 years of pension funded by the East Ohio Conference. Deacons must have a minimum of 10 years of service certified by the local church or an approved agency.
4. Must be properly enrolled and covered under Conference Health Benefit Plan at the time of retirement. Effective on and after July 1, 2010, must have been covered by the Conference Health Benefit Plan for at least 5 years immediately prior to the effective date of retirement. The 5 years health care participation is not applicable to deacons.

Those individuals who are age 60 or older in 2009 and who would have been eligible for retiree healthcare coverage under the previous policy who are adversely affected by the 5 year rule shall be grandfathered/grandmothered to the rules which previously existed. This policy exception extends only to 16 individuals.

5. Post 65: Retirees must participate in the Medicare Part A and Part B programs.
6. Eligible retirees, spouses and surviving spouses shall contribute an amount toward the premium based on the policy effective August 1, 2004; whereas, retirees who have twenty-five (25) or more accumulative years of pension credit service funded by the East Ohio Conference will pay 30% of their health care premiums. For service less than twenty-five (25) accumulative years, the retiree will pay 30% plus 2.8% for each year less than 25 years of service. (For example: a retiree with fifteen (15) years of service will pay 58% of the premium).
7. The retired clergy's surviving spouse will be provided health care coverage in the same manner as the retiree (see C.6 above) until such time as they remarry or die. Should this remarried spouse later become single, eligibility for health care insurance coverage shall be returned to this surviving spouse. A surviving spouse of an active clergy will be provided health care coverage until such time as they remarry or die.

Should this remarried spouse later become single, eligibility for health care insurance coverage shall be returned to this surviving spouse. Dependent children of active clergy will be provided health care coverage until such time as they no longer meet the requirements to remain "Eligible Dependents". Premium sharing shall be calculated in the same manner as stated in C.6, above.

8. Retirees may add a spouse and/or dependents to the Health Care Plan after retirement, provided that the cost, as determined annually by the East Ohio Conference Board of Pensions, is paid by the retiree.

D. Eligibility for Retiree Health Benefits – Lay Employees

1. Area Center, Area Office, and Camps
 - a) In order for a Lay employee of the Area Center, Area Office, and Camps to be eligible for retiree health coverage through the East Ohio Conference such employee must be age 62.

- b) Must have a minimum of 10 years of pension funded by the East Ohio Conference.
 - c) Must be properly enrolled and covered under the Conference Health Benefit Plan for at least 5 years immediately prior to the effective date of retirement.
 - d) Post 65: must participate in the Medicare Part A and Part B.
 - e) For funding see F.3
 2. Agencies, Districts, and Local Churches
 - a) In order for a Lay employee of a qualifying Agency, District, and/or Local Church to be eligible for retiree health coverage through the East Ohio Conference such employee must be age 65.
 - b) Must have a minimum of 10 years of service certified by the Agency, District and/or Local Church.
 - c) Must be properly enrolled and covered under the Conference Health Benefit Plan for at least 5 years immediately prior to the effective date of retirement.
 - d) Post 65: must participate in the Medicare Part A and Part B.
 - e) For funding see F.4. 4.
- E. Temporarily Waiver of Retiree Health Benefits – Clergy and Lay
- Effective on and after July 1, 2003, when a retiree, retiree spouse or surviving spouse, is actively employed with employer provided insurance, the participant may temporarily waive the Conference Health Care Plan without premium sharing, and return to the Plan upon termination of such employer provided insurance. (Documentation will be required.) This includes clergy couples in which one spouse is retired and the other remains active.
- F. Retiree Health Care Funding
1. Clergy with East Ohio Pre-82 Pension Credit

Retired clergy, spouses and surviving spouses who are covered by the Health Care Plan of the East Ohio Conference premium-share per conference policy. The Conference supports the balance of their health care plan expenses by funds from the Pension and Health Care Reserve Account as directed by Judicial Counsel Decision #976 and approved by Annual Conference 2004.
 2. Clergy with East Ohio Pension Credit on and after 1/1/1982 with No Pre-82 Pension Credit

Retired clergy, spouses and surviving spouses who are covered by the Health Care Plan of the East Ohio Conference premium-share per conference policy. Fund III supports the balance of their health care plan expenses. The Board of Pension budgets annually \$250,000 and any balance after expenses is maintained as a reserve for these retirees.
 3. Lay Retirees (Area Center, Area Office, and Camps)

Lay retirees, spouses and surviving spouses who are covered by the Health Care Plan of the East Ohio Conference premium-share on the same basis as the clergy in the East Ohio Conference. Fund III supports the balance of their health care plan expenses.
 4. Lay Retiree (Agencies, Districts and Local Churches)

Lay retirees, spouses and surviving spouses who are covered by the Health Care Plan of the East Ohio Conference are billed at full amount of the base premium. Any premium-sharing is the responsibility of the individual agency, district or local church.

Agencies, districts or local churches may require lay employees to contribute a portion of the premium cost based on the number of years worked and the age at retirement. The collection of this money is the responsibility of the individual agency, district or local church.

Lay retirees must comply with all the provisions of the Health Care plan document. The Conference Benefits Manager shall be authorized to terminate coverage for any lay retiree whose premium is not paid.

G. Retiree Emergency Aid

1. Financial Aid & Hardship Grants

Effective January 1, 2002, the policy stated below is applicable to the retiree's secondary Health Care premium sharing. In addition, the original intent of the policy will be maintained.

Where emergency aid is necessary for a retired member of the Conference, a retired local pastor, a surviving spouse, or other Conference claimant, it will be administered by the Executive Committee of the Conference Board of Pensions. Application forms should be obtained from the Treasurer's Office and returned to the Treasurer/Benefits Manager of the East Ohio Conference.

2. Emergency Fund for retired clergy with Other Insurance

Upon appeal and application, a retiree, retiree spouse or surviving spouse may request grant money to help pay for other insurance premiums. The Executive Committee of the Conference Board of Pensions will administer the Emergency Fund. Application forms may be obtained from the Benefits Office and returned to the Benefits Manager of the East Ohio Conference.

H. Delinquent Health Care Premium Payments

1. Any church/charge or agency having a balance due for health care billing from the previous year (December 31), for a pastor's premium, will be notified of such balance by the Benefits Office, with notification also sent to the pastor's District Superintendent and Chairperson of the Staff-Parish Committee. The Benefits Office and the District Superintendent will work with the church/charge for payment of the delinquent amount.

2. Persons on Special Appointment who are enrolled in the health care benefit plan and delinquent at year-end (December 31) will be notified of such delinquency by the Benefits Office. If a satisfactory payment schedule cannot be negotiated by April 1 of the year following the delinquency, the coverage will be terminated.

3. Laypersons who are enrolled in the health care benefit plan and delinquent at year-end (December 31) will be notified of such delinquency with their employing church/charge or agency also notified. If a satisfactory payment schedule cannot be negotiated by April 1 of the year following the delinquency, the person's coverage will be terminated with the employing church/charge or agency responsible for the payment. If the church/charge or agency does not make the payment, no additional persons from that church/charge or agency will be enrolled until the balance is paid in full.

I. Pension and Health Care Arrearage Debt Resolution Policy

Effective 1/1/2005, a church/charge with past health care and pension arrearages and is current for three calendar years may apply for final resolution. A church/charge seeking resolution must submit a letter requesting arrearage debt resolution with details of their proposal for settlement to their District Superintendent with a copy sent to the Chair of the Board of Pensions. After full review by Cabinet and Board of Pensions, the Board of Pensions will vote on the negotiation of balance payment and any forgiveness of a determined arrearage.

The pension and health care arrearages of a closed church will be removed upon written recommendation by Cabinet and consultation of the Conference Treasurer.

III. Disability and Death Benefits

A. Clergy - Comprehensive Protection Plan (CPP)

1. Long-term disability (LTD), survival and death benefits are provided through the Comprehensive Protection Plan (CPP) for clergy under full time episcopal appointment and receiving 'plan compensation' equal to or greater than 60% of the Denominational Average Compensation or the Conference Average Compensation. Clergy serving at three-quarter time participate under CPP Special Arrangements provision. (Part time local pastors are not eligible for CPP.)
2. The funding rate yearly for each eligible full time clergy member (including deacons) serving local churches of the East Ohio Conference, or special appointments whose salary is paid by the Conference who are under Episcopal Appointment is 3% of plan compensation (salary plus housing) with two times the DAC as the cap. The required funding rate for those under CPP Special Arrangements is 3.4% of the Denominational Average Compensation. (3.4% of **\$69,574 = \$2,366** per year)
3. CPP LTD benefits may be approved by the General Board of Pensions and Health Benefits for the members who are granted Medical Leave by action of the Annual Conference.
4. The Comprehensive Protection Plan is administered by the General Board of Pension and Health Benefits, providing monthly LTD benefits to active participants who qualify.
5. Effective January 1, **2017**, the income replacement payable by CPP is 70% of the plan compensation, with plan compensation capped at 200% of the DAC or an income replacement equivalent to 40% of the DAC (**\$27,830**). The plan pays whichever provides the greater benefit to the participant. (**2017 DAC = \$69,574**)
6. The CPP disability benefit (income replacement) is reduced by any disability benefit payable under Social Security. The revised benefit applies only to eligible clergy whose disability effective date, as determined by the General Board of Pension and Health Benefits, is or after 1/1/02. Clergy approved for CPP disability benefits continue to be credited pension contributions.
7. For the purpose of receiving CPP benefits, a clergyperson is considered disabled based on medical evidence that he/she is unable to engage in the usual and customary duties of a

United Methodist clergyperson due to bodily injury, disease or mental or emotional disorder or disease which will last for at least six continuous months and excluding disability resulting from: 1) Service in the armed forces of any country, 2) Warfare, 3) Intentional self-inflicted injury, 4) Participation in any criminal or unlawful act. After receiving benefits for 24 months, in order to continue receiving CPP disability benefits, a clergyperson must demonstrate that he/she is unable to engage in substantially all of the usual and customary duties pertaining to any employment in an occupation for which the disabled clergyperson is reasonably qualified.

8. The disabled member is encouraged to make application to Social Security Administration to determine eligibility under the government's program. Social Security disability benefits may begin after a waiting period of five full calendar months.
9. Health care coverage upon Medical Leave is administered according to the Conference's Health Benefit Plan document, and current plan language takes precedence in all cases. If the member is enrolled in the Conference Health Benefit Plan coverage prior to being granted Medical Leave, coverage will continue 180 days following the date the member was actively at work, at no cost to the member. The next 18 months the provision of the plan for Continuation of Coverage would be applicable, at no cost to the member. If the member is determined under Title II or XVI of the Social Security Act to have been disabled at the time of Medical Leave, coverage would continue as a secondary coverage to Medicare disability. If the member does not become Social Security disabled, the Conference Health Care coverage terminates after the 18 months under the Continuation of Coverage Provision.

CPP death benefits are based on eligibility as an active clergyperson and as a retiree. Based on eligibility, death benefits for **2017**:

- Active members: \$50,000
- Spouse of an active member: **\$13,914.80**
- Surviving spouse of active member: **\$10,436.10**
- Child (age 18 & younger) of active member: **\$6,957.40**

Retirees (retired before 1/1/2013)

- Death of a retired member: **\$20,872.20**
- Spouse of a retired member: **\$13,914.80**
- Surviving spouse of retired member: **\$10,436.10**
- Child (age 18 & younger) of retired member: **\$6,957.40**

Retirees (retired 1/1/2013 or later)

- Death of a retired member: \$20,000
- Spouse of a retired member: \$15,000
- Surviving spouse of retired member: \$10,000
- Child (age 18 & younger) of retired member: \$8,000

Educational Benefits are provided for the children of deceased members while enrolled in an accredited college through age 25.

B. Clergy – UMLifeOptions (clergy not eligible for CPP)

1. Local churches with episcopal appointed clergy not eligible for the Comprehensive Protection Plan (CPP) may adopt an UMLifeOptions plan to provide long-term disability (LTD) and life insurance coverage for their appointed pastor.
2. For more information regarding sponsoring UMLifeOptions, please visit the General Board of Pension & Health Benefits webpage at <http://www.gbophb.org/center-for-health/plans/umlifeoptions/>
Or call the General Board of Pension & Health Benefits at 1-800-851-2201 (option 3). Churches or pastors are welcome to contact Betsy Stewart, EOC Benefits Manager, at 1-800-831-3972 ext 103.

C. Lay Employees (Area Center, Area Office and Camps) UMLifeOptions

1. UMLifeOptions formerly known as the Basic Protection Plan (BPP) of The United Methodist Church covers lay employees for Long Term Disability (LTD) of the Area Center, Area Office and Camps. The income replacement payable by UMLifeOptions is equivalent to 60% of the employee's predisability compensation. The UMLifeOptions disability benefit (income replacement) is not reduced by any disability benefit payable under Social Security.
2. As of January 1, 2009, UMLifeOptions will make a maximum 3% of predisability compensation contribution to the approved disabled Employee's United Methodist Personal Investment Plan (UMPIP).

IV. Voluntary Transition Program

The Voluntary Transition Program provides eligible clergy with a financially supported method for a grace-filled exit. The program is for eligible clergy who voluntarily choose to withdraw from the ministry. The program was adopted at General Conference 2012. It is effective January 1, 2013 and will terminate December 31, 2020.

The program provides an eligible participant a career transition package that includes: 1) Severance benefits based on current compensation and years of service; 2) Continuation of health benefits through the conference plan; 3) Continuation of active participant death benefit through the Comprehensive Protection Plan (CPP) if applicable during Transition Period; 4) Access to outplacement services; 5) Moving expenses subject to conference policy.

Eligibility: 1) Clergy must be in good standing; 2) At least five years of service in full connection (i.e., elders or deacons); 3) Active participant in CPP for five years immediately preceding separation from service; 4) Not being within two years of eligibility to retire under the Book of Discipline Paragraph 358.2(b) (30 years of service or age 62); 5) Conference approval of participant in the program; 6) Withdrawal and surrender of credentials.

For questions, clergy may contact their District Superintendent or Betsy Stewart in the Benefits Office at 1-800-831-3972 ext 103.

V. Special Grants

The East Ohio Conference for **2016-2017** Conference year shall pay special Grants calculated by the Board of Pensions to such persons approved by the Board.

VI. Rental/Housing Allowance Policy for Retired or Disabled Clergypersons of the East Ohio Conference Policies and Guidelines

The following is in effect for 2017:

An amount equal to 100% of the pension, severance, or disability payments received from plans authorized under *The Book of Discipline of The United Methodist Church* (the "*Discipline*"), which includes all such payments from the General Board of Pension and Health Benefits ("GBOPHB"), during the period January 1, **2017** through December 31, **2017**, by each active, retired, terminated, or disabled Clergyperson who is or was a member of the Conference, or its predecessors, be and hereby is designated as a rental/housing allowance for each such Clergyperson; and

The pension, severance, or disability payments to which this rental/housing allowance designation applies will be any pension, severance, or disability payments from plans, annuities, or funds authorized under the *Discipline*, including such payments from the GBOPHB and from a commercial annuity company that provides an annuity arising from benefits accrued under a GBOPHB plan, annuity, or fund authorized under the *Discipline*, that result from any service a Clergyperson rendered to this Conference or that an active, a retired, a terminated, or a disabled Clergyperson of this Conference rendered to any local church, annual conference of the Church, general agency of the Church, other institution of the Church, former denomination that is now a part of the Church, or any other employer that employed the Clergyperson to perform services related to the ministry of the Church, or its predecessors, and that elected to make contributions to, or accrue a benefit under, such a plan, annuity, or fund for such an active, a retired, a terminated, or a disabled Clergyperson's pension, severance, or disability plan benefit as part of his or her gross compensation.

NOTE: The rental/housing allowance that may be excluded from a Clergyperson's gross income in any year for federal (and, in most cases, state) income tax purposes is limited under Internal Revenue Code section 107(2), and regulations thereunder, to the least of: (a) the amount of the rental/housing allowance designated by the Clergyperson's employer or other appropriate body of the Church (such as this Conference in the foregoing resolutions) for such year; (b) the amount actually expended by the Clergyperson to rent or provide a home in such year; or (c) the fair rental value of the home, including furnishings and appurtenances (such as a garage), plus the cost of utilities in such year. Each clergyperson or former clergyperson is urged to consult with his or her own tax advisor to determine what deferred compensation is eligible to be claimed as a housing allowance exclusion.

VII. Service Records

A. The official years for pension are those entered on the service records on file with the General Board of Pension and Health Care Benefits and certified by the Conference Board of Pensions, not the service records in the Journal. Persons with questions about their service record should contact the Conference Treasurer/Benefits Office.

- 1 B. Pension credit with another conference either for effective, associate, or local pastor years must
2 be established by direct contact with that conference and by its official action.
3
- 4 C. The East Ohio Conference does not have any responsibility for annuity years other than those
5 served in the East Ohio Conference, or one of its predecessor conferences, except for service in
6 the former Sandusky, Lexington, or Southeast Ohio Conference assigned by a joint Distribution
7 Committee of the General Board of Pensions.
8

9 VIII. For Information
10

- 11 A. Concerning all payments to the General Board of Pension and Health Benefits or the Ministerial
12 Reserve Pension Fund, and all pension payments to claimants, or other information, write to the
13 General Board of Pension and Health Benefits, 1901 Chestnut Ave., Glenview, Illinois, 60025-
14 1604 or visit the General Board of Pension and Health Benefits' website: www.gbophb.org
15
- 16 B. Concerning clergy benefits and/or pension credit, service years, or credit as full-time Local
17 Pastor, write or contact the Conference Treasurer/Benefits Office, 8800 Cleveland Avenue NW,
18 P.O. Box 2800, North Canton, Ohio 44720.
19

20 IX. References
21

- 22 A. For the "Plan of Union", see pages 423-424, recommendation 21, 1969 Yearbook and Record of
23 the North East Ohio Annual Conference, or pages 57-58, Recommendation 21, 1969 Conference
24 Journal of the East Ohio Conference.
25
- 26 B. For the "Guidelines for Granting Benefits to a Person Whose Membership Has Been
27 Terminated", see pages 196-198 of the 1973 Yearbook and Record of the East Ohio Annual
28 Conference.
29
- 30 C. For the special action regarding "Benefits for the Surviving Spouse of a Marriage Subsequent to
31 the Member's Retirement", see the action on page 195 of the 1973 yearbook and Record of the
32 East Ohio Annual Conference, as amended in 1975, page 198, Volume II, of the Journal of the
33 East Ohio Conference
34
- 35 D. For the special action regarding "Equalization of Benefits Related to Required Personal
36 Contributions", see pages 197-198 of the 1976 Journal of the East Ohio Conference, Volume II.
37 (References are available in the Conference Treasurer's Office).
38

39 X. East Ohio Funds With The General Board of Pensions
40

41 Per action by the 1994 Annual Conference, the Board of Pensions will include in their report to Annual
42 Conference a report of all funds held, beginning balance, income for the previous year, expenses for
43 same, and ending balances audited or un-audited.
44

45 The East Ohio Conference Board of Pensions maintains four (4) accounts with the General Board of
46 Pensions in Evanston, Illinois. The first Account is a deposit account for **monthly pension and death &**
47 **disability premium obligations**. Second is our holding account for the money **originally** raised in the
48 Capital Funds Campaign and its accrued interest. The third deposit account **may** hold a portion of our
49 Health Care Reserve and the fourth account holds proceeds from a 1929 trust and earned interest.

Following is a brief description of each account and its related balances and activity for the previous year 2015.

Deposit Account - 10018001

This is the East Ohio Conference deposit account with the General Board of Pensions and Health Benefits and is our 'primary' account. Money raised through Apportionments and Direct Pension Billing in East Ohio for CRSP, (Clergy Retirement Security Program), CPP (Comprehensive Protection Plan), and Past Service obligations are forwarded from East Ohio to this Account. On a monthly basis, the GBOP charges and transfers money from this account to all the individual clergy accounts currently funded.

Beginning Balance 1/1/2015	68,246
2015 Activity	
Income	72,073
Expenses	<u>-83,388</u>
Net 2015 change	-11,315
Total Deposit Account at 12/31/2015	\$56,931

Deposit Account-Pension and Health Care Reserve Account (P&HCR)

This account was formerly known as the Capital Funds Campaign Account. By action of Annual Conference 2001, this account was re-designated as the Pension and Health Care Reserve Account, and approved to be maintained to provide a reserve for Conference pension and health care plan liabilities subject to disbursement only upon recommendation of the Conference Board of Pensions and approval of Annual Conference. This action was questioned at Annual Conference 2003. Judicial Council ruled on the question in October 2003; therefore, the guiding principle of this account was amended to read:

"The East Ohio Annual Conference is directed (Judicial Council decision #976) to fund the pre-1982 past service account meeting the donor intent of the 1988-92 capital funds campaign. The appropriate amount should be based on the current actuarial projections for the pre-1982 past service account. All remaining funds including accrued interest shall be held in the East Ohio Annual Conference Pension and Health Reserve Account for pension and health benefits for pre 1982 clergy, spouses and dependents."

In addition, the EOC BOP will adhere to the following guidelines concerning this fund:

On an annual basis, an amount not to exceed \$2.5 million may be withdrawn from this account for pre-82 benefits. All activity around these accounts are printed in the annual Pre-Conference Workbook, as well as in the Journal.

Pension & Health Care Reserve

Beginning Balance 1/1/2015	24,766,751
2015 Activity	
Investment Gains at the General Board	-742,443
Transfer to local Health Care Reserve to cover Pre 82 claimants	
Pertaining to 2014	-233,907
Transfer to local Health Care Reserve to cover Pre 82 claimants	
Pertaining to 2015	<u>-2,495,306</u>
Net 2015 change	-3,471,656
Total Pension & Health Care Reserve at 12/31/2015	\$21,295,095

Note: After year 2014, \$233,907 was transferred from Pension & Health Care Reserve to the local Health Care Reserve. The amount transferred was the balance of monies needed to support the 2014 health care cost for retirees, spouses, surviving spouses and disabled participants who are Pre-82 pension claimants.

Note: During year 2015, \$2,495,306 was transferred from Pension & Health Care Reserve to the local Health Care Reserve. The amount transferred was monies needed to support the 2015 health care cost for retirees, spouses, surviving spouses and disabled participants who are Pre-82 pension claimants.

Health Care Reserve

Currently, the United Methodist Financial Credit Union, **holds** the majority of the reserve. These reserves **along with paid premiums are maintained at First Merit for** cash flow-and **help** protect our Health Plan against unplanned and catastrophic events not covered by existing stop loss insurance.

Health Care Reserve

Beginning Balance 1/1/2015	3,100,896
2015 Activity	
Investment Gains at the General Board	8,714
Income earned locally	28,781
Transfer from P&HCR	2,729,213
Transfer from Boyd Trust	170,890
Health Care Expenses	<u>-2,858,485</u>
Net 2015 change	79,113
Total Health Care Reserve at 12/31/2015	\$3,180,009

Note: After year end 2014, \$170,890 was transferred from Boyd Trust to the Health Care Reserve. The amount transferred equals the balance of monies needed to support the 2014 financial aid for retirees, spouses, surviving spouses who are not Pre-82 pension claimants.

Note: In 2015, a total of \$2,729,213 was transferred from Pension & Health Care Reserve to the Health Care Reserve to support health care cost for retirees, spouses, surviving spouses and disabled participants who are Pre-82 pension claimants. Of that amount, \$233,907 was the balance of monies needed to support the 2014 health care cost and \$2,495,306 was monies needed to support the 2015 health care cost.

Deposit Account – David Charles Boyd Trust

This trust was drafted in 1929 with distribution to the “Trustees or other proper governing body of the Northeastern Ohio Conference of the Methodist Episcopal Church or its successors for the benefit of the Itinerant Minister’s Conference Claimants’ Endowment Fund”.

The actual distribution of \$556,859.97 was made in June of 1996. The proceeds were deposited with the GBOP in Evanston. In 1998, \$11,774 from the Superannuants Fund was donated to this fund. In 2014, the final distribution of \$904,453.78 from the Boyd Estate was received. These funds are held locally. This fund has been used to provide financial assistance to clergy retirees, spouses and surviving spouses with regard to their required health care premium-sharing amounts **and to fund monthly conference health care expense for disabled clergy and their families who do not have pre82 pension claim.**

Boyd Trust		
Beginning Balance 1/1/2015		2,175,684
2015 Activity		
Investment Gains at the GB	-72,648	
Transfer to Local Health Care Reserve	-170,890	
Net 2015 change		-243,538
Total Boyd Trust at 12/31/2015		\$1,932,146

Note: After year end 2014, \$170,890 was transferred from Boyd Trust to the local Health Care Reserve. The amount transferred equals the balance of monies needed to support the 2014 financial aid for retirees, spouses, surviving spouses and disabled participants who are not Pre-82 pension claimants.

XI. The Funding Plan

General Conference 2012 approved legislation requiring each conference to annually submit to the General Board of Pension & Health Benefits a comprehensive funding benefit plan (CFBP) for addressing its benefits obligations. **The responding opinion written by the Managing Actuary of the General Board of Pension and Health Benefits of the United Methodist Church, in Evanston, Illinois, will be included in the Annual Conference Packet received at AC registration.**

COMMISSION ON EQUITABLE COMPENSATION

The overall purpose of the Commission on Equitable Compensation is to support the bishop and cabinet in fulfilling the mission of our conference, which is to make and mature disciples of Jesus Christ. This commission provides support by: providing salary support, where the bishop and cabinet deem necessary, establishing minimum salaries, and by and making sustentation grants.

I. Pastoral Compensation for Full Time Clergy

- A. Total ministerial compensation paid directly to or for the pastor by the charge shall include:
 1. Cash Salary, which should be the maximum possible from the local church, but no less than the minimum standards listed in section V of this report. In cases where equitable salary support is requested churches must pay at least 50% of that listed in section V of this report.
 2. Parsonage provided, or housing allowance when parsonage is not available.
 3. Parsonage/housing utilities, to be paid by the local Charge, including but not limited to:
 - a. Electricity
 - b. Heating
 - c. Water and sewer
 - d. One basic telephone line (not including personal long distance), which could be cell phone service;
 - e. Regular trash collection;
 - f. Basic cable service or equivalent service where available and desired by the pastor.
 - g. Basic high-speed internet where readily available, if desired by the pastor

4. Conference health insurance and pension.
5. Travel for local charge business at the IRS mileage rate with substantiation of mileage required (see *Guidelines for Mileage*, par. VI below).
6. Other general operating expenses to consider as reimbursable, such as: continuing education and cellular phone service, including a data package.

II. ELIGIBILITY FOR ALLOWANCES: CHARGES

- A. No minimum salary should be paid to a charge that has not conducted a responsible Stewardship Campaign each year. Refer to the Conference website for information on stewardship and stewardship programs.
- B. Any change in clergy appointment to a Charge on minimum salary support should be reported immediately to the Conference Treasurer's Office.
- C. No minimum salary support should be made to cover the failure of a local charge to meet the pastor's salary as approved by the Charge Conference.
- D. A local charge is expected to maintain its level of clergy support from previous years and must set a definite salary.
- E. A local charge is expected to provide a comfortable parsonage (or adequate housing allowance) meeting standards adopted by the Conference for parsonages and parsonage furnishings (**8-9, 2015 Journal**).
- F. Any charge receiving minimum salary support will be given a maximum of five years to assume full pastoral support. The charge must project a plan of incremental reductions effective with the second year of support. After five years, minimum salary support may be terminated if substantial progress in reducing dependence on salary support has not been made. Continuation of salary support beyond the five-year limit shall require concurrent action by the Commission and the Cabinet.
- G. The cabinet representative on the Commission on Equitable Compensation will give an annual report to the commission regarding the progress each charge is making toward moving off of equitable compensation funding.

III. ELIGIBILITY FOR ALLOWANCES: PASTORS

- A. A pastor who is engaged in business, a profession, or farming, or who is engaged in a non-church activity for remuneration, or who is employed in secular business shall not be eligible for any salary supplementation, except in cases which may qualify for "less than full-time" appointment.
- B. A retired Conference member or retired local pastor who is serving as pastor shall not be eligible for any salary supplementation or any sustentation allowance.
- C. In order for the local church to be eligible for salary supplementation, a pastor shall live on the charge or in the parsonage provided by the charge. Under unusual circumstances the Commission may make an exception.

D. Minimum Salary support is not a contractual right but a consideration of our relationship in Christian Ministry.

IV. APPLICATION AND PROCEDURES FOR MINIMUM SALARY SUPPORT:

Supplementation is not automatic but must be applied for each year or when there is a pastoral change. The deadline for filing applications for the next calendar year is November 1st or immediately following charge conference. However, any time there is a change in pastoral appointment or status of the applicant, a new application must be completed. The local charge is responsible for filing the application.

A. The local charge shall obtain the application forms from its district superintendent. The local Staff-Parish Relations committee shall complete the forms and send them in duplicate by the deadline to the Conference Treasurer's Office, together with:

1. Two copies of the church budget for each church on the charge. A completed budget includes:
 - a. The previous year's approved budget, year end expenditures, and audit report;
 - b. The current approved budget and year-to-date expenditures;
 - c. The proposed budget for the year support is requested.
2. A one-paragraph description of the program for Stewardship Education in each church including information such as how members were contacted, use of pledge cards, percentage of members who respond to the program, use of regular financial updates, and any other helpful information.
3. One copy of the church year-end report that is required in the Conference Treasurer's Office by January 31.
4. A report with plans for growing the ministry of the charge. Charges beyond the first year of receiving funds shall include in that report how they are progressing on their plans for growing ministry, including anything they have learned from what did not work in the past.
5. Incomplete applications or applications submitted without required documentation will be returned without consideration by the Commission, and payment may be delayed.

B. When a pastoral change is made during the year:

1. Charges requesting support for the first time shall also submit the items listed above in IV., A., 1. to 4.
2. Charges already receiving supplementation with pastoral changes need submit only a new application.

V. MINIMUM CASH SALARY SCHEDULES

As of 1992, the base number used for determining Minimum Salary is the current year's Conference Average Cash Compensation (CACC). The CACC is the Conference Average

Compensation (CAC) with the housing factor removed. Starting in 1995, and until changed by the GBOP, the CAC represents 125% of the CACC. **Salaries will be based on previous year's CAC/CACC numbers. Since the CAC for 2016 is \$54,680 and the CACC is \$43,744, the formula for calculating the 2017 minimum salaries will use the 2016 CACC or \$43,744. The following percentages are multiplied by \$43,744 for 2017:**

- A. 79% for Full Members, Associate Members, Probationary Members, and ordained persons from other denominations.
- B. 71% for full-time Local Pastors who have completed the course of study
- C. 67% for full-time Local Pastors who have not completed the course of study.

The 2016/**2017** Salary Schedule is as follows:

	2016	2017	
A.	\$33,806	\$34,558	Full Members, Associate Members, Probationary Members, and ordained persons from other denominations.
B.	\$30,382	\$31,058	Full-time Local Pastors who have completed the course of study.
C.	\$28,671	\$29,308	Full-time Local Pastors who have <u>not</u> completed the course of study.

VI. SUSTENTATION AID

- A. Sustentation grants are available in cases of special need or financial emergencies to pastors who are ministerial members or local pastors under appointment in the East Ohio Conference. In making its decision, the Commission is guided by a printed set of criteria available from the chairperson. The maximum that can be granted to any one person in any one calendar year is \$2,500.
- B. In cases of less-than full-time service, the annual maximum shall be prorated in correlation to the percentage of service. Applications may be obtained from the chairperson of the Commission, or the district superintendent. The district superintendent will sign the application forms, add any comments, and forward the application to the chairperson of the Commission.

VII. GUIDELINES FOR MILEAGE:

- A. In setting the pastor's mileage, the local church(es) shall pay vouchered mileage at the mileage rate set for the current year by the Internal Revenue Service. This figure may be obtained by doing a search for "business mileage rate" on the IRS website, www.irs.gov. Flat fixed rates for mileage are subject to apportionments.
- B. A church or charge may have the option of prepaying an estimated mileage figure on a monthly basis. An accounting of actual miles driven must be reported to the local church treasurer, preferably at month end, but no later than 90 days after prepayment. At this time

- any excess or unused portion of the prepayment could either be returned to the treasurer or used to reduce the next prepayment (except at year end).
- C. Standard documentation for vouchered miles shall include: date, miles driven, purpose (may exclude specific contact information where confidentiality is an issue), not including commuting between home and the church.
 - D. Due to the connectional nature of The United Methodist Church, it is strongly recommended that mileage to district and conference events and meetings also be paid by the local charge.
 - E. When specific pastoral duties are required at a community (non-church) event (e.g., invocation and benediction at Commencement), mileage to and from said event should be paid by the local charge. When an honorarium is given, mileage reimbursement should not be requested unless such honorarium is contributed to a charity or other worthy cause, in which case the local charge may choose to reimburse the pastor for mileage.
 - F. Mileage reimbursement for continuing education events should be worked out to the mutual satisfaction of the SPR/PPR committee and the pastor.
 - G. When the pastor combines local charge business and personal business on the same trip, the mileage attributed to the personal errands shall not be included in the reimbursable mileage.
 - H. Mileage should be paid by the inviting charge when a pastor travels to another charge to perform services at the request of the other charge's pastor.
 - I. Multiple church charges should divide travel monies in the same proportion as salary, utilities, and other reimbursable expenses. Multiple travel logs must not be required.
 - J. Students who travel to the charge for weekend pastoral duties shall not include travel to and from school as charge mileage. The charge shall reimburse for extra trips necessitated by pastoral emergencies.

CONFERENCE COUNCIL ON FINANCE AND ADMINISTRATION

David Palmer, CCFA President

Following an 83.42% pay-in rate in 2014, which was the highest pay-in rate in twenty years, the pay-in rate in 2015 dropped slightly to 83.21%. The percentage of churches that paid 100% of their apportioned shared ministry funds was 68%, compared to 66% in 2014 and 68% in 2013. This is still up from the period of 2008-2011, when just 65% of our churches paid 100% of their apportioned funds.

We had a decline in giving to the shared ministry challenge goal, with giving falling from \$195,000 in 2014 to \$185,000 in 2015. The shared ministry challenge goal is an important feature in our missions giving, as contributions to the challenge goal serve to bridge the gap between our pay-in rate and our actual expenses. This past year, 324 churches contributed to the shared ministry challenge goal, compared to 366 in 2014.

In spite of these modest declines, we are maintaining the 2016 benevolent pay-out rate at 85%, the same as in the previous years of 2013-2015. In 2012, the pay-out rate for benevolences had been 82%. We have enough in benevolent reserves to sustain the rate short-term, and are hopeful for a rebound in giving in 2016.

For 2017, CCFA is once again presenting a budget that shows no increase over the prior year. This will be the twelfth year in a row in which the budget has been the same or below the previous year.

Looking beyond our apportioned funds to areas of direct billing, our direct billing pay-in rate – for pensions and hospitalization – was 99%, an increase from 97% in 2014. This has helped us to meet rising health care expenses, although claims in 2015 were so high that our health care reserves ended the year at the low end of the acceptable range.

Our total giving in East Ohio to advance specials was \$754,000, down from \$864,000 in 2014, but still higher than the \$698,000 goal.

Our investment returns were also much more modest in 2015 compared to 2014.

We still ended the year in a solid position in our cash accounts. Perhaps the greatest celebration is that we were able – for the tenth year in a row! – to pay our General Church apportionments at 100%.

With this foundation, CCFA proposes the following items to the Annual Conference:

I. PAYMENTS AND REPORTING

- A) **Local Church Apportionment Payments** - All payments to Conference Budget items shall be made at least monthly to the Conference Treasurer on supplied remittance forms. Special offerings should be sent only with the regular monthly remittance. Please do not send them separately. Payments should be sent directly to the bank lock box in the envelopes provided. There is also a separate remittance form for the directly billed Health Care & Pension Program. Please follow the directions on the separate remittance forms.
- 1) **Timing** - Items in the Conference Budget that are apportionments are expected to be paid in full. One-half of the apportionment shall be paid by June 30. To do less causes hardship for the programs and people of the East Ohio Conference.
 - 2) **Reporting** - The District Superintendent will receive up-to-date reports on the apportionment giving levels of the local churches and is asked to be an advocate for full fair-share giving by each local congregation.
 - 3) **Staying current** in all five apportionment funds is expected. Any church who wishes to support the ministry of any of the funds at greater than 100% is encouraged to do so.
- B) **Annual Church Reports** - Annual church reports (Pastor's Report) shall be mailed to the Conference Treasurer by **January 23, 2017**, but an extension until **January 30, 2017** may be granted in cases of emergency, provided the request is made in writing and received by the Conference Treasurer before **January 23, 2017**. This extension is automatically granted to multiple church charges. The Treasurer needs to begin work by the 26th in order to complete all the necessary details in making up the reports for the end of the year. Money must be received at the bank by **January 6, 2017**. Monies received after

January 6, 2017 will not be credited to the **2016** records. When churches do not file a year-end statistical report, those churches' next apportionments will be increased by the same percentage as the increase in the Conference Budget.

- C) **Audit Reports** - Paragraph 617.2, 2008 DISCIPLINE. All agencies receiving financial support from conference benevolences or from any other authorized conference-wide appeal shall make audited reports to the Council concerning all such receipts and the disbursements thereof in such detail and at such times as the Council may direct. These audits shall be due on May 15, or 90 days following the closing of the fiscal year, and shall be sent to the Funding Evaluation Committee of the CCOM office. Any agency that fails to provide a satisfactory audited report by said deadline will have its current year funding suspended until the Committee accepts the report. The Council has established minimum guidelines for audits and an Audit Committee has provided a standard form for use by all Districts commencing with the 1995 audit using Generally Accepted Accounting Principles or an acceptable comprehensive basis of accounting other than generally accepted accounting principles and including a listing of property values and all fund balances including investments, restricted and non-restricted funds. All audits are to be duly signed by the person performing the audit. Copies of District audits shall be available to local churches at the District Conferences.

- D) **Investment Reports** - The Treasurer is authorized, in consultation with CCFA, to invest a portion of the FirstMerit Sweep Account fund in AAA Commercial Paper. Monthly reports of investments shall be made at CCFA meetings.

II. **BUDGET**

- A) **Time Line** - All program agencies asking for funds shall participate in a One-Year Budget.

- B) **Ministries and Mission Balances** - Carry-over balances in the (Fund I) Conference Connectional Mission Apportionments accounts shall be channeled into a Ministries and Mission Contingency Fund. At year-end all un-vouchered project/program funds shall be retained in the CCOM Ministries and Mission Contingency Account. Final disbursements of unspent balances will be determined by CCOM at the end of each 12- month period. The Ministries and Mission contingency balance can be accessed by procedures adopted by the CCOM.

- C) **CCFA Established Rate** - Annually, CCFA will review receipts to shared ministry funds from apportionments and determine the rate of payout for the balance or duration of the year.

Payout Rates - 2016

SHARED MINISTRY FUND I - World Service and Conference Benevolences: **85%** initial funding for benevolence items. Funds received over the **85%** funding level will be disbursed upon authorization following Annual Conference, CCOM and CCF&A policy.

SHARED MINISTRY FUNDS II & IV - Connectional Support Services Fund and Clergy Support Fund: 100% funding for obligatory items such as telephone, postage, legal and audit fees. Also for salaries, travel, benefits, housing and utilities for total Conference staff and support staff. **75%** funding for all other administrative items. **75%** funding for the total salary support budget amount, but all individuals approved for salary support will be paid at 100%.

SHARED MINISTRY FUND III - Ministerial Pension and Hospitalization Fund: All monies received will be disbursed as needed to cover obligatory costs. Any unexpended monies will be held in Fund III reserves.

SHARED MINISTRY FUND V - Education Fund: All monies received will be disbursed pro rata on a monthly basis.

D) CONTINGENCY AND RESERVE FUNDS

- 1) **Contingency Funds** - By action of the 1976 Annual Conference, two (2) contingency funds were established, Administrative and Ministries and Missions. CCFA and CCOM agreed that unused balances at the end of the year are put into the respective unbudgeted Conference Contingency Funds. CCOM may initiate requests for Ministries and Missions Fund through their established procedure. Non-CCOM related groups may appeal directly to CCFA for Administrative Contingency Funds. These requests must stand 5 tests:
 - 1) Does not duplicate budgeted funding
 - 2) Has not been turned down in budgeting process
 - 3) Does not circumvent budgeting process
 - 4) Funds are available
 - 5) Where applicable, has specific bid figures attached to the requests. Ministries and Mission grants are paid only upon submission of a documented voucher, in the same manner as budgeted item grants are made.
- 2) **Reserve Funds** - These funds consist of interest earnings from short-term investments, restricted funds, and some unspent contingency funds voted to Administrative Reserves by CCFA. This fund is used under jurisdiction of CCFA primarily for capital and administrative expenditures. Since October 18, 1972, CCFA's goal, upon recommendation of General Council on Finance and Administration, has been to set the Unrestricted Reserve Fund Limit at one and half times the average monthly income from the preceding year's Conference apportionment receipts. Current limit for **2015** is **\$1,310,384**. The administrative reserve had a balance of **\$1,310,384** at **12/31/15**.

III. COMPENSATION AND REIMBURSEMENT

- A) **District Superintendent's Salary** - The formula for District Superintendent's salary was established at the 2002 Annual Conference. **Because of the numerous voluntary wage freezes taken by the District Superintendents over the years, the formula for their salary was updated in 2009 by Annual Conference. The formula salary shall be equal to 1.80 (formerly 1.90) times the Conference Average Cash Salary of the 2015 year for Pastors as computed by the General Board of Pensions for the 2017 year. For 2017 salary, we will use the 2015 Conference Average Cash Salary of \$42,792 which will calculate a salary of \$77,026 for 2017.** The salaries for the Conference Council on Ministries Director and Administrative Assistant to the Bishop are the same as the District Superintendents.
- B) **Travel Allowance** - Effective January 1, **2016** the mileage reimbursement rate for Annual Conference Staff shall be the maximum rate allowed by the Internal Revenue Service, currently **\$0.54** per mile.

C) **Housing/Utilities**

- 1) District Superintendents shall be provided housing with full utilities and maintenance provided.
- 2) Administrative Assistant to the Bishop, CCOM Associate Directors (full-time), Director of Connectional Ministries, Director of Pastoral Care and Associate Director receive housing allowance plus full utilities, if clergy.

D) **Expenses** - Conference Treasurer audits all line items and requires substantiation for reimbursable expenses. Outside auditors review the Treasurer's expense account.

E) **Minimum Salary** - Minimum requirements detailed in the Commission on Equitable Salaries report are to be applicable to all charges.

F) **Health Insurance** - Each pastoral charge shall be billed an amount for health care coverage where applicable. The East Ohio Conference Board of Pensions sets premium charges. For **2017** the anticipated premium for clergy will be **\$14,770**. Changes in these rates, if any, will be announced as early in the fall as possible. Employing agencies will be charged the appropriate premium for their participants. Amounts will be remitted to the Conference Treasurer on Health Care Forms provided by the Treasurer.

G) **Pension/Disability CRSP/CPP Direct Billing** - (See worksheet provided with Omnibus Form). Each pastoral charge will be billed an amount for CRSP and/or CPP.

H) **Travel Reimbursement** - The rate for mileage reimbursement for Conference business, for other than Conference staff, shall be paid only in cases of critical need at .14 per mile.

IV. **MOVING EXPENSES**

The purpose of this policy is to describe how the East Ohio Conference will help defray the costs of household moves related to clergy assignment within the Conference and to clearly state the rules which apply so that local charges and affected individuals may recognize in advance the maximum amount of financial help they might receive from Conference. Moving expenses, subject to conditions and limitations that follow, are to be shared by the Conference and the charge accepting the minister. The Conference-share reimbursement rate will be determined by the CCFA based upon available funding. Moving arrangements are to be made by the individual who will move, and such arrangements are subject to approval by the charge sharing the cost. It is recommended that a professional mover be used. On a non-professional move, the annual conference will not reimburse for labor or wages and the conference will assume no liability for such a move. All exceptions to this move reimbursement policy may be referred to the CCFA for resolution.

A) **Conditions and Limitations**

- 1) **Positions Covered** - Situations eligible for reimbursement are those, which involve either a parsonage or a housing allowance from local church or Conference for clergy under Episcopal appointment. An appointment beyond local church may be covered only if it is a position in which East Ohio Conference funds full salary. Also covered would be newly retired pastors being hired as supply pastors (see also B-1). In

negotiating with candidates for Conference professional positions approved in Conference Journal, this policy should be used as a guideline.

- 2) **Reimbursements** - Charge receiving pastor is to pay the carrier and submit documented voucher to the Conference Treasurer for reimbursement of the Conference share. The Annual Conference will reimburse the local churches/charges 50% (subject to limitations) of the moving costs of each pastor under Episcopal appointment. All local churches/charges with a valid moving bill incurred at the usual moving time at the end of June, must submit that bill to the Conference Treasurer by August 1 each year. The Treasurer will subsequently reimburse to the local churches an amount of 50% of the moving bill, (subject to limitations). Mid-year moving bills shall be submitted to the Treasurer with prior approval of the Cabinet.
- 3) **Apportionment Requirement** - If half-year apportionment payments of Shared Ministry Funds II, III, IV as well as directly billed Pension and Health Care are current as of June 30, a charge will be eligible for moving reimbursement as per established policy. In charges whose current-year apportionments are not paid to date, only churches of said charges which have these apportionments paid will be proportionally reimbursed the Conference share of moving expense.
- 4) **Distance, Packing and Weight Limitation**
 - a) **Distance** - is limited to mileage within the Conference boundaries following the shortest route acceptable to the carrier.
 - b) **Packing** - Conference reimbursement to local churches for packing materials and/or packing charges is limited to 50% of the actual charges but not more than \$400.
 - c) **Weight** - Maximum weight is 14,000 pounds net. Only household goods are included. Specific exclusions include cars, boats, and trailers, as well as storage charges and overtime for movers.
 - d) **Estimate** - As part of exercising stewardship while planning the move, the pastor being moved shall obtain two written estimates of the full cost of the move (including insurance from licensed movers) and shall submit all estimates as attachments to the reimbursement request. Each estimate, as well as the final bill, must specify weight, distance, and insurance coverage. Insurance costs for moving reimbursed by the conference will be limited to 50% of actual charges, but not to exceed \$125.00.
- 5) **New Seminary Graduate Appointments** - Graduates entering East Ohio Conference to assume their first full-time appointments will be given total moving expense reimbursement from the place of origin of their move to their new appointment in the Annual Conference if they use a self-move method. If using a professional move the graduates shall be under the conditions and limitations of Section IV.A. If moving from outside the conference the local church/charge to which the incoming graduate is appointed shall be expected to pay the appropriate moving expense prorated from

the nearest conference boundary to the new residence. The mode of move shall be determined by the D.S. in consultation with the Pastor, Church and Cabinet.

- 6) **Out of Conference Transfers In** - Churches receiving persons transferring into East Ohio from other Annual Conferences shall have their related moving expenses reimbursed by the Annual Conference under the terms specified in A1-4 (except 4a, Distance). The local church/charge will be expected to pay one-half of the actual cost of the move, but not more than half of the cost of the average professional move over the prior two years as listed in this report. The East Ohio Annual Conference will pay the balance subject to payout rates specified in A1-4.

The Average Professional moving expense over the prior two years:
2014 and 2015 average (used in 2016) = \$2,312

- 7) **Moves of Under 50 Miles** - Clergy (not retirees) appointed to a church/charge whose eligible move will be under 50 miles from current employment to new place of employment are subject to a tax liability on the full cost of the benefit received (cost of move). All clergy so affected shall submit to the Conference Treasurer a request for reimbursement of the tax consequence of the move to them. These requests will be completed as early as possible in the year following the move.

B) **Retirees and Disability**

NOTICE: All benefits described in this section are to be applied for those retiring in the current year. Anyone retiring in a prior year should consult the language in the Journal for the year in which they retired. Reimbursed moving expenses for retirees is a taxable transaction and will receive a Form 1099 at year-end, appropriately.

- 1) **Retirees** - Full-time local pastors and clergy under appointment as District Superintendents, Conference staff, or on a pastoral charge, serving with pension funded by the Conference, shall be eligible to receive a non-recurring moving expense allowance at the time of their retirement under *Paragraph 358.1,2.a.,2.b.,2.c of the 2008 Discipline*, provided that such clergy shall not have been re-admitted for the purpose of retirement. Retirees eligible per the previous language that are approved to continue working in retirement will remain eligible for this non-recurring moving expense allowance at such time as they end their work. This allowance must be used within six (6) months of the end of their work unless granted an extension in writing by the Conference Treasurer, and with prior approval of both Cabinet and CCFA. The development and administration of policy governing the allowance shall be the responsibility of the Conference Board of Pensions.
- 2) **Payment Amount**
- a) **Inside Conference** - Clergy retiring and moving to a retirement residence within the East Ohio Conference at the time of their retirement shall receive full reimbursement for actual expenses in accord with the conditions and limitations of Section IV.A.1-4.
- b) **Outside Conference** - Clergy retiring and moving to a retirement residence outside the East Ohio Conference at the time of retirement shall receive actual expenses up to a maximum equal to the average cost of a professional move

reimbursed by the Annual Conference over the two years prior to their actual retirement.

- c) **Other Than Time of Retirement** - Retired clergy moving to a retirement residency either inside or outside the East Ohio Conference (and who have not already used their non-recurring retirement move reimbursement), shall be reimbursed actual expenses up to a maximum equal to the average cost of a professional move reimbursed by the Annual Conference over the two years prior to their actual retirement.

- 3) **Disability/Death** - A similar non-recurring moving expense allowance will be granted to eligible members granted disability, full time local pastors granted disability benefits, and surviving spouse of eligible members or full time local pastors.

V. **APPORTIONMENT PROCESS**

- A) **Formula** - CCFA recommends the following formula for determining apportionment of Shared Ministry Funds: Apportionments to local churches will be based on non-benevolent and non-building expenditures (referred to as "total base figure"). A "grade figure" will be derived for each local church so that it may readily figure its share of any conference budgeted item. The "grade figure" shall be computed as follows:

Local Church Total Base Figure

Conference Total Base Figure = Local Church Grade Figure

- 1) **Total Base Figure** - Total Base Figures are the sum of the Church Program Expenses, Other Current Expenses, Salary Paid Pastor and Associates, and Travel and Utilities paid to Pastor and Associates by the church for them. The Total Base Figure is listed annually in the Conference Journal.
- a) **Travel** - Travel at the Conference approved rate per vouchered mile for each pastor and/or diaconal minister will not be counted in total base figure. If a flat rate or allowance is used, the total amount is taxable to the recipient, and the total amount will be included in the calculation of the Total Base Figure.
- b) **Moving Expense** - The moving expense paid by the church are not added to the Total Base Figure, but must be reported by each church as outlined in the Local Church Report to Annual Conference.
- c) **Health Insurance** - The health insurance premiums for lay and clergy paid directly by the charge shall not be considered in establishing the charge's apportionments.
- d) **Pension** - Pension provided for lay employees is not considered in establishing the charge's apportionments. Pension charges billed directly to the local church/charge for clergy shall not be considered in establishing the charge's apportionments.
- e) **Housing Allowance** - Housing allowance for apportionments shall exclude amounts expended on either rent or mortgage and interest payments. Taxes, maintenance, insurance, and utilities will remain a part of the formula.

- B) **Time line** - Preliminary Apportionments for 2017 will be made late in July 2016 and will be based on the report for the year 2015. Final apportionments will be mailed by mid September 2016.

- 1 C) **New Churches** – A new church will be apportioned by the Conference and the District 10%
2 of its ‘full’ amount during the first year after the effective charter year. During the second
3 year the apportionments will be at 15%; during the third year 20%; fourth year 40%; fifth
4 year 60%; sixth year 80% and 100% in the seventh year and thereafter. Existing new
5 churches will be considered as in their first year. The term apportionments is meant to
6 include all apportioned funds (Currently five in **2016**).
7
- 8 D) **New Program Staff Position Salaries**- These salaries will be exempt from Total Base Figure
9 calculation for a period of two years from the date of hire. During this period of time new
10 program staff position salaries will be reported along with the date of hire each year on the
11 Local Church Report to Annual Conference and will be submitted to the Treasurer’s Office.
12
- 13 E) **Merged Churches** - As part of the merger process, the congregations involved will create a
14 proposed budget for the merged church which will go into effect on the date the merged
15 church begins worshipping and meeting as one congregation. This budget will be worked
16 out in consultation with, and given approval by, the District Superintendent and the District
17 Committee on Church Building and Location. This budget will then be forwarded to the
18 Conference Treasurer’s Office to be used to formulate the current year’s apportionment
19 figures for the newly merged church. A new total base figure will be calculated for the
20 merged church based on the formula outlined in ¶ V.A) above.
21

22 This new total base figure will be in effect until the actual Financial records of the merged
23 church are reported for the first full year of its existence and can be used to calculate a total
24 base figure based on actual expenditures.
25

26 A new classification of merged churches will be “VITAL Mergers.” Those mergers fulfilling
27 the VITAL Merger qualifications will be considered as a new church start by the Board of
28 Congregational Development and will consequently, be considered a “New Church” for
29 apportionment purposes.
30

31 VI. **EAST OHIO ANNUAL CONFERENCE CENTRAL TREASURY**

32

- 33 A) All Conference Assets, Liabilities, and Fund Balances are to be accounted for by the Office of
34 the Conference Treasurer who will provide a Central Treasury for the East Ohio Annual
35 Conference (See 2012 DISCIPLINE ¶613.12). The Conference Treasurer is charged with the
36 accounting for all financial activity of the Annual Conference, including all Boards, Agencies,
37 and Committees. No group or individual may perform this accounting function in lieu of the
38 Conference Treasurer. The Conference Treasurer must account for all receipts,
39 disbursements, and fund balances.
40
- 41 B) The Conference Treasurer is not currently expected to perform the accounting function for
42 the District Offices, the EOC Credit Union, the EOC Foundation, or the UMW. These bodies
43 perform their own accounting function and are both separately audited and reported to the
44 Annual Conference.
45

46 VII. **CONFERENCE LOAN POLICY**

47 CCFA may borrow up to 2% of the Conference Annual Apportioned Budget in any given
48 conference year for current expense purposes.
49

2016 RESOLUTIONS**Resolution 2016-01: Preparing Clergy to Address Domestic Violence**

General Church Budget Implications: None

East Ohio Conference Implications: Yes

WHEREAS: In 2014, The East Ohio Conference supported Resolution 2014-03 to encourage all East Ohio churches to designate a day during the month of October to present an activity that will bring awareness to the congregation about domestic violence,

WHEREAS: The Psalmist wrote (11:5 CEV):

The Lord tests honest people,
but despises those
who are cruel
and love violence.

WHEREAS: The prophet Jeremiah gave the people the message (22:2-3 CEV):

I am the Lord, so pay attention! You have been allowing people to cheat, rob, and take advantage of widows, orphans, and foreigners who live here. Innocent people have become victims of violence, and some of them have even been killed. But now I command you to do what is right and see that justice is done. Rescue everyone who has suffered from injustice.

WHEREAS: Clergy are seldom formally prepared to address domestic violence (Protestant Pastors Survey on Sexual and Domestic Violence, 2014), and

WHEREAS: The majority of clergy provide harmful, including potentially lethal, responses to domestic violence victims (Protestant Pastors Survey on Sexual and Domestic Violence, 2014),

THEREFORE BE IT RESOLVED that the East Ohio Annual Conference of the United Methodist Church supports preparation for preaching about domestic violence,

BE IT FURTHER RESOLVED that the East Ohio Annual Conference of the United Methodist Church supports inclusion of domestic violence training during district leadership events, and

BE IT FURTHER RESOLVED that the East Ohio Annual Conference of the United Methodist Church supports conference-wide teaching about domestic violence, including reserved space at the Annual Conference Ministry Fair.

Submitted By: East Ohio Clergywomen's Association

Presented by: Rev. Susan Elizabeth Brown

Reference

Protestant Pastors Survey on Sexual and Domestic Violence (2014, June). *BROKEN SILENCE: A Call for Churches to Speak Out* (http://www.imaworldhealth.org/images/stories/technical-publications/PastorsSurveyReport_final.pdf)

Resolution 2016-02: Promoting Appointment and Salary Equity for Clergymen and Clergymen

General Church Budget Implications: None

East Ohio Conference Implications: Yes

WHEREAS: The year 2016 is the 60th anniversary of the ordination of women in the Methodist Church,

WHEREAS: Charity Opheral was granted a preacher's license by the United Brethren Church in 1849,

WHEREAS: Lydia Sexton was recommended as a "pulpit speaker" by the United Brethren General Conference in 1851,

WHEREAS: In 1857, the United Brethren General Conference passed a resolution that no woman should be allowed to preach,

WHEREAS: In 1946, women were denied ordination in the newly formed Evangelical United Brethren Church,

WHEREAS: In 1956, the Methodist Church granted full clergy rights to women and Maud Keister Jensen was the first to receive such rights,

WHEREAS: Ordination of women has been continuous in the United Methodist Church since its formation in 1968,

WHEREAS: ¶162.F begins:

Rights of Women — We affirm women and men to be equal in every aspect of their common life. We therefore urge that every effort be made to eliminate sex-role stereotypes in activity and portrayal of family life and in all aspects of voluntary and compensatory participation in the Church and society. We affirm the right of women to equal treatment in employment, responsibility, promotion, and compensation. We affirm the importance of women in decision-making positions at all levels of Church and society and urge such bodies to guarantee their presence through policies of employment and recruitment. (United Methodist Church, p. 118)

WHEREAS: Appointment and salary inequities exist in the United Methodist Church (Johnson, 2012), and

WHEREAS: Paul wrote to the Church in Galatia (Galatians 3:26-27 CEV):

²⁶ All of you are God's children because of your faith in Christ Jesus. ²⁷ And when you were baptized, it was as though you had put on Christ in the same way you put on new clothes.

²⁸ Faith in Christ Jesus is what makes each of you equal with each other, whether you are a Jew or a Greek, a slave or a free person, a man or a woman.
and

WHEREAS: United Methodist clergymen experience sexual harassment related to salary, as reflected in underpayment and withholding of funds, simply based on their gender (Cooper, 2011),

THEREFORE BE IT RESOLVED that the East Ohio Annual Conference of the United Methodist Church affirms clergymen and clergymen to be equal in every aspect of their common life,

BE IT FURTHER RESOLVED that the East Ohio Annual Conference of the United Methodist Church urge that every effort be made to eliminate sex-role stereotypes in activity and portrayal of family life and in

1 all aspects of voluntary and compensatory participation in the Church and society, including service as
2 clergy,

3
4 **BE IT FURTHER RESOLVED** that the East Ohio Annual Conference of the United Methodist Church affirms
5 the right of clergywomen to equal treatment in employment, responsibility, promotion, and
6 compensation,

7
8 **BE IT FURTHER RESOLVED** that the East Ohio Annual Conference of the United Methodist Church affirms
9 the importance of clergywomen in decision-making positions at all levels of the Church and guarantees
10 their presence through its policies of employment and recruitment, and

11
12 **BE IT FURTHER RESOLVED** that the East Ohio Annual Conference of the United Methodist Church
13 detests and will not tolerate any sexual harassment or other forms of discrimination against UMC
14 clergywomen.

15
16 Submitted by: East Ohio Clergywomen's Association

17
18 Presented by: Rev. Lenore Robinson
19
20

21 References

22 Cooper, B. A. (2011). *Under the stained glass ceiling: Sexual harassment of United Methodist*
23 *clergywomen by laity*. San Diego: Frontrowliving Press.

24 Johnson, E. B. (2012). *The state of female and racial/ethnic United Methodist Clergy in the US*. Nashville,
25 TN: The General Board of Higher Education and Ministry of the United Methodist Church.

26 United Methodist Church (2013). *The Book of Discipline of The United Methodist Church 2012*. Nashville,
27 TN: United Methodist Publishing House.
28

FREQUENTLY USED ACRONYMS

1	
2	
3	ABLC.....Appointment Beyond the Local Church
4	ARAP..... Agenda, Rules and Administrative Process Committee
5	BCRM.....Board of Camps and Retreat Ministries
6	BGM or BOGM Board of Global Ministries
7	BHEMBoard of Higher Education and Campus Ministries
8	BOM Board of Ordained Ministry
9	BOPH Board of Pensions and Hospitalization
10	CACC..... Conference Average Cash Compensation
11	CCFA Conference Council on Finance and Administration
12	CCOMConference Council on Ministries
13	CCYM..... Conference Council on Youth Ministries
14	COCUIC..... Commission on Christian Unity and Interreligious Concerns
15	COSROW Commission on the Status and Role of Women
16	CPAC.....Conference Pastoral Advisory Committee
17	DAC.....Denominational Average Compensation
18	dCOM District Committee on Ordained Ministry
19	DCOM.....District Council on Ministries
20	DS District Superintendent
21	EOCCU East Ohio Conference Credit Union
22	G-ETS.....Garrett-Evangelical Theological Seminary
23	M.Div..... Master of Divinity
24	MPP..... Ministerial Pension Plan
25	OCC..... Ohio Council of Churches
26	PPR/SPR..... Pastor-Parish Relations/Staff-Parish Relations
27	S.T.D. Doctorate of Sacred Theology
28	R & R..... Commission on Religion and Race
29	UMCOR..... United Methodist Committee on Relief
30	UMM United Methodist Men
31	UMPH.....United Methodist Publishing House
32	UMW.....United Methodist Women
33	UMVIM..... United Methodist Volunteers in Mission
34	DR.....Disaster Response
35	YAC..... Youth Annual Conference
36	

HOW TO UNDERSTAND PARLIAMENTARY PROCEDURE						
EACH TIME YOU WANT TO DO THIS: ¹ ¹ Motions or resolutions made from the floor shall be reduced to writing on forms provided by the conference secretary	FIRST GIVE YOUR NAME AND YOUR DISTRICT, AND THEN SAY THIS:	Interrupt Speaker?				
		Second Needed?				
		Motion debatable?				
		Amendable?				
				Vote?		
MAIN MOTIONS as tools to introduce new business						
Introduce business	“I move that...”	no	Yes	yes	yes	majority
Take up matter previously tabled	“I move that we take from the table”	no	Yes	no	no	majority
Reconsider matter previously voted	“I move we reconsider...”	no	Yes	*	no	majority
SECONDARY MOTIONS in order of preference						
Adjourn	“I move to adjourn”	no	Yes	no	no	majority
Recess	“I move we recess until...”	no	yes	no	no	majority
Suspend debate without calling for vote	“I move that we table”	no	yes	no	no	majority
End debate	“I move the previous question”	no	yes	no	no	2/3 majority
Limit debate	“I move debate be limited to...”	no	yes	no	no	2/3 majority
Postpone to specific time	“I move to postpone this matter until...”	no	yes	yes	yes	majority
Have matter studied further	“I move we refer this matter to...”	no	yes	yes	yes	majority
Amend a motion or substitute	“I move to amend by...” or “I move to substitute...”	no	yes	yes	yes	majority
Postpone indefinitely	“I move to postpone indefinitely...”	no	yes	yes	yes	majority
INCIDENTAL MOTIONS grow out of the business the conference is considering						
Correct error in parliamentary procedure	“Point of order”	yes	no	no	no	Chair rules
Obtain advice on parliamentary procedure	“I raise a parliamentary inquiry”	yes	no	no	no	Chair rules
Request information	“Point of information”	yes	no	no	no	None
* yes, if the matter was debatable, no, if the matter was not debatable.						

EVALUATION SHEET
ANNUAL CONFERENCE EVALUATION 2016

This survey may be completed online at <https://www.surveymonkey.com/r/EastOhio2016>

The vision of the Annual Conference is to increase the number of vital congregations by aligning resources, developing leaders, and inspiring growth. Vital congregations consistently make disciples who make disciples. Please rate the effectiveness of each annual conference program event in accomplishing this purpose.

Sunday Evening Prayer and Praise Service

1	2	3	4	5
Inspiring	Informative	Average	Needs Attention	Did Not Attend

Monday Morning Clergy Session

1	2	3	4	5
Inspiring	Informative	Average	Needs Attention	Did Not Attend

Monday Service of Commemoration and Holy Communion - Bishop John L. Hopkins

1	2	3	4	5
Inspiring	Informative	Average	Needs Attention	Did Not Attend

Monday Evening Ministry Fair

1	2	3	4	5
Inspiring	Informative	Average	Needs Attention	Did Not Attend

Monday Evening Celebration of the Ministry of Bishop John & Elaine Hopkins

1	2	3	4	5
Inspiring	Informative	Average	Needs Attention	Did Not Attend

Tuesday Morning Worship - Bishop Peter D. Weaver

1	2	3	4	5
Inspiring	Informative	Average	Needs Attention	Did Not Attend

Tuesday Evening Celebration of Retirement Service - Bishop John L. Hopkins

1	2	3	4	5
Inspiring	Informative	Average	Needs Attention	Did Not Attend

Wednesday Morning Worship - Bishop Gregory V. Palmer

1	2	3	4	5
Inspiring	Informative	Average	Needs Attention	Did Not Attend

Wednesday Afternoon Leadership Development Session

1	2	3	4	5
Inspiring	Informative	Average	Needs Attention	Did Not Attend

Wednesday Evening Service of Commissioning and Ordination - Bishop John L. Hopkins

1	2	3	4	5
Inspiring	Informative	Average	Needs Attention	Did Not Attend

Thursday Morning Worship - Bishop Peter D. Weaver

1	2	3	4	5
Inspiring	Informative	Average	Needs Attention	Did Not Attend

Business Sessions of Annual Conference

1	2	3	4	5
Inspiring	Informative	Average	Needs Attention	Did Not Attend

Online registration & Registration for special events

1	2	3	4	5
Very Easy	OK	Difficult	Tried but gave up	Did Not Use

What part of Annual Conference has been the most helpful in equipping you and your church to reach out in the name of Jesus?

What suggestions would you have to help us design Annual Conference to better equip you and your church?

Person Completing This Evaluation is (Please circle): Laity Clergy

Age range: Youth in Adult Adult Adult Adult
 grades 6-12 Age 18-35 Age 36-50 Age 51-65 Age 66+

2016

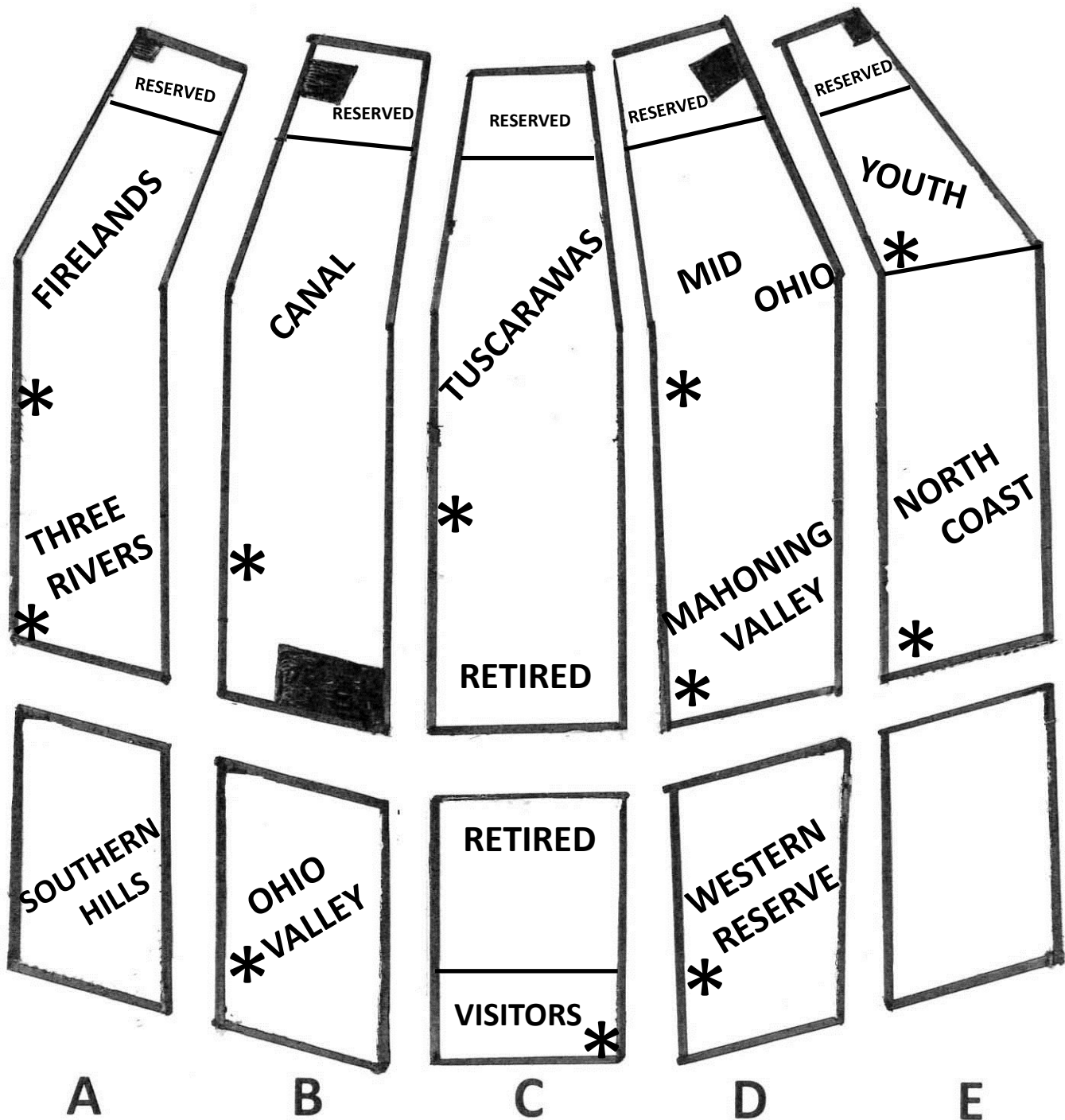
East Ohio Annual Conference
Hoover Auditorium

SOUTH FRONT STAGE

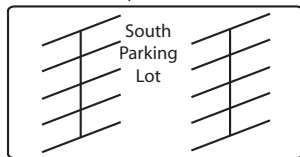
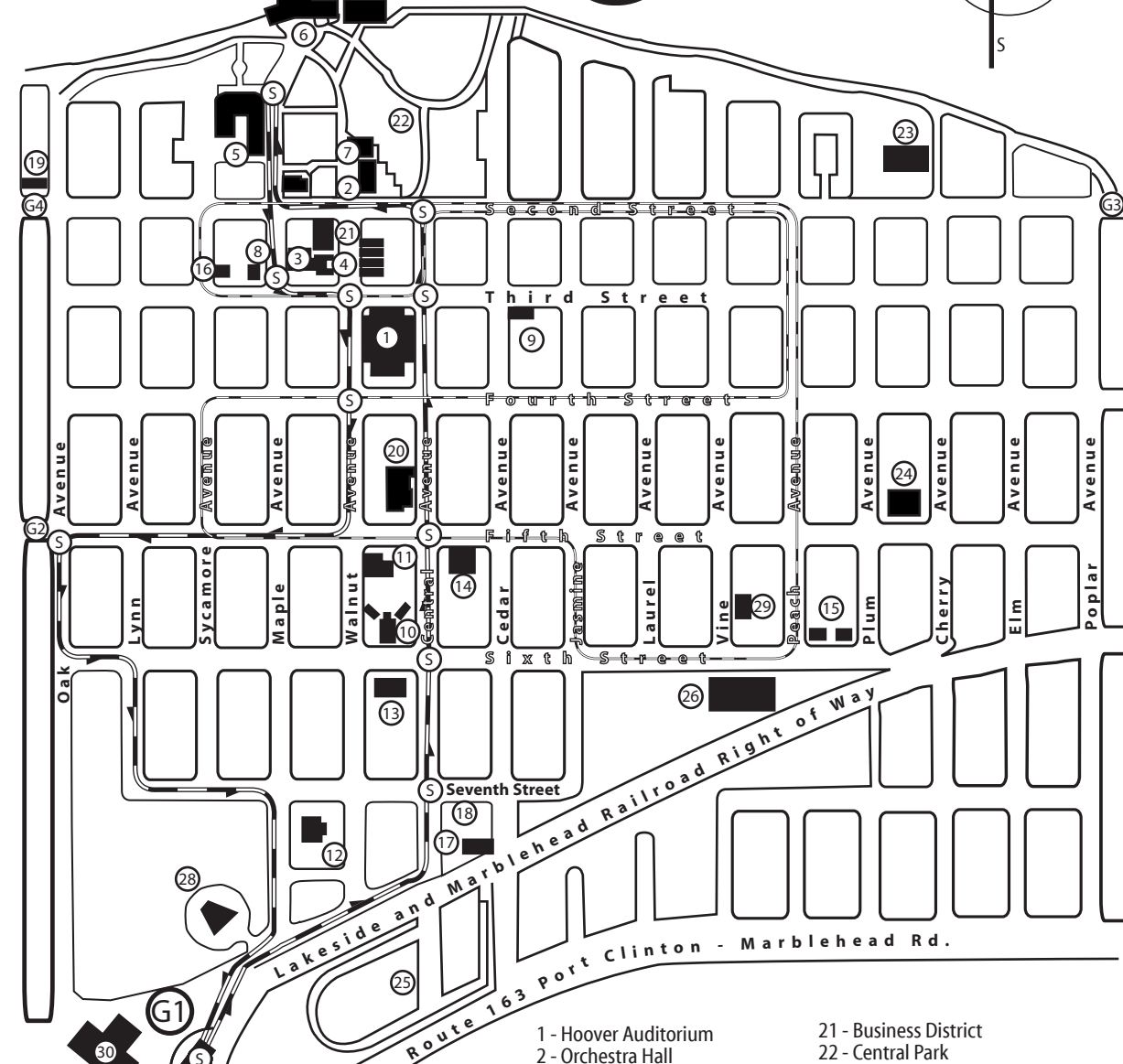
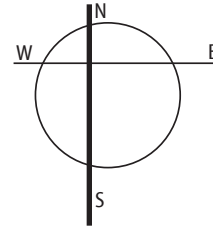
EAST

WEST

RESERVED FOR PROGRAM COMMITTEE A-D

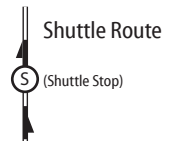


LakeSide



To Danbury High School Parking
(No shuttle available)

- 1 - Hoover Auditorium
- 2 - Orchestra Hall
- 3 - Fountain Inn
- 4 - Lakeside Association Office
- 5 - Hotel Lakeside
- 6 - Pavilion
- 7 - Green Gables
- 8 - Heritage Hall
- 9 - Bradley Temple
- 10 - South Auditorium
- 11 - Wesley Lodge
- 12 - Old Schoolhouse
- 13 - Rhein Center for the Arts
- 14 - Wo Ho Mis Lodge
- 15 - Hilltop House and Annex
- 16 - Archives
- 17 - Train Station
- 18 - Youth Cabins
- 19 - Employee Dormitories
- 20 - Lakeside United Methodist Church
- 21 - Business District
- 22 - Central Park
 - ☐ Shuffleboard
 - ☐ Miniature Golf
 - ☐ Steele Bandstand
 - ☐ Basketball/Volleyball
 - ☐ Children's Playground
- 23 - Perry Park
 - ☐ Tennis Courts
- 24 - Cherry Park
- 25 - Lakeside RV Campground
- 26 - Williams Tennis Campus
- 27 - Lakeside Dock
- 28 - Chapel in the Woods
- 29 - LWBS Boat Works Workshop
- 30 - South Gate Welcome Center
- G1 - South Gate
- G2 - West Fifth Street Gate
- G3 - East Gate
- G4 - West Second Street Gate



Mack Mobile Route
(driver follows inbetween calls)